

Employment losses in the wake of COVID-19

A look at the most frequent types of employment losses to arise from COVID-19 and the return to work.

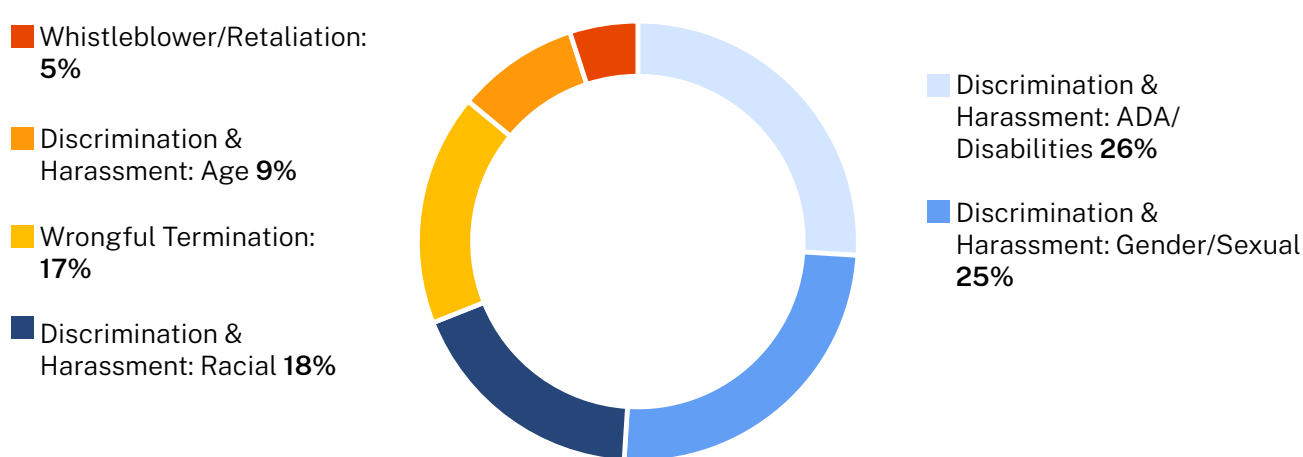


COVID-19 caused a dramatic shift in the workplace. Many employees were laid off. Others transitioned to remote work. With vaccines now wildly available, many employees are preparing to shift back to in-person work. The transition is anticipated to bring rise to a new flood of employment losses, many of which have already occurred. Here is a look at the most frequent employment losses that have already arisen from COVID-19 and the return to work environment.

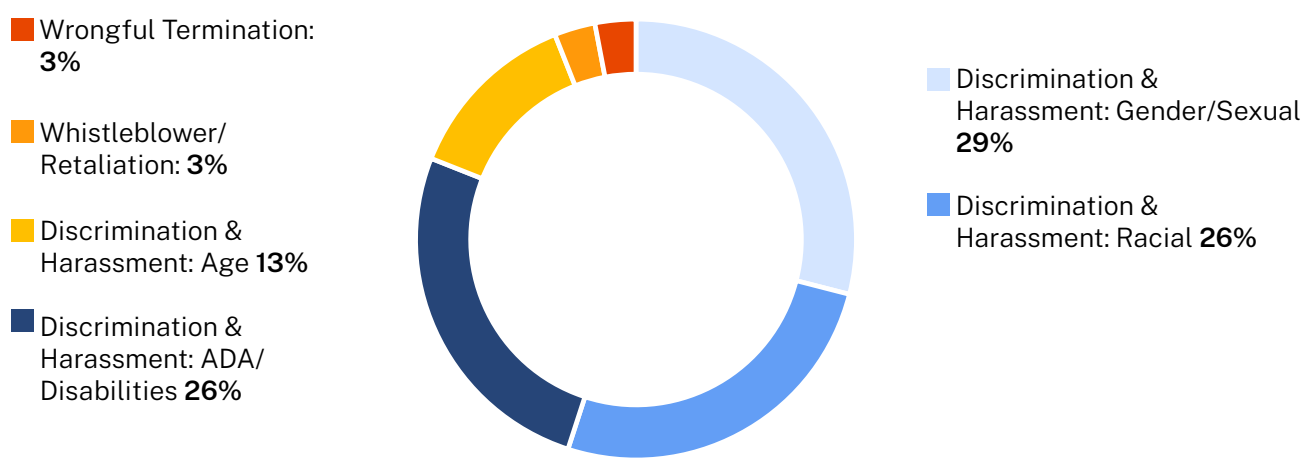
Employment Losses before and after COVID-19

Wrongful termination and whistleblower/retaliation losses accounted for nearly 25% of employment losses before COVID-19. After March 1, 2021 discrimination & harassment claims accounted for a greater percentage of employment losses. Racial discrimination & harassment claims, in particular, have become increasingly common post COVID-19.

Employment Losses pre-COVID (before March 1, 2020)



Employment Losses after March 1, 2021

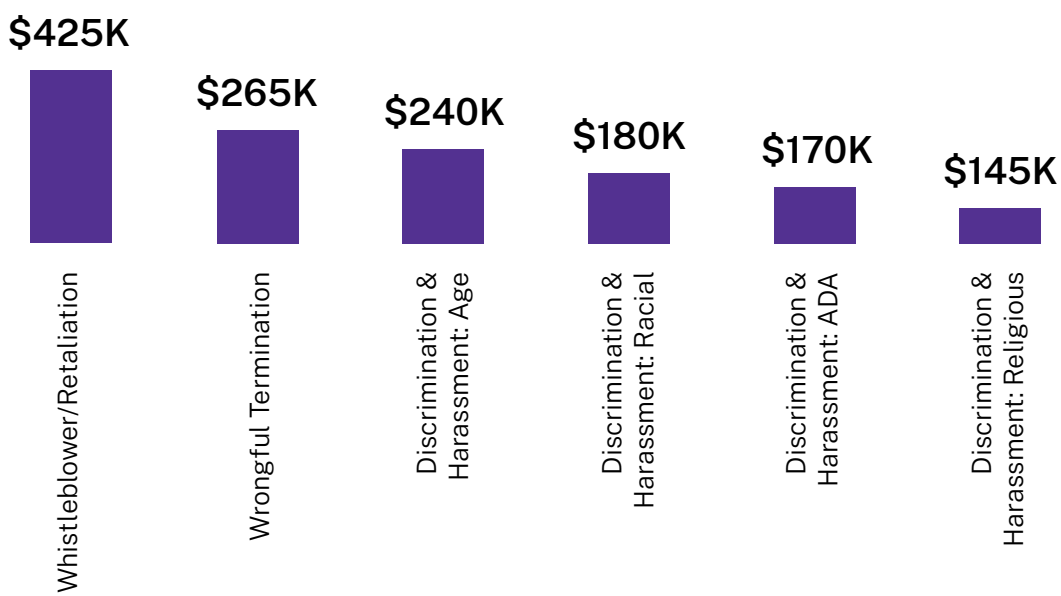


Severity of Employment Losses

Before COVID-19 these types of employment losses had a median severity ranging from **\$145,000 to \$425,000.**

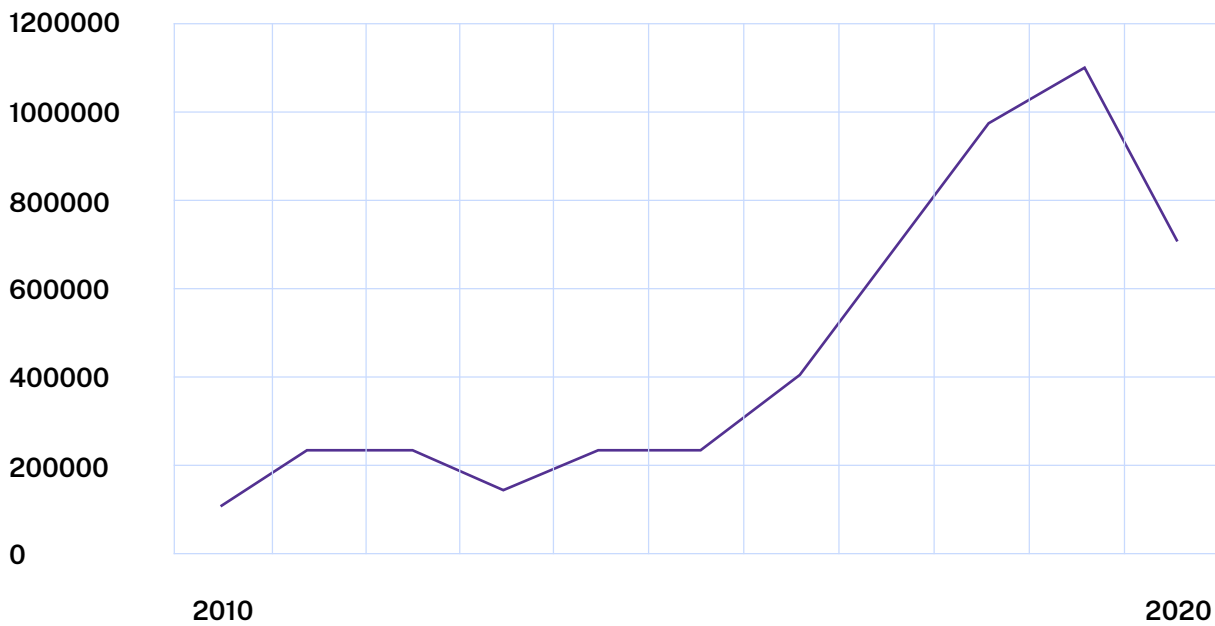
While many of the cases filed post-COVID have not yet been settled, it's possible that trends of increasing severity and incrementally larger jury awards will increase the cost of employment losses settled after

March 1, 2021.



Increasing severity

Median Cost



Not all jury verdicts are final. Some large verdicts are appealed and overturned, indicating that the loss severity of recent cases may still be subject to change.



Products underwritten by Nationwide Mutual Insurance Company and Affiliated Companies. Not all Nationwide affiliated companies are mutual companies, and not all Nationwide members are insured by a mutual company. Home Office: One Nationwide Plaza, Columbus, OH. Nationwide, the Nationwide N and Eagle, and other marks displayed on this page are service marks of Nationwide Mutual Insurance Company, unless otherwise disclosed. © 2021 Nationwide Mutual Insurance Company. Graphics 1 and 4 based on cases in Advisen's database since 2015. Graphs 2 and 3 based on data since 2007.