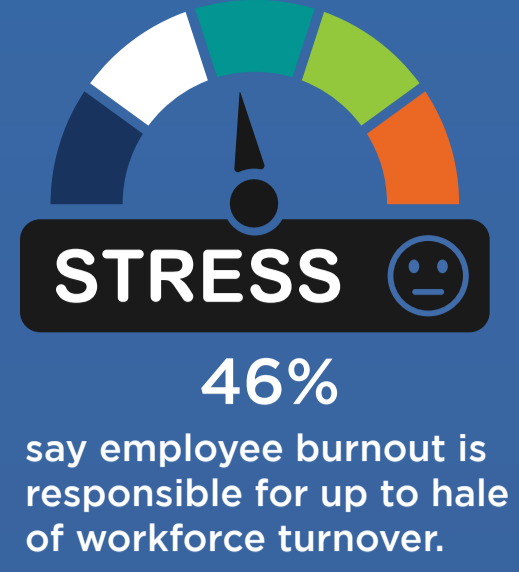


The State of Employee Burnout



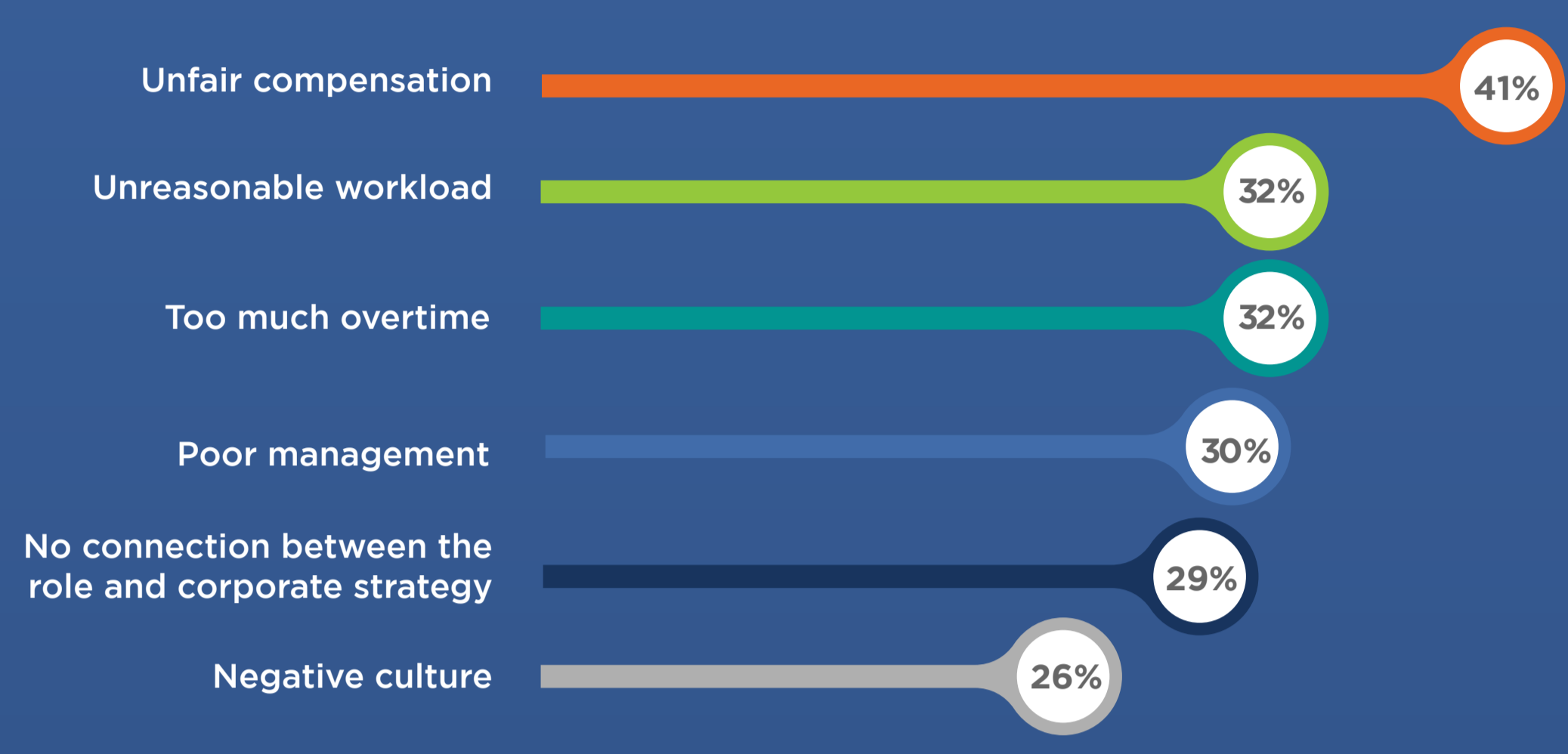
Up to **\$190 billion** in U.S. health care costs

and **120,000 deaths** each year are attributed to workplace stress

Sources: Accountemps survey, 2017; Stanford University Graduate School of Business meta-analysis, 2015

Top Reasons for Burnout Cited by HR Leaders

Source: Kronos Inc. and Future Workplace study, 2016

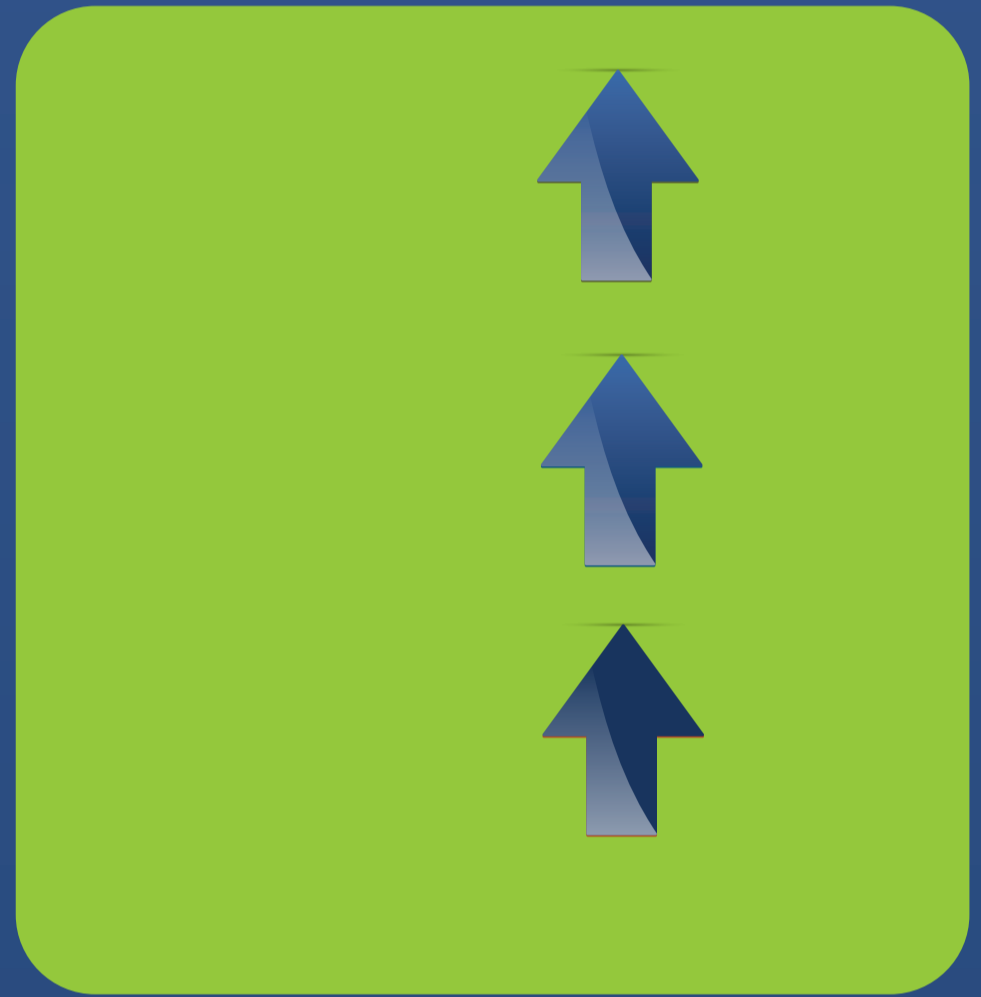


The Signs of Stress

Source: CarrerBuilder survey of U.S. employees, 2017



- Being tired all the time
- Sleepless nights
- Aches and pains
- High anxiety
- Weight gain
- Inability to keep things straight
- Anger issues at work
- Depression



Employee Assistance Program Calls Between 2012 and 2022

Source: Workplace Options global study,

54% of employees ended 2016 with unused vacation days.

1 in 5 employees work 60-plus hours a week

28% of employees miss three to six days of work each year due to stress

47 hours length of the average workweek for full-time U.S. employees.

662 million vacation days went unused in 2016.

Source: The State of American Vacation 2017, Oxford Economics.

Top 5 Contributors to Employee Satisfaction

1 Respectful Treatment

3 Trust between employees and senior management

5 Opportunities to use skills and abilities

2 Compensation

4 Job Security

Society for Human Resource Management Employee Job Satisfaction and Engagement research.

●○○○
1 in 3
U.S. workers are engaged in their workplace.

●●●○○○○○○○○
3 in 10
have the materials and equipment they need to do their work right.

●●●○○○○○○○○
3 in 10
strongly agree that their opinions seem to count at work.

●○○○○○
1 in 5
say their performance is managed in a way that motivates them to do outstanding work.

●●●○○○○○○○○
3 in 10
feel strongly that they have received recognition or praise for doing good work in the past seven days.

●●○○○○○○○○○○
2 in 10
strongly agree that they have a best friend at work.

Source: State of the American Workplace report, Gallup Inc.,