Tech Executive Survey on Return to Work/Events
Conducted May 27-June 15, 2021
57% of employees are comfortable returning to work if they or others are vaccinated

29% - comfortable returning if all others are vaccinated
28% - comfortable because they themselves are vaccinated
24% - will come in for key meeting even if others are not all vaccinated
14% - will not come in even if all others are vaccinated

“I would like everyone in the office to be vaccinated -- and I would like the flexibility of only coming to the office part time.”

“I want to work remotely due to social anxiety, but my employer will not let me.”

“I'll come in for key meetings if everyone else is vaccinated.”

“I take immune-suppressant medications for severe arthritis. Although I am fully vaccinated, I am wary of being inside a room with others for more than 15 minutes. I prefer to work from home, with occasional face-to-face meetings if there is a compelling reason to take that risk.”

N=137
85% are comfortable with in-person meetings with size limitations, half seek some precautions

Comfortable with In-Person Meetings

- Yes (44%)
- No (15%)
- Yes, with precautions (42%)

Max Attendees (for “Yes”)

- 1 to 10: 18%
- 11 to 25: 20%
- 26 to 50: 22%
- 51 to 100: 28%
- 101 to 250: 6%
- 1000+: 6%

“Precautions”

- Proof of Vaccination: 28%
- Air Filtration: 36%
- Socially Distanced: 18%
- Temp Checks: 15%
- Prepackaged food: 3%

N=137

N=54

N=45
Two-thirds seek precautions (vaccinations, masks, outdoor venues) for attending external events

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>33%</td>
<td>Will attend indoor events without any restrictions</td>
</tr>
<tr>
<td>28%</td>
<td>Will only attend external meetings if everyone is vaccinated</td>
</tr>
<tr>
<td>27%</td>
<td>Will attend if masked/social distanced, regardless of vaccination</td>
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<tr>
<td>19%</td>
<td>Will attend outdoor meetings, regardless of vaccinations, masks, etc.</td>
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"I would prefer everyone be vaccinated and if not, then I would only attend outdoor events."

"I will attend external meetings and events when the community case numbers are very low (<1 per 100k per day)."

"It has been wonderful not having to travel to meetings and to be able to attend more meetings from the comfort of my home."

"I do not feel the need to attend any events in person when virtual is so much better"

"I will NOT attend external meetings and events unless all attendees are vaccinated OR they provide a negative Covid test"

"I think it is too soon to commit to external meetings"
20% are not comfortable with *external events* hosted in their workplace

- Yes (42%)
- Maybe (38%)
- No (20%)
Flexibility is a trend among tech executives

“The company is still determining its post-covid return-to-office and flexible work plans, but will likely offer a choice to employees to be 4-5 days/week in office, in office 1-3 days/week, or fully remote.”

“My company has formalized a flex work policy, allowing employees to choose whether they want to work remotely full-time, part-time, or work in the office full-time.”

“Flexible hours and no fixed “schedule” for being in-office. Office is going under a renovation this summer to accommodate hotel style offices in the Fall.”

“Our company has increased time of for pandemic-related needs and has encouraged all employees and managers to remain flexible and understanding of people's individual situations.”
Flexibility trends may be driven by the fact that over a third of employees (38%) are caregivers.
Support for hybrid/remote working is a priority

55.2% - Changing meeting etiquette to *accommodate remote/hybrid working*

45.5% - Providing additional benefits/ flexibility/ accommodations

41.8% - Investing in collaborative tools *to aid remote/hybrid working*

40.3% - Improving *technology options for virtual/hybrid teams*

22.4% - Addressing employee mental health

14.9% - Offering travel related reimbursement for employees to come to the office

14.2% - Offering upskilling/reskilling opportunities

10.4% - Reinforcing corporate values to improve culture
Workers see hybrid/remote replacing in-office work environment upon return post pandemic

Prior to Pandemic:
- Primarily In-Office: 68%
- Hybrid/Flexible: 27%
- Primarily Remote: 5%

Post Pandemic:
- Primarily In-Office: 14%
- Hybrid/Flexible: 73%
- Primarily Remote: 13%

N=136
N=135
Employees seek autonomy in work choice; need to connect remote workers to office culture

“The current plan is to reopen the office but with the expectation that employees will have a hybrid schedule that includes working from the office a few days a week.”

"I would seek other job opportunities if my company does not allow regular remote work"

“Ensure that fully remote staff comes into office periodically”

“Stop treating us like we're workers in a 1950s factory and have to be closely supervised at all times to ensure maximum productivity. Allow us some autonomy about choosing where to work. Stop pretending that the pandemic never happened, that working from home is the cause of our mental health issues, and that returning to the office will magically make our mental health all better. Stop being deluded that you know what is best for us.”
Survey Demographics
Demographics – Broad range of tech executives

Functional Role

- Executive/Management: 49%
- Technology/Product: 19%
- Marketing/Customer Success: 14%
- Human Resources/Talent: 8%
- Sales/Revenue: 6%
- Operations/Finance: 2%
- Diversity/Social Justice: 2%
- Other: 4%

Level within the Company

- CEO/Executive: 29%
- VP/Director: 35%
- Mid-management: 21%
- Contributor: 14%
- Other: 1%

Company Size

- 1-10 employees: 13%
- 11-100 employees: 24%
- 101-250 employees: 6%
- 251-500 employees: 11%
- 501-750 employees: 1%
- 751-1000 employees: 1%
- 1000+ employees: 39%
- I don’t know: 2%
Demographics – Age, Gender, Race/Ethnicity

**Age**
- Millennial (age 25-40): 21%
- Gen X (age 41-56): 52%
- Boomer (age 57-75): 24%
- Prefer not to say: 3%

**Gender**
- Female: 49%
- Male: 48%
- Non-binary: 1%
- Prefer not to say: 2%

**Race & Ethnicity**
- White/Caucasian: 86%
- Asian/Indian/Pacific Islander: 3%
- Black: 2%
- Latinx: 2%
- Native American: 3%
- Prefer not to say: 6%