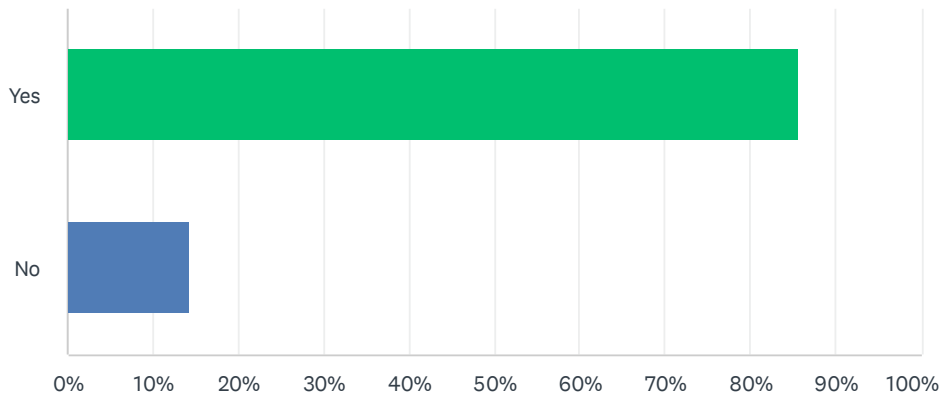




Is the economy impacting your Company?

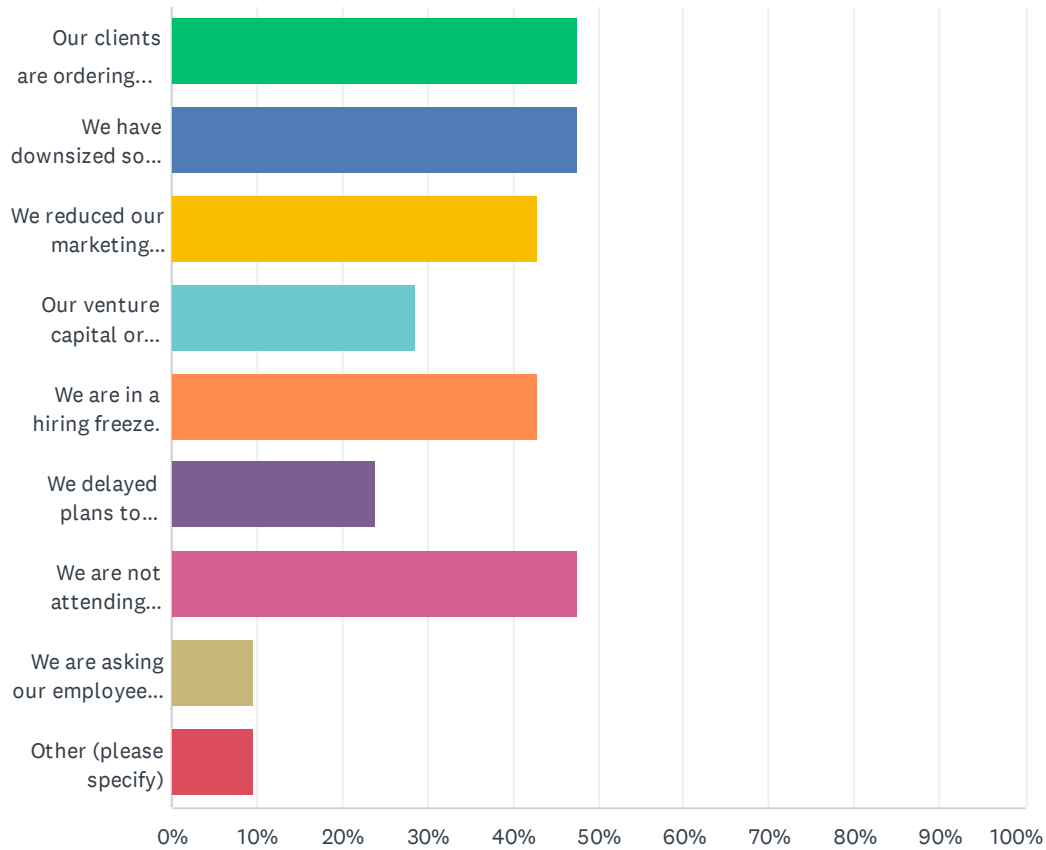
Economic Slowdown Survey

Q1 Is your company experiencing any negative impact from the current economic conditions?



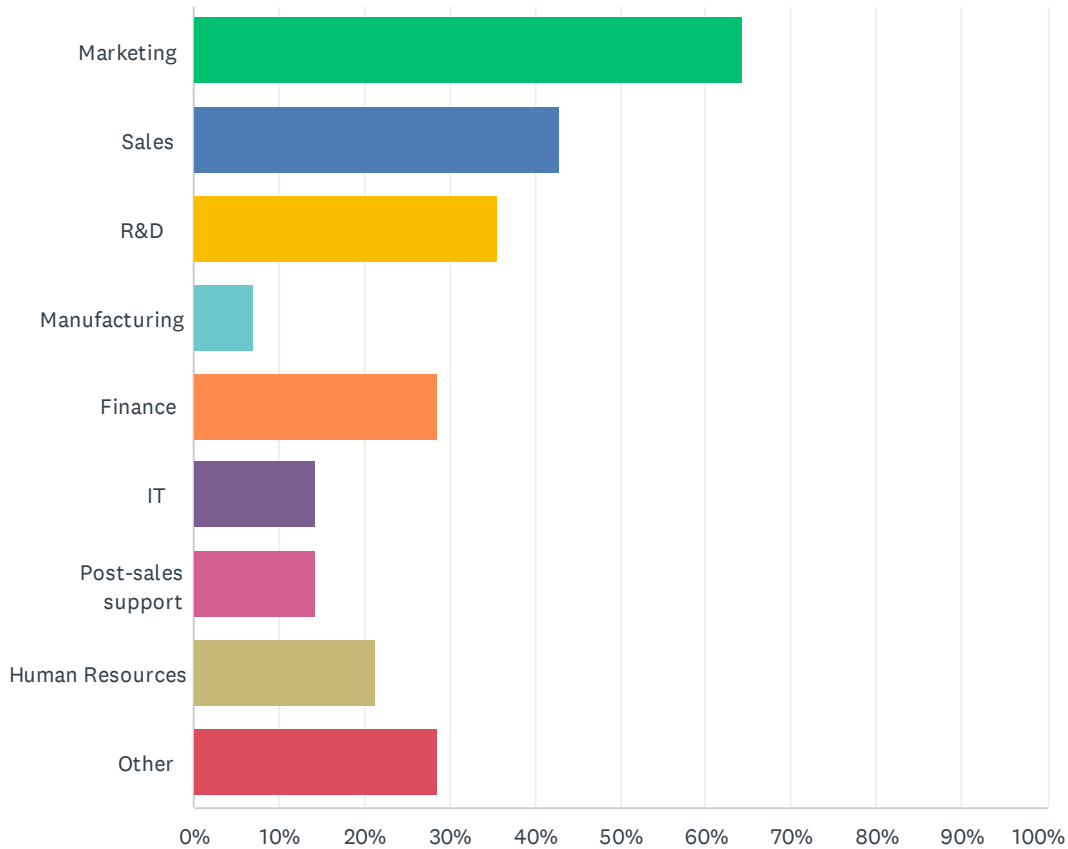
ANSWER CHOICES	RESPONSES
Yes	85.71%
No	14.29%
TOTAL	

Q2 What are some of the results of the economic slowdown?



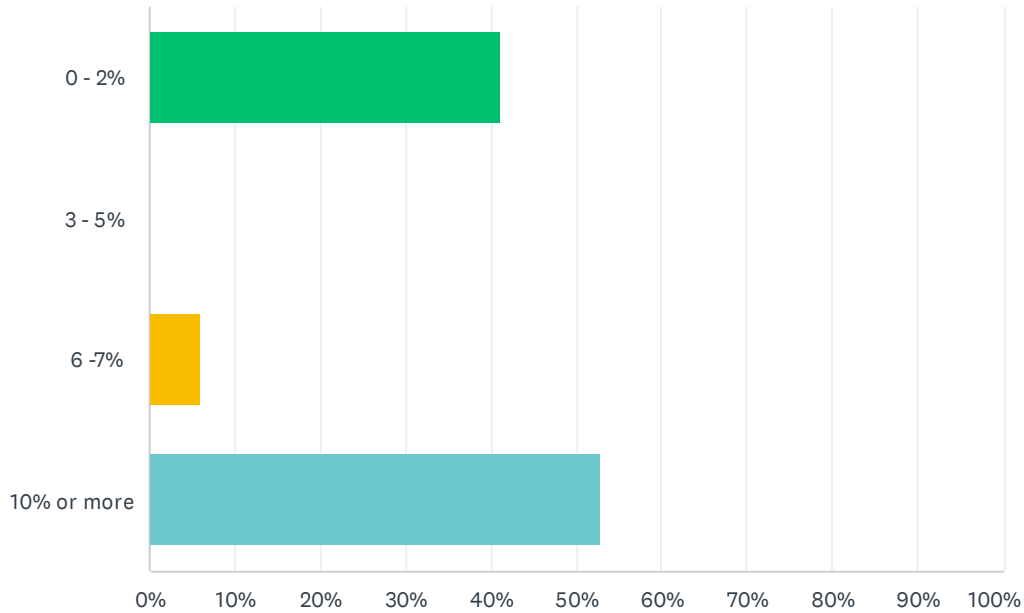
ANSWER CHOICES	RESPONSES
Our clients are ordering fewer products or services.	47.62%
We have downsized some of our current employees to save money	47.62%
We reduced our marketing budget.	42.86%
Our venture capital or private equity investors are delaying funding.	28.57%
We are in a hiring freeze.	42.86%
We delayed plans to introduce new products so we could focus on our core business.	23.81%
We are not attending industry conferences or reducing the number we attend.	47.62%
We are asking our employees to take a reduction in base salaries.	9.52%
Other (please specify)	9.52%

Q3 If you've had to lay off employees, which best describes the positions affected?



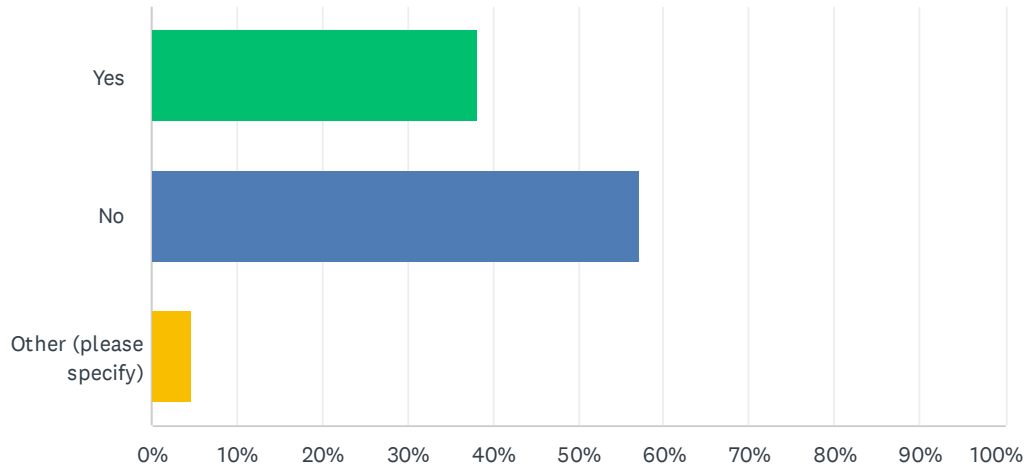
ANSWER CHOICES	RESPONSES
Marketing	64.29%
Sales	42.86%
R&D	35.71%
Manufacturing	7.14%
Finance	28.57%
IT	14.29%
Post-sales support	14.29%
Human Resources	21.43%
Other	28.57%

Q4 If you did lay off employees, which percentage represents the total laid off?



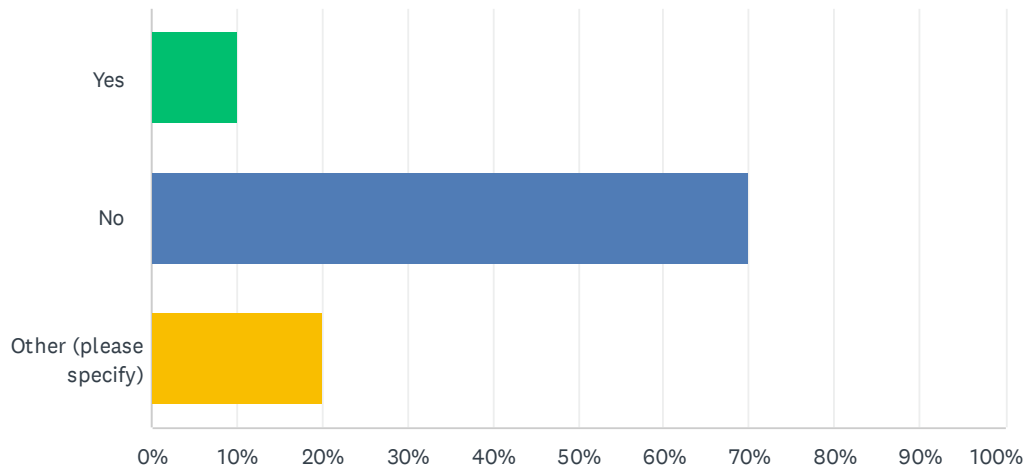
ANSWER CHOICES	RESPONSES
0 - 2%	41.18%
3 - 5%	0.00%
6 - 7%	5.88%
10% or more	52.94%

Q5 Is there a probability that you may lay off more employees during 2023?



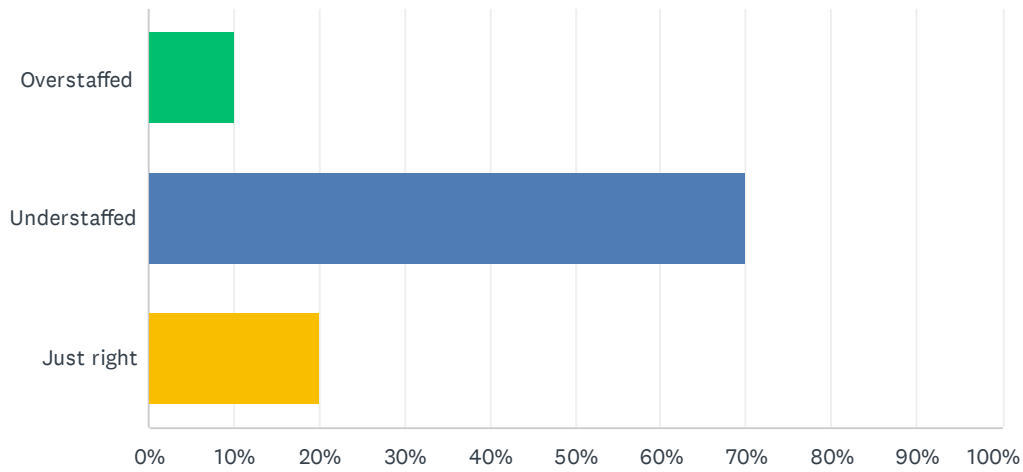
ANSWER CHOICES	RESPONSES
Yes	38.10%
No	57.14%
Other (please specify)	4.76%

Q6 Do you have plans on rehiring these candidates sometime in 2023?



ANSWER CHOICES	RESPONSES
Yes	10.00%
No	70.00%
Other (please specify)	20.00%

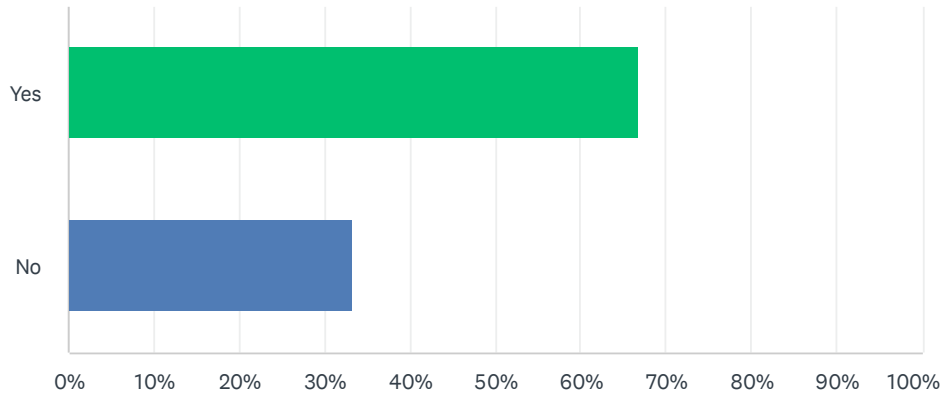
Q7 Do you feel like you were over or understaffed before the downturn?



ANSWER CHOICES	RESPONSES
Overstaffed	10.00%
Understaffed	70.00%
Just right	20.00%

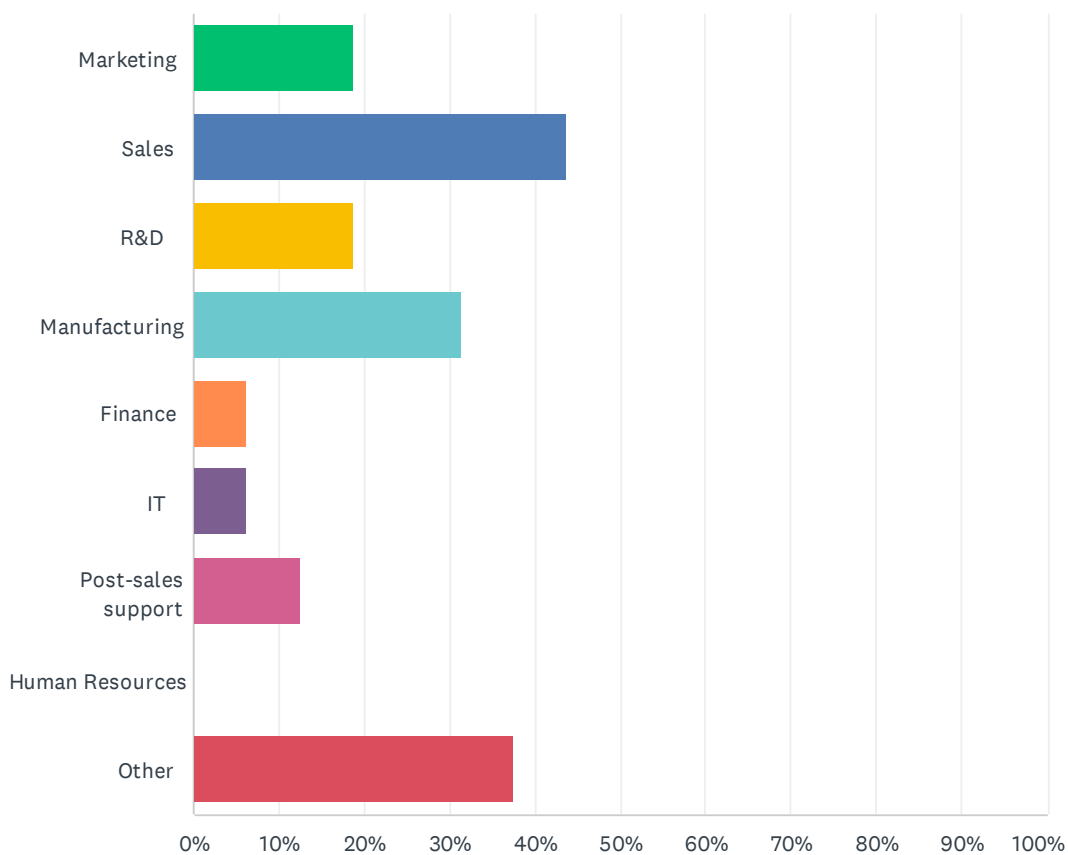
Is the economy impacting your company?

Q8 Is your company currently hiring for any positions?



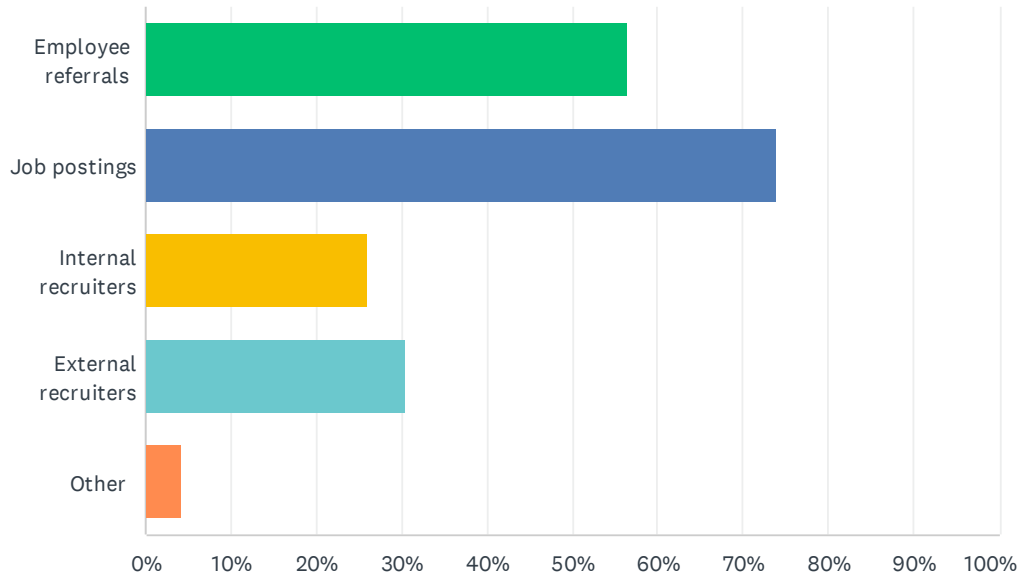
ANSWER CHOICES	RESPONSES
Yes	66.67%
No	33.33%

Q9 If yes, which department are you hiring in?



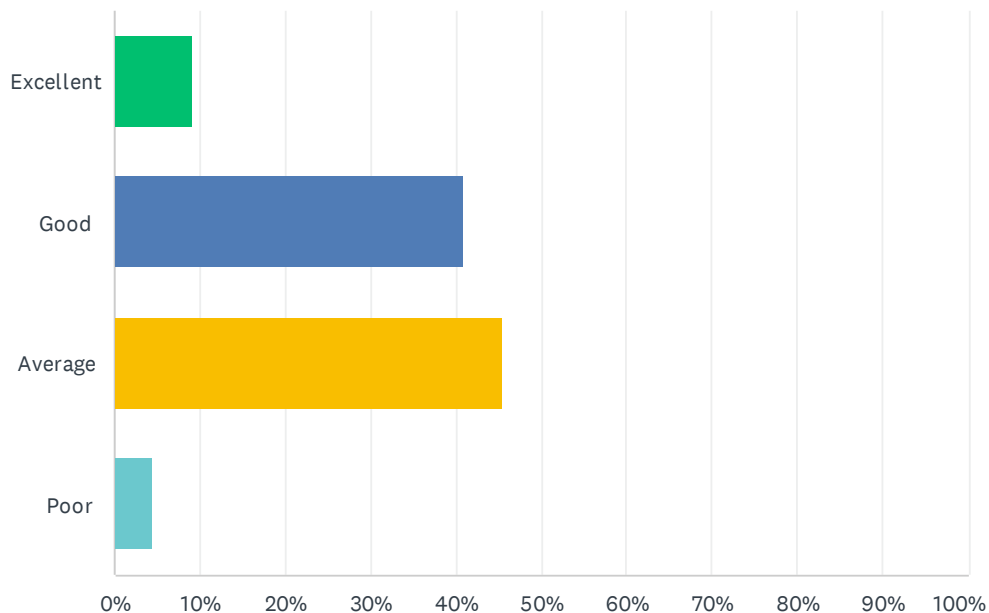
ANSWER CHOICES	RESPONSES
Marketing	18.75%
Sales	43.75%
R&D	18.75%
Manufacturing	31.25%
Finance	6.25%
IT	6.25%
Post-sales support	12.50%
Human Resources	0.00%
Other	37.50%

Q10 How do you typically find candidates for those positions if you're hiring?



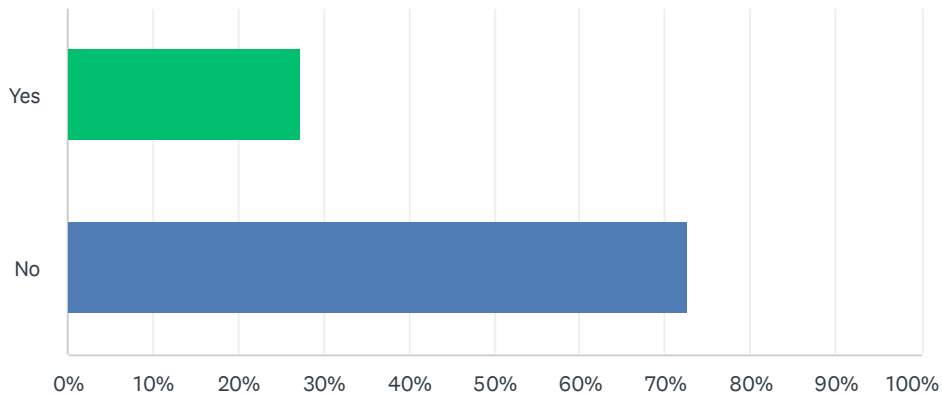
ANSWER CHOICES	RESPONSES
Employee referrals	56.52%
Job postings	73.91%
Internal recruiters	26.09%
External recruiters	30.43%
Other	4.35%

Q11 If you use job postings, which best describes the quality of candidates you receive?



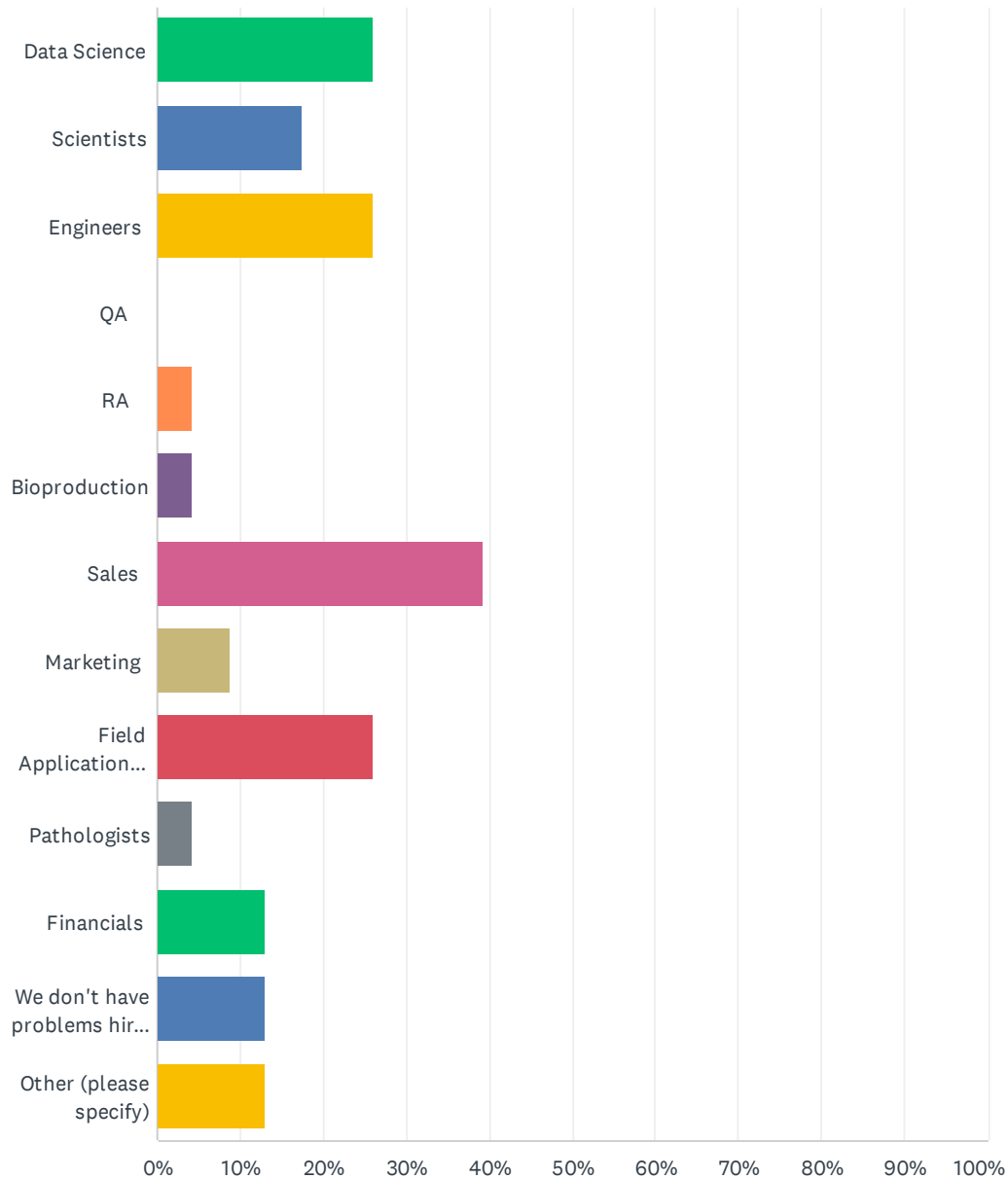
ANSWER CHOICES	RESPONSES
Excellent	9.09%
Good	40.91%
Average	45.45%
Poor	4.55%

Q12 If you hire employees via a job posting, are you concerned that they may have been laid off due to performance improvement?



ANSWER CHOICES	RESPONSES
Yes	27.27%
No	72.73%

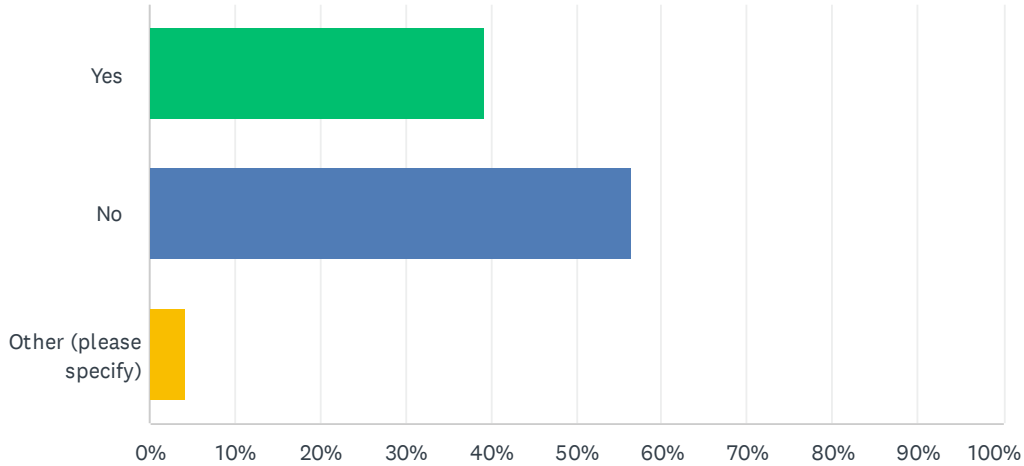
Q13 Even though many companies have laid off employees, some positions remain challenging. Which positions does your company struggle to find qualified candidates for?



Is the economy impacting your company?

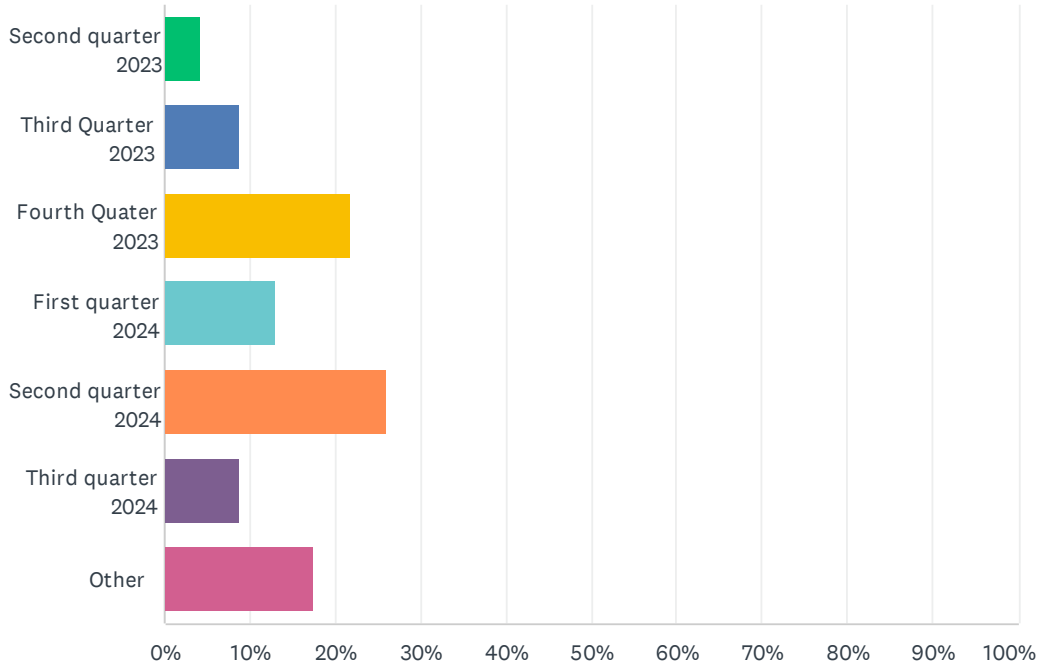
ANSWER CHOICES	RESPONSES
Data Science	26.09%
Scientists	17.39%
Engineers	26.09%
QA	0.00%
RA	4.35%
Bioproduction	4.35%
Sales	39.13%
Marketing	8.70%
Field Application Scientists	26.09%
Pathologists	4.35%
Financials	13.04%
We don't have problems hiring for any positions	13.04%
Other (please specify)	13.04%

Q14 Some executives view the downturn as a great time to add critical hires since these candidates may not be available in a vibrant economy. Are you in agreement with this strategy?



ANSWER CHOICES	RESPONSES
Yes	39.13%
No	56.52%
Other (please specify)	4.35%

Q15 When do you think the economy will improve and your company will return to normal operations?



ANSWER CHOICES	RESPONSES
Second quarter 2023	4.35%
Third Quarter 2023	8.70%
Fourth Quarter 2023	21.74%
First quarter 2024	13.04%
Second quarter 2024	26.09%
Third quarter 2024	8.70%
Other	17.39%