

**NEDRIX H1N1 Employer Response Survey
May 5, 2009**

Total respondents = 100 as of Noon on 5/5/09

<i>Is your company issuing ALL employee communication regarding H1N1 and general precautions that can be taken?</i>	Response %
Yes by Website Only	7%
Yes by Website and Email	88%
No	5%

What travel restrictions are you imposing on employees?

None	
Approval needed for travel from US to other countries	70%
Approval needed for travel from other countries to US	22%
Approval needed for domestic US travel	11%
If non-US countries please list here	10%

What actions has your company already taken or will take in the next week?

Made hand sanitizer available in all public areas	81%
Added waste baskets near restroom doors (encouraging paper towel use for door handles)	25%
Purchased face masks for critical operations only	38%
Purchased face masks for all employees	19%
Instituted flexible work schedules	10%
Instituted a more liberal work from home policy	24%
Discouraged large in person meetings and training	16%
Increased cleaning activities in public areas	46%
Split up critical operations from working in concentrated areas	1%
Encouraged employees to stay home if they are sick by using their own sick time	70%
Encouraged employees to stay home if they are sick but do NOT have to use their own sick time	21%
Require a doctors approval to return to work if flu symptoms present	23%
Have a policy that REQUIRES an employee to leave the office if flu symptoms are present	41%

Additional Comments and Actions:

1. Please see email below sent to our employees: In anticipation of questions that may occur as a result of the potential spread of the H1N1 virus, the company wants you to know that: If it is necessary to stay at home due to an occurrence of flu or flu-like symptoms affecting you or a family member, you will not be charged sick time against your current balance. This will also be the case if you must stay home to care for a child

who has been affected by a school closing. Just be sure to indicate on your time sheet if your absence is caused by one of the above. Please be sure to incorporate the following precautions in your daily routine to avoid exposure: If you cough or sneeze, cover your nose and mouth with a tissue and then toss it out. No tissues handy? Turn your face into the crook of your elbow, to keep germs from flying away. Wash your hands often with soap and water or alcohol sanitizer - this will kill most germs. Avoid people who have a fever, cough, or sneezing, or complain of any flu-like symptoms. If you feel like you are developing flu symptoms, don't wait to see if it will just go away. Call your doctor or nurse practitioner and ask for advice or an appointment. If you come to work and you clearly demonstrate flu-like symptoms, you will be asked to go home until you are no longer symptomatic. Remember, when in doubt, stay home. Thank you.

2. distribute hand sanitizers to employees Fri, 5/1/09 10:41 AM

3. Taking employee temperatures will be required when MA goes to a specific level. Temps greater than 100.4 will require employee to leave work and return with a doctor's note if ok to work. Considering purchasing face masks for all employees. Fri, 5/1/09 10:19 AM

4. distributed antivirals. Fri, 5/1/09 9:41 AM

5. We do not have a "written" policy that requires an employee to leave the office if flu symptoms are present but managers will ask employees to leave the building if they have flu symptoms. We have thermometers on hand and will place at all entrances if cases are confirmed in VT. Some of the above actions maybe implemented depending on confirmed cases in VT. Fri, 5/1/09 9:00 AM

6. Still determining sick time policy for flu and sick family members. Fri, 5/1/09 7:42 AM

7. Direct shipment of additional supplies of disinfectant wipes, hand sanitizers and tissues sent to every location. Instructed managers to plan for flexible shifts, increased telecommuting and altered work practices as necessary. Fri, 5/1/09 7:34

8. In the event that WHO would raise its alert level to 6, a full pandemic, we would move into a business operation mode where only essential employees would report to work. Essential employees are those who support customers who provide care or those who are critical to the operations of the business. Fri, 5/1/09 7:13 AM

9. Daily meetings with management team from across locations discussing many of the items above, but no action yet. Fri, 5/1/09 7:05 AM

10. We have our Pandemic Policy that was completed in 2006 and have updated - nothing special for work schedules. Fri, 5/1/09 7:03 AM

11. Individuals that have traveled to Mexico have to remain at home for 4 days to show no symptoms prior to returning to work. (Non sick time leave) Fri, 5/1/09 6:59 AM

12. Gloves are on hand at all branches and main office. Fri, 5/1/09 6:58 AM

13. Distributing face masks to all employees. Distributing disposable thermometers to office-based employees. Reminding planners and business areas to review their pandemic plans to ensure currency and actionability. Plans focus mostly on work transfer (from affected areas) and remote work. We already have a fairly liberal work from home policy. Fri, 5/1/09 6:53 AM

14. Our Pandemic Committee has met to go over our Pandemic Policy and talk about a plan of action for the present. The above indicates what decisions we have made. A paper memo is being distributed today to all employees. At this point I believe all that I have checked off is true. More measure may be taken in a few days, however the above is current. Our sick time policy is still being discussed, but employees who may have symptoms will definitely be urged to stay home. Fri, 5/1/09 6:52

15. We are meeting regularly; we are considering some of the actions noted above; to date have instituted, if you are ill do not come in and use your sick time, have instituted if you are returning from Mexico, stay home 7 days even if no symptoms, have documented our current stock pile of face masks and hand sanitizers, previously all employees were given a hand sanitizer for their desks. Fri, 5/1/09 6:52 AM

16. We recently made an employee visit her doctor immediately upon her return from Mexico to make sure she was virus-free before returning to work. Fri, 5/1/09 6:51 AM

17. Updating emergency communications plan. Fri, 5/1/09 6:50 AM

18. Remote Desktop availability tested and will be used if restrictions put in place. Fri, 5/1/09 6:46 AM

19. Associates that have or are currently vacationing in Mexico will need to remain home for up to 4 days upon returning to the country. Doctors note required once returning to work. Fri, 5/1/09 6:42 AM

20. Expanded allowable sick time Fri, 5/1/09 6:42 AM

21. Purchase exam gloves Purchased Sanitary wipes Posted CDC Public Information material Fri, 5/1/09 6:41 AM

22. 1. Medical Service providing screenings in our Mexico facility and sending home people if they do not meet the criteria. 2. Pregnant and nursing woman staying home in Mexico 3. Worldwide awareness campaign 4. Masks in Mexico 5. Restricted travel to Mexico 6. Shut down of Mexico for the next 5 days. 7. Getting authorization for critical staff in Mexico to continue working. Fri, 5/1/09 6:38 AM

23. Step-by-step hand washing posters in restrooms, single use visitor badges, hand washing brochures distributed to all employees Fri, 5/1/09 6:37 AM

24. At this point, per previously adopted guidelines for Avian Influenza Planning, we are prepared with PPE. Additionally, minimum staff requirements have already been id'd for critical processes. So we are in a state of readiness, but have not implemented any actions to this date. Fri, 5/1/09 6:37 AM

25. We have asked employees to eliminate non-critical travel. Have not prohibited it, but left the judgment to the employee. The decision on whether sick time waivers are necessary are under review and will be made as things develop. Should be noted use of hand sanitizers and towels was always encouraged and in place, but usage has increased. Fri, 5/1/09 6:37 AM

26. Convened our sub committee who created the Pandemic Plan and we are monitoring the situation. Fri, 5/1/09 6:36 AM

27. We are prepared to do many of these things, but it is too early to do any of them. This is not at that stage and it isn't imminent. Fri, 5/1/09 3:53 AM