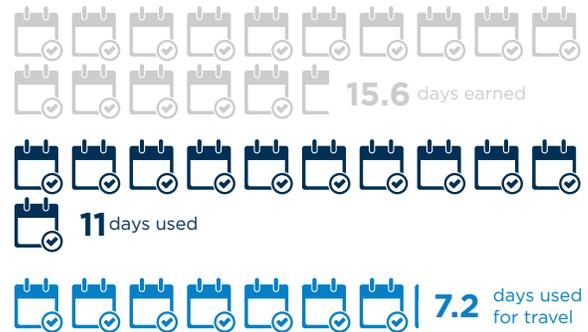


Americans are Burned Out and Still Not Using Their Paid Time Off

After two years of living through the COVID-19 pandemic, Americans are feeling burned out and ready for a change of scenery. However, COVID-19 related health and safety concerns and increased workloads have prevented many American workers from using their hard earned time off. Americans are STILL not using all of their vacation days.

4.6 Days American workers left an average of **more than four days or 29% of their paid time off** on the table last year.



Planning Vacations Reduces Burnout

- **More than two-thirds (68%) of American workers feel at least moderately burned out** and 13% are extremely burned out
- More than half (53%) of remote workers are working **MORE** hours now than they were in the office and **61% now find it more difficult to unplug from work¹**
- COVID-19 related concerns followed by work related barriers such as heavy workloads and lack of coverage are top reasons preventing Americans from using their paid time off
- Just **one-quarter of Americans used ALL of their earned time off in 2021**
- Nearly eight in 10 (79%) believe vacations are important to their overall health and well-being
- **Avoiding burnout was the top-rated motivator to book a trip in the next six months**—ranked even higher than travel discounts/deals

Travel Remains a Top Priority

- More than nine in 10 (91%) Americans say it is **important to use their paid time off to travel**
- As vaccines rolled out and became more accessible, demand for travel surged. On average, **two thirds of paid time off used was for travel away from home in 2021**
- Nearly six in 10 (59%) agree that travel is more important than ever and 61% plan to make travel a **top budget priority in 2022**
- 81% of Americans are excited to plan a vacation in the next six months



¹Indeed, 'Employee Burnout Report,' March 11, 2021.

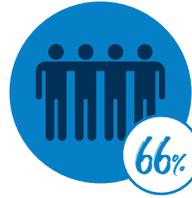
Travel Priorities in 2022 Will Focus On:



Change of scenery



Family vacations
to last a lifetime



Reconnecting with
friends and family



Prioritizing health
and well-being

The Impact of Planning

- Americans who plan out their time off take more time off to travel—but one-quarter (24%) of American households don't do this simple step. As a result, they lose or have to forfeit these days
- Planners prioritize traveling with their paid time off, a trend that is expected to continue to rise in 2022 where 53% of planners anticipate traveling more than previous years versus 27% of non-planners
- And **planners actually do travel more than non-planners**. More than half (56%) of Americans who typically planned their time off took an overnight vacation in 2021 compared to 33% of non-planners
- Anticipating and planning travel makes Americans happy. Close to three-quarters (74%) of planners reported being extremely or very happy anticipating and planning vacations in the next year versus just four in 10 of non-planners
- Avoiding burnout is an even greater motivator to book a trip for non-planners than planners—**62% of non-planners rated avoiding burnout as a top motivator compared to 53% of planners**

Planning: A Key to Happiness

Those that plan for vacations are happier in general—with everything from their personal relationships to their work/life balance, health and well-being and their job.

Extremely or Very Happy	Planners	Non-Planners
On vacation	86%	67%
Personal relationships with family and friends	80%	58%
Work/life balance	72%	54%
Job flexibility	72%	53%
Anticipating and planning vacations	74%	40%
Physical health and well being	72%	46%
Company where you work	68%	53%
Job	68%	50%

Source: Destination Analysts, 2021

Source: Destination Analysts, 2021

Methodology: This research is based on an online survey of employed Americans distributed to the Dynata Business Professionals Panel, one of the largest in the world. Survey respondents must have worked at least 20 hours a week at a company that employed at least two people and earned paid time off in 2021. The survey was fielded December 6–December 17, 2021. In total, 1,200 completed surveys were collected.