



Results of The Florida Bar COVID-19 Pandemic Recovery Survey

June 2020

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A link to an electronic survey was e-mailed to 3,671 Florida Bar members. By the June 10, 2020 deadline, 877 completed surveys were received for a response rate of **24%**.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 34.5% equals 35%). For this reason, totals may vary from 99 to 101 percent. Note that several questions are “multiple response questions.” This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple responses questions will not total 100 percent.

1. What is your legal occupation or classification?

<u>Private Practice</u>	<u>Percent</u>
Sole practitioner	32
Associate	17
Partner/shareholder	15
Managing partner	8
Practitioner with 1 or more associates	6
Other private practitioner	<1
<u>Government Practice</u>	
State government attorney	9
Local government attorney	3
Federal government attorney	1
Judge	1
<u>Other Legal Position</u>	
Corporate counsel	4
Legal aid/legal service	<1
Other	3

- Nearly four-fifths (79%) of respondents are employed in private practice positions. Additionally, 14% of respondents are employed in government practice positions and 7% are either employed in other legal positions or report that they are currently unemployed. These percentages are nearly identical to the results of the Bar’s last Economics & Law Office Management Survey.
- The most frequently mentioned responses under the Other category are “Of Counsel” and “Retired”.

2. **What is the total number of attorneys employed in the firm or legal work place where you primarily practice?**

<u>Category</u>	<u>Percent</u>
1 attorney	34
2 to 5 attorneys	27
6 to 10 attorneys	10
11 to 20 attorneys	10
More than 20 attorneys	19

- Over three-fifths (61%) of respondents either operate a solo practice or work in law firms or legal offices consisting of five attorneys or less. Over two-thirds (71%) of respondents either operate a solo practice or work in law firms or legal offices consisting of ten attorneys or less.

3. **Which of the following best describes your primary practice of law? (If you are currently unemployed, but previously worked, please select the response category that best reflects the work you did when employed)**

<u>Category</u>	<u>Percent</u>
Predominantly litigation	48
Predominantly transactional	14
Mix of litigation and transactional	12
Mix of litigation, transactional, and consulting	9
Mix of transactional and consulting	4
Mix of litigation and consulting	4
Predominantly consulting (includes lobbying)	1
Primarily arbitrator/mediator	1
Other	6
I do <u>not</u> perform legal work	1

- About half (48%) of all respondents report that “predominantly litigation” best describes their primary practice of law.

- 3a. Which of the following best describes your primary practice of law? (If you are currently unemployed, but previously worked, please select the response category that best reflects the work you did when employed) – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	Private Practice Percent	Gov't. Practice Percent	Other Legal Position Percent
Predominantly litigation	49	53	24
Predominantly transactional	15	5	12
Mix of litigation and transactional	13	5	0
Mix of litigation, transactional and consulting	8	11	8
Mix of transactional and consulting	4	4	0
Mix of litigation and consulting	4	7	8
Predominantly consulting (includes lobbying)	<1	3	4
Primarily arbitrator/mediator	1	0	8
Other	5	11	24
I do <u>not</u> preform legal work	1	<1	12

<u>Category</u>	<u>Size of Firm</u>			
	One attorney Percent	2 to 10 attorneys Percent	11 to 20 attorneys Percent	Over 20 attorneys Percent
Predominantly litigation	37	47	61	63
Predominantly transactional	19	11	9	11
Mix of litigation and transactional	11	15	12	6
Mix of litigation, transactional and consulting	8	13	5	6
Mix of transactional and consulting	4	4	6	2
Mix of litigation and consulting	6	4	5	3
Predominantly consulting (includes lobbying)	1	<1	0	1
Primarily arbitrator/mediator	3	<1	0	0
Other	9	3	2	8
I do <u>not</u> perform legal work	3	<1	0	0

- 3b. Which of the following best describes your primary practice of law? (If you are currently unemployed, but previously worked, please select the response category that best reflects the work you did when employed) – BY Region and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Predominantly litigation	43	49	50
Predominantly transactional	10	15	16
Mix of litigation and transactional	12	12	10
Mix of litigation, transactional and consulting	9	9	8
Mix of transactional and consulting	4	4	4
Mix of litigation and consulting	10	3	3
Predominantly consulting (includes lobbying)	2	1	0
Primarily arbitrator/mediator	1	1	1
Other	7	7	5
I do <u>not</u> perform legal work	2	0	2

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
Predominantly litigation	54	55	44	28
Predominantly transactional	14	13	14	19
Mix of litigation and transactional	12	9	13	10
Mix of litigation, transactional and consulting	6	9	9	13
Mix of transactional and consulting	4	3	4	5
Mix of litigation and consulting	2	6	4	4
Predominantly consulting (includes lobbying)	2	0	1	2
Primarily arbitrator/mediator	0	0	2	4
Other	5	5	7	10
I do <u>not</u> perform legal work	1	0	1	4

4. Has the COVID-19 pandemic adversely affected your particular practice area of law?

<u>Category</u>	<u>Percent</u>
Yes, to a great degree	36
Yes, to a slight degree	43
No	21

- Over two-fifths (43%) of respondents believe that the COVID-19 pandemic has had a slight degree of impact on their particular practice area of law, while over one-third (36%) believe it has had a great degree of impact. Just over one-fifth (21%) of respondents believe it has had no impact on their practice area.

4a. Has the COVID-19 pandemic adversely affected your particular practice area of law? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes, to a great degree	36	43	22
Yes, to a slight degree	44	38	43
No	20	19	34

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Yes, to a great degree	40	36	25	36
Yes, to a slight degree	39	43	56	43
No	21	21	19	22

4b. Has the COVID-19 pandemic adversely affected your particular practice area of law? – BY Region, Gender and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Yes, to a great degree	33	36	39
Yes, to a slight degree	45	43	42
No	22	21	20

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
Yes, to a great degree	38	35
Yes, to a slight degree	44	42
No	18	23

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
Yes, to a great degree	30	40	35	42
Yes, to a slight degree	46	38	45	37
No	24	22	19	21

5. Compared to the typical lawyer and staff attendance at your physical law firm or legal office before COVID-19, what is the percentage of attendance (not remote) today at the law firm or legal office where you primarily practice?

<u>Category</u>	<u>Percent</u>
100%	29
75%	15
50%	12
25%	25
Firm or legal office is not operational/closed	11
Not applicable	7

- 5a. Compared to the typical lawyer and staff attendance at your physical law firm or legal office before COVID-19, what is the percentage of attendance (not remote) today at the law firm or legal office where you primarily practice? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
100%	34	12	12
75%	17	9	9
50%	13	12	10
25%	21	45	31
Firm or legal office is not operational/closed	10	13	24
Not applicable	6	9	13

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
100%	46	29	6	10
75%	11	20	22	10
50%	7	12	16	19
25%	10	23	37	50
Firm or legal office is not operational/closed	11	11	18	10
Not applicable	15	4	1	2

- 5b. Compared to the typical lawyer and staff attendance at your physical law firm or legal office before COVID-19, what is the percentage of attendance (not remote) today at the law firm or legal office where you primarily practice? – BY Region**

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
100%	31	30	26
75%	18	17	12
50%	14	12	12
25%	23	26	26
Firm or legal office is not operational/closed	9	9	15
Not applicable	5	6	9

- 6. Please indicate when you believe your physical law firm or legal office space will be at full, or nearly full, operation:**

<u>Category</u>	<u>Percent</u>
Already fully operational	31
June 2020	10
July 2020	15
August 2020	13
September 2020	7
October to December 2020	8
2021 or later	8
Not applicable	8

- Over two-thirds (69%) of respondents believe their physical law firm or legal office space will be at full, or nearly full, operation by August 2020. 8% believe it will take until 2021 or later to be at full, or nearly full, operation.

- 6a. If your law firm or legal office won't be up and running at normal capacity by June 2020, what will you need in order to become fully operational once again?**

(273 Total Responses)

- A better handle on the Coronavirus.
- A cure.

- A cure or vaccine. My wife and young daughter are type-1 diabetic. We have been home since March 10th and will not be returning to public contact until it is safe for them. They are 4x more likely to die than the general public should they contract, plus my wife has a primary autoimmune disease in addition.
- A lift on the foreclosure stays and eviction stays so that I can have clients again.
- A mandate requiring masks be worn by all and social distancing required. All meetings by Zoom, or a vaccine.
- A physical office.
- A safe way to conduct trials with a jury and a safe way for attorneys and staff to be together in a tight space.
- A steady decline of the number of COVID-19 cases in the community for a period of two weeks.
- A vaccine. **(33 Responses)**
- Ability to meet with clients in person, ability to have a process server, and ability to do in person hearings.
- Ability to properly space individuals within the office and supplies of masks, gloves and hand sanitizers, etc.
- Additional computer equipment.
- All staff attorneys at my company worked remotely pre-Covid-19.
- Barriers for staff, sanitation supplies, and authorization from agency head.
- Being a small practice with dedicated clients, the largest issue is that my clients are suffering. The difficulty they are experiencing in generating revenue impacts both their needs for legal representation as well as their ability to pay our legal fees.
- Better access to and greater accuracy of testing for the virus to limit exposure to my staff and myself and our clients. A vaccine. More effective means of safely advocating for my clients in Court. Telephone hearings and Zoom trials are not a fair replacement for important, substantive matters before the Courts.
- Better procedures and people being more considerate to others.
- Building and offices must be modified to permit social distancing measures.
- Building safety precautions implemented.

- Business back at usual; however, with Covid-19 and no vaccine, I do not believe it will get back to normal capacity.
- Business will need to pick up and we need to be more comfortable that the spread of the virus is being contained or limited.
- Childcare. **(6 Responses)**
- Clarity from the Governor that we are cleared to be open.
- Client locations need to be up and running.
- Clients. **(2 Responses)**
- Clients to feel comfortable, and economy to improve so clients can afford legal services.
- Clients willing to get out.
- Clients with retainers. I practice Family Law and, while I've had a lot of calls, not many are new clients. My clients are regular, middle-class people and, like many Americans, are behind on their financial obligations. I would predict after a few months of people working again, my office will be back to normal.
- Clients with the financial means to retain an attorney.
- Clients. Money.
- Competent leadership of our country and state providing non-political assurances and a plan for my team and clients' safety, including drastic drops in COVID-19 rates.
- Confidence in testing for the virus.
- Confidence of attorneys and staff that they are safe.
- Courthouse to open.
- Courtrooms are born designed for social distancing; they are small in my Circuit. Dockets of 40 defendants cannot adequately social distance, so the workday and Court days would need to expand. Public restrooms and elevators become a petri dish with the public (which includes defendants, friends/family, victim, or anyone wanting to observe) actively walking through high traffic common areas and venturing to use the facilities. High risk individuals also include the Judge, Court bailiffs and the Clerk. Attorneys request sidebar conversations, which violate personal space. Finally, not everyone wishes to shield their face; alternatively, if they do wear masks, complaints that they can't breathe and a partial removal of the mask ensues, thereby

making us all susceptible. There are so many considerations for the public safety, Courts and its personnel, and all the while considering the defendants due process rights.

- Covid-19 under control with no infections.
- Currently fully operational with some staff working remotely, full or part-time.
- Damage is irreversible, in my opinion.
- Data that shows risk of virus spread is low.
- Decision making is being made at our headquarters level on working full time in offices. We are working full time remotely.
- Decisions by agency heads to reopen the office to employee access.
- Decrease in new Covid-19 cases.
- Definition of “fully-operational” might be changing. More people working remotely might become permanent. We are a state government office, so we are following the directives of Governor DeSantis.
- Due to being a government agency, in order for our office to be conducting 100% of our daily business, we rely on decisions made by other entities within the State.
- Effective treatment or vaccine for the virus, or at least effective antibody testing and certainty that the presence of antibodies means protection from contracting the virus.
- Elimination of the need for social distancing; elimination of increasing viral infections in the community.
- Employee comfort.
- End of foreclosure moratorium.
- End to social distancing requirements.
- Entire office is back as of June 1, 2020, but currently not seeing clients face-to-face and still conducting all hearings/mediations/consults via Zoom.
- Entry into Phase 3 of the Recovery Program. People are just too afraid to come in and be exposed to other people, witnesses, clients, etc.
- Everyone to feel comfortable coming into the office and for childcare options to be available for people with kids.

- Evidence that the pandemic has slowed down. It appears that cases are now going back up as of June 3.
- Federal grand juries to reconvene. No grand juries = no new indictments = no revenue.
- Fewer COVID-19 cases.
- Firm should be at one-half capacity in June and full capacity in July.
- Firm/office did not close and remained open, staffed, and fully operational despite pandemic closures elsewhere.
- Florida Bar assistance (financial and/or relaxed requirements for CLE/dues).
- For the Bar and the CJS to “get it” when it comes to technology and legal procedure. I have been practicing virtually for over 15 years, courtesy of a hurricane, yet we still have pointless Court with live attendance requirements for a 19th century world that no longer exists, and an expectation that we will waste client money on unneeded offices for in person meetings we actually do not need, and a work place staff members would rather not have to pay with their time and money to go to. The use of a physical office (except in extremely limited circumstances) is rarely needed. The pandemic posed no inconvenience because our disaster recovery plan is consistently operational and decentralized. The Florida Bar is woefully behind the times in technology. Just look at the records of the Standing Committee on Advertising circa 2005: “you can have a website, but only with a magic button to send a firm brochure” kind of behind the times. AVVO and Google destroying the oblivious Referral Service.
- For the CDC to indicate that the numbers are going down and it's safe to return.
- For the Court system to be fully operational.
- For the Courts to reopen.
- For the public schools to open again so that our staff is not at home supervising their children's online education.
- Full clearance from the State of Florida.
- Full Court system operation.
- Full-time childcare through normal school operations and afterschool care. Some weeks this summer we will have full-time camp, but not every camp offers full-time.
- Funds to pay employees and expenses.

- Greater access to COVID-19 testing is a must for all employers. Once a week testing for all employees should be the normal.
- Herd immunity. **(3 Responses)**
- Hire staff to replace terminated employees; loans to cover overhead and “farm out” or refer work to other practitioners.
- I am able to perform all required legal work remotely from home so there is no operational problem at all for me.
- I am also looking for work. The job offer I had is gone now because of Covid-19.
- I am doing other non-legal work until the Courts reopen.
- I am fully operational, just doing it all remotely.
- I choose not applicable for 5 and 6 because our staff are working remotely 100%, and likely to continue doing so. This has not affected our ability to perform our duties in any manner, but there was not an option to capture this.
- I do not believe there is a particular “need” which can be met to allow all staff to be comfortable coming back. Only time and the hopeful diminution of the virus can do this.
- I do primarily bankruptcy work, counseling and planning for clients, and other work including but not limited to litigation. Clients intelligently have put off personal and some reorganization plans. I advise client's that unless there is a specific reason for a filing to delay. Therefore, my new case volume is essentially zero and I expect it will be into the foreseeable future. I applied for the Payroll Protection Program but have received no assistance from my bank (SunTrust). I have kept my only assistant on full payroll and intend to do so as long as I have funds. The payroll protection loan would help.
- I have decided to go from a virtual lease and mailbox arrangement to mailbox only and work from home. Client meetings handled via phone, video conference or if necessary, meeting at clients' place of business or home.
- I left my law firm in April 2020, effective July 2020, and will seek to affiliate with a new law firm by Fall 2020.
- I meet clients at their locations and some locations like nursing homes or ASL are not yet allowing visitors.
- I think it is a matter of level of comfort in working in an environment with health impacts. From our office. To ALL: I hope you had a nice weekend and that you and your families are doing well. As you may know, many South Florida firms are beginning to open their offices. Most are doing so in restricted and measured ways. Rules regarding masks, daily temperature readings and

inaccessibility to kitchens, etc. are being implemented to provide a safe work environment. While bringing everyone back is our ultimate goal, FIRM has not made immediate plans to return to the office. That being said, it is imperative that our billings remain strong and that our workflow is sustained efficiently. We will continue to assess the situation on an on-going basis and keep you informed as to our plans. Stay safe and connected.

- I will keep my business at 25% capacity until there is treatment developed to minimize the health consequences of Covid-19 or some kind of vaccination is available.
- I will not put my employees at undue risk of contracting and spreading Covid-19. Until there is either a viable vaccine that is available to anyone who will be physically present in the office, or we have a reasonable way to prevent airborne transmission that does not rely on people keeping their masks on all day, we will staff no more than 20% of our employees at any one time to ensure extreme distancing.
- I work in the courthouse. Several things must be put in place to accommodate social distancing.
- I'm not really involved in those decisions with my firm, but it seems like they are following local and state guidelines and erring on the side of caution by encouraging remote if possible, for the time being. I'd assume they would want some strong evidence that returning to normal operations would not present a significant (or plausible) increased risk of infection spread.
- I'm unaware of when exactly the firm will be operational in physical form, but "phase I" is happening now. I would expect by August 2020 the firm will be up and running, but that is purely a guess.
- Jury trials.
- Just a comment. We are up and running, but our office remains closed to clients unless absolutely necessary and our office doors remain locked.
- Lifting of social distancing guidelines and no wearing of masks (for mediation and arbitration).
- Lower infection and lower death rates.
- Management decision.
- Many of the staff and attorneys have childcare issues and underlying medical conditions. Until we can assure that our employees can come back safely and without the worry of where to place their children, we will continue being primarily remote.
- Many within the office are concerned about infection or living with loved ones that are compromised or in a high-risk category. To be fully in office again, we will need wither a drastic decline in cases or a vaccine.
- Money.

- More clients.
- More confidence that the virus is on a significant decline.
- More information and factual reporting.
- More PPE.
- More space.
- More testing to determine who has contracted the virus, and procedures to maintain social distancing.
- More Zoom hearings with the Court. We've embraced working remotely and want the Court to fully embrace it as well.
- Most likely a Covid-19 vaccine. It's a very large company with hundreds of employees. While the physical location may become operational in the next few months, it will most likely not be fully operational.
- Most of the attorneys can go back, but there is insufficient space to safely distance all personnel. There is a plan to start bringing employees back later in June, but in stages.
- Most of the firm is working remotely as a continued precaution. However, we remain fully functional. The firm will return to the physical office location once the threat of the pandemic has subsided.
- My administrative staff is over 65 and the number of COVID-19 cases continue to grow in our area, therefore she is only coming in once or twice a week.
- My firm is allowing staff and lawyers to take their time as to returning if they can be productive at home.
- Need the courthouse to reopen physical location IMMEDIATELY. Cases are backing up by the day, and billable hours are drastically reduced until then. PPP has saved me from cutting staff or pay, but that will be ending soon.
- New cases.
- New cases of Covid-19 to trend downward.
- No idea when. Working with the Courts and opposing counsel, we are able to perform our legal work remotely. Without a proven treatment, I see no reason to expose my colleagues to unnecessary risk. Our work is getting done.

- No need for physical law firm. Will go remote and appear in person at Court or to meet clients at public spaces as needed.
- No restrictions on common spaces and meetings.
- No second spike in Covid-19.
- No virus.
- Normalcy in the Courts, with the distinction between essential/non-essential in-person and appearances removed.
- Not applicable except for lifting restrictions for personal appearance at events outside the office.
- Not sure; people seem to be working well remotely.
- Nothing; I generally work remotely during the summer months, as I am at a vacation home up north.
- Numbers to go down. Don't want to meet with clients due to underlying conditions. Partner is now working from home on permanent basis.
- Office is not conducive to social distancing; on fourth floor with one small elevator utilized by very busy agencies with large number of people coming and going.
- Open at full capacity. We have two conference rooms but are only scheduling one client at a time with sufficient buffer time to be certain only one client is in the office at a time and room can be cleaned. It will be some time before we schedule two appointments at one time and utilize both conference rooms.
- Open businesses.
- Opening of courthouse.
- Operating at 100% capacity.
- Other than the obvious answer of a vaccine, I believe more thorough screening measures; strict social distancing mandates; required PPE; more controlled traffic flow in the courthouse and individual courtrooms; staggered hearing times to reduce crowds; cases being heard virtually as well as in person in order to reduce the number of individuals in the courthouse/courtrooms; increased cleaning and disinfecting of common areas; air filtration systems for the circulated office air; ability to have windows that open so fresh air can be circulated through the office space; and mental health support for the increased anxiety that this has caused.

- Our building is locked, making it difficult, if not unfeasible, to meet with clients to sign documents. Hopefully, this will change next month.
- Our firm is continuing remote for the protection of staff. We are fully operational otherwise.
- Our firm is remote and operates as such.
- Our lawyers travel weekly. We will not require in person attendance at the office until the rate of Covid-19 infections decreases.
- Our office has been fully operational, even though our staff has been working remotely since early March. The two attorneys (partners) still come into the office every business day for mail to be scanned to staff and whatever else needs to be done physically in the office, although we are still working remotely from home. However, new clients are met via Zoom or Facetime, and hearings, depositions and mediations are also held via Zoom. We plan to ask our staff to return to the office in phases, and we hope to have all staff back in the office by the beginning of August. Some staff members are hesitant to come back into the office at this time.
- Our office includes legal and non-legal staff, all in an open floor-plan layout. We have been working remotely since March. Management has indicated that there is currently no timetable for return based on lack of sufficient decline in new cases, and it is expected that we will not return to 100% in-office work (possibly as low as 50%), and legal is not expected to be included in early phases of return to office.
- Our office will be (potentially) back at full capacity but our operations won't be at 100% until the Governor lifts certain restrictions.
- Our office will be alternating weeks that staff come in to avoid everyone returning at the same time. Also, they are installing plexiglass in the support staff pool area for an extra layer of protection in addition to other safety procedures.
- Our physical space is open and available for attorneys and staff to come in, but we have very good remote capabilities. External factors are the primary reason for my inability to go to the office like childcare/schooling for my kindergarten-aged kids. Other attorneys in the office have the same issue.
- Partners say we will be bringing people back after school lets out. Masks will be required when not in your office. Clients will need to be in masks. Additional hand sanitizer and cleaning supplies have been said to have been ordered.
- Paying clients.
- People to start doing business, Courts fully open, not everybody running around scared of a boogeyman which really is not anywhere near catastrophic.

- Phase 4. No threat of COVID-19. We will do everything remotely until that time and maybe thereafter!
- Public confidence.
- Rate of new cases of COVID-19 needs to drop.
- Reach Phase 4 of the pandemic response.
- Reasonable assurance that the COVID-19 danger has abated.
- Reduction in new cases of Covid-19 to safer levels. Possibly vaccine. Workplace protocols.
- Reliable testing.
- Remotely and doing fine. Simply not having to travel to the office. My work activities are much the same as they were. I have enjoyed using Zoom instead of face-to-face meeting as it saves time, gas, the climate.
- Reopening orders from state government.
- Reported cases of Covid-19 to go down as several cases have been reported in our building.
- Safe way to interact with elderly clients.
- Safety measures.
- Schools to go back to full time attendance, clients to retain lawyers when they are back working again and can pay their legal fees. One of the hardest parts is that our firm operates a multi-jurisdiction law firm and EVERY jurisdiction has different local rules that are constantly changing making it hard for us to asses if we can take on new cases.
- Schools to reopen. **(3 Responses)**
- Significant reduction in the Covid-19 positivity rate in South Florida.
- Social distancing restrictions lifted.
- Substantial reliable information concerning mitigation of the COVID-19 threat. We are staying home so as not to make each other or our clients sick.
- Support staff access.
- Testing.

- Testing contact tracing in the community to make employees feel comfortable to come back to work. Employees are afraid to return to work at this time.
- That the social distancing guidelines be less strict.
- The ability to conduct jury trials.
- The Courts need to be open for me to fully operate.
- The Courts to open back up.
- The legal office is still trying to put precautions in place that would comply with the CDC.
- The operation of the Courts at full capacity with in-person civil (commercial) jury trials. Note, however, that this is NOT something I wish to have happen until effective treatments and/or a vaccine is widely available. I am at high risk myself and do not wish to endanger myself, my clients, or anyone else.
- The pandemic infection numbers would need to go down and continued movement to fully reopening so that new clients can come into the office or at least contact the office.
- The problem is childcare for the employee's children.
- The schools to open and people to return to work. We represent injured workers. If they are not working, we have no clients. Our new clients have dropped by 80%.
- The Supreme Court order that has put a limit on the type of proceedings that may occur has to come to a close. Until then, the number of cases that I can process/resolve is limited.
- The virus to be under control.
- They need to open the Courts for semi-normal operations and not just for "important" matters that large law firms can handle by Zoom. I'm sure Holland and Knight isn't losing any money on this. I think it is absolutely shameful that our state is opening nail salons before opening the third branch of our government. Some things simply cannot be handled by Zoom because they rely on low income people getting there in-person. This happens to be the type of practice the average attorney who isn't part of the Bar power structure has. The Courts need to work on establishing safeguards (maybe even including getting more judges or making the ones they have work harder) so they can have less-full courtrooms and still get back to work. This is ridiculous.
- This is just an estimate and is dependent upon when schools resume normal attendance, as a lot of us have young children so are unable to go back to the office full time until then.
- Those decisions are made by the regional office. However, we are doing the same amount of work that we did in the office. We are just doing it online.

- Through the use of technology, the office has been fully operational.
- Time. **(2 Responses)**
- Time and clients to pay their bills. Moratorium on collections cases and eviction cases hurts our ability to operate.
- Time for precautions taken to be proven to work.
- Time. Some staff do not feel comfortable returning and others have children at home and can't return until schools and summer camps are open safely.
- To make sure there isn't a second wave that could endanger the older partners.
- To move through the phases as set by the Supreme Court of Florida.
- Unemployed, transitioning to possible new firm.
- Unknown when the office will be at full or nearly full operation. Meeting CDC/WHO guidelines; effective/complete/accurate testing, reduction of new infections, adequate safety measures for staff and clients (masks, social distancing, etc.)
- Unknown, clients and staff need to be confident that it's safe to meet and work full time in office.
- Unsure. Courts are looking at "pilot" remote jury trials.
- Unsure. We will need to see what continues to happen with COVID-19 as it seems that the numbers are increasing once again in Florida. A number of our employees have children or ailing parents that live with them and therefore, they are concerned with returning to the office.
- Unsure; however, I believe upper management is attempting to work with employees who may have childcare issues due to COVID-19.
- Watching for COVID-19 declines.
- We (large insurance company counsel) are working remotely (nationwide), until at least August 1, 2020, and likely will be extended based on an office to office review.
- We always were fully operational, but everyone was working remotely. We will probably use this opportunity to transition in to a more "remote" type of law firm.
- We are a legal clinic at a university and are bound by their rules. We would primarily need more space to have more than a handful of people at the office at the same time.
- We are able to work effectively remotely.

- We are able to work remotely.
- We are all completely remote right now and could conceivably stay this way for quite some time. I just need a printer at home to have my full office set up.
- We are all working remotely for the moment and waiting to see when Covid-19 cases in the area decline to the point that all feel comfortable to return to a standard office environment.
- We are at 60% physical attendance due to remote proceedings being conducted. We are actively “quarantining away” our attorneys who are being required to go to in person proceedings. They are working remotely quite successfully. We don't anticipate that we will be back to 100% physical presence in our office until our Orange County, Florida community sees a decrease in new cases.
- We are entering a phased return to the office. 25% June 15th, 50% July 15th, 100% for August 2020.
- We are fully operational, but all working remote.
- We are fully operational, but with reduced staff hours, alternating work weeks and some attorneys uncomfortable working in the office at pre-COVID-19 capacity. I do not see a full return to pre-COVID-19 normal until early 2021.
- We are fully operational but for in-office visits, which will resume AFTER a COVID-19 vaccine is available.
- We are fully operational now at normal capacity; we are just working remotely. We might not return fully to the physical office until there is a vaccine.
- We are fully operational via remote access to our data/operating system. It is the moratorium on handling certain cases that is in effect by state Courts and federal agencies that limits our practice.
- We are fully operational with half working from home and half working in the offices.
- We are fully operational working 100% remotely.
- We are fully operational, but all working from home. We participate in administrative and Court hearings telephonically or via video-teleconferencing as scheduled.
- We are fully operational, but not all attorneys are choosing to return to work. Instead, they are continuing to work remotely.
- We ARE fully operational; just minimal contacts.
- We are fully operational. Those who are not physically in the office, work remotely.

- We are in Miami-Dade County - need a lower risk of exposure.
- We are in South Florida, so before we open the office for full staffing (vs. rotational) and in-person client meetings, the numbers must fall drastically.
- We are operational, remotely. Absent a cure or effective vaccine, we need to have the Courts adapt to accept a fully remote method of doing business. Requiring face to face interaction, particularly for long periods of time, is the riskiest practice. Trying to do it using face masks defeats the point of a face to face meeting. Remote videoconference meetings are the only viable option for now. We should not be forced to place our health in danger by requiring face to face interaction.
- We are trying to reconfigure the office space to make physical distancing possible.
- We are working fairly well with staff working from home. We use internet phones and most of our programs are cloud based, so being physically close is not as important. Waiting to make sure that it is safe.
- We are all working from home full-time. So, we are still operating, just not in the office physically. We could go in if we wanted to, but we are working from home at this time.
- We are working remotely and are fully operational.
- We are working well remotely. For the foreseeable future attendance will be voluntary with those choosing to stay at home coming in solely on an as needed basis.
- We can be as, if not more, effective working remotely than in the office. There is no good reason to justify risking the lives of our employees by requiring a return to full capacity.
- We cannot return to normal capacity until there is school or adequate childcare.
- We choose to continue social distancing for safety. We increased remote capability and will continue to utilize. Court schedule is also reduced.
- We do not intend to have all of our lawyers and staff in our offices at one time until the risk of infection from the coronavirus has passed.
- We don't know. We are at a loss to state what we need. There are very few clients now.
- We have a shared building with shared common areas, elevators, and bathrooms. We would need COVID-19 numbers to have a steady decline.
- We have a task force in place to make the decisions about returning to the office. We don't yet know when the office will be back to normal capacity. We are taking guidance from the CDC and the Florida Supreme Court.

- We have no idea when we will be back. The office is technically closed, but attorneys and assistants are present. We have never been at full capacity since this began, but we are still in the office sometimes.
- We have one staff on immune suppressing drugs so don't expect she will be in office full-time. She now works remotely and on weekends in office.
- We just went back to having all folks in the office.
- We rely on the Courts to guide us and, as of yet, we have not hit the benchmarks to transition to Phase 2 of the re-opening plan. We have a skeleton crew handling essential functions, i.e., 1st Appearance, Pleas, Bond, Detentions, etc.
- We will be moving to new office space due to limited precautions at our current building.
- We will be undergoing office expansion and renovation starting in the next two weeks, so some employees have opted to continue to work from home until that work is completed. The rest of us will also be working from home (again) for two weeks once the work on our existing space begins.
- We'll be choosing to have people work remotely, as it's working well for us. A vaccine or easily accessible treatment would likely result in moving up that timeframe.
- While I am open, I am not taking in-person meetings until at least after July 4 and may not until September 18th when the jury trials will resume.
- While we are fully operational in a remote way, the thing that will be required for all of our lawyers and staff to return to 100% in-person operation as we were pre-COVID-19 is a vaccine.
- Without jury trials, there can be no civil litigation practice. Pretrial activities (discovery/hearings) are minimal and are eventually concluded, and appeals can't start without a trial. The legal system is all about the trial. Parties don't settle cases without the threat of a trial date.

6b. Please indicate when you believe your physical law firm or legal office space will be at full, or nearly full, operation: – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Already fully operational	37	11	14
June 2020	11	10	3
July 2020	13	21	21
August 2020	12	19	8
September 2020	7	10	9
October to December 2020	6	14	15
2021 or later	7	7	17
Not applicable	7	8	14

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Already fully operational	47	31	17	12
June 2020	10	12	12	8
July 2020	10	16	26	17
August 2020	5	15	11	21
September 2020	5	7	7	13
October to December 2020	4	6	14	15
2021 or later	7	8	7	11
Not applicable	13	5	6	4

6c. Please indicate when you believe your physical law firm or legal office space will be at full, or nearly full, operation: – BY Region

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Already fully operational	34	33	29
June 2020	10	11	10
July 2020	13	17	15
August 2020	10	11	15
September 2020	8	8	6
October to December 2020	12	7	7
2021 or later	8	8	8
Not applicable	6	5	10

7. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges:

<u>Category</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Risk of exposure by going to law firm or workplace	34	39	27
Cash flow	27	36	37
How to reopen an office effectively and safely	25	28	47
Managing stress	22	38	40
Serving clients remotely who have limited access to technology	20	40	40
Balancing work and home demands	19	40	41
Homeschooling/childcare	19	15	66
Getting comfortable with new technology and processes	8	32	60
Having the right technology to manage employees and clients	8	32	60
Management of staff working remotely	8	30	62

- Nearly three-quarters (73%) of respondents are at least somewhat concerned about their risk of exposure by going to their law firm or workplace. Nearly two-thirds (63%) are at least somewhat concerned about cash flow.

- 7a. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Risk of Exposure by Going to Law Firm or Workplace

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	53	30	17
Other legal position	38	38	25
Private practice attorney	30	40	30

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	25	43	32
2 to 10 attorneys	34	39	27
11 to 20 attorneys	42	35	24
Over 20 attorneys	45	32	23

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	38	37	25
Central/Southwest	32	38	30
North	29	43	28

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	46	34	20
Male	27	42	31

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	42	39	19
36 to 49 years old of age	38	37	25
50 to 65 years old of age	31	40	29
Over 65 years old of age	22	38	40

- 7b. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Cash Flow

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	32	41	27
Other legal position	12	25	63
Government practice attorney	8	13	79

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	34	36	30
2 to 10 attorneys	31	36	33
11 to 20 attorneys	12	39	49
Over 20 attorneys	15	35	50

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	30	37	33
Central/Southwest	28	33	39
North	17	39	44

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	28	35	37
Male	27	37	36

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	25	31	44
36 to 49 years old of age	27	38	35
50 to 65 years old of age	27	40	33
Over 65 years old of age	29	31	40

- 7c. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

How to Reopen an Office Effectively and Safely

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	38	24	38
Other legal position	30	27	43
Private practice attorney	22	29	49
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	16	23	61
2 to 10 attorneys	25	29	46
11 to 20 attorneys	36	39	25
Over 20 attorneys	34	31	35
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	27	29	44
North	24	26	50
Central/Southwest	23	28	49
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	34	29	37
Male	19	28	53
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	29	27	44
36 to 49 years old of age	28	27	45
50 to 65 years old of age	23	30	47
Over 65 years old of age	15	28	57

- 7d. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Managing Stress

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	26	40	34
Private practice attorney	21	37	42
Other legal position	19	41	40
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	16	30	54
2 to 10 attorneys	24	39	37
11 to 20 attorneys	21	46	33
Over 20 attorneys	26	23	51
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	23	37	40
Central/Southwest	22	39	39
North	17	37	46
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	33	45	22
Male	15	34	52
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	25	28	47
36 to 49 years old of age	30	38	32
50 to 65 years old of age	16	41	43
Over 65 years old of age	10	45	45

- 7e. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Serving Clients Remotely Who Have Limited Access to Technology

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	20	43	37
Government practice attorney	20	26	54
Other legal position	16	33	51

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	19	41	40
2 to 10 attorneys	21	41	38
11 to 20 attorneys	17	38	45
Over 20 attorneys	19	36	45

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Central/Southwest	21	36	43
Southeast	20	42	38
North	18	42	40

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	24	39	37
Male	17	41	42

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	17	42	41
36 to 49 years old of age	22	38	40
50 to 65 years old of age	20	42	38
Over 65 years old of age	19	31	50

- 7f. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: By Type of Practice, Size of Firm, Region, Gender and Age Group

Balancing Work and Home Demands

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	20	42	38
Private practice attorney	19	39	42
Other legal position	13	45	42
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	17	36	47
2 to 10 attorneys	19	45	36
11 to 20 attorneys	18	33	49
Over 20 attorneys	20	41	39
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	23	37	40
Central/Southwest	17	41	42
North	14	44	42
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	28	42	30
Male	13	39	48
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	17	47	36
36 to 49 years old of age	30	39	31
50 to 65 years old of age	13	40	47
Over 65 years old of age	11	32	57

- 7g. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Homeschooling/Childcare

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	20	14	66
Private practice attorney	18	16	66
Other legal position	17	13	70

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	13	7	80
2 to 10 attorneys	24	16	60
11 to 20 attorneys	17	24	59
Over 20 attorneys	19	20	61

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	20	13	67
North	17	17	66
Central/Southwest	18	16	66

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	26	15	59
Male	14	15	71

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	14	12	74
36 to 49 years old of age	36	22	42
50 to 65 years old of age	10	14	76
Over 65 years old of age	6	6	88

- 7h. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Getting Comfortable With New Technology and Processes

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	9	30	62
Private practice attorney	8	34	58
Other legal position	3	13	84
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	9	32	59
2 to 10 attorneys	7	35	58
11 to 20 attorneys	6	25	69
Over 20 attorneys	7	30	63
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Central/Southwest	9	31	60
Southeast	8	34	58
North	6	29	65
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	11	30	59
Male	6	33	61
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	5	22	73
36 to 49 years old of age	9	30	61
50 to 65 years old of age	8	37	55
Over 65 years old of age	11	38	51

- 7i. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Having the Right Technology to Manage Employees and Clients

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	9	35	56
Private practice attorney	8	32	60
Other legal position	5	23	72

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	10	30	60
2 to 10 attorneys	8	31	61
11 to 20 attorneys	5	36	59
Over 20 attorneys	6	33	61

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
North	9	33	58
Southeast	9	30	61
Central/Southwest	7	33	60

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	12	30	58
Male	6	33	61

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	6	21	73
36 to 49 years old of age	8	35	57
50 to 65 years old of age	9	35	56
Over 65 years old of age	10	30	60

- 7j. As Florida moves into the next phase of its *Safe. Smart. Step by Step. Plan for Florida's Recovery*, please indicate how concerned you are with each of the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Management of Staff Working Remotely

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	9	28	63
Government practice attorney	7	33	60
Other legal position	6	38	56
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	7	17	76
2 to 10 attorneys	8	31	61
11 to 20 attorneys	14	42	44
Over 20 attorneys	9	41	50
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	11	30	59
North	7	31	62
Central/Southwest	6	26	66
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	12	30	58
Male	6	30	64
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	8	22	70
36 to 49 years old of age	11	34	55
50 to 65 years old of age	8	31	61
Over 65 years old of age	1	27	72

8. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges:

<u>Category</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
The possibility of a second wave of the virus	54	32	14
Risk of exposure by going to law firm or workplace	34	37	29
Maintaining cash flow	25	39	36
Client development (attracting new clients)	24	34	42
Reduction in work/caseload	22	38	40
Billing/fee collection issues	20	35	45
Mental health & wellness/increased stress	20	40	40
Homeschooling/childcare	18	15	67
Maintaining current clients	10	29	61
Having the right technology to manage employees and clients	8	30	62

- Looking ahead 3 to 6 months into the future, a large majority (86%) of respondents are at least somewhat concerned about the possibility of a second wave of the COVID-19 virus, while over two-thirds (71%) are at least somewhat concerned about the risk of their exposure by going to law their firm or legal workplace.
- Fewer respondents are at least somewhat concerned with homeschooling/childcare (33%), having the right technology to manage employees and clients (38%), and maintaining current clients (39%).

- 8a. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

The Possibility of a Second Wave of the Virus

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	67	18	15
Other legal position	55	34	11
Private practice attorney	51	35	14

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	47	40	13
2 to 10 attorneys	55	31	14
11 to 20 attorneys	54	33	13
Over 20 attorneys	63	22	15

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	56	33	11
Central/Southwest	55	27	18
North	48	40	12

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	66	26	8
Male	46	36	18

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	59	29	12
36 to 49 years old of age	59	32	9
50 to 65 years old of age	49	34	17
Over 65 years old of age	49	32	19

- 8b. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Risk of Exposure by Going to Law Firm or Workplace

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	54	27	19
Other legal position	36	39	25
Private practice attorney	30	39	31

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	24	40	36
2 to 10 attorneys	35	38	27
11 to 20 attorneys	39	37	24
Over 20 attorneys	44	31	25

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	40	35	25
Central/Southwest	31	38	31
North	27	41	32

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	44	35	21
Male	27	39	34

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	40	41	19
36 to 49 years old of age	37	37	26
50 to 65 years old of age	31	37	32
Over 65 years old of age	23	33	44

- 8c. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Maintaining Cash Flow

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	30	45	25
Other legal position	14	24	62
Government practice attorney	4	11	85

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	30	39	31
2 to 10 attorneys	28	39	33
11 to 20 attorneys	16	43	41
Over 20 attorneys	12	39	49

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	28	38	34
Central/Southwest	24	41	35
North	18	39	43

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Male	25	39	36
Female	24	39	37

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	18	37	45
36 to 49 years old of age	28	39	33
50 to 65 years old of age	24	41	35
Over 65 years old of age	27	38	35

- 8d. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Client Development (Attracting New Clients)

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	30	41	29
Other legal position	8	16	76
Government practice attorney	0	2	98

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	32	33	35
2 to 10 attorneys	27	33	40
11 to 20 attorneys	14	39	47
Over 20 attorneys	12	31	57

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	28	35	37
North	21	34	45
Central/Southwest	21	32	47

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Male	24	36	40
Female	24	30	46

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	18	34	48
36 to 49 years old of age	28	29	43
50 to 65 years old of age	26	38	36
Over 65 years old of age	20	34	46

- 8e. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Reduction in Work/Caseload

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	26	44	30
Other legal position	9	28	63
Government practice attorney	7	13	80

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	25	35	40
2 to 10 attorneys	24	41	35
11 to 20 attorneys	21	37	42
Over 20 attorneys	14	38	48

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	27	38	35
Central/Southwest	21	36	43
North	15	42	43

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	25	37	38
Male	21	39	41

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	19	33	48
36 to 49 years old of age	26	37	37
50 to 65 years old of age	22	43	35
Over 65 years old of age	19	35	46

- 8f. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Billing/Fee Collection Issues

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	25	43	32
Other legal position	5	13	82
Government practice attorney	0	3	97

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	23	39	38
2 to 10 attorneys	23	33	44
11 to 20 attorneys	8	36	56
Over 20 attorneys	14	32	54

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	22	36	42
Central/Southwest	19	35	46
North	16	33	51

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	21	32	47
Male	20	37	44

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	14	30	56
36 to 49 years old of age	24	33	43
50 to 65 years old of age	20	38	42
Over 65 years old of age	18	38	44

- 8g. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Mental Health & Wellness/Increased Stress

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Government practice attorney	25	44	31
Private practice attorney	20	38	42
Other legal position	16	48	36
<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	14	28	58
2 to 10 attorneys	21	43	36
11 to 20 attorneys	23	50	27
Over 20 attorneys	25	49	26
<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	23	36	41
Central/Southwest	20	42	38
North	13	41	46
<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	31	47	22
Male	13	35	52
<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	24	32	44
36 to 49 years old of age	27	43	30
50 to 65 years old of age	15	38	47
Over 65 years old of age	6	51	43

- 8h. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Homeschooling/Childcare

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	18	15	67
Government practice attorney	18	18	64
Other legal position	16	13	72

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	12	8	80
2 to 10 attorneys	24	16	60
11 to 20 attorneys	19	25	56
Over 20 attorneys	19	19	62

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	20	11	69
Central/Southwest	17	17	66
North	16	19	65

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	26	15	59
Male	13	15	72

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	13	12	75
36 to 49 years old of age	35	22	43
50 to 65 years old of age	11	13	76
Over 65 years old of age	4	8	88

- 8i. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Maintaining Current Clients

<u>Type of Practice</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Private practice attorney	12	35	53
Other legal position	6	19	75
Government practice attorney	0	4	96

<u>Size of Firm</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
One attorney	15	29	56
2 to 10 attorneys	10	30	60
11 to 20 attorneys	7	30	63
Over 20 attorneys	4	28	68

<u>Region</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Southeast	14	27	59
North	7	32	61
Central/Southwest	7	29	64

<u>Gender</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
Female	12	28	60
Male	9	30	61

<u>Age Group</u>	<u>Extremely Concerned Percent</u>	<u>Somewhat Concerned Percent</u>	<u>Not Concerned/ Not Applicable Percent</u>
35 or under years of age	5	30	65
36 to 49 years old of age	11	31	58
50 to 65 years old of age	12	27	61
Over 65 years old of age	12	27	61

- 8j. Looking ahead 3 to 6 months into the future, please indicate how concerned you are with the following issues or challenges: – By Type of Practice, Size of Firm, Region, Gender and Age Group

Having the Right Technology to Manage Employees and Clients

<u>Type of Practice</u>	Extremely Concerned <u>Percent</u>	Somewhat Concerned <u>Percent</u>	Not Concerned/ Not Applicable <u>Percent</u>
Private practice attorney	8	31	61
Government practice attorney	8	31	61
Other legal position	6	19	75

<u>Size of Firm</u>	Extremely Concerned <u>Percent</u>	Somewhat Concerned <u>Percent</u>	Not Concerned/ Not Applicable <u>Percent</u>
One attorney	10	28	62
2 to 10 attorneys	7	30	63
11 to 20 attorneys	5	36	59
Over 20 attorneys	8	31	61

<u>Region</u>	Extremely Concerned <u>Percent</u>	Somewhat Concerned <u>Percent</u>	Not Concerned/ Not Applicable <u>Percent</u>
Southeast	9	29	62
Central/Southwest	7	30	63
North	6	32	62

<u>Gender</u>	Extremely Concerned <u>Percent</u>	Somewhat Concerned <u>Percent</u>	Not Concerned/ Not Applicable <u>Percent</u>
Female	10	29	61
Male	7	30	63

<u>Age Group</u>	Extremely Concerned <u>Percent</u>	Somewhat Concerned <u>Percent</u>	Not Concerned/ Not Applicable <u>Percent</u>
35 or under years of age	8	20	72
36 to 49 years old of age	6	36	58
50 to 65 years old of age	9	31	60
Over 65 years old of age	9	27	64

9. How are you currently working?

<u>Category</u>	<u>Percent</u>
Solely from home (remotely)	30
Mostly office work with some remote work	22
Solely from the office	20
Mostly remote work with some office work	19
An even split of office and home (remote) work	4
I worked solely at home prior to the pandemic and will continue to do so	4
I am <u>not</u> currently working	1

- Almost four-fifths (79%) of respondents report working at least partially from home, while nearly two-thirds (65%) report working at least partially from the office.
- 34% of respondents report working solely from home (remotely), compared to 20% who are working solely from the office. 45% are working a combination of office and remote work.

9a. How are you currently working? – BY Type of Practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Solely from home (remotely)	26	38	53
Mostly office work with some remote work	26	11	6
Solely from the office	22	12	11
Mostly remote work with some office work	17	33	13
An even split of office and home (remote) work	4	4	3
I worked solely at home prior to the pandemic and will continue to do so	4	0	8
I am <u>not</u> currently working	1	<1	6

9b. How are you currently working? – BY Size of Firm, Region and Gender

<u>Category</u>	<u>Size of Firm</u>			
	One attorney <u>Percent</u>	2 to 10 attorneys <u>Percent</u>	11 to 20 attorneys <u>Percent</u>	Over 20 attorneys <u>Percent</u>
Solely from home (remotely)	23	28	42	41
Mostly office work with some remote work	22	31	14	11
Solely from the office	25	20	14	14
Mostly remote work with some office work	16	16	24	27
An even split of office and home (remote) work	2	4	6	6
I worked solely at home prior to the pandemic and will continue to do so	9	2	0	<1
I am <u>not</u> currently working	4	0	0	<1

<u>Category</u>	<u>Region</u>		
	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Solely from home (remotely)	23	26	37
Mostly office work with some remote work	27	24	18
Solely from the office	24	21	18
Mostly remote work with some office work	21	18	18
An even split of office and home (remote) work	1	6	4
I worked solely at home prior to the pandemic and will continue to do so	3	5	4
I am <u>not</u> currently working	1	1	2

<u>Category</u>	<u>Gender</u>	
	Female <u>Percent</u>	Male <u>Percent</u>
Solely from home (remotely)	36	26
Mostly office work with some remote work	16	26
Solely from the office	14	24
Mostly remote work with some office work	24	15
An even split of office and home (remote) work	3	4
I worked solely at home prior to the pandemic and will continue to do so	5	3
I am <u>not</u> currently working	1	1

9c. How are you currently working? – BY Age Group

<u>Category</u>	35 or under years of age <u>Percent</u>	36 to 49 years of age <u>Percent</u>	50 to 65 years of age <u>Percent</u>	Over 65 years of age <u>Percent</u>
Solely from home (remotely)	33	32	27	32
Mostly office work with some remote work	25	18	26	16
Solely from the office	23	20	18	22
Mostly remote work with some office work	12	22	21	16
An even split of office and home work	4	5	3	5
I worked solely at home prior to the pandemic and will continue to do so	1	3	5	6
I am <u>not</u> currently working	2	1	<1	3

10. Which of the following do you and your law firm/legal office find to be challenging through remote work? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Closed Courts	40
Technology issues/access to printer etc.	38
Participating in virtual depositions, mediations or hearings	37
Communication and collaboration with colleagues and staff	34
Monitoring work of support staff working remotely	32
Connecting with clients remotely	32
Access to electronic documents and files	27
Maintaining security and confidentiality of files and data	15
Access to needed software	11

- Closed Courts (40%) is the most frequently mentioned challenge that is being experienced through remote work.

10a. Which of the following do you and your law firm/legal office find to be challenging through remote work? – BY Type of Practice and Size of Firm (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Closed Courts	43	28	27
Technology issues/access to printer etc.	35	55	38
Participating in virtual depositions, mediations or hearings	38	33	33
Communication/collaboration with colleagues and staff	34	33	38
Monitoring work of support staff working remotely	32	32	31
Connecting with clients remotely	34	20	33
Access to electronic documents and files	27	34	11
Maintaining security and confidentiality of files and data	15	18	11
Access to needed software	12	10	2

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Closed Courts	47	40	40	27
Technology issues/access to printer etc.	29	36	46	51
Participating in virtual depositions, mediations or hearings	36	36	37	39
Communication and collaboration with colleagues and staff	25	36	43	41
Monitoring work of support staff working remotely	23	36	40	38
Connecting with clients remotely	38	32	29	27
Access to electronic documents and files	30	23	32	26
Maintaining security and confidentiality of files and data	20	15	11	9
Access to needed software	14	9	10	10

10b. Which of the following do you and your law firm/legal office find to be challenging through remote work? – BY Region and Gender (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Closed Courts	41	45	36
Technology issues/access to printer etc.	36	37	40
Participating in virtual depositions, mediations or hearings	36	44	32
Communication/collaboration with colleagues and staff	41	30	35
Monitoring work of support staff working remotely	32	34	31
Connecting with clients remotely	29	33	32
Access to electronic documents and files	24	29	27
Maintaining security and confidentiality of files and data	13	12	18
Access to needed software	5	12	12

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
Closed Courts	34	44
Technology issues/access to printer etc.	45	33
Participating in virtual depositions, mediations or hearings	34	39
Communication and collaboration with colleagues and staff	35	34
Monitoring work of support staff working remotely	34	31
Connecting with clients remotely	33	31
Access to electronic documents and files	26	27
Maintaining security and confidentiality of files and data	10	18
Access to needed software	12	10

10c. Which of the following do you and your law firm/legal office find to be challenging through remote work? – BY Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Age Group</u>			
	35 or under	36 to 49	50 to 65	Over 65
	years of age <u>Percent</u>	years of age <u>Percent</u>	years of age <u>Percent</u>	years of age <u>Percent</u>
Closed Courts	43	41	38	38
Technology issues/access to printer etc.	48	38	35	30
Participating in virtual depositions, mediations or hearings	38	37	36	38
Communication and collaboration with colleagues and staff	34	38	34	21
Monitoring work of support staff working remotely	30	34	34	25
Connecting with clients remotely	28	33	34	30
Access to electronic documents and files	22	25	31	25
Maintaining security and confidentiality of files and data	11	14	15	14
Access to needed software	9	10	12	10

11. Do you currently coordinate work with any other lawyers?

<u>Category</u>	<u>Percent</u>
Yes, and it has been somewhat easy to monitor their remote work	32
Yes, and I have not been monitoring their remote work	12
Yes, and it has been a challenge to monitor their remote work	7
Yes, and none of us are currently working remotely	4
No	31
Not applicable	14

- Over half (55%) of all respondents currently coordinate work with other lawyers and the majority of those who do coordinate work report that it has been somewhat easy to monitor the remote work of other lawyers.

11a. Do you currently coordinate work with any other lawyers? – BY Type of Practice and Region

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes, and it has been somewhat easy to monitor their remote work	32	27	41
Yes, and I have not been monitoring their remote work	11	18	13
Yes, and it has been a challenge to monitor their remote work	7	10	3
Yes, and none of us are currently working remotely	5	<1	0
No	32	26	27
Not applicable	13	17	17

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes, and it has been somewhat easy to monitor their remote work	32	28	35
Yes, and I have not been monitoring their remote work	15	13	10
Yes, and it has been a challenge to monitor their remote work	6	5	9
Yes, and none of us are currently working remotely	2	7	3
No	37	34	27
Not applicable	9	13	16

12. What challenges are you facing as you work with the Courts? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Staying current with changing court directives and regulations	49
Inconsistencies in procedures between courts/judges	47
Lack of access to courts/scaled back of operations of courts	41
Executing documents while exercising social distancing and adhering to legal requirements	30
Difficulties in conducting virtual evidentiary hearings	29
Learning new technology to do court hearings remotely	22
Access to online court records	11
Other	6
I do <u>not</u> work with the Courts	19

- Staying current with changing court directives and regulations (49%) and inconsistencies in procedures between courts/judges (47%) are the most frequently mentioned challenges that respondents report facing as they work with the Courts.

12a. If “Other”, please specify:

(66 Total Responses)

- Access to the law library located within the courthouse.
- As civil litigators, the biggest impact on us has been losing trial dates and an inability to get other matters set for trial in this time of uncertainty.
- Being placed in a non-socially distanced space with clients who do not wear masks appropriately for Court. Warrants are being issued when clients may not have access to transportation or technology.
- Court Zoom links change frequently and there is no infrastructure to share the changes. JA’s email the links to attorneys assigned to that division and then rely on them to distribute, but that is not reliable. There needs to be a website where we can go and see how to access a particular courtroom at a particular time.
- Courthouse flooded on top of COVID-19. Expect delays.
- Courts changing method/platform of holding hearings at last minute. I work with many pro se opposing litigants (many are also indigent) and they can't necessarily be contacted at the last minute to change the platform for a hearing. Also, having difficulty getting information on how

to access the platform for hearing long enough in advance to notify parties via mail, and many are difficult to contact by other means.

- Courts not understanding that not all witnesses and parties have the same access and knowledge of technology. Also, some Courts forget that companies are working remotely and cannot access paper files for discovery or Rule 26 disclosures.
- Courts resistance to and patience with using new technology. If I had a dollar for every time a judge said this is so much easier in person I wouldn't have to work anymore. The reality is the hearings aren't always easier in person. They've forgotten there's downtime in real life too.
- DOAH has been surprisingly accommodating. I have not faced any issues with litigating cases set for hearing.
- Ensuring that our clients due process rights are maintained.
- Ensuring that the technology used is in compliance with the other party's constitutional rights.
- Failing to set jury trials and cases languish with no trial date.
- Figuring out how to introduce documents into evidence for remote hearings and proceedings.
- For hearings that do not require exchange of exhibit books, we have to submit evidence to Opposing Counsel ahead of time that we do not necessarily know if we are going to use and effectively “show our hand”.
- Getting help when things are not done properly by the Clerk. Trying to fix problems that take a person to do it.
- Have not had a problem.
- I am a Court employee.
- I am a Court!
- I am a Judge and working hard with my Clerk of Court, colleagues and nationally to make sure that access to Court is maintained as much as possible.
- I am concerned my County Court does not follow Florida Supreme Court orders on the pandemic. The Court is currently open, masks are not required, and social distancing is a challenge.
- I am the “Court!”
- I believe Florida needs to take this opportunity to make decisions based on briefs without oral argument. The oral arguments do nothing but create inefficiency in that if a 1-hour hearing is set,

then called off, the Court now has a 1-hour hole in its calendar which, depending on when the cancellation occurred, probably cannot be filled. Being less reliant on hearings would greatly add to the efficient forward progress of files.

- I manage a large group of attorneys working in different corporate areas. We do not practice law so the type of work I supervise is different than litigation, etc.
- I need real jury trial settings to effectively manage and resolve cases on behalf of my clients.
- I only work with Courts for few eviction cases I take. Those cases are now on hold.
- I think the virtual hearings are great.
- I'm admitted in other jurisdictions. Florida is the only jurisdiction that has not disseminated Court Orders and Directives directly to its members, at least we have received none. Disappointing.
- Immigration Court specific. They were very late to close, and I am concerned they will not have adequate procedures in place to protect the health of clients and staff when they reopen.
- In particular, the Governor's order interfering with the operation of the judiciary is a big obstacle. The longer the Courts don't address the cases affected the more difficult it is going to be for all involved.
- It is basically impossible to conduct an effective family law trial or extended evidentiary hearing remotely. Nothing can replace in-court lawyering/judging in my view.
- It is taking longer to get through issues and receive orders on pending motions.
- Judges need to open up and come to work. If grocery stores can manage, the Courts can.
- Lack of concise and precise directives from the Supreme Court and Administrative Judges.
- Lack of consistency between different Clerks of Courts and their operating systems/interfaces; you should be able to search through a uniform state system, instead of county by county. But this is not Covid-19 related.
- Lack of guidance when providing evidence and how the Court's want it handled for hearings.
- Much of our practice is in Federal Courts and the USPTO, and we typically do not have in-person hearings. It has not been much different from the norm.
- Multi-jurisdiction practices cannot keep up with the rapid changing pace of these local rules. Everyone is different with different requirements. With the addition to Zoom hearings, we should be expediting the ability to have simple hearings yet they take longer, get scheduled weeks and months out, have clients driving in cars, evidentiary submission requirements that add to the stress on staff and lawyers to get the necessary documents in front of the Court, then you have to

share your computer screen to put these documents in front of witness. It's a mess all while trying to keep staff employed and getting killed financially without much help because the Courts put a moratorium on collection cases, evictions, etc.

- No access or delayed access to Courts. Judges do not care.
- No issue with the Court at all, its's been working very well.
- No jury trials. **(2 Responses)**
- Not being able to perform my job while physically in a courtroom is a HUGE challenge. Trials are meant to be face-to-face in front of a jury NOT conducted remotely.
- Not currently working with the Courts.
- Open the Courts! My gym is talking about opening. How is it possible that my gym is going to open before the Courts?
- Primarily with the clerk's office being closed and being unable to review physical Court for to compare with online docket.
- Questions 10 & 12: no one likes e-filing or public access difficulties or software with willful cross platform incompatibilities. Question 11: Yes, and it's been easy after having done so for 15 years. Question 13: For the love of God, please eliminate Pointless Court in every area and expand the use of technology.
- Remote software is very glitchy.
- Scared to death that some judge will order me to physically come to Court and not be willing to continue case until it is safe for MY FAMILY and MY SITUATION. I foresee needing way more time until we feel safe. We are literally having our groceries delivered and not interacting with anyone who lives outside our home face to face. We have not even seen our law school attending son who lives nearby face to face and will likely not see him in person until this is over and safe. We will be forced to sit within six feet of clients to be able to whisper to them or we will not be able to provide effective assistance or have them participate meaningfully in their own matters. I cannot do this and will not put my family at risk.
- Seems to take e-filing much longer to completely process then it did prior to COVID-19.
- The biggest source of frustration during this time has been the inconsistencies in procedures between judges and other judicial officials even within the same circuit!
- The clerks' limited schedule is challenging. There is a significant delay in receiving anything I need from them.

- The Courts are not really setting any bench trials or evidentiary hearings when they can via Zoom. Also, if motion calendars are held by Zoom and continue to, then the Courts can permit attendance of parties to go to Court for bench trials and evidentiary hearings with some witnesses appearing by video or phone (this then will be a great reduction in the amount of people going to Court). This pertains to dependency, TPR, civil and even some criminal cases when a Defendant elects for a bench trial. If restaurants and other businesses can open at 50% capacity, then Courts can also. Courts can handle bench trials, evidentiary hearings and even jury trials at 25% capacity when all motion calendars are held by Zoom.
- The idea we all can magically start doing Zoom trials without any training or applicability of that technology to trial practice.
- The judges are not issuing decisions from hearings.
- The judges are requiring case management conferences for cases set for trial but yet anecdotally telling lawyers in hearings that the setting of civil trials is very uncertain. This seems to be an inconsistent approach.
- The main difficulty is evidentiary hearings and witness being in various locations with other people present, monitoring their communications with others during testimony and presenting documents to them.
- The problem as of June 1, 2020 is that now the judges and mediators are OK with the attorneys appearing by phone, but they are demanding that the clients are at our office next to us. Well, that's a concern. The Courts provide a safety for security. There is a bailiff that checks to make sure that clients are not armed. This creates a safety barrier between us (the attorneys) and the clients. I think if the Judge are ok with the attorneys appearing via telephone, they should be ok with the clients being by telephone or video. We represent injured workers who have physical and mental injuries. Some have criminal backgrounds and sometimes it is frightening to be alone with them in a room at our office and we are worried about safety issues. We are always in favor of telephonic appearances by everyone. Not all clients possess a safety issue, but a lot do. Those that don't, are having a hard time getting to our office due to public transportation issues. So, I am in favor of telephonic and video hearings 100% for all including the clients.
- The Supreme Court of Florida has made a joke of our entire legal system. The state and federal constitutions guarantee a right to access to the Courts. That has been eviscerated with a stroke of the Chief Justice's pen. Endless precedent against forced remote hearings and trials have been shredded. Now they are even pushing for remote juries. It has all proven to me that the legal system is a joke. There is no respect for the rule of law. It's disgusting.
- This whole thing has been blown out of proportion by the media and CDC, which is only dragging this out because their initial predictions were inaccurate and now, they have to compensate. It is extremely frustrating that vulnerable members of the population have not been adequately protected (elderly in nursing facilities and those with compromised immune systems in hospitals), which in turn has caused the unnecessary closure of businesses and our justice system. SOL's are running out, recovery of evidence compromised, and individuals who may otherwise

be timely released from prison or jail are remaining incarcerated due to the manner in which this has been handled. The Court and legal system should, at the very least, be explicitly considered essential businesses. Additionally, I, as an estate planning attorney and Notary Public, am especially concerned that predators will use COVID-19 as an opportunity to take advantage of the elderly and infirm and have estate planning and advance directives executed using remote notaries when the legislation permits such in July. This is not responsive to the question itself but must be said somewhere.

- Unemployed.
- Very difficult when judges in the same system interpret procedures differently.
- We are conducting ALL our dockets via Zoom. Some attorneys refuse to participate via Zoom and come into the courtroom.
- We had to ask for a couple of continuances of summary judgment hearings because our witnesses were unwilling to come get documents notarized, and we didn't understand there was technology to help us with that. Now we know.
- We work primarily with the IRS who is mostly shutdown.
- Wearing a mask or facial covering is not an option for all attorneys or clients due to various medical conditions or disabilities. This can significantly impact a litigator's ability to try a case and puts the litigator in conflict with the best interests of their clients. This consideration and considerations for people with disabilities has been completely lacking in all Court orders. The use of technology for evidentiary hearings and trials is of utmost concern. Without a guarantee of strong broadband connection, it is unknown what effect the gaps in testimony or argument is having on outcomes. Further, it is unconscionable that attorneys would not be in a position to be present with their client in order to make real-time objections and advise as necessary.
- Zoom is not in-person for hearings. I know the Judges, clerks and staff are doing the best they can, and it is acceptable, but it is NOT the same as IN-PERSON.

12b. What challenges are you facing as you work with the Courts? – BY Type of Practice and Size of Firm (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Staying current with changing court directives and regulations	52	44	32
Inconsistencies in procedures between courts/judges	50	34	37
Lack of access to courts/scaled back operations of courts	44	33	24
Executing documents while exercising social distancing and adhering to legal requirements	33	22	20
Difficulties in conducting virtual evidentiary hearings	29	34	19
Learning new technology to do court hearings remotely	22	29	10
Access to online court records	12	10	0
Other	5	10	7
I do <u>not</u> work with the Courts	16	20	47

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Staying current with changing court directives and regulations	51	46	52	51
Inconsistencies in procedures between courts/judges	43	50	47	46
Lack of access to courts/scaled back operations of courts	42	41	55	30
Executing documents while exercising social distancing and adhering to legal requirements	27	34	40	24
Difficulties in conducting virtual evidentiary hearings	27	31	27	32
Learning new technology to do court hearings remotely	24	18	16	27
Access to online court records	15	10	9	8
Other	4	7	8	8
I do <u>not</u> work with the Courts	25	16	17	16

**12c. What challenges are you facing as you work with the Courts? – BY Region and Gender
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Staying current with changing court directives and regulations	47	53	47
Inconsistencies in procedures between courts/judges	41	51	47
Lack of access to courts/scaled back operations of courts	44	42	38
Executing documents while exercising social distancing and adhering to legal requirements	30	33	28
Difficulties in conducting virtual evidentiary hearings	32	33	25
Learning new technology to do court hearings remotely	22	21	22
Access to online court records	13	11	11
Other	5	9	4
I do <u>not</u> work with the Courts	21	17	20

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
Staying current with changing court directives and regulations	53	47
Inconsistencies in procedures between courts/judges	47	47
Lack of access to courts/scaled back operations of courts	35	45
Executing documents while exercising social distancing and adhering to legal requirements	33	29
Difficulties in conducting virtual evidentiary hearings	30	29
Learning new technology to do court hearings remotely	23	21
Access to online court records	12	11
Other	8	5
I do <u>not</u> work with the Courts	17	21

12d. What challenges are you facing as you work with the Courts? – BY Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age <u>Percent</u>	36 to 49 years of age <u>Percent</u>	50 to 65 years of age <u>Percent</u>	Over 65 years of age <u>Percent</u>
Staying current with changing court directives and regulations	57	52	45	43
Inconsistencies in procedures between courts/judges	48	52	46	32
Lack of access to courts/scaled back operations of courts	48	39	38	40
Executing documents while exercising social distancing and adhering to legal requirements	34	33	25	32
Difficulties in conducting virtual evidentiary hearings	32	32	28	22
Learning new technology to do court hearings remotely	17	18	24	32
Access to online court records	13	11	12	7
Other	6	7	6	5
I do <u>not</u> work with the Courts	14	14	23	29

13. When Florida Courts return to normal operations and COVID-19 no longer presents a significant risk to public health and safety, do you recommend that proceedings continue to be held remotely?

<u>Category</u>	<u>Percent</u>
Yes	26
Yes, but only for limited proceedings and cases	47
No	17
Unsure	10

- Almost three-quarters (73%) of all respondents recommend that proceedings continue to be held remotely when Florida Courts return to normal operations and COVID-19 no longer presents a significant risk to public health and safety. The majority of those who recommend the continuance of remote proceedings believe it should be only used for limited proceedings and cases.

- 13a. When Florida Courts return to normal operations and COVID-19 no longer presents a significant risk to public health and safety, do you recommend that proceedings continue to be held remotely? – BY Type of Practice, Region and Age Group

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes	27	24	23
Yes, but only for limited proceedings and cases	48	49	39
No	17	16	19
Unsure	8	11	19

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes	18	24	32
Yes, but only for limited proceedings and cases	53	47	45
No	19	20	13
Unsure	10	9	10

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
Yes	24	33	22	25
Yes, but for only limited proceedings and cases	51	48	48	38
No	15	14	19	21
Unsure	10	5	11	16

14. The Florida Supreme Court recently issued Administrative Order AOSC20-16, which allows oaths to be administered remotely for remote testimony, depositions, and other out-of-court legal testimony, as long as the notary or other qualified person can positively identify the witness via audio-video communications equipment. After the administrative order expires, is modified or is rescinded by subsequent order, would you like to keep the process of being able to remotely swear in witnesses?

<u>Category</u>	<u>Percent</u>
Yes, I am in favor of the remote swearing of witnesses	62
No, I am opposed to the remote swearing of witnesses	18
Unsure	16
Not applicable	5

- Over three-fifths (62%) of all respondents are in favor of the process of remote swearing of witnesses, compared to less than one-fifth (18%) who are opposed to the process.

14a. **Comments:**

(50 Total Responses)

- A sworn oath is taken much more seriously by the witness or deponent when given in person, and looking the person administering the oath in the eye (so to speak).
- Although I no longer litigate, the availability of the Court impact pre-litigation matters, in which I am involved (e.g., lease disputes, real estate deposit disputes).
- As a criminal defense attorney, maintaining constitutional protections for my clients, especially the right to confrontation, is of the greatest importance.
- As long as everyone can see everyone.
- As long as there is positive identification by DL or other witness that can ID the voice or physical presence via Zoom. More concerned about fraud and reliability of identification.
- As much remote work as possible should be done to help solve many other issues for our society. Issues like home/work balance, the environment, efficiency, lower costs, are all reasons to have as much.
- Being able to swear in witnesses is helpful when witnesses cannot get to the area where the Court is located.
- Can we not sugar coat sh** here? The majority of the time, when a party opposes this and makes a “want to see them in person” excuse, it’s to inconvenience and burn the costs money of the other party to extract revenge or unfair advantage by funding.

- Conducting matters remotely, such as swearing in witnesses helps minimize the number of people in a crowded courtroom and helps keep client costs down.
- Constitution; Due Process & Confrontation clauses emasculated by remote witnesses.
- Especially, in cases where it is difficult for the witness to appear in person such as out of state witnesses and those with the inability to get to the office.
- For those you recognize seems fair, but others are speculative.
- Human interaction is necessary in many proceedings.
- I am against trials being conducted remotely due to the inability to see what a witness may be looking at off camera, if they are being coached or relying on other information and the ability to cross exam and use documents effectively.
- I do not work as a litigator, so I don't feel qualified to comment.
- I greatly dislike doing trials remotely. It adds significant costs. It requires my office to fully prepare for trials weeks in advance in order to get hundreds of pages of documents and potential exhibits into the hands of Court and witnesses.
- I have difficulty accepting the reliability of virtual testimony. Reality has changed and I don't know that in-person oaths are any more likely to encourage a person to tell the truth if that person is already set on being untruthful.
- I primarily litigate in administrating proceedings and the remote swearing of witnesses has always been the practice for our primarily telephonic hearings. I do not have concerns about the validity of those oaths nor with false identifications.
- I think it is largely helpful for notary services, including for official records and affidavits. I have some concerns when it comes to testimony due to the lack of formality, and the absence to examine testimony in person.
- I think this should be a case by case basis. The type of case, type of hearing, and the expense and length of the testimony would all need to be considered.
- I would like some rules or guidance on acceptable methods for the notary to positively identify the witness.
- If this crisis has shown one thing, it is that things can be done remotely. It is much more cost effective (plus being more environmentally sound) to conduct business remotely.
- If witnesses know all they need to do is show an "ID" prior to their depositions, there is concern that the witness who may either have no legal drivers' license and/or legal identification, shows fake ID or something fraudulent.

- In my opinion, the benefits (safety, convenience, reduced costs of travel, etc.) outweigh the negatives. I think instances of fraud/abuse will be rare and difficult to pull off - with little reward to justify the risk of being caught.
- In the world of Social Security administrative hearings, remote oaths are routinely done.
- It's 2020.
- Let's drag the Court system into the 21st century and it will be the only redeeming feature of the COVID-19 situation.
- Motion calendar hearings should continue to take place via remote/electronic means. Attorneys should have the option as it pertains to evidentiary hearings/special sets on whether to conduct them in person or via remote/electronic means.
- Multiple times I've caught opposing counsel showing documents and coaching witnesses and/or improperly objecting while in person. I would have zero control of that when remote. I want to be all in the same room.
- Must be face to face.
- Must have more clarity regarding the remote notarization and witnessing of estate planning advanced directives and other probate pleadings.
- Only to the extent necessary as provided by Fed.R.Civ.P. 43.
- Remote Court appearances are the future. They save so much time and money. It is time to embrace this as the "new normal", virus or not.
- Remote is fine for most hearings but not trials.
- Remote testimony is ripe for abuse. Unless both parties have a representative in the room with the witness, you cannot know that they are not reading off a script, taking cues from a second person behind the camera, etc. ID isn't the problem.
- Slippery, scary slope. Allowing small things to be remote makes it easier to allow bigger things to be remote. We conceding to ease of access at great sacrifice. Screens mask humanity. To 'gaze upon another' is a right. This erodes processes.
- Such remote proceedings should be voluntary, not mandatory. For example, many depositions could be done remotely. However, some "key" depositions I would want to conduct in-person. It all depends on the case and the nature of the witnesses involved.
- Swearing witnesses in remotely should be available in all cases so long as the parties can manage it. It definitely cuts down on the cost of expert testimony and eases the burden on civilian witnesses.

- The remote notary rule and what can be done has been very confusing. What is really needed is remote notarizing of estate and family docs, etc.
- The technology is sufficient, and the recording capability is there, such that a record can be kept of the remote swearing in that can be used later if needed to re-authenticate that the witness is who she says she is.
- There is something inherently qualifying and important when you are sworn in live, both to the questioning and answering party. This is something that should not be discounted.
- There really needs to be an ID check when this is done. I know it's not done now, but the opportunity for fraud increases when at a distance.
- This is in regard to that question. Video pretrial calendaring events, such as PTC, Case Management, etc. is great. I do not think video should be allowed for trial, suppression hearing, etc.
- Things need to change.
- This has already been going on for as long as I have been practicing (Since 1985) it is just judge dependent upon which judge will do it and which judge won't and if anyone squeals.
- Too much room for fraud and error.
- While a witness may be able to be sworn in remotely there is no safeguard yet to ensure that no one with them and out of view of the camera is influencing them or their testimony.
- While I appreciate the access it gives especially to differently abled people, I worry that remote swearing of witnesses does not fully convey the gravity of the oath itself.
- With adequate safeguards and proper identification.
- Witnesses need to be in Court when under oath and before a Judge in a black robe.

- 14b. The Florida Supreme Court recently issued Administrative Order AOSC20-16, which allows oaths to be administered remotely for remote testimony, depositions, and other out-of-court legal testimony, as long as the notary or other qualified person can positively identify the witness via audio-video communications equipment. After the administrative order expires, is modified or is rescinded by subsequent order, would you like to keep the process of being able to remotely swear in witnesses? – BY Type of Practice, Region and Age Group**

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes, I am in favor of the remote swearing of witnesses	63	59	52
No, I am opposed to the remote swearing of witnesses	19	14	14
Unsure	15	21	14
Not applicable	3	6	20

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Yes, I am in favor of the remote swearing of witnesses	66	57	63
No, I am opposed to the remote swearing of witnesses	17	21	17
Unsure	13	17	16
Not applicable	5	5	5

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
Yes, I am in favor of the remote swearing of witnesses	58	69	58	61
No, I am opposed to the remote swearing of witnesses	19	15	21	18
Unsure	18	13	16	15
Not applicable	5	4	5	6

15. Which of the following actions are your law firm or legal office considering (or have already implemented) as a result of the pandemic?

<u>Category</u>	<u>Already Implemented Percent</u>	<u>Considering Percent</u>
Travel freeze	28	12
Hiring freeze	18	15
Delay or elimination of lawyer salary increases or bonuses	16	17
Compensation adjustments (pay cuts, shifts to part-time)	15	14
Deferring or cancelling planned investments	14	14
Delay or elim. of nonlawyer salary increases or bonuses	10	19
Cancelled summer associate program	6	2
Staff furloughs	6	11
Staff layoffs	6	11
Renegotiation of office lease(s)	5	17
Use of contract lawyers	3	7

- Two-fifths (40%) of all respondents report that a travel freeze has either been implemented or considered by their law firm or legal office, while one-third (33%) report that a hiring freeze or delay/elimination of lawyer salary increases or bonuses has either been implemented or considered.

15a. Which of the following actions are your law firm or legal office considering (or have already implemented) as a result of the pandemic? – BY Type of Practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Travel freeze – Implemented	24	42	45
Travel freeze – Considering	13	7	17
Hiring freeze – Implemented	17	18	34
Hiring freeze – Considering	16	13	14
Delay/elim. of lawyer salary increases/bonuses – Implemented	18	5	21
Delay/elim. of lawyer salary increases/bonuses – Considering	17	16	19
Compensation adjustments – Implemented	18	0	16
Compensation adjustments – Considering	15	10	9
Deferring or cancelling planned investments – Implemented	17	1	12
Deferring or cancelling planned investments – Considering	16	6	12
Delay/elim of nonlawyer sal. increases/bonuses – Implemented	11	4	14
Delay/elim. of nonlawyer sal. increases/bonuses – Considering	20	12	22
Cancelled summer associate program – Implemented	6	4	10
Cancelled summer associate program – Considering	3	<1	0
Staff furloughs – Implemented	6	1	16
Staff furloughs – Considering	11	14	7
Staff layoffs – Implemented	7	0	11
Staff layoffs – Considering	12	10	11
Renegotiation of office lease(s) – Implemented	6	0	11
Renegotiation of office lease(s) – Considering	21	0	13
Use of contract lawyers – Implemented	3	1	9
Use of contract lawyers – Considering	8	2	11

15b. Which of the following actions are your law firm or legal office considering (or have already implemented) as a result of the pandemic? – BY Region

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Travel freeze – Implemented	31	27	28
Travel freeze – Considering	12	6	17
Hiring freeze – Implemented	17	18	18
Hiring freeze – Considering	17	13	15
Delay/elim. of lawyer salary increases/bonuses – Implemented	14	15	17
Delay/elim. of lawyer salary increases/bonuses – Considering	25	16	15
Compensation adjustments – Implemented	13	14	17
Compensation adjustments – Considering	18	13	13
Deferring or cancelling planned investments – Implemented	10	14	16
Deferring or cancelling planned investments – Considering	20	13	12
Delay/elim. of nonlawyer sal. increases/bonuses – Implemented	7	10	12
Delay/elim. of nonlawyer sal. increases/bonuses – Considering	26	15	18
Cancelled summer associate program – Implemented	3	7	6
Cancelled summer associate program – Considering	2	1	3
Staff furloughs – Implemented	7	6	6
Staff furloughs – Considering	14	9	12
Staff layoffs – Implemented	4	4	6
Staff layoffs – Considering	12	11	11
Renegotiation of office lease(s) – Implemented	4	3	6
Renegotiation of office lease(s) – Considering	12	16	21
Use of contract lawyers – Implemented	4	3	2
Use of contract lawyers – Considering	6	6	9

**16. Over the past two months, by which of the following means have you met with any clients?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
By phone	91
By video conference (Zoom, Webex, Skype)	64
In person	36
Curbside or drive up service	15
I have <u>not</u> met with any clients during the past two months	6
Other	4
I am <u>not</u> working	1

- A large majority (91%) of all respondents report meeting with clients by phone over the past two months, while almost two-thirds (64%) report meeting with them by video conference. Over one-third (36%) report meeting with clients in-person.

16a. If “Other”, please specify:

(51 Total Responses)

- As a judge, I have met with attorneys solely by phone and video conference. I have conducted hearings solely by video.
- Attorneys in hearings.
- Beginning June 1st, we began meeting with clients in-person, in our Publix stores.
- By email. **(18 Responses)**
- By phone. **(4 Responses)**
- By video conference. **(2 Responses)**
- Going to their homes, meeting outside their garage (keeping distance).
- Have only met with five clients; four very briefly where they brought in closing documents that were sent to them electronically. 5th client has cancer with limited life expectancy and can't understand him on the phone.
- I don't have clients, as I work for the judges. However, I meet with judges remotely via Zoom.
- I have sent jail mail to clients in jail.
- I met with a client while maintaining social distancing and a mask.

- In a small, non-socially distanced area for Court where they do not wear masks appropriately.
- In-person, with both wearing masks and seated six feet apart. No handshakes.
- In-person, with masks, at a table outside of office for the limited purpose of execution of documents.
- Letters.
- Mainly phone and curbside. No meetings in office until very recently.
- Microsoft Teams. **(2 Responses)**
- My clients are mostly in prison.
- Publix parking lot, with PPE.
- Texting. **(3 Responses)**
- The in-person meeting was at an outside table at their place of business. We have not had clients to the office.
- Through glass window at nursing homes while standing in ant beds in sweltering heat.
- Victims of crimes are our clients. We have very limited ability to properly communicate without having a location to which we can compel appearance (i.e. office subpoena). Phone communication is possible but very problematic with the transient and unreliable nature of some victims.
- We are a prosecution office. We meet with victims and witnesses when able.
- We have met via drive up process and everyone stays by the car, six feet apart, to chat and exchange ideas.
- While not the preferred or even desired means, social distancing protocols were respected, and the meeting was fruitful.
- Work has dropped drastically. Wages dropped from \$50,000 to \$6,000 (plus PPP) for the period Jan. 1 to June 1.

- 16b. Over the past two months, by which of the following means have you met with any clients?
– BY Type of Practice and Region (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
By phone	95	73	84
By video conference (Zoom, Webex, Skype)	65	56	68
In person	42	17	14
Curbside or drive up service	18	2	6
I have <u>not</u> met with any clients during the past two months	4	17	5
Other	3	11	5
I am <u>not</u> working	<1	0	6

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
By phone	94	90	91
By video conference (Zoom, Webex, Skype)	62	63	66
In person	42	45	26
Curbside or drive up service	22	17	11
I have <u>not</u> met with any clients during the past two months	4	6	7
Other	2	5	3
I am <u>not</u> working	1	<1	1

**17. In what ways are you currently meeting or communicating with other attorneys?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
By email	96
By phone (calls or texts)	95
By video (Zoom, Webex, Skype)	66
In person	26
By a unified communications platform (Microsoft Teams)	20
Other	<1
I am <u>not</u> meeting/communicating with other attorneys	1
I am <u>not</u> currently working	1

- A large majority of all respondents report currently meeting/communicating with other attorneys by email (96%) or phone (95%), while about two-thirds (66%) report meeting with them by video conference.

17a. If “Other”, please specify:

(3 Total Responses)

- Citrix file share program has a notes section.
- Phone meetings.
- United States mail.

17b. In what ways are you currently meeting or communicating with other attorneys? – BY Type of Practice and Region (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	Private Practice Percent	Gov't. Practice Percent	Other Legal Position Percent
By email	96	96	92
By phone (calls or texts)	95	97	92
By video (Zoom, Webex, Skype)	63	77	75
In person	27	28	13
By a unified communications platform (Microsoft Teams)	15	41	31
Other	<1	<1	2
I am <u>not</u> meeting/communicating with other attorneys	1	1	2
I am <u>not</u> currently working	1	1	6

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
By email	96	97	94
By phone (calls or texts)	96	95	95
By video (Zoom, Webex, Skype)	66	65	66
In person	37	32	16
By a unified communications platform (Microsoft Teams)	18	22	19
Other	0	<1	1
I am <u>not</u> meeting/communicating with other attorneys	1	<1	1
I am <u>not</u> currently working	1	1	1

18. Over the past two months, on average, would you say your total weekly work hours and weekly billable hours (if applicable) have:

<u>Category</u>	<u>Weekly Work Hours Percent</u>	<u>Weekly Billable Hours Percent</u>
Increased significantly	12	2
Increased slightly	17	10
Stayed the same	36	30
Decreased slightly	17	15
Decreased significantly	16	20
I am <u>not</u> currently working	<1	<1
Not applicable	2	23

- Over one-quarter (29%) of all respondents report that their weekly work hours have increased over the past two months, compared to one-third (33%) who report that their weekly work hours have decreased. Over one-third (36%) report their amount of hours has remained the same.
- Over one-third (35%) of all respondents report that their weekly billable hours have decreased in the past two months, compared to 12% who report that their weekly billable hours have increased. Nearly one-third (30%) report that their amount of weekly billable hours has remained the same.

- 18a. Over the past two months, on average, would you say your total weekly work hours have:
– BY Employment Classification

WEEKLY WORK HOURS

<u>Classification</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Corporate counsel	52	23	26	0
Partner/shareholder	35	24	42	0
Associate	33	41	26	<1
Managing partner	33	34	33	0
Government attorney	32	46	17	5
Sole practitioner	19	39	39	3

- 18b. Over the past two months, on average, would you say your total weekly work hours have:
 – BY Size of Firm, Region, Gender and Age Group

WEEKLY WORK HOURS

<u>Size of Firm</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
One attorney	19	38	39	4
2 to 10 attorneys	32	37	29	1
11 to 20 attorneys	26	39	34	1
Over 20 attorneys	40	29	30	1

<u>Region</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Southeast	30	34	34	2
Central/Southwest	29	37	33	1
North	25	40	31	4

<u>Gender</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Female	30	35	34	1
Male	28	37	33	3

<u>Age Group</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
35 or under years of age	33	45	20	2
36 to 49 years of age	30	32	36	2
50 to 65 years of age	27	41	31	1
Over 65 years of age	22	17	54	7

- 18c. Over the past two months, on average, would you say your total weekly billable hours (if applicable) have: – BY Employment Classification, Size of Firm, Region and Gender

WEEKLY BILLABLE HOURS

<u>Classification</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Partner/shareholder	21	18	54	8
Associate	17	34	33	16
Managing Partner	9	33	46	12
Sole Practitioner	9	42	39	10
Corporate counsel	9	9	14	68
Government attorney	4	12	2	82

<u>Size of Firm</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
One attorney	8	40	40	12
2 to 10 attorneys	13	26	33	28
11 to 20 attorneys	15	28	25	31
Over 20 attorneys	14	21	34	30

<u>Region</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Southeast	13	30	36	21
Central/Southwest	11	31	37	21
North	10	30	30	30

<u>Gender</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
Male	14	34	33	19
Female	9	24	37	30

- 18d. Over the past two months, on average, would you say your total weekly billable hours (if applicable) have: – BY Age Group

WEEKLY BILLABLE HOURS

<u>Age Group</u>	<u>Increased Percent</u>	<u>Stayed The Same Percent</u>	<u>Decreased Percent</u>	<u>Not Applicable/ Not Working Percent</u>
35 or under years of age	14	37	21	29
36 to 49 years of age	13	25	37	25
50 to 65 years of age	11	35	34	20
Over 65 years of age	8	19	57	16

19. If you are currently working from your law firm or legal office location, how often are social distancing practices being practiced by you and your co-workers?

<u>Category</u>	<u>Percent</u>
Always	31
Frequently	28
Rarely	5
Never	<1
I am currently <u>not</u> working at a law firm or legal office	24
Not applicable/I am the only one in the office	12

- Nearly three-fifths (59%) of all respondents report that social distancing practices at their law firm or legal office are always or frequently being practiced, compared to 5% who report that social distance practices are rarely or never being practiced at their law firm or legal office.

- 19a. If you are currently working from your law firm or legal office location, how often are social distancing practices being practiced by you and your co-workers? – BY Type of Practice

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Always	31	30	27
Frequently	30	26	11
Rarely	6	4	0
Never	<1	0	0
I am currently <u>not</u> working at a law firm or legal office	20	34	48
Not applicable/I am the only one in the office	13	6	14

19b. If you are currently working from your law firm or legal office location, how often are social distancing practices being practiced by you and your co-workers? – BY Size of Firm and Region

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Always	34	33	23	24
Frequently	22	33	31	27
Rarely	2	8	2	7
Never	1	<1	1	0
I am currently <u>not</u> working at a law firm or legal office	16	19	40	38
Not applicable/I am the only one in the office	25	6	2	4

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Always	28	28	34
Frequently	34	31	22
Rarely	6	7	3
Never	2	1	0
I am currently <u>not</u> working at a law firm or legal office	22	21	27
Not applicable/I am the only on in the office	8	12	14

20. Which of the following new health standards or operating procedures has your law firm or legal office developed in response to the COVID-19 pandemic? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Enforcement of social distancing	75
Having hand sanitizing stations	75
Requirement of face masks	53
Keeping front door locked to the public and only letting people in who have an appointment	52
Discouraging all travel to the extent possible	43
Limiting number of attorneys and staff in the office at one time/staggering shifts	41
Adjusting work start and end times to avoid crowding in public areas of building (elevators, hallways, etc.)	25
Redesigning office space/moving furniture to increase distancing bet. employees	14
Daily testing of attorneys and staff through a non-contact thermometer	13
Installing of partitions or plexiglass	12
Placing tape or other markings on the floor to assist in the maintaining of social distancing in the office	11
Utilizing directional signage	8
Daily testing of clients through a non-contact thermometer	6

- Three-quarters (75%) of all respondents report that enforcement of social distancing and having hand sanitizing stations are health standards or operating procedures that are most frequently being applied at their law firm or legal office in response to the COVID-19 pandemic.

20a. Which of the following new health standards or operating procedures has your law firm or legal office developed in response to the COVID-19 pandemic? – BY Type of Practice (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Enforcement of social distancing	75	74	72
Having hand sanitizing stations	74	81	72
Requirement of face masks	50	71	54
Keeping front door locked to the public and only letting people in who have an appointment	53	51	42
Discouraging all travel to the extent possible	38	60	64
Limiting number of attorneys and staff in the office at one time/staggering shifts	36	65	54
Adjusting work start and end times to avoid crowding in public areas of building (elevators, hallways, etc.)	20	41	46
Redesigning office space/moving furniture to increase distancing between employees	13	18	20
Daily testing of attorneys and staff through a non-contact Thermometer	9	31	18
Installing of partitions or plexiglass	10	16	20
Placing tape or other markings on the floor to assist in the maintaining of social distancing in the office	9	19	18
Utilizing directional signage	6	17	18
Daily testing of clients through a non-contact thermometer	4	15	10

20b. Which of the following new health standards or operating procedures has your law firm or legal office developed in response to the COVID-19 pandemic? – BY Size of Firm (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Enforcement of social distancing	73	72	84	80
Having hand sanitizing stations	61	78	88	86
Requirement of face masks	51	49	58	61
Keeping front door locked to the public and only letting people in who have an appt.	49	57	50	48
Discouraging all travel to the extent possible	28	40	50	70
Limiting number of attorneys and staff in the office at one time/staggering shifts	16	48	58	63
Adjusting work start and end times to avoid crowding in public areas of building (elevators, hallways, etc.)	11	29	28	38
Redesigning office space/moving furniture to increase distancing between employees	6	16	24	20
Daily testing of attorneys and staff through a non-contact thermometer	4	12	20	27
Installing of partitions or plexiglass	4	12	16	24
Placing tape or other markings on the floor to assist in the maintaining of social distancing in the office	4	9	16	25
Utilizing directional signage	2	7	7	20
Daily testing of clients through a non-contact thermometer	3	6	5	14

20c. Which of the following new health standards or operating procedures has your law firm or legal office developed in response to the COVID-19 pandemic? – BY Region (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Enforcement of social distancing	74	71	79
Having hand sanitizing stations	79	76	73
Requirement of face masks	47	42	66
Keeping front door locked to the public and only letting people in who have an appointment	59	55	45
Discouraging all travel to the extent possible	47	38	46
Limiting number of attorneys and staff in the office at one time/staggering shifts	38	40	44
Adjusting work start and end times to avoid crowding in public areas of building (elevators, hallways, etc.)	26	24	25
Redesigning office space/moving furniture to increase distancing between employees	14	16	13
Daily testing of attorneys and staff through a non-contact thermometer	10	14	14
Installing of partitions or plexiglass	10	9	15
Placing tape or other markings on the floor to assist in the maintaining of social distancing in the office	6	14	10
Utilizing directional signage	6	11	7
Daily testing of clients through a non-contact thermometer	5	7	6

21. How easy or difficult is it for you to work effectively these days?

<u>Category</u>	<u>Percent</u>
Very easy	23
Somewhat easy	34
Neither easy nor difficult	14
Somewhat difficult	21
Very difficult	6
I am <u>not</u> working	2

- Over half (57%) of all respondents find it easy to work these days, while over one-quarter (27%) find it difficult to work.

21a. How easy or difficult is it for you to work effectively these days? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Very easy	23	19	30
Somewhat easy	34	37	27
Neither easy nor difficult	13	21	13
Somewhat difficult	22	17	23
Very difficult	7	6	2
I am <u>not</u> working	1	<1	6

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Very easy	23	22	27	26
Somewhat easy	38	35	35	27
Neither easy nor difficult	11	15	12	16
Somewhat difficult	18	22	24	24
Very difficult	6	6	2	7
I am <u>not</u> working	5	0	0	<1

21b. How easy or difficult is it for you to work effectively these days? – BY Region, Gender and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Very easy	26	22	23
Somewhat easy	30	34	36
Neither easy nor difficult	15	14	12
Somewhat difficult	23	21	21
Very difficult	4	8	6
I am <u>not</u> working	2	1	2

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
Very easy	19	26
Somewhat easy	32	35
Neither easy nor difficult	15	13
Somewhat difficult	25	19
Very difficult	8	5
I am <u>not</u> working	2	2

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
Very easy	25	21	25	20
Somewhat easy	39	33	36	24
Neither easy nor difficult	14	12	14	16
Somewhat difficult	15	25	19	31
Very difficult	5	8	5	4
I am <u>not</u> working	2	<1	1	5

22. Has communication within your law firm or legal office changed due to the COVID-19 pandemic?

<u>Category</u>	<u>Percent</u>
Yes, communication has increased	19
Yes, communication has decreased	24
No, communication has remained the same	45
Not applicable	12

- Over two-fifths (45%) of all respondents report that communication within their law firm or legal office has remained the same, while nearly one-quarter (24%) report that communication has decreased and about one-fifth (19%) report that communication has increased.

22a. Has communication within your law firm or legal office changed due to the COVID-19 pandemic? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes, communication has increased	18	23	22
Yes, communication has decreased	22	29	34
No, communication has remained the same	47	44	33
Not applicable	13	4	11

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Yes, communication has increased	11	19	21	33
Yes, communication has decreased	16	27	36	26
No, communication has remained the same	43	52	41	39
Not applicable	31	2	2	2

22b. Has communication within your law firm or legal office changed due to the COVID-19 pandemic? – BY Region, Gender and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Yes, communication has increased	19	18	21
Yes, communication has decreased	26	23	23
No, communication has remained the same	44	48	43
Not applicable	11	11	13

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
Yes, communication has increased	26	15
Yes, communication has decreased	21	26
No, communication has remained the same	43	47
Not applicable	11	12

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
Yes, communication has increased	26	22	15	15
Yes, communication has decreased	23	27	22	20
No, communication has remained the same	48	41	49	41
Not applicable	4	11	13	24

23. Do you believe that the COVID-19 pandemic crisis will result in permanent changes to Florida's legal profession?

<u>Category</u>	<u>Percent</u>
Yes	75
Unsure	22
No	3

- Three-quarters (75%) of all respondents believe that the COVID-19 pandemic crisis will result in permanent changes to Florida's legal profession. Amount or configuration of physical office space (85%), billable rates (84%) and compensation (81%) are the most frequently mentioned changes (See Table 24).

23a. Do you believe that the COVID-19 pandemic crisis will result in permanent changes to Florida's legal profession? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Yes	75	76	75
Unsure	22	21	22
No	3	3	3

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Yes	70	78	82	74
Unsure	27	19	16	21
No	3	3	2	5

23b. Do you believe that the COVID-19 pandemic crisis will result in permanent changes to Florida's legal profession? – BY Region and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Yes	73	73	78
Unsure	24	23	19
No	3	4	3

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
Yes	74	77	76	69
Unsure	23	20	22	25
No	3	3	3	6

24. If yes, which of the following will change? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Remote working policies	85
Technological resources used by the Courts	84
Technological resources used by firms or legal offices	81
Increased requirement for technology skills on hiring	60
Amount or configuration of physical office space	55
How matters are staffed	31
Support staff size	29
Compensation	24
Billable rates	12

**24a. If yes, which of the following will change? – BY Type of Practice and Size of Firm
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Remote working policies	83	87	98
Technological resources used by the Courts	83	89	80
Technological resources used by firms or legal offices	81	80	81
Increased requirement for technology skills on hiring	59	63	65
Amount or configuration of physical office space	54	50	72
How matters are staffed	30	30	44
Support staff size	30	24	30
Compensation	26	12	22
Billable rates	13	7	6

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Remote working policies	81	82	96	91
Technological resources used by the Courts	80	84	86	89
Technological resources used by firms or legal offices	79	83	81	80
Increased requirement for technology skills on hiring	59	60	58	64
Amount or configuration of physical office space	48	55	57	64
How matters are staffed	30	30	30	36
Support staff size	29	29	20	33
Compensation	28	25	16	19
Billable rates	17	13	4	7

24b. If yes, which of the following will change? – BY Region and Gender (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Remote working policies	85	86	84
Technological resources used by the Courts	87	85	81
Technological resources used by firms or legal offices	86	81	78
Increased requirement for technology skills on hiring	57	57	64
Amount or configuration of physical office space	46	54	60
How matters are staffed	32	31	30
Support staff size	26	26	32
Compensation	18	24	26
Billable rates	11	12	13

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
Remote working policies	86	85
Technological resources used by the Courts	85	83
Technological resources used by firms or legal offices	80	81
Increased requirement for technology skills on hiring	63	58
Amount or configuration of physical office space	57	53
How matters are staffed	31	31
Support staff size	27	30
Compensation	23	24
Billable rates	9	14

24c. If yes, which of the following will change? – BY Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	35 or under years of age <u>Percent</u>	36 to 49 years of age <u>Percent</u>	50 to 65 years of age <u>Percent</u>	Over 65 years of age <u>Percent</u>
Remote working policies	84	89	83	84
Technological resources used by the Courts	90	88	80	75
Technological resources used by firms or legal offices	80	84	78	84
Increased requirement for technology skills on hiring	56	65	57	67
Amount or configuration of physical office space	48	52	60	57
How matters are staffed	29	30	30	41
Support staff size	28	25	30	35
Compensation	21	21	24	37
Billable rates	12	9	12	20

25. Please indicate how strongly you agree or disagree with the following statements:

<u>Category</u>	<u>Strongly/ Slightly Agree Percent</u>	<u>Neither Agree Nor Disagree Percent</u>	<u>Strongly/ Slightly Disagree Percent</u>	<u>Not Applicable Percent</u>
My law firm or legal office has taken appropriate action in response to COVID-19	84	5	3	8
I have access to the things I need to succeed at work when working remotely	73	4	19	4
My employer cares about my health and safety	72	3	2	23
I enjoy working remotely	67	9	19	5
I am able to be just as productive while working remotely when compared to my usual work location	61	5	29	6
The legal profession will change to a more flexible work/life balance over the next few years	59	20	20	2

- A large majority (84%) of all respondents agree that their law firm or legal office has taken appropriate action in response to the COVID-19 pandemic, compared to 3% who disagree.
- Almost three-quarters (73%) of all respondents agree that they have access to the things they need to succeed at work when working remotely, compared to 19% who disagree.
- Almost three-quarters (72%) of all respondents agree that their employer cares about their health and safety, compared to 2% who disagree.
- Two-thirds (67%) of all respondents agree that they enjoy working remotely, compared to 19% who disagree.
- Just over three-fifths (61%) of all respondents agree that they are able to be just as productive while working remotely when compared to their usual work location, while over one-quarter (29%) disagree.
- About three-fifths (59%) of all respondents agree that the legal profession will change to a more flexible work/life balance over the next few years, while one-fifth (20%) disagree.

- 25a. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

My Law Firm or Legal Office Has Taken Appropriate Action in Response to COVID-19

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Government Practice	84	5	5	6
Private Practice	84	5	3	8
Other Legal Position	82	3	2	13

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	74	5	<1	20
2 to 10 attorneys	89	4	6	2
11 to 20 attorneys	87	5	5	4
Over 20 attorneys	89	7	3	1

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Central/SW Region	85	7	3	5
Southeast	83	4	3	10
North Region	82	5	5	8

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	85	4	5	6
Male	83	6	2	9

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	79	8	8	5
36 to 49 years of age	86	4	4	6
50 to 65 years of age	84	5	1	10
Over 65 years of age	85	4	1	10

25b. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

I Have Access to the Things I Need to Succeed at Work When Working Remotely

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Government Practice	81	<1	18	0
Other Legal Position	77	3	11	9
Private Practice	71	5	20	4

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	70	4	19	8
2 to 10 attorneys	74	3	19	4
11 to 20 attorneys	77	5	16	2
Over 20 attorneys	76	4	20	0

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Southeast	76	3	18	3
North Region	71	4	19	7
Central/SW Region	71	4	21	4

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	76	3	19	2
Male	71	4	19	6

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	77	2	19	2
36 to 49 years of age	79	4	15	2
50 to 65 years of age	71	4	20	5
Over 65 years of age	57	3	27	13

- 25c. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

My Employer Cares About My Health and Safety

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Other Legal Position	91	0	0	9
Government Practice	88	7	4	2
Private Practice	67	3	2	28

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	43	1	1	55
2 to 10 attorneys	83	3	3	11
11 to 20 attorneys	94	3	1	3
Over 20 attorneys	91	5	3	1

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
North Region	74	2	4	21
Central/SW Region	74	2	2	22
Southeast	70	4	2	24

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	77	4	5	15
Male	69	2	<1	28

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	79	5	4	12
36 to 49 years of age	76	3	4	17
50 to 65 years of age	67	2	<1	30
Over 65 years of age	67	0	0	33

- 25d. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

I Enjoy Working Remotely

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Other Legal Position	74	5	13	8
Government Practice	71	11	18	<1
Private Practice	65	9	20	6

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	67	5	18	8
2 to 10 attorneys	65	10	19	6
11 to 20 attorneys	66	11	20	4
Over 20 attorneys	69	11	20	0

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Southeast	70	10	16	4
Central/SW Region	65	6	23	6
North Region	63	10	20	7

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	73	8	16	3
Male	63	9	21	7

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	76	5	17	2
36 to 49 years of age	70	8	19	3
50 to 65 years of age	64	10	20	6
Over 65 years of age	51	14	20	14

- 25e. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

**I Am Able to Be Just As Productive While Working Remotely
When Compared to My Usual Work Location**

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Government Practice	81	<1	18	0
Other Legal Position	71	3	25	2
Private Practice	59	5	30	6

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	61	4	24	11
2 to 10 attorneys	57	6	32	4
11 to 20 attorneys	60	4	34	2
Over 20 attorneys	68	3	28	1

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Southeast	64	5	27	4
North Region	58	4	31	7
Central/SW Region	58	5	30	7

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	68	4	24	4
Male	56	5	32	7

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	69	4	24	3
36 to 49 years of age	64	4	28	4
50 to 65 years of age	57	4	33	6
Over 65 years of age	49	9	28	14

- 25f. Please indicate how strongly you agree or disagree with the following statements: – BY
Type of Practice, Size of Firm, Region, Gender and Age Group

**The Legal Profession Will Change to a More Flexible Work/Life Balance
Over the Next Few Years**

<u>Type of Practice</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Private Practice	59	20	20	2
Government Practice	58	21	21	0
Other Legal Position	55	22	19	5

<u>Size of Firm</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
One attorney	52	23	19	6
2 to 10 attorneys	61	18	21	<1
11 to 20 attorneys	66	18	16	0
Over 20 attorneys	62	19	19	0

<u>Region</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Southeast	62	20	16	2
North Region	56	21	19	4
Central/SW Region	56	18	24	1

<u>Gender</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
Female	66	16	18	<1
Male	54	22	21	3

<u>Age Group</u>	<u>Agree Percent</u>	<u>Neutral Percent</u>	<u>Disagree Percent</u>	<u>Not Applicable Percent</u>
35 years or of age or younger	57	16	24	2
36 to 49 years of age	60	17	23	<1
50 to 65 years of age	59	24	16	2
Over 65 years of age	59	21	15	4

26. Do you believe the level of attorney-to-attorney professionalism has become better, worse or remained the same over the past 3 months?

<u>Category</u>	<u>Percent</u>
It has become much better	7
It has become slightly better	22
It has remained the same	51
It has become slightly worse	5
It has become much worse	2
Unsure	13

- Just over half (51%) of all respondents believe the level of attorney-to-attorney professionalism has remained the same over the past 3 months, compared to 29% who believe it has become better and 7% who believe it has become worse.

26a. Do you believe the level of attorney-to-attorney professionalism has become better, worse or remained the same over the past 3 months? – BY Type of Practice and Size of Firm

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
It has become much better	7	9	3
It has become slightly better	24	16	17
It has remained the same	50	55	48
It has become slightly worse	5	3	6
It has become much worse	3	0	0
Unsure	11	17	25

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
It has become much better	5	8	11	7
It has become slightly better	17	23	31	24
It has remained the same	50	53	44	53
It has become slightly worse	5	4	5	6
It has become much worse	3	2	0	<1
Unsure	19	11	10	10

26b. Do you believe the level of attorney-to-attorney professionalism has become better, worse or remained the same over the past 3 months? – BY Region, Gender and Age Group

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
It has become much better	3	7	9
It has become slightly better	22	21	22
It has remained the same	53	53	48
It has become slightly worse	5	6	4
It has become much worse	2	3	1
Unsure	15	11	15

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
It has become much better	8	7
It has become slightly better	22	22
It has remained the same	45	55
It has become slightly worse	6	4
It has become much worse	3	1
Unsure	16	11

<u>Category</u>	<u>Age Group</u>			
	35 or under years of age Percent	36 to 49 years of age Percent	50 to 65 years of age Percent	Over 65 years of age Percent
It has become much better	4	8	9	3
It has become slightly better	23	22	22	19
It has remained the same	55	49	50	52
It has become slightly worse	5	5	5	3
It has become much worse	2	2	1	3
Unsure	12	13	12	20

27. Where have you been going on a consistent basis for important COVID-19 related information about the legal profession? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Florida Courts website	60
Clerk of Court website	50
State of Florida website	45
Word of mouth from colleagues	40
Social media sites	32
Subscription-based, legal news service	29
The Florida Bar, YLD or LegalFuel website	25
Employer or law firm website	23
Other	11
American Bar Association website	9

- Three-fifths (60%) of all respondents have been going to the Florida Courts website for important COVID-19 pandemic related information about the legal profession, while half (50%) have been going to the Clerk of Court website and over two-fifths (45%) have been going to the State of Florida website.

- 27a. If The Florida Bar was not selected as one of your consistent sources for seeking out important Covid-19 related information about the legal profession, please briefly tell us why:

(148 Total Responses)

- All The Florida Bar talks about is their limelight seeking board people who need to have their picture in the paper to feel good each month. I do not associate the Bar with instant updates and useful information.
- As an immigration practitioner, I am focused on the ongoing operations and developing COVID-19 policies of federal agencies related to the practice of U.S Immigration Law and turn primarily to tailored information disseminated by American Immigration Lawyers Association (AILA).
- Attorney General's updates incorporate same information.
- Bar writes about what it wants to write about in their left-wing paper.
- Because the Bar is bogus.
- Been going to mostly primary sources, since one of my roles is summarizing the orders.
- Broward Bar.

- Business Law Section of The Florida Bar website COVID-19 resources page.
- Cable TV.
- CDC and local health department have more concise information and I always turn to health experts for health information. I look to legal experts for legal information. I prefer to not conflate the expertise of these institutions and the people they employ.
- CFACDL kept us informed pretty well and emails from our office.
- Chief Judge emails for Worker's Compensation.
- Chief Judge orders, Florida Supreme Court orders preferred.
- Circuit website and emails from the Chief Judge of the Circuit; meetings scheduled by the Chief Judge and Administrative Judge of my division.
- CLEs focused on COVID-19 changes and emails or posts from the local and state bar and Courts.
- Covid-19 response not a major factor for the appellate consulting I am doing.
- Difficult to decipher urgent information through that sloppy page.
- Do not normally check The Florida Bar website unless specific need arises.
- Does not seem to keep up with reality of my sole practitioner office. Maybe more frequent (smaller) posts based on firm size or topics would work better.
- Doesn't seem relevant and I am too busy to go to websites. There are wonderful Zoom seminars, lectures being presented by a variety of organizations which are more relevant to my work, but which show up in my emails.
- Don't feel that it has up to date or relevant content to my local area and practice.
- Due to conflicting policies by the Courts and Judges, it's easier to go directly to each website.
- Each Court I practice in had different rules so I would go to each Court's website for information pertaining to that Court.
- Easier to find on CDC website; Sheriff's website has local information.
- Enough information is available from other sources.

- Every office is handling the pandemic in a different manner. My office developed plans and procedures to meet the needs of my staff first and clients second. No website or service could assist in this regard.
- FACDL.
- Facebook and emails from the Court.
- Firm distributes information.
- Florida Supreme Court is a better source.
- Focus is more on information that relates to my specific working situation.
- Found The Florida Bar website to be relatively uninformative.
- Generally inapplicable.
- Have not received any direct communication from The Florida Bar or any Florida Courts as to orders/procedures relating to Covid-19. Why not? Since The Florida Bar and Florida Supreme Court appear disorganized; not a reliable source for information.
- Haven't seen much from The Florida Bar except surveys.
- I am looking for information that solely addresses the 15th Circuit.
- I choose to use the resources that are making the rules rather than reporting.
- I did not believe The Florida Bar website would have information regarding Covid-19 that would be up to date and easily accessible.
- I did not consider any sources related to Covid-19 and the legal profession, because I am not, nor was I ever concerned about the virus. Offices never should have shut down.
- I didn't know it had up-to-date information for everything I needed. I prefer going to one source. I don't want to check multiple sources.
- I didn't realize it had information, and my daughter who is a lawyer does a thorough update weekly for a client which she forwards to me.
- I do not have very many cases currently.
- I generally have not sought out information.
- I get my information from other places including emails from The Florida Bar.

- I get the information I need from my office, the Courts, and the clerks.
- I get the information that I need directly from the Courts that I practice before and from digests provided by my firm (some of which probably comes from The Florida Bar)
- I had no idea that was a good place to check. Maybe let people know that such information is available there.
- I have not been able to work as a contract attorney effectively since my children have been home from school. So, I have not had to be informed about the legal profession related to COVID-19 in a manner that falls outside the scope of what is covered in the news.
- I have not seen any updates from the Bar. I mostly get orders from the Supreme Court to know about changes, and whether Courts are open or not from word of mouth.
- I have reviewed all emails I've received from the above-mentioned institutions and used the information received in the emails.
- I haven't been consistently reviewing COVID-19 information related to the legal profession.
- I haven't used it as a resource, but I will now that I know it is one.
- I look for emails from the Bar rather than going to the Bar website.
- I prefer other news and media outlets.
- I share with others who run the office and have not had clients who needed my services with regard to Covid-19 issues.
- I trust the Courts more than I trust the Bar.
- I try to get information directly from the Florida Supreme Court. The Supreme Court AOs are the main thing I'd want information on (I work for a trial Court) and it makes more sense to get them directly, and I follow their Twitter feed to get notifications.
- I work from home and have done little in the way of new business but keep in touch with other lawyers.
- If you really want my answer to this one you can pick up the phone and call me.
- Information I need available elsewhere.
- It is grouped information and not anything about my circuit of practice.

- Just a matter of time management.
- Just went straight to the Florida Supreme Court website for orders.
- Largely not concerned with effect of Covid-19 on profession. Concerned only with effect on law firm and the effective representation of our clients.
- Liberal bar is not relevant to me.
- Local bar association.
- Local bar association has been very good. The Florida Bar has sent out next to nothing, which is par for the course.
- Local bar association forwards state and local Court information to its members.
- Looking at other state bar websites where Covid-19 has had a greater impact has provided more predictive and thorough information.
- Major news outlets have consistently been providing the most up to date information on Covid-19.
- Many others are on top of it and communicate better than The Florida Bar.
- Minus the lack of new business, this Covid-19 foolishness is not something I concern myself with.
- My employer is excellent about transmitting information in a reliable manner. Going to all the sites would be overwhelming.
- My firm and the news service covered the information more quickly.
- My firm has a robust updating procedure, so I only needed to check my Circuit for circuit-specific updates, receiving State specific and other updates from my firm.
- My local circuit website, the Florida Supreme Court website, Orange county website, the Governor's website. I don't go to The Florida Bar because simply I find it more efficient to go the first two websites mentioned here.
- My office leadership has been very diligent and effective at consolidating information almost daily from the Courts and passing that information on to the lawyers and staff. That has been my main source of COVID-19 information as it relates to my practice.
- My physicians.

- My political connections. The Bar site is least informative of all mentioned.
- My practice is Federal Administrative, and I never use it.
- My work does not deal with the legal profession on a daily basis.
- My work is purely transactional even in normal operations, I pretty much do everything by email and over the phone. Besides working from home instead of the office, not much has changed for me. Also, being an associate, I'm not involved in any decisions or policy changes that would necessitate me looking for official guidance.
- Need for localized information.
- Never occurred to me to check there. I generally look to the leadership of our office to let me know what's going on.
- New York Times.
- News is better elsewhere.
- No up to date information.
- Not considered.
- Not useful.
- Nothing current or important on Bar website.
- Nothing new is ever posted. Other sites are much better!!!!
- Orange County Bar Association.
- Orange County Bar Association webinars with the chief judge. I'm not aware that The Florida Bar is providing detailed information as to each circuit plans for re-opening and the status of jury trials in each circuit.
- Other information seemed more relevant for the local situation.
- Other places have timelier information.
- Other sites are more expeditious and enlightening in letting me know what is happening.
- Other sources are adequate.
- Other sources have provided much more current updates as part of their duties.

- Other sources.
- Other than Court procedures, we felt that general COVID-19 related information for businesses obtained over the Internet was sufficient for our needs.
- Our circuit disseminates administrative orders and status updates.
- Out of date.
- Outdated information.
- PBS Newshour.
- Prefer to get information directly from the source.
- Pretty much “crickets”. I would have expected more frequent communications and updates on a county by county basis. Seminars by video platforms should be offered on a more frequent basis, to the extent there are any presently, which I am not sure there are.
- Previously unaware The Florida Bar had COVID-19 updates.
- Primarily rely on other sources.
- Read and follow administrative orders of the Courts.
- Really did not know they had anything more to say about this mess.
- Seldom I ever think of The Florida Bar as a resource.
- Since most of the updates are coming from the Chief Justice, I'm going straight to the Florida Supreme Court website every few days. I am surprised that the Bar is not pushing out updates from the Florida Supreme Court to all email addresses registered with The Florida Bar and/or by Circuit. If they are, I'm not getting these updates.
- The Bar does not come to mind as first source of information.
- The Bar will never be a consistent source of information for me. It rarely offers useful information other than CLE. Most layers I know use the Bar for free CLE and nothing else.
- The CDC and local news channels.
- The Florida Bar focuses its support of attorneys in private practice and litigation/Court settings more so than it supports attorneys in government, corporate, or business settings.

- The Florida Bar clearly only cares about large firms. I checked their website once, to see if I was going to get a break on my dues since neither my husband nor I have made any money in three months. Nope. The big firms are doing fine with their “important” stuff, so who cares about the little guy. Typical.
- The Florida Bar does not publish information in a consistent and easily digestible format. After reading the local and national news, I know what is going on in the world. Reading the specific orders from the state websites tells me what is going on in the Courts and with various causes of action. The Florida Bar is redundant even when informative but spends far more time virtue signaling than attempting to provide useful information. For instance, your social media posts during the pandemic about how my mandatory training on Practicing with Professionalism will now have an entire segment on how I am a racist for being white. After seeing that for a while, I stopped caring what you have to say. I wouldn't even be a member if I could practice my profession without giving you money every year.
- The Florida Bar homepage is not very user friendly to me.
- The Florida Bar is nearly irrelevant to my practice. I resent having to mail them a check every summer.
- The Florida Bar rarely updates their website with important information for government attorneys.
- The Florida Bar seems to be a reactive institution rather than a leader in any change to our profession.
- The Florida Bar was closed.
- The Florida Bar website is too overloaded. It is too hard to find anything. The website is no longer practical or useful
- The Florida Court site is updated and my go to place.
- The important items that affect me on a daily basis, are the Governor's Executive Orders and the Administrative Orders from the Chief Judge of my Circuit. Both of those are available quicker and more directly on the respective websites.
- The information I need is accessed via the Clerk website, Florida Supreme Court website, or via Judicial Assistants/Judges.
- The information I need is directly related to the Courts I practice at and The Florida Bar does not provide that information.
- The other sites are more current.
- The others have current information.

- The problems in South Florida we are different than the rest of the state, so I focused my energy on the 17th judicial circuit and the Broward Bar Association.
- The Sarasota County Bar Association had communicated well about COVID-19 and has been a primary source of information for me. I assume that it gets some information from The Florida Bar.
- The subscription service comes in every day even twice a day, so I don't have to actively look for the information; I just check my email.
- The website is outdated and rarely has easy access to information.
- Too biased in what it reports.
- Too cluttered.
- Typically, local or national news website for Covid-19 information supplemented by emails received from local Court.
- Unemployed.
- Was not aware. **(5 Responses)**
- We were focusing on more local sources. Procedures were different from judge to judge so we were focusing there.
- Well, this is a bad question. I don't really go to The Florida Bar website, but I do get various Florida Bar newsletters, which do not appear to be on the list, unless you consider them to be a "legal news service," which I do not.
- Working in the government sector, my managers and colleagues have direct access to administrative orders and other relevant information, and it is readily shared.
- Working with the Attorney General's Office and the Fourth District Court of Appeal exclusively, I get my information directly from them and the Florida Supreme Court's Administrative Orders.
- World Health Organization, Center Disease Control, Executive Office Governor, Florida Department of Health COVID-19 Dashboard, and John Hopkins COVID-19 Dashboard.

- 27b. Where have you been going on a consistent basis for important COVID-19 related information about the legal profession? – BY Type of Practice and Size of Firm (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Florida Courts website	62	61	37
Clerk of Court website	55	36	25
State of Florida website	46	41	44
Word of mouth from colleagues	41	37	32
Social media sites	34	25	19
Subscription-based, legal news service	32	16	17
The Florida Bar, YLD or LegalFuel website	25	21	27
Employer or law firm website	18	44	36
Other	10	14	15
American Bar Association website	10	7	3

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Florida Courts website	59	61	60	58
Clerk of Court website	55	51	36	47
State of Florida website	52	45	37	39
Word of mouth from colleagues	42	38	35	42
Social media sites	37	29	31	28
Subscription-based, legal news service	38	27	23	18
The Florida Bar, YLD or LegalFuel website	22	25	27	28
Employer or law firm website	9	23	27	43
Other	9	12	17	9
American Bar Association website	10	11	7	5

- 27c. Where have you been going on a consistent basis for important COVID-19 related information about the legal profession? – BY Region and Gender (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
Florida Courts website	60	54	65
Clerk of Court website	40	51	55
State of Florida website	56	41	44
Word of mouth from colleagues	37	41	41
Social media sites	33	32	31
Subscription-based, legal news service	27	26	33
The Florida Bar, YLD or LegalFuel website	26	27	22
Employer or law firm website	29	21	21
Other	10	13	10
American Bar Association	6	7	13

<u>Category</u>	<u>Gender</u>	
	Female Percent	Male Percent
Florida Courts website	59	60
Clerk of Courts website	52	49
State of Florida website	41	48
Word of mouth from colleagues	39	41
Social media sites	31	32
Subscription-based, legal news service	18	36
The Florida Bar, YLD or LegalFuel website	34	19
Employer or law firm website	21	24
Other	12	10
American Bar Association	5	12

27d. Where have you been going on a consistent basis for important COVID-19 related information about the legal profession? – BY Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	35 or under years of age <u>Percent</u>	36 to 49 years of age <u>Percent</u>	50 to 65 years of age <u>Percent</u>	Over 65 years of age <u>Percent</u>
Florida Courts website	61	63	58	53
Clerk of Courts website	52	53	47	48
State of Florida website	46	41	51	38
Word of mouth from colleagues	52	43	33	29
Social media sites	43	34	28	18
Subscription-based, legal news service	32	22	35	22
The Florida Bar, YLD or LegalFuel website	17	28	25	29
Employer or law firm website	25	21	25	19
Other	10	12	11	12
American Bar Association	14	6	10	7

28. In the past 3 months, where have you generally gone for technology or cyber security assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
In-firm consultant (IT Department)	54
Self/own knowledge	35
Internet/websites	25
Outside consultant or technology support group	21
Friend or family member	20
Other lawyers in the office	16
Social media (other than The Florida Bar)	4
Local/voluntary bar associations	3
Other	3
LegalFuel (of The Florida Bar)	2

- Over half (54%) of all respondents report using an in-firm consultant (IT Department) for technology and cyber security assistance.

28a. If “Other”, please specify:

(13 Total Responses)

- Collaborating extensively with other mediators and arbitrators about the use of technology and ABA.
- Court reporting companies using remote technology for video depositions.
- Family member who is an IT consultant.
- Florida Chamber website.
- Insurance agent.
- IT Department at the Court and other judges in the office.
- It's not a technology issue. I do a lot of for hire work for services like Docketly and CAP, and if it can be done remotely, they don't need to hire me or the hundreds of other lawyers in my county who rely on this for a source of income.
- I've been using my pandemic “free time” to catch on some technology improvements that I have been needing to do, including get new computers, change cloud storage providers, and get new faster internet and phone service provider.
- Judicial Assistant.
- Online pre-approved Florida Bar CLE courses.
- Other professional organizations.
- Virtual technology companies, such as CLIO. They have reached out to me without solicitation and have provided free webinars and useful information on how to become a virtual attorney, which I intend to become once my current lease expires in one year.
- We have retained Abacode, a leader in cybersecurity, as our primary consultant on all technology issues. Other firms are consulted on an as-needed basis when recommended by our primary consultant.

28b. In the past 3 months, where have you generally gone for technology or cyber security assistance? – BY Type of Practice and Size of Firm (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
In-firm consultant (IT Department)	45	88	78
Self/own knowledge	36	36	27
Internet/websites	27	21	15
Outside consultant or technology support group	26	4	5
Friend or family member	22	15	10
Other lawyers in the office	16	19	15
Social media (other than The Florida Bar)	5	3	2
Local/voluntary bar associations	4	2	0
Other	3	3	7
LegalFuel (of The Florida Bar)	2	2	2

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
In-firm consultant (IT Department)	26	54	78	88
Self/own knowledge	41	35	34	26
Internet/websites	34	23	20	15
Outside consultant or technology support Group	27	26	16	5
Friend or family member	25	20	12	13
Other lawyers in the office	6	20	22	24
Social media (other than The Florida Bar)	7	3	2	2
Local/voluntary bar associations	5	4	1	0
Other	4	2	2	3
LegalFuel (of The Florida Bar)	3	1	0	1

28c. In the past 3 months, where have you generally gone for technology or cyber security assistance? – BY Region and Gender (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
In-firm consultant (IT Department)	55	53	54
Self/own knowledge	39	38	31
Internet/websites	36	23	22
Outside consultant or technology support group	16	22	23
Friend or family member	20	20	20
Other lawyers in the office	18	17	14
Social media (other than The Florida Bar)	8	5	2
Local/voluntary bar associations	4	3	3
Other	2	3	3
LegalFuel (of The Florida Bar)	2	2	1

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
In-firm consultant (IT Department)	65	47
Self/own knowledge	34	36
Internet/websites	26	24
Outside consultant or technology support group	17	24
Friend or family friend	23	18
Other lawyers in the office	20	14
Social media (other than The Florida Bar)	6	3
Local/voluntary bar associations	4	3
Other	3	3
LegalFuel (of The Florida Bar)	3	1

28d. In the past 3 months, where have you generally gone for technology or cyber security assistance? – BY Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
In-firm consultant (IT Department)	64	54	52	39
Self/own knowledge	41	40	29	31
Internet/websites	27	28	25	15
Outside consultant or technology support group	9	20	24	36
Friend or family member	15	21	21	22
Other lawyers in the office	23	16	13	15
Social media (other than TFB)	3	6	4	3
Local/voluntary bar associations	2	4	4	1
Other	2	2	4	5
LegalFuel (of The Florida Bar)	1	2	2	2

29. In the past 3 months, where have you generally gone for practice management assistance? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Self/own knowledge	49
Other lawyers/colleagues	37
In-firm office manager	30
Internet/websites	18
Outside consultant	9
Local/voluntary bar associations	6
Other	5
American Bar Association	4
LegalFuel (of The Florida Bar)	4

- Nearly half (49%) of all respondents report using their own knowledge and over one-third (37%) report using other lawyers or colleagues for practice management assistance.

29a. If “Other”, please specify:

(14 Total Responses)

- Business coach.
- CLIO.

- Corporate staff.
- General news services for purposes of PPP loan.
- I have not required practice management assistance as I have been able to come to my office since the pandemic began.
- I have practiced for 43 years and have several partners with 40+, 35+, 30+ and 25+ years in practice. We have approached our practice from a collaborative perspective for years.
- I work for the State Attorney's Office and have not needed assistance.
- Judicial colleagues and reading interesting news articles about office management concerns during the pandemic.
- NACM, NCFCJ.
- Practice management software has already been in place.
- Retired; have not sought assistance in last 3 months.
- This is a criminal Prosecutor Office.
- We have a great firm librarian in our office.
- Websites.

**29b. In the past 3 months, where have you generally gone for practice management assistance?
– BY Type of Practice (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Self/own knowledge	50	40	52
Other lawyers/colleagues	38	39	19
In-firm office manager	27	39	40
Internet/websites	20	13	13
Outside consultant	11	4	0
Local/voluntary bar associations	7	2	2
Other	4	7	12
American Bar Association	4	3	0
LegalFuel (of The Florida Bar)	4	2	2

- 29c. In the past 3 months, where have you generally gone for practice management assistance?
 – BY Size of Firm and Region (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
Self/own knowledge	58	48	38	42
Other lawyers/colleagues	30	41	42	37
In-firm office manager	8	31	58	51
Internet/websites	23	20	13	9
Outside consultant	12	11	6	2
Local/voluntary bar associations	10	7	1	<1
Other	5	3	6	5
American Bar Association	4	6	0	1
LegalFuel (of The Florida Bar)	5	3	4	2

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Self/own knowledge	52	49	48
Other lawyers/colleagues	37	39	35
In-firm office manager	34	30	27
Internet/websites	23	15	19
Outside consultant	3	7	13
Local/voluntary bar associations	5	7	6
Other	5	4	5
American Bar Association	3	4	5
LegalFuel (of The Florida Bar)	8	4	1

- 29d. In the past 3 months, where have you generally gone for practice management assistance?
– BY Gender and Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
Self/own knowledge	46	51
Other lawyers/colleagues	42	34
In-firm office manager	30	30
Internet/websites	19	18
Outside consultant	7	10
Local/voluntary bar associations	6	6
Other	6	4
American Bar Association	5	3
LegalFuel (of The Florida Bar)	5	3

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
Self/own knowledge	42	51	48	59
Other lawyers/colleagues	42	40	34	29
In-firm office manager	36	32	27	22
Internet/websites	12	22	18	21
Outside consultant	5	9	12	7
Local/voluntary bar associations	5	6	9	2
Other	5	3	5	10
American Bar Association	5	3	4	4
LegalFuel (of The Florida Bar)	<1	5	3	6

30. How many times have you visited The Florida Bar, Young Lawyers Division, or LegalFuel websites in the past 3 months?

<u>Category</u>	<u>Percent</u>
None	31
Once	21
Twice	15
3 to 4 times	20
5 to 10 times	8
More than 10 times	5

- During the past three months, over half (52%) of all respondents have visited The Florida Bar, Young Lawyers Division, or LegalFuel website once or not at all. 13% report that they have visited 5 or more times in that three month period.

30a. Please list what you have recently found to be most useful on any of those websites:

(103 Total Responses)

- (1) Don't know what LegalFuel is. (2) I am a tad past Young Lawyers. (3) I use The Florida Bar website to locate CLE, to record CLE, and to investigate opposing or co-counsel.
- Cannot find anything, so I use state of Florida and Clerk sites for my information.
- CLE/Free CLE. **(16 Responses)**
- CLE information. **(5 Responses)**
- CLE updates/status. **(3 Responses)**
- Covid-19 resource page.
- Daily summary, health and wellness, and the “How to Reopen the Law Firm” had guides that also worked for chambers and Court operations.
- Ethics and Rules.
- Fastcase. **(10 Responses)**
- Find a Lawyer/Attorney Finder/Lawyer Information. **(26 Responses)**
- Florida Bar. **(2 Responses)**
- Florida Bar News online.

- Forms for firm.
- I am a member of Condominium Certification Committee and visited The Florida Bar website to access confidential committee information and resources. I did not visit for information on COVID-19.
- I found out The Florida Bar isn't going to give me a break on dues and just thinks it is being helpful by offering free counseling. My mental health will be fine when I can work again. Open the Courts!
- I have looked up Covid-19 status as well as new jobs.
- I often check The Florida Bar member listings when interacting with an attorney who I'm not familiar with. Have also been checking for updates on Bar dues and CLE credits.
- I only use it to post CLE hours.
- I use it for many different purposes. All seem to work well most of the time.
- I visit The Florida Bar website all the time, but mostly for looking up attorneys, reviewing the rules of procedure and administration. I am not usually using it for Covid-19 stuff unless I need something specific.
- I'm the ethics partner here, so the access to disciplinary rules and ethical canons is helpful. Also, what I find helpful is the CLE tracking ability.
- In the recent past, CLE courses on LegalFuel; locating Florida lawyers.
- Information about status of my Bar dues and CLE status.
- Information concerning Court procedures and closures has been helpful.
- Information on main page.
- Information on Zoom hearing scheduling/procedures.
- Information regarding attorneys, resources for attorneys such as LegalFuel, Lawyers Advising Lawyers, Mental Wellness Helpline referrals, information for consumers, and Bar communications.
- I've been looking at online CLE for the technology credits.
- LegalFuel.

- Links.
- Looking up attorneys and obtaining Rules of Court.
- No information about Federal Government there.
- Only when we get emails.
- Practice management articles.
- Random information as I'm still acclimating to practicing in Florida.
- Resources relative to starting a law practice, especially videos.
- Rules Regulating The Florida Bar posting CLE credits.
- Technology recommendations, Covid-19 office practices and PPP information.
- Telling me my CLEs were tolled.
- The daily summary and the voluntary bar updates.
- The emails that led me there.
- The Florida Rules of Court. The lawyer directory on the website. The Florida Bar News emails, the Board of Governors emails, and the practice section emails.
- The list of classes that I have to complete to keep practicing law, and the bill I have to pay you.
Note: If you want people to have a favorable view of the organization, maybe don't put three separate bill notices in the welcome mailer.
- Updated Administrative Orders.
- Updates on Court rules.
- Updates on statewide legal practice issues.
- Visits have been routine, for committee information, CLE postings, etc.

30b. How many times have you visited The Florida Bar, Young Lawyers Division, or LegalFuel websites in the past 3 months? – BY Type of Practice, Size of Firm and Region

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
None	32	28	22
Once	21	26	16
Twice	15	14	14
3 to 4 times	19	23	27
5 to 10 times	8	6	13
More than 10 times	5	3	8

<u>Category</u>	<u>Size of Firm</u>			
	<u>One attorney Percent</u>	<u>2 to 10 attorneys Percent</u>	<u>11 to 20 attorneys Percent</u>	<u>Over 20 attorneys Percent</u>
None	36	29	33	27
Once	24	24	11	15
Twice	17	14	13	13
3 to 4 times	13	21	31	26
5 to 10 times	7	7	7	12
More than 10 times	3	5	5	7

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
None	24	30	36
Once	27	17	22
Twice	12	18	13
3 to 4 times	21	23	17
5 to 10 times	12	7	7
More than 10 times	4	5	5

30c. How many times have you visited The Florida Bar, Young Lawyers Division, or LegalFuel websites in the past 3 months? – BY Gender and Age Group

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
None	26	34
Once	20	22
Twice	14	15
3 to 4 times	24	18
5 to 10 times	9	7
More than 10 times	6	4

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
None	36	25	32	35
Once	28	22	19	11
Twice	12	13	18	13
3 to 4 times	18	23	18	24
5 to 10 times	4	10	8	10
More than 10 times	1	6	5	7

31. Which of the following Florida Bar or Florida Supreme Court programs or resources are you aware of: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Florida Bar Free CLEs	69
Florida Bar Lawyer Referral Service	49
Florida Bar COVID-19 Resource Page	37
Florida Lawyers Assistance (FLA), Inc.	31
Florida Bar Mental Wellness Helpline	30
Florida Bar Board of Governors Meeting Summaries	26
Florida Bar President Video Messages	26
LegalFuel (of The Florida Bar)	17
Young Lawyers Division Tech Roadshow	4
None of the above	15

- Over two-thirds (69%) of all respondents are aware of Florida Bar free CLE programs and almost half (49%) are aware of The Florida Bar's Lawyer Referral Service.

31a. Which of the following Florida Bar or Florida Supreme Court programs or resources are you aware of: – BY Type of Practice and Region (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Type of Practice</u>		
	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Florida Bar Free CLEs	69	70	68
Florida Bar Lawyer Referral Service	47	53	62
Florida Bar COVID-19 Resource Page	36	40	40
Florida Lawyers Assistance (FLA), Inc.	28	42	38
Florida Bar Mental Wellness Helpline	27	37	49
Florida Bar Board of Governors Meeting Summaries	25	29	35
Florida Bar President Video Messages	25	23	37
LegalFuel	15	23	30
Young Lawyers Division Tech Roadshow	3	6	6
None of the above	15	10	21

<u>Category</u>	<u>Region</u>		
	<u>North Region Percent</u>	<u>Central/SW Region Percent</u>	<u>Southeast Region Percent</u>
Florida Bar Free CLEs	76	69	66
Florida Bar Lawyer Referral Service	55	53	43
Florida Bar COVID-19 Resource Page	43	40	33
Florida Lawyers Assistance (FLA), Inc.	38	33	26
Florida Bar Mental Wellness Helpline	30	34	27
Florida Bar Board of Governors Meeting Summaries	36	29	19
Florida Bar President Video Messages	33	27	21
LegalFuel	26	20	11
Young Lawyers Division Tech Roadshow	7	4	3
None of the above	11	15	16

31b. Which of the following Florida Bar or Florida Supreme Court programs or resources are you aware of: – BY Gender and Age Group (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
Florida Bar Free CLEs	70	67
Florida Bar Lawyer Referral Service	50	49
Florida Bar COVID-19 Resource Page	45	32
Florida Lawyers Assistance (FLA), Inc.	31	31
Florida Bar Mental Wellness Helpline	40	24
Florida Bar Board of Governors Meeting Summaries	26	26
Florida Bar President Video Messages	32	22
LegalFuel	22	14
Young Lawyers Division Tech Roadshow	6	3
None of the above	11	17

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
Florida Bar Free CLEs	67	71	69	67
Florida Bar Lawyer Referral Service	47	52	51	39
Florida Bar COVID-19 Resource Page	26	40	38	48
Florida Lawyers Assistance, Inc.	24	38	29	29
Florida Bar Mental Wellness Helpline	29	35	24	39
Florida Bar Board of Governors Meeting Summaries	20	25	26	41
Florida Bar President Video Messages	18	29	25	33
LegalFuel	13	21	17	14
YLD Tech Roadshow	2	9	1	4
None of the above	20	11	15	17

32. What educational/training topics and resources would be most helpful to you right now? (MULTIPLE RESPONSE QUESTION – CHECK UP TO FIVE CHOICES)

<u>Category</u>	<u>Percent</u>
Changes in court rules/procedures	54
Virtual courtroom practice	39
How to effectively practice law remotely	31
Insight into legal issues/lawsuits that might arise from the COVID-19 pandemic	29
Usage of and privacy concerns with technology tools like Zoom and WebEx	25
Federal stimulus packages and implications	21
Employment law changes (due to COVID-19) and advice on employment and unemployment issues	20
How to maintain revenue stream with diminishing clients	20
How to engage virtually with new clients	18
Mental health and wellness resources	17
Switching to a paperless office	17
Virtual mediation/arbitration	16
Trends in growing/contracting practice areas	12
How to reopen a law office	7
Other	1
None of the above/Not Interested	14

- Over half (54%) of all respondents report that an educational/training program in Changes in Court Rules/Procedures would be helpful. Over one-third (39%) would find a program on Virtual Courtroom Practice to be helpful.

32a. If “Other”, please specify:

(12 Total Responses)

- Additional free CLE webinar opportunities.
- Effective use of technology in transactional practice.
- Estate planning document execution with elderly clients.
- How to be more productive when working remotely.
- I do not need more information or reading material. We have been inundated with information at this point.
- More jobs!

- Nothing is relevant to me until the schools reopen and I am not watching my small children full-time.
- Online notary.
- The Florida Bar should offer more free CLE options given that the cost to do those should now be minimal without the need to rent space, etc.
- The impact of COVID-19 on criminal practice (petit and grand juries, sentencing remotely, etc.).
- Virtual depositions including exhibit use and honesty, i.e. preventing prompting from outsider or opposing counsel preparing a witness remotely for deposition or Court testimony client's reluctance to use new technology for depositions.
- We request that the Courts open in consistency to the other comments I have made in this questionnaire.

33. What is the earliest point in which you might feel comfortable attending in-person CLE courses or Florida Bar meetings?

<u>Category</u>	<u>CLE Courses Percent</u>	<u>Florida Bar Meetings Percent</u>
June-July 2020	16	11
August-September 2020	16	11
October-December 2020	13	8
Early 2021	21	18
Not in the near future	26	19
I never attend these	8	33

- 16% of all respondents believe that they might feel comfortable attending in-person CLE courses by June-July 2020 and an additional 16% believe they might feel comfortable by August-September 2020. Nearly half (47%) report that early 2021 or not in the near future will be the time frame where they might feel comfortable attending.

- 33a. What is the earliest point in which you might feel comfortable attending in-person CLE courses? – BY Type of Practice, Size of Firm and Region

CLE COURSES

<u>Category</u>	<u>Type of Practice</u>		
	Private Practice Percent	Gov't. Practice Percent	Other Legal Position Percent
June-July 2020	17	11	10
August-September 2020	16	16	14
October-December 2020	14	14	5
Early 2021	21	17	29
Not in the near future	24	34	33
I never attend these	8	8	9

<u>Category</u>	<u>Size of Firm</u>			
	One attorney Percent	2 to 10 attorneys Percent	11 to 20 attorneys Percent	Over 20 attorneys Percent
June-July 2020	15	16	17	15
August-September 2020	13	17	15	19
October-December 2020	14	11	17	14
Early 2021	20	25	17	19
Not in the near future	26	25	28	28
I never attend these	12	6	6	5

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
June-July 2020	16	19	12
August-September 2020	17	16	16
October-December 2020	11	15	13
Early 2021	23	19	22
Not in the near future	26	23	28
I never attend these	7	8	8

33b. What is the earliest point in which you might feel comfortable attending in-person CLE Courses? – BY Gender and Age Group

CLE COURSES

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
June-July 2020	9	20
August-September 2020	15	17
October-December 2020	14	13
Early 2021	26	18
Not in the near future	30	23
I never attend these	6	9

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
June-July 2020	16	16	16	15
August-September 2020	20	12	17	15
October-December 2020	11	11	16	16
Early 2021	21	28	16	21
Not in the near future	23	24	29	27
I never attend these	9	9	6	6

- 33c. What is the earliest point in which you might feel comfortable attending Florida Bar meetings? – BY Type of Practice, Size of Firm and Region

FLORIDA BAR MEETINGS

<u>Category</u>	<u>Type of Practice</u>		
	Private Practice Percent	Gov't. Practice Percent	Other Legal Position Percent
June-July 2020	12	8	4
August-September 2020	11	9	8
October-December 2020	9	8	0
Early 2021	18	12	23
Not in the near future	18	27	18
I never attend these	32	35	47

<u>Category</u>	<u>Size of Firm</u>			
	One attorney Percent	2 to 10 attorneys Percent	11 to 20 attorneys Percent	Over 20 attorneys Percent
June-July 2020	11	12	12	10
August-September 2020	8	12	11	14
October-December 2020	7	7	9	11
Early 2021	17	22	12	14
Not in the near future	17	19	17	24
I never attend these	41	28	39	28

<u>Category</u>	<u>Region</u>		
	North Region Percent	Central/SW Region Percent	Southeast Region Percent
June-July 2020	12	15	8
August-September 2020	11	9	12
October-December 2020	6	9	7
Early 2021	17	16	20
Not in the near future	19	20	19
I never attend these	35	31	34

- 33d. What is the earliest point in which you might feel comfortable attending Florida Bar meetings? – BY Gender and Age Group

FLORIDA BAR MEETINGS

<u>Category</u>	<u>Gender</u>	
	<u>Female Percent</u>	<u>Male Percent</u>
June-July 2020	6	15
August-September 2020	9	12
October-December 2020	8	8
Early 2021	23	14
Not in the near future	22	17
I never attend these	32	34

<u>Category</u>	<u>Age Group</u>			
	<u>35 or under years of age Percent</u>	<u>36 to 49 years of age Percent</u>	<u>50 to 65 years of age Percent</u>	<u>Over 65 years of age Percent</u>
June-July 2020	9	12	13	9
August-September 2020	15	9	12	6
October-December 2020	6	6	10	7
Early 2021	15	23	16	12
Not in the near future	17	17	22	20
I never attend these	38	33	27	46

34. In what COUNTY is your primary law practice?

<u>County</u>	Florida Bar Membership Data <u>Percent</u>	2020 TFB COVID-19 Recovery Survey <u>Percent</u>
Alachua	1	1
Baker	<1	0
Bay	<1	<1
Bradford	<1	0
Brevard	1	1
Broward	13	13
Calhoun	<1	0
Charlotte	<1	<1
Citrus	<1	<1
Clay	<1	<1
Collier	1	1
Columbia	1	<1
DeSoto	<1	<1
Dixie	<1	<1
Duval	5	6
Escambia	1	1
Flagler	<1	<1
Franklin	<1	0
Gadsden	<1	0
Gilchrist	<1	0
Glades	<1	0
Gulf	<1	0
Hamilton	<1	0
Hardee	<1	0
Hendry	<1	0
Hernando	<1	0
Highlands	<1	<1
Hillsborough	10	9
Holmes	<1	0
Indian River	<1	1
Jackson	<1	<1
Jefferson	<1	0
Lafayette	<1	0
Lake	<1	<1
Lee	2	2
Leon	4	5
Levy	<1	<1
Liberty	<1	0

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<u>County</u>	Florida Bar Membership Data <u>Percent</u>	2020 TFB COVID-19 Recovery Survey <u>Percent</u>
Madison	<1	<1
Manatee	<1	<1
Marion	<1	<1
Martin	<1	<1
Miami-Dade	21	21
Monroe	<1	<1
Nassau	<1	0
Okaloosa	<1	<1
Okeechobee	<1	<1
Orange	9	9
Osceola	<1	<1
Palm Beach	10	9
Pasco	<1	<1
Pinellas	5	5
Polk	1	2
Putnam	<1	0
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	2	1
St. Johns	<1	<1
St. Lucie	<1	<1
Sumter	<1	<1
Suwannee	<1	0
Taylor	<1	0
Union	<1	0
Volusia	1	1
Wakulla	<1	<1
Walton	<1	<1
Washington	<1	0

35. What is your gender?

<u>Category</u>	Florida Bar Membership Data <u>Percent</u>	2020 TFB COVID-19 Recovery Survey <u>Percent</u>
Male	61	61
Female	39	39

36. What is your age?

<u>Category</u>	Florida Bar Membership Data	2020 TFB COVID-19 Recovery Survey
	<u>Percent</u>	<u>Percent</u>
35 years of age or younger	21	21
36 to 49 years of age	31	31
50 to 65 years of age	36	36
Over 65 years of age	12	12

37. How many years have you been a member of The Florida Bar?

<u>Category</u>	Florida Bar Membership Data	2020 TFB COVID-19 Recovery Survey
	<u>Percent</u>	<u>Percent</u>
5 years or fewer	18	18
6 to 10 years	15	14
11 to 20 years	34	33
Over 20 years	33	35

38. Please list any type of resources that you would like to see The Florida Bar provide to possibly help you address challenges in your daily practice of law that have been created by the COVID-19 pandemic:

(107 Total Responses)

- A group that advocates for the needs of those of us with significant and legitimate concerns above the average population to not be forced to resume in person appearances before it is safe for us and our families, even if it means lengthy delays for substantive hearings and trials. I am afraid I will be forced to choose between risking my wife and daughter's health and my law license which I cherish almost as much as my family and is how I support us. I will not risk their health and be forced into a situation which is not safe. There are MANY of us greatly concerned about this.
- A resource providing county-by-county updates on COVID-19 related Court policies and procedures.
- Access to more information on how to grow one's business during the pandemic, especially since I am a newly admitted attorney in the State of Florida.
- Additional, quality, free CLEs.
- Admission by motion for attorneys barred outside of Florida.

- Advising people to stay home and maintain social distancing.
- Advisors who can more effectively teach young lawyers how to use technology effectively especially when working from home.
- Advocate for more/better remote practices.
- Advocate rule changes allowing e-signing of documents by clients, including interrogatories.
- Any and all.
- Arrangements for deferred payment of Bar dues.
- As a Bar attorney, I am completely satisfied with how this is being handled.
- Assistance/information about current loan programs.
- Available legal jobs.
- Balancing law and homeschooling. Switching to a paperless office.
- Best safe practices in face to face teaching in law schools.
- Better guidance to lawyers trying to interpret Governor's Executive Orders.
- Central resource for the status of all 20 state judicial circuits and all three-federal Court districts in the state.
- Changes in law firm technology.
- CLE at no charge. Free dues for a year.
- CLEs programs on video depositions and Zoom Court hearings.
- CLIO, CRM tools.
- Collecting all the Courts Covid-19 rules in one place.
- Commencing jury trials.
- Consistent Court practices.
- Continued remote access to courtrooms.
- Department of Treasury updates.

- Detailed and uniform procedures for remote evidentiary hearings.
- Don't really look to the Bar for this. I'm a government lawyer in a large office, so I look to the management team of our office to address these issues.
- Educate judges on what is the content of the Florida Supreme Court orders because they are interpreting incorrectly.
- Email delivery of all new standing Court orders for Supreme Court and relevant Circuits.
- Employment help. Resumé services.
- Encourage telephonic hearings in ALL non evidentiary matters and administrative cases.
- Encouraging consistency with the Courts of using particular platforms for hearings and providing information on their websites as to how to access the hearings; i.e. Zoom, or Microsoft Teams, and the pertinent (dedicated) access codes for each judge so we aren't reliant on getting information from the JA's or clerks and information can be obtained long enough in advance we can provide timely notice of hearing information.
- Extend deadline for Florida Bar dues.
- Financial services (grants, PPP loans, one-year suspension of all financial and reporting requirements to The Florida Bar).
- Free CLE. **(2 Responses)**
- Free CLE, re: issues cited above: technology, ethics, Court procedures.
- Free online CLE on COVID-19 changes.
- Give people a break on dues if they aren't able to work because of this. My insurance company is giving me a break on payments because I can't drive my car, yet I hear crickets from The Florida Bar when I can't earn an income for three months.
- Going to a paperless office, file organization.
- Granting inmates facing FDOC sentences to get double gain time by FLSC Order due to FDOC refusing to accept new inmates thus denying them gain time that can only be earned when in FDOC custody.
- How people can grow a spine and quit living in fear.

- How to conduct jury trials and preventing abuse of the pandemic situation to delay trials and litigation. Protections for Bar members who want to maintain remote Court, depositions and mediations without being forced by a Court to attend a potentially dangerous situation.
- How to get judges to start setting jury trials.
- How to handle the concerns of potential jurors who are called to report for jury duty.
- How to have the PPP loan forgiven.
- I am a retired government lawyer but do some volunteer work with a legal aid organization. My first work as a lawyer was with legal aid, and I have continued to be interested in and concerned with its availability to those needing it.
- I believe the Bar has done an excellent job. I am a member of more than one state bar and Florida's bar has done well.
- I don't think there is much you can do. Except come out with opinions quicker than the day before. We are all preparing that jury trials will begin after July 2, which I think (although caseloads have gone up) is a mistake.
- I have faced unprofessionalism in requested joint continuances and extensions. It should be encouraged. Even though I could work remote, I have two small children who did not have other parent for care or facilitating schooling. More time was needed because I simply did not have the time. I had to face motions for a simple two-week extension, and I feel that was extremely unprofessional from the other members of the Bar.
- I think providing information to the Courts about health concerns, with the hope of avoiding re-opening too early, would be great!
- I think remote access is great for the safety of others. The problem is that some firms are not doing remote access which makes it tough competition for us that want to work remotely for the safety of all. Of course, clients that do not have health standards and practice social distancing would prefer a live attorney at their home rather than a remote attorney. This brings those of us that want to practice social distancing and maintain safety standards lose out on a lot of business.
- I worry about how I am going to pay my Bar dues. I took a \$20K pay cut and I only made \$70k to begin with. I have been very disappointed in the legal field. I would love to see help on how to get out of this field and figure out how to go about getting another career without being a lawyer but where having a JD is helpful. I am not alone; I speak to other lawyers who like me hate being a lawyer.
- I would have the Bar make a formal recommendation to have Courts do everything remotely except for jury trials and very important special set hearings. This has nothing to do with the pandemic, but we have found remote attendance at motion calendar and other hearings is much better for everyone involved. It is very efficient.

- Improved communication from The Florida Bar and Supreme Court regarding orders/procedure changes.
- Increased discount with law technology companies.
- Information as to when jury trials are to begin in all of the circuits.
- Information on referral services that may help maintain revenue stream with diminishing clients.
- Information regarding paperless practice and practice management technology.
- Insurance separate from our E&O coverage to handle claims filed with The Florida Bar.
- It would be helpful if there was a site which would contact information for attorneys who have been laid off due to the pandemic, their focus of practice, minimum salary needs, and whether they would consider relocating.
- Lawyers should be able to cope without significant institutional support. The Florida Bar should focus on modifying existing law/custom/procedure to facilitate the needs of lawyers and clients to navigate through legal matters.
- Lean on the Courts to give us even greater autonomy especially as pertains to Electronic Discovery, and although most have acquiesced as to telephonic or video hearings to take such decision out of the hands of individual judges, and just make it a universal state rule to allow such, at least in civil cases if either party has requested it.
- Make CLE compliance easier due to loss of time due to COVID-19. Practicing with a mask on in Court is going to be a humongous issue and will drive many to not litigate anymore. Loss of revenue because moratoriums on collections, garnishments, evictions have crushed law firms I know. It's hard enough to keep your firm in operation, now we have to sanitize after each employee, client and lawyer adding to the mounting expenses. If the Bar doesn't do something to help structure EVERY jurisdiction operating procedure, we won't be able to survive.
- Making judges aware that their procedures are not uniform, and they should be.
- Management seminar on revenue and virtual case management.
- Mental health and stress management.
- More ability to use a lawyer referral service.
- More CLEs re: basics to help new attorneys who are also solo attorneys. Most of the CLEs are not "how to" CLEs, they are more of an overview of the legal area being covered. It would be helpful to have CLEs that break down "how to" handle cases in different areas of law.

- More free CLE.
- More free technology courses regarding using Zoom, etc.; practical “how to” courses on introducing evidence remotely in virtual Court proceedings.
- More topics on how to conduct “Zoom” Court hearings and “Zoom” mediations; tips and tricks, etc.
- Need to lessen restrictions on remote witnessing and notarization for pleadings, advanced directives, and financial documents.
- No paper. Florida Bar paper: I believe it should be virtual/available online only. Seems like a waste of paper and if mailed to office, not everyone can read. Providing it online and paperless would be enjoyed and read by many more.
- None, but I am so thankful we went paperless over four years ago.
- Not a resource request, but I would like to see the Bar push the Courts to keep telephonic/online formats for short matter hearings in civil and for status/pre-trial matters in criminal. Let's stop cattle calls once and for all.
- Nothing will help until we can go to the courthouse again. The judiciary is our third branch of government and should be reopened ASAP. A courtroom can be made just as safe as a restaurant or grocery store.
- Practice development webinars.
- Push messaging out to firms that it is ok for people to work remotely if they believe their personal health is at risk and they should not be forced to come back into work as long as they are still producing.
- Refund a portion of my Bar dues for the months I was unable to practice.
- Remote will signing.
- REOPEN THE COURTS! It is hard to do our jobs with the Courts closed. It is also wildly unfair to our clients. As usual, this hurts the lowest in our society the most. The rich can sit back and wait for their multi-million-dollar suit to be decided later. The 60-year-old widow whose retirement plan was to collect the income from two small rental properties, who can't evict her tenants, who is starving because she has no money...she can't wait.
- Resource guide that summarizes Court procedures across the state.
- Resources for the care of families affected by COVID-19.

- Securities law CLE would be nice.
- Six months of free research in Westlaw or LexisNexis (law libraries are closed), and free Florida Law Weekly for six months. I need research access to the following areas of law: Family Law, Bankruptcy, Real Estate, Landlord and Tenant, Guardianship, Social Security Disability, and general Civil Law.
- Suggestions for re-opening law office to address employees' health concerns.
- The Florida Bar focuses its support of attorneys in private practice and litigation/Court settings more so than it supports attorneys in government, corporate, or business settings.
- The Florida Bar has done a good job of getting information about health & wellness initiatives & helpline out to members.
- The Florida Bar should have worked closely with the Florida Supreme Court to develop one set of COVID-19 related guidelines that would apply across the board to all Courts in the state, i.e. Georgia Supreme Court tolled all deadlines in March and has sent out consistent updates since that time which made it much easier to practice law during this pandemic. It is difficult to meet deadlines and SOLs when certain Dr. offices are closed!!
- The Florida Supreme Court needs to address jury trials in July and suspend speedy trials further.
- The one thing you did not ask about was physical space. My rent is \$27,000 a month which my firm is paying while not using the space. I have found that having a large prestigious office is not nearly as important as I always believed. When my lease ends, I will reduce my space by half.
- Tips on working remotely.
- Training. I am a member of four other state bars, but practice primarily in Florida. By far, The Florida Bar is the most solicitous of members and the most helpful overall.
- Virtual evidence.
- Virtual trials.
- Waiver of Bar dues this year.
- We have been using a sign on the door for deliveries to be left in a box out front. More ideas to reduce contact would help.
- We need civil jury trials to be scheduled.
- We wish bench trials would be set ASAP in dependency, TPR, civil and criminal where defendants elect for a bench trial. Most of these can be set via Zoom. If a reasonable accommodation is needed for someone who does not have remote access, then possibly the

Administrative Office of the Courts can provide remote access in a room at the courthouse with safeguards taking place. Also, bench and even jury trials should be set ASAP because of the backlogs, reduction of the number of persons attending Courts (i.e. motion calendars continuing to take place via Zoom).

- Website summarizing practices of all the different trial Courts.
- What I really need is something highlighting interesting practice points that are unique to Florida (and there seem to be a lot).
- When clerk's offices will open.
- With our company cutting resources across the board, it would be very helpful to have additional remote CLE learning opportunities that are available for free to members.
- Work/life balance while working remotely full time without childcare.