Leadership Group COVID-19 Survey - Distributed April 8, 2020
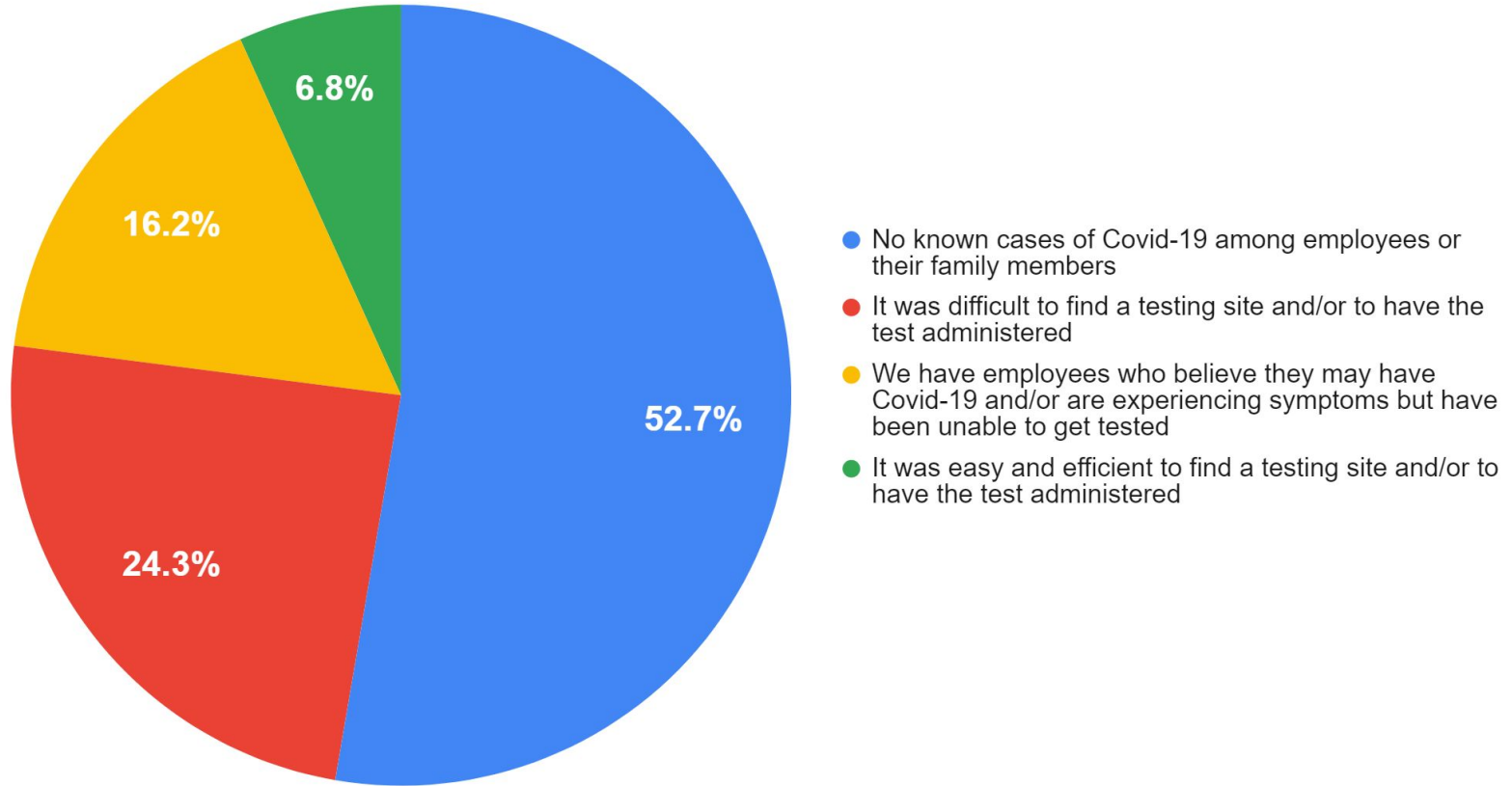
Question Topics:

- Covid-19 Testing Availability
- Working Remotely - Best Practices and Future Consideration
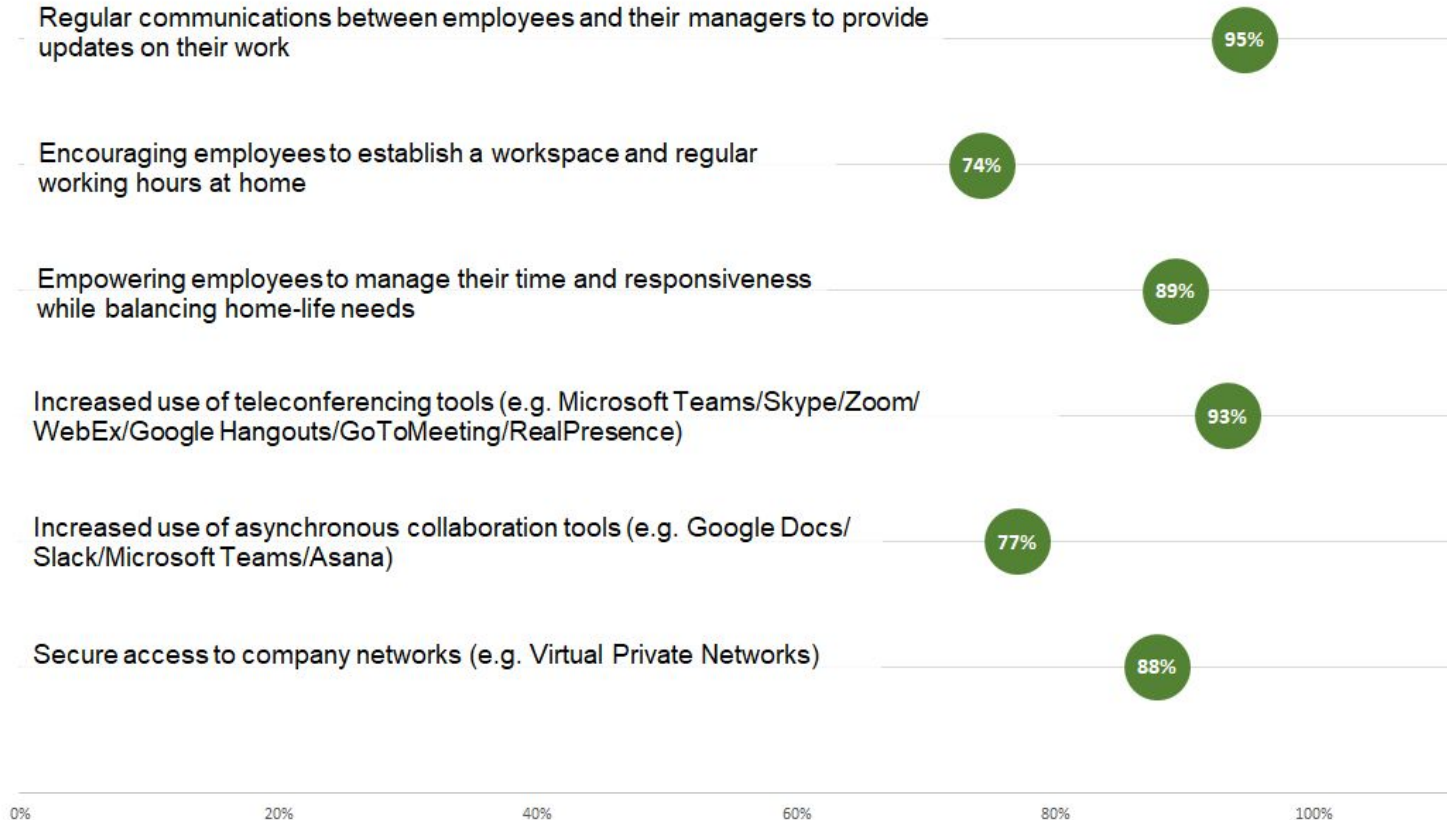- Community Response Involvement
- Two demographic questions

74 Responses

1. Employee Health: For employees or their family members who are experiencing Covid-19 symptoms, what have they shared with you about their experience?

- No known cases of Covid-19 among employees or their family members
- It was difficult to find a testing site and/or to have the test administered
- We have employees who believe they may have Covid-19 and/or are experiencing symptoms but have been unable to get tested
- It was easy and efficient to find a testing site and/or to have the test administered

52.7%
24.3%
16.2%
6.8%

2. Remote working practices that members are implementing to ensure success

Regular communications between employees and their managers to provide updates on their work — **95%**

Encouraging employees to establish a workspace and regular working hours at home — **74%**

Empowering employees to manage their time and responsiveness while balancing home-life needs — **89%**

Increased use of teleconferencing tools (e.g. Microsoft Teams/Skype/Zoom/ WebEx/Google Hangouts/GoToMeeting/RealPresence) — **93%**

Increased use of asynchronous collaboration tools (e.g. Google Docs/ Slack/Microsoft Teams/Asana) — **77%**

Secure access to company networks (e.g. Virtual Private Networks) — **88%**

| 0% | 20% | 40% | 60% | 80% | 100% |

Takeaways: Remote Working Best Practices

- The vast majority of member companies have adopted industry best practices for working from home.
- Many responses indicate these practices have been in place prior to Covid-19.
- Circulating best practices and guidance to employees on working from home and setting expectations.
- Employees have access to company equipment such as laptops, monitors.
- Increased communication and contact vertically through organizations, especially in outreach to junior staff who may feel more isolated at this time.

3. How likely is your organization to consider adopting more flexible work arrangements in the future (post-Covid), including working from home?

We would consider increasing the number of times employees can work flexibly/from home — **50%**

We would consider widening the classification and/or increasing the number of employees with flexible work arrangements — **42%**

30% — We currently allow employees to work flexibly/ from home but we are not considering increasing or expanding that policy

12% — Due to the nature of our business we have generally not permitted employees to have flexible work arrangements and are not considering altering that policy
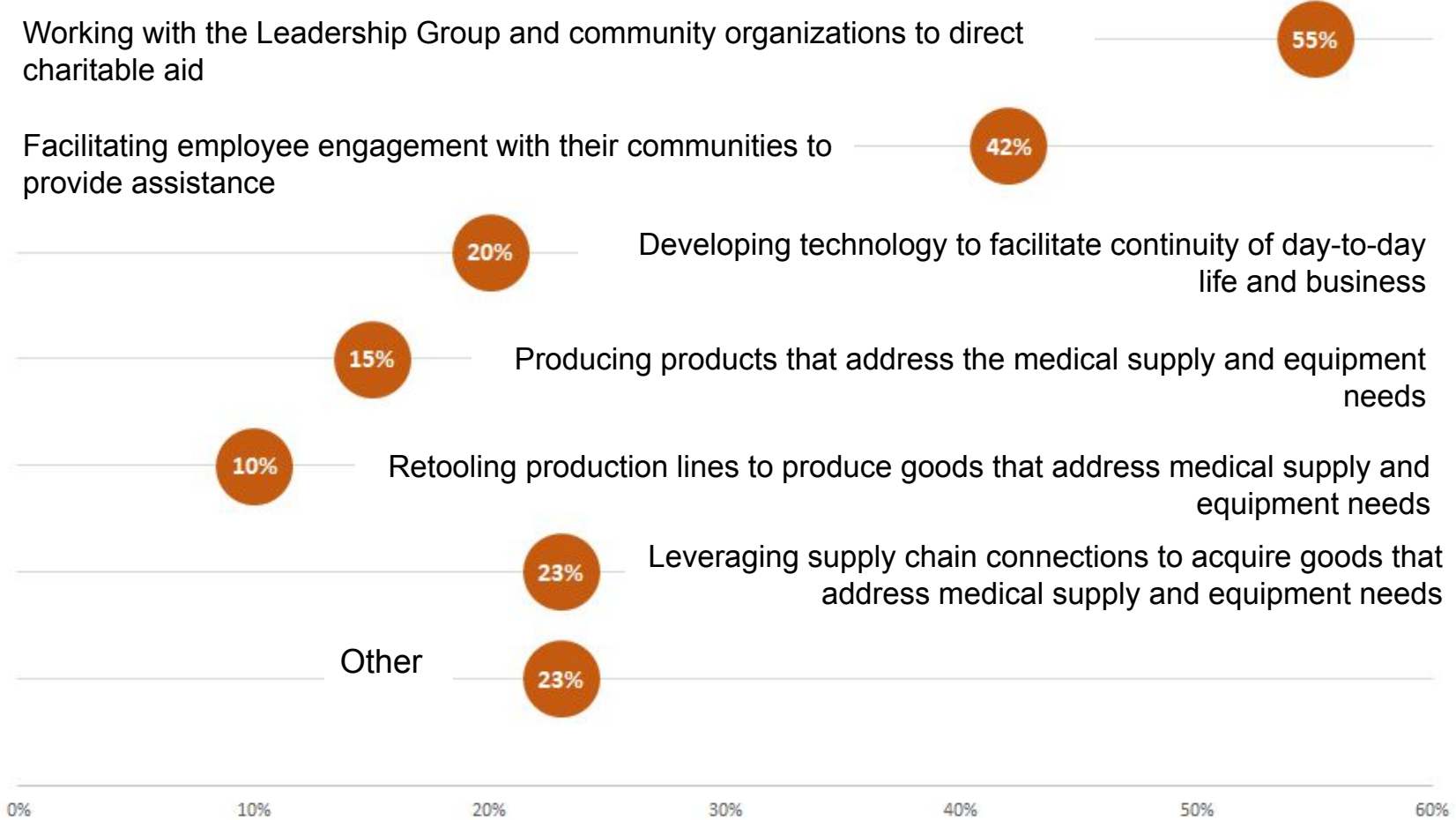
7% — Other

0%   10%   20%   30%   40%   50%   60%

Takeaways: Future Consideration of Flexible Work Arrangements

- Member companies in the position to employ a remote workforce are demonstrating adaptability.
    - Considering and/or revisiting flexible work arrangements for a wider range of employees and more overall employees.
- Members that employ on-site workforces (e.g. manufacturing, lab workers, test driving) are considering hybrid roles to the extent possible.
- Members report improved productivity and communication in some cases.
- Members recognize that flexible work arrangements should be considered while social distancing practices remain necessary and with high costs of office space.
- Flexible work arrangements are seen by some members as a tool to retain and recruit talent.

4. Community Response: If your organization is helping to address the Covid-19 crisis directly, what measures are you taking?

Working with the Leadership Group and community organizations to direct charitable aid — **55%**

Facilitating employee engagement with their communities to provide assistance — **42%**

20% — Developing technology to facilitate continuity of day-to-day life and business

15% — Producing products that address the medical supply and equipment needs

10% — Retooling production lines to produce goods that address medical supply and equipment needs

23% — Leveraging supply chain connections to acquire goods that address medical supply and equipment needs

Other — **23%**

0%   10%   20%   30%   40%   50%   60%

Takeaways: Measures taken by Employers to Address Covid-19 in the Community

- Member response to the Covid-19 crisis at the community level is robust and across a range of means.
- Members are increasing their employer match for charitable giving to Covid-19 related responses.
- Members are demonstrating creativity in ways to rise to the challenge:
  - Paid leave for employees who are trained healthcare workers to help on the front lines of Covid-19 care
  - Adapting shipping schedules and allocating resources to support the operations of essential businesses and services
  - Producing PPE for donation to charities and hospitals in small quantities on-site, using 3D printing

5. Demographics: Does your organization fall into the State's "Essential Employers" category?

74 responses

- Yes
- No

33.8%

66.2%
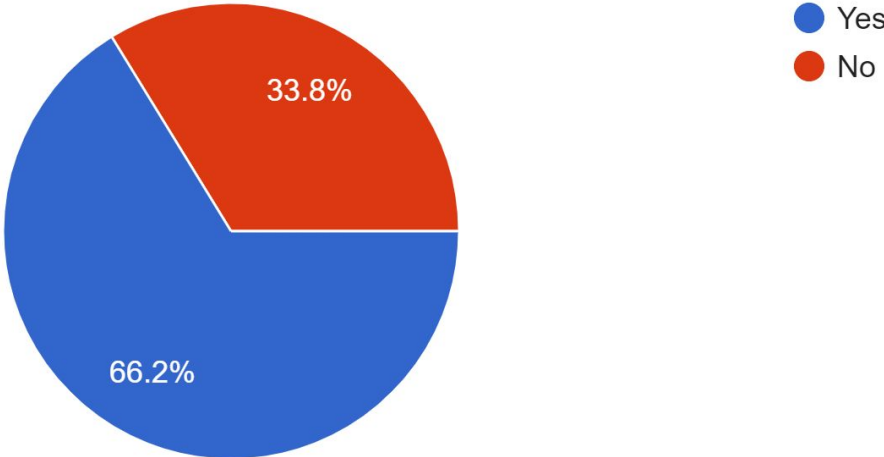
6. Demographics: Please indicate the employee size of your organization in the Bay Area, by employees working 30+ hours per week:

74 responses

Legend:
- 0-49
- 50-99
- 100-249
- 250-499
- 500-999
- 1000+

Pie chart values:
- 21.6%
- 27%
- 12.2%
- 10.8%
- 21.6%
- 6.8%