2022 Leadership Poll Series

Q2 Results

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Which range best depicts the number of NC-based employees in your organization?
Is your organization headquartered in NC?

No
33%

Yes
67%
What is your role within your organization?

- C-Suite: 53.3%
- IT: 21.5%
- HR: 0.9%
- Sales/Marketing: 17.8%
- Operations: 9.3%
- Other: 7.5%
How do you perceive the first quarter of 2022 has been for North Carolina’s technology sector?
How has the first quarter of 2022 been for your organization?
I expect that over the next quarter our business will:

- Decline: 2.8%
- Stay the same: 28%
- Grow: 69.2%
This pandemic has impacted businesses in many ways. Please rate the following as it applies to your organization:

- **Focused more on new products**
  - Strongly agree: 37.1%
  - Agree: 58.9%
  - Neither agree or disagree: 35.2%
  - Disagree: 11.4%
  - Strongly disagree: 13.1%

- **Focused more on client services**
  - Strongly agree: 47.7%
  - Agree: 39.3%
  - Neither agree or disagree: 13.2%
  - Disagree: 11.2%
  - Strongly disagree: 11.1%

- **Focused more on employee retention**
  - Strongly agree: 39.6%
  - Agree: 43.4%
  - Neither agree or disagree: 13.2%
  - Disagree: 3.8%
  - Strongly disagree: 10.4%

- **Expanded employee ability to work remotely**
  - Strongly agree: 53.8%
  - Agree: 30.2%
  - Neither agree or disagree: 10.4%
  - Disagree: 5.7%
  - Strongly disagree: 2.8%

- **Expanded employee ability to set own schedule**
  - Strongly agree: 21.5%
  - Agree: 34.6%
  - Neither agree or disagree: 28%
  - Disagree: 29.9%
  - Strongly disagree: 8.4%

- **Increased pay + benefits**
  - Strongly agree: 23.4%
  - Agree: 37.4%
  - Neither agree or disagree: 29.9%
  - Disagree: 29.9%
  - Strongly disagree: 10.4%

- **Increased recruitment efforts**
  - Strongly agree: 45.3%
  - Agree: 41.5%
  - Neither agree or disagree: 34.6%
  - Disagree: 37.4%
  - Strongly disagree: 10.4%
What impact has the economic environment had on your hiring?

- Frozen hiring: 5.7%
- Still hiring: 94.3%
Please rate North Carolina’s strength for each of the following competitive areas:

- Technology workforce: Among the best nationally (24.3%), Very competitive (18.7%), About average (15%), Below average (17.8%), A competitive weakness (9.3%), Innovation ecosystem (14.3%).
- Business climate: Among the best nationally (66.4%), Very competitive (62.6%), About average (31.8%), Below average (10.3%), A competitive weakness (14%).
- Cost of doing business: Among the best nationally (42.1%), Very competitive (38.3%), About average (31.8%), Below average (8.4%), A competitive weakness (6.5%).
- Quality of life: Among the best nationally (55.1%), Very competitive (49.5%), About average (42.1%), Below average (31.8%), A competitive weakness (25.7%).
- Technology infrastructure: Among the best nationally (62.6%), Very competitive (49.5%), About average (31.8%), Below average (31.8%), A competitive weakness (25.7%).
- Entrepreneurship support: Among the best nationally (49.5%), Very competitive (31.8%), About average (31.8%), Below average (14%), A competitive weakness (6.5%).
- Higher Ed assets: Among the best nationally (55.1%), Very competitive (38.3%), About average (31.8%), Below average (6.5%), A competitive weakness (3.8%).
- Quality of life: Among the best nationally (42.1%), Very competitive (38.3%), About average (31.8%), Below average (8.4%), A competitive weakness (6.5%).
- Innovation ecosystem: Among the best nationally (24.3%), Very competitive (18.7%), About average (15%), Below average (10.3%), A competitive weakness (14%).
What makes you optimistic about the next 12 months?

- Endemic/reduction of COVID
- Continued demand for tech talent
- Funding for tech projects has grown
- Increased in-person activity
- The pace of innovation due to pandemic
- Customers are optimistic
- Importance/need for technology is there and not going anywhere
- Hope that inflation is leveling out
- Continued success with remote work and work/life blend
Which of the following issues are you most concerned will impact your business?

- Inflation: 73.8%
- Unemployment/talent supply: 57%
- "Great Resignation": 50.5%
- Supply chain issues: 42.1%
- Russia-Ukraine conflict: 36.4%
- Political landscape/midterms: 19.6%
- Southern border crisis: 8.4%
- Other: 4.7%
What percentage of your workforce is still fully remote on any given day?

- 0-25%: 16.8%
- 26-50%: 16.8%
- 51-75%: 21.5%
- 76-100%: 44.9%
What percentage of employees at your organization can choose the degree to which they work remotely?
<table>
<thead>
<tr>
<th>Hybrid is here to stay</th>
<th>Rebuild culture where people want to be in office/emphasis on team building versus just &quot;being in office&quot;</th>
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<tbody>
<tr>
<td>Long term flexible environment</td>
<td>Proximity is needed for collaboration, some in-office required</td>
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<tr>
<td>2-3 days/week in office with plans to increase soon</td>
<td>No plans to return to office/shifted to fully remote</td>
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<tr>
<td>Initiatives in place to encourage employees to come in/collaborate</td>
<td>Employees work with managers to determine hybrid schedule</td>
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<td>Closing some offices and moving to shared spaces for those who wish to come in office</td>
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What are your organization’s future office space/facility plans?

- **Stay the same**: 56.1%
- **Decrease footprint**: 18.7%
- **Add space**: 18.7%
- **Move to fully remote**: 6.5%