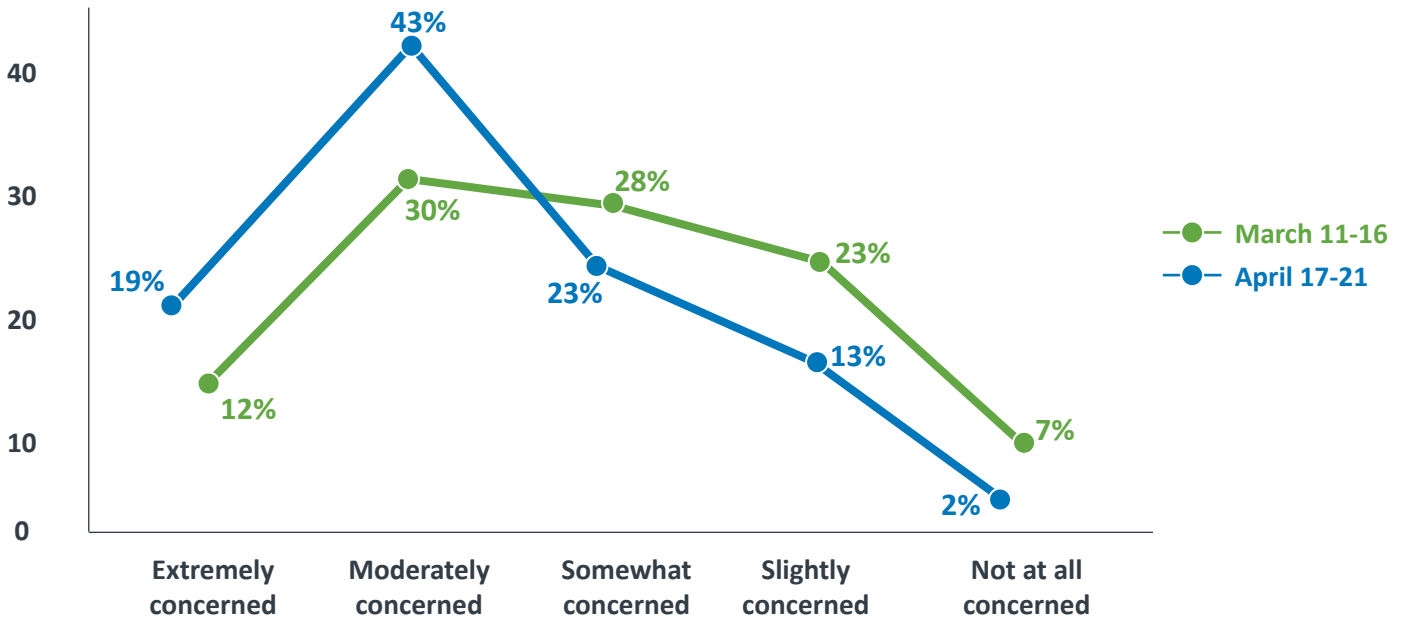


MRA collected employer insights for the sixth Hot Topic Survey in a weekly series from April 17-21. Survey findings focus on continued approaches as well as next steps to transition into the future.

Continued Approach

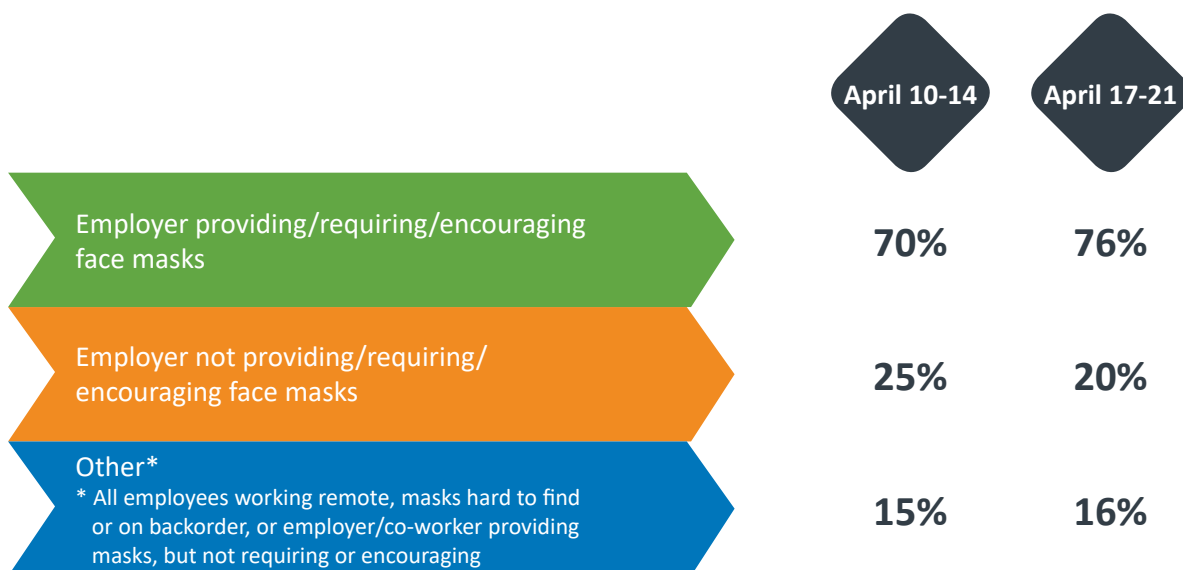
Long-term Implications

Concern in this period continues at a heightened level, similar to last week's results, yet substantially different than concern in mid-March.



Guidance & Protection – Face Protection

This week's survey shows more employers are providing/requiring/encouraging employees to wear face masks (76%).



Note: Multiple answers can total more than 100%

Guidance & Protection – Temperature Screenings

Employers taking employee and visitor temperatures is growing.

		April 10-14	April 17-21
 Employee	Not taking temperature of employees	61%	60%
	Required or encouraged to take temperature and/or complete questionnaire regarding temperature	46%	49%
 Visitor	Not taking temperature of visitors	48%	51%
	Required or encouraged to take temperature and/or complete questionnaire regarding temperature	18%	20%
 Other*	*Visitors not permitted; thermometers on back order	20%	19%

Note: Multiple answers can total more than 100%

Workplace Realities

Hazard & Appreciation Pay

Organizations that have taken temporary actions regarding Hazard or Appreciation Pay offer several tactics to recognize employees.

Hazard Pay



- 47% Pay \$1–3 more per hour temporarily
- 18% One-time cash bonus
- 8% Pay \$4–6 more per hour temporarily
- 6% Cash bonuses at various intervals
- 4% Gift cards
- 4% Pay more per hour or in base pay ongoing
- 2% Pay \$7–10 more per hour temporarily
- 0% Pay 100% of insurance premiums
- 29% Other*

Appreciation Pay



- 35% One-time cash bonus
- 24% Gift cards
- 15% Cash bonuses at various intervals
- 13% Pay \$1–3 more per hour temporarily
- 4% Pay \$4–6 more per hour temporarily
- 2% Pay more per hour or in base pay ongoing
- 1% Pay \$7–10 more per hour temporarily
- 1% Pay 100% of insurance premiums
- 31% Other*

*Active in evaluated strategies

Note: Multiple answers can total more than 100%

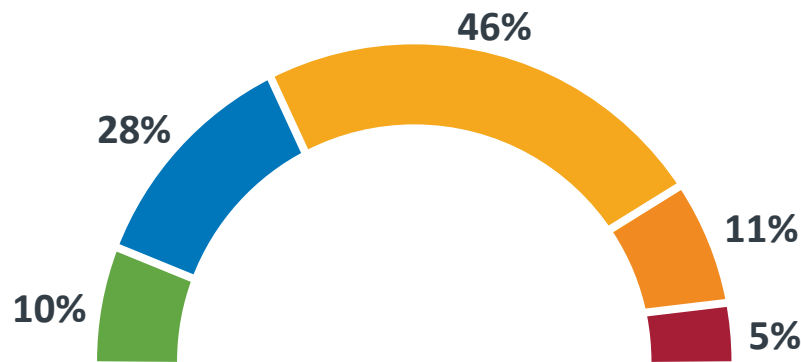
Moving Business Forward

While looking to the future, organizations are reviewing their workforce planning options.

Workforce Planning – Currently

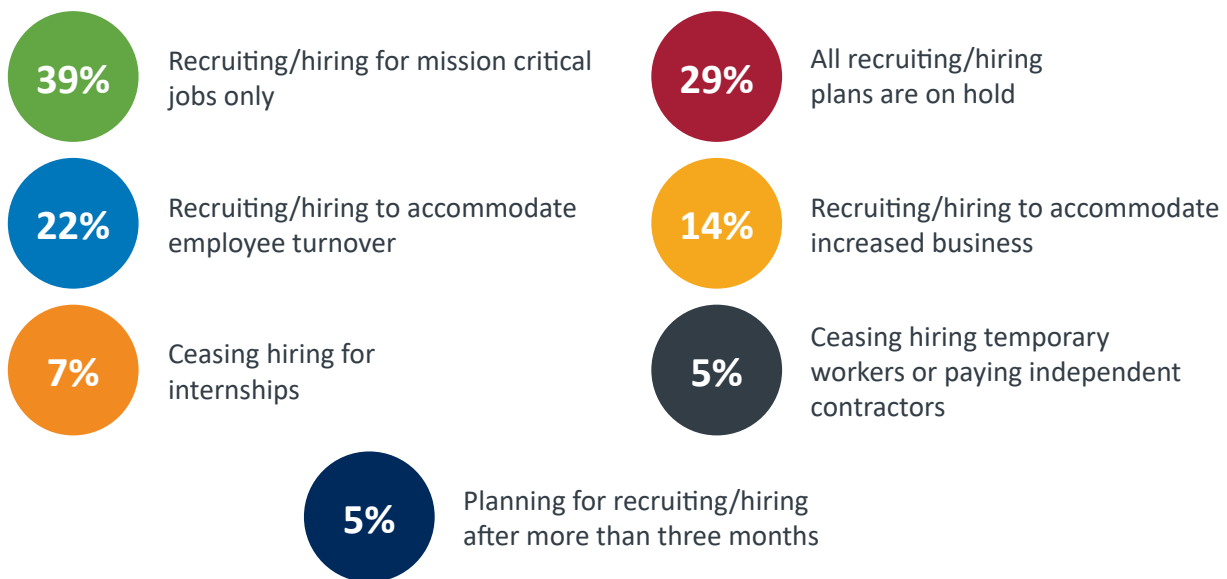
50% maintaining current workforce; **28%** hiring; **20%** temporarily laying off or furloughing employees; and **2%** permanently reducing workforce by terminating employees.

Training/Professional Development – Important Right Now



■ Very important
 ■ Important
 ■ Neither important nor unimportant
 ■ Unimportant
 ■ Not at all important

Recruitment/Hiring Plans – In Next 90 Days*



*Multiple answers can total more than 100%

Transitioning to the Future

Taking a deeper dive into key areas of planning, specific tactics and insights emerge around safety, human resources, and business workforce planning.

Safety

- 65%** Creating work protocol following CDC recommendations (e.g. calling-in if sick, distancing, eliminating handshakes, cleaning workspaces, monitoring and following up on concerns)
- 64%** Modifying cleaning protocols
- 58%** Reviewing workspace considerations or facility planning to allow physical/social distancing to continue (e.g. work floor, office and cubicle layouts; conference, meeting or training rooms; break areas; common spaces)
- 51%** Reviewing personal protective equipment options (e.g. masks, face shields, partitions)
- 46%** Purchasing a supply or determining if a supply of personal protective equipment (e.g. masks, face shields, partitions) is available for companies to purchase

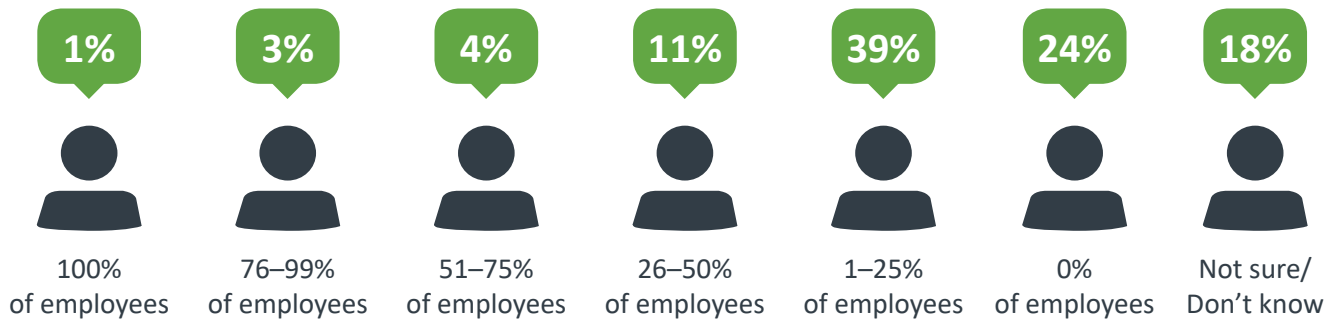
Human Resources

- 57%** Reassessing continuation of remote work options
- 53%** Considering how attendance, remote work, travel and other policies may be relaxed in the coming months to allow employees flexibility
- 46%** Reviewing jobs that can (and should) be done from home to maintain physical/social distancing
- 42%** Planning for accommodating employees who need to remain home due to underlying health issues
- 36%** Establishing guidelines for accommodating working parents when schools/childcare is closed

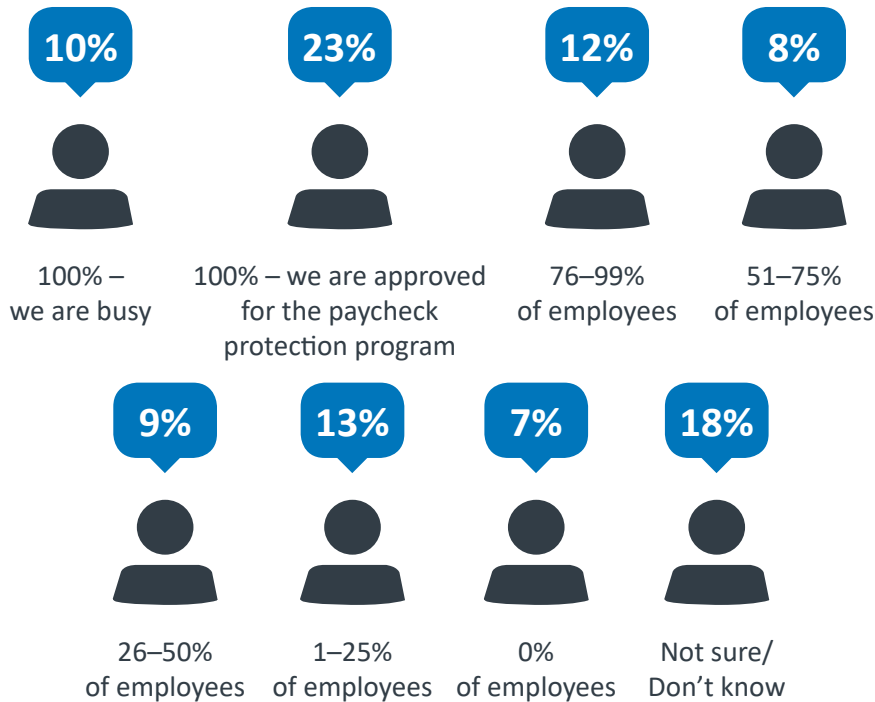
Business

- 51%** Determining cost-saving measures
- 33%** Suspending attendance at conferences, events and training as a cost-savings measure
- 31%** Reviewing organization's leadership strategy (e.g. needs, readiness, pool of emerging leaders)
- 24%** Reviewing talent plan/strategy based on shifts in business goals
- 22%** Not sure/Don't know

Percent of Employees You Anticipate Continuing to Work Remotely



Percent of Employees You Plan to Return to Work Right Away*



*Results proportionately adjusted given responses of 61% with no layoffs, likely applicable to manufacturing/essential businesses

Conclusion

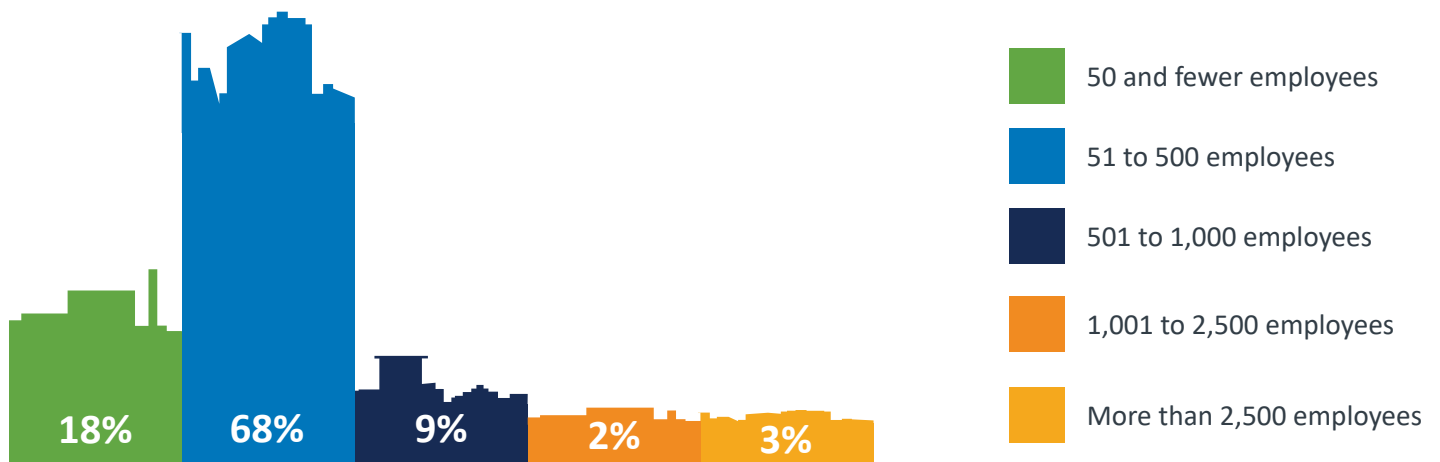
The future of work demands flexibility, agility, thoughtful planning, and implementation of a return to work transition strategy.

To understand results over the past six weeks and to offer key insights for strategically planning a path forward, MRA will next publish a summary of results, focusing on data themes across the surveys. MRA's commitment remains to help your organization emerge stronger.

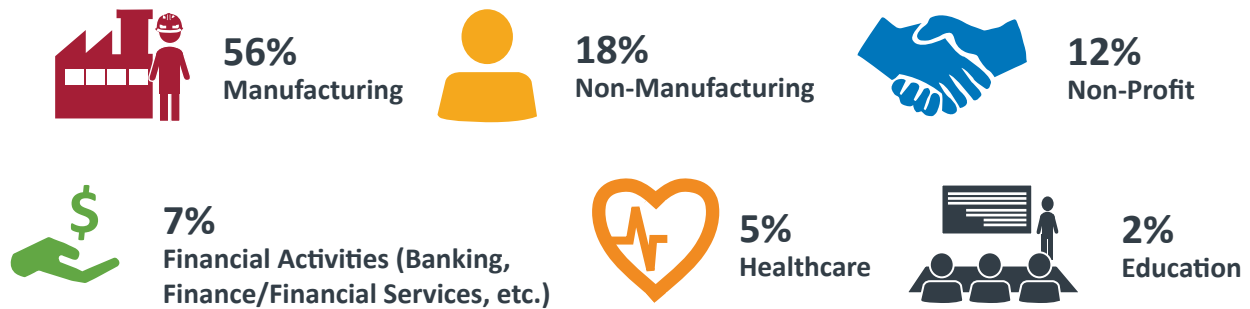
Demographics

Survey participation remains strong, aligning with characteristics of MRA’s membership: nearly 50/50 manufacturing and non-manufacturing (with a plus or minus 3% margin of error), and employers of 500 or fewer employees.

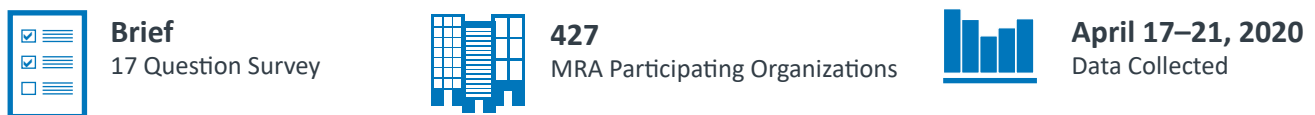
Size of Organization



Industry Type



Methodology



Questions regarding this survey? Contact the Survey Department at surveys@mranet.org or 800.488.4845 ext. 3508.

MRA's Total Rewards Team Focuses on Solutions

Our Currently Published Surveys

Compensation Surveys

- Benchmark Compensation*
- Industrial & Production Trades*
- National Executive Compensation
- National IT & Engineering Compensation*
- National Sales Compensation
- National Wage & Salary

Policy & Benefit Surveys

- Health & Insurance Benefits
- Holiday Practices
- National Policies & Benefits

Business Trend Surveys

- Compensation Trends
- National Business Trends
- Turnover

Industry Surveys

- Healthcare Compensation Survey*
- Logistics & Construction Compensation
- Nonprofit Compensation & Benefits*

Hot Topic Surveys

- Advancement of Women in the Workplace Survey
- Business Continuity Coronavirus Workplace Realities—Series
- Compensation Besides Base Pay Survey
- Compensation and Talent Insights for 2020 and Beyond
- Diversity and Inclusion—Best Steps Forward
- Don't Underrate the Power of Soft Skills
- Employee Turnover Survey
- Hiring Interns Survey
- Variable Pay: Your Advantage in a Competitive Labor Market
- Opioid Epidemic Survey
- Sexual Harassment in the Workplace Executive Summary
- Wellness and Wearable Technology Survey
- Your Competitive Edge in Attracting, Retaining, and Rewarding Top Talent

* MRAPay and On-Demand Salary Tool available for these surveys

Rely on MRA Surveys

From strategy to tactics, how do you apply these insights to your organization's total rewards story?

Known for local, regional and national, employer-matched, employer-reported data—with MRA surveys, you can be confident your organization is making vital business decisions based on solid, high quality market data.

Participate in MRA Surveys

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Turn to MRA to build your powerful data analytics!

Questions?

Contact the Survey Department at

 800.488.4845, ext. 3508

 surveys@mranet.org

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