

**JUST Capital/Harris Overnight Survey
FINAL TOPLINE & METHODOLOGY
March 23-24, 2020
N = 1,043**

Q1 (Split Sample)

Group A: all large companies (n=524)

The COVID-19 crisis has impacted many companies around the country.

Please indicate the three most important steps America's largest companies can take to protect the health and safety of their workforce. Select up to three. [RANDOMIZE]

Group B: large companies undergoing financial stress (n=519)

The COVID-19 crisis has impacted many companies around the country, and some industries, like travel, hospitality and restaurants, have been more impacted than others.

Please indicate the three most important steps America's largest companies who have been financially stressed can take to protect the health and safety of their workforce. Select up to three. [RANDOMIZE]

All (n=1,043)	Group A (n=524)	Group B (n=519)	
60%	58%	62%	Providing or extending at least 14 days of guaranteed paid sick leave benefits to all workers
48%	45%	51%	Providing or extending paid leave to care for sick family members
40%	41%	40%	Covering out-of-pocket health care costs related to Coronavirus illness
39%	40%	39%	Establishing higher rates of pay or bonuses for frontline workers at essential businesses (such as those at grocery stores or pharmacies, etc.)
62%	64%	60%	Offering flexibility to work from home
50%	51%	49%	Update and enforce greater safety and sanitation policies and processes across their operations
1%	1%	0%	Other (please specify)

Q2 (Split Sample)

Group A: all large companies (n=524)

Please indicate the three most important steps America's largest companies can take to support the economic security of their workforce. Select up to three. [RANDOMIZE]

Group B: large companies undergoing financial stress (n=519)

Please indicate the three most important steps America's largest companies who have been financially stressed can take to support the economic security of their workforce. Select up to three. [RANDOMIZE]

All (n=1,043)	Group A (n=524)	Group B (n=519)	
38%	36%	39%	Continuing to pay hourly/contract workers during temporary business closures
33%	34%	33%	Establishing emergency funds for workers who have reduced hours
25%	24%	27%	Adopting creative time- or shift-sharing practices to avoid layoffs
29%	29%	29%	Redirecting executive salaries and/or bonuses toward retaining workforce
31%	30%	32%	Offering furlough, or temporary layoffs, with guarantees for rehire when businesses reopen
23%	22%	25%	Paying at least one week of severance for each year of service to workers in the event of layoffs
30%	32%	27%	Offer subsidy/reimbursement to workers for critical expenses (rent, healthcare, food)
27%	30%	25%	Collaborate with government officials and regulators on solutions to our workforce challenges
15%	12%	19%	Hire and train additional workers to handle increased demand where it is stretching the workforce
49%	52%	46%	Continued access to healthcare benefits, either during furlough or for an amount of time after being laid off
0%	0%	0%	Other (please specify)

Q3 (ALL)

Please indicate which statement comes closer to your views, even if neither is exactly right:

[ROTATE A&B STATEMENTS]

STATEMENT A: America's largest companies are showing leadership during the Coronavirus outbreak by prioritizing the health, safety, and security of their workforce

STATEMENT B: America's largest companies need to step up their response in order to support the health, safety, and security of their workforce.

All

(n=1,043)

- 23% Strongly agree with Statement A
- 28% Somewhat agree with Statement A
- 50% Total Agree with Statement A**
- 25% Somewhat agree with Statement B
- 25% Strongly agree with Statement B
- 50% Total Agree with Statement B**

Survey Methodology

Survey by JUST Capital. Methodology: Conducted by The Harris Poll, March 23-24, 2020 and based on 1,043 online interviews. Sample: National online adults ages 18 and older.

Respondents are selected among those who have agreed to participate in The Harris Poll surveys. The data is weighted to reflect the composition of the adult population. Results are weighted for age within gender, region, race/ethnicity, household income, education, employment, marital status, and size of household where necessary to align them with their actual proportions in the population. Propensity score weighting is also used to adjust for respondents' propensity to be online.

Because this survey uses an opt-in, non-probability sample based on those who agreed to participate in the online panel, no confidence intervals or margin-of-error estimates can be calculated.