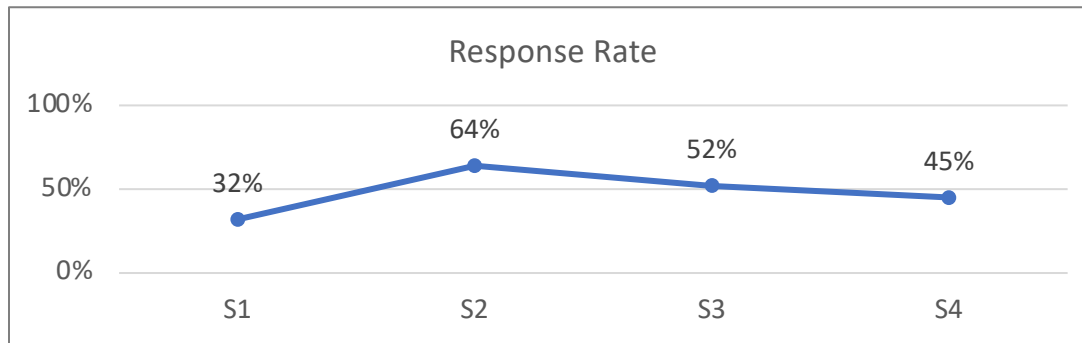




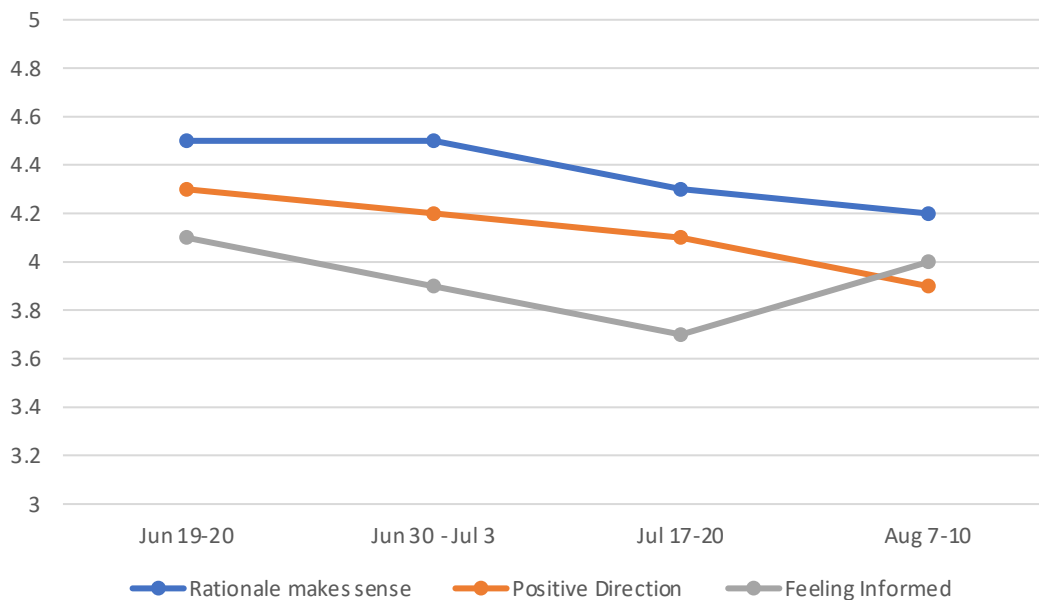
POST SURVEY RESULTS EXAMPLE

ATP – August 2020

Merger Survey – Overall results



ATP - All Employees



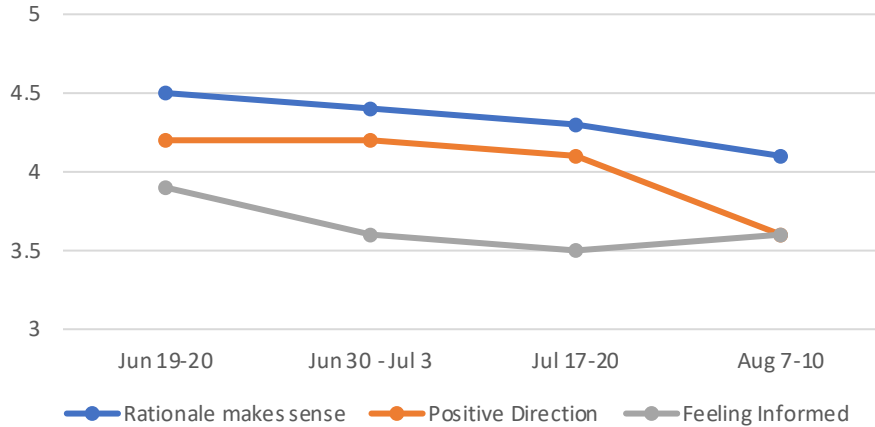
COMMENTARY

- Roughly half of the company has responded to each survey, though response rate has been declining
 - To avoid survey fatigue, we will be more selective in the coming weeks
- The data, however, has given us a useful barometer of the organization during this time of change
- While the company is experiencing a predictable trough in sentiment about the merger, as we continue to share information as it becomes available, respond to common questions, and build trust among teams, we expect to turn the corner
- The uptick in “feeling informed” in the most recent survey is hopefully a trend that continues and helps to drive overall sentiment improvement

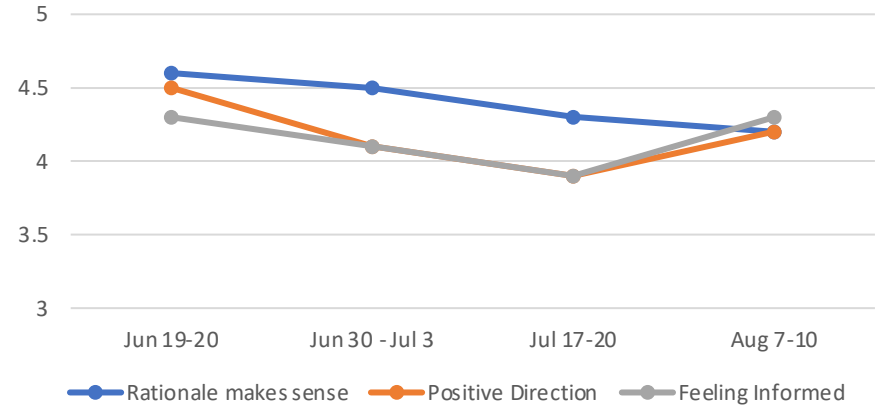


Merger Survey – Results by location

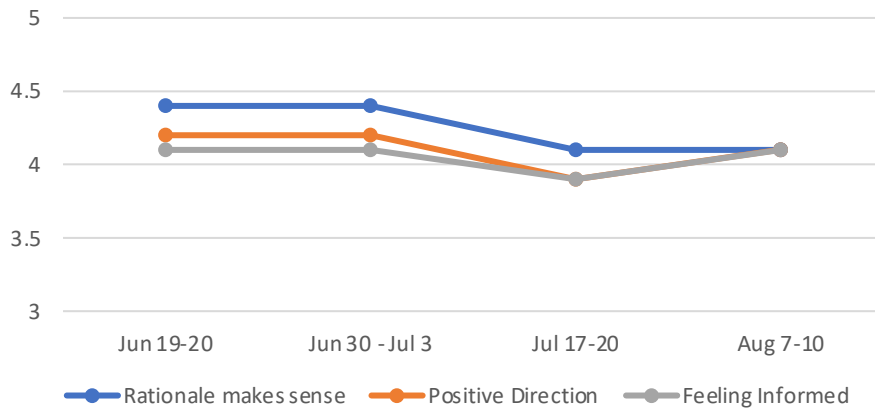
Bonita Springs



Mississagua



Brisbane



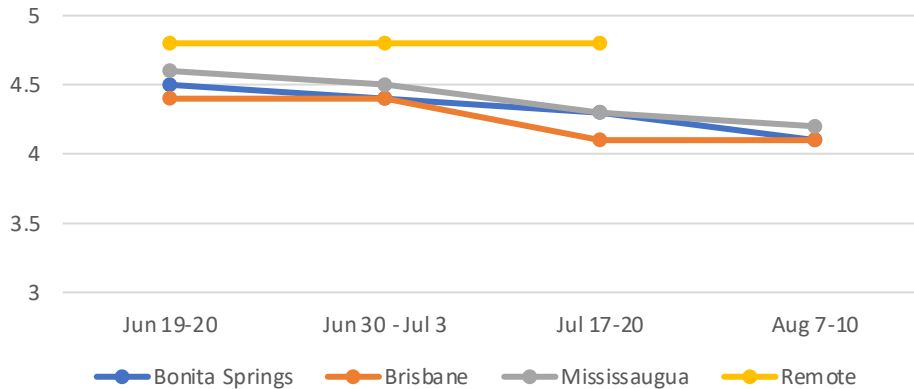
COMMENTARY

- While all offices are seeing a slight erosion of sentiment, Bonita Springs is more pronounced, particularly in feeling positive about the direction of the company
 - This is fairly predictable at this stage of the process but is also a reminder to be attuned to sentiment in Bonita Springs in particular
- In reading comments, pay and benefits are certainly driving uncertainty, but also a general feeling of change and wanting more information about the future of the company

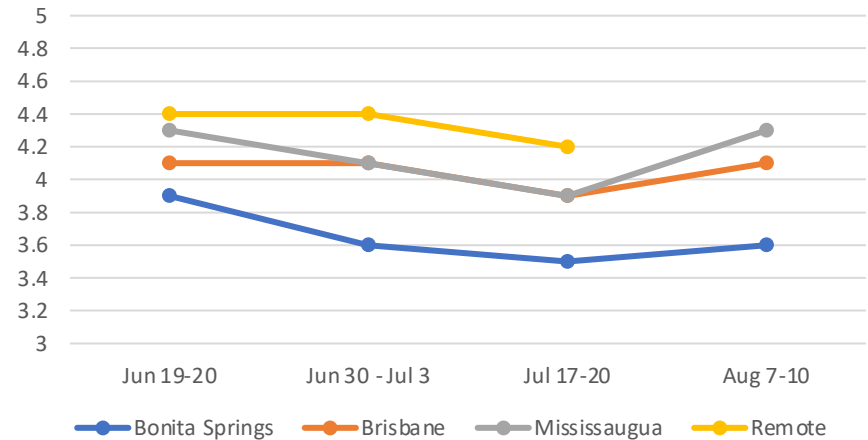


Merger Survey – Results by question

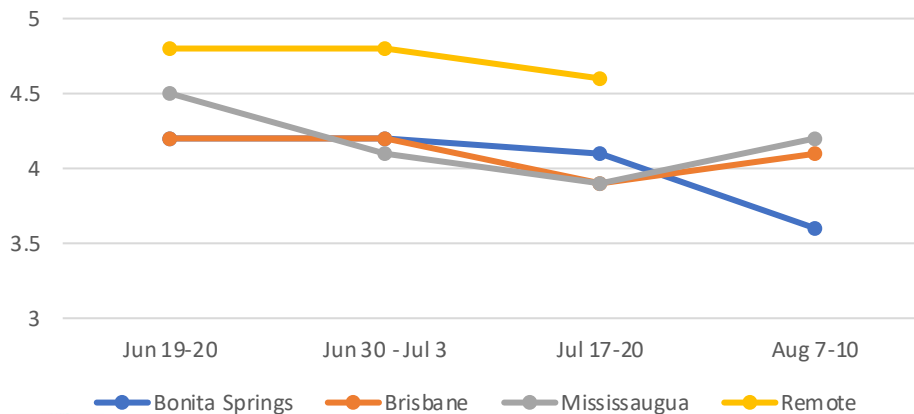
Rationale Makes Sense



Feeling Informed



Positive Direction



COMMENTARY

- Rationale is declining somewhat consistently across the board, while positive sentiment about company direction has diverged across offices in the most recent survey
- This could be connected to feeling informed; generally speaking, feeling informed should be a leading indicator of the other two questions
- In addition to doing more informal pulsing, we plan to add a clarifying question or two to better understand the why behind these figures now that we have some trend data

