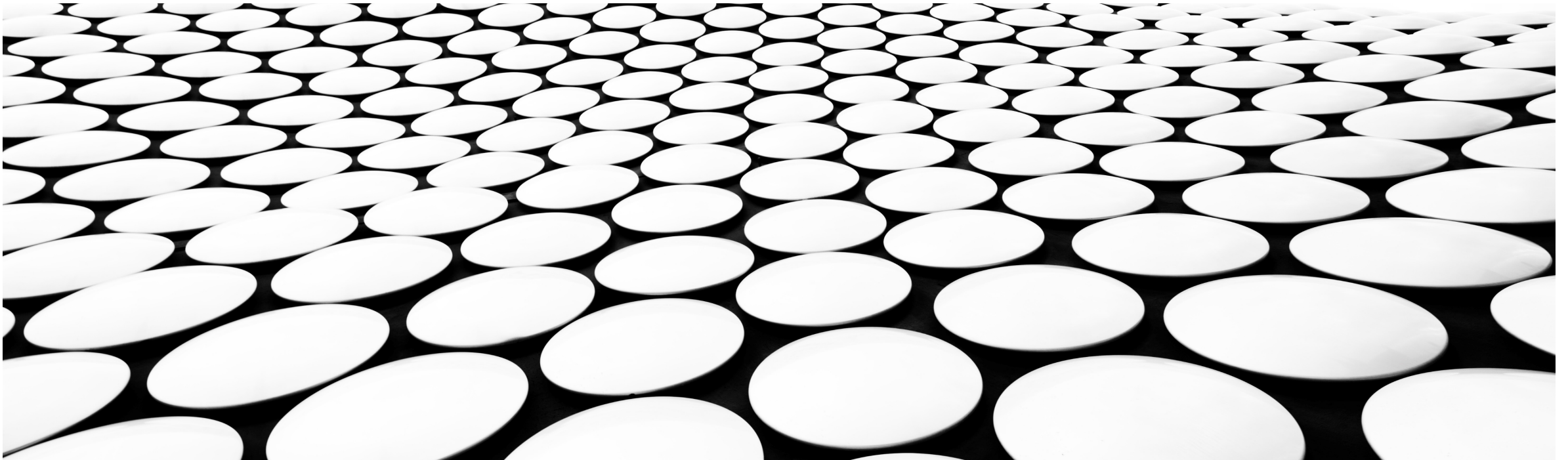




UPDATES *on* EMPLOYER VACCINE APPROACHES

HR POLICY ASSOCIATION SURVEY | DECEMBER 2021

104 Responses | Survey open Dec. 8-14, 2021



EXECUTIVE ORDER IMPACTS HR POLICY MEMBER COMPANIES

Q: Is your company impacted by the Executive Order for federal contractors with regard to vaccine mandates?

50% of respondents' companies **ARE** impacted by the executive order

7% have not yet established whether they are impacted

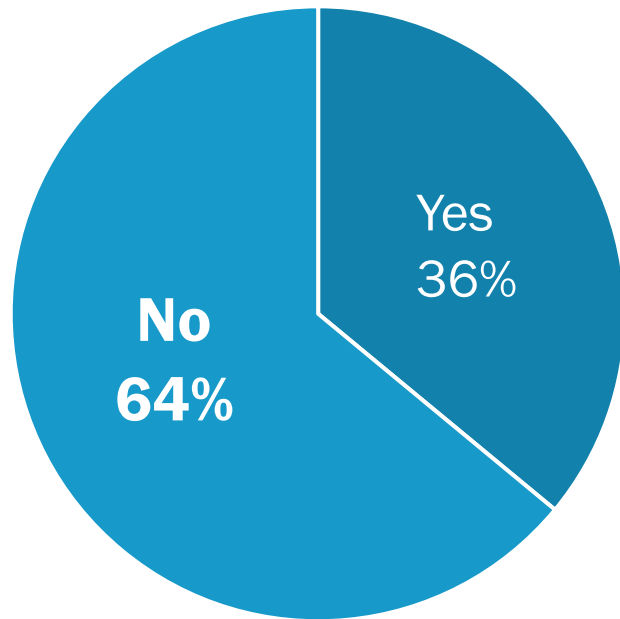


43% **ARE NOT** impacted by the executive order

50% of respondents indicate that they are impacted in some way by the Executive Order mandating federal contractor employees be vaccinated. 43% indicate they are not impacted.

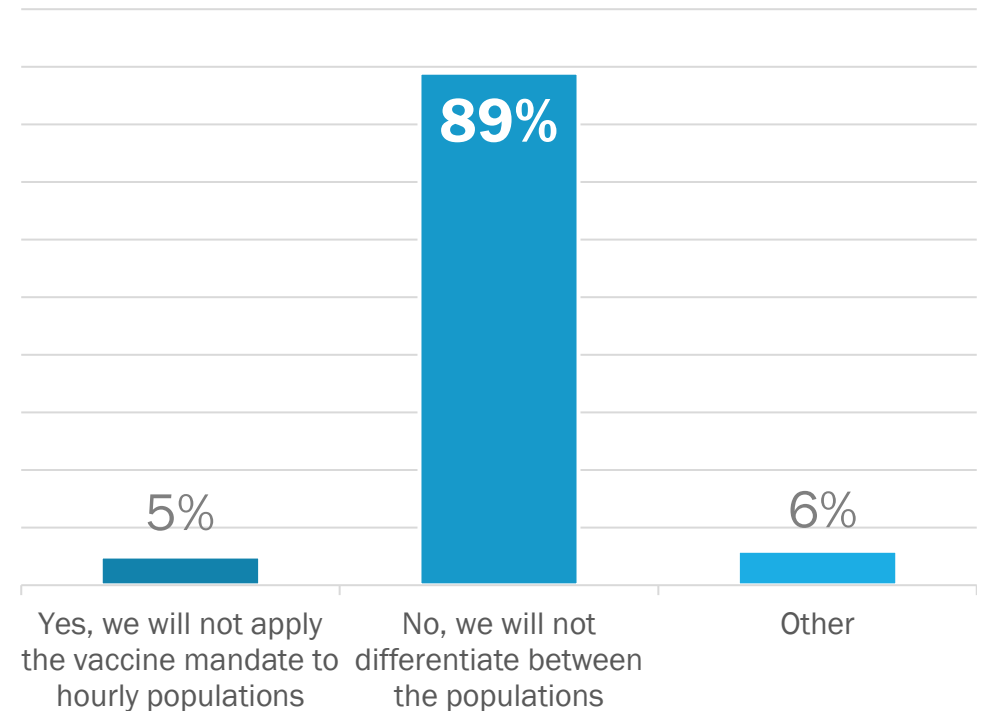
COMPANIES UNLIKELY TO DIFFERENTIATE BETWEEN POPULATIONS

Q: Do you plan to have two different vaccine policies (one for federal contractors and one for non-contractors)?



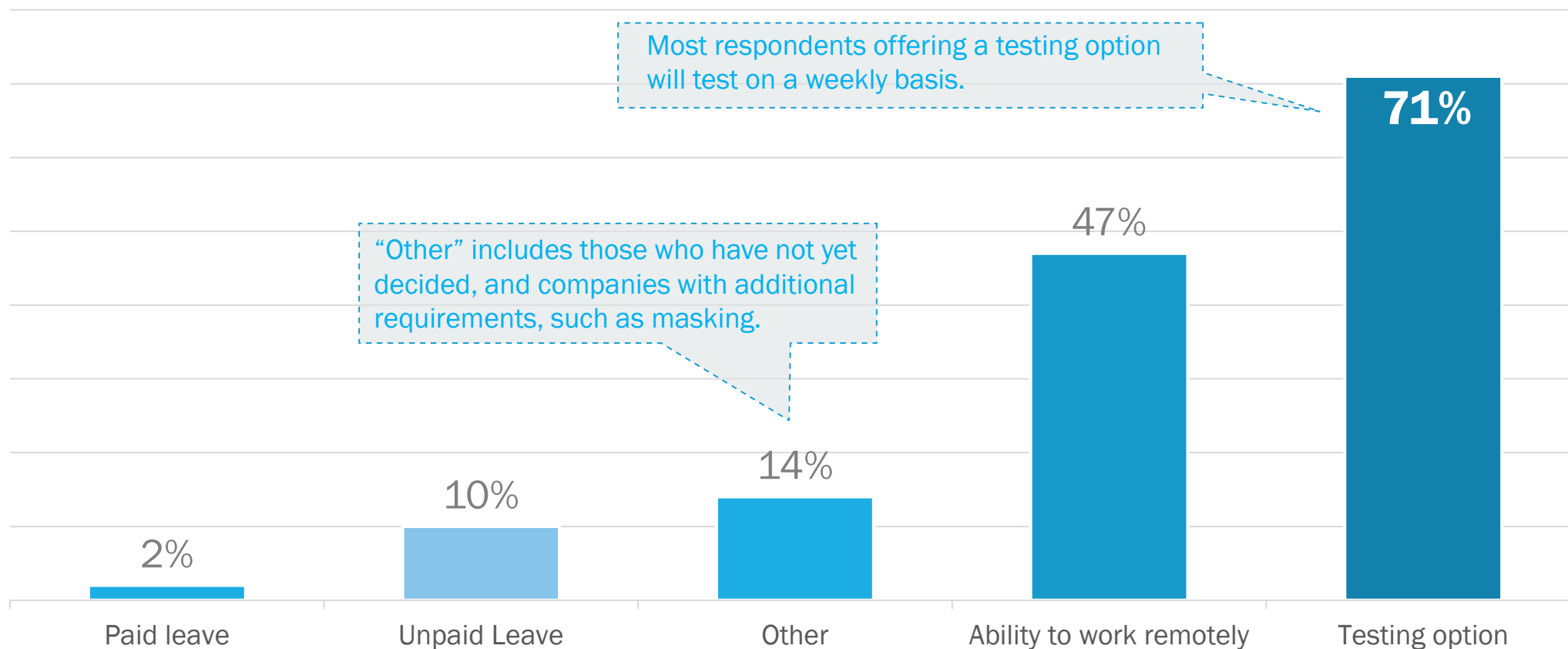
Only one-third (36%) of respondents will provide dual vaccine policies if some of their workforce is covered by the Executive Order and the rest by the ETS.

Q: Will you manage your hourly and salaried populations differently?



INDIVIDUALS WITH EXEMPTIONS SUBJECT TO WEEKLY COVID TESTS

Q: For federal contractors, what reasonable accommodations are you planning to provide to individuals with religious or medical exemptions to the vaccine?



*Respondents could select more than 1 choice; totals may not equal 100%

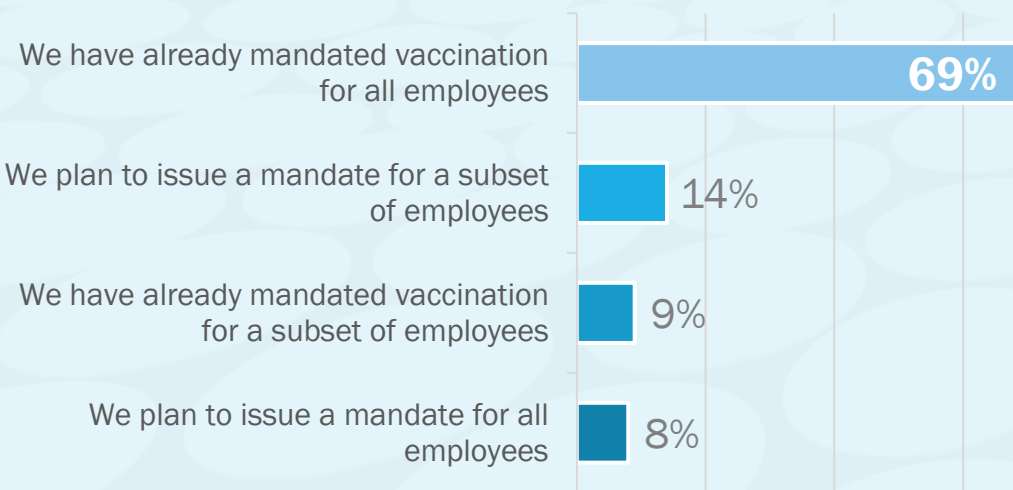
NON-CONTRACTORS MAY WAIT UNTIL OSHA ETS IS RESOLVED

Q: For employees NOT impacted by the federal mandate, will you issue (or have you already issued) a vaccination policy in line with the OSHA Emergency Temporary Standard?

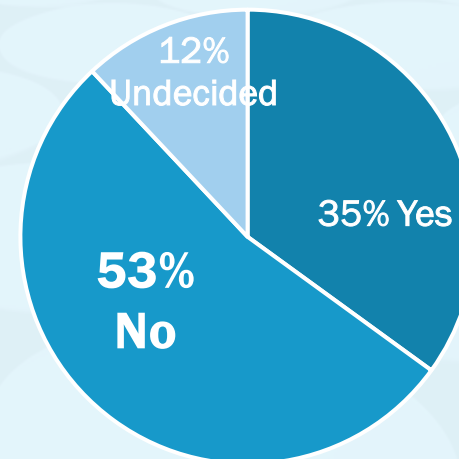
33% – YES

67% – NO, we will wait until the legal status of the ETS is resolved

Q: What is your current or planned vaccination policy?

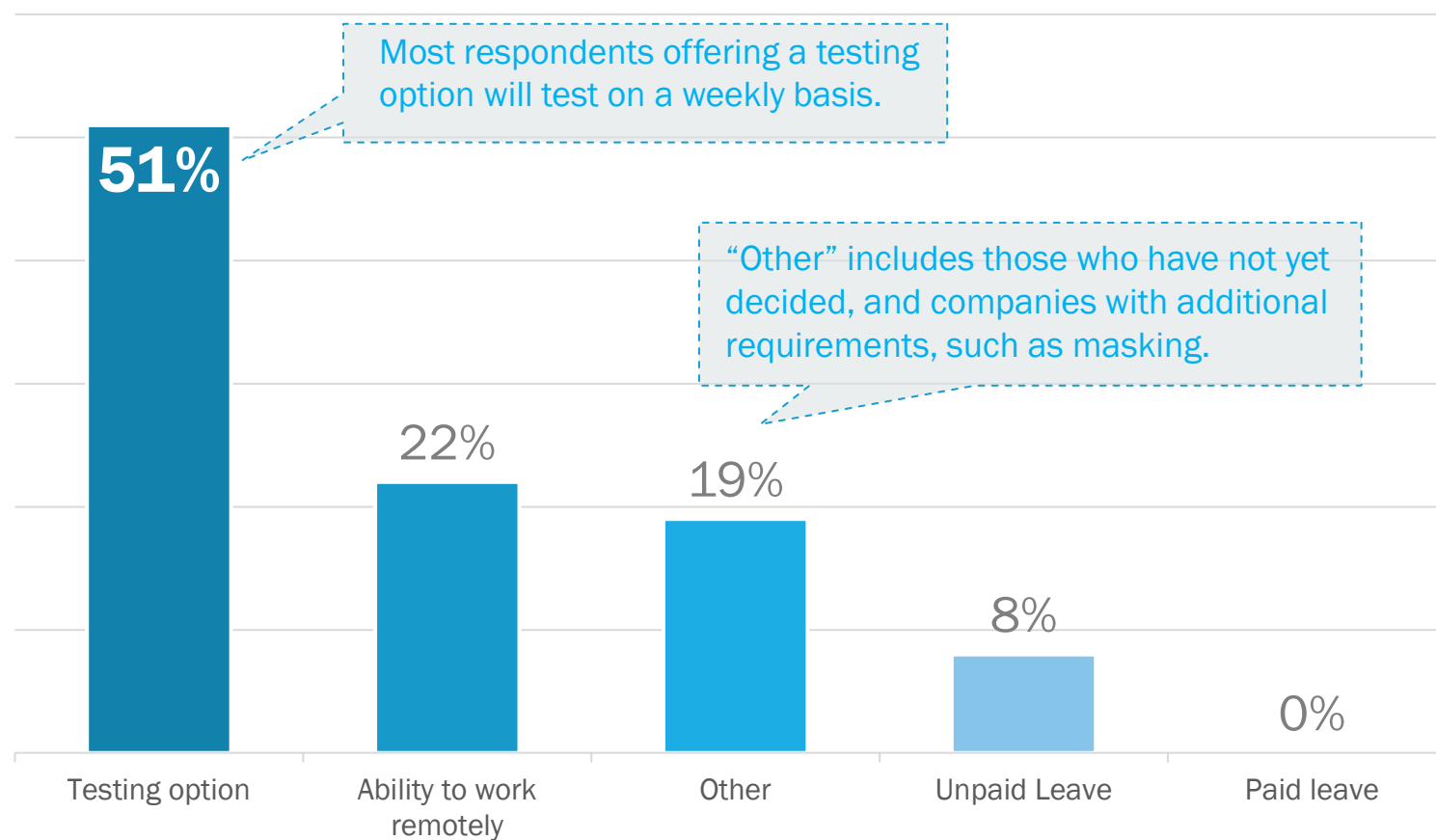


Q: As part of your vaccine policy, will you allow a testing option even for employees with no approved religious/disability exemption?



NON-CONTRACTORS TO OFFER WEEKLY TESTS AS EXEMPTIONS

Q: What reasonable accommodations are you planning to provide to individuals with religious or medical exemptions to the vaccine?

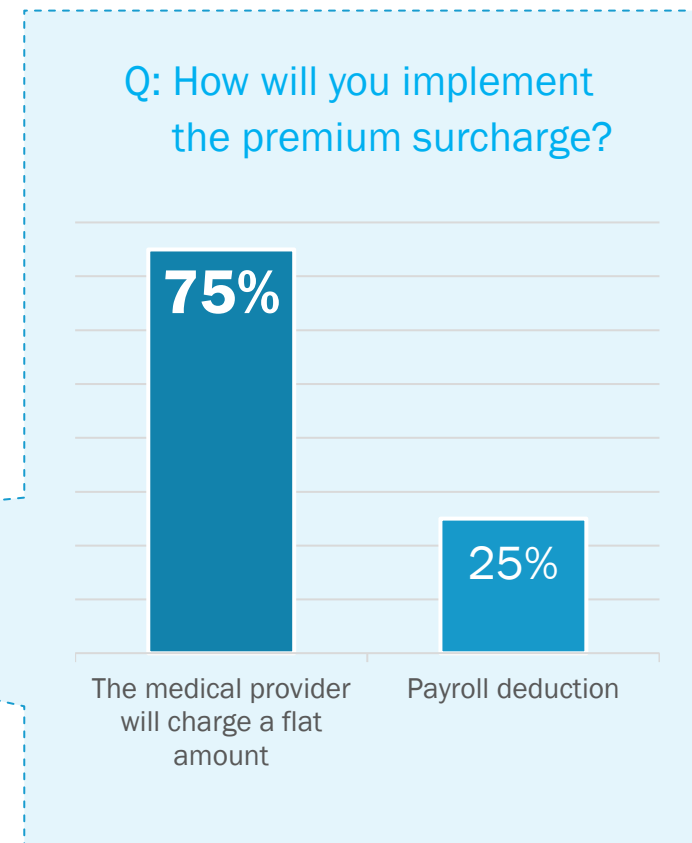
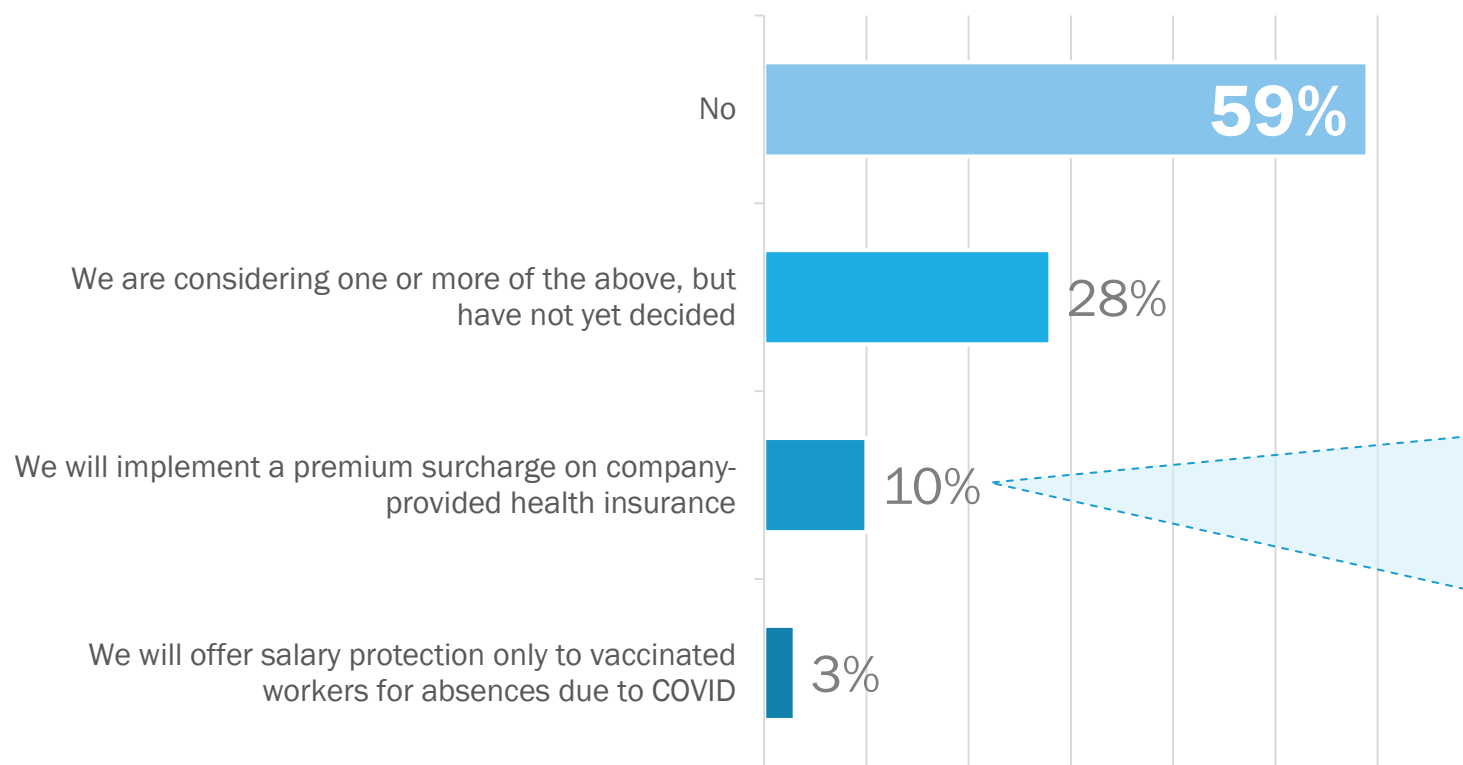


Just over 50% of employers covered by the OSHA ETS will offer testing as an accommodation for employees receiving a medical or religious exemption, and the vast majority of those will test weekly.

*Respondents could select more than 1 choice; totals may not equal 100%

NON-CONTRACTORS UNLIKELY TO IMPLEMENT ADDITIONAL REQUIREMENTS FOR UNVACCINATED EMPLOYEES

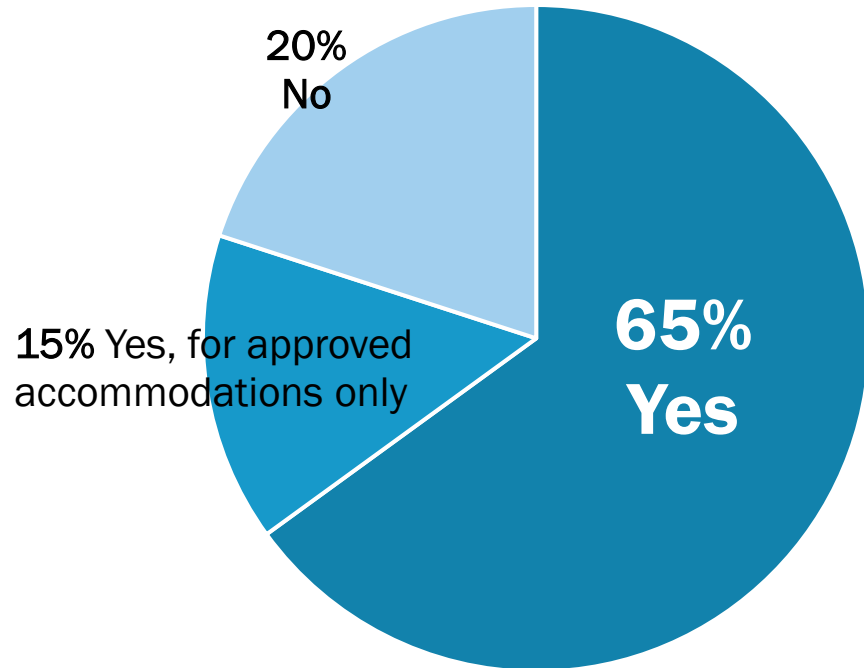
Q: Are you implementing any other restrictions on unvaccinated employees?



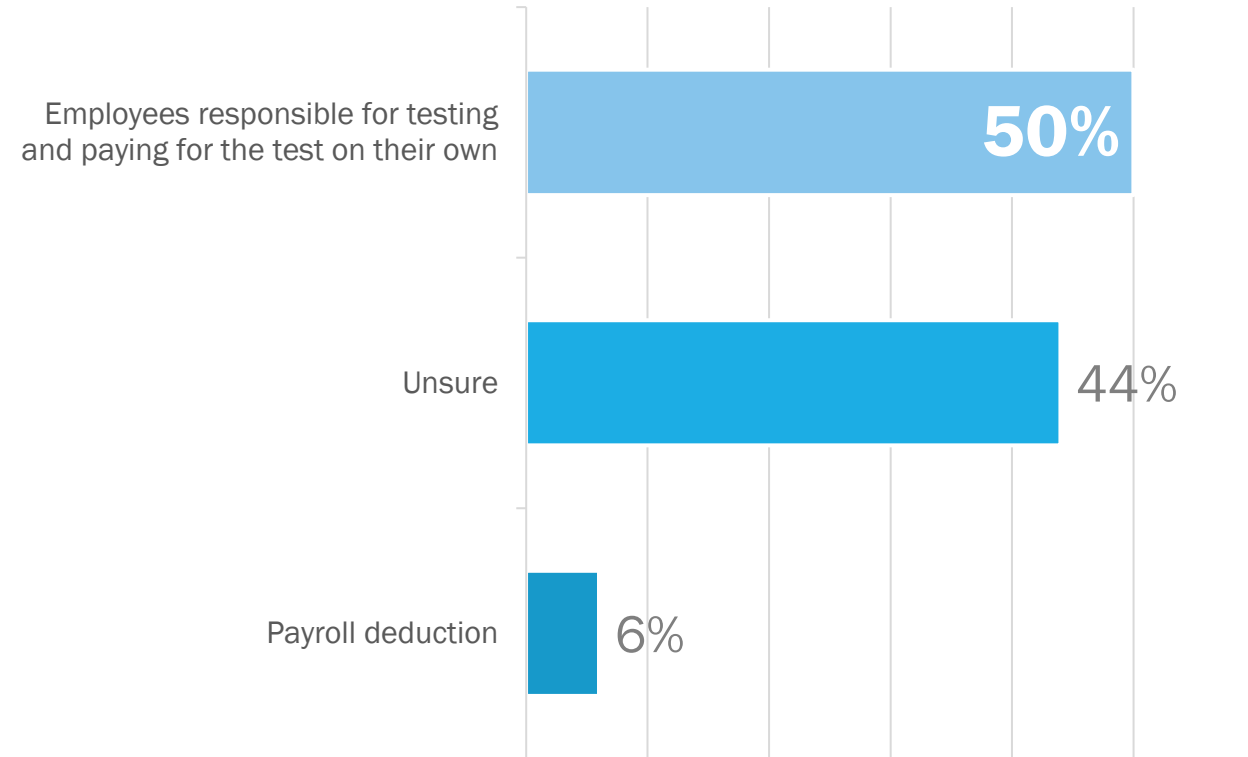
*Respondents could select more than 1 choice; totals may not equal 100%

COMPANIES CONSIDER TESTING OPTIONS

Q: Do you plan to cover the costs for COVID testing?

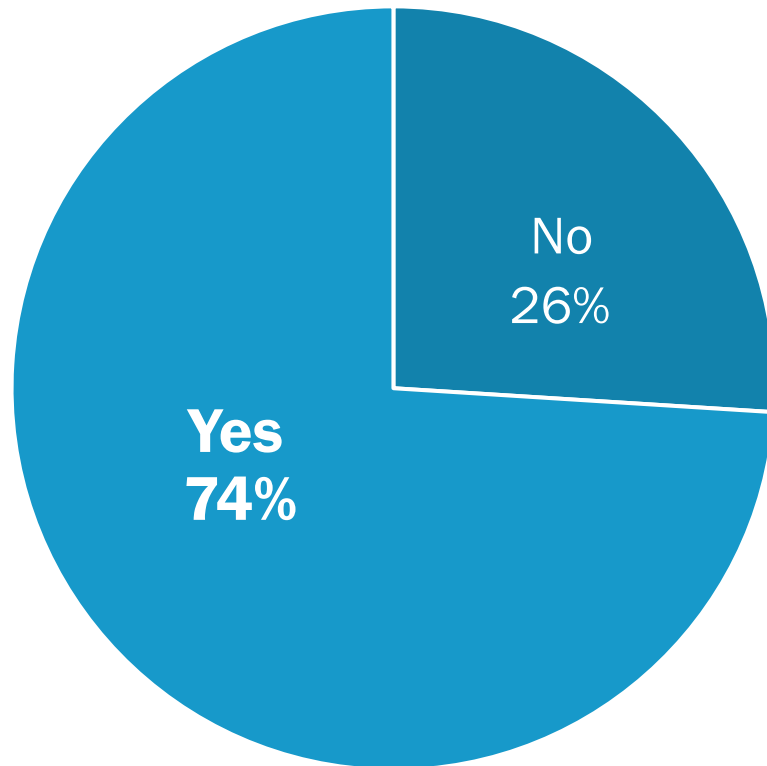


Q: If not, how do you plan to collect the testing costs?



COMPANIES SEE IMPROVEMENT IN EMPLOYEE VACCINATION RATES

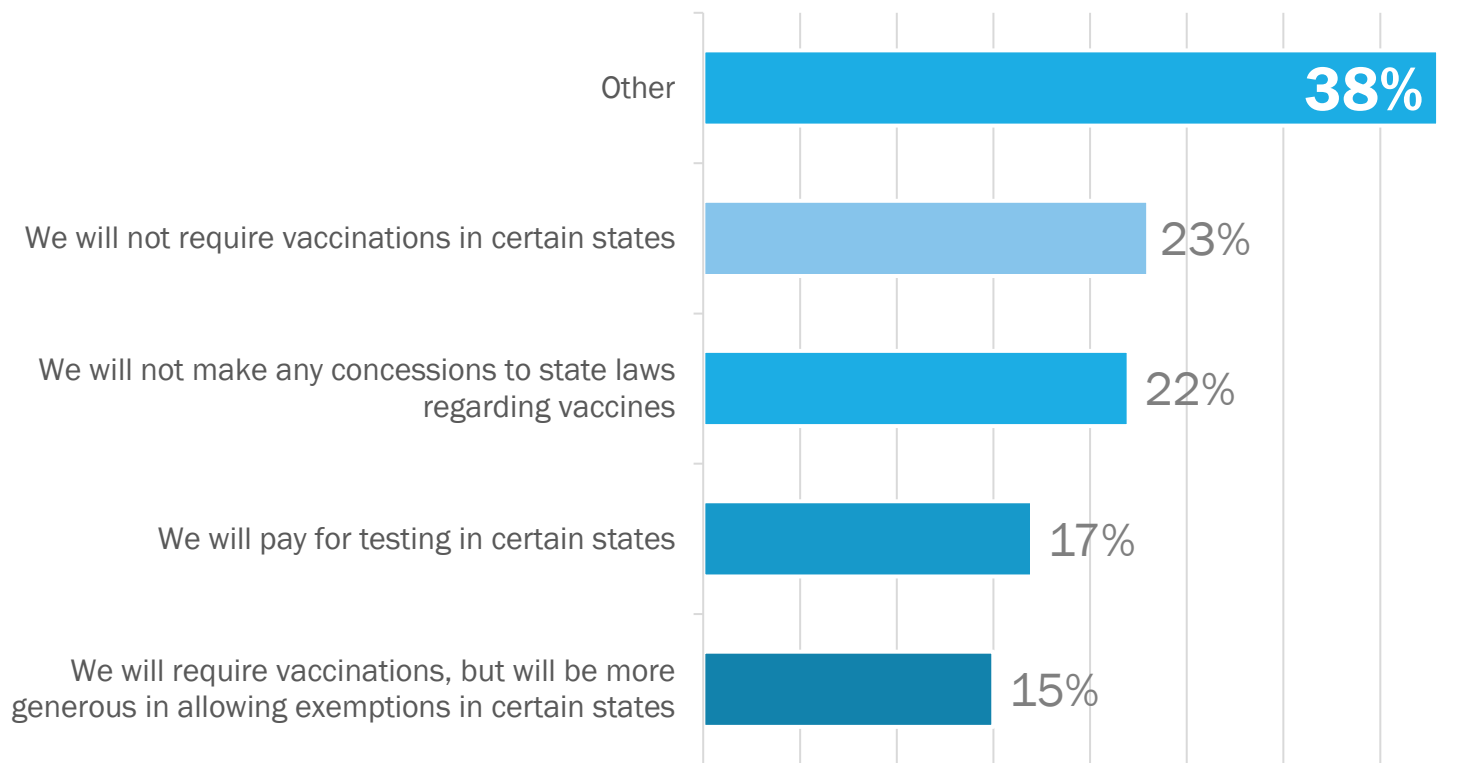
Q: Have you observed improvement of your vaccination rates based on the actions you have taken?



Not surprisingly, the results appear to confirm that employer vaccine mandates, and related education and communication efforts, increase employee vaccination rates.

IMPACT OF STATE VACCINE MANDATE PROHIBITIONS

Q: What potential impacts do you anticipate related to state laws and regulations restricting the ability of employers to mandate vaccines?

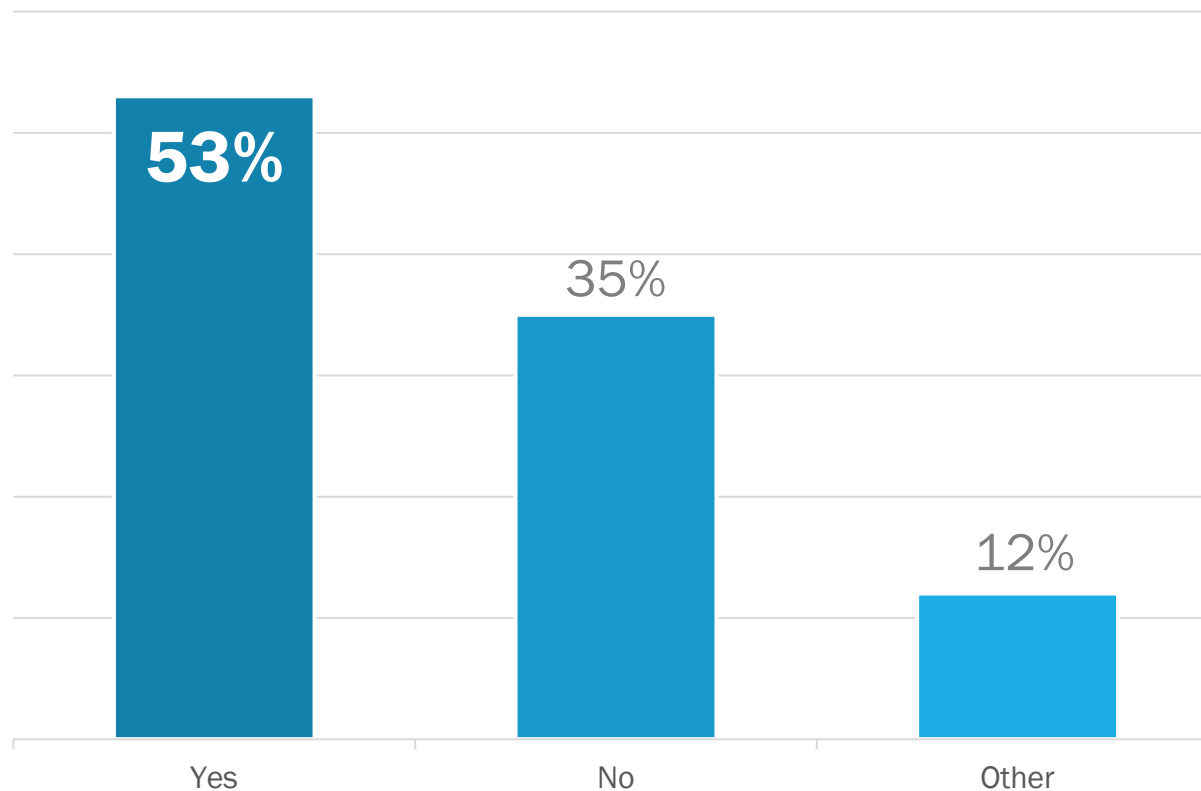


One-third of those responding “Other” indicated they would comply with state law requirement or had policies that were flexible enough to accommodate different states. One-third stated they were not yet sure of which approach they will take and will evaluate as the federal mandate becomes clearer. The other one-third consisted of various responses.

*Respondents could select more than 1 choice; totals may not equal 100%

COMPANIES UNLIKELY TO DIFFERENTIATE BETWEEN POPULATIONS

Q: If the federal vaccine mandates are invalidated, will you still mandate vaccination for your U.S. employees?



A majority of the 40 companies answering this question stated that they would mandate vaccination for all employees, even if the federal mandates are overturned. Of the 12% of companies answering “Other,” most will require vaccination or testing.