

Q1. How do you feel these upcoming changes will impact the business results of your company?																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents who are Aware of Upcoming Legislation and/or Changes to Any Regulatory Frameworks/Demands (unwtd)	49	29	20	6	35	8	5	1	2	31	8	2	-	3	7	26	13	3	2	13	31
Base: All Respondents who are Aware of Upcoming Legislation and/or Changes to Any Regulatory Frameworks/Demands (wtd)	47	34	13	11	26	9	6	2	1	22	11	4	-	4	7	25	11	3	4	15	25
I believe these will have a positive impact on the business results of my company	14	10	4	6	6	2	1	-	1	5	4	3	-	1	3	5	5	2	3	3	6
	30%	29%	31%	55%	23%	19%	19%	-	48%	21%	39%	74%	-	18%	44%	21%	45%	45%	89%	22%	24%
		**	**	**	**	**	**	**	**	**	**	**		**	**	**	**	**	**	**	**
I don't believe these will have an impact on the business results of my company	10	6	4	3	6	1	1	-	-	8	1	-	-	-	1	5	4	-	-	5	5
	21%	17%	33%	28%	21%	12%	11%	-	-	36%	11%	-	-	-	11%	21%	35%	-	-	34%	19%
		**	**	**	**	**	**	**	**	**	**	**		**	**	**	**	**	**	**	**
I believe these will have a negative impact on the business results of my company	13	10	3	2	7	4	4	-	-	4	4	-	-	-	3	9	1	2	-	2	9
	27%	30%	21%	16%	26%	45%	70%	-	-	20%	39%	-	-	-	40%	37%	7%	55%	-	16%	34%
		**	**	**	**	**	**	**	**	**	**	**		**	**	**	**	**	**	**	**
I don't know how these will affect the business results of my company	10	8	2	-	8	2	-	2	1	5	1	1	-	3	*	5	1	-	*	4	6
	22%	24%	15%	-	30%	24%	-	100%	52%	22%	11%	26%	-	82%	6%	21%	13%	-	11%	28%	23%
		**	**	**	**	**	**	**	**	**	**	**		**	**	**	**	**	**	**	**

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Q5. How do you feel these upcoming changes will impact the business results of your company?

- Column Proportions:

Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T

Minimum Base: 30 (**), Small Base: 100 (*)

Column Means:

Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T

Minimum Base: 30 (**), Small Base: 100 (*)

Q2. [SUMMARY - TOP2BOX (GREATLY/SOMEWHAT IMPACTED)]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
	Total	Gender		Age			Region						Education				Income				
		Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Audit/Financial	161	82	79	47	67	46	24	14	11	69	31	11	-	19	25	90	26	11	19	55	75
	54%	55%	52%	57%	61%	44%	61%	44%	52%	61%	43%	54%	-	55%	42%	59%	56%	46%	40%	49%	66%
	*	*	*	*	E	*	*	**	**	J	*	**	**	**	*	*	**	**	*	*	RS*
Back office	131	63	67	31	54	46	25	13	7	56	24	5	4	17	21	74	15	8	12	42	68
	44%	42%	45%	36%	49%	44%	65%	40%	32%	49%	33%	25%	91%	49%	36%	48%	31%	32%	25%	38%	59%
	*	*	*	*	*	*	J*	**	**	*	*	**	**	**	*	*	**	**	*	*	RS*
Middle office	121	63	59	31	49	42	20	9	7	55	26	5	4	14	19	67	17	9	13	38	62
	40%	42%	39%	37%	44%	40%	50%	28%	32%	48%	36%	22%	91%	42%	32%	43%	36%	36%	26%	34%	54%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	RS*
Front office	117	62	55	28	51	38	18	13	6	51	24	5	4	14	17	63	18	6	14	36	61
	39%	41%	37%	33%	46%	36%	45%	40%	27%	45%	33%	23%	91%	42%	29%	41%	38%	23%	29%	32%	53%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	RS*
Human resources	77	34	43	22	28	27	11	9	6	28	19	3	-	9	10	43	15	7	8	32	30
	26%	23%	29%	26%	26%	25%	28%	28%	30%	25%	26%	17%	-	26%	16%	28%	32%	28%	16%	29%	26%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	*

Table: 17
Q6. [SUMMARY - TOP2BOX (GREATLY/SOMEWHAT IMPACTED)]
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q2. [SUMMARY - LOW2BOX (NOT REALLY/NOT AT ALL IMPACTED)]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Human resources	223	116	107	62	83	79	28	24	15	86	53	18	4	25	50	111	32	17	41	80	85
	74%	77%	71%	74%	74%	75%	72%	72%	70%	75%	74%	83%	100%	74%	84%	72%	68%	72%	84%	71%	74%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Front office	183	88	95	56	60	67	21	20	15	63	48	16	*	20	43	91	30	19	34	76	54
	61%	59%	63%	67%	54%	64%	55%	60%	73%	55%	67%	77%	9%	58%	71%	59%	62%	77%	71%	68%	47%
		*		*		*	*	**	**		*	**	**	**	*		**	**	T*	T*	*
Middle office	179	87	91	53	62	63	19	24	14	59	46	16	*	20	41	87	30	16	36	74	53
	60%	58%	61%	63%	56%	60%	50%	72%	68%	52%	64%	78%	9%	58%	68%	57%	64%	64%	74%	66%	46%
		*		*		*	*	**	**		*	**	**	**	*		**	**	T*	T*	*
Back office	169	87	83	53	57	59	14	20	14	58	48	16	*	17	39	80	33	17	36	70	47
	56%	58%	55%	64%	51%	56%	35%	60%	68%	51%	67%	75%	9%	51%	64%	52%	69%	68%	75%	62%	41%
		*		*		*	*	**	**		F*	**	**	**	*		**	**	T*	T*	*
Audit/Financial	139	68	71	36	44	59	15	19	10	45	41	10	4	15	35	64	21	13	29	57	40
	46%	45%	48%	43%	39%	56%	39%	56%	48%	39%	57%	46%	100%	45%	58%	41%	44%	54%	60%	51%	34%
		*		*		D*	*	**	**		J*	**	**	**	*		**	**	T*	T*	*

Table: 18

Q6. [SUMMARY - LOW2BOX (NOT REALLY/NOT AT ALL IMPACTED)]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q2_1. [Back office]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Greatly impacted	42	24	17	8	21	13	10	4	2	22	4	-	-	7	6	20	8	2	6	11	23
	14%	16%	12%	10%	19%	12%	26%	11%	11%	19%	6%	-	-	21%	10%	13%	17%	6%	13%	10%	20%
		*		*		*	J*	**	**	J	*	**	**	**	*		**	**	*	*	*
Somewhat impacted	89	39	50	22	34	33	15	9	4	35	20	5	4	10	15	54	6	6	6	32	45
	30%	26%	33%	27%	30%	31%	39%	28%	21%	31%	27%	25%	91%	28%	26%	35%	13%	26%	12%	28%	39%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	R*
Not really impacted	75	43	32	31	22	22	1	11	5	27	16	14	*	6	16	28	24	7	18	30	20
	25%	28%	21%	37%	20%	21%	3%	35%	25%	23%	22%	69%	9%	18%	27%	18%	50%	30%	36%	26%	17%
		*		D*		*	*	**	**	F	F*	**	**	**	*		**	**	T*	*	*
Not at all impacted	95	44	50	23	35	37	12	8	9	31	33	1	-	11	23	52	9	9	19	40	27
	32%	30%	34%	27%	31%	35%	32%	26%	43%	27%	45%	6%	-	33%	38%	34%	20%	38%	38%	36%	23%
		*		*		*	*	**	**		I*	**	**	**	*		**	**	*	*	*
Summary																					
Top2Box (Greatly/Somewhat impacted)	131	63	67	31	54	46	25	13	7	56	24	5	4	17	21	74	15	8	12	42	68
	44%	42%	45%	36%	49%	44%	65%	40%	32%	49%	33%	25%	91%	49%	36%	48%	31%	32%	25%	38%	59%
		*		*		*	J*	**	**		*	**	**	**	*		**	**	*	*	RS*
Low2Box (Not really/Not at all impacted)	169	87	83	53	57	59	14	20	14	58	48	16	*	17	39	80	33	17	36	70	47
	56%	58%	55%	64%	51%	56%	35%	60%	68%	51%	67%	75%	9%	51%	64%	52%	69%	68%	75%	62%	41%
		*		*		*	*	**	**		F*	**	**	**	*		**	**	T*	T*	*

Table: 19

Q6_1. [Back office]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q2_2. [Middle office]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Greatly impacted	23	9	14	6	10	7	4	1	1	10	7	-	-	2	4	15	2	3	5	8	7
	8%	6%	9%	7%	9%	7%	10%	4%	3%	9%	10%	-	-	7%	6%	10%	5%	11%	10%	7%	6%
Somewhat impacted		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
	99	54	45	25	39	35	16	8	6	45	19	5	4	12	16	52	15	6	8	30	55
	33%	36%	30%	29%	35%	33%	40%	24%	29%	40%	27%	22%	91%	35%	26%	34%	32%	25%	16%	26%	48%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	RS*
Not really impacted	84	42	42	32	27	25	7	13	5	28	16	15	*	6	19	38	21	6	19	34	25
	28%	28%	28%	38%	24%	24%	18%	39%	25%	24%	23%	72%	9%	18%	31%	25%	44%	26%	39%	30%	22%
Not at all impacted		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
	94	45	50	21	36	38	12	11	9	31	30	1	-	14	22	49	9	9	17	41	27
	31%	30%	33%	25%	32%	36%	32%	33%	43%	28%	41%	6%	-	40%	37%	32%	20%	38%	35%	36%	24%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Summary																					
Top2Box (Greatly/Somewhat impacted)	121	63	59	31	49	42	20	9	7	55	26	5	4	14	19	67	17	9	13	38	62
	40%	42%	39%	37%	44%	40%	50%	28%	32%	48%	36%	22%	91%	42%	32%	43%	36%	36%	26%	34%	54%
Low2Box (Not really/Not at all impacted)		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	RS*
	179	87	91	53	62	63	19	24	14	59	46	16	*	20	41	87	30	16	36	74	53
	60%	58%	61%	63%	56%	60%	50%	72%	68%	52%	64%	78%	9%	58%	68%	57%	64%	64%	74%	66%	46%
		*		*		*	*	**	**		*	**	**	**	*		**	**	T*	T*	*

Table: 20

Q6_2. [Middle office]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q2_3. [Front office]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Greatly impacted	34	16	18	8	16	10	4	4	2	20	4	-	-	5	4	21	4	1	2	9	21
	11%	10%	12%	10%	14%	10%	11%	11%	8%	17%	6%	-	-	16%	6%	14%	9%	4%	5%	8%	18%
	*	*	*	*	*	*	*	**	**	J	*	**	**	**	*	*	**	**	*	*	*
Somewhat impacted	83	46	36	20	35	28	13	9	4	32	20	5	4	9	14	43	14	5	12	27	40
	28%	31%	24%	23%	32%	27%	34%	28%	19%	28%	27%	23%	91%	26%	23%	28%	29%	18%	25%	24%	35%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	*
Not really impacted	87	41	46	33	25	29	9	11	4	30	18	15	*	8	18	42	18	9	15	34	29
	29%	27%	31%	39%	23%	28%	23%	35%	21%	26%	24%	71%	9%	24%	30%	27%	38%	39%	31%	30%	25%
	*	*	*	D*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	*
Not at all impacted	96	48	49	23	35	38	12	8	11	33	31	1	-	12	24	49	11	9	19	42	25
	32%	32%	32%	28%	32%	36%	32%	26%	52%	29%	42%	6%	-	35%	41%	32%	24%	39%	40%	38%	22%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	T*	T*	*
Summary																					
Top2Box (Greatly/Somewhat impacted)	117	62	55	28	51	38	18	13	6	51	24	5	4	14	17	63	18	6	14	36	61
	39%	41%	37%	33%	46%	36%	45%	40%	27%	45%	33%	23%	91%	42%	29%	41%	38%	23%	29%	32%	53%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	*	*	RS*
Low2Box (Not really/Not at all impacted)	183	88	95	56	60	67	21	20	15	63	48	16	*	20	43	91	30	19	34	76	54
	61%	59%	63%	67%	54%	64%	55%	60%	73%	55%	67%	77%	9%	58%	71%	59%	62%	77%	71%	68%	47%
	*	*	*	*	*	*	*	**	**	*	*	**	**	**	*	*	**	**	T*	T*	*

Table: 21

Q6_3. [Front office]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q2_4. [Audit/Financial]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Greatly impacted	73	42	31	22	32	18	14	4	5	34	12	5	-	9	6	44	15	4	9	28	32
	24%	28%	20%	27%	29%	17%	35%	11%	22%	30%	16%	24%	-	25%	10%	28%	31%	17%	18%	25%	28%
	*			*		*	*	**	**		*	**	**	**	*	N	**	**	*	*	*
Somewhat impacted	88	40	48	25	35	28	10	11	6	35	19	6	-	10	19	47	12	7	10	27	43
	29%	26%	32%	30%	31%	26%	26%	32%	30%	31%	27%	30%	-	29%	32%	30%	25%	29%	21%	24%	38%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not really impacted	54	29	26	16	14	25	4	10	2	18	13	8	4	5	14	20	12	6	13	17	18
	18%	19%	17%	19%	13%	24%	9%	31%	8%	16%	18%	40%	100%	14%	23%	13%	25%	24%	27%	15%	16%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not at all impacted	85	39	46	21	30	34	12	8	8	27	28	1	-	11	21	44	9	7	16	40	21
	28%	26%	30%	25%	27%	33%	30%	26%	40%	24%	39%	6%	-	31%	35%	29%	20%	30%	33%	36%	18%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	T*	*
Summary																					
Top2Box (Greatly/Somewhat impacted)	161	82	79	47	67	46	24	14	11	69	31	11	-	19	25	90	26	11	19	55	75
	54%	55%	52%	57%	61%	44%	61%	44%	52%	61%	43%	54%	-	55%	42%	59%	56%	46%	40%	49%	66%
	*			*	E	*	*	**	**	J	*	**	**	**	*		**	**	*	*	RS*
Low2Box (Not really/Not at all impacted)	139	68	71	36	44	59	15	19	10	45	41	10	4	15	35	64	21	13	29	57	40
	46%	45%	48%	43%	39%	56%	39%	56%	48%	39%	57%	46%	100%	45%	58%	41%	44%	54%	60%	51%	34%
	*			*		D*	*	**	**		I*	**	**	**	*		**	**	T*	T*	*

Table: 22

Q6_4. [Audit/Financial]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

Column Proportions:

Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T

Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:

Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T

Minimum Base: 30 (**), Small Base: 100 (*)

Q2_5. [Human resources]																					
How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Greatly impacted	13	7	5	2	7	4	-	-	2	5	6	-	-	-	2	9	1	1	3	5	4
	4%	5%	4%	2%	6%	4%	-	-	10%	4%	8%	-	-	-	4%	6%	2%	5%	6%	4%	3%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Somewhat impacted	64	27	38	20	22	23	11	9	4	24	13	3	-	9	7	34	14	6	5	27	27
	21%	18%	25%	24%	19%	22%	28%	28%	20%	21%	18%	17%	-	26%	12%	22%	30%	24%	10%	24%	23%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not really impacted	111	59	52	34	46	31	12	9	3	49	22	16	*	10	24	56	21	8	21	34	47
	37%	39%	35%	40%	42%	30%	30%	27%	15%	43%	31%	78%	9%	29%	40%	36%	45%	34%	44%	31%	41%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not at all impacted	112	57	55	28	36	47	16	15	11	37	31	1	4	15	26	55	11	9	20	46	37
	37%	38%	36%	34%	33%	45%	42%	45%	54%	33%	43%	6%	91%	45%	44%	36%	23%	38%	40%	41%	32%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Summary																					
Top2Box (Greatly/Somewhat impacted)	77	34	43	22	28	27	11	9	6	28	19	3	-	9	10	43	15	7	8	32	30
	26%	23%	29%	26%	26%	25%	28%	28%	30%	25%	26%	17%	-	26%	16%	28%	32%	28%	16%	29%	26%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Low2Box (Not really/Not at all impacted)	223	116	107	62	83	79	28	24	15	86	53	18	4	25	50	111	32	17	41	80	85
	74%	77%	71%	74%	74%	75%	72%	72%	70%	75%	74%	83%	100%	74%	84%	72%	68%	72%	84%	71%	74%
	*			*		*	*	**	**		*	**	**	**	*		**	**	*	*	*

Table: 23

Q6_5. [Human resources]

How much will each of the following areas of your organization be impacted by changes in these regulatory frameworks/demands

Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q3. How prepared do you feel your organization is when it comes to being prepared to face these changes?																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Very prepared	83	50	33	19	30	34	8	6	5	34	22	8	4	8	16	39	16	4	14	25	40
	28%	33%	22%	23%	27%	32%	20%	19%	22%	30%	30%	37%	91%	23%	27%	25%	33%	17%	29%	22%	34%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Somewhat prepared	135	63	72	32	54	50	23	18	6	53	26	8	*	14	31	72	18	14	19	55	47
	45%	42%	48%	38%	48%	47%	60%	55%	30%	47%	37%	37%	9%	41%	52%	47%	38%	58%	39%	49%	41%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not very prepared	44	17	27	22	12	10	4	2	6	13	16	3	-	8	7	22	7	3	8	19	14
	15%	12%	18%	26%	11%	10%	11%	7%	28%	12%	22%	14%	-	24%	12%	14%	15%	12%	17%	17%	12%
		*		DE*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Not at all prepared	38	20	18	11	15	11	4	6	4	13	8	2	-	4	5	21	7	3	7	13	15
	13%	13%	12%	13%	14%	10%	9%	19%	20%	11%	12%	12%	-	12%	8%	14%	15%	13%	15%	11%	13%
		*		*		*	*	**	**		*	**	**	**	*		**	**	*	*	*
Summary																					
Top2Box (Very/Somewhat prepared)	218	113	105	51	84	84	31	25	11	88	48	16	4	22	48	111	33	18	33	80	86
	73%	75%	70%	60%	75%	80%	80%	74%	52%	77%	67%	75%	100%	64%	79%	72%	70%	76%	68%	72%	75%
		*		*		C*	*	**	**		*	**	**	**	*		**	**	*	*	*
Low2Box (Not very/Not at all prepared)	82	37	45	33	27	21	8	8	10	26	24	5	-	12	12	43	14	6	16	32	29
	27%	25%	30%	40%	25%	20%	20%	26%	48%	23%	33%	25%	-	36%	21%	28%	30%	24%	32%	28%	25%
		*		E*		*	*	**	**		*	**	**	**	*		**	**	*	*	*

Table: 24
Q7. How prepared do you feel your organization is when it comes to being prepared to face these changes?

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

Q4. In your opinion, is the leadership of your organization capable of driving/effectively communicating risk management programs/strategy through the organization?																					
		Gender		Age			Region						Education					Income			
	Total	Male	Female	18-34	35-54	55+	BC	Alb	S/M	ONT	QC	Atl	Some HS	HS	Some Post-Sec	Univ/Post-Sec	Grad/Prof	Less than \$40,000	\$40,000 to less than \$60,000	\$60,000 to less than \$100,000	Over \$100,000
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
Base: All Respondents (unwtd)	300	116	184	46	158	96	35	13	26	155	56	15	2	35	61	157	45	22	53	107	118
Base: All Respondents (wtd)	300	150	150	84	111	105	39	33	21	114	72	21	4	34	60	154	47	24	49	112	115
Yes	195	109	86	44	75	76	31	29	13	77	35	10	4	22	44	89	36	11	30	68	86
	65%	73%	57%	53%	67%	72%	80%	89%	62%	67%	49%	46%	91%	65%	74%	57%	77%	46%	61%	61%	75%
		B*		*		C*	J*	**	**	J	*	**	**	**	*		**	**	*	*	*
No	34	21	14	9	15	11	2	1	1	14	14	2	-	2	4	26	3	4	4	12	15
	11%	14%	9%	11%	13%	10%	5%	4%	5%	12%	20%	11%	-	6%	7%	17%	5%	15%	8%	11%	13%
		*		*		*	*	**	**	*	**	**	**	**	*		**	**	*	*	*
Don't know	70	20	50	31	21	18	6	2	7	24	22	9	*	10	12	40	8	10	15	32	14
	23%	14%	33%	37%	19%	17%	15%	7%	32%	21%	31%	43%	9%	29%	19%	26%	18%	39%	31%	28%	12%
		*	A	DE*		*	*	**	**	*	**	**	**	**	*		**	**	T*	T*	*

Table: 36

Q14. In your opinion, is the leadership of your organization capable of driving/effectively communicating risk management programs/strategy through the organization?

- Column Proportions:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)

- Column Means:
Columns Tested (5%): A/B,C/D/E,F/G/H/I/J/K,L/M/N/O/P,Q/R/S/T
Minimum Base: 30 (**), Small Base: 100 (*)