### 2017 Paid Time Off Usage by State (Ranked by Unused Days)

<table>
<thead>
<tr>
<th>RANKING</th>
<th>STATE</th>
<th>PTO DAYS EARNED*</th>
<th>PTO DAYS USED*</th>
<th>PTO DAYS UNUSED*</th>
<th>PERCENT OF UNUSED PTO DAYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>California</td>
<td>318,154</td>
<td>221,128</td>
<td>97,026</td>
<td>30.5%</td>
</tr>
<tr>
<td>2</td>
<td>Texas</td>
<td>230,315</td>
<td>163,517</td>
<td>66,798</td>
<td>29.0%</td>
</tr>
<tr>
<td>3</td>
<td>New York</td>
<td>164,684</td>
<td>123,775</td>
<td>40,908</td>
<td>24.8%</td>
</tr>
<tr>
<td>4</td>
<td>Florida</td>
<td>155,324</td>
<td>118,277</td>
<td>37,047</td>
<td>23.9%</td>
</tr>
<tr>
<td>5</td>
<td>Illinois</td>
<td>104,936</td>
<td>79,874</td>
<td>25,062</td>
<td>23.9%</td>
</tr>
<tr>
<td>6</td>
<td>Pennsylvania</td>
<td>102,939</td>
<td>78,734</td>
<td>24,205</td>
<td>23.5%</td>
</tr>
<tr>
<td>7</td>
<td>Georgia</td>
<td>82,136</td>
<td>59,566</td>
<td>22,570</td>
<td>27.5%</td>
</tr>
<tr>
<td>8</td>
<td>Ohio</td>
<td>96,863</td>
<td>75,610</td>
<td>21,253</td>
<td>21.9%</td>
</tr>
<tr>
<td>9</td>
<td>North Carolina</td>
<td>78,176</td>
<td>59,112</td>
<td>19,064</td>
<td>24.4%</td>
</tr>
<tr>
<td>10</td>
<td>Virginia</td>
<td>76,015</td>
<td>57,621</td>
<td>18,393</td>
<td>24.2%</td>
</tr>
<tr>
<td>11</td>
<td>Michigan</td>
<td>74,831</td>
<td>56,899</td>
<td>17,932</td>
<td>24.0%</td>
</tr>
<tr>
<td>12</td>
<td>Tennessee</td>
<td>56,403</td>
<td>38,932</td>
<td>17,472</td>
<td>31.0%</td>
</tr>
<tr>
<td>13</td>
<td>Maryland</td>
<td>54,140</td>
<td>38,142</td>
<td>15,999</td>
<td>29.6%</td>
</tr>
<tr>
<td>14</td>
<td>Colorado</td>
<td>57,166</td>
<td>41,569</td>
<td>15,597</td>
<td>27.3%</td>
</tr>
<tr>
<td>15</td>
<td>New Jersey</td>
<td>69,216</td>
<td>53,777</td>
<td>15,438</td>
<td>22.3%</td>
</tr>
<tr>
<td>16</td>
<td>Washington</td>
<td>59,982</td>
<td>44,711</td>
<td>15,271</td>
<td>25.5%</td>
</tr>
<tr>
<td>17</td>
<td>Massachusetts</td>
<td>62,813</td>
<td>47,896</td>
<td>14,918</td>
<td>23.7%</td>
</tr>
<tr>
<td>18</td>
<td>Indiana</td>
<td>55,386</td>
<td>40,656</td>
<td>14,730</td>
<td>26.6%</td>
</tr>
<tr>
<td>19</td>
<td>Missouri</td>
<td>53,035</td>
<td>39,093</td>
<td>13,942</td>
<td>26.3%</td>
</tr>
<tr>
<td>20</td>
<td>Minnesota</td>
<td>54,046</td>
<td>40,544</td>
<td>13,502</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

* In thousands of days
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<th>PTO DAYS USED*</th>
<th>PTO DAYS UNUSED*</th>
<th>PERCENT OF UNUSED PTO DAYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Arizona</td>
<td>53,043</td>
<td>39,802</td>
<td>13,241</td>
<td>25.0%</td>
</tr>
<tr>
<td>22</td>
<td>Wisconsin</td>
<td>51,073</td>
<td>39,309</td>
<td>11,765</td>
<td>23.0%</td>
</tr>
<tr>
<td>23</td>
<td>South Carolina</td>
<td>38,028</td>
<td>27,807</td>
<td>10,221</td>
<td>26.9%</td>
</tr>
<tr>
<td>24</td>
<td>Oklahoma</td>
<td>32,151</td>
<td>22,346</td>
<td>9,805</td>
<td>30.5%</td>
</tr>
<tr>
<td>25</td>
<td>Oregon</td>
<td>34,212</td>
<td>24,553</td>
<td>9,659</td>
<td>28.2%</td>
</tr>
<tr>
<td>26</td>
<td>Alabama</td>
<td>34,875</td>
<td>25,683</td>
<td>9,193</td>
<td>26.4%</td>
</tr>
<tr>
<td>27</td>
<td>Louisiana</td>
<td>34,726</td>
<td>25,854</td>
<td>8,872</td>
<td>25.5%</td>
</tr>
<tr>
<td>28</td>
<td>Kentucky</td>
<td>33,704</td>
<td>25,251</td>
<td>8,453</td>
<td>25.1%</td>
</tr>
<tr>
<td>29</td>
<td>Mississippi</td>
<td>24,155</td>
<td>15,770</td>
<td>8,384</td>
<td>34.7%</td>
</tr>
<tr>
<td>30</td>
<td>Utah</td>
<td>26,891</td>
<td>19,059</td>
<td>7,832</td>
<td>29.1%</td>
</tr>
<tr>
<td>31</td>
<td>Nevada</td>
<td>24,920</td>
<td>17,522</td>
<td>7,398</td>
<td>29.7%</td>
</tr>
<tr>
<td>32</td>
<td>Iowa</td>
<td>28,146</td>
<td>20,909</td>
<td>7,237</td>
<td>25.7%</td>
</tr>
<tr>
<td>33</td>
<td>Connecticut</td>
<td>31,074</td>
<td>23,848</td>
<td>7,225</td>
<td>23.3%</td>
</tr>
<tr>
<td>34</td>
<td>Kansas</td>
<td>25,265</td>
<td>18,696</td>
<td>6,568</td>
<td>26.0%</td>
</tr>
<tr>
<td>35</td>
<td>New Mexico</td>
<td>17,373</td>
<td>11,682</td>
<td>5,692</td>
<td>32.8%</td>
</tr>
<tr>
<td>36</td>
<td>Arkansas</td>
<td>21,819</td>
<td>16,277</td>
<td>5,543</td>
<td>25.4%</td>
</tr>
<tr>
<td>37</td>
<td>District of Columbia</td>
<td>15,796</td>
<td>10,595</td>
<td>5,201</td>
<td>32.9%</td>
</tr>
<tr>
<td>38</td>
<td>Nebraska</td>
<td>17,218</td>
<td>12,770</td>
<td>4,447</td>
<td>25.8%</td>
</tr>
<tr>
<td>39</td>
<td>Hawaii</td>
<td>13,153</td>
<td>9,307</td>
<td>3,847</td>
<td>29.2%</td>
</tr>
<tr>
<td>40</td>
<td>West Virginia</td>
<td>12,853</td>
<td>9,511</td>
<td>3,342</td>
<td>26.0%</td>
</tr>
</tbody>
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</thead>
<tbody>
<tr>
<td>41</td>
<td>Idaho</td>
<td>13,031</td>
<td>9,803</td>
<td>3,228</td>
<td>24.8%</td>
</tr>
<tr>
<td>42</td>
<td>New Hampshire</td>
<td>11,934</td>
<td>8,740</td>
<td>3,194</td>
<td>26.8%</td>
</tr>
<tr>
<td>43</td>
<td>North Dakota</td>
<td>8,533</td>
<td>5,676</td>
<td>2,857</td>
<td>33.5%</td>
</tr>
<tr>
<td>44</td>
<td>Maine</td>
<td>10,549</td>
<td>8,029</td>
<td>2,520</td>
<td>23.9%</td>
</tr>
<tr>
<td>45</td>
<td>South Dakota</td>
<td>7,613</td>
<td>5,534</td>
<td>2,079</td>
<td>27.3%</td>
</tr>
<tr>
<td>46</td>
<td>Montana</td>
<td>7,855</td>
<td>5,887</td>
<td>1,969</td>
<td>25.1%</td>
</tr>
<tr>
<td>47</td>
<td>Rhode Island</td>
<td>8,050</td>
<td>6,175</td>
<td>1,875</td>
<td>23.3%</td>
</tr>
<tr>
<td>48</td>
<td>Delaware</td>
<td>7,428</td>
<td>5,672</td>
<td>1,756</td>
<td>23.6%</td>
</tr>
<tr>
<td>49</td>
<td>Alaska</td>
<td>6,239</td>
<td>4,526</td>
<td>1,714</td>
<td>27.5%</td>
</tr>
<tr>
<td>50</td>
<td>Vermont</td>
<td>5,638</td>
<td>4,117</td>
<td>1,521</td>
<td>27.0%</td>
</tr>
<tr>
<td>51</td>
<td>Wyoming</td>
<td>4,904</td>
<td>3,694</td>
<td>1,210</td>
<td>24.7%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,668,810</strong></td>
<td><strong>1,963,838</strong></td>
<td>704,972</td>
<td></td>
<td><strong>25.9%</strong></td>
</tr>
</tbody>
</table>

* In thousands of days

**Methodology**

GfK conducted an online survey from January 4-23, 2018 with 4,349 American workers, age 18+, who work more than 35 hours a week and receive paid time off from their employer. These data were weighted and scaled and have a margin of error of +/-1.99%. The geographic data above represents all 50 U.S. states and the District of Columbia.

Oxford Economics projected total unused paid time off using Bureau of Economic Analysis (BEA) employment data, adjusted by the share receiving paid time off. The potential economic impact for the states and cities was developed using a per diem spending approach based on data from TNS, the U.S. Travel Association, and the BEA Travel and Tourism Satellite Accounts.