Return To Office Survey
Charlotte Region

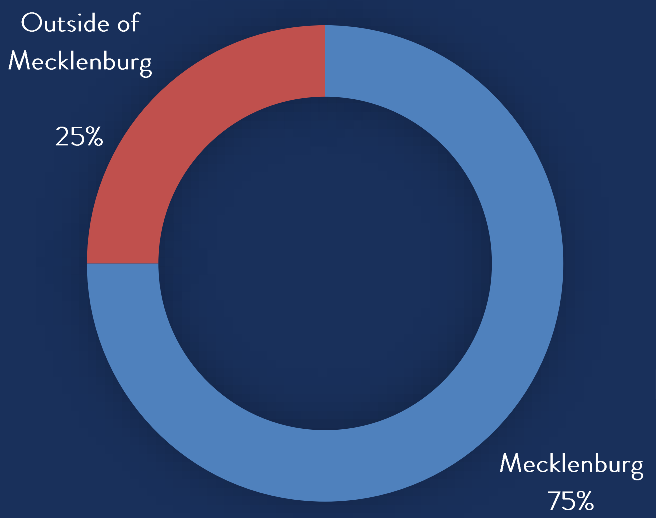
CHARLOTTE REGIONAL BUSINESS ALLIANCE

It's 2022! Employers keep returning to the office and it continues to look different.

Employers are reopening offices and welcoming back employees based on a variety of decisions and strategies. The surge of COVID-19 with the Omicron variant continues to cause uncertainty within the workforce and business community. The Charlotte Regional Business Alliance conducted a second Return to Office Survey to assess office operation dynamics in the region. This survey targeted the CLT Alliance investor base, which includes a variety of businesses, from Charlotte-based breweries to region-encompassing hospital systems. Below are the key takeaways:

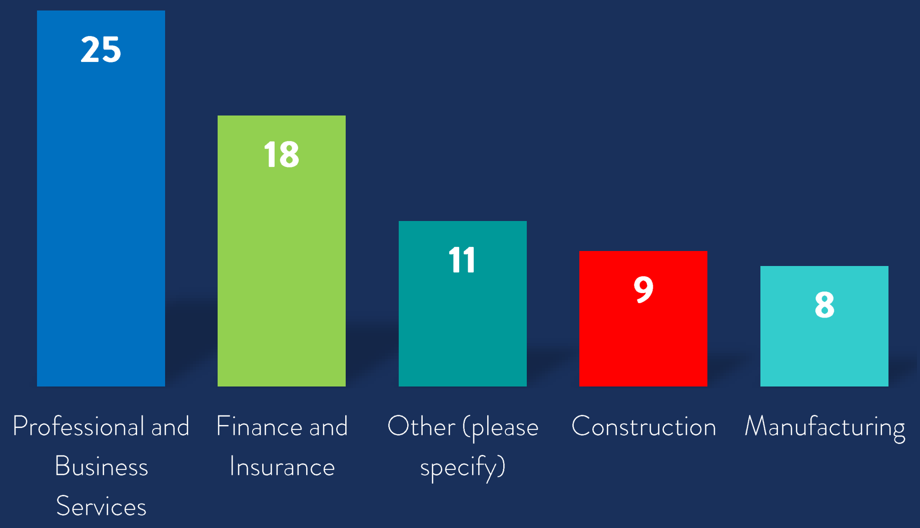
1. More than 60% of employers expect to bring back at least 50% of employees in the office through the first quarter of 2022.
2. 45% of respondents are adopting hybrid working schedules and 16% are on a full remote work plan.
3. Employees are back on roads and planes. More than half of the respondents have no business travel restriction policies.
4. Primary factors for increasing remote work options remain staff retention, employee safety, talent attraction, and productivity.
5. Many factors including COVID-19 cases, vaccination trends, and the comfort level of employees are being considered when making decisions about bringing employees back to the office.

Overview

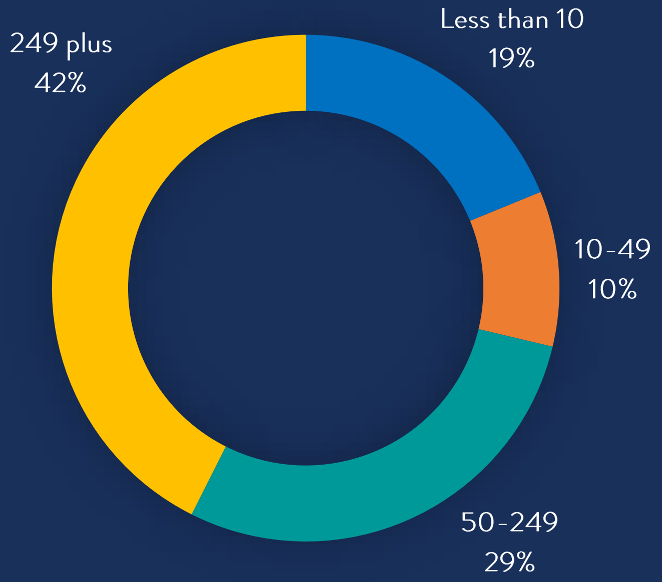


About 75% of respondents were from Mecklenburg County and nearly 25% of respondents are located outside Mecklenburg County, with the highest response rates coming from Iredell, York and Gaston counties.

Top 5 Industries Represented



Respondents represented over 15 industries. The top 5 industries are showcased above. Organizations who chose “other” listed themselves as nonprofits, local governments and religious institutions.

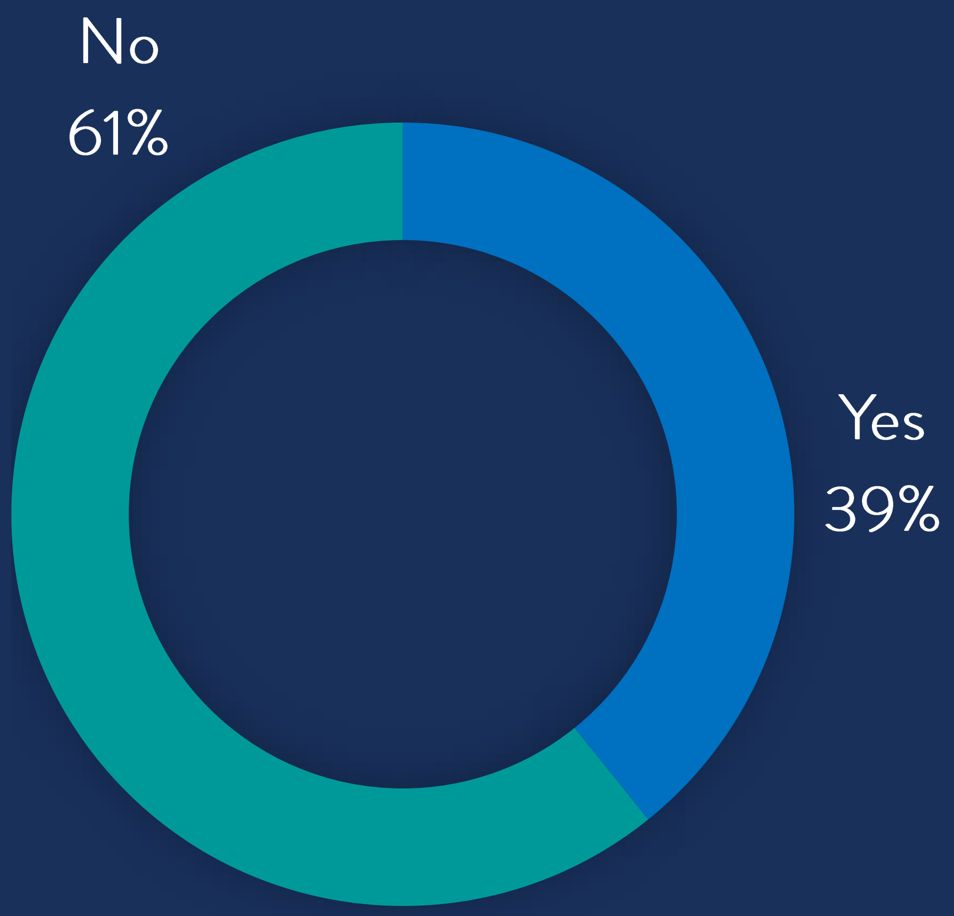


Most respondents came from larger firms with 249+ employees.

This survey targeted the CLT Alliance investor base, which includes a variety of businesses, from Charlotte-based breweries to region-encompassing hospital systems.

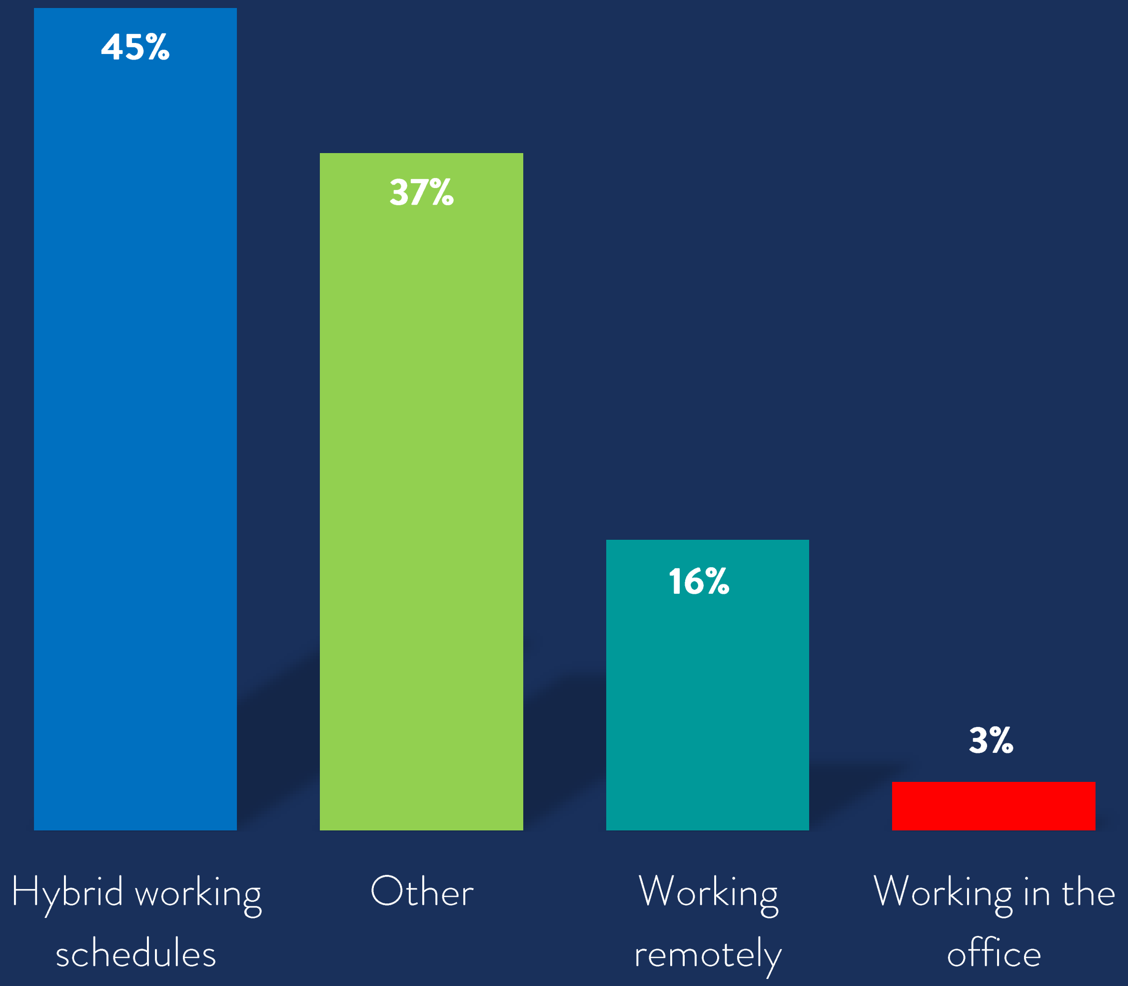
(N= 102) Collected from January 5- January 21, 2022

HAS YOUR COMPANY'S RETURN TO OFFICE PLANS CHANGED DUE TO THE RECENT SURGE OF COVID-19?



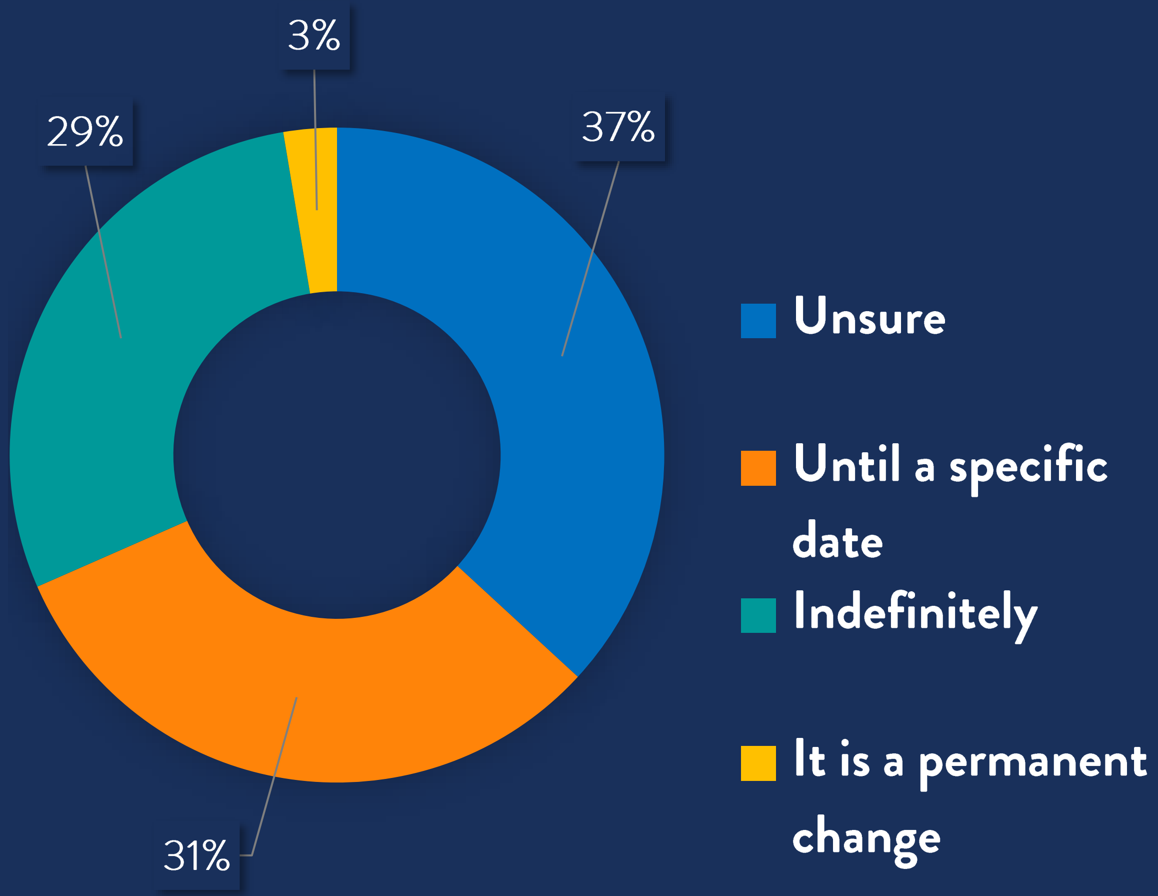
About 61% of respondents reported that their return to office plans remain the same. However, 39% of respondents reported changing their plans due to the recent surge of COVID-19 cases

WHAT ARE YOUR RETURN TO OFFICE PLANS FOR 2022 WITH CURRENT COVID-19 CONDITIONS (i.e. RISE OF THE OMICRON VARIANT)?



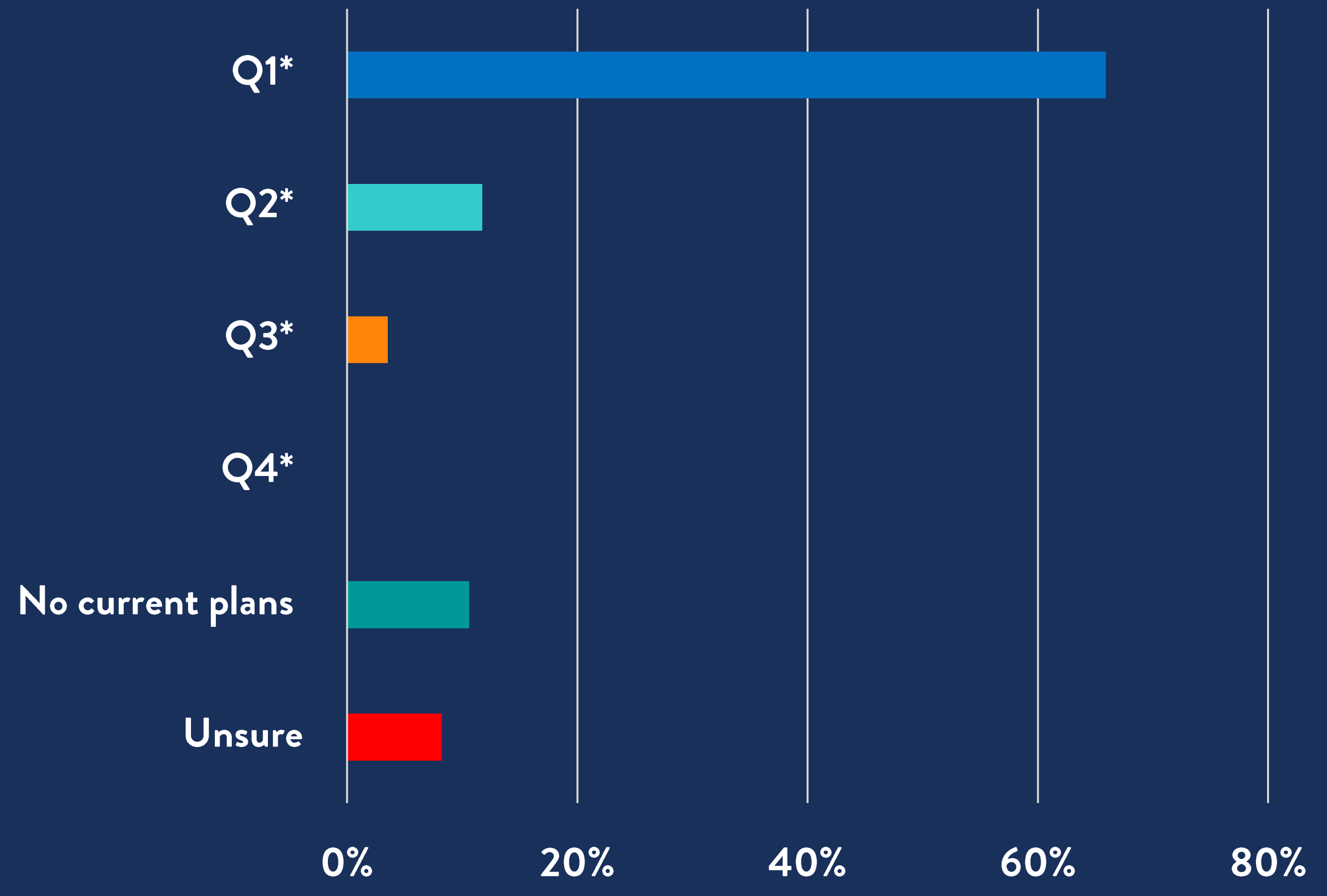
About 45% of respondents are opting for a hybrid work model . Only 3% reported plans to work in the office while 16% plan to have their employees work remotely. About 37% of respondents, who chose “other”, are combining all three working models, allowing employees to choose working preferences, or offering them permanent remote work. This indicates a transition from the traditional work model to more flexible options.

HOW LONG WILL YOUR RETURN TO OFFICE PLANS BE IN PLACE FOR 2022?



About 31% of respondents will change their current plans by either returning to work in February, returning to work at the end of the first quarter, or reevaluating their options based on current conditions. About 37% report being unsure about making changes. Only 3% report that their current plans are permanent. This indicates continued uncertainty.

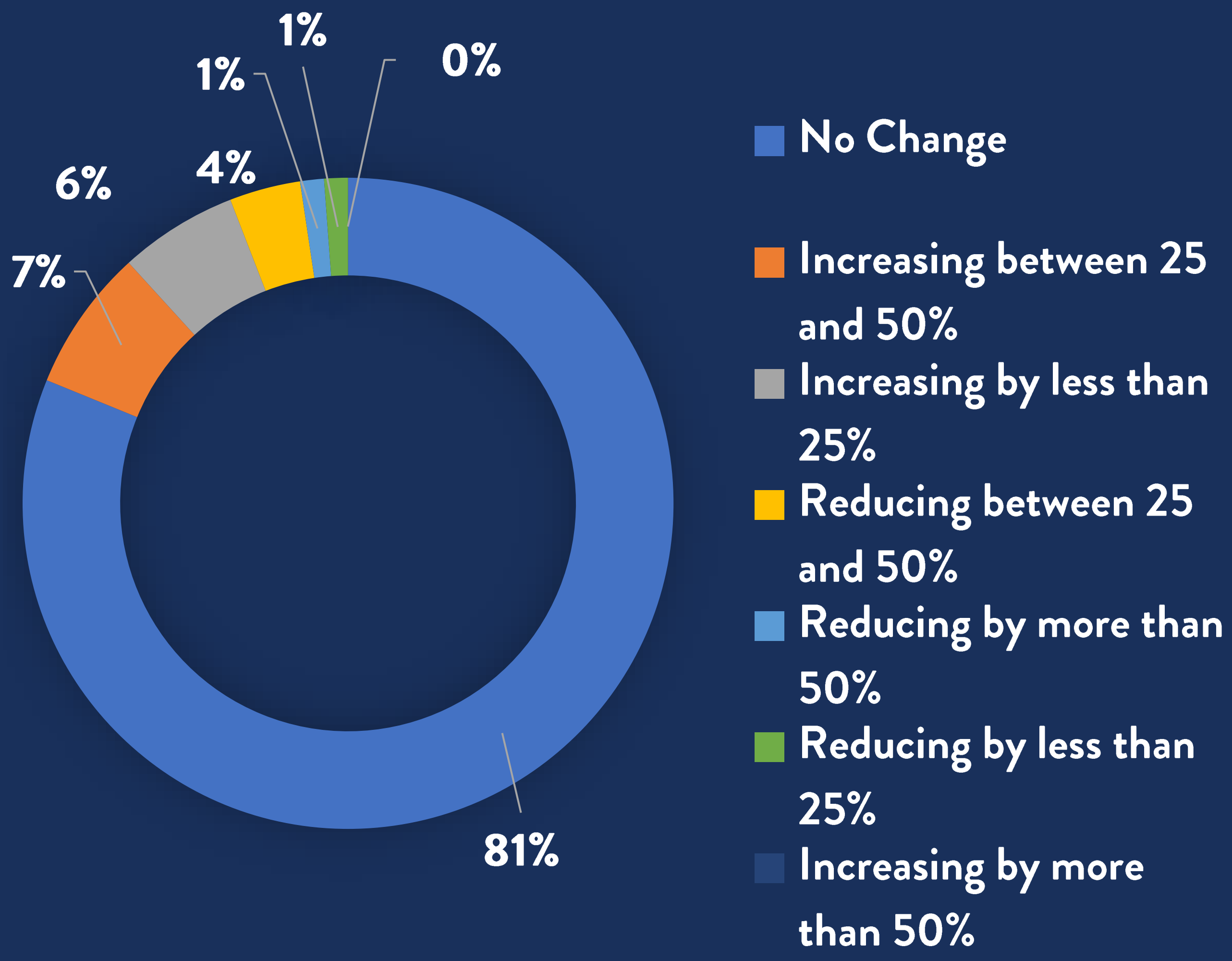
WHEN DO YOU EXPECT AT LEAST 50% OF EMPLOYEES BACK IN THE OFFICE?



Most respondents, about 66%, are already having or expecting to have at least 50% of employees back in the office through Q1. This indicates that most companies are planning to at least be half-staffed by March 2022. Meanwhile, 19% are unsure and have no current plans to welcome employees in the office.

*Year 2022

HAVE YOU MADE OR ARE YOU PLANNING ON MAKING ANY CHANGES TO YOUR OFFICE FOOTPRINT OVER THE NEXT YEAR?

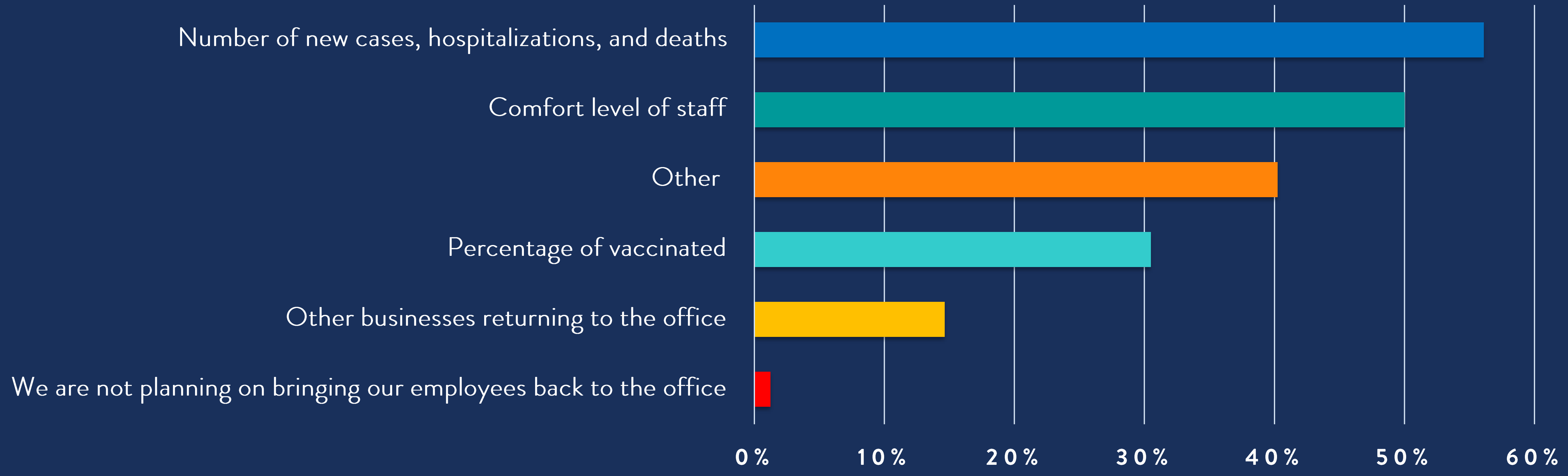


Though many companies are adopting hybrid working models and others are choosing to work in the office, only 7% plan to increase their footprint between 20% and 50% over the next year.

SHARE OF COMPANIES WITH BUSINESS TRAVEL RESTRICTION POLICIES

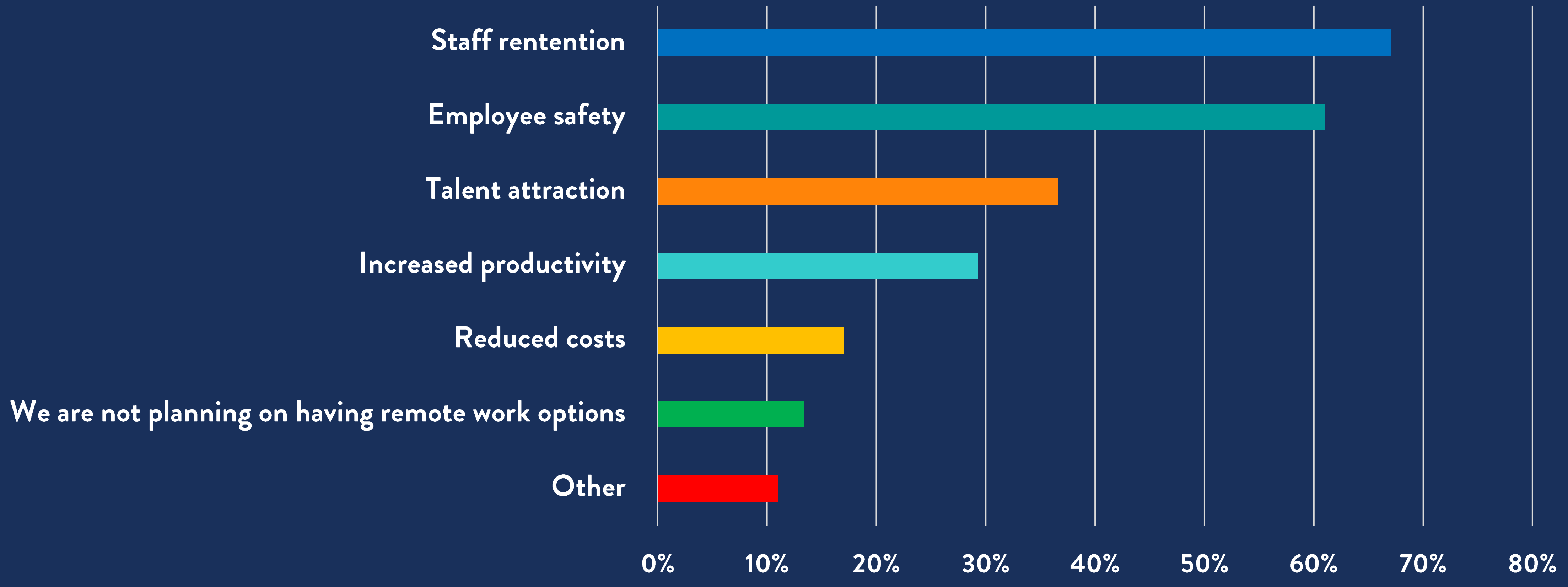
Most companies are resuming business travels. Over half of respondents have no policies restricting business-related trips.

INDICATORS INFORMING WHEN RESPONDENTS ARE BRINGING EMPLOYEES BACK TO THE OFFICE



The top three indicators informing this decision include new cases of COVID-19 (hospitalizations, and deaths), the comfort level of staff and “other” factors, which include appropriate flexibility, safety and social distance measures, and vaccinations.

INDICATORS INFORMING RESPONDENTS TO HAVE REMOTE WORK OPTIONS



Staff retention, employee safety, and talent attraction were the top three indicators used to inform remote work decisions.

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