

# Your PTO Utilization & Opportunity Analysis

This report contains a comprehensive overview of your entire organization's PTO utilization across all employees. Start building a better benefits strategy by leveraging real time data to make informed decisions.



## Summary Overview

This analysis evaluates the current paid time off (PTO) trends within your organization, focusing on employee PTO accruals, utilization patterns across different employee groups, and the financial impact of unused time. The insights are drawn from actual employee-level data and will give you visibility into PTO trends based on tenure, pay rate, and more, providing a foundation for decision-making around benefit optimization.

## Key Findings Example

- **Employee PTO Utilization**

You'll receive a full breakdown of your employee population utilization data, organized by employee tenure, pay rate and PTO balance.

- **PTO Liability Exposure:**

Based on PTO balances and employee pay rates, you'll receive a full liability report which outlines your company's PTO payout exposure including your current PTO liability and projected yearly increase.

- **Program Policy Best Practices:**

We'll benchmark your current PTO policy against similar companies in your industry and use your analysis data to provide recommendations for improvement.

- **PTO Exchange Utilization Benefits**

Using your analysis data, we can project year-over-year savings, turnover rates and estimated usage of the platform by implementing PTO Exchange



## Sample Findings

**\$73.8M**

Total PTO Liability  
Subject to Payout

**7 Years**

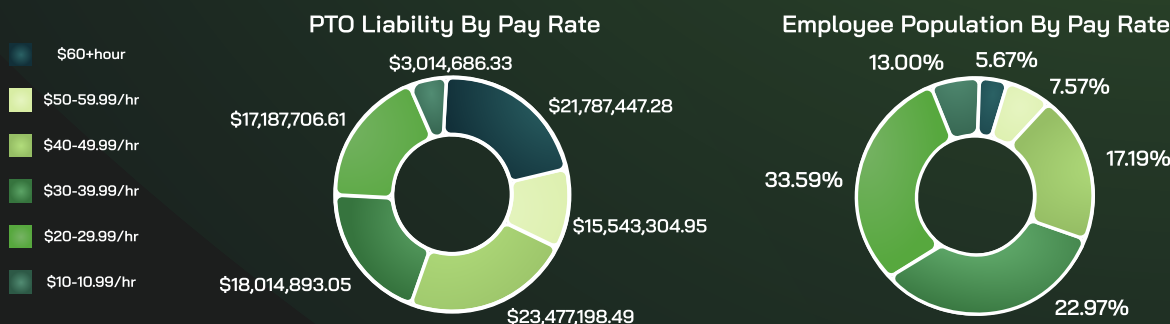
Average employee tenure

**34.13%**

PTO liability comes from 14.57%  
of your employee population

## Sample Report: PTO Utilization by Tenure

Pay Rate	No. of Employees	Average Tenure	Average PTO Balance	Average Pay Rate	Average PTO Value	Total PTO Liability	% of Population	% of PTO Liability
\$60+hour	1,081	12.13 yrs	262.88	\$75.21	\$20,154.90	\$21,787,447.28	5.67%	22.00%
\$50-59.99/hour	1,443	14.97 yrs	199.63	\$53.74	\$10,771.52	\$15,543,304.95	7.57%	15.70%
\$40-49.99/hour	3,277	10.67 yrs	158.53	\$44.98	\$7,164.24	\$23,477,198.49	17.19%	23.71%
\$30-39.99/hour	4,378	5.73 yrs	117.40	\$34.88	\$4,114.87	\$18,014,893.05	22.97%	18.19%
\$20-29.99/hour	6,402	7.46 yrs	113.47	\$23.30	\$2,684.74	\$17,187,706.61	33.59%	17.36%
\$10-19.99/hour	2,478	1.99 yrs	65.24	\$18.68	\$1,216.58	\$3,014,686.33	13.00%	3.04%

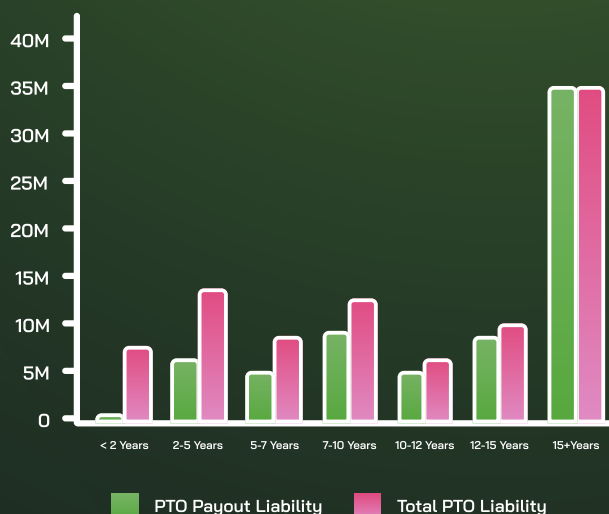


## Sample Report: PTO Payout Exposure

Tenure	# of EEs	Total PTO Liability	% Payout	Payout Liability
<2 Years	5,396	\$7,987,009.95	0%	\$0.00
2-5 Years	4,667	\$14,374,051.24	50%	\$7,187,025.62
5-7 Years	1,743	\$8,917,775.38	60%	\$5,350,665.23
7-10 Years	2,109	\$13,461,419.17	70%	\$9,422,993.42
10-12 Years	857	\$6,786,614.54	80%	\$5,429,291.63
12-15 Years	1,243	\$10,908,119.85	90%	\$9,817,307.87
15+ Years	3,044	\$36,590,246.60	100%	\$36,590,246.60

### Key Takeaways:

- Total PTO Liability is \$99,025,236.72
  - With an average 3% growth, the overall liability is increasing by \$2,970,757.10 each year
- Total PTO "Payout" Liability is \$73,797,530.36
  - With an average 3% growth, the "payout" liability is increasing by \$2,213,925.91 each year



This is just a sample of data received during PTO analysis, reflecting a real client's data. Schedule your complimentary PTO Utilization analysis by scanning the QR code here!

