

COVID-19 Business Recovery and Return to Workplace Initiatives

Meeting the Challenge of COVID-19 – The Aon Approach

Aon has built a multi-level approach to supporting our clients with COVID-19 Business Recovery and Return to Workplace initiatives; creating a continuum of offerings that facilitates client choice in terms of matching solution(s) with desired level of support.

Level 1: COVID-19 Business Recovery Toolkit

The Business Recovery Tool Kit is part of Aon's ongoing commitment to share thought leadership and support clients in this challenging environment. This Tool Kit provides an end-to-end view of the considerations a client needs to address, from workforce planning, risk management and worksite design/safety, to COVID-19 testing parameters and insurance coverage implications. The Business Recovery Tool Kit enables business leaders to quickly enhance effectiveness of business recovery and return to workplace strategies for COVID-19.

Level 2: Gap Assessment for COVID-19 Business Recovery and Return to Work Strategy

For clients that wish to leverage external expertise and demonstrate to their board a higher degree of due diligence in exploring recovery and return to workplace strategies, Aon offers our Gap Assessment Solution. Using the frameworks from the Aon COVID-19 Business Recovery Toolkit as a blueprint, we can conduct a comprehensive desk review/gap assessment for your business for each distinct worksite in scope. The assessment consists of approximately 100 pre-determined questions aimed at evaluating your business readiness for each component of the framework/blueprint.

Answers will be evaluated by our expert panel of insurance and risk management professionals, human capital (assessment, pay and benefits) consultants and clinicians. You will receive a dashboard report indicating where your preparedness is at, relative to a target threshold, along with summary recommendations to remediate and/or strengthen each area assessed. A unique gap analysis would be conducted for each worksite. Arrangements for work site portfolios can also be discussed. Please contact your Aon representative if you are interested in the Gap Analysis.

Level 3: Detailed Remediation and Implementation Consulting Support

The Aon team is prepared to partner with your local business leadership to develop specific and customized solutions to prepare your worksite(s) for COVID-19 Return to Workplace (RTW) next steps. As well, we are prepared to partner with senior leadership to devise an overall COVID-19 RTW plan with differentiation by business, type of worksite, worker cohorts, etc. to be used to guide prioritization and RTW efforts that would be implemented (likely phased) across your organization. We are happy to meet with you to discuss your needs in this regard. Pricing for this level of support would be on a time and materials basis, impacted by scope.

Level 4: Aon's COVID-19 RTW Champions Consortium (New Offering)

As we have studied and learned about the complexities of the virus and the variability of its impact around the world and we have concluded that perhaps the most effective approach to a successful and safe RTW for COVID-19 is one that is highly localized, systematic and collaborative across multiple local stakeholders including government, healthcare systems, commercial real estate managers, COVID-19 test manufacturers, insurers and employers. Approaching the challenge in this fashion creates unique value for a business in several ways:

- Facilitates a common shared adoption of best practices across the local business community which creates a shared standard that currently does not exist. Alignment on a standard is a sound way to mitigate liability risks

We're here to empower results.

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- Efficiently leverages work product, know-how and commercial relationships essential to securing a safe and effective RTW process in urban areas where businesses are located in close proximity and share a community
- Through validation, proof of adoption of these standards by worksite results in improved access to insurance coverage and improved contractual and financial terms

The result of our research and thought leadership is a new offering from Aon: The Aon RTW Champions Consortium. The Aon COVID-19 RTW Champions Consortium is set to launch in Chicago. We will build site-specific core solutions across 40+ cities worldwide by Fall 2020. There will be a price for an employer to join the consortium solution, and pricing is a fixed fee predicated on employer size and number of work locations in the city to be implemented.

Aon's approach to the Recover stage is part of our broader COVID-19 Response Framework for Clients and is designed to match need in the React/Respond, Recover and Reshape phases of a client's unique COVID-19 journey. We look forward to engaging more deeply with you to discuss your Business Recovery and RTW needs and mutually determine the right fit for you and your firm.

About Aon

Aon is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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