

# The Vaccine & COVID-19 Survey

## Impact on Benefits and Policies

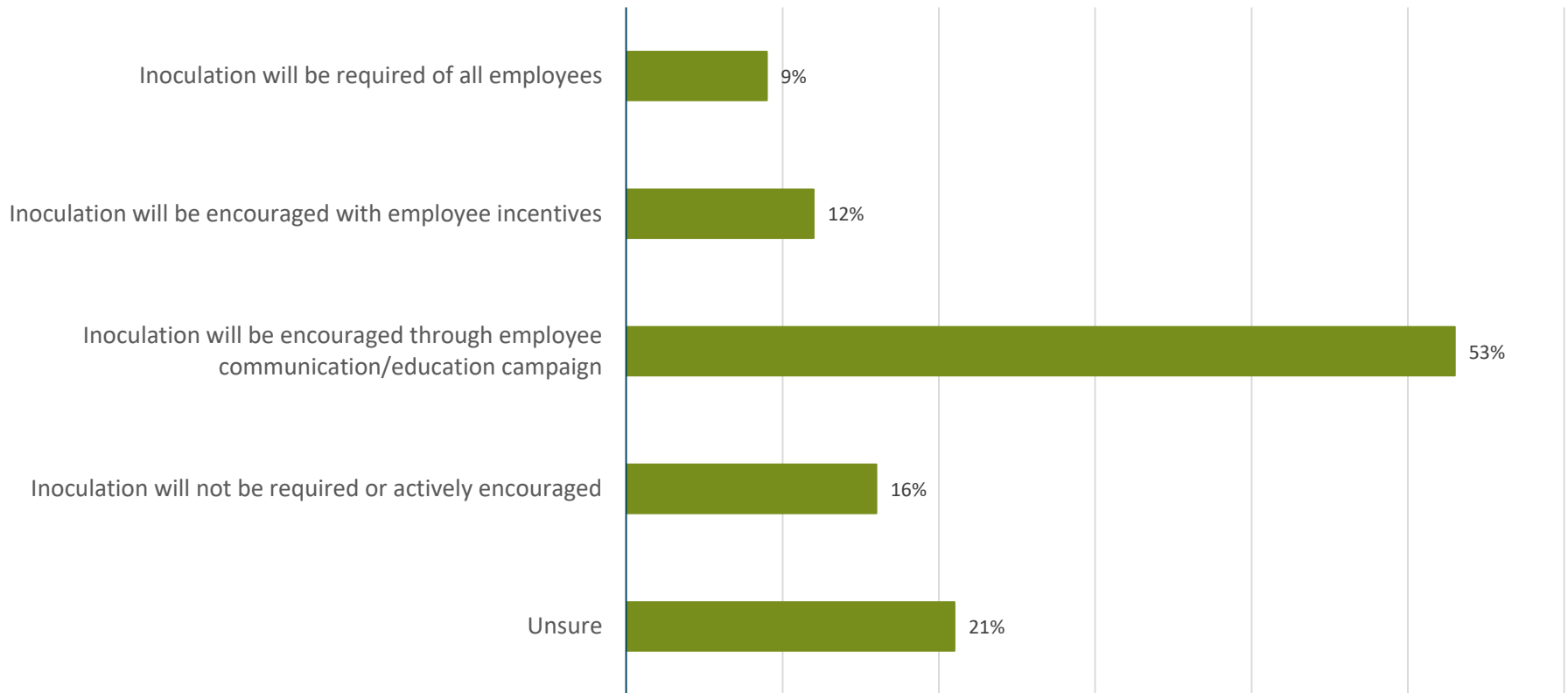
**At EPIC, we are committed to understanding and anticipating our network's needs. To continue gauging observations, experiences and expectations surrounding the Coronavirus pandemic, we have expanded our COVID-19 surveys.**

**This presentation presents results from The Vaccine & COVID-19 Survey: Impact on Benefits and Policies with over 350 responses.**

# SURVEY RESPONSES

## What will be your approach to COVID-19 vaccinations?

Question Type: Single Select with Comment Option • Answered: 359 • Skipped: 6

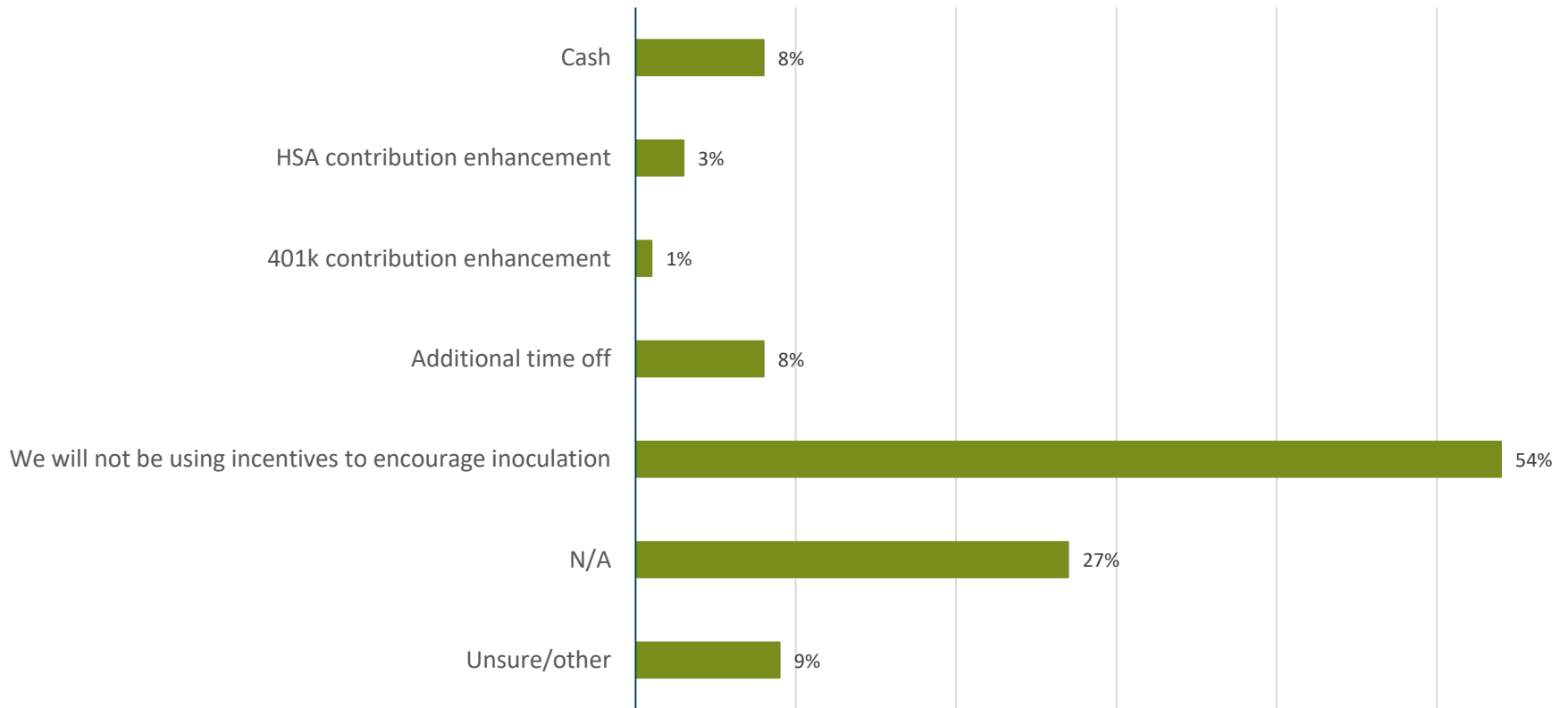


All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

## Which incentives are you planning to use?

Question Type: Multi-Select • Answered: 356 • Skipped: 9

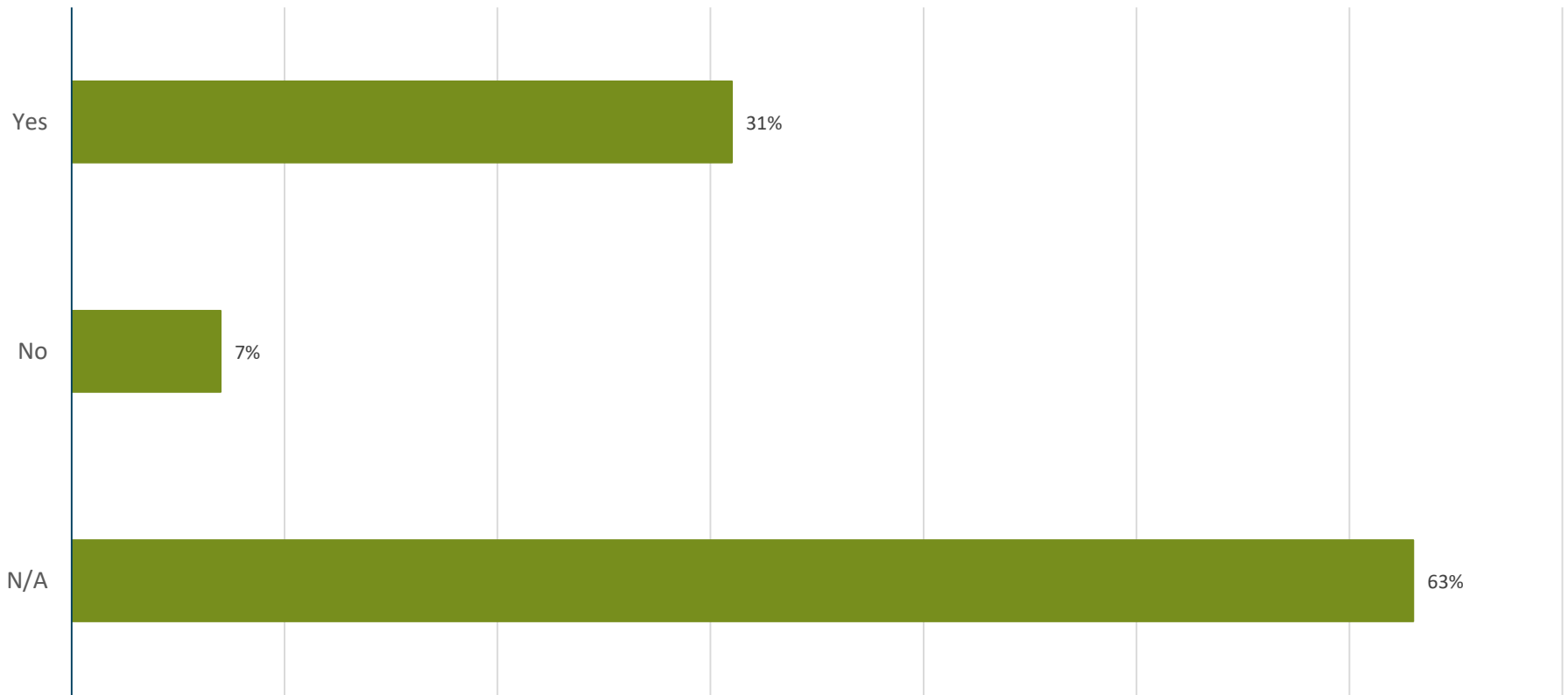


All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

## If requiring employees to be vaccinated, will evidence be required?

Question Type: Single Select • Answered: 354 • Skipped: 11



All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

Assuming available vaccines, what will be your time frame for the first dose?

Question Type: Free Text • Answered: 216 • Skipped: 149

## Key Takeaways

**124** respondents will distribute the vaccine as soon as it is available, within one month of availability, or have already begun distribution.

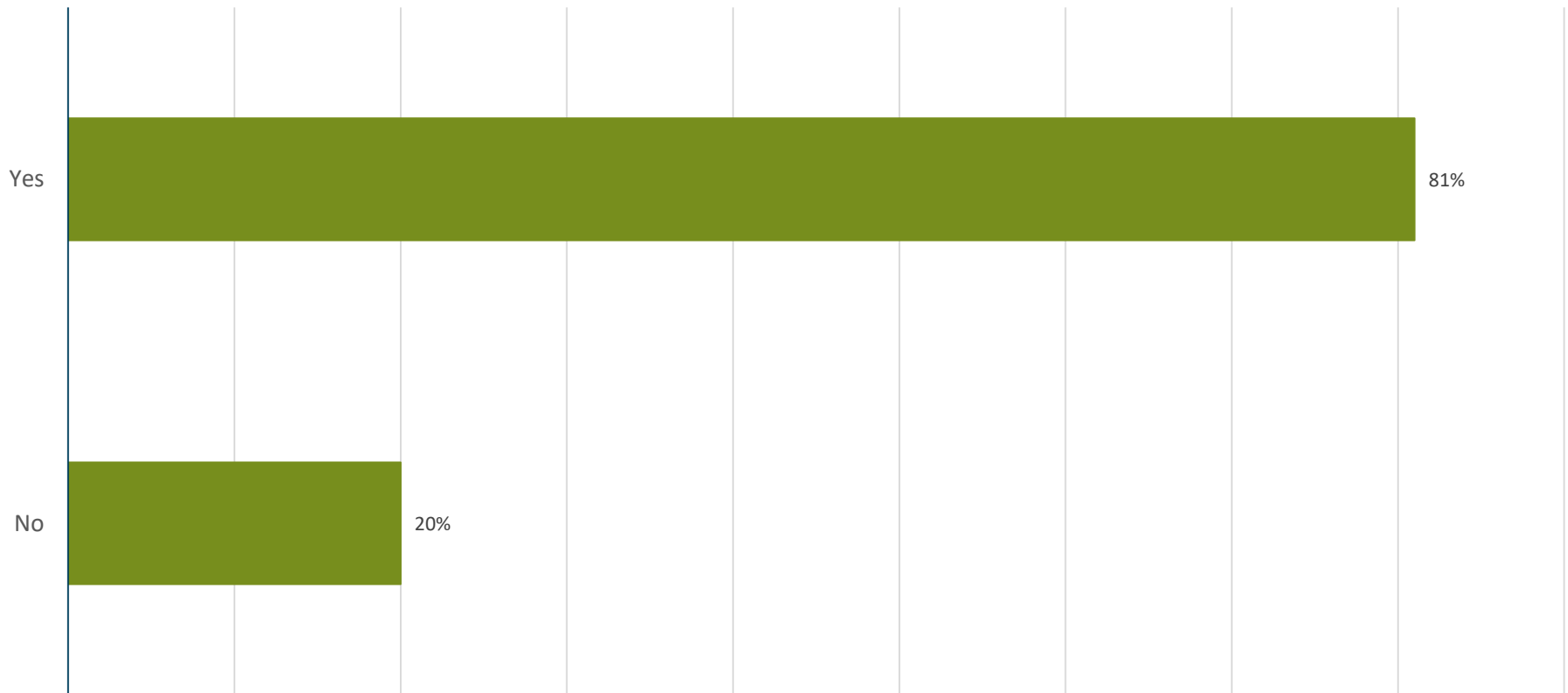
**34** respondents are unsure of when vaccines would be made available.

Some companies do not plan to distribute the vaccine until the spring – summer timeframe.

# SURVEY RESPONSES

## Would you be interested in sending out employee education encouraging employees to get vaccinated?

Question Type: Single Select ● Answered: 355 ● Skipped: 10

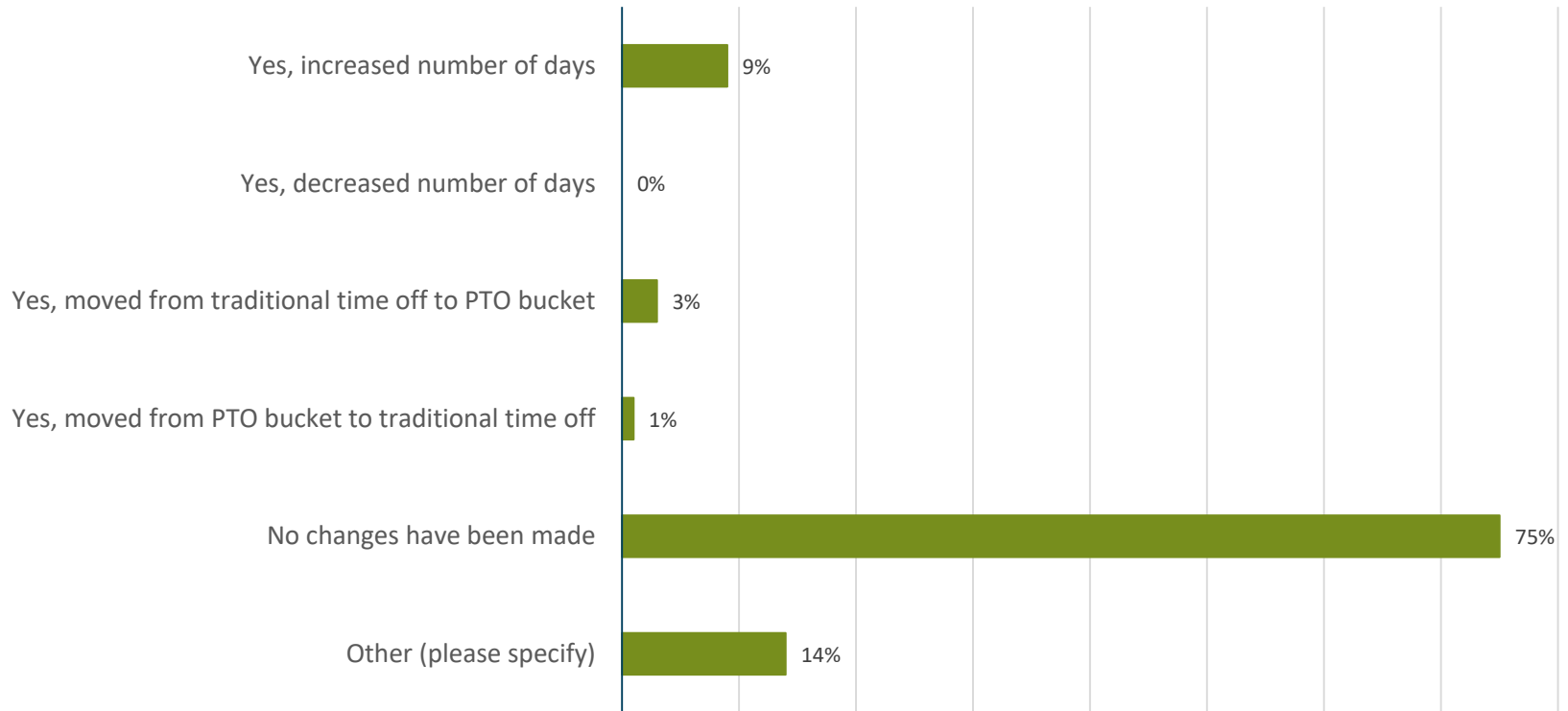


All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

## Have you made any changes to your Time Off policy?

Question Type: Single Select • Answered: 362 • Skipped: 3



All response percentages have been rounded up to the nearest whole number.



# SURVEY RESPONSES

Do you utilize traditional time off, which consists of personal days, vacation days, and sick time, or is all time off combined into a single paid time off (PTO) bucket? Please check all that apply.

Question Type: Multi-Select ● Answered: 358 ● Skipped: 7

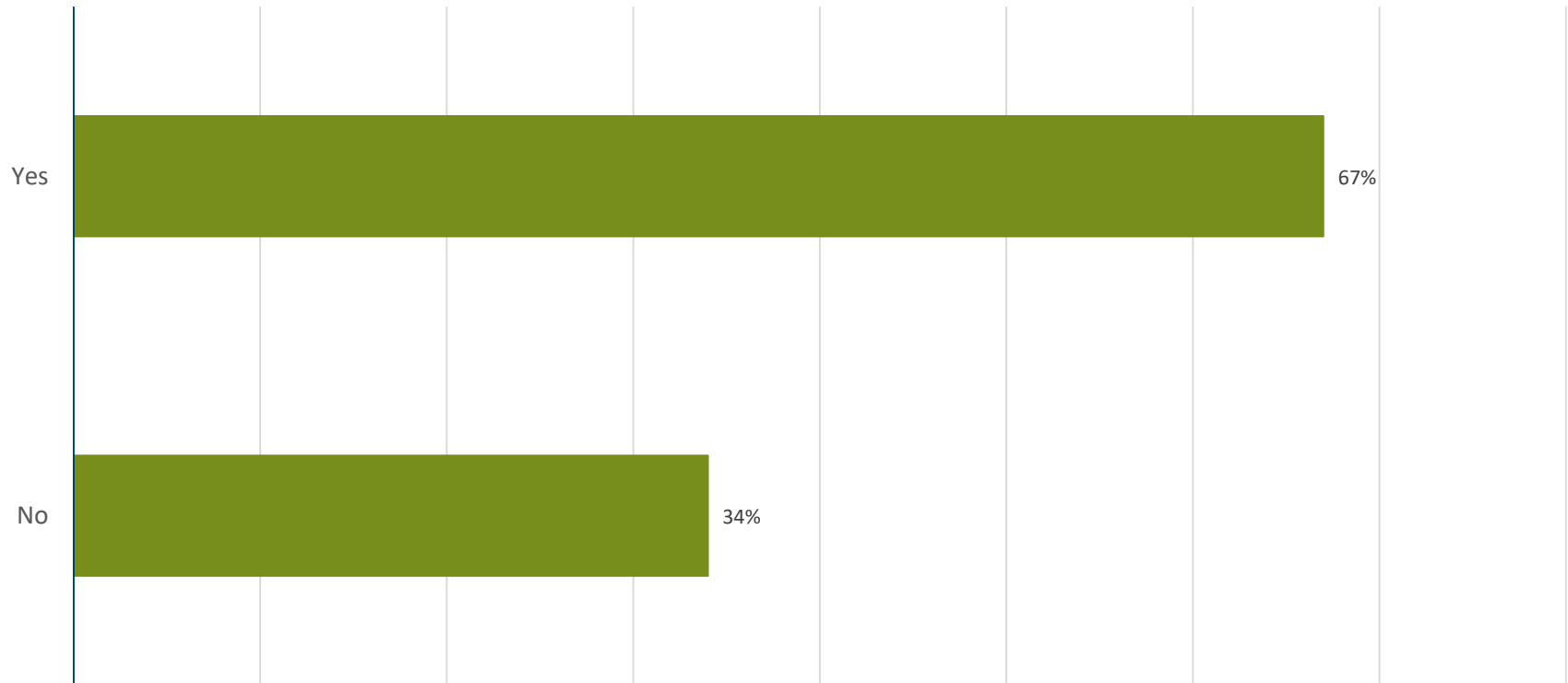


All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

Are you providing any accommodation for employees who need to quarantine and are unable to work from home?

Question Type: Single Select with Comment Option • Answered: 284 • Skipped: 81

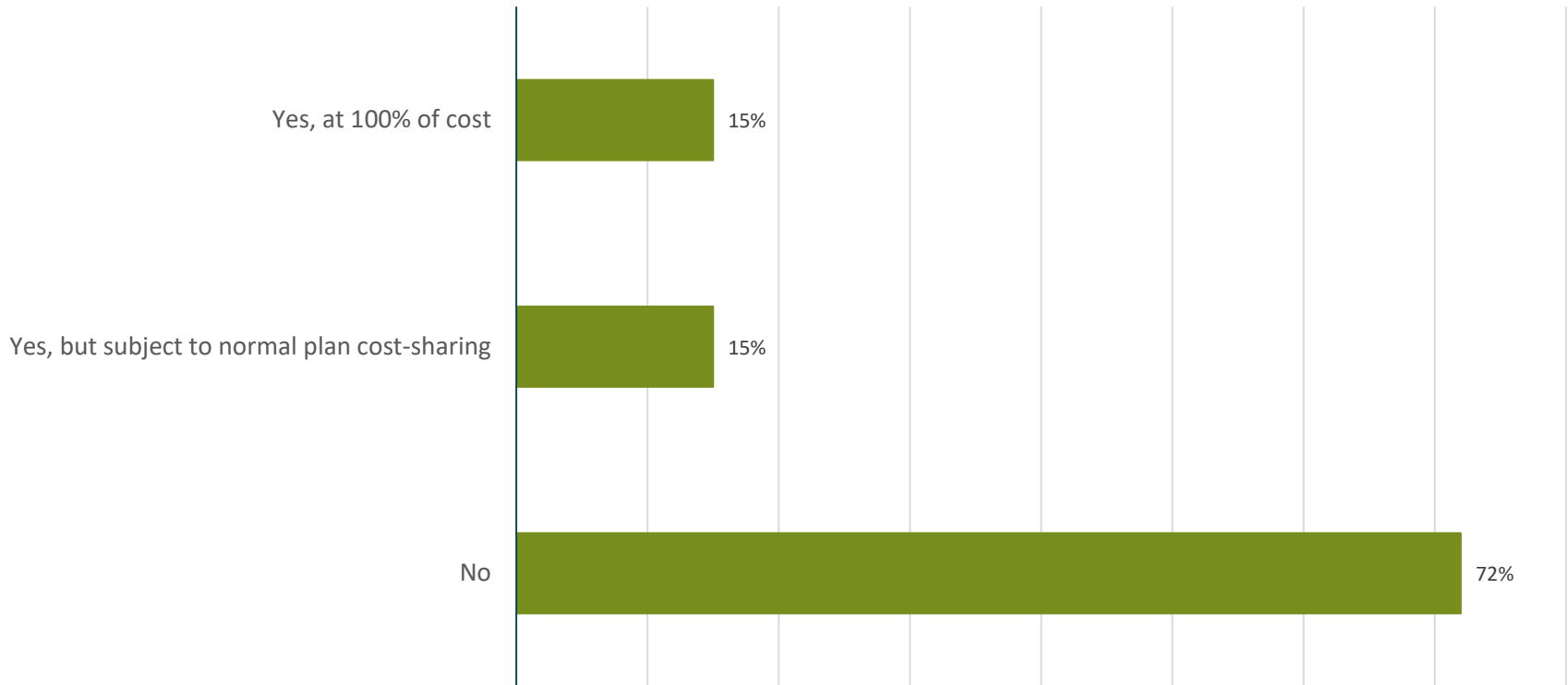


All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

Are you offering COVID-19 tests for employees who need it for non-work related travel (or other non-medically necessary testing)?

Question Type: Single Select ● Answered: 291 ● Skipped: 74



All response percentages have been rounded up to the nearest whole number.

# SURVEY RESPONSES

## What is your industry?

Question Type: Single-Select • Answered: 294 • Skipped: 71

42  
Industries

### Highest Responses:

Manufacturing (11.56%)  
Healthcare (8.50%)  
Auto Dealership (7.48%)  
Not for Profit (6.08%)

Accounting firm  
Agriculture  
Apparel  
Auto Dealership  
Automotive  
Banking  
Biotechnology  
Chemicals  
Communication  
Consulting

Education  
Energy  
Engineering  
Entertainment  
Environmental  
Finance  
Food & Beverage  
Government  
Healthcare  
Hospitality

Insurance  
Law Firm  
Manufacturing  
Media  
Not for Profit  
Oil & Gas  
Other  
Professional Services  
Publishing  
Real Estate

Retail  
Shipping  
Sports & Fitness  
Staffing  
Technology  
Telecommunications  
Transportation  
Utilities  
Warehouse & Distribution  
Winery

# RESULTS SUMMARY

## Important Considerations & Findings

### Vaccine Regulation among Employees

- Over **80%** of respondents will encourage or recommend vaccination among employees
- **9%** of respondents plan to require vaccination
- Some respondents expressed consideration of future state regulations and employee choice

### Time Off Policies & Changes

- **75%** of respondents have not adjusted their time-off policies
- Some policy changes made by employers include:
  - Ability to roll-over additional hours
  - Increased time-off on a case-by-case basis
  - Allowing early use of unaccrued hours

### Quarantining for Employees Unable to Work from Home

- There are multiple ways employers have accommodated quarantine needs for employees who cannot work from home:
  - 80 hours of paid sick leave (EPSL, CARES Act, FMLA)
  - STD
  - Provided new 'COVID' time-off bank