Source Summary

- Goal Source: Scope Summary
- Benchmark Source: Bureau Labor Statistics

Continuous Improvement Summary

- Goal: Reduce Hours Not Worked to no more than 4% of total Hours Worked.
- Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours
- Why Measure: Better understand culture impact on employee attendance
- Next Improvement Step: Pilot short term and/or long term solutions.

Baseline, Goal, & Benchmark

| Baseline: CY14: 56,212 Hours in a Year | Goal: Reduce Hours Not Worked to no more than 4% of total Hours Worked. | Benchmark: Local Government Rate of 1.7% |

How Are We Doing?

<table>
<thead>
<tr>
<th>09.24.17-09.22.18 12 Month Goal</th>
<th>09.24.17-09.22.18 12 Month Actual</th>
<th>Goal</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>58,660</td>
<td>62,286</td>
<td>2,293</td>
<td>1,786</td>
</tr>
</tbody>
</table>

Pareto Analysis

- SICK: 30,845 (49%)
- WORKERS COMP: 21,463 (34%)
- MILITARY: 6,776 (11%)
- FUNERAL: 2,238 (6%)
- FMLA: 1,536 (4%)

Hours Not Worked

- 09.24.17-09.22.18: Pareto Analysis
- Report Generated: 10/23/2018
- Data Expires: 10/25/2018