



UNIVERSITY of
HOUSTON

Consent

Title of research study: The Energy Industry and the Return to Work

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Information: The energy industry's first quarter of 2020 has been marked by rock bottom oil prices, and challenges imposed by the COVID19 outbreak including travel restrictions, concerns over worker infections, and work-family interface challenges that come with closed schools.

An international research team consisting of researchers from the University of Houston and Robert Gordon University (Aberdeen, UK) is conducting a study examining best practices at the return to work and experiences of those who have lost their jobs through COVID-19. The specific study goals are to:

- What are effective employer practices in limiting COVID-19 infections? In order to understand what works, we will survey employees who have continued to work in field and offshore positions throughout the crisis.

- For workers currently contributing from home, what are workplace precautions they view as essential in providing work environments that minimize risks that come with return to work?
- How can contact tracing, health checks, testing be implemented in ways that minimize employee concerns about privacy?
- What are the experiences of laid off energy workers at this point in the pandemic?

What should I know about a research study?

Taking part in the research is voluntary; whether or not you take part is up to you. You can choose not to take part. You can agree to take part and later change your mind. Your decision will not be held against you. You can ask all the questions you want before you decide, and can ask questions at any time during the study.

We invite you to take part in a research study about the outlook of the energy industry given historically low energy prices and the current COVID19 outbreak because you work in the energy industry. In general, your participation in the research involves completion of an anonymous, 5-10 minute online survey.

There are no known risks or costs to participating in this study nor are there direct benefits for participating.

You will receive a \$10 Amazon gift card if you are one of the first 200 to participate today. *Detailed*

Information: The goal of this study is to provide energy company employers and employees with information about best practices that employers can use to mitigate the impact of COVID19 on their workers and business. *Why is this research being done?* Given the unprecedented nature of the current COVID19 crisis amidst low energy prices, this research aims to establish information about employee challenges that can

be used by employers and employees to mitigate subsequent stages of this crisis.

How long will the research last? We expect that participation in this study will take you between 5 and 10 minutes total. *How many people will be studied?* We expect to enroll about 1000 people in this research study to understand a broad cross-section of energy workers' perspectives.

What happens if I say yes, I want to be in this research? You can agree to participate by clicking "I agree to participate and am at least 18 years of age" below. *What happens if I do not want to be in this research?* You can choose not to take part in the research and it will not be held against you. Choosing not to take part will involve no penalty or loss of benefit to which you are otherwise entitled.

What happens if I say yes, but I change my mind later? You can leave the research at any time and it will not be held against you.

If you stop the survey mid-way, already collected data will still be retained in the study record.

Is there any way being in this study could be bad for me? There are no foreseeable risks related to the procedures conducted as part of this study. If you choose to take part and undergo a negative event you feel is related to the study, please inform a member of the research team (see contact information below).

Will I get anything for being in this study?

You can choose to receive a \$10 Amazon gift card if you are among the first 200 respondents today or stay anonymous.

Will being in this study help me in any way? There are no known benefits to you for your taking part in this research.

What happens to the information collected for the research?

Your taking part in this project is anonymous, and information you provide cannot be linked to your identity.

Who can I talk to? If you have questions, concerns, or complaints, or think the research has hurt you, you should talk to the research team at cspitzmu@central.uh.edu or (281) 610 9099.

This research has been reviewed and approved by the University of Houston Institutional Review Board (IRB). You may also talk to them at (713) 743-9204 or cphs@central.uh.edu if: Your questions, concerns, or complaints are not being answered by the research team. You cannot reach the research team. You want to talk to someone besides the research team. You have questions about your rights as a research subject. You want to get information or provide input about this research.

- I am at least 18 years of age and agree to participate in this study
- I am either not at least 18 years of age or not interested in this study

Default Question Block

Which of the following best describes your work situation?

- I usually work in an office and have been working from home due to COVID-19.
- I am a field/offshore worker and have continued to work at my regular job location.

- I am an office worker and have continued to work at the office.
- I am a field/offshore worker but have been working from home lately.
- I was laid off due to COVID-19 and am currently unemployed.
- I am currently furloughed but expect to return to my office job.
- I am currently furloughed but expect to return to my field/offshore job.

Please indicate your level of agreement/disagreement to the following statements pertaining to how you expect your workplace will function when you return. **My organization....**

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
... will insist on thorough and regular cleanings to prevent COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will try to continually improve processes that limit COVID-19 exposure in each department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will quickly correct any conditions that may make COVID-19 infections more likely (even if it's costly).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
... will require each manager to help reduce the likelihood of COVID-19 infections in his/her department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will invest a lot of time and money in training employees to work safely during the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will listen carefully to workers' ideas about ways to reduce the likelihood of COVID-19 infections in our work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will consider limiting COVID-19 transmission and infection risks when setting project goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will provide workers with a lot of information about COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly Disagree Disagree Neither Agree Nor Disagree Agree Strongly Agree

... will give health and safety professionals dealing with COVID-19 the authority and resources to do their jobs.

Please indicate your level of agreement/disagreement to the following statements. **My supervisor....**

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

... will discuss how to minimize the likelihood of COVID-19 infections with us.

... will emphasize the need for us to work in ways that minimize the likelihood of transmission even when we are working under pressure.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
... will remind workers who need reminders to keep their distance form one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will make sure we follow all of the rules that can minimize the likelihood of COVID-19 infections.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... will make sure we wear masks even if it is uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement/disagreement to the following statements. **When I return to work**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I will adhere to physical distancing requirements implemented by my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

I will not hesitate to report actions or conditions that may increase the likelihood of transmission.

I will feel comfortable approaching coworkers if they are not following rules implemented to reduce the likelihood of COVID-19 infections.

Please indicate your level of agreement with the following statements **pertaining to your expectations for what things at work will be like when you return to your physical workspace/office.**

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

I am confident that my company will require temperature scans several times throughout the workday for all workers.

I am confident that at the beginning of every workday, we complete written or electronic symptom checklists for COVID-19.

I am confident that my workplace will implement an electronic contact tracing system where they can track contacts of anyone who may have been infected with COVID-19 (through cellphones or other tracking devices).

My company's compensation system actively discourages people from coming in sick.

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

I am confident that my company will carefully disinfect my workplace throughout each work day.

My company has put resources in place to quarantine employees away from their families if they are exposed to COVID-19 at work (e.g., hotel rooms).

My company has secured sufficient personal protective gear (sanitizer, masks, gloves) to reduce the likelihood of COVID-19 transmission.

My company will implement a phased return to work (e.g. those with enclosed offices return first, schedules where employees work at the office every second day).

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

My employer will allow older employees and those with pre-existing conditions to continue working from home longer.

Please indicate your level of agreement/disagreement with the following statements.

Strongly Disagree Disagree Neither Agree nor Disagree Agree Strongly Agree

If my workplace reopens for business in the next month, I will gladly return to work.

If my workplace reopens for business, I will return to work only because I need the money.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I would prefer to not return to my physical workplace immediately if it reopens in the next month.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would prefer to continue to work from home if my office reopens in the next month.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I am required to physically return to work in the next month, I will quit my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If my employer offered a furlough program that allowed me to take unpaid time off I would prefer that over returning to work within the next month.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Through this part of the survey, we aim to understand the lay-off experiences that many energy workers have been through in the last month.

Who notified you that you were laid off?

- Personalized email
- Mass email
- Phone call
- Video call
- Written notification
- In person
- Other

Who notified you that you were being laid off?

- My direct supervisor
- An HR representative
- A manager other than my direct supervisor
- Other

Please indicate your level of agreement with the following statements about the layoff process and your former employer.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I was given an adequate explanation for the layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received adequate notice regarding the layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Generally, the procedures used by my company in the layoff were fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way people were laid off was fair in my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The procedures used to layoff in my company were acceptable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company was concerned with being fair when it conducted the layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company treated me in a polite manner in the layoff process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company treated me with dignity in the layoff process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My company treated me with respect in the layoff process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company refrained from improper remarks or comments in the layoff process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management at my company is sincere in its attempts to meet the employees' point of view.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management can be trusted to make sensible decisions for the company's future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management at work seems to do an efficient job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
The reasons for lay-offs were clearly explained by top management before layoffs took place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor clearly explained why layoffs were happening.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the layoff process, my company argued that layoffs were due to COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I view the layoffs my company went through as unavoidable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received a severance package.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My former employer will maintain my health and other forms of benefits for a limited time after my layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
I received out- placement job search assistance (e.g., resume writing, interviewing, job search tehniques) from my former employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my view, an individual's personal life goals should be work oriented.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The major satisfaction in my life comes from my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I consider my career to be very central to my existence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
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	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree
I blame my former employer for the layoffs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The economic situation in the period of COVID-19 is responsible for the termination of my employment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was laid off due to my performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate whether you agree with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Someone I am close to has been hospitalized with COVID-19 symptoms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone I am close to has died from COVID-19 complications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Before the layoff, my organization was willing to help me when I need a special favor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Before the layoff, my organization really cared about my well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Before the layoff, my organization took pride in my accomplishments at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Before the layoff, my organization tried to make my job as interesting as possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
My skill set is sought-after in the labor market.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a contact network that I can use to get a new (equivalent or better) job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know of other organizations/companies where I could get work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal qualities make it easy for me to get a new (equivalent or better) job in a different company/organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At this point, I want to leave the energy industry but don't think I will have options outside the industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At this point, I want to stay in the energy industry but feel like I don't have options within that space.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At this point, I will stay in the energy industry and am able to do so.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
At this point, I want to leave the energy industry and am sure I will find something else outside of energy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If could do it all over, I would still choose the energy industry for my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how frequently you engaged in the following behaviors.

	Never	Rarely	Sometimes	Often	Very often
I contacted people I know to ask for their advice or leads regarding job search after the layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I called or visited someone just to get more information about a certain job or place to work after the layoff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Never

Rarely

Sometimes

Often

Very often

I asked for a referral to someone who might have helpful information or advice about my career or industry after the layoff.

I secured leads from contacts or acquaintances regarding a person to contact for information that would help me in my job search after the layoff.

I talked with friends or relatives about possible job leads after the layoff.

I spoke with previous employers or business acquaintances about their knowing of potential job leads after the layoff.

I filed out applications after the layoff.

I had job interviews after the layoff.

Never Rarely Sometimes Often Very often

I sent my resumes to potential employers after the layoff.

I used the Internet to locate job openings after the layoff.

If my former employer offered me an opportunity to return to my old job 10 months down the road, I would ...

- Definitely accept
- Maybe accept
- Not sure
- Probably not accept
- Definitely not accept

The following statements pertain to your sleep problems in the last month. Please indicate your level of agreement or disagreement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I had trouble falling sleep.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had trouble staying sleep (including waking up too early)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I woke up several times during the night.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I woke up after my usual amount of sleep feeling tired and worn out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
My workplace has rapid COVID-19 testing available at the beginning of the day for all workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
My workplace requires temperature scans at the beginning of the workday for all workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the beginning of every workday, we complete written or electronic symptom checklists for COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace has implemented an electronic contact tracing system where they can track contacts of anyone who may have been infected with COVID-19 (through cellphones or other tracking devices).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company's compensation system actively discourages people from coming in sick.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company carefully disinfects my workplace throughout each work day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly Disagree Disagree Neither agree nor disagree Agree Strongly Agree

My company has put resources in place to quarantine employees away from their families if they are exposed to COVID-19 at work (e.g., hotel rooms).

My company has secured sufficient personal protective gear (sanitizer, masks, gloves) to reduce the likelihood of COVID-19 transmission.

Please indicate whether you agree with the following statements.

Strongly Disagree Disagree Neither Disagree nor Agree Agree Strongly Agree

Someone I am close to has been hospitalized with COVID-19 symptoms.

	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
Someone I am close to has died from COVID-19 complications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A coworker or supervisor of mine has experienced a COVID-19 infection.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workers at my company have experienced COVID-19 infections at other locations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am covered by some kind of health insurance or other kind of health care plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement/disagreement to the following statements.

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
If I were to fall sick with a COVID-19 infection, my health insurance would cover the majority of healthcare costs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Falling sick with COVID-19 would be financially devastating for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job requires me to be in frequent contact with others in order to perform the work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job requires me to perform tasks in close physical proximity to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'd be comfortable with the idea of wearing a location-based device so I can be contacted if someone I was in contact with at work is diagnosed with COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

I am comfortable with the idea of my employer tracing my whereabouts via my cellphone so I can be contacted if I was in the proximity of someone who is diagnosed with COVID-19.

I have privacy concerns about contact tracing methods used to track down contacts of those infected with COVID-19.

If given a choice, I will opt out of contact tracing systems even if it means I cannot be contacted if someone I was in proximity to is diagnosed with COVID-19.

Please indicate your level of agreement with the following statements.

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
I know how to perform my job in a way that minimizes the likelihood of COVID-19 transmission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to use physical distancing principles that minimize the likelihood of COVID-19 infection.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to reduce the risk COVID-19 transmissions in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am glad I am able to work at my company throughout the COVID-19 crisis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

If I had the financial resources, I would stop working until the COVID-19 pandemic is fully under control.

If my employer offered a furlough program that could allow me to take unpaid time off until the COVID-19 pandemic is fully under control, I would prefer that over continuing to work.

Please indicate your level of agreement with the following statements.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

I expect significant changes in my employment situation in the next six months due to COVID-19.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I am worried about paying my mortgage and other necessities during the next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chances are I will soon lose my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think I might lose my job in the near future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel insecure about the future of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am sure I can keep my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement or disagreement with the following statements.

My organization....

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
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	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
... insists on thorough and regular cleanings to prevent COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... tries to continually improve processes that limit COVID-19 exposure in each department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... requires each manager to help reduce the likelihood of COVID-19 infections in his/her department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... invests a lot of time and money in training employees to work safely during the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... listens carefully to workers' ideas about ways to reduce the likelihood of COVID-19 infections in our work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
... encourages me to discuss suggestions on how COVID-19 concerns can be managed with my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... is actively seeking employee input on how to handle COVID-19.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... considers limiting COVID-19 transmission and infection risks when setting production speed and schedules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... gives health and safety professionals dealing with COVID-19 the authority and resources to do their jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement/disagreement with the following statements that **pertain to your supervisor.**

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Makes sure we receive all the personal protective equipment we need to do our jobs while minimizing the risk of transmitting COVID-19.

Discusses how to minimize the likelihood of COVID-19 infections with us.

Emphasizes the need for us work in ways that minimize the likelihood of transmission even when we are working under pressure.

Maintains physical distancing rules when work falls behind schedule.

Is strict about maintaining physical distancing requirements when we are tired or stressed.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Reminds workers who need reminders to keep their distance from one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes sure we follow all of the rules that can minimize the likelihood of COVID-19 infections.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insists we wear masks, gloves and other protective equipment even if it is uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement/disagreement to the following statements.

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
I adhere to physical distancing requirements implemented by my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
I do not hesitate to report actions or conditions that may increase the likelihood of transmission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable approaching coworkers if they are not following rules implemented to reduce the likelihood of COVID-19 infections.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement/disagreement to the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
My job experiences during COVID-19 reduce the effort I can give to activities at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress at work during the COVID-19 outbreak makes me irritable at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work experiences during COVID-19 make me feel too tired to do the things that need attention at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree
Job worries or problems related to the COVID-19 outbreak distract me when at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibilities at home during the COVID-19 outbreak reduce the effort I can devote to my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal or family worries and problems caused by COVID-19 distract me when I am at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activities and chores I have to take care of due to COVID-19 prevent me from getting the amount of sleep I need to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress at home caused by COVID-19 makes me irritable at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you do not have children or provide care to older family members, feel free to omit these items.

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
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Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

I have childcare arrangements for my children so I can return to work as soon as work reopens.

For me, finding childcare solutions is a major worry if my workplace reopens and I am expected to work from the office.

I am worried about finding care solutions for older family members when I return to work.

Please indicate your level of agreement/disagreement to the following statements.

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree

Since the COVID-19 outbreak started, I often find myself speaking or acting without thinking.

Since the COVID-19 outbreak started, I often have difficulty paying close attention to details, which results in careless errors.

Since the COVID-19 outbreak started, when I finish reading or being told instructions, I often have to re-read them or ask for them to be repeated as I don't remember them.

Today, I rushed through activities without being really attentive to them.

Today, I've found it difficult to stay focused on what's happening in the present.

Today, I did jobs or tasks automatically, without being aware of what I was doing.

Did you personally experience a COVID-19 infection?

- Yes, an infection was confirmed through testing.
- I have experienced symptoms but was not able to get tested.
- No - I did not experience symptoms.
- I experienced symptoms and was tested but the test came back negative.
- Unsure

Have you ever been diagnosed by a health care professional with any of the following conditions?

- Obesity
- Cardiovascular disease (e.g., hypertension, coronary artery disease and congestive heart failure)
- Diabetes
- Chronic lung disease (e.g., emphysema, COPD, Asthma)
- Chronic kidney disease
- Other medical condition

My general health is...

- Excellent
- Very good
- Good
- Fair
- Poor

Now thinking about your physical health, which includes physical illness and injury, how many days during the past 30 days was your physical health not good?

Now thinking about your mental health, which includes stress, depression, and problems with emotions, how many days during the past 30 days was your mental health not good?

During the past 30 days, approximately how many days did poor physical or mental health keep you from doing your usual activities, such as self-care, work, or recreation?

What is your home address ZIP code? If you are not located in the United States, please leave blank.

Do you self-identify as...

male?

female?

other (please specify)?

Please enter your current age in years

How many years have you worked in the energy industry?

What company do you work for?

What company did you work for?

What is your current job title?

What was your most recent job title?

Are you married or currently living with a partner?

Yes

No

I work in...

Oil and Gas

Power and Utilities

Alternatives

Nuclear

Geothermal

Mining / Metals

Water

Media

Other (please specify)

I worked in...

- Oil and Gas
- Power and Utilities
- Alternatives
- Nuclear
- Geothermal
- Mining / Metals
- Water
- Media
- Other (please specify)

I work for a company that is...

- a Private Corporation
- a Public Corporation
- a Small Business or Startup
- a Professional Association

a School/University

I work for a company that is...

- a Private Corporation
- a Public Corporation
- Women Owned
- Minority Owned
- Veteran Owned
- owned by me (I am self-employed/contractor)

I worked for a company that is...

- a Private Corporation
- a Public Corporation
- a Small Business or Startup
- a Professional Association
- a School/University

I worked for a company that is...

- a Private Corporation
- a Public Corporation
- Women Owned
- Minority Owned
- Veteran Owned
- owned by me (I am self-employed/contractor)

My discipline is...

- Accounting/Finance
- Administration/Support
- Communications
- General Management
- Health, Safety and Environment
- Human Resources
- Information Technology
- Legal / Compliance
- Operations
- Procurement/Supply Chain
- Professional Services
- Research & Development
- Sales & Marketing

Technical – Engineering, Scientist or Other

Which of the following cost cutting initiatives has your company used since March 1? (choose all that apply)

Budget cuts

Layoffs

Furloughs

Other

None of the above

I am an...

Owner

Executive

Leader of Teams

Supervisor

Individual Contributor

Intern

Other (please specify)

Which best describes your work space at work?

- I work in an enclosed office.
- I work in an open office configuration (e.g. cubicles).

I was an...

- Leader of Teams
- Supervisor
- Individual Contributor
- Intern
- Other (please specify)

How many children under 18 live in your home?

Please indicate your current living arrangement. Please check all that apply.

- I live alone
- I live with a significant other/spouse
- I live with my children as a single parent
- I live with a significant other/spouse and children
- I live in a multigeneration household (defined as including two or more adult generations, or including grandparents and grandchildren)
- I live with my friends/siblings/peer group

How many hours a week does your partner/spouse work?

Please move the sliding bar to answer the following questions.

0 10 20 30 40 50 60 70 80 90 100

0 10 20 30 40 50 60 70 80 90 100

My income makes up x% of our total household income



Since COVID-19 started, I have spent x% of time working from home.



Given the COVID-19 situation, my company allows me to spend x% of my total work hours working from home.



Please move the sliding bar to answer the following questions.

0 10 20 30 40 50 60 70 80 90 100

0 10 20 30 40 50 60 70 80 90 100

My income
makes up x% of
our total
household
income

Since COVID-19
started, I have
spent x% of time
working from
home.

Which best describes your ethnicity?

- African American
- Caucasian
- Hispanic or Latino
- Asian
- American Indian
- Alaska Native
- Other
- Prefer not to answer

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