

Contact: Robert J. Dolan, A.S.A.  
**Conrad Siegel Actuaries**  
(717) 652-5633, ext. 339  
robertdolan@conradsiegel.com

## Paid Time Off is a Significant and Attractive Workplace Benefit in Central Pennsylvania

**Harrisburg, PA (June 25, 2007)** – According to a recent survey conducted by **Conrad Siegel Actuaries**, a Harrisburg based actuarial and employee benefits consulting firm, ninety-eight percent (98%) of respondents provide either paid vacation or a Paid Time Off plan to their employees. In stark contrast, 1 in 4 Americans, according to the Center for Economic and Policy Research in Washington, D.C., have no paid vacation and no paid holidays.\*

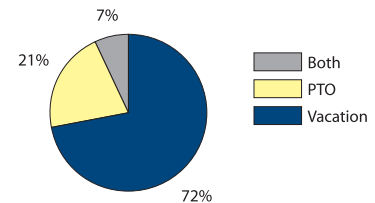
### 2007 Paid Time Off Survey Highlights

“The following are highlights from our most recent Paid Time Off Benefits Survey,” said Robert J. Dolan, Chairman of the Board of **Conrad Siegel Actuaries**. “While paid vacation time may not be up there with salary and health insurance in importance,” said Dolan, “our survey results indicate it is a significant and attractive workplace benefit.”

Over 300 companies of all sizes responded to the survey. Thirty percent of responses came from organizations with 50 or fewer employees. One half of the survey respondents had more than 100 employees. The groups were from many different ranges of industry with the most common being Education/Health Care/Social Assistance (20%), Government (19%), and Manufacturing (17%).

### Vacation vs. Paid Time Off

Ninety-eight percent (98%) of survey respondents offer their employees either paid vacation or a PTO plan. Seventy-two percent (72%) of those respondents offer a vacation plan, 21% offer a PTO Plan, and 7% of respondents offer both.



#### Average Number of Vacation Days Offered by Respondents to Full-Time Employees

Years of Service	Overall Average
First Full Year of Service	8.15
3 Full Years of Service	11.01
5 Full Years of Service	13.26
10 Full Years of Service	16.56
15 Full Years of Service	18.69
20 Full Years of Service	20.34
25+ Full Years of Service	20.94

#### Average Number of Paid Time Off Offered by Respondents to Full-Time Employees

Years of Service	Overall Average
First Full Year of Service	14.16
3 Full Years of Service	17.22
5 Full Years of Service	20.07
10 Full Years of Service	23.73
15 Full Years of Service	25.78
20 Full Years of Service	26.77
25+ Full Years of Service	27.41

The two charts above display the average amount of paid days off that a given employee receives for either Vacation or a Paid Time Off plan. A PTO plan is defined as a block of days offering any combination of vacation days, sick days, and personal days into one group consisting of PTO. Sometimes holidays and jury duty are also included.

\* Source: The Center for Economic Policy Research, “No-Vacation Nation,” May 2007.

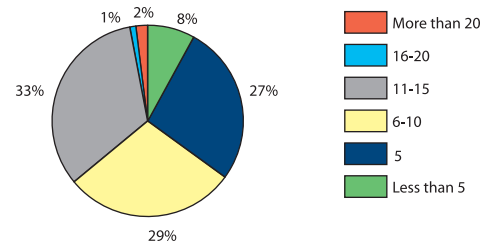
## Paid Holidays

<b>Memorial Day</b>	100%	<b>New Year's Day</b>	99%
<b>Fourth of July</b>	100%	<b>Good Friday</b>	54%
<b>Labor Day</b>	100%	<b>Thanksgiving Friday</b>	54%
<b>Thanksgiving</b>	100%	<b>President's Day</b>	32%
<b>Christmas Day</b>	100%		

Shown above are the nine most common paid holidays offered by companies who offer paid holidays. Other paid holidays offered by local employers include Veterans Day, Columbus Day, and Martin Luther King Day.

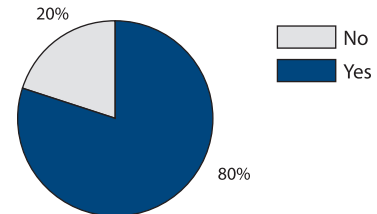
## Paid Sick Days

Paid sick days are offered to full-time employees by ninety-one percent (91%) of the respondents either in a stand alone plan or as part of a PTO plan. Of these respondents, one third offered employees anywhere from eleven to fifteen sick days per year. Twenty-nine percent (29%) offered them between six and ten days and 27% offered them 5 days.



## Paid Personal Days

Of the companies that offer a vacation plan to their employees, a majority of respondents (80%) offer personal days to their full-time employees. Of these 80%, the most common amount of personal days offered was 2.



**Conrad Siegel Actuarial** maintains one of the largest, most comprehensive regional employee benefit databases available today in central Pennsylvania. Surveys are received from more than 300 companies locally, with more than 250 submitted by companies located in central Pennsylvania. Through our regional employee benefits survey program and information from current clients, we are able to benchmark the best practices surrounding local employer benefit programs and share this valuable information with you.

Our employee benefit surveys are conducted quarterly and the aggregated results are shared with those organizations who participate to assist them in shaping their own employee benefit programs.

## 2007 Health and Welfare Survey Results Schedule

January	Paid Time Off Benefits
April	Dental Benefits
July	Life and AD&D Benefits
October	Medical and Prescription Drug Benefits