

Business Operation Adjustments Due to COVID-19 Survey Update

Survey 1 Dates: Jul 26 – Aug 2, 2021

Survey 2 Dates: Sep 16 – Sep 30, 2021

Dale Ford – Chief Analyst

October 18, 2021



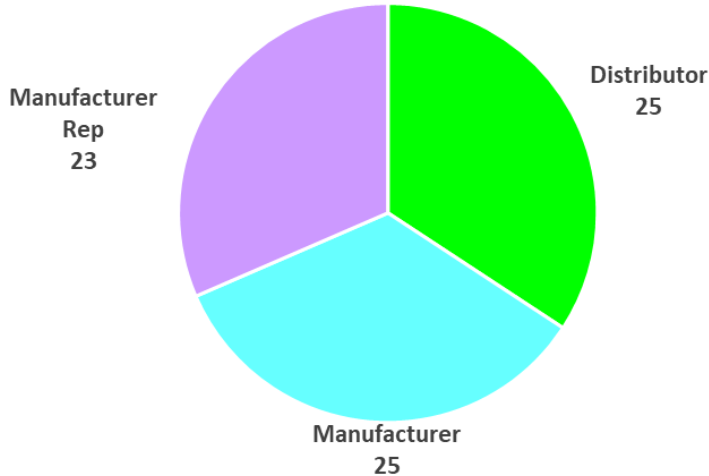
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Overall Survey Participation

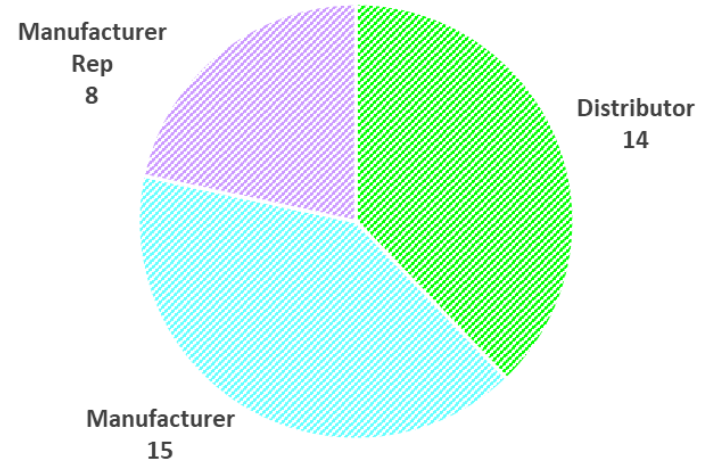
September Participant Profile

73 Participants



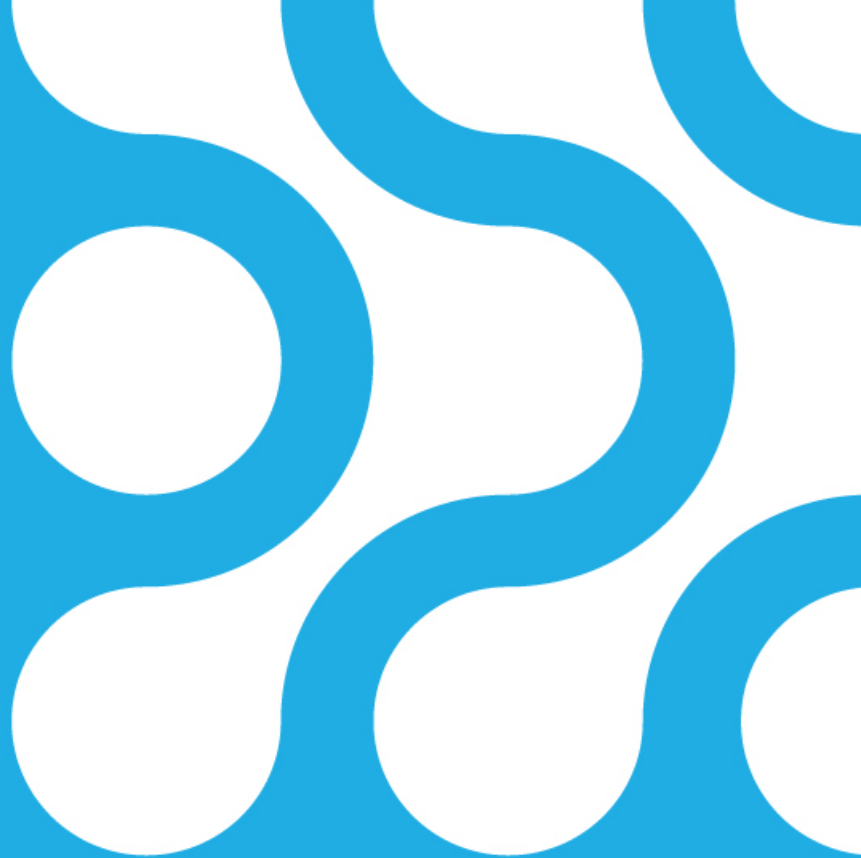
August Participant Profile

37 Participants

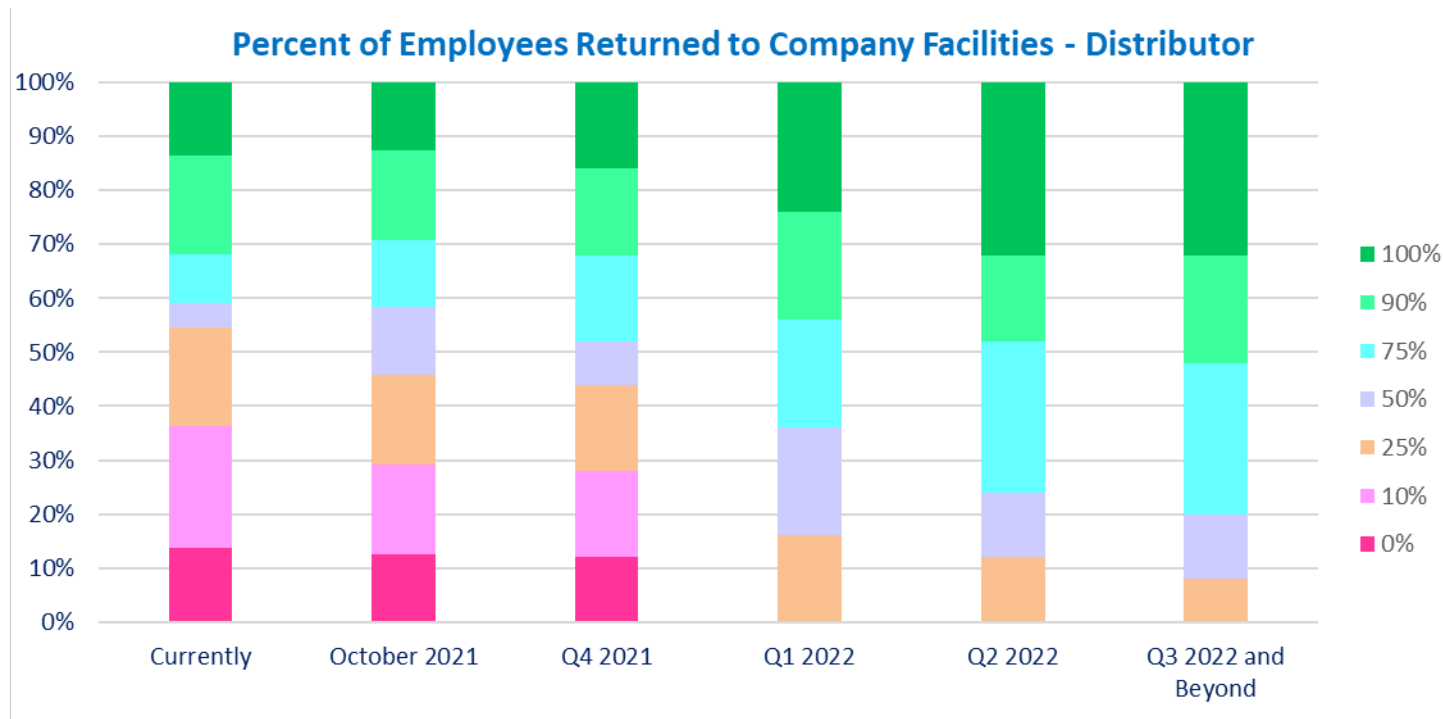


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Office Return



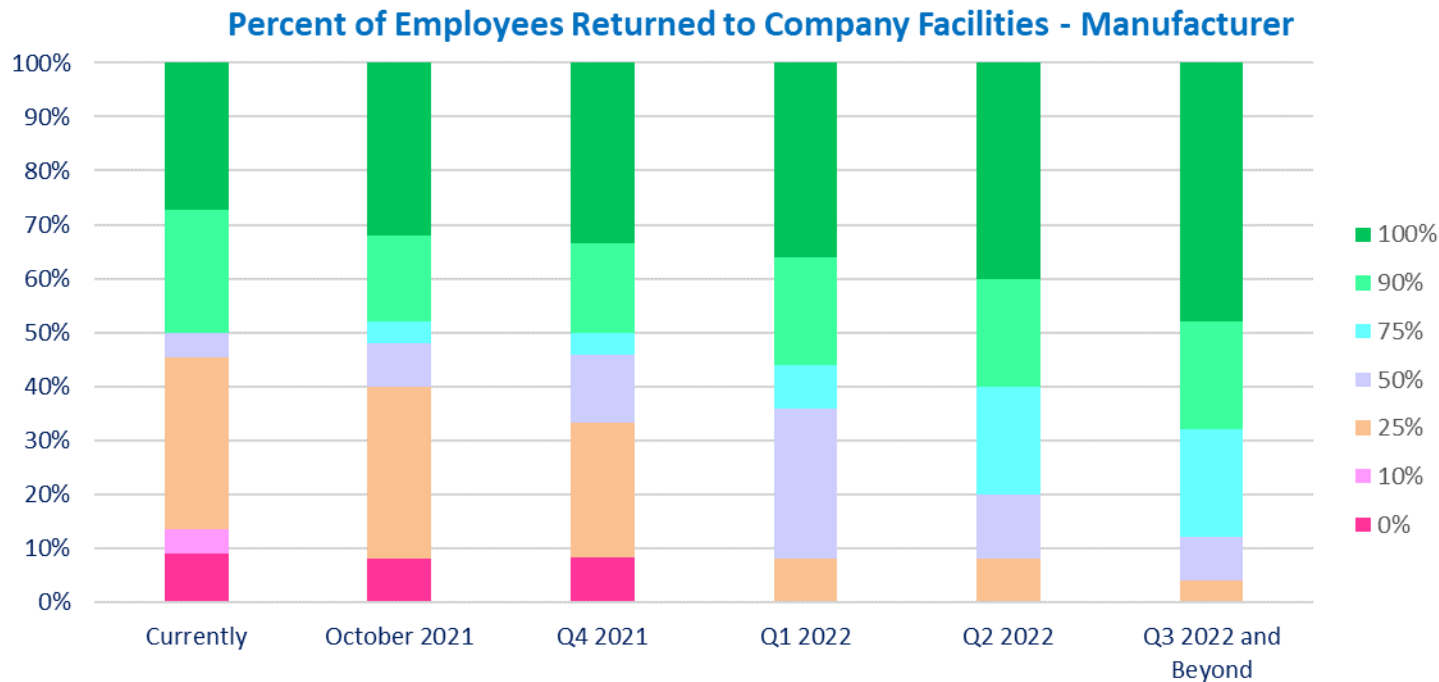
Expected Timeline for Employee Return (Sep Survey)



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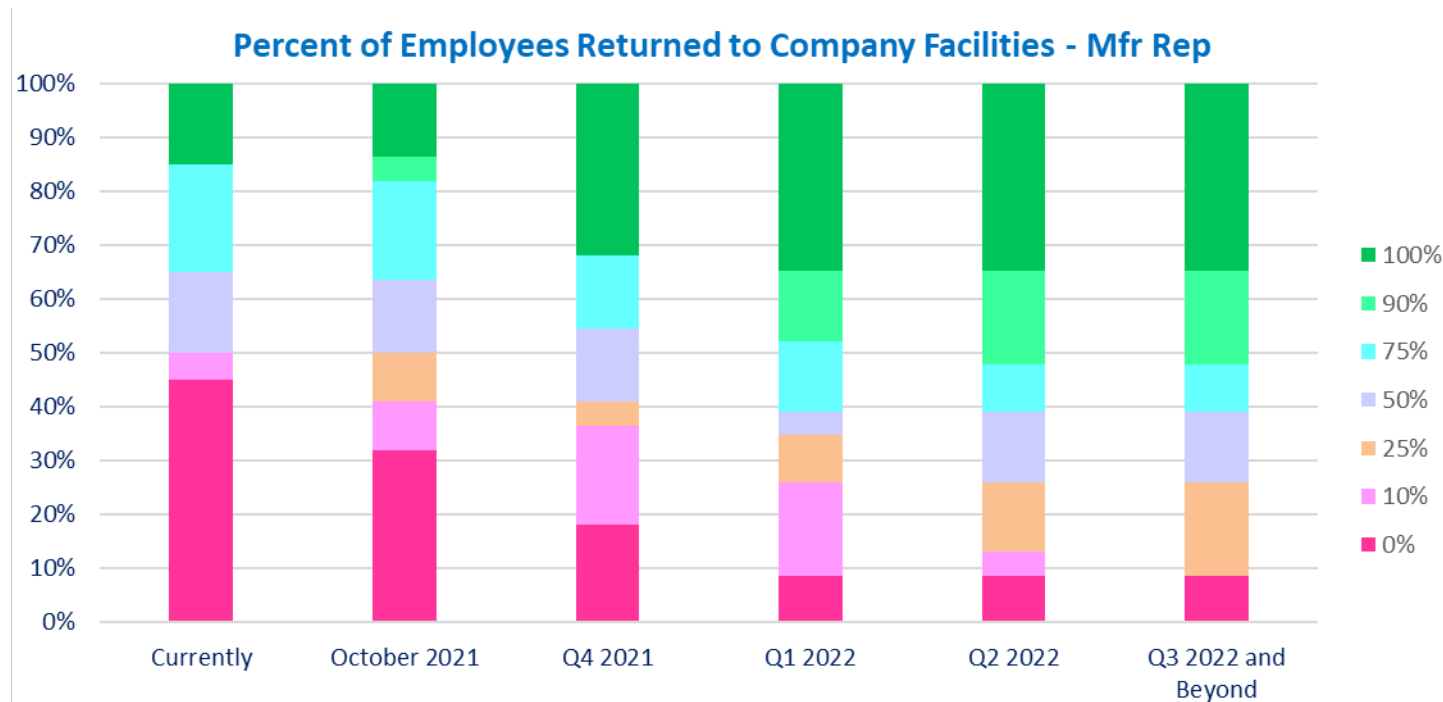
Expected Timeline for Employee Return (Sep Survey)



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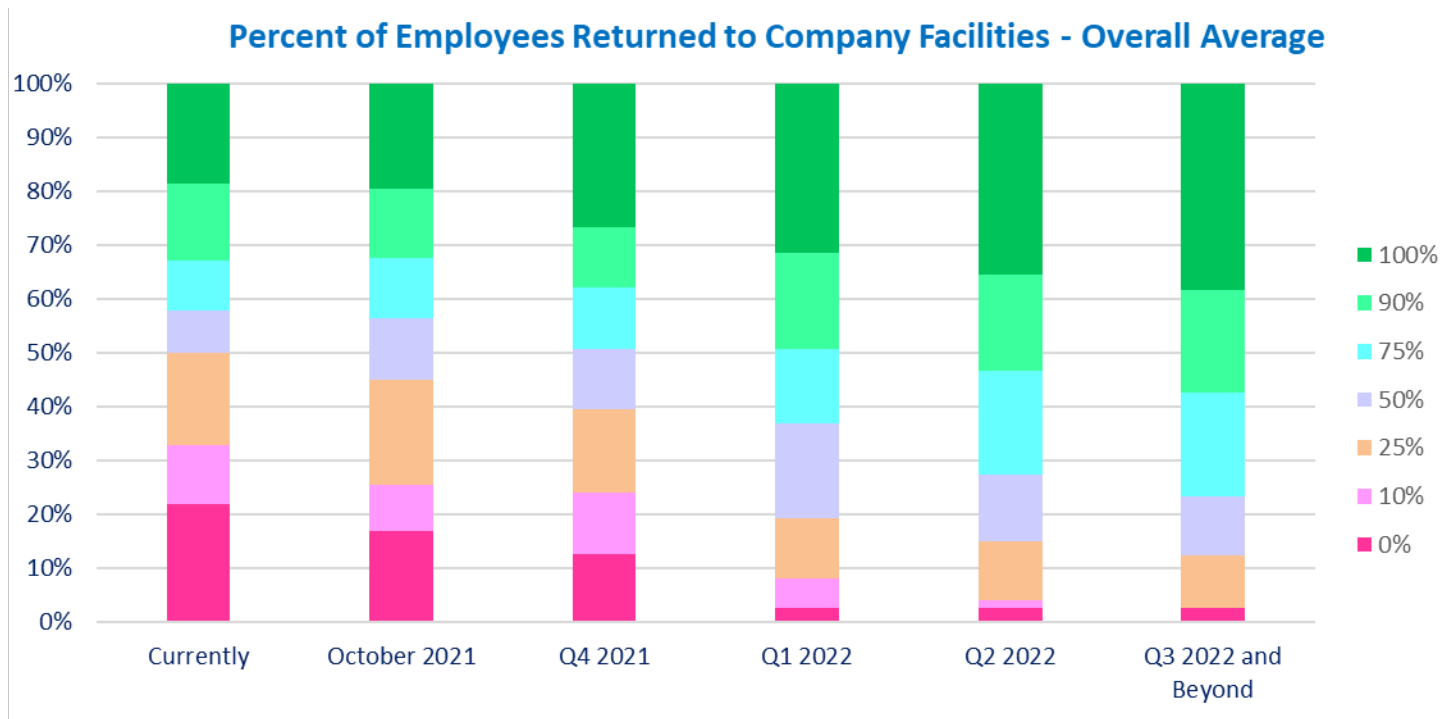
Expected Timeline for Employee Return (Sep Survey)



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Expected Timeline for Employee Return (Sep Survey)

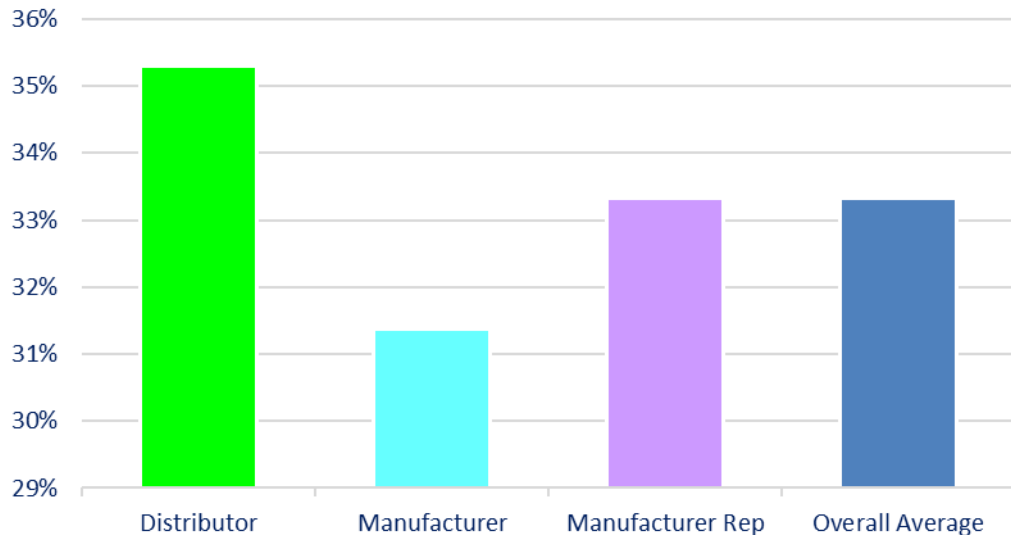


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Exception Allowed for Employee Office Return (Sep Survey)

Allow Exception for Employees Who Do Not Want to Return to the Office



	YES
Distributor	35.3%
Manufacturer	31.4%
Manufacturer Rep	33.3%
Overall Average	33.3%

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Expected Timeline for Employee Return (Sep Survey)

Percentage of employees are expected to return to the office

	Currently	October 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022 and Beyond
<u>Distributor</u>						
0%	13.6%	12.5%	12.0%	0.0%	0.0%	0.0%
10%	22.7%	16.7%	16.0%	0.0%	0.0%	0.0%
25%	18.2%	16.7%	16.0%	16.0%	12.0%	8.0%
50%	4.5%	12.5%	8.0%	20.0%	12.0%	12.0%
75%	9.1%	12.5%	16.0%	20.0%	28.0%	28.0%
90%	18.2%	16.7%	16.0%	20.0%	16.0%	20.0%
100%	13.6%	12.5%	16.0%	24.0%	32.0%	32.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Manufacturer</u>						
0%	9.1%	8.0%	8.3%	0.0%	0.0%	0.0%
10%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%
25%	31.8%	32.0%	25.0%	8.0%	8.0%	4.0%
50%	4.5%	8.0%	12.5%	28.0%	12.0%	8.0%
75%	0.0%	4.0%	4.2%	8.0%	20.0%	20.0%
90%	22.7%	16.0%	16.7%	20.0%	20.0%	20.0%
100%	27.3%	32.0%	33.3%	36.0%	40.0%	48.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Expected Timeline for Employee Return (Sep Survey)

Percentage of employees are expected to return to the office

	Currently	October 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022 and Beyond
<u>Manufacturer Rep</u>						
0%	45.0%	31.8%	18.2%	8.7%	8.7%	8.7%
10%	5.0%	9.1%	18.2%	17.4%	4.3%	0.0%
25%	0.0%	9.1%	4.5%	8.7%	13.0%	17.4%
50%	15.0%	13.6%	13.6%	4.3%	13.0%	13.0%
75%	20.0%	18.2%	13.6%	13.0%	8.7%	8.7%
90%	0.0%	4.5%	0.0%	13.0%	17.4%	17.4%
100%	15.0%	13.6%	31.8%	34.8%	34.8%	34.8%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Overall Average</u>						
0%	21.9%	16.9%	12.7%	2.7%	2.7%	2.7%
10%	10.9%	8.5%	11.3%	5.5%	1.4%	0.0%
25%	17.2%	19.7%	15.5%	11.0%	11.0%	9.6%
50%	7.8%	11.3%	11.3%	17.8%	12.3%	11.0%
75%	9.4%	11.3%	11.3%	13.7%	19.2%	19.2%
90%	14.1%	12.7%	11.3%	17.8%	17.8%	19.2%
100%	18.8%	19.7%	26.8%	31.5%	35.6%	38.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Exception Allowed for Employee Office Return

- | | |
|----|--|
| 1 | Confirmed medical conditions that increase risk |
| | Depending on the role, our company will accommodate work from home requests for health reasons |
| 2 | |
| 3 | Depends on health and risk of infection |
| 4 | Documented reasons (health conditions) |
| 5 | Health |
| 6 | Health |
| 7 | Health and medical |
| 8 | Health and/or religious concerns |
| 9 | If there is any concern due to a non-vax employee |
| 10 | Medical |
| 11 | Medical and religious |
| 12 | Medical exemptions/conditions |
| 13 | Medical or other documented issue |
| 14 | Personal needs |
| 15 | Personal reasons |
| 16 | Their personal decision |
| 17 | Approval from Supervisor |
| 18 | Case by Case |
| 19 | Each one based upon their/our needs |
| 20 | If job is less customer facing and they are performing |

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Exception Allowed for Employee Office Return

- 21 Inside, work from home, etc.
- 22 Job type, performance. Going to require specific days, weeks when full team should be in office
- 23 Non-customer/principal facing roles may remain entirely remote.
- 24 Specific job Functions
- 25 They are productive
- 26 They can do the work from home effectively
- 27 At the moment there are no parameters. If an employee is uncomfortable then they can work from home. Some jobs this is not a part of because you must be in a facility. Example MFG'ing
- 28 Depends on their position and how uncomfortable they are
- 29 Flexible workplace policy
- 30 Overall we are developing a more flexible office schedule
- 31 Return expected 3 days per week initially
- 32 Rotating people in offices, allowing people to work from home several days a week
- 33 We will always have a hybrid approach of allowing some days at home each week
- 34 Not full time but we offer a lot of flexibility to WFH
- 35 Return is still completely voluntary
- 36 Right now, volunteer only in office. if vaccinated, no mask. if unvaccinated, mask needed
- 37 Moved during Covid
- 38 Work from Home when possible
- 39 We have no plans to return to the office, we will continue WFH indefinitely.
- 40 Still figuring it out

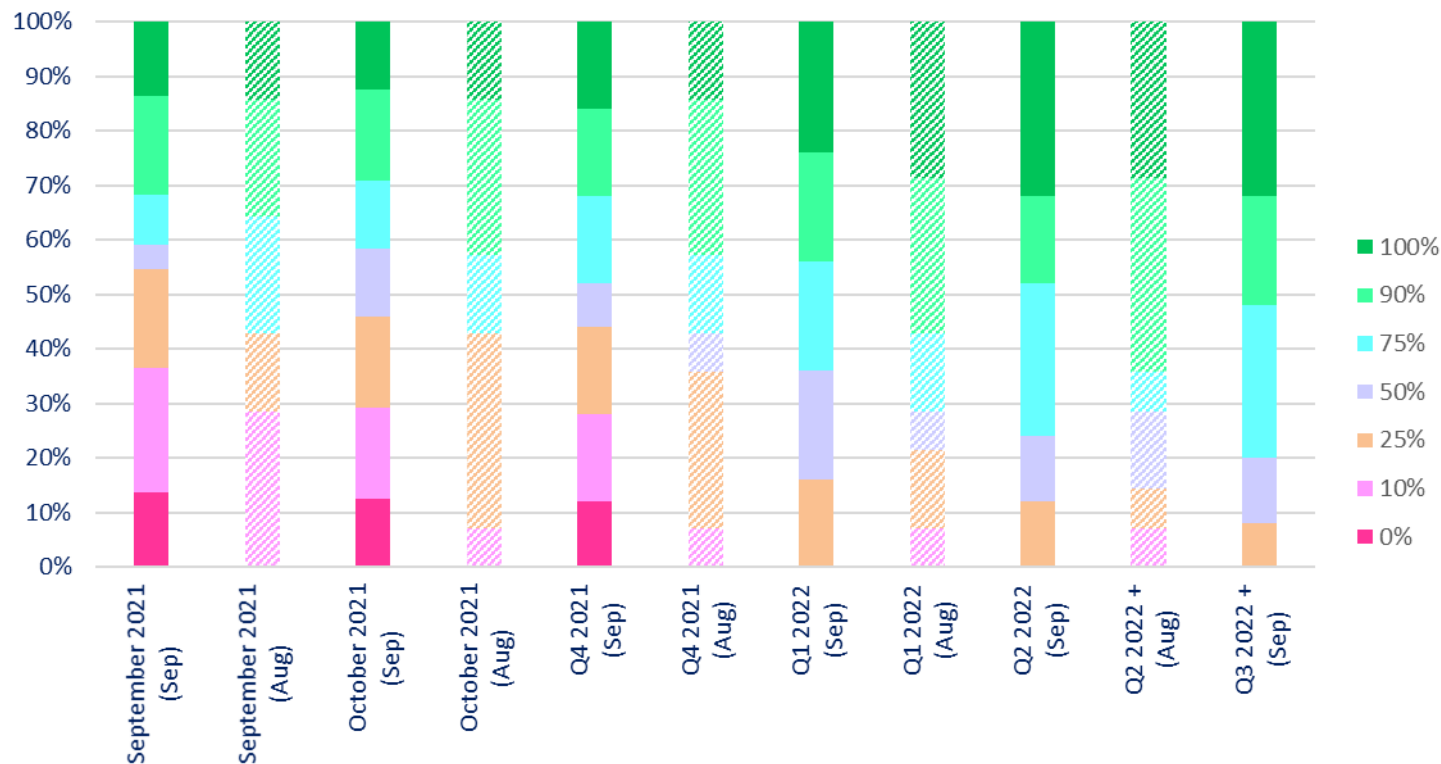
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August / September Survey Comparison



Expected Timeline for Employee Return (Aug / Sep)

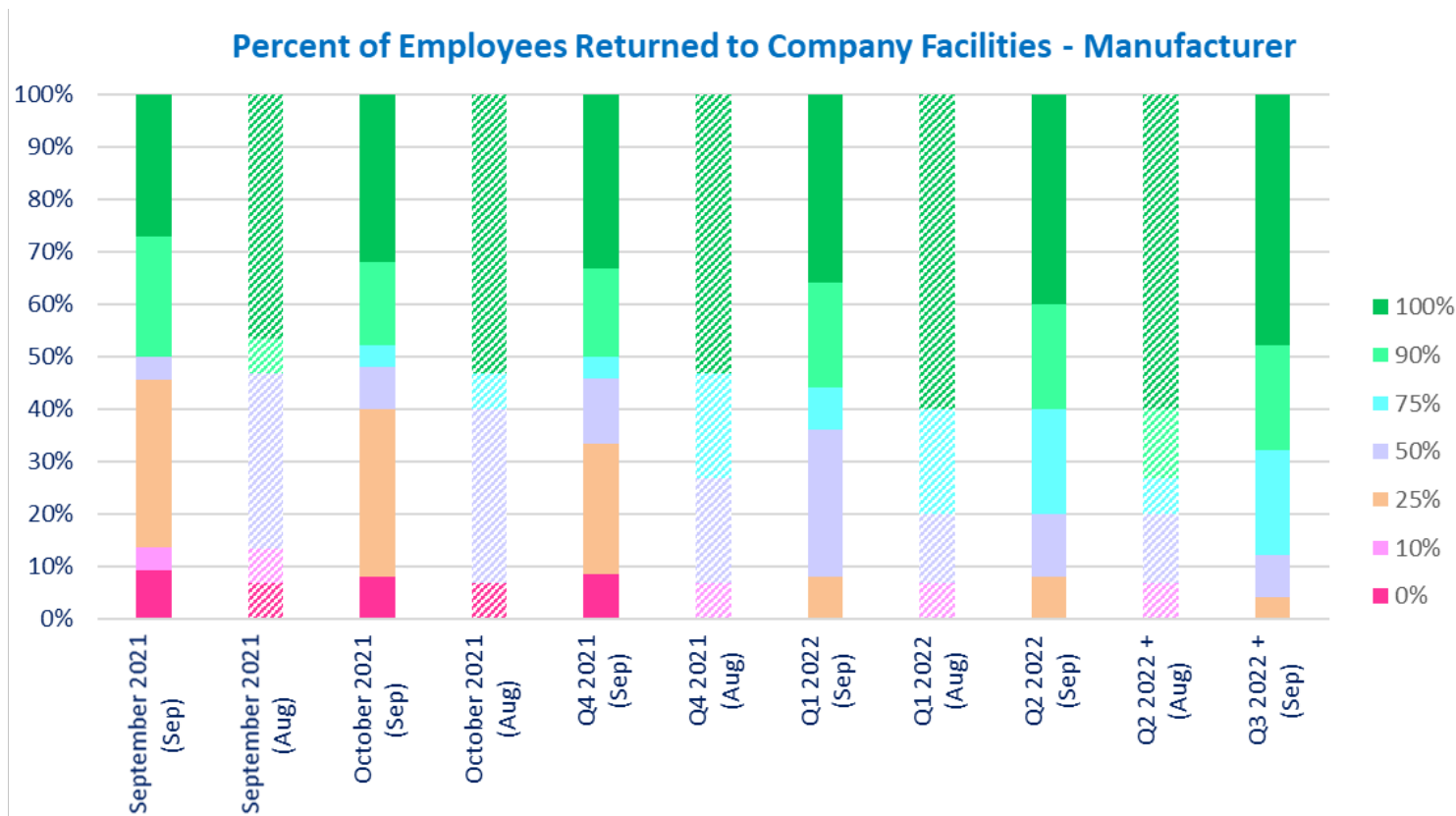
Percent of Employees Returned to Company Facilities - Distributor



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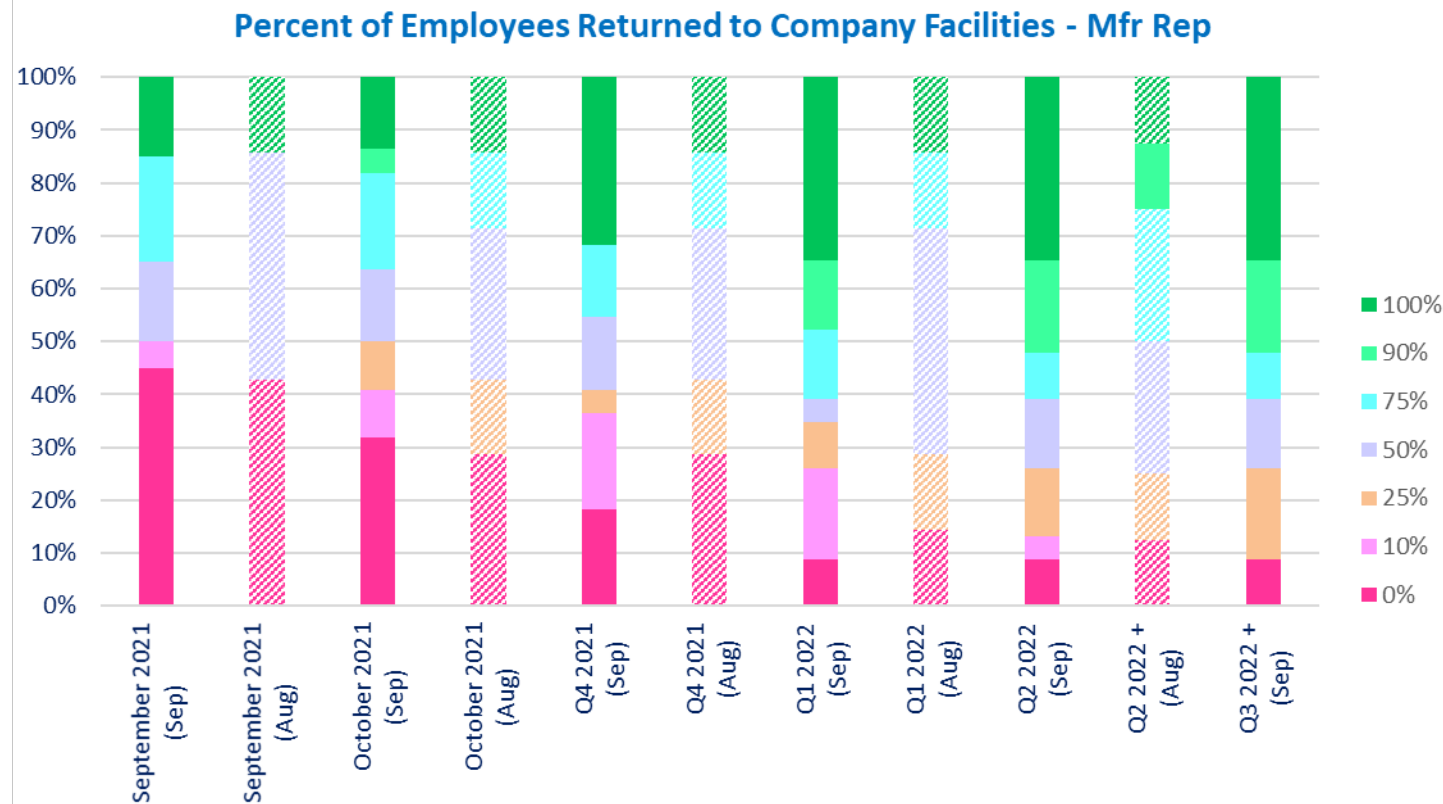
Expected Timeline for Employee Return (Aug / Sep)



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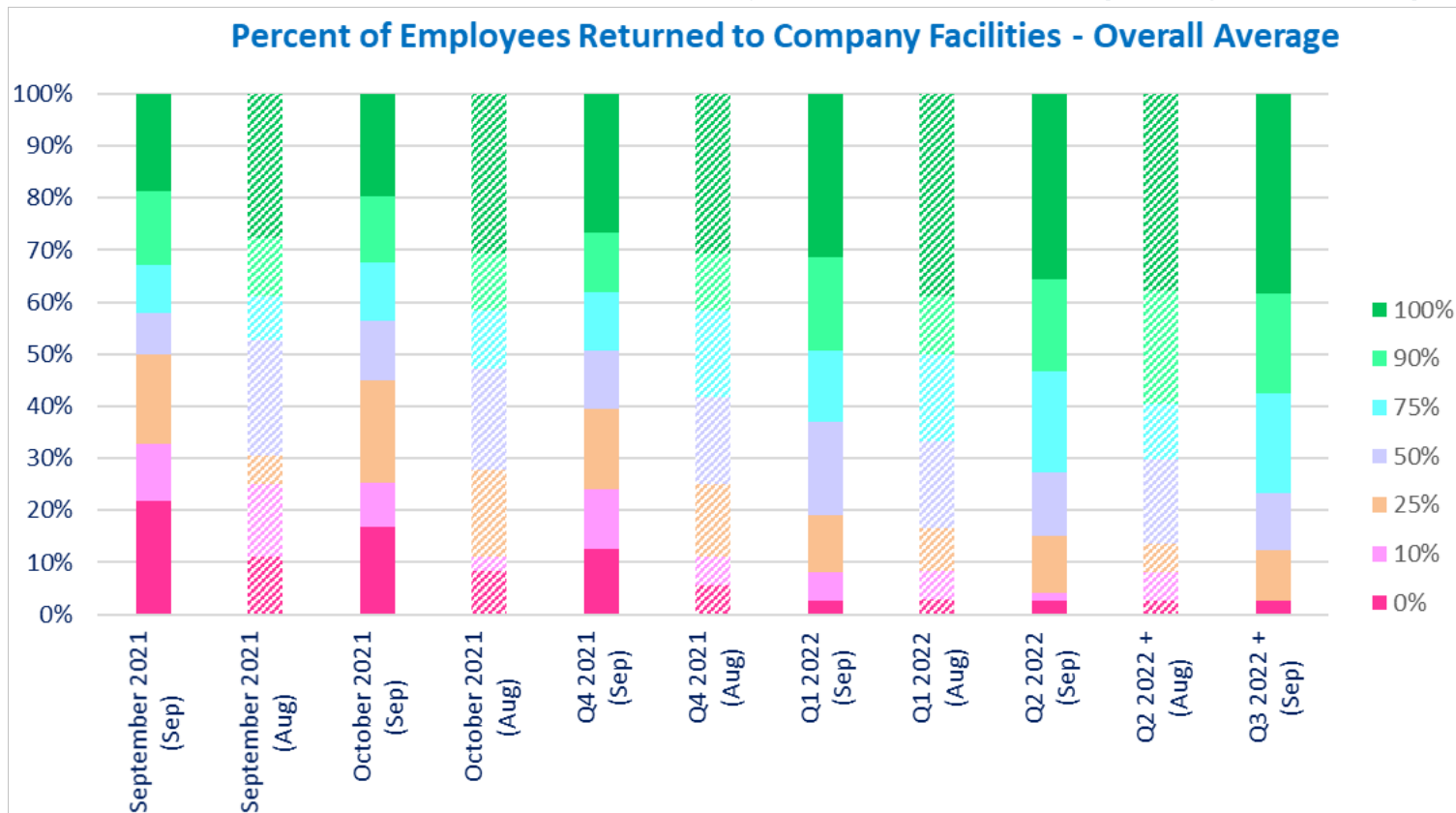
Expected Timeline for Employee Return (Aug / Sep)



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Expected Timeline for Employee Return (Aug / Sep)



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Expected Timeline for Employee Return (Aug / Sep)

Percentage of employees are expected to return to the office

	September 2021 (Sep)	September 2021 (Aug)	October 2021 (Sep)	October 2021 (Aug)	Q4 2021 (Sep)	Q4 2021 (Aug)	Q1 2022 (Sep)	Q1 2022 (Aug)	Q2 2022 (Sep)	Q2 2022 + (Aug)	Q3 2022 + (Sep)
<u>Distributor</u>											
0%	13.6%	0.0%	12.5%	0.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
10%	22.7%	28.6%	16.7%	7.1%	16.0%	7.1%	0.0%	7.1%	0.0%	7.1%	0.0%
25%	18.2%	14.3%	16.7%	35.7%	16.0%	28.6%	16.0%	14.3%	12.0%	7.1%	8.0%
50%	4.5%	0.0%	12.5%	0.0%	8.0%	7.1%	20.0%	7.1%	12.0%	14.3%	12.0%
75%	9.1%	21.4%	12.5%	14.3%	16.0%	14.3%	20.0%	14.3%	28.0%	7.1%	28.0%
90%	18.2%	21.4%	16.7%	28.6%	16.0%	28.6%	20.0%	28.6%	16.0%	35.7%	20.0%
100%	13.6%	14.3%	12.5%	14.3%	16.0%	14.3%	24.0%	28.6%	32.0%	28.6%	32.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Manufacturer</u>											
0%	9.1%	6.7%	8.0%	6.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
10%	4.5%	6.7%	0.0%	0.0%	0.0%	6.7%	0.0%	6.7%	0.0%	6.7%	0.0%
25%	31.8%	0.0%	32.0%	0.0%	25.0%	0.0%	8.0%	0.0%	8.0%	0.0%	4.0%
50%	4.5%	33.3%	8.0%	33.3%	12.5%	20.0%	28.0%	13.3%	12.0%	13.3%	8.0%
75%	0.0%	0.0%	4.0%	6.7%	4.2%	20.0%	8.0%	20.0%	20.0%	6.7%	20.0%
90%	22.7%	6.7%	16.0%	0.0%	16.7%	0.0%	20.0%	0.0%	20.0%	13.3%	20.0%
100%	27.3%	46.7%	32.0%	53.3%	33.3%	53.3%	36.0%	60.0%	40.0%	60.0%	48.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Expected Timeline for Employee Return (Aug / Sep)

Percentage of employees are expected to return to the office

	September 2021 (Sep)	September 2021 (Aug)	October 2021 (Sep)	October 2021 (Aug)	Q4 2021 (Sep)	Q4 2021 (Aug)	Q1 2022 (Sep)	Q1 2022 (Aug)	Q2 2022 (Sep)	Q2 2022 + (Aug)	Q3 2022 + (Sep)
<u>Manufacturer Rep</u>											
0%	45.0%	42.9%	31.8%	28.6%	18.2%	28.6%	8.7%	14.3%	8.7%	12.5%	8.7%
10%	5.0%	0.0%	9.1%	0.0%	18.2%	0.0%	17.4%	0.0%	4.3%	0.0%	0.0%
25%	0.0%	0.0%	9.1%	14.3%	4.5%	14.3%	8.7%	14.3%	13.0%	12.5%	17.4%
50%	15.0%	42.9%	13.6%	28.6%	13.6%	28.6%	4.3%	42.9%	13.0%	25.0%	13.0%
75%	20.0%	0.0%	18.2%	14.3%	13.6%	14.3%	13.0%	14.3%	8.7%	25.0%	8.7%
90%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%	13.0%	0.0%	17.4%	12.5%	17.4%
100%	15.0%	14.3%	13.6%	14.3%	31.8%	14.3%	34.8%	14.3%	34.8%	12.5%	34.8%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Overall Average</u>											
0%	21.9%	11.1%	16.9%	8.3%	12.7%	5.6%	2.7%	2.8%	2.7%	2.7%	2.7%
10%	10.9%	13.9%	8.5%	2.8%	11.3%	5.6%	5.5%	5.6%	1.4%	5.4%	0.0%
25%	17.2%	5.6%	19.7%	16.7%	15.5%	13.9%	11.0%	8.3%	11.0%	5.4%	9.6%
50%	7.8%	22.2%	11.3%	19.4%	11.3%	16.7%	17.8%	16.7%	12.3%	16.2%	11.0%
75%	9.4%	8.3%	11.3%	11.1%	11.3%	16.7%	13.7%	16.7%	19.2%	10.8%	19.2%
90%	14.1%	11.1%	12.7%	11.1%	11.3%	11.1%	17.8%	11.1%	17.8%	21.6%	19.2%
100%	18.8%	27.8%	19.7%	30.6%	26.8%	30.6%	31.5%	38.9%	35.6%	37.8%	38.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

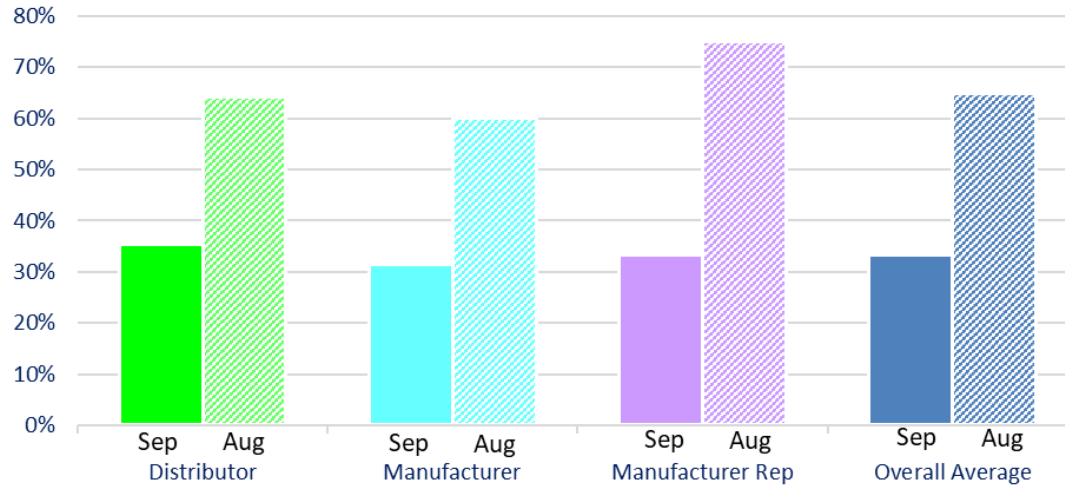
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Exception Allowed for Employee Office Return (Aug / Sep)

Allow Exception for Employees Who Do Not Want to Return to the Office

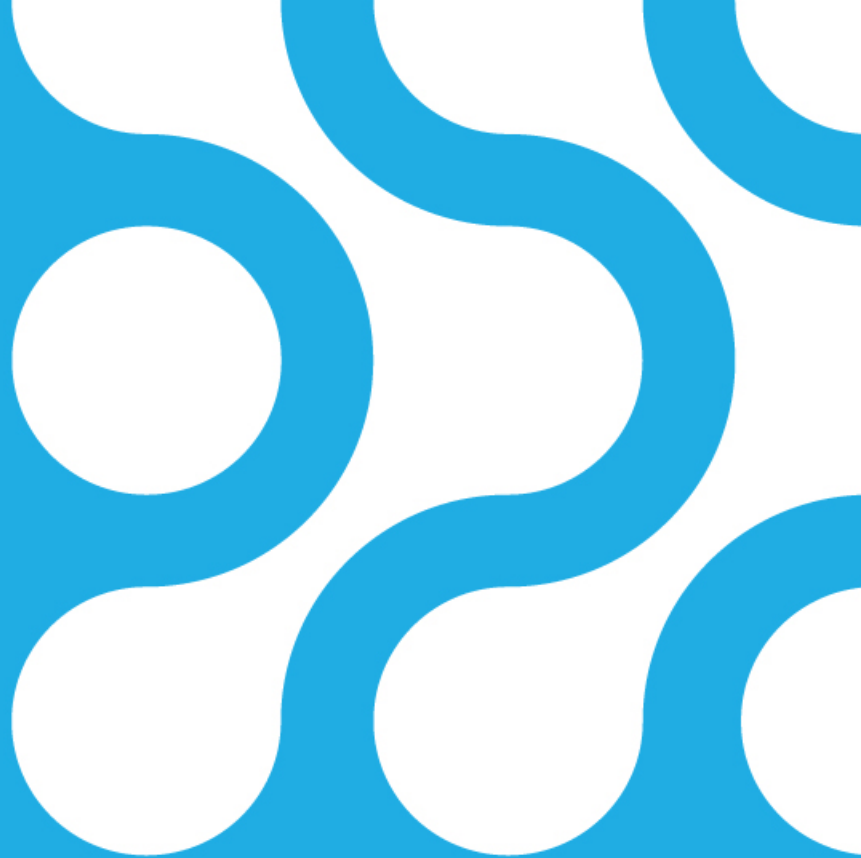


	YES (Sep)	YES (Aug)
Distributor	35.3%	64.3%
Manufacturer	31.4%	60.0%
Manufacturer Rep	33.3%	75.0%
Overall Average	33.3%	64.9%

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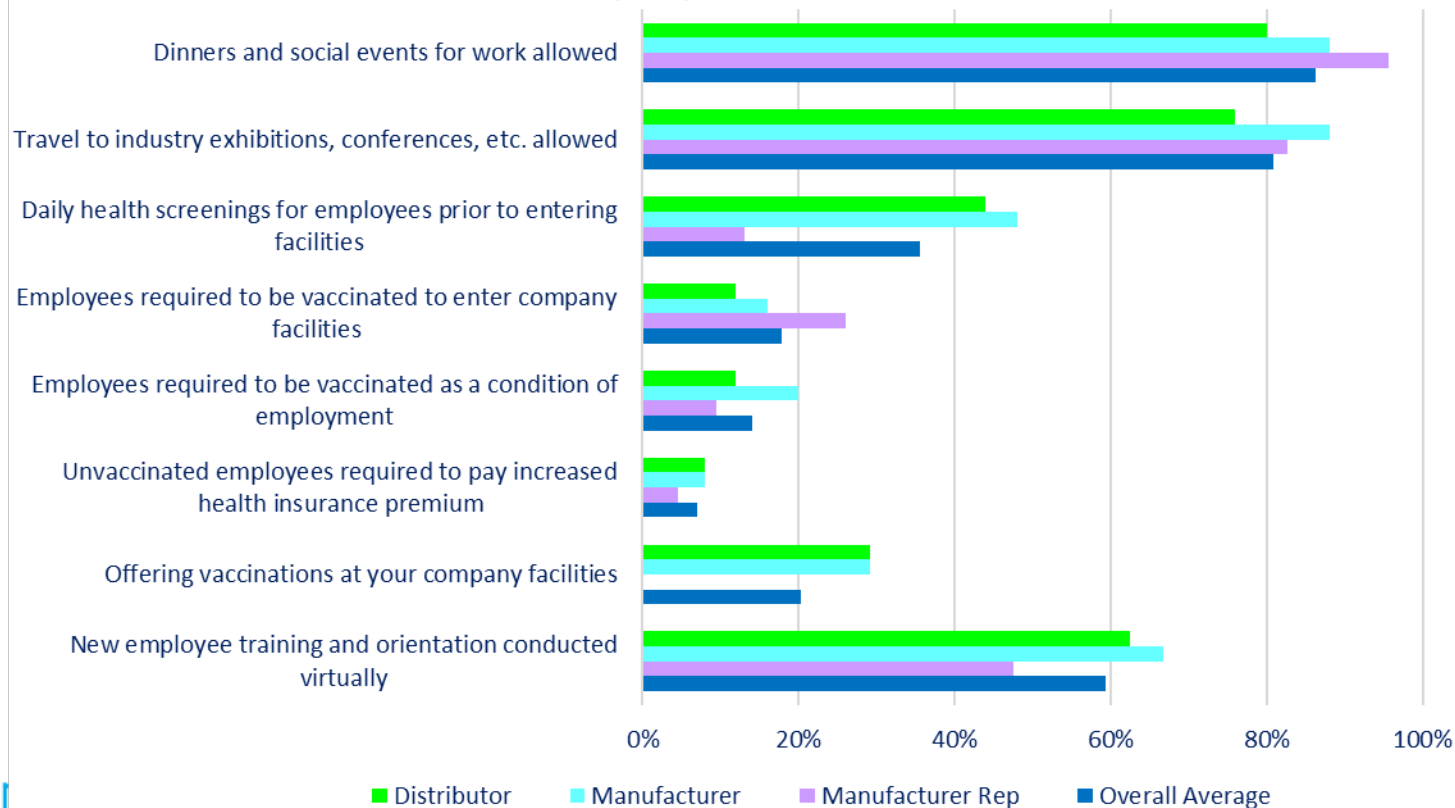
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Policies and Practices



Company Policies and Practices (Sep Survey)

Current Company Policies and Practices



Company Policies and Practices (Sep Survey)

Current status of these rules/activities at your company

	Dinners and social events for work allowed	Travel to industry exhibitions, conferences, etc. allowed	Daily health screenings for employees prior to entering facilities	Employees required to be vaccinated to enter company facilities	Employees required to be vaccinated as a condition of employment	Unvaccinated employees required to pay increased health insurance premium	Offering vaccinations at your company facilities	New employee training and orientation conducted virtually
Distributor	80.0%	76.0%	44.0%	12.0%	12.0%	8.0%	29.2%	62.5%
Manufacturer	88.0%	88.0%	48.0%	16.0%	20.0%	8.0%	29.2%	66.7%
Manufacturer Rep	95.7%	82.6%	13.0%	26.1%	9.5%	4.5%	0.0%	47.6%
Overall Average	86.3%	80.8%	35.6%	17.8%	14.1%	6.9%	20.3%	59.4%

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Company Policies and Practices

- 1 Daily health screening is only temperature taken upon arrival.
- 2 Health screening at warehouse only. If flying, Vaccination card needed to be scanned/sent to HR
- 3 Masks are mandatory in the office. Dept schedules teams for hybrid work. Generally WFH 1-2 days per week depending on function.
- 4 Social events are based on the status of the vaccinated guest. Full disclosure to customer policies for vaccination status prior to the visit
- 5 Unvaccinated employees must wear masks at all times while on the premises
- 6 Unvaxed must be tested weekly - all must wear mask on site
- 7 Waiver signed. Unvaccinated masked all times and vaccinated masks required when gathering or walking facility, not at own desk
- 8 We are at 95% vaccinated.
- 9 Adhering to presidential mandate for federal contractors
- 10 We will restart conferences again in 2022
- 11 Moving target

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August / September Survey Comparison



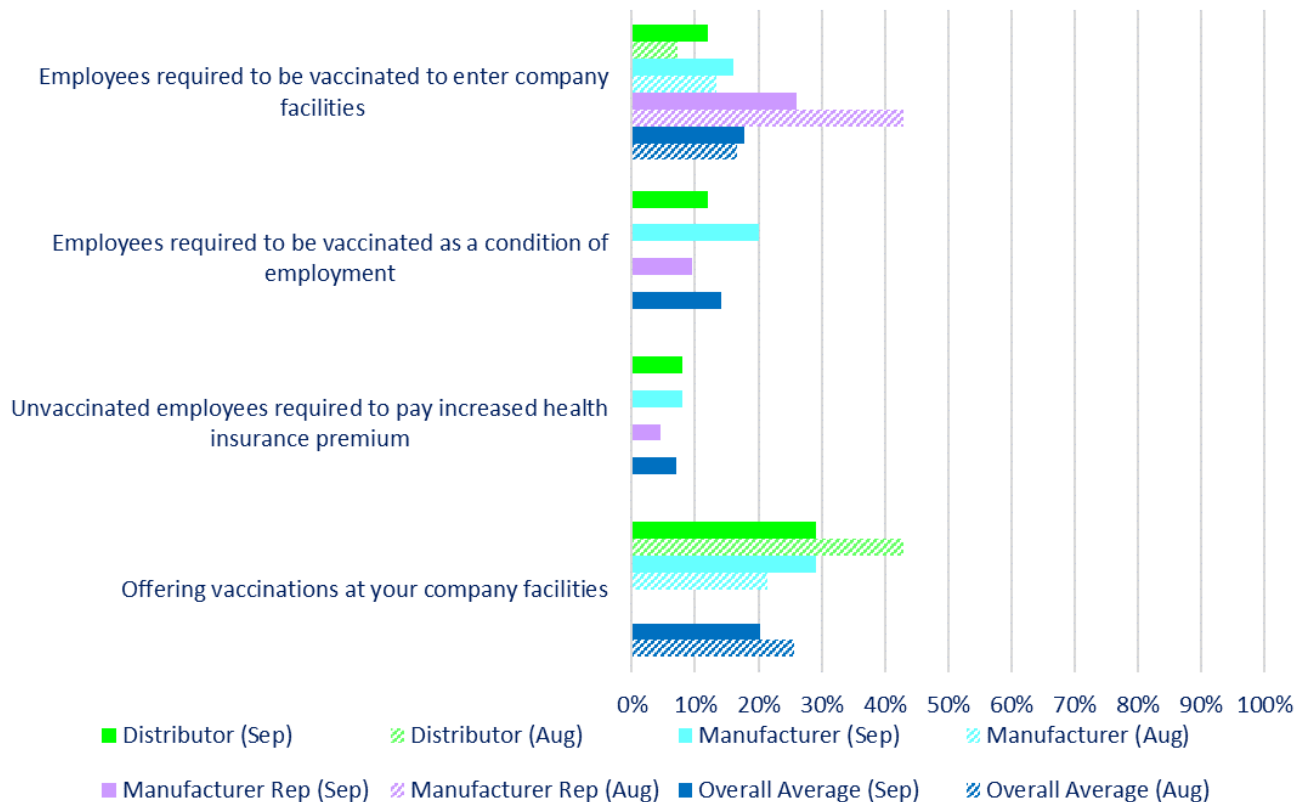
Company Policies and Practices (Aug / Sep)

Current Company Policies and Practices



Company Policies and Practices (Aug / Sep)

Current Company Policies and Practices



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Company Policies and Practices (Aug / Sep)

Current status of these rules/activities at your company

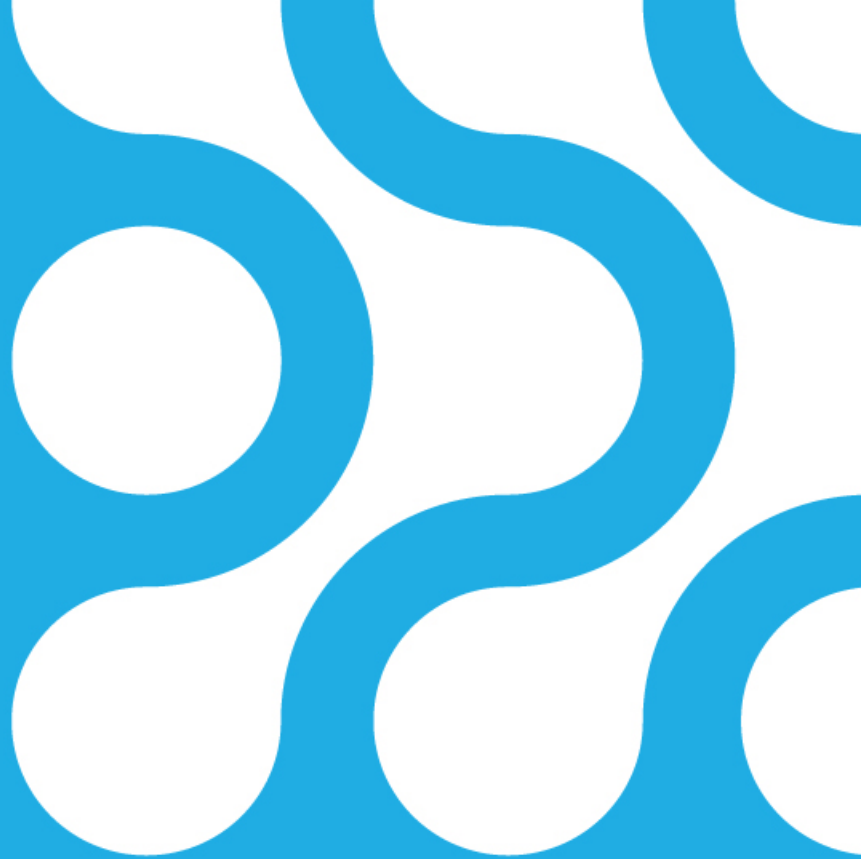
	Dinners and social events for work allowed	Travel to industry exhibitions, conferences, etc. allowed	Daily health screenings for employees prior to entering facilities	Employees required to be vaccinated to enter company facilities	Employees required to be vaccinated as a condition of employment	Unvaccinated employees required to pay increased health insurance premium	Offering vaccinations at your company facilities	New employee training and orientation conducted virtually
Distributor (Sep)	80.0%	76.0%	44.0%	12.0%	12.0%	8.0%	29.2%	62.5%
Distributor (Aug)	71.4%	92.9%	35.7%	7.1%			42.9%	64.3%
Manufacturer (Sep)	88.0%	88.0%	48.0%	16.0%	20.0%	8.0%	29.2%	66.7%
Manufacturer (Aug)	80.0%	80.0%	40.0%	13.3%			21.4%	66.7%
Manufacturer Rep (Sep)	95.7%	82.6%	13.0%	26.1%	9.5%	4.5%	0.0%	47.6%
Manufacturer Rep (Aug)	100.0%	87.5%	28.6%	42.9%			0.0%	87.5%
Overall Average (Sep)	86.3%	80.8%	35.6%	17.8%	14.1%	6.9%	20.3%	59.4%
Overall Average (Aug)	81.1%	86.5%	36.1%	16.7%			25.7%	70.3%

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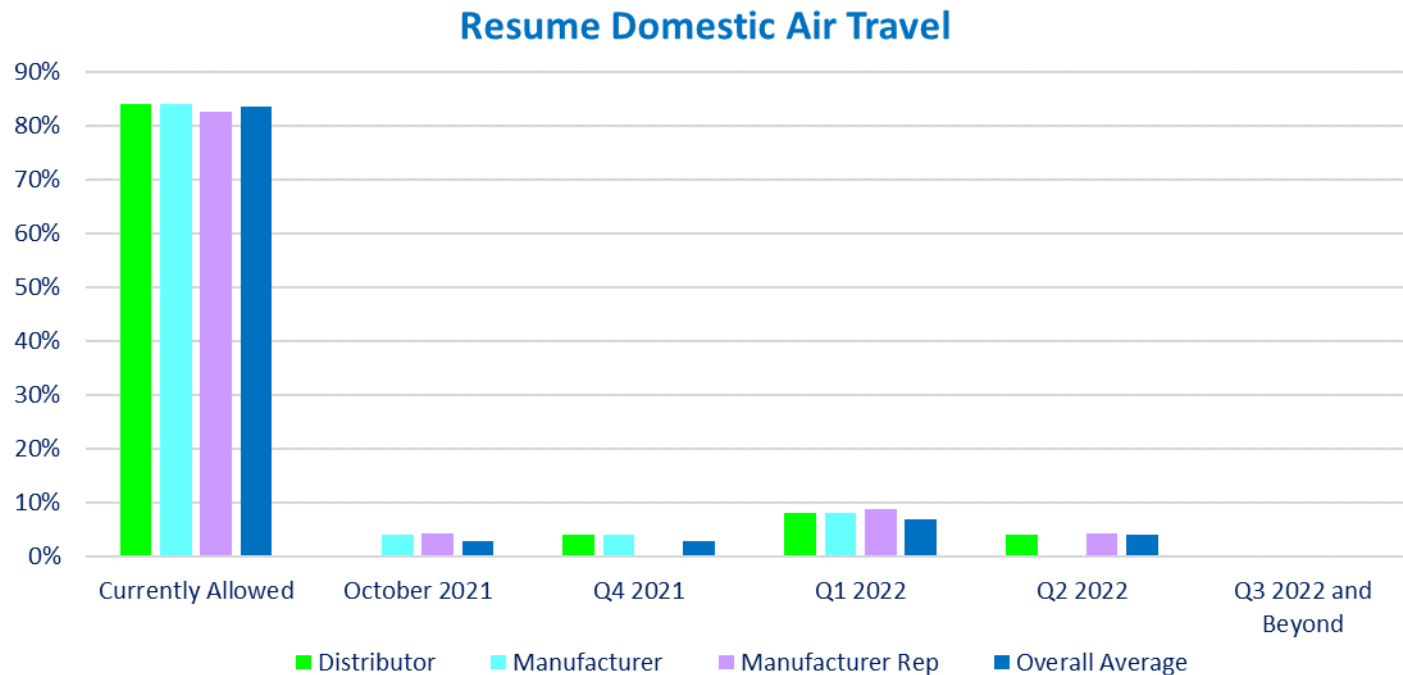
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Air Travel



Resumption of Air Travel (Sep Survey)



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Resumption of Air Travel (Sep Survey)



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Resumption of Air Travel (Sep Survey)

When do you expect employees will be allowed to resume travel?

<u>DOMESTIC</u>	Currently Allowed	October 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022 and Beyond
Distributor	84.0%	0.0%	4.0%	8.0%	4.0%	0.0%
Manufacturer	84.0%	4.0%	4.0%	8.0%	0.0%	0.0%
Manufacturer Rep	82.6%	4.3%	0.0%	8.7%	4.3%	0.0%
Overall Average	83.6%	2.7%	2.7%	6.8%	4.1%	0.0%

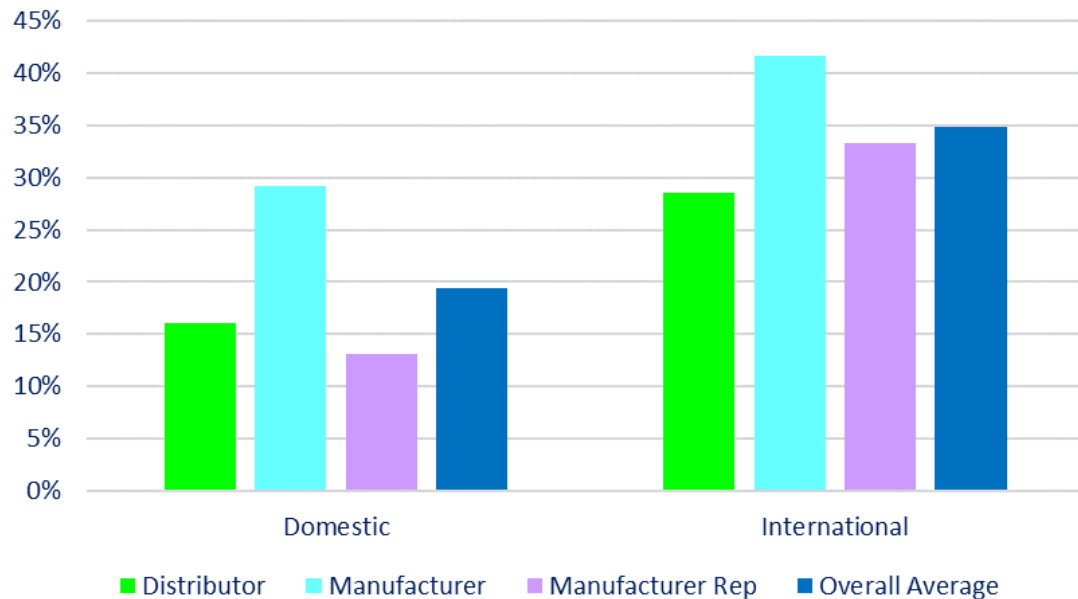
<u>INTERNATIONAL</u>	Currently Allowed	October 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022 and Beyond
Distributor	6.7%	6.7%	0.0%	26.7%	46.7%	13.3%
Manufacturer	31.8%	9.1%	13.6%	9.1%	27.3%	9.1%
Manufacturer Rep	16.7%	0.0%	16.7%	8.3%	33.3%	25.0%
Overall Average	20.4%	6.1%	10.2%	14.3%	34.7%	14.3%

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Air Travel Restrictions (Sep Survey)

Company Restrictions/Limitations/Requirements on Travel



	Domestic	International
Distributor	16.0%	28.6%
Manufacturer	29.2%	41.7%
Manufacturer Rep	13.0%	33.3%
Overall Average	19.4%	34.8%

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Air Travel Restrictions

Company restrictions/limitations/requirements for air travel

- | | |
|----|---|
| 1 | International allow on limited basis |
| 2 | International requires mgmt approval |
| 3 | No international business trips |
| 4 | No international travel |
| 5 | Must be required |
| 6 | Must be reviewed and approved by management |
| 7 | No travel in 2021 |
| 8 | No unnecessary travel until further notice. |
| 9 | Only Essential travel. |
| 10 | Require senior management approval |
| 11 | Travel limited to essential business |
| 12 | A mandatory test would be required on return as well as a quarantine which is disruptive
If flying, vaccination card needed to be scanned/sent to HR. NO international travel approved as of |
| 13 | now |
| 14 | Must be vaccinated |
| 15 | Must be vaccinated to travel both Int'l & Domestic |
| 16 | Depends on country and policies from that local |
| 17 | Sales est they can visit 35% of their domestic customers |

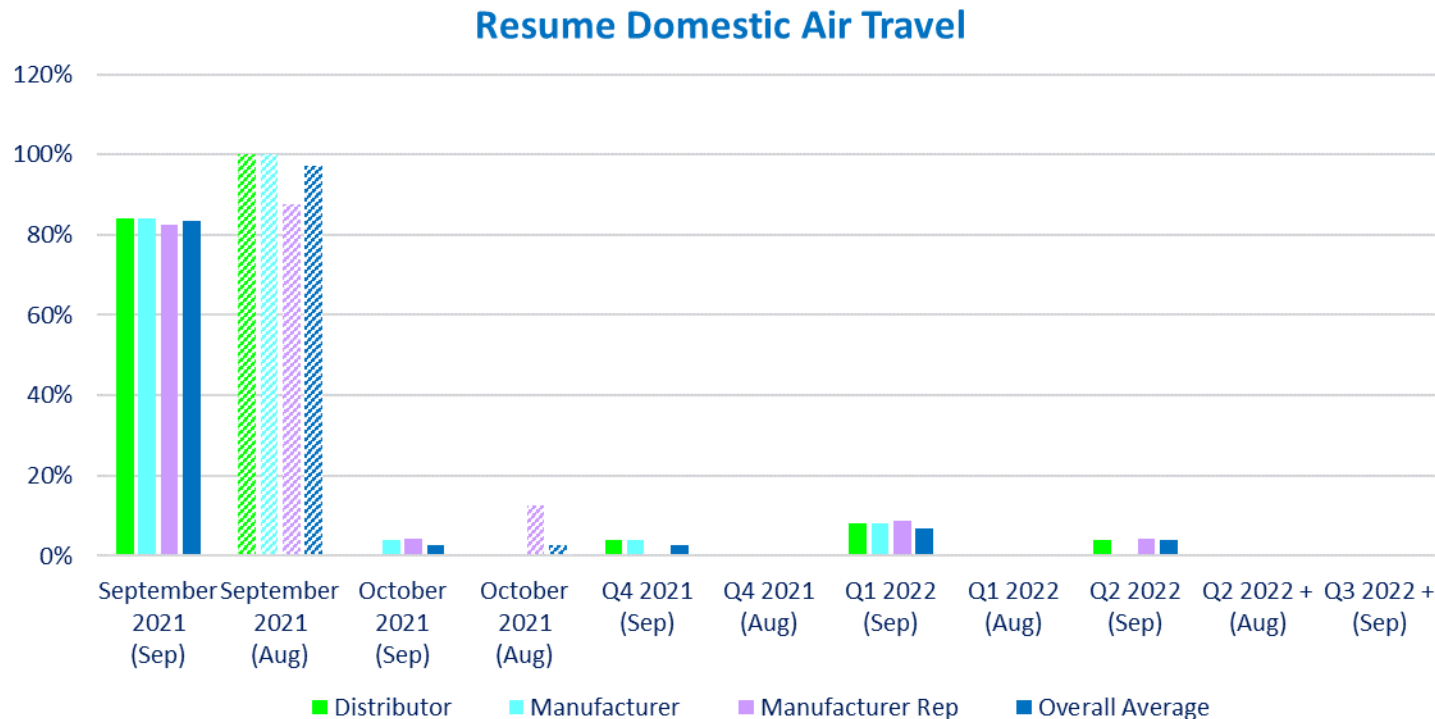
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August / September Survey Comparison



Resumption of Air Travel (Aug / Sep)



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Resumption of Air Travel (Aug / Sep)



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Resumption of Air Travel (Aug / Sep)

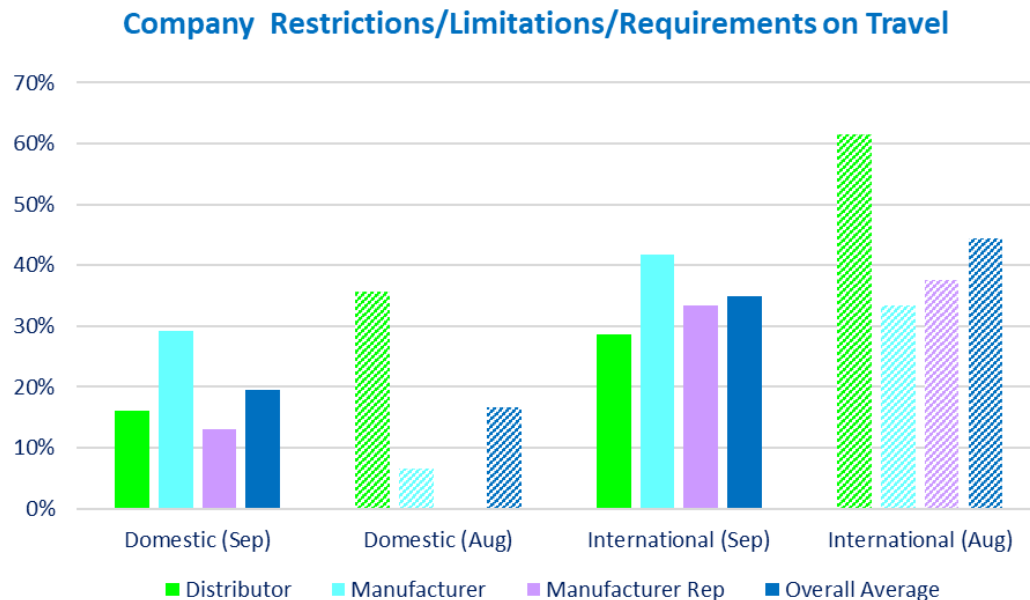
When do you expect employees will be allowed to resume travel?

	September 2021 (Sep)	September 2021 (Aug)	October 2021 (Sep)	October 2021 (Aug)	Q4 2021 (Sep)	Q4 2021 (Aug)	Q1 2022 (Sep)	Q1 2022 (Aug)	Q2 2022 (Sep)	Q2 2022 + (Aug)	Q3 2022 + (Sep)
DOMESTIC											
Distributor	84.0%	100.0%	0.0%	0.0%	4.0%	0.0%	8.0%	0.0%	4.0%	0.0%	0.0%
Manufacturer	84.0%	100.0%	4.0%	0.0%	4.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%
Manufacturer Rep	82.6%	87.5%	4.3%	12.5%	0.0%	0.0%	8.7%	0.0%	4.3%	0.0%	0.0%
Overall Average	83.6%	97.2%	2.7%	2.8%	2.7%	0.0%	6.8%	0.0%	4.1%	0.0%	0.0%
	September 2021 (Sep)	September 2021 (Aug)	October 2021 (Sep)	October 2021 (Aug)	Q4 2021 (Sep)	Q4 2021 (Aug)	Q1 2022 (Sep)	Q1 2022 (Aug)	Q2 2022 (Sep)	Q2 2022 + (Aug)	Q3 2022 + (Sep)
INTERNATIONAL											
Distributor	6.7%	7.7%	6.7%	0.0%	0.0%	15.4%	26.7%	46.2%	46.7%	30.8%	13.3%
Manufacturer	31.8%	25.0%	9.1%	16.7%	13.6%	8.3%	9.1%	25.0%	27.3%	25.0%	9.1%
Manufacturer Rep	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	8.3%	16.7%	33.3%	33.3%	25.0%
Overall Average	20.4%	19.4%	6.1%	6.5%	10.2%	12.9%	14.3%	32.3%	34.7%	29.0%	14.3%

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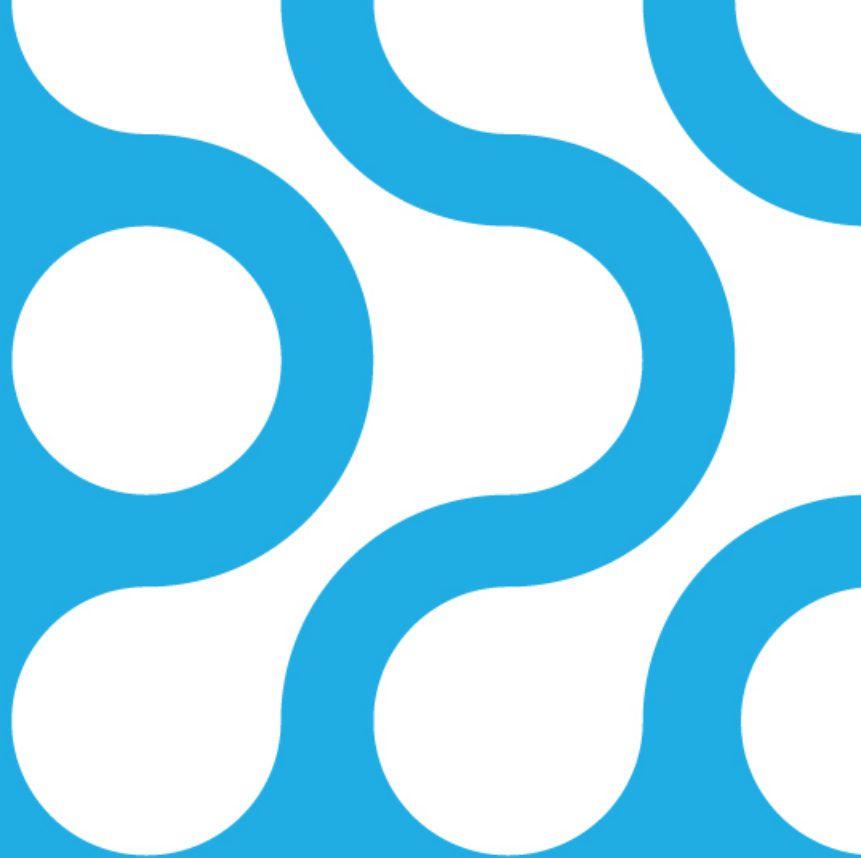
Air Travel Restrictions (Aug / Sep)



	Domestic (Sep)	Domestic (Aug)	International (Sep)	International (Aug)
Distributor	16.0%	35.7%	28.6%	61.5%
Manufacturer	29.2%	6.7%	41.7%	33.3%
Manufacturer Rep	13.0%	0.0%	33.3%	37.5%
Overall Average	19.4%	16.7%	34.8%	44.4%

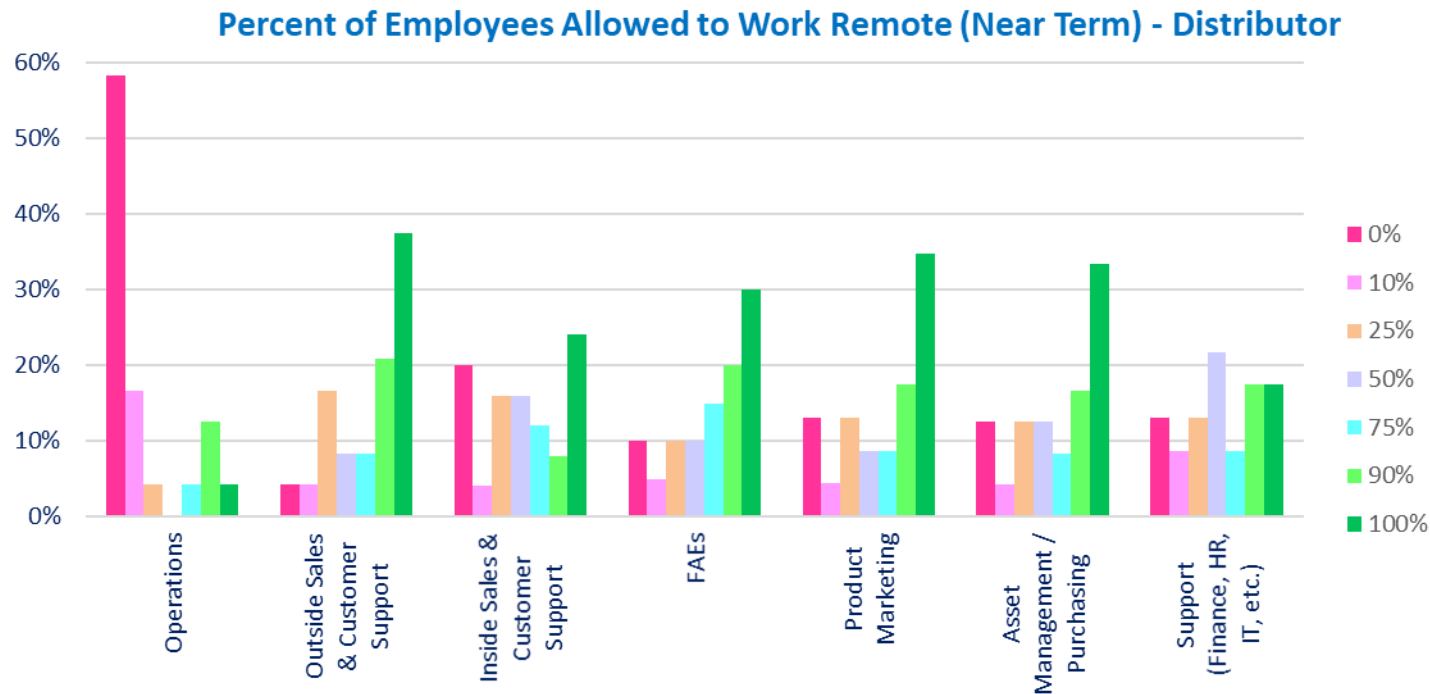
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Remote Work Allowance



Home / Remote Work Allowance – Distributor (Sep Survey)

(Near Term)

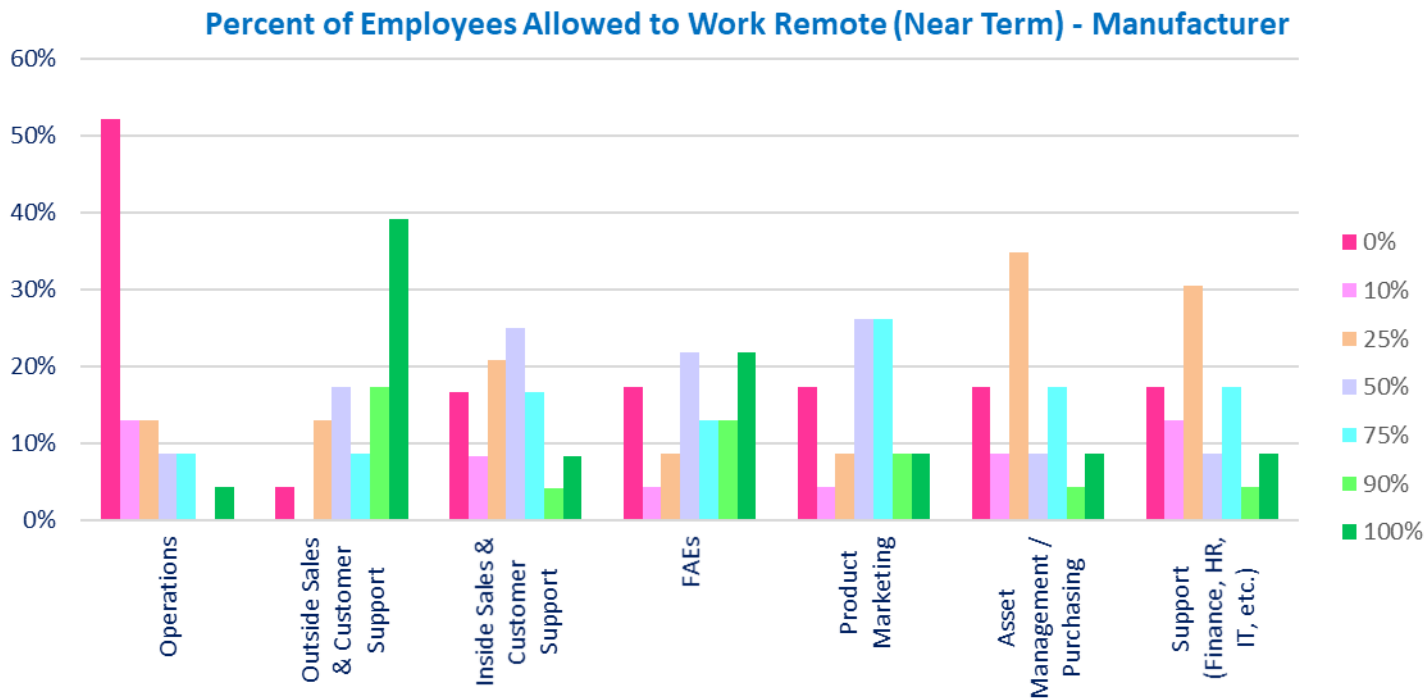


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Home / Remote Work Allowance – Manufacturer (Sep Survey)

(Near Term)

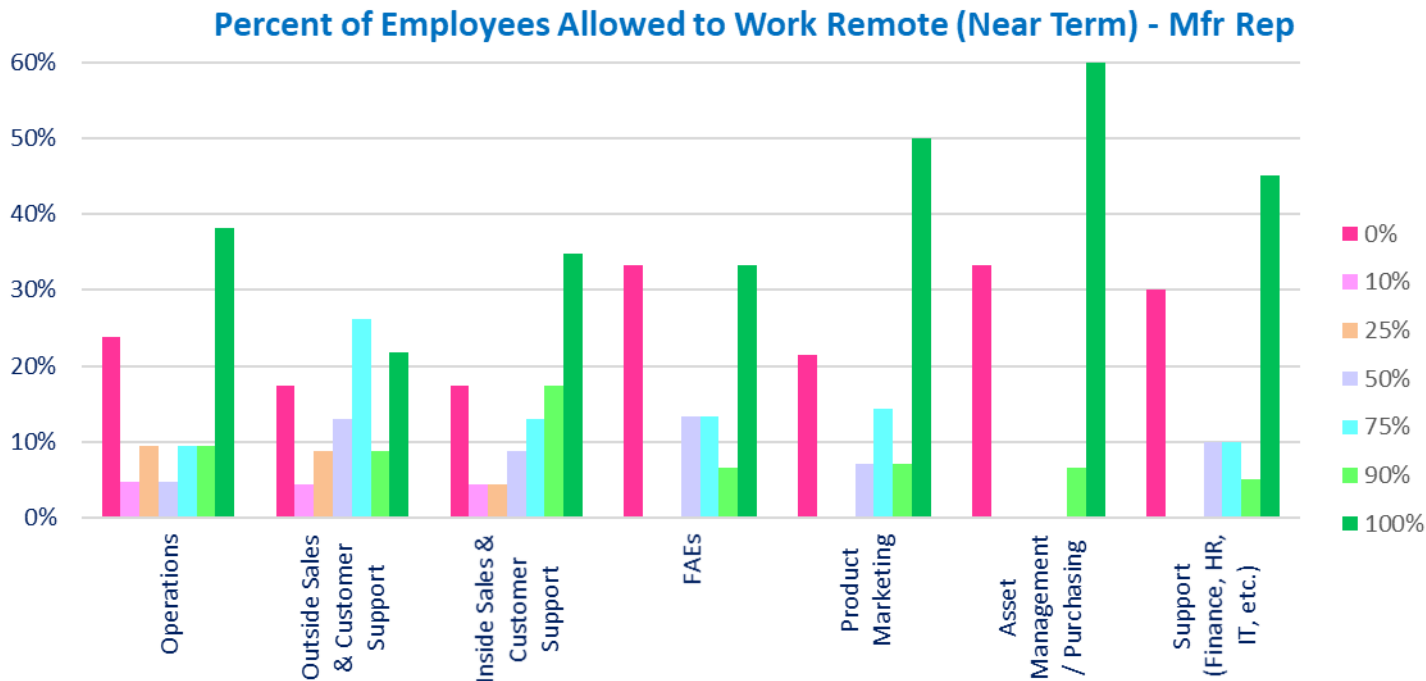


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Home / Remote Work Allowance – Mfr Rep (Sep Survey)

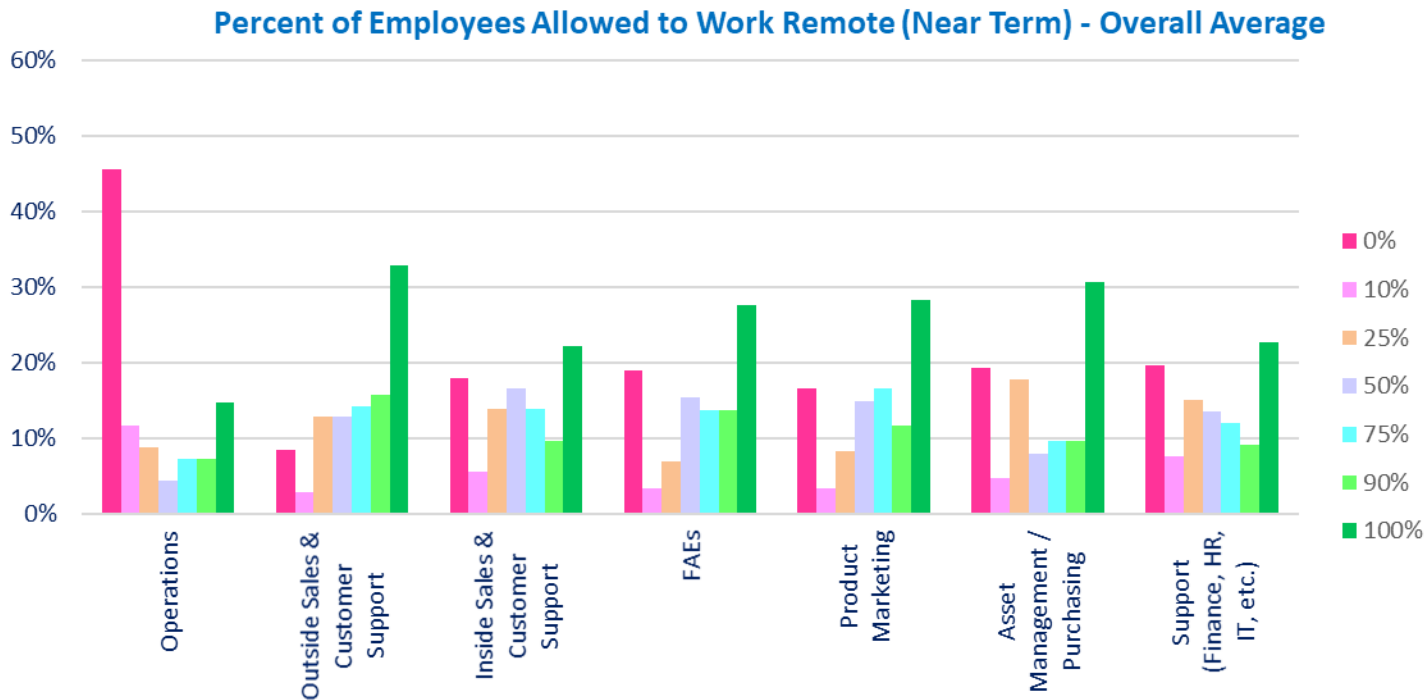
(Near Term)



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Home / Remote Work Allowance – Overall (Sep Survey)

(Near Term)



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Home / Remote Work Allowance – Overall (Sep Survey)

(Near Term)

	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
<u>Distributor</u>							
0%	58.3%	4.2%	20.0%	10.0%	13.0%	12.5%	13.0%
10%	16.7%	4.2%	4.0%	5.0%	4.3%	4.2%	8.7%
25%	4.2%	16.7%	16.0%	10.0%	13.0%	12.5%	13.0%
50%	0.0%	8.3%	16.0%	10.0%	8.7%	12.5%	21.7%
75%	4.2%	8.3%	12.0%	15.0%	8.7%	8.3%	8.7%
90%	12.5%	20.8%	8.0%	20.0%	17.4%	16.7%	17.4%
100%	4.2%	37.5%	24.0%	30.0%	34.8%	33.3%	17.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Manufacturer</u>							
0%	52.2%	4.3%	16.7%	17.4%	17.4%	17.4%	17.4%
10%	13.0%	0.0%	8.3%	4.3%	4.3%	8.7%	13.0%
25%	13.0%	13.0%	20.8%	8.7%	8.7%	34.8%	30.4%
50%	8.7%	17.4%	25.0%	21.7%	26.1%	8.7%	8.7%
75%	8.7%	8.7%	16.7%	13.0%	26.1%	17.4%	17.4%
90%	0.0%	17.4%	4.2%	13.0%	8.7%	4.3%	4.3%
100%	4.3%	39.1%	8.3%	21.7%	8.7%	8.7%	8.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Home / Remote Work Allowance – Overall (Sep Survey)

(Near Term)

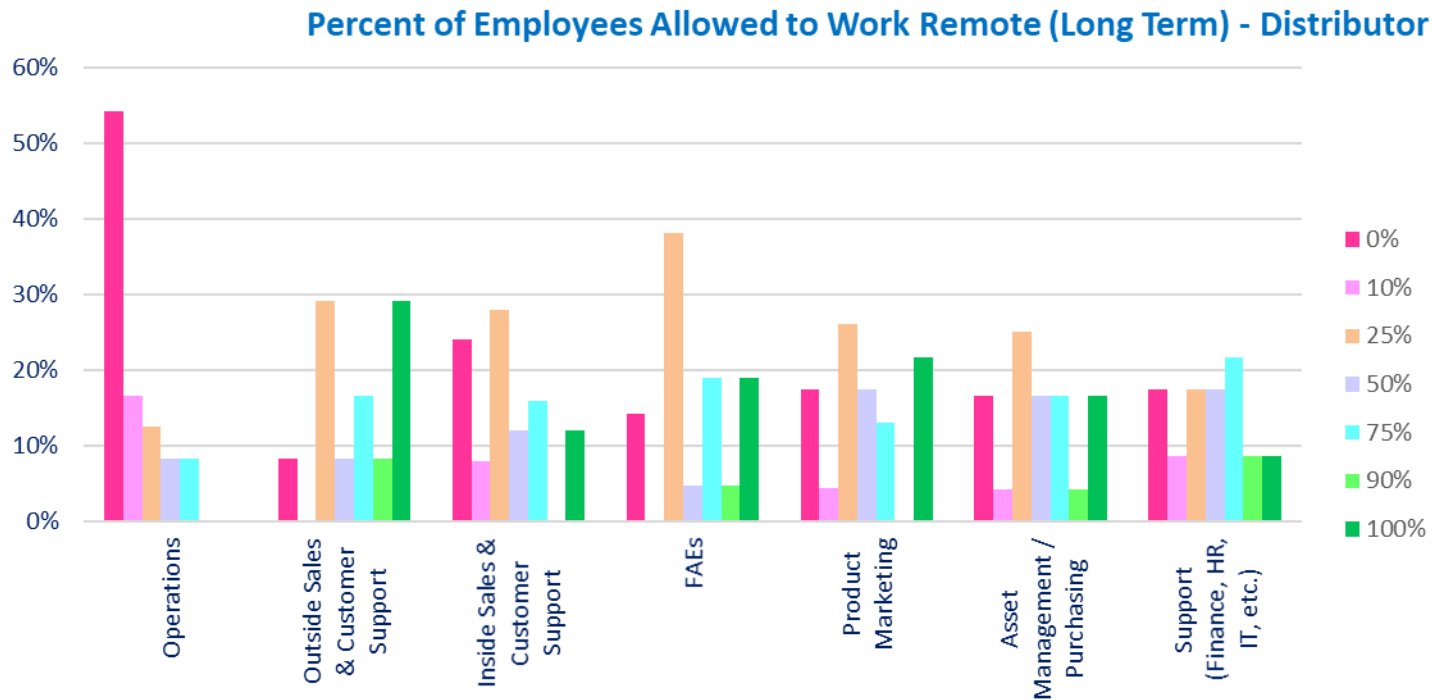
	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
<u>Manufacturer Rep</u>							
0%	23.8%	17.4%	17.4%	33.3%	21.4%	33.3%	30.0%
10%	4.8%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%
25%	9.5%	8.7%	4.3%	0.0%	0.0%	0.0%	0.0%
50%	4.8%	13.0%	8.7%	13.3%	7.1%	0.0%	10.0%
75%	9.5%	26.1%	13.0%	13.3%	14.3%	0.0%	10.0%
90%	9.5%	8.7%	17.4%	6.7%	7.1%	6.7%	5.0%
100%	38.1%	21.7%	34.8%	33.3%	50.0%	60.0%	45.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Overall Average

0%	45.6%	8.6%	18.1%	19.0%	16.7%	19.4%	19.7%
10%	11.8%	2.9%	5.6%	3.4%	3.3%	4.8%	7.6%
25%	8.8%	12.9%	13.9%	6.9%	8.3%	17.7%	15.2%
50%	4.4%	12.9%	16.7%	15.5%	15.0%	8.1%	13.6%
75%	7.4%	14.3%	13.9%	13.8%	16.7%	9.7%	12.1%
90%	7.4%	15.7%	9.7%	13.8%	11.7%	9.7%	9.1%
100%	14.7%	32.9%	22.2%	27.6%	28.3%	30.6%	22.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Home / Remote Work Allowance – Distributor (Sep Survey)

(Long Term)

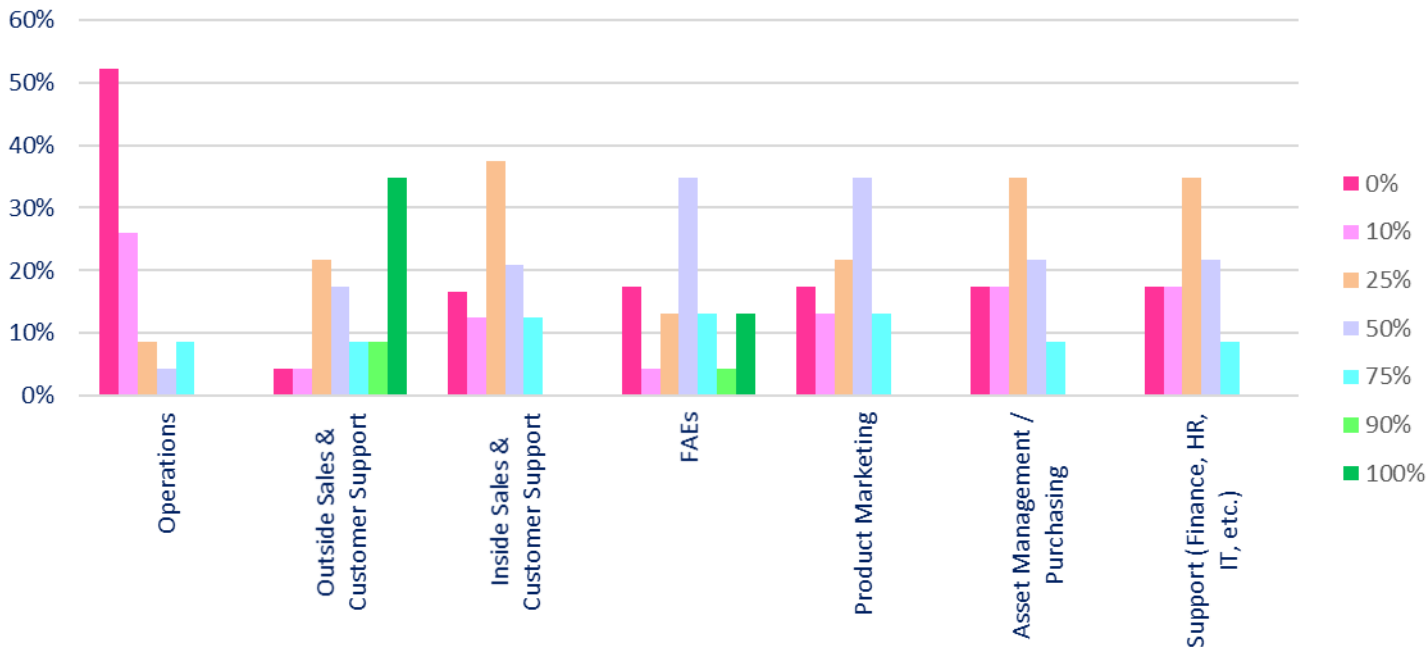


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Home / Remote Work Allowance – Manufacturer (Sep Survey) (Long Term)

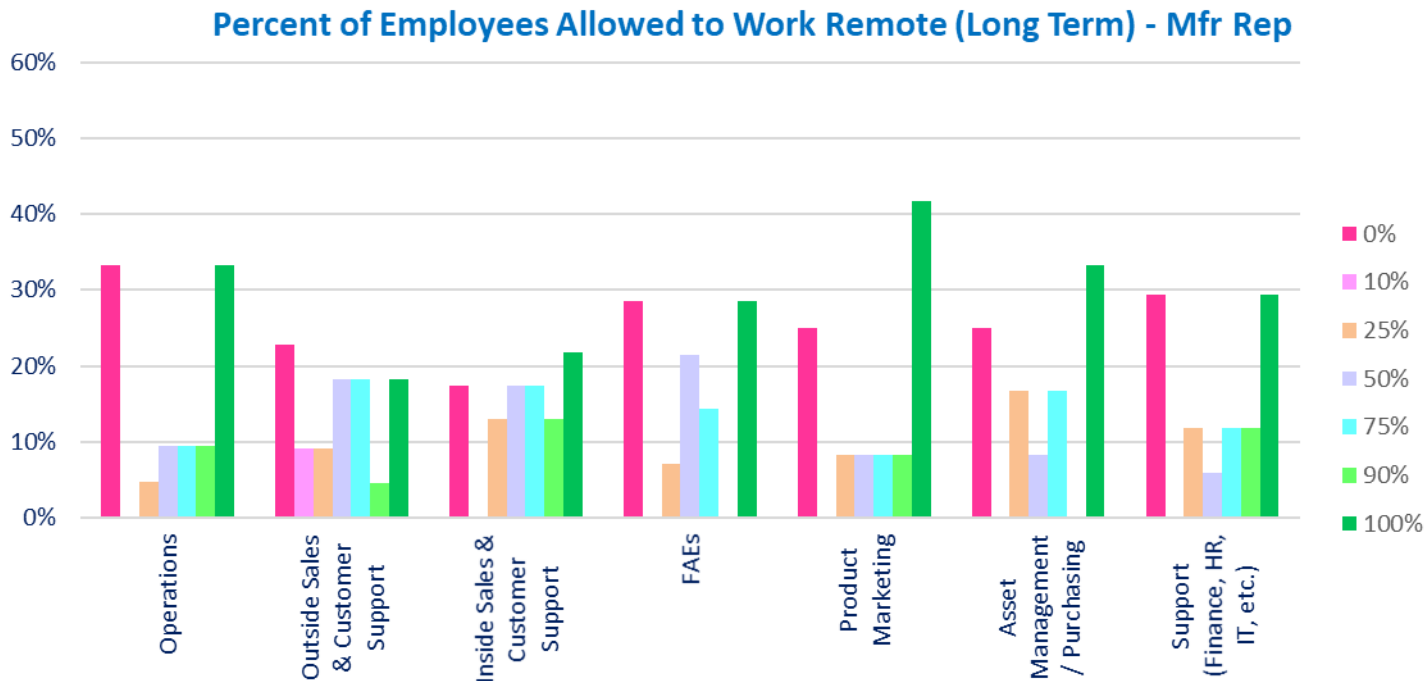
Percent of Employees Allowed to Work Remote (Long Term) - Manufacturer



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Home / Remote Work Allowance – Mfr Rep (Sep Survey)

(Long Term)

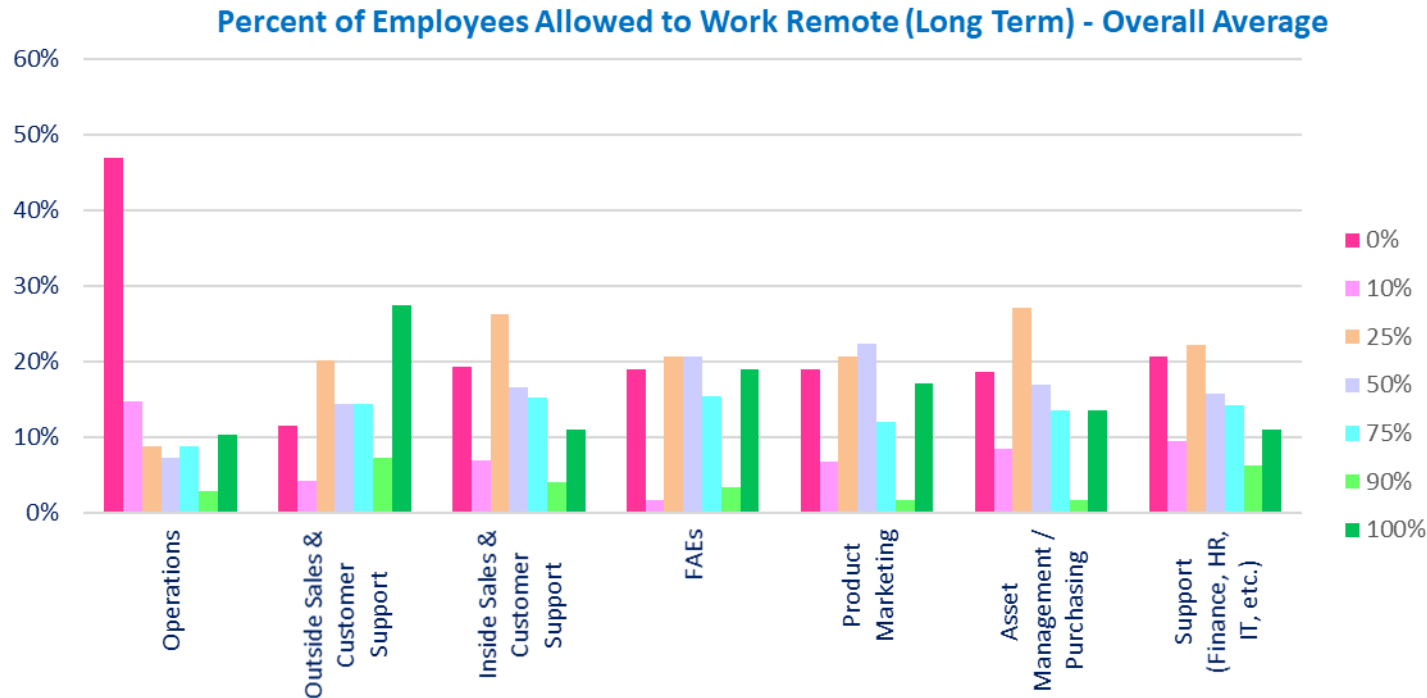


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Home / Remote Work Allowance – Overall (Sep Survey)

(Long Term)



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Home / Remote Work Allowance – Overall (Sep Survey)

(Long Term)

	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
--	------------	-------------------------------------	------------------------------------	------	----------------------	-------------------------------------	------------------------------------

Distributor

0%	54.2%	8.3%	24.0%	14.3%	17.4%	16.7%	17.4%
10%	16.7%	0.0%	8.0%	0.0%	4.3%	4.2%	8.7%
25%	12.5%	29.2%	28.0%	38.1%	26.1%	25.0%	17.4%
50%	8.3%	8.3%	12.0%	4.8%	17.4%	16.7%	17.4%
75%	8.3%	16.7%	16.0%	19.0%	13.0%	16.7%	21.7%
90%	0.0%	8.3%	0.0%	4.8%	0.0%	4.2%	8.7%
100%	0.0%	29.2%	12.0%	19.0%	21.7%	16.7%	8.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Manufacturer

0%	52.2%	4.3%	16.7%	17.4%	17.4%	17.4%	17.4%
10%	26.1%	4.3%	12.5%	4.3%	13.0%	17.4%	17.4%
25%	8.7%	21.7%	37.5%	13.0%	21.7%	34.8%	34.8%
50%	4.3%	17.4%	20.8%	34.8%	34.8%	21.7%	21.7%
75%	8.7%	8.7%	12.5%	13.0%	13.0%	8.7%	8.7%
90%	0.0%	8.7%	0.0%	4.3%	0.0%	0.0%	0.0%
100%	0.0%	34.8%	0.0%	13.0%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

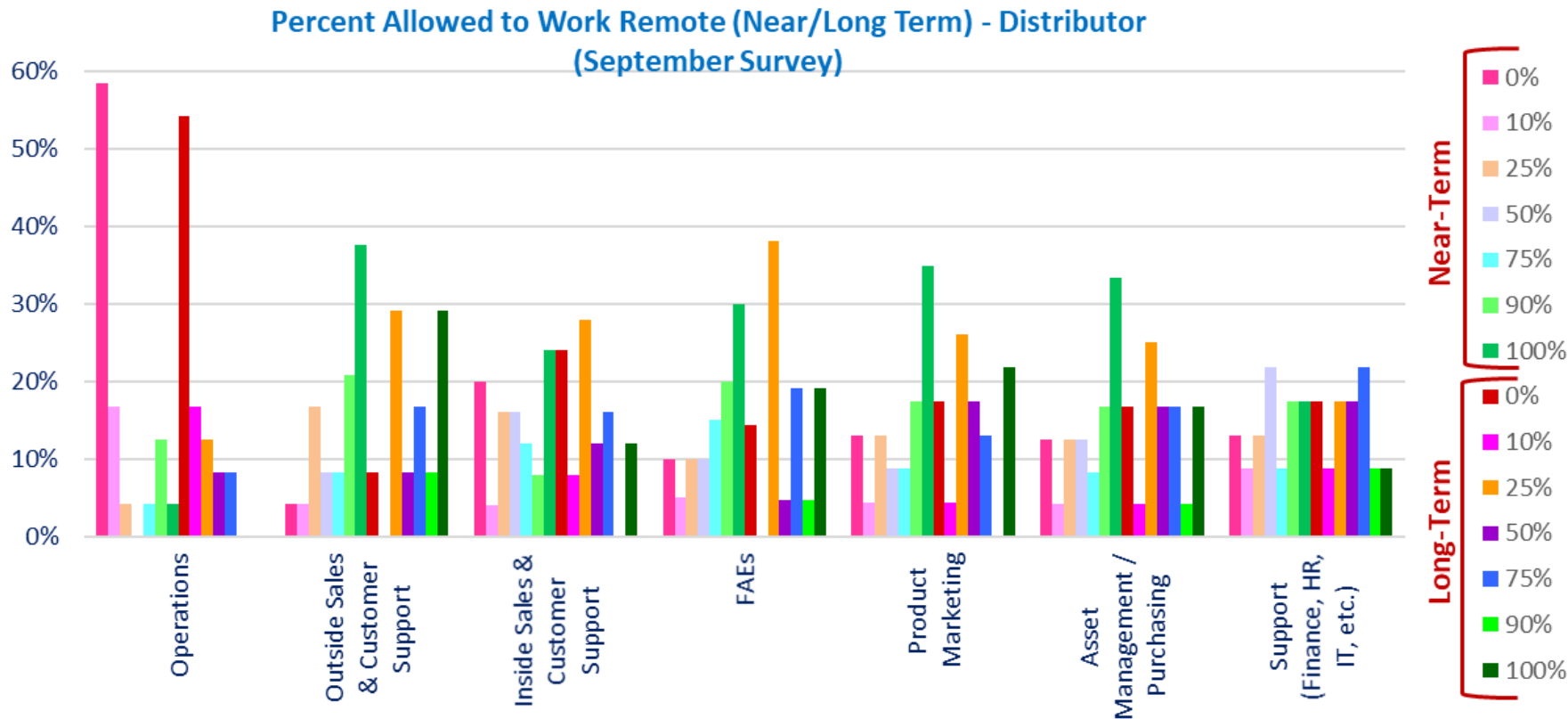
Home / Remote Work Allowance – Overall (Sep Survey)

(Long Term)

	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
<u>Manufacturer Rep</u>							
0%	33.3%	22.7%	17.4%	28.6%	25.0%	25.0%	29.4%
10%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
25%	4.8%	9.1%	13.0%	7.1%	8.3%	16.7%	11.8%
50%	9.5%	18.2%	17.4%	21.4%	8.3%	8.3%	5.9%
75%	9.5%	18.2%	17.4%	14.3%	8.3%	16.7%	11.8%
90%	9.5%	4.5%	13.0%	0.0%	8.3%	0.0%	11.8%
100%	33.3%	18.2%	21.7%	28.6%	41.7%	33.3%	29.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Overall Average</u>							
0%	47.1%	11.6%	19.4%	19.0%	19.0%	18.6%	20.6%
10%	14.7%	4.3%	6.9%	1.7%	6.9%	8.5%	9.5%
25%	8.8%	20.3%	26.4%	20.7%	20.7%	27.1%	22.2%
50%	7.4%	14.5%	16.7%	20.7%	22.4%	16.9%	15.9%
75%	8.8%	14.5%	15.3%	15.5%	12.1%	13.6%	14.3%
90%	2.9%	7.2%	4.2%	3.4%	1.7%	1.7%	6.3%
100%	10.3%	27.5%	11.1%	19.0%	17.2%	13.6%	11.1%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

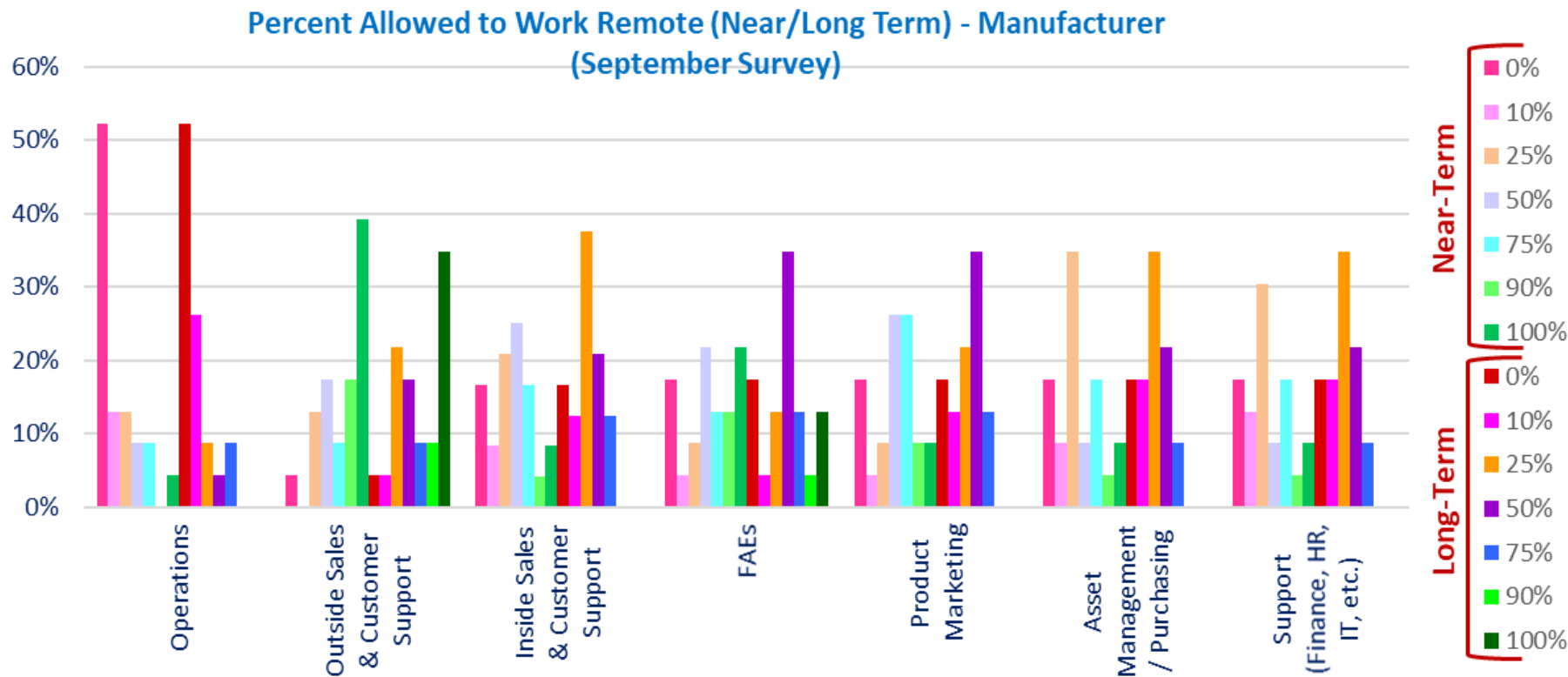
Home / Remote Work Allowance – Distributor (Sep Survey)

(Short / Long Term Comparison)



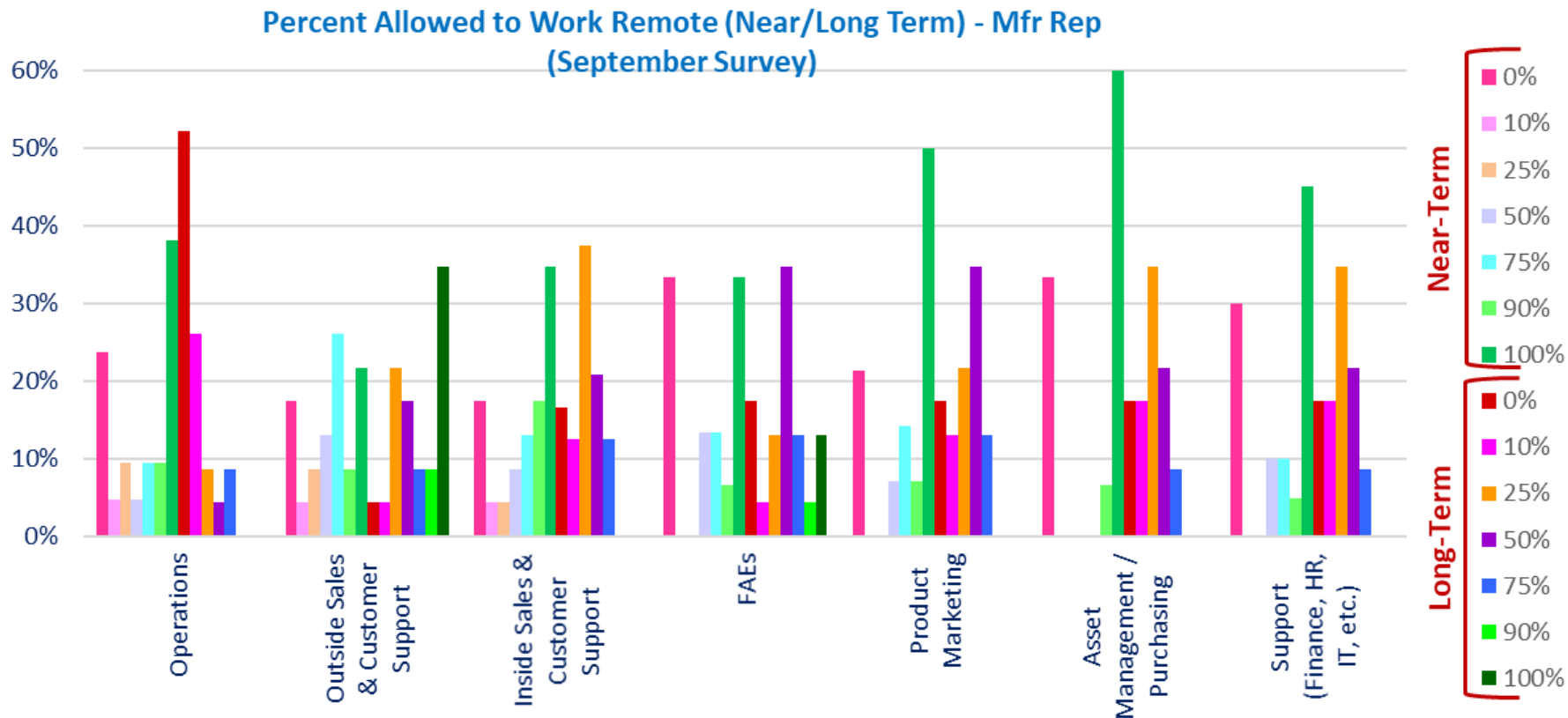
Home / Remote Work Allowance – Manufacturer (Sep Survey)

(Short / Long Term Comparison)



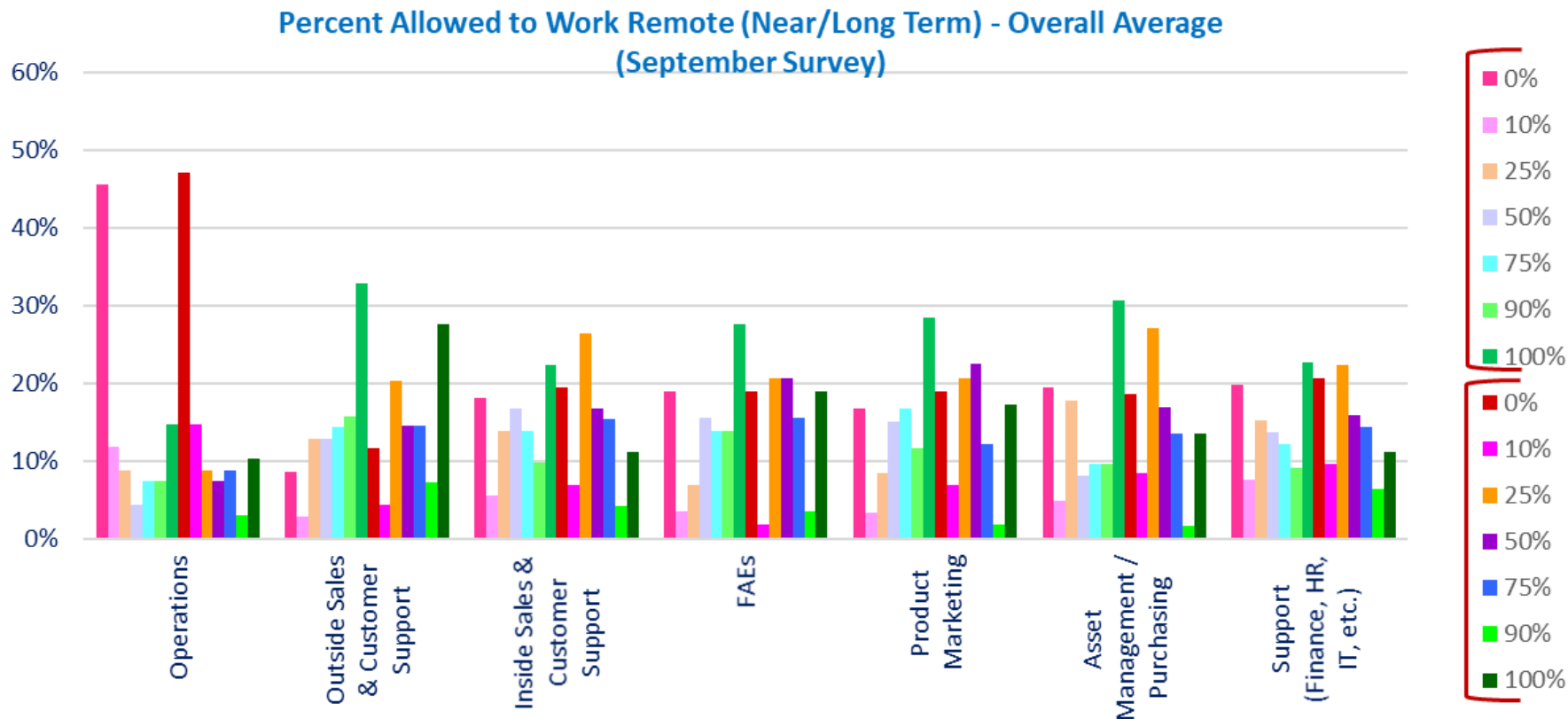
Home / Remote Work Allowance – Mfr Rep (Sep Survey)

(Short / Long Term Comparison)



Home / Remote Work Allowance – Overall (Sep Survey)

(Short / Long Term Comparison)

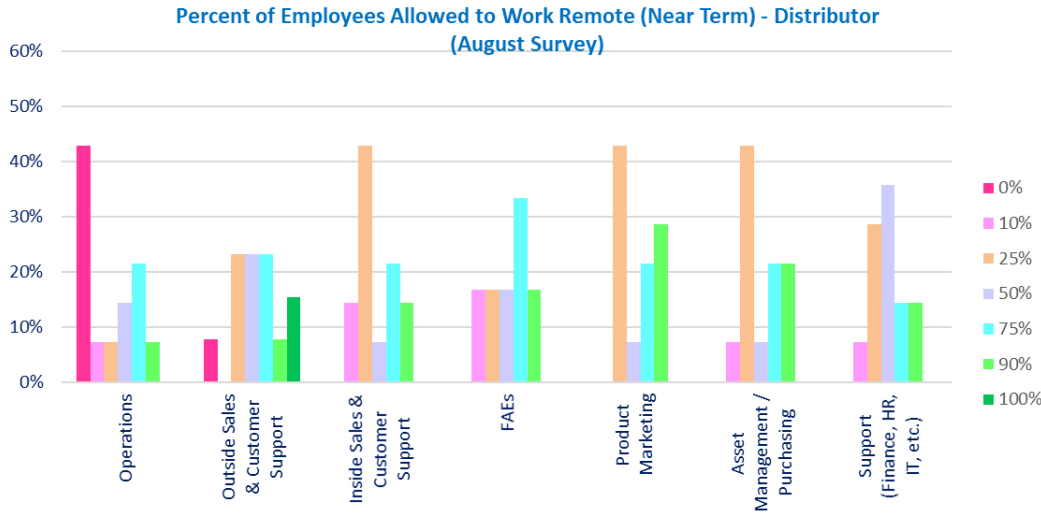
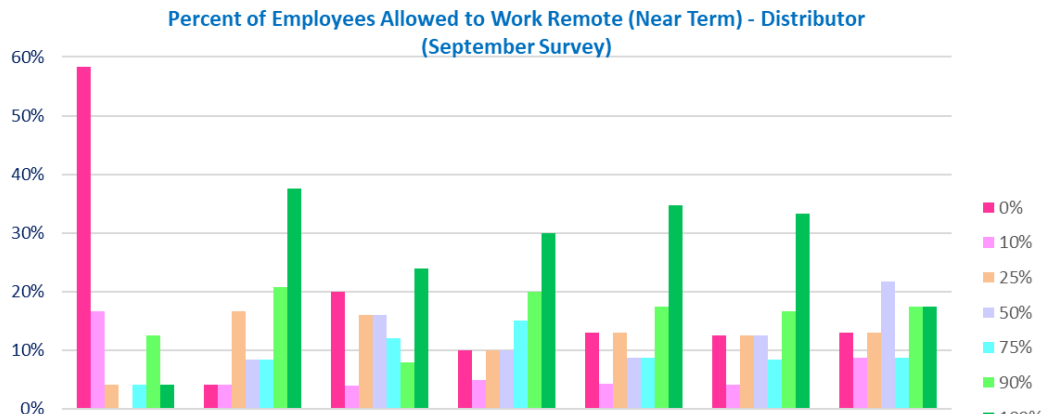


August / September Survey Comparison



Home / Remote Work Allowance – Distributor (Aug / Sep)

(Near Term)

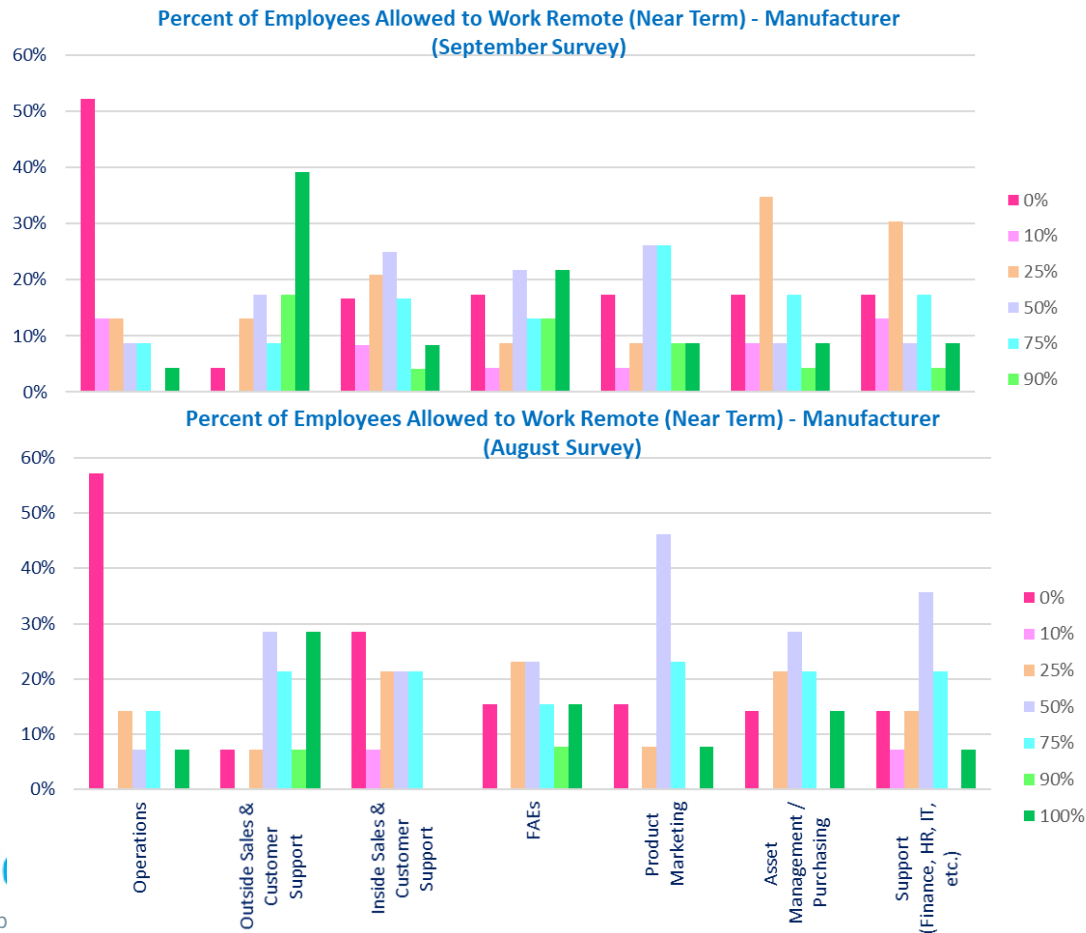


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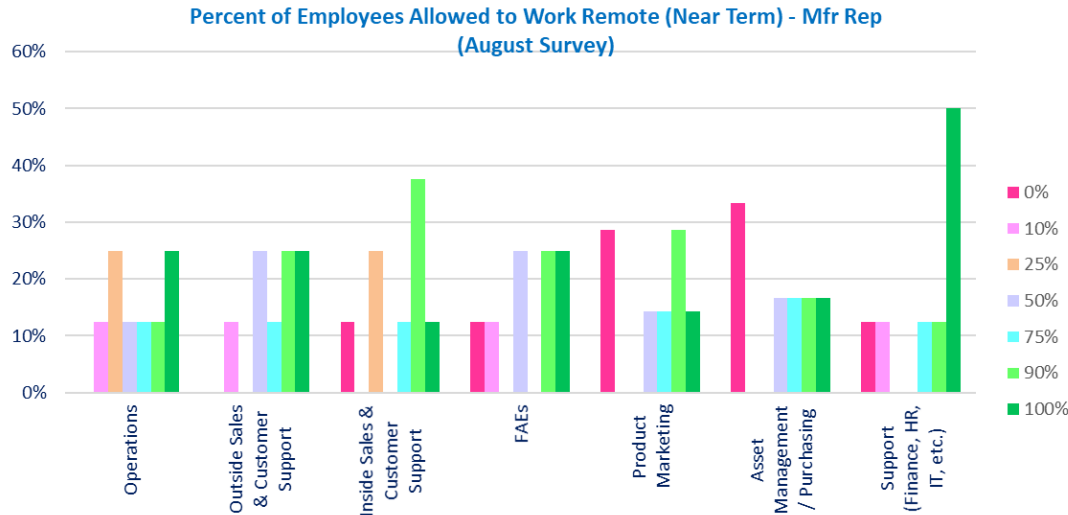
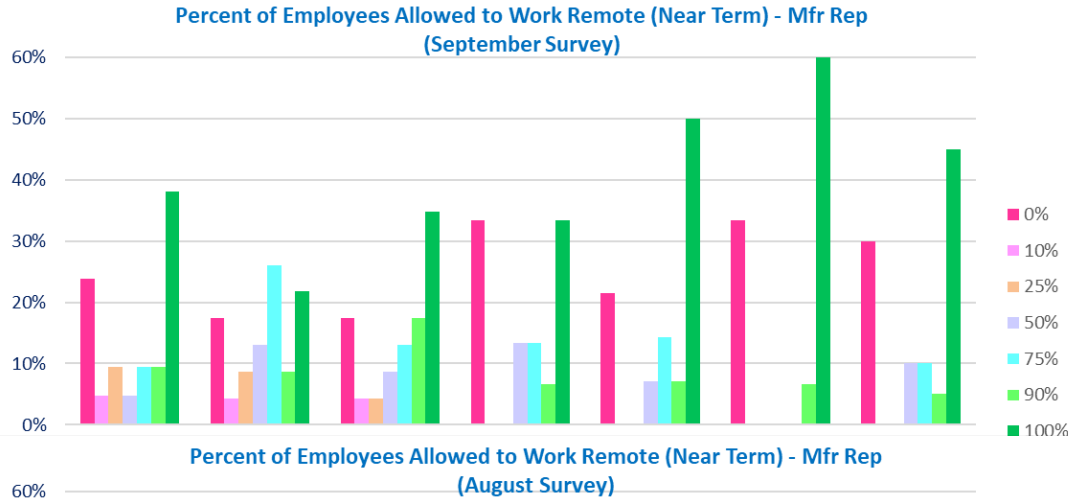
Home / Remote Work Allowance – Manufacturer (Aug / Sep)

(Near Term)



Home / Remote Work Allowance – Mfr Rep (Aug / Sep)

(Near Term)

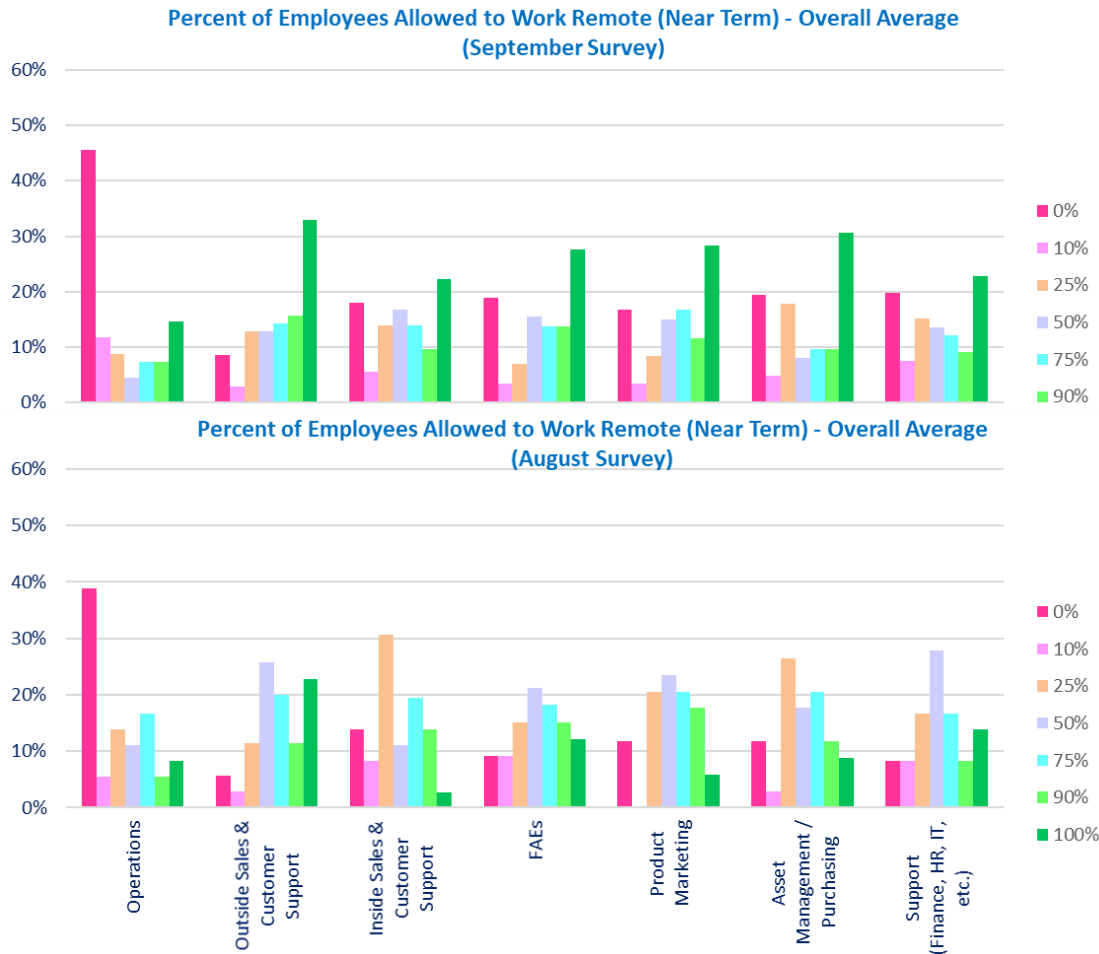


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Home / Remote Work Allowance – Overall (Aug / Sep)

(Near Term)



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Home / Remote Work Allowance – Overall (Aug / Sep)

(Near Term)

September

	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
<u>Distributor</u>							
0%	58.3%	4.2%	20.0%	10.0%	13.0%	12.5%	13.0%
10%	16.7%	4.2%	4.0%	5.0%	4.3%	4.2%	8.7%
25%	4.2%	16.7%	16.0%	10.0%	13.0%	12.5%	13.0%
50%	0.0%	8.3%	16.0%	10.0%	8.7%	12.5%	21.7%
75%	4.2%	8.3%	12.0%	15.0%	8.7%	8.3%	8.7%
90%	12.5%	20.8%	8.0%	20.0%	17.4%	16.7%	17.4%
100%	4.2%	37.5%	24.0%	30.0%	34.8%	33.3%	17.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

<u>Manufacturer</u>							
0%	52.2%	4.3%	16.7%	17.4%	17.4%	17.4%	17.4%
10%	13.0%	0.0%	8.3%	4.3%	4.3%	8.7%	13.0%
25%	13.0%	13.0%	20.8%	8.7%	8.7%	34.8%	30.4%
50%	8.7%	17.4%	25.0%	21.7%	26.1%	8.7%	8.7%
75%	8.7%	8.7%	16.7%	13.0%	26.1%	17.4%	17.4%
90%	0.0%	17.4%	4.2%	13.0%	8.7%	4.3%	4.3%
100%	4.3%	39.1%	8.3%	21.7%	8.7%	8.7%	8.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

August

<u>Distributor</u>							
0%	42.9%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%
10%	7.1%	0.0%	14.3%	16.7%	0.0%	7.1%	7.1%
25%	7.1%	23.1%	42.9%	16.7%	42.9%	42.9%	28.6%
50%	14.3%	23.1%	7.1%	16.7%	7.1%	7.1%	35.7%
75%	21.4%	23.1%	21.4%	33.3%	21.4%	21.4%	14.3%
90%	7.1%	7.7%	14.3%	16.7%	28.6%	21.4%	14.3%
100%	0.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

<u>Manufacturer</u>							
0%	57.1%	7.1%	28.6%	15.4%	15.4%	14.3%	14.3%
10%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	7.1%
25%	14.3%	7.1%	21.4%	23.1%	7.7%	21.4%	14.3%
50%	7.1%	28.6%	21.4%	23.1%	46.2%	28.6%	35.7%
75%	14.3%	21.4%	21.4%	15.4%	23.1%	21.4%	21.4%
90%	0.0%	7.1%	0.0%	7.7%	0.0%	0.0%	0.0%
100%	7.1%	28.6%	0.0%	15.4%	7.7%	14.3%	7.1%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Home / Remote Work Allowance – Overall (Aug / Sep)

(Near Term)

September

Manufacturer Rep

0%	23.8%	17.4%	17.4%	33.3%	21.4%	33.3%	30.0%
10%	4.8%	4.3%	4.3%	0.0%	0.0%	0.0%	0.0%
25%	9.5%	8.7%	4.3%	0.0%	0.0%	0.0%	0.0%
50%	4.8%	13.0%	8.7%	13.3%	7.1%	0.0%	10.0%
75%	9.5%	26.1%	13.0%	13.3%	14.3%	0.0%	10.0%
90%	9.5%	8.7%	17.4%	6.7%	7.1%	6.7%	5.0%
100%	38.1%	21.7%	34.8%	33.3%	50.0%	60.0%	45.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Overall Average

0%	45.6%	8.6%	18.1%	19.0%	16.7%	19.4%	19.7%
10%	11.8%	2.9%	5.6%	3.4%	3.3%	4.8%	7.6%
25%	8.8%	12.9%	13.9%	6.9%	8.3%	17.7%	15.2%
50%	4.4%	12.9%	16.7%	15.5%	15.0%	8.1%	13.6%
75%	7.4%	14.3%	13.9%	13.8%	16.7%	9.7%	12.1%
90%	7.4%	15.7%	9.7%	13.8%	11.7%	9.7%	9.1%
100%	14.7%	32.9%	22.2%	27.6%	28.3%	30.6%	22.7%

August

Manufacturer Rep

0%	0.0%	0.0%	12.5%	12.5%	28.6%	33.3%	12.5%
10%	12.5%	12.5%	0.0%	12.5%	0.0%	0.0%	12.5%
25%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
50%	12.5%	25.0%	0.0%	25.0%	14.3%	16.7%	0.0%
75%	12.5%	12.5%	12.5%	0.0%	14.3%	16.7%	12.5%
90%	12.5%	25.0%	37.5%	25.0%	28.6%	16.7%	12.5%
100%	25.0%	25.0%	12.5%	25.0%	14.3%	16.7%	50.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Overall Average

0%	38.9%	5.7%	13.9%	9.1%	11.8%	11.8%	8.3%
10%	5.6%	2.9%	8.3%	9.1%	0.0%	2.9%	8.3%
25%	13.9%	11.4%	30.6%	15.2%	20.6%	26.5%	16.7%
50%	11.1%	25.7%	11.1%	21.2%	23.5%	17.6%	27.8%
75%	16.7%	20.0%	19.4%	18.2%	20.6%	20.6%	16.7%
90%	5.6%	11.4%	13.9%	15.2%	17.6%	11.8%	8.3%
100%	8.3%	22.9%	2.8%	12.1%	5.9%	8.8%	13.9%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Connect. Influ.

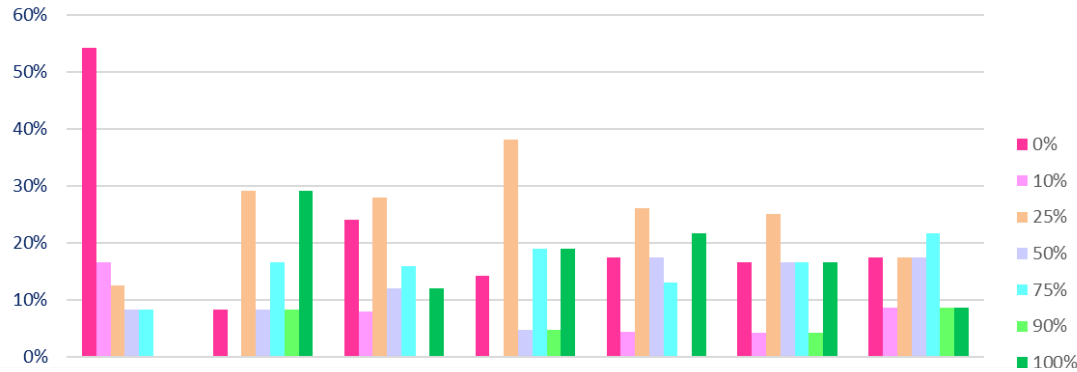
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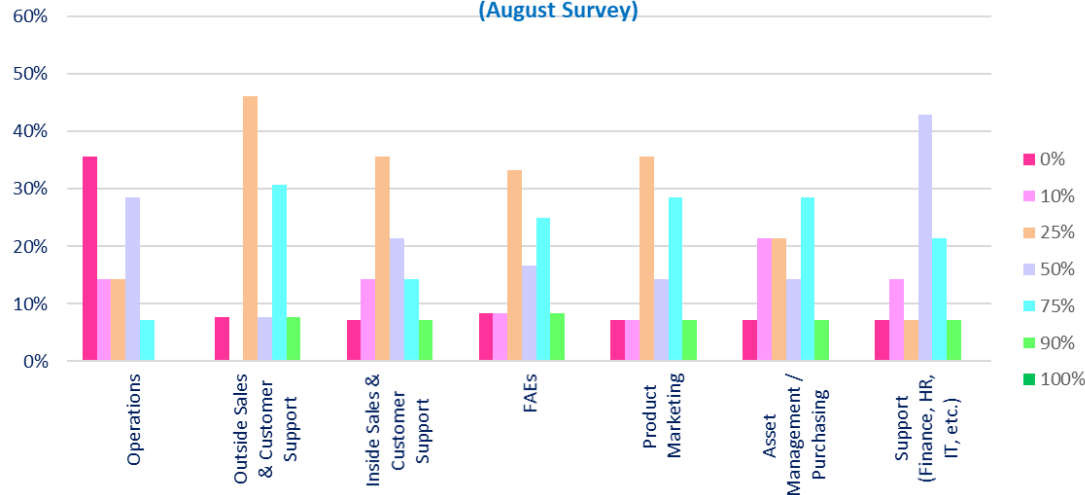
Home / Remote Work Allowance – Distributor (Aug / Sep)

(Long Term)

Percent of Employees Allowed to Work Remote (Long Term) - Distributor



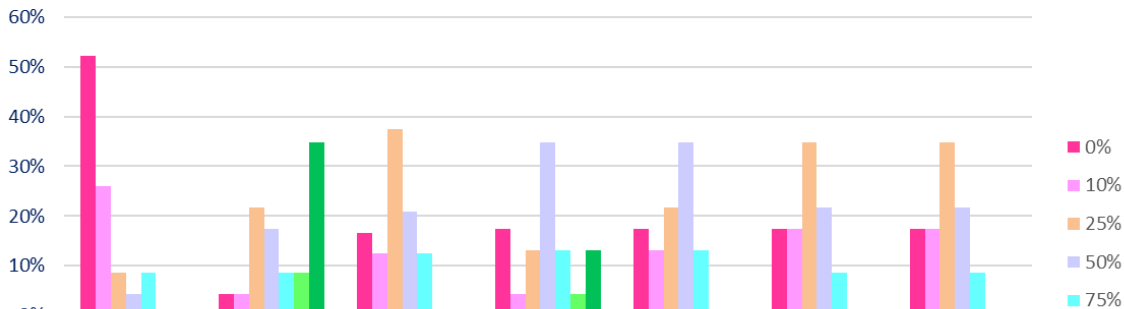
Percent of Employees Allowed to Work Remote (Long Term) - Distributor (August Survey)



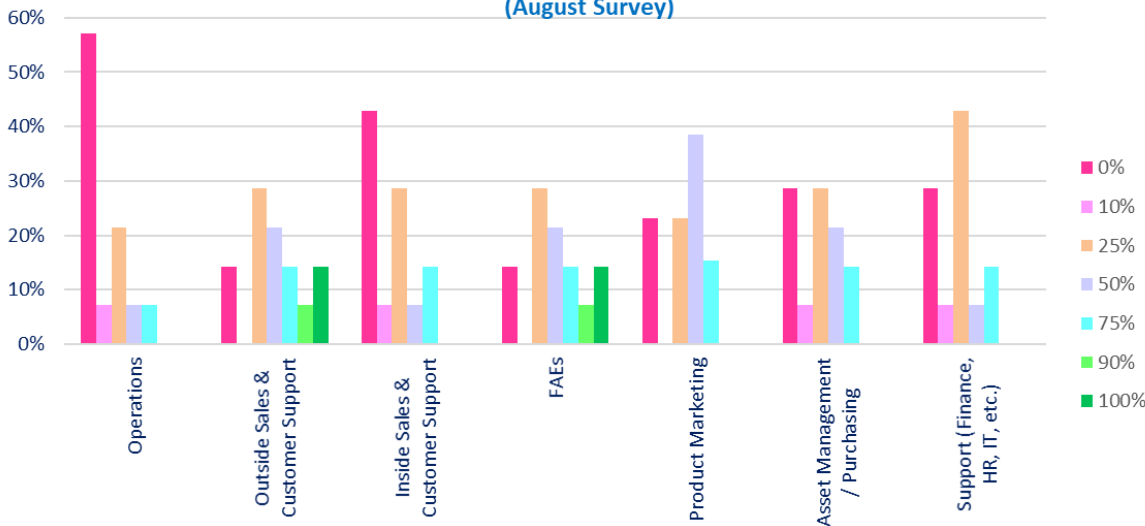
Home / Remote Work Allowance – Manufacturer (Aug / Sep)

(Long Term)

Percent of Employees Allowed to Work Remote (Long Term) - Manufacturer

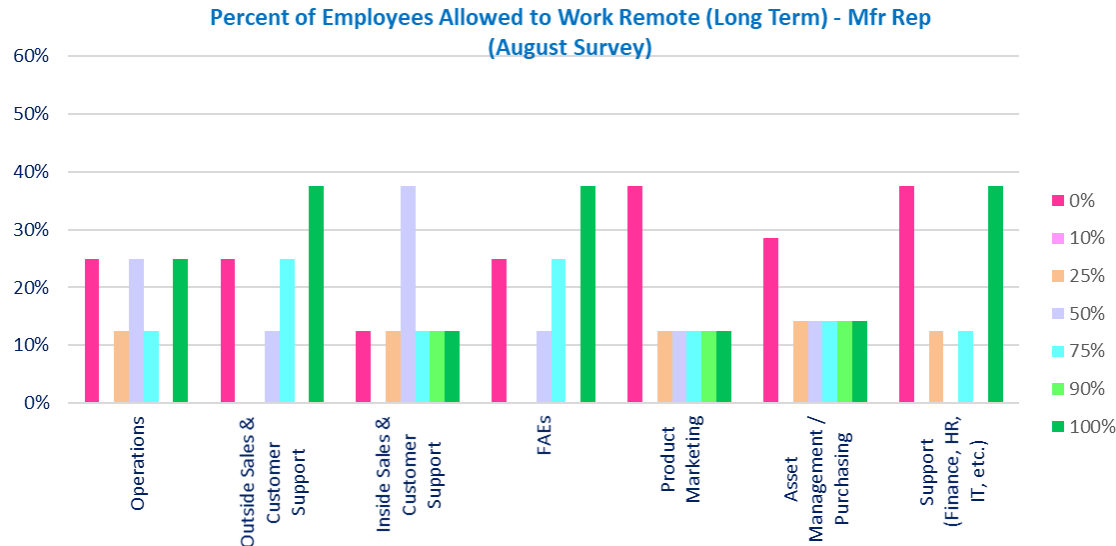
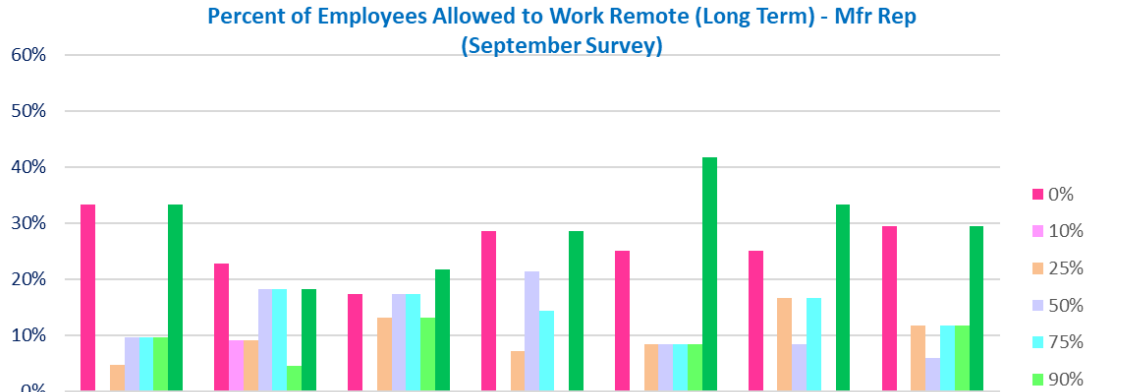


Percent of Employees Allowed to Work Remote (Long Term) - Manufacturer (August Survey)



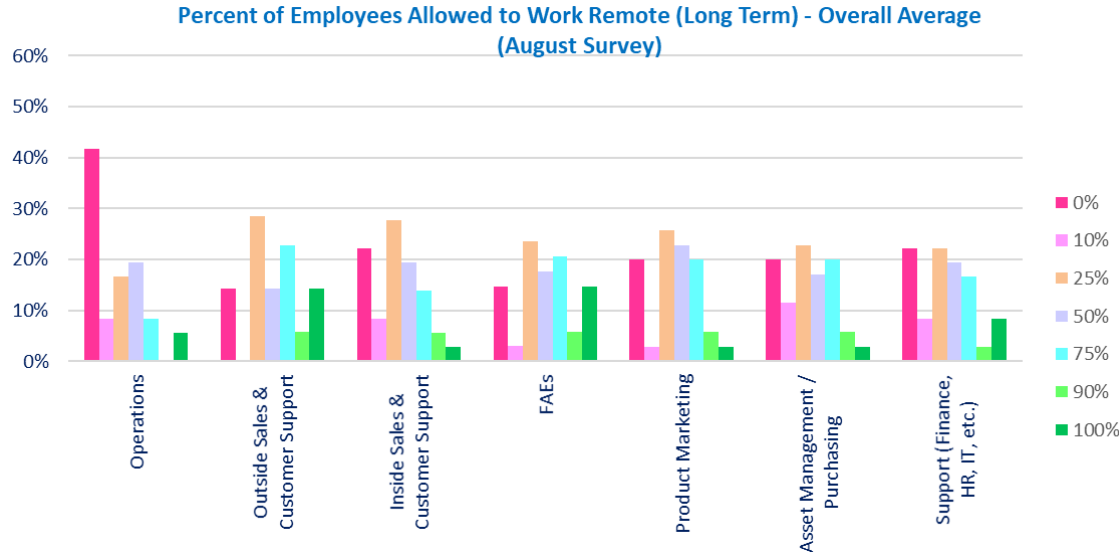
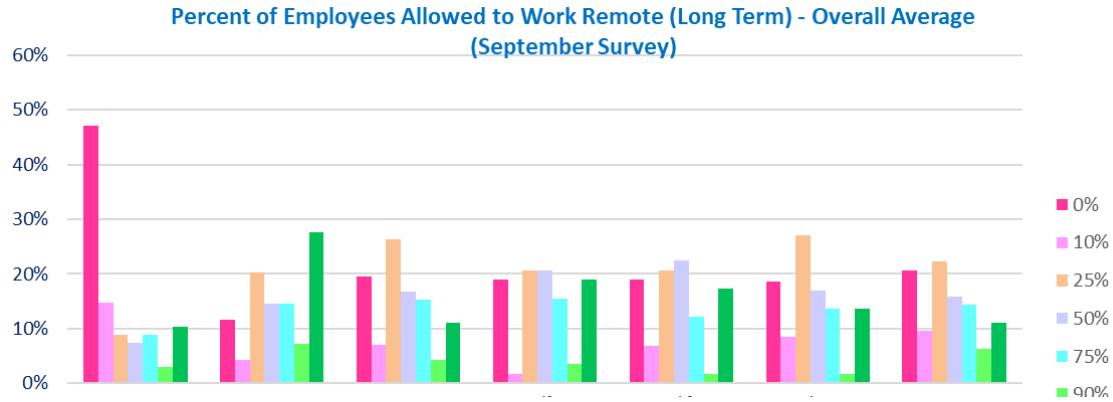
Home / Remote Work Allowance – Mfr Rep (Aug / Sep)

(Long Term)



Home / Remote Work Allowance – Overall (Aug / Sep)

(Long Term)



Home / Remote Work Allowance – Overall (Aug / Sep)

(Long Term)

September

	Operations	Outside Sales & Customer Support	Inside Sales & Customer Support	FAEs	Product Marketing	Asset Management / Purchasing	Support (Finance, HR, IT, etc.)
<u>Distributor</u>							
0%	54.2%	8.3%	24.0%	14.3%	17.4%	16.7%	17.4%
10%	16.7%	0.0%	8.0%	0.0%	4.3%	4.2%	8.7%
25%	12.5%	29.2%	28.0%	38.1%	26.1%	25.0%	17.4%
50%	8.3%	8.3%	12.0%	4.8%	17.4%	16.7%	17.4%
75%	8.3%	16.7%	16.0%	19.0%	13.0%	16.7%	21.7%
90%	0.0%	8.3%	0.0%	4.8%	0.0%	4.2%	8.7%
100%	0.0%	29.2%	12.0%	19.0%	21.7%	16.7%	8.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Manufacturer</u>							
0%	52.2%	4.3%	16.7%	17.4%	17.4%	17.4%	17.4%
10%	26.1%	4.3%	12.5%	4.3%	13.0%	17.4%	17.4%
25%	8.7%	21.7%	37.5%	13.0%	21.7%	34.8%	34.8%
50%	4.3%	17.4%	20.8%	34.8%	34.8%	21.7%	21.7%
75%	8.7%	8.7%	12.5%	13.0%	13.0%	8.7%	8.7%
90%	0.0%	8.7%	0.0%	4.3%	0.0%	0.0%	0.0%
100%	0.0%	34.8%	0.0%	13.0%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

August

<u>Distributor</u>							
0%	35.7%	7.7%	7.1%	8.3%	7.1%	7.1%	7.1%
10%	14.3%	0.0%	14.3%	8.3%	7.1%	21.4%	14.3%
25%	14.3%	46.2%	35.7%	33.3%	35.7%	21.4%	7.1%
50%	28.6%	7.7%	21.4%	16.7%	14.3%	14.3%	42.9%
75%	7.1%	30.8%	14.3%	25.0%	28.6%	28.6%	21.4%
90%	0.0%	7.7%	7.1%	8.3%	7.1%	7.1%	7.1%
100%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Manufacturer</u>							
0%	57.1%	14.3%	42.9%	14.3%	23.1%	28.6%	28.6%
10%	7.1%	0.0%	7.1%	0.0%	0.0%	7.1%	7.1%
25%	21.4%	28.6%	28.6%	28.6%	23.1%	28.6%	42.9%
50%	7.1%	21.4%	7.1%	21.4%	38.5%	21.4%	7.1%
75%	7.1%	14.3%	14.3%	14.3%	15.4%	14.3%	14.3%
90%	0.0%	7.1%	0.0%	7.1%	0.0%	0.0%	0.0%
100%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Home / Remote Work Allowance – Overall (Aug / Sep)

(Long Term)

September

Manufacturer Rep

0%	33.3%	22.7%	17.4%	28.6%	25.0%	25.0%	29.4%
10%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
25%	4.8%	9.1%	13.0%	7.1%	8.3%	16.7%	11.8%
50%	9.5%	18.2%	17.4%	21.4%	8.3%	8.3%	5.9%
75%	9.5%	18.2%	17.4%	14.3%	8.3%	16.7%	11.8%
90%	9.5%	4.5%	13.0%	0.0%	8.3%	0.0%	11.8%
100%	33.3%	18.2%	21.7%	28.6%	41.7%	33.3%	29.4%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Overall Average

0%	47.1%	11.6%	19.4%	19.0%	19.0%	18.6%	20.6%
10%	14.7%	4.3%	6.9%	1.7%	6.9%	8.5%	9.5%
25%	8.8%	20.3%	26.4%	20.7%	20.7%	27.1%	22.2%
50%	7.4%	14.5%	16.7%	20.7%	22.4%	16.9%	15.9%
75%	8.8%	14.5%	15.3%	15.5%	12.1%	13.6%	14.3%
90%	2.9%	7.2%	4.2%	3.4%	1.7%	1.7%	6.3%
100%	10.3%	27.5%	11.1%	19.0%	17.2%	13.6%	11.1%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

August

Manufacturer Rep

0%	25.0%	25.0%	12.5%	25.0%	37.5%	28.6%	37.5%
10%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
25%	12.5%	0.0%	12.5%	0.0%	12.5%	14.3%	12.5%
50%	25.0%	12.5%	37.5%	12.5%	12.5%	14.3%	0.0%
75%	12.5%	25.0%	12.5%	25.0%	12.5%	14.3%	12.5%
90%	0.0%	0.0%	12.5%	0.0%	12.5%	14.3%	0.0%
100%	25.0%	37.5%	12.5%	37.5%	12.5%	14.3%	37.5%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Overall Average

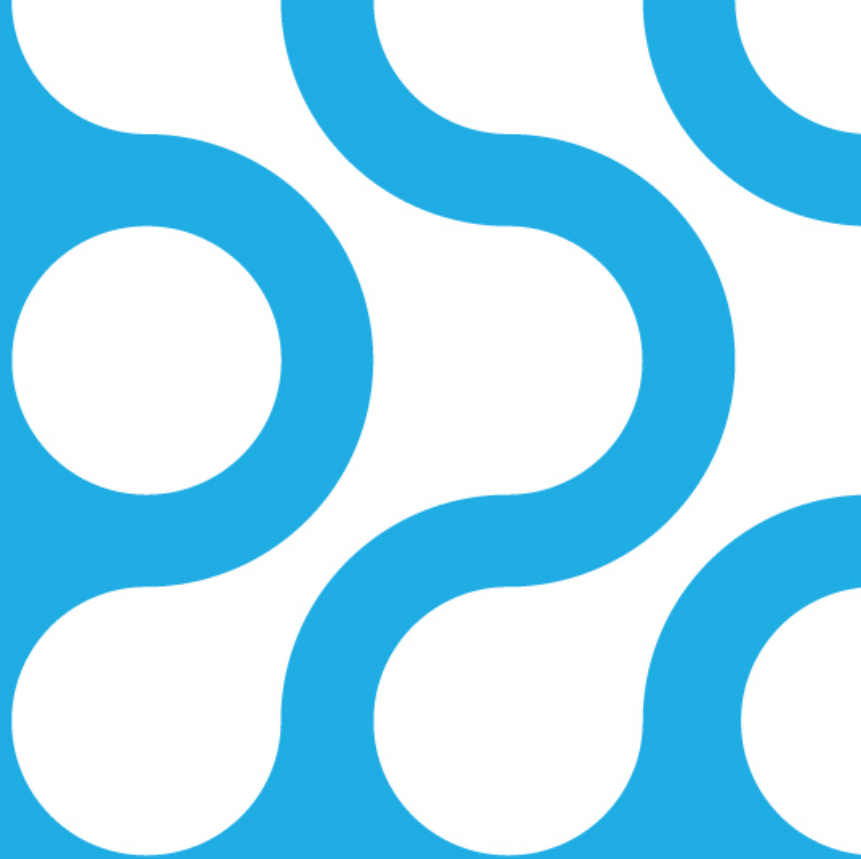
0%	41.7%	14.3%	22.2%	14.7%	20.0%	20.0%	22.2%
10%	8.3%	0.0%	8.3%	2.9%	2.9%	11.4%	8.3%
25%	16.7%	28.6%	27.8%	23.5%	25.7%	22.9%	22.2%
50%	19.4%	14.3%	19.4%	17.6%	22.9%	17.1%	19.4%
75%	8.3%	22.9%	13.9%	20.6%	20.0%	20.0%	16.7%
90%	0.0%	5.7%	5.6%	5.9%	5.7%	5.7%	2.8%
100%	5.6%	14.3%	2.8%	14.7%	2.9%	2.9%	8.3%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Connect. Inflow

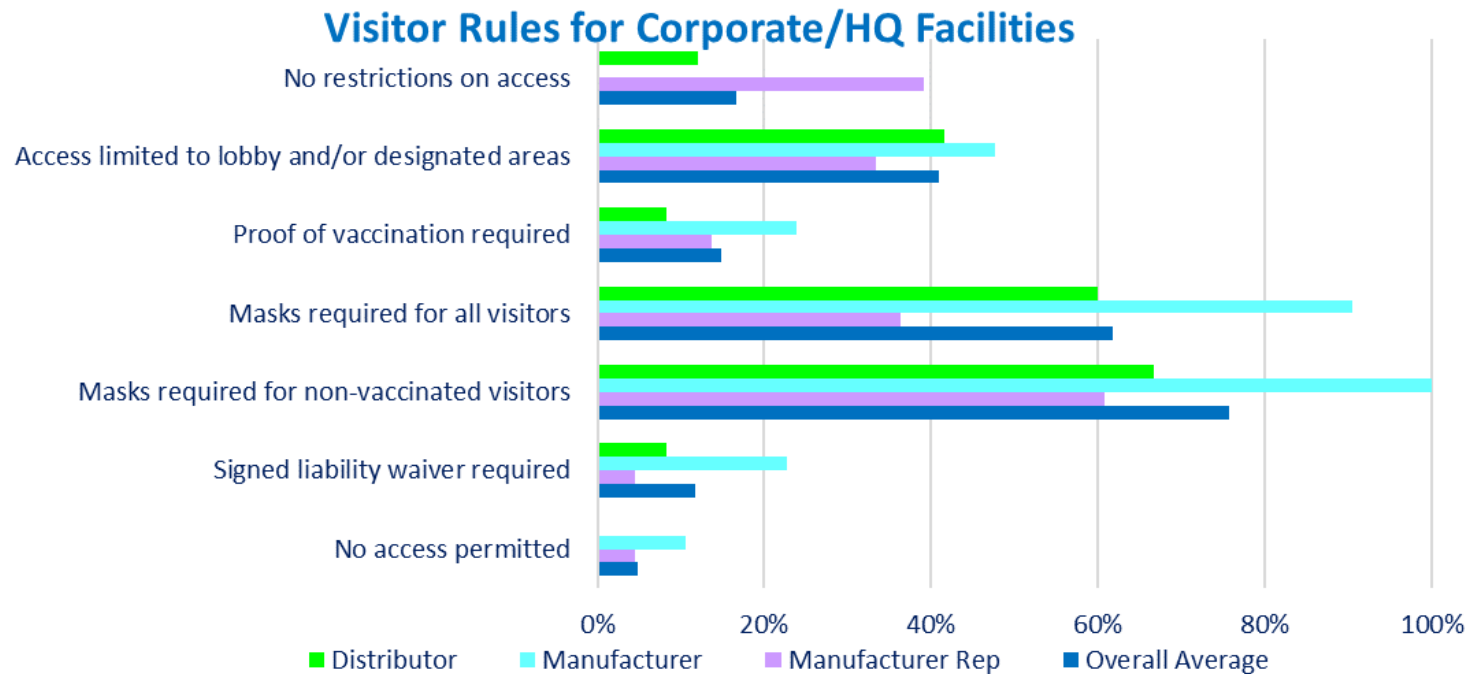
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Office Visitor Rules



Office Visitor Rules (Sep Survey)



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Office Visitor Rules (Sep Survey)



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Office Visitor Rules (Sep Survey)

VISITORS: Current rules regarding business guests/visitors to your CORPORATE HEADQUARTERS facilities?

	No restrictions on access	Access limited to lobby and/or designated areas	Proof of vaccination required	Masks required for all visitors	Masks required for non-vaccinated visitors	Signed liability waiver required	No access permitted
Distributor	12.0%	41.7%	8.3%	60.0%	66.7%	8.3%	0.0%
Manufacturer	0.0%	47.6%	23.8%	90.5%	100.0%	22.7%	10.5%
Manufacturer Rep	39.1%	33.3%	13.6%	36.4%	60.9%	4.5%	4.5%
Overall Average	16.7%	40.9%	14.9%	61.8%	75.8%	11.8%	4.8%

VISITORS: Current rules regarding business guests/visitors to your REGIONAL facilities?

	No restrictions on access	Access limited to lobby and/or designated areas	Proof of vaccination required	Masks required for all visitors	Masks required for non-vaccinated visitors	Signed liability waiver required	No access permitted
Distributor	12.5%	47.6%	19.0%	69.6%	60.0%	9.1%	0.0%
Manufacturer	0.0%	42.1%	10.5%	89.5%	100.0%	21.1%	0.0%
Manufacturer Rep	41.2%	31.3%	18.8%	31.3%	47.1%	0.0%	6.3%
Overall Average	16.1%	41.1%	16.1%	65.5%	70.2%	10.5%	1.9%

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Office Visitor Rules

VISITORS: What are your current rules regarding business guests/visitors to your CORPORATE HEADQUARTERS facilities?

- 1 Access for public only through intercom when approved
- 2 Form needs to be completed by visitors
- 3 Conditional access based on critical visits. Outside locations have also been arranged.
- 4 Must be approved by a VP level in advance
- 5 HQ is in Japan...no visitors allowed
- 6 Vaccination required - Honor system

VISITORS: What are your current rules regarding business guests/visitors to your REGIONAL facilities?

- 1 Access for public only through intercom when approved
- 2 Form needs to be completed by visitors
- 3 Limited access with GM approval in advance
- 4 We only have one facility

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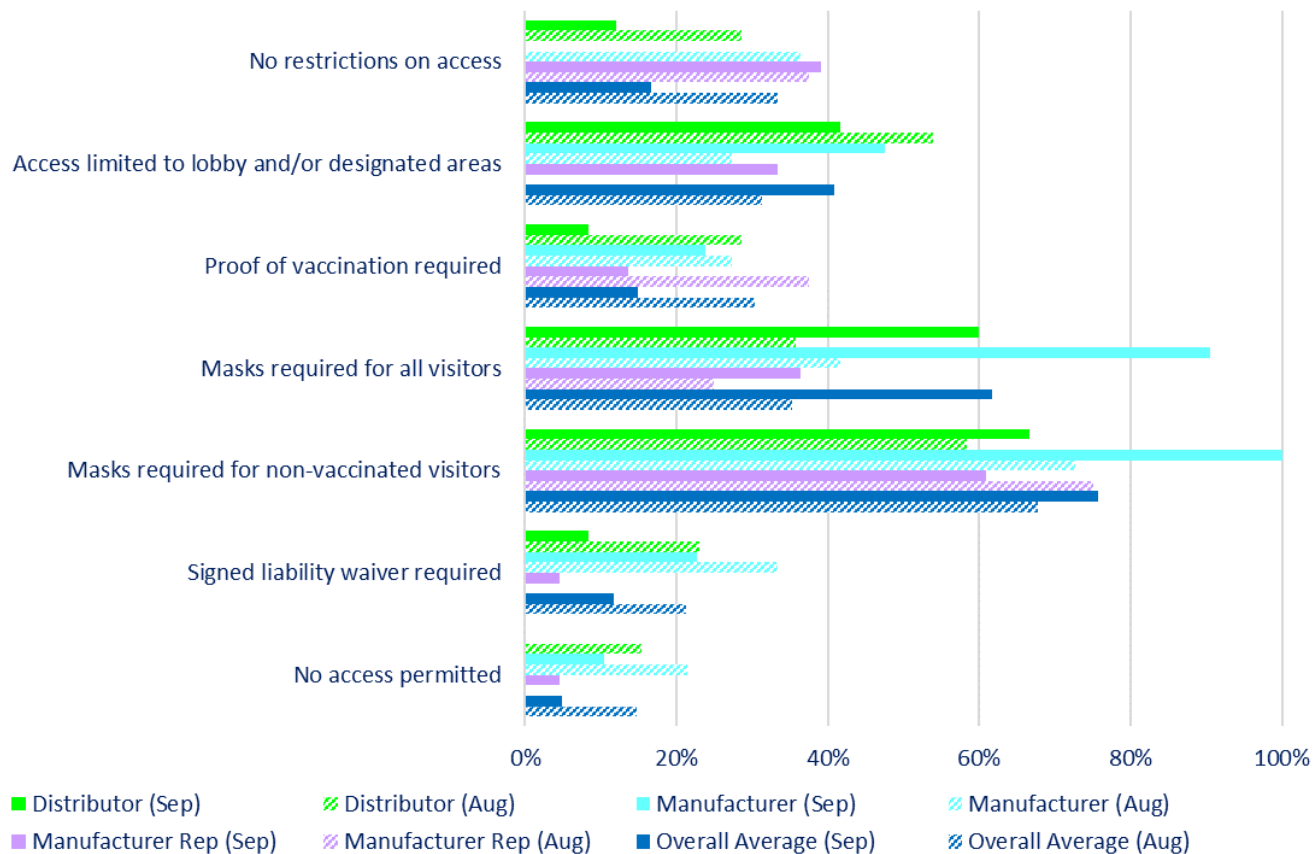
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August / September Survey Comparison



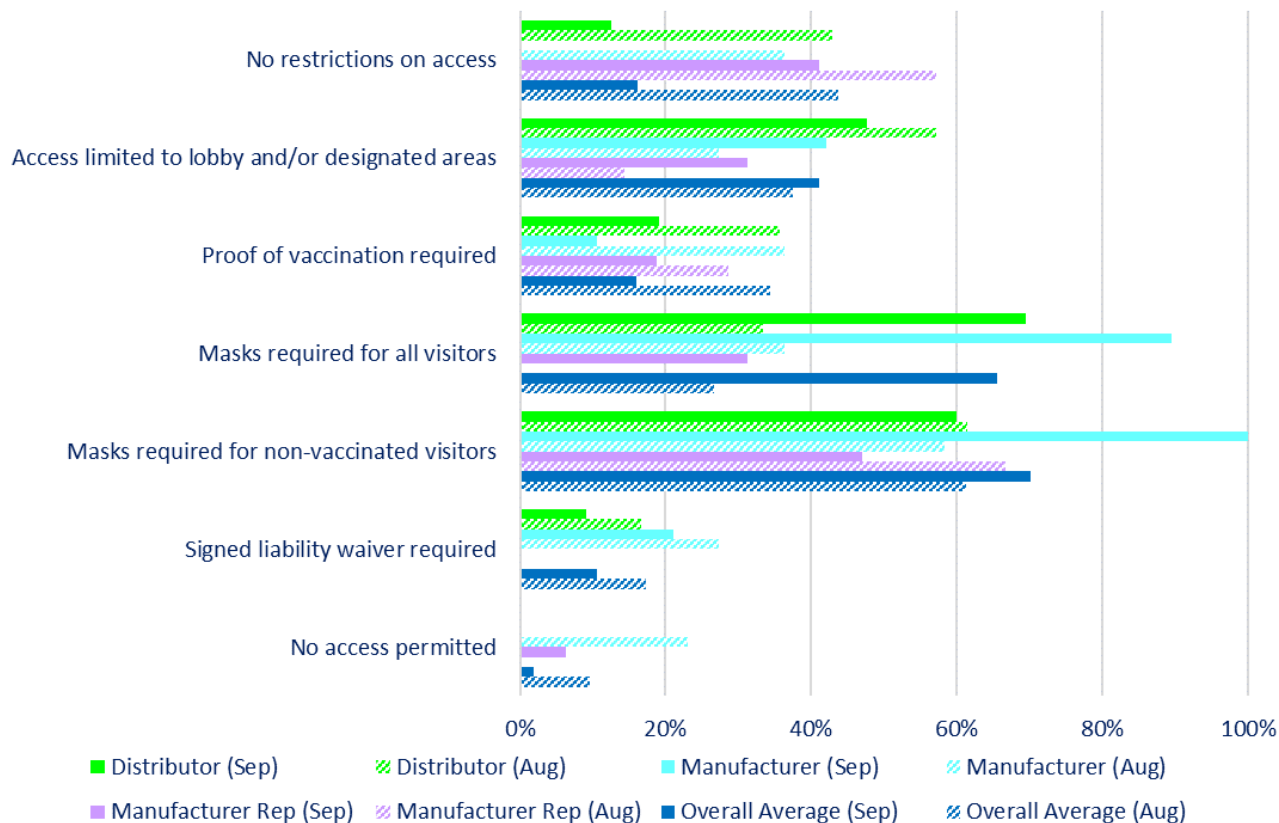
Office Visitor Rules (Aug / Sep)

Visitor Rules for Corporate/HQ Facilities



Office Visitor Rules (Aug / Sep)

Visitor Rules for Regional Facilities



Office Visitor Rules (Aug / Sep)

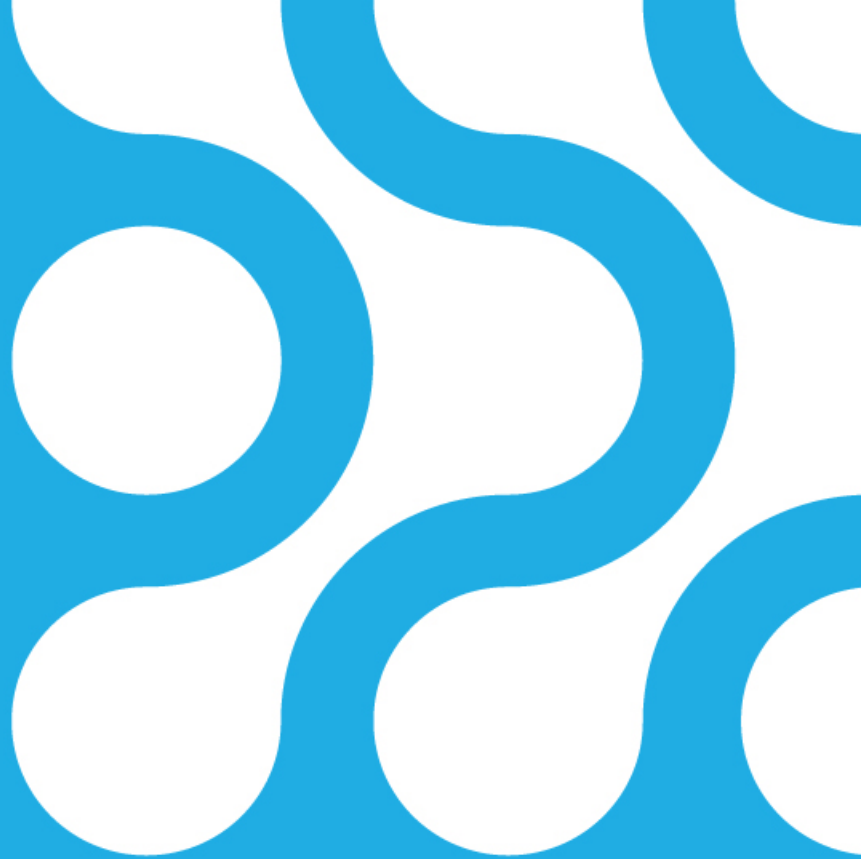
VISITORS: Current rules regarding business guests/visitors to your CORPORATE HEADQUARTERS facilities?

	No restrictions on access	Access limited to lobby and/or designated areas	Proof of vaccination required	Masks required for all visitors	Masks required for non-vaccinated visitors	Signed liability waiver required	No access permitted
Distributor (Sep)	12.0%	41.7%	8.3%	60.0%	66.7%	8.3%	0.0%
Distributor (Aug)	28.6%	53.8%	28.6%	35.7%	58.3%	23.1%	15.4%
Manufacturer (Sep)	0.0%	47.6%	23.8%	90.5%	100.0%	22.7%	10.5%
Manufacturer (Aug)	36.4%	27.3%	27.3%	41.7%	72.7%	33.3%	21.4%
Manufacturer Rep (Sep)	39.1%	33.3%	13.6%	36.4%	60.9%	4.5%	4.5%
Manufacturer Rep (Aug)	37.5%	0.0%	37.5%	25.0%	75.0%	0.0%	0.0%
Overall Average (Sep)	16.7%	40.9%	14.9%	61.8%	75.8%	11.8%	4.8%
Overall Average (Aug)	33.3%	31.3%	30.3%	35.3%	67.7%	21.2%	14.7%

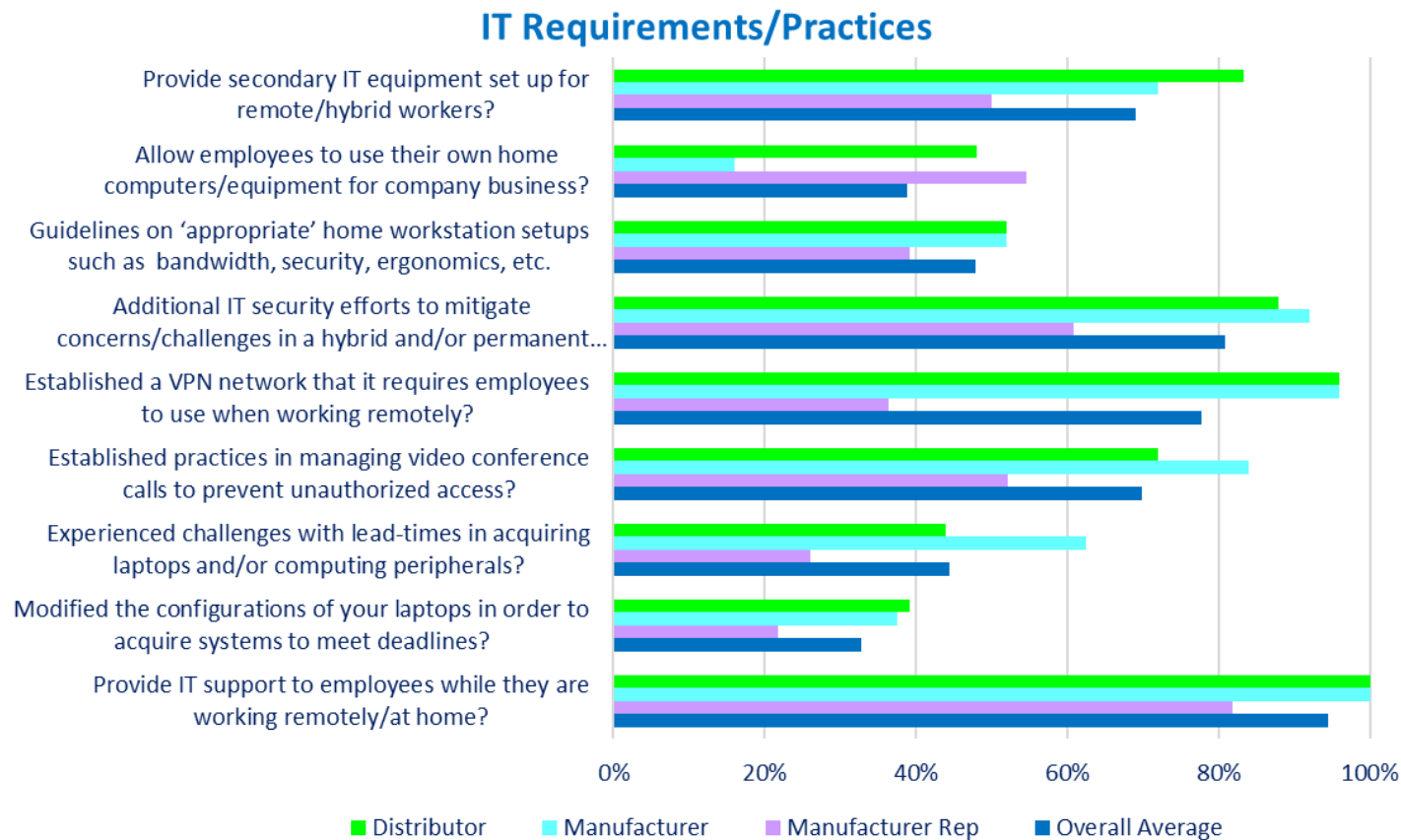
VISITORS: Current rules regarding business guests/visitors to your REGIONAL facilities?

	No restrictions on access	Access limited to lobby and/or designated areas	Proof of vaccination required	Masks required for all visitors	Masks required for non-vaccinated visitors	Signed liability waiver required	No access permitted
Distributor (Sep)	12.5%	47.6%	19.0%	69.6%	60.0%	9.1%	0.0%
Distributor (Aug)	42.9%	57.1%	35.7%	33.3%	61.5%	16.7%	0.0%
Manufacturer (Sep)	0.0%	42.1%	10.5%	89.5%	100.0%	21.1%	0.0%
Manufacturer (Aug)	36.4%	27.3%	36.4%	36.4%	58.3%	27.3%	23.1%
Manufacturer Rep (Sep)	41.2%	31.3%	18.8%	31.3%	47.1%	0.0%	6.3%
Manufacturer Rep (Aug)	57.1%	14.3%	28.6%	0.0%	66.7%	0.0%	0.0%
Overall Average (Sep)	16.1%	41.1%	16.1%	65.5%	70.2%	10.5%	1.9%
Overall Average (Aug)	43.8%	37.5%	34.4%	26.7%	61.3%	17.2%	9.7%

IT Requirements / Practices



IT Requirements and Practices (Sep Survey)



IT Requirements and Practices (Sep Survey)

	Provide secondary IT equipment set up for remote/hybrid workers?	Allow employees to use their own home computers/equipment for company business?	Guidelines on 'appropriate' home workstation setups such as bandwidth, security, ergonomics, etc.	Additional IT security efforts to mitigate concerns/challenges in a hybrid and/or permanent remote work setup?	Established a VPN network that it requires employees to use when working remotely?	Established practices in managing video conference calls to prevent unauthorized access?	Experienced challenges with lead-times in acquiring laptops and/or computing peripherals?	Modified the configurations of your laptops in order to acquire systems to meet deadlines?	Provide IT support to employees while they are working remotely/at home?
Distributor	83.3%	48.0%	52.0%	88.0%	96.0%	72.0%	44.0%	39.1%	100.0%
Manufacturer	72.0%	16.0%	52.0%	92.0%	96.0%	84.0%	62.5%	37.5%	100.0%
Manufacturer Rep	50.0%	54.5%	39.1%	60.9%	36.4%	52.2%	26.1%	21.7%	81.8%
Overall Average	69.0%	38.9%	47.9%	80.8%	77.8%	69.9%	44.4%	32.9%	94.4%

- 1 Cyber security has become a huge issue to address
- 2 All computers are company owned with technology greater than that of a VPN or access to their computer. All securities are installed on their computer and remotely managed.
- 3 All employees have laptops to work in the office or remotely. Laptop lead-times a year ago were so bad we bought laptops that were available but much more powerful than necessary for the task.

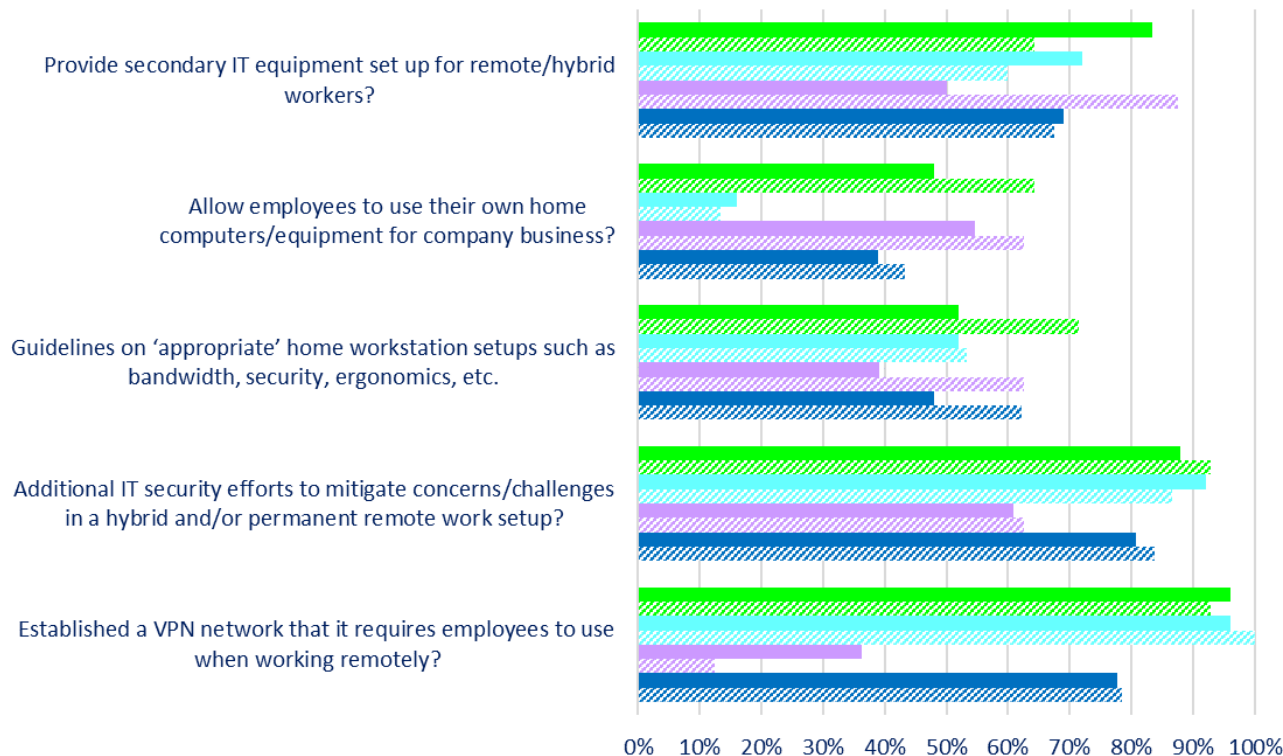
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August / September Survey Comparison



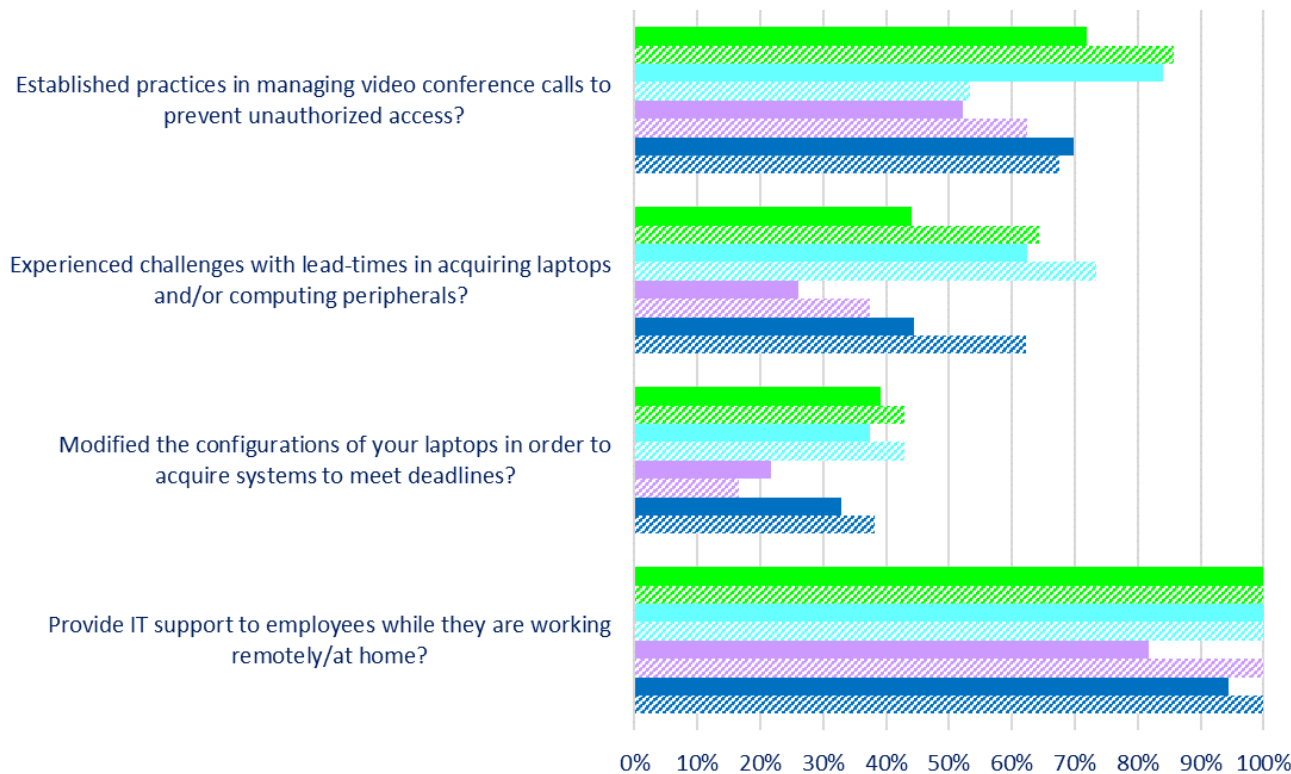
IT Requirements and Practices (Aug / Sep)

IT Requirements/Practices



IT Requirements and Practices (Aug / Sep)

IT Requirements/Practices



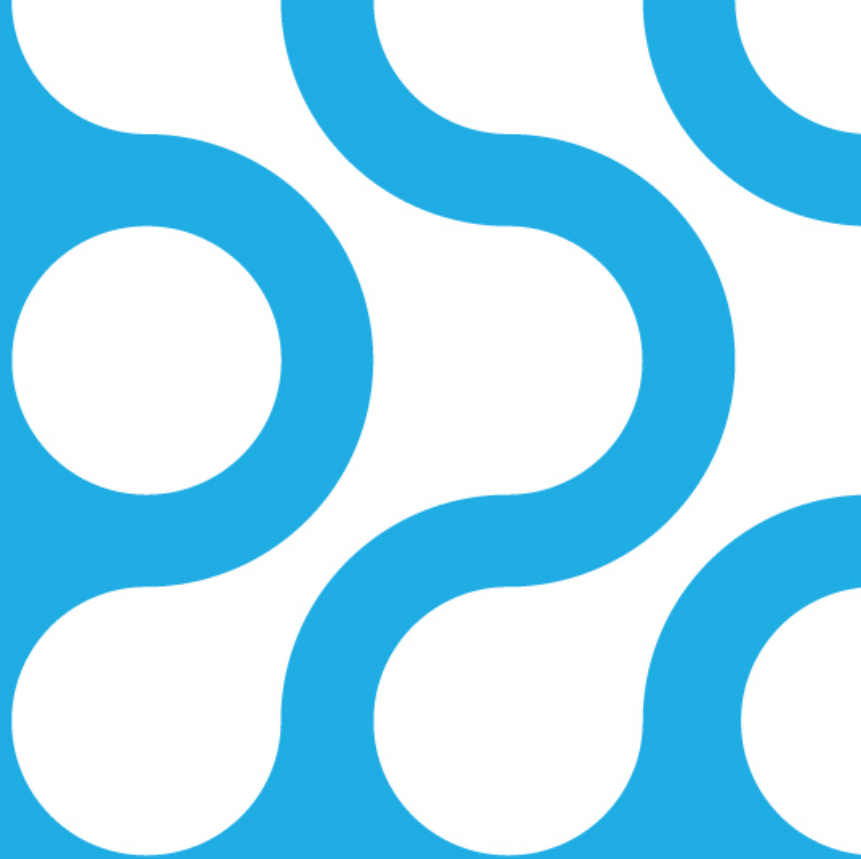
IT Requirements and Practices (Aug / Sep)

	Provide secondary IT equipment set up for remote/hybrid workers?	Allow employees to use their own home computers/equipment for company business?	Guidelines on 'appropriate' home workstation setups such as bandwidth, security, ergonomics, etc.	Additional IT security efforts to mitigate concerns/challenges in a hybrid and/or permanent remote work setup?	Established a VPN network that it requires employees to use when working remotely?	Established practices in managing video conference calls to prevent unauthorized access?	Experienced challenges with lead-times in acquiring laptops and/or computing peripherals?	Modified the configurations of your laptops in order to acquire systems to meet deadlines?	Provide IT support to employees while they are working remotely/at home?
Distributor (Sep)	83.3%	48.0%	52.0%	88.0%	96.0%	72.0%	44.0%	39.1%	100.0%
Distributor (Aug)	64.3%	64.3%	71.4%	92.9%	92.9%	85.7%	64.3%	42.9%	100.0%
Manufacturer (Sep)	72.0%	16.0%	52.0%	92.0%	96.0%	84.0%	62.5%	37.5%	100.0%
Manufacturer (Aug)	60.0%	13.3%	53.3%	86.7%	100.0%	53.3%	73.3%	42.9%	100.0%
Manufacturer Rep (Sep)	50.0%	54.5%	39.1%	60.9%	36.4%	52.2%	26.1%	21.7%	81.8%
Manufacturer Rep (Aug)	87.5%	62.5%	62.5%	62.5%	12.5%	62.5%	37.5%	16.7%	100.0%
Overall Average (Sep)	69.0%	38.9%	47.9%	80.8%	77.8%	69.9%	44.4%	32.9%	94.4%
Overall Average (Aug)	67.6%	43.2%	62.2%	83.8%	78.4%	67.6%	62.2%	38.2%	100.0%

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Additional Input



Additional Input

- 1 Expectation is a step by step back to normal (or pre pandemic) work model
- 2 All of the above will be dependent on what happens to covid going forward - case rates, deaths and variants. It could speed up or slow down what we do.
- 3 It is unclear at this time the impact if an unvaccinated outside sales person who may have limited access to customers should be terminated or have a pay decrease to cover the added cost of our company to manage that account when face to face is needed.
- 4 Remote working is basically back to pre-covid status. Outside sales was primarily remote anyway, customer service was not