

An aerial photograph of a beach with turquoise water and a white hexagonal graphic overlay. The text "2022 Member Survey Report" is centered within the hexagon. There are four smaller hexagons around the main one: a blue one at the top right, a dark blue one at the bottom right, a blue one at the left, and a small orange one at the left edge of the blue hexagon.

2022 Member Survey Report

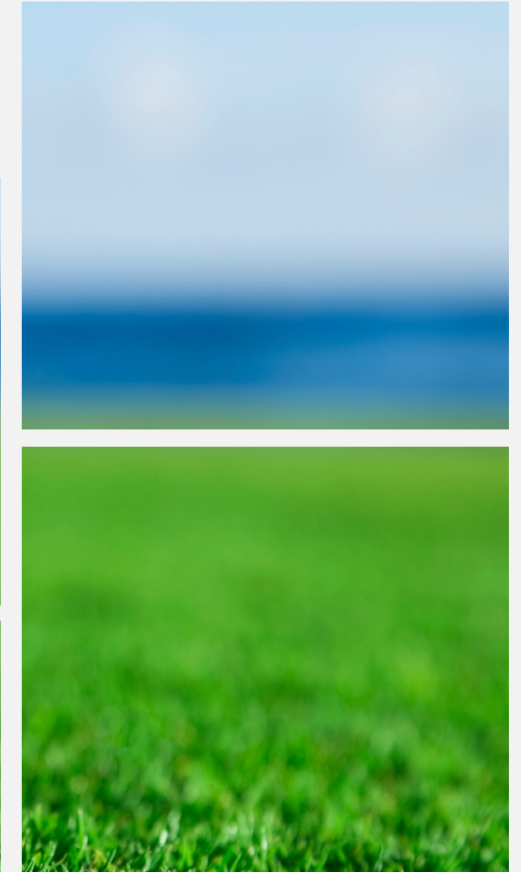
June 25, 2022

Introduction

The Bodega Harbour Board of Directors requested Members to help improve your homeowner's association by completing this survey about BHHA improvements, services and amenities.

Response was requested by parcel. We received 374 responses. The response rate is 52%.

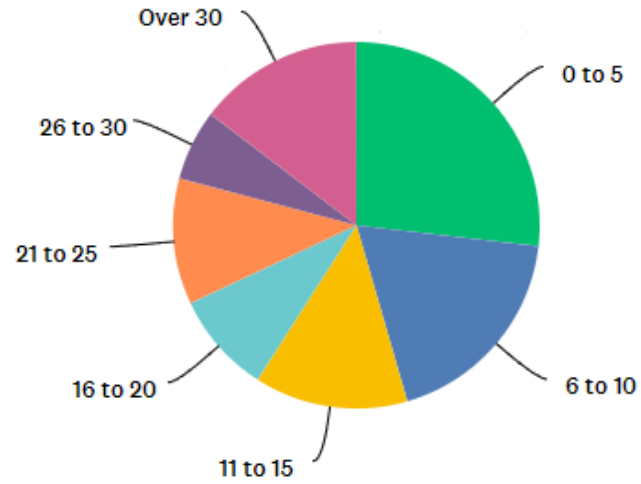
All responses were tabulated and reported anonymously.



Q: 2

How many years have you owned a parcel in Bodega Harbour?

Answered: 369 Skipped: 2

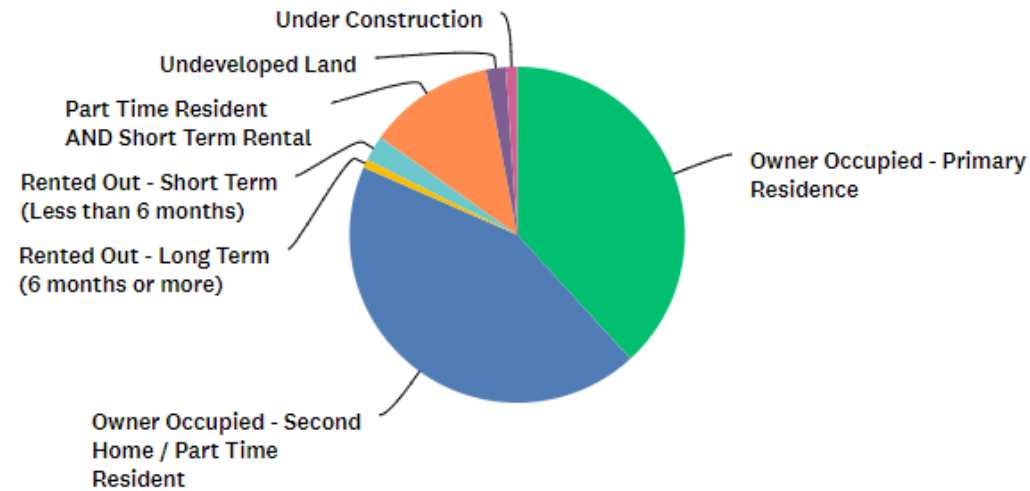


ANSWER CHOICES	RESPONSES	
▼ 0 to 5	26.83%	99
▼ 6 to 10	18.70%	69
▼ 11 to 15	13.55%	50
▼ 16 to 20	8.94%	33
▼ 21 to 25	11.11%	41
▼ 26 to 30	6.23%	23
▼ Over 30	14.63%	54
TOTAL		369

Q: 3

How do you currently use your parcel?

Answered: 369 Skipped: 2

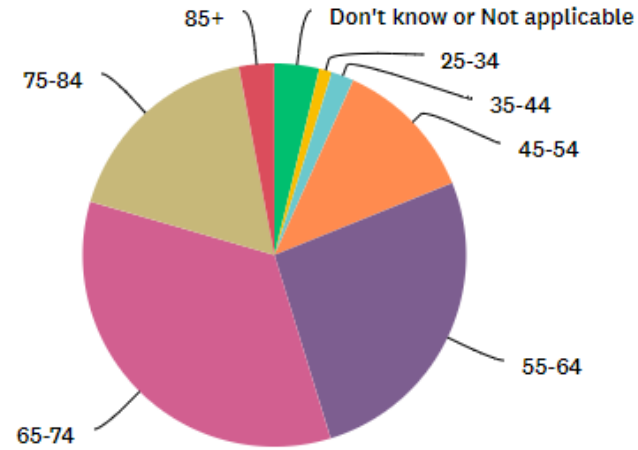


ANSWER CHOICES	RESPONSES
Owner Occupied - Primary Residence	38.21% 141
Owner Occupied - Second Home / Part Time Resident	43.36% 160
Rented Out - Long Term (6 months or more)	0.81% 3
Rented Out - Short Term (Less than 6 months)	2.44% 9
Part Time Resident AND Short Term Rental	12.20% 45
Undeveloped Land	1.90% 7
Under Construction	1.08% 4
Developed but not Occupied (Vacant)	0.00% 0
TOTAL	369

Q: 4

Average Age of Adult Residents

Answered: 371 Skipped: 0

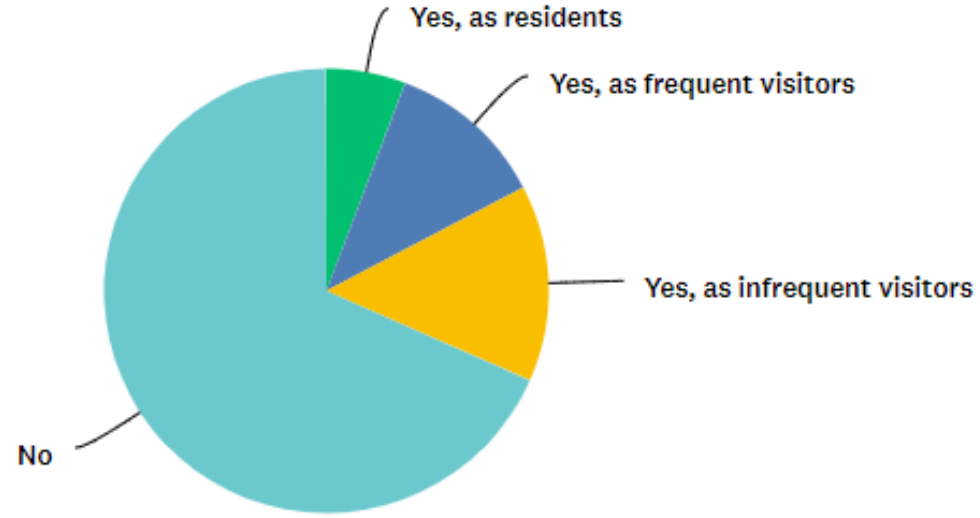


ANSWER CHOICES	RESPONSES
▼ Don't know or Not applicable	3.77% 14
▼ 18-24	0.00% 0
▼ 25-34	1.08% 4
▼ 35-44	1.89% 7
▼ 45-54	12.13% 45
▼ 55-64	26.42% 98
▼ 65-74	34.23% 127
▼ 75-84	17.52% 65
▼ 85+	2.96% 11
TOTAL	371

Q: 5

Are there children (under the age of 18)

Answered: 364 Skipped: 7

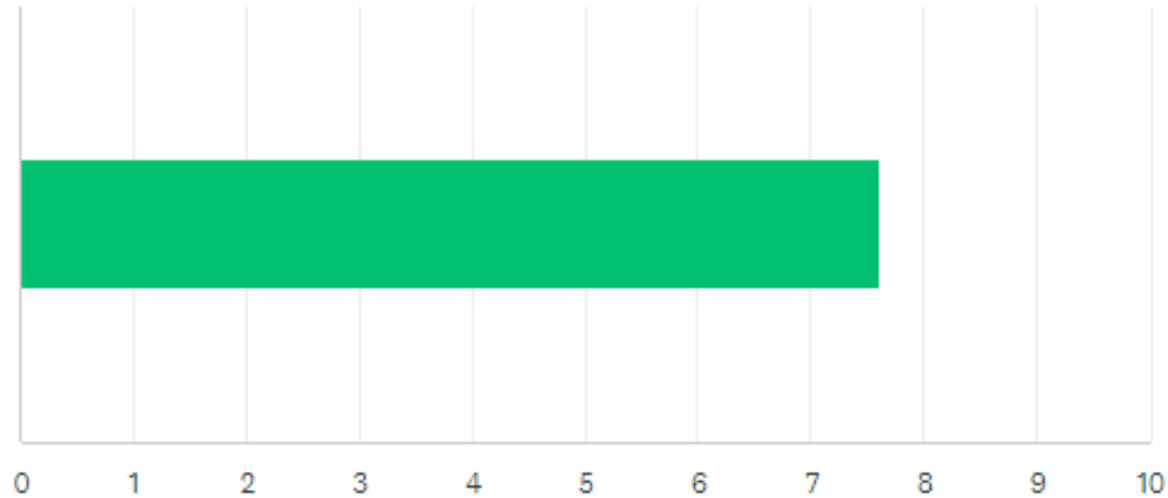


ANSWER CHOICES	RESPONSES	
Yes, as residents	5.77%	21
Yes, as frequent visitors	11.54%	42
Yes, as infrequent visitors	14.29%	52
No	68.41%	249
TOTAL		364

Q: 6

On a scale of 1 to 10 (with 10 being Very Satisfied) how satisfied are you with your overall experience at Bodega Harbour? Drag the slider to the preferred position, or enter a numerical rating in the textbox.

Answered: 344 Skipped: 27

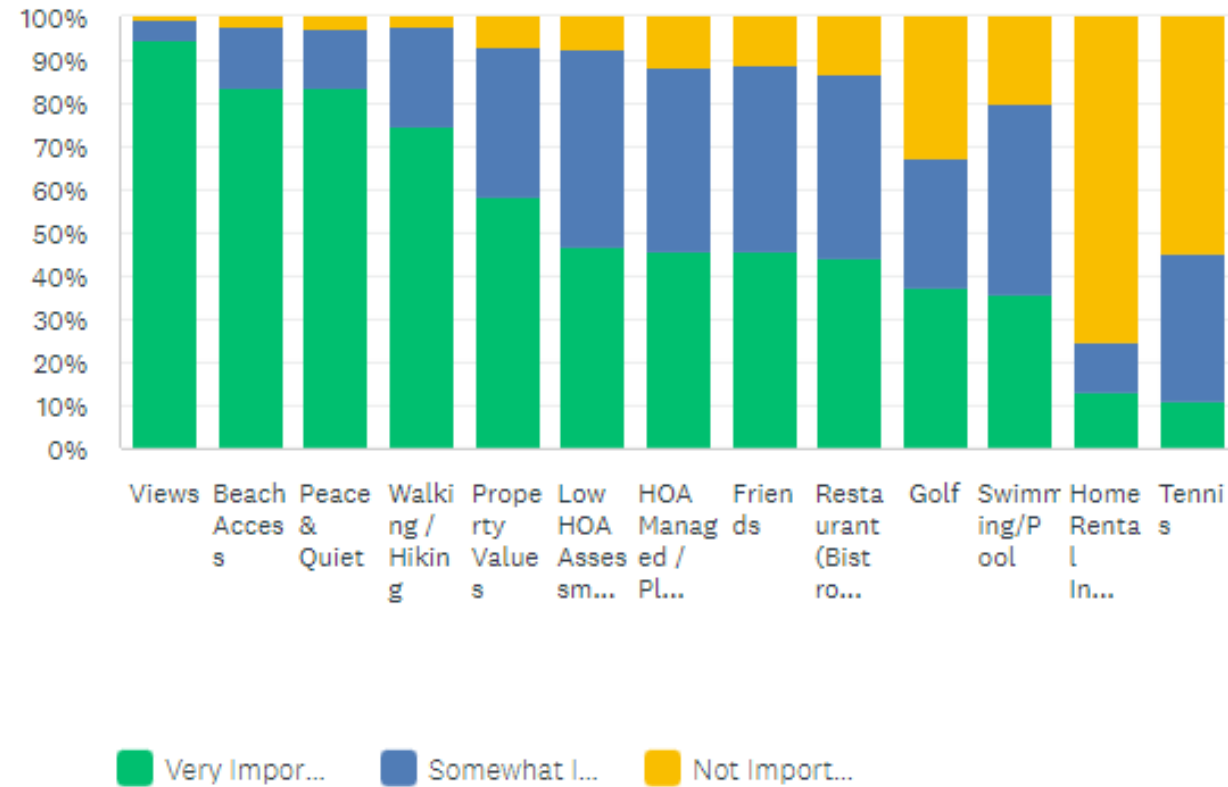


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Responses	8	2,621	344
Total Respondents: 344			

Q: 7

What are the most important things to you about owning property in Bodega Harbour?

Answered: 367 Skipped: 4



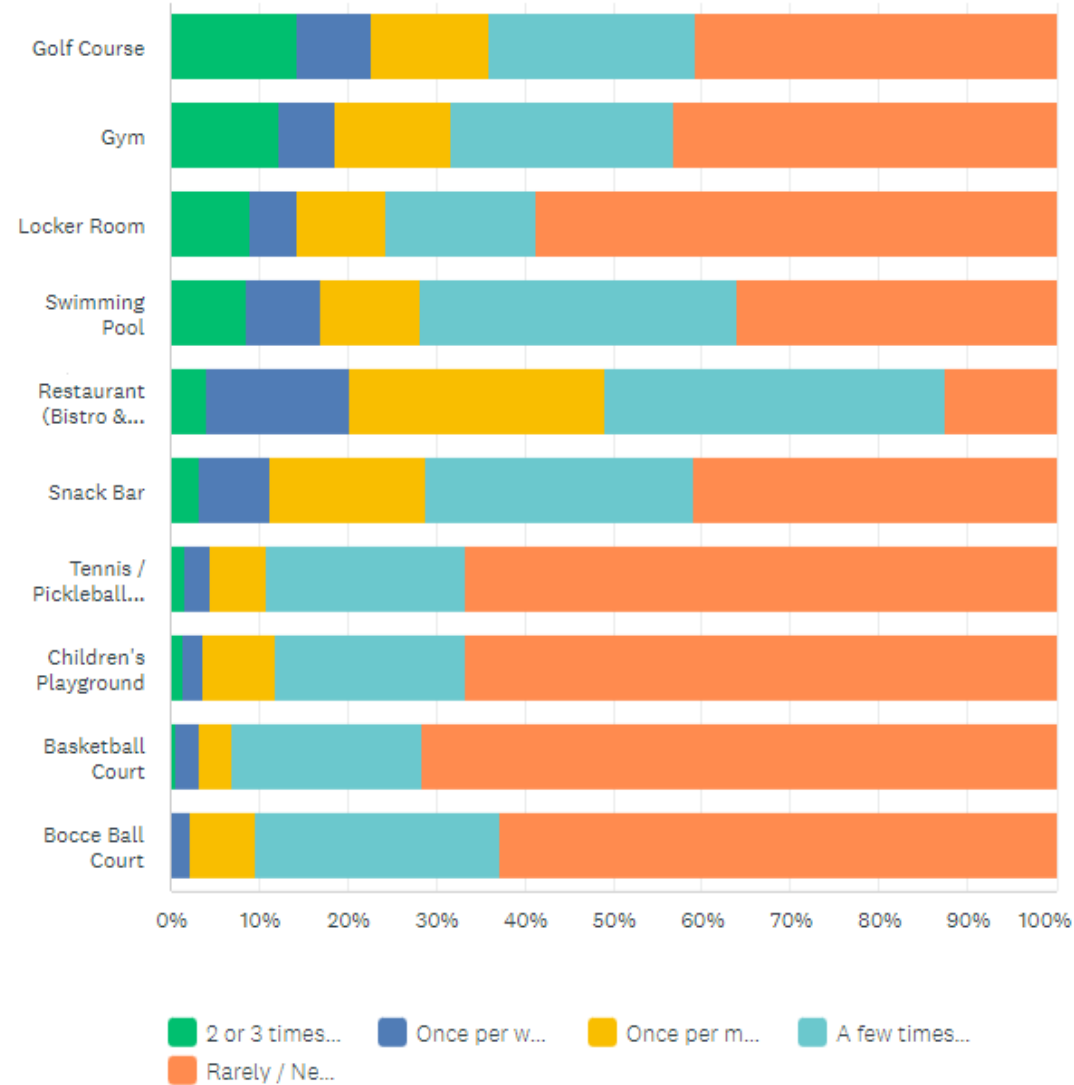
Q:7

	VERY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Views	94.79% 346	4.93% 18	0.27% 1	365	1.05
Beach Access	83.84% 306	14.25% 52	1.92% 7	365	1.18
Peace & Quiet	83.75% 304	13.77% 50	2.48% 9	363	1.19
Walking / Hiking	75.00% 270	22.78% 82	2.22% 8	360	1.27
Property Values	58.45% 211	34.90% 126	6.65% 24	361	1.48
Low HOA Assessments	46.93% 168	45.81% 164	7.26% 26	358	1.60
HOA Managed / Planned Community	45.81% 164	42.74% 153	11.45% 41	358	1.66
Friends	45.92% 163	42.82% 152	11.27% 40	355	1.65
Restaurant (Bistro & Lounge)	44.04% 159	42.94% 155	13.02% 47	361	1.69
Golf	37.47% 136	29.75% 108	32.78% 119	363	1.95
Swimming/Pool	35.65% 128	44.57% 160	19.78% 71	359	1.84
Home Rental Income	13.08% 45	11.92% 41	75.00% 258	344	2.62
Tennis	11.20% 40	34.17% 122	54.62% 195	357	2.43

Q: 8

How often do you (and/or those in your household) use the following amenities?

Answered: 364 Skipped: 7



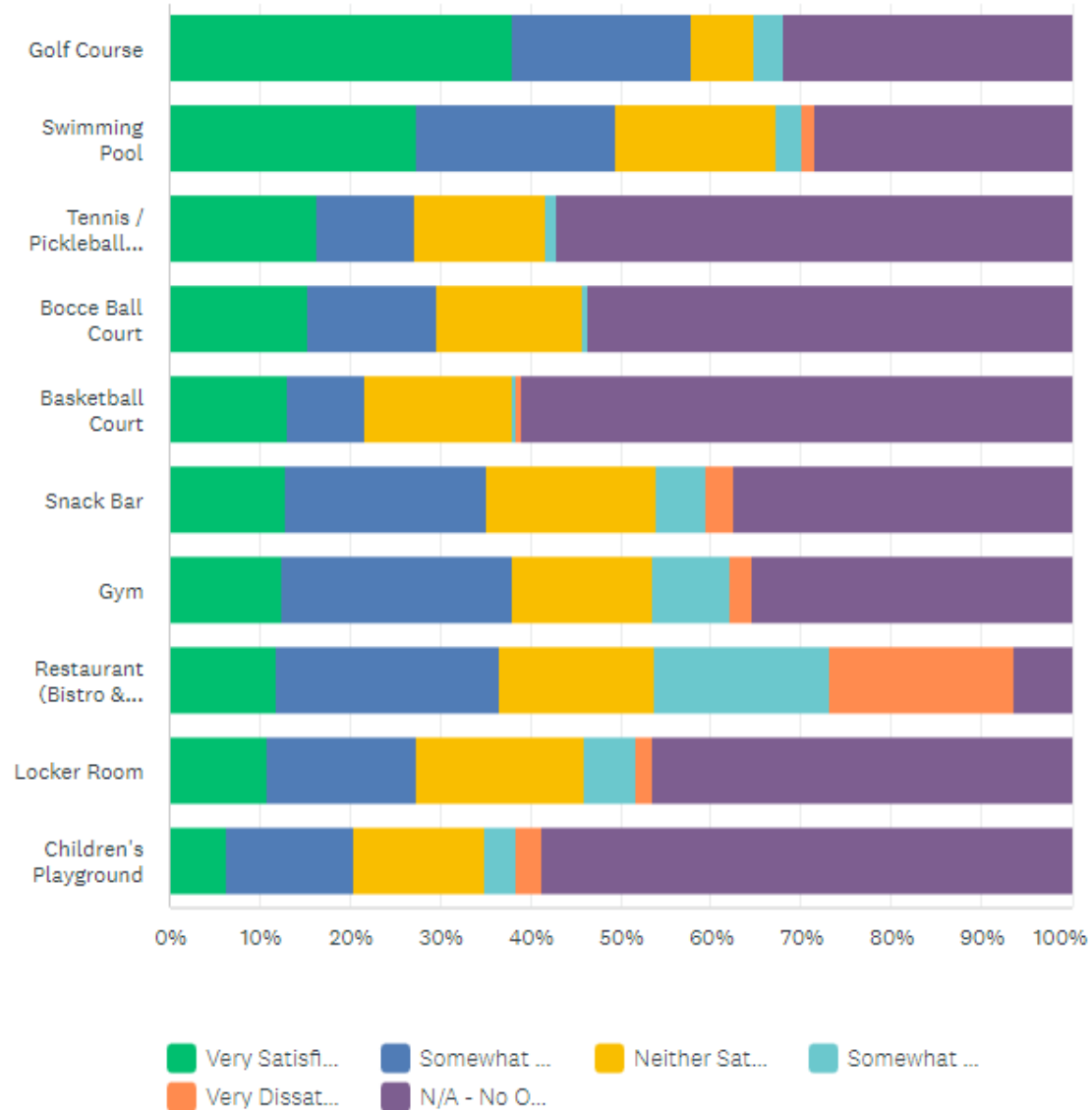
Q: 8

	2 OR 3 TIMES PER WEEK	ONCE PER WEEK	ONCE PER MONTH	A FEW TIMES PER YEAR	RARELY / NEVER	TOTAL	WEIGHTED AVERAGE
▼ Golf Course	14.36% 52	8.29% 30	13.26% 48	23.48% 85	40.61% 147	362	3.68
▼ Gym	12.26% 44	6.41% 23	13.09% 47	25.07% 90	43.18% 155	359	3.81
▼ Locker Room	8.94% 32	5.31% 19	10.06% 36	17.04% 61	58.66% 210	358	4.11
▼ Swimming Pool	8.59% 31	8.31% 30	11.36% 41	35.73% 129	36.01% 130	361	3.82
▼ Restaurant (Bistro & Lounge)	4.16% 15	16.07% 58	28.81% 104	38.50% 139	12.47% 45	361	3.39
▼ Snack Bar	3.36% 12	7.84% 28	17.65% 63	30.25% 108	40.90% 146	357	3.97
▼ Tennis / Pickleball Courts	1.68% 6	2.80% 10	6.44% 23	22.41% 80	66.67% 238	357	4.50
▼ Children's Playground	1.38% 5	2.21% 8	8.29% 30	21.55% 78	66.57% 241	362	4.50
▼ Basketball Court	0.56% 2	2.78% 10	3.61% 13	21.39% 77	71.67% 258	360	4.61
▼ Bocce Ball Court	0.28% 1	1.94% 7	7.48% 27	27.42% 99	62.88% 227	361	4.51

Q: 9

How satisfied are you (and/or those in your household) with these amenities?

Answered: 363 Skipped: 8



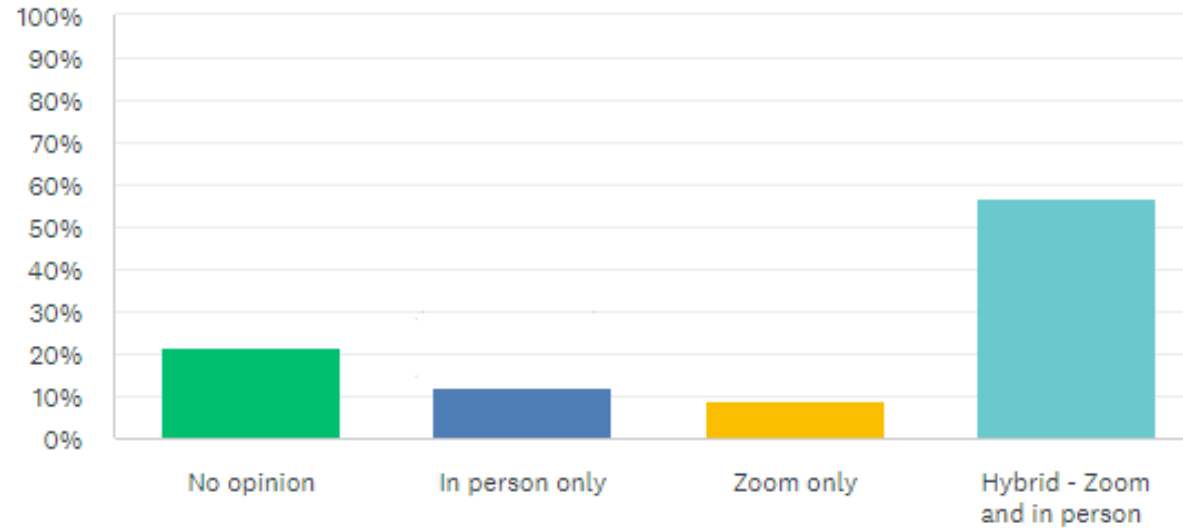
Q: 9

	VERY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A - NO OPINION	TOTAL	WEIGHTED AVERAGE
▼ Golf Course	37.95% 137	19.94% 72	6.93% 25	3.32% 12	0.00% 0	31.86% 115	361	1.64
▼ Swimming Pool	27.37% 98	22.07% 79	17.88% 64	2.79% 10	1.40% 5	28.49% 102	358	2.00
▼ Tennis / Pickleball Courts	16.43% 59	10.86% 39	14.48% 52	1.11% 4	0.00% 0	57.10% 205	359	2.01
▼ Bocce Ball Court	15.36% 55	14.25% 51	16.20% 58	0.56% 2	0.00% 0	53.63% 192	358	2.04
▼ Basketball Court	12.99% 46	8.76% 31	16.38% 58	0.28% 1	0.56% 2	61.02% 216	354	2.14
▼ Snack Bar	12.85% 46	22.35% 80	18.72% 67	5.59% 20	3.07% 11	37.43% 134	358	2.42
▼ Gym	12.50% 45	25.56% 92	15.56% 56	8.61% 31	2.50% 9	35.28% 127	360	2.43
▼ Restaurant (Bistro & Lounge)	11.91% 43	24.65% 89	17.17% 62	19.39% 70	20.50% 74	6.37% 23	361	3.13
▼ Locker Room	10.83% 39	16.67% 60	18.61% 67	5.56% 20	1.94% 7	46.39% 167	360	2.46
▼ Children's Playground	6.42% 23	13.97% 50	14.53% 52	3.63% 13	2.79% 10	58.66% 210	358	2.57

Q: 10

Once it is advisable to hold large gatherings again, what is your preference for attending Board meetings?

Answered: 361 Skipped: 10

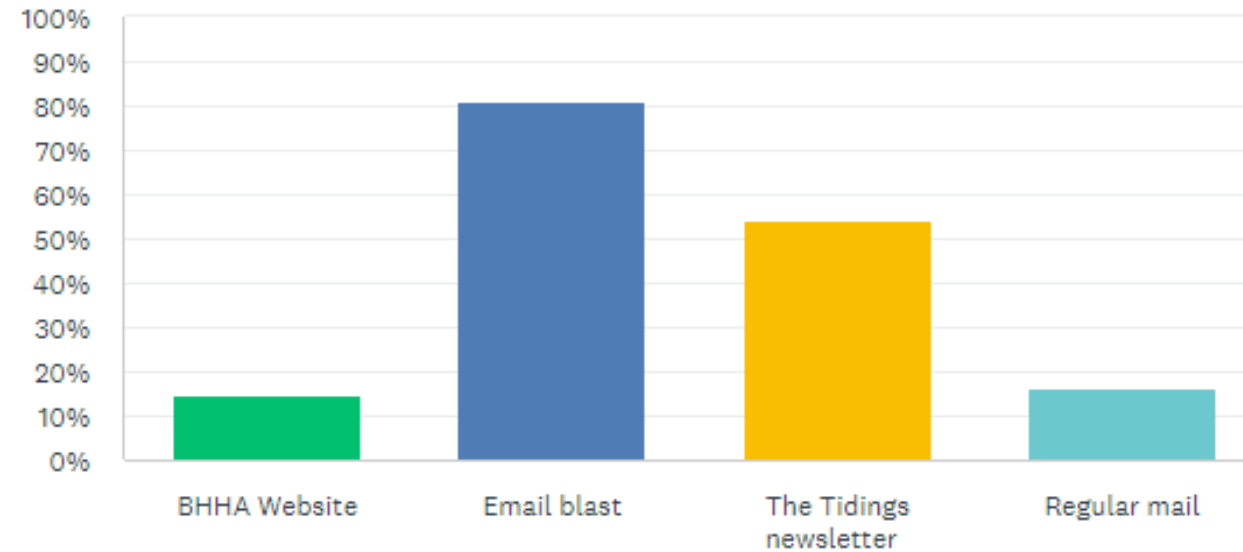


ANSWER CHOICES	RESPONSES
▼ No opinion	21.61% 78
▼ In person only	12.19% 44
▼ Zoom only	9.14% 33
▼ Hybrid - Zoom and in person	57.06% 206
TOTAL	361

Q: 11

How do you prefer to receive communications from BHHA? (Choose up to 2)

Answered: 362 Skipped: 9

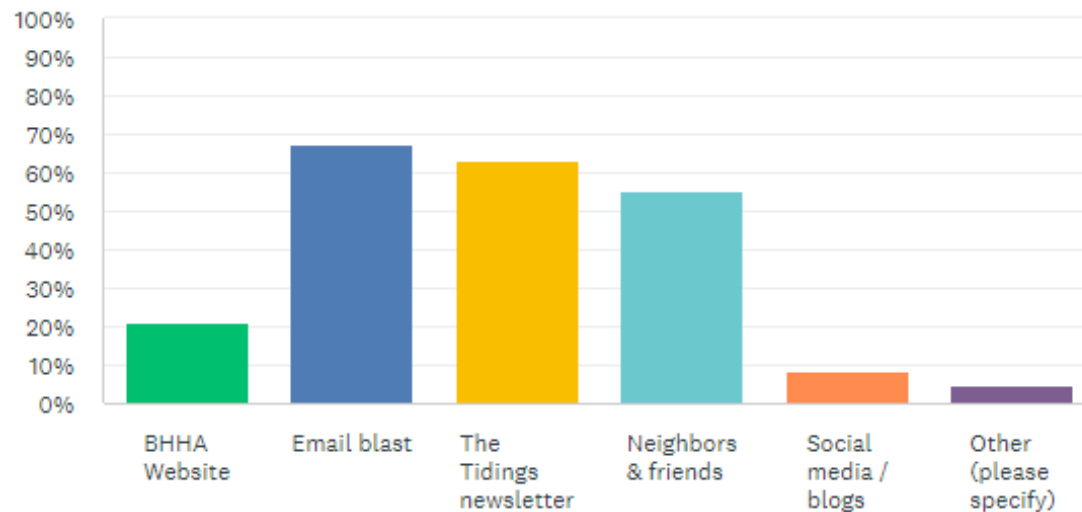


ANSWER CHOICES	RESPONSES
▼ BHHA Website	14.92% 54
▼ Email blast	80.94% 293
▼ The Tidings newsletter	54.14% 196
▼ Regular mail	16.30% 59
Total Respondents: 362	

Q: 12

How do you usually learn about what is happening around the Harbour?
(Check as many as apply)

Answered: 360 Skipped: 11

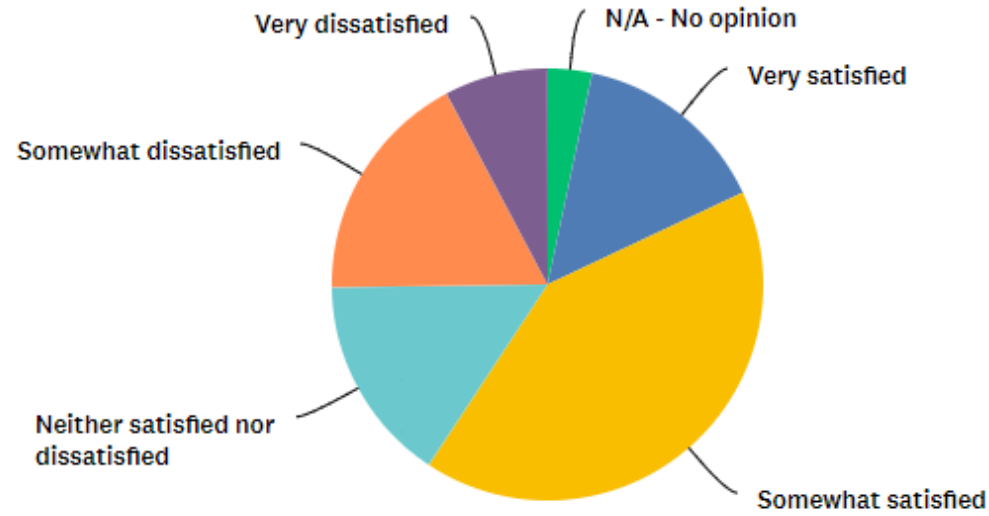


ANSWER CHOICES	RESPONSES
▼ BHHA Website	21.11% 76
▼ Email blast	67.22% 242
▼ The Tidings newsletter	63.33% 228
▼ Neighbors & friends	55.28% 199
▼ Social media / blogs	8.61% 31
▼ Other (please specify)	Responses 4.72% 17
Total Respondents: 360	

Q: 13

Rate your overall satisfaction with BHHA communications to members.

Answered: 361 Skipped: 10

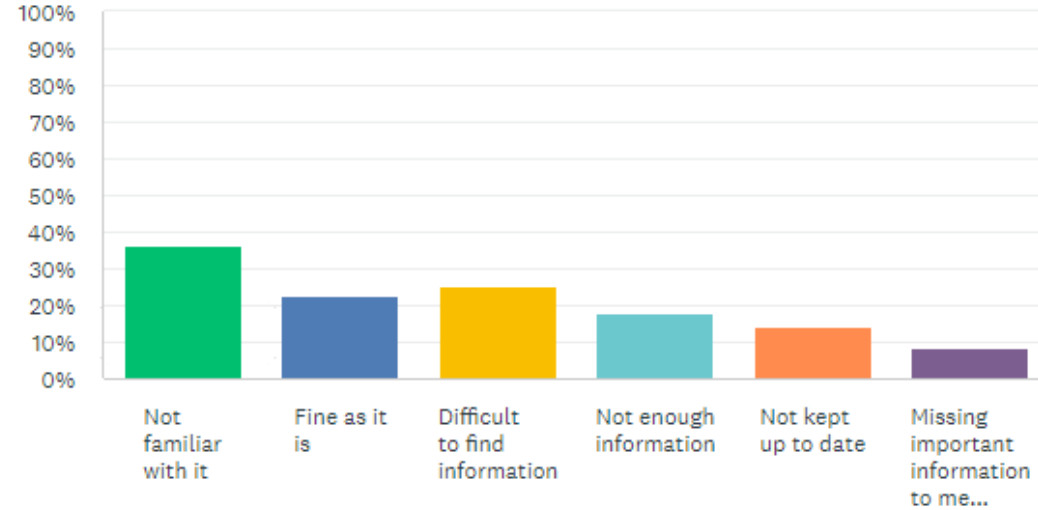


ANSWER CHOICES	RESPONSES
▼ N/A - No opinion	3.32% 12
▼ Very satisfied	14.68% 53
▼ Somewhat satisfied	41.27% 149
▼ Neither satisfied nor dissatisfied	15.51% 56
▼ Somewhat dissatisfied	17.45% 63
▼ Very dissatisfied	7.76% 28
TOTAL	361

Q: 14

With reference to the Members section of the BHHA website, choose from the following & use the Comments section for additional ideas.

Answered: 347 Skipped: 24

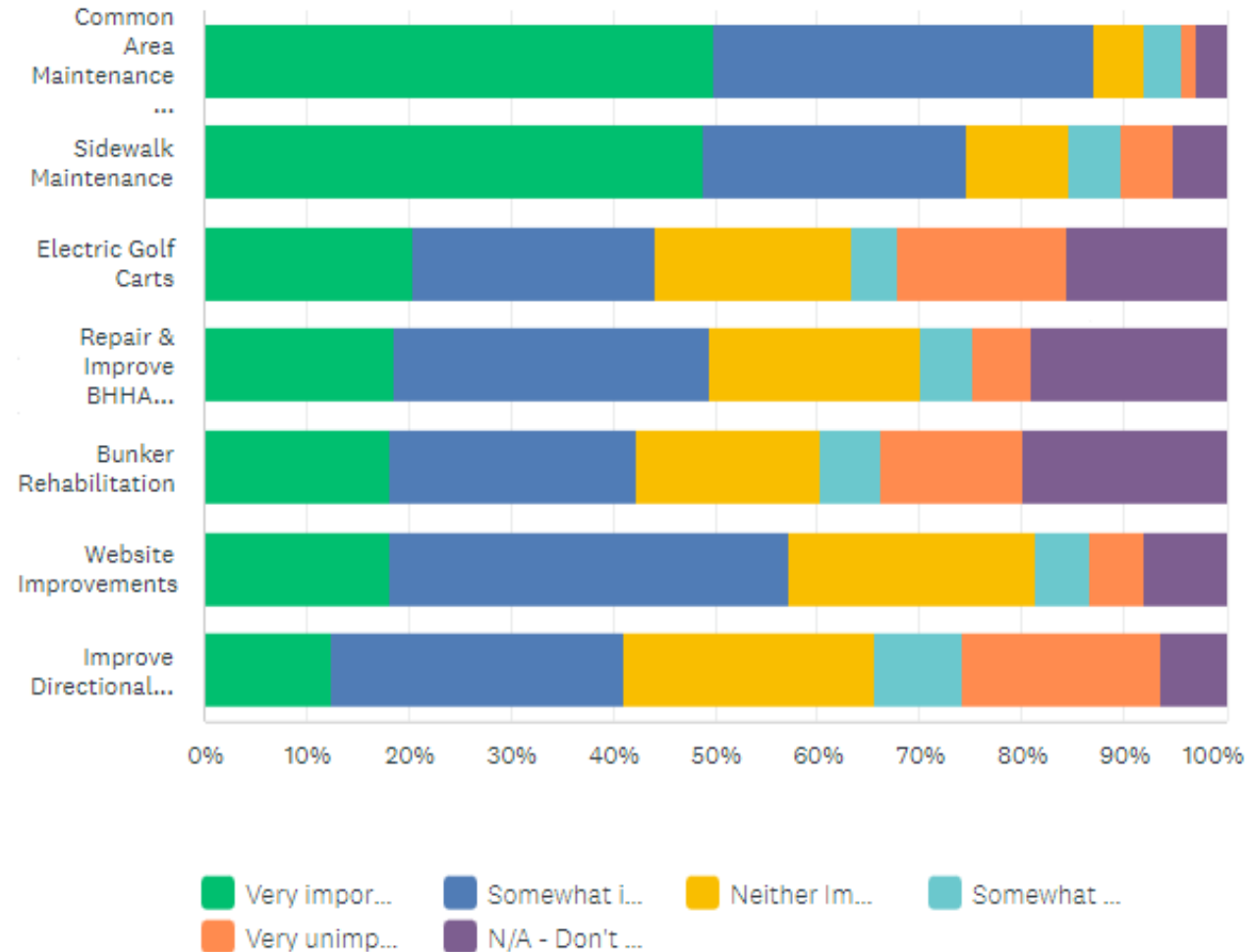


ANSWER CHOICES	RESPONSES
Not familiar with it	36.31% 126
Fine as it is	22.48% 78
Difficult to find information	25.07% 87
Not enough information	17.87% 62
Not kept up to date	14.41% 50
Missing important information to me (specify in comments section)	8.65% 30
Total Respondents: 347	

Q: 15

The recent BHHA Interim Strategic Planning Report identified priority projects. Those selected for immediate consideration are listed below. Rate how important you judge each of these projects are to our community.

Answered: 355 Skipped: 16



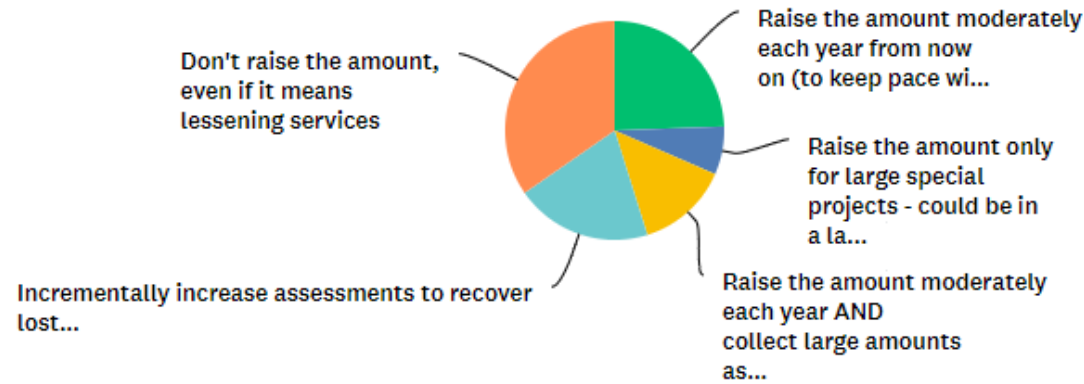
Q: 15

	VERY IMPORTANT	SOMEWHAT IMPORTANT	NEITHER IMPORTANT NOR UNIMPORTANT	SOMEWHAT UNIMPORTANT	VERY UNIMPORTANT	N/A - DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Common Area Maintenance / Landscaping	50.00% 176	37.22% 131	4.83% 17	3.69% 13	1.42% 5	2.84% 10	352	1.65
Sidewalk Maintenance	48.87% 173	25.71% 91	10.17% 36	5.08% 18	5.08% 18	5.08% 18	354	1.86
Electric Golf Carts	20.40% 72	23.80% 84	19.26% 68	4.53% 16	16.43% 58	15.58% 55	353	2.68
Repair & Improve BHHH Maintenance Facility	18.52% 65	31.05% 109	20.51% 72	5.13% 18	5.70% 20	19.09% 67	351	2.36
Bunker Rehabilitation	18.18% 64	24.15% 85	17.90% 63	5.97% 21	13.92% 49	19.89% 70	352	2.67
Website Improvements	18.23% 64	39.03% 137	24.22% 85	5.13% 18	5.41% 19	7.98% 28	351	2.35
Improve Directional Signage	12.50% 44	28.69% 101	24.43% 86	8.52% 30	19.60% 69	6.25% 22	352	2.94

Q: 16

The quarterly assessment for BHHA has not been increased for at least 15 years (reducing our purchasing power significantly). Which of the following statements best represents your opinion?

Answered: 352 Skipped: 19

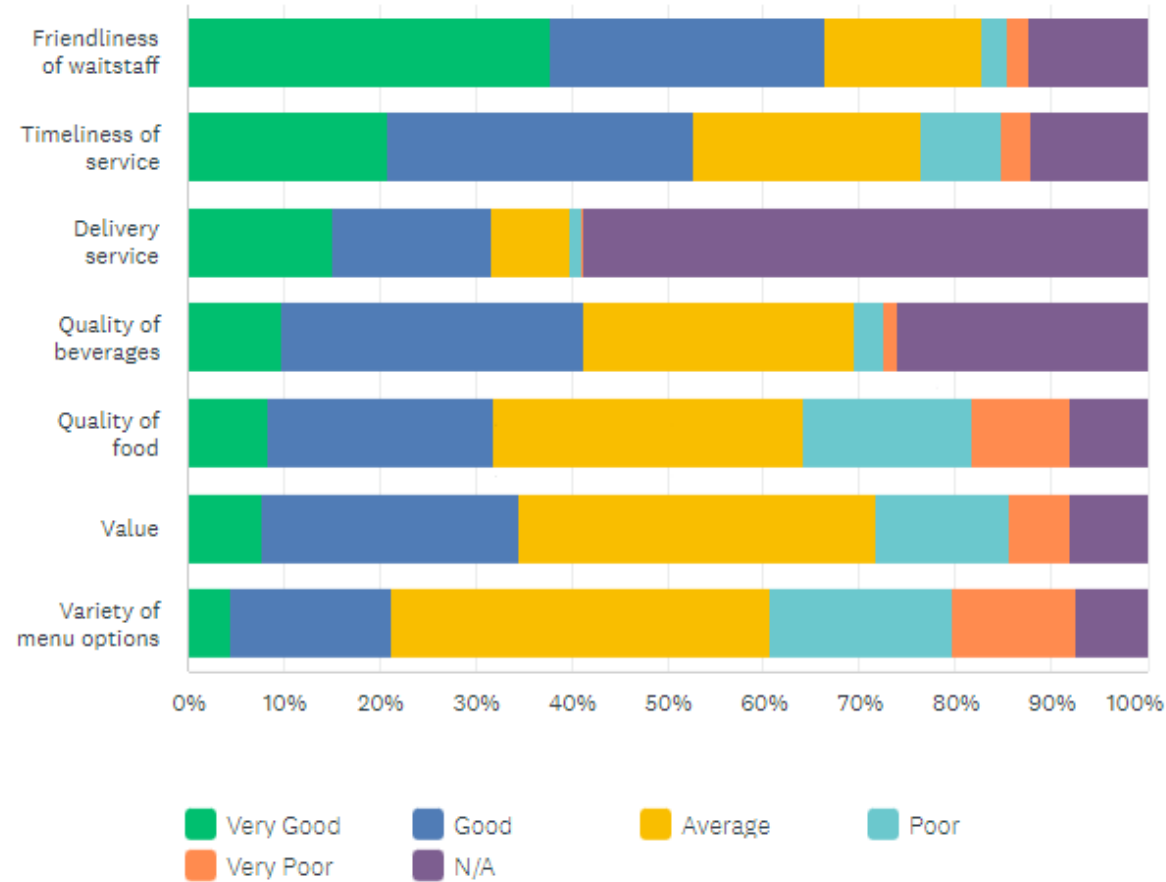


ANSWER CHOICES	RESPONSES
▼ Raise the amount moderately each year from now on (to keep pace with inflation)	24.43% 86
▼ Raise the amount only for large special projects - could be in a large amount in a single year	7.10% 25
▼ Raise the amount moderately each year AND collect large amounts as needed for special projects	13.64% 48
▼ Incrementally increase assessments to recover lost purchasing power and then adjust annually (to keep pace with inflation)	20.17% 71
▼ Don't raise the amount, even if it means lessening services	34.66% 122
TOTAL	352

Q: 17

Considering the current restaurant services: Rate each of the following aspects of your experiences at the Bluewater Bistro restaurant & lounge, thinking back to your most recent experience (within the past 2 years).

Answered: 353 Skipped: 18



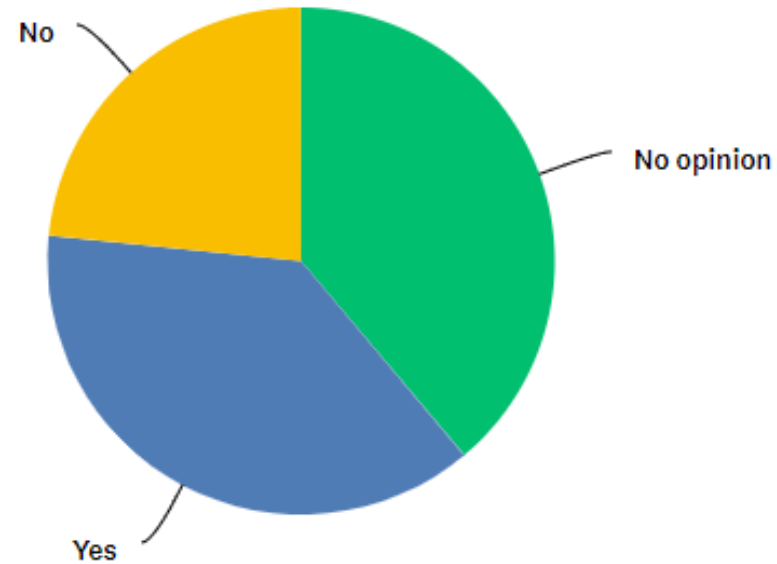
Q: 17

	VERY GOOD	GOOD	AVERAGE	POOR	VERY POOR	N/A	TOTAL	WEIGHTED AVERAGE
Friendliness of waitstaff	37.89% 133	28.49% 100	16.52% 58	2.56% 9	2.28% 8	12.25% 43	351	1.89
Timeliness of service	20.86% 73	32.00% 112	23.71% 83	8.29% 29	3.14% 11	12.00% 42	350	2.33
Delivery service	15.23% 53	16.38% 57	8.33% 29	1.15% 4	0.29% 1	58.62% 204	348	1.91
Quality of beverages	9.80% 34	31.41% 109	28.24% 98	3.17% 11	1.44% 5	25.94% 90	347	2.39
Quality of food	8.29% 29	23.71% 83	32.29% 113	17.43% 61	10.29% 36	8.00% 28	350	2.98
Value	7.69% 27	26.78% 94	37.32% 131	13.96% 49	6.27% 22	7.98% 28	351	2.83
Variety of menu options	4.56% 16	16.81% 59	39.32% 138	19.09% 67	12.82% 45	7.41% 26	351	3.20

Q: 18

During COVID, we established restaurant delivery service. Do you think food delivery service should be continued?

Answered: 355 Skipped: 16

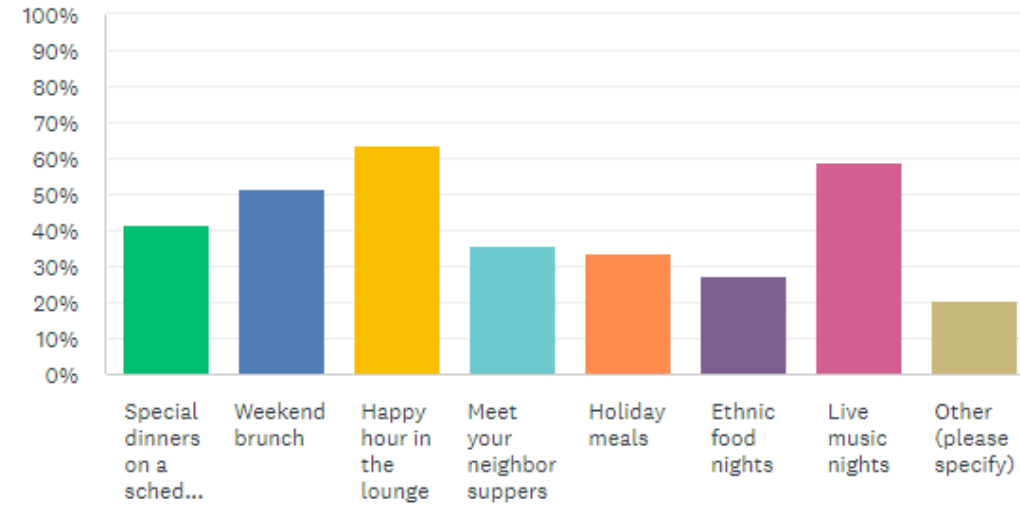


ANSWER CHOICES	RESPONSES
No opinion	38.87% 138
Yes	37.75% 134
No	23.38% 83
TOTAL	355

Q: 19

After COVID restrictions are removed, what type of restaurant events would you prefer & support? (Check all that apply)

Answered: 337 Skipped: 34

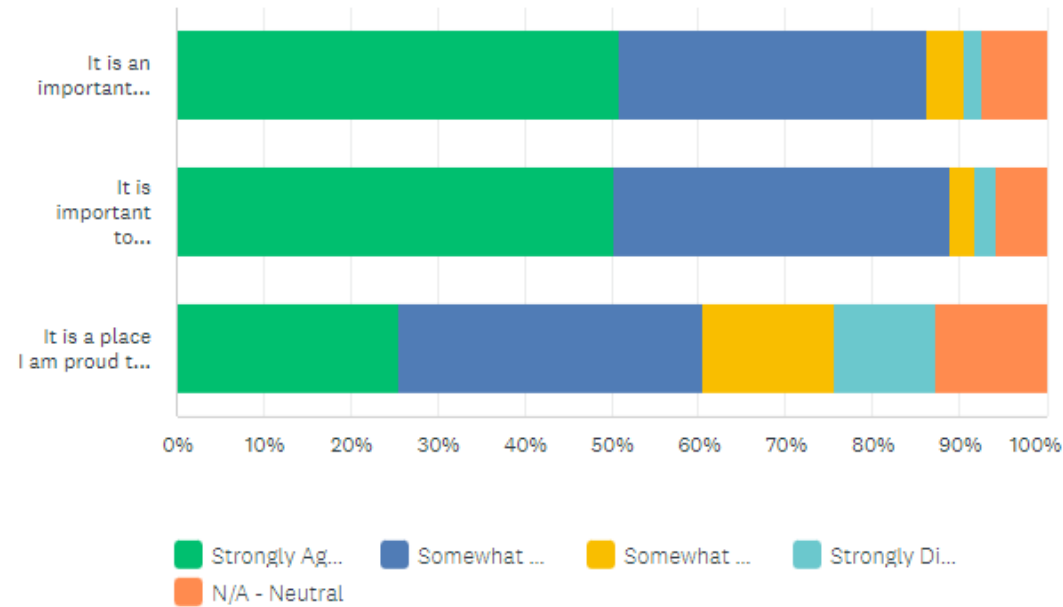


ANSWER CHOICES	RESPONSES
▼ Special dinners on a scheduled basis	41.84% 141
▼ Weekend brunch	51.63% 174
▼ Happy hour in the lounge	63.50% 214
▼ Meet your neighbor suppers	35.91% 121
▼ Holiday meals	33.83% 114
▼ Ethnic food nights	27.60% 93
▼ Live music nights	59.05% 199
▼ Other (please specify)	Responses 20.47% 69
Total Respondents: 337	

Q: 20

Rate your agreement with the following statements regarding the Bodega Harbour clubhouse

Answered: 352 Skipped: 19

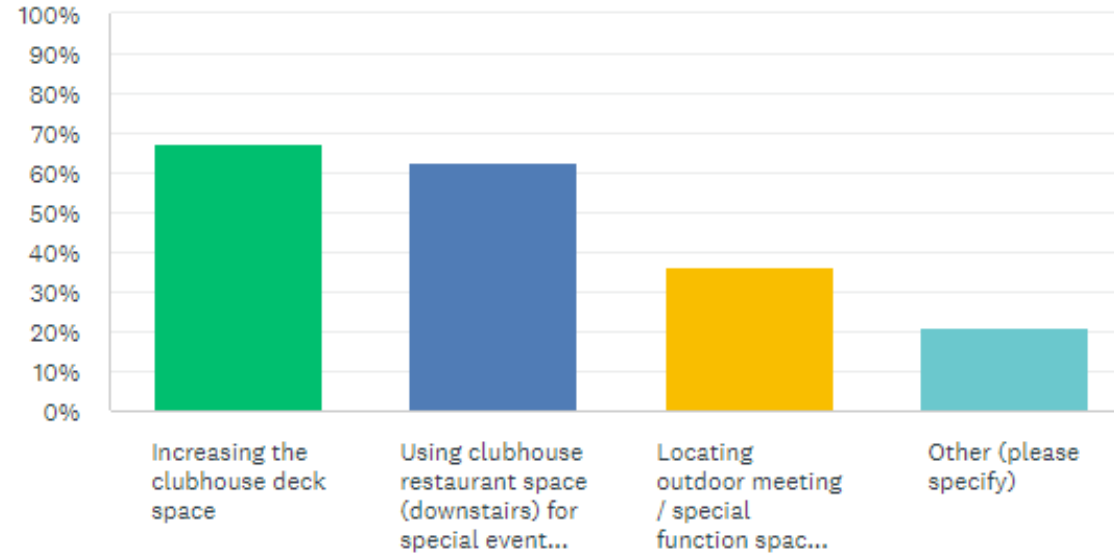


	STRONGLY AGREE	SOMEWHAT AGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	N/A - NEUTRAL	TOTAL	WEIGHTED AVERAGE
It is an important feature for prospective buyers	51.00% 179	35.33% 124	4.27% 15	1.99% 7	7.41% 26	351	1.54
It is important to the value of my property	50.28% 177	38.64% 136	2.84% 10	2.56% 9	5.68% 20	352	1.55
It is a place I am proud to take my friends to	25.50% 89	34.96% 122	15.19% 53	11.75% 41	12.61% 44	349	2.15

Q: 21

Do you support any of the following modifications for use of the clubhouse space? (Check all that apply)

Answered: 301 Skipped: 70

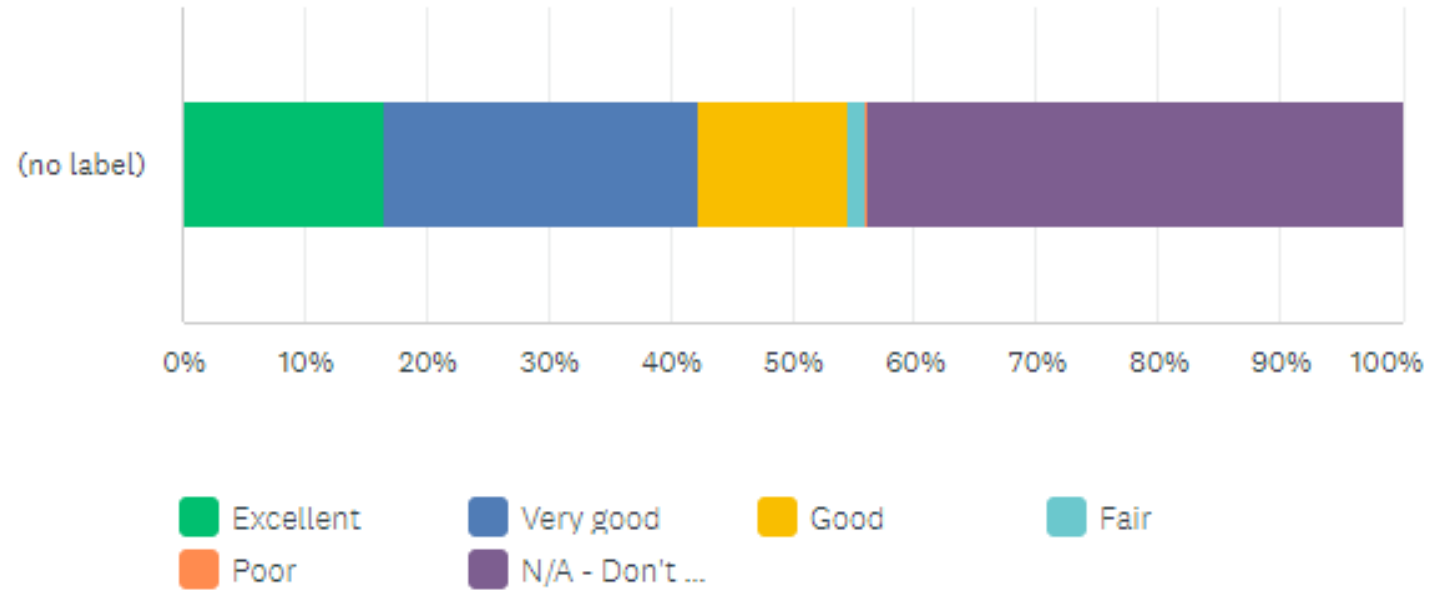


ANSWER CHOICES	RESPONSES
Increasing the clubhouse deck space	67.11% 202
Using clubhouse restaurant space (downstairs) for special events, meetings, and private parties	62.46% 188
Locating outdoor meeting / special function space nearby the clubhouse	36.21% 109
Other (please specify)	Responses 21.26% 64
Total Respondents: 301	

Q: 22

In general, how would you rate our current golf program?

Answered: 350 Skipped: 21

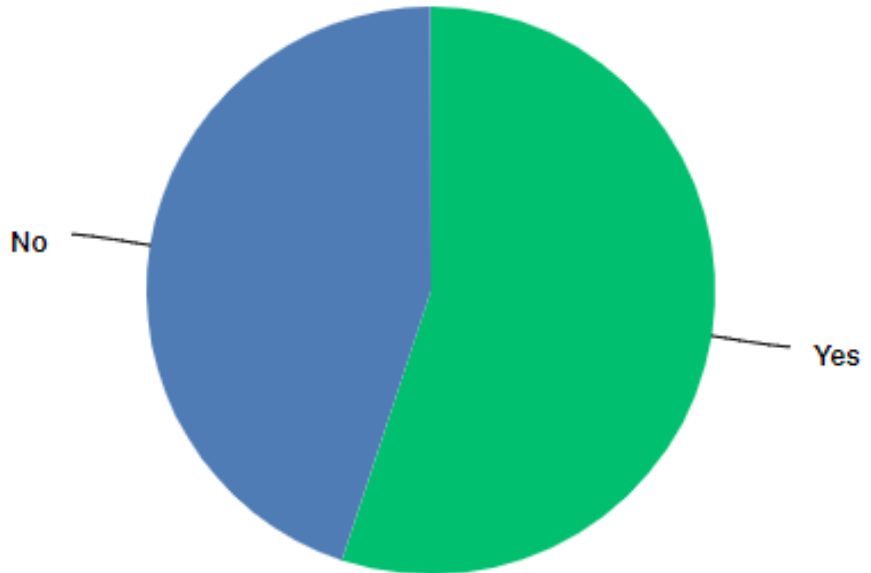


	EXCELLENT	VERY GOOD	GOOD	FAIR	POOR	N/A - DON'T KNOW	TOTAL	WEIGHTED AVERAGE
(no label)	16.57% 58	25.71% 90	12.29% 43	1.43% 5	0.29% 1	43.71% 153	350	1.99

Q: 23

Are you or is someone in your household a golfer?(If not, you can skip the next question)

Answered: 343 Skipped: 28

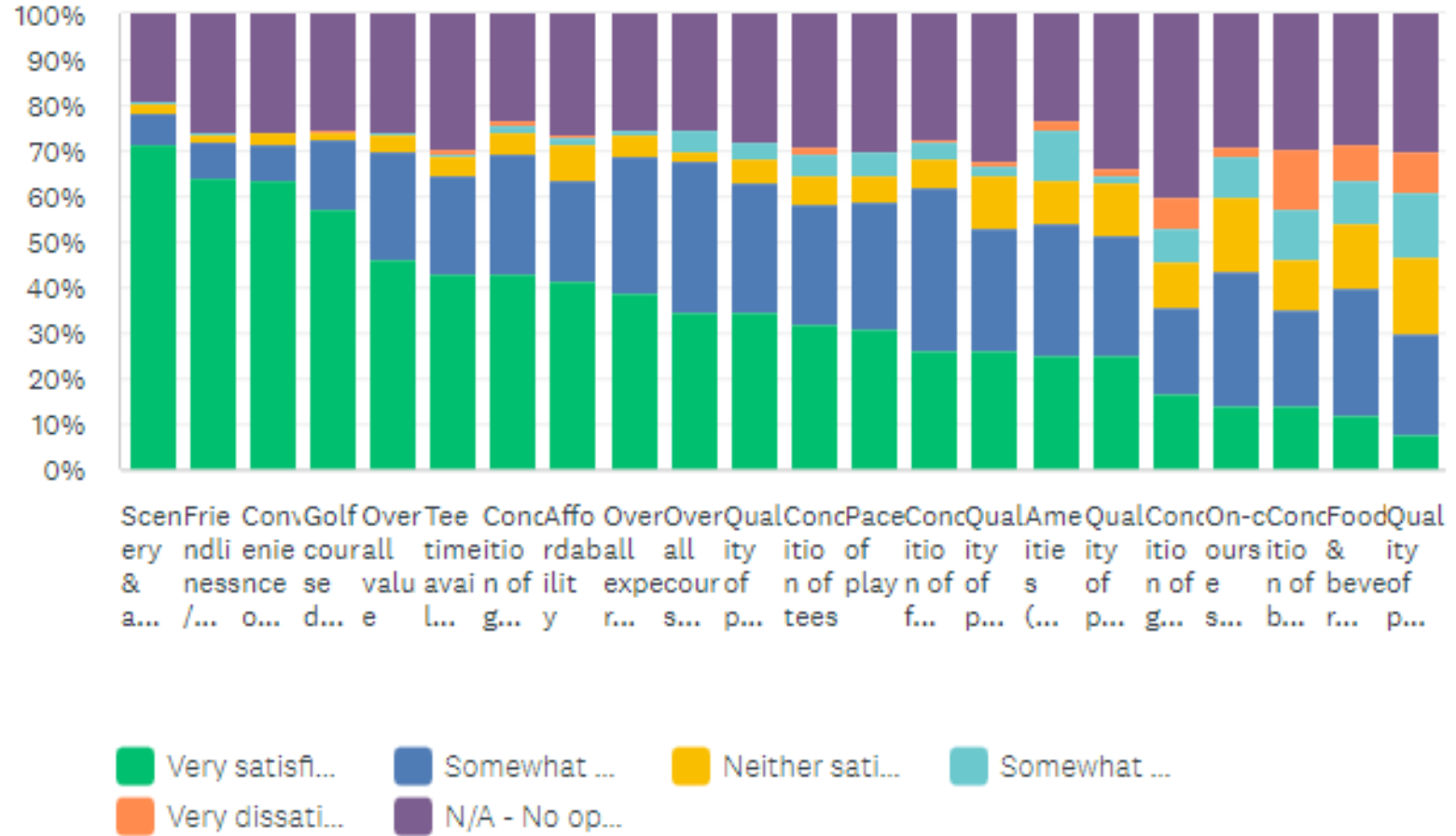


ANSWER CHOICES	RESPONSES
Yes	55.10% 189
No	44.90% 154
TOTAL	343

Q: 24

Rate the following features of the golf course

Answered: 258 Skipped: 113



Q: 24

	VERY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A - NO OPINION	TOTAL	WEIGHTED AVERAGE
Scenery & aesthetics of course	71.54% 181	6.72% 17	2.37% 6	0.40% 1	0.00% 0	18.97% 48	253	1.16
Friendliness / helpfulness of staff	64.43% 163	7.51% 19	1.58% 4	0.79% 2	0.00% 0	25.69% 65	253	1.18
Convenience of course location	63.49% 160	8.33% 21	2.38% 6	0.00% 0	0.00% 0	25.79% 65	252	1.18
Golf course design & layout	57.31% 145	15.42% 39	1.58% 4	0.00% 0	0.40% 1	25.30% 64	253	1.27
Overall value	46.37% 115	23.79% 59	3.63% 9	0.40% 1	0.00% 0	25.81% 64	248	1.43
Tee time availability	43.08% 109	21.74% 55	3.95% 10	0.79% 2	0.79% 2	29.64% 75	253	1.50
Condition of greens	43.25% 109	26.19% 66	4.76% 12	1.59% 4	0.79% 2	23.41% 59	252	1.57
Affordability	41.67% 105	22.22% 56	7.94% 20	1.59% 4	0.40% 1	26.19% 66	252	1.60
Overall experience	38.96% 97	30.12% 75	4.82% 12	0.80% 2	0.00% 0	25.30% 63	249	1.56
Overall course conditions	34.52% 87	33.33% 84	2.38% 6	4.37% 11	0.40% 1	25.00% 63	252	1.70

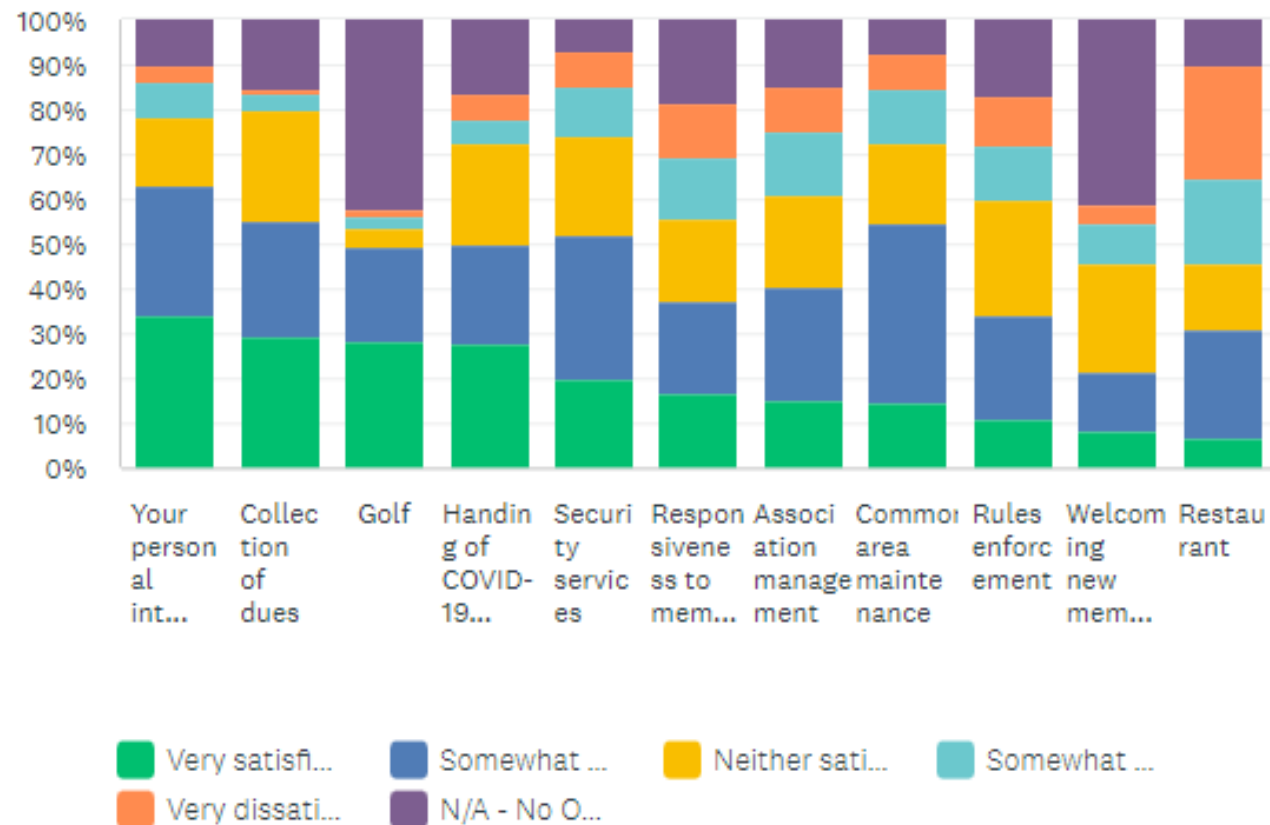
Q: 24

Quality of pro shop	34.54% 86	28.51% 71	5.22% 13	3.61% 9	0.40% 1	27.71% 69	249	1.71
Condition of tees	31.98% 79	26.32% 65	6.48% 16	4.86% 12	1.21% 3	29.15% 72	247	1.83
Pace of play	30.80% 77	28.00% 70	6.00% 15	5.20% 13	0.00% 0	30.00% 75	250	1.79
Condition of fairways	26.51% 66	35.34% 88	6.43% 16	4.02% 10	0.40% 1	27.31% 68	249	1.85
Quality of pro shop merchandise	26.51% 66	26.51% 66	11.65% 29	2.41% 6	0.80% 2	32.13% 80	249	1.89
Amenities (clubhouse, pro shop, locker room)	25.40% 64	28.57% 72	9.92% 25	10.71% 27	1.98% 5	23.41% 59	252	2.16
Quality of pro shop apparel	25.50% 64	26.29% 66	11.16% 28	1.99% 5	1.59% 4	33.47% 84	251	1.92
Condition of golf cars	17.00% 43	18.97% 48	9.88% 25	7.11% 18	7.11% 18	39.92% 101	253	2.47
On-course services (restrooms, drinking water)	14.34% 36	29.08% 73	16.73% 42	8.76% 22	2.39% 6	28.69% 72	251	2.38
Condition of bunkers	14.46% 36	20.88% 52	10.84% 27	11.24% 28	13.25% 33	29.32% 73	249	2.83
Food & beverage service	12.30% 31	27.78% 70	14.29% 36	9.52% 24	7.94% 20	28.17% 71	252	2.62
Quality of practice facility	8.06% 20	22.18% 55	16.53% 41	14.11% 35	8.87% 22	30.24% 75	248	2.91

Q: 25

Rate your satisfaction with the current KemperSports management team related to the following items.

Answered: 348 Skipped: 23



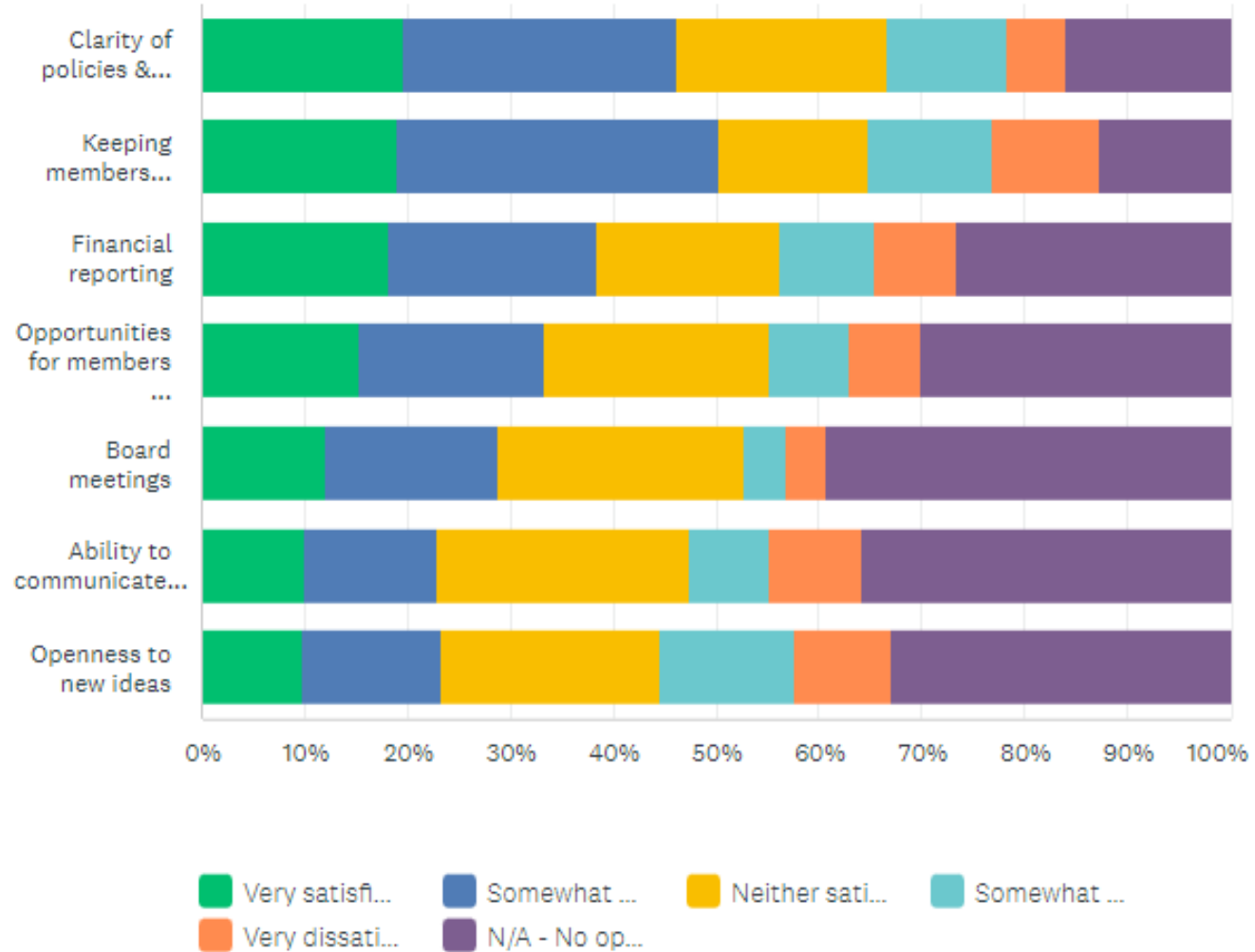
Q: 25

	VERY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A - NO OPINION	TOTAL	WEIGHTED AVERAGE
Your personal interaction with staff	34.01% 117	29.36% 101	15.12% 52	7.85% 27	3.49% 12	10.17% 35	344	2.08
Collection of dues	29.65% 102	25.87% 89	24.71% 85	3.20% 11	1.16% 4	15.41% 53	344	2.06
Golf	28.53% 97	21.18% 72	3.82% 13	2.65% 9	1.76% 6	42.06% 143	340	1.76
Handing of COVID-19 related issues	28.07% 96	21.93% 75	22.51% 77	5.26% 18	5.85% 20	16.37% 56	342	2.27
Security services	19.77% 68	32.56% 112	22.09% 76	10.76% 37	8.14% 28	6.69% 23	344	2.52
Responsiveness to member inquiries	16.62% 57	20.99% 72	18.08% 62	13.70% 47	12.24% 42	18.37% 63	343	2.80
Association management	15.29% 52	25.00% 85	20.88% 71	14.12% 48	10.00% 34	14.71% 50	340	2.75
Common area maintenance	14.87% 51	39.65% 136	18.37% 63	11.66% 40	7.87% 27	7.58% 26	343	2.55
Rules enforcement	10.88% 37	23.24% 79	25.88% 88	12.35% 42	10.59% 36	17.06% 58	340	2.86
Welcoming new members	8.45% 29	13.12% 45	24.20% 83	8.75% 30	4.66% 16	40.82% 140	343	2.80
Restaurant	6.80% 23	24.26% 82	14.79% 50	18.64% 63	25.74% 87	9.76% 33	338	3.36

Q: 26

Rate your satisfaction with the current BHHA Board of Directors related to the following items.

Answered: 341 Skipped: 30



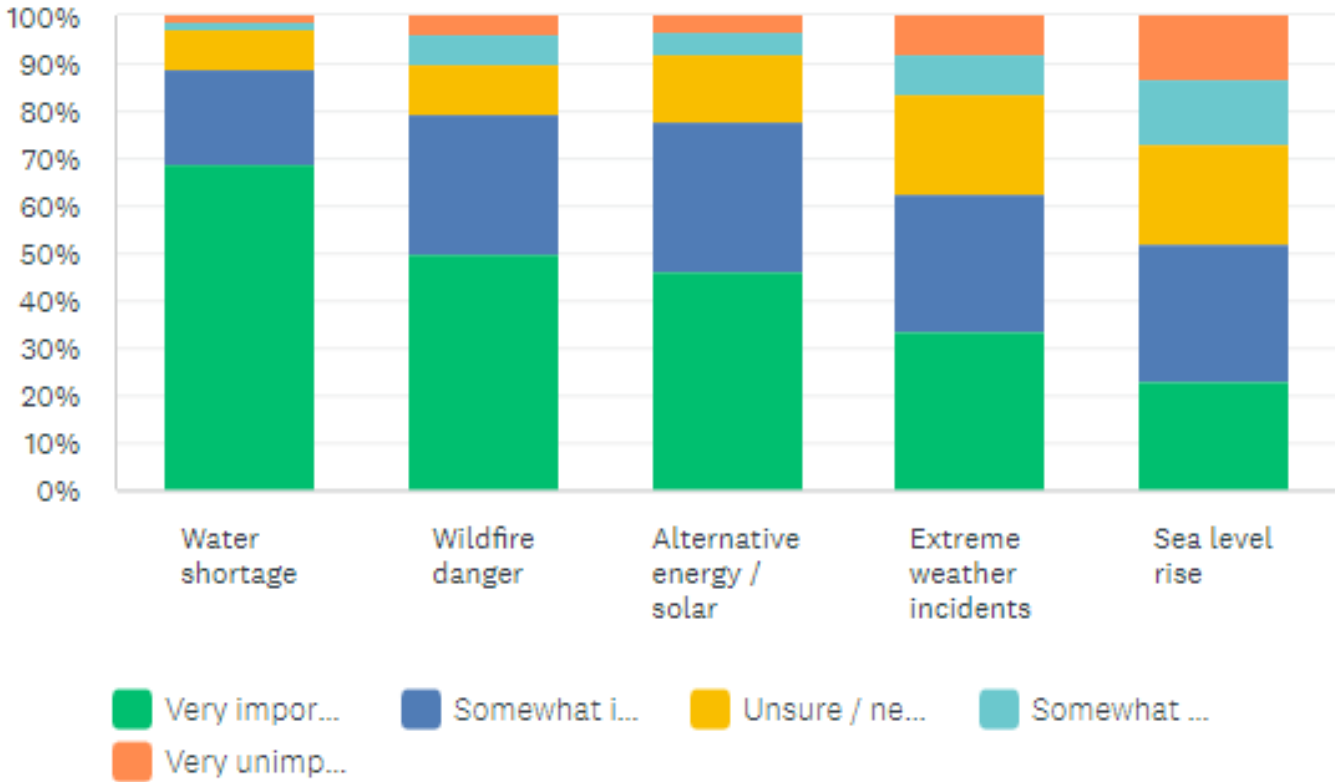
Q: 26

	VERY SATISFIED	SOMEWHAT SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A - NO OPINION	TOTAL	WEIGHTED AVERAGE
Clarity of policies & rules	19.71% 67	26.47% 90	20.59% 70	11.47% 39	5.88% 20	15.88% 54	340	2.49
Keeping members informed	18.93% 64	31.36% 106	14.50% 49	12.13% 41	10.36% 35	12.72% 43	338	2.58
Financial reporting	18.18% 62	20.23% 69	17.89% 61	9.09% 31	7.92% 27	26.69% 91	341	2.57
Opportunities for members to participate in BHHA governance	15.29% 52	17.94% 61	22.06% 75	7.65% 26	7.06% 24	30.00% 102	340	2.62
Board meetings	12.09% 41	16.81% 57	23.89% 81	4.13% 14	3.83% 13	39.23% 133	339	2.52
Ability to communicate with Directors	10.00% 34	12.94% 44	24.41% 83	7.94% 27	8.82% 30	35.88% 122	340	2.89
Openness to new ideas	9.76% 33	13.61% 46	21.30% 72	13.02% 44	9.47% 32	32.84% 111	338	2.98

Q: 27

Which of the following issues do you consider to be of importance to the future of the BHHA community?

Answered: 349 Skipped: 22



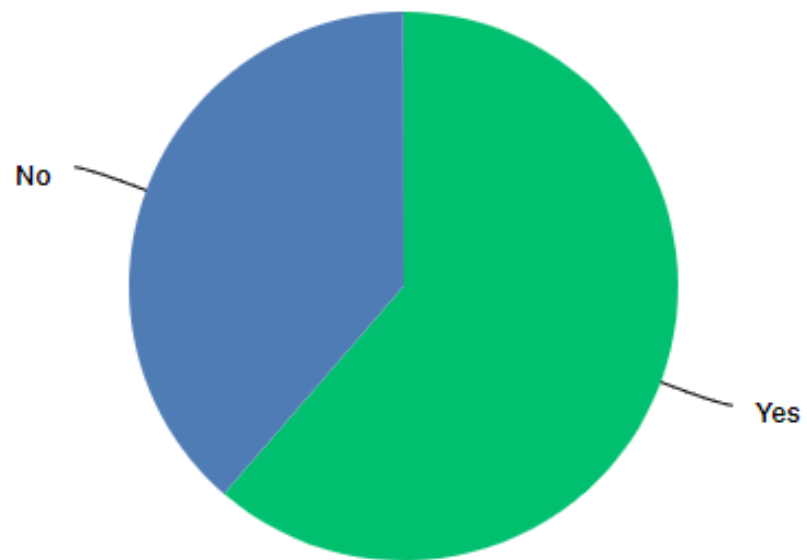
Q: 27

	VERY IMPORTANT	SOMEWHAT IMPORTANT	UNSURE / NEUTRAL	SOMEWHAT UNIMPORTANT	VERY UNIMPORTANT	TOTAL	WEIGHTED AVERAGE
Water shortage	68.88% 239	20.17% 70	8.36% 29	1.73% 6	0.86% 3	347	1.46
Wildfire danger	49.86% 173	29.39% 102	10.95% 38	6.05% 21	3.75% 13	347	1.84
Alternative energy / solar	46.53% 161	31.21% 108	14.16% 49	4.91% 17	3.18% 11	346	1.87
Extreme weather incidents	33.53% 116	29.19% 101	20.81% 72	8.67% 30	7.80% 27	346	2.28
Sea level rise	23.19% 80	28.99% 100	21.16% 73	13.33% 46	13.33% 46	345	2.65

Q: 28

Would you be interested in a series of invited lectures on these topics?

Answered: 339 Skipped: 32



ANSWER CHOICES	RESPONSES	
Yes	61.36%	208
No	38.64%	131
TOTAL		339

**THANK YOU TO ALL
MEMBERS WHO
PARTICIPATED IN THIS
SURVEY**

Board of Directors

June 2022