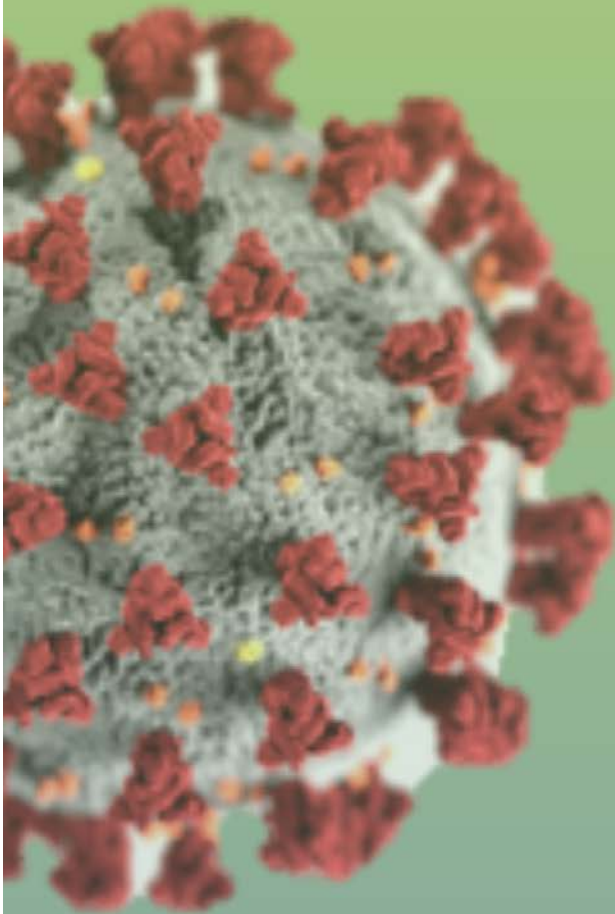




# Humentum Weekly Spot Poll Results

April 3rd





# How Are Organizations Responding To COVID-19?

## Summary Report for Week of March 30, 2020

Each week until further notice, Humentum will issue a spot poll designed to gain insight into how organizations working in the international relief and development sector are responding to the coronavirus pandemic.

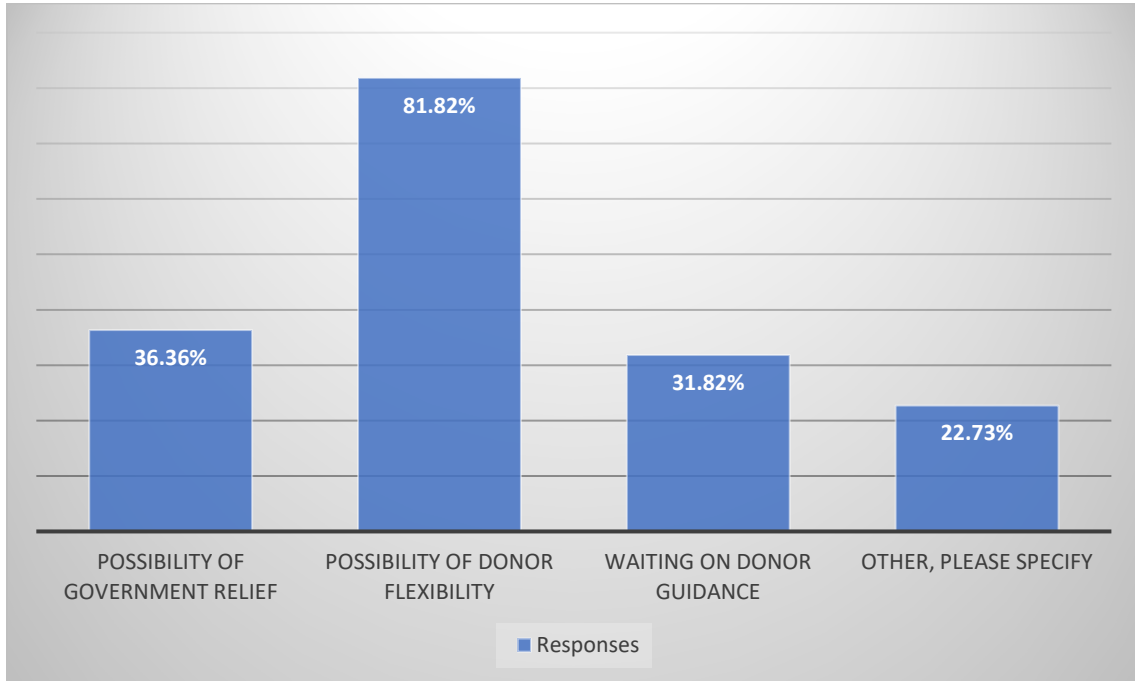
This week's poll shed light on financial status and mitigation measures, indirect cost rates, and COVID-19's impact on program delivery and staff ability to work. Based on the poll, whose full results can be found below, here is how organizations are responding:

- When considering cash flow, 81% of respondents list the possibility of donor flexibility as a major consideration.
- Cost reduction measures include a combination of reducing overhead costs, such as rent and cleaning services, and compensation and benefits. Measures include executive pay cuts, staff pay cuts, staff reductions, hiring freezes, reduced hours, and unpaid leave.
- Less than half of respondents are considering layoffs, furloughs, reduced hours, and reduced pay.
- 95% of respondents are not considering hazard pay due to COVID-19.
- Over 50% of respondents are seeing indirect cost rates rise between 0-9.9% as revenue and/or program expenditure falls. 41% are seeing a rise of between 10-19.9%.
- While Stop Work Orders by a country or agency are rare, they have been issued by USAID Liberia, Kyrgyzstan, and Nepal.
- The impact of COVID-19 on the ability of grant/contract funded staff to work on program delivery varies significantly, from a few to 60%. It may still be too early for an accurate assessment of numbers.

*Analysis based on the March 30-April 1, 2020 Humentum COVID-19 spot poll, with 22 organizations participating.*



Q1 What cash flow mitigation measures are you considering in your decision-making?

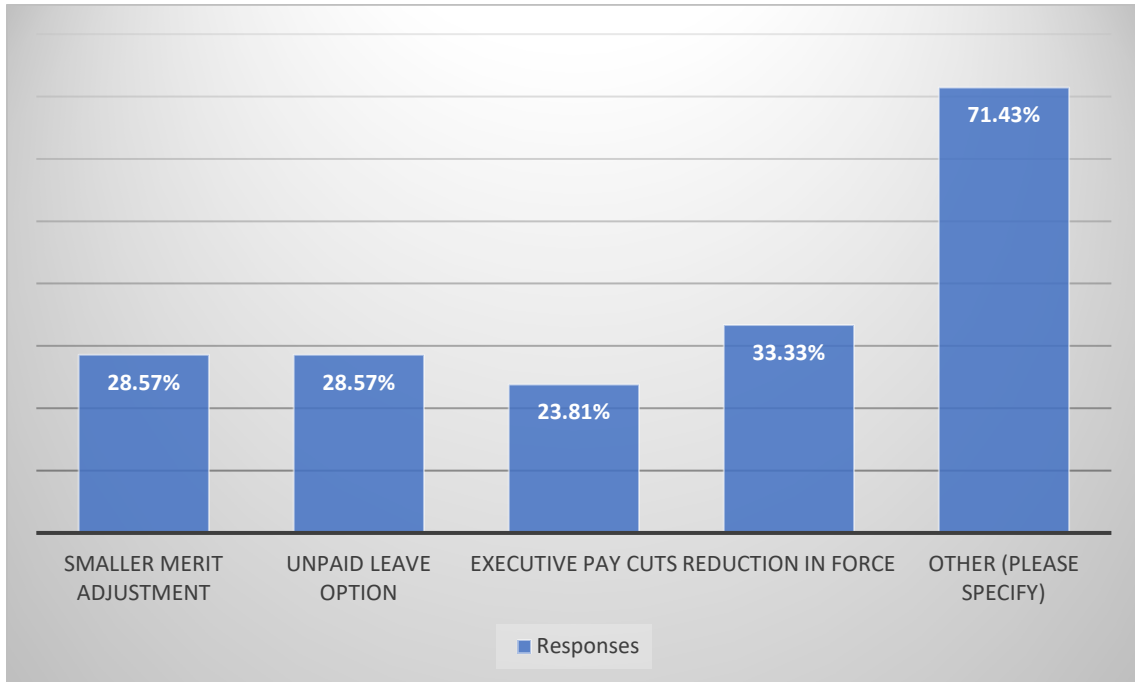


Answer Choices	Responses	
Possibility of government relief	36.36%	8
Possibility of donor flexibility	81.82%	18
Waiting on donor guidance	31.82%	7
Other, please specify	22.73%	5
	<b>Answered</b>	<b>22</b>

Other, please specify
Adding resources to increase speed at which invoices get to funders. Frequent communication on receivables status across all projects.
cutting employees back to 80%, layoffs, US SBA loans/grants
Potential of a government loan under the CARES Act.
Line of credit
bank line of credit



Q2 Are you considering cost-reduction measures to mitigate risks perceived in the near term?



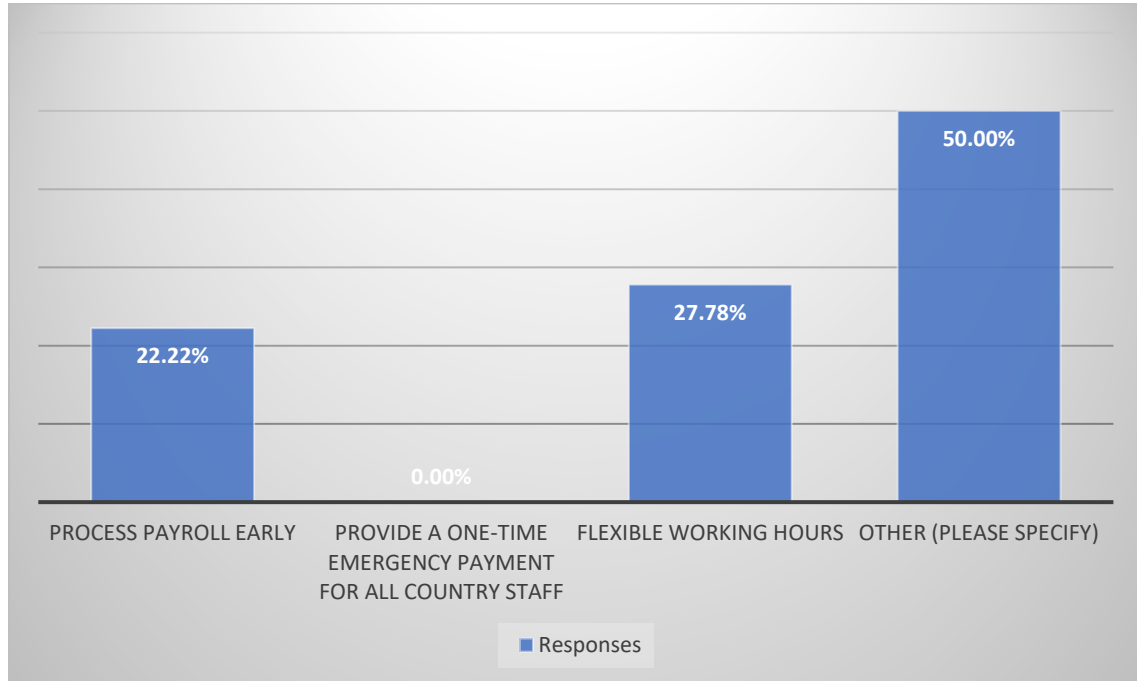
Answer Choices	Responses	
Smaller merit adjustment	28.57%	6
Unpaid leave option	28.57%	6
Executive pay cuts	23.81%	5
Reduction in force	33.33%	7
Other (please specify)	71.43%	15
<b>Answered</b>		<b>21</b>



<b>Other (please specify)</b>
Deferring some hiring
Pausing recruitment.
hold on discretionary non-project costs
We are still able to operate fully remotely and have not had the need to reduce costs.
Redirect staff from their original assignments to COVID-19 response and reducing overhead costs.
cutting overhead costs such as coworking space allowance for telecommuting staff, requesting a break on our office rent, cutting office cleaning services because staff aren't in the office
Have place all indirect-charged open positions on hold.
Reducing time to 75% to maintain benefits and reduce costs
use of annual leave or reduction in hours
None, donor has assured staff salaries. Cutting on OTPS.
short-term layoffs in NA
Rent abatement
freezing on hiring long term staff
35-hour workweek, salary reduction of 10 percent
None currently



Q3 What support are you providing subs or local partners?

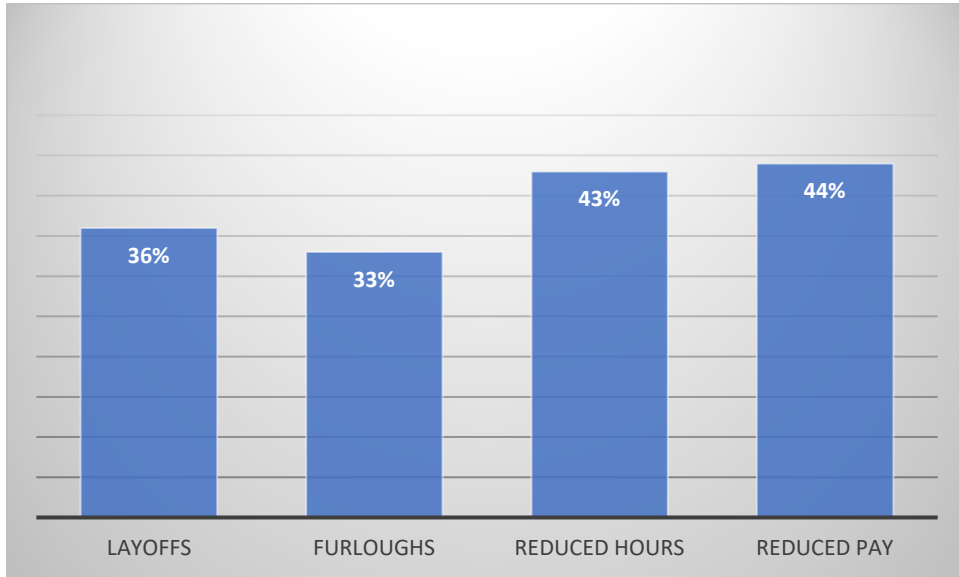


Answer Choices	Responses	
Process payroll early	22.22%	4
Provide a one-time emergency payment for all country staff	0.00%	0
Flexible working hours	27.78%	5
Other (please specify)	50.00%	9
	<b>Answered</b>	<b>18</b>

Other (please specify)
Nothing
We do not have subs
None at the moment
none at this time but we have very few subs
continued payment for staff payroll costs under project sub-award budget
if donors allow, maintain their core staff on payroll even if operations are paused;
nothing special to local partners

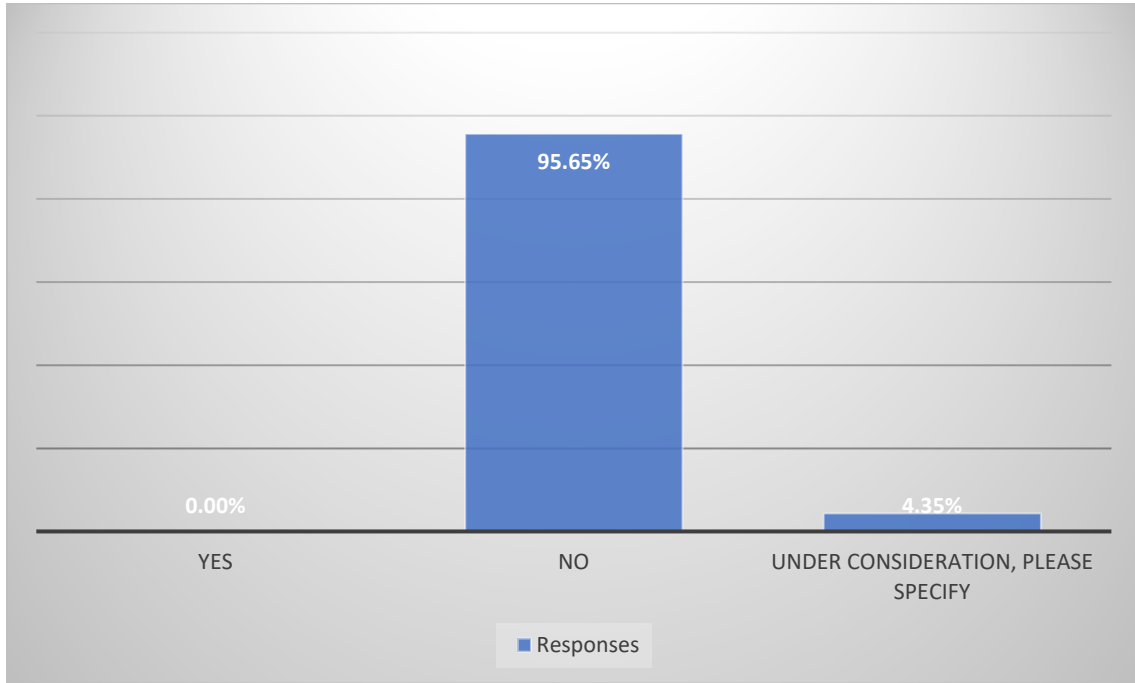


Q4 Extent to which respondents are considering:





Q5 Are you providing exceptional hazard pay due to COVID-19?



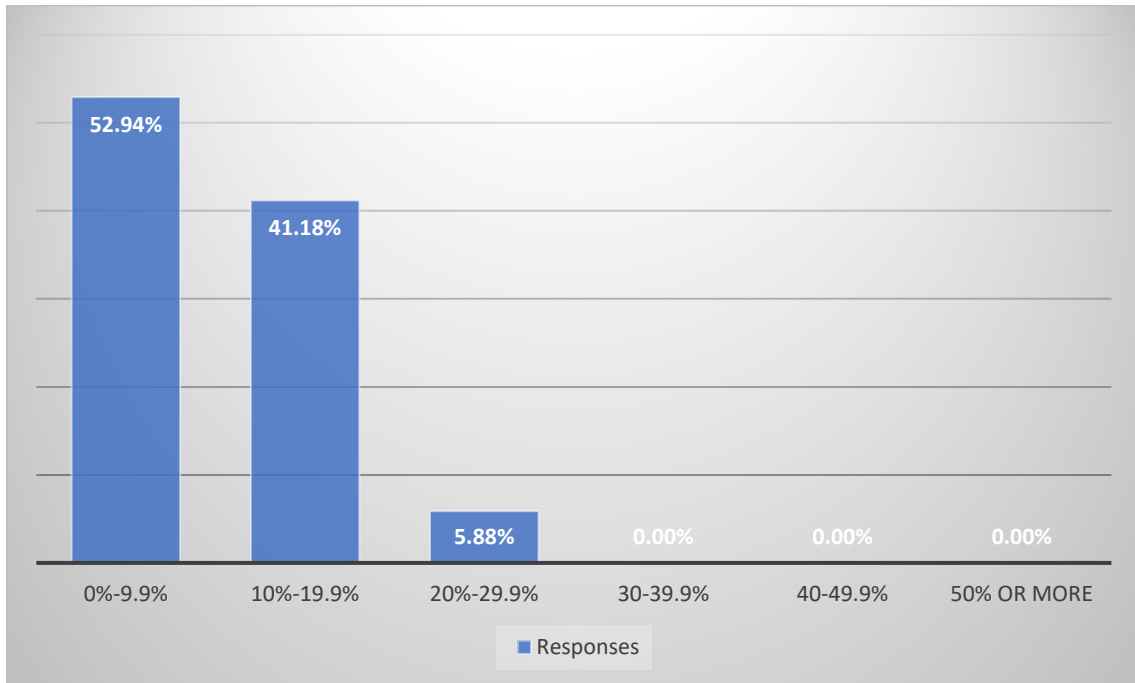
Answer Choices	Responses	
Yes	0.00%	0
No	95.65%	22
Under consideration, please specify	4.35%	1
	<b>Answered</b>	<b>23</b>

Under consideration, please specify
For people who need to work in health care settings when rest of work force is working remotely





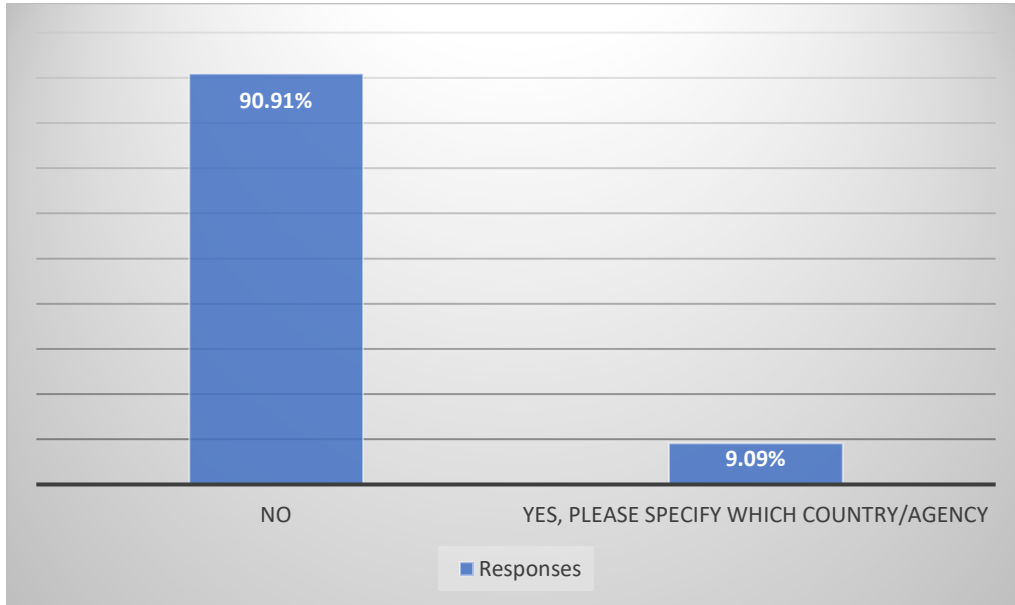
Q6 By how big a % is your indirect cost rate rising as your revenue and/or program expenditure falls?



Answer Choices	Responses	
0%-9.9%	52.94%	9
10%-19.9%	41.18%	7
20%-29.9%	5.88%	1
30-39.9%	0.00%	0
40-49.9%	0.00%	0
50% or more	0.00%	0
	<b>Answered</b>	<b>17</b>



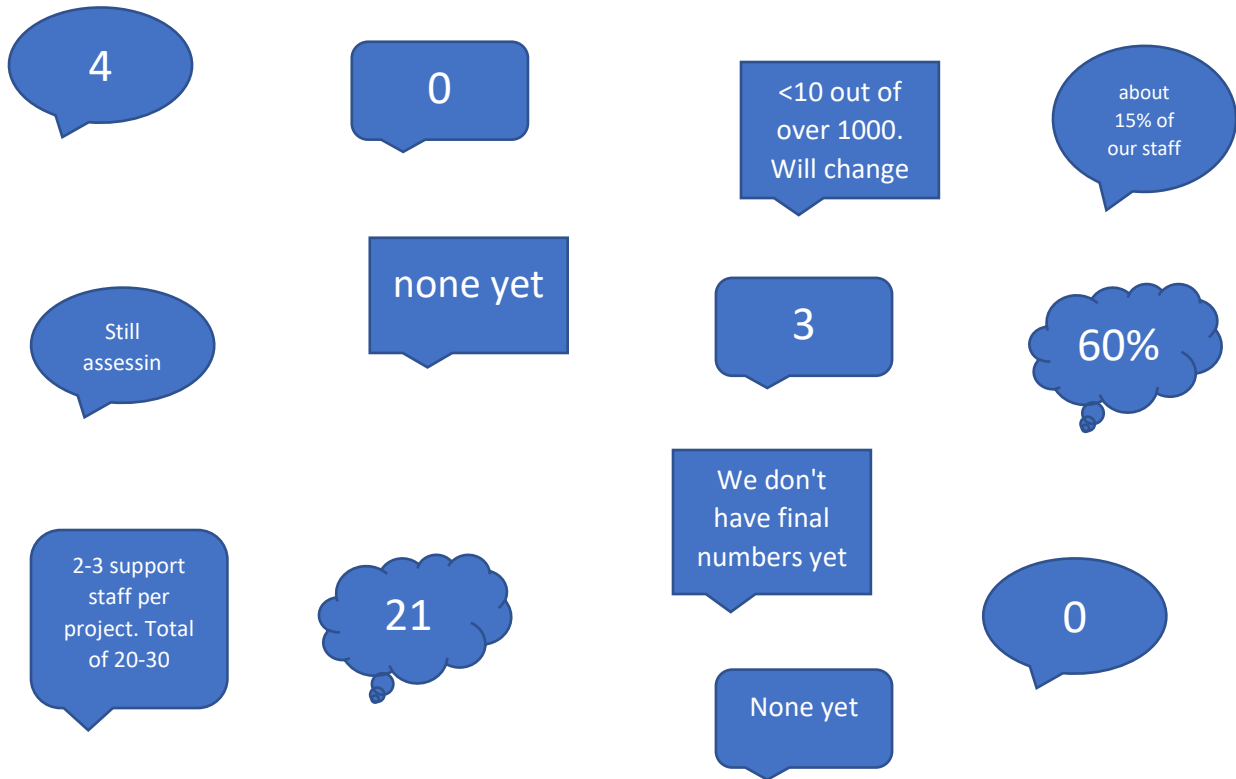
Q7 Have you been issued a Stop Work Order by a country or agency?



Answer Choices	Responses	
No	90.91%	20
Yes, please specify which country/agency	9.09%	2
	<b>Answered</b>	<b>22</b>

Yes, please specify which country/agency
USAID Liberia and Kyrgyzstan
USAID Nepal

Q8 How many grant/contracts funded program staff are currently unable to work on program delivery?





Q9 What definitions and criteria have you developed for essential and non-essential employees?

*Pending*

*Not yet applicable. Still fully operating*

*Still assessing*

*Have not defined*

*None*

*Work from home if you can, stay available, follow health safety*

*Not yet developed*

*We have less than 25 staff, so this isn't relevant to us instructions*

*Essential for in office work in US are mailroom/facilities only instructions remotely*

*We have not yet developed definitions and criteria, but would be helpful to hear from Humentum what other orgs have put in place*