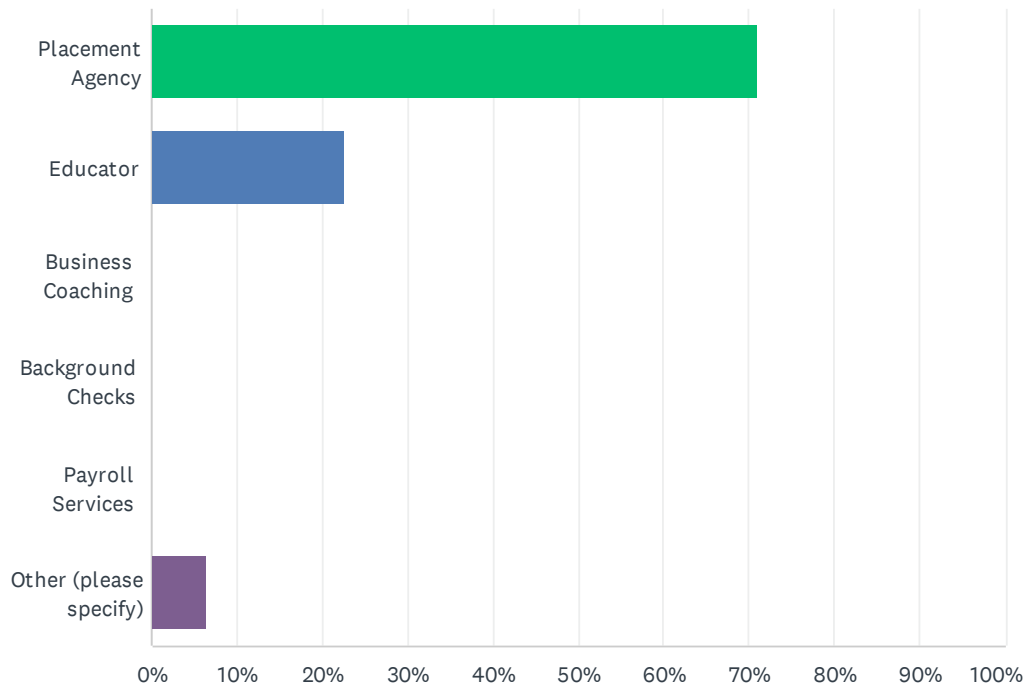


Q1 What type of nanny industry business are you?

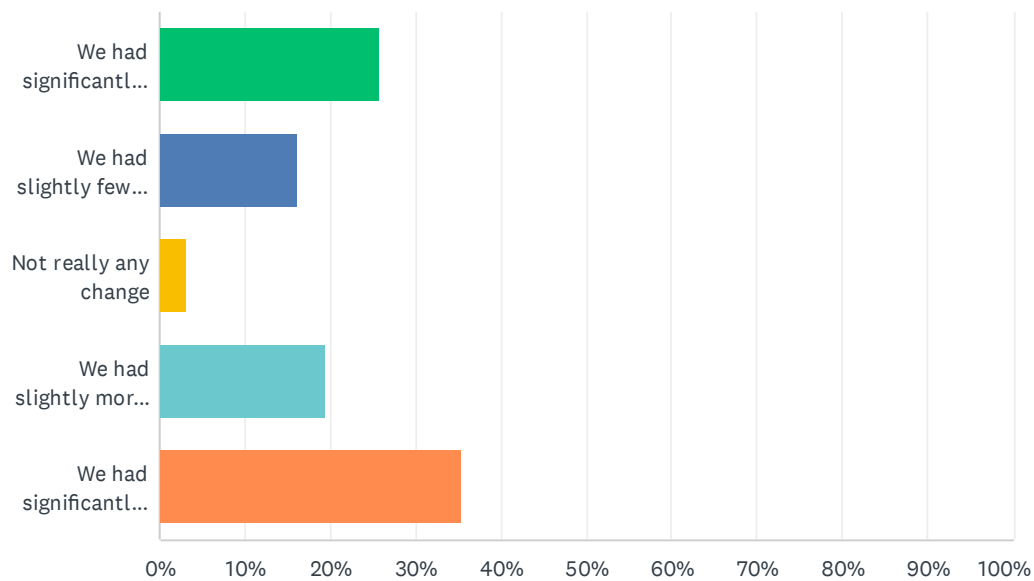
Answered: 31 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----------|
| Placement Agency | 70.97% | 22 |
| Educator | 22.58% | 7 |
| Business Coaching | 0.00% | 0 |
| Background Checks | 0.00% | 0 |
| Payroll Services | 0.00% | 0 |
| Other (please specify) | 6.45% | 2 |
| TOTAL | | 31 |

Q2 How was your companies business at the beginning of 2021?

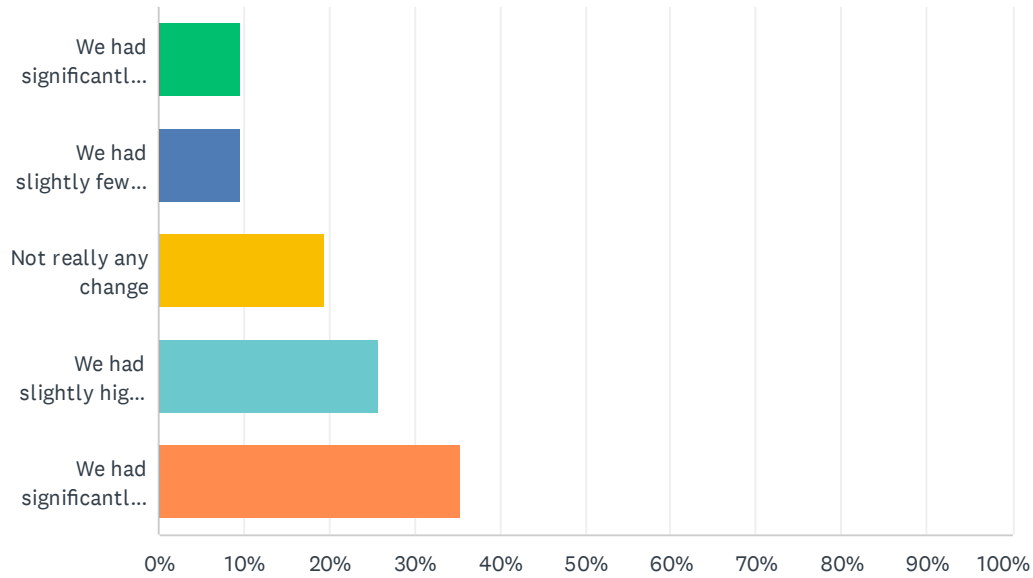
Answered: 31 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| We had significantly fewer clients | 25.81% | 8 |
| We had slightly fewer clients | 16.13% | 5 |
| Not really any change | 3.23% | 1 |
| We had slightly more clients | 19.35% | 6 |
| We had significantly more clients | 35.48% | 11 |
| TOTAL | | 31 |

Q3 How was your company's business the second half of 2021?

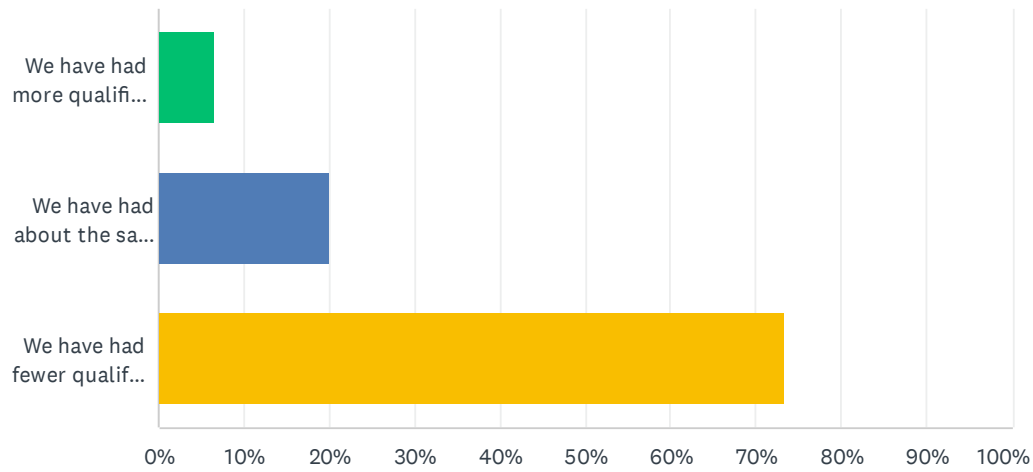
Answered: 31 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| We had significantly fewer volume of clients. | 9.68% | 3 |
| We had slightly fewer volume of clients | 9.68% | 3 |
| Not really any change | 19.35% | 6 |
| We had slightly higher volume of clients | 25.81% | 8 |
| We had significantly higher volume of clients. | 35.48% | 11 |
| TOTAL | | 31 |

Q4 How has the pool of job candidates changed in the last year?

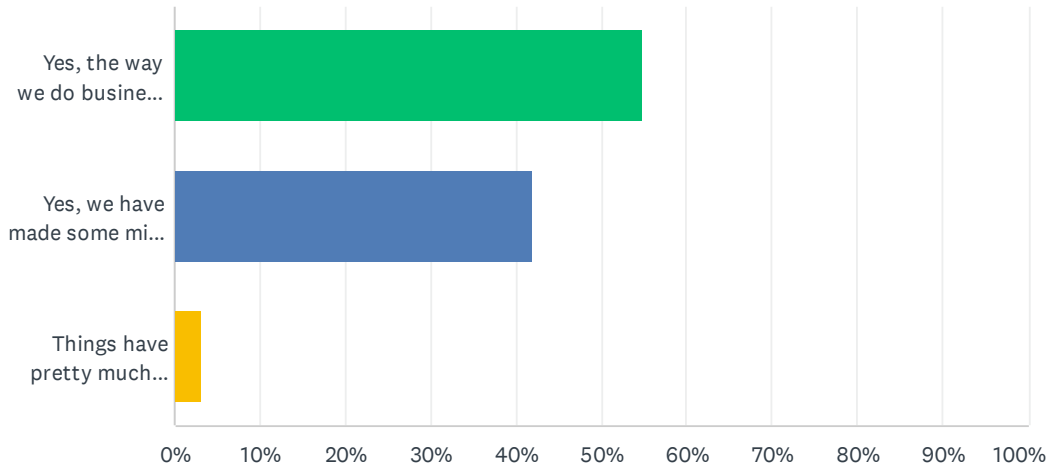
Answered: 30 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| We have had more qualified candidates in 2021 than we did before. | 6.67% | 2 |
| We have had about the same number of qualified candidates | 20.00% | 6 |
| We have had fewer qualified candidates in 2021 than we did before. | 73.33% | 22 |
| TOTAL | | 30 |

Q5 Do you feel that you have changed the way you do business in general since the beginning of the pandemic?

Answered: 31 Skipped: 0



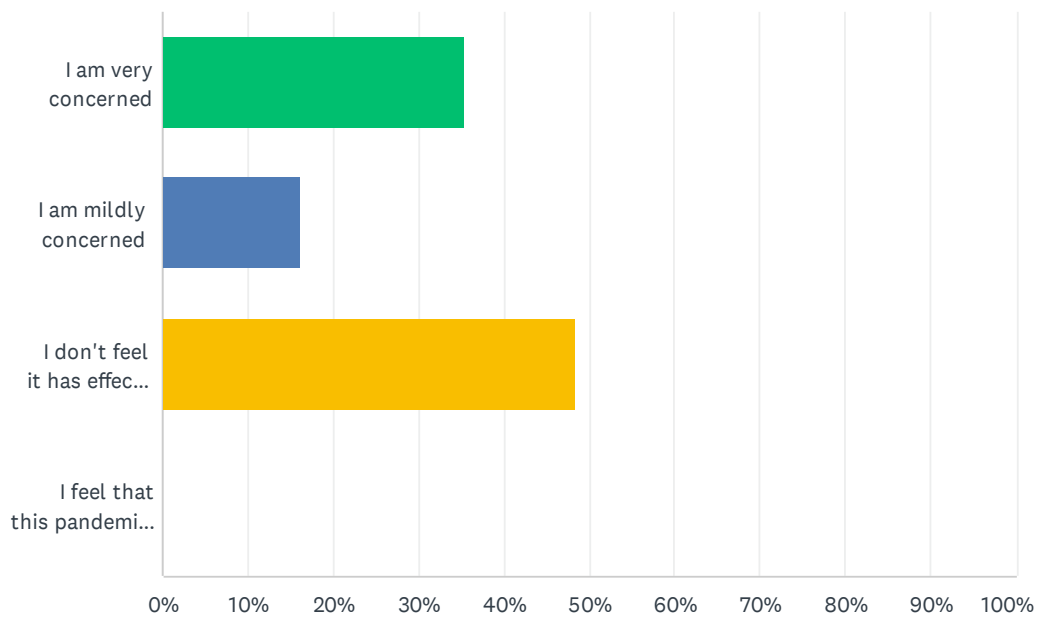
| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Yes, the way we do business has drastically changed | 54.84% | 17 |
| Yes, we have made some minor changes | 41.94% | 13 |
| Things have pretty much stayed the same | 3.23% | 1 |
| TOTAL | | 31 |

Q6 How have you changed the way you do business in 2021 in relation to COVID?

Answered: 29 Skipped: 2

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

Answered: 31 Skipped: 0



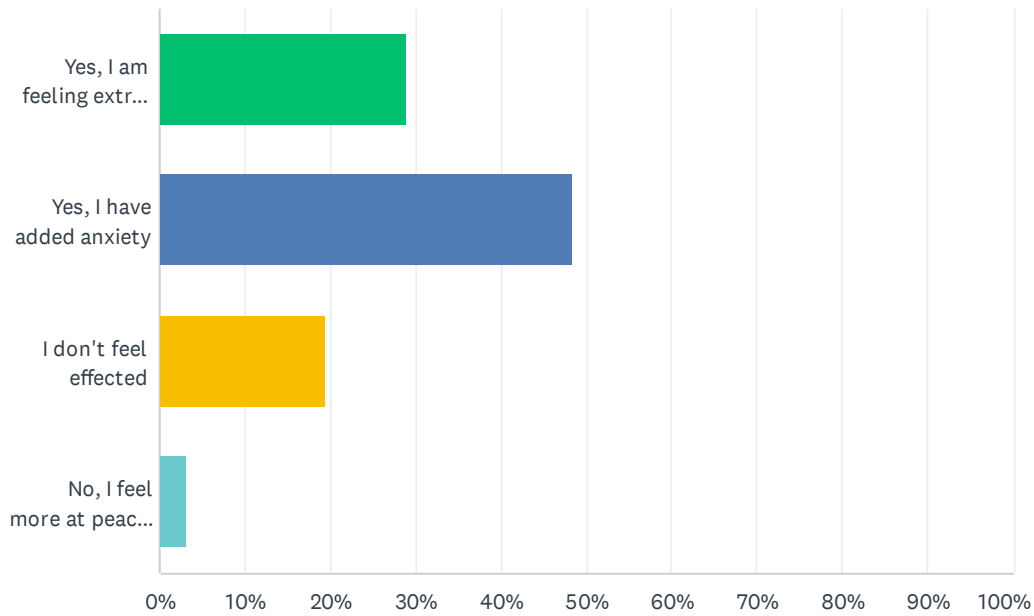
| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| I am very concerned | 35.48% | 11 |
| I am mildly concerned | 16.13% | 5 |
| I don't feel it has effected my long-term stability at all | 48.39% | 15 |
| I feel that this pandemic has provided more long-term stability | 0.00% | 0 |
| TOTAL | | 31 |

Q8 What lasting or permanent effects do you feel COVID has placed on agencies and businesses in the industry?

Answered: 29 Skipped: 2

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

Answered: 31 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Yes, I am feeling extreme stress during this time | 29.03% | 9 |
| Yes, I have added anxiety | 48.39% | 15 |
| I don't feel effected | 19.35% | 6 |
| No, I feel more at peace during this time | 3.23% | 1 |
| TOTAL | | 31 |

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

Answered: 22 Skipped: 9