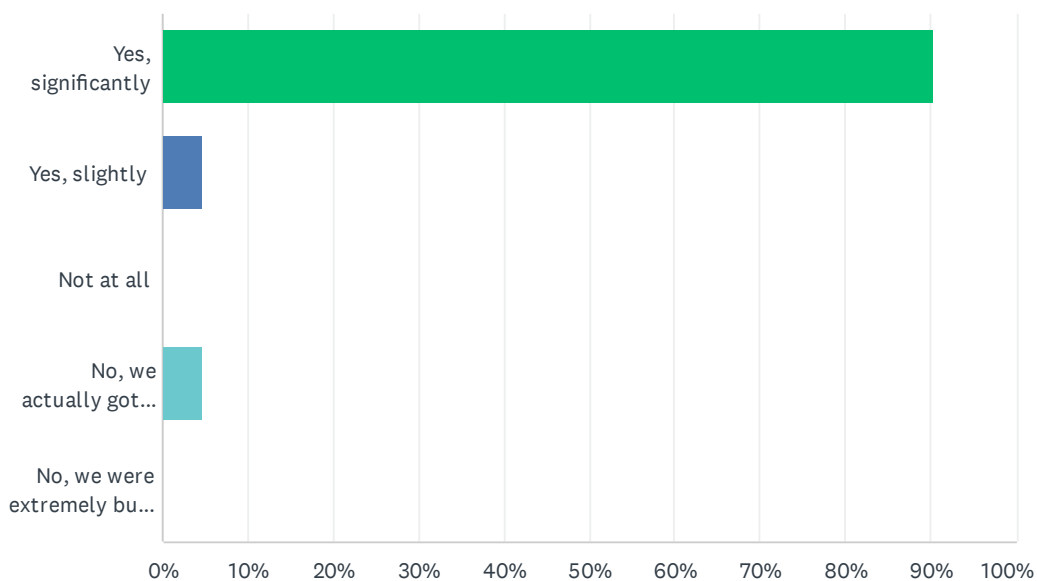


Q1 Did your agency slow down when the pandemic started?

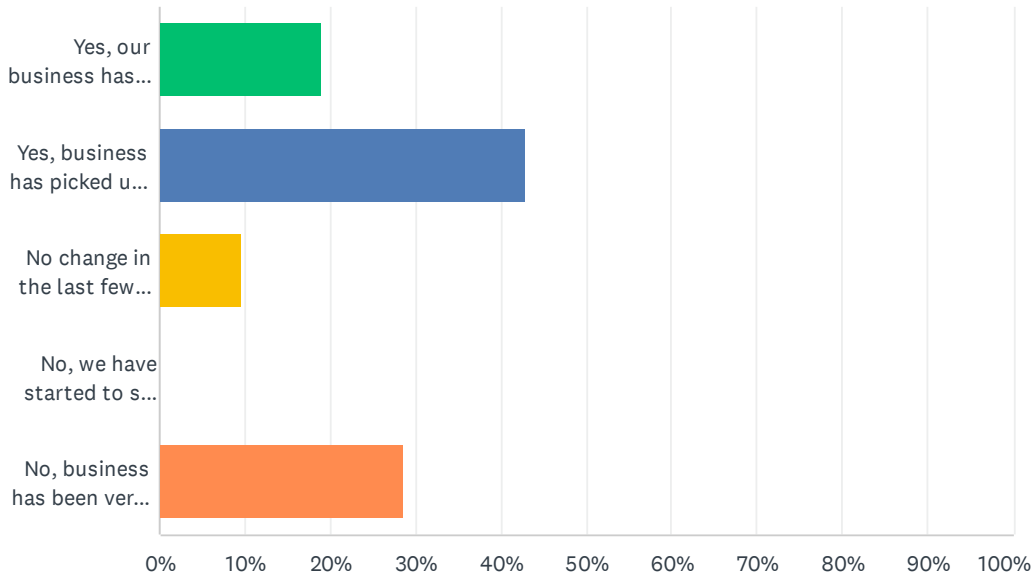
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, significantly	90.48%	19
Yes, slightly	4.76%	1
Not at all	0.00%	0
No, we actually got a little busier	4.76%	1
No, we were extremely busy when the pandemic started	0.00%	0
TOTAL		21

Q2 Has your agency increased business in the last few months?

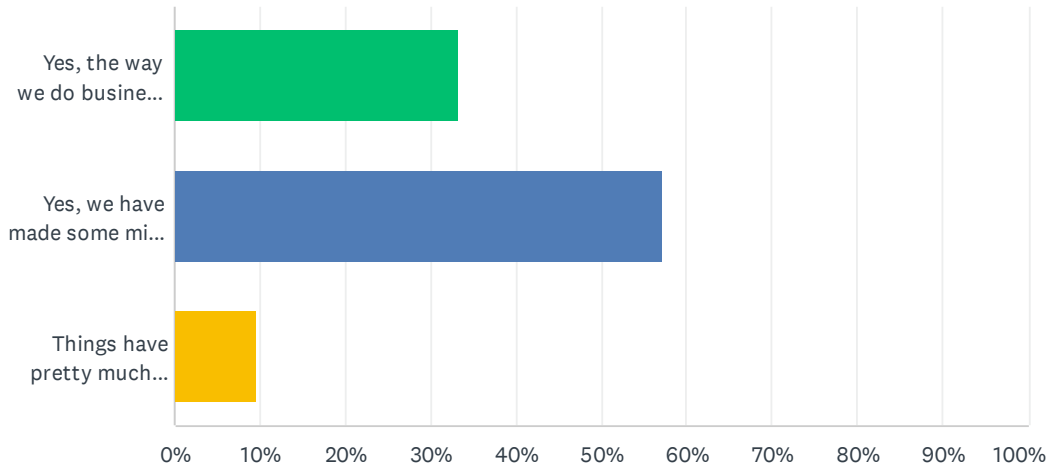
Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, our business has really gotten busy in the last 4 months	19.05%	4
Yes, business has picked up some in the last few months.	42.86%	9
No change in the last few months	9.52%	2
No, we have started to slow down a bit	0.00%	0
No, business has been very slow for the last few months	28.57%	6
TOTAL		21

Q3 Do you feel that you have changed the way you do business in general?

Answered: 21 Skipped: 0



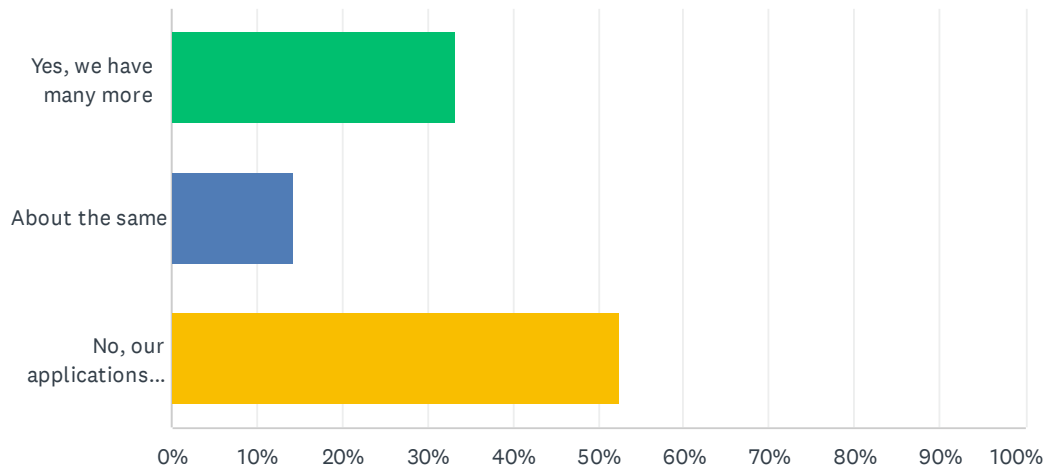
ANSWER CHOICES	RESPONSES	
Yes, the way we do business has drastically changed	33.33%	7
Yes, we have made some minor changes	57.14%	12
Things have pretty much stayed the same	9.52%	2
TOTAL		21

Q4 How have your policies changed concerning COVID?

Answered: 17 Skipped: 4

Q5 Do you find that you have a larger pool of nannies applying for jobs?

Answered: 21 Skipped: 0



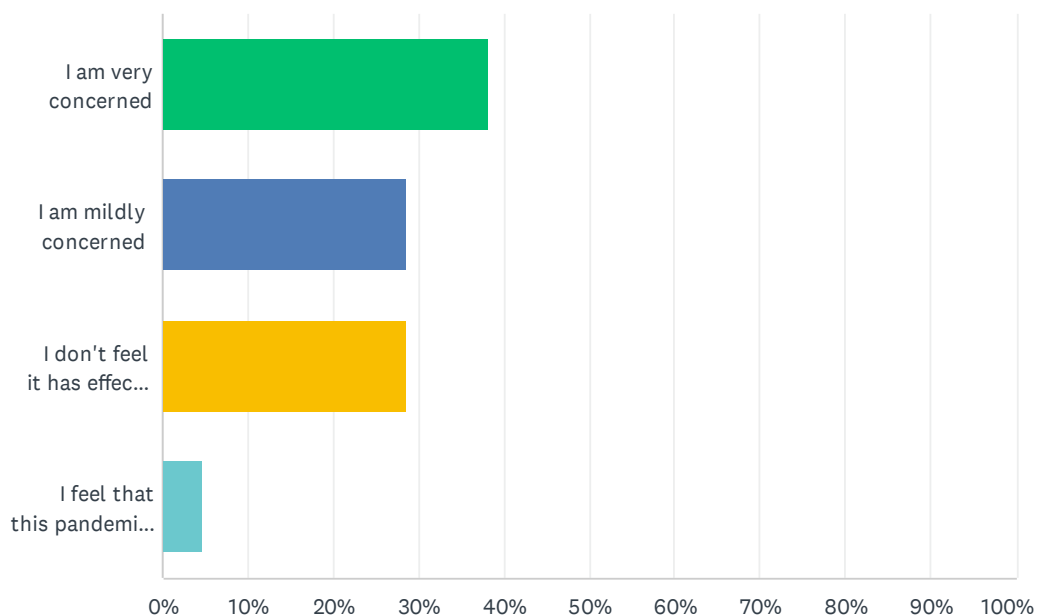
ANSWER CHOICES	RESPONSES	
Yes, we have many more	33.33%	7
About the same	14.29%	3
No, our applications have decreased	52.38%	11
TOTAL		21

Q6 What other industries have you noticed people transferring to the nanny industry from?

Answered: 20 Skipped: 1

Q7 How concerned are you about the long-term stability of your agency?

Answered: 21 Skipped: 0



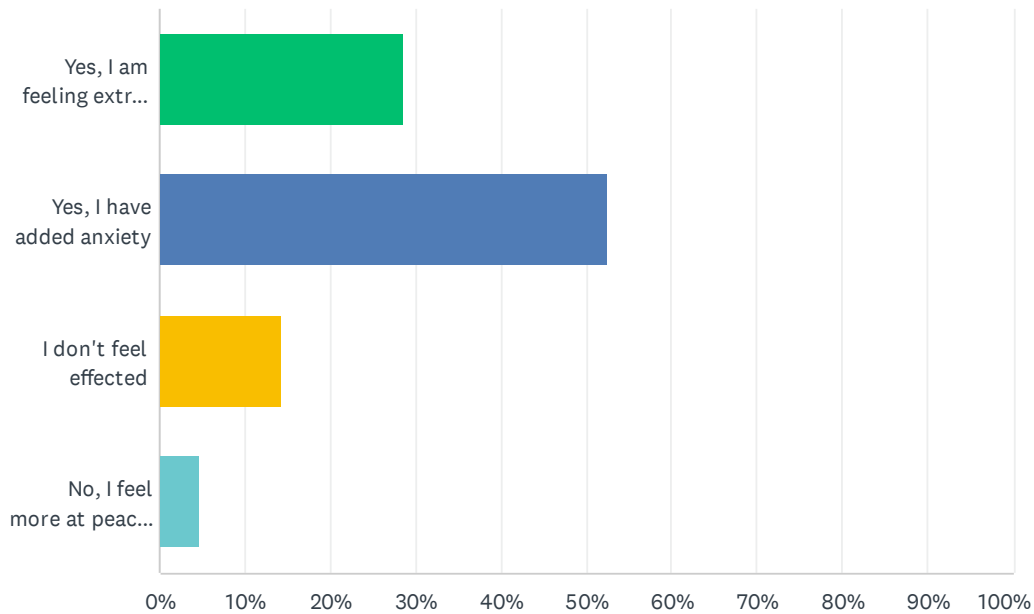
ANSWER CHOICES	RESPONSES	
I am very concerned	38.10%	8
I am mildly concerned	28.57%	6
I don't feel it has effected my long-term stability at all	28.57%	6
I feel that this pandemic has provided more long-term stability	4.76%	1
TOTAL		21

Q8 What lasting or permanent effects do you feel COVID has placed on agencies?

Answered: 18 Skipped: 3

Q9 Has the long-term pandemic affected your personal stress levels?

Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, I am feeling extreme stress during this time	28.57%	6
Yes, I have added anxiety	52.38%	11
I don't feel effected	14.29%	3
No, I feel more at peace during this time	4.76%	1
TOTAL		21

Q10 What resources could INA provide you that would be helpful in these times?

Answered: 14 Skipped: 7