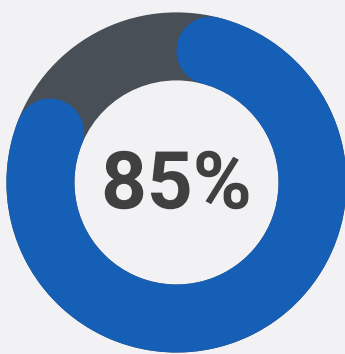


SOURCE TECHWORKS WORKFORCE SURVEY 2022

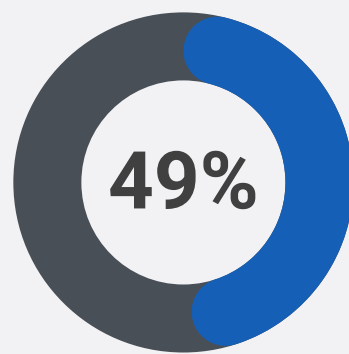
The gig economy has grown significantly while drawing in more skilled workers in various specializations. This is especially prevalent throughout the Source Techworks global network of on-demand, 24/7 field service professionals & technical resource partners.

Our third, bi-annual Source Techworks Independent Field Engineer (FE) Survey was sent to our thousands of active Source Techworks FEs and technical resource partners across the globe to gain an understanding of their background and work experience as freelance field support professionals. This anonymous survey was open from October 2022 to December 2022. We received 275 total responses, with 91% of respondents residing in North America.

Our results widely indicate the high level of talent and dedication that Source Techworks field engineers have for the service industry and for providing exceptional customer experiences.



of the Source Techworks network has **at least 5 years of experience** in field service



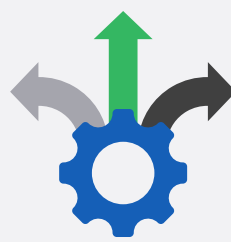
of Source Techworks field engineers having **15+ years of experience**.



Work-life balance



Income



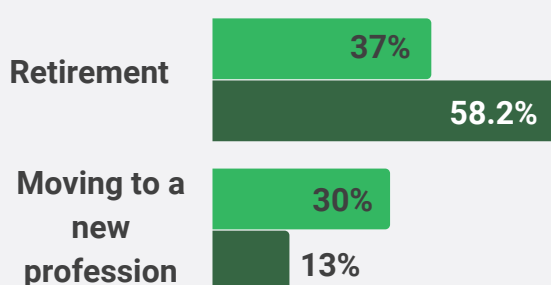
Flexibility



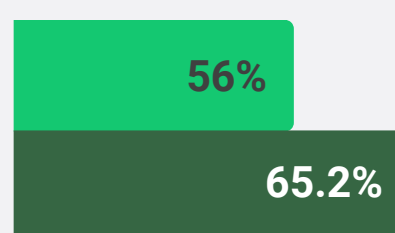
Love of fixing things

Matching Upwork's Freelance Forward 2022 survey, our data shows Flexibility, Freedom, Income, and Performing Meaningful Work as **key motivators for freelancing** - resulting in a higher rate of overall job satisfaction among freelancers.

Primary Drivers for Leaving Field Service



View of Field Service as a Long-Term Career



 Service Council (Full Time Employees)  Source Techworks (Independent Contractors)

Only **17%** of respondents stated that they participated in other forms of independent work besides field service, marking the passion & dedication of Source Techworks field engineers for field engineering.