

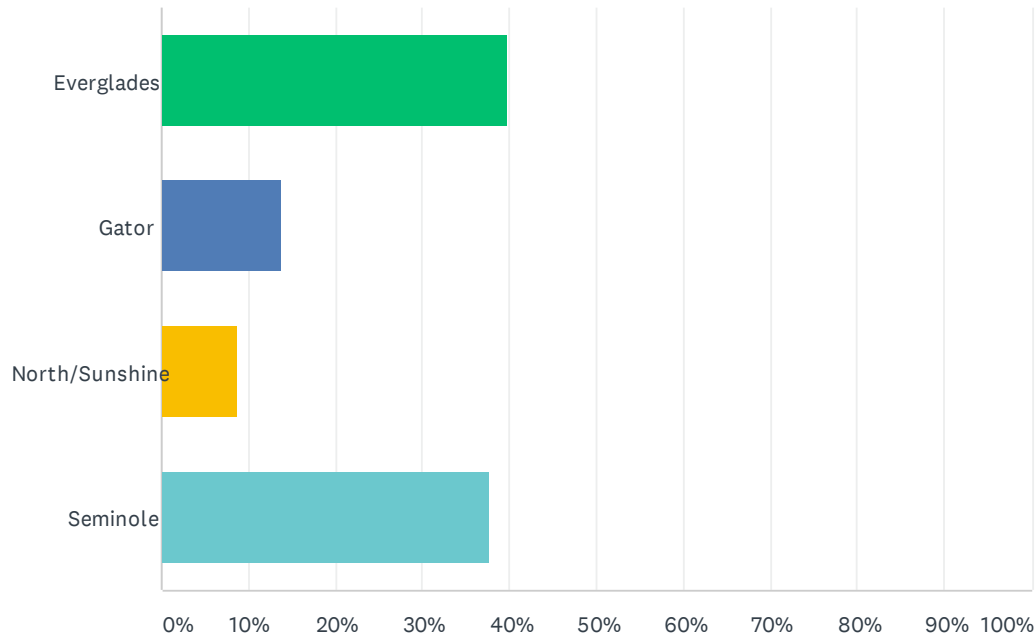
Q1 Member/Club Information

Answered: 177 Skipped: 4

ANSWER CHOICES	RESPONSES	
Member Name	100.00%	177
Club	100.00%	177
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	177
Phone Number	0.00%	0

Q2 FLCMAA Region

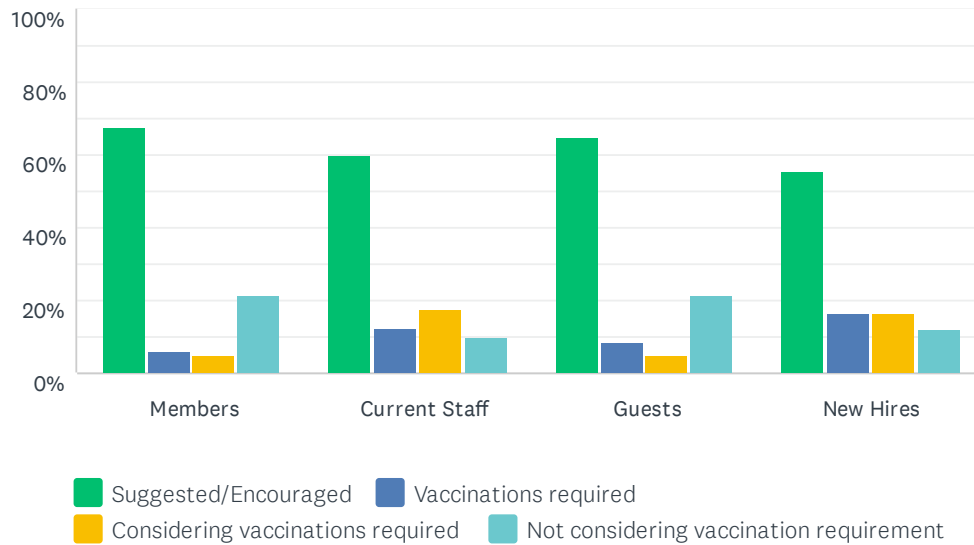
Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES	
Everglades	39.78%	72
Gator	13.81%	25
North/Sunshine	8.84%	16
Seminole	37.57%	68
TOTAL		181

Q3 What level of vaccination requirement do you currently have as part of your operating procedures?

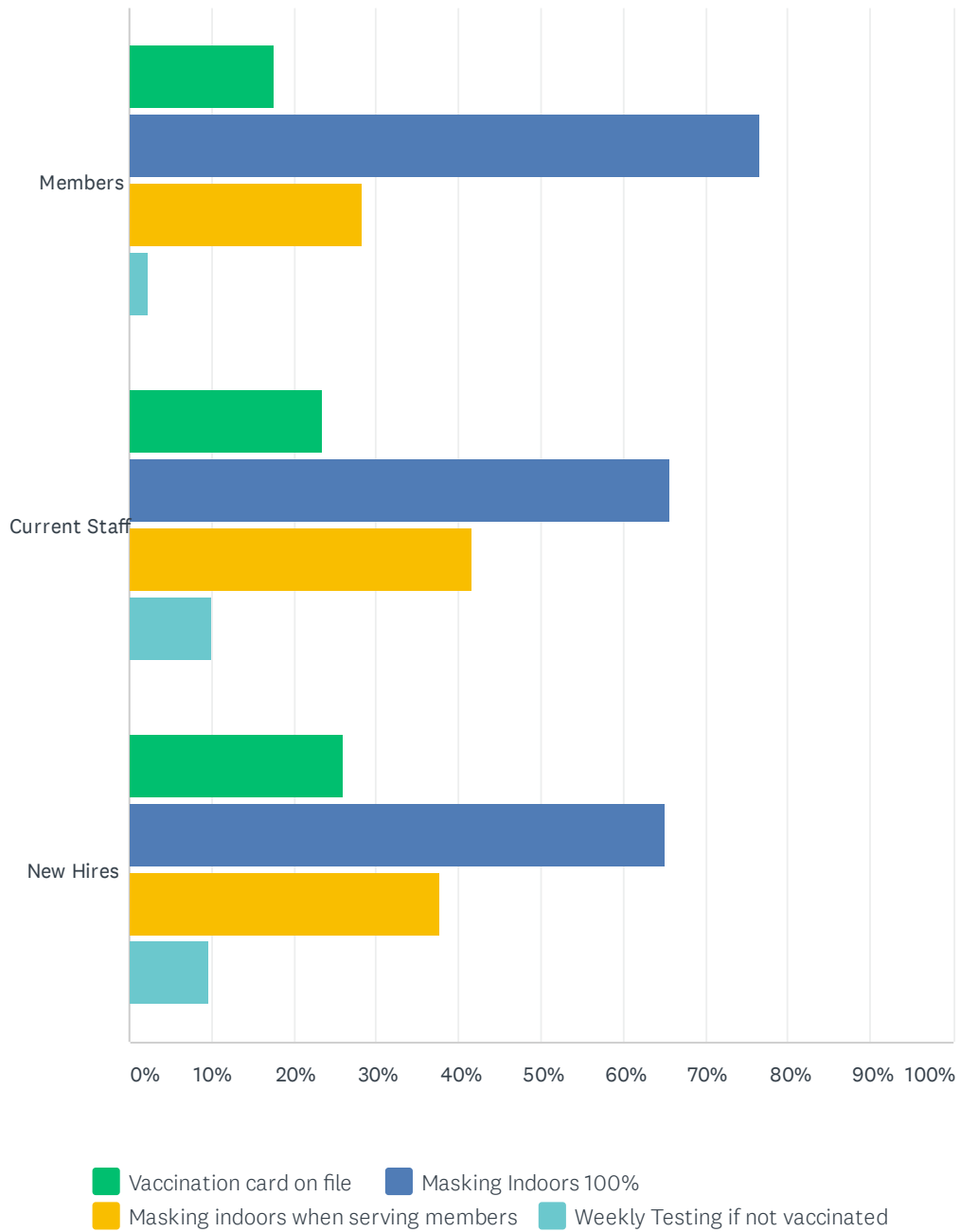
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	SUGGESTED/ENCOURAGED	VACCINATIONS REQUIRED	CONSIDERING VACCINATIONS REQUIRED	NOT CONSIDERING VACCINATION REQUIREMENT	TOTAL	WEIGHTED AVERAGE
Members	67.42% 120	6.18% 11	5.06% 9	21.35% 38	178	1.80
Current Staff	60.11% 107	12.36% 22	17.42% 31	10.11% 18	178	1.78
Guests	64.97% 115	8.47% 15	5.08% 9	21.47% 38	177	1.83
New Hires	55.37% 98	16.38% 29	16.38% 29	11.86% 21	177	1.85

Q4 If vaccinations are not required, what level of testing or masking is required? Click all that apply.

Answered: 150 Skipped: 31



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	VACCINATION CARD ON FILE	MASKING INDOORS 100%	MASKING INDOORS WHEN SERVING MEMBERS	WEEKLY TESTING IF NOT VACCINATED	TOTAL RESPONDENTS
Members	17.65% 15	76.47% 65	28.24% 24	2.35% 2	85
Current Staff	23.49% 35	65.77% 98	41.61% 62	10.07% 15	149
New Hires	26.03% 38	65.07% 95	37.67% 55	9.59% 14	146

Q5 What considerations were part of the decision to require vaccinations or to not require vaccinations?

Answered: 77 Skipped: 23

#	RESPONSES	DATE
1	legal	8/25/2021 9:11 AM
2	The health and safety of all staff and members, and the ultimate general question after learning we could do this of "why wouldn't we do this and make our Club the safest place it can be?"	8/25/2021 9:08 AM
3	relatively low Variant cases within the community/staff	8/25/2021 8:29 AM
4	We are consulting our HR vendor for policy recommendations: accommodation policy, testing enforcement logistics, all masked or only unvaxd	8/25/2021 8:28 AM
5	Safety of members and staff	8/25/2021 7:36 AM
6	Potential lawsuits requiring vaccinations.	8/24/2021 9:59 PM
7	Various political social and religious viewpoint. Divisive issue among Members and staff	8/24/2021 9:08 PM
8	consulting physician and reviewing key information with respective Boards	8/24/2021 8:44 PM
9	High vaccination rates among members, mid 90th percentile, 75% of staff.	8/24/2021 8:05 PM
10	Potential loss of staff.	8/24/2021 7:59 PM
11	We are promoting incentives for employees to get vaccinated and mandatory educational session for non vaccinated employees. If these initiatives have a positive outcome and help us reach a high number of vaccinated employees, we will then consider going ahead with vaccination required among staff and of course members.	8/24/2021 7:30 PM
12	Concerned for the potential legal implications. If it is mandated on state/federal level we are interested.	8/24/2021 7:11 PM
13	Municipality currently can't require vaccinations, only encourage.	8/24/2021 7:01 PM
14	Loopholes make it impossible to be effective.	8/24/2021 6:52 PM
15	Too many employees not vaccinated Too many young females	8/24/2021 6:49 PM
16	Most of our staff have voluntarily been vaccinated. Our current rate of vaccination is 80% for staff. We are a small Club with a medical clinic so we can test the entire island in a matter of a few hours if necessary.	8/24/2021 6:36 PM
17	Legality, surrounding clubs, COVID cases	8/24/2021 6:35 PM
18	Not FDA approved/potential resignations/challenges with hiring	8/24/2021 6:27 PM
19	It is the individual members responsibility. Employees not vaccinated must wear masks, same for members. Right now, Dade County requires 100% masks inside.	8/24/2021 6:26 PM
20	Have not discussed.	8/24/2021 6:25 PM
21	Safety of the whole over the view of select individual. Likely going to require Vax for Staff as now FDA has approved and with typical medical or religious exceptions in writing.	8/24/2021 6:16 PM
22	Credibility of government data.	8/24/2021 6:04 PM
23	Would lose 40% of workforce if vaccinations were required. Masking indoors required for employees	8/24/2021 5:37 PM
24	FDA approval still pending. Will likely reconsider when all vaccines approved.	8/24/2021 5:35 PM
25	The seemingly recognized legal standard that a club must follow CDC and state and local	8/24/2021 5:35 PM

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guidelines which don't require vaccinations or masks. We consult with medical professionals who are on our Board to determine policy.

26	FDA approval and major corporations are moving us toward the requirement for staff. Hesitant right now due to labor shortages.	8/24/2021 5:30 PM
27	Currently reviewing new guidance. At this moment we are not making vaccination a requirement because we feel this is an individual decision.	8/24/2021 5:26 PM
28	Available labor force	8/24/2021 5:25 PM
29	Challenges trying to recruit and retain employees at this time, so vaccine requirement would add additional strain to the system at this time.	8/24/2021 5:19 PM
30	allowing members to make informed and reasonable decision making based upon their health and risk factors	8/24/2021 5:16 PM
31	Staff - Vaccine no mask / no Vaccine mask required Vaccines are not required it is their option - Staff and membership	8/24/2021 5:13 PM
32	Vaccinations are not required wear a mask	8/24/2021 5:13 PM
33	CDC recommendations and recommendations of highly respected medical institutions and infectious disease experts	8/24/2021 5:10 PM
34	Board would like to require all employees have vaccinations; however, Management knows we will lose employees if this is done. Management is hesitant to mandate it for new hires as it is hard enough to get applicants to pass a drug test and background check.	8/24/2021 5:06 PM
35	We are still talking about this.	8/24/2021 5:01 PM
36	Board has called a special meeting Weds to deliberate	8/24/2021 4:59 PM
37	At the present time, we feel it is a freedom of choice. And we are also concerned about losing staff if we require vaccinations.	8/24/2021 4:59 PM
38	Assistance from our Medical Advisory Committee. <50 cases/100k.	8/24/2021 4:58 PM
39	Labor Market, Governors executive order 21-175, Club Culture	8/24/2021 4:47 PM
40	Current uptick in Florida cases, Delta variant	8/24/2021 4:46 PM
41	Still an ongoing discussion. We don't want to require them however we are keeping a close eye on it.	8/24/2021 4:46 PM
42	It's a personal choice to get a vaccine. We will not mandate vaccines.	8/24/2021 4:45 PM
43	Personal choice for members and with staffing shortages already, requiring vaccinations would slow the new hire process, legal concerns there as well.	8/24/2021 4:44 PM
44	Member, guest and staff health, safety and well-being.	8/24/2021 4:44 PM
45	Risk tolerance for business disruption. Weekly testing is the next step before we fully mandate	8/24/2021 4:44 PM
46	Board is not willing to mandate vaccinations for the members and therefore will not mandate for the staff but will require unvaccinated to wear a mask indoors	8/24/2021 4:43 PM
47	Employee health	8/24/2021 4:42 PM
48	Master Board decision	8/24/2021 4:41 PM
49	Vaccinations not required. Loss of staff would impact operations significantly	8/24/2021 4:39 PM
50	Desire to not create a mandate that does not exist locally	8/24/2021 4:39 PM
51	Our cooperate HR feels we can not force people to get vaccinated	8/24/2021 4:38 PM
52	Board preference	8/24/2021 4:38 PM
53	Survey results showing the community to be highly vaccinated as a population	8/24/2021 4:37 PM
54	We have considered mandatory vaccinations for staff but have reservations at this time	8/24/2021 4:37 PM
55	Difficulty tracking members vaccination records and need for boosters. Inability for children	8/24/2021 4:37 PM

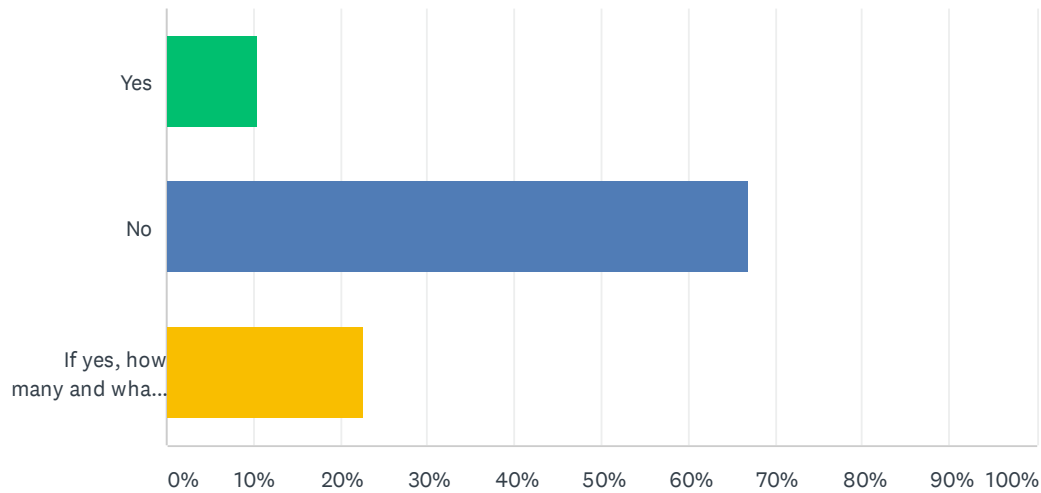
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under 12 to receive vaccination.

56	We started a incentive program to all employees to receive a 100 dollars if you are vaccinated.	8/24/2021 4:36 PM
57	Labor shortage and difficulty in hiring staff	8/24/2021 4:35 PM
58	Do We care about the human species or not.	8/24/2021 4:35 PM
59	Staffing levels, recruiting, and retention	8/24/2021 4:35 PM
60	Legal issues, privacy issues, trust staff to consider their health and the health of others when making their decision.	8/24/2021 4:34 PM
61	.	8/24/2021 4:34 PM
62	90% of staff and members are vaccinated.	8/24/2021 4:33 PM
63	No mandate from State and people have freedom of choice	8/24/2021 4:33 PM
64	Validating medical and religious exemptions is a concern. Also the practical issue of removing unvaccinated employees in a very difficult labor market.	8/24/2021 4:32 PM
65	Board decision	8/24/2021 4:31 PM
66	Liability of people's rights and loss of employees	8/24/2021 4:31 PM
67	Florida law threatens fines for requiring a "vaccine passport	8/24/2021 4:31 PM
68	We are still in the process of making a decision. The issue is the number of staff we may lose in the current employment situation. Right now we have trouble recruiting new employees.	8/24/2021 4:31 PM
69	The Board wanted to be responsible and require the staff to be vaccinated for the vulnerable aged membership. We can not require members to be vaccinated, but most of the membership has.	8/24/2021 4:30 PM
70	Too difficult to control and monitor members vaccination status with multiple outlets throughout the property.	8/24/2021 4:29 PM
71	Staffing issues	8/24/2021 4:27 PM
72	Legal	8/24/2021 4:27 PM
73	Staff retention, mandatory weekly testing if refuse to vaccinate. Time frame to receive shot	8/24/2021 4:26 PM
74	Legal ramifications as well as current inability to hire	8/24/2021 4:26 PM
75	people's right to choose	8/24/2021 4:26 PM
76	Have not required either as of yet	8/24/2021 4:25 PM
77	N/A	8/24/2021 4:25 PM

Q6 Has your club, after requiring vaccinations, lost key staff members who are not willing to participate in vaccinations?

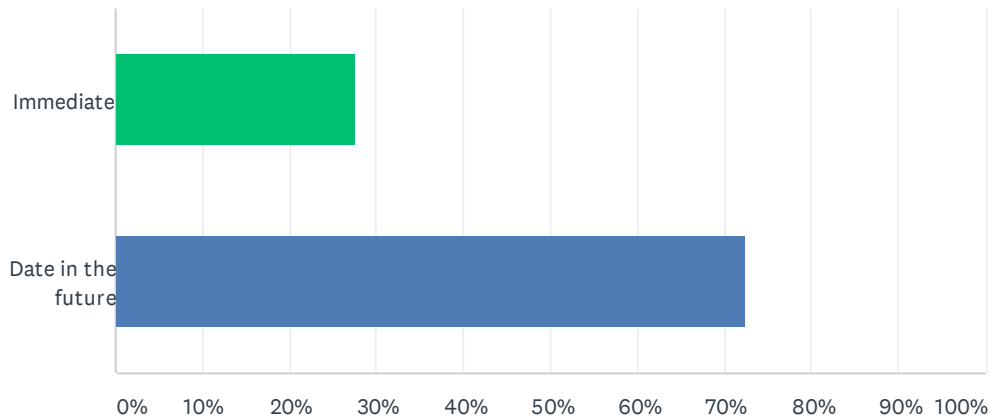
Answered: 106 Skipped: 75



ANSWER CHOICES	RESPONSES	
Yes	10.38%	11
No	66.98%	71
If yes, how many and what positions?	22.64%	24
TOTAL		106

Q7 What type of notice did you give your Members/Staff of the requirements?

Answered: 87 Skipped: 94



ANSWER CHOICES	RESPONSES	
Immediate	27.59%	24
Date in the future	72.41%	63
TOTAL		87

Q8 If you had to make another decision, in hindsight, what would you have included as part of the process?

Answered: 25 Skipped: 75

#	RESPONSES	DATE
1	I wouldn't change the decision or rationale in any way, but I wish we had made it earlier in the Summer.	8/25/2021 9:08 AM
2	nothing	8/25/2021 8:29 AM
3	Nothing	8/25/2021 7:36 AM
4	the situation is dynamic - changing by the week...	8/24/2021 8:44 PM
5	Survey of staff and members to see percentage that are vaccinated versus not.	8/24/2021 7:59 PM
6	Promoting incentives for employees to get vaccinated and mandatory educational session for non vaccinated employees 3 or 4 months ago.	8/24/2021 7:30 PM
7	N/A	8/24/2021 6:35 PM
8	none	8/24/2021 6:26 PM
9	None. Working as we go like in past. Follow state guidelines.	8/24/2021 6:25 PM
10	Same	8/24/2021 5:37 PM
11	Question 7 is not relevant since we do not require vaccinations. The media needs to stop the fear, we have members calling asking about conditions in FL. We need to get back to normal, everyone needs to protect themselves and as employers, we need to provide a safe work environment.	8/24/2021 5:26 PM
12	Same no changes CDC guidelines and mandates would be followed	8/24/2021 5:13 PM
13	None.	8/24/2021 5:10 PM
14	The question of how many staff you would lose is the toughest part of this equation and can you replace them.	8/24/2021 5:01 PM
15	N/a	8/24/2021 4:42 PM
16	No	8/24/2021 4:41 PM
17	Would have done it earlier.	8/24/2021 4:38 PM
18	NA	8/24/2021 4:37 PM
19	No regrets so far.	8/24/2021 4:35 PM
20	Would have used the same process.	8/24/2021 4:34 PM
21	No change	8/24/2021 4:34 PM
22	would have made employee vaccination mandatory from the start	8/24/2021 4:32 PM
23	Still in consideration of mandatory vaccinations.	8/24/2021 4:31 PM
24	As we are still reviewing to make a decision I did not answer # 7 but if we reach the decision to require vaccination it will be a date in the future	8/24/2021 4:31 PM
25	NA	8/24/2021 4:30 PM