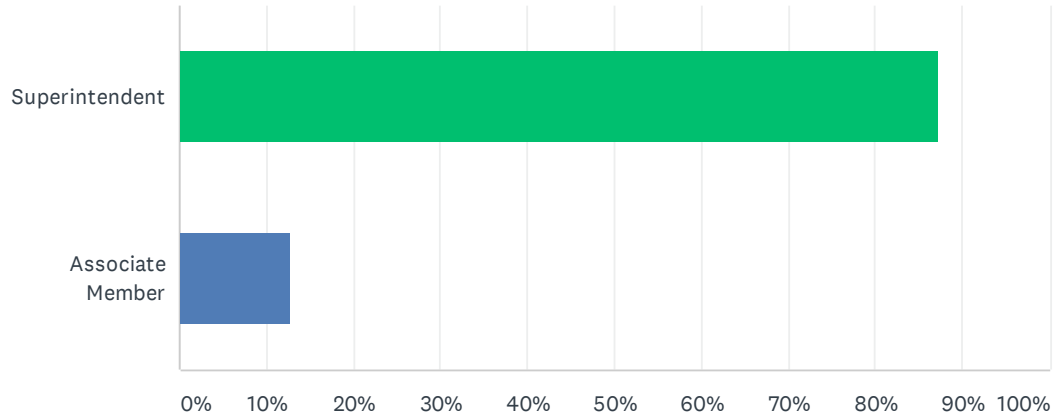


# Q1 Are you a Superintendent or an Associate Member?

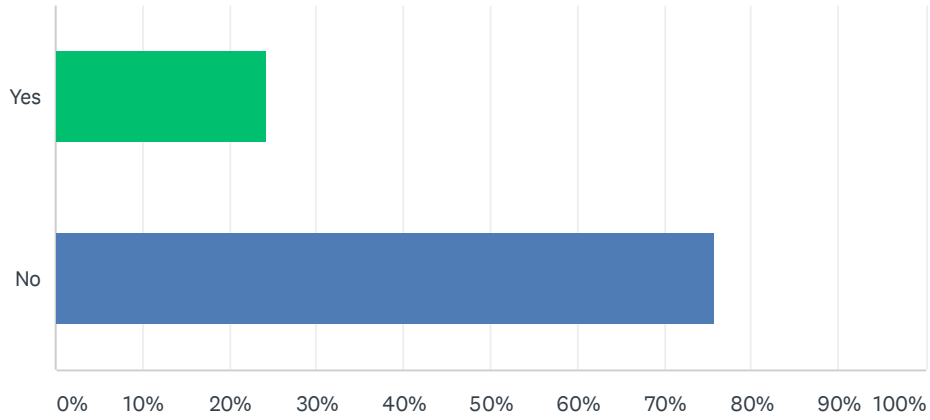
Answered: 204 Skipped: 0



ANSWER CHOICES	RESPONSES
Superintendent	87.25% 178
Associate Member	12.75% 26
TOTAL	204

## Q2 Superintendents, Is your course still open?

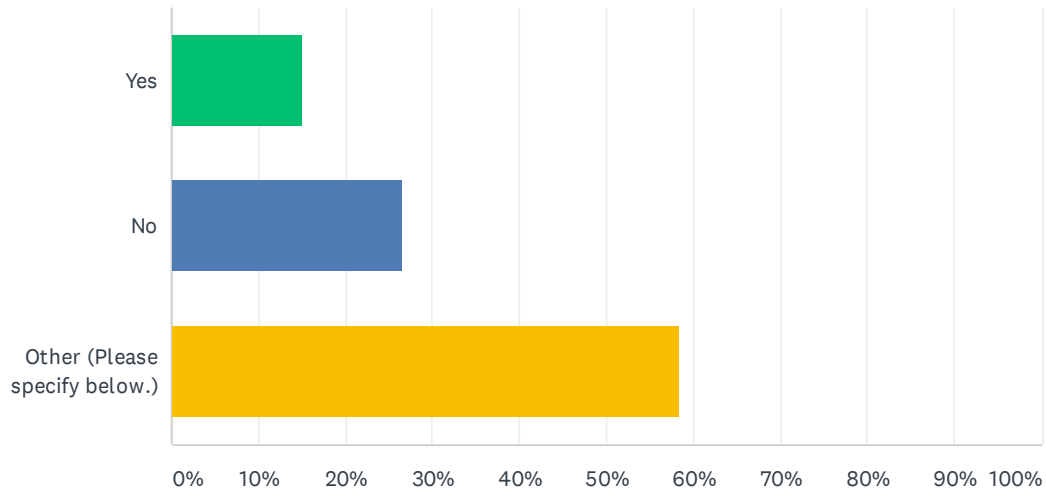
Answered: 132 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes	24.24%	32
No	75.76%	100
TOTAL		132

### Q3 If your course is still open, are employees required to come to work?

Answered: 132 Skipped: 72



ANSWER CHOICES	RESPONSES	
Yes	15.15%	20
No	26.52%	35
Other (Please specify below.)	58.33%	77
<b>TOTAL</b>		<b>132</b>

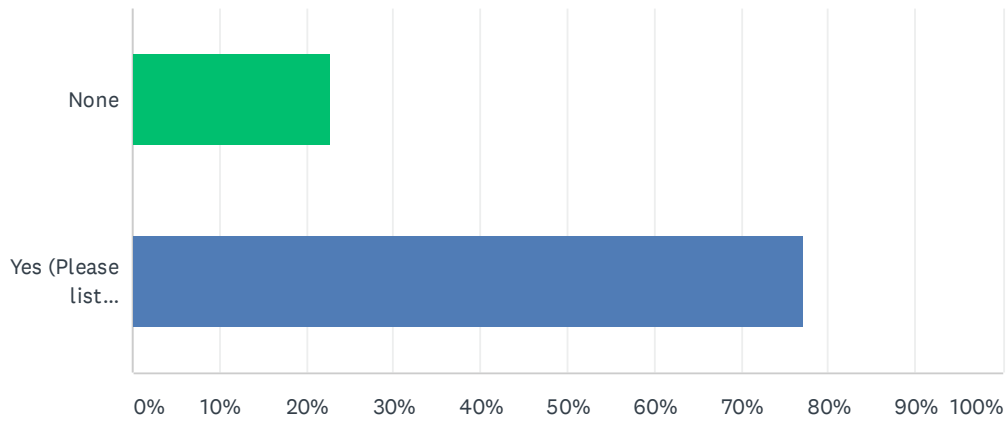
#	OTHER (PLEASE SPECIFY BELOW.)	DATE
1	Still working details out.	3/20/2020 7:28 AM
2	We are not open, but we on course are preparing to open. Bad question. Most clubhouses are closed and most courses are preparing their courses.	3/19/2020 8:23 PM
3	Were not open. I'm the only one employed.	3/19/2020 4:33 PM
4	We are closed	3/19/2020 4:27 PM
5	Not open yet - Ontario	3/19/2020 4:23 PM
6	Our course is not open, but we do have staff coming in. No clubhouse staff only managers, On the turf side we have 6 working right now. Employees do not have to be here if they feel uncomfortable.	3/19/2020 9:23 AM
7	We were on the verge of calling people back and delay because of COVID-19.	3/19/2020 9:03 AM
8	Still closed after winter	3/19/2020 8:41 AM
9	Only management work on site	3/19/2020 7:46 AM
10	Not open	3/19/2020 6:54 AM
11	I am only working. Clubhouse is open for small groups. Course still has snow on it.	3/19/2020 6:05 AM
12	Course is closed for winter. Hope to open late April, early May.	3/19/2020 5:31 AM
13	Clubhouse and course closed to members. Staff comes into work, some staff laid off but we still topped up pay to help. If staff feel unsafe in any way they have option of staying home	3/19/2020 5:06 AM
14	Employee discretion	3/18/2020 7:12 PM
15	Not open	3/18/2020 6:50 PM
16	We are giving them the option.	3/18/2020 4:36 PM
17	No call backs yet on hold for all staff.	3/18/2020 4:31 PM
18	I answered no.....	3/18/2020 12:40 PM
19	of course not if there sick.	3/18/2020 12:30 PM
20	Clubhouse closed, grounds crew day to day as needed only.	3/18/2020 12:28 PM
21	Closed the clubhouse until further notice. Administration and maintenance department running as usual but with no new hourly staff being onboarded. Running with winter staff only.	3/18/2020 10:08 AM
22	Closed	3/18/2020 9:31 AM
23	Only Salary department heads, and Mechanic. Current empolyees, GM /Managing Partner F and B Manager / Managing Partner Executive Chef Controller Superintendent Mechanic	3/18/2020 9:02 AM
24	Managers are still working but no hourly staff at this time	3/18/2020 8:53 AM
25	Still closed from winter. no plan to open as of yet.	3/18/2020 8:07 AM
26	voluntarily	3/18/2020 8:02 AM
27	We are taking turns coming in to complete necessary tasks	3/18/2020 7:46 AM
28	Not open	3/18/2020 7:41 AM
29	If they feel healthy and are not in a compromising position in their home life they are asked to keep working	3/18/2020 7:15 AM
30	Not open so no staff	3/18/2020 7:13 AM
31	We are closed to the public and have 1 employee in the clubhouse each and 1 working in maintenance with no contact of each other. The maintenance of equipment is done by myself so I will work most of the shifts and have my assistant stay home until we can start prepping the course for opening which should hopefully be around March 30. Once we start with the winter	3/18/2020 7:12 AM

	clean up we will have other staff working outside with a modified program so there is very limited to no contact with each other.	
32	Only permanent staff in. Seasonal staff scheduled for April 6. That will likely be pushed if course remains closed.	3/18/2020 7:11 AM
33	We are open to core staff and deliveries only. Members and guests not permitted	3/17/2020 10:03 PM
34	Limited voluntarily	3/17/2020 8:12 PM
35	Keeping proper distances and working alone	3/17/2020 7:56 PM
36	Clubhouse closed. 5 key staff members remain. 5 people managing grounds ops	3/17/2020 6:55 PM
37	Club is closed for 3 weeks - all departments closed, greens staff included for at least 1st week. All staff are paid during the closure. Then club's senior staff will be assisting greens department to prepare the course for opening. All existing hands on deck while social distancing is observed.	3/17/2020 6:06 PM
38	Course is planning to open in a few weeks. Right now we're bringing in minimal staff.	3/17/2020 5:48 PM
39	we will not be opening until mid April	3/17/2020 5:35 PM
40	Managers	3/17/2020 5:20 PM
41	There has been no official statement but intentions of opening.	3/17/2020 5:12 PM
42	Course closed, winter staff still working with reduced hours	3/17/2020 5:12 PM
43	Staggered shifts with 2 Teams divided amongst Management, Equipment Managers, Assistants, Key Hourly Staff. 4 per Team.	3/17/2020 4:51 PM
44	We have not opened for the 2020 season as of yet, and it will be delayed until things are under control as far as the spread of the virus.	3/17/2020 4:07 PM
45	Course and clubhouse have not opened to members for the season. Limited salaried and 2 hourly turfgrass staff who have not travelled or been in contact with travellers are working. No other staff are starting work until further notification from management.	3/17/2020 3:41 PM
46	Typically we do not open until mid April and I am the only employee during the off season	3/17/2020 3:25 PM
47	Trying to determine adequate safety protocols to protect both staff and customers if we choose to become operational at this point. Currently still closed for winter	3/17/2020 3:00 PM
48	Not full compliment of staff though	3/17/2020 2:51 PM
49	Still snow here.	3/17/2020 2:46 PM
50	Seasonal employment. I am the only worker	3/17/2020 2:34 PM
51	Clubhouse is closed to members and guests. Course operations in preparing and caring for the course is still open. Pro shop is setting up for the season and dismantling winter golf school. Administration is still operational on an as needed basis.	3/17/2020 2:29 PM
52	We have been told cannot bring staff on.	3/17/2020 2:28 PM
53	Just Assistants right now.	3/17/2020 1:59 PM
54	Only essential management	3/17/2020 1:50 PM
55	We are currently closed (pro shop and clubhouse) until April 6, 2020. Course staff have the option to work on the grounds. If they are concerned for their safety, they do not have to report to work and will be paid (duration has not been set).	3/17/2020 1:42 PM
56	Course closed employees working to maintain turf. It is totally up to each employee to work or not	3/17/2020 1:41 PM
57	superintendent and 1 employee	3/17/2020 1:39 PM
58	We are closed. Practice self distance/ self isolation	3/17/2020 1:37 PM
59	Course is closed. Office staff encouraged to work from home if possible	3/17/2020 1:24 PM

60	if they are scheduled come to work , if they dont feel well stay home	3/17/2020 1:20 PM
61	Season hasn't started. No additional staff in at this pooint	3/17/2020 1:19 PM
62	Course not open but full time staff still working	3/17/2020 1:09 PM
63	No turf seasonal staff have started.	3/17/2020 1:07 PM
64	Management is required. Seasonal have the option	3/17/2020 1:04 PM
65	We open May 1st if possible.	3/17/2020 1:03 PM
66	Small crew in to remove covers and will decide what to do after that in terms of how many staff and how much maintenance	3/17/2020 1:03 PM
67	Winter greens crew still working as long as they have no symptoms. Clubhouse is closed minimum 3 weeks	3/17/2020 1:00 PM
68	Course is closed- only essential duties as required	3/17/2020 1:00 PM
69	We could probably open in 2-3 weeks, employees are here because they want to be. They spend their day outside	3/17/2020 12:55 PM
70	Course is closed. Employees are currently required to work.	3/17/2020 12:54 PM
71	Opening April 14	3/17/2020 12:53 PM
72	Still not open for season. Had workers in until yesterday. Only have myself and clubhouse manager trying to prepare for a modified opening of just golf no clubhouse.	3/17/2020 12:51 PM
73	not open	3/17/2020 12:50 PM
74	They have been given the option	3/17/2020 12:50 PM
75	Option to work or stay home currently	3/17/2020 12:50 PM
76	The golf course is open, Clubhouse and Pro Shop are closing today. Course and Grounds employees are required to come to work but must self isolate if they've traveled abroad since March 12th/are sick (they'll be paid).	3/17/2020 12:49 PM
77	.	3/17/2020 12:46 PM

### Q4 What special precautions is your team taking to avoid the virus in addition to normal housekeeping routines?

Answered: 132 Skipped: 72



ANSWER CHOICES	RESPONSES	
None	22.73%	30
Yes (Please list precautions below.)	77.27%	102
<b>TOTAL</b>		<b>132</b>

#	YES (PLEASE LIST PRECAUTIONS BELOW.)	DATE
1	Split shift scheduling will commence once additional staff are required in response to grass requirements. Social distancing and diligent cleaning of surfaces of major touch points.	3/20/2020 7:28 AM
2	social distancing, hand washing, machine sanitizing, using hand sanitizer	3/20/2020 6:57 AM
3	Extra sanitization and social distancing	3/19/2020 9:13 PM
4	Social distancing Only bringing back younger less vulnerable Wash hands protocols Dedicated equipment Less staff	3/19/2020 8:23 PM
5	Keep to yourself wash your hands stay home if you don't have to go anywhere.	3/19/2020 4:33 PM
6	We are closed at the moment	3/19/2020 4:27 PM
7	Staggered shifts for mechanic, assistant and superintendent - 1 person in the building at a time. Disinfect way in and out. Necessary golf course maintenance will be here soon enough and will find ways to accommodate to that.	3/19/2020 4:23 PM
8	Staying closed until further notice. Waiting to hear if we will be permitted to open in April. If we are, working on a temporary outdoor check in. Extra sanitation of golf carts, washrooms, etc. is a concern.	3/19/2020 1:54 PM
9	Hand washing Distance If any illness symptoms stay home	3/19/2020 12:24 PM
10	- All staff are provided with latex gloves. -All staff must not come to work with flu type symptoms - We have staggered start times to avoid as much personal contact as possible. - No course products will be placed on the property to encourage touch points. - All staff are encouraged not to engage with close contact with the public. - all breaks are outside.	3/19/2020 11:29 AM
11	Distancing Disinfecting limited numbers no employee overlap everyone has their own vehicle and tools rubber gloves	3/19/2020 11:00 AM
12	As of right now, not much. Reminders of personal hygiene, Minimal time in the lunch room as a group. As we move forward we will designate carts and work on keeping a safe distance as well as disinfecting stuff after use.	3/19/2020 9:23 AM
13	Not open but preparing for opening. Only 2 in, work in separate buildings.	3/19/2020 9:09 AM
14	Closed	3/19/2020 9:03 AM
15	Our entire staff including general manager and myself have been asked to stay home and self quarantine for 2 weeks minimum effective on Mar 17th.	3/19/2020 8:57 AM
16	Still closed after winter	3/19/2020 8:41 AM
17	Social distancing	3/19/2020 7:46 AM
18	Club house closed skeleton staff golf course will open when ready with no club house	3/19/2020 7:37 AM
19	Keeping to small groups	3/19/2020 6:54 AM
20	I am the only one in maintenance area. I do not know what the clubhouse is doing	3/19/2020 6:05 AM
21	Sanitizing stations, social distancing, clubhouse closure, time restrictions	3/19/2020 5:06 AM
22	Sterilizing touch point and restricting accessibility to employees only.	3/18/2020 7:12 PM
23	More hand sanitizing, working alone (social distancing)	3/18/2020 6:50 PM
24	Limited staff. New rules for social distancing and sanitizing equipment, hand tools etc.	3/18/2020 4:36 PM
25	less staff, sanitizer, reduce inside work	3/18/2020 12:40 PM
26	No socializing .E mail there own hours of worked that day. work days and hours staggered.	3/18/2020 12:30 PM
27	Increased personal space, limited staff to essential duties only, hand disinfectant dispenser installed at main door and daily surface disinfecting.	3/18/2020 12:28 PM
28	Social distance of 3 meters. Not hiring of new employees until further notice. 14 day isolation period for anyone who traveled overseas	3/18/2020 12:18 PM



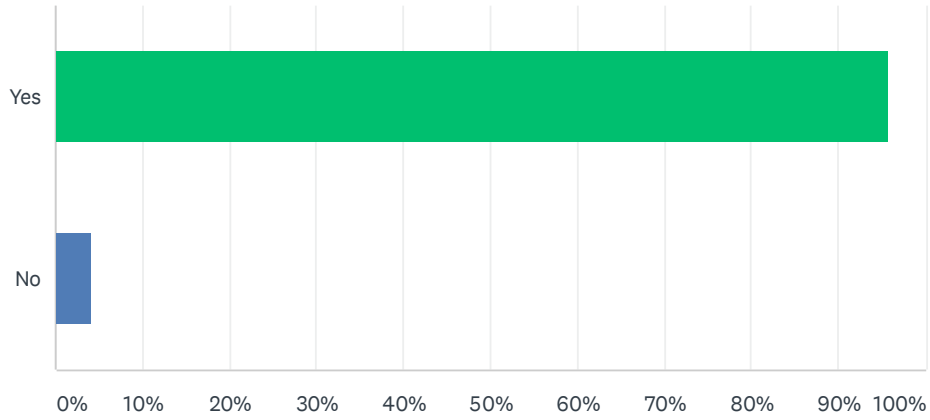
29	More cleaning and keeping staff apart	3/18/2020 11:16 AM
30	Washing touch points No longer punching in or out Removed bunker rakes Don't have ballwashers No garbages or concessions Assigned radios and carts Hand sanitizers on wall	3/18/2020 11:12 AM
31	No visits from reps. Deliveries are being dropped outside and sanitized before being brought inside. We are assigning each worker their own piece of equipment and tools so they are not transferred between people. The last hour of everyday is spent doing a full sanitization of the shop area including high touch areas. When working outside we are implementing social distancing so that no individual works within 10 feet of each other.	3/18/2020 10:08 AM
32	Closed until further notice	3/18/2020 9:31 AM
33	Disinfecting high touch volume surfaces daily.	3/18/2020 9:31 AM
34	cleaning more, 2 crews come in different times and leave different times, use same vehicles each day, 1 rider / vehicle, stay 6 feet apart. Clubhouse is closed but turf staff required to work	3/18/2020 9:27 AM
35	Repeated sanitizing of cart keys, steering wheels, pull carts No ball washers on course etc etc etc	3/18/2020 9:09 AM
36	Daily sanitizing of touch points, social distancing, sanitizing and handwashing frequently.	3/18/2020 9:02 AM
37	Thorough disinfecting of all common areas three times a day	3/18/2020 8:59 AM
38	course is closed to public and all managers are working in different parts of the facility	3/18/2020 8:53 AM
39	social distancing, hand sanitizers, cleaning daily	3/18/2020 8:02 AM
40	Distancing. Flexible hours.	3/18/2020 7:48 AM
41	Rotating shifts with few ppl as work load is slow in general	3/18/2020 7:46 AM
42	Extra sanitizing	3/18/2020 7:41 AM
43	Staggering start times Anyone who can work from home (accounting etc) is Closing 'lunch room' Take out only in clubhouse One group at a time in the clubhouse Ground crew avoid clubhouse as much as possible Lots and lots of cleaning and gloves	3/18/2020 7:35 AM
44	Only one staff member in office, one in proshop each day. Bistro closed. Only superintendent, mechanic and assistant on site.	3/18/2020 7:31 AM
45	Social distancing Increased sanitizing	3/18/2020 7:15 AM
46	Longer shifts but fewer days Sanitizing steering wheels etc. No visitors Deliveries to Bay Door	3/18/2020 7:15 AM
47	No physical contact. Hand washing often Only have one person working in the shop at a time	3/18/2020 7:13 AM
48	End of shift disinfecting of all door handles, light switches, and the bathroom completely cleaned and disinfected. Very limited use of lunchroom and everything used to be disinfected after the break. Suggestions of bringing lunches that do not need heating and keeping in a personal cooler left in their car.	3/18/2020 7:12 AM
49	Social distancing. Provide access to hand snaitizers.	3/18/2020 7:11 AM
50	Following health officials recommendation. Closing public sections and limiting worker contact.	3/18/2020 7:05 AM
51	Limiting staff numbers, management and key people only. Deliveries left at door. Heavy sanitizing	3/17/2020 10:03 PM
52	Social distance in the shop. As much out door work as possible. Rain days work will likely dismissed for the day.	3/17/2020 9:02 PM
53	Distancing. Extra cleaning of washroom etc	3/17/2020 8:12 PM
54	More hand sanitizers at enter and exit points	3/17/2020 7:56 PM
55	Staggered start times Staggered lunch times Only one person in maint building at once Rigorous personal hygiene Rigorous bleaching of all common areas PPE for everyone No machine sharing	3/17/2020 6:55 PM
56	Once we are back to work we will be implementing the following: - maintain a small staff to start to make social distancing easier - stagger lunch periods - regular bleach solution sprays in staff	3/17/2020 6:06 PM

	areas and high touch points - after start, after lunch break, after work - dedicated carts and tool - management clocks staff in and out - solo work	
57	- No cash payment - Restuarant closed - Walking only, no power carts - Cup 1 inch above ground as target to avoid touching of flagpoles or cups - No ball washers or bunker rakes - Employees required to wear gloves at all times	3/17/2020 5:48 PM
58	Only Myself and the manager	3/17/2020 5:35 PM
59	No prescribed recommendations at this time. No stockpiles of cleaning items, hand sanitizers, or alcohol.	3/17/2020 5:12 PM
60	2 staff per day rotating days between 6 of us. Wiping down carts, tools, doors, light switches etc 2-3times per day	3/17/2020 5:12 PM
61	Dedicated carts assigned to each person. Dedicated mowers to each person. Manadatory disinfecting of all equipment at end of day. No coffee pot or microwave or fridge. Asked to bring own personal cooler for lunches. N95 if required, provided to each Team member. Temperature checks prior to beginning of each shift may be implemented to protect the Team. We washmoir hands to protect our Team Members and their families.	3/17/2020 4:51 PM
62	No staff in yet	3/17/2020 4:42 PM
63	Restaurant is only available for take out. All staff other than myself our controller, pro and our chef/restaurant manager are not coming into work.	3/17/2020 4:41 PM
64	Wash hands and sanitize. Work alone and sanitize equipment.	3/17/2020 4:15 PM
65	If anything needs to be done only 1 employee is being brought it to help with anything on site and no jobs that would require close contact with 2 or more will be done at this time.	3/17/2020 4:07 PM
66	Social distancing, minimizing staff #'s.	3/17/2020 3:41 PM
67	Increase hand washing as much as possible, avoid direct contact with other people, keep distance of 1 meter when contact is necessary, minimize time in group settings as much as possible. If we become operational, expand time between groups playing, staff to wear nitrile gloves while handling money, continuous hand washing, sterilize hard surfaces as frequently as possible, close dining area seating, take out only, sterilize all rental equipment between uses. If any flu like symptoms or signs of illness occur, staff are instructed to stay home and isolate. Any travel outside of Canada must be reported, and upon return the employee must remain off for two weeks before returning to work.	3/17/2020 3:00 PM
68	Cleaning. Limited staff. No groups	3/17/2020 2:57 PM
69	Maintain social distancing at all times. Only one passenger per cart/utility vehicle at a time. When entering building, immediately wash hands. Wear gloves as much as possible. Sanitize steering wheels, handles, light switches at end of shift, daily	3/17/2020 2:51 PM
70	Avoiding others Clubhouse is closed to public at the moment	3/17/2020 2:46 PM
71	Self isolation as only worker	3/17/2020 2:34 PM
72	Working from home as of right now	3/17/2020 2:30 PM
73	Social distancing Extra care in personal hygiene Limiting work priorities and keeping staff down to a minimum.	3/17/2020 2:29 PM
74	Cleaning all aspects of the shop. Only two people. Have yet to decide on golf course stuff. We are not open yet	3/17/2020 2:28 PM
75	All facilities closed and all staffing interviews done via phone or video (Syype, facetime etc..) All meetings the same...	3/17/2020 1:59 PM
76	working from home as much as possible keeping distance while working in the office cleaning all door handles and communal areas hourly	3/17/2020 1:52 PM
77	No one Internal or external on site	3/17/2020 1:50 PM
78	Closing	3/17/2020 1:50 PM
79	education, social separation, and sanitization protocols	3/17/2020 1:42 PM

80	Cleaning and providing sanitizer. Keeping employees safe distances apart. Limiting hours worked to employees wishes.	3/17/2020 1:41 PM
81	sanitizer in shop Lysol all door knobs. wearing gloves at all times	3/17/2020 1:39 PM
82	Hand washing. Working independently as much as possible outside on the course	3/17/2020 1:24 PM
83	more intense cleaning , purell stations set up gloves on to handle flag poles , tee blocks out on the course	3/17/2020 1:20 PM
84	Stepped up hygiene	3/17/2020 1:09 PM
85	Following recommendations	3/17/2020 1:07 PM
86	We have staggered lunches and start times to avoid indoor contact with one another. We are not activating new hires, only using existing staff. We ask that employees stay home if there are any symptoms present	3/17/2020 1:04 PM
87	Hand disinfecting stations. Safe distances.	3/17/2020 1:03 PM
88	Avoiding gatherings in lunch room Social distancing Lots of hand sanitizer and wipes	3/17/2020 1:03 PM
89	Extra cleaning and sanitation Keeping social distance Providing auto hand cleaning stations	3/17/2020 1:01 PM
90	Keeping social distance and increase cleaning of common touch areas. Switces, handles etc	3/17/2020 1:00 PM
91	More thorough cleaning and social distancing amongst staff members.	3/17/2020 1:00 PM
92	Creating safe workplace protocols including staggered start times, split shifts limiting the number of staff on property at given times, PPE being worn when not working in isolation but majority of tasks at this point are individual.	3/17/2020 1:00 PM
93	-Additional Cleaning -Assignment of tasks to work individually -Assign carts	3/17/2020 12:58 PM
94	we clean and wash a bunch more, we currently have 7 on staff, we have a big lunch room. We are limiting outside visitors	3/17/2020 12:55 PM
95	- Cleaning schedules increased to daily and throughout the day on touch points - Assigned carts and single rider only - Staggered lunches - Team meeting are now round circle in the mechanic shop - Building is closed to employees only - Stopping in-person interactions with members and residents - Seasonal staff are not returning until minimal work is required on the course/community (avoiding layoffs) - Frequent updates and communications to the membership due to the community nature and the demographic of our membership with many returning from winter destinations	3/17/2020 12:54 PM
96	Outside online registration hand wash stations take away only	3/17/2020 12:53 PM
97	While it's just the two of us in separate buildings regular distance and cleaning. Customers have been informed to call or email first before coming to club.	3/17/2020 12:51 PM
98	not open	3/17/2020 12:50 PM
99	No working in groups of more than 2	3/17/2020 12:50 PM
100	Putting plan in place now, expect to open late....May 1?? sanatizer's for staff, glove available may remove rakes ball washers & coolers, clean bathroom's more often. No hand shaking or hugs permitted Clubhouse may stay closed much longer...June 1 we continue to monitor daily	3/17/2020 12:50 PM
101	Staff must self isolate if they've traveled abroad since March 12th/are sick (they'll be paid). We host morning/end of day meetings in the yard/outdoors. Extra cleaning, supply disinfectant and latex gloves. Staff must wipe down their steering wheels and tools after use. No one is required to punch in/out. Bunker rakes, PG signs and ball washers have been removed from the course. Divot bottles and push carts are being disinfected daily.	3/17/2020 12:49 PM
102	No shared spaces. Sanitizing equipment after usage.	3/17/2020 12:46 PM

### Q5 Associate Members: Is your company still open for business?

Answered: 24 Skipped: 180

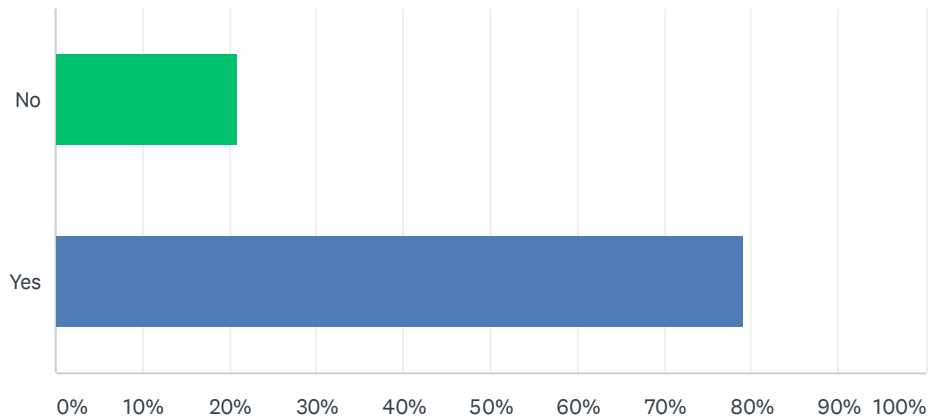


ANSWER CHOICES	RESPONSES
Yes	95.83% 23
No	4.17% 1
TOTAL	24

#	IF NO, PLEASE LIST NAME (OPTIONAL)	DATE
	There are no responses.	

## Q6 Has your company imposed any travel restrictions on your sales force?

Answered: 24 Skipped: 180

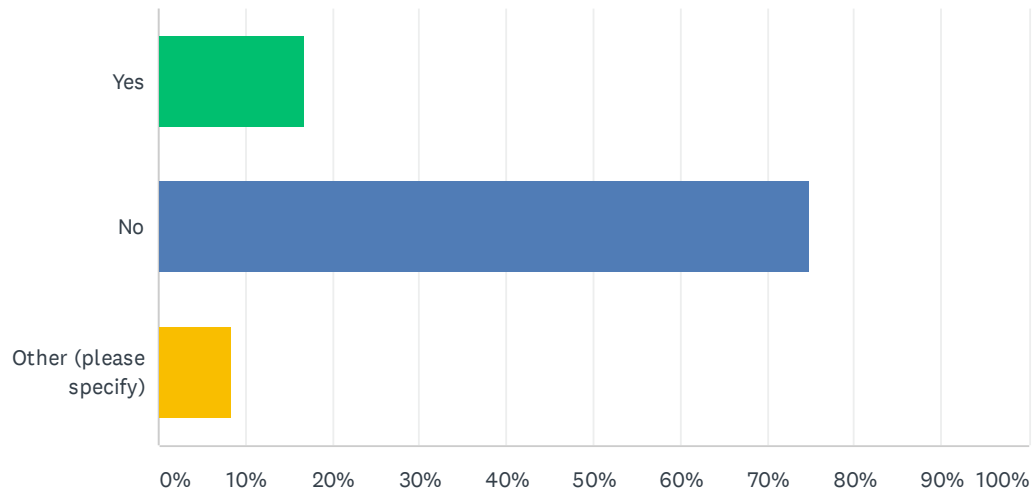


ANSWER CHOICES	RESPONSES
No	20.83% 5
Yes	79.17% 19
TOTAL	24

#	IF YES, PLEASE EXPLAIN AND LIST COMPANY NAME (OPTIONAL) IN COMMENTS.	DATE
1	Work from home. No business travel	3/19/2020 8:26 AM
2	We have cancelled all non-essential business travel	3/19/2020 8:22 AM
3	No unnecessary travel.	3/19/2020 8:08 AM
4	We are changing/updating day to day based on/following government recommendations such as no group meetings, social distancing, etc.	3/18/2020 12:39 PM
5	If travelling or back from trip, employee must self quarantine for 14 days	3/18/2020 7:04 AM
6	DCS & Associates	3/17/2020 1:27 PM
7	not traveling outside the country for sure and limiting our visits with our customers to phone calls, texts and/or emails.	3/17/2020 1:10 PM
8	We are working fro home unless something is needed. Plant Products	3/17/2020 12:49 PM

## Q7 Has your company made plans to change distribution of products to facilities?

Answered: 24 Skipped: 180



ANSWER CHOICES	RESPONSES
Yes	16.67% 4
No	75.00% 18
Other (please specify)	8.33% 2
<b>TOTAL</b>	<b>24</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	We are providing consultation services to clients by phone and gotomeeting.	3/17/2020 1:27 PM
2	Delivery's will no longer require signature. Just a name. Glove must be worn for deliveries	3/17/2020 12:49 PM