

Impact Survey



E4E Relief, as a non-profit social enterprise, wanted to assess the outcomes that relief funds are having on American workers who are experiencing financial fragility.

Who did we reach?



ELIGIBLE PARTICIPANTS
20,429 employees, who applied for a grant at least once from 2015 to 2019



SURVEY TIMING
October 2019



SURVEY SAMPLE SIZE
1,674 for analysis

Impact

Insight: Indicators point to increased company loyalty & employee engagement

73% of grant applicants surveyed stated having an employee relief program made them feel more positively towards their employer

27% of grant recipients were able to immediately direct more of their attention to their work

Approvals: Negative Events Experienced Prior to Grant Receipt

QUESTION: Before receiving the grant, did any of the following occur because of the financial hardship for which you applied for assistance? Select all that apply.



Late fee on a least one bill Lateness or absence from work Incurred extra transportation costs Shut off of services or utilities



Eviction or foreclosure notice received Other None

"Was unable to send my kids to daycare due to inability to pay the bill. Starting having seizures due to the stress I was under."

"Separated from the rest of my family, as we were all living with different family members not affected by the flood."

"Stress"

Approvals: Negative Events Avoided Post-Grant

QUESTION: Did the grant help you avoid any of the following? Select all that apply.



Late fee on a least one bill Shut off of services or utilities* Eviction or foreclosure notice received** Incurred extra transportation costs



None*** Lateness or absence from work Other No answer

"I was able to move to a place of safety."
"Loss of childcare"
"Losing my vehicle"
"Hunger"

* 15% among households with income \$100k+

** 6% among households with income \$100k+

*** 38% among households with income \$100k+; 14% among those with income under \$25k

Approvals: Immediate Grant Impact

QUESTION: What immediate change(s), if any, happened as a result of receiving the grant? Please check all that apply.



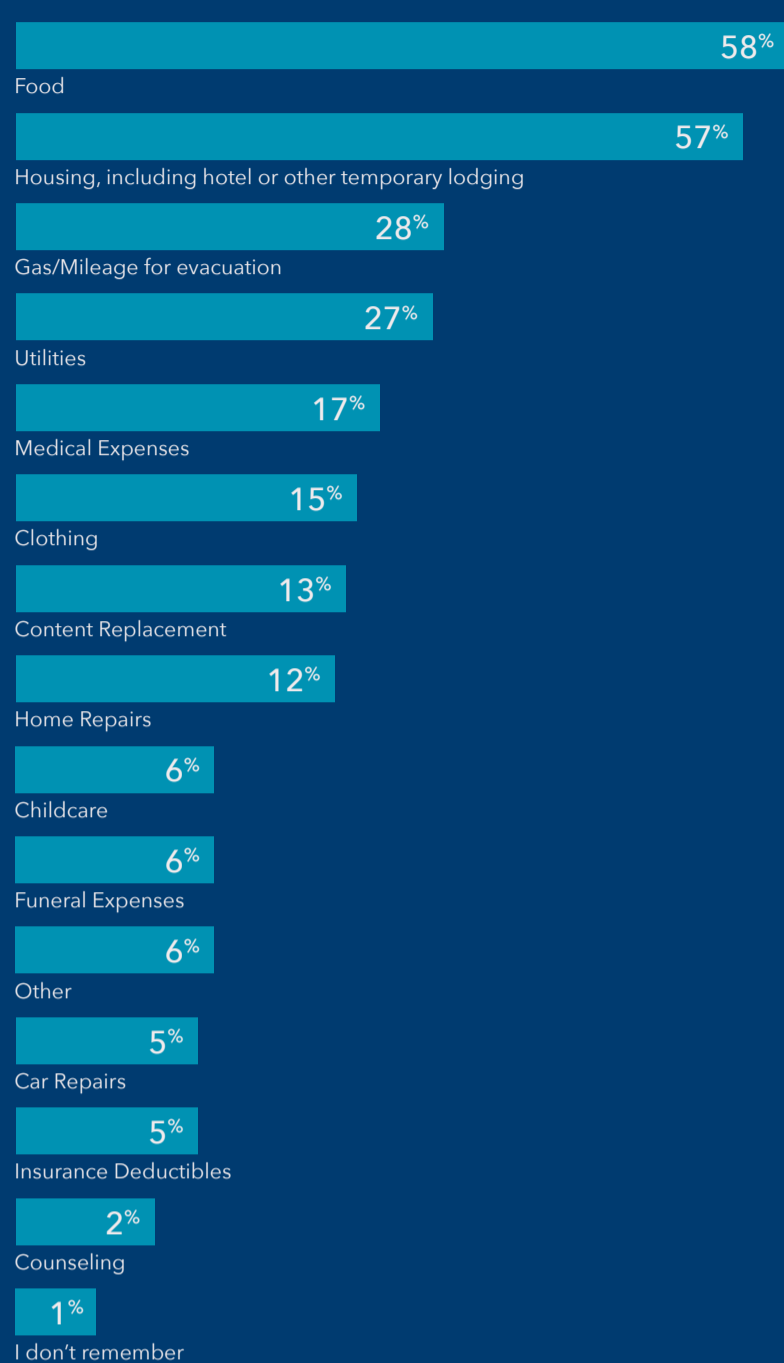
I felt supported by my employer I felt less stressed The grant provided some breathing room so I could figure out my next steps I was able to direct more of my attention to my work I was able to get back to where I was financially before the event that prompted me to request funds I was able to direct more of my attention to my significant personal relationships I was able to continue working when I otherwise might not have been able to I stopped experiencing physical symptoms that are unusual for me

What were the employee relief funds used for?

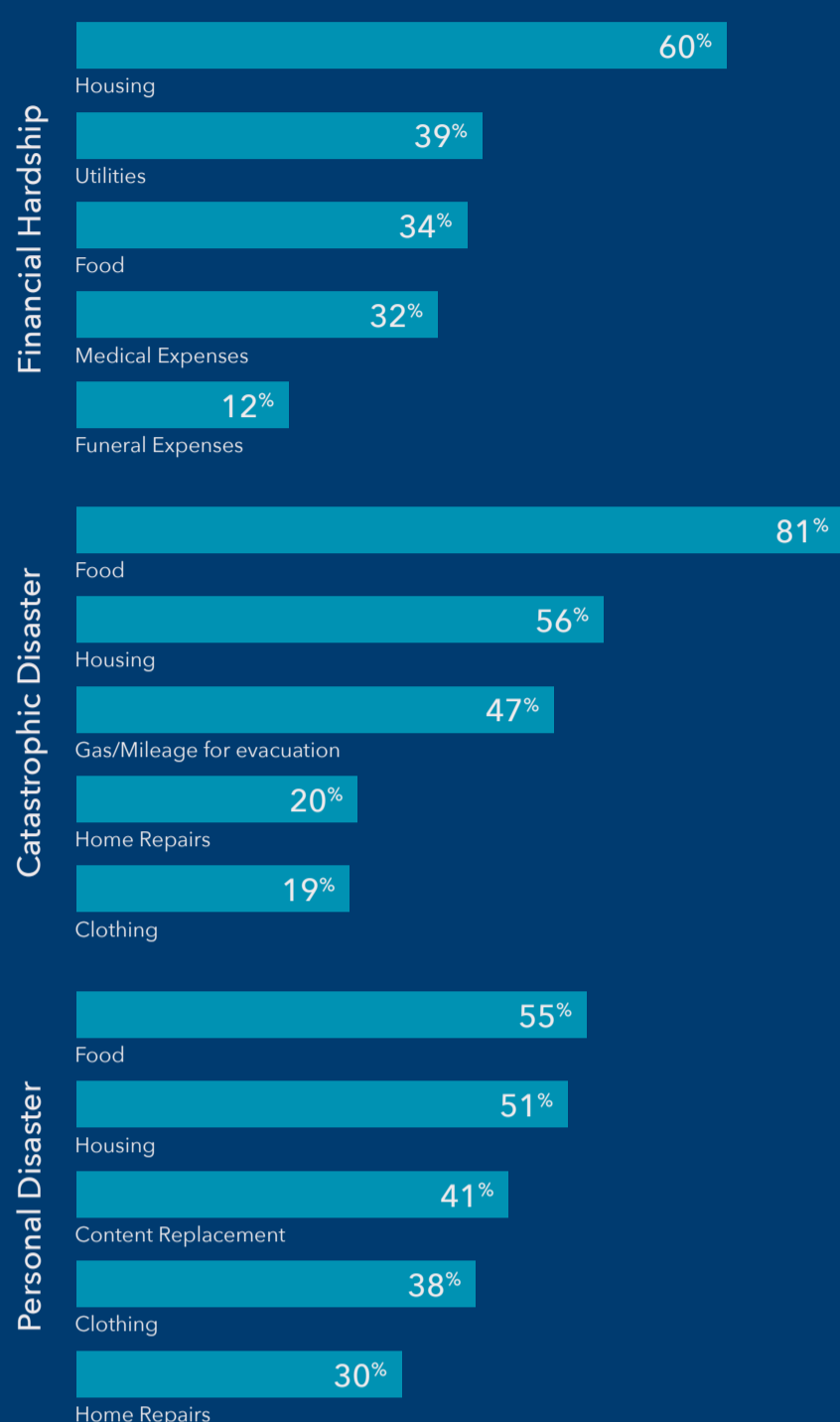
Approvals: Use of Funds

QUESTION: What did you use the grant funds for? Select all that apply.

Detailed Response Distribution, Total Awarded Sample



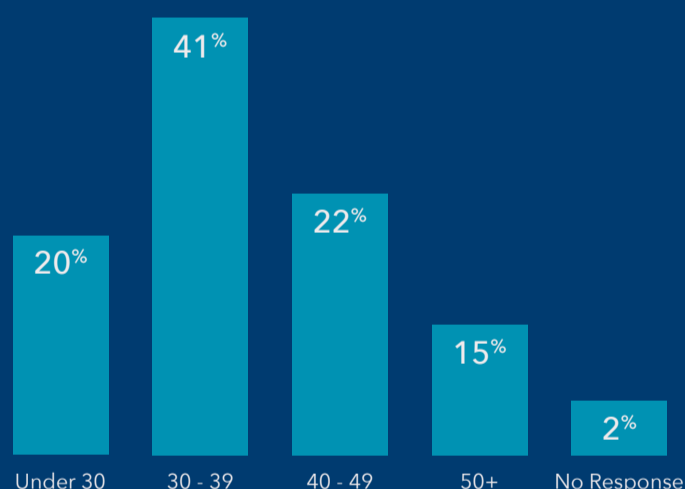
Top Use of Funds, By Event Type



Applicant Demographics

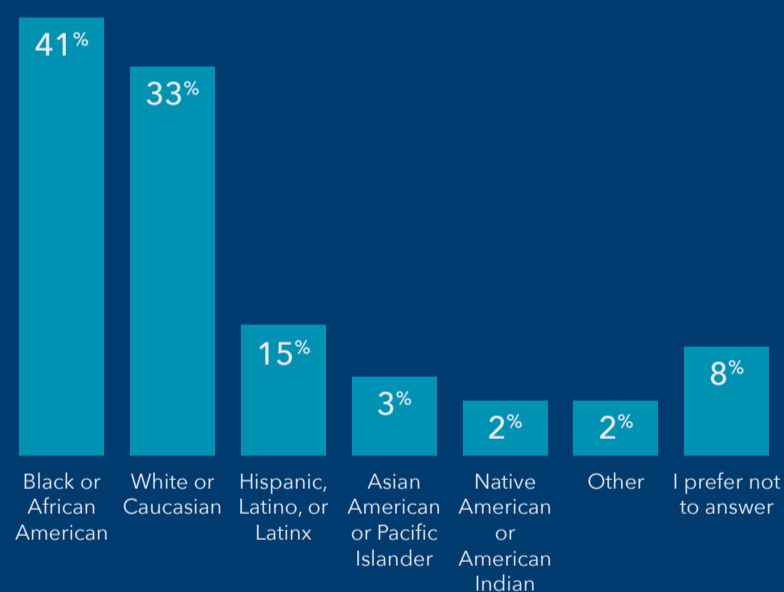
Survey Population

Respondent Age



Race / Ethnicity

(multi-select possible)



- Millennials are now the largest workforce generation in the U.S. (30-39 years old)
 - **41%** of grant recipients surveyed are millennials
 - **67%** are living paycheck to paycheck * *Charles Schwab 2019 Modern Wealth Report*
- Of the grant recipients surveyed, **62%** of employee relief grants are to people of color

What's next: E4E Relief's Impact research continues

E4E Relief is fielding surveys in Fall 2020 to understand the impact of relief programs during this Covid-19 global pandemic. E4E Relief engaged Canary to conduct the Impact research. We look forward to sharing those results with you in the future.



About E4E Relief:

E4E Relief is a social enterprise that administers charitable employee relief programs on behalf of global corporations to provide a readiness plan and compassionate response to employees facing crisis. At E4E Relief, compassion is our currency. e4erelief.org

About Canary:

Canary is a mission-driven enterprise contributing to the evolution of the 21st century social safety net to ensure that in times of financial need, individuals can access emergency funding with dignity. Canary uses its proprietary impact measurement framework to help advance the emergency relief fund field. workwithcanary.com/insights