Please take a moment to answer the following questions from Roundtable Member Allstate regarding PTO Sell-Back Programs.

1. Does your company offer any kind of PTO sell-back program?
   - If yes:
     1. What is your policy?
     2. Do you offer a cash-out strategy on a dollar-for-dollar basis versus a reduced rate (eg. $.50 to $1)?
        - Are cash-out values based on the original purchase rate salary or the salary rate when cash-out occurs?
     3. Does your company sell back PTO at the end of a calendar year?
     4. Is the PTO sell program integrated with your Health Benefits vendor?
   - If no:
     1. If your company does not offer a PTO sell-back program, why?
     2. Are you looking to offer the benefit in the future?

Jessica Rodriguez, Allstate, 10 April 2018

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>CONTACT NAME</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chubb</td>
<td>Julie Flores</td>
<td>Chubb does not have a sell back program and is not exploring one at this time.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:julieflores@chubb.com">julieflores@chubb.com</a></td>
<td></td>
</tr>
<tr>
<td>Dot Foods</td>
<td>Kelly Oliver</td>
<td>We do not offer PTO sell back today, but are currently exploring that option. Interested to hear others responses and how their sell back programs are structured</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:kelly.oliver@dotfoods.com">kelly.oliver@dotfoods.com</a></td>
<td></td>
</tr>
<tr>
<td>Eli Lilly</td>
<td>Maryella Gockel</td>
<td>Lilly is not considering any of the below employee benefits at this time.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Maryella.Gockel@ey.com">Maryella.Gockel@ey.com</a></td>
<td></td>
</tr>
<tr>
<td>FM Global</td>
<td>Mary Fox</td>
<td>FM Global does not have a PTO program at this time. Vacation, Sick and other time off are managed in separate categories.</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:mary.fox@fmglobal.com">mary.fox@fmglobal.com</a></td>
<td></td>
</tr>
</tbody>
</table>
| KPMG    | Barbara Wankoff | 1. Does your company offer any kind of PTO sell-back program?  
   - If yes:
     1. What is your policy?[Wankoff, Barbara C] No  
     2. Do you offer a cash-out strategy on a dollar-for-dollar basis versus a reduced rate (eg. $.50 to $1)? |
|         | bwankoff@kpmg.com |  |
| **Loomis Sayles**<br>**Ivy Koch**<br>[IKoch@loomissayles.com](mailto:IKoch@loomissayles.com) | Are cash-out values based on the original purchase rate salary or the salary rate when cash-out occurs?  
**[Wankoff, Barbara C]** When someone leaves the firm they are paid out for unused personal time at full value.  
3. Does your company sell back PTO at the end of a calendar year?  
**[Wankoff, Barbara C]** We allow people to carry over 50% of their annual allocation to the next year. Any unused time over 50% is lost at the end of the fiscal year.  
4. Is the PTO sell program integrated with your Health Benefits vendor?  
**[Wankoff, Barbara C]** n/a  
• If no:  
1. If your company does not offer a PTO sell-back program, why?  
**[Wankoff, Barbara C]** we want people to take their time off and refresh – we also need to write-off the unused time since it’s a liability for the firm.  
2. Are you looking to offer the benefit in the future?  
**[Wankoff, Barbara C]** no |
| **Prudential**<br>**Maureen Corcoran**<br>[maureen.corcoran@prudential.com](mailto:maureen.corcoran@prudential.com) | Loomis Sayles does not currently have a PTO sell-back program. At this time we are not looking to offer it in the future because of the increased liability it would present to the firm. We encourage employees to use their time off during the year, and they can carry over up to five vacation days each year, or more, if approved due to business reasons or extenuating circumstances.  
Prudential does not have a buy-back program and has no plans to implement. We benchmark our paid leave policies and feel that the time we give and the policies around it (e.g., employees can carry over up to half of the days a year) are competitive.  
From a health and wellbeing perspective (this is me talking, not Prudential), I’m not sure it is a good thing to incent employees to not take their time. I am guessing that companies that now hold managers accountable for their employees using their vacation would not have a buy-back policy, too? |