



Coronavirus Survey Results – As of 3/25/2020 at 2 PM





Has the Coronavirus had an effect on any of your employees yet?

Yes		12%
No		88%




Has your company imposed a mandatory quarantine or requested a self-imposed isolation period to employees who traveled to affected locations?

Yes		22%
No		78%




If yes, how long is the isolation period?

Less than 7 days		5%
7 - 13 days		5%
14 days		91%
More than 14 days		0%

If your company imposed a mandatory quarantine or requested a self-imposed isolation period, was the employee paid?

Yes, all		43%
Yes, but only those resulting from business travel		35%
No		22%






If the employee was quarantined or in self-imposed isolation, are you requiring screening before allowing the employee to return to work?

Yes, medical examination		25%
No screening required		25%
Case-by-case basis		50%

Has your company closed any offices or plants or plan to close temporarily as a result of the COVID-19?







Yes		4%
No		63%
Monitoring closely to decide whether this would be necessary		33%

If you have or would close an OFFICE, how have/will you handle working time?

Allow employee to work from home, if job allows		72%
Work is halted, but compensation continues (by company choice, no paid time off used)		2%
Work is halted, but compensation continues (paid time off used)		7%
Work and compensation halted		3%
Other, please specify		15%

- A combination of working from home and continuing pay if the job doesn't allow working from home and we mandate (or the govt. mandates closure) If the associate decides to stay home or is sick we'll use PTO if avail. otherwise it will be unpaid
- Not sure
- Unknown at this time
- currently undecided
- Do not know yet, Leadership is meeting to discuss
- Not Yet Sure
- No decision yet
- Still evaluating
- allow work from home OR work halted but used paid time off
- Cannot close. Healthcare
- We aren't sure – thinking of continuing compensation unless they have chosen to travel in an affected area.
- Undecided
- Closing office to outside personnel and visitors

If you have or would close a PLANT, how would you handle working time?








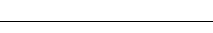
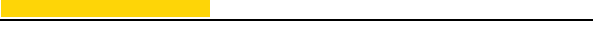

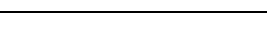

Allow employee to work at another location, if available		4%
Work is halted, but compensation continues (by company choice, no paid time off used)		8%
Work is halted, but compensation continues (paid time off used)		11%
Work and compensation halted		18%
Not Applicable, no plants		33%
Other, please specify		25%

- Still reviewing
- a combination of 1 and 2
- Unknown at this time.
- Not sure
- Cannot shut down plants; exercise extreme caution and best practices
- Unknown at this time
- At this time there has not been a decision made
- currently undecided
- Not Yet Sure
- still reviewing what we would do
- Unsure at this time
- Cannot close – Healthcare
- Minimal amount of staff at branches. Most employees will work from home.
- We are currently looking at our options to make a good decision.
- Still working on how to handle housekeeping, grounds, etc.
- Ohio workshare if possible

Do you have a business continuity plan or pandemic preparedness plan in place to handle global outbreaks or pandemics?

Yes, have begun implementing		14%
Yes, but have not implemented yet		21%
No, but in process of developing a plan		36%
No		29%

Which of the following adjustments does your company plan or have already made in response to the Coronavirus?

Allow employees to work remotely.		64%
Allow employees flexible working hours.		36%
Provide additional PTO days.		3%
Provide additional Sick days.		7%
Provide additional Vacation days.		1%
Relax attendance policy.		45%
Suspend traveling for business – either globally or in affected areas.		49%
Suspend traveling for business - locally.		27%
Provide regular communications to employees through emails/meetings.		75%
Provide additional hygiene measures - hand sanitizer, masks, etc.		80%
Advise employees to use telehealth or digital health options.		34%
Other, please specify		6%

- Bringing groups that typically travel outside of the building inside for a week. Will re-evaluate at the end of the week for next week.
- per contract our employees will be paid if operations are suspended
- currently undecided
- Cancel some events and seminars
- Limiting visitors at our care facilities
- Employee/Supervisor communication, then issues determined on a case-by-case basis



If you selected in the previous questions that your company added additional paid time off, i.e.: PTO, Vacation, and/or Sick, how many days/hours did you provide?

(No Responses Yet)

If you have a suspected case of Coronavirus, are you/will you require medical documentation to confirm/refute the diagnosis?

Yes		67%
No		33%

If you have a Short-Term Disability Policy, will it cover those diagnosed with Coronavirus?

Yes		81%
No		19%