



Successfully Implementing an Open PTO Policy

Paul Wolfe

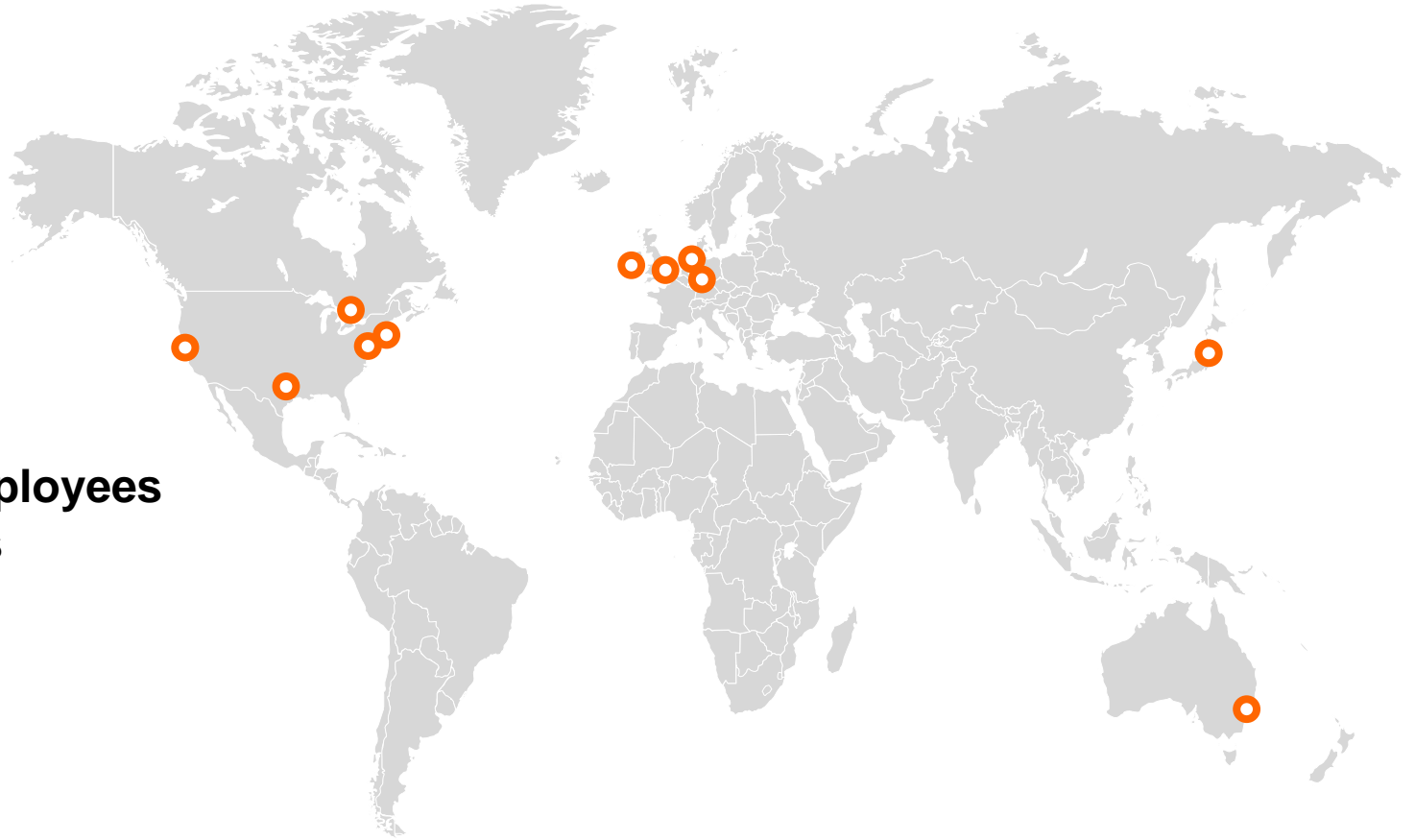
SVP Human Resources, Indeed

Treat employees like adults

**We help
people
get
jobs.**

2014

**~1,000 employees
in 11 cities**



Q1 2019

**8,500+ employees
in 29 cities**

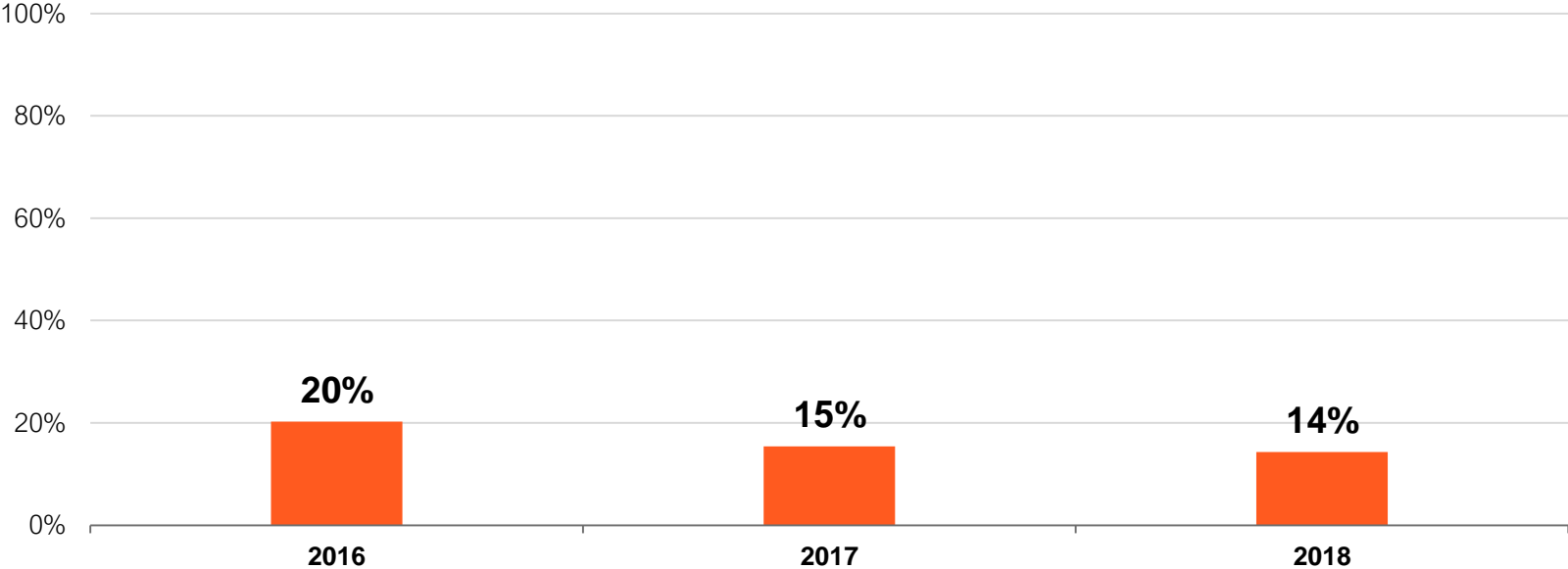


End of 2019

**~12,500 employees
(projected)**

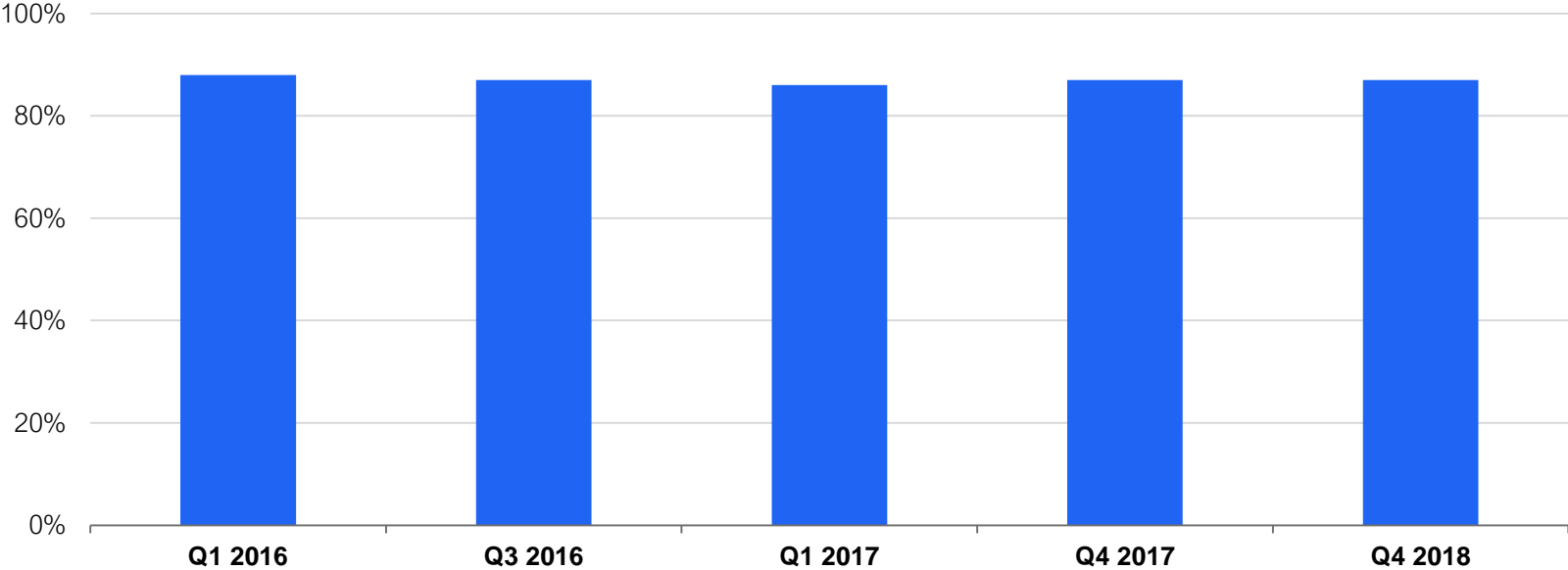


Global attrition rate



Source: Indeed

Engagement rate



Source: Indeed

In the three full years we have had the program, we have seen a 27% increase in the average days taken off by employees globally and a 37% increase in average days taken off in the US alone.

How open PTO can be used to help attract talent and increase productivity

- + Attract all generations**
- + Eliminate a potential hiring stumble block**
- + Show you treat employees as adults**
- + Allow employees to step away to recharge**

The background is a complex, abstract composition of various shades of blue. It features overlapping geometric shapes such as rectangles, triangles, and rounded corners. Some areas have a fine, dotted pattern, while others are solid. The overall effect is a modern, layered, and textured blue background.

How to implement open PTO in a way that works

**Make sure everyone understands *why*
you are offering this new program**

**Make the focus on the people
that aren't taking time off**

**Managers should know that it is
okay for people to take time off**

The background is a vibrant orange color with a complex, abstract pattern. It features several sets of concentric circles and semi-circles in various shades of orange, some of which are semi-transparent. There are also rectangular blocks and circular segments scattered throughout, some with a fine dotted texture. The overall effect is a layered, geometric composition.

Thank you



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