



Dallas/Fort Worth Back-to-Work Survey Results

May 2020

*We hope these help you navigate
forward as we find our new 'normal'
and redefine business as usual*

Dallas/Fort Worth Back-to-Work Survey Results

Since 1999, Financial Additions has been a leader in Executive Search and Staffing for the Finance and Accounting sectors in the DFW Metroplex. Every quarter we survey our clients to provide relevant, local insights about the job market to help you navigate the ever-changing business climate.

This quarter we altered our usual survey to collect information as we begin to return to work and develop a new normal. The enclosed results are responses from local Dallas/Fort Worth companies revealing how they are planning for the future and what types of changes are being made regarding **furloughs, hiring expectations, remote work, and how offices are planning to change their physical environments.**

We've found a new demand for high-quality temporary help until decisions for permanent hiring can be made and our team is standing by to help connect you to the best talent available. **If your team is in need of talent across your Accounting, Finance, Audit, Tax, or Human Resource departments, please reach out.** We have 100's of pre-screened, degreed, local candidates ready to work and to keep your company moving forward without missing a beat.

In our 20+ years of business, we've seen many economic changes and know that in the wake of chaos comes opportunity. We truly hope these results help you gain a clearer vision for the future and help you as you look forward to the next months and years.

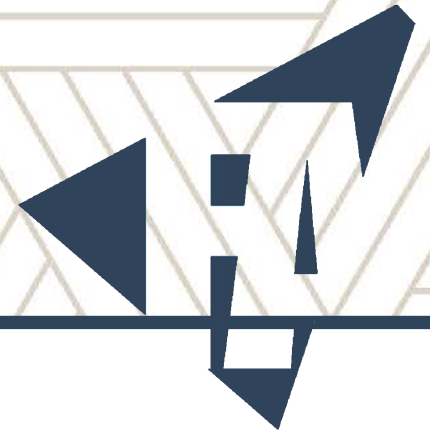
We are here for your success and hopeful for the future!

#BetterTogether

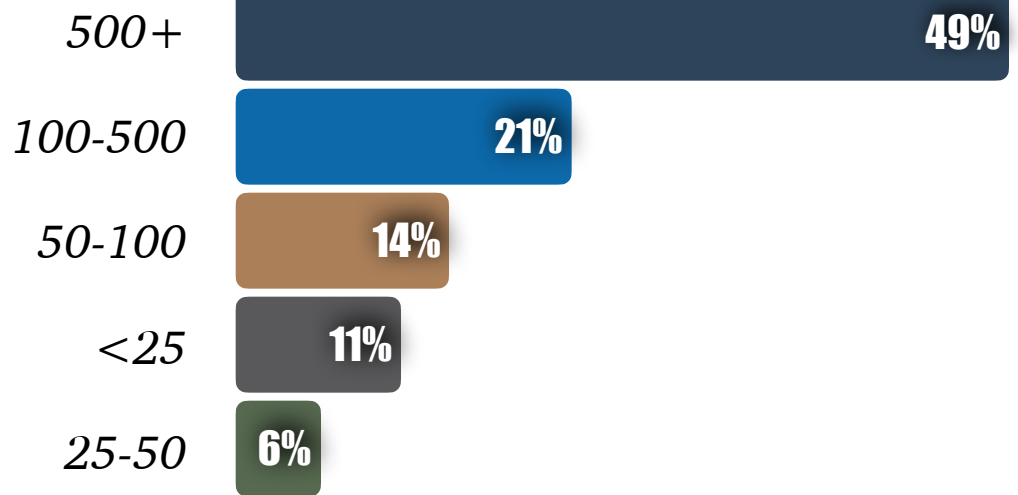


Doug Hall
President

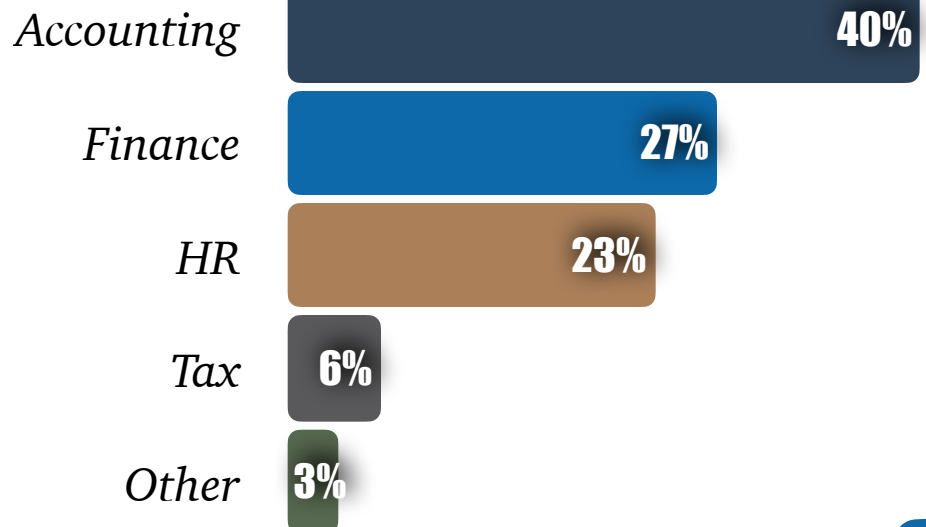
Company Stats



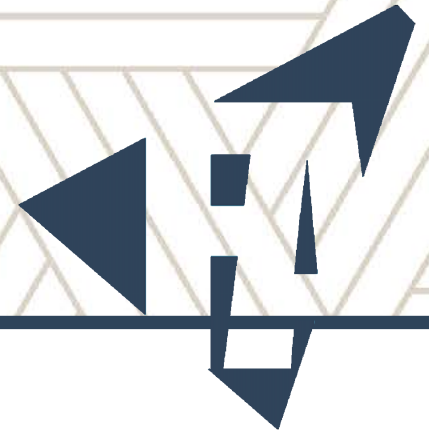
How many people are employed by your company?



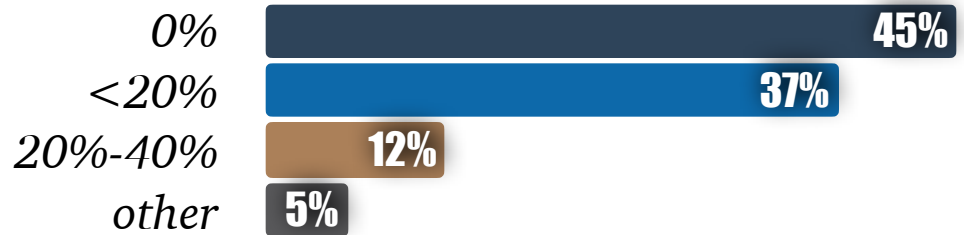
What department do you belong to?



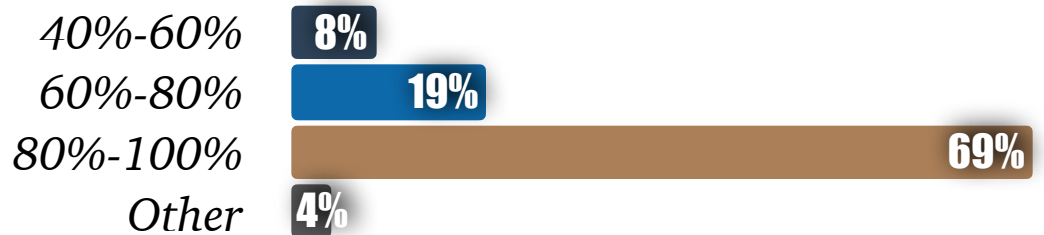
Remote Work



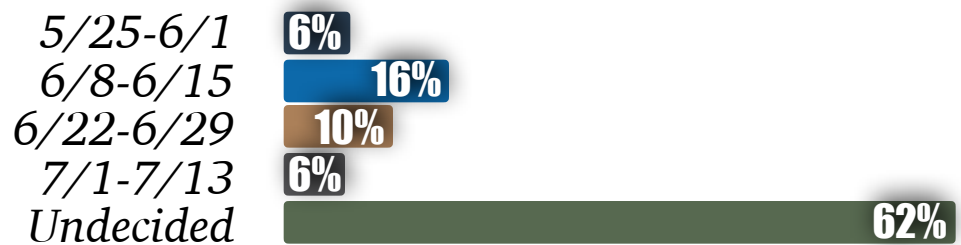
As of Feb. 2020, what percentage of your staff worked remotely?



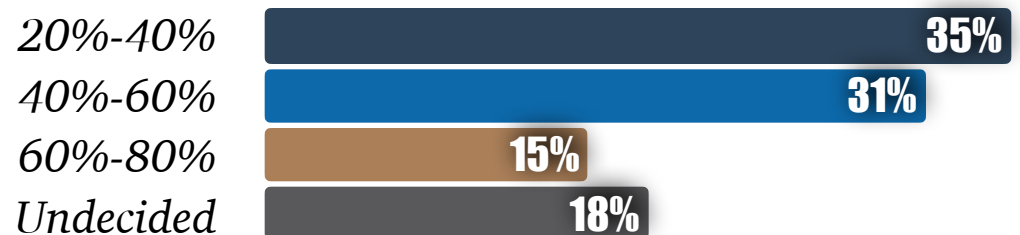
As of May 2020 what percentage of your staff work remotely?



When do you hope to have the majority of your staff in-office?

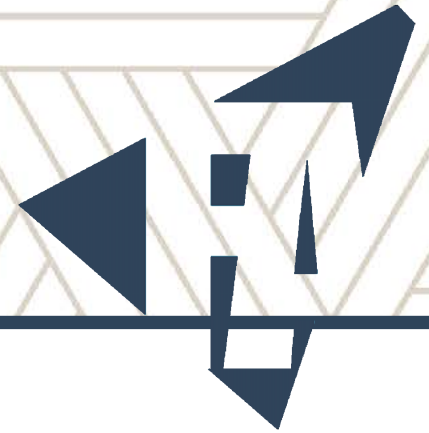


56% anticipate an increase in remote work; how much do you expect?

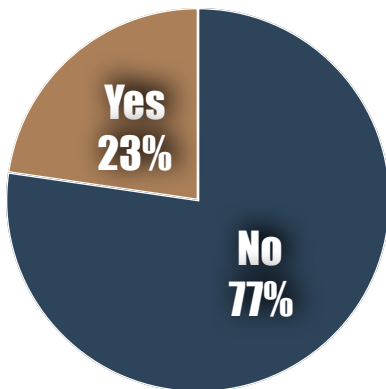


"...We haven't seen a drop off in performance due to COVID-19; and it has helped to shape the way we review remote work options going forward."

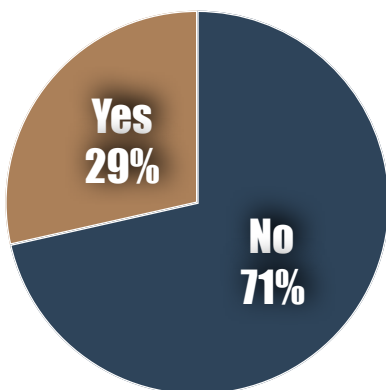
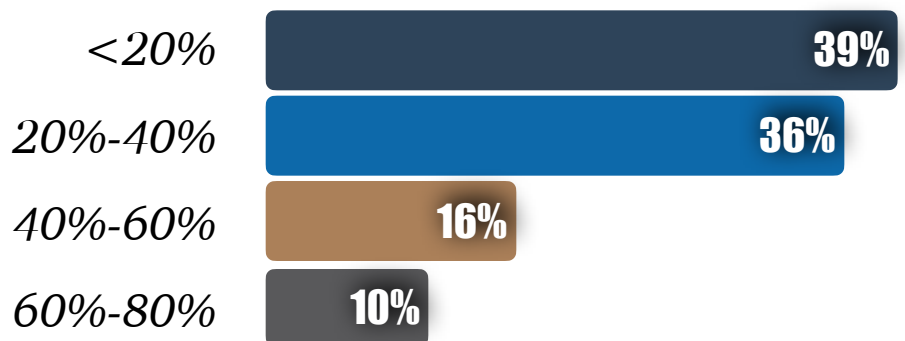
Furloughs/Layoffs



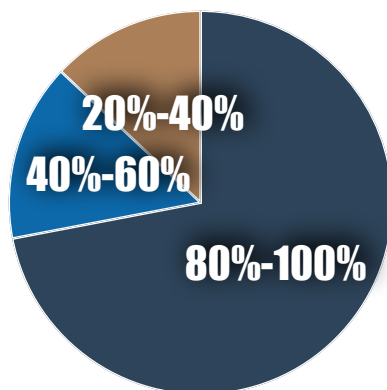
*Did you have layoffs/
furloughs affecting
corporate staff?*



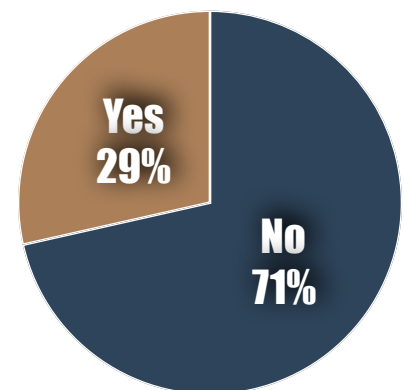
*How much did your corporate
staff shrink if there were
furloughs/layoffs?*



*Have any furloughed
corporate staff
returned?*



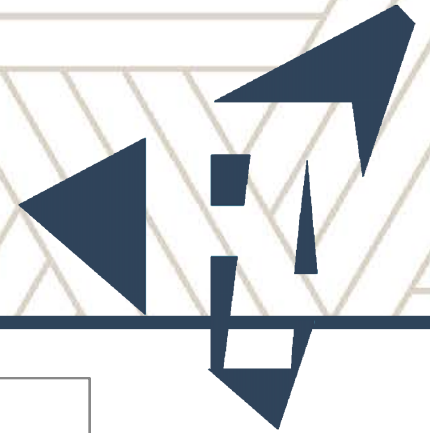
*If yes, what % of
furloughed staff
have returned?*



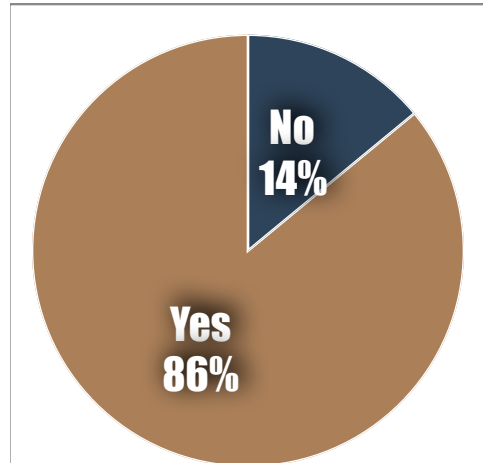
*Do you anticipate
additional
corporate layoffs?*

"We received a PPP loan so we did not have to lay anyone off."

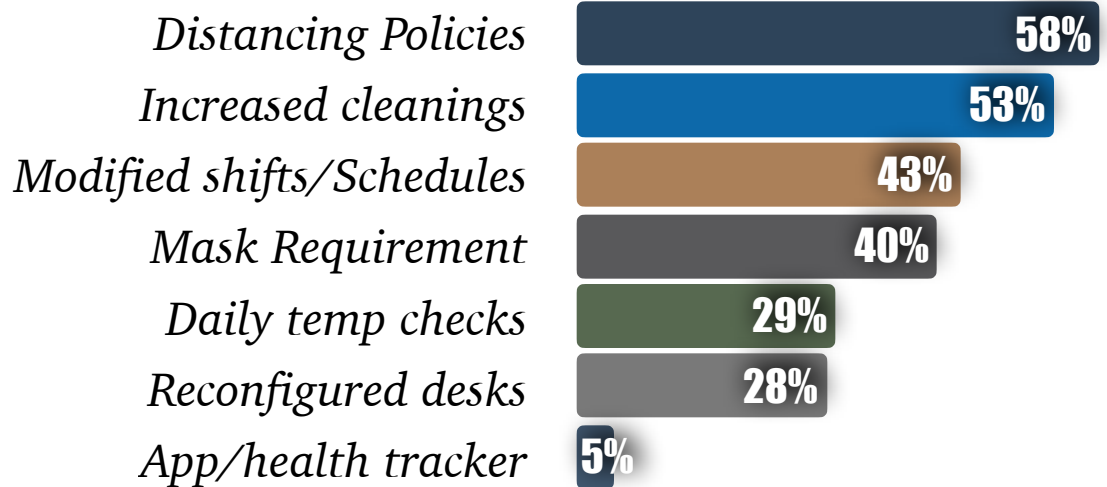
Office Changes



Do you anticipate changes to your office layout or procedures?



*What changes do you expect?
(multiple choice)*

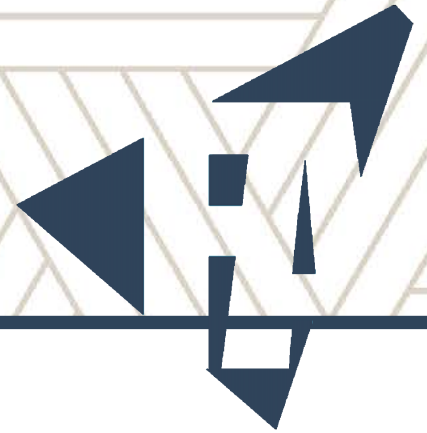


Comments regarding Office Changes:

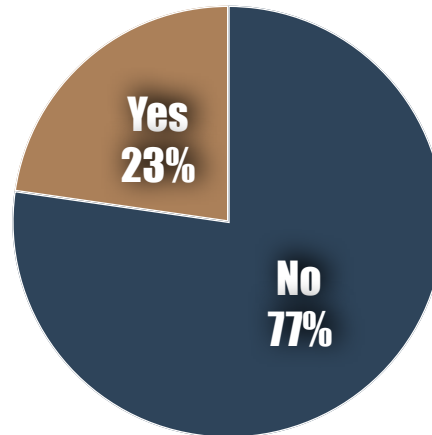
- *“One way hall ways and entrances/exits”*
- *“We split the office into two shifts. One week on, one week off.”*
- *“...We haven't seen a drop off in performance due to COVID-19*

(continued at end of report)

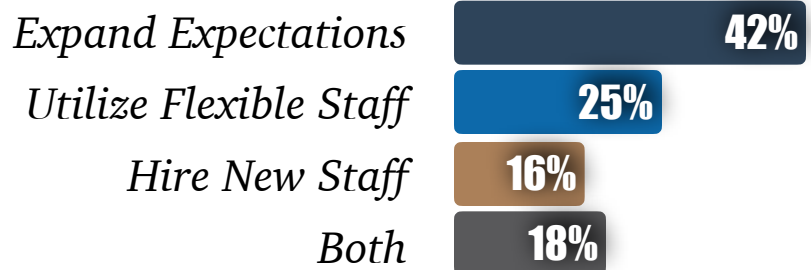
Hiring in 2020



At the current time do you anticipate hiring between now and the end of the year?



If your business climate increases will your company most likely...?



Comments regarding Hiring in 2020:

- *“Company is under hiring freeze for foreseeable future.”*
- *“No other layoffs are anticipated unless there are additional adverse impacts to the oil price and industry.”*
- *“We do plan to have the furloughed workers return as business need requires hopefully sooner than later.”*

Comments Regarding Remote Work



"Hardware was biggest obstacle to overcome for work at home."

"We have never worked remotely before. It has been proven during this time that it is possible and senior management has indicated they are open to 1 day a week working remotely in the future."

"I anticipate that when we go back to the way it was (soon), we will have the option to work 2 days from home during non-busy season as it was previously."

"I believe this pandemic is proving many team members are very capable of working remotely while continuing to successfully perform their position responsibilities."

"...I anticipate the company to be more flexible by allowing employees to perhaps work a day or two from home each week. I don't expect the company to have employees that work 100% remotely."

"...Remote work tends to increase productivity as there are fewer distractions. Also, it saves commute time to/from the office. Also note that our open office environment will not accommodate social distancing. In this environment employees are seated four to a table in a large open area..."

"We will be looking at this on a case by case basis ... Is it possible to work from home but still maintain internal and external customer service? For the most part, I believe all employees will return to the office."

"We are tentatively rolling out a solution whereby most of the office will work two days in the office and two days remotely. We implemented a four day work week in the fall of 2020."

"I feel overall our firm was highly satisfied and slightly surprised how efficient people are/were in this remote environment..."

"Amazing how productive we all were working remotely, although downtime was hard to come by."

"...We haven't seen a drop off in performance due to COVID-19; and it has helped to shape the way we review remote work options going forward."

"We still want to be a "in person" company, but will allow remote work from home on an occasional basis."

"...COVID-19 has forced the organization to realize that the majority of our employees can perform their work and be productive from home. I believe this is going to cause a shift in our workforce because they now know working from home is possible and will see it as a take-away that they will no longer be able to do it."

Comments Regarding Furloughs/Layoffs



"Companywide hiring freeze in place for foreseeable future."

"We have chosen to only furlough nonexempt team members to date"

"We received a PPP loan so we did not have to lay anyone off."

"Communication to employees is important. This wasn't a message that your position wasn't valuable or needed; it was a decision to protect cash/assets. In order to have a viable business after the business interruption, it was imperative to make tough decisions. Companies need to make sure that all employees understand why certain decisions were made."

"We try not to overstaff our support functions (Finance, Accounting, H/R and Tax) so we do not have much room for furloughs/layoffs without reducing our effectiveness."

"We do plan to have the furloughed workers return as business need requires hopefully sooner than later."

"We continued to pay our employees during the stay at home order whether they were able to work at home or not."

"Company is under 100% hiring freeze for unforeseeable future."

"We laid off about 10% of our corporate office employees."

"Everyone received a pay cut in lieu of layoffs."

"We took measured actions across the company and identified essential roles versus non-essential roles and took precautions there. We are looking at mid-late June to return to work before the busy sales season of July hits."

"No other layoffs are anticipated unless there are additional adverse impacts to the oil price and industry."

"our providers are MDs and CRNAs - and have between 8-12 weeks PTO that they were able to utilize... Texas and Ohio are ramping back up and so more of our providers are returning to work."

"There were some layoffs prior to COVID, but I do not know of any as a direct result of it."

"We have not scheduled any temporary staff, but have been able to continue Part Time Regular and all Full Time personnel. We've been fortunate."

"We have chosen not to furlough exempt employees to date."

Comments Regarding Office Changes



“Limited size of group meetings”

“Modified hours and higher cleaning level as well.”

“Employees are currently asked, but not required to wear masks when leaving their offices to go into the common areas. No more than two people in the elevator at a time. Try to handle business with phone calls rather than face to face meetings. Only two people in the restroom at a time. The employee break room is closed, so people don’t gather for lunch. The kitchen is still open, but employees are encouraged to eat at their desks.”

“We will follow the Governor’s guidelines at the time we open back up. Not sure about the distancing requirements, so I’m unsure if workstation reconfigurations will be necessary.”

“One way hall ways and entrances/exits”

“We removed shared items like water, ice machine, and snacks.”

“Added hand sanitizer stations and napkins outside of each entrance. Require all team members coming in to an office to complete a daily questionnaire related to symptoms they may be experiencing.”

“We are still figuring this out. We are definitely going to implement daily temperature checks and have acquired an infrared non-contact thermometer.”

“We will most likely require that all meetings be done via phone or through an internet meeting app.”

“All of our employees sit in private offices except for a few admins, and I think they will be moved to private offices. We will provide gloves and masks, and encourage/require their use in the office. We will also discourage face-to-face contact in the office for the near term, whenever we return to the office.”

“We split the office into two shifts. One week on, one week off.”

“We’ve discussed reconfiguring or adding higher plexiglass barriers between cubicles. Other concern was the air filtration system and what should be done...”

*We hope this has provided helpful insight for you and your team.
Please reach out to our team with any questions.*