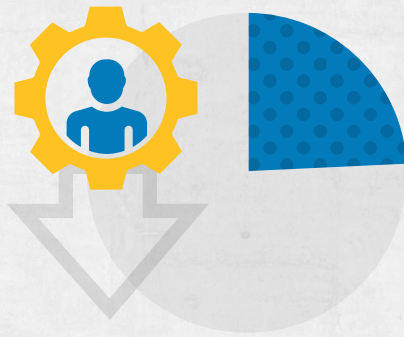


THE US WORKFORCE IS DISPOSABLE

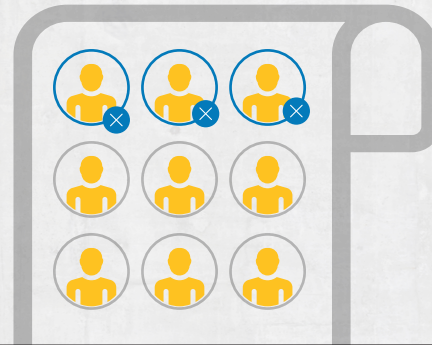


24%

OF SURVEY RESPONDENTS BELIEVE
**AMERICAN WORKERS
ARE NOT VALUED**
ON THIS LABOR DAY

THE PANDEMIC HAS MADE EMPLOYEES FEEL DISPOSABLE

36%
OF SURVEY RESPONDENTS BELIEVE
**THEIR EMPLOYER VIEWS
THEM AS DISPOSABLE**
BASED ON THEIR EMPLOYER'S ACTIONS
SINCE THE START OF THE PANDEMIC



TENURE AND EDUCATION DON'T MATTER

TOP AREAS SURVEY RESPONDENTS BELIEVE TO BE **MOST IMPORTANT** TO THEIR EMPLOYER

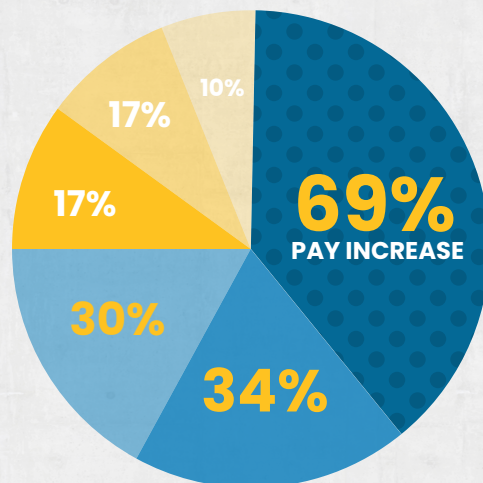


LEAST IMPORTANT AREAS



MONEY MATTERS OVER HEALTH

RESPONDENTS SAID THESE EMPLOYER ACTIONS WOULD MOST
DEMONSTRATE APPRECIATION FOR THEIR VALUE AT WORK



+ MOST DEMONSTRATE APPRECIATION

- 69% PAY INCREASE
- 34% AWARDS AND RECOGNITION
- 30% MORE SCHEDULE FLEXIBILITY

- LEAST DEMONSTRATE APPRECIATION

- 17% MORE PANDEMIC SAFETY MEASURES
- 17% OFFER NEW OR BETTER HEALTH INSURANCE PLAN
- 10% ACCESS TO PTO AND SICK LEAVE