WORKPLACE ARRANGEMENTS & TIMING

- More than 60% of survey respondents have not changed and are not considering a change to their organization’s timing for returning to the workplace due to the uptick in COVID-19 cases and hospitalizations in North Texas.
- Two-thirds of survey respondents are fully in the workplace now or plan to return by the end of 2021.
- More than 70% of survey respondents are offering/will offer hybrid work arrangements as workers return.

SAFETY PRECAUTIONS & VACCINE POLICY

- More than half of respondents have not changed and are not considering a change to their workplace safety precautions (e.g., social distancing, masking, workplace renovations) due to the uptick in COVID-19 cases and hospitalizations in North Texas.
- More than 65% of survey respondents have physical distancing guidelines in place and about half require masks.
- 92% of survey respondents are not mandating employee vaccinations; 58% are not tracking employee vaccinations.
- More than 80% of survey respondents are encouraging their employees to get vaccinated by providing information, hosting town halls, offering incentives or time off to vaccinate, and/or providing on-site vaccination popups.
Q: How many employees do you have working in the Dallas Region?

- 1 - 25 Employees: 16%
- 26 - 100 Employees: 18%
- 101 - 250 Employees: 18%
- 251 - 500 Employees: 35%
- 500+ Employees: 16%
SURVEY RESPONDENTS: INDUSTRY

- **CONSTRUCTION**: 30%
- **EDUCATION**: 10%
- **FINANCIAL SERVICES**: 4%
- **GOVERNMENT**: 4%
- **HEALTH SERVICES**: 5%
- **INFORMATION**: 1%
- **LEISURE & HOSPITALITY**: 4%
- **MANUFACTURING**: 7%
- **TRADE, TRANSPORTATION & UTILITIES**: 9%
- **OTHER**: 10%
- **PROFESSIONAL & BUSINESS SERVICES**: 26%
WORK ARRANGEMENTS & TIMING
CURRENT OPERATIONAL STATUS

Q: What is your current operational status?

- Entirely in workplace: 26%
- Partial in workplace up to 25%: 25%
- Partial in workplace up to 50%: 10%
- Partial in workplace up to 75%: 14%
- Entirely remote: 8%
- Other: 16%

DRC
Q: Have you changed or are you considering a change to your organization’s timing for returning to the workplace due to the uptick in COVID-19 cases and hospitalizations in North Texas?

- **Yes**: 36%
- **No**: 64%
TIMING FOR RETURN TO WORKPLACE

- Fully Open Now: 39%
- Aug - Sept: 18%
- Oct - Dec: 9%
- Early 2022: 5%
- Undecided: 7%
- Flexible (New): 9%
- Other: 13%

66%
Q: What workplace arrangements are your organization offering when employees return to the workplace?

- **All or majority of employees in-person Monday through Friday**: 29%
- **Hybrid: All or majority of employees in the workplace 2-3 days each week**: 31%
- **Hybrid: Rotational/flexible schedules based on department and/or team**: 29%
- **Hybrid: Other arrangements**: 11%

Overall, 71% of organizations are offering workplace arrangements when employees return to the workplace.
SAFETY PRECAUTIONS & VACCINE POLICY
Q: Have you changed or are you considering a change to your organization’s workplace safety precautions due to the uptick in COVID-19 cases and hospitalizations in North Texas?

- **YES**: 49%
- **NO**: 51%
Q: Which of the following safety precautions does your company intend to implement or keep in place after reopening the workplace? (check all that apply)

<table>
<thead>
<tr>
<th>Safety Precaution</th>
<th>Not Yet Determined</th>
<th>No</th>
<th>Yes, in the Short Term</th>
<th>Yes, Indefinitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical distancing in office &amp; meetings</td>
<td>22%</td>
<td>20%</td>
<td>46%</td>
<td>11%</td>
</tr>
<tr>
<td>Face mask requirement</td>
<td>11%</td>
<td>31%</td>
<td>37%</td>
<td>21%</td>
</tr>
<tr>
<td>Face mask for unvaccinated</td>
<td>16%</td>
<td>32%</td>
<td>16%</td>
<td>12%</td>
</tr>
<tr>
<td>Limit people / rotating schedules</td>
<td>12%</td>
<td>25%</td>
<td>25%</td>
<td>45%</td>
</tr>
<tr>
<td>Workplace renovations</td>
<td>12%</td>
<td>11%</td>
<td>11%</td>
<td>49%</td>
</tr>
</tbody>
</table>
EMPLOYER VACCINATION POLICY

- Not mandating employee vaccination: 92%
- Not tracking employee vaccination: 58%
- Promoting employee vaccination: 83%
WAYS EMPLOYERS PROMOTE VACCINATION

- Provide Information: 71%
- PTO to Get Vaccinated: 39%
- Onsite Vaccination: 30%
- Host Events & Town Halls: 21%
- Offer Incentives: 17%
- Transportation Reimbursement: 10%
- Other: 5%