

workforce benefits & policies

for the COVID era

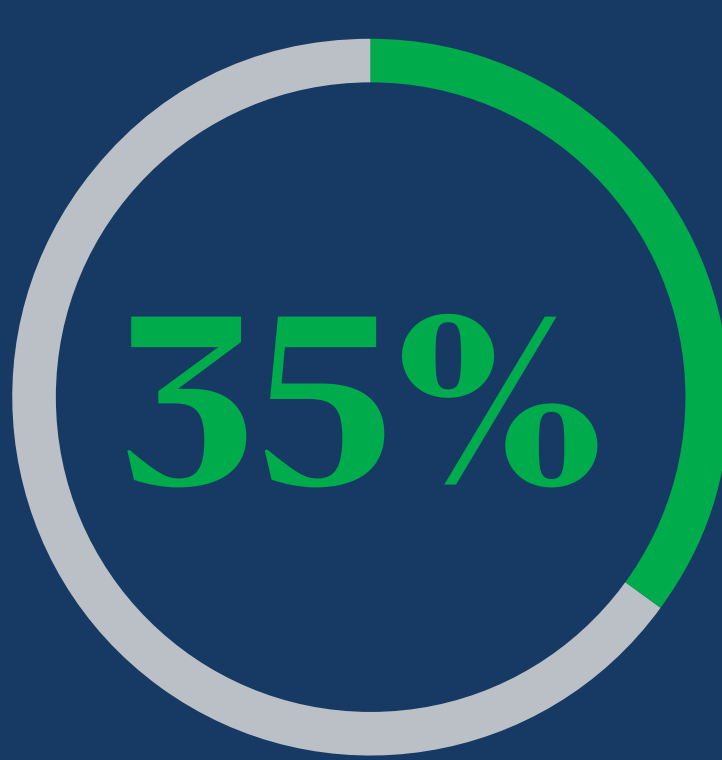
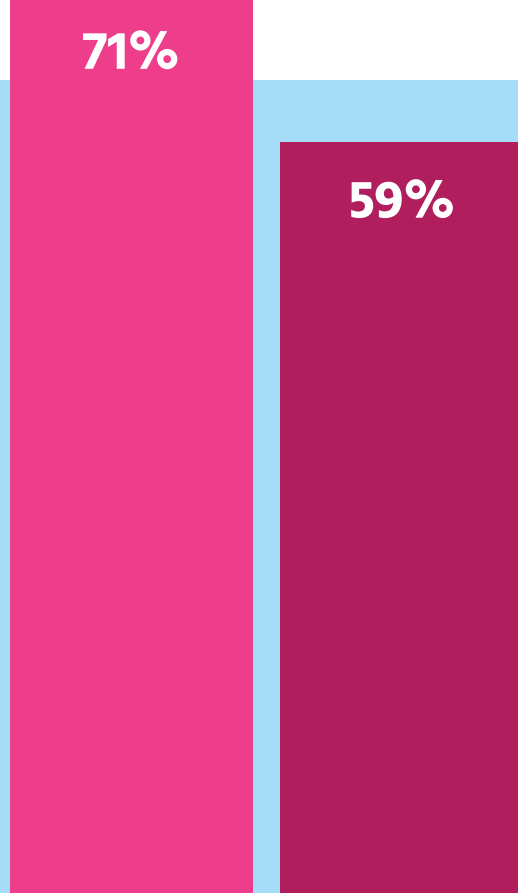
Highlights from our workforce benefits and policies survey

As the pandemic continues to impact business globally, this survey focused on workforce benefits and policies, environment, social and governance (ESG) practices, and experienced workers.

Survey highlights are provided below from 200 US employers. Visit our [US results](#) page for a complete look.

Key areas of focus for benefits in 2021

- Well-being programs** (mental, physical, financial, and social health)
- Digital health** (e.g., telemedicine and smartphone apps)



Given the social justice movement environment of 2020, more than a third of companies have reviewed and adjusted their D&I policy.

Health and well-being

Flu shots

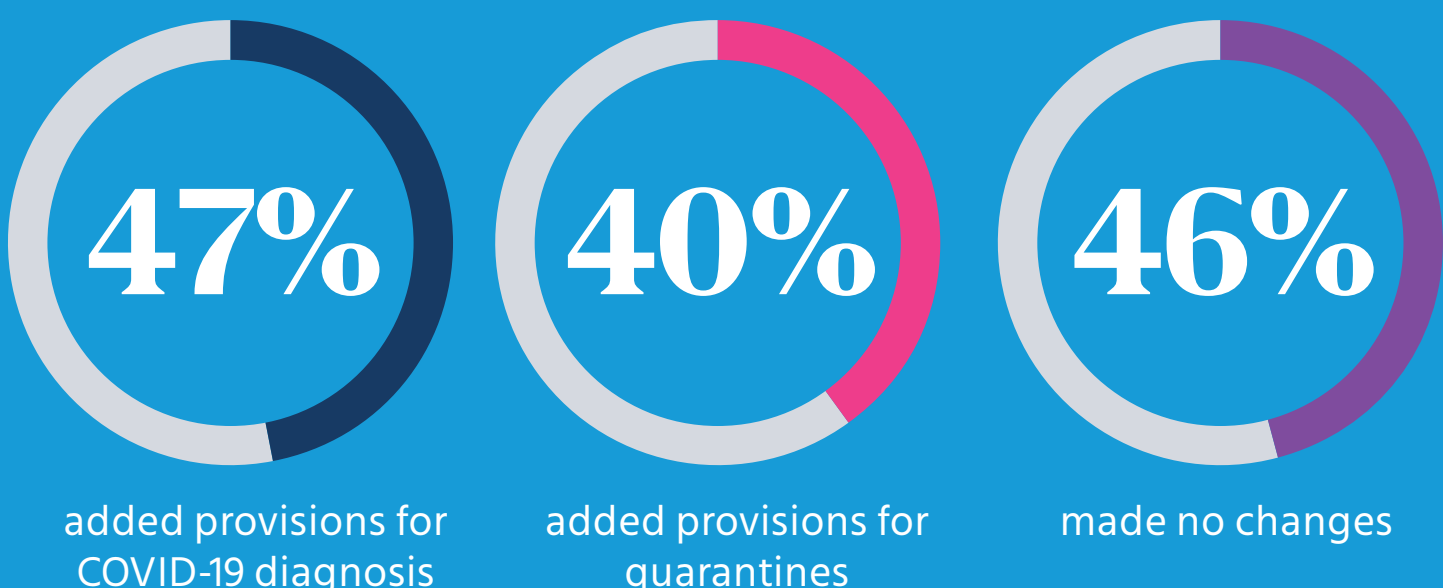


Vacation and leave policies

In response to the pandemic, respondents are updating time-off policies:



Sick leave policy



Voting policies for 2020 election

Because COVID-19 may make voting more difficult this year:



Employers rate health reform priorities for the government post-election

Top priorities

- Reducing drug prices
- Enabling better telehealth services
- Improving transparency
- Providing COVID-19 support

Lower priorities

- Reforming HSA programs
- Relieving ACA ESR requirements
- Eliminating surprise medical bills