

Return to Office Survey

This survey is completely anonymous . We will use this feedback to help shape our return to office decisions. Thank you for taking the time to complete!

Note: If you have joined the firm in a remote capacity since the pandemic began, please respond based on your expected or desired work experience as we move forward.

1. What region are you aligned to?

- North America
- APAC
- EMEA

2. What is your position level?

- Assistant
- Analyst
- Associate Director
- Director
- Managing Director

3. Which team do you work for?

- Public/Private Fixed Income
- Real Estate Debt/Equity
- Specialist Equity
- Multi-asset/Korea
- Research, Analytics & Quant
- Global Distribution, Product, Client Services & Marketing
- Finance
- Global Technology & Operations
- CAO/CLO
- Human Resources
- Exec/SLT

4. Currently, what is your primary working situation?

- I typically (or exclusively) work in the office
- I split my time between the office and home
- I typically (or exclusively) work from home

5. What concerns you most right now? (choose all that apply)

- Children remote learning
- At-risk household member
- My personal health
- Childcare, adultcare, or eldercare
- Public transit
- Unstable work environment

6. Do you currently have childcare, adultcare or eldercare responsibilities?

- Yes
- No

7. Compared to work before the pandemic, how many hours do you work per week?

- Much less
- Somewhat less
- Same
- Somewhat more
- Significantly more

8. I have been able to effectively do my job remotely.

- Agree
- Disagree

9. Does your role require collaboration?

Yes

No

10. I have been able to effectively collaborate with my team.

Agree

Disagree

Not applicable

11. As a manager, I have been able to effectively lead my team.

Not applicable

Agree

Disagree

12. I have been able to maintain my desired work-life balance.

Agree

Disagree

13. I think my job can be effectively performed without ever needing to return to the office.

Yes

No

14. How do you feel about returning to your pre-pandemic office?

- I want to go back full-time
- I want to go back on a hybrid basis
- I prefer to be 100% remote

15. How much notice do you need to return to the office?

- 2 weeks
- 4 weeks
- 6 weeks
- 8 weeks

16. If offered to receive the vaccine, would you take it?

- Yes
- No
- Unsure
- I've already received the vaccine

17. To feel comfortable working in your office as we continue to be in a pandemic state, what health protocols would you want Barings to follow? (check all that apply)

Barings will continue to follow all government health and safety orders and guidance

Employees must wear a mask

Regular testing

Office design supports social distancing

Other

18. Overall, how do you rate Barings' ability to navigate this pandemic environment?



19. What is your age?

25 or younger

26-34

35-44

45-54

55-64

over 65

20. What is your gender?

- Female
- Male
- Transgender
- Non-binary

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