

# Q1 How many vacation days do your employees receive based on years of service?

Answered: 102 Skipped: 6

ANSWER CHOICES	RESPONSES	
Less than a year of service	86.27%	88
1 year of service	96.08%	98
3 years of service	94.12%	96
5 years of service	97.06%	99
8 years of service	92.16%	94
10 years of service	95.10%	97
15 years of service	93.14%	95
20+ years of service	91.18%	93

#	LESS THAN A YEAR OF SERVICE	DATE
1	0.035 hours ETO per hour worked	11/10/2022 8:03 PM
2	3	11/10/2022 12:40 PM
3	4	11/9/2022 11:43 AM
4	Prorated for start date	11/9/2022 10:38 AM
5	8	11/8/2022 12:22 PM
6	Prorated 10	11/8/2022 12:16 PM
7	12	11/8/2022 11:54 AM
8	15	11/8/2022 11:24 AM
9	10	11/8/2022 10:48 AM
10	12	11/8/2022 9:16 AM
11	6	11/8/2022 8:29 AM
12	0	11/8/2022 8:06 AM
13	12	11/7/2022 7:24 PM
14	pro rated	11/7/2022 2:53 PM
15	earn as you go	11/7/2022 2:36 PM
16	10	11/7/2022 2:27 PM
17	15	11/7/2022 2:13 PM
18	5	11/7/2022 1:14 PM
19	5	11/7/2022 12:25 PM
20	Negotiable	11/7/2022 12:11 PM
21	10 days	11/7/2022 11:22 AM

## Time Off Benefits

22	prorated 40-48	11/7/2022 11:19 AM
23	10	11/7/2022 11:18 AM
24	2	11/7/2022 10:36 AM
25	10	11/7/2022 10:35 AM
26	10	11/7/2022 9:56 AM
27	13	11/7/2022 9:53 AM
28	prorated based on month of hire (anywhere from 6-10 days)	11/7/2022 9:48 AM
29	2 weeks	11/7/2022 9:37 AM
30	10	11/7/2022 9:30 AM
31	40	11/7/2022 9:25 AM
32	up to 13 days	11/7/2022 9:23 AM
33	5/15	11/7/2022 9:17 AM
34	3	11/7/2022 9:16 AM
35	Varies based on date of hire. Up to 3 weeks	11/7/2022 9:14 AM
36	0	11/7/2022 9:12 AM
37	12	11/7/2022 9:07 AM
38	13	11/7/2022 9:05 AM
39	earn per pay period, by year 1 will be 10 days	11/7/2022 9:04 AM
40	15	11/7/2022 9:03 AM
41	40	11/7/2022 9:02 AM
42	6.92 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
43	3 weeks	11/7/2022 9:00 AM
44	0	11/7/2022 8:58 AM
45	3.08 hours per pay period accrual	11/7/2022 8:57 AM
46	0	11/7/2022 8:56 AM
47	PTO - 10 hours p/m if hired after 1/1. Once 1/1 occurs for new employee 120 hours.	11/7/2022 8:55 AM
48	5	11/7/2022 8:55 AM
49	prorated	11/7/2022 8:54 AM
50	19.5 days (We have PTO, which is a combination of vacation & sick time.)	11/7/2022 8:52 AM
51	23.40 days includes 7 and half holiday	11/7/2022 8:52 AM
52	10	11/7/2022 8:51 AM
53	8 hrs/mo, max 120 hours	11/7/2022 8:49 AM
54	<5	11/7/2022 8:48 AM
55	1st year prorated	11/7/2022 8:47 AM
56	between 9-1 days depending on the month hired in	11/7/2022 8:47 AM
57	Prorated 10 - 15 days	11/7/2022 8:46 AM
58	up to 4 days	11/7/2022 8:41 AM
59	15	11/7/2022 8:40 AM

## Time Off Benefits

60	0	11/7/2022 8:40 AM
61	We have unlimited PTO after 90 days of consecutive employment	11/7/2022 8:38 AM
62	10	11/7/2022 8:38 AM
63	12	11/7/2022 8:37 AM
64	7	11/7/2022 8:35 AM
65	prorated upon hire - up to 15 days	11/7/2022 8:35 AM
66	5	11/7/2022 8:34 AM
67	17 days - 136 hours	11/7/2022 8:30 AM
68	15	11/7/2022 8:30 AM
69	After 90 days begin accrue 1.538 hours weekly	11/7/2022 8:27 AM
70	10	11/7/2022 8:26 AM
71	5	11/7/2022 8:23 AM
72	Pro-rated (up to 80 hours)	11/7/2022 8:22 AM
73	12	11/7/2022 8:21 AM
74	0	11/7/2022 8:21 AM
75	10	11/7/2022 8:19 AM
76	10	11/7/2022 8:19 AM
77	5	11/7/2022 8:17 AM
78	10	11/7/2022 8:17 AM
79	15 days PTO	11/7/2022 8:16 AM
80	14	11/7/2022 8:12 AM
81	0	11/7/2022 8:11 AM
82	0	11/7/2022 8:11 AM
83	10	11/7/2022 8:11 AM
84	15	11/7/2022 8:11 AM
85	10 days prorated for date of hire	11/7/2022 8:10 AM
86	15 accrue	11/7/2022 8:10 AM
87	Prorated depending on hire month	11/7/2022 8:10 AM
88	Prorated	11/7/2022 8:10 AM
<b>#</b>	<b>1 YEAR OF SERVICE</b>	<b>DATE</b>
1	0.069 hours ETO per hour worked	11/10/2022 8:03 PM
2	10	11/10/2022 12:40 PM
3	7	11/9/2022 3:12 PM
4	5	11/9/2022 11:43 AM
5	15 days	11/9/2022 10:38 AM
6	8	11/8/2022 12:22 PM
7	10	11/8/2022 12:16 PM
8	13	11/8/2022 11:54 AM

## Time Off Benefits

9	15	11/8/2022 11:24 AM
10	10	11/8/2022 10:48 AM
11	16	11/8/2022 10:47 AM
12	12	11/8/2022 9:16 AM
13	12	11/8/2022 8:29 AM
14	56	11/8/2022 8:06 AM
15	5	11/8/2022 7:07 AM
16	120	11/7/2022 2:53 PM
17	2 weeks / 3 if director	11/7/2022 2:36 PM
18	15	11/7/2022 2:27 PM
19	15	11/7/2022 2:13 PM
20	5	11/7/2022 1:14 PM
21	10	11/7/2022 12:25 PM
22	10	11/7/2022 12:11 PM
23	10	11/7/2022 12:06 PM
24	17 days	11/7/2022 11:22 AM
25	prorated 40-48	11/7/2022 11:19 AM
26	10	11/7/2022 11:18 AM
27	10	11/7/2022 10:50 AM
28	7	11/7/2022 10:36 AM
29	10	11/7/2022 10:35 AM
30	10	11/7/2022 9:56 AM
31	13	11/7/2022 9:53 AM
32	15	11/7/2022 9:48 AM
33	3 weeks	11/7/2022 9:37 AM
34	10	11/7/2022 9:30 AM
35	40	11/7/2022 9:25 AM
36	13 days	11/7/2022 9:23 AM
37	10/15	11/7/2022 9:17 AM
38	3	11/7/2022 9:16 AM
39	3 weeks	11/7/2022 9:14 AM
40	5	11/7/2022 9:12 AM
41	0	11/7/2022 9:12 AM
42	10	11/7/2022 9:08 AM
43	12	11/7/2022 9:07 AM
44	15	11/7/2022 9:06 AM
45	13	11/7/2022 9:05 AM
46	10	11/7/2022 9:04 AM

## Time Off Benefits

47	15	11/7/2022 9:03 AM
48	80	11/7/2022 9:02 AM
49	6.92 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
50	3 weeks	11/7/2022 9:00 AM
51	10	11/7/2022 8:58 AM
52	3.08 hours per pay period accrual	11/7/2022 8:57 AM
53	10	11/7/2022 8:56 AM
54	PTO - 136 hours on 1/1	11/7/2022 8:55 AM
55	10	11/7/2022 8:55 AM
56	5	11/7/2022 8:55 AM
57	10	11/7/2022 8:54 AM
58	19.5 days	11/7/2022 8:52 AM
59	23.40 days includes 7 and half holiday	11/7/2022 8:52 AM
60	3	11/7/2022 8:51 AM
61	10	11/7/2022 8:51 AM
62	10	11/7/2022 8:51 AM
63	8 hrs/mo, max 120 hours	11/7/2022 8:49 AM
64	5	11/7/2022 8:48 AM
65	17	11/7/2022 8:47 AM
66	15	11/7/2022 8:47 AM
67	10 - 15 days	11/7/2022 8:46 AM
68	12	11/7/2022 8:41 AM
69	16	11/7/2022 8:40 AM
70	0	11/7/2022 8:40 AM
71	10	11/7/2022 8:38 AM
72	12	11/7/2022 8:37 AM
73	13	11/7/2022 8:35 AM
74	15	11/7/2022 8:35 AM
75	10	11/7/2022 8:34 AM
76	17 days - 136 hours	11/7/2022 8:30 AM
77	15	11/7/2022 8:30 AM
78	10	11/7/2022 8:27 AM
79	accrual 1.538 hours weekly	11/7/2022 8:27 AM
80	15	11/7/2022 8:26 AM
81	10	11/7/2022 8:23 AM
82	96	11/7/2022 8:22 AM
83	12	11/7/2022 8:21 AM
84	80	11/7/2022 8:21 AM

## Time Off Benefits

85	10	11/7/2022 8:19 AM
86	10	11/7/2022 8:19 AM
87	20	11/7/2022 8:18 AM
88	5	11/7/2022 8:17 AM
89	10	11/7/2022 8:17 AM
90	14	11/7/2022 8:12 AM
91	10	11/7/2022 8:11 AM
92	10	11/7/2022 8:11 AM
93	11	11/7/2022 8:11 AM
94	15	11/7/2022 8:11 AM
95	10 days	11/7/2022 8:10 AM
96	15	11/7/2022 8:10 AM
97	10	11/7/2022 8:10 AM
98	10	11/7/2022 8:10 AM
<b>#</b>	<b>3 YEARS OF SERVICE</b>	<b>DATE</b>
1	0.069 hours ETO per hour worked	11/10/2022 8:03 PM
2	10	11/10/2022 12:40 PM
3	12	11/9/2022 3:12 PM
4	10	11/9/2022 11:43 AM
5	15 days	11/9/2022 10:38 AM
6	8	11/8/2022 12:22 PM
7	10	11/8/2022 12:16 PM
8	15	11/8/2022 11:54 AM
9	15	11/8/2022 11:24 AM
10	10	11/8/2022 10:48 AM
11	16	11/8/2022 10:47 AM
12	15	11/8/2022 9:16 AM
13	12	11/8/2022 8:29 AM
14	56	11/8/2022 8:06 AM
15	10	11/8/2022 7:07 AM
16	136	11/7/2022 2:53 PM
17	2 weeks / 3 if director	11/7/2022 2:36 PM
18	15	11/7/2022 2:13 PM
19	10	11/7/2022 1:14 PM
20	10	11/7/2022 12:25 PM
21	10	11/7/2022 12:11 PM
22	20 days	11/7/2022 11:22 AM
23	88-104	11/7/2022 11:19 AM

## Time Off Benefits

24	13	11/7/2022 11:18 AM
25	10	11/7/2022 10:50 AM
26	10	11/7/2022 10:36 AM
27	10	11/7/2022 10:35 AM
28	15	11/7/2022 9:56 AM
29	13	11/7/2022 9:53 AM
30	15	11/7/2022 9:48 AM
31	3 weeks	11/7/2022 9:37 AM
32	10	11/7/2022 9:30 AM
33	80	11/7/2022 9:25 AM
34	18 days	11/7/2022 9:23 AM
35	10	11/7/2022 9:17 AM
36	3	11/7/2022 9:16 AM
37	3 weeks	11/7/2022 9:14 AM
38	10	11/7/2022 9:12 AM
39	0	11/7/2022 9:12 AM
40	10	11/7/2022 9:08 AM
41	15	11/7/2022 9:07 AM
42	15	11/7/2022 9:06 AM
43	20	11/7/2022 9:05 AM
44	15	11/7/2022 9:04 AM
45	15	11/7/2022 9:03 AM
46	120	11/7/2022 9:02 AM
47	6.92 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
48	4 weeks	11/7/2022 9:00 AM
49	10	11/7/2022 8:58 AM
50	3.08 hours per pay period accrual	11/7/2022 8:57 AM
51	10	11/7/2022 8:56 AM
52	PTO - 160 hours on 1/1	11/7/2022 8:55 AM
53	10	11/7/2022 8:55 AM
54	10	11/7/2022 8:55 AM
55	10	11/7/2022 8:54 AM
56	19.5 days	11/7/2022 8:52 AM
57	23.40 days includes 7 and half holiday	11/7/2022 8:52 AM
58	15	11/7/2022 8:51 AM
59	15	11/7/2022 8:51 AM
60	10	11/7/2022 8:51 AM
61	10 hrs/mo, max 140 hours	11/7/2022 8:49 AM

## Time Off Benefits

62	10	11/7/2022 8:48 AM
63	17	11/7/2022 8:47 AM
64	15	11/7/2022 8:47 AM
65	10 - 15 days	11/7/2022 8:46 AM
66	16	11/7/2022 8:41 AM
67	18	11/7/2022 8:40 AM
68	0	11/7/2022 8:40 AM
69	10	11/7/2022 8:38 AM
70	12	11/7/2022 8:37 AM
71	13	11/7/2022 8:35 AM
72	15	11/7/2022 8:35 AM
73	10	11/7/2022 8:34 AM
74	17 days - 136 hours	11/7/2022 8:30 AM
75	15	11/7/2022 8:30 AM
76	accrual 1.538 hours weekly	11/7/2022 8:27 AM
77	20	11/7/2022 8:26 AM
78	15	11/7/2022 8:23 AM
79	128	11/7/2022 8:22 AM
80	12	11/7/2022 8:21 AM
81	80	11/7/2022 8:21 AM
82	15	11/7/2022 8:19 AM
83	10	11/7/2022 8:19 AM
84	20	11/7/2022 8:18 AM
85	10	11/7/2022 8:17 AM
86	10	11/7/2022 8:17 AM
87	20 days PTO	11/7/2022 8:16 AM
88	14	11/7/2022 8:12 AM
89	12	11/7/2022 8:11 AM
90	15	11/7/2022 8:11 AM
91	11	11/7/2022 8:11 AM
92	15	11/7/2022 8:11 AM
93	10 days	11/7/2022 8:10 AM
94	15	11/7/2022 8:10 AM
95	10	11/7/2022 8:10 AM
96	10	11/7/2022 8:10 AM
<b>#</b>	<b>5 YEARS OF SERVICE</b>	<b>DATE</b>
1	0.084 hours ETO per hour worked	11/10/2022 8:03 PM
2	15	11/10/2022 12:40 PM

## Time Off Benefits

3	12	11/9/2022 3:12 PM
4	15	11/9/2022 11:43 AM
5	18 days	11/9/2022 10:38 AM
6	11	11/8/2022 12:22 PM
7	15	11/8/2022 12:16 PM
8	17	11/8/2022 11:54 AM
9	20	11/8/2022 11:24 AM
10	10	11/8/2022 10:48 AM
11	16	11/8/2022 10:47 AM
12	17	11/8/2022 9:16 AM
13	18	11/8/2022 8:29 AM
14	96	11/8/2022 8:06 AM
15	10	11/8/2022 7:07 AM
16	14	11/7/2022 7:24 PM
17	136	11/7/2022 2:53 PM
18	3 weeks / 4 if director	11/7/2022 2:36 PM
19	20	11/7/2022 2:27 PM
20	20	11/7/2022 2:13 PM
21	15	11/7/2022 1:14 PM
22	10	11/7/2022 12:25 PM
23	15	11/7/2022 12:11 PM
24	15	11/7/2022 12:06 PM
25	25 days	11/7/2022 11:22 AM
26	88-104	11/7/2022 11:19 AM
27	13	11/7/2022 11:18 AM
28	15	11/7/2022 10:50 AM
29	13	11/7/2022 10:36 AM
30	15	11/7/2022 10:35 AM
31	12	11/7/2022 9:58 AM
32	15	11/7/2022 9:56 AM
33	18	11/7/2022 9:53 AM
34	20	11/7/2022 9:48 AM
35	4.2 weeks	11/7/2022 9:37 AM
36	15	11/7/2022 9:30 AM
37	120	11/7/2022 9:25 AM
38	18 days	11/7/2022 9:23 AM
39	15/25	11/7/2022 9:17 AM
40	4	11/7/2022 9:16 AM

## Time Off Benefits

41	4 weeks	11/7/2022 9:14 AM
42	10	11/7/2022 9:12 AM
43	0	11/7/2022 9:12 AM
44	15	11/7/2022 9:08 AM
45	15	11/7/2022 9:07 AM
46	20	11/7/2022 9:06 AM
47	23	11/7/2022 9:05 AM
48	20	11/7/2022 9:04 AM
49	18	11/7/2022 9:03 AM
50	120	11/7/2022 9:02 AM
51	7.79 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
52	5 weeks	11/7/2022 9:00 AM
53	10	11/7/2022 8:58 AM
54	3.08 hours per pay period accrual	11/7/2022 8:57 AM
55	11	11/7/2022 8:56 AM
56	PTO - 192 hours on 1/1	11/7/2022 8:55 AM
57	15	11/7/2022 8:55 AM
58	15	11/7/2022 8:55 AM
59	10	11/7/2022 8:54 AM
60	26 days	11/7/2022 8:52 AM
61	28.47 days includes 7 and half holiday	11/7/2022 8:52 AM
62	17	11/7/2022 8:51 AM
63	20	11/7/2022 8:51 AM
64	10	11/7/2022 8:51 AM
65	10 hrs/mo, max 140 hours	11/7/2022 8:49 AM
66	12	11/7/2022 8:48 AM
67	22	11/7/2022 8:47 AM
68	15	11/7/2022 8:47 AM
69	10 - 15 days	11/7/2022 8:46 AM
70	18	11/7/2022 8:41 AM
71	20	11/7/2022 8:40 AM
72	0	11/7/2022 8:40 AM
73	15	11/7/2022 8:38 AM
74	12	11/7/2022 8:37 AM
75	13	11/7/2022 8:35 AM
76	15	11/7/2022 8:35 AM
77	15	11/7/2022 8:34 AM
78	22 days - 176 hours	11/7/2022 8:30 AM

## Time Off Benefits

79	20	11/7/2022 8:30 AM
80	accrual 1.538 hours weekly	11/7/2022 8:27 AM
81	20	11/7/2022 8:23 AM
82	152	11/7/2022 8:22 AM
83	18	11/7/2022 8:21 AM
84	80	11/7/2022 8:21 AM
85	20	11/7/2022 8:19 AM
86	12	11/7/2022 8:19 AM
87	22.5	11/7/2022 8:18 AM
88	15	11/7/2022 8:17 AM
89	15	11/7/2022 8:17 AM
90	25 days PTO	11/7/2022 8:16 AM
91	19	11/7/2022 8:12 AM
92	14	11/7/2022 8:11 AM
93	20	11/7/2022 8:11 AM
94	16	11/7/2022 8:11 AM
95	15	11/7/2022 8:11 AM
96	15 days	11/7/2022 8:10 AM
97	20	11/7/2022 8:10 AM
98	20	11/7/2022 8:10 AM
99	15	11/7/2022 8:10 AM
<b>#</b>	<b>8 YEARS OF SERVICE</b>	<b>DATE</b>
1	0.084 hours ETO per hour worked	11/10/2022 8:03 PM
2	15	11/10/2022 12:40 PM
3	17	11/9/2022 3:12 PM
4	15	11/9/2022 11:43 AM
5	20 days	11/9/2022 10:38 AM
6	11	11/8/2022 12:22 PM
7	15	11/8/2022 12:16 PM
8	20	11/8/2022 11:54 AM
9	20	11/8/2022 11:24 AM
10	15	11/8/2022 10:48 AM
11	21	11/8/2022 10:47 AM
12	20	11/8/2022 9:16 AM
13	18	11/8/2022 8:29 AM
14	112	11/8/2022 8:06 AM
15	15	11/8/2022 7:07 AM
16	7 years - 17 Days	11/7/2022 7:24 PM

## Time Off Benefits

17	160	11/7/2022 2:53 PM
18	3 weeks / 4 if director	11/7/2022 2:36 PM
19	20	11/7/2022 2:13 PM
20	15	11/7/2022 1:14 PM
21	21	11/7/2022 12:25 PM
22	15	11/7/2022 12:11 PM
23	128-144	11/7/2022 11:19 AM
24	17	11/7/2022 11:18 AM
25	15	11/7/2022 10:50 AM
26	13	11/7/2022 10:36 AM
27	15	11/7/2022 10:35 AM
28	17	11/7/2022 9:58 AM
29	15	11/7/2022 9:56 AM
30	18	11/7/2022 9:53 AM
31	20	11/7/2022 9:48 AM
32	4.2 weeks	11/7/2022 9:37 AM
33	15	11/7/2022 9:30 AM
34	120	11/7/2022 9:25 AM
35	23 days	11/7/2022 9:23 AM
36	20/25	11/7/2022 9:17 AM
37	4	11/7/2022 9:16 AM
38	4 weeks	11/7/2022 9:14 AM
39	10	11/7/2022 9:12 AM
40	0	11/7/2022 9:12 AM
41	15	11/7/2022 9:08 AM
42	15	11/7/2022 9:07 AM
43	20	11/7/2022 9:06 AM
44	26	11/7/2022 9:05 AM
45	25	11/7/2022 9:04 AM
46	18	11/7/2022 9:03 AM
47	160	11/7/2022 9:02 AM
48	8.66 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
49	5 weeks	11/7/2022 9:00 AM
50	15	11/7/2022 8:58 AM
51	4.62 hours per pay period accrual	11/7/2022 8:57 AM
52	12	11/7/2022 8:56 AM
53	PTO - 216 hours on 1/1	11/7/2022 8:55 AM
54	15	11/7/2022 8:55 AM

## Time Off Benefits

55	15	11/7/2022 8:55 AM
56	15	11/7/2022 8:54 AM
57	26 days	11/7/2022 8:52 AM
58	28.47 days includes 7 and half holiday	11/7/2022 8:52 AM
59	20	11/7/2022 8:51 AM
60	20	11/7/2022 8:51 AM
61	12.5	11/7/2022 8:51 AM
62	12 hrs/mo, max 160 hours	11/7/2022 8:49 AM
63	15	11/7/2022 8:48 AM
64	22	11/7/2022 8:47 AM
65	20	11/7/2022 8:47 AM
66	10 - 15 days	11/7/2022 8:46 AM
67	21	11/7/2022 8:41 AM
68	23	11/7/2022 8:40 AM
69	0	11/7/2022 8:40 AM
70	15	11/7/2022 8:38 AM
71	17	11/7/2022 8:37 AM
72	18	11/7/2022 8:35 AM
73	20	11/7/2022 8:35 AM
74	15	11/7/2022 8:34 AM
75	22 days - 176 hours	11/7/2022 8:30 AM
76	20	11/7/2022 8:30 AM
77	accrual 2.308 hours weekly	11/7/2022 8:27 AM
78	152	11/7/2022 8:22 AM
79	18	11/7/2022 8:21 AM
80	120	11/7/2022 8:21 AM
81	20	11/7/2022 8:19 AM
82	12	11/7/2022 8:19 AM
83	22.5	11/7/2022 8:18 AM
84	15	11/7/2022 8:17 AM
85	15	11/7/2022 8:17 AM
86	19	11/7/2022 8:12 AM
87	17	11/7/2022 8:11 AM
88	20	11/7/2022 8:11 AM
89	16	11/7/2022 8:11 AM
90	18	11/7/2022 8:11 AM
91	15 days	11/7/2022 8:10 AM
92	20	11/7/2022 8:10 AM

## Time Off Benefits

93	20	11/7/2022 8:10 AM
94	15	11/7/2022 8:10 AM
<b>#</b>	<b>10 YEARS OF SERVICE</b>	<b>DATE</b>
1	0.084 hours ETO per hour worked	11/10/2022 8:03 PM
2	20	11/10/2022 12:40 PM
3	17	11/9/2022 3:12 PM
4	15	11/9/2022 11:43 AM
5	23 days	11/9/2022 10:38 AM
6	11	11/8/2022 12:22 PM
7	20	11/8/2022 12:16 PM
8	22	11/8/2022 11:54 AM
9	20	11/8/2022 11:24 AM
10	15	11/8/2022 10:48 AM
11	21	11/8/2022 10:47 AM
12	20	11/8/2022 9:16 AM
13	21	11/8/2022 8:29 AM
14	136	11/8/2022 8:06 AM
15	15	11/8/2022 7:07 AM
16	19	11/7/2022 7:24 PM
17	168	11/7/2022 2:53 PM
18	4 weeks	11/7/2022 2:36 PM
19	20	11/7/2022 2:13 PM
20	15	11/7/2022 1:14 PM
21	21	11/7/2022 12:25 PM
22	20	11/7/2022 12:11 PM
23	20 at 12 years	11/7/2022 12:06 PM
24	128-144	11/7/2022 11:19 AM
25	17	11/7/2022 11:18 AM
26	16	11/7/2022 10:50 AM
27	16	11/7/2022 10:36 AM
28	20	11/7/2022 10:35 AM
29	22	11/7/2022 9:58 AM
30	20	11/7/2022 9:56 AM
31	23	11/7/2022 9:53 AM
32	20	11/7/2022 9:48 AM
33	5.2 weeks	11/7/2022 9:37 AM
34	15	11/7/2022 9:30 AM
35	160	11/7/2022 9:25 AM

## Time Off Benefits

36	23 days	11/7/2022 9:23 AM
37	2030	11/7/2022 9:17 AM
38	5	11/7/2022 9:16 AM
39	22 days	11/7/2022 9:14 AM
40	10	11/7/2022 9:12 AM
41	0	11/7/2022 9:12 AM
42	20	11/7/2022 9:08 AM
43	18	11/7/2022 9:07 AM
44	25	11/7/2022 9:06 AM
45	26	11/7/2022 9:05 AM
46	25	11/7/2022 9:04 AM
47	22	11/7/2022 9:03 AM
48	160	11/7/2022 9:02 AM
49	9.52 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
50	5 weeks	11/7/2022 9:00 AM
51	15	11/7/2022 8:58 AM
52	4.62 hours per pay period accrual	11/7/2022 8:57 AM
53	16	11/7/2022 8:56 AM
54	PTO - 224 hours on 1/1	11/7/2022 8:55 AM
55	20	11/7/2022 8:55 AM
56	15	11/7/2022 8:55 AM
57	15	11/7/2022 8:54 AM
58	32.5 days	11/7/2022 8:52 AM
59	30.42 days includes 7 and half holiday	11/7/2022 8:52 AM
60	22	11/7/2022 8:51 AM
61	25	11/7/2022 8:51 AM
62	15	11/7/2022 8:51 AM
63	12 hrs/mo, max 160 hours	11/7/2022 8:49 AM
64	16	11/7/2022 8:48 AM
65	27	11/7/2022 8:47 AM
66	20	11/7/2022 8:47 AM
67	20 days	11/7/2022 8:46 AM
68	23	11/7/2022 8:41 AM
69	25	11/7/2022 8:40 AM
70	0	11/7/2022 8:40 AM
71	15	11/7/2022 8:38 AM
72	18	11/7/2022 8:37 AM
73	18	11/7/2022 8:35 AM

## Time Off Benefits

74	20	11/7/2022 8:35 AM
75	15	11/7/2022 8:34 AM
76	27 days - 216 hours	11/7/2022 8:30 AM
77	25	11/7/2022 8:30 AM
78	accrual 2.308 hours weekly	11/7/2022 8:27 AM
79	25	11/7/2022 8:26 AM
80	25	11/7/2022 8:23 AM
81	176	11/7/2022 8:22 AM
82	23	11/7/2022 8:21 AM
83	120	11/7/2022 8:21 AM
84	25	11/7/2022 8:19 AM
85	15	11/7/2022 8:19 AM
86	25	11/7/2022 8:18 AM
87	15	11/7/2022 8:17 AM
88	15	11/7/2022 8:17 AM
89	20	11/7/2022 8:12 AM
90	19	11/7/2022 8:11 AM
91	20	11/7/2022 8:11 AM
92	21	11/7/2022 8:11 AM
93	18	11/7/2022 8:11 AM
94	20 days	11/7/2022 8:10 AM
95	20	11/7/2022 8:10 AM
96	20	11/7/2022 8:10 AM
97	15	11/7/2022 8:10 AM
<b>#</b>	<b>15 YEARS OF SERVICE</b>	<b>DATE</b>
1	0.098 hours ETO per hour worked	11/10/2022 8:03 PM
2	20	11/10/2022 12:40 PM
3	22	11/9/2022 3:12 PM
4	15	11/9/2022 11:43 AM
5	25 days	11/9/2022 10:38 AM
6	11	11/8/2022 12:22 PM
7	20	11/8/2022 12:16 PM
8	27	11/8/2022 11:54 AM
9	25	11/8/2022 11:24 AM
10	20	11/8/2022 10:48 AM
11	26	11/8/2022 10:47 AM
12	21	11/8/2022 9:16 AM
13	21	11/8/2022 8:29 AM

## Time Off Benefits

14	176	11/8/2022 8:06 AM
15	20	11/8/2022 7:07 AM
16	22	11/7/2022 7:24 PM
17	200	11/7/2022 2:53 PM
18	4 weeks	11/7/2022 2:36 PM
19	25	11/7/2022 2:13 PM
20	15	11/7/2022 1:14 PM
21	30	11/7/2022 12:25 PM
22	20	11/7/2022 12:11 PM
23	128-144	11/7/2022 11:19 AM
24	20	11/7/2022 11:18 AM
25	20	11/7/2022 10:50 AM
26	19	11/7/2022 10:36 AM
27	20	11/7/2022 10:35 AM
28	20	11/7/2022 9:56 AM
29	23	11/7/2022 9:53 AM
30	25	11/7/2022 9:48 AM
31	5.2 weeks	11/7/2022 9:37 AM
32	20	11/7/2022 9:30 AM
33	160	11/7/2022 9:25 AM
34	28 days	11/7/2022 9:23 AM
35	20/30	11/7/2022 9:17 AM
36	5	11/7/2022 9:16 AM
37	25 days	11/7/2022 9:14 AM
38	15	11/7/2022 9:12 AM
39	0	11/7/2022 9:12 AM
40	20	11/7/2022 9:08 AM
41	18	11/7/2022 9:07 AM
42	25	11/7/2022 9:06 AM
43	28	11/7/2022 9:05 AM
44	25	11/7/2022 9:04 AM
45	22	11/7/2022 9:03 AM
46	160	11/7/2022 9:02 AM
47	9.52 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
48	5 weeks	11/7/2022 9:00 AM
49	15	11/7/2022 8:58 AM
50	6.46 hours per pay period accrual	11/7/2022 8:57 AM
51	20	11/7/2022 8:56 AM

## Time Off Benefits

52	PTO - 240 hours on 1/1	11/7/2022 8:55 AM
53	20	11/7/2022 8:55 AM
54	15	11/7/2022 8:55 AM
55	20	11/7/2022 8:54 AM
56	39 days	11/7/2022 8:52 AM
57	33.54 days includes 7 and half holiday	11/7/2022 8:52 AM
58	22	11/7/2022 8:51 AM
59	30	11/7/2022 8:51 AM
60	15	11/7/2022 8:51 AM
61	14 hrs/mo, max 180 hours	11/7/2022 8:49 AM
62	19	11/7/2022 8:48 AM
63	27	11/7/2022 8:47 AM
64	25	11/7/2022 8:47 AM
65	20 days	11/7/2022 8:46 AM
66	25	11/7/2022 8:41 AM
67	30	11/7/2022 8:40 AM
68	0	11/7/2022 8:40 AM
69	15	11/7/2022 8:38 AM
70	23	11/7/2022 8:37 AM
71	23	11/7/2022 8:35 AM
72	20	11/7/2022 8:35 AM
73	20	11/7/2022 8:34 AM
74	27 days - 216 hours	11/7/2022 8:30 AM
75	30	11/7/2022 8:30 AM
76	accrual 3.077 hours weekly	11/7/2022 8:27 AM
77	30	11/7/2022 8:26 AM
78	192	11/7/2022 8:22 AM
79	23	11/7/2022 8:21 AM
80	160	11/7/2022 8:21 AM
81	25	11/7/2022 8:19 AM
82	18	11/7/2022 8:19 AM
83	30	11/7/2022 8:18 AM
84	20	11/7/2022 8:17 AM
85	15	11/7/2022 8:17 AM
86	30 days PTO	11/7/2022 8:16 AM
87	23	11/7/2022 8:12 AM
88	21	11/7/2022 8:11 AM
89	20	11/7/2022 8:11 AM

## Time Off Benefits

90	21	11/7/2022 8:11 AM
91	21	11/7/2022 8:11 AM
92	20 days	11/7/2022 8:10 AM
93	20	11/7/2022 8:10 AM
94	20	11/7/2022 8:10 AM
95	20	11/7/2022 8:10 AM
<b>#</b>	<b>20+ YEARS OF SERVICE</b>	<b>DATE</b>
1	0.098 hours ETO per hour worked	11/10/2022 8:03 PM
2	20	11/10/2022 12:40 PM
3	22	11/9/2022 3:12 PM
4	15	11/9/2022 11:43 AM
5	25 days	11/9/2022 10:38 AM
6	11	11/8/2022 12:22 PM
7	25	11/8/2022 12:16 PM
8	32	11/8/2022 11:54 AM
9	25	11/8/2022 11:24 AM
10	25	11/8/2022 10:48 AM
11	26	11/8/2022 10:47 AM
12	25	11/8/2022 9:16 AM
13	21	11/8/2022 8:29 AM
14	176	11/8/2022 8:06 AM
15	25	11/8/2022 7:07 AM
16	200	11/7/2022 2:53 PM
17	4 weeks	11/7/2022 2:36 PM
18	25	11/7/2022 2:13 PM
19	20	11/7/2022 1:14 PM
20	35	11/7/2022 12:25 PM
21	20; 25 days starts at 25 years	11/7/2022 12:11 PM
22	25	11/7/2022 12:06 PM
23	128-144	11/7/2022 11:19 AM
24	20	11/7/2022 11:18 AM
25	20	11/7/2022 10:50 AM
26	24	11/7/2022 10:36 AM
27	25	11/7/2022 10:35 AM
28	20	11/7/2022 9:56 AM
29	23	11/7/2022 9:53 AM
30	25	11/7/2022 9:48 AM
31	5.2 weeks	11/7/2022 9:37 AM

## Time Off Benefits

32	20	11/7/2022 9:30 AM
33	160	11/7/2022 9:25 AM
34	33 days	11/7/2022 9:23 AM
35	20/30	11/7/2022 9:17 AM
36	5	11/7/2022 9:16 AM
37	25 days	11/7/2022 9:14 AM
38	15	11/7/2022 9:12 AM
39	0	11/7/2022 9:12 AM
40	20	11/7/2022 9:08 AM
41	21	11/7/2022 9:07 AM
42	25	11/7/2022 9:06 AM
43	28	11/7/2022 9:05 AM
44	25	11/7/2022 9:04 AM
45	22	11/7/2022 9:03 AM
46	160	11/7/2022 9:02 AM
47	9.52 hours of PTO per pay period 26 cycles	11/7/2022 9:01 AM
48	5 weeks	11/7/2022 9:00 AM
49	20	11/7/2022 8:58 AM
50	6.46 hours per pay period accrual	11/7/2022 8:57 AM
51	20	11/7/2022 8:56 AM
52	PTO - 256 hours on 1/1	11/7/2022 8:55 AM
53	20	11/7/2022 8:55 AM
54	20	11/7/2022 8:55 AM
55	20	11/7/2022 8:54 AM
56	39 days	11/7/2022 8:52 AM
57	33.54 days includes 7 and half holiday	11/7/2022 8:52 AM
58	25	11/7/2022 8:51 AM
59	30	11/7/2022 8:51 AM
60	15	11/7/2022 8:51 AM
61	16 hrs/mo, max 200 hours	11/7/2022 8:49 AM
62	21 +	11/7/2022 8:48 AM
63	27	11/7/2022 8:47 AM
64	30	11/7/2022 8:47 AM
65	25+ = 25 days	11/7/2022 8:46 AM
66	25	11/7/2022 8:41 AM
67	30	11/7/2022 8:40 AM
68	0	11/7/2022 8:40 AM
69	20	11/7/2022 8:38 AM

## Time Off Benefits

70	23	11/7/2022 8:37 AM
71	28	11/7/2022 8:35 AM
72	25	11/7/2022 8:35 AM
73	20	11/7/2022 8:34 AM
74	27 days - 216 hours	11/7/2022 8:30 AM
75	30	11/7/2022 8:30 AM
76	accrual 3.077 hours weekly	11/7/2022 8:27 AM
77	208	11/7/2022 8:22 AM
78	23	11/7/2022 8:21 AM
79	168, adding 1 day each year until max of 30 days	11/7/2022 8:21 AM
80	25	11/7/2022 8:19 AM
81	20	11/7/2022 8:19 AM
82	32.5	11/7/2022 8:18 AM
83	20	11/7/2022 8:17 AM
84	20	11/7/2022 8:17 AM
85	25	11/7/2022 8:12 AM
86	22	11/7/2022 8:11 AM
87	20	11/7/2022 8:11 AM
88	21	11/7/2022 8:11 AM
89	24	11/7/2022 8:11 AM
90	25 days	11/7/2022 8:10 AM
91	20	11/7/2022 8:10 AM
92	20	11/7/2022 8:10 AM
93	20	11/7/2022 8:10 AM

## Q2 What is the wait period before being eligible to take vacation time off?

Answered: 102 Skipped: 6

#	RESPONSES	DATE
1	30 days	11/10/2022 8:03 PM
2	Can take the time off once available	11/10/2022 12:40 PM
3	3 months	11/9/2022 3:12 PM
4	60 days	11/9/2022 11:43 AM
5	no wait period	11/9/2022 10:39 AM
6	90 days	11/8/2022 12:22 PM
7	None	11/8/2022 12:16 PM
8	2 weeks	11/8/2022 11:55 AM
9	0	11/8/2022 11:24 AM
10	no wait time if you have earned enough time. Ours is accrued so you get 10 days per year so they earn about 1 1/2 days per month.	11/8/2022 10:59 AM
11	90 Days	11/8/2022 10:47 AM
12	No waiting period	11/8/2022 9:16 AM
13	90 days	11/8/2022 8:29 AM
14	0	11/8/2022 8:06 AM
15	one year	11/8/2022 7:08 AM
16	PTO is accrued at 1.51 hours per pay period. PTO can be used once it's accrued. No waiting period.	11/7/2022 7:24 PM
17	none	11/7/2022 2:53 PM
18	no waiting period	11/7/2022 2:36 PM
19	90 days	11/7/2022 2:27 PM
20	30 days	11/7/2022 2:13 PM
21	6 months	11/7/2022 1:14 PM
22	6 months	11/7/2022 12:25 PM
23	Negotiable	11/7/2022 12:11 PM
24	employee specific based on hire date yet ~ 6 mos	11/7/2022 12:06 PM
25	90 days	11/7/2022 11:24 AM
26	none	11/7/2022 11:20 AM
27	Three months, preferably.	11/7/2022 11:18 AM
28	No wait period.	11/7/2022 10:50 AM
29	6 months	11/7/2022 10:37 AM
30	None	11/7/2022 10:35 AM
31	We have no waiting period. They start accruing when hired	11/7/2022 9:58 AM

## Time Off Benefits

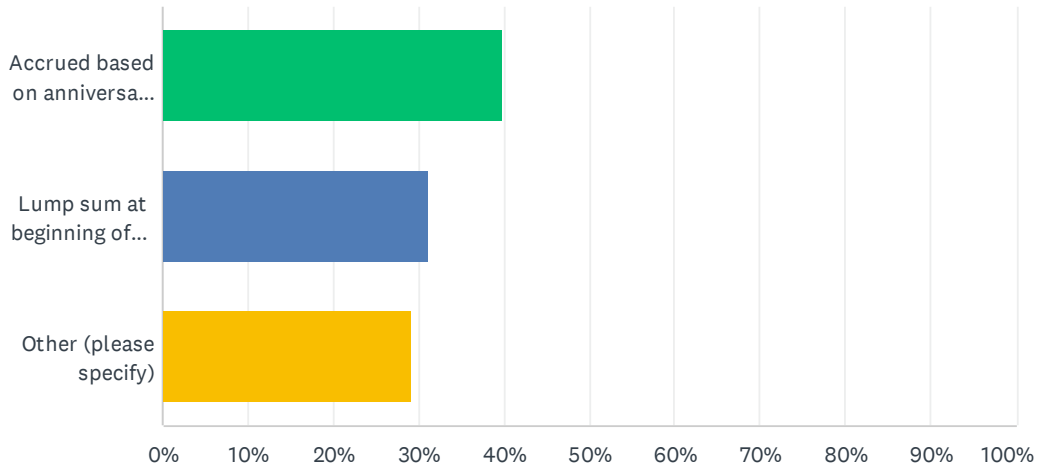
32	None	11/7/2022 9:56 AM
33	No wait period, may use it as it accrues, from day one	11/7/2022 9:54 AM
34	60 days (1st of the following month)	11/7/2022 9:49 AM
35	30 days	11/7/2022 9:38 AM
36	0 days	11/7/2022 9:31 AM
37	1 month	11/7/2022 9:25 AM
38	60 days	11/7/2022 9:24 AM
39	90 days	11/7/2022 9:18 AM
40	n/a	11/7/2022 9:16 AM
41	There is no wait time described in the policy.	11/7/2022 9:15 AM
42	90 days	11/7/2022 9:12 AM
43	90 day	11/7/2022 9:12 AM
44	90 days	11/7/2022 9:09 AM
45	30 days	11/7/2022 9:08 AM
46	None	11/7/2022 9:06 AM
47	Effective immediately after weekly accrual	11/7/2022 9:06 AM
48	na	11/7/2022 9:04 AM
49	90 days	11/7/2022 9:03 AM
50	6 months	11/7/2022 9:02 AM
51	90 days	11/7/2022 9:01 AM
52	90 days	11/7/2022 9:00 AM
53	1 year unless special agreement is made prior to hiring.	11/7/2022 8:58 AM
54	90 days and they can only use time accrued.	11/7/2022 8:58 AM
55	Must be out of their 6 month probationary period before able to take vacation time.	11/7/2022 8:57 AM
56	NO wait period.	11/7/2022 8:55 AM
57	N/A	11/7/2022 8:55 AM
58	zero	11/7/2022 8:55 AM
59	30 days	11/7/2022 8:55 AM
60	Employees begin accruing vacation (6 hours per pay period) when they begin employment. They are able to use after completing their 90-day introductory period.	11/7/2022 8:54 AM
61	0	11/7/2022 8:52 AM
62	60 days	11/7/2022 8:51 AM
63	6 months	11/7/2022 8:51 AM
64	90 days	11/7/2022 8:51 AM
65	first of the month after 30 days	11/7/2022 8:50 AM
66	30 days	11/7/2022 8:49 AM
67	90 days	11/7/2022 8:48 AM
68	none	11/7/2022 8:47 AM
69	90 days	11/7/2022 8:47 AM

## Time Off Benefits

70	no wait period	11/7/2022 8:42 AM
71	0	11/7/2022 8:41 AM
72	We prefer 90 days, but will allow an employee to take any time accrued.	11/7/2022 8:40 AM
73	no wait. Accrual begins in first full month	11/7/2022 8:40 AM
74	90 days	11/7/2022 8:38 AM
75	6 months	11/7/2022 8:38 AM
76	Begin accruing time from day one.	11/7/2022 8:38 AM
77	no waiting period, can use as soon as time is accrued	11/7/2022 8:36 AM
78	No waiting period	11/7/2022 8:35 AM
79	one month	11/7/2022 8:34 AM
80	90 day waiting period.	11/7/2022 8:31 AM
81	30 days	11/7/2022 8:27 AM
82	90 days	11/7/2022 8:27 AM
83	6 Months	11/7/2022 8:26 AM
84	90 days	11/7/2022 8:23 AM
85	no waiting period.	11/7/2022 8:22 AM
86	It is accrued on a per pay period basis.	11/7/2022 8:22 AM
87	1 year, up to 40 hours can be borrowed after 6 months; unless this is negotiated PTO from date of hire	11/7/2022 8:21 AM
88	6 months	11/7/2022 8:21 AM
89	After 30 days for vacation.	11/7/2022 8:20 AM
90	30 days	11/7/2022 8:19 AM
91	Employees must work 1080 regular hours before earning their initial vacation allowance of 40 hours to use within the fiscal year it was earned.	11/7/2022 8:18 AM
92	6 months	11/7/2022 8:17 AM
93	none	11/7/2022 8:16 AM
94	No waiting period. Employees start accruing PTO on their first day.	11/7/2022 8:12 AM
95	1 year	11/7/2022 8:12 AM
96	30 days	11/7/2022 8:12 AM
97	1 year	11/7/2022 8:11 AM
98	60 days	11/7/2022 8:11 AM
99	90 days	11/7/2022 8:10 AM
100	No wait period but must accrue	11/7/2022 8:10 AM
101	90 days	11/7/2022 8:10 AM
102	90 days	11/7/2022 8:10 AM

### Q3 Are the vacation hours accrued on their anniversary date, or are they given a lump sum at the beginning of the year?

Answered: 103 Skipped: 5



ANSWER CHOICES	RESPONSES
Accrued based on anniversary date	39.81% 41
Lump sum at beginning of year	31.07% 32
Other (please specify)	29.13% 30
<b>TOTAL</b>	<b>103</b>

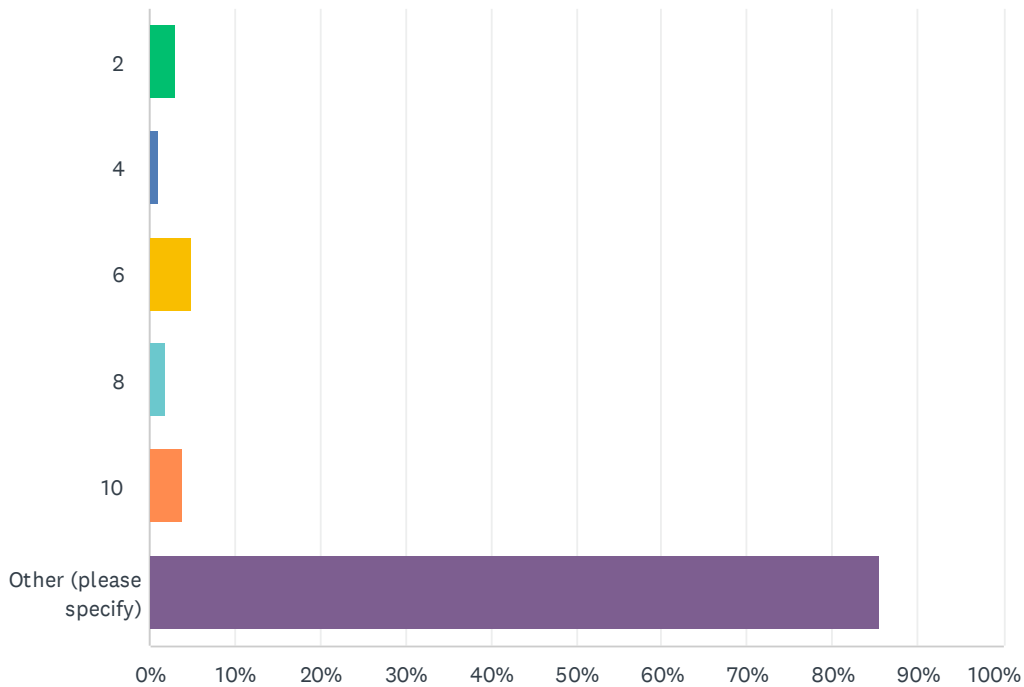
#	OTHER (PLEASE SPECIFY)	DATE
1	accrued per hour worked	11/10/2022 8:04 PM
2	accrued per pay period	11/9/2022 10:39 AM
3	Accrued each pay period	11/7/2022 7:24 PM
4	Accrued at the end of each month	11/7/2022 2:27 PM
5	All vacation is given as a lump sum in January. Additional vacation days are awarded on the anniversary date.	11/7/2022 1:16 PM
6	Accrued each pay roll period (bi-weekly)	11/7/2022 11:24 AM
7	Vacation prorated based on hire date. Existing employees receive vacation on January 1st each year.	11/7/2022 9:58 AM
8	accrues starting with date of hire	11/7/2022 9:54 AM
9	Accrued per pay period based on anniversary date	11/7/2022 9:38 AM
10	Accrued Monthly January to October	11/7/2022 9:24 AM
11	Lump sum anniversary date	11/7/2022 9:18 AM
12	lump sum at beginning of fiscal year	11/7/2022 9:13 AM
13	Salaried = Lump Sum, Hourly = Accrued	11/7/2022 9:09 AM

## Time Off Benefits

14	per pay period	11/7/2022 9:05 AM
15	lump sum, but we are discussing transitioning to accrual based	11/7/2022 9:02 AM
16	PTO days accrued every pay period - 26 cycles	11/7/2022 9:01 AM
17	The designated hours of PTO are accrued per pay period.	11/7/2022 8:55 AM
18	accrued monthly based on anniversary date	11/7/2022 8:51 AM
19	accrued throughout the year based on anniversary date	11/7/2022 8:43 AM
20	Accrued based on length of service on January 1.	11/7/2022 8:41 AM
21	No vacation hours	11/7/2022 8:41 AM
22	we have unlimited...no accrual.	11/7/2022 8:39 AM
23	We have PTO that is accrued weekly	11/7/2022 8:36 AM
24	lump sum at the beginning of the year however they are accrued so if the employee leaves prior to 12/31 of any given year - they owe us back for any time taken that was not earned	11/7/2022 8:36 AM
25	Accrued starting first of the year	11/7/2022 8:28 AM
26	Hourly Accrued per week and rollover/payout reset at Anniversary. Salary - lump sum at 90 days, then at anniversary annually.	11/7/2022 8:28 AM
27	Based upon anniversary year but provided annually Jan 1	11/7/2022 8:22 AM
28	Accrued on a per pay period basis.	11/7/2022 8:22 AM
29	accrued biweekly	11/7/2022 8:20 AM
30	Lump sum on their anniversary date	11/7/2022 8:11 AM

## Q4 How many paid sick/personal days per year are provided?

Answered: 103 Skipped: 5



ANSWER CHOICES	RESPONSES	
2	2.91%	3
4	0.97%	1
6	4.85%	5
8	1.94%	2
10	3.88%	4
Other (please specify)	85.44%	88
<b>TOTAL</b>		<b>103</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	included in ETO	11/10/2022 8:04 PM
2	Full-time non-exempt/hourly employees are eligible to earn paid personal days per anniversary year, based on the following schedule: After initial 3 months of service, 24 hours paid Personal time After 1 year or more of service, 40 hours paid Personal time per anniversary year Part-time non-exempt/hourly employees are eligible to earn personal days similarly, except on a lesser basis based on at least 15 hours worked per week: After initial 6 months of service, 12 hours paid Personal time After 1 year or more of service, 20 hours paid Personal time per anniversary year	11/10/2022 12:41 PM
3	PTO included vacation, sick and personal	11/9/2022 3:13 PM
4	0 sick days are included with PTO all together in 1 bucket	11/9/2022 11:44 AM

## Time Off Benefits

5	5	11/9/2022 10:39 AM
6	only have PTO	11/8/2022 12:23 PM
7	3	11/8/2022 12:16 PM
8	PTO Bank	11/8/2022 10:48 AM
9	Blending into PTO	11/8/2022 9:16 AM
10	1 day a month	11/8/2022 8:31 AM
11	3.33 hours per month	11/8/2022 8:06 AM
12	13	11/8/2022 7:08 AM
13	We only offer PTO.	11/7/2022 7:24 PM
14	5 but we call them Wellness Time Off	11/7/2022 2:53 PM
15	Ours is PTO	11/7/2022 2:28 PM
16	0. we use a PTO bank	11/7/2022 2:14 PM
17	3	11/7/2022 1:16 PM
18	All of our time is granted as PTO	11/7/2022 12:21 PM
19	None. If sick and take off salaried are paid for.	11/7/2022 12:11 PM
20	5	11/7/2022 12:06 PM
21	None	11/7/2022 11:24 AM
22	zero	11/7/2022 11:20 AM
23	0	11/7/2022 11:19 AM
24	None, included with PTO	11/7/2022 10:37 AM
25	0	11/7/2022 10:36 AM
26	12	11/7/2022 9:59 AM
27	5	11/7/2022 9:58 AM
28	included in paid time off/vacation	11/7/2022 9:55 AM
29	included in PTO	11/7/2022 9:49 AM
30	PTO includes all vacation, sick, personal days	11/7/2022 9:39 AM
31	5	11/7/2022 9:31 AM
32	0	11/7/2022 9:26 AM
33	None	11/7/2022 9:25 AM
34	zero -we use a PTO bucket	11/7/2022 9:24 AM
35	No policy for salaried exempt employees	11/7/2022 9:19 AM
36	n/a pto	11/7/2022 9:16 AM
37	5	11/7/2022 9:13 AM
38	We have PTO	11/7/2022 9:09 AM
39	15	11/7/2022 9:08 AM
40	Extended Illness Bank (EIB) begins accruing immediately and accessible after three days of used PTO	11/7/2022 9:06 AM
41	12 sick, 1 floating holiday aka personal day	11/7/2022 9:05 AM
42	0 - We have 1 PTO bucket w/ no catagorization	11/7/2022 9:03 AM

## Time Off Benefits

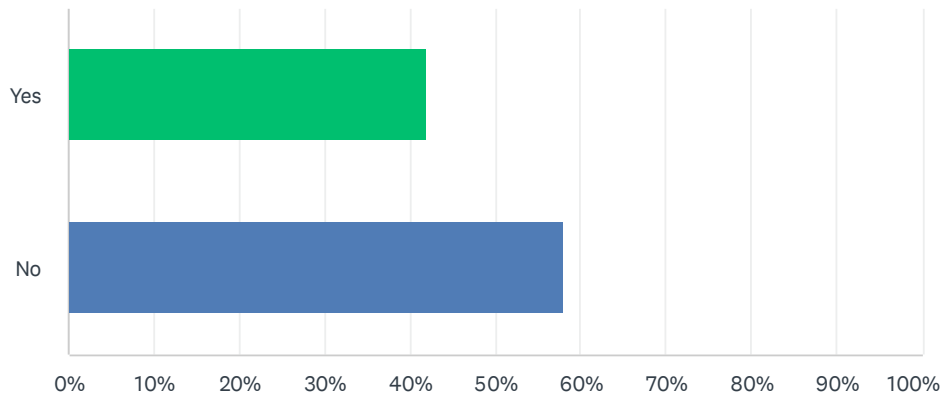
43	3 Float Days	11/7/2022 9:02 AM
44	No specific sick policy - lumped into PTO	11/7/2022 9:00 AM
45	1 sick day a month/personal days vary by employee group but most employees get 2 personal days per year at the start of the year.	11/7/2022 9:00 AM
46	one per month worked after 90 days	11/7/2022 8:59 AM
47	none- we have Paid Time Off	11/7/2022 8:58 AM
48	PTO only (vacation, sick, personal)	11/7/2022 8:56 AM
49	5	11/7/2022 8:55 AM
50	We have PTO, which is a combination of vacation, sick time and personal days.	11/7/2022 8:55 AM
51	We do not provide sick days	11/7/2022 8:53 AM
52	Sick and PTO lumped together	11/7/2022 8:52 AM
53	8 hrs/mo, max 160 thru 5 yrs, after max is 200 hours	11/7/2022 8:52 AM
54	none - all one bucket: sick, vacation, PTO	11/7/2022 8:51 AM
55	0	11/7/2022 8:49 AM
56	these are all included in the PTO allotment	11/7/2022 8:48 AM
57	none- we are doing all PTO days now	11/7/2022 8:48 AM
58	included in vacation time	11/7/2022 8:43 AM
59	0	11/7/2022 8:42 AM
60	We have PTO so the hours are embedded with vacation.	11/7/2022 8:41 AM
61	included with vacation numbers	11/7/2022 8:40 AM
62	this is blended in with our unlimited PTO policy	11/7/2022 8:39 AM
63	Included in the vacation time - 3 of those days can be used without advanced notice.	11/7/2022 8:39 AM
64	included in PTO accrual	11/7/2022 8:36 AM
65	3 unless specified by the state - some states up to 5 days	11/7/2022 8:36 AM
66	no "sick" just bucket of PTO	11/7/2022 8:34 AM
67	We have PTO	11/7/2022 8:31 AM
68	5	11/7/2022 8:28 AM
69	3	11/7/2022 8:28 AM
70	7	11/7/2022 8:26 AM
71	only one bank of PTO	11/7/2022 8:24 AM
72	none	11/7/2022 8:23 AM
73	5	11/7/2022 8:22 AM
74	12 sick days, 2 personal days	11/7/2022 8:22 AM
75	We only have PTO (Sick/Vac)	11/7/2022 8:22 AM
76	24 hours for non-exempt and 32 hours for exempt	11/7/2022 8:20 AM
77	24 hours of personal time	11/7/2022 8:18 AM
78	3	11/7/2022 8:17 AM
79	all lumped in with PTO	11/7/2022 8:17 AM
80	all included in PTO	11/7/2022 8:16 AM

## Time Off Benefits

81	0	11/7/2022 8:15 AM
82	We have PTO	11/7/2022 8:13 AM
83	15	11/7/2022 8:12 AM
84	0	11/7/2022 8:11 AM
85	12 up to a maximum of 24	11/7/2022 8:11 AM
86	included in PTO days	11/7/2022 8:11 AM
87	7	11/7/2022 8:10 AM
88	accrues per month up to a max of 160 hours	11/7/2022 8:10 AM

### Q5 Do the amount of days increase based on years of service?

Answered: 100 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	42.00%	42
No	58.00%	58
<b>TOTAL</b>		<b>100</b>

## Q6 If so, how many days does it increase by per year of service?

Answered: 43 Skipped: 65

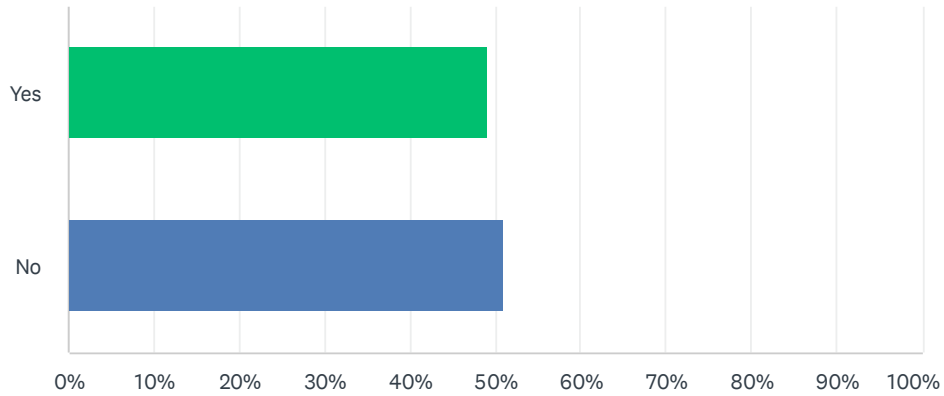
#	RESPONSES	DATE
1	ETO hours increase by a % during milestone anniversaries	11/10/2022 8:05 PM
2	16	11/10/2022 12:41 PM
3	5	11/9/2022 3:13 PM
4	Increased based on number of hours worked	11/8/2022 12:23 PM
5	5 or 1; varies	11/8/2022 12:17 PM
6	1	11/8/2022 11:55 AM
7	Depends on how many years	11/8/2022 9:17 AM
8	N/A - PTO	11/7/2022 2:28 PM
9	Get one additional day at 4 years	11/7/2022 1:16 PM
10	1-7 years 2wks; 8-14years 3wks; 15-24years 4 wks; 25+ years 5 weeks	11/7/2022 12:26 PM
11	5 days but it doesn't increase every year.	11/7/2022 12:21 PM
12	1,2,3, and 5 years	11/7/2022 11:25 AM
13	sliding scale up through 15 yrs of service	11/7/2022 9:50 AM
14	5-6 days	11/7/2022 9:39 AM
15	1 day/yr	11/7/2022 9:31 AM
16	This is not linear. Essentially every 5 years one more week.	11/7/2022 9:20 AM
17	1 week every 5 years	11/7/2022 9:17 AM
18	3 days if less than 5 years of service	11/7/2022 9:13 AM
19	N/A	11/7/2022 9:08 AM
20	5	11/7/2022 9:07 AM
21	It's an accrual system up to a max of 480 hours (accruals 52 minutes per week)	11/7/2022 9:07 AM
22	N/A	11/7/2022 9:03 AM
23	NA	11/7/2022 9:01 AM
24	na	11/7/2022 8:58 AM
25	Listed in the first part of the survey. No particular increment, per se,	11/7/2022 8:57 AM
26	PTO accrues as follows: 0-3 years of service - 19.5 days; 4-9 years - 26 days; 10-14 years - 32.5 days; 15 years and above - 39 days.	11/7/2022 8:57 AM
27	Second year increases by 40 hours. Every year after that is 8 hours until year 12. At year 20 it increased by 8 hours again and caps.	11/7/2022 8:57 AM
28	5 days	11/7/2022 8:53 AM
29	increases 2 hours/mo. after 2, 5, 10, 15 yrs	11/7/2022 8:53 AM
30	0	11/7/2022 8:43 AM
31	1 per year, up to 30 days.	11/7/2022 8:41 AM

## Time Off Benefits

32	one week per 5 years - included with other PTO	11/7/2022 8:41 AM
33	Increases by 5 years after 6 years of service & increases another 5 days after 20 years of service	11/7/2022 8:37 AM
34	5-10 years of service 3 weeks vacation. After 10 years - 4 weeks vacation	11/7/2022 8:34 AM
35	5 days	11/7/2022 8:32 AM
36	5 days per 2 and then 5 years	11/7/2022 8:29 AM
37	5	11/7/2022 8:27 AM
38	5 days every 5 years	11/7/2022 8:22 AM
39	see previous table, increment is 5 days	11/7/2022 8:21 AM
40	Increase 1 day until hit 20 days then that does not change until 15 years of svc. 21 days until 20 years of svc. max is 22 days.	11/7/2022 8:14 AM
41	Depends on years	11/7/2022 8:13 AM
42	15 days up to 5 years, then 20 days for 5 or more years	11/7/2022 8:12 AM
43	N/A	11/7/2022 8:11 AM

### Q7 Does your organization use a Paid Time Off (PTO) bank instead of vacation and sick time?

Answered: 104 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	49.04%	51
No	50.96%	53
TOTAL		104

## Q8 If so, how many hours are in the PTO bank per year of service?

Answered: 49 Skipped: 59

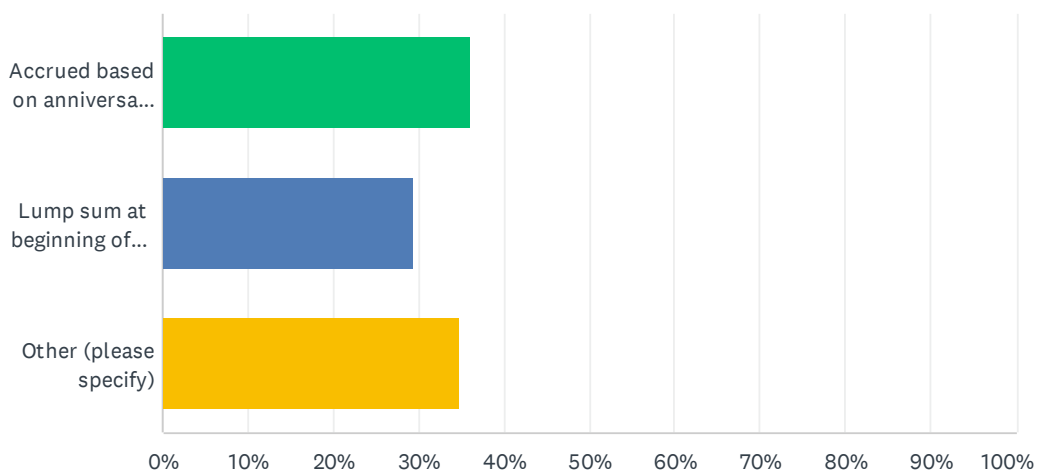
#	RESPONSES	DATE
1	Depends on years of service. Anywhere from 2 weeks and 3 days to 6 weeks and 3 days.	11/10/2022 3:21 PM
2	40	11/9/2022 3:13 PM
3	0 = 30 hours, 1yr = 40 hours, 2ys = 80 hrs, 5yrs = 120 hrs	11/9/2022 11:45 AM
4	varies based on hours worked	11/8/2022 12:23 PM
5	Based on years of service	11/8/2022 10:48 AM
6	Depends on years of service	11/8/2022 9:17 AM
7	96 hours/yr from 0-4 years and increases at 5, 7, 10, and caps out at 15 years.	11/7/2022 7:24 PM
8	Varies - See earlier	11/7/2022 2:28 PM
9	It increases by 5 days every 5 years with a cap at 25 days	11/7/2022 2:15 PM
10	n/a	11/7/2022 1:16 PM
11	depends on how many years of service but it is between 80-200	11/7/2022 12:21 PM
12	It's accrued on a bi- weekly basis	11/7/2022 11:26 AM
13	see first question	11/7/2022 11:21 AM
14	see PTO schedule	11/7/2022 10:38 AM
15	13 days up to 5 years, 18 days at 5 years, 23 days at 10 years	11/7/2022 9:56 AM
16	PTO is to be used in half or full day increments and varies based on years of service	11/7/2022 9:51 AM
17	< 1 year = 80 hours, 1-4 years = 120 hours, 5-9 years = 168 hours, 10+ = 208 hours	11/7/2022 9:45 AM
18	40-320	11/7/2022 9:28 AM
19	anniversary date	11/7/2022 9:25 AM
20	listed under vacation	11/7/2022 9:25 AM
21	N/A	11/7/2022 9:20 AM
22	N/A	11/7/2022 9:09 AM
23	depends on how many years you have worked for the company	11/7/2022 9:07 AM
24	See 1st page of survey	11/7/2022 9:03 AM
25	Depends on years of service	11/7/2022 9:03 AM
26	see question 1	11/7/2022 8:59 AM
27	varies	11/7/2022 8:59 AM
28	Accrual rates are as follows: 0-3 years of service - 156 hours; 4-9 years - 208 hours; 10-14 years - 260 hours; 15 years and above - 312 hours.	11/7/2022 8:59 AM
29	Year of hire 10 hours per month, then on 1/1 of each year the following:less than 1 full year 120 (15 days) 1 136 (17 days) 2 152 (19 days) 3 160 (20 days) 4 184 (23 days) 5 192 (24 days) 6 200 (25 days) 7 208 (26 days) 8 216 (27 days) 9 – 13 224 (28 days) 14 – 19 240 (30 days) 20 & up 256 (32 days)	11/7/2022 8:58 AM
30	Year 1- 72 hours/ Year 2- 112 hours/ Every year after that increased by 8 hours until year 12. Then at year 20 the hours cap at 200.	11/7/2022 8:57 AM

## Time Off Benefits

31	We do not calculate per year	11/7/2022 8:54 AM
32	see original question	11/7/2022 8:49 AM
33	see vacation info	11/7/2022 8:48 AM
34	It depends upon years of service	11/7/2022 8:44 AM
35	same answer as I gave for vacation time	11/7/2022 8:43 AM
36	15 base, plus one for each year of service.	11/7/2022 8:42 AM
37	begin with 15 then increase 1 week per 5 years of service	11/7/2022 8:42 AM
38	n/a - we have unlimited pto	11/7/2022 8:39 AM
39	depends on tenure; 1-5 yrs is 80 hours; 6 - 10 is 120 hours and over 10 is 160 hours	11/7/2022 8:35 AM
40	136 hours/176 hours/216 hours	11/7/2022 8:33 AM
41	1 day-4yrs = 80h; 5yrs-9yrs = 120h; 10yrs-14yrs = 160h; 15yrs-29yrs = 200h; 30yrs+ = 240h	11/7/2022 8:29 AM
42	Ranges from 160 - 280 hours	11/7/2022 8:22 AM
43	n/a	11/7/2022 8:21 AM
44	0, 80 hours; 1, 80 hours, 2-4, 120 hours, 5-14, 160 hours, 15+, 200 hours	11/7/2022 8:18 AM
45	15 salaried, 10 hourly increases by 1 week after 3 years of service	11/7/2022 8:16 AM
46	Depends on years of service.	11/7/2022 8:14 AM
47	120 hours up to 5 years, 160 hours for 5 years or more	11/7/2022 8:13 AM
48	We call it the vacation bank, but it includes all paid time off	11/7/2022 8:12 AM
49	N/A	11/7/2022 8:11 AM

## Q9 How is PTO earned?

Answered: 75 Skipped: 33



ANSWER CHOICES	RESPONSES
Accrued based on anniversary date	36.00% 27
Lump sum at beginning of year	29.33% 22
Other (please specify)	34.67% 26
<b>TOTAL</b>	<b>75</b>

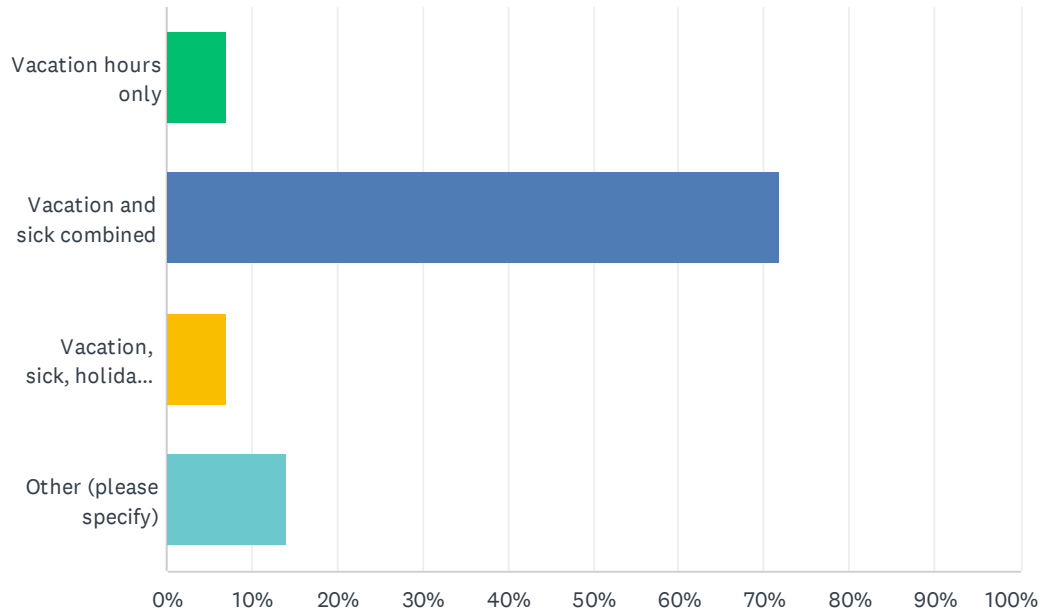
#	OTHER (PLEASE SPECIFY)	DATE
1	accrues based on number of hours worked	11/8/2022 12:24 PM
2	Monthly accrual	11/8/2022 8:07 AM
3	Each pay period	11/7/2022 7:25 PM
4	accrued monthly	11/7/2022 2:37 PM
5	Accrued at the end of each month.	11/7/2022 2:28 PM
6	All vacation is given as a lump sum in January. Additional vacation days are awarded on the anniversary date.	11/7/2022 1:16 PM
7	N/A Vac & Psnl Policy not PTO	11/7/2022 12:27 PM
8	accrued on a bi-weekly basis	11/7/2022 11:27 AM
9	begins accruing on date of hire	11/7/2022 9:56 AM
10	Accrued per pay period based on tenure with a zero balance starting the year, we allow employees to go negative	11/7/2022 9:46 AM
11	Accrued Monthly January to October	11/7/2022 9:25 AM
12	N/A	11/7/2022 9:09 AM
13	Accrued every pay period	11/7/2022 9:03 AM
14	Hours are accrued per pay period. We have 26 pay periods.	11/7/2022 8:59 AM

## Time Off Benefits

15	accrued throughout the year based on anniversary date	11/7/2022 8:44 AM
16	Earned upon hire; accrued every payroll period	11/7/2022 8:44 AM
17	Accrued based on years of service on January 1	11/7/2022 8:42 AM
18	after 90 days of consecutive employment	11/7/2022 8:39 AM
19	Accrued per month 6.667 hours	11/7/2022 8:35 AM
20	lump sum on anniversary date.	11/7/2022 8:34 AM
21	based on anniversary date; lump sum each Jan 1	11/7/2022 8:23 AM
22	n/a - separate buckets of time off currently	11/7/2022 8:22 AM
23	based on anniv date and given on annv date	11/7/2022 8:17 AM
24	Sick time is accrued @ 1 hour per week, 2 personal days given at beginning of year	11/7/2022 8:14 AM
25	N/A	11/7/2022 8:11 AM
26	accrued monthly up to 160 hours max	11/7/2022 8:11 AM

## Q10 What is included in PTO?

Answered: 71 Skipped: 37

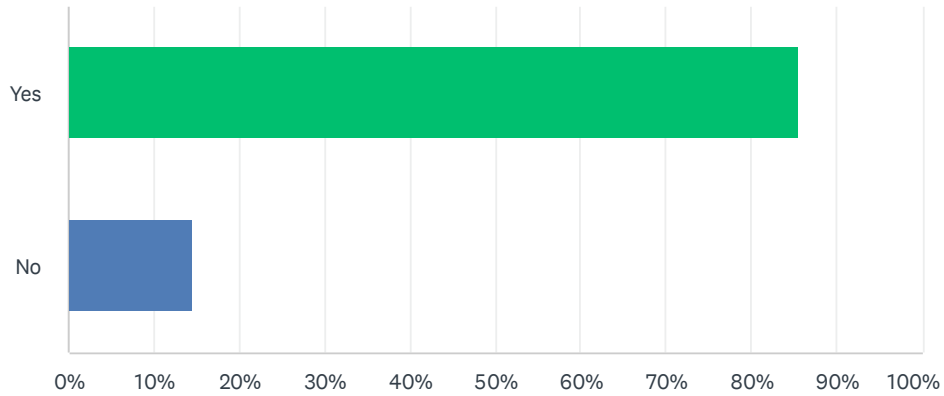


ANSWER CHOICES	RESPONSES
Vacation hours only	7.04% 5
Vacation and sick combined	71.83% 51
Vacation, sick, holidays, bereavement, etc	7.04% 5
Other (please specify)	14.08% 10
<b>TOTAL</b>	<b>71</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	vacation and personal	11/8/2022 12:17 PM
2	PTO	11/8/2022 8:07 AM
3	N/A Vac & Psnl Policy not PTO	11/7/2022 12:27 PM
4	other excluding vacation	11/7/2022 12:08 PM
5	N/A	11/7/2022 9:09 AM
6	Holidays and bereavement are paid separate.	11/7/2022 8:58 AM
7	Vacation, sick and leave bank - unused sick time rolls to leave bank at end of the year	11/7/2022 8:27 AM
8	n/a - separate buckets of time currently used	11/7/2022 8:22 AM
9	sick and personal time only	11/7/2022 8:12 AM
10	N/A	11/7/2022 8:11 AM

### Q11 Do you utilize an HRIS/payroll system for tracking employees' time off?

Answered: 104 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	85.58%	89
No	14.42%	15
TOTAL		104