



100 Business Survey “COVID-19 Remote Work”

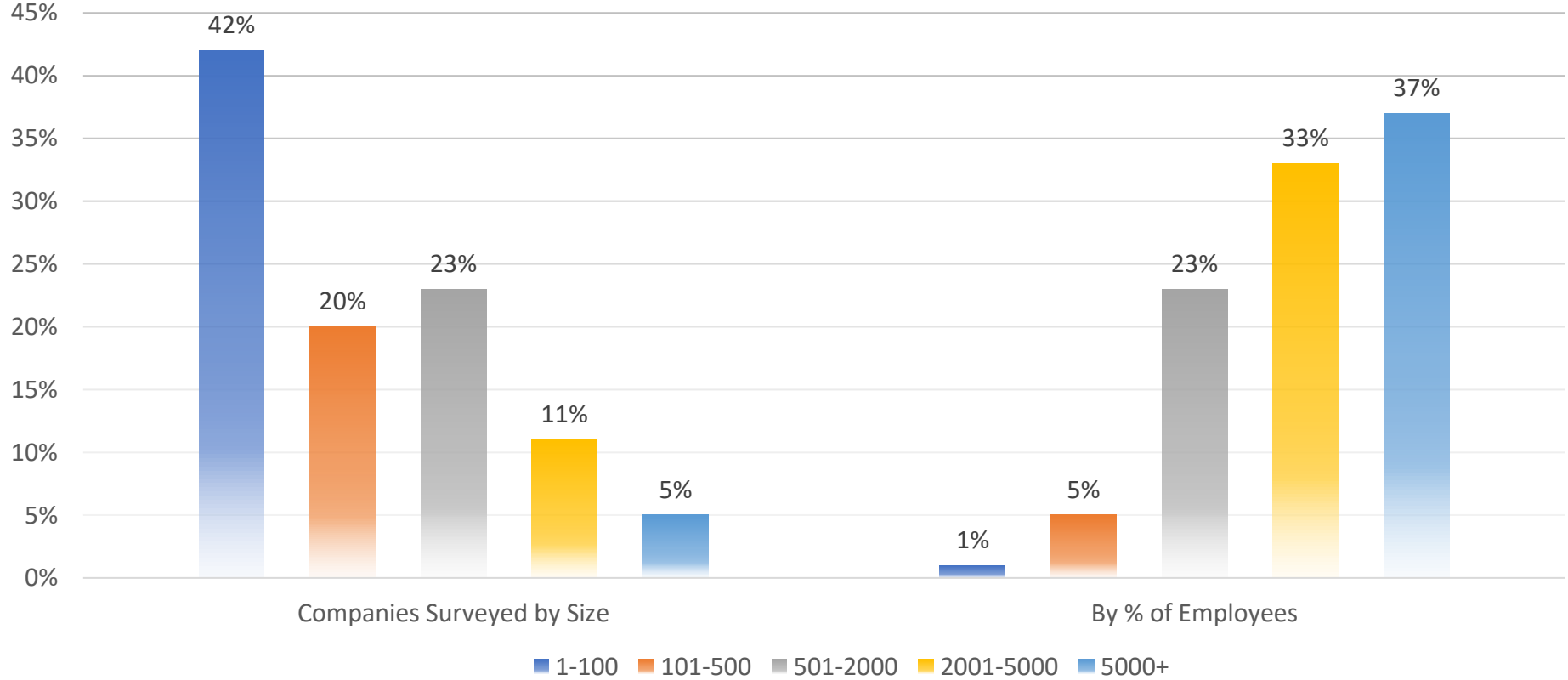
December 22, 2020

Survey Participants

122 companies

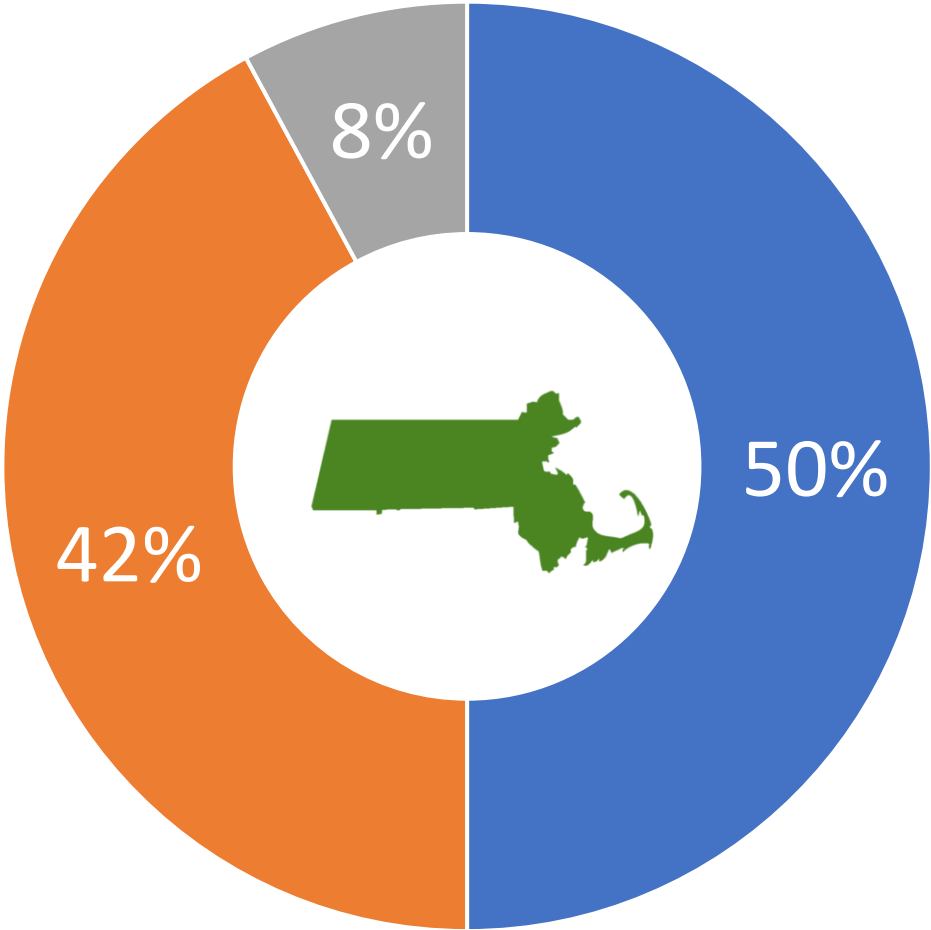
Representing 130,306 employees in MA

- 48,605 employees are from 6 companies with over 5,000 employees
- 79,913 employees are from 65 companies with between 101 and 5,000 employees
- 1,788 employees are from 51 companies with under 100 employees



48% of the December respondents also took the August survey

Respondent Locations*

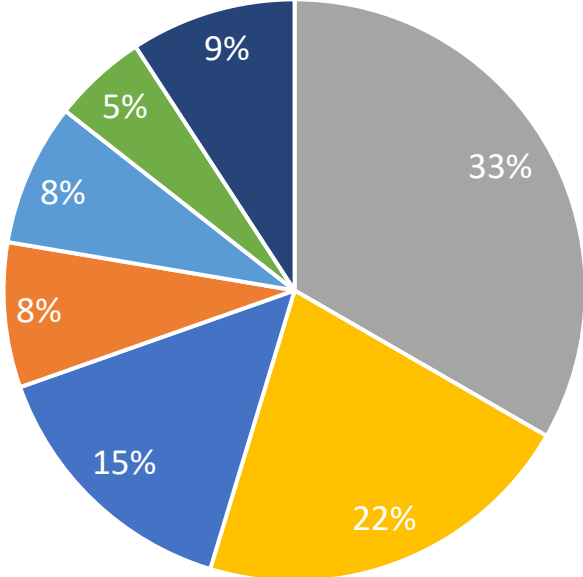


■ Boston/Cambridge ■ Suburban ■ Outside 495

*7% of companies did not provide this information

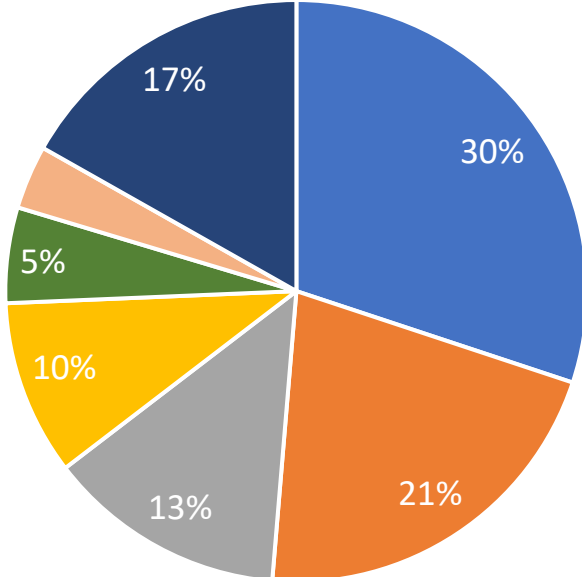
Industries Represented

Industries by Employees Represented



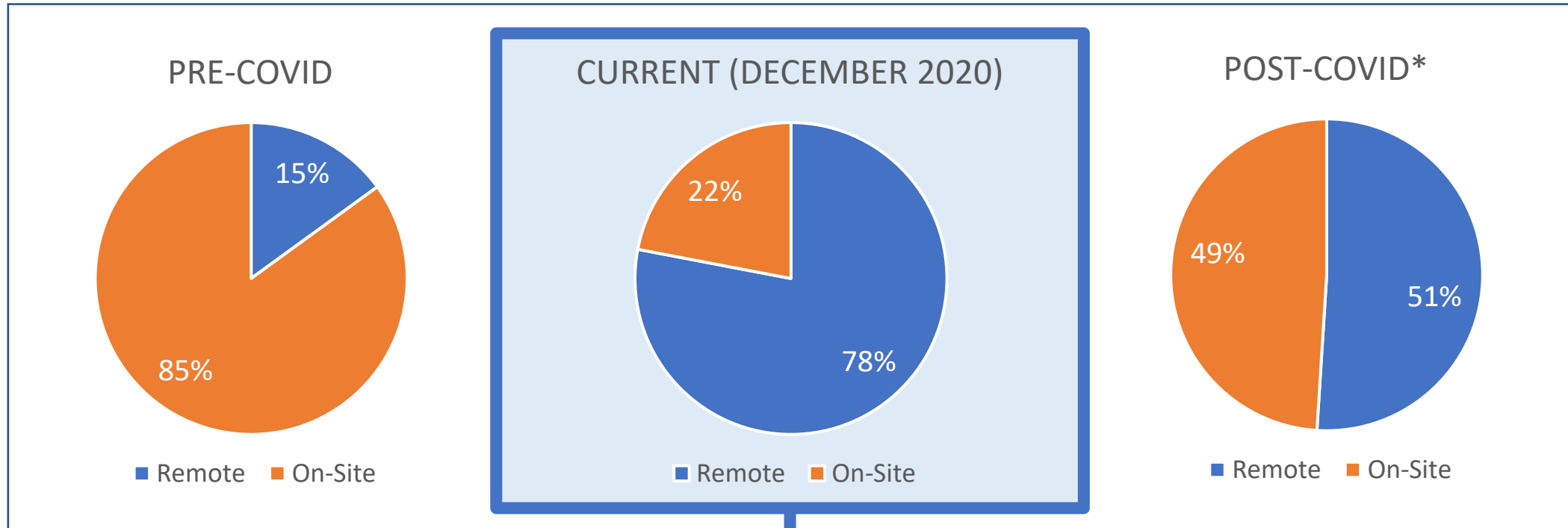
- Finance and Insurance
- Manufacturing
- Professional, Scientific, and Technical Services
- Information
- Utilities
- Retail Trade
- All Remaining

By Number of Companies



- Professional, Scientific, and Technical Services
- Information
- Finance and Insurance
- Manufacturing
- Other Services (except Public Administration)
- Health Care and Social Assistance
- All Remaining

Total Employees Working from Home



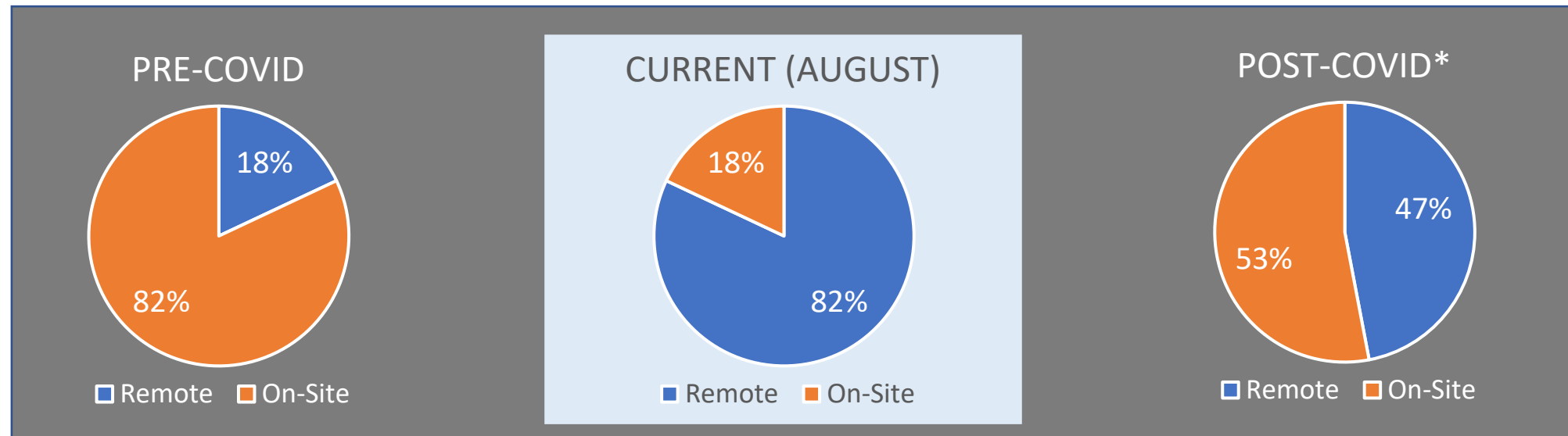
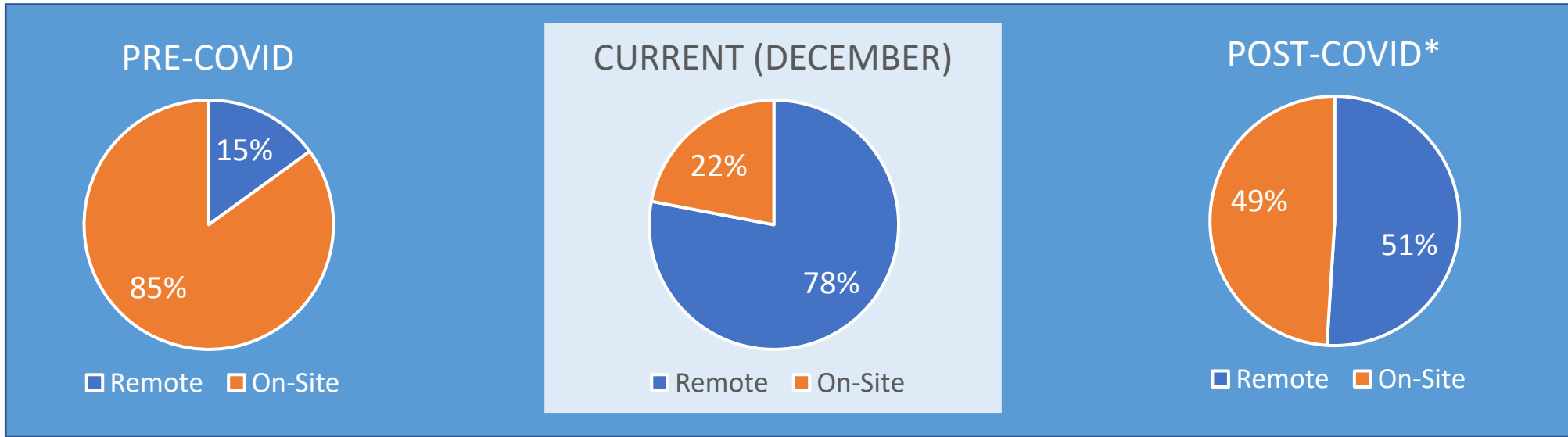
52% of companies, representing over 29,000 employees, report that they are operating **100% remotely**.

72% of the companies surveyed, representing over 58,000 employees, report that **90% or more of their employees are currently working remotely**.

90% of companies report **OVER HALF** of employees are currently working from home.

*Post-vaccine

Remote vs On-Site: December compared to August



*48.3% of the companies for both surveys are the same. Further comparisons with August results in Appendix

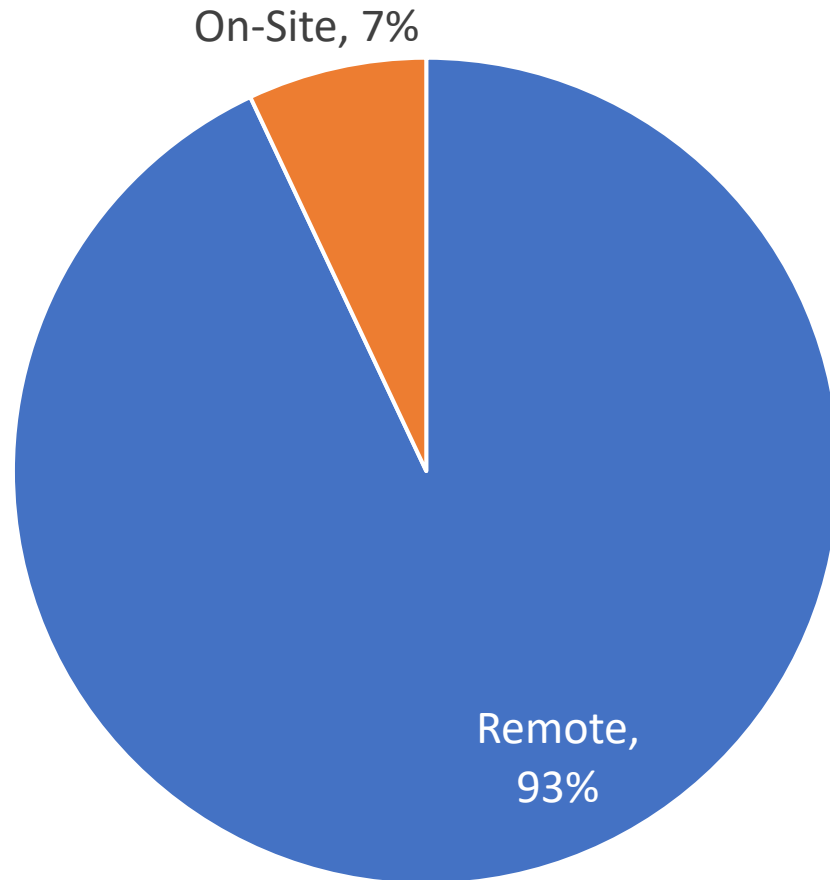
Working Remotely by Company Size + Geography

	Pre-COVID REMOTE	Currently REMOTE	Post-COVID REMOTE
Company Size			
1-100	15%	88%	49%
101-500	15%	90%	58%
501-2000	18%	85%	55%
2001-5000	17%	67%	46%
5001+	10%	81%	52%
Total	15%	78%	51%
Company Location*			
Boston/Cambridge	16%	81%	50%
Suburban	13%	71%	54%
Outside of 495	13%	91%	45%

*Company Location total does not equal total of survey because of 7% of respondents that did not provide their location

Percentages in each category are based upon aggregated employee counts

Most Who **Can** Remotely, **Are** Working Remotely



By Size and Location

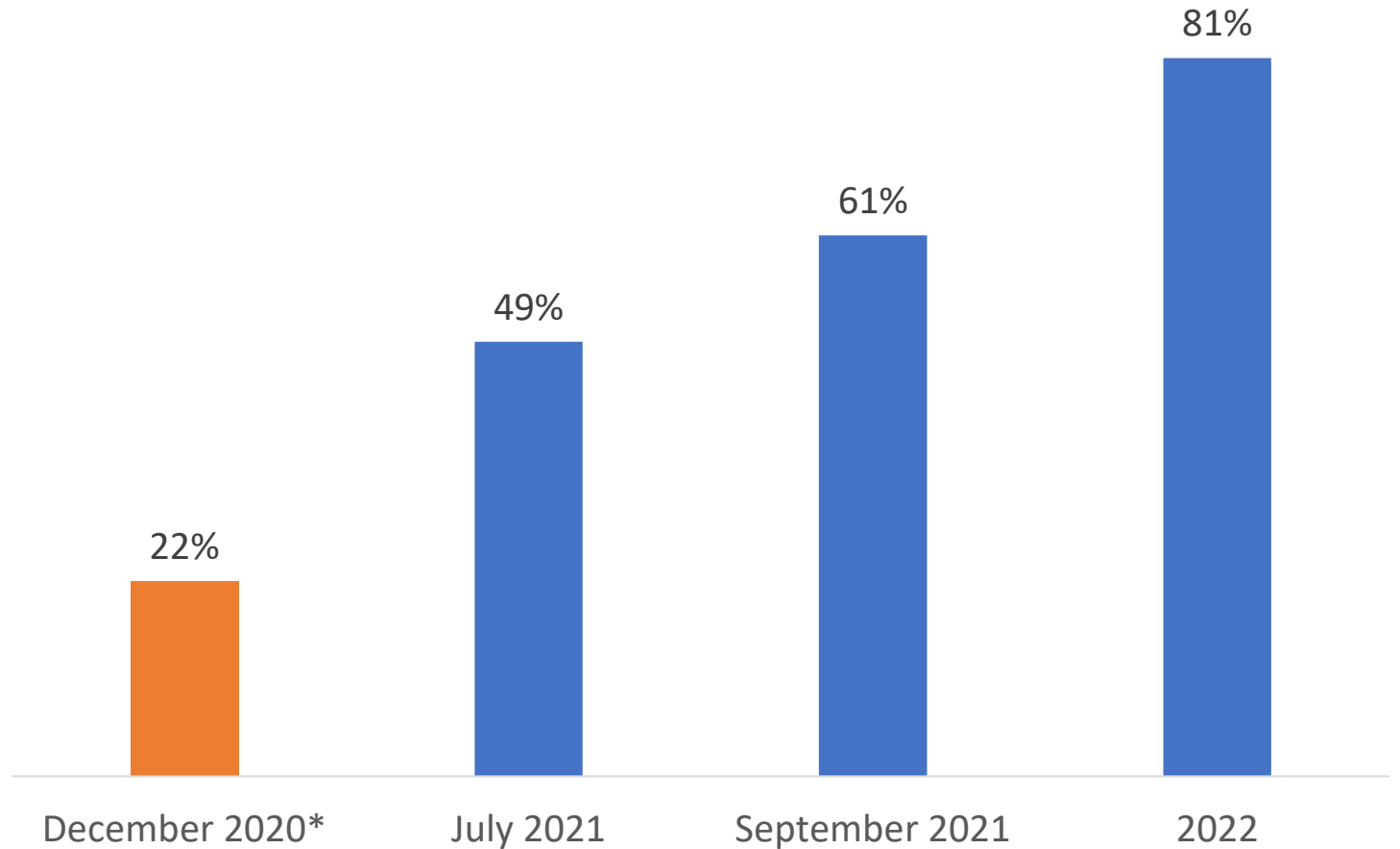
Company Size	% Employees On-Site Who Could Be Working From Home
1-100	32%
101-500	26%
501-2000	4%
2001-5000	10%
5001+	3%
Average	7%
Company Location	
Boston/Cambridge	9%
Suburban	2%
Outside of 495	15%

Percentages in each category are based upon aggregated employee counts

Return to Work Estimates

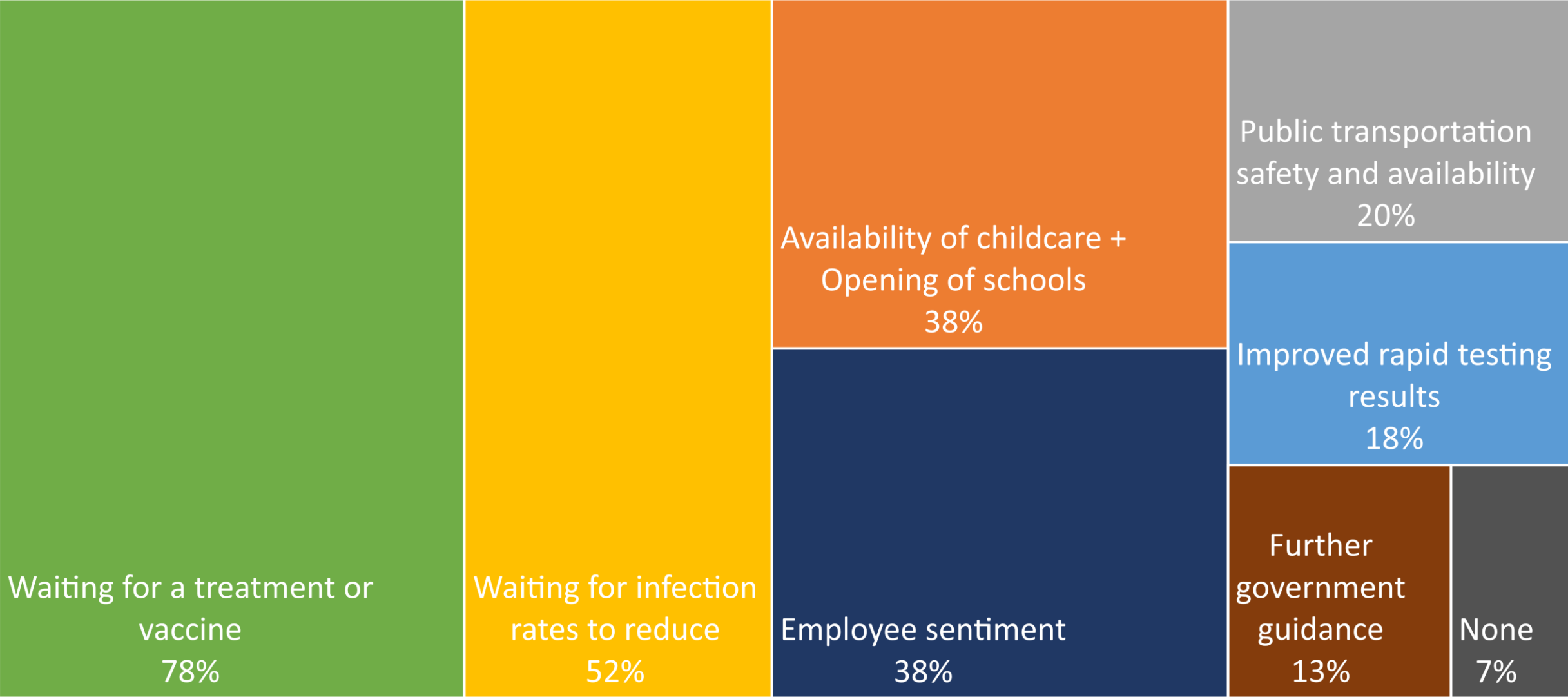
Companies anticipate that almost **half of their workforce will return by July**, and over **80% in 2022**.

% of Workforce to Return By...



*Reflects percentage of employees working remotely
Percentages for each date are based upon aggregated employee counts

Top Factors* Impacting Employers Return to On-Site Decisions



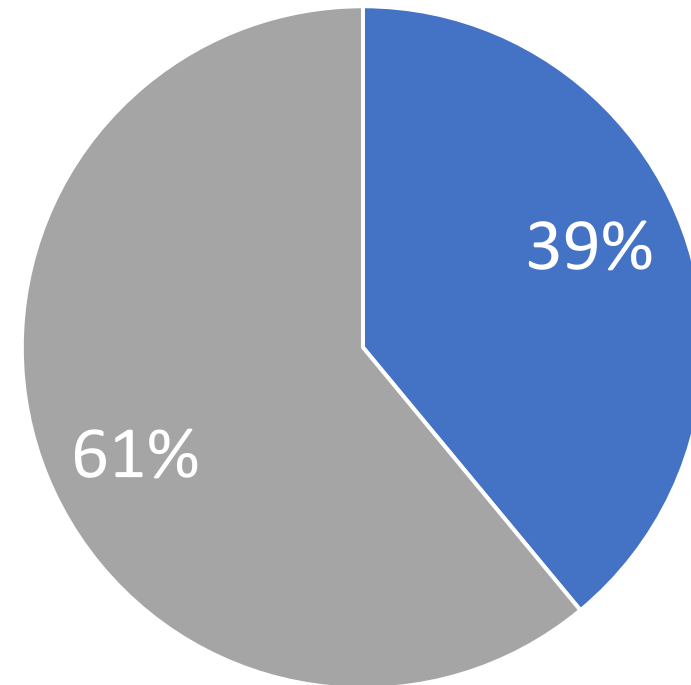
*Survey respondents could select up to 3

**Availability of childcare + Opening of schools is a combined total of two provided factors

Public Transportation is a Top Factor for Boston Businesses

39% of companies located in **Boston/Cambridge** identified **“Public transportation safety and accessibility”** as a top factor for returning on-site.

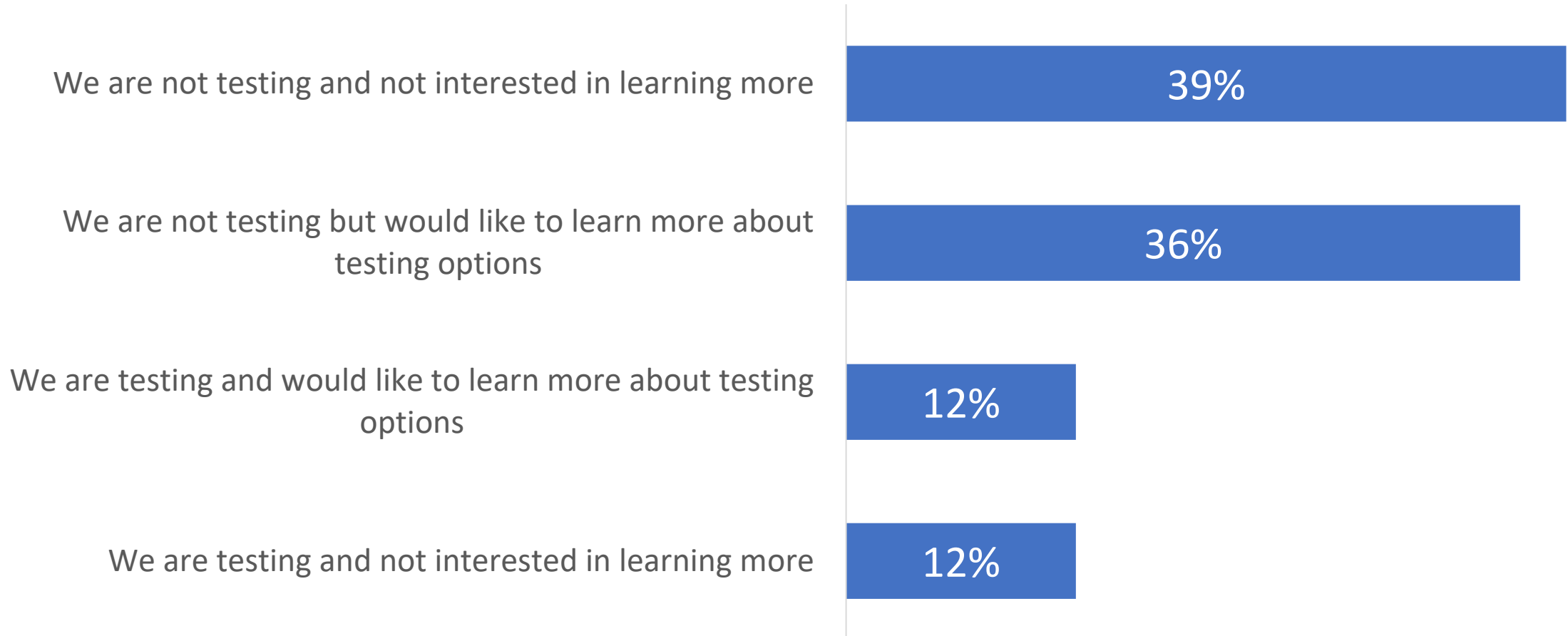
Boston/Cambridge Companies



■ Public Transportation is a top factor

Testing

75% of companies are **not currently testing** employees.



Summary of Longer-term Considerations

28% of companies report they are *considering* **moving space and/or jobs out-of-state.**

Moving from MA and/or
Moving jobs from MA



Reducing space



Relocating to suburbs*



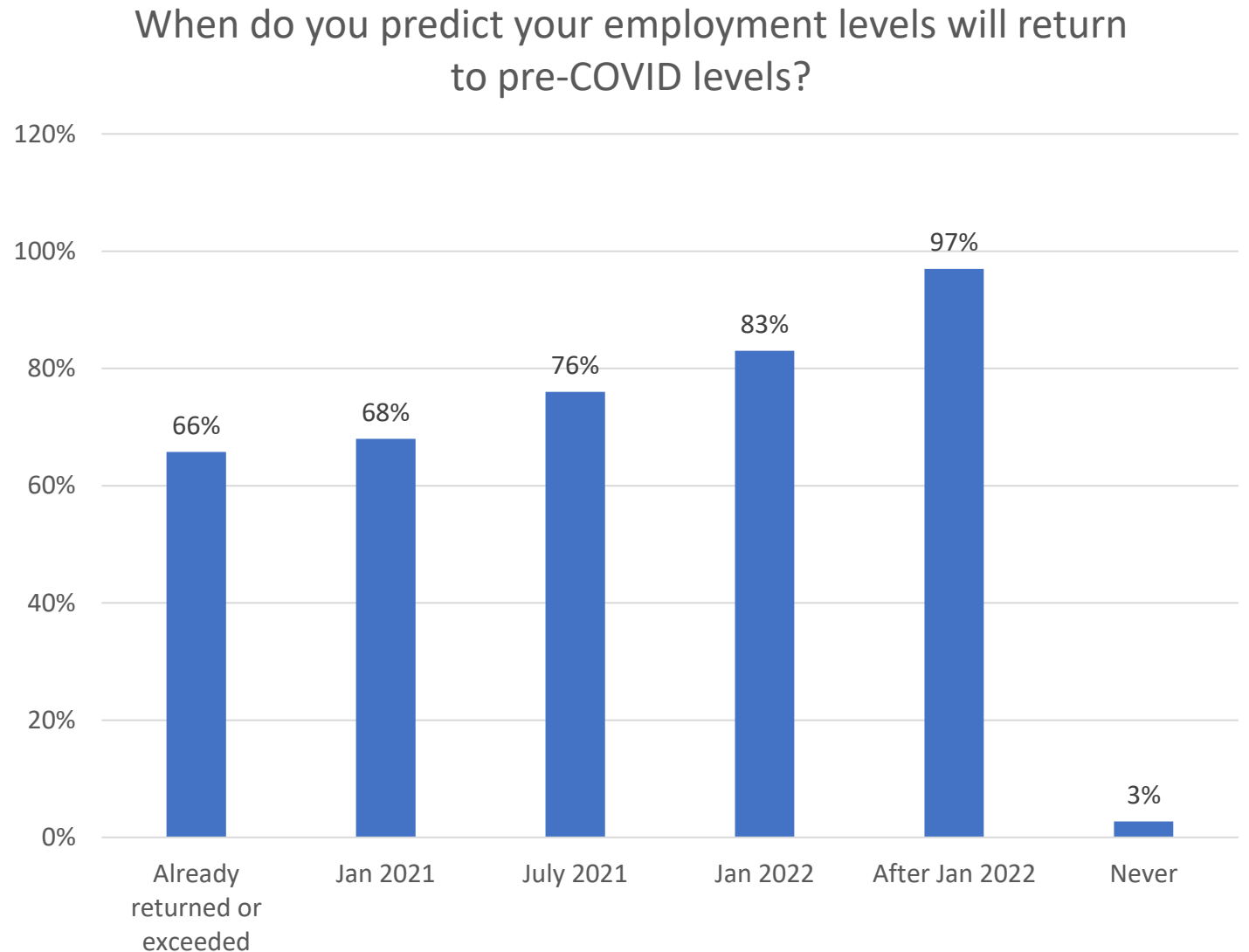
■ Considering ■ Not Considering

*Companies outside of the city/already in the suburbs were offered the option to respond “not applicable”

Estimation of Employment/Hiring Levels

66% of companies reported that their employment levels have already returned to (or exceeded) their **pre-COVID levels**.

3% report that employment levels will **never return**.





Thank You

Survey organized by the Massachusetts Competitive Partnership (MACP) with support from:



Appendix

Comparison to August

December & August Comparison

48% of the December respondents also took the August survey; 52% of respondents were different

December	August
122 companies Representing 130,306 employees in MA	106 companies Representing 127,229 employees in MA
Pre-COVID WFH: 15% Current (December) WFH: 78% Post-COVID WFH: 52%	Pre-COVID WFH: 18% Current (August) WFH: 82% Post-COVID WFH: 47%
93% of employees who can work remote are WFH	98% of employees who could work remote were WFH
Triggers to return: Availability of childcare 15% Opening of schools 23% Public transportation safety and availability 20% Waiting for infection rate to reduce 52% Improved rapid testing results 18% Waiting for a treatment of vaccine 78% Employee sentiment 38% Further government guidance 13% None 7%	Triggers to return: Availability of childcare 25% Opening of schools 38% Public transportation safety and availability 23% Waiting for infection rate to reduce 40% Improved rapid testing results 13% Waiting for a treatment of vaccine 44% Employee sentiment 44% Further government guidance 16% None 22%

December & August Comparison

December	August
Estimated 49% workforce return by July 2021 Estimated 61% workforce return by September 2021 Estimated 81% workforce return in 2022	Estimated 29% of workforce return by Labor Day 2020 Estimated 39% of workforce return by January 1 2021
Testing: 39% not testing and not interested in learning more 36% not testing but interested in learning more 12% testing and interested in learning more 12% testing and not interested in learning more	Testing: 30% not testing and not interested in learning more 56% not testing but interested in learning more 7% testing and interested in learning more 7% testing and not interested in learning more
Longer-term considerations: 14% Relocating some portion of urban office footprint to a suburban market 38% Reducing overall MA office space footprint 28% Moving space and/or jobs out-of-state* *combined total of companies asked separately about space and jobs	Longer-term considerations: 8% Relocating some portion of urban office footprint to a suburban market 54% Reducing overall MA office space footprint 60% Moving/allowing for more work to be done remotely out-of-state