

## Employees' Workplace Return Date Extended to No Sooner Than Sept. 20, 2021

Apr 26, 2021



Based on additional time needed for COVID-19 case counts to decrease and for vaccines to be more widely available in our service territory, the Workplace Return Team recommended the workplace return date be extended to no sooner than Sept. 20, 2021. Both the Business Continuity Management (BCM) and Executive Council approved the extended date.

Other considerations that factored into extending the workplace return date include:

- Mandatory mask requirements remain in all states we serve
- State recommendations to work from home where possible
- Ongoing family obligations such as school schedules, childcare and elder care
- A similar approach by our peer utilities when considering the workplace return date
- Feedback from employees and leadership indicates that employees are continuing to work from home effectively.

From an operations perspective, our workforce is safe and productive under current work arrangements. For example, there were no life-changing safety events in 2020. In addition, we achieved:

- Improved DART Rate (44 incidents in 2020 vs. 77 incidents in 2019)
- Improved OSHA Rate (87 incidents in 2020 vs. 123 incidents in 2019)
- Improved CAIDI (141 minutes in 2020 vs. 150 minutes in 2019)
- PSI program and other training is back on track
- Regulatory work has been completed

### Workplace of the Future

The Workplace Return Team continues to monitor pandemic conditions throughout our service territory and consult with peer utilities on workplace best practices. Business needs and employee input will factor into thoughtful decisions about next steps.

"While there is still a lot of uncertainty surrounding the pandemic, we are optimistic about the roll out of vaccines and continue to thoroughly assess the situation as it evolves," said President and CEO **Steve Strah**. "We have learned a lot about remote work during the pandemic and as a result, have been evaluating what the workplace will look like moving forward. This includes looking at whether certain business units can continue working remotely, if employees need to be on-site full-time, or if a hybrid approach is best," Steve said.

Updates on COVID-19 and Workplace of the Future 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.