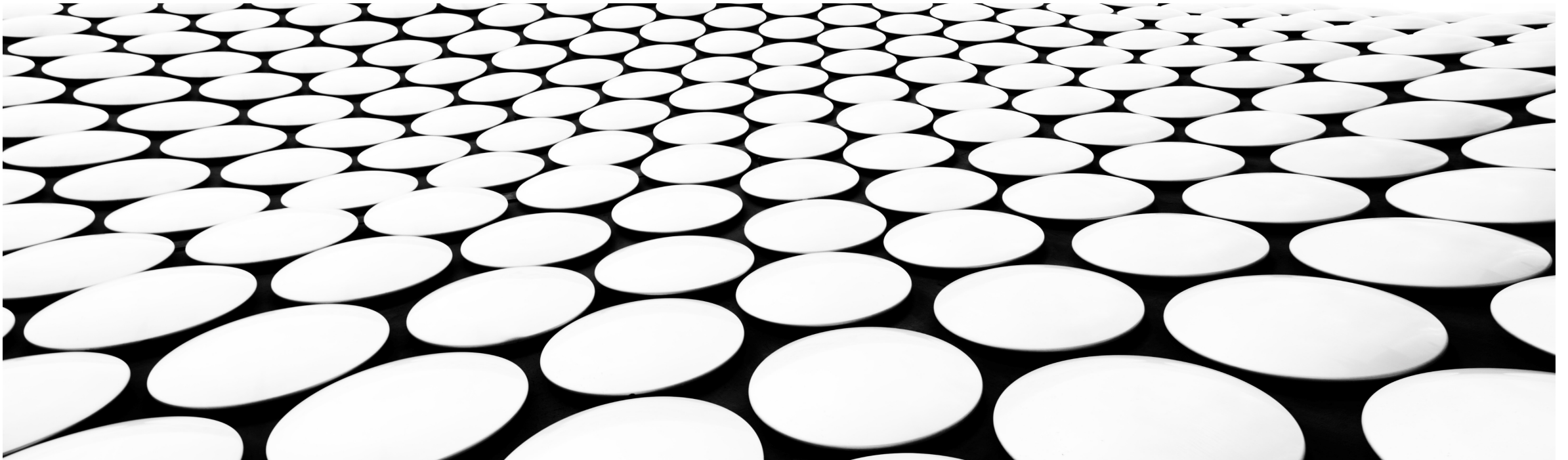




EMPLOYER RESPONSES *to* VACCINE MANDATE

HR POLICY ASSOCIATION SURVEY | OCTOBER 2021

95 Responses



EXECUTIVE ORDER IMPACTS HR POLICY MEMBER COMPANIES

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

55% of respondents' companies **ARE** impacted by the executive order

10% have not yet established whether they are impacted

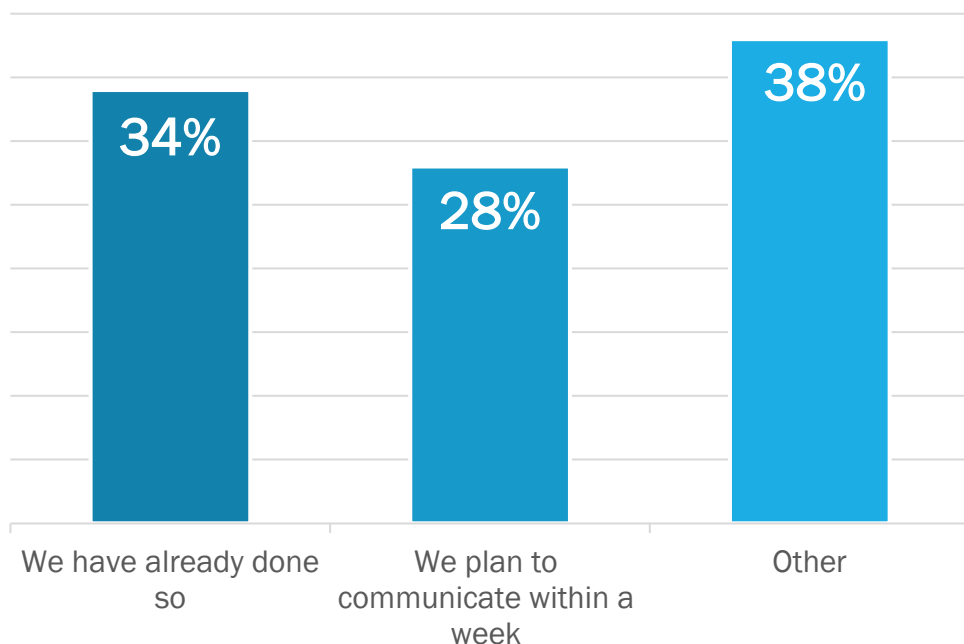


35% **ARE NOT** impacted by the executive order

55% of respondents indicate that they are impacted in some way by the Executive Order mandating federal contractor employees be vaccinated. 35% indicate they are not impacted.

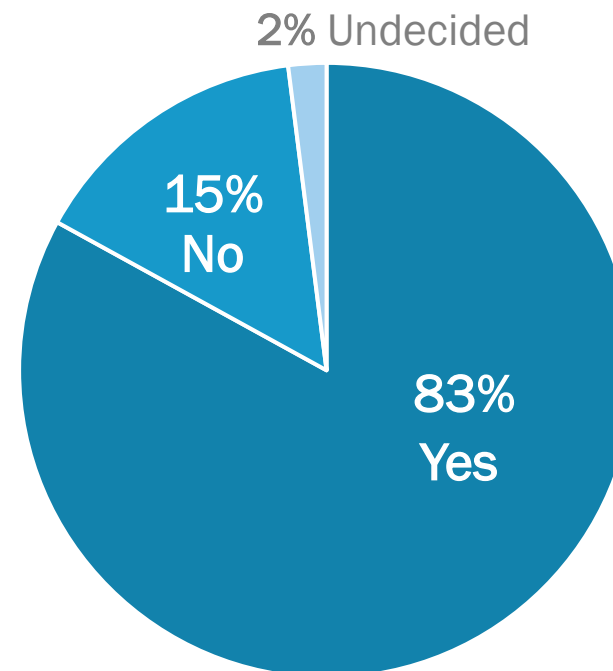
FEDERAL CONTRACTORS SPLIT ON MANDATE TIMING, LIKELY TO REFERENCE FEDERAL MANDATE

Q: When do you plan to communicate the vaccine mandate to employees?



38% of respondents (Other) either plan to communicate guidance after one week or are waiting for further clarification and guidance.

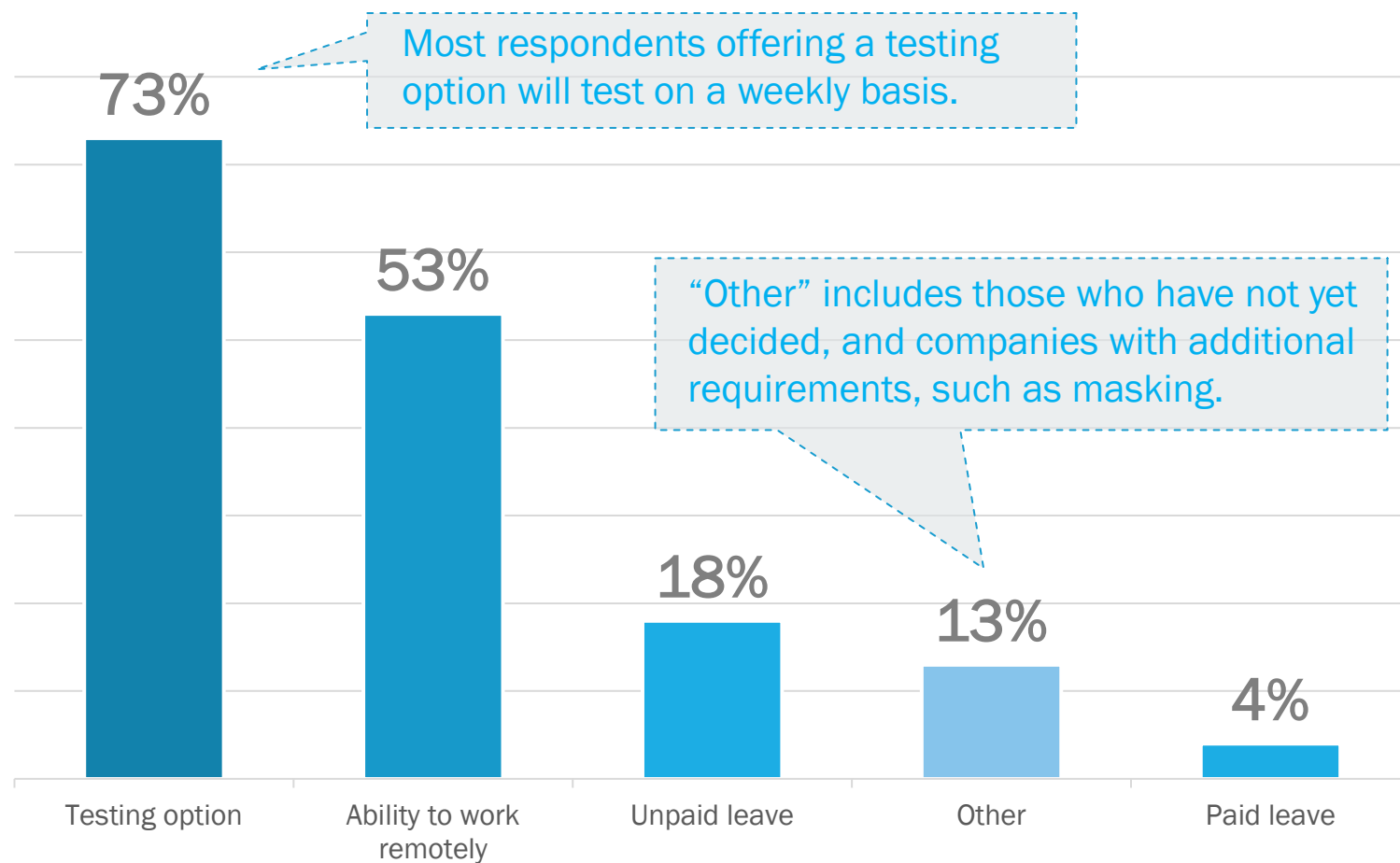
Q: Did you (or do you plan to) reference the federal mandate (Executive Order) in your employee communications regarding requiring vaccinations?



A majority (83%) of those affected by the mandate will reference the EO in employee communications regarding company vaccination requirements.

INDIVIDUALS WITH EXEMPTIONS SUBJECT TO ROUTINE COVID TESTS

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



While some respondents plan to provide more than one accommodation for individuals with exemptions, the most common are a testing option (73%) and the ability to work remotely (52%).

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

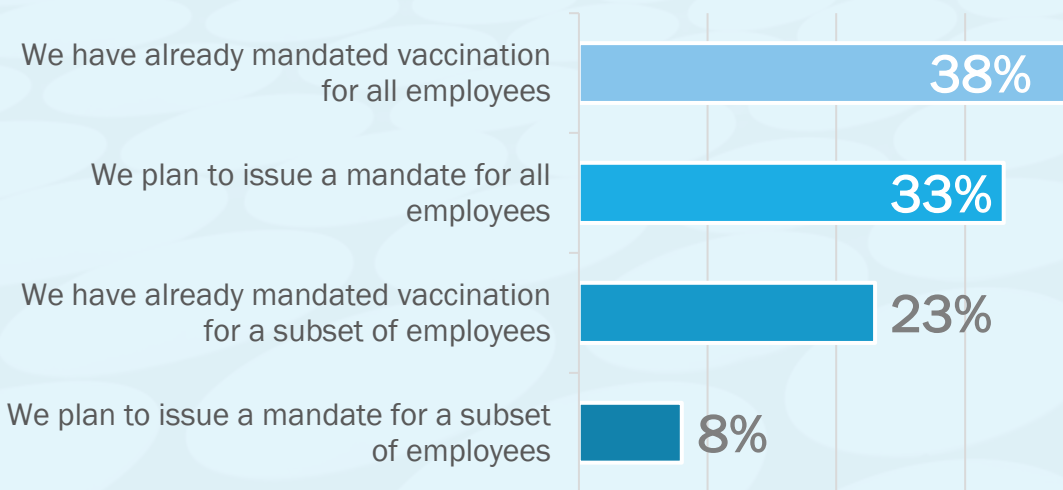
NON-CONTRACTORS MAY WAIT UNTIL OSHA ETS IS RELEASED

Q: For employees NOT impacted by the federal mandate, will you issue (or have you already issued) a vaccination policy ahead of the OSHA Emergency Temporary Standard coming into effect?

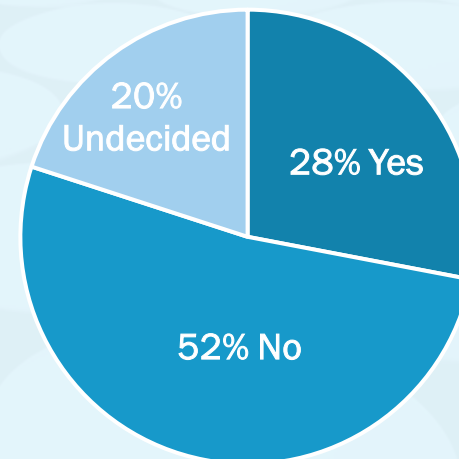
43% – YES

57% – NO

Q: What is your current or planned vaccination policy?



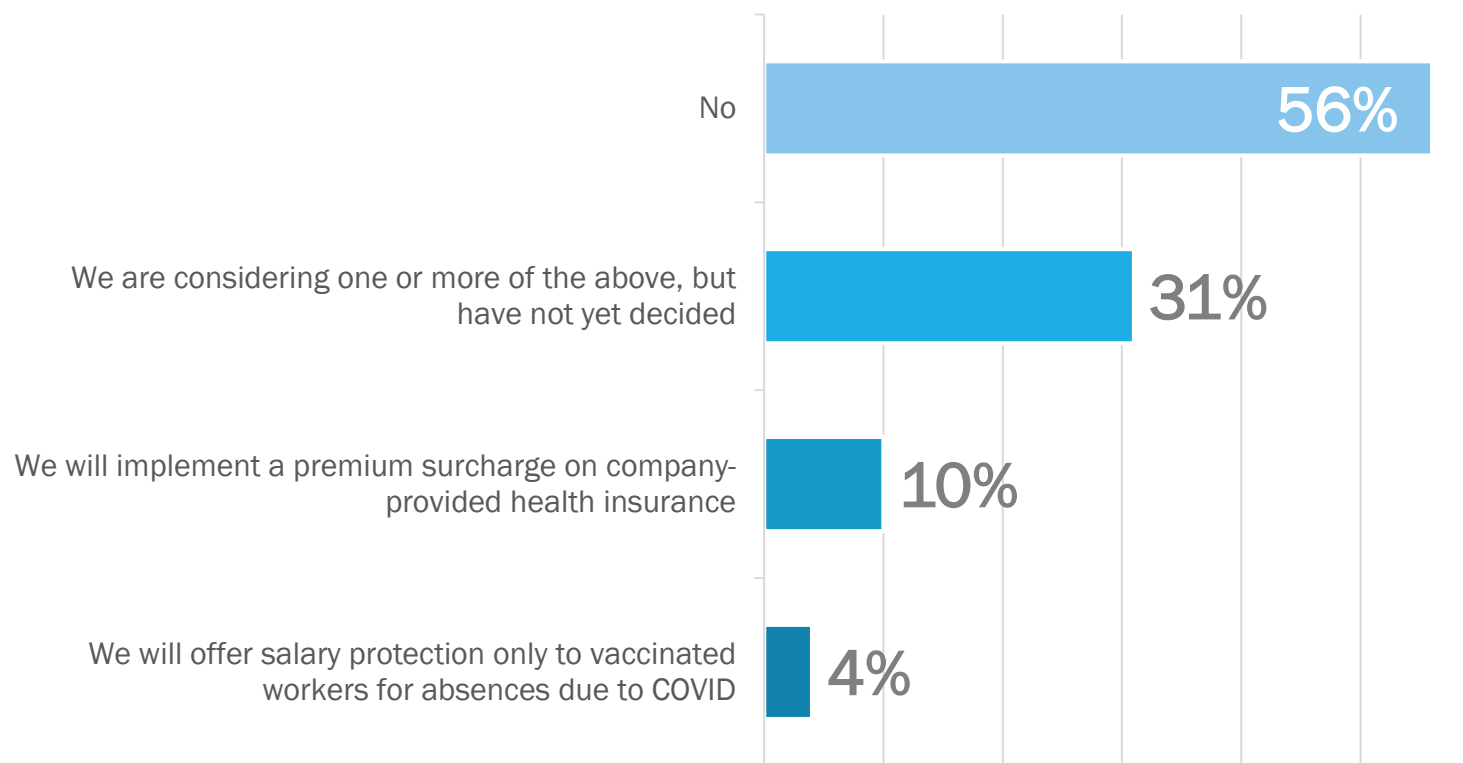
Q: As part of your vaccine policy, will you allow a testing option even for employees with no approved religious/disability exemption?



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

NON-CONTRACTORS UNLIKELY TO IMPLEMENT ADDITIONAL REQUIREMENTS FOR UNVACCINATED EMPLOYEES

Q: If you do not plan to mandate the vaccine until an OSHA ETS officially takes effect, will you implement additional requirements for unvaccinated employees before the ETS comes out?



Of respondents not affected by the mandate, more than half (56%) will not implement additional requirements for unvaccinated employees.

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