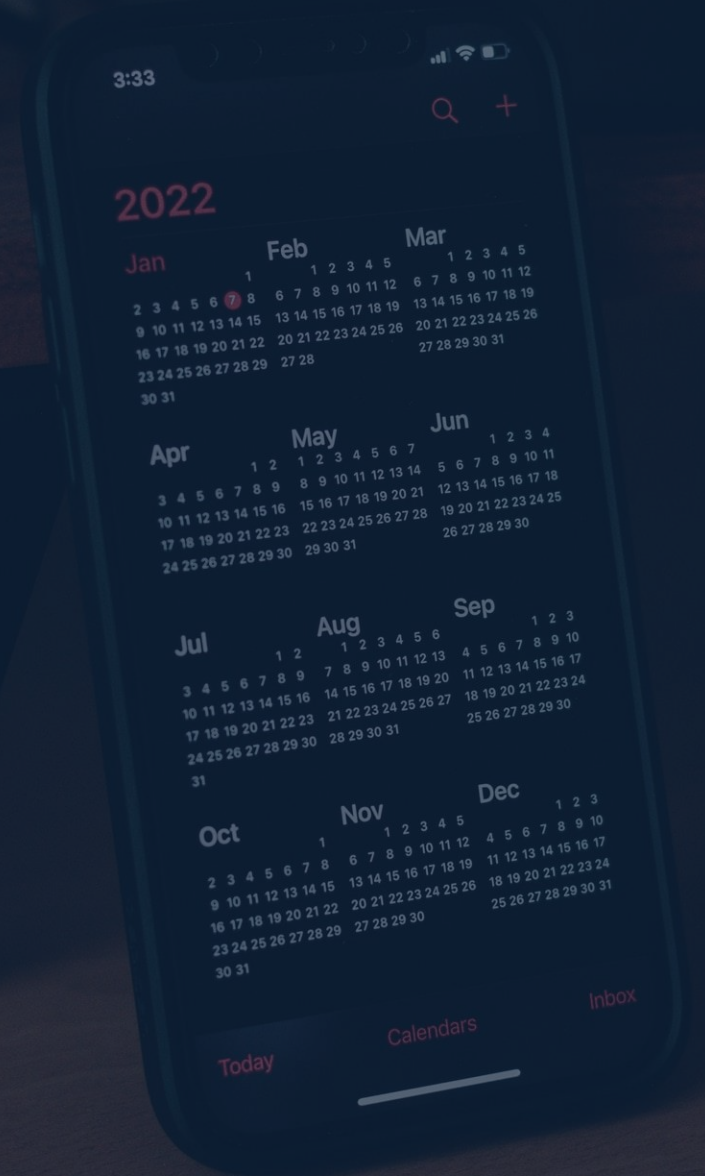


Time to Rethink PTO:

New Data on What Your Employees Crave



Today's Presenters



Gregg Makuch

CMO
PTO Exchange



Ben Eubanks

Chief Research Scientist
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About

- Chief Research Officer, Lighthouse Research & Advisory
- Author, Artificial Intelligence for HR
- Host, We're Only Human Podcast and HR Tech Talks Livestream Show
- Dad of four (11 and under)
- Ice cream is my love language



Ben Eubanks



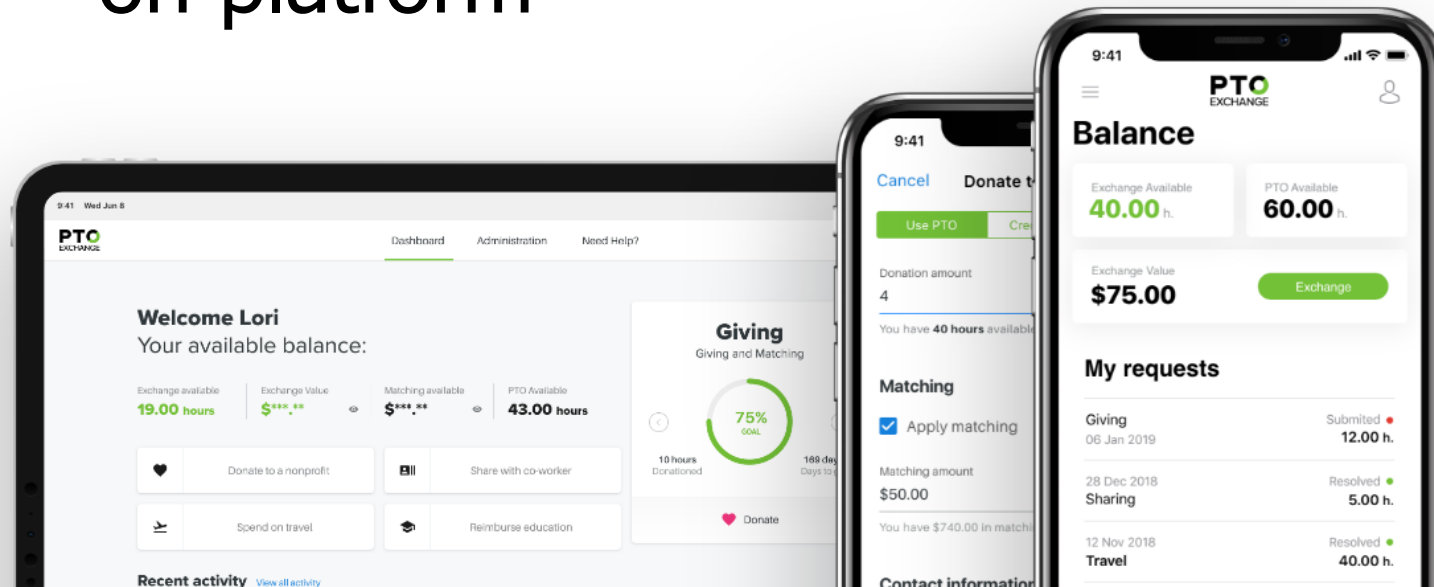


Building engagement and loyalty by for a diverse workforce by unlocking unused PTO

PTO Exchange is the first benefits platform that converts unused paid-time-off (PTO) hours into:

- Retirement
- Student loans
- Charitable causes
- Emergency cash, and more...
- Powers **Life Planning Accounts (LPAs)**

Over **150k** employees on platform

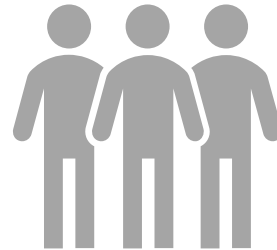




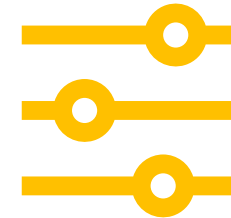
Agenda



**Employee perspectives
today**



**Why workers say PTO
plans don't work**



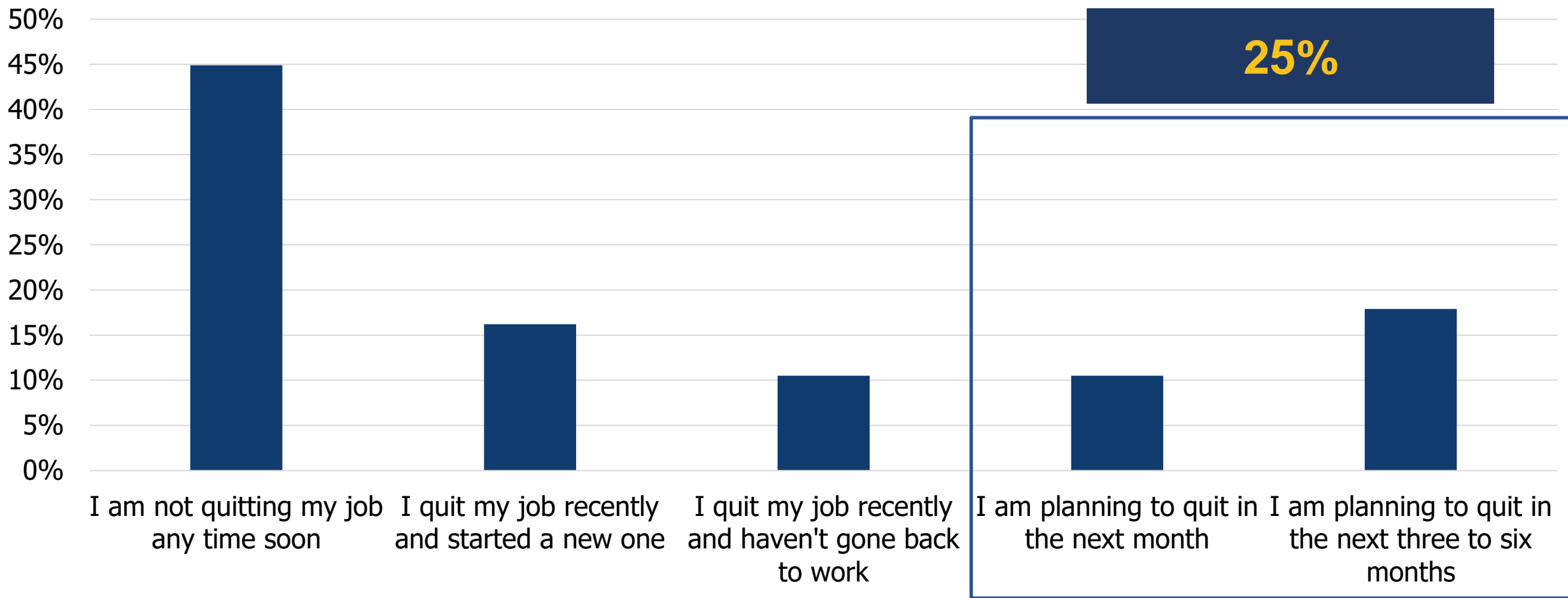
**Delivering a flexible
leave benefit**

Poll Question #1



Employee Perspectives





What are your thoughts on quitting your job?

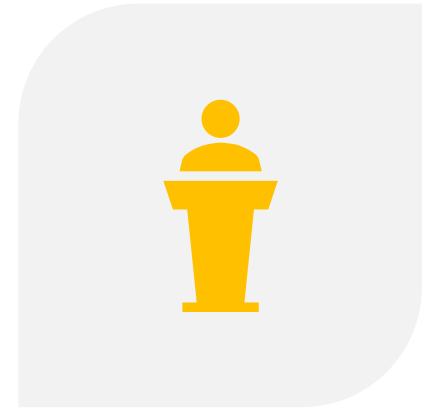
Why did you quit?



STRESS AND BURNOUT



BETTER JOB AND/OR HIGHER PAY



**I DIDN'T LIKE THE COMPANY'S
POLICIES/LEADERSHIP**

Why did you quit?

1. Stress/burnout
2. Pay/benefits
3. Leadership/culture

What would make you stay?

1. Better pay/benefits
2. Better work/life balance
3. More flexibility options

Exercise: Mix and Match

Why did you quit?

1. Stress/burnout

2. Pay/benefits

3. Leadership/culture

What would make you stay?

1. Better pay/benefits

2. Better work/life balance

3. More flexibility options

Cause and Effect

What matters to you most in your job?



WORK/LIFE BALANCE



COMPENSATION



RELATIONSHIPS

A diverse group of people, including young adults and older adults, are gathered around a laptop. They are all looking at the screen with interest and excitement. The image is overlaid with a semi-transparent blue filter. The text is centered in the middle of the image.

**What do you notice about each
age group's top two?**

Age Bracket	Priority #1	Priority #2
18-24	Work/life balance	Relationships (TIE)
25-34	Work/life balance	Compensation
35-44	Work/life balance	Career growth
45-54	Compensation	Relationships
54+	Compensation	Benefits package

Age/Stage Changes Priorities

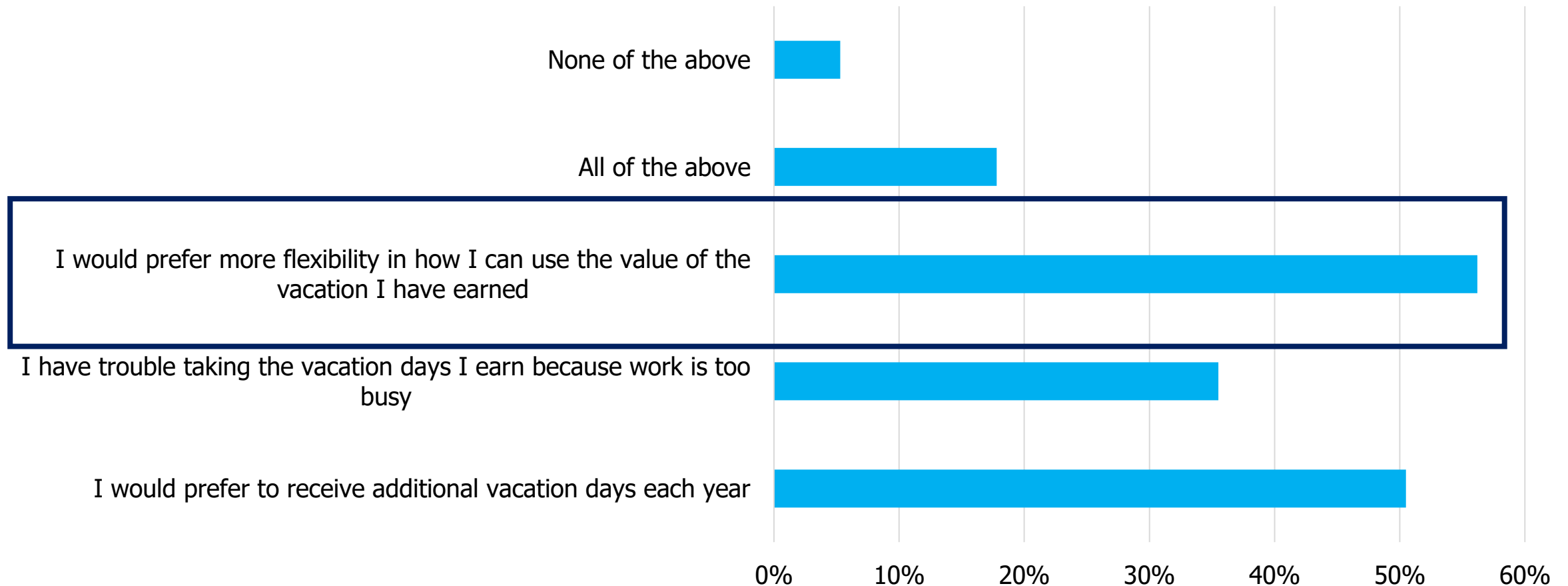


Why Workers Say Traditional PTO Plans Don't Work

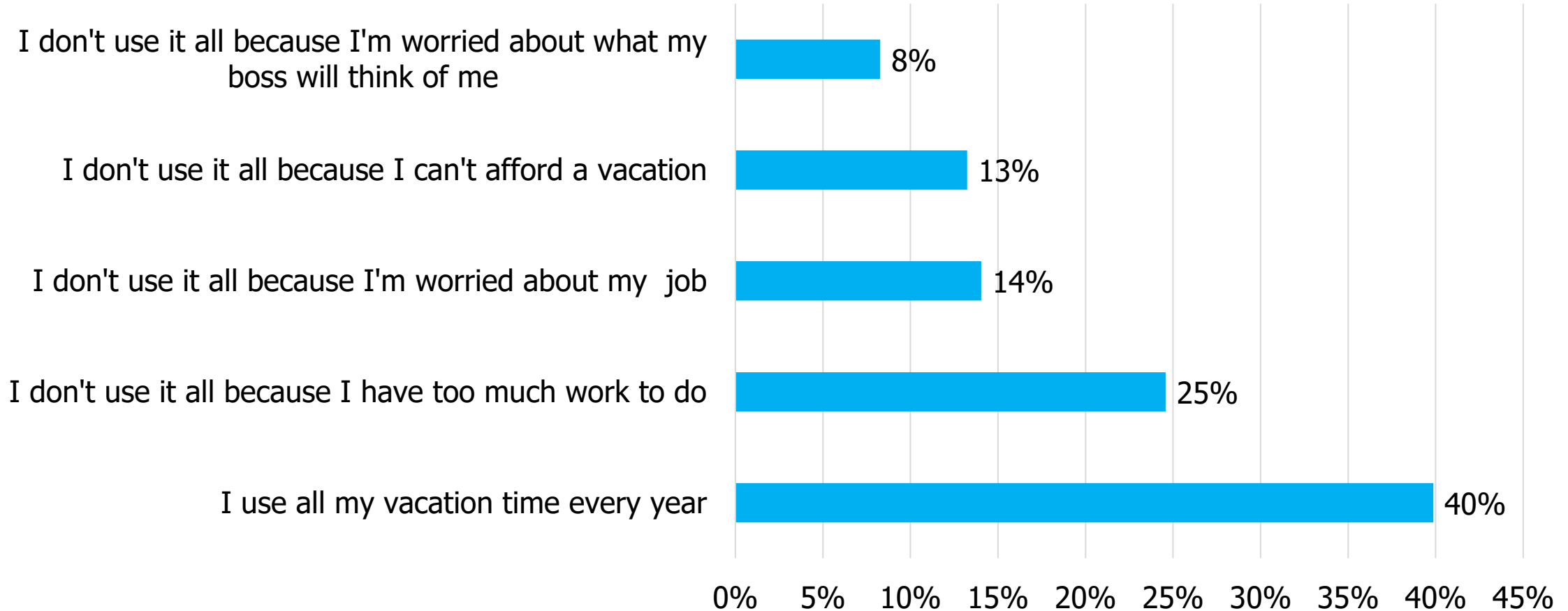
Poll Question #2



Describe your feelings about your company's paid leave policy



Do you use all of your vacation every year?



**~1 in 4
workers**

are carrying four-plus
weeks of vacation.

**4 in 10
workers**

are carrying at least
three weeks of vacation
RIGHT now.



3 out of 4 workers

have taken an “unneeded” or unnecessary vacation in order to avoid losing their vacation time

**Does this sound like a benefit that meets
the needs of a diverse workforce?**

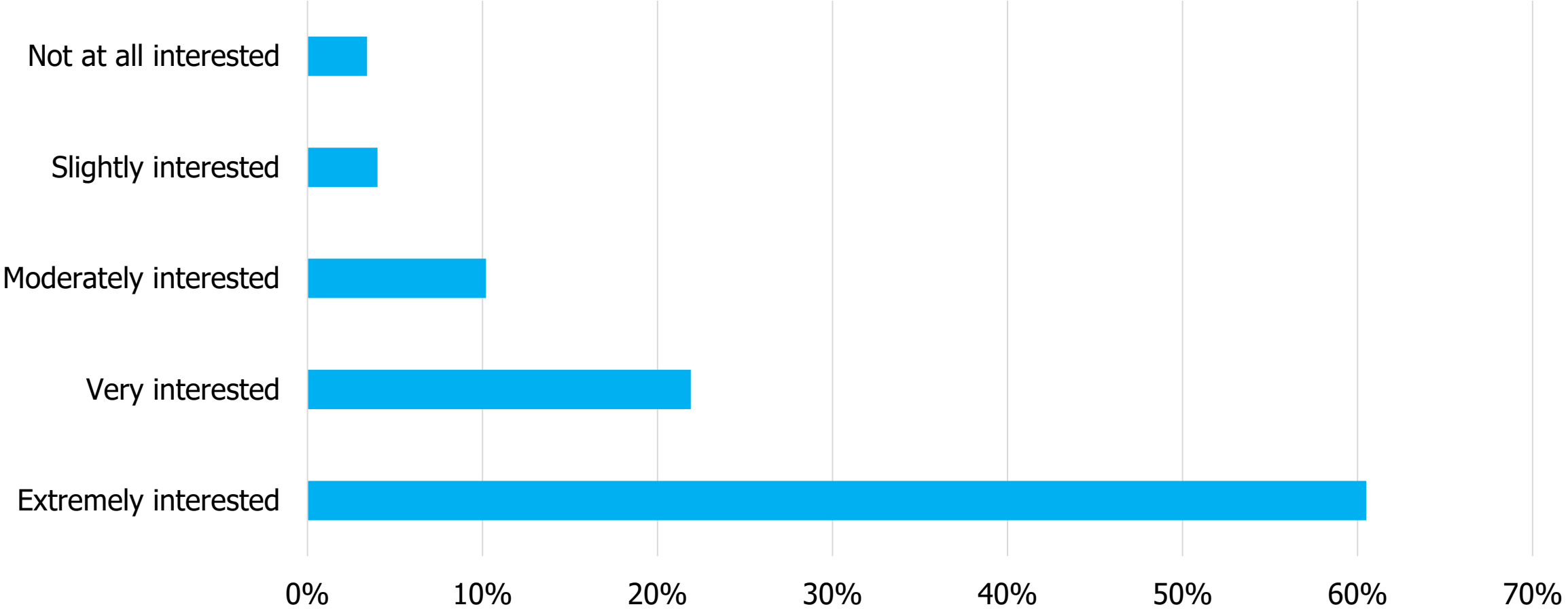


A person is holding a baby in a green patterned onesie. The person is looking down at a photo album or a collection of photos. The background is slightly blurred, showing a room with a white wall and a wooden floor. The overall tone is warm and intimate.

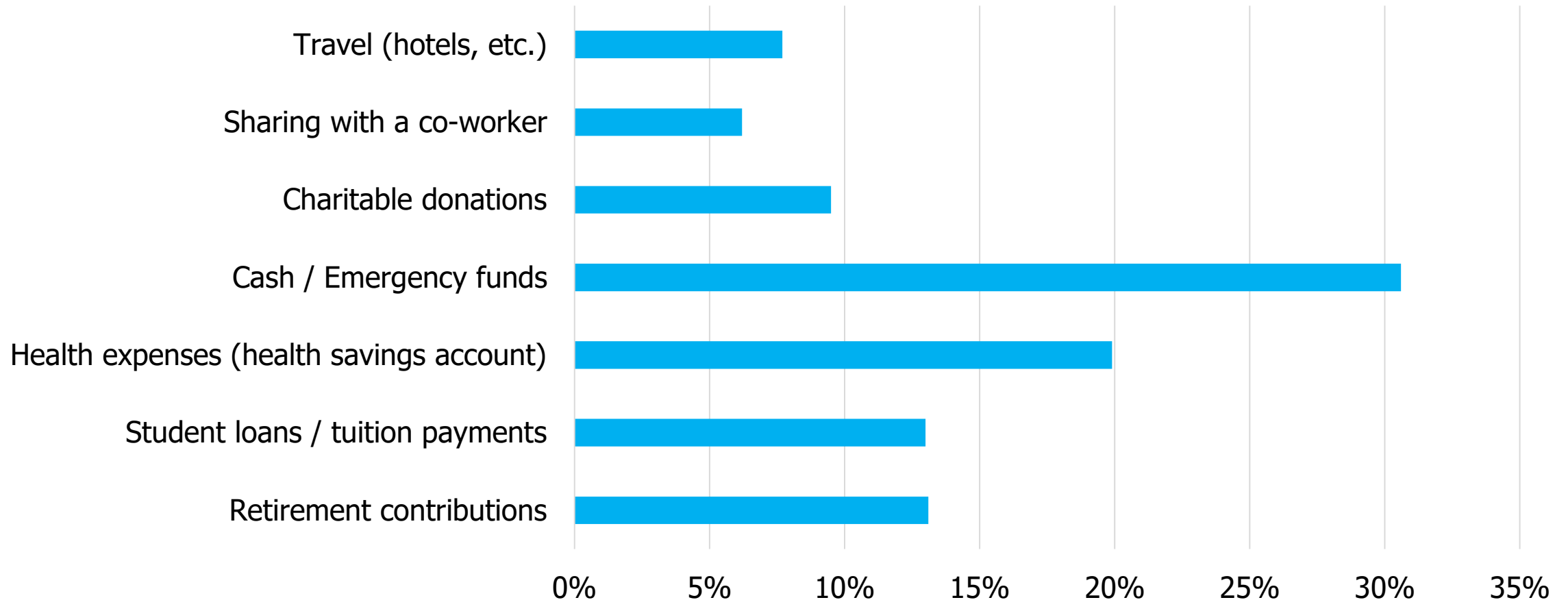
Delivering a Flexible Leave Benefit




Would you be interested in converting some of your unused days to other financial resources?



If you could convert some of your unused vacation, how would you use it first?



A woman and a man are sitting at a desk, working on laptops. The woman is on the left, smiling, and the man is on the right, looking at his laptop. The background is a blurred office setting. The text is overlaid on the left side of the image.

**When asked
about their
definition of
workplace
flexibility...**

**Workers ranked
“choices about my
benefits” higher than
“where I work”**

9 out of 10 employees agree

that this type of benefit would
make them more likely to stay
with their employer



Q & A

Contact



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