

Workplace Return Date Extended to After Labor Day

May 29, 2020



In early May, the Workplace Return Plan team established June 29 as the earliest date that employees working from home would begin returning to their FirstEnergy work locations. Since then, the team has continued to evaluate the factors that impact this date, including the:

- Trend in COVID-19 cases across our service area
- Company's progress in implementing additional health and safety protocols necessary for all work locations
- States' work-from-home recommendations, orders and other guidelines
- Return to work plans of peer utilities and other companies

Based on the current situation, the team is extending the return date to no sooner than **Sept. 8**, with the possibility that it could be extended beyond that date. As explained previously, employees will be provided at least two weeks' notice prior to returning to the workplace, and not all employees will return at once – a systematic approach will be communicated and implemented.

The September timeframe will allow the team to learn best practices from companies returning sooner and better understand how state policies regarding schools, daycare centers and elder care will impact employees and their families. This additional time also provides the opportunity to monitor the possibility of a resurgence and to quickly react if one occurs.

As leadership has noted, because all employees, whether working from home or not, have effectively managed operations and continued to perform well, there is no urgent need for employees working from home to immediately return to the workplace.

Future updates on the Workplace Return Plan 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.