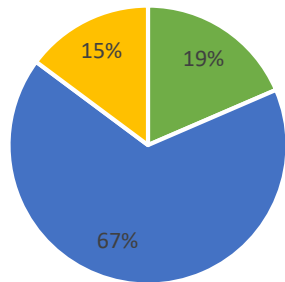


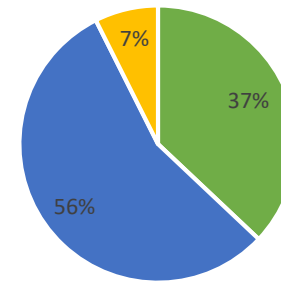


Is your organization increasing PTO carryover at year-end?



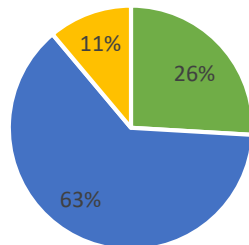
■ Yes ■ No ■ I'm Not Sure

Is your organization altering your PTO policy to allow employees to go negative?



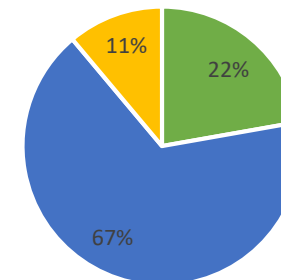
■ Yes ■ No ■ I'm Not Sure

Is your organization paying out PTO for property staff who cannot work remote (or others)?



■ Yes ■ No ■ I'm Not Sure

Does your organization have or is it creating a PTO donation or sharing program?



■ Yes ■ No ■ I'm Not Sure