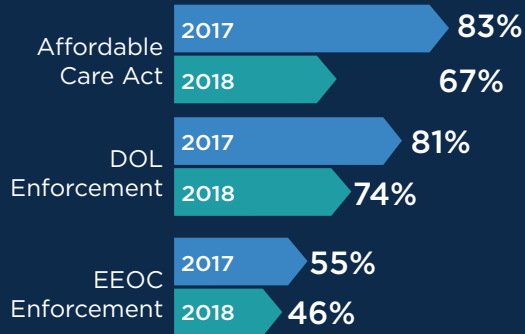


# The Littler® Annual Employer Survey 2018

Littler's seventh annual survey, completed by 1,111 in-house counsel, HR professionals and C-suite executives, analyzes the legal, technological and social issues having the greatest impact on the workplace. Here are some of the highlights from the survey results.

## 1 Regulation Rollback Brings Relief, Challenges

- Employers cautiously anticipate less impact from key regulatory issues compared to 2017 survey



But major changes in federal workplace policy have brought new challenges

- 64% Agree that the frequent and dramatic reversal of workplace regulations with changes in political power creates a burden for their businesses

- 75% Agree that new labor and employment requirements at the state and local levels have led to compliance challenges

## 2 Sexual Harassment, Pay Equity, Immigration Top of Mind

- Issues in the headlines most impacting the workplace

66% ranked **sexual harassment** 1st or 2nd

41% ranked **gender pay equity** 1st or 2nd

28% ranked **immigration policy changes/enforcement** 1st or 2nd

- #MeToo movement has led:

- 55% to add training for supervisors and employees

- 38% to update HR policies or handbooks

- To address gender pay equity:

- 61% have conducted audits of current pay practices and salary data

- 34% have revised hiring practices

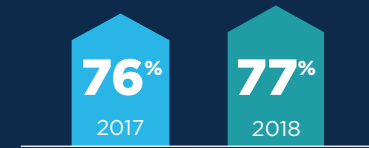
- Immigration changes most impacting employers

48% Tighter restrictions on visa adjudications

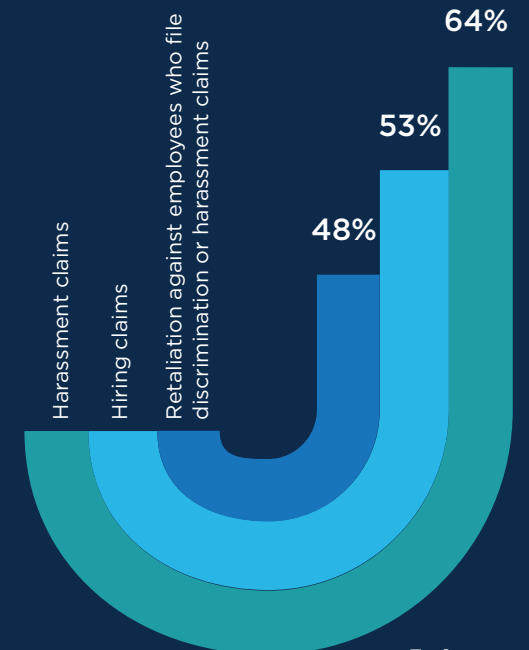
36% Increased workplace immigration enforcement

## 3 Continued EEOC Enforcement

- Virtually no change in the impact employers are anticipating from EEOC enforcement



- Areas expected to see a rise in EEOC discrimination claims over the next year



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