

COVID-19 pulse survey | Conducted by Lockton Companies

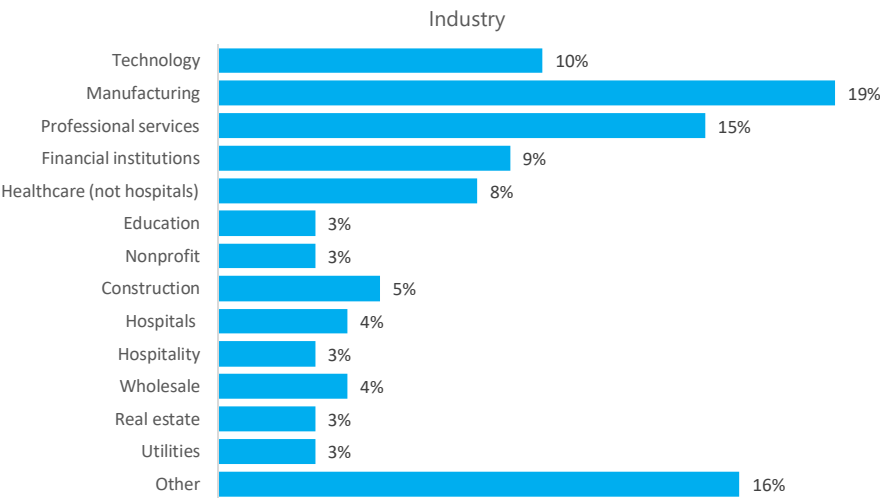
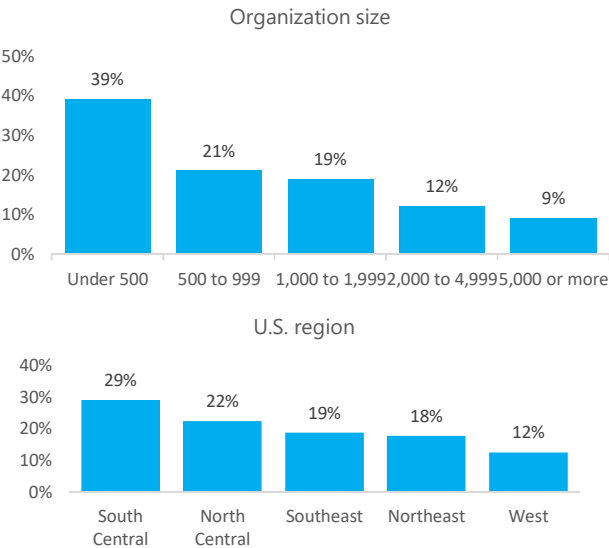
Summary

Our clients and prospects across all industries want to understand actions taken or being considered by others in response to COVID-19. Lockton's weekly pulse survey is designed to capture responses to these pressing issues and offer insights into what employers across all industries are doing to minimize the economic impact on their business.



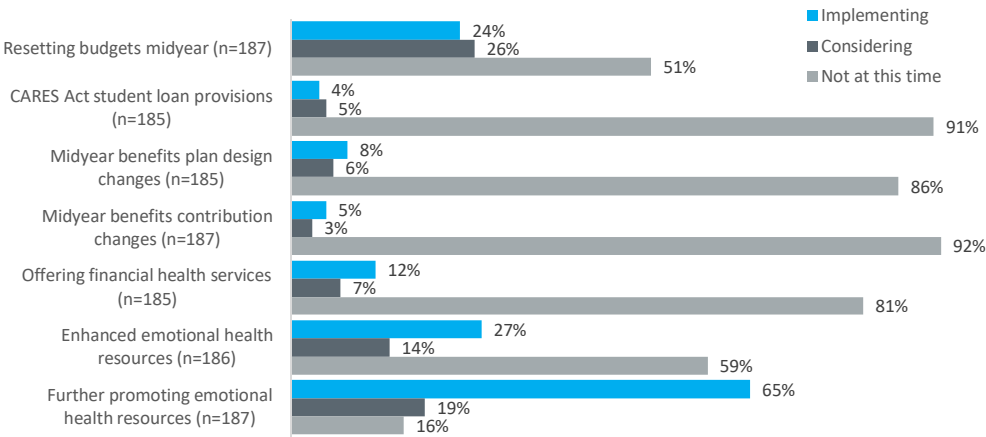
Results shown were collected April 29-May 4, 2020. **At the close of the survey, there were 193 responses.**

Participant profile

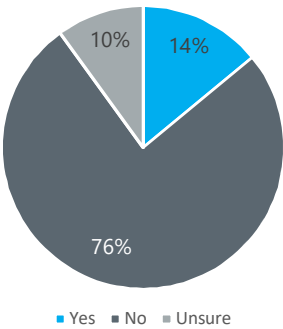


Impact to U.S. benefits

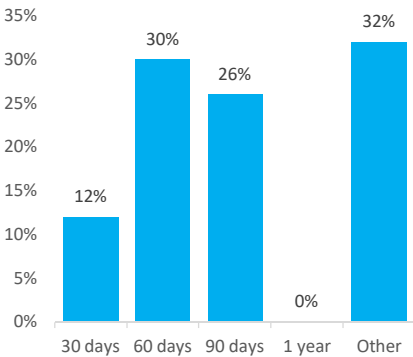
For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19?



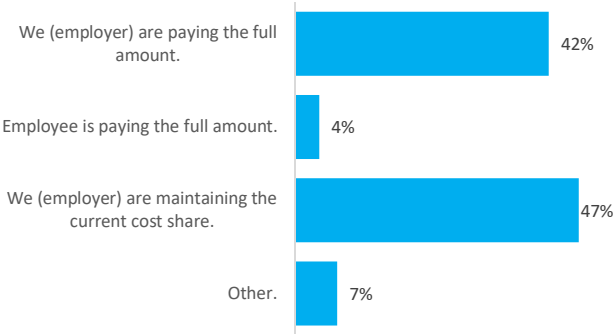
If you already have an emotional health program, are you spending more? (n=51)



For furloughed employees, how long are you covering medical (n=73)?

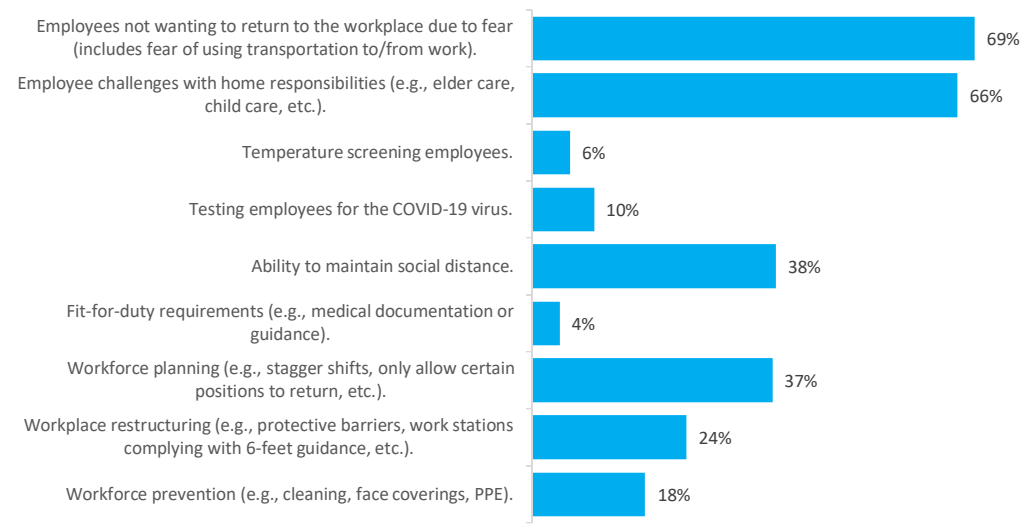


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=75)?



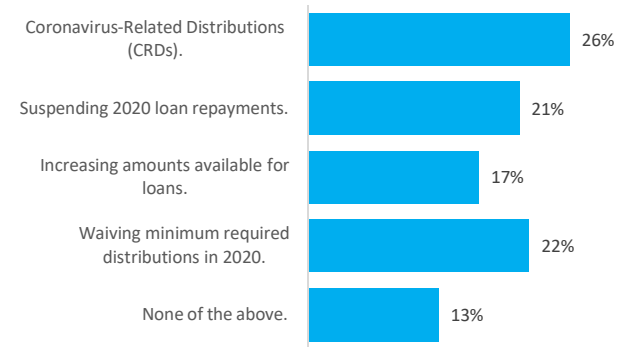
Reentry to work site

What do you foresee as the biggest challenge for reentry (n=189)? Select the top three.

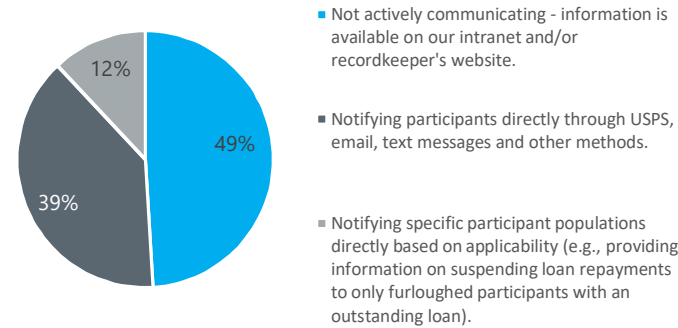


Lockton's return to work site toolkit provides additional considerations in developing a strategy unique to you. Reach out to your Lockton contact for more.

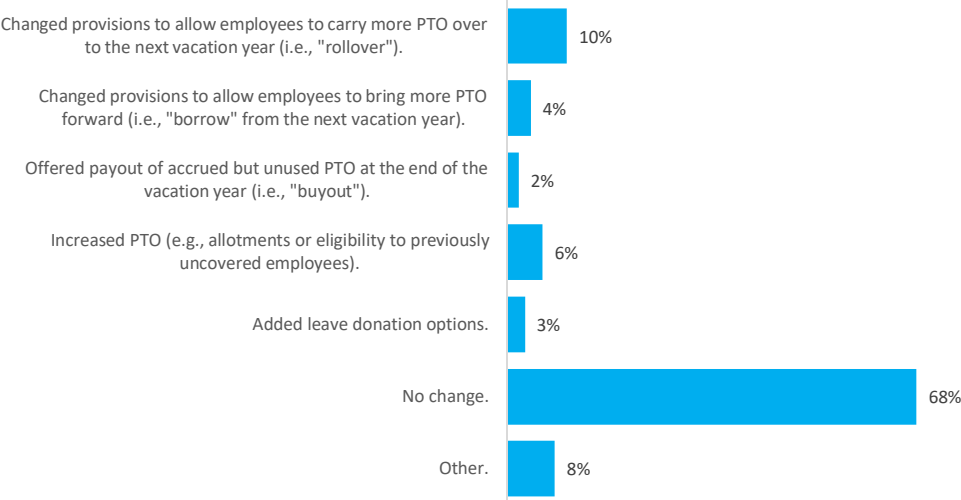
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=140)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



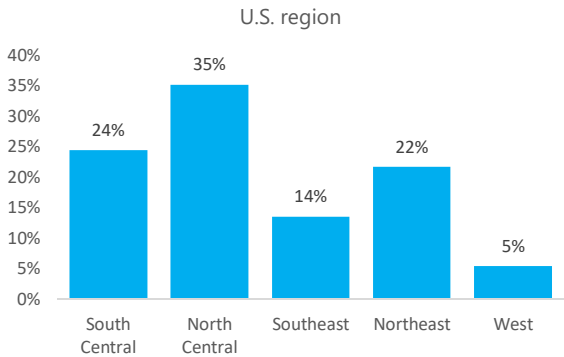
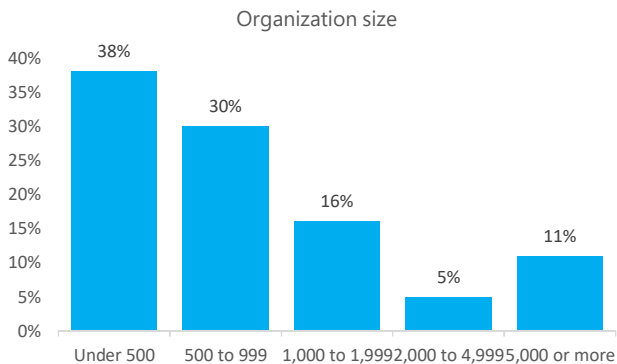
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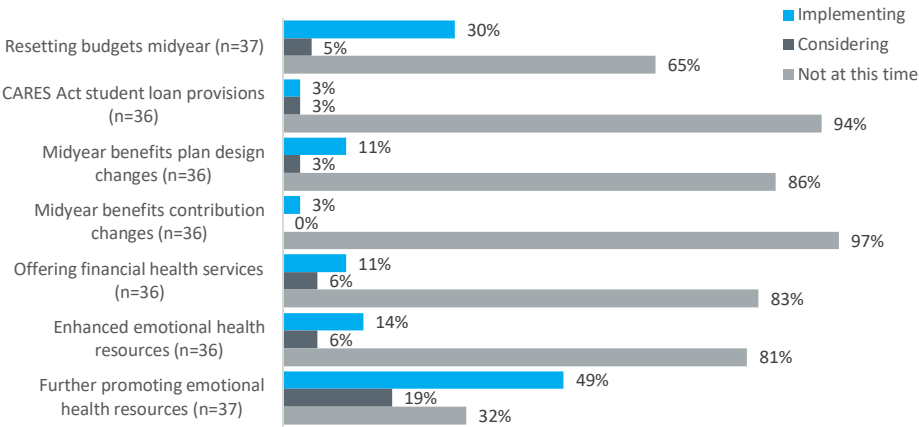


Participant profile - Manufacturing

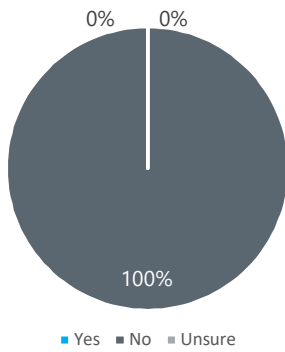


Impact to U.S. benefits - Manufacturing

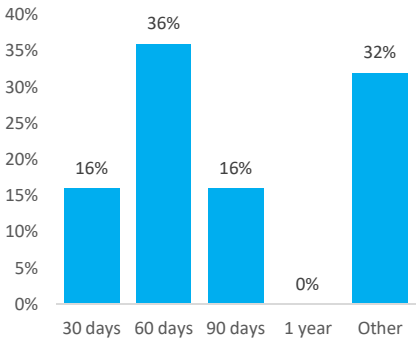
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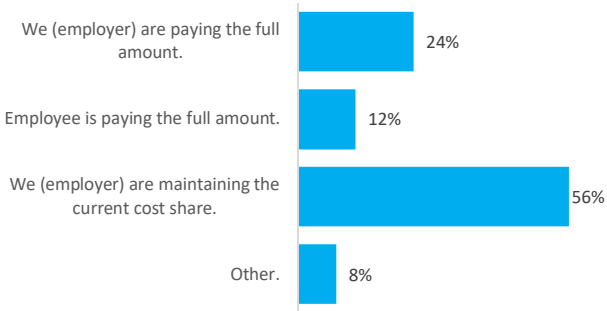
If you already have an emotional health program, are you spending more? (n=5)



For furloughed employees, how long are you covering medical (n=25)?

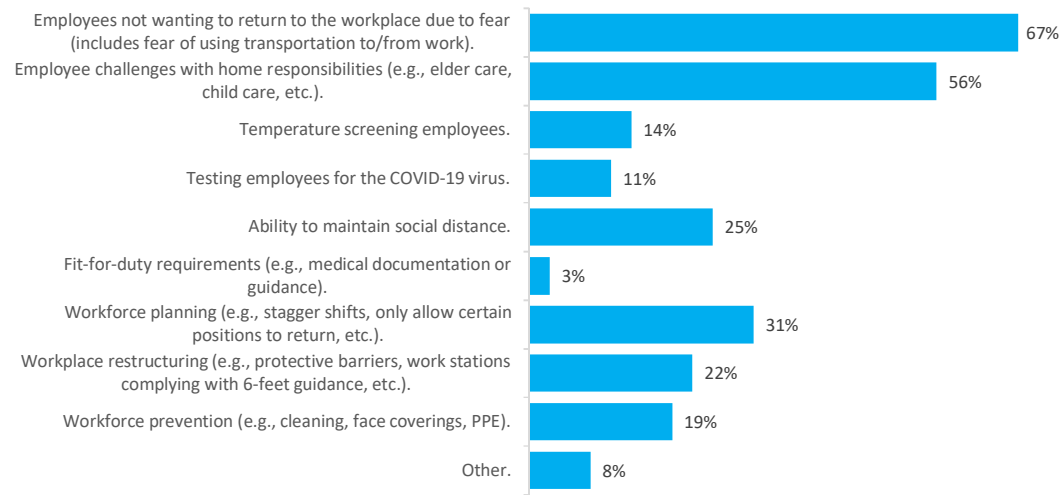


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=25)?



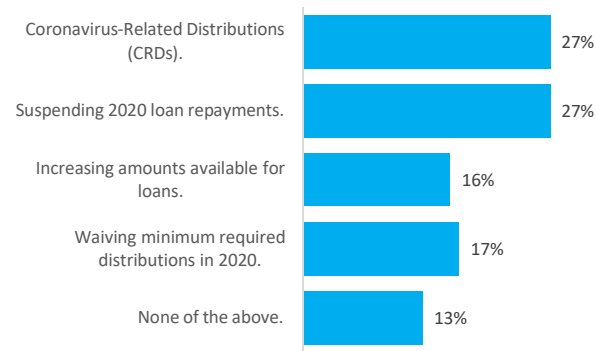
Reentry to work site - Manufacturing

What do you foresee as the biggest challenge for reentry (n=36)? Select the top three.

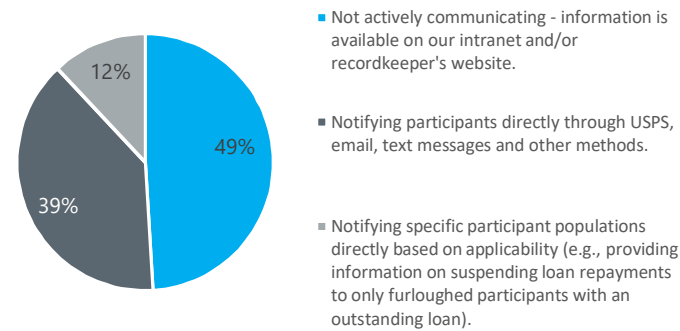


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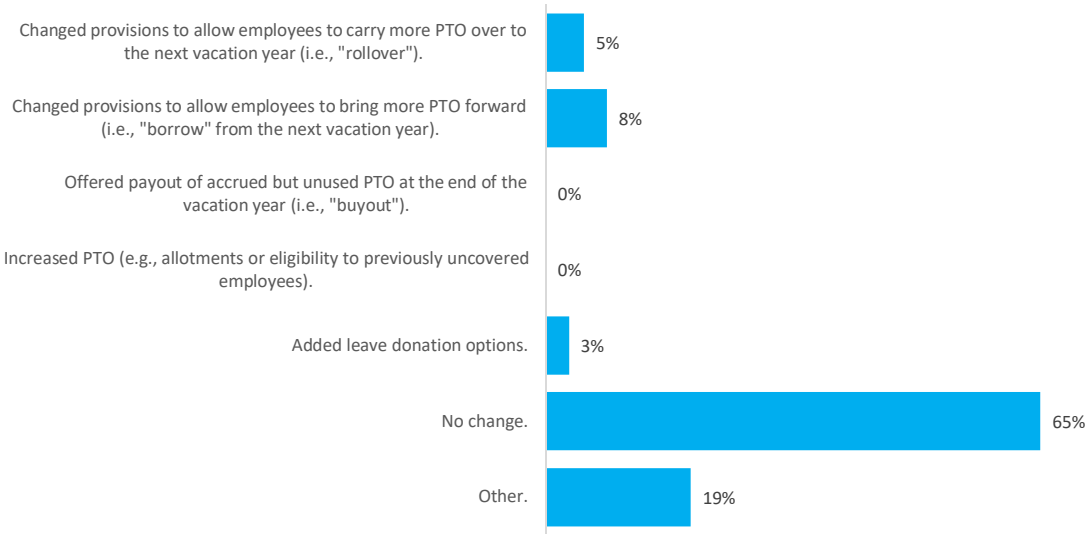
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=27)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



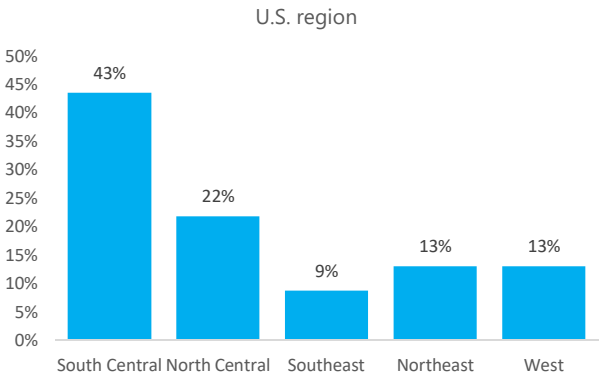
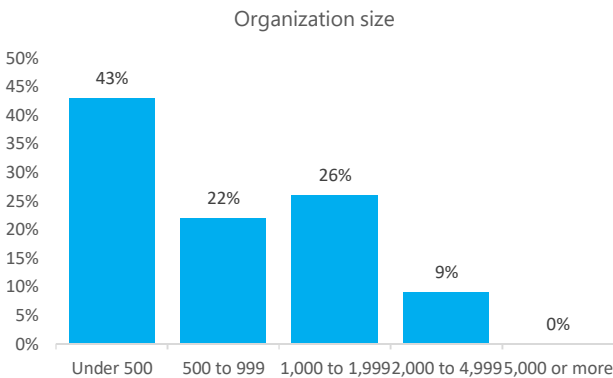
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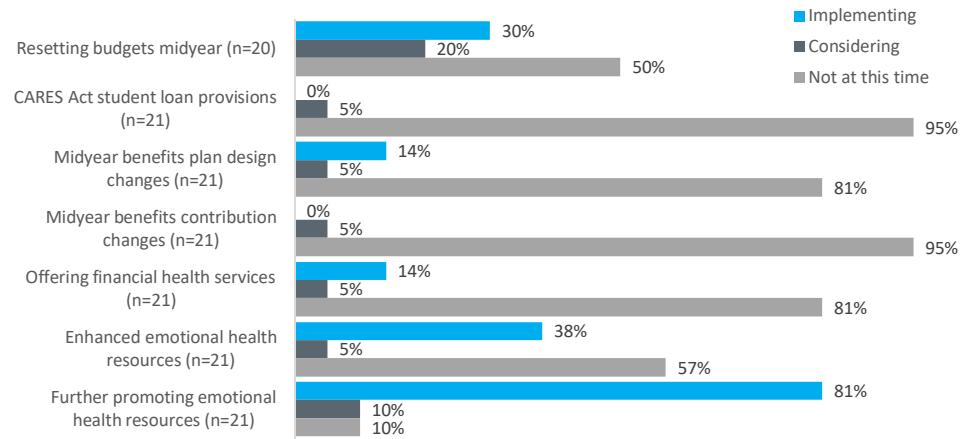


Participant profile - Professional services

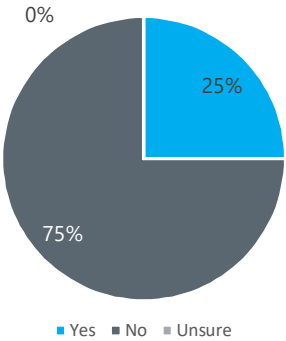


Impact to U.S. benefits - Professional services

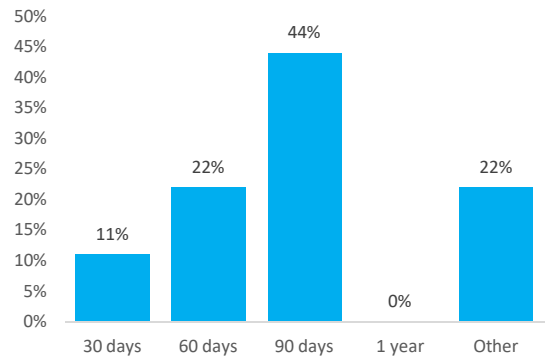
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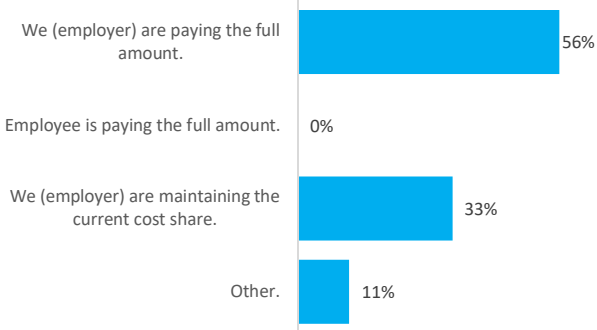
If you already have an emotional health program, are you spending more? (n=8)



For furloughed employees, how long are you covering medical (n=9)?

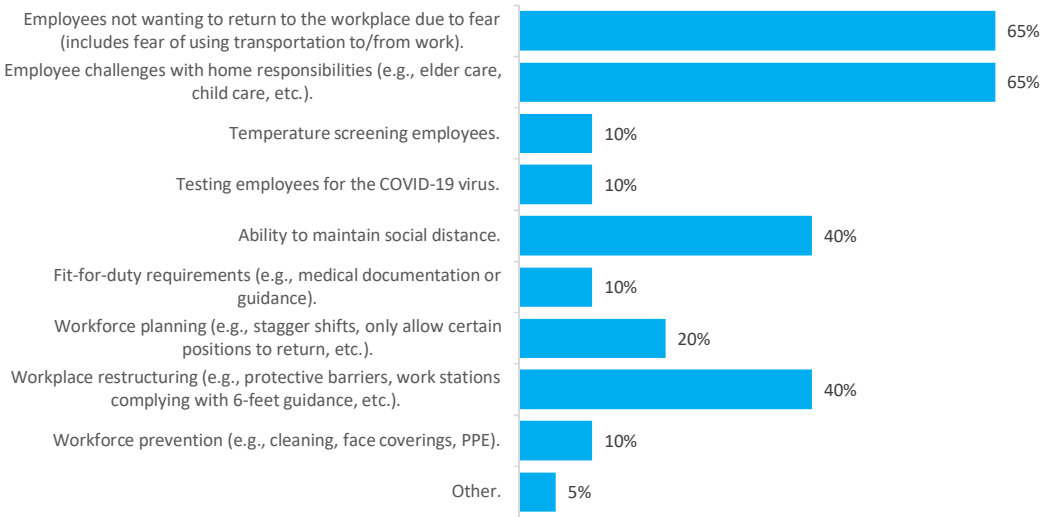


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=9)?



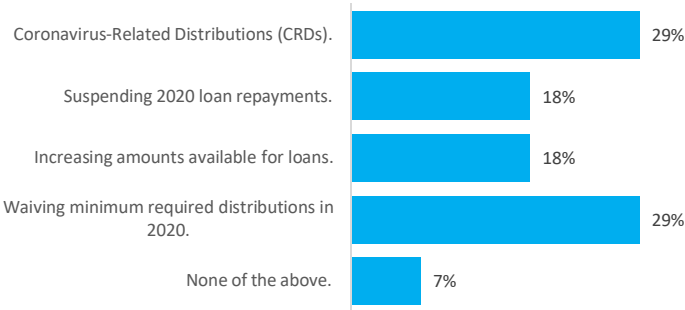
Reentry to work site - Professional services

What do you foresee as the biggest challenge for reentry (n=20)? Select the top three.

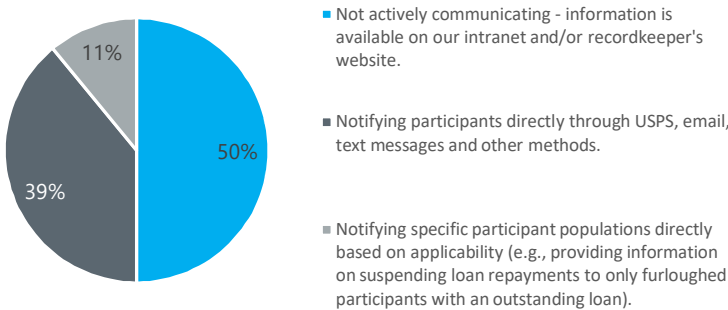


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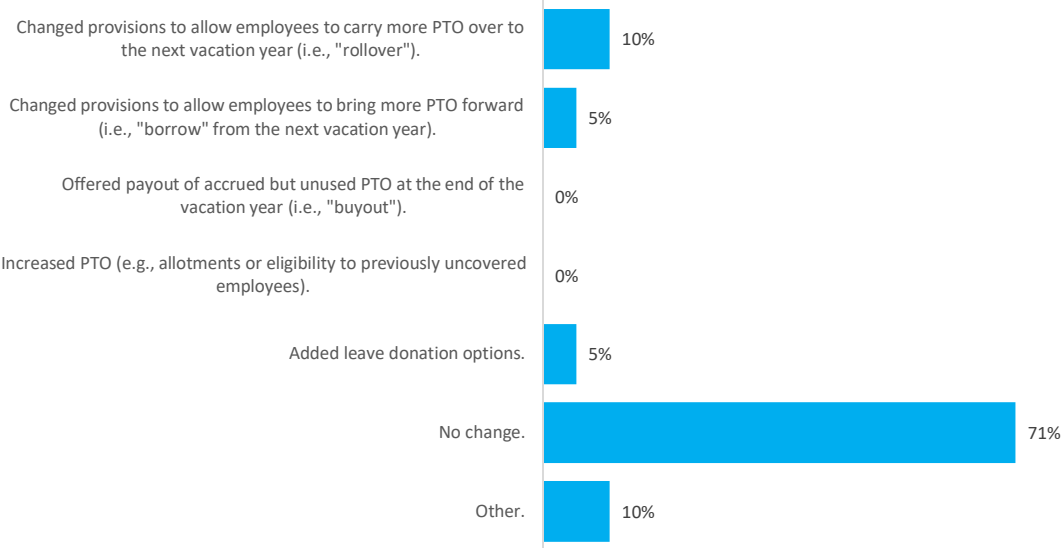
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=18)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



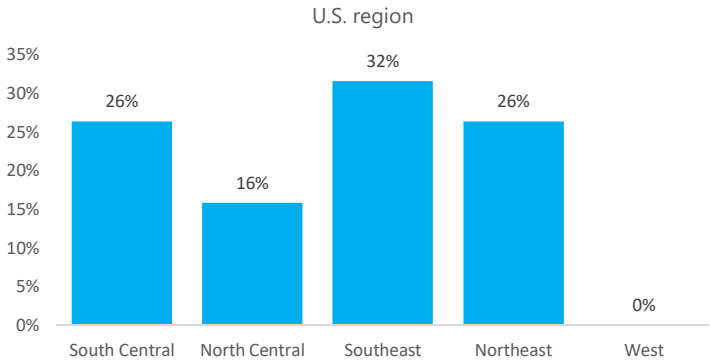
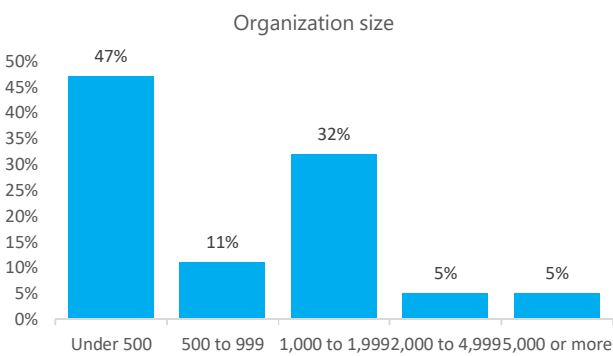
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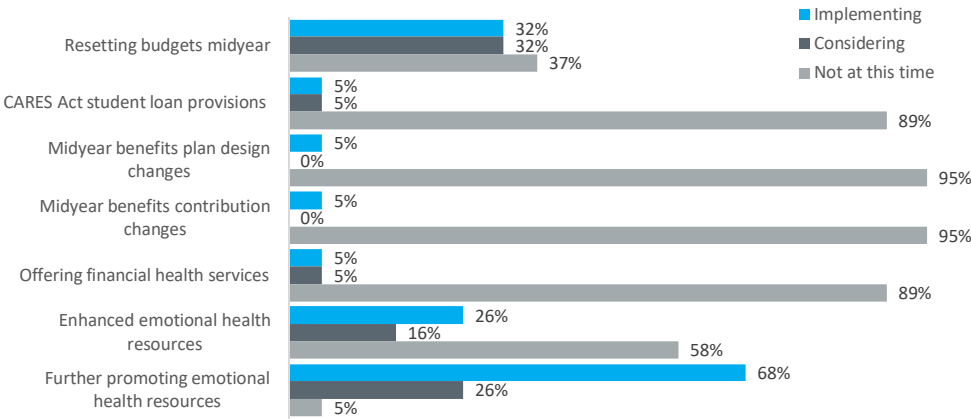


Participant profile - Technology

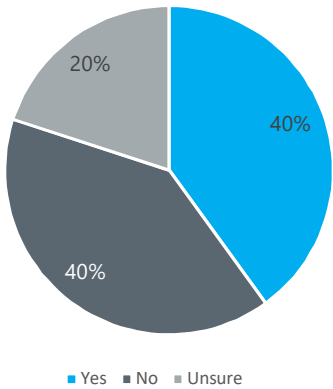


Impact to U.S. benefits - Technology

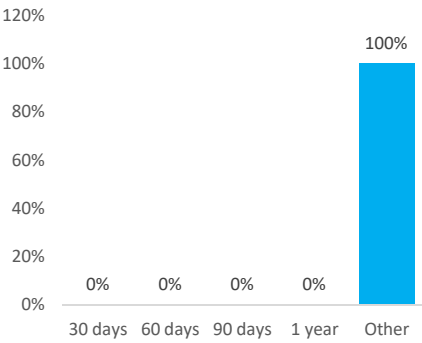
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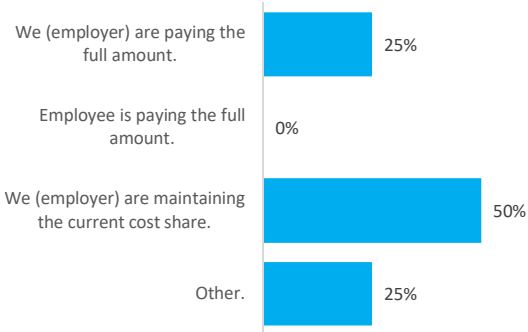
If you already have an emotional health program, are you spending more? (n=5)



For furloughed employees, how long are you covering medical (n=4)?

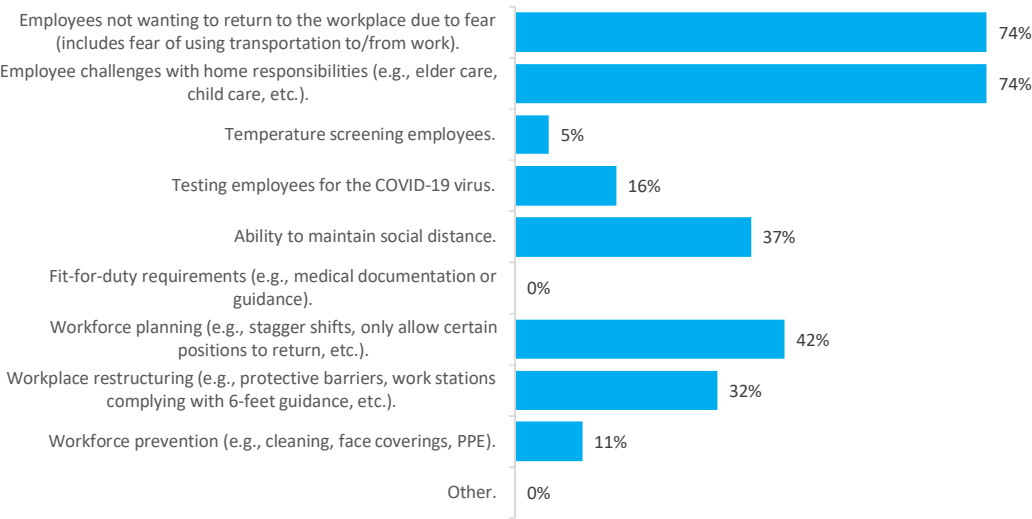


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=4)?



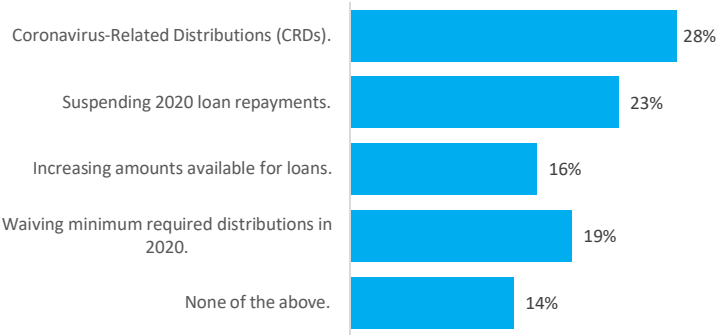
Reentry to work site - Technology

What do you foresee as the biggest challenge for reentry (n=19)? Select the top three.

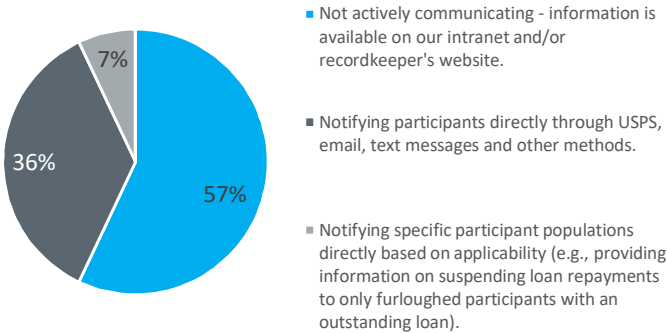


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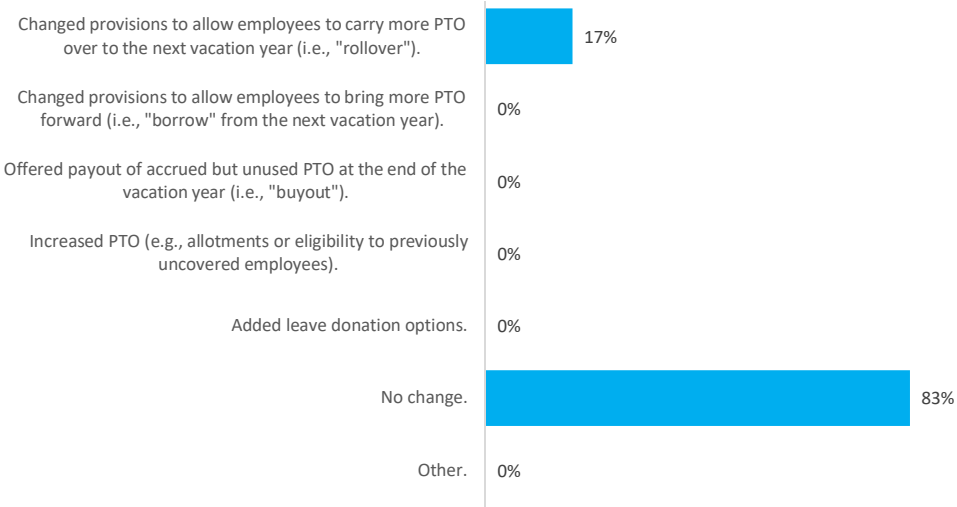
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=14)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



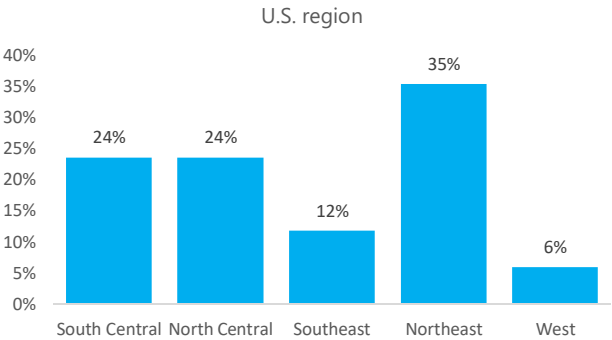
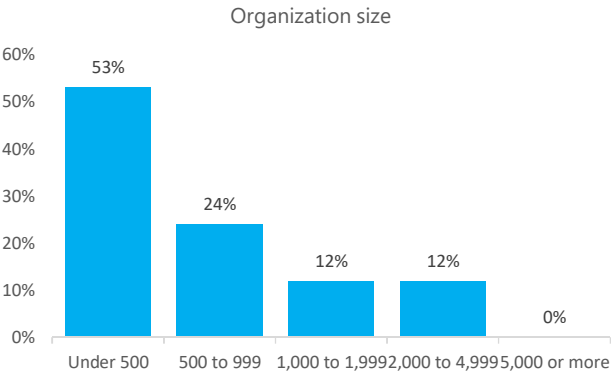
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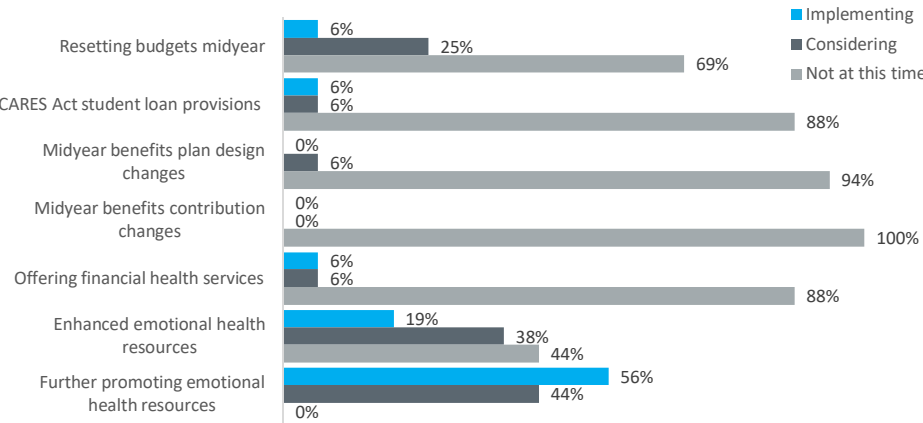
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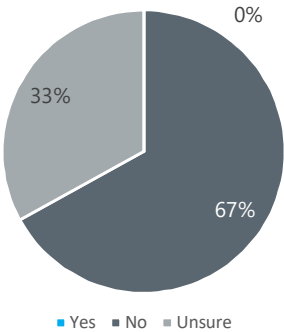
Participant profile - Financial institution



For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19 (n=16)?

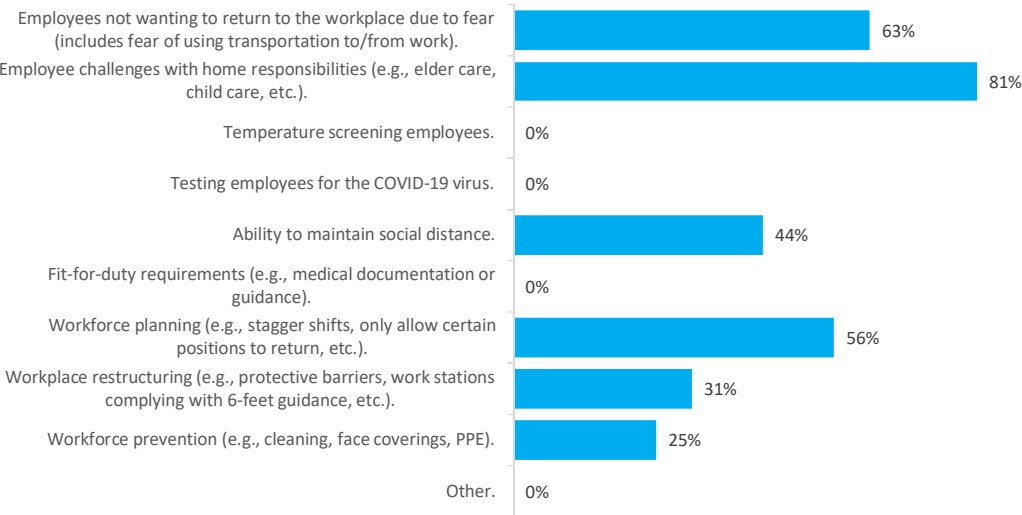


If you already have an emotional health program, are you spending more? (n=3)



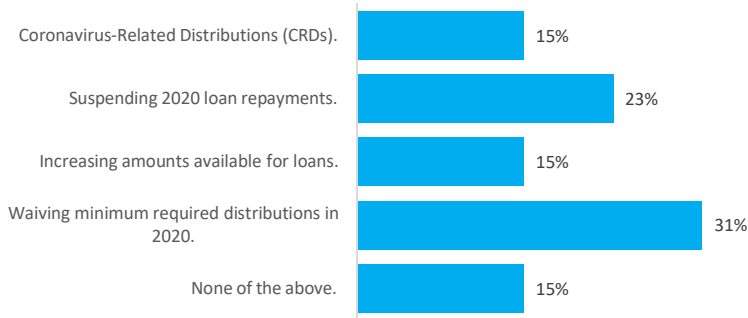
Reentry to work site - Financial institution

What do you foresee as the biggest challenge for reentry (n=16)? Select the top three.

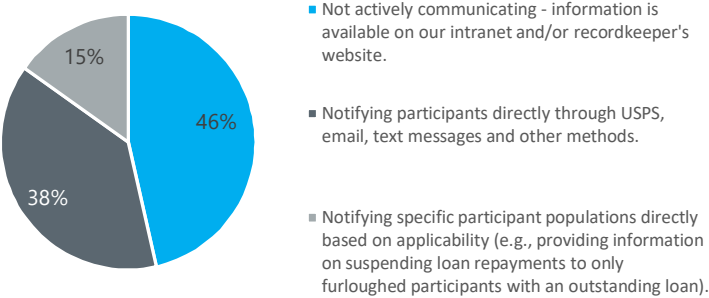


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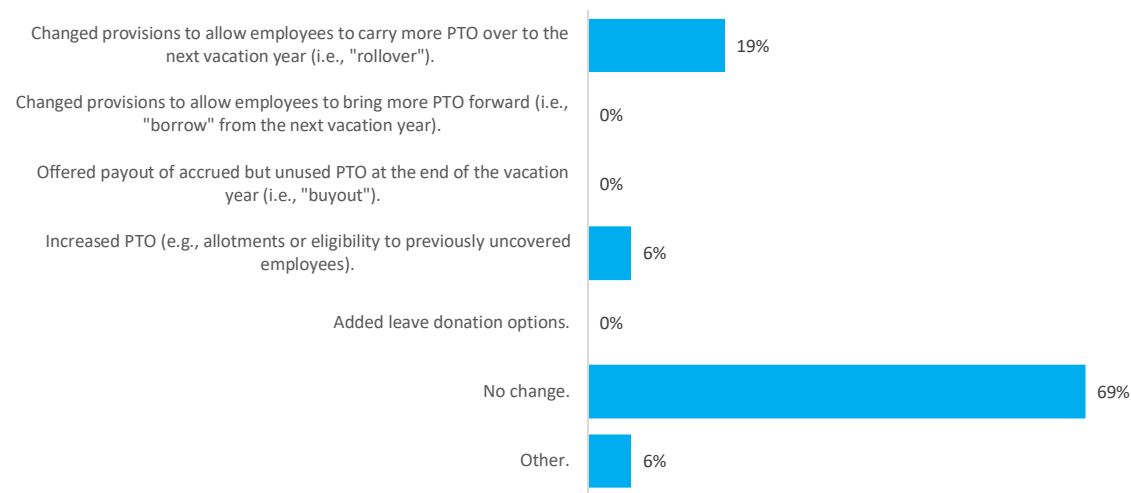
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=13)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



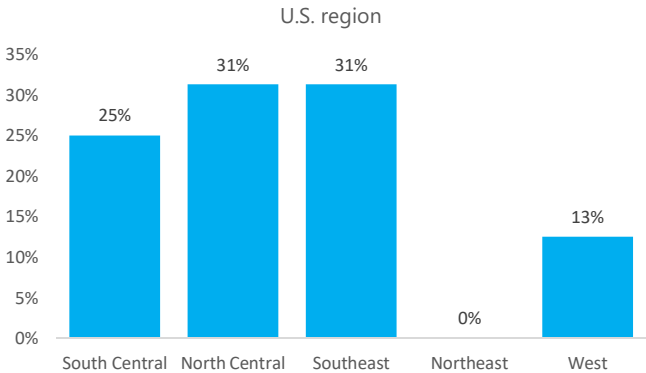
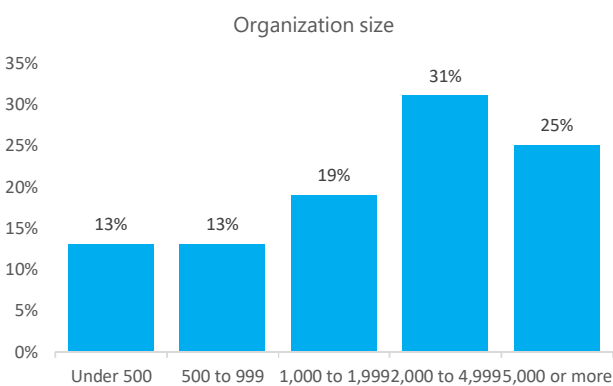
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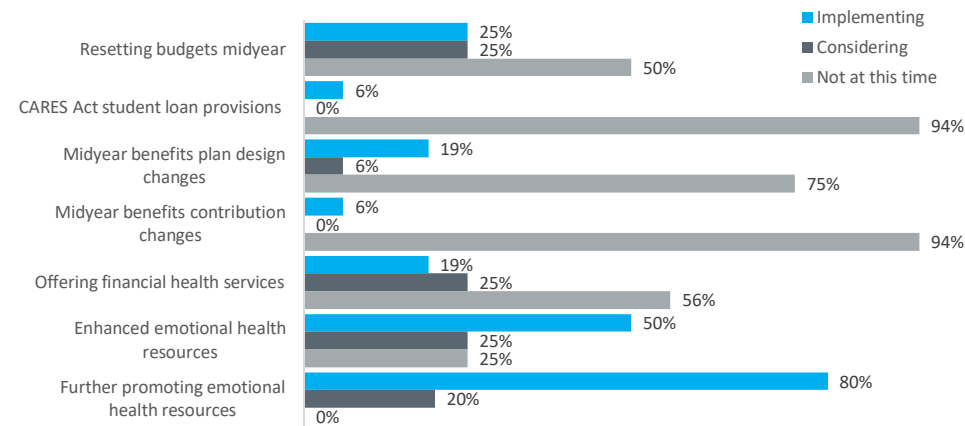


Participant profile - Healthcare (excluding hospital)

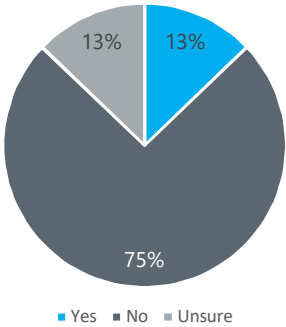


Impact to U.S. benefits - Healthcare (excluding hospital)

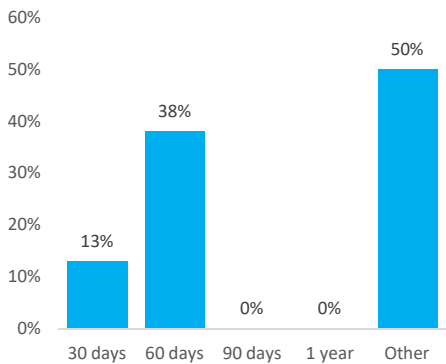
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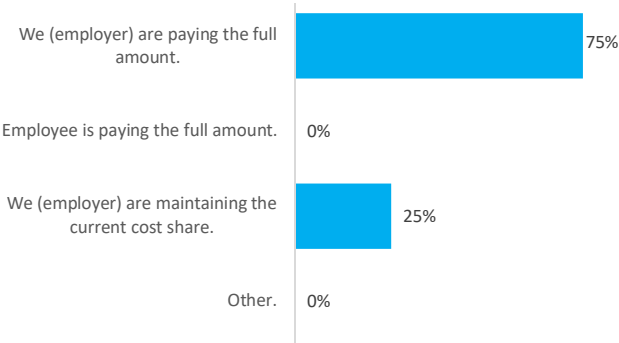
If you already have an emotional health program, are you spending more? (n=8)



For furloughed employees, how long are you covering medical (n=8)?

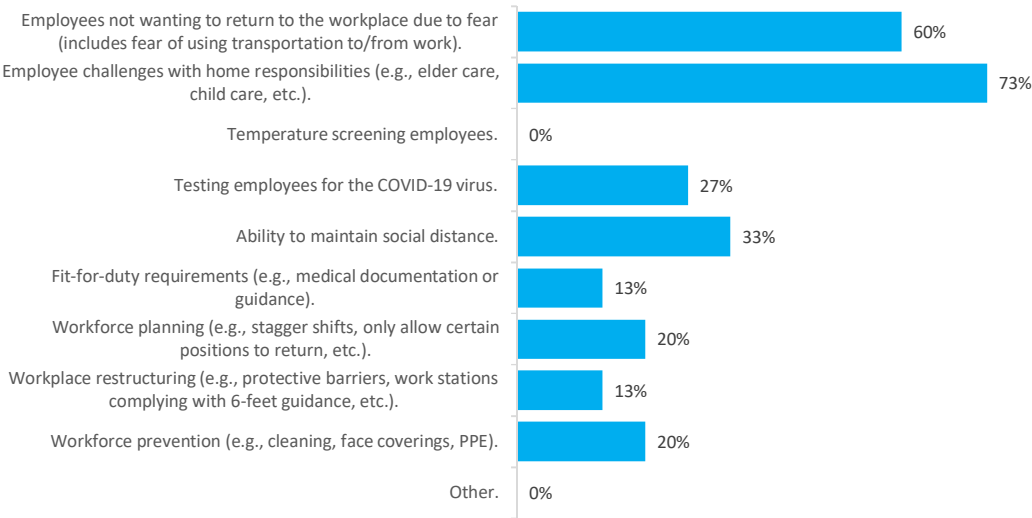


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=8)?



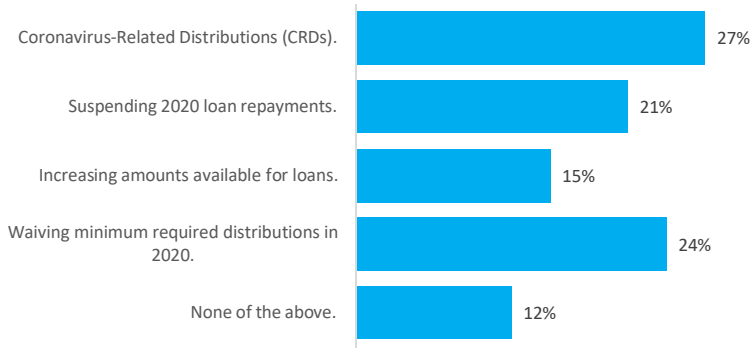
Reentry to work site - Healthcare (excluding hospital)

What do you foresee as the biggest challenge for reentry (n=15)? Select the top three.

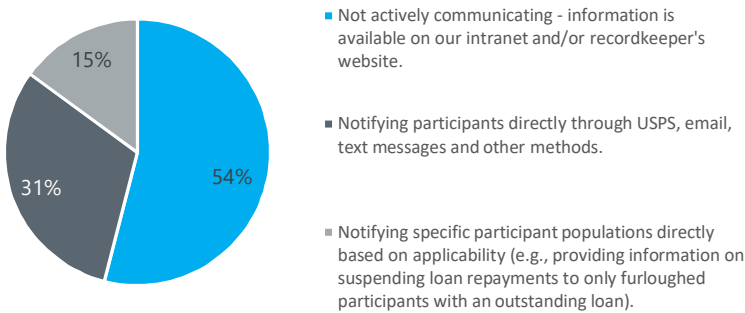


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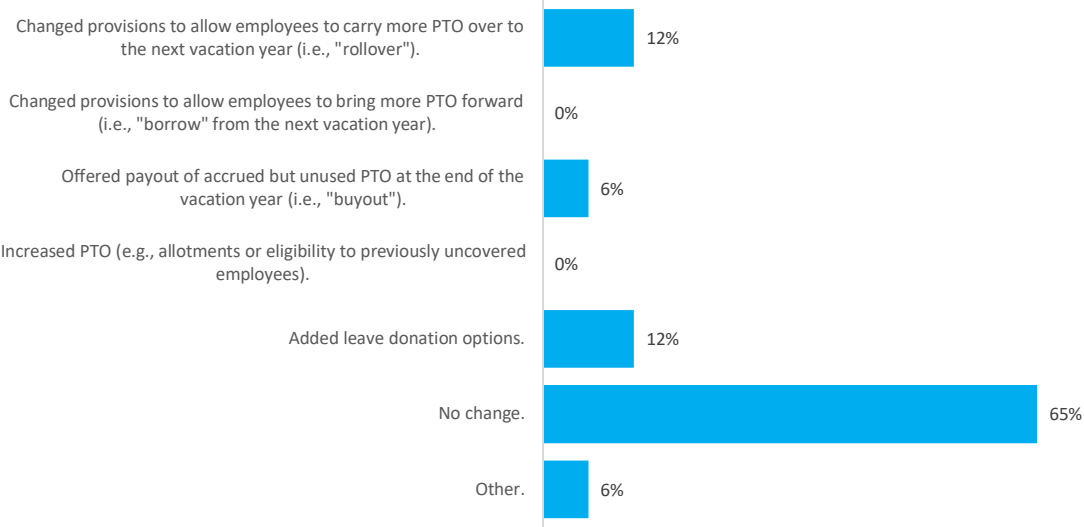
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



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How have you changed your PTO policy? Select all that apply.



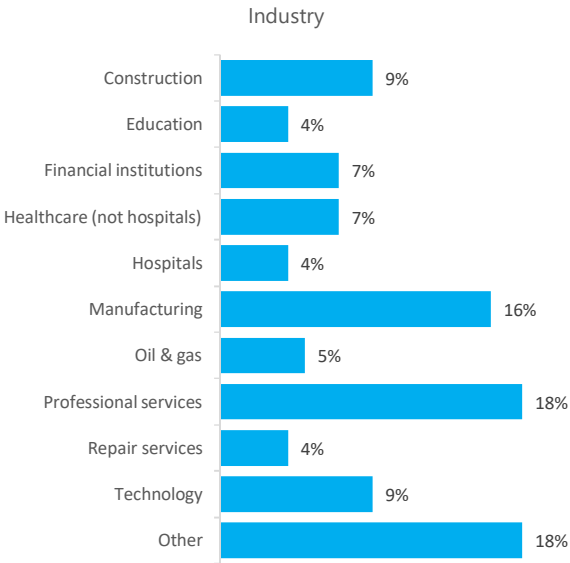
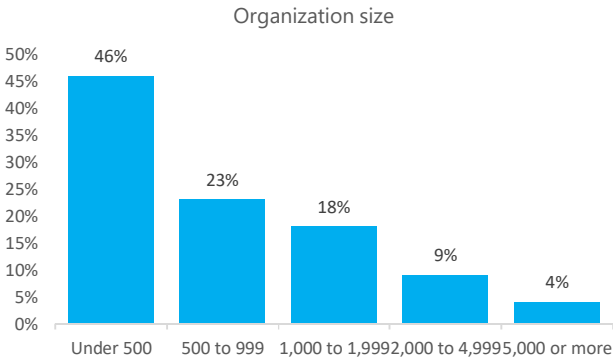
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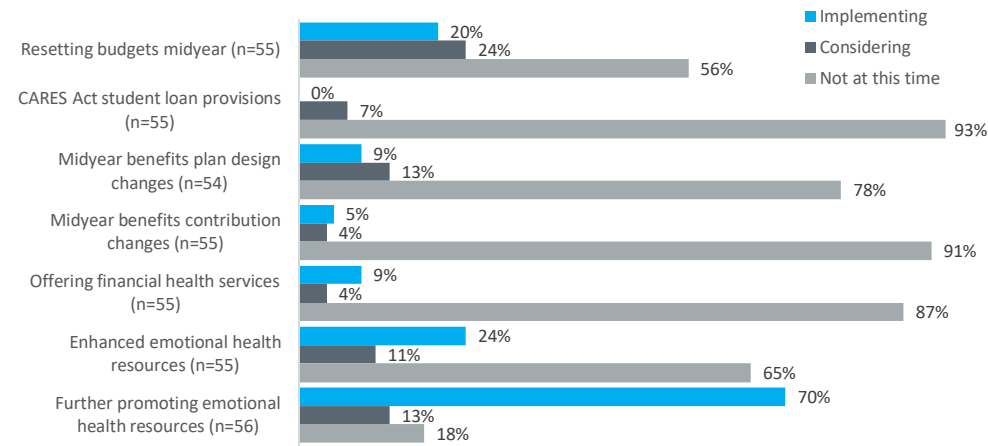


Participant profile - South Central (CO, KS, MO, NM, OK, TX)

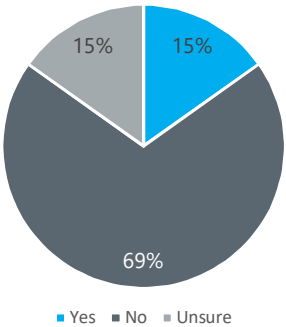


Impact to U.S. benefits - South Central (CO, KS, MO, NM, OK, TX)

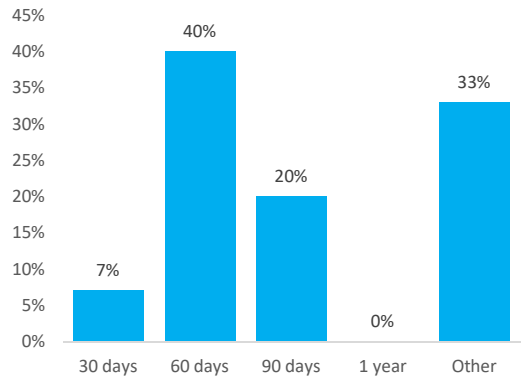
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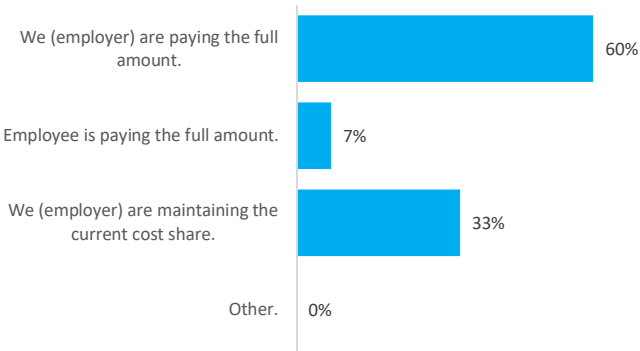
If you already have an emotional health program, are you spending more? (n=13)



For furloughed employees, how long are you covering medical (n=8)?



For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=15)?



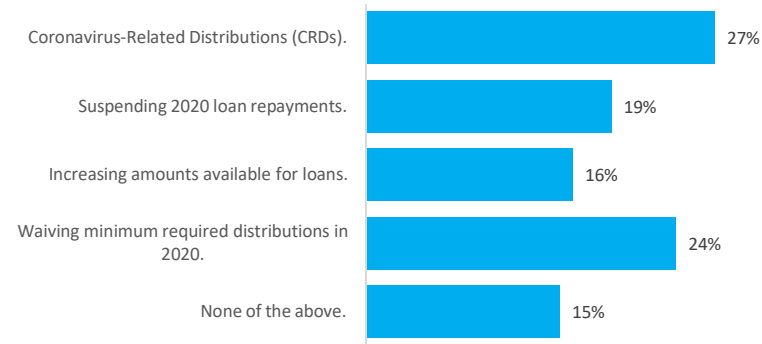
Reentry to work site - South Central (CO, KS, MO, NM, OK, TX)

What do you foresee as the biggest challenge for reentry (n=56)? Select the top three.

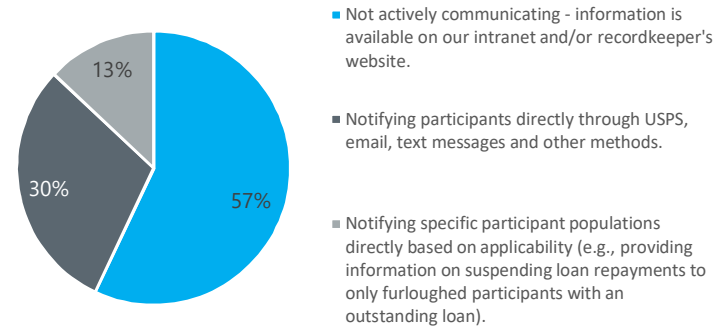


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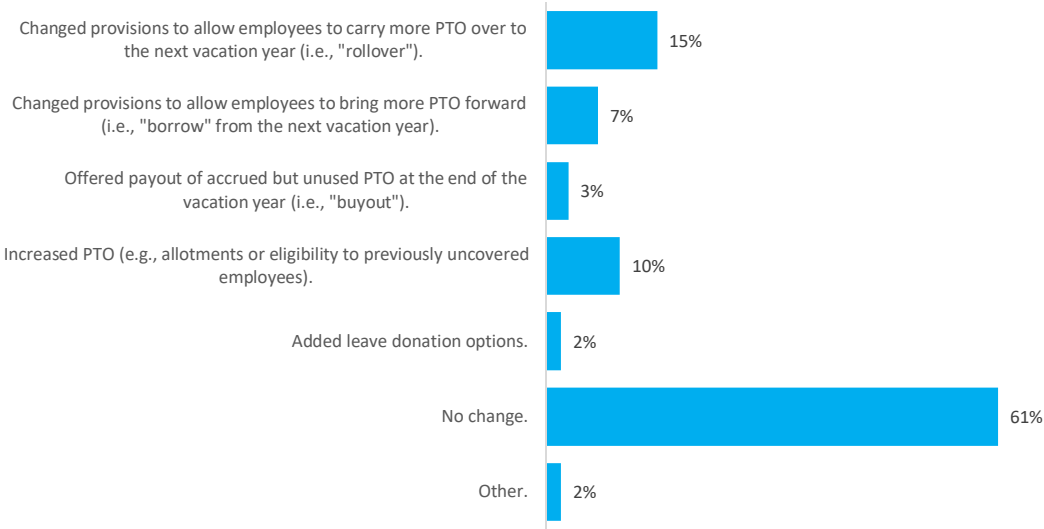
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=40)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



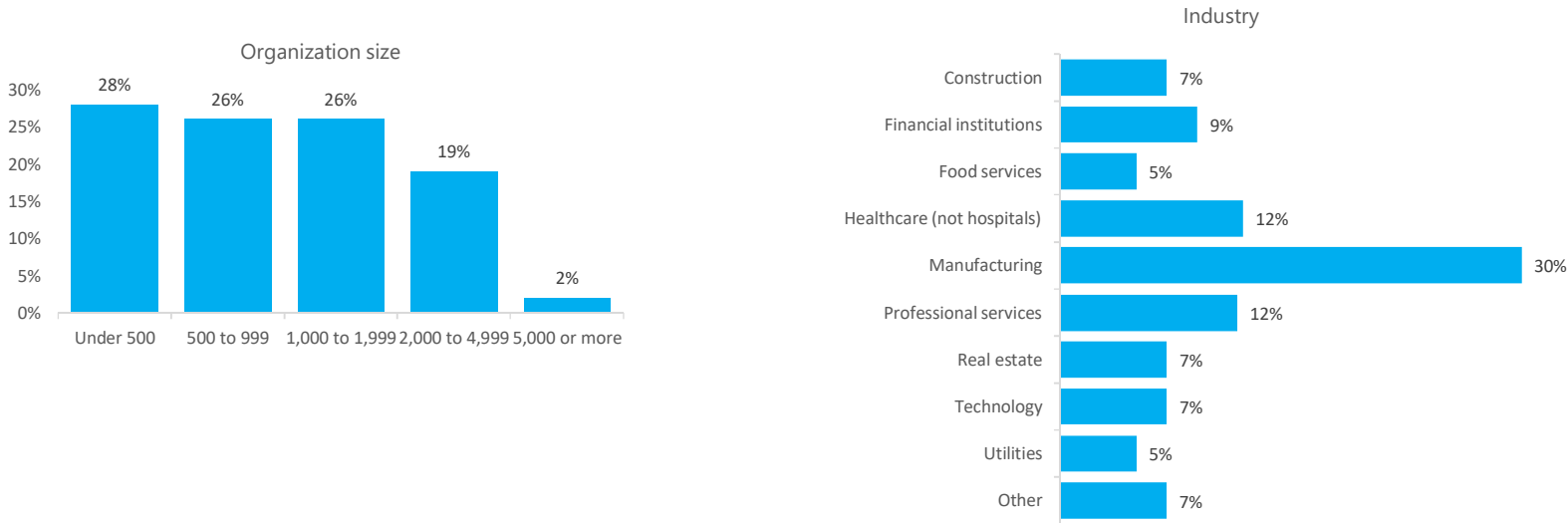
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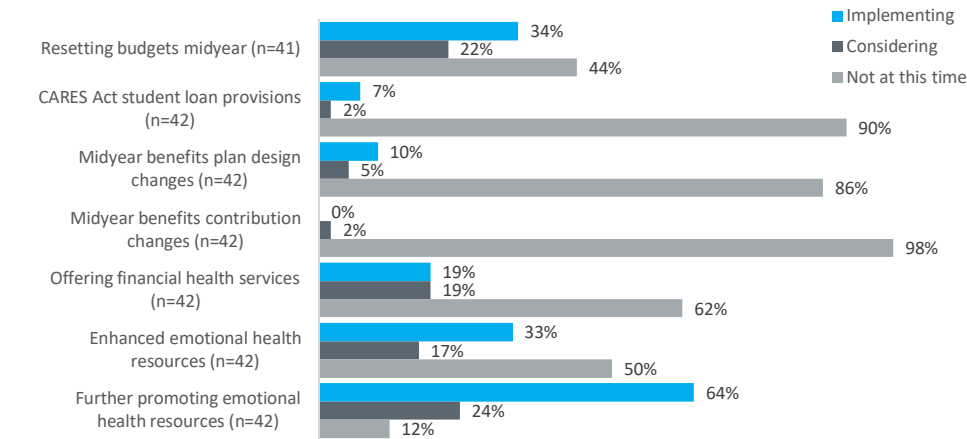


Participant profile - North Central (IA, IL, IN, KY, MI, MN, ND, NE, OH, SD, WI)

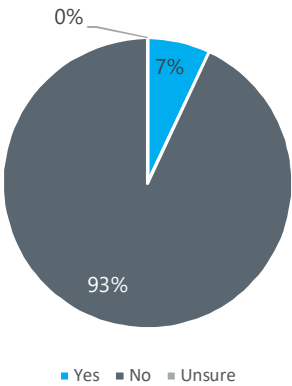


Impact to U.S. benefits - North Central (IA, IL, IN, KY, MI, MN, ND, NE, OH, SD, WI)

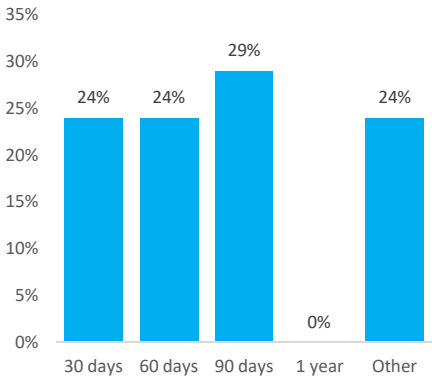
For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19?



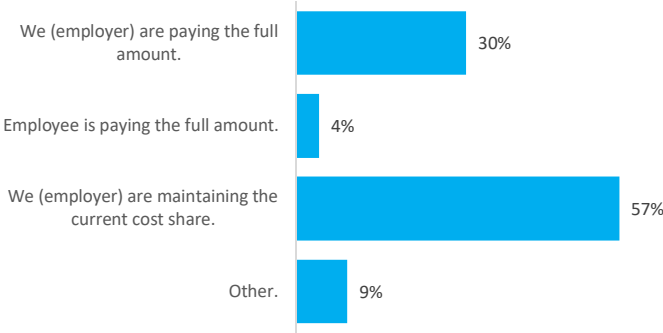
If you already have an emotional health program, are you spending more? (n=14)



For furloughed employees, how long are you covering medical (n=21)?

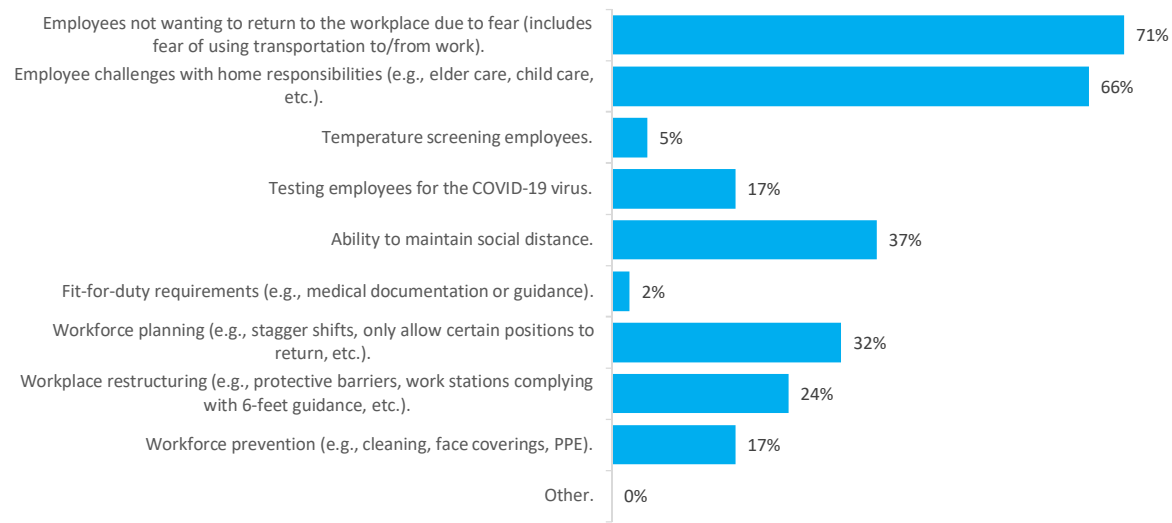


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=23)?



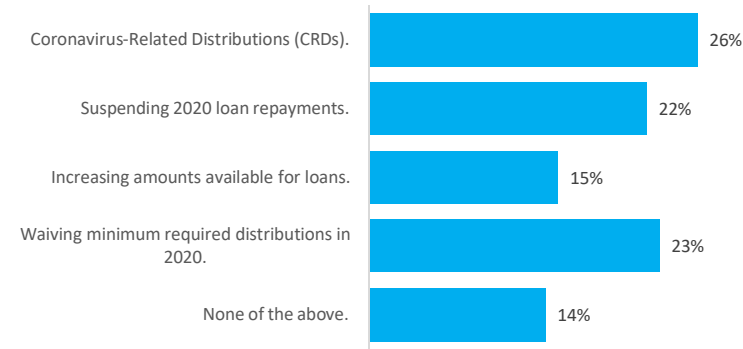
Reentry to work site - North Central (IA, IL, IN, KY, MI, MN, ND, NE, OH, SD, WI)

What do you foresee as the biggest challenge for reentry (n=41)? Select the top three.



Lockton's return to work site toolkit provides additional considerations in developing a strategy unique to you. Reach out to your Lockton contact for more.

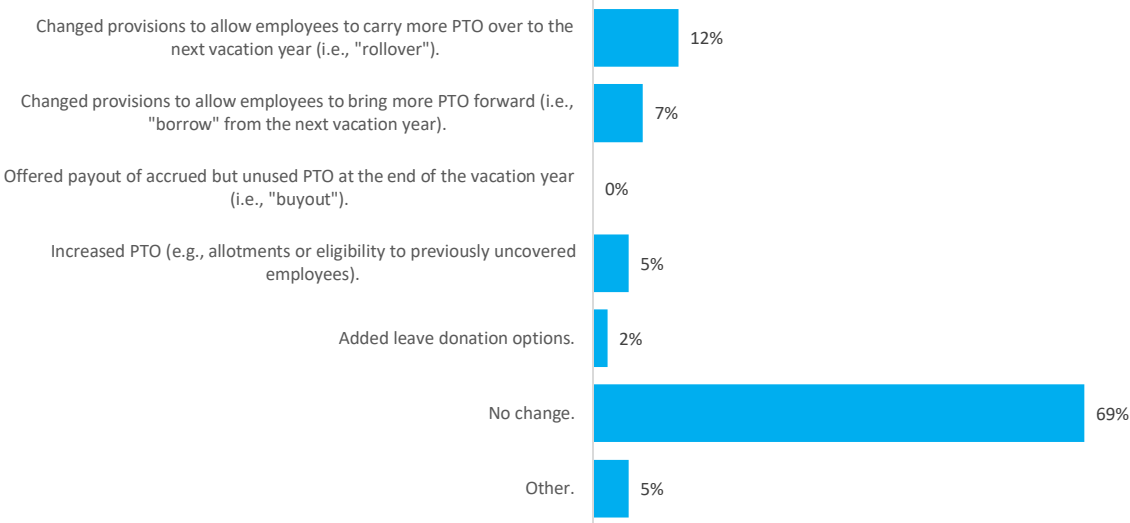
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=32)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



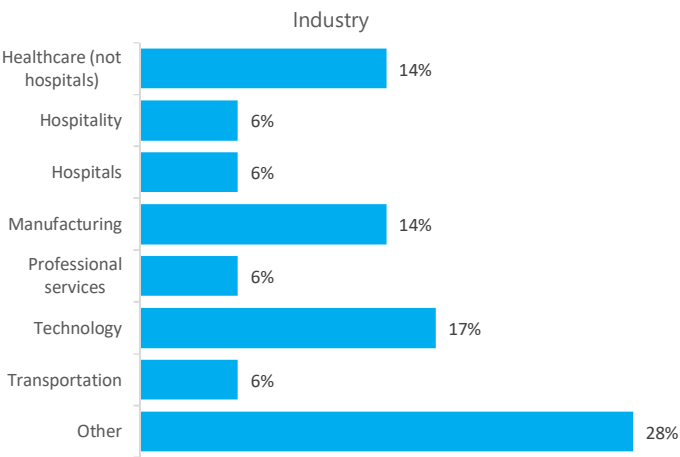
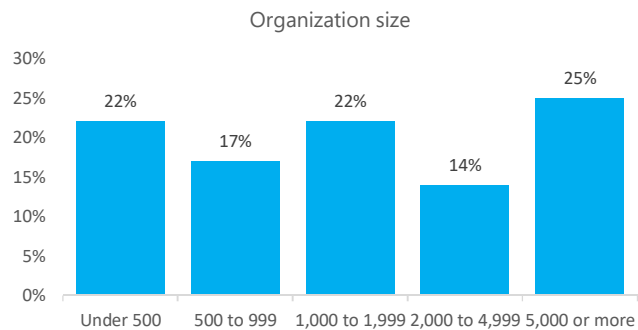
COVID-19 pulse survey | Conducted by Lockton Companies

Summary

Our clients and prospects across all industries want to understand actions taken or being considered by others in response to COVID-19. Lockton's weekly pulse survey is designed to capture responses to these pressing issues and offer insights into what employers across all industries are doing to minimize the economic impact on their business.

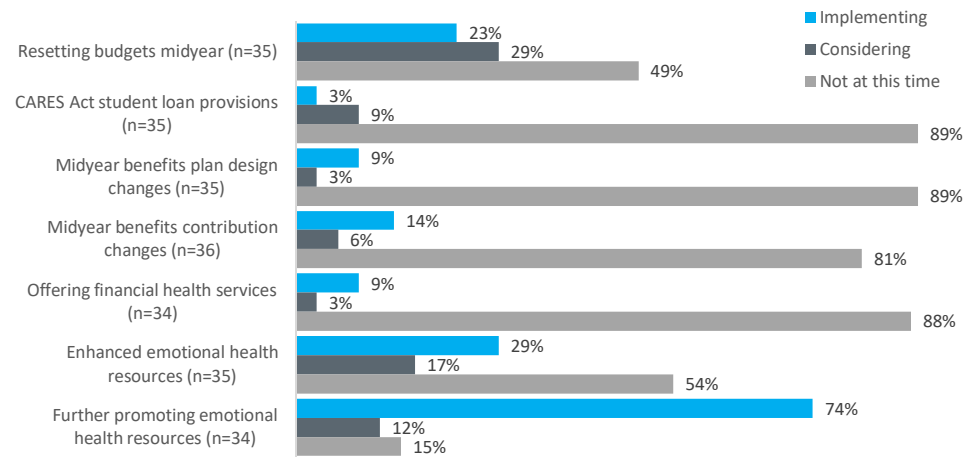


Participant profile - Southeast (AL, AR, FL, GA, LA, MS, NC, SC, TN, VA, WV)

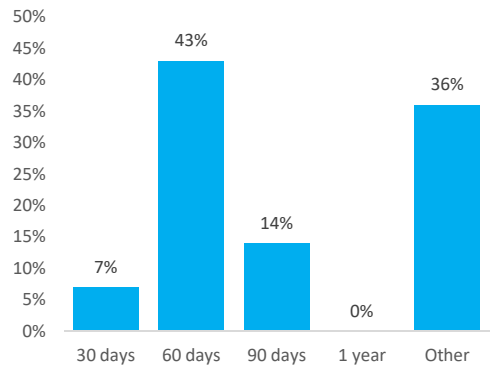


Impact to U.S. benefits - Southeast (AL, AR, FL, GA, LA, MS, NC, SC, TN, VA, WV)

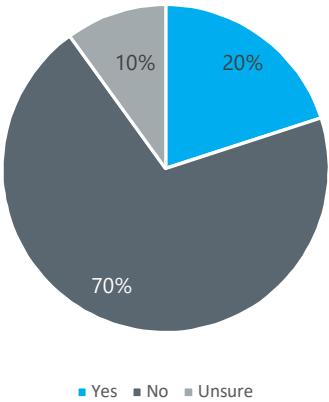
For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19?



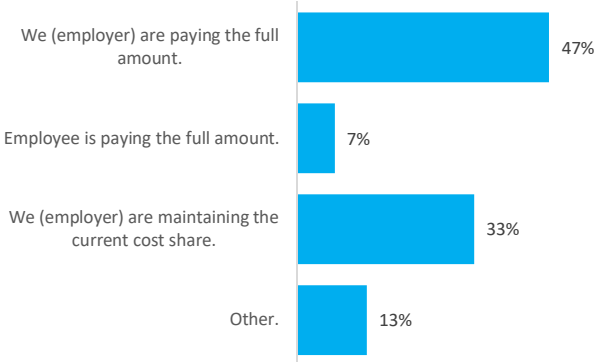
For furloughed employees, how long are you covering medical (n=14)?



If you already have an emotional health program, are you spending more? (n=10)

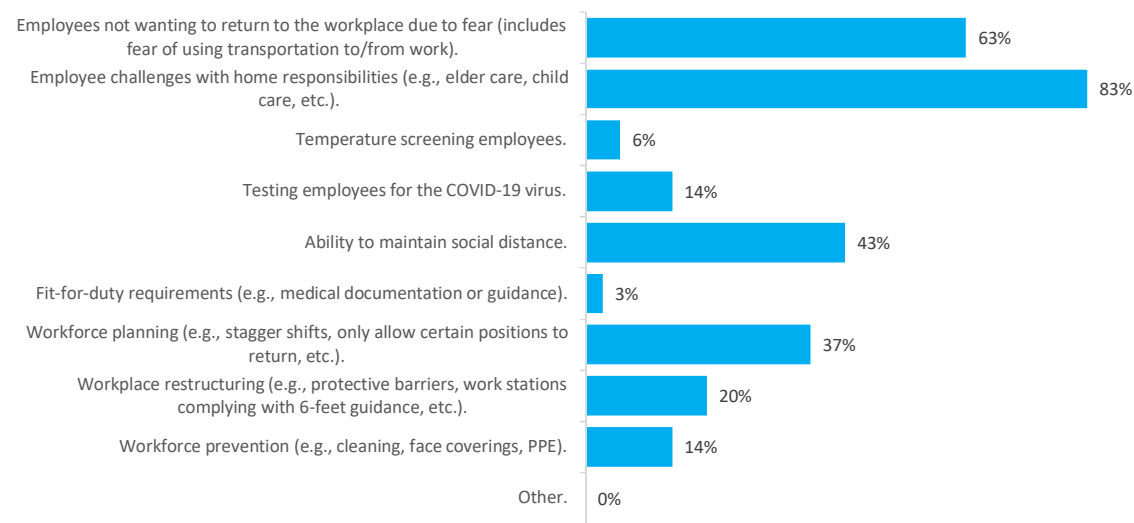


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=15)?



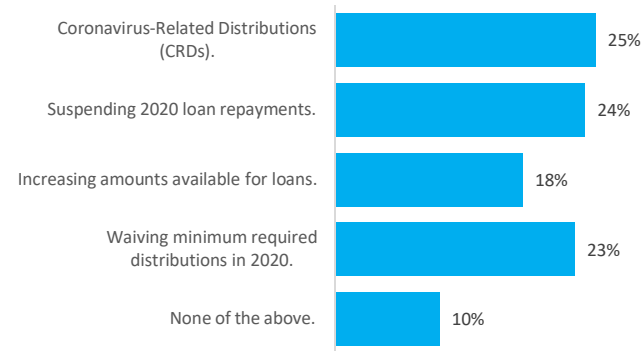
Reentry to work site - Southeast (AL, AR, FL, GA, LA, MS, NC, SC, TN, VA, WV)

What do you foresee as the biggest challenge for reentry (n=35)? Select the top three.

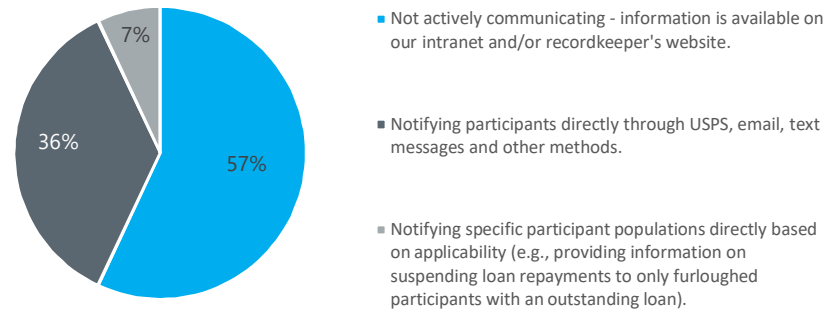


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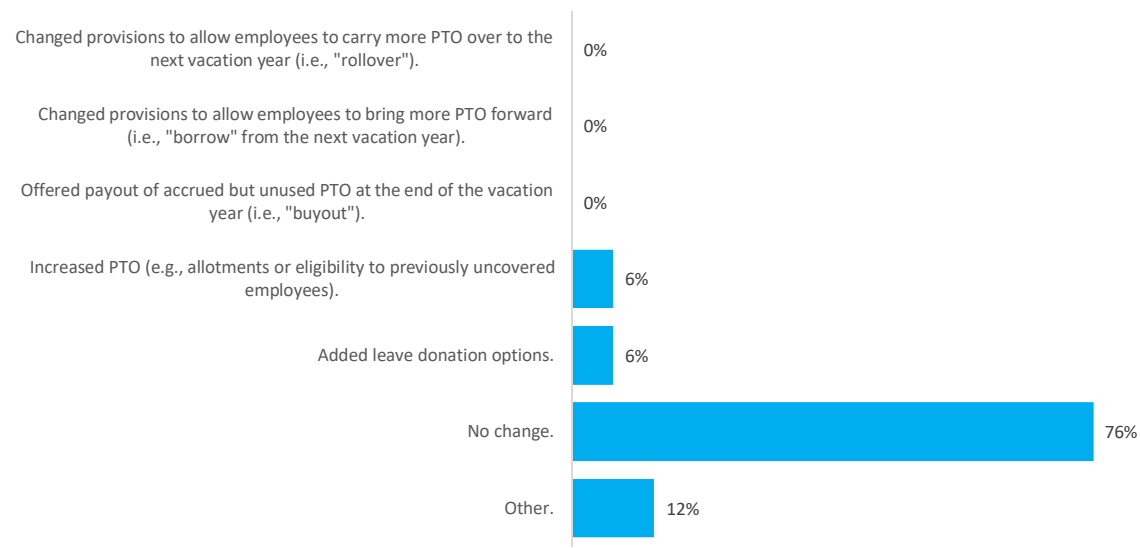
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=28)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



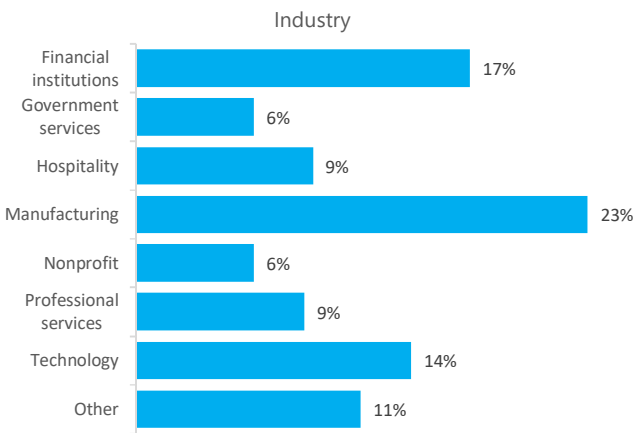
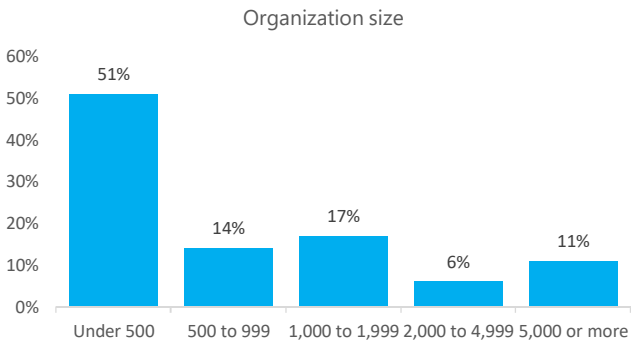
COVID-19 pulse survey | Conducted by Lockton Companies

Summary

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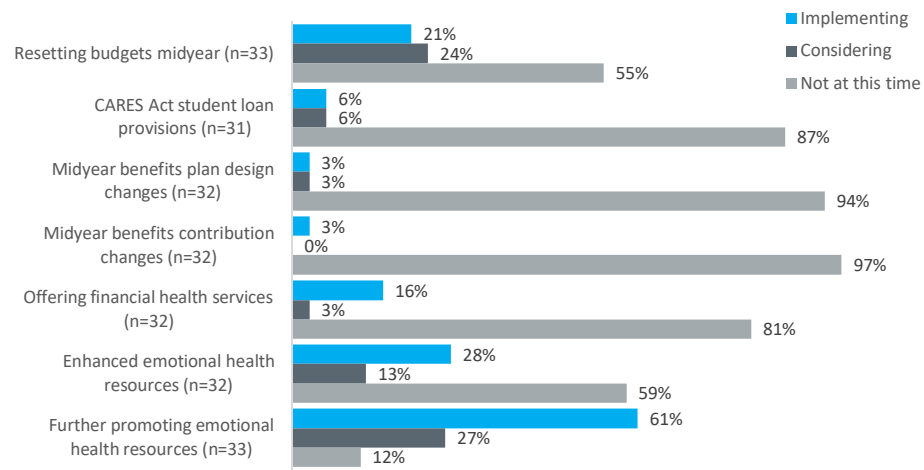


Participant profile - Northeast (CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT)

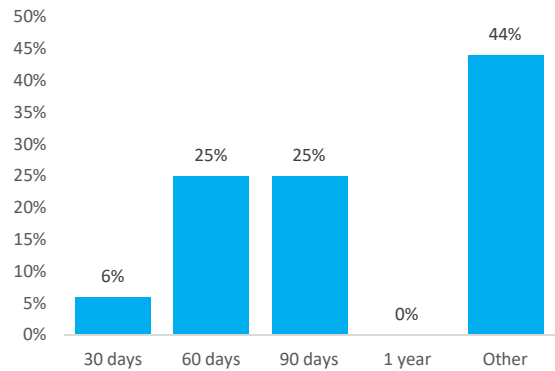


Impact to U.S. benefits - **Northeast** (CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT)

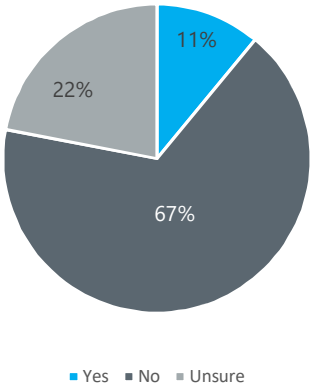
For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19?



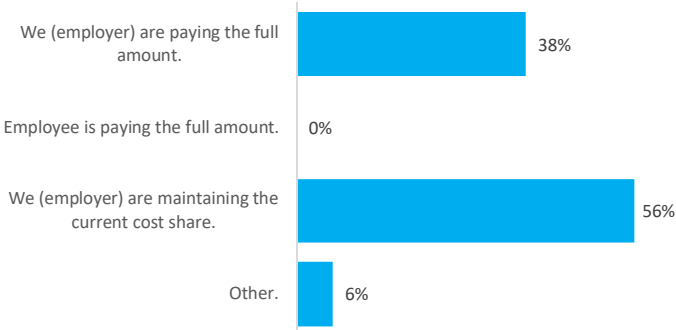
For furloughed employees, how long are you covering medical (n=16)?



If you already have an emotional health program, are you spending more? (n=9)

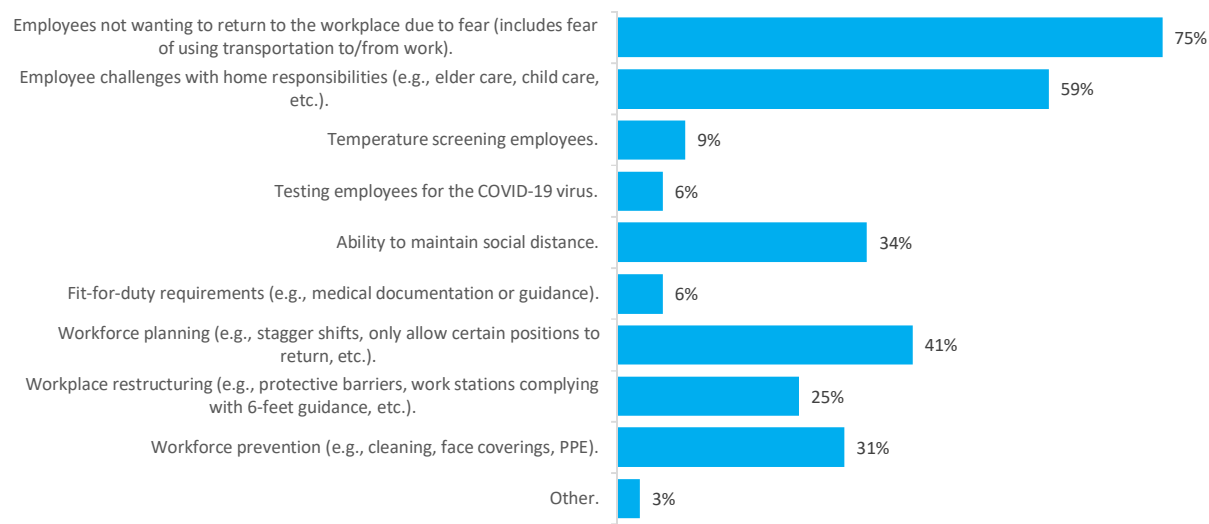


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=16)?



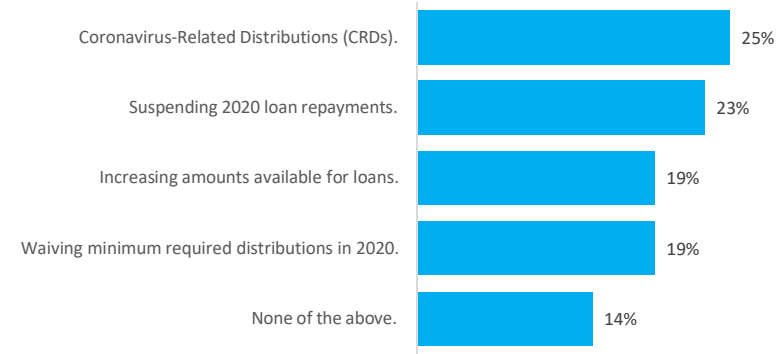
Reentry to work site - **Northeast** (CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT)

What do you foresee as the biggest challenge for reentry (n=32)? Select the top three.



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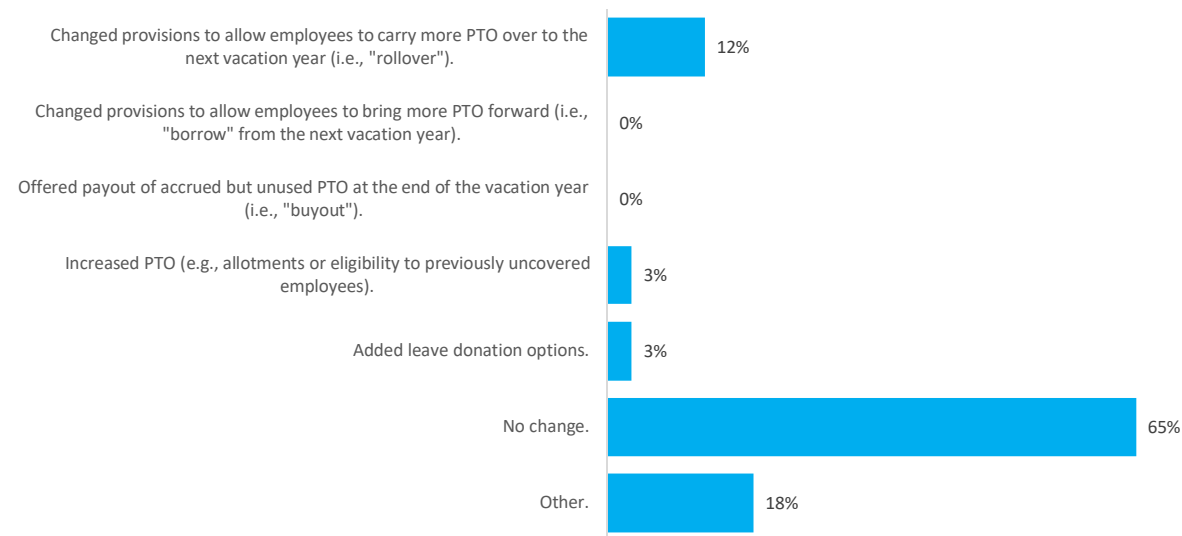
What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=26)? Select all that apply.



How have you changed your PTO policy? Select all that apply.



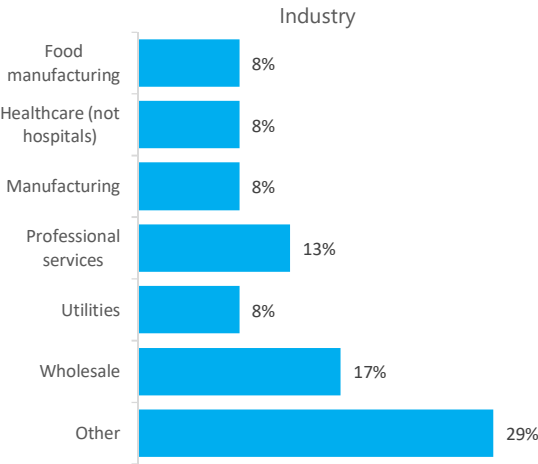
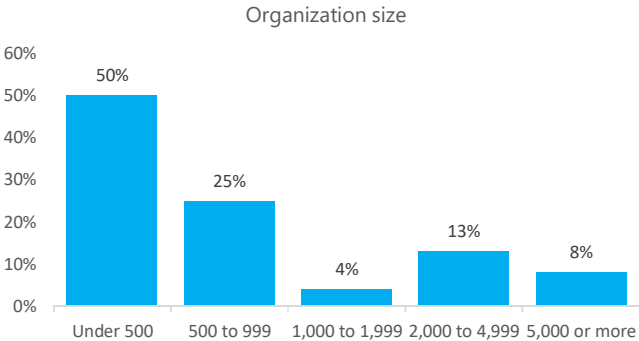
COVID-19 pulse survey | Conducted by Lockton Companies

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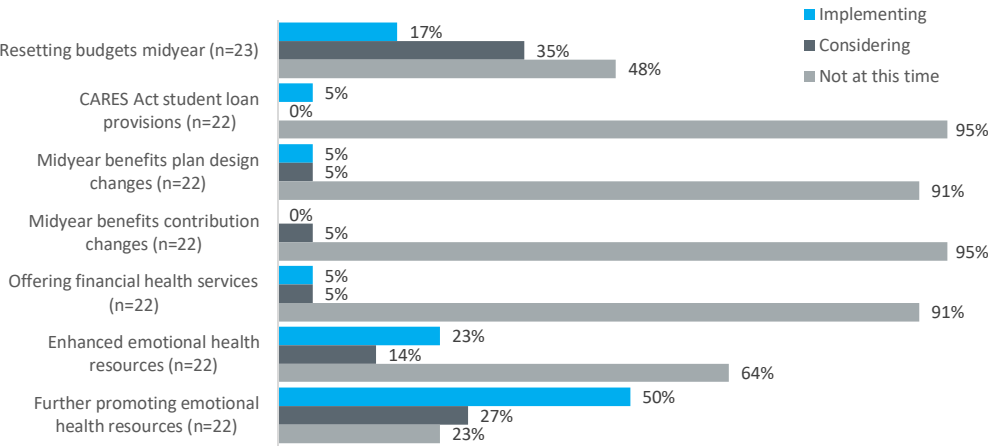


Participant profile - West (AK, AZ, CA, HI, ID, MT, NV, OR, UT, WA, WY)

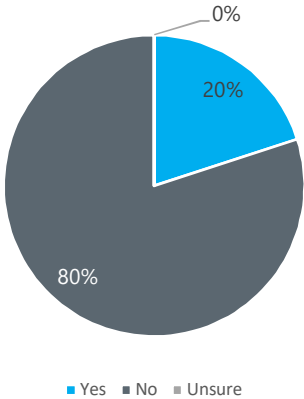


Impact to U.S. benefits - West (AK, AZ, CA, HI, ID, MT, NV, OR, UT, WA, WY)

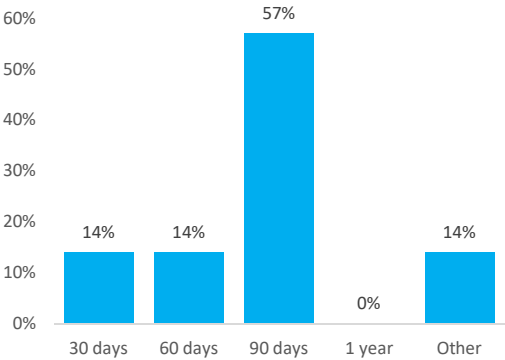
For your U.S. benefits offerings, is your company currently implementing or considering implementing any of the following changes in response to COVID-19?



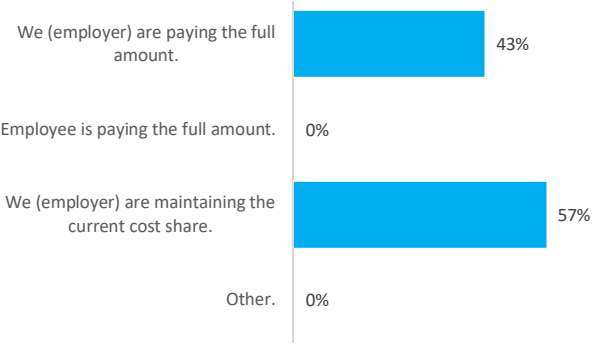
If you already have an emotional health program, are you spending more? (n=5)



For furloughed employees, how long are you covering medical (n=7)?

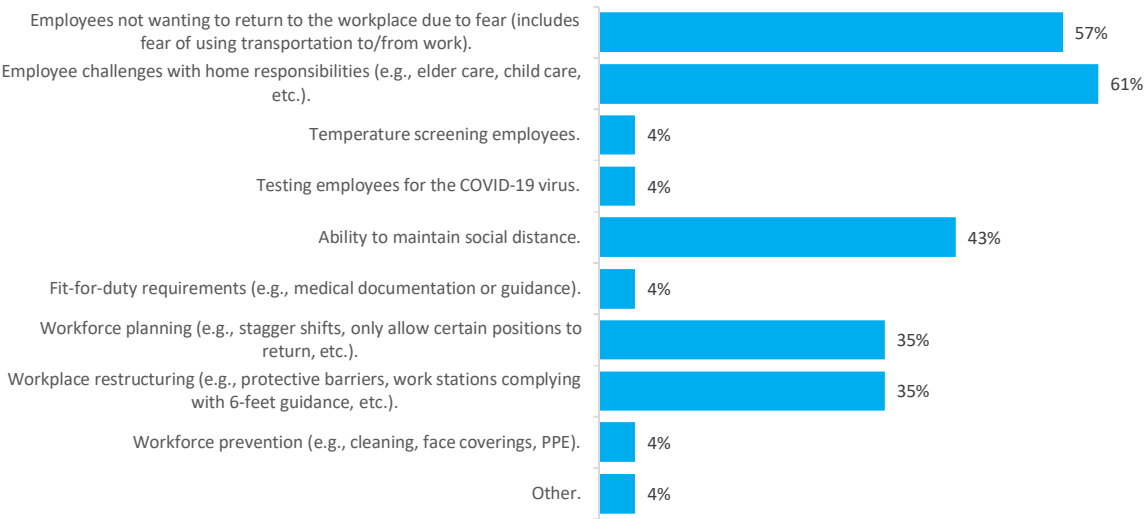


For furloughed employees, how are you requiring employees to pay their premium while furloughed (n=7)?



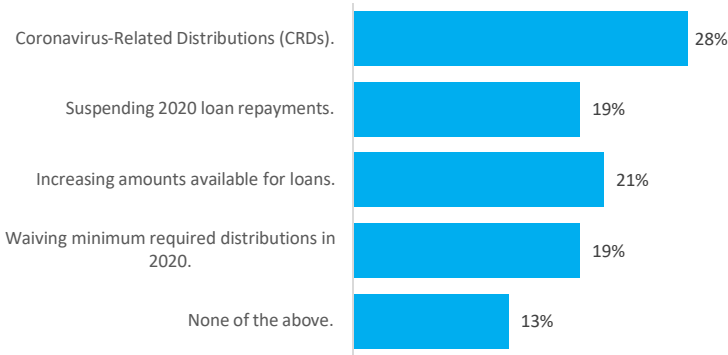
Reentry to work site - **West** (AK, AZ, CA, HI, ID, MT, NV, OR, UT, WA, WY)

What do you foresee as the biggest challenge for reentry (n=23)? Select the top three.



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What provision(s) within the CARES Act are you adopting for your retirement plan? Select all that apply.



If you are adopting any of these provisions, how are you communicating them to your participants (n=14)? Select all that apply.



How have you changed your PTO policy? Select all that apply.

