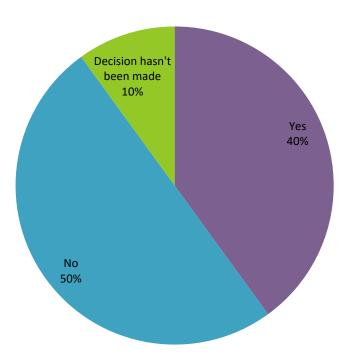


ICE Benchmarking Surveys are sposored by

> American Financial Management

Report for June 2020 QotM (PL Only)

1.Is your company allowing employees to carry over additional unused vacation days due to the coronavirus pandemic?



Value	Percent	Count
Yes	40.0%	4
No	50.0%	5
Decision hasn't been made	10.0%	1
	Totals	10