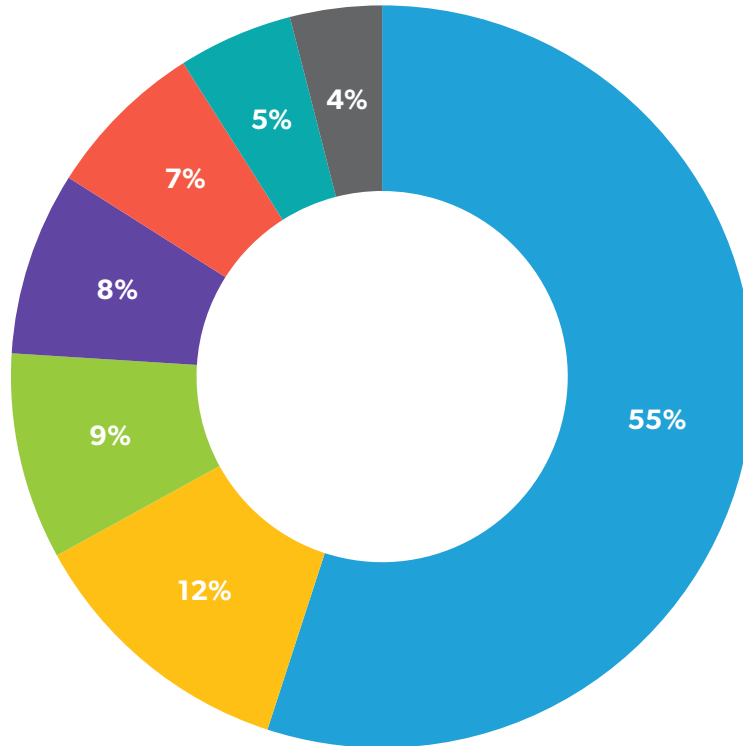


2023 Holiday Planning & Parties



FIGURE 1 | Which of the following statements best describes your organization's plans to host a holiday party for employees this year?

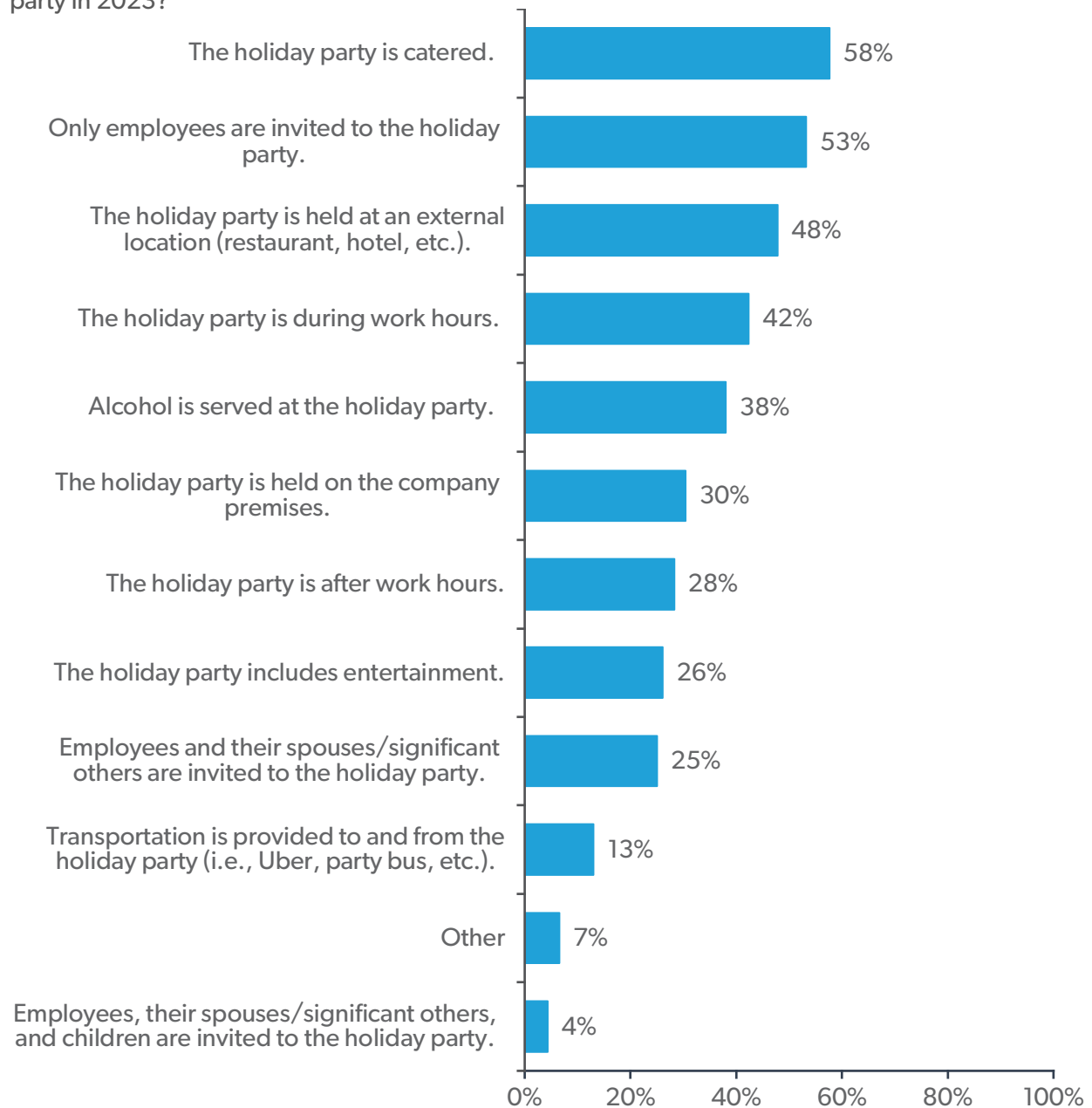


- We are hosting a party, and we are budgeting the same amount towards it as last year.
- Historically, we have not hosted a holiday party, and do not plan to have one this year either.
- We are hosting a party, and we are budgeting more towards it than last year.
- Other
- The organization as a whole will not host a party, but individual teams/departments are provided a budget to plan their own holiday celebrations.
- We are hosting a party, but we are budgeting less towards it than last year.
- Although we typically have a party, we are not planning to have one this year.

“Other” responses from **FIGURE 1** included the following:

- Historically, we have not hosted a holiday party, but we do plan to have one this year (or at the first of the year).
- The organization as a whole will not host a party, but individual teams/departments are welcome to plan their own celebrations, no official budget provided.
- We bring in catered lunch for the entire company
- We host two staff appreciation events in April/October instead of end of year.
- We typically do potlucks and then the company gives each employee a \$50 visa gift card.
- We will host a New Year's celebration party in January with a slightly higher budget than last year

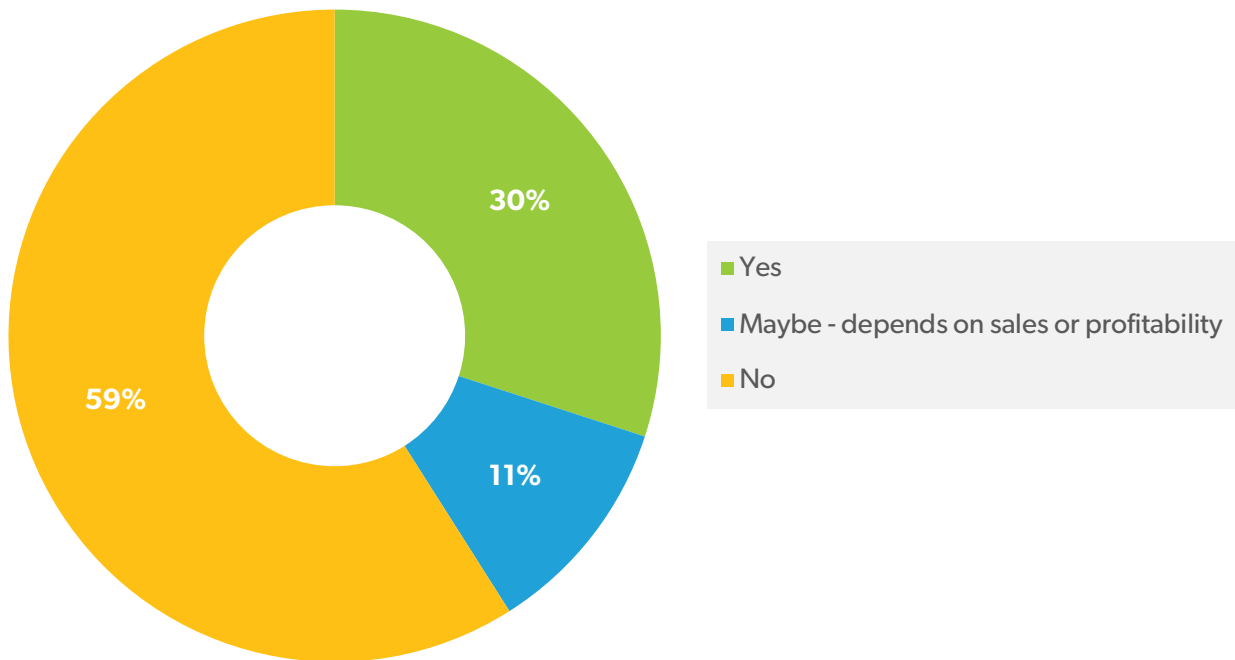
FIGURE 2 | Which of the following practices/characteristics apply to your organization's holiday party in 2023?



“Other” responses from FIGURE 2 included the following:

- Each location determines how to celebrate.
- Employees may schedule transportation (taxi, Uber, Lyft, etc.) to and from the location. The company will reimburse employee for this expense.
- End-of-year recognition luncheon rather than a party
- Spouses/Significant Others Can show up after a few hours Transportation is provided for those in need
- Usually on-premise holiday party during business hours followed by family gathering/activity in the evening.

FIGURE 3 | Does your organization provide a holiday bonus?



Among respondents indicating “Yes” to **FIGURE 3**, the amounts of the bonuses provided varied. The most common open-ended responses are summarized below.

- Cash or gift card to all employees (amounts ranged from \$25 up to \$1,000)
- Bonus amount determined as a percentage of each employee’s salary
- Bonus amount determined based on each employee’s tenure with the organization
- Bonus amount is determined based on organization’s financial performance

FIGURE 3a | What is the criteria for receiving the holiday bonus?

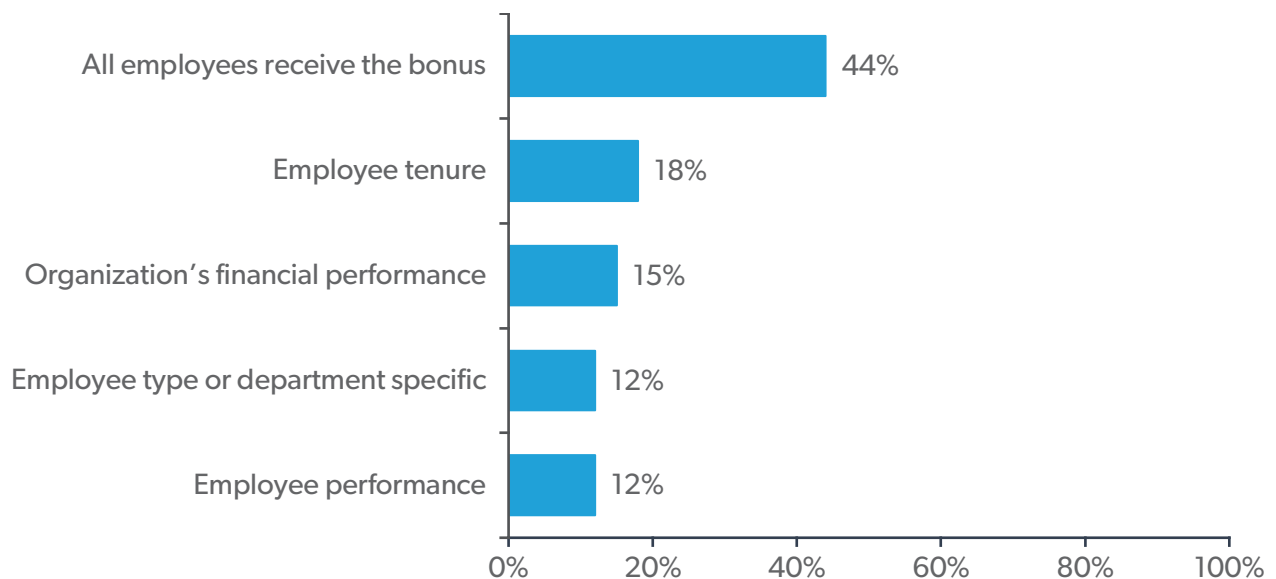
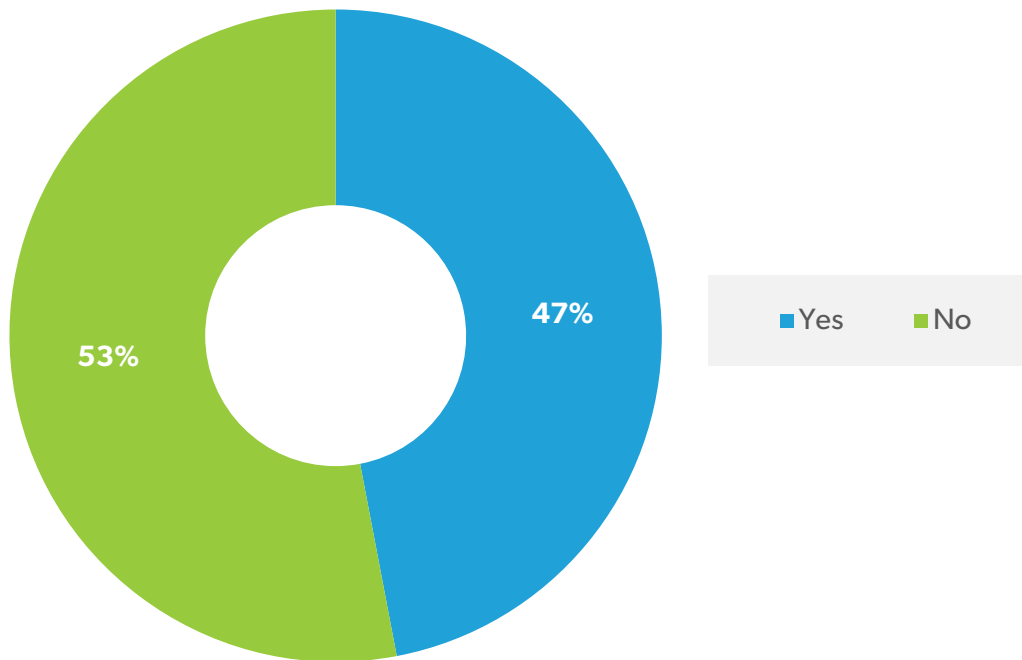


FIGURE 4 | Does your organization coordinate any holiday community service efforts?



The following programs emerged from a review of the open-ended responses provided in **FIGURE 4** as the most common holiday community service efforts.

- Adopt a family program
- Coat, food and/or toy drive
- Donations to individual nonprofit organization (in some cases with company match)
- Staff volunteer day at specific nonprofits (i.e., food banks, fire station/first responders, animal shelters, etc.)

FIGURE 5 | Does your organization ever have employees work on holidays?

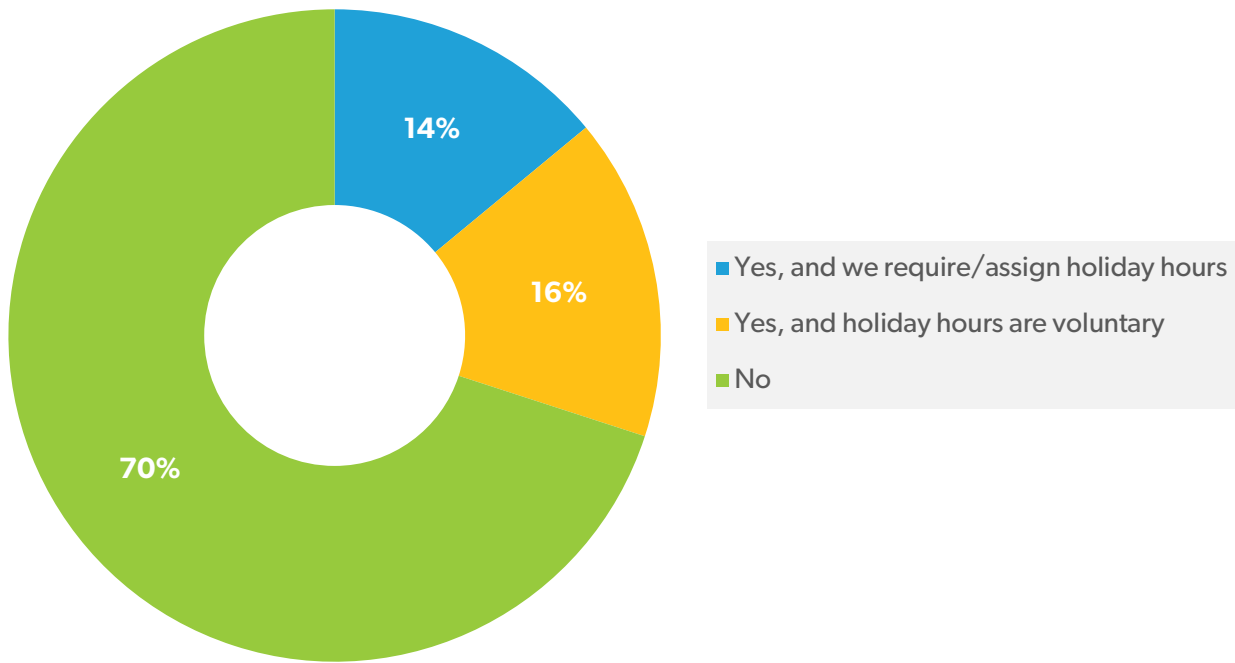
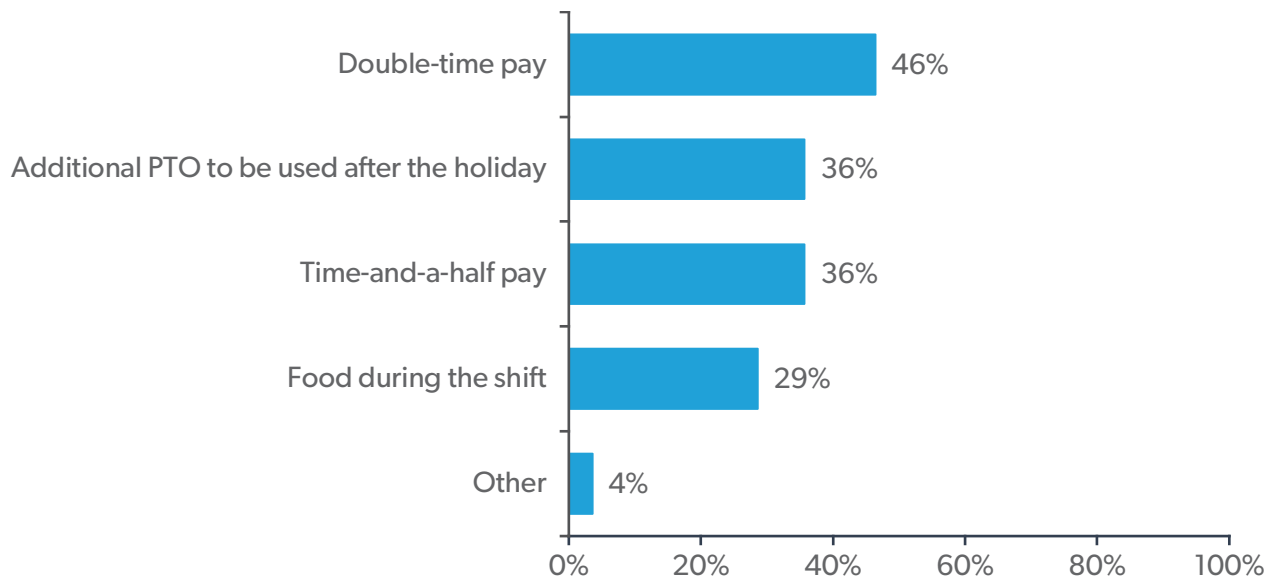


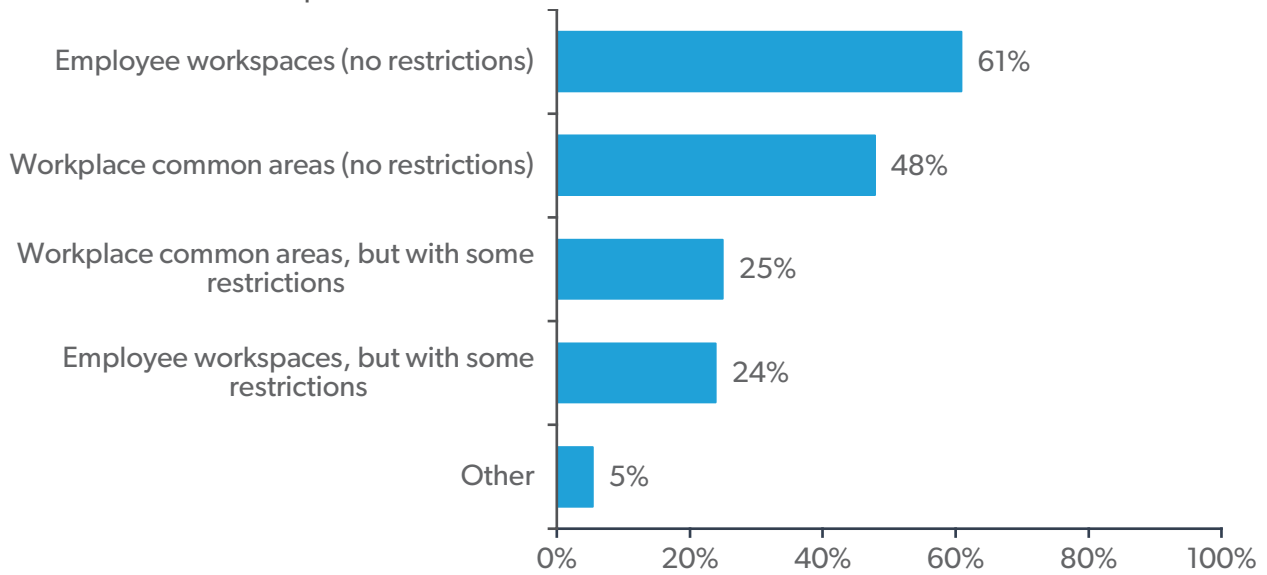
FIGURE 5a | Does your organization provide any of the following types of incentives for employees who work on holidays?



The “Other” response from FIGURE 5a included the following:

- They float the holiday hours to use at another time

FIGURE 6 | In which of the following areas does your organization allow holiday-themed decorations in the workplace?



Data Note: Most of the restrictions around holiday-themed decorations in the workplace from **FIGURE 6** were fairly broad and cited similar rules for both employee workspaces and workplace common areas. The restrictions typically focused on safety, not interfering with productivity, and being generally “tasteful.” A few organizations also required that decorations be “seasonal” and not overtly religious in nature.

FIGURE 7 | Paid holidays offered in late 2023

	Full Day	Half Day
Columbus Day/Indigenous People's Day - Monday, October 9, 2023	2%	0%
Election Day - Tuesday, November 7, 2023	0%	2%
Veterans Day (Observed) - Friday, November 10, 2023	8%	0%
Day before Thanksgiving - Wednesday, November 22, 2023	3%	5%
Thanksgiving Day - Thursday, November 23, 2023	96%	0%
Day after Thanksgiving - Friday, November 24, 2023	84%	0%
Friday before Christmas Eve 2023 - Friday, December 22, 2023	29%	10%
Christmas Day 2023 - Monday, December 25, 2023	98%	0%
Day after Christmas 2023 (Christmas Eve Observed) – Tuesday, December 26, 2023	45%	0%
Friday before New Year's Eve 2023 - Friday, December 29, 2023	21%	7%
New Year's Day 2024 - Monday, January 1, 2024	97%	0%
Day after New Year's Day 2024 (New Year's Eve Observed) – Tuesday, January 2, 2024	14%	0%
Other paid holiday(s) in 2023 not listed above	13%	0%

Data Note: “Other paid holiday(s) in 2023 not listed above” from **FIGURE 7** primarily cited that the week between Christmas and New Year’s would be treated as a paid “shut down” period.

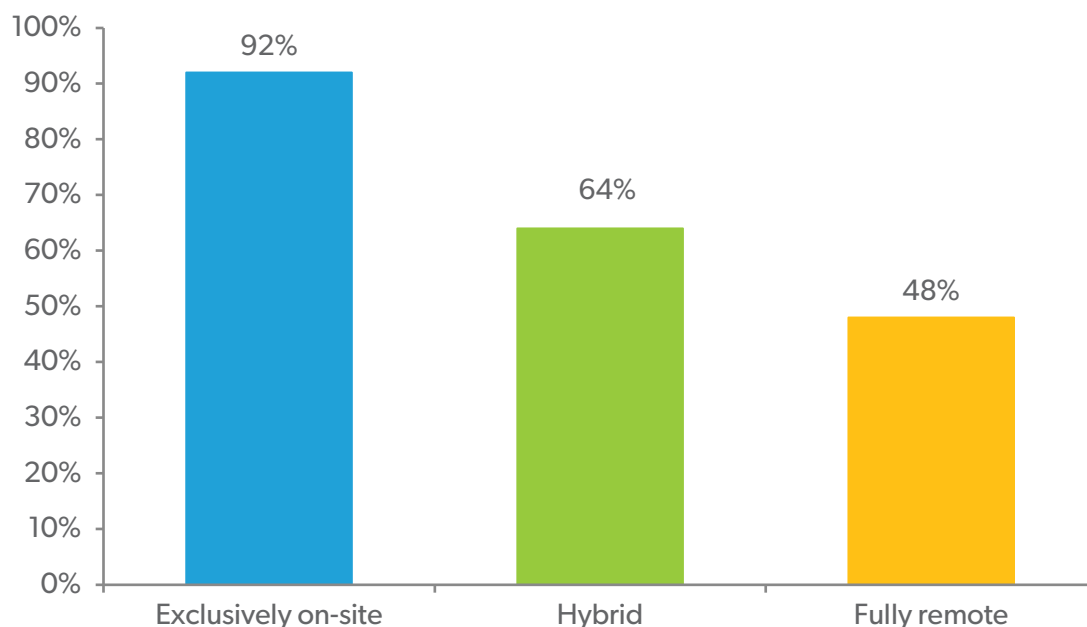
Demographics

In total, **92** Northeast Ohio employers participated in the poll, which was conducted during the week of September 25, 2023. The breakdown of the industries and organizational sizes (by employee count) they represent is displayed in **FIGURE 8** below.

FIGURE 8 | Industry & Organizational Size

	Percent
Industry	
Manufacturing	52%
Professional or Technical Services	23%
Nonprofit - Other	13%
Wholesale/Distribution Trade	5%
Health & Human Services	2%
Other	2%
Construction	1%
Hospitality/Entertainment/Media	1%
Organizational Size	
1-25	7%
26-149	55%
150-499	29%
500 or more	10%

FIGURE 9 | Percentage of employers with one or more employees working in each location



ERC Member Poll Results

2023 Holiday

Planning & Parties



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