# A Human Challenge
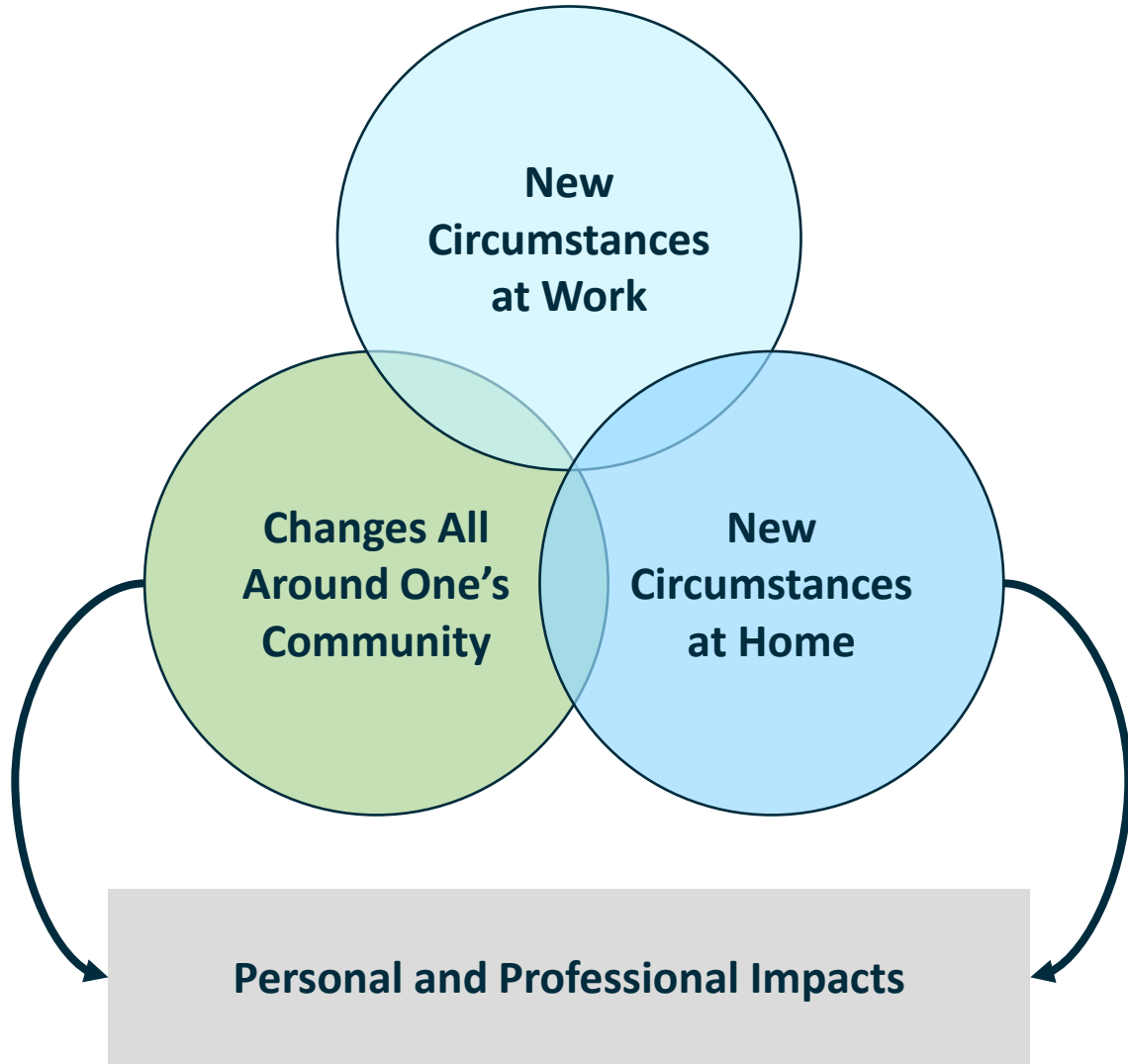
✓ People remain an organization's most valuable assets

✓ Everyone is living and working through a high-stress situation that will continue for months or longer than a year

✓ Human Resources Departments aim to help associates with sensitivity and flexibility

# Employee engagement concerns are altogether new

✓ Combat "re-entry anxiety"

✓ Engage and motivate through uncertainty

✓ Broad spectrum of health and well-being issues

**Actively Engaged**

**Passively Disengaged**

**Panicked!**

**Actively Disengaged**

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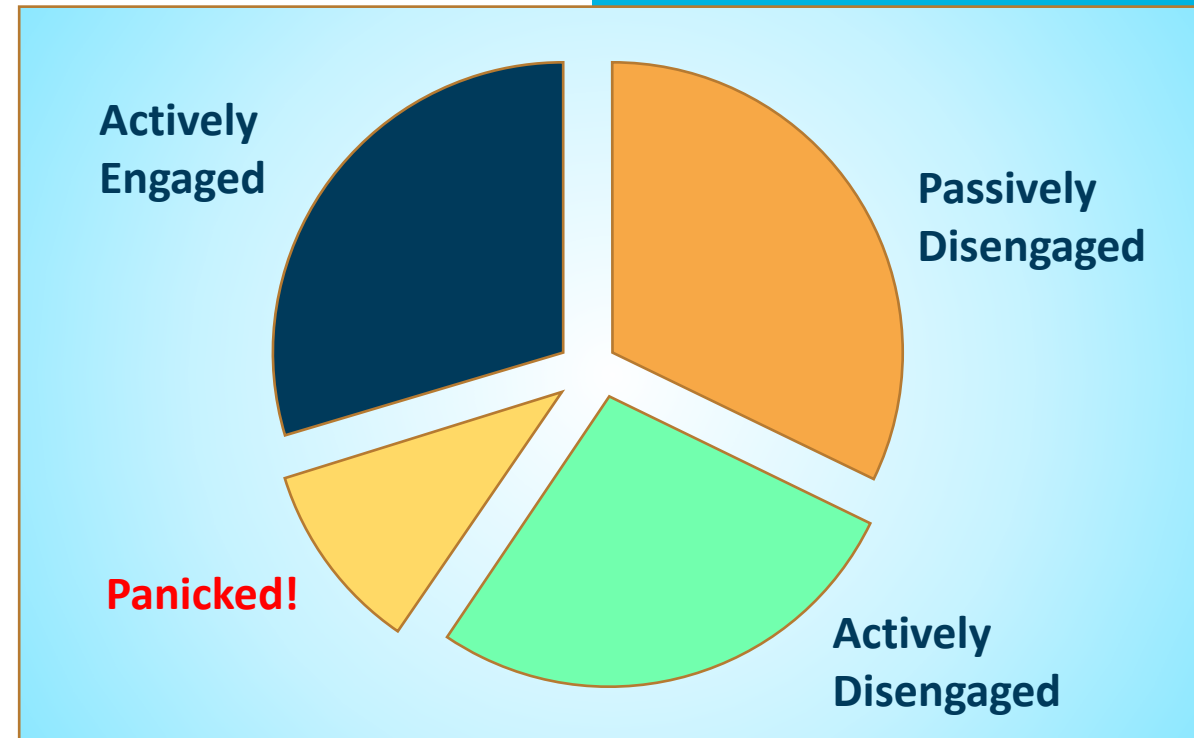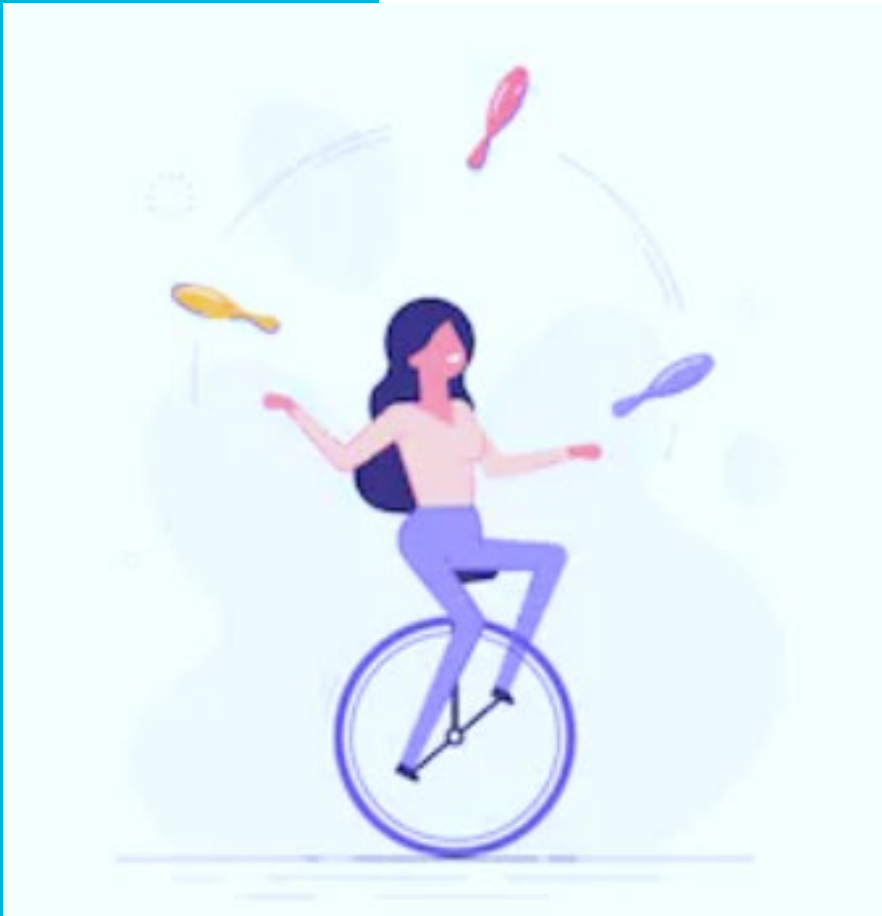
# All of this can mean a crushing HR workload

- ✓ **Vast communication and individual support needs**
- ✓ New compliance norms
- ✓ New policies and procedures
- ✓ Documentation requirements

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# A divide-and-conquer approach

- ✓ Reserve human touch for strategic and sensitive issues and one-on-one coaching

- ✓ **Automate** repetitive tasks, approvals, and documentation

WORK TASK

AUTOMATABLE

NOT AUTOMATABLE

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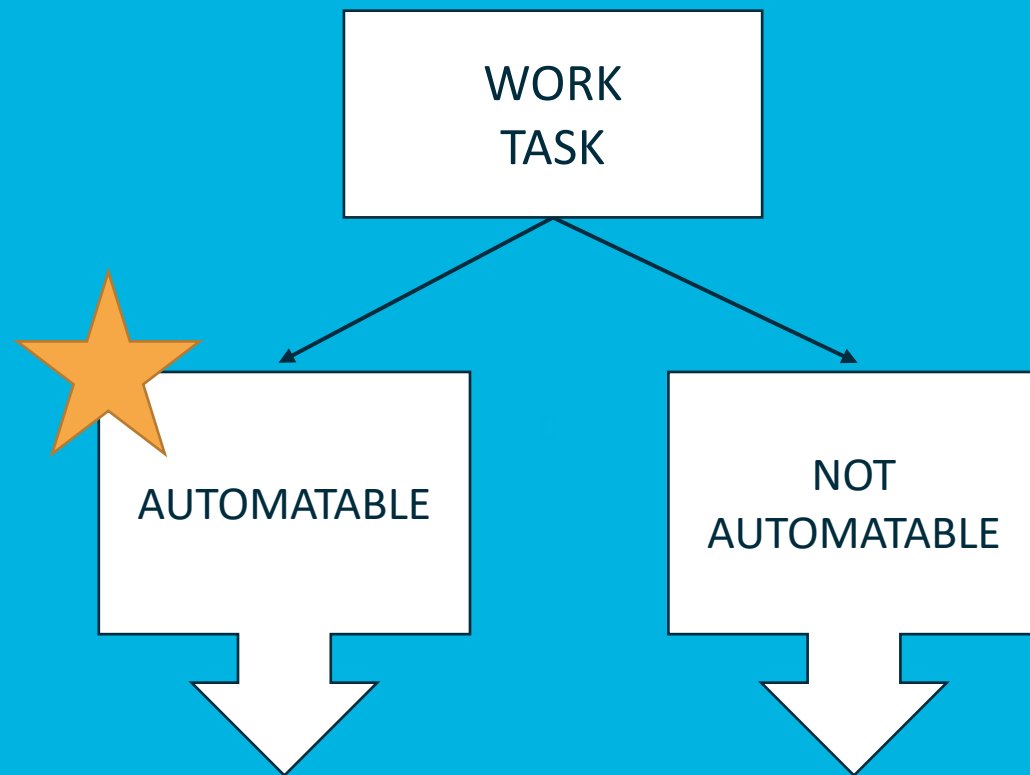
# Compliance in the COVID era



- ✓ Most workplaces have emerged from the most severe disruptions (everyone gone)

- ✓ Requirement now is **steady and consistent implementation of COVID-related policies**

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# Employer deficiencies cited in a recent lawsuit:

- Failing to **evaluate employees** for signs and symptoms of COVID-19

- Not having a defined protocol to **respond to employees** who notify management that they are experiencing **COVID-19 symptoms**

- Not evaluating the traffic patterns / volume of people / activity levels of one's facility that may reasonably **increase the risk of infection**

- Not sufficiently **inspecting, cleaning or disinfecting**

- Not implementing or **enforcing social distancing** guidelines

- Not providing employees with **personal protective equipment** (PPE) reasonably needed for their jobs: hand sanitizer, masks, latex gloves

- Not imposing guidelines for **non-employees** (e.g. customers with whom employees interact) to prevent the spread of COVID-19

# SumnerOne's SAFE**RETURNS** Portfolio



Entry Screening Solutions

Disinfection and Surface Protection

Signage

Spacing, Barriers and Masking

Policy, Documentation, and Communication

# Some requirements in plain English

✓ **Who's showing up** – do they present a risk?

✓ **Who is informed when a COVID risk arises** – and then what?

✓ **Who can work where –** home, remote… coffee shop?

✓ **Who works where in the office** – are they appropriately spaced? How many are in the building?

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# Safe Returns Document Management Bundle

## ✓ Work Readiness Tracking

- Automated Daily Screening eForm
- COVID Incident Tracker
- Contact Tracing Workflow

## ✓ Capacity Management

- Building Capacity Plans
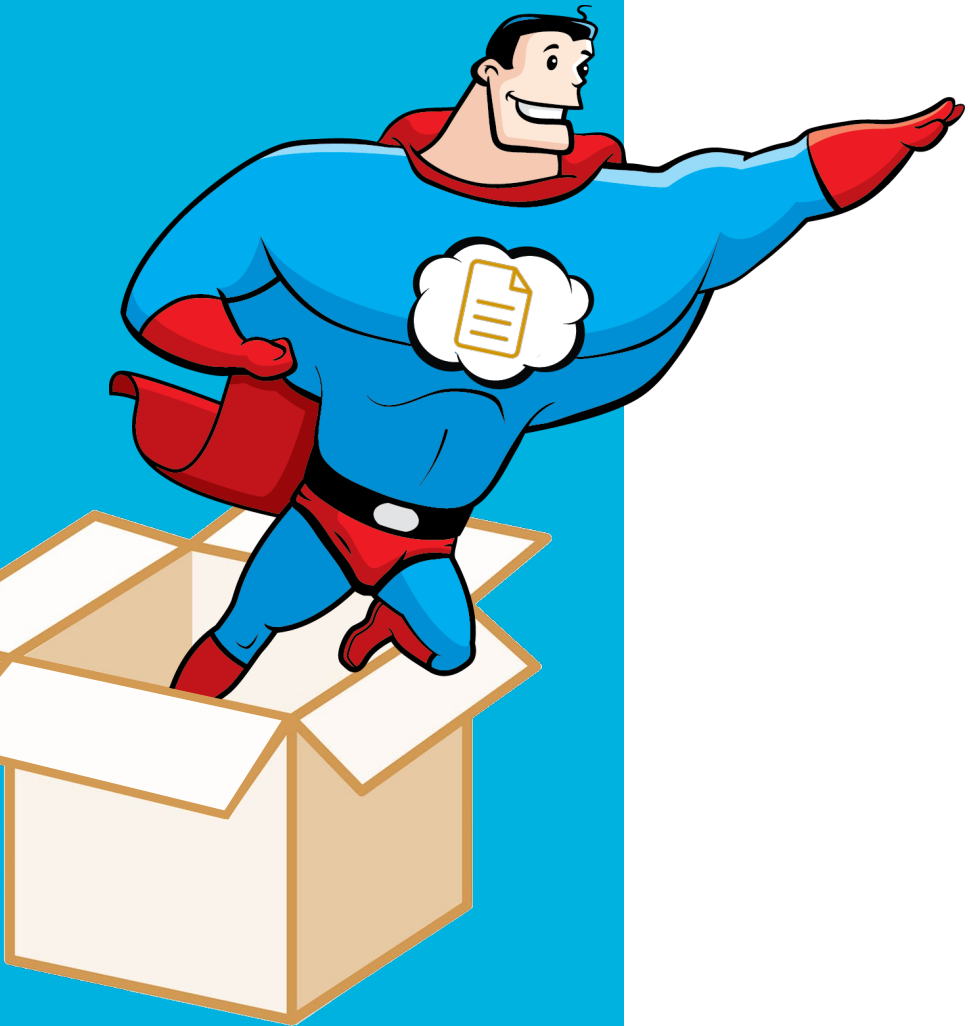- Real-Time Capacity Management

## ✓ Remote Work Documentation

- Remote Work Policy
- Supplemental Compliance Logs

## ✓ Disinfection & PPE Logs

- Cleaning and Disinfection Log
- Personal Protective Equipment Log

# Key advantages

✓ Designed to work out of the box, but also leaves room for custom tailoring

✓ Quick set up of cloud-based solution

✓ Short-term: Workplace health & safety measures, COVID Compliance

✓ Long-term: Buildable platform for workflow and approval automation

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