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.

- Incurred extra transportation costs 25%
- Lateness or absence from work 27%
- Late fee on at least one bill 47%
- Shut off of services or utilities 21%
- Eviction or foreclosure notice received 7%
- Other 25%
- None 68%

Approvals: Negative Events Avoided Post-Grant

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

- Late fee on at least one bill 34%
- Shut off of services or utilities 33%
- Eviction or foreclosure notice received 24%
- Incurred extra transportation costs 23%
- None 22%
- Lateness or absence from work 20%
- Other 6%
- No answer 2%

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 77%
- I felt less stressed 72%
- I was able to get back to work 70%
- I was able to get back to work and direct more of my attention to my work 27%
- I was able to get back to work and direct more of my attention to my significant personal relationships 21%
- I was able to get back to work and direct more of my attention to my significant personal relationships of the people in my household 16%
- I was able to continue working and care for my kids 13%
- I was able to continue working and care for my kids and didn’t have to slow or stop work 8%
- I stopped experiencing physical symptoms that are unusual for me 6%
- I was able to focus on sending my kids to daycare when I otherwise might not have been able to do so 5%
- I was able to continue working when I otherwise might not have been able to do so 3%
- I was able to continue working and didn’t have to slow or stop work 3%

The grant provided some breathing room so I could figure out my next steps 70%

I felt less stressed 72%

I was able to direct more of my attention to my work 27%

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I was able to continue working and didn’t have to slow or stop work 3%

I stopped experiencing physical symptoms that are unusual for me 6%
What's next: E4E Relief’s Impact research continues

**Approvals: Use of Funds**

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

**Detailed Response Distribution, Total Awarded Sample**

<table>
<thead>
<tr>
<th>Use of Funds</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>58%</td>
</tr>
<tr>
<td>Housing, including hotel or other temporary lodging</td>
<td>57%</td>
</tr>
<tr>
<td>Gas/Monthly for transportation</td>
<td>28%</td>
</tr>
<tr>
<td>Utilities</td>
<td>17%</td>
</tr>
<tr>
<td>Medical Expenses</td>
<td>15%</td>
</tr>
<tr>
<td>Clothing</td>
<td>13%</td>
</tr>
<tr>
<td>Content Replacement</td>
<td>12%</td>
</tr>
<tr>
<td>Rent/Repairs</td>
<td>6%</td>
</tr>
<tr>
<td>Utilities</td>
<td>6%</td>
</tr>
<tr>
<td>Funeral Expenses</td>
<td>6%</td>
</tr>
<tr>
<td>Child Care</td>
<td>5%</td>
</tr>
<tr>
<td>Insurance/Disability</td>
<td>3%</td>
</tr>
<tr>
<td>Counseling</td>
<td>2%</td>
</tr>
<tr>
<td>5% Other</td>
<td></td>
</tr>
</tbody>
</table>

**Top Use of Funds, By Event Type**

<table>
<thead>
<tr>
<th>Use of Funds</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food</td>
<td>60%</td>
</tr>
<tr>
<td>Utilities</td>
<td>39%</td>
</tr>
<tr>
<td>Rent/Repairs</td>
<td>34%</td>
</tr>
<tr>
<td>Medical Expenses</td>
<td>32%</td>
</tr>
<tr>
<td>Funeral Expenses</td>
<td>12%</td>
</tr>
<tr>
<td>Gas/Monthly for transportation</td>
<td>8%</td>
</tr>
<tr>
<td>Housing</td>
<td>6%</td>
</tr>
<tr>
<td>Utilities</td>
<td>6%</td>
</tr>
<tr>
<td>Funeral Expenses</td>
<td>4%</td>
</tr>
<tr>
<td>Child Care</td>
<td>2%</td>
</tr>
<tr>
<td>Insurance/Disability</td>
<td>1%</td>
</tr>
<tr>
<td>Counseling</td>
<td>1%</td>
</tr>
<tr>
<td>5% Other</td>
<td></td>
</tr>
</tbody>
</table>

**Applicant Demographics**

**Survey Population**

**Respondent Age**

- Under 30: 20%
- 20-29: 41%
- 30-39: 22%
- 40-49: 15%
- 50+: 2%
- No Response: 15%

**Race / Ethnicity**

- **Black or African American**: 13%
- **White or Caucasian**: 41%
- **Hispanic, Latino, or Latinx**: 15%
- **Asian American or Pacific Islander**: 3%
- **Native American or American Indian**: 2%
- **Other**: 8%
- **I prefer not to answer**: 3%

- 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, 63% 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. About 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 distress, 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