

COVID-19 Vaccine Employer Pulse Survey

Conducted by Lockton Companies
December 2021



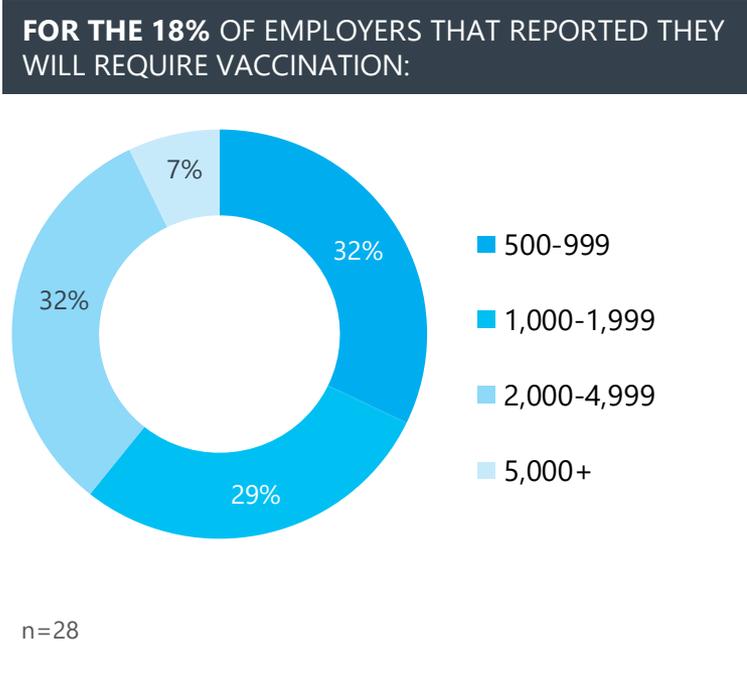
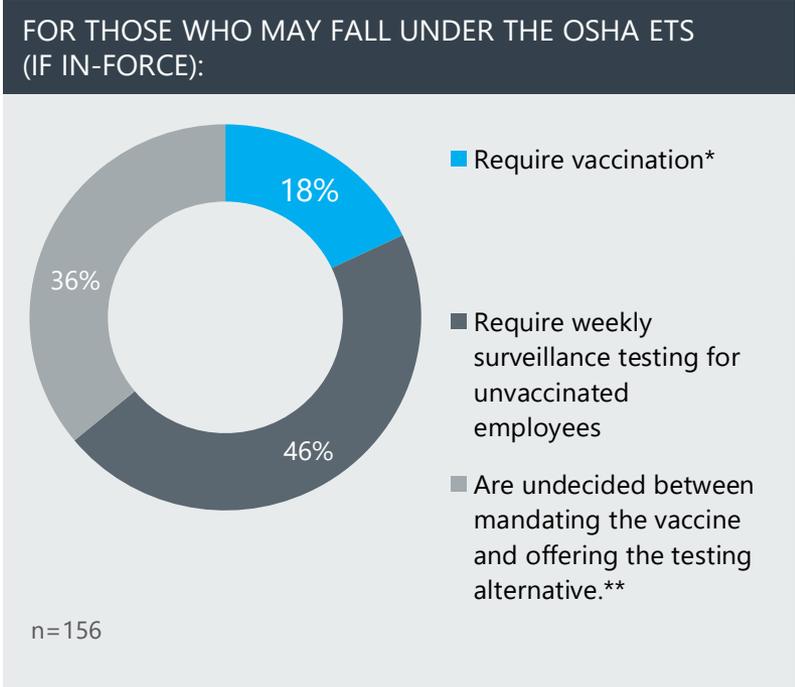
Key findings

- For those who may fall under the OSHA ETS (if in-force), **18%** plan to require vaccination, **46%** will require weekly surveillance testing for unvaccinated employees and **36%** are undecided between mandating the vaccine and offering the testing alternative.
 - For the **18%** of employers that reported they will require vaccination, **32%** have 500-999 employees, **29%** have 1,000-1,999 employees and **32%** have 2,000-4,999 employees.
- **53%** of employers will encourage vaccination (but with no incentive to do so) assuming no in-force federal or state vaccination mandate or similar requirement is in place.
- **63%** of employers are unlikely or very unlikely to change their response with the spread of new variants.
- **29%** of employers with employees refusing to be vaccinated without a legitimate medical or religious reason for not receiving the vaccine will permit remote work if feasible.
- **77%** of employers are or plan to track vaccination verification internally (as opposed to using a third party).
- For the **65%** of employers who have decided, **51%** of employers will voluntarily pay 100% of surveillance (i.e., non-diagnostic) COVID-19 testing while **32%** will pass the cost to the employee.

RESULTS SHOWN
WERE COLLECTED
DEC. 6-9, 2021.

AT THE CLOSE OF
THE SURVEY,
THERE WERE
629 RESPONSES.

Q: What measures have you put, or are you planning to put, into place regarding the COVID-19 vaccines¹?



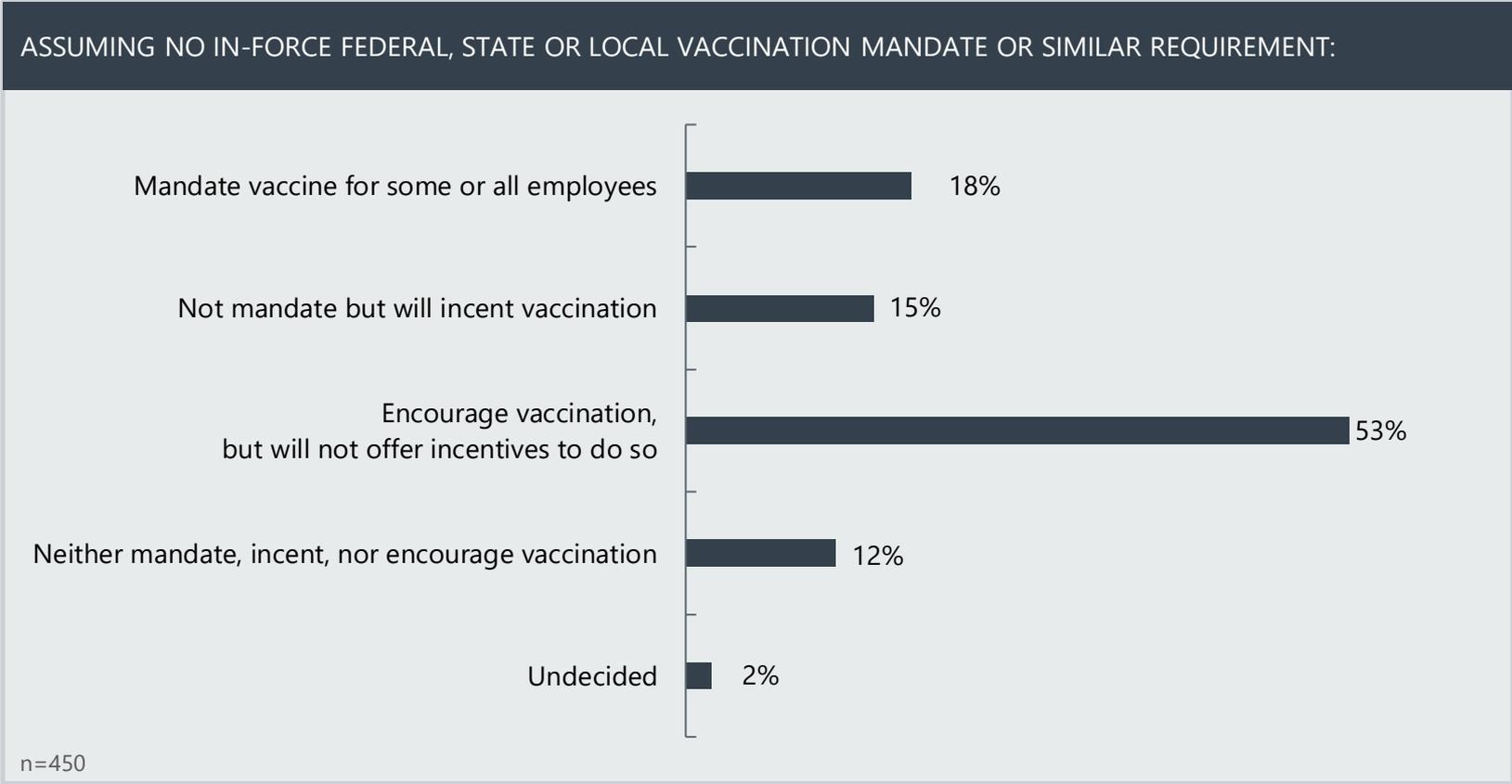
¹Participants could select more than one response.

Assumptions:

^{*}Those who selected only "Comply with OSHA guidance, to the extent it is in force, requiring vaccination" would not allow a surveillance testing alternative for those who don't have a medical/religious accommodation.

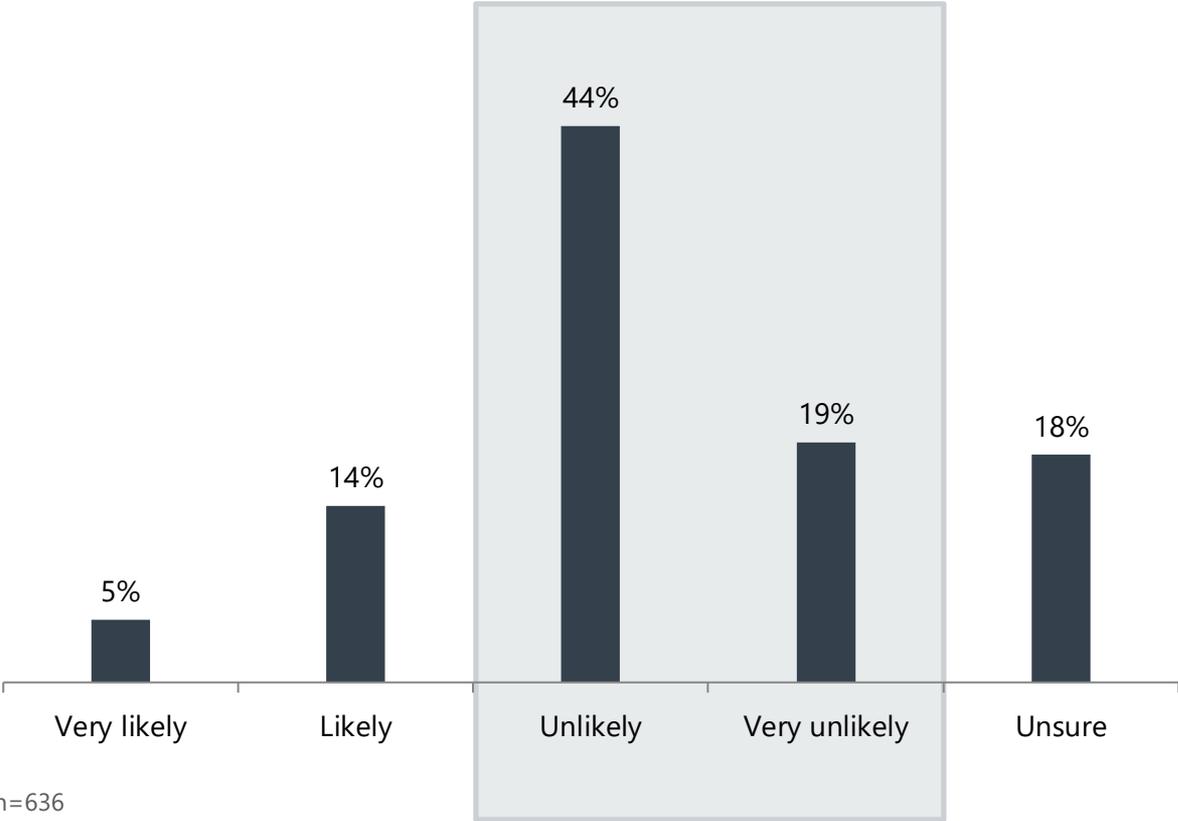
^{**}Those who selected both "Comply with OSHA guidance, to the extent it is in force, requiring vaccination" and "Comply with OSHA guidance, to the extent it is in force, requiring weekly surveillance testing for unvaccinated employees" are undecided on their approach.

Q: What measures have you put, or are you planning to put, into place regarding the COVID-19 vaccines¹?



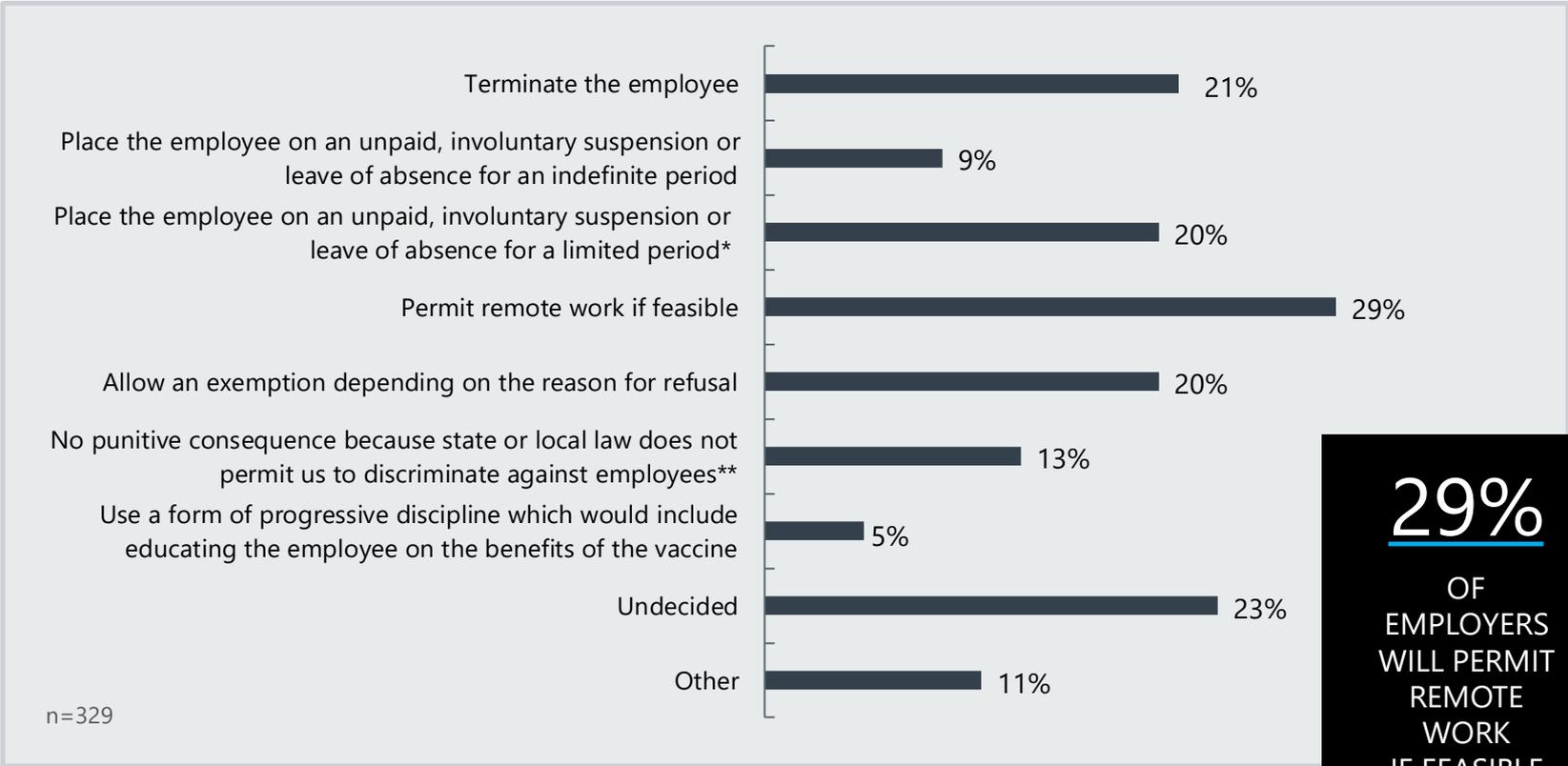
¹Participants could select more than one response.

Q: How likely will the measures you have put, or are you planning to put, into place regarding COVID-19 vaccines change as a result of the spread of new variants?



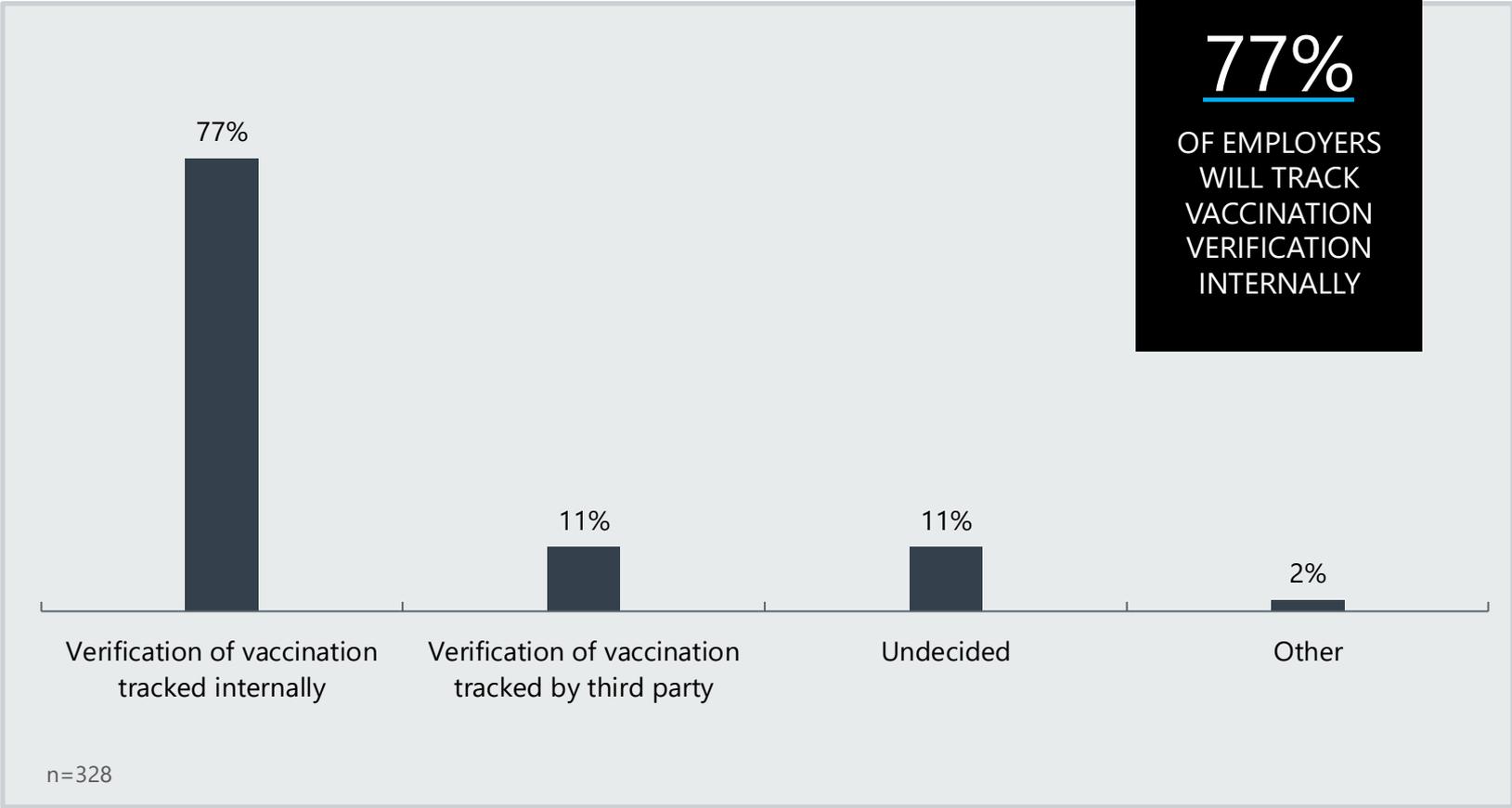
63%
OF EMPLOYERS
ARE UNLIKELY
OR VERY
UNLIKELY TO
CHANGE THEIR
RESPONSE WITH
THE SPREAD OF
NEW VARIANTS.

Q: What consequences do you intend to impose for employees refusing to be vaccinated where they do not have a legitimate medical or religious reason for not receiving the vaccine¹?

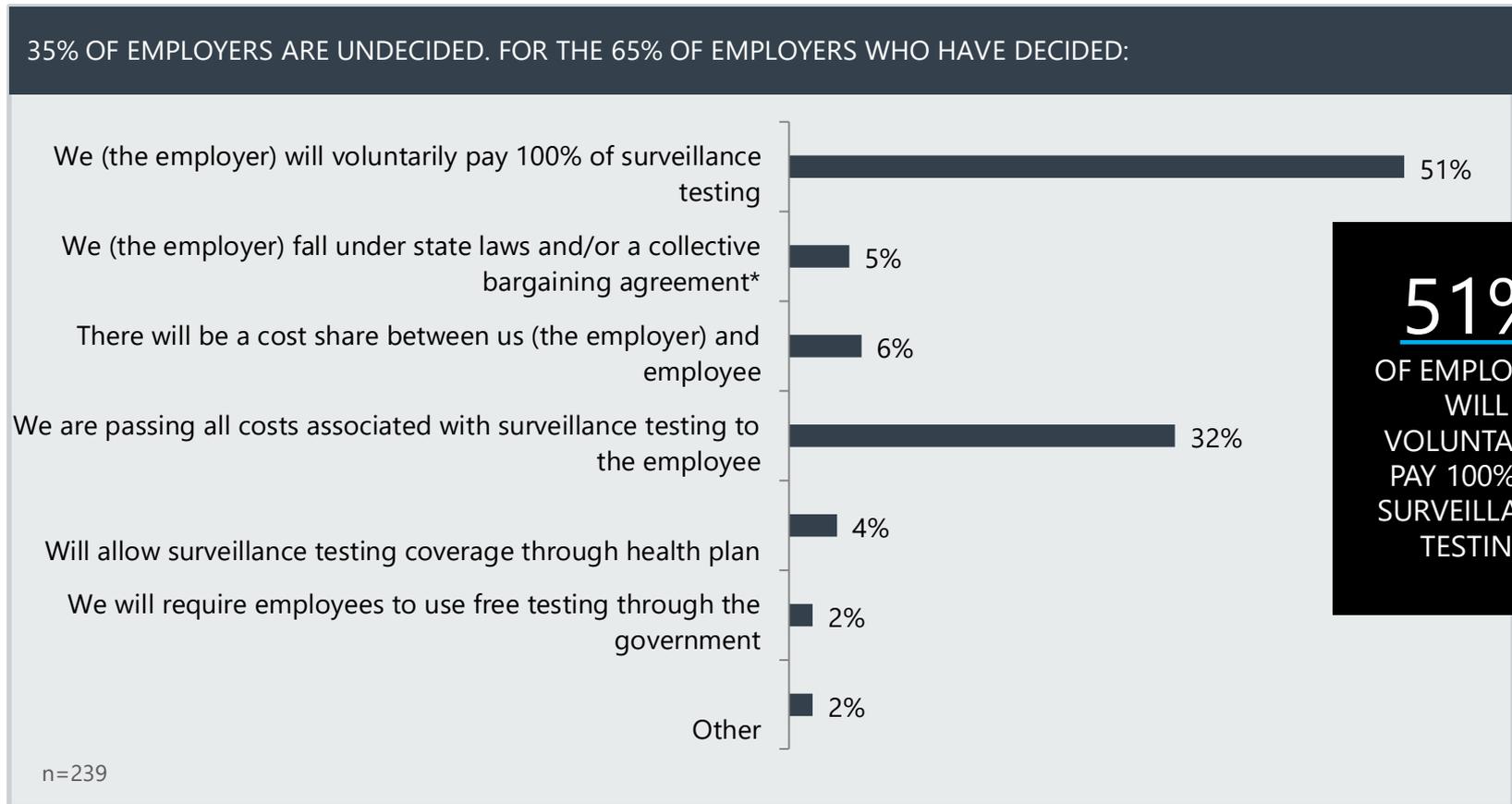


¹Participants could select more than one response.
^{*}Followed by termination of employment if vaccination does not occur by the end of the period.
^{**}In the terms and conditions of employment based on vaccination status.

Q: How are you currently tracking, or how do you plan to track, vaccine completion?



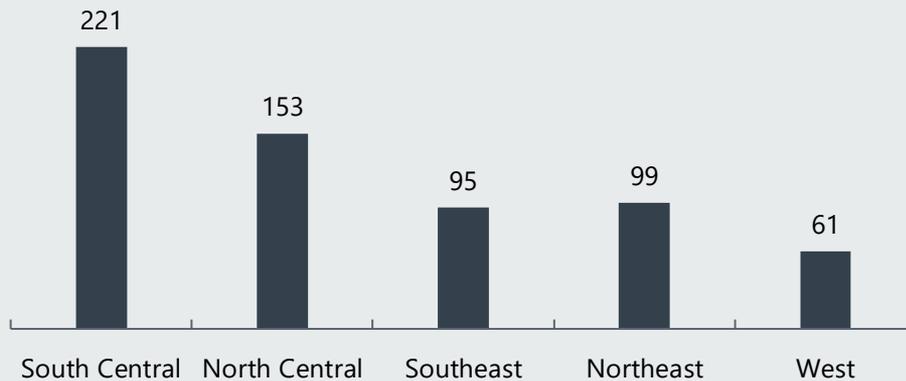
Q: Who will cover the costs associated with surveillance (i.e., non-diagnostic) COVID-19 testing?



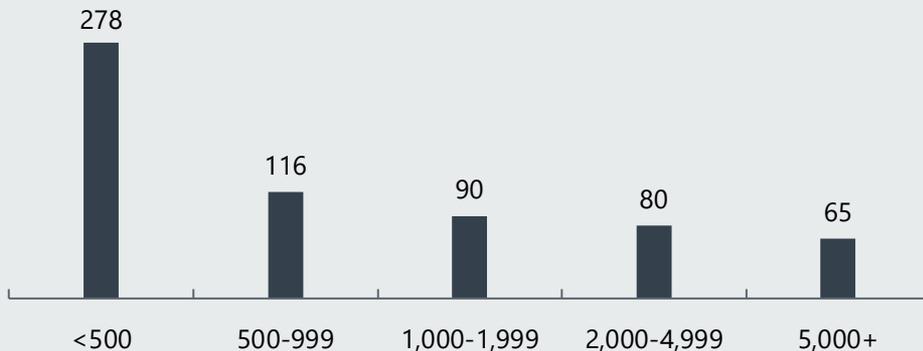
*That requires us (the employer) to pay for testing.

Survey participant profile

U.S. REGION



GROUP SIZE



INDUSTRY

- Business services (17)
- Construction (33)
- Consulting services (11)
- Education (22)
- Financial institutions (61)
- Food manufacturing (13)
- Government services (16)
- Healthcare (not hospitals) (67)
- Manufacturing (107)
- Nonprofit (35)
- Retail (19)
- Technology (50)
- Transportation (18)
- Wholesale (22)
- Other (138)

Independence changes everything.



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