COVID-19 Pulse Survey Phase Two Results
Surveyed Employer Sizes and Industries

Industry

- Manufacturing: 18%
- Healthcare: 11%
- Professional/Scientific/Technical: 10%
- Non-Profit: 10%
- Finance/Insurance: 8%
- Construction: 7%
- Retail & Wholesale: 5%
- Education: 4%
- Government: 4%
- Services: 3%
- Automotive: 3%
- Transportation/ Warehousing: 2%
- Restaurant/Entertainment: 2%
- Other: 12%

Total number of U.S. employees

- Less than 25: 21%
- 25-49: 13%
- 50-99: 16%
- 100-249: 24%
- 250-499: 11%
- 500-999: 5%
- 1,000+: 8%
Key Findings

- Focus on Preparation
- Furloughs and Layoffs Increase
- Continued Support for Employees
- Getting the Job Done
- The Journey Back to the Workplace
- Commitment to Employee Safety
Focus on Preparation

Does your organization have a formal infectious disease response plan?

<table>
<thead>
<tr>
<th>Category</th>
<th>Yes, we have one in place</th>
<th>No, but we are putting one in place now</th>
<th>No, but we are considering putting one in place</th>
<th>No, we are not considering putting one in place</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>43%</td>
<td>24%</td>
<td>22%</td>
<td>11%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>77%</td>
<td>12%</td>
<td>2%</td>
<td>11%</td>
</tr>
<tr>
<td>Services</td>
<td>54%</td>
<td>18%</td>
<td>18%</td>
<td>11%</td>
</tr>
<tr>
<td>Government</td>
<td>50%</td>
<td>11%</td>
<td>18%</td>
<td>21%</td>
</tr>
<tr>
<td>Education</td>
<td>47%</td>
<td>33%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>43%</td>
<td>25%</td>
<td>18%</td>
<td>13%</td>
</tr>
<tr>
<td>Construction</td>
<td>41%</td>
<td>14%</td>
<td>25%</td>
<td>20%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>39%</td>
<td>32%</td>
<td>23%</td>
<td>5%</td>
</tr>
<tr>
<td>Finance/Insurance</td>
<td>39%</td>
<td>27%</td>
<td>24%</td>
<td>10%</td>
</tr>
<tr>
<td>Automotive</td>
<td>33%</td>
<td>14%</td>
<td>38%</td>
<td>14%</td>
</tr>
<tr>
<td>Retail &amp; Wholesale</td>
<td>32%</td>
<td>30%</td>
<td>23%</td>
<td>16%</td>
</tr>
<tr>
<td>Transportation/Warehousing</td>
<td>29%</td>
<td>41%</td>
<td>24%</td>
<td>6%</td>
</tr>
<tr>
<td>Restaurant/Entertainment</td>
<td>29%</td>
<td>29%</td>
<td>36%</td>
<td>7%</td>
</tr>
<tr>
<td>Professional/Scientific/Technical</td>
<td>29%</td>
<td>25%</td>
<td>33%</td>
<td>13%</td>
</tr>
<tr>
<td>Other</td>
<td>40%</td>
<td>27%</td>
<td>20%</td>
<td>13%</td>
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</tbody>
</table>
Furloughs Increase

A third of companies surveyed have furloughed employees as a result of COVID-19, compared to 19% at the time of the first Pulse Survey.
Bringing Furloughed Employees Back to Work

Although a third of companies have furloughed employees, the majority plan to bring furloughed employees back to work within three months.
Layoffs Increase

- 25% of companies have laid off employees as a result of COVID-19, and 7% plan to do so.
Pay Policies to Support Employees

Which of the following pay policies has your company implemented for individuals who are unable to work because of COVID-19?

- Full pay through company sick leave, PTO or vacation banks: 22% Yes, in the short term, 50% Yes, this is permanent policy, 28% No
- Full pay through a combination of sick, PTO, vacation, statutory paid leave requirements and COVID-19 company program: 34% Yes, in the short term, 10% Yes, this is permanent policy, 56% No
- Full pay through statutory paid leave plans: 24% Yes, in the short term, 16% Yes, this is permanent policy, 60% No
- Job continuation without pay: 27% Yes, in the short term, 12% Yes, this is permanent policy, 61% No
- Partial pay through company sick leave, PTO, or vacation banks: 12% Yes, in the short term, 26% Yes, this is permanent policy, 62% No
- Partial pay through statutory paid leave plans: 20% Yes, in the short term, 14% Yes, this is permanent policy, 66% No
- Full pay through a COVID-19 company program: 28% Yes, in the short term, 4% Yes, this is permanent policy, 67% No
- Partial pay through a combination of sick, PTO, vacation, statutory paid leave requirements and COVID-19 company program: 20% Yes, in the short term, 7% Yes, this is permanent policy, 73% No
- Partial pay through a COVID-19 company program: 18% Yes, in the short term, 4% Yes, this is permanent policy, 78% No
Remote Work

Since the COVID-19 outbreak, a third of respondents indicate that more than 75% of their workforce is currently working remotely.
Continued Remote Work

Approximately a third of companies are likely to require continued remote work, even after the pandemic subsides.
The Journey Back to the Workplace

The majority of organizations anticipate bringing employees back into the workplace within the next three months.

When companies expect to start bringing employees back into the workplace:

- Within 1 month: 25%
- Between 1-3 months: 22%
- Between 3-6 months: 8%
- Not until 2021: 1%
- Not applicable, we are an essential business and most employees have continued to report to their worksite during the pandemic: 34%
- Not sure: 9%
The Journey Back to the Workplace

The return to worksite approach differs for employers, and can be dependent on industry, location, size and other factors.

Approach to bring employees back to physical worksite

- We will bring employees back gradually after each stay-at-home order is lifted (e.g., in a phased approach): 36%
- Not applicable, all our employees are already working on-site: 26%
- We will monitor the outcome of other businesses reopening before making decisions: 11%
- We will bring employees back immediately after each stay-at-home order is lifted: 9%
- We will bring employees back a few weeks after each stay-at-home order is lifted: 3%
- We do not plan to bring employees working remotely back into the workplace: 1%
- We plan to wait to open all our locations at the same time: 1%
- Other: 13%
Worksite Visitor Policies

► 39% of companies are not sure when they will allow visitors to enter their offices, while another 46% of companies expect visitors to be allowed in the next one to three months.

When do you anticipate allowing visitors to enter your office?
Business Travel

► When it comes to domestic business travel, 36% of companies are not sure when they will allow their employees to resume travel.

► This sentiment is true across all sizes, regions and industries.
Alera Resources for the Journey Back to the Workplace

- Alera Group’s Return to Worksite playbook is available to help employers navigating the difficult landscape of COVID-19
- Available online: bit.ly/worksite-playbook
Commitment to Employee Safety

Actions Organizations are Taking or Planning to Take to Keep Employees Safe in the Workplace

- Increase frequency and depth of cleaning/disinfecting worksites: 89%
- Provide and/or encourage wearing facemasks, gloves or other protective gear: 86%
- Limit or restrict employee contact in common areas, including break rooms, kitchens and conference rooms: 77%
- Modify physical workplaces to maintain physical distance between workers: 69%
- Continue remote work for those whose jobs do not require them to be in the workplace: 62%
- Conduct employee temperatures or health screenings: 51%
- Implement a shift schedule to rotate staff and minimize the number of people at the worksite: 44%
- Implement high-efficiency air filters or other controls to increase circulation, filtration or ventilation: 16%
Download the Reports

Download the Pulse Survey: bit.ly/pulsesurvey-1

Download the Pulse Survey Part Two: bit.ly/pulsesurvey2

Visit the Alera Group COVID-19 Dashboard: aleragroup.com/coronavirus
Questions?

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