

COVID-19 Vaccine Tracking and Mandates in the Workplace

President Biden has called for the Department of Labor’s Occupational Safety and Health Administration (OSHA) to develop an “Emergency Temporary Standard” rule that would require employers with 100 or employees to ensure their workforce is fully vaccinated or require any unvaccinated workers to produce a negative COVID-19 test at least once a week before coming to work. While many questions still remain around the OSHA guidelines, employers are giving careful attention to implementing return-to-work strategies that promote both safety and security for employees.

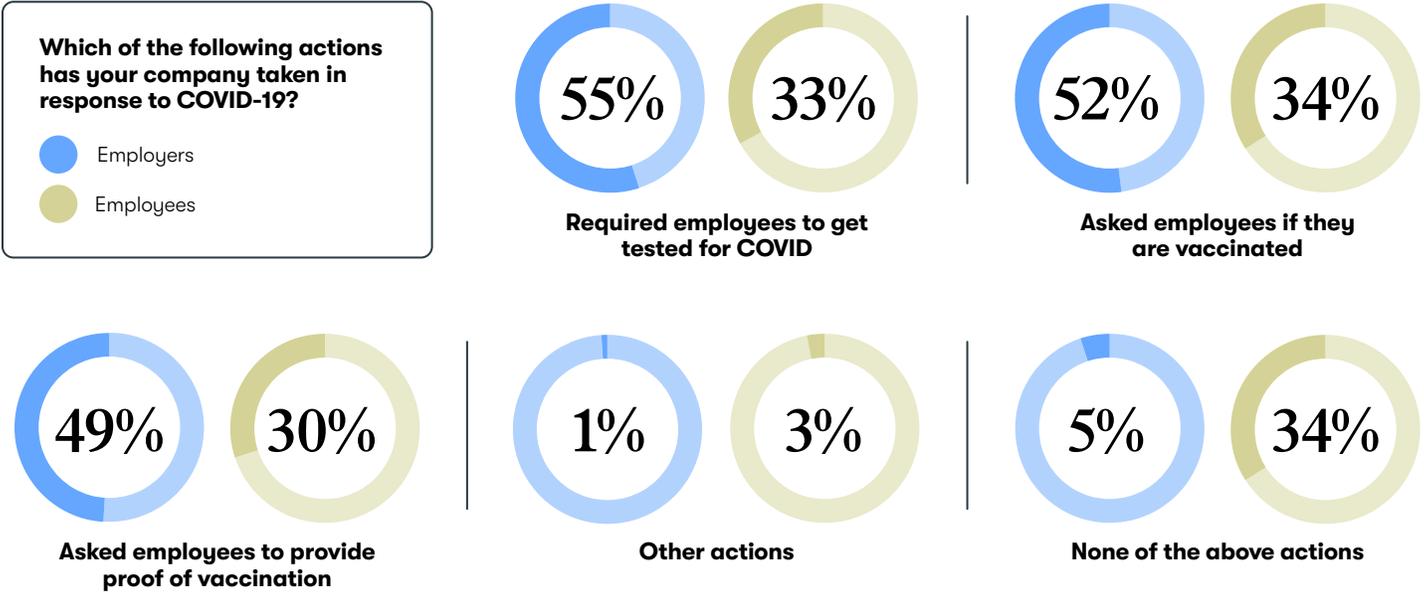


To provide companies insight into key considerations for designing these strategies, **Benefitfocus**, in partnership with Feedback Loop, surveyed U.S. employees and employers to identify the points of contention and agreement surrounding COVID-19 vaccine mandates in the workplace.

Here are the key findings.

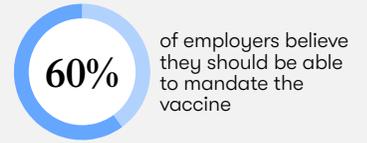
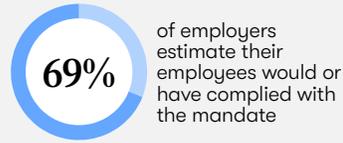
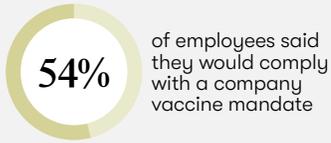
COVID-19 Response: Employer Policies vs. Employee Perception

Employees are not fully aware of the actions companies are taking in response to COVID-19. Employers should evaluate whether communication efforts or enforcement of policies are effective.



Vaccine Mandates: Employer Expectations vs. Employee Attitudes

More than half of employers reported vaccine mandates were already in place at their companies. However, their expectations for compliance with these mandates appear to be inflated.

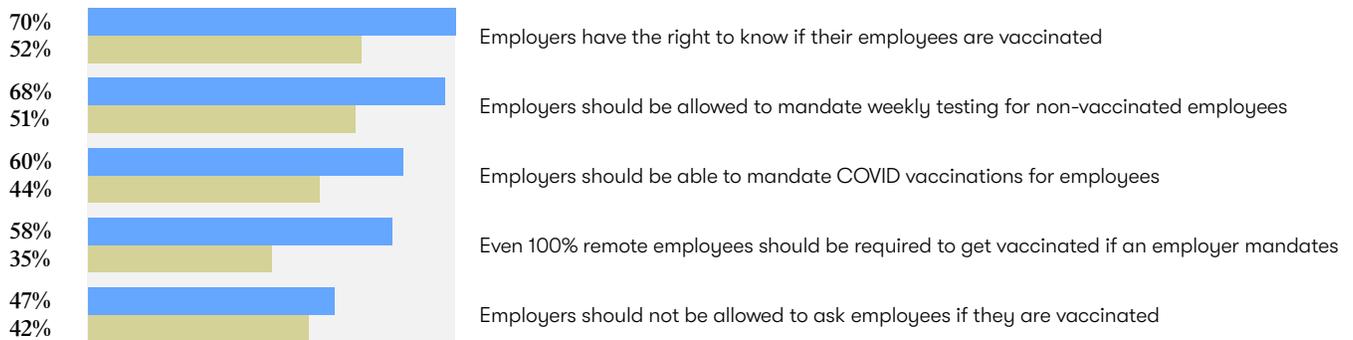


If your company mandated the COVID-19 vaccine, what would you likely do? ● Employees



There is significant polarization between employers and employees when it comes to agreement on company COVID-19 vaccination policies.

Percent agreement of COVID-19 policies in the workplace ● Employers ● Employees



Of employees surveyed...

- **26%** of surveyed employees are not planning on getting vaccinated, and most reported nothing would motivate them to get it.
- **60%** of employees reported being fully or partially vaccinated, and **11%** are planning to get vaccinated soon.
- Of those who are not planning on getting the vaccine, the majority (**60%**) explained nothing could motivate them to get vaccinated.
- **18%** said they would consider getting vaccinated if more research/certainty/time was put into the development of the vaccine
- **10%** would be motivated by money

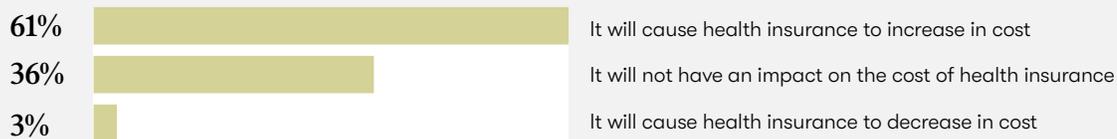
Impact on Health Care Costs: A Point of Agreement

One thing that employers and employees do seem to agree on is the effects of COVID-19 on health care costs. More than a half of employers have already realized some increase in cost, and over 60 percent of employees expect the cost of health insurance to increase due to the pandemic.

What sorts of change have you seen in your company's health care costs due to COVID? ● Employers



How do you think COVID-19 will impact the cost of health insurance? ● Employees



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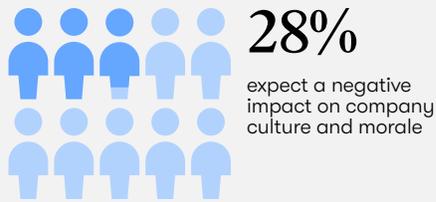
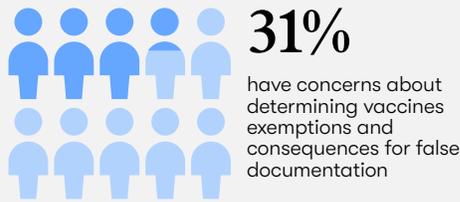
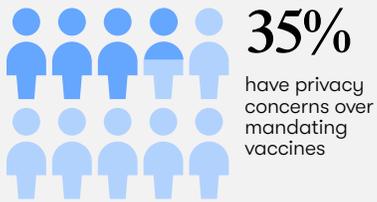
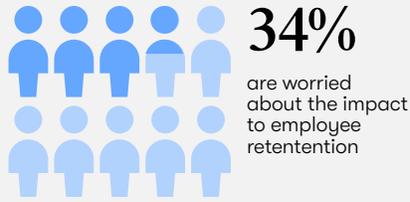
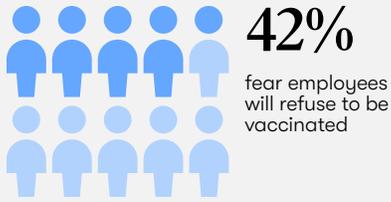


State of Employee Benefits

According to actual benefit enrollment data from the **Benefitfocus State of Employee Benefits™ 2021** report, employers took on a higher percentage of the total premium in 2021 for most health plan types. This means many employees have yet to personally see significant impacts to the overall cost of insurance.

Nearly two-thirds of employers report COVID has had a negative impact on their company overall.

Financial loss and employee turnover were among the top reported negative impacts. The majority of companies also reported multiple concerns about mandating vaccines at their companies.



Benefitfocus works closely with government resources and subject matter experts to help ensure we are ready to support compliance for any new Federal, state or local laws, rules or guidelines. We're also continuously engaging with our customers to design solutions that support their strategies and requirements for tracking COVID-19 vaccination status.

Benefitfocus® | COVID-19 Resource Center

Visit our **COVID-19 Resource Center** to find the latest regulatory updates, pulse surveys and supporting solutions.



About Benefitfocus

Benefitfocus (NASDAQ: BNFT) unifies the entire benefits industry through innovative technology solutions that bring efficiency, cost savings and simplicity to employee benefits administration. Our powerful cloud-based software, data-driven insights and thoughtfully designed services help employers, insurance brokers, health plans and suppliers address the complexity of benefits enrollment and engagement, while bringing easier access to health, wealth and lifestyle products through a world-class benefits experience. Our mission is simple: to improve lives with benefits.

About Feedback Loop

Feedback Loop is the research platform that product teams rely on to test ideas directly with target consumers before they bring products to market. Fast-growing companies and established market leaders like Experian, Ad Council, AARP, Swiss Re, Travelers and Best Buy trust Feedback Loop to validate market fit quickly, create stronger products, and launch confidently. The company's technology enables rapid concept testing, early-stage discovery and qualitative feedback at scale so that product teams can build based on data, rather than subjective opinion. Feedback Loop is headquartered in New York City and backed by Crosslink Capital, Spider Capital and Calibrate Ventures.

Survey Methodology: Summary of audience size, sample length and fielding timeline for each test.

	Employee	Employer
Audience Criteria	Full-time employees Located in the U.S. Ages 18 to 75	More than 100 employees Must at least contribute to company decision-making related to COVID policies Must have full-time employees with medical benefits Located in the U.S. Ages 18 to 75
No. of Participants	280	278
No. of Questions	13	12
Fielding Timeline	September 15-20, 2021	September 21-24, 2021

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