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Survey Data Findings

Ipsos Small Business Index Q3 2020: July Survey

Ipsos survey on behalf of MetLife – U.S. Chamber of Commerce

Washington, DC, August 3, 2020

These are the findings of an Ipsos poll conducted between July 9-16, 2020. For this survey, a sample of roughly 500 small business owners and operators age 18+ from the continental U.S. Alaska and Hawaii was interviewed online in English.

The sample for this study was randomly drawn from Ipsos' online panel, partner online panel sources, and "river" sampling and does not rely on a population frame in the traditional sense. Ipsos uses fixed sample targets, unique to the study, in drawing sample. Small businesses are defined in this study as companies with fewer than 500 employees that are not sole proprietorships. Ipsos used fixed sample targets, unique to this study, in drawing sample. This sample calibrates respondent characteristics to be representative of the U.S. small business population using standard procedures such as raking-ratio adjustments. The source of these population targets is U.S. Census 2016 Statistics of U.S. Businesses dataset. The sample drawn for this study reflects fixed sample targets on firmographics. Post-hoc weights were made to the population characteristics on region, industry sector and size of business.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 5.0 percentage points for all respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (n=500, DEFF=1.5, adjusted Confidence Interval=+/-6.5 percentage points).

Starting with the March 2020 survey, small business decision makers are reached via an online survey, in place of the typical phone-based approach. This methodological shift is in response to lower anticipated response rates in dialing owners at their businesses as a result of mandated closures related to the COVID-19 outbreak. While significant changes in data points can largely be attributed to the recent economic environment, switching from a phone to online approach may have also generated a mode effect.

1. First, how would you rate the overall health of your business?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20*	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	5/21-27	<u>7/9-16</u>
Very good	38	39	38	39	41	43	35	33	24	25	27
Somewhat good	26	25	26	26	25	26	30	24	26	28	27
About average	27	26	28	28	25	22	25	27	26	29	27
Somewhat poor	5	7	5	5	6	6	7	12	17	12	12
Very poor	2	2	3	2	3	3	2	3	7	7	6
Refused	0	0	0	0	0	0	0		0	0	0
Don't know	0	0	0	0	0	1	1	1	0	0	0

^{*}Beginning in Q2 2020, an online approach was used in place of the typical phone methodology.



2. How would you rate the overall health of the United States economy?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
Very good	21	29	22	25	28	29	29	12	6	6	10
Somewhat good	33	29	31	34	30	28	30	13	16	18	18
About average	25	27	28	24	25	25	26	20	15	18	15
Somewhat poor	13	10	14	13	11	12	9	36	34	39	31
Very poor	4	4	3	3	4	4	3	18	29	18	24
Refused	1	1	0	1		0	0		0	0	0
Don't know	2	1	2	0	28	2	1	1	1	0	1

3. How would you rate the overall health of the economy in your local area?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
Very good	25	26	23	24	27	29	24	13	7	6	11
Somewhat good	26	30	29	26	29	30	28	19	18	21	19
About average	31	25	29	31	26	25	31	28	25	33	30
Somewhat poor	12	14	14	15	12	11	14	28	32	29	29
Very poor	6	4	4	4	5	5	3	11	17	10	10
Refused	0	0				0	0		0	0	0
Don't know	0	1	0	0	1	0	0	1	1	0	0

4. Compared to six months ago, does your business see more competition, less competition or about the same level of competition from smaller or local companies?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
More competition	18	18	16	18	15	14	14	25	23	21	31
Less competition	6	6	8	7	8	6	6	14	24	28	19
Stayed about the same	74	74	73	72	74	76	76	57	49	47	47
Refused	1	1	1	1	0	1	1		0	0	0
Don't know	2	1	3	2	4	3	3	4	4	5	3

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5. How comfortable are you with your company's current cash flow situation?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-20</u>	<u>Q2-20</u>	<u>Q2-20</u>	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	<u>3/25-28</u>	<u>4/21-28</u>	<u>5/21-27</u>	<u>7/9-16</u>
Very comfortable	34	34	32	35	37	37	28	19	11	18	17
Somewhat comfortable	47	46	50	48	44	46	52	40	37	38	38
Not very comfortable	11	12	11	10	11	10	11	23	29	25	30
Not at all comfortable	5	5	4	5	6	4	6	17	22	18	15
Refused	1	1	1	1	1	1	1		0	0	0
Don't know	2	2	1	1	2	3	2	1	1	1	0

6. For the upcoming year, do you plan to ...?

	<u>Q3-</u> 2018	<u>Q4-</u> 2018	<u>Q1-</u> 2019	<u>Q2-</u> 2019	<u>Q3-</u> 2019	<u>Q4-</u> 2019	<u>Q1-</u> 2020	<u>Q2-20</u> 3/25-28	<u>Q2-20</u> 4/21-28	<u>Q2-20</u> <u>5/21-27</u>	<u>Q3-20</u> 7/9-16
Increase investment Invest about as	25	29	27	27	26	26	29	30	25	27	35
much in the business as you did last year	57	53	56	55	55	58	52	38	39	36	32
Reduce investment	10	12	12	12	12	10	13	15	19	22	18
Refused Don't know	1 6	1 5	1 4	1 4	1 6	1 5	1 6	 16	0 17	0 16	0 14

7. Compared to six months ago, has the time or resources you spend completing licensing, compliance or other government requirements increased, decreased or stayed the same?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
Increased	20	23	25	21	22	22	21	20	23	21	29
Decreased	3	4	4	3	3	3	4	11	16	19	13
Stayed the same	74	70	69	73	71	74	73	66	56	58	53
Refused	0	1	0	1	0	0	1		0	0	0
Don't know	3	2	2	2	4	2	2	3	5	2	5

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8. Over the past year, would you say you have...?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	<u>2018</u>	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	5/21-27	<u>7/9-16</u>
Increased staff	19	19	17	18	19	20	17	15	14	13	20
Retained the	66	64	71	70	68	66	66	71	67	67	60
same size staff	00	04	/ 1	70	00	00	00	/ 1	07	07	00
Reduced staff	13	16	12	11	13	13	16	13	19	18	17
Refused	0	0		0	0	0	0		0	0	0
Don't know	1	1		1	0	1	0	1	0	1	4

9. In the next year, do you anticipate...?

	<u>Q3-</u> 2018	<u>Q4-</u> 2018	<u>Q1-</u> 2019	<u>Q2-</u> 2019	<u>Q3-</u> 2019	<u>Q4-</u> 2019	<u>Q1-</u> 2020	<u>Q2-20</u> 3/25-28	<u>Q2-20</u> 4/21-28	<u>Q2-20</u> 5/21-27	<u>Q3-20</u> 7/9-16
Increasing staff	25	30	29	28	29	28	30	23	24	23	30
Retaining the same size staff	68	65	65	65	65	65	64	60	55	60	53
Reducing staff	5	4	5	5	6	6	5	9	13	10	9
Refused	0	1	0	0	0	0	0		0	0	0
Don't know	2	1	1	1	1	1	2	9	7	7	8

10. Looking forward one year, do you expect next year's revenues to increase, decrease or stay the same?

	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	<u>Q2-</u>	<u>Q3-</u>	<u>Q4-</u>	<u>Q1-</u>	Q2-20	Q2-20	Q2-20	Q3-20
	2018	<u>2018</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2019</u>	<u>2020</u>	3/25-28	4/21-28	5/21-27	7/9-16
Increase	56	60	56	57	55	58	60	50	47	50	53
Decrease	8	6	8	7	8	9	7	19	25	19	18
Stay the same	33	32	34	34	35	30	31	23	22	21	22
Refused	1	0	0	1	0	0	0		0	0	0
Don't know	2	1	1	1	1	3	2	8	6	9	6

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Q3 2020 Storyline Questions – July 9-16, 2020

11. How concerned are you about the impact of the coronavirus or COVID-19 outbreak on your business?

	Q2-2020	Q2-2020	Q2-2020	Q3-2020
	<u>3/25-28</u>	<u>4/21-28</u>	<u>5/21-27</u>	<u>7/9-16</u>
Very concerned	58	53	43	47
Somewhat concerned	26	32	38	31
Not very concerned	9	10	11	14
Not at all concerned	6	5	7	8
Don't know	1	0	1	0
Concerned (Net)	84	85	82	78
Not concerned (Net)	15	15	18	22

^{12.} Have you done any of the following related to business operations at any point since the COVID-19 pandemic began? Please select all that apply.

^{***}Battery items were previously asked in a separate question. April wording: Have you done any of the following related to business finances in the last two weeks? Please select all that apply. May wording: Have you done any of the following related to business finances at any point since the COVID-19 pandemic began? Please select all that apply.

	<u>Q2-</u>	<u>Q2-</u>	<u>Q2-</u>	<u>Q3-</u>
	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>
	<u>3/25-</u>	<u>4/21-</u>	<u>5/21-27</u>	<u>7/9-16</u>
	<u>28</u> *	<u>28</u> **		
Shortened my business's hours of operations	30	27	30	30
Adjusted employee salaries or hours	17	19	26	29
Temporarily closed my business entirely	24	29	23	23
Transitioned some or all of my employees to teleworking	12	20	22	20
Transitioned the retail aspect of the business to be more virtual or digital	10	12	14	19
Transitioned the retail aspect of the business to delivery/pickup	10	17	21	15
Applied for a working capital loan***	4	19	16	15
Asked landlord for flexibility in paying my business's rent***	9	17	15	15
Laid off employees	9	12	16	14
None of the above	28	23	25	22

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^{*}March wording: Have you done any of the following in the last two weeks? Please select all that apply.

^{**}April wording: Have you done any of the following related to business operations in the last two weeks? Please select all that apply.



13. [IF SELECTED "TEMPORARILY CLOSED BUSINESS ENTIRELY" IN Q12] Has your business reopened?

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=122	N=114
Yes	43	69
No	56	31
Don't know	1	0

14. Please select the option that best fits your current situation.

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
My business is fully open	41	52
My business is partially open	38	34
My business is temporarily closed	19	12
My business is permanently closed	1	1
Don't know	1	1
Open (Net)	<i>79</i>	86
Closed (Net)	20	13

15. **[IF SELECTED "MY BUSINESS IS TEMPORARILY CLOSED" IN Q14]** How likely is it that you will reopen your business *in the next two weeks*?

	<u>Q2-2020</u>	<u>Q3-2020</u>
	<u>5/21-27</u>	<u>7/9-16</u>
	N=108	N=59
Very likely	11	19
Somewhat likely	38	15
Not very likely	33	26
Not likely at all	14	32
Don't know	4	8
Likely (Net)	49	34
Unlikely (Net)	47	58

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16. Would you say you currently have more employees, less employees, or around the same number of employees as you had in February of this year, before the COVID-19 pandemic began in the U.S.?

	Q2-2020	Q3-2020
	<u>5/21-27</u>	7/9-16
More employees	6	11
Around the same number of employees	71	67
Less employees	22	21
Don't know	1	1

17. [IF SELECTED "LESS EMPLOYEES" IN Q16] When, if at all, do you anticipate rehiring or bringing back most of your employees?

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=129	N=127
Less than a month	1	3
1-2 months	15	11
3-under 6 months	39	24
6 months – 1 year	23	24
I do not anticipate rehiring or bringing back most of employees	11	19
Don't know	10	20

18. Have you applied for or received a loan as part of the Small Business Administration's (SBA) Paycheck Protection Program this month?

Q2-2020	Q2-2020	Q3-2020
4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
53	58	49
9	7	11
14	7	9
9	15	19
13	8	9
3	4	4
	4/21-28 53 9 14 9	4/21-28 5/21-27 53 58 9 7 14 7 9 15 13 8

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19. In light of the current circumstances, how long do you think it will be before the U.S. small business climate returns to normal?

	Q2-2020	Q2-2020	Q2-2020	Q3-2020
	<u>3/25-28</u>	4/21-28	<u>5/21-27</u>	<u>7/9-16</u>
Less than a month	3	2	1	2
1-2 months	10	9	11	8
3-under 6 months	28	30	20	21
6 months – 1 year	46	50	55	56
Never	3	6	6	7
Don't know	9	2	6	7

20. **[IF DID NOT SELECT "MY BUSINESS IS PERMANENTLY CLOSED" IN Q14]** How long do you believe your business can continue to operate without shutting down permanently?

	Q2-2020	Q2-2020	Q2-2020	Q3-2020
	<u>3/25-28</u>	<u>4/21-28</u>	<u>5/21-27</u>	<u>7/9-16</u>
	Asked of all	Asked of all	N=495	N=497
Less than a month	11	6	3	2
1-2 months	13	16	12	12
3-under 6 months	19	23	21	23
6 months – 1 year	16	21	21	20
Indefinitely	28	23	31	33
Don't know	13	11	11	11

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21. [IF DID NOT SELECT "MY BUSINESS IS PERMANENTLY CLOSED" IN Q14] Which of the following adaptations have you made, or plan to make, at your business?

	Q2-2020	Q3-2020
	5/21-27	<u>7/9-16</u>
	N=495	N=497
More frequent cleaning/disinfecting of surfaces	48	50
Require employees and customers to maintain at least six feet of distance at all times	39	42
Ask employees to self-monitor for symptoms and stay at home if feeling ill	44	41
Require employees to wear protective gear (such as masks or gloves)	40	38
Maintain teleworking or virtual/digital configurations	34	33
Require customers to wear protective gear (such as masks or gloves)	29	32
Manage the number of employees and customers allowed in the workplace	33	29
Make improvements to our ventilation system	n/a	14
Other	3	2
None of the above	15	12
Don't know	2	2

22. [IF DID NOT SELECT "MY BUSINESS IS PERMANENTLY CLOSED" IN Q14] Thinking about the next few months, how concerned are you, if at all, about each of the following?

Total Concerned Summary

	<u>Q2-2020</u> <u>5/21-27</u> N=495	<u>Q3-2020</u> <u>7/9-16</u> N=497
Financial hardships due to prolonged business closure	71	70
Low business demand due to continued social distancing measures	67	65
Having to close your business again, or stay closed, if there is a second wave of COVID-19	66	65
[IF Q18="APPLIED FOR AND RECEIVED A LOAN," N=110] Meeting the criteria necessary to receive PPP loan forgiveness	n/a	64
Risks COVID-19 pose to my customers and employees if my business reopens	62	60
Having to permanently close my business	57	58
Lack of guidance on proper reopening procedures	48	56

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a. Low business demand due to continued social distancing measures

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	32	31
Somewhat concerned	35	34
Not very concerned	21	19
Not at all concerned	10	14
Don't know	2	2
Concerned (Net)	67	65
Not concerned (Net)	31	33

b. Having to close your business again, or stay closed, if there is a second wave of COVID-19

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	35	35
Somewhat concerned	31	30
Not very concerned	16	14
Not at all concerned	17	18
Don't know	1	3
Concerned (Net)	66	65
Not concerned (Net)	33	32

c. Risks COVID-19 pose to my customers and employees if my business reopens

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	28	29
Somewhat concerned	33	32
Not very concerned	22	20
Not at all concerned	15	17
Don't know	1	3
Concerned (Net)	62	60
Not concerned (Net)	37	37

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d. Lack of guidance on proper reopening procedures

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	22	27
Somewhat concerned	25	28
Not very concerned	28	21
Not at all concerned	23	20
Don't know	1	3
Concerned (Net)	48	56
Not concerned (Net)	51	41

e. Financial hardships due to prolonged business closure

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	34	39
Somewhat concerned	37	31
Not very concerned	17	13
Not at all concerned	11	13
Don't know	1	3
Concerned (Net)	71	70
Not concerned (Net)	28	27

f. Having to permanently close my business

	Q2-2020	Q3-2020
	<u>5/21-27</u>	<u>7/9-16</u>
	N=495	N=497
Very concerned	32	29
Somewhat concerned	25	29
Not very concerned	21	17
Not at all concerned	22	21
Don't know	0	3
Concerned (Net)	<i>57</i>	58
Not concerned (Net)	42	38

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g. [IF Q18="APPLIED FOR AND RECEIVED A LOAN"] Meeting the criteria necessary to receive PPP loan forgiveness

	Q3-2020
	<u>7/9-16</u>
	N=110
Very concerned	33
Somewhat concerned	31
Not very concerned	19
Not at all concerned	14
Don't know	3
Concerned (Net)	64
Not concerned (Net)	33

23. **[IF DID NOT SELECT 'MY BUSINESS IS PERMANENTLY CLOSED' IN Q14]** Which of the following things has your business done, if any, to prepare for a second wave of COVID-19?

	<u>Q3-20</u> 7/9-16
	N=497
Purchased additional supplies or products to prevent a future shortage	32
Updated your website and/or social media profile(s)	29
Increased e-commerce or digital payment options	25
Revisited long-term staffing plans	18
Invested in, or upgraded, accounting software	13
Made plans for future layoffs or furloughs	12
Already laid off or furloughed employees	9
Hired an accountant or financial advisor	9
None of these [EXCLUSIVE]	31

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24. Now, for something different. Do you agree or disagree with the following statements?

Total Agree Summary

	<u>Q1-2020</u> 12/19-1/31	<u>Q3-2020</u> <u>7/9-16</u> *
There should be more business and investment opportunities available for minorities.	n/a	74
Minority-owned small businesses face more challenges than non-minority-owned businesses.	52	69
More businesses should focus on hiring racially diverse employees.	64	68
There should be more formal workplace trainings or programs to support the hiring of racially diverse employees.	62	68
Hiring racially diverse candidates is beneficial for my business.	65	67
Minority-owned small businesses have been disproportionately impacted by COVID-19	n/a	66
There is an appropriate amount of business and investment opportunities available for minorities.	n/a	52

a. Minority-owned small businesses face more challenges than non-minority-owned businesses.

	Q1-2020	Q3-2020
	<u>12/19-1/31</u>	<u>7/9-16</u>
Strongly agree	25	34
Somewhat agree	27	34
Somewhat disagree	21	13
Strongly disagree	17	8
Don't know	11	9
Agree (Net)	52	69
Disagree (Net)	38	22

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^{*}In Q1 2020, these questions were asked on a phone survey. While significant changes in data points can largely be attributed to recent events and shifting views regarding racial equality, switching from a phone to online approach may have also generated a mode effect.



b. There is an appropriate amount of business and investment opportunities available for minorities.

	Q3-2020
	<u>7/9-16</u>
Strongly agree	21
Somewhat agree	30
Somewhat disagree	18
Strongly disagree	19
Don't know	12
Agree (Net)	52
Disagree (Net)	37

c. There should be more business and investment opportunities available for minorities.

	Q3-2020
	<u>7/9-16</u>
Strongly agree	39
Somewhat agree	35
Somewhat disagree	12
Strongly disagree	8
Don't know	7
Agree (Net)	74
Disagree (Net)	20

d. Hiring racially diverse candidates is beneficial for my business.

	<u>Q1-2020</u>	<u>Q3-2020</u>
	12/19-1/31	<u>7/9-16</u>
Strongly agree	32	37
Somewhat agree	33	30
Somewhat disagree	12	11
Strongly disagree	8	9
Don't know	15	13
Agree (Net)	65	67
Disagree (Net)	20	20

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e. More businesses should focus on hiring racially diverse employees.

	Q1-2020	Q3-2020
	<u>12/19-1/31</u>	<u>7/9-16</u>
Strongly agree	29	37
Somewhat agree	36	32
Somewhat disagree	15	13
Strongly disagree	10	10
Don't know	11	9
Agree (Net)	64	68
Disagree (Net)	25	23

f. There should be more formal workplace trainings or programs to support racially diverse employees.

	Q1-2020	Q3-2020
	<u>12/19-1/31</u>	<u>7/9-16</u>
Strongly agree	30	34
Somewhat agree	32	34
Somewhat disagree	19	13
Strongly disagree	9	10
Don't know	11	9
Agree (Net)	62	68
Disagree (Net)	27	23

g. Minority-owned small businesses have been disproportionately impacted by COVID-19

	Q3-2020
	<u>7/9-16</u>
Strongly agree	36
Somewhat agree	29
Somewhat disagree	11
Strongly disagree	11
Don't know	12
Agree (Net)	66
Disagree (Net)	22

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25. In the wake of recent protests, how important is it for your business to do each of the following?

[If selected "My business is permanently closed" in Q11, ask "In the wake of recent protests, how important is it for small businesses to do each of the following?"]

Total Important Summary

	<u>Q3-2020</u>
	<u>7/9-16</u>
Make a commitment to fairness in hiring, promotion, and pay	79
Support local Black-owned businesses	74
Make a statement of support for racial equality and fairness	67
Conduct training for employees on racial bias	66
Donate to organizations supporting racial equality	63
Partner with organizations or educational institutions supporting Black-owned business development	61

a. Make a statement of support for racial equality and fairness

	Q3-2020
	<u>7/9-16</u>
Very important	32
Somewhat important	36
Not very important	12
Not at all important	14
Don't know	6
Important (Net)	67
Not important (Net)	26

b. Donate to organizations supporting racial equality

	Q3-2020
	<u>7/9-16</u>
Very important	28
Somewhat important	35
Not very important	16
Not at all important	14
Don't know	7
Important (Net)	63
Not important (Net)	30

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c. Partner with organizations or educational institutions supporting Black-owned business development

	Q3-2020
	<u>7/9-16</u>
Very important	30
Somewhat important	32
Not very important	16
Not at all important	16
Don't know	7
Important (Net)	61
Not important (Net)	32

d. Conduct training for employees on racial bias

	<u>Q3-2020</u> 7/9-16
Very important	34
Somewhat important	31
Not very important	11
Not at all important	16
Don't know	7
Important (Net)	66
Not important (Net)	27

e. Make a commitment to fairness in hiring, promotion, and pay

	<u>Q3-2020</u> 7/9-16
Very important	50
Somewhat important	29
Not very important	8
Not at all important	10
Don't know	4
Important (Net)	79
Not important (Net)	18

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f. Support local Black-owned businesses

	Q3-2020
	<u>7/9-16</u>
Very important	39
Somewhat important	35
Not very important	10
Not at all important	12
Don't know	5
Important (Net)	74
Not important (Net)	21

26. What actions has your business taken to address or promote racial equality so far this year? Please select all that apply.

	Q3-2020
	<u>7/9-16</u>
Made a statement of support for racial equality and fairness	35
Found ways to support local Black-owned businesses	28
Donated to organizations supporting racial equality	25
Done direct business with or invested in a Black-owned business	24
Conducted training for employees on racial bias	24
Reevaluated our hiring, promotion, and compensation practices	18
None of these	31

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