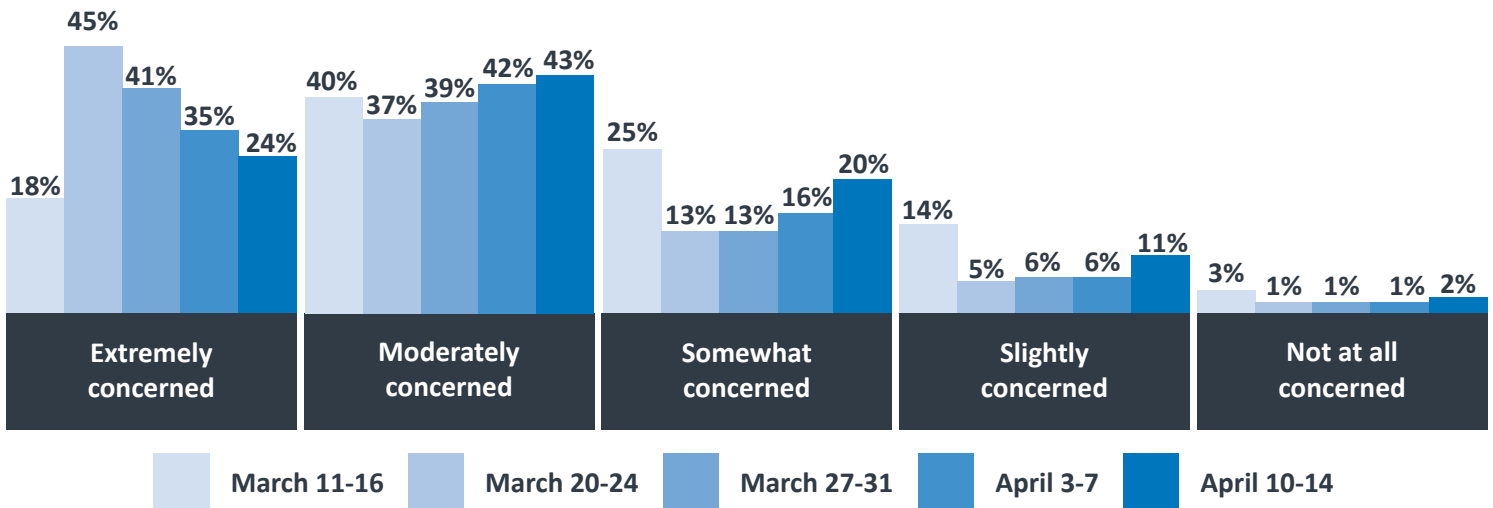


MRA's fifth survey in a weekly series provides employer responses from April 10-14. Survey findings continue to focus on business impacts. As effects are becoming better understood, focus now also includes a look ahead in preparation for next steps to accelerate organizations toward the future of work (see page 3).

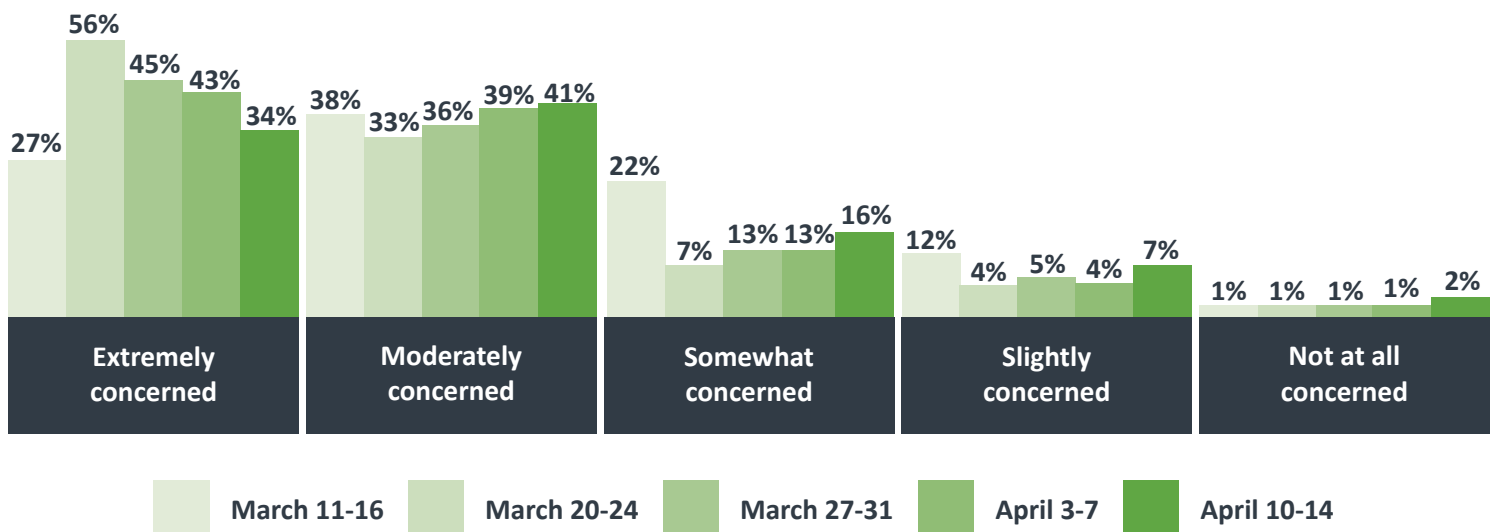
## Continued Approach

Leveling of concern continues in terms of impact on human resources and business continuity. Extreme concern has declined. Is the thought of re-opening and returning to a new normal boosting employer confidence?

### Impact on Human Resources (Policies, Remote Work, Employee Absences)

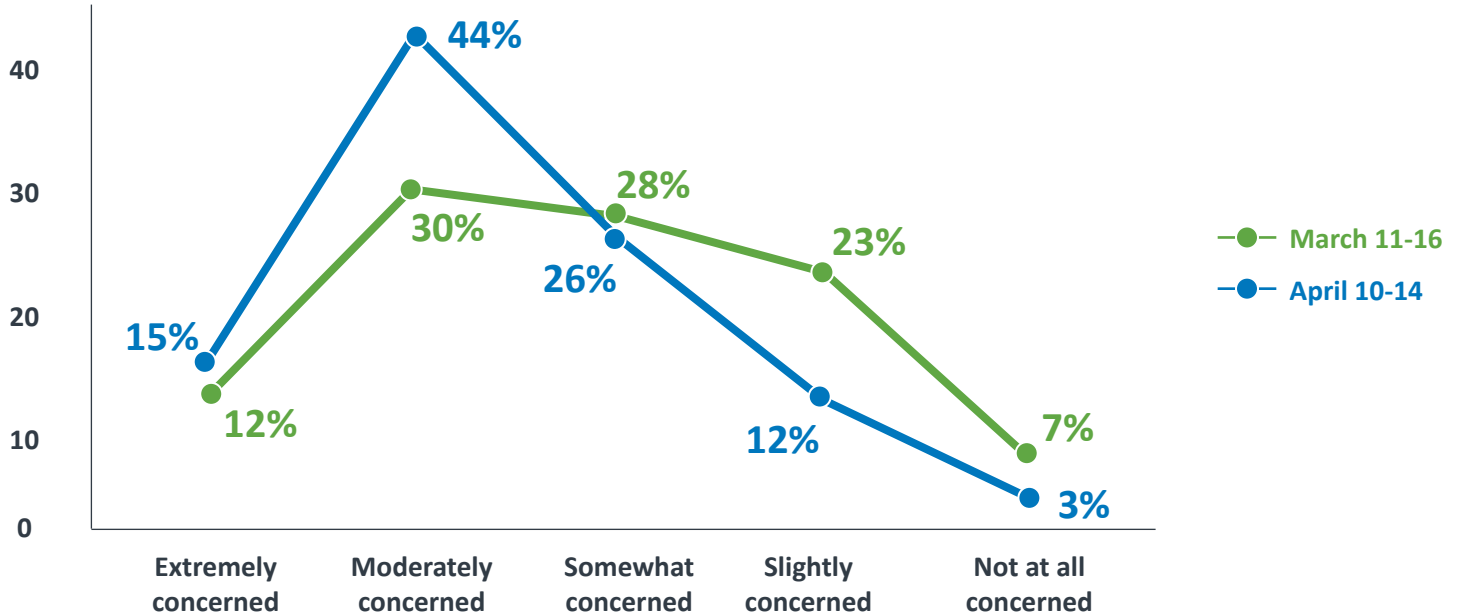


### Impact on Business Continuity (Supply Chain, Financial Implications, Temporary Shutdown)



## Long-term Implications

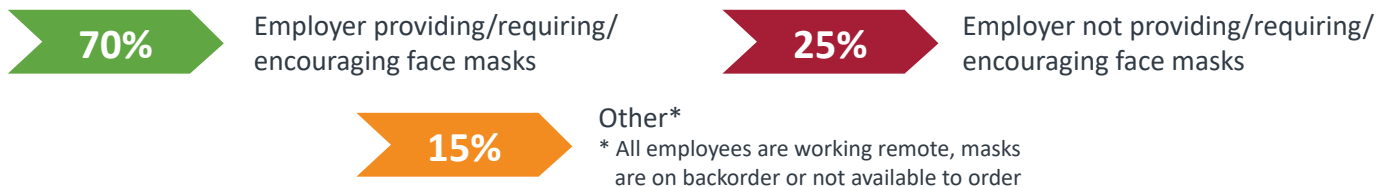
Despite lower overall concern to business continuity and human resources, one month later, concern on long-term impact to the organization has heightened.



## Workplace Realities

### Guidance & Protection – Face Protection

Employers continue to promote safe workplaces with 70% providing, requiring, and/or encouraging employees to wear face masks while at work.



Note: Multiple answers can total more than 100%

### Guidance & Protection – Temperature Screenings

Responses below provide information regarding taking employee and visitor temperatures.

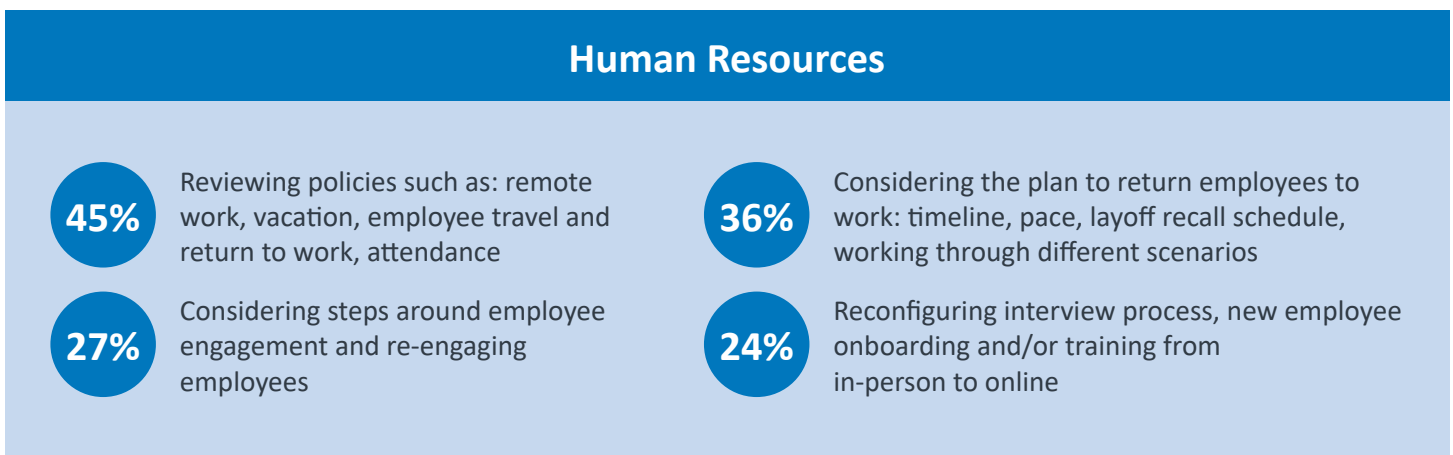
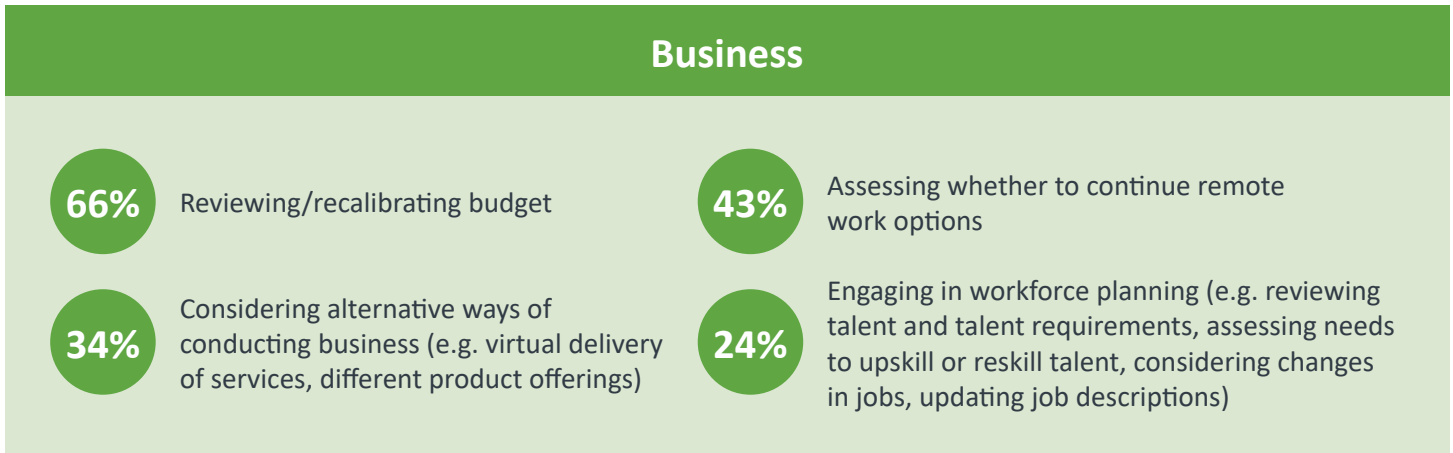
Employee	<b>61%</b> Not taking the temperature of employees	<b>46%</b> Required or encouraged to take their temperature and/or complete a questionnaire regarding their temperature.
Visitor	<b>48%</b> Not taking the temperature of visitors	<b>18%</b> Required or encouraged to take their temperature and/or complete a questionnaire regarding their temperature.
?	<b>20%</b> Other* *Visitors not permitted; thermometers on back order	<b>2%</b> Not sure/Don't know

Note: Multiple answers can total more than 100%

## Moving Business Forward

### Next Steps

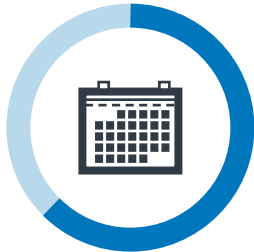
Organizations are making necessary preparations to move business forward.



## Employers with More Than 500 Employees

### FFCRA Ineligible\*

Among larger employers, providing additional weeks PTO is the leading tactic for employers who are not FFCRA eligible.



**60%**  
Providing an additional 1 week of PTO/Sick time per employee who meets established criteria



**31%**  
Providing an additional 2 weeks of PTO/Sick time per employee who meets established criteria



**24%**  
Providing an additional 3 or more weeks of PTO/Sick time per employee who meets established criteria

\*Caution: Small sample base (58)

## Conclusion

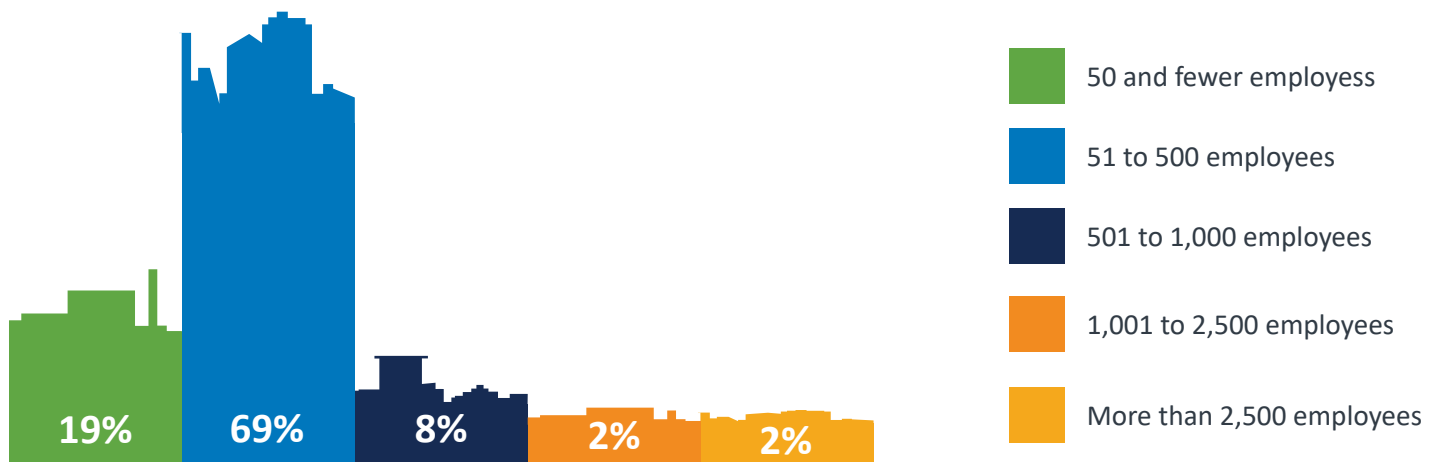
Moving forward, businesses are starting to focus on phased-in reopening and recovery, planning for the future of work, and surviving in the midst of change.

**While accelerating through ambiguity, MRA's commitment is to help you emerge stronger. These Hot Topic Surveys offer sound data and best practices to navigate this uncharted territory.**

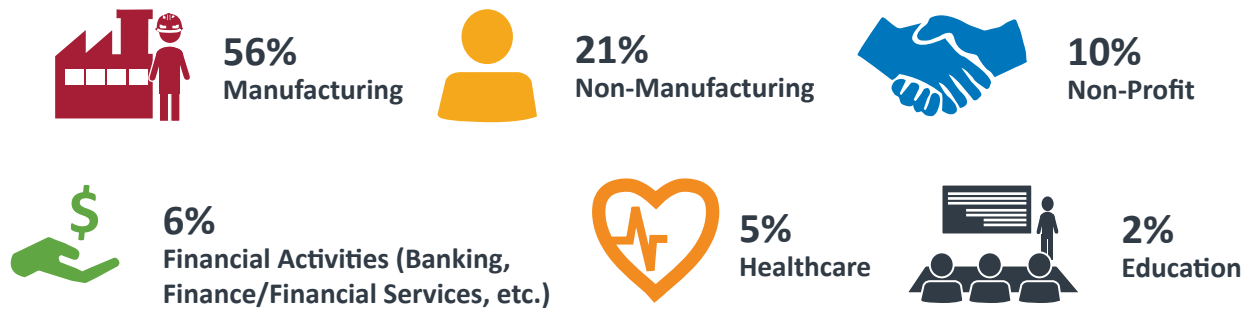
## Demographics

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.

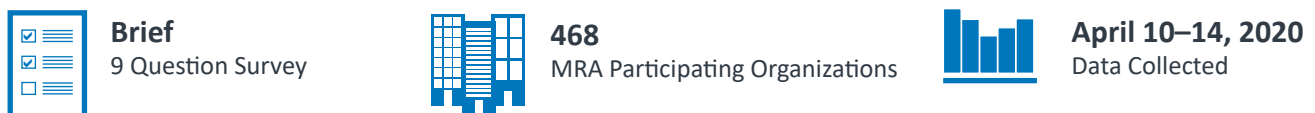
### Size of Organization



### Industry Type



### Methodology



Questions regarding this survey? Contact the Survey Department at [surveys@mranet.org](mailto: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
- Compensation Besides Base Pay Survey
- Compensation and Talent Insights for 2020 and Beyond
- Coronavirus Preparedness
- 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

- Free survey results for member participants
- Data analytics at your fingertips via MRA's online survey tools—MRAPay and On-Demand Salary Tool
- HRCI credit for recertification or SHRM Professional Development Credit (PDC) for qualifying surveys

## Turn to MRA to build your powerful data analytics!

## Questions?

Contact the Survey Department at

 800.488.4845, ext. 3508

 [surveys@mranet.org](mailto:surveys@mranet.org)

 [www.mranet.org/surveys](http://www.mranet.org/surveys)

