

NEWS RELEASE



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First Edition of the FP500/Forum Research Business Barometer Launches

Toronto, January 17th—In a collaboration with the FP500 and Financial Post, Forum Research surveyed 48 executives randomly selected from amongst the members of the FP500, on subjects as diverse as confidence in the economy, the #MeToo movement, the legalization of cannabis, and more.

Confidence in the economy is split

About half (TOP2: 50%) say they have confidence in the current state of Canada's economy, but only about 1 in 10 (8%) are very confident.

Half (BTM2: 50%) said they were not confident in the current state of Canada's economy, but only about 1 in 10 (10%) have no confidence at all.

Despite contentious negotiations, USA still seen as a reliable trading partner

Almost three-quarters (TOP2: 70%) see the United States as a reliable trading partner, with a quarter (27%) saying it is very reliable.

One fifth (BTM2: 20%) say the United States is not a reliable trade partner right now.

1 in 10 (9%) said the question was not applicable to them.

Mixed Opinions on the effect of the USMCA on the economy

4 in 10 (TOP2: 39%) said the effect would be positive, while a similar proportion (BTM2: 36%) said the effect will be negative.

A few (5%) said they do not know.

No mixed opinion on which deal was better for Canada

Half (52%) say NAFTA was better for the Canadian economy. About a third (30%) said both USMCA and NAFTA are about the same, but few (5%) said USMCA is better.

About one-sixth (14%) said they were not sure.

Two-thirds say a tri-lateral deal is better than separate bi-lateral ones

Two-thirds (66%) say that a tri-lateral trade agreement with both the United States and Mexico is better than separate (20%) bi-lateral trade agreements with the two countries.

One-sixth (14%) said they didn't know.



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The uncertainty of negotiations didn't force many to look beyond US

When asked if the uncertainty of the NAFTA negotiations made your business look for trade opportunities outside the US, only one-quarter (23%) said yes.

Three-quarters (77%) said no.

US business unchanged for about half

Half (52%) said their business with the US has stayed the same over the past six months, while about one-fifth (18%) said it grew.

About 1 in 10 (11%) said it contracted.

One-fifth (18%) preferred not to say.

Optimism about business prospects over the next six months

4 in 10 (41%) say they expect their business to grow over the next six months, while a similar proportion (43%) expect their business to stay the same.

About one-sixth (14%) say they expect their business will contract, while few (2%) chose not to say.

Emerging technologies such as artificial intelligence and automation seen as disruptive

Almost three-quarters (BTM2: 71%) see emerging technology as disruptive to their business, with a third (31%) saying it is very disruptive.

A quarter (TOP2: 25%) does not consider it disruptive.

A few (4%) said they do not know.

Half concerned emerging technologies such as artificial intelligence and automation will change the economy

About half (BTM2: 56%) are concerned, with about one-fifth (19%) saying they are very concerned.

4 in 10 (TOP2: 44%) say they are not concerned.

Emerging technologies will be useful to most

9 in 10 (TOP2: 90%) say that emerging technologies such as artificial intelligence and automation will be useful in their line of business, with 4 in 10 (40%) saying they will be very useful.

Only 1 in 10 (BTM2: 10%) say emerging technologies are not useful in their line of business.



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Most have a strategy for incorporating emerging technologies into their line of business

9 in 10 (95%) have a strategy for incorporating emerging technologies into their business.

A few (5%) don't know.

The plurality says the Federal government isn't doing enough to support businesses struggling with emerging technologies

4 in 10 (44%) say that the government isn't doing enough to support businesses struggling with emerging technologies such as artificial intelligence or automation.

About one-sixth (17%) says the Federal government is doing enough, while 1 in 10 (10%) say they are doing more than enough.

About one-third (29%) say they do not know.

For most, the MeToo movement hasn't caused a revision in company policy

Half (52%) say that their policies haven't changed at all in response to the #MeToo movement, while about 1 in 10 (13%) say their policies haven't changed a lot.

One-quarter (27%) says their policies have changed somewhat, but few (2%) say their policies have changed considerably.

A few (6%) opted not to say.

Most, say the #MeToo movement hasn't affected opportunities for women in the workplace

Half (54%) say that the movement hasn't had an effect on workplace opportunities for women, while about one-sixth (TOP2: 17%) say that it's encouraged more opportunities.

1 in 10 (BTM2: 10%) say it's created fewer opportunities.

One-fifth (19%) say they don't know.

Vast majority has policies related to cannabis in the workplace

9 in 10 (90%) said their company currently has policies related to cannabis in the workplace. About 1 in 10 (8%) say no, and few (2%) said they do not know.



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Cannabis not likely to impact employee conduct policies

A quarter (27%) said that the legalization of cannabis will have no impact at all on employee conduct policies, with a similar proportion (29%) saying it won't have a strong impact.

About a third (33%) said legalized cannabis will have some impact.

1 in 10 (8%) said it will have a strong impact on employee conduct policies.

A few (2%) said they were not sure.

"Confidence in the economy is divided, amongst business leaders," said Dr. Lorne Bozinoff, President of Forum Research. "Half are confident, but half are not; however, the plurality expects their business to grow over the next six months, and a similar proportion expects business to remain the same."

Lorne Bozinoff, Ph.D. is the president and founder of Forum Research. He can be reached at lbozinoff@forumresearch.com or at (416) 960-9603.

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Methodology

The Forum Poll™ was conducted by Forum Research with the results based on a Computer Assisted Web Interviewing platform conducted amongst 48 executives from FP500 companies. The survey was conducted between Dec 1 and Dec 20, 2018.

Results based on the total sample are considered accurate +/- 3%, 19 times out of 20. Subsample results will be less accurate. Margins of error for subsample (such as age, gender) results are available at www.forumresearch.com/samplestim.asp

Where appropriate, the data has been statistically weighted by age, region, and other variables to ensure that the sample reflects the actual population according to the latest Census data.

This research is not necessarily predictive of future outcomes, but rather, captures opinion at one point in time. Actual results depend on a Candidate's ability to get their voters out. Forum Research conducted this poll as a public service and to demonstrate our survey research capabilities. Forum houses its poll results in the Data Library of the Department of Political Science at the University of Toronto.

With offices across Canada and around the world, 100% Canadian-owned Forum Research is one of the country's leading survey research firms. This Forum Poll™ and other polls may be found at Forum's poll archive at forumpoll.com.

Top2/Btm2 (or 3 or 4 where applicable) refers to the combined results of the most answered positive and negative responses:

%	Total	18-34	35-44	45-54	55-64	65+	Male	Female
Sample	631	112	91	133	119	176	303	315
NET: TOP3	66	57	60	68	78	86	67	64
NET: BTM3	34	43	39	32	21	14	32	36
Very satisfied	9	9	6	6	13	20	11	8
Satisfied	28	17	29	35	32	45	25	31
Somewhat satisfied	28	31	26	28	32	20	31	25
Somewhat dissatisfied	12	11	16	14	11	8	13	12
Dissatisfied	11	15	15	9	5	3	9	13
Very dissatisfied	11	18	9	8	5	3	9	12
Don't know	0	0	1	0	1	0	1	0

Top 3 here collects very satisfied, satisfied, and somewhat satisfied into one category, and Btm 3 collects very dissatisfied, dissatisfied, and somewhat dissatisfied.

Due to rounding some numbers may not add up to 100



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Economic confidence

Overall, how much confidence do you have in the current state of Canada's economy?

Gender

%	Total	Male	Female	D1 - Prefer not to say
Total	48	39	7	2
NET: TOP2	50%	49%	71%	0%
NET: BTM2	50%	51%	29%	100%
A lot of confidence	8%	5%	29%	0%
Some confidence	42%	44%	43%	0%
Not much confidence	40%	38%	29%	100%
No confidence at all	10%	13%	0%	0%
Don't know	0%	0%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
NET: TOP2	50%	67%	56%	33%	63%	100%	100%	0%	0%
NET: BTM2	50%	33%	44%	67%	38%	0%	0%	100%	100%
A lot of confidence	8%	11%	0%	6%	25%	0%	0%	0%	0%
Some confidence	42%	56%	56%	28%	38%	100%	100%	0%	0%
Not much confidence	40%	33%	44%	44%	25%	0%	0%	100%	100%
No confidence at all	10%	0%	0%	22%	13%	0%	0%	0%	0%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%



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Proportion of US business

Approximately what proportion of your business, if any, is done with the United States? Please provide the number as a percentage.

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
0% to 9%	31%	33%	29%	0%
10% to 19%	13%	10%	29%	0%
20% to 29%	8%	8%	14%	0%
30% to 39%	13%	10%	14%	50%
40% to 49%	4%	5%	0%	0%
50% to 59%	8%	10%	0%	0%
60% to 69%	6%	8%	0%	0%
70% to 79%	6%	8%	0%	0%
80% to 89%	2%	3%	0%	0%
90% to 100%	0%	0%	0%	0%
Prefer not to say	8%	5%	14%	50%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
0% to 9%	31%	22%	44%	39%	25%	0%	0%	0%	0%
10% to 19%	13%	11%	0%	6%	38%	0%	0%	0%	100%
20% to 29%	8%	22%	0%	0%	25%	0%	0%	0%	0%
30% to 39%	13%	11%	22%	17%	0%	0%	0%	0%	0%
40% to 49%	4%	0%	0%	6%	0%	100%	0%	0%	0%
50% to 59%	8%	11%	0%	17%	0%	0%	0%	0%	0%
60% to 69%	6%	11%	11%	6%	0%	0%	0%	0%	0%
70% to 79%	6%	0%	0%	11%	13%	0%	0%	0%	0%
80% to 89%	2%	0%	11%	0%	0%	0%	0%	0%	0%
90% to 100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	8%	11%	11%	0%	0%	0%	100%	100%	0%



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US reliability on trade

Currently, how reliable is the United States as a trading partner? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
NET: TOP2	70%	70%	67%	100%
NET: BTM2	20%	19%	33%	0%
Very reliable	27%	27%	17%	100%
Somewhat reliable	43%	43%	50%	0%
Not very reliable	20%	19%	33%	0%
Not at all reliable	0%	0%	0%	0%
Not applicable	9%	11%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	44	8	8	18	8	1	0	0	1
NET: TOP2	70%	88%	75%	61%	63%	100%	0%	0%	100%
NET: BTM2	20%	0%	13%	28%	38%	0%	0%	0%	0%
Very reliable	27%	38%	63%	11%	13%	0%	0%	0%	100%
Somewhat reliable	43%	50%	13%	50%	50%	100%	0%	0%	0%
Not very reliable	20%	0%	13%	28%	38%	0%	0%	0%	0%
Not at all reliable	0%	0%	0%	0%	0%	0%	0%	0%	0%
Not applicable	9%	13%	13%	11%	0%	0%	0%	0%	0%
Prefer not to say	11%	0%	0%	0%	100%	100%	0%	0%	0%



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Effect of USMCA on Canadian economy

Overall will the USMCA have a positive effect or a negative effect on the Canadian Economy? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
NET: TOP2	39%	38%	50%	0%
NET: BTM2	36%	35%	33%	100%
Very positive	0%	0%	0%	0%
Somewhat positive	39%	38%	50%	0%
No effect at all	20%	22%	17%	0%
Somewhat negative	34%	32%	33%	100%
Very negative	2%	3%	0%	0%
Don't know	5%	5%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	44	8	8	18	8	1	0	0	1
NET: TOP2	39%	25%	63%	28%	63%	0%	0%	0%	0%
NET: BTM2	36%	50%	25%	28%	38%	100%	0%	0%	100%
Very positive	0%	0%	0%	0%	0%	0%	0%	0%	0%
Somewhat positive	39%	25%	63%	28%	63%	0%	0%	0%	0%
No effect at all	20%	13%	13%	39%	0%	0%	0%	0%	0%
Somewhat negative	34%	50%	25%	22%	38%	100%	0%	0%	100%
Very negative	2%	0%	0%	6%	0%	0%	0%	0%	0%
Don't know	5%	13%	0%	6%	0%	0%	0%	0%	0%



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Better deal: NAFTA or USMCA

In your opinion, which agreement was better for the Canadian economy NAFTA or the USMCA? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
NAFTA	52%	51%	50%	100%
Both are about the same	30%	30%	33%	0%
USMCA	5%	5%	0%	0%
Not sure	14%	14%	17%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	44	8	8	18	8	1	0	0	1	0
NAFTA	52%	63%	38%	61%	38%	0%	0%	0%	100%	0%
Both are about the same	30%	0%	25%	33%	50%	100%	0%	0%	0%	0%
USMCA	5%	13%	13%	0%	0%	0%	0%	0%	0%	0%
Not sure	14%	25%	25%	6%	13%	0%	0%	0%	0%	0%



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Trilateral deal or bilateral deal?

In your opinion, which is more favourable for Canadian businesses, a trilateral trade agreement with the United States and Mexico or separate bilateral agreements with the United States and Mexico, respectively?

[Base=did not answer prefer not to say on proportion of business with USA]

Gender

	%	Total	Male	Female	Prefer not to say
Total		44	37	6	1
One trilateral trade agreement with both the United States and Mexico	66%	65%	67%	100%	
Separate bilateral trade agreements with the United States and Mexico	20%	19%	33%	0%	
Don't know	14%	16%	0%	0%	

Employees

	%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total		44	8	8	18	8	1	0	0	1
One trilateral trade agreement with both the United States and Mexico	66%	38%	63%	67%	88%	100%	0%	0%	100%	
Separate bilateral trade agreements with the United States and Mexico	20%	25%	25%	22%	13%	0%	0%	0%	0%	
Don't know	14%	38%	13%	11%	0%	0%	0%	0%	0%	



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New opportunities for business

Did the uncertainty of the NAFTA negotiations made your business look for trade opportunities outside of the United States? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
Yes	23%	24%	17%	0%
No	77%	76%	83%	100%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	44	8	8	18	8	1	0	0	1	0
Yes	23%	13%	13%	22%	50%	0%	0%	0%	0%	0%
No	77%	88%	88%	78%	50%	100%	0%	0%	100%	0%



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Business with US consumers

Over the past six months, have you seen your business with US Consumers grow, contract or remain stable? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
Grow	18%	19%	0%	100%
Stay the Same	52%	51%	67%	0%
Contract	11%	11%	17%	0%
Prefer not to say	18%	19%	17%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	44	8	8	18	8	1	0	0	1	0
Grow	18%	13%	25%	11%	13%	100%	0%	0%	100%	0%
Stay the Same	52%	63%	50%	50%	63%	0%	0%	0%	0%	0%
Contract	11%	0%	0%	22%	13%	0%	0%	0%	0%	0%
Prefer not to say	18%	25%	25%	17%	13%	0%	0%	0%	0%	0%



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Outlook over the next six months

Over the next six months, do you expect your business to grow, contract, or remain stable? [Base=did not answer prefer not to say on proportion of business with USA]

Gender

%	Total	Male	Female	Prefer not to say
Total	44	37	6	1
Grow	41%	38%	50%	100%
Stay the Same	43%	46%	33%	0%
Contract	14%	16%	0%	0%
Prefer not to say	2%	0%	17%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	44	8	8	18	8	1	0	0	1	0
Grow	41%	50%	50%	28%	50%	100%	0%	0%	0%	0%
Stay the Same	43%	38%	50%	44%	38%	0%	0%	0%	100%	0%
Contract	14%	13%	0%	28%	0%	0%	0%	0%	0%	0%
Prefer not to say	2%	0%	0%	0%	13%	0%	0%	0%	0%	0%



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Emerging tech

In general, how disruptive do you consider emerging technologies, such as artificial intelligence and automation, to your business?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
NET: TOP2	25%	31%	0%	0%
NET: BTM2	71%	64%	100%	100%
Not at all disruptive	6%	8%	0%	0%
Not very disruptive	19%	23%	0%	0%
Somewhat disruptive	40%	36%	43%	100%
Very disruptive	31%	28%	57%	0%
Don't know	4%	5%	0%	0%

Employees

%	Total	< 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
NET: TOP2	25%	44%	0%	28%	25%	100%	0%	0%	0%
NET: BTM2	71%	44%	89%	72%	75%	0%	100%	100%	100%
Not at all disruptive	6%	11%	0%	11%	0%	0%	0%	0%	0%
Not very disruptive	19%	33%	0%	17%	25%	100%	0%	0%	0%
Somewhat disruptive	40%	33%	56%	39%	25%	0%	0%	100%	100%
Very disruptive	31%	11%	33%	33%	50%	0%	100%	0%	0%
Don't know	4%	11%	11%	0%	0%	0%	0%	0%	0%



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Emerging tech concerns

How concerned are you with emerging technologies, like artificial intelligence and automation, changing the economy?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
NET: TOP2	44%	49%	29%	0%
NET: BTM2	56%	51%	71%	100%
Not concerned at all	8%	8%	14%	0%
Not very concerned	35%	41%	14%	0%
Somewhat concerned	38%	33%	43%	100%
Very concerned	19%	18%	29%	0%
Don't know	0%	0%	0%	0%

Employees

%	Total	< 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	48	9	9	18	8	1	1	1	1	0
NET: TOP2	44%	56%	11%	72%	25%	0%	0%	0%	0%	0%
NET: BTM2	56%	44%	89%	28%	75%	100%	100%	100%	100%	0%
Not concerned at all	8%	0%	0%	17%	13%	0%	0%	0%	0%	0%
Not very concerned	35%	56%	11%	56%	13%	0%	0%	0%	0%	0%
Somewhat concerned	38%	44%	56%	11%	38%	100%	100%	100%	100%	0%
Very concerned	19%	0%	33%	17%	38%	0%	0%	0%	0%	0%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



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Emerging tech usefulness

Are emerging technologies, like artificial intelligence and automation, useful in your line of business or not?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
NET: TOP2	90%	87%	100%	100%
NET: BTM2	10%	13%	0%	0%
Very useful	40%	33%	71%	50%
Somewhat useful	50%	54%	29%	50%
Not very useful	8%	10%	0%	0%
Not at all useful	2%	3%	0%	0%
Don't know	0%	0%	0%	0%

Employees

%	Total	< 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	48	9	9	18	8	1	1	1	1	0
NET: TOP2	90%	89%	78%	94%	100%	100%	0%	100%	100%	0%
NET: BTM2	10%	11%	22%	6%	0%	0%	100%	0%	0%	0%
Very useful	40%	22%	22%	44%	75%	0%	0%	100%	0%	0%
Somewhat useful	50%	67%	56%	50%	25%	100%	0%	0%	100%	0%
Not very useful	8%	11%	11%	6%	0%	0%	100%	0%	0%	0%
Not at all useful	2%	0%	11%	0%	0%	0%	0%	0%	0%	0%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



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Emerging tech integration

Do you have a strategy for incorporating emerging technologies, like artificial intelligence or automation into your line of business?

Gender

%	Total	Male	Female	Prefer not to say
Total	39	32	5	2
No	0%	0%	0%	0%
Yes	95%	94%	100%	100%
Don't know	5%	6%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	39	7	18	7	0	1	1	1	0
No	0%	0%	0%	0%	0%	0%	0%	0%	0%
Yes	95%	86%	94%	100%	0%	100%	100%	100%	0%
Don't know	5%	14%	6%	0%	0%	0%	0%	0%	0%



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Emerging tech and the Federal government

Is the Federal government doing enough, or not, to support businesses struggling with emerging technologies, such as artificial intelligence or automation?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
Not enough	44%	41%	57%	50%
Enough	17%	15%	29%	0%
More than enough	10%	10%	0%	50%
Don't know	29%	33%	14%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	48	9	9	18	8	1	1	1	1	0
Not enough	44%	0%	56%	50%	38%	100%	100%	100%	100%	0%
Enough	17%	22%	0%	22%	25%	0%	0%	0%	0%	0%
More than enough	10%	11%	11%	11%	13%	0%	0%	0%	0%	0%
Don't know	29%	67%	33%	17%	25%	0%	0%	0%	0%	0%



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MeToo

*Please keep in mind that your answers will remain completely anonymous.
 Has your company revised its policies in response to the MeToo movement?*

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
Not at all	52%	49%	86%	0%
Not a lot	13%	10%	14%	50%
Somewhat	27%	31%	0%	50%
Considerably	2%	3%	0%	0%
Prefer not to say	6%	8%	0%	0%

Employees

%	Total	< 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
Not at all	52%	56%	44%	61%	50%	100%	0%	0%	0%
Not a lot	13%	0%	0%	11%	25%	0%	100%	100%	0%
Somewhat	27%	22%	56%	22%	25%	0%	0%	0%	0%
Considerably	2%	0%	0%	6%	0%	0%	0%	0%	0%
Prefer not to say	6%	22%	0%	0%	0%	0%	0%	0%	100%



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MeToo and opportunities

In your opinion, has the #MeToo movement created more opportunities, or fewer opportunities for women in the work place?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
NET: TOP2	17%	18%	14%	0%
NET: BTM2	10%	10%	14%	0%
Much more	2%	3%	0%	0%
Somewhat more	15%	15%	14%	0%
No effect	54%	51%	71%	50%
Somewhat fewer	8%	8%	14%	0%
Much fewer	2%	3%	0%	0%
Don't know	19%	21%	0%	50%
Prefer not to say	0%	0%	0%	0%



Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
NET: TOP2	17%	11%	33%	0%	38%	0%	0%	0%	100%
NET: BTM2	10%	0%	0%	22%	0%	100%	0%	0%	0%
Much more	2%	0%	0%	0%	0%	0%	0%	0%	100%
Somewhat more	15%	11%	33%	0%	38%	0%	0%	0%	0%
No effect	54%	56%	56%	61%	50%	0%	100%	0%	0%
Somewhat fewer	8%	0%	0%	17%	0%	100%	0%	0%	0%
Much fewer	2%	0%	0%	6%	0%	0%	0%	0%	0%
Don't know	19%	33%	11%	17%	13%	0%	0%	100%	0%
Prefer not to say	0%	0%	0%	0%	0%	0%	0%	0%	0%

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Cannabis policies

Does your company currently have any policies related to Cannabis in the workplace?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
No	8%	8%	14%	0%
Yes	90%	90%	86%	100%
Don't know	2%	3%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000
Total	48	9	9	18	8	1	1	1	1
No	8%	33%	11%	0%	0%	0%	0%	0%	0%
Yes	90%	56%	89%	100%	100%	100%	100%	100%	100%
Don't know	2%	11%	0%	0%	0%	0%	0%	0%	0%



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Cannabis policies

What impact will legalized Cannabis have on your company's employee conduct policies?

Gender

%	Total	Male	Female	Prefer not to say
Total	48	39	7	2
No impact at all	27%	28%	29%	0%
Not a strong impact	29%	26%	57%	0%
Some impact	33%	38%	0%	50%
Strong impact	8%	5%	14%	50%
Not sure	2%	3%	0%	0%

Employees

%	Total	Fewer than 250	250-500	501 to 2,500	2,501 to 10,000	10,001 to 25,000	25,001 to 50,000	50,001 to 100,000	More than 100,000	Total
Total	48	9	9	18	8	1	1	1	1	0
No impact at all	27%	44%	22%	28%	13%	0%	0%	0%	100%	0%
Not a strong impact	29%	33%	33%	17%	50%	100%	0%	0%	0%	0%
Some impact	33%	11%	22%	44%	38%	0%	100%	100%	0%	0%
Strong impact	8%	0%	22%	11%	0%	0%	0%	0%	0%	0%
Not sure	2%	11%	0%	0%	0%	0%	0%	0%	0%	0%



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