

Leadership Group COVID-19 Survey: All responses will remain confidential

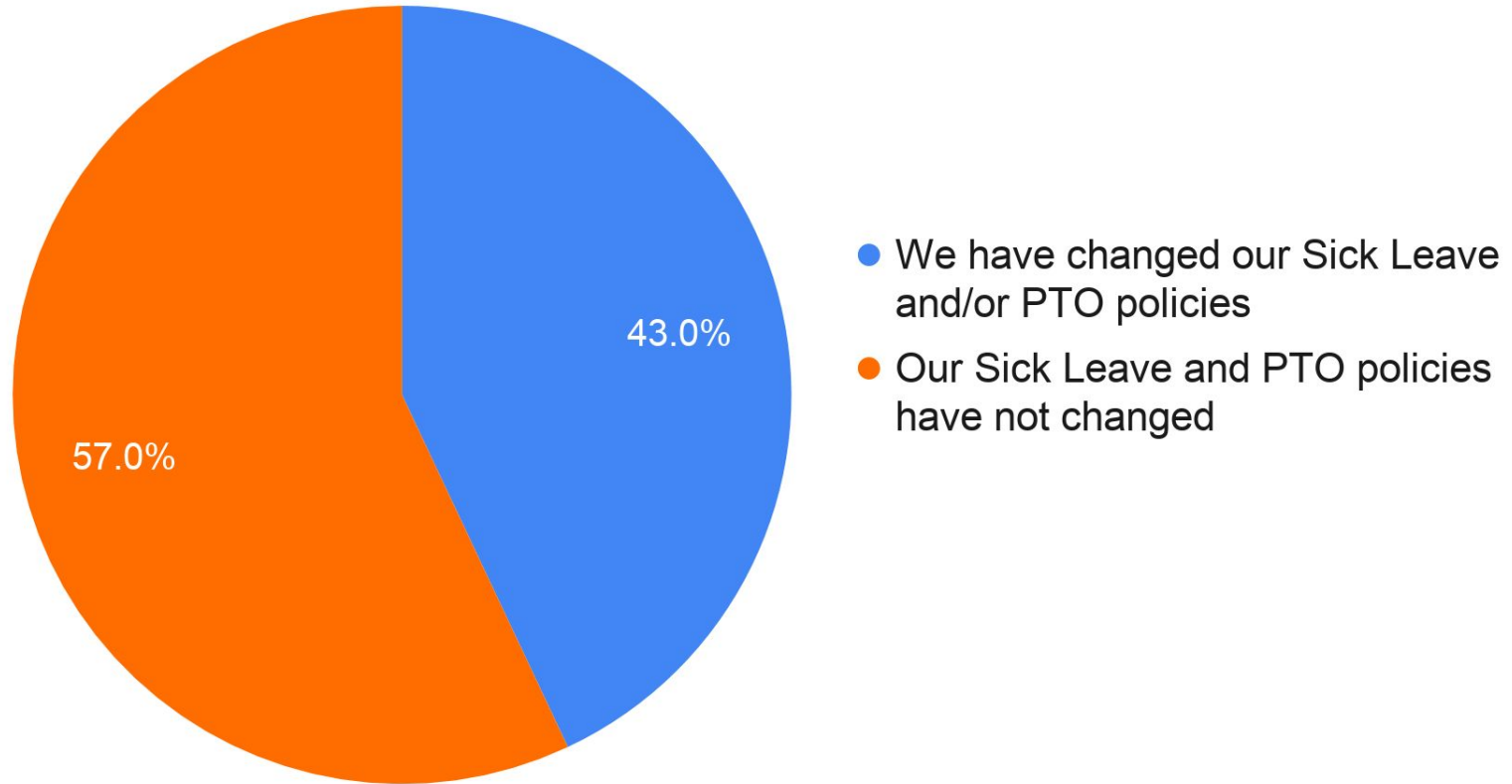
Conducted 3.30-3.31.2020

100 responses

1. Sick leave and PTO: Have your policies changed?
2. Hiring Policies: During the "shelter-in-place" order, how have your hiring policies changed?
3. Facilities: Does your organization fall into the State's "Essential Employers" category?
4. Facilities and Employees: If your organization has employees reporting to work, what measures are you taking to ensure the continuity of business and protect the health of employees and customers?
5. Employees: For employees or their family members who have tested positive for COVID-19, what have they shared with you about their experience?
6. Please indicate the employee size of your organization in the Bay Area, by employees working 30+ hours per week.

1. Sick leave and PTO: Have your policies changed?

n = 100

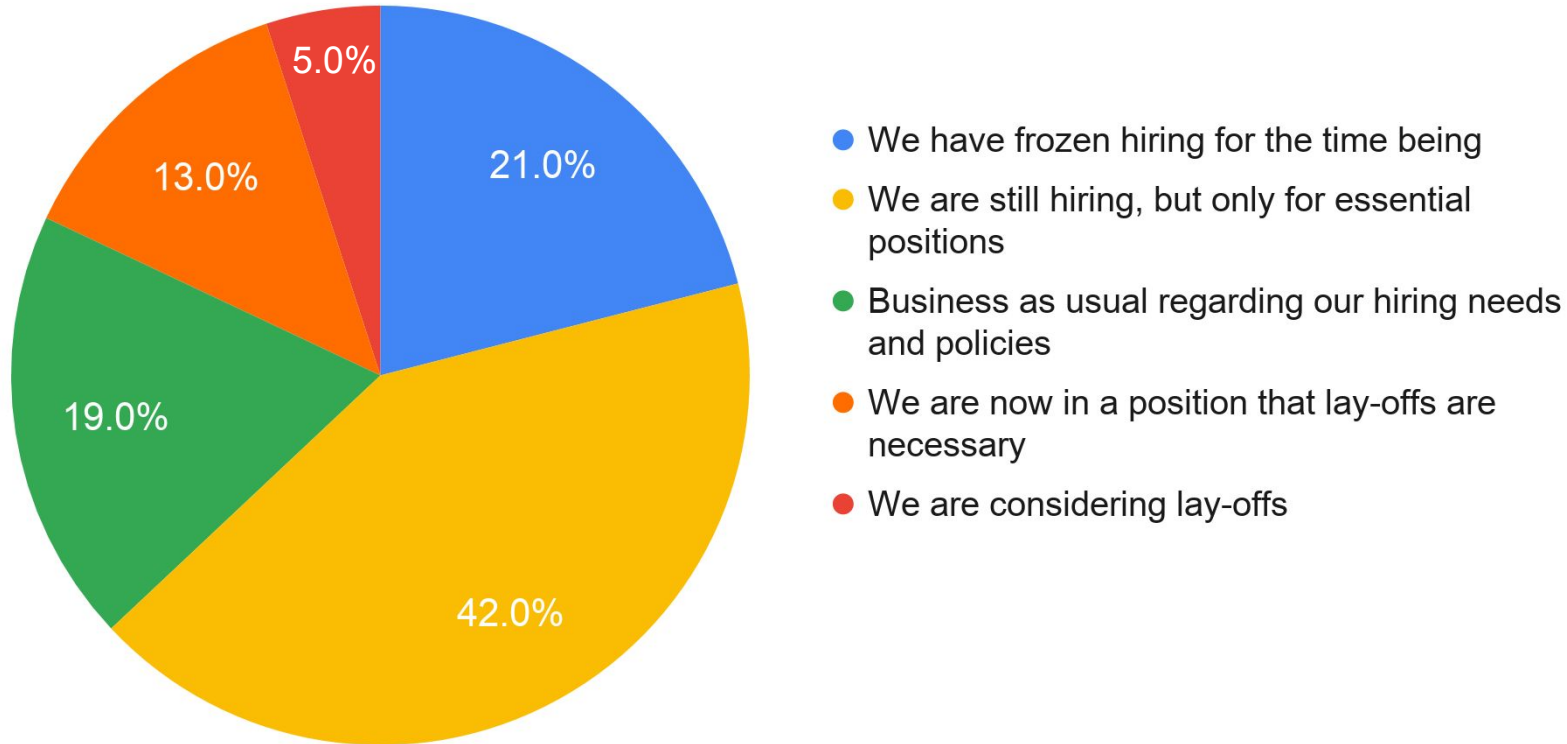


Takeaways: Have your Sick Leave or PTO policies changed?

- Many organizations already have flexible or generous leave policies
- For organizations that have seen a change in policies: general increase in PTO and sick leave
- Additional manager flexibility to authorize leave
- Employees experiencing COVID-19 symptoms exempt from having to use sick leave
- CARES act federally mandated additional 2 weeks of leave

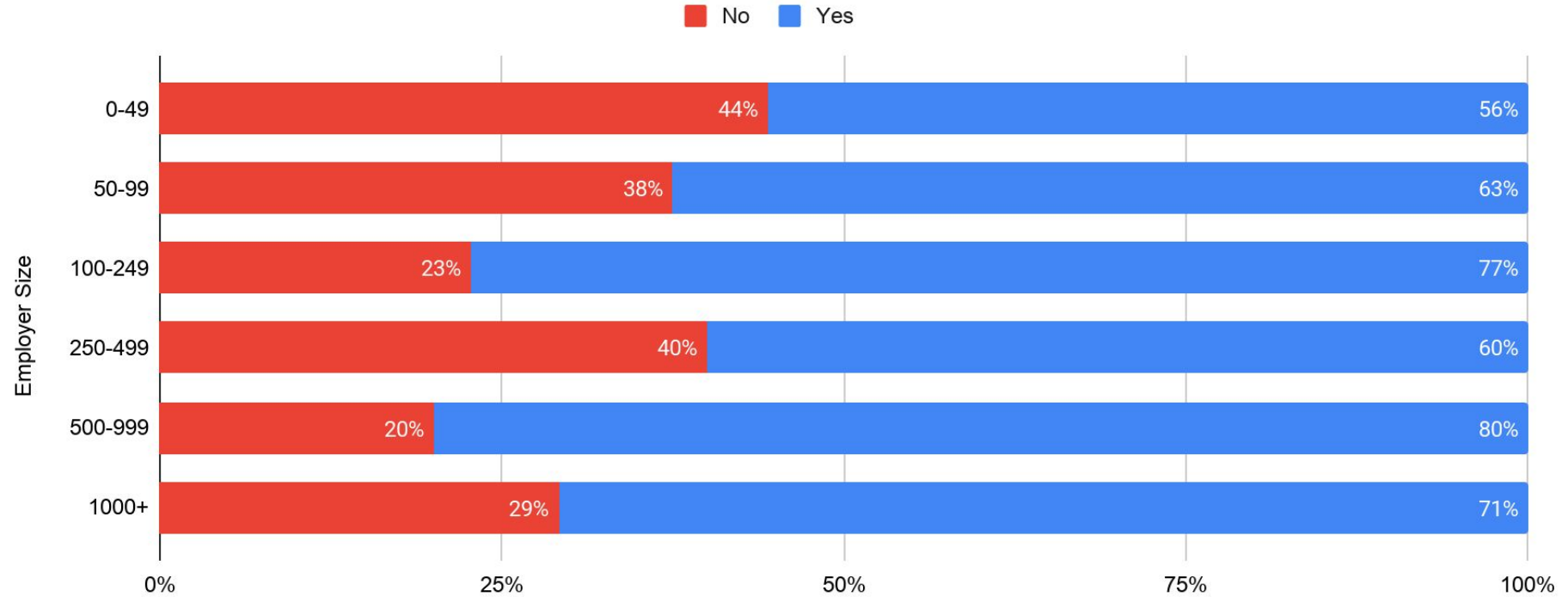
2. Hiring Policies: During the "shelter-in-place" order, how have your hiring policies changed?

n = 100



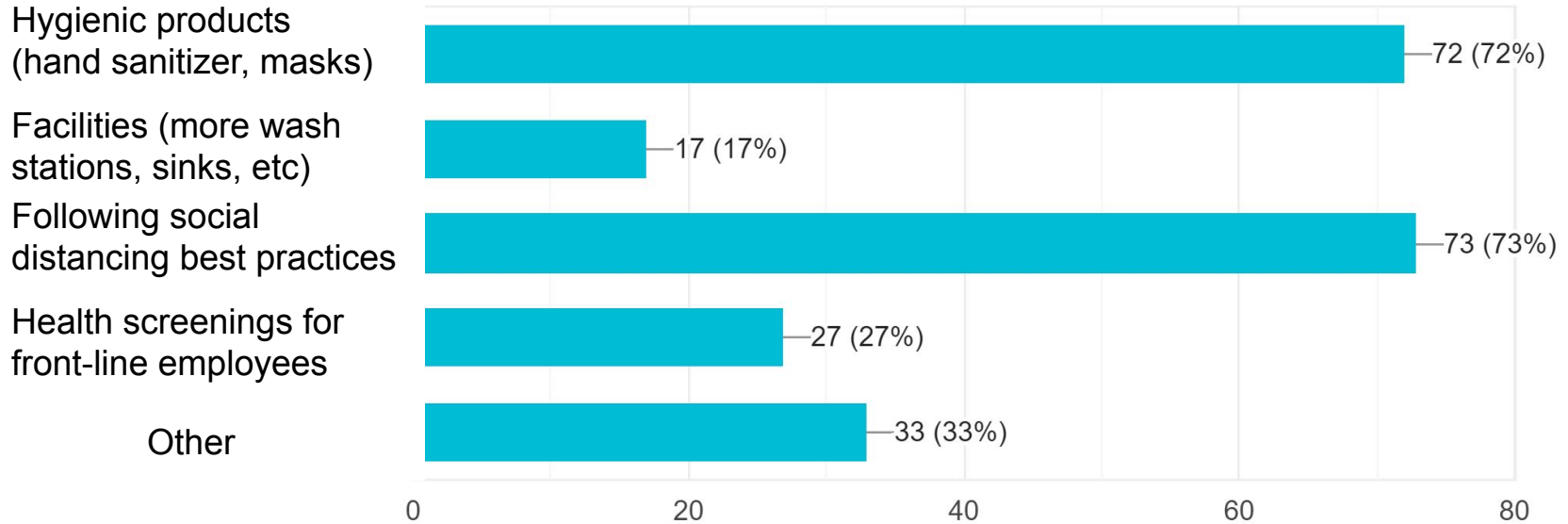
3. Does your organization fall into the State's "Essential Employers" category?

n = 100



4. Facilities and Employees: If your organization has employees reporting to work, what measures are you taking to ensure the continuity of business...of employees and customers? (check all that apply)

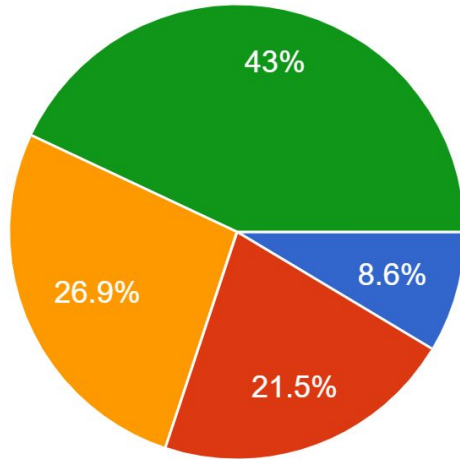
100 responses



Takeaways: Continuity of business, protection of employee and customer health

- Rotating workforce that reports to jobsite on a regular frequency
- Increased communications and awareness training
- Banning of visitors
- Increased cleaning and sanitizing frequencies
- Drive-thru point of entry screenings for all workers coming on site, including temperature checks
- Sending home high risk colleagues, including age 65+ and underlying health issues

5. Employees: For employees or their family members who have tested positive for COVID-19, what have they shared with you about their experi...nerally best describes the employee experience):
93 responses



- It was easy and efficient to find a testing site and to have the test administered
- It was difficult to find a testing site and/or to have it administered
- We have employees who believe they may have COVID-19, but have been unable to get tested
- Other: nearly all who selected this option indicate no known cases of COVID-19