

## Employees Workplace Return Date Extended to 2021

Jul 27, 2020



While we have made big strides in preparing for a systematic return to the workplace for employees who are working from home, other factors have caused us to extend the Workplace Return date to no sooner than Jan. 11, 2021. These factors include:

- Increasing trend in COVID-19 cases across our service area
- States' orders and guidelines, including:
  - Recommendations to work from home when possible
  - Mask requirements in four of the states we serve
  - Restrictions on large gatherings and travel
  - Ongoing uncertainty around family obligations such as school schedules, daycare centers and elder care
- Return to work plans of peer utilities and other companies – many that extend beyond 2020

### Early Returns

A small number of employees who are currently working from home have either indicated a personal or business-related need to return to the office sooner than the Company's timeline for returning employees. If the need to return earlier than Jan. 11 is mutually agreed upon by the employee and the employee's leadership, arrangements will be made to accommodate an earlier return. The Workplace Return Team is developing a plan that will evaluate the safest and most efficient way for those needing to return early to do so. More information will be made available in the next few weeks.

In addition, feedback from employees and their leadership indicates that employees are working from home effectively – only 6% of employees working from home identified a professional or personal reason to return early (see sidebar).

From a field operations perspective, the current work arrangements have had little-to-no negative impacts. For example, OSHA year-to-date incidents are significantly lower than historical results, training programs are restarting or continuing, reliability results are near targets and regulatory work remains on schedule.

Because this new date is close to the holiday season, the Workplace Return Team has committed to providing employees at least 30 days' notice prior to returning to the workplace. And as previously communicated, not all employees will return at once. The team will continue to monitor the situation and check in with employees to develop a systematic approach to returning to the workplace when conditions allow.

Future updates on the Workplace Return Team's progress will be shared on the *FirstEnergy Today* portal, the [Corporate Health & Safety SharePoint site](#) and [MyFirstRewards.com](#). Please print and post important information for employees who do not have access to the portal routinely.