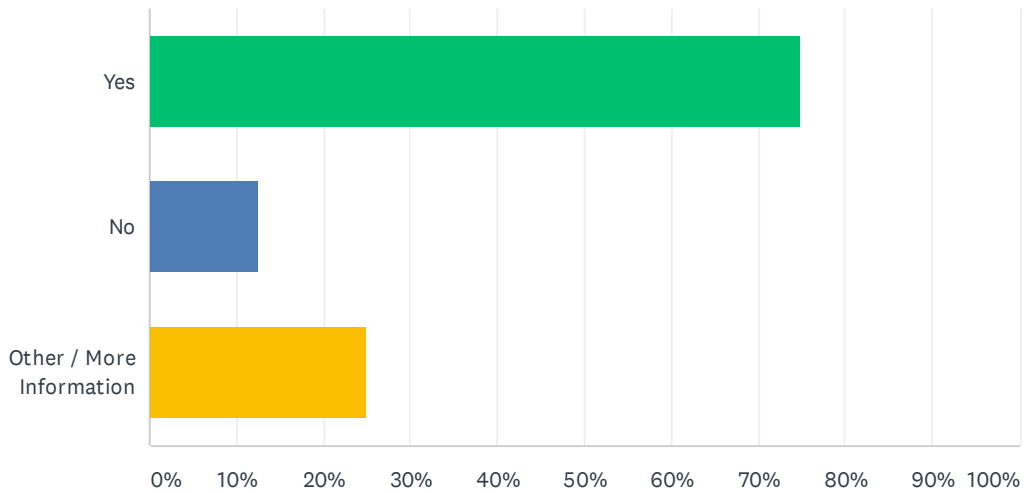


**Q1 Are you considering re-integrating at least part of your workforce in waves of more “essential” personnel first? Including on the trading floor?**



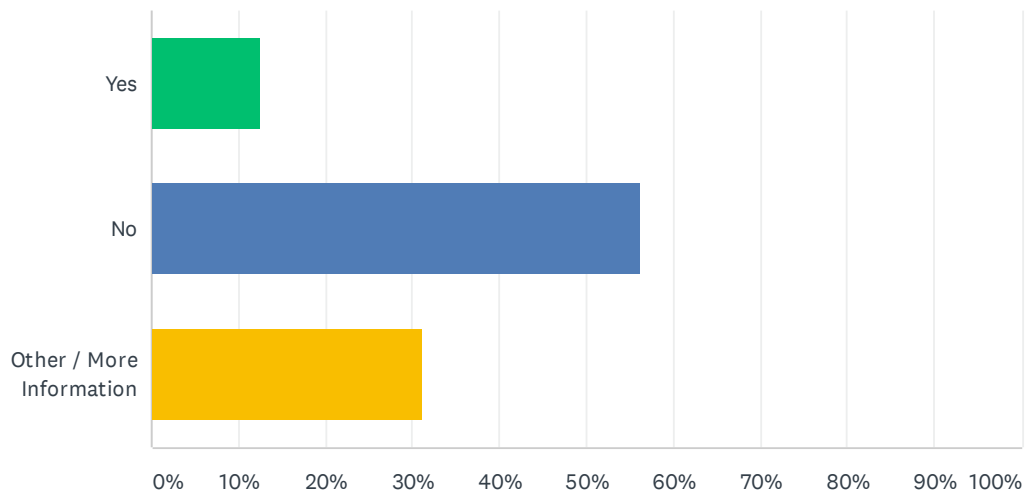
ANSWER CHOICES	RESPONSES
Yes	75.00%
No	12.50%
Other / More Information	25.00%

#	OTHER / MORE INFORMATION	DATE
1	Still considering, but most likely not. The majority would come back with the exception of one-off situations.	4/21/2020 1:40 PM
2	Still TBD	4/21/2020 1:35 PM
3	We are prepared for Day 1, "100% call back to work"	4/16/2020 9:40 PM
4	Since our infrastructure has always maintained individual locations, we saw a very limited disruption in our daily process.	4/16/2020 6:57 PM

## Q2 If Yes to question 1 what is your timing for re-integration?

#	RESPONSES	DATE
1	tbd	4/22/2020 7:50 AM
2	Early May	4/21/2020 2:21 PM
3	Very dependent upon location and safety/access. NYC location has different challenges than our San Antonio office. Exploring May 1 for San Antonio... hopeful for June 1 for NYC/Chicago and other locales.	4/21/2020 1:46 PM
4	May 4, 2020	4/21/2020 1:40 PM
5	Not currently established.	4/21/2020 1:32 PM
6	TBD	4/21/2020 1:27 PM
7	TBD -monitoring	4/21/2020 1:22 PM
8	Earliest May 4th, could be later depending on local guidelines.	4/20/2020 3:23 PM
9	Right now, we are closed through May 1st but that will probably be extended until June 1st.	4/17/2020 2:43 PM
10	Depends on government guidance	4/17/2020 9:31 AM
11	not yet determined	4/17/2020 9:23 AM
12	awaiting state and federal support.	4/16/2020 9:40 PM
13	As soon as the Governor's in New York and Texas lift shelter in place mandates so our staff can safely come back to the office we will keep people 6 feet apart and encourage some to still work from home for a period of time.	4/16/2020 6:23 PM

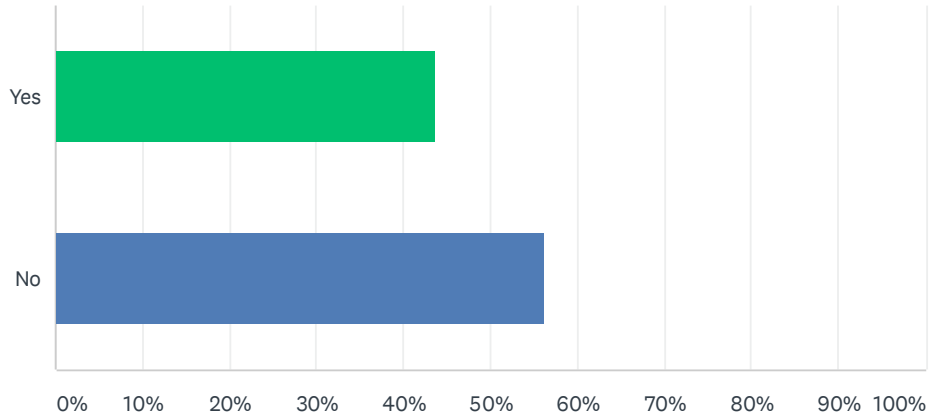
### Q3 Do you intend to temperature test every employee before they enter the office / trading floor?



ANSWER CHOICES	RESPONSES
Yes	12.50%
No	56.25%
Other / More Information	31.25%

#	OTHER / MORE INFORMATION	DATE
1	Still TBD	4/21/2020 1:35 PM
2	under consideration	4/21/2020 1:32 PM
3	Undetermined at this point, but doubtful.	4/21/2020 1:27 PM
4	Unsure at this point, have discussed.	4/20/2020 3:23 PM
5	Depends on government guidance.	4/17/2020 9:31 AM

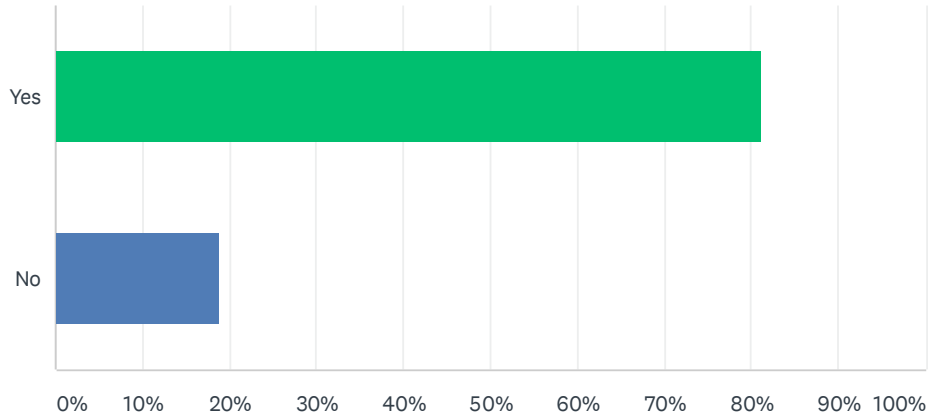
### Q4 Are you considering “at-risk” individuals of a certain age or with current or prior medical history to return to work?



ANSWER CHOICES	RESPONSES
Yes	43.75%
No	56.25%

#	OTHER / MORE INFORMATION	DATE
1	the timeline on this decision is fluid; at this time "at-risk" employees" will be integrated last in order to protect their health.	4/22/2020 7:50 AM
2	We will leave that up to them - nobody will be required to return until they feel comfortable.	4/21/2020 2:21 PM
3	Again, we are still assessing this situation.	4/21/2020 1:40 PM
4	Still TBD	4/21/2020 1:35 PM
5	or if so, only with specific measures taken to mitigate their exposure to the rest of office personnel	4/21/2020 1:32 PM
6	TBD.	4/21/2020 1:27 PM
7	Once our offices are open, we are giving all of our employees the opportunity to return to work when they feel comfortable. We are giving "at-risk employees and those employees with prior medical conditions the right to work from home as long as they would like until they feel comfortable.	4/17/2020 2:43 PM
8	When it's appropriate.	4/17/2020 9:31 AM
9	That consideration has been made since March 1st.	4/16/2020 6:57 PM

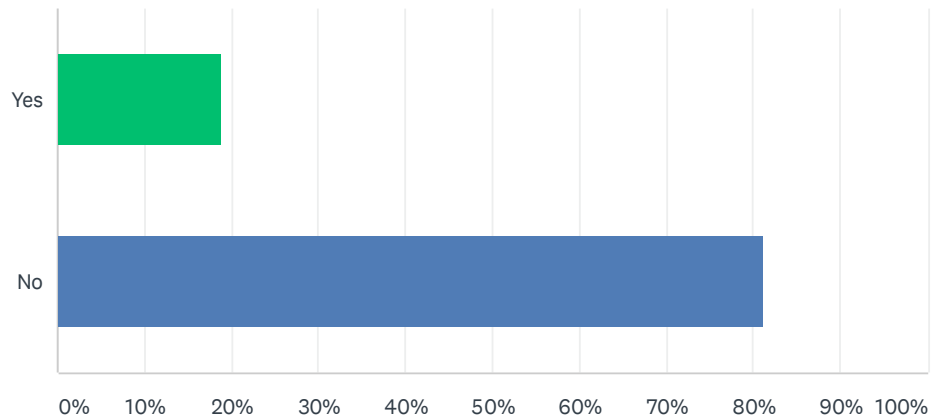
Q5 With regard to distancing on the trading floor, do you intend to space out desks and chairs to accommodate WHO and CDC recommendations of social distancing?



ANSWER CHOICES	RESPONSES
Yes	81.25%
No	18.75%

#	OTHER (PLEASE SPECIFY)	DATE
1	tbd	4/22/2020 7:50 AM
2	Not sure... we haven't gotten this far in the discussion yet	4/21/2020 1:46 PM
3	We have two trading desks operating at the moment and are exercising social distancing protocols. We will continue to do so going forward	4/21/2020 1:35 PM
4	TBD.	4/21/2020 1:27 PM
5	Implemented 4 weeks ago.	4/16/2020 6:57 PM

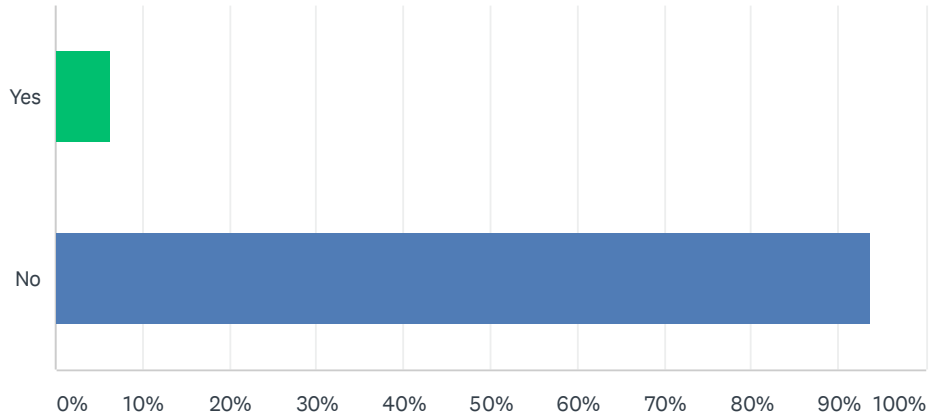
## Q6 Are you preparing to allow clients or vendors to enter your office - trading floor, private offices, or conference rooms?



ANSWER CHOICES	RESPONSES
Yes	18.75%
No	81.25%

#	OTHER (PLEASE SPECIFY)	DATE
1	fluid timeline here- not at this time or over the next several weeks	4/22/2020 7:50 AM
2	Not for near term. As things normalize, we will allow visitors.	4/21/2020 2:21 PM
3	Very specific and selective... it will not be as easy as it may have been in the past.... but again, we are still considering protocols.	4/21/2020 1:46 PM
4	TBD - Unsure yet	4/21/2020 1:35 PM
5	but considering limited vendor services with assistance from our personnel, eg. our employee will bring paper from shred bin for pick up by vendor, allow break room vendor to deliver supplies and restock machines	4/21/2020 1:32 PM
6	We will ask all of our employees and limited guests to adhere to the social distancing guidelines.	4/17/2020 2:43 PM
7	Don't know enough yet.	4/17/2020 9:31 AM

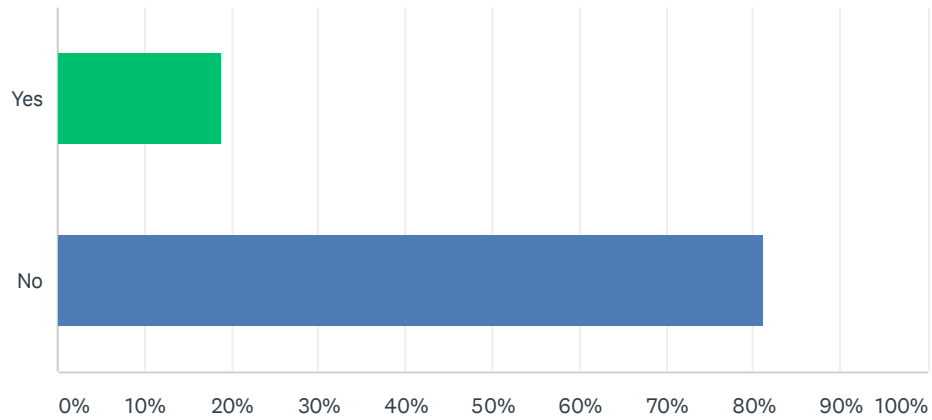
### Q7 If yes to question 4, will you temperature test clients, vendors, guests prior to entering your offices?



ANSWER CHOICES	RESPONSES
Yes	6.25%
No	93.75%

#	OTHER / MORE INFORMATION	DATE
1	Still TBD	4/21/2020 1:35 PM
2	but under consideration	4/21/2020 1:32 PM
3	We haven't decided how to handle vendor/guest traffic yet.	4/21/2020 1:27 PM
4	Unsure at this point	4/20/2020 3:23 PM
5	Not sure yet.	4/17/2020 2:43 PM
6	Depends on guidance.	4/17/2020 9:31 AM
7	The answer to question 6 was no, so no response appropriate.	4/17/2020 9:23 AM

## Q8 Are you allowing work related travel whether by air, rail or car?

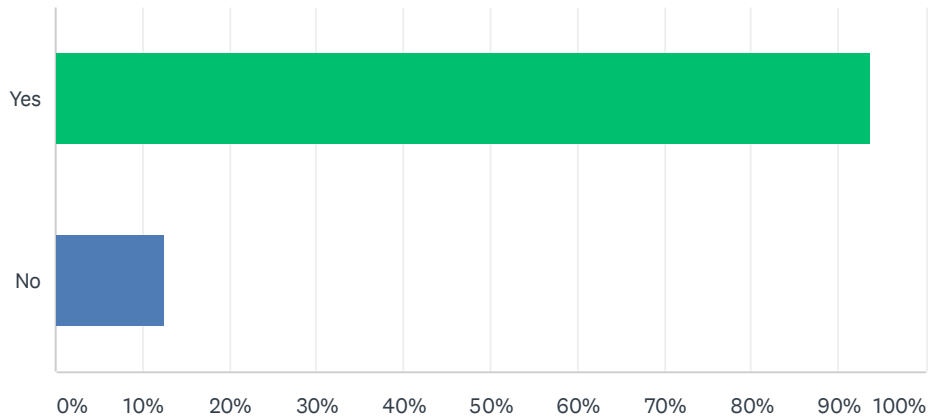


ANSWER CHOICES	RESPONSES
Yes	18.75%
No	81.25%

#	OTHER (PLEASE SPECIFY)	DATE
1	car , only if essential	4/22/2020 7:50 AM
2	Not at present time - hope to in near future	4/21/2020 2:21 PM
3	Not expecting much in the beginning or "opening up" again... will have to consider case by case as such situations develop in the later months.	4/21/2020 1:46 PM
4	Not right away. Will assess over the next couple of months.	4/21/2020 1:40 PM
5	Not at this time.	4/21/2020 1:35 PM
6	currently disallowed until 4/30	4/21/2020 1:32 PM
7	Right now, we have restricted all travel and travel will be limited to essential travel only for a while.	4/17/2020 2:43 PM
8	Depends on government guidance.	4/17/2020 9:31 AM



Q9 For those allowed in the office including on the trading floor, is there regular cleaning of the workspace and disposing of trash throughout the day?



ANSWER CHOICES	RESPONSES
Yes	93.75%
No	12.50%

#	OTHER / MORE INFORMATION	DATE
1	All of our offices are currently closed.	4/17/2020 2:43 PM
2	Will do what is required.	4/17/2020 9:31 AM
3	The offices are cleaned every night but we will encourage employees to do more cleaning of their personal work space.	4/16/2020 6:23 PM

## Q10 If Yes, how often is this internally regulated?

#	RESPONSES	DATE
1	process is reviewed weekly	4/22/2020 7:50 AM
2	twice daily	4/21/2020 2:21 PM
3	Daily at the end of day. Exploring more thorough and more frequent options.	4/21/2020 1:46 PM
4	1x/day	4/21/2020 1:40 PM
5	Nightly	4/21/2020 1:35 PM
6	trash is collected daily, and the office is treated with a mist to kill germs/viruses on surfaces and in the air weekly	4/21/2020 1:32 PM
7	TBD.	4/21/2020 1:27 PM
8	Daily	4/21/2020 1:21 PM
9	Daily	4/20/2020 3:23 PM
10	All of our offices have been disinfected and thoroughly cleaned. They will be cleaned again before employees return to work.	4/17/2020 2:43 PM
11	Will decide when we do it.	4/17/2020 9:31 AM
12	hourly	4/16/2020 9:40 PM
13	Multiple times per day	4/16/2020 6:57 PM