

EMPLOYEE BENEFITS

COVID-19 Testing and Control Strategies

Survey Results

March 2022



Brown & Brown completed a benchmarking assessment in mid-February of 2022. This report reviews the results and findings from that survey.

Employers are currently faced with unprecedented uncertainty on how to support the health of employees and manage the risk that COVID-19 presents. Of the 50 mostly large employers who responded to the survey, the majority had some testing protocol in place and the employer was paying for the tests. Most were also using some combination of antigen and PCR testing methods. At the time of survey, a majority of employers were requiring primary series vaccination and masking.

There is no universal best practice for employer surveillance testing; strategies are different from employer to employer, and vary based on the employer's industry, goals and employee composition among other factors.

A single employer may need to deploy multiple testing approaches across different cohorts or use cases.

These survey results help to inform how employers are approaching these new challenges.

For the latest information, please watch our COVID-19 video series, [The Short Take](#).

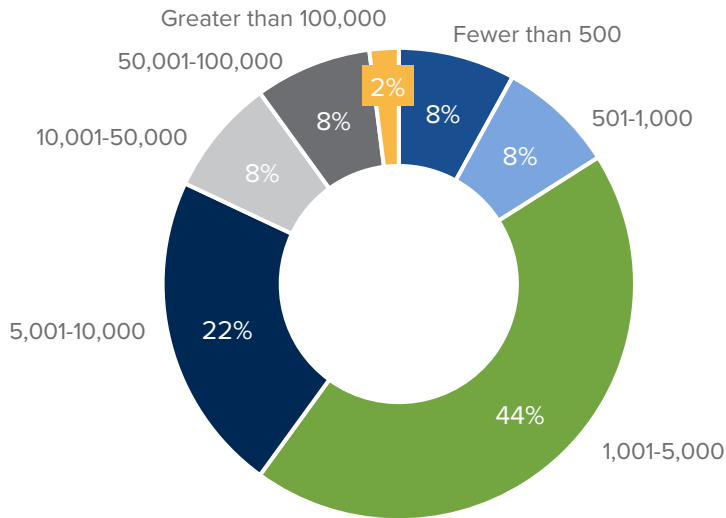


Rapid Changes

The incidence and response to COVID-19 and its variants change by the day. Since this survey was conducted, we have seen a substantial reduction in virus levels and daily new case rates. The CDC has changed its guidance on masking and relaxed the transmission rate algorithm. Employers continue to adapt and adjust to the constantly changing landscape.

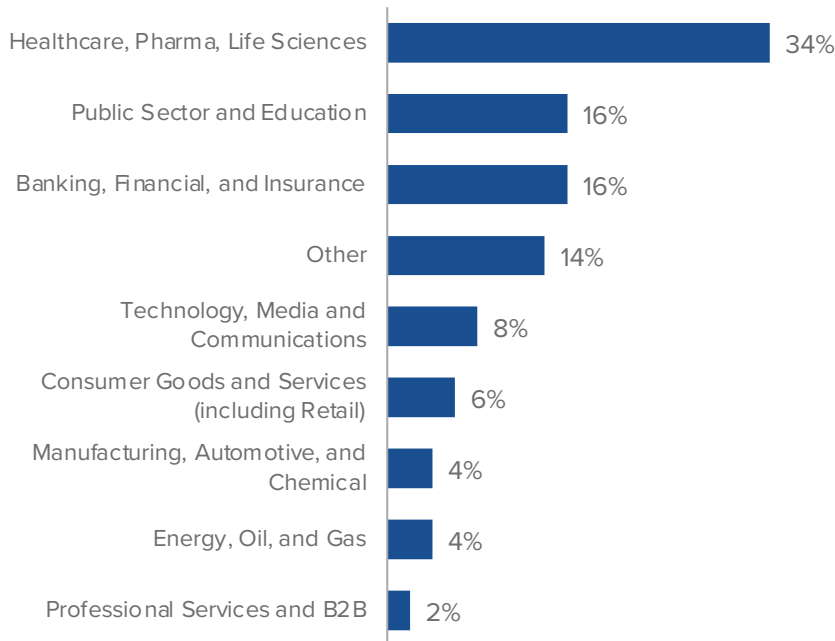
Employer Respondents Demographics

Employer Size



Of respondents, 67% said they have a majority of employees working on site.

Industry



Employer respondents represented various industries, geographies and sizes.

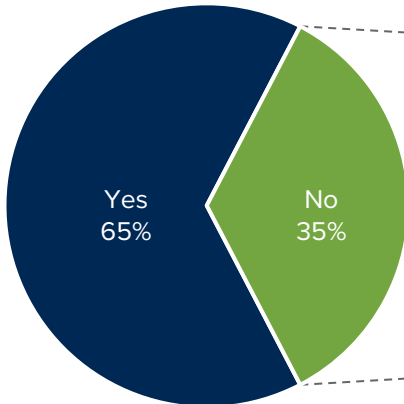
- Just 8% were fully on-site
- 17% were fully remote
- 75% had a hybrid arrangement in place



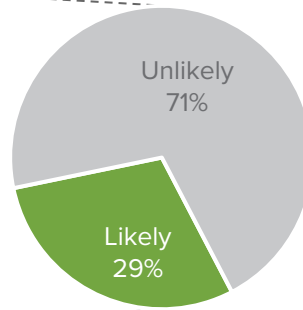
While the survey respondents represented a wide variety of employers, there was stronger representation and response from larger employers (1,000 + employees), and those in the health care and life sciences industries.

Testing Approach

Do you have a testing protocol in place?

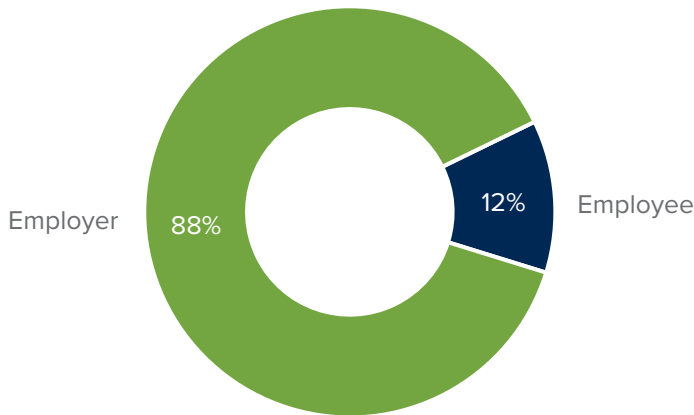


Do you plan to add a protocol in 2022?

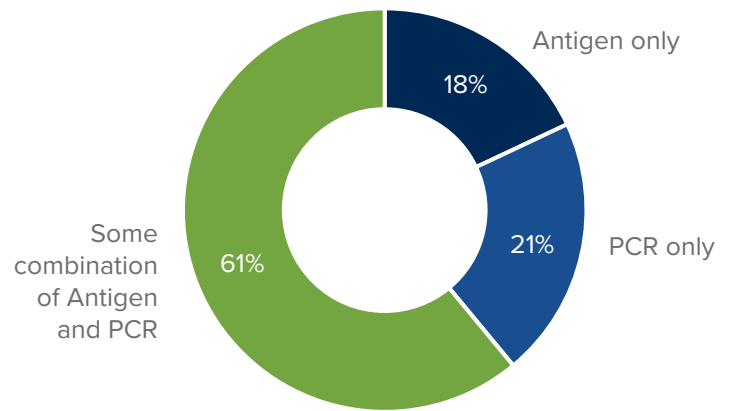


Employers were asked if they currently have a formal testing policy and if they plan to offer one. Details on the type of testing and coverage of cost were also asked.

Who covers the cost of testing?



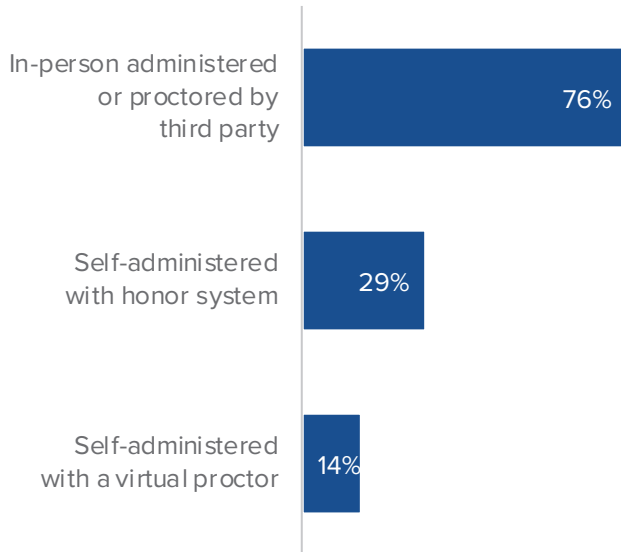
Testing Types Offered



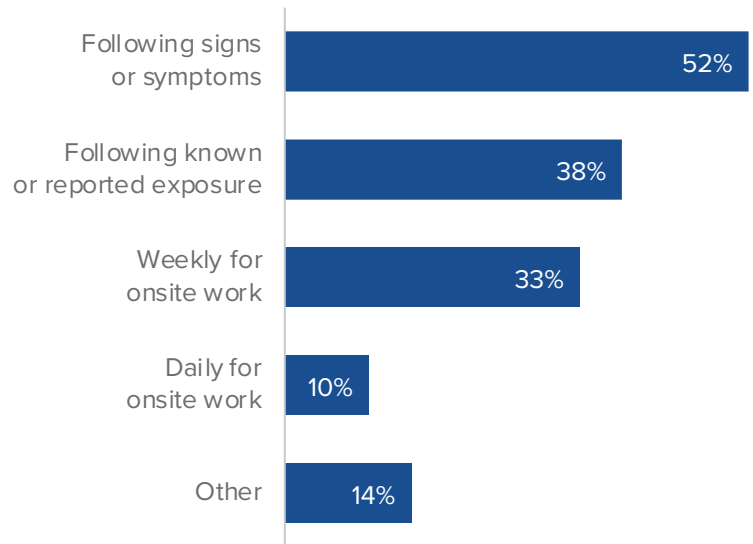
Most employers responded that they do have some formal policy in place. Of those that did not yet have a policy, most said it is unlikely one will be implemented in the coming year. A vast majority of employers are covering the cost of testing, and for many employers they are using a combination of Antigen and PCR testing methods.

Antigen Testing Strategy

What method are you using for antigen testing?

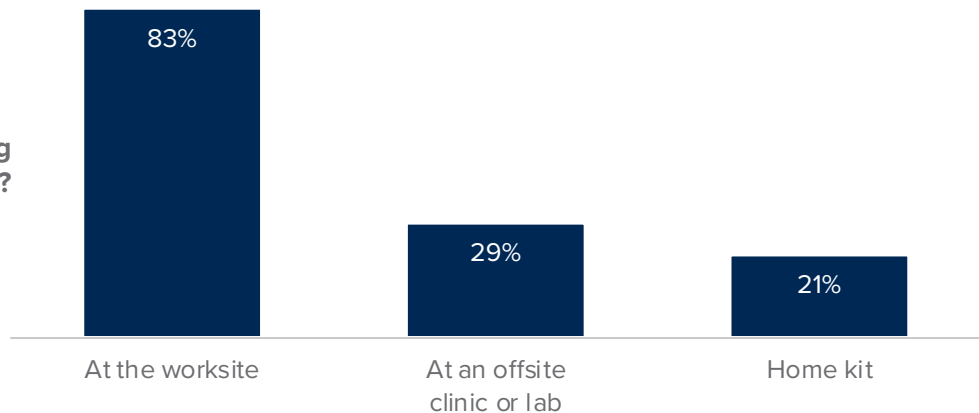


When is antigen testing recommended or required?



PCR Testing Strategy

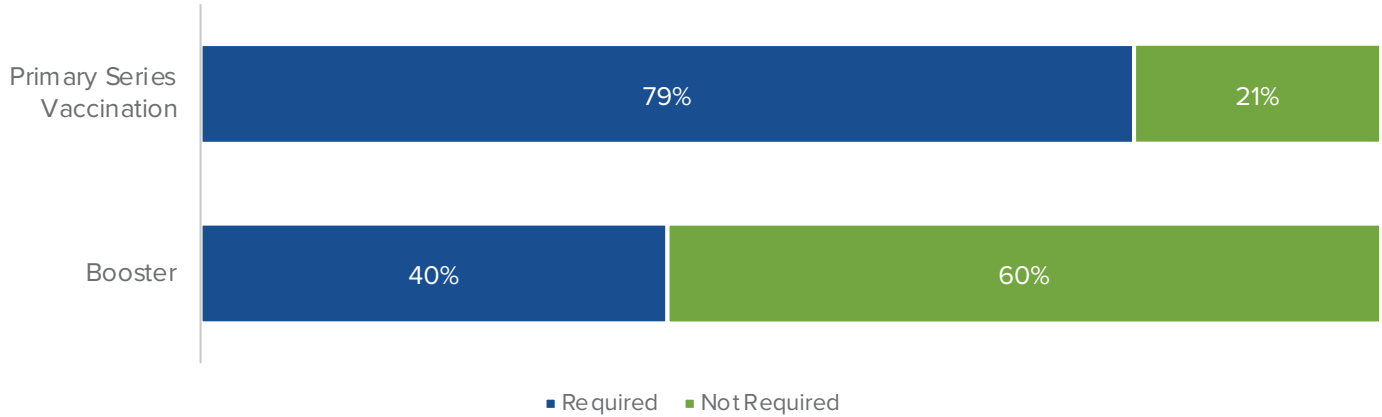
How are you offering PCR testing?



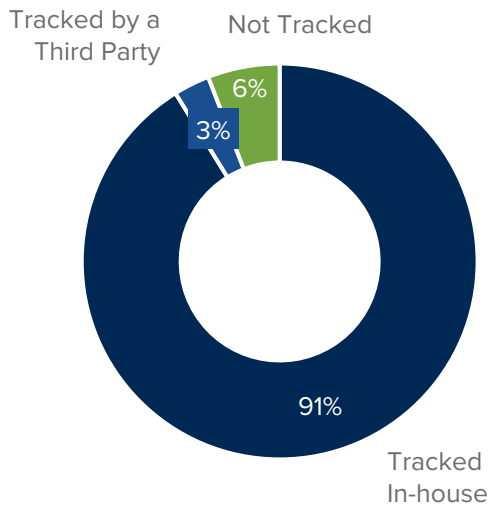
For those employers offering antigen testing, most are doing it in-person or proctored, and following symptoms or exposure. For those offering PCR testing, again, most are doing it at the worksite.

Control Measures

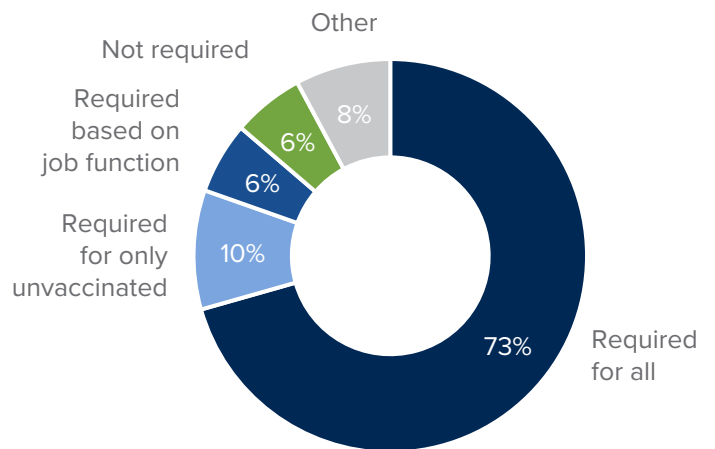
Vaccination Policies



Vaccination Tracking



Masking Policy



Employer respondents also indicated their current control measures and approach to mitigate spread of COVID-19. Most were requiring masking for all and requiring primary series vaccination. Most tracking of vaccination was being done in-house by the employer themselves.



How Brown & Brown Can Help

Connect with our Brown & Brown team to learn about our knowledge in your industry, how we build our risk mitigation strategies and how we can aid your business in building a cost-saving employee benefits program.



Find Your Solution at [BBrown.com](https://www.brownandbrown.com)

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