



PTO Exchange

Flexibility for your diverse workforce



Everyone needs a vacation now and then. But what happens when employees return to work relaxed and recharged, yet their paid time off (PTO) bank continues to grow? Unused PTO represents a missed opportunity for employees to enjoy their well-deserved time off and poses a growing liability on the company's books.

In partnership with PTO Exchange, Transamerica offers an innovative solution. Our program allows employees to convert unused PTO into valuable benefits, providing greater flexibility and enhancing their overall well-being.

PTO Exchange gives employees convenient options for unused PTO.

Employees decide what matters to them

With PTO Exchange, unused time off can be exchanged for a range of other benefits. Depending on how you structure the program, employees direct their exchanged days based on their individual needs and values. Options include:

- Additional 401(k) plan contributions
- Extra 401(k) loan repayments
- Health savings account contributions
- Emergency cash out
- Student loan repayment
- Leave sharing
- Volunteer time
- Hotel, airfare, or other travel needs through PTO Exchange's partnership with Priceline
- Charitable giving
- Other employer-approved expenses categories

Benefits for the employer

PTO Exchange is a unique benefit that may tip the scales in your direction as you compete for talent. Because employees appreciate options, you confirm your status as an employer who cares – fostering loyalty and amping up company culture.

You can be confident when you offer PTO Exchange:

- Implementation is quick and works with leading payroll systems
- The solution is modular and can be configured for the specific needs of your organization
- It is SOC-2 Type II-certified for security and data integrity, so company and employee data stay safe

How PTO Exchange works

You set the program's parameters, including how much PTO an employee must use before an exchange is allowed and which categories will be available. Transamerica then works with you to promote the program and educate employees about how to participate.

With the diverse needs of today's multi-generational workforce, PTO Exchange helps create value for your employees. Whether they want to save more for retirement, pay an unexpected expense, or offset the cost of a vacation, PTO Exchange gives them options.

For more information about PTO Exchange from Transamerica, email us at transamerica@ptoexchange.com.