

# Family Medical Leave

# IBI Benchmarking Portal

## Sample Report



# Key Performance Indicators



## Key Performance Indicators

### Short Term Disability

Claim Count

1,000

### Long Term Disability

Claim Count

2,000

### Workers' Compensation

Claim Count

3,000

### Family and Medical Leave

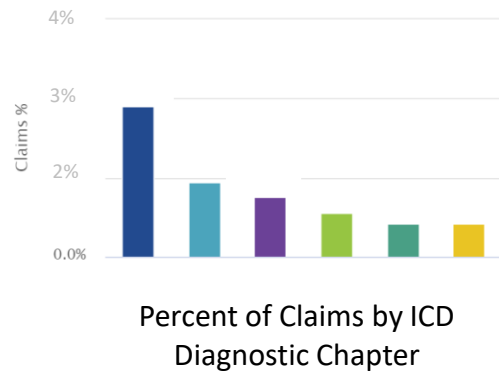
Leave Count

4,000

## Areas of Interest

### Short Term Disability

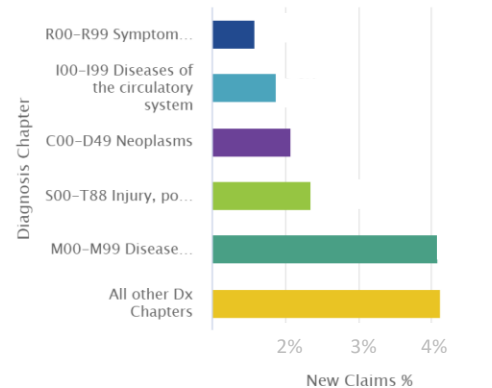
STD Claims Top 5 Diagnoses



> INSPECT FURTHER

### Long Term Disability

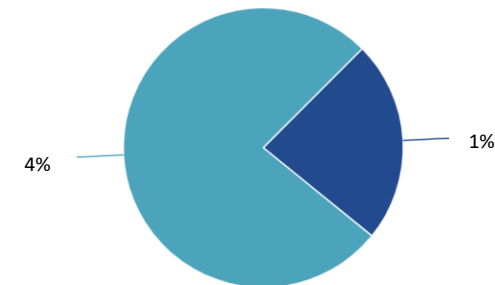
Top 5 Drivers of New LTD Claims



> INSPECT FURTHER

### Workers' Compensation

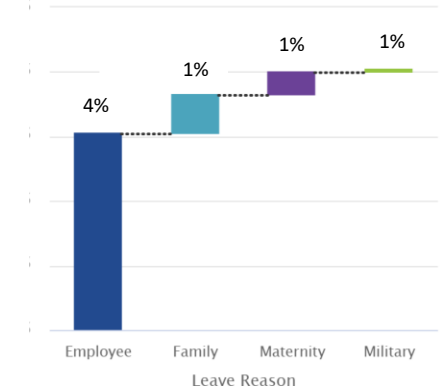
Leave Type: Medical vs Indemnity



> INSPECT FURTHER

### Family and Medical Leave

Leave Count by Reason



> INSPECT FURTHER

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Key Stats Summary



Explore > Main Menu > IBI > Family And Medical Leave (FML) > 1. FML Key Stats Summary Part 1

1a. Total New Leaves/100 eligible lives & Total Active leaves/100 eligible lives % band >

Jump To: 1. FML Key Stats Summary Part 1



## 1. FML Key Stats Summary Part 1

SAVE FILTERS EXPORT MORE



### Employers with FML Coverage

1,000



### FML Covered Lives

1,000



### FML Leave Count

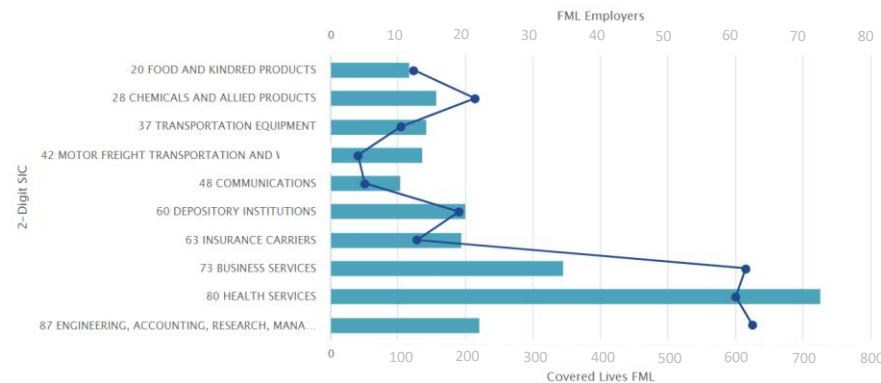
1,000

#### Group Averages

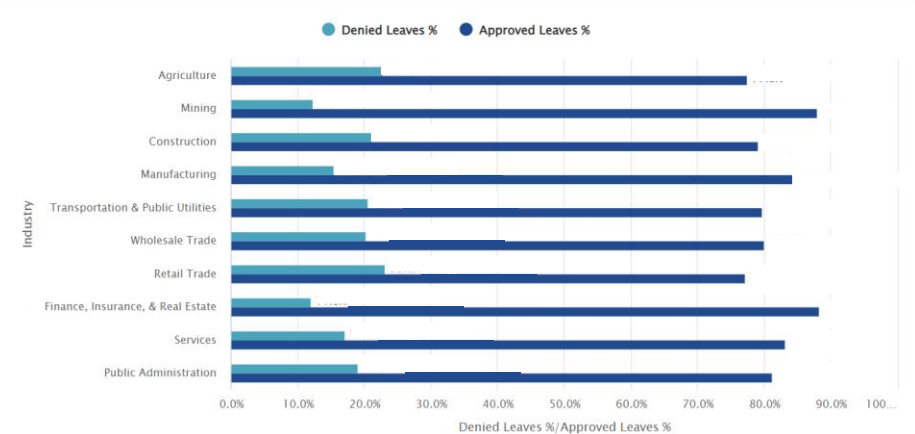
Calendar Year	2021
Total New Leaves per 100 Eligible Employees	1.0
Total Active Leaves per 100 Eligible Employees	1.0
New Concurrent Leaves per 100 Eligible Employees	1.0
Active Concurrent Leaves per 100 Eligible Employees	1.0
New Standalone Leaves per 100 Eligible Employees	1.0
Active Standalone Leaves per 100 Eligible Employees	1.0

#### Covered Lives and Employers with FML Coverage by Industry

Leave Count: Top 10



#### % Approved/Denied Leaves by Industry



**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Concurrent Leaves per 100 eligible employees



IBI BENCHMARKING PORTAL

1b. New Concurrent leaves per 100 eligible employees & Active Concurrent leaves per 100 eligible employees % band

1a. Total New Leaves/100 eligible lives & Total Active leaves/100 eligible...

1c. New Standalone leaves/100 eligible employees & Active Standalone leaves/100 eligible e...

1b. New Concurrent leaves per 100 eligible

Maintain Filters

1b. New Concurrent leaves/100 eligible employees & Active Concurrent leaves/100 eligible employees % band

SAVE

FILTERS

EXPORT

MOR

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: New Concurrent Leaves per 100 eligible employees

Calendar Year	2021
New Concurrent Leaves per 100 Eligible Employees	1.0

% Band: New Concurrent Leaves per 100 eligible employees

New Concurrent Le... 8% - 12%,23% - 27%...

New Concurrent Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
New Concurrent Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Active Concurrent Leaves per 100 eligible employees

Calendar Year	2021
Active Concurrent Leaves per 100 Eligible Employees	1.0

% Band: Active Concurrent Leaves per 100 eligible employees

Active Concurrent ... 8% - 12%,23% - 27%...

Active Concurrent Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Active Concurrent Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Standalone Leaves per 100 eligible employees



1c. New Standalone leaves/100 eligible employees & Active Standalone leaves/100 eligible employees % band | SAVE | FILTERS | EXPORT | MORE

**Employers with FML Coverage**  
1,000

**FML Covered Lives**  
1,000

**FML Leave Count**  
1,000

Average: New Stand-alone Leaves per 100 eligible employees

Calendar Year	2021
New Standalone Leaves per 100 Eligible Employees	1.0

% Band: New Stand-alone Leaves per 100 eligible employees

New Stand-alone L... 8% - 12%, 23% - 27%...

New Stand-alone Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
New Standalone Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Active Standalone Leaves per 100 eligible employees

Calendar Year	2021
Active Standalone Leaves per 100 Eligible Employees	1.0

% Band: Active Standalone Leaves per 100 eligible employees

Active Standalone ... 8% - 12%, 23% - 27%...

Active Standalone Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Active Standalone Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Key Stats Summary



< 1c. New Standalone leaves/100 eligible employees & Active Standalone leaves/100 eli...

2a. New Continuous leaves/100 eligible employees & Active Continuous leaves/100 eli... >

Jump To: 2. FML Key Stats Summary Part 2

Maintain Filters

Navigation: Back, Save, Filters, Export, More

## 2. FML Key Stats Summary Part 2

1,000

Employers with FML Coverage

4,457

1,000

FML Covered Lives

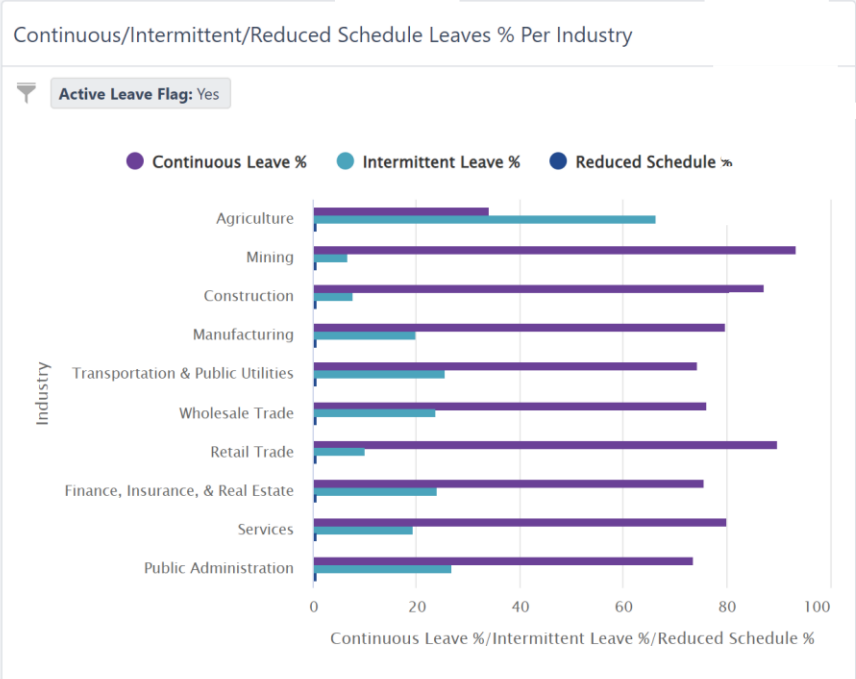
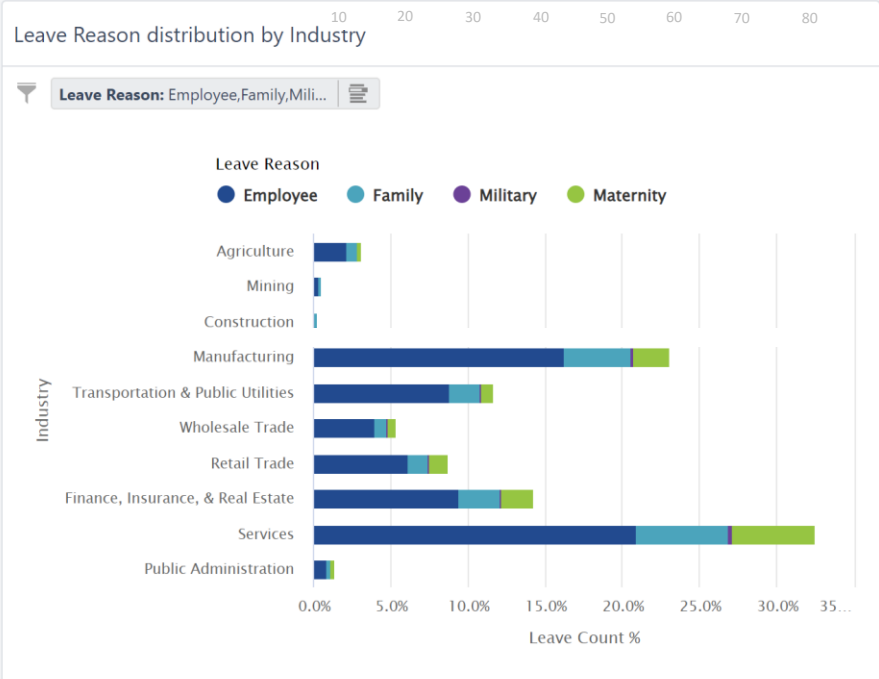
18,854,683

1,000

FML Leave Count

3,004,690

Group Averages	
Calendar Year	2021
New Continuous Leaves per 100 Eligible Employees	1.0
Active Continuous Leaves per 100 Eligible Employees	1.0
New Intermittent Leaves per 100 Eligible Employees	1.0
Active Intermittent Leaves per 100 Eligible Employees	1.0
New Reduced Schedule Leaves per 100 Eligible Employees	1.0
Active Reduced Schedule Leaves per 100 Eligible Employees	1.0



**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Continuous Leaves per 100 eligible employees



< 2. FML Key Stats Summary Part 2

2b. New Intermittent leaves/100 eligible employees & Active Intermittent leaves/100 eligible employees % band >

Jump To: 2a. New Continuous leaves/100 eligible employee

Maintain Filters

2a. New Continuous leaves/100 eligible employees & Active Continuous leaves/100 eligible employees % band

←

SAVE

FILTERS

EXPORT

MORE

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: New Continuous Leaves per 100 eligible employees

Calendar Year	2021
New Continuous Leaves per 100 Eligible Employees	1.0

% Band: New Continuous Leaves per 100 eligible employees

New Continuous L... 8% - 12%,23% - 27%...

New Continuous Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
New Continuous Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Active Continuous Leaves per 100 eligible employees

Calendar Year	2021
Active Continuous Leaves per 100 Eligible Employees	1.0

% Band: Active Continuous Leaves per 100 eligible employees

Active Continuous ... 8% - 12%,23% - 27%...

Active Continuous Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Active Continuous Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

IBI BENCHMARKING PORTAL

?

Explore > Main Menu > IBI > Family And Medical Leave (FML) > 2b. New Intermittent leaves/100 eligible employees & Active Intermittent leaves/100 eligible employees % band

< 2a. New Continuous leaves/100 eligible employees & Active Continuous leaves/10...

2c. New reduced schedule leaves/100 eligible employees & Active reduced schedule leaves...

Jump To: 2b. New Intermittent leaves/100 elig

Maintain Filters

2b. New Intermittent leaves/100 eligible employees & Active Intermittent leaves/100 eligible employees % band

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: New Intermittent Leaves per 100 eligible employees

Calendar Year	2021
New Intermittent Leaves per 100 Eligible Employees	1.0

% Band: New Intermittent Leaves per 100 eligible employees

New Intermittent L... 8% - 12%,23% - 27%...

New Intermittent Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
New Intermittent Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Active Intermittent Leaves per 100 eligible employees

Calendar Year	2021
Active Intermittent Leaves per 100 Eligible Employees	1.0

% Band: Active Intermittent Leaves per 100 eligible employees

Active Intermittent... 8% - 12%,23% - 27%...

Active Intermittent Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Active Intermittent Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Reduced Schedule Leaves per 100 eligible employees



2b. New Intermittent leaves/100 eligible employees & Active Intermittent leaves/100 eligible employees % band

3. FML Leaves by Reason Part 1

Jump To: 2c. New reduced schedule leaves/100 eligible employees % band

Maintain Filters

2c. New reduced schedule leaves/100 eligible employees & Active reduced schedule leaves/100 eligible employees % band

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Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: New Reduced Schedule Leaves per 100 eligible employees

Calendar Year	2021
New Reduced Schedule Leaves per 100 Eligible Employees	1.0

% Band: New Reduced Schedule Leaves per 100 eligible employees

New Reduced Sche... 8% - 12%,23% - 27%...

New Reduced Schedule Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
New Reduced Schedule Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Active Reduced Schedule Leaves per 100 eligible employees

Calendar Year	2021
Active Reduced Schedule Leaves per 100 Eligible Employees	1.0

% Band: Active Reduced Schedule Leaves per 100 eligible employees

Active Reduced Sc... 8% - 12%,23% - 27%...

Active Reduced Schedule Leaves per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Active Reduced Schedule Leaves per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Leaves by Reason



<

2c. New reduced schedule leaves/100 eligible employees & Active reduced schedule leave...

>

3a. Lost Continuous workdays/100 eligible employees & Lost Intermittent workdays/...

>

Jump To:

3. FML Leaves by Reason Part 1

>

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## 3. FML Leaves by Reason Part 1

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FULLSCREEN

DESIGN

FML Leave Count

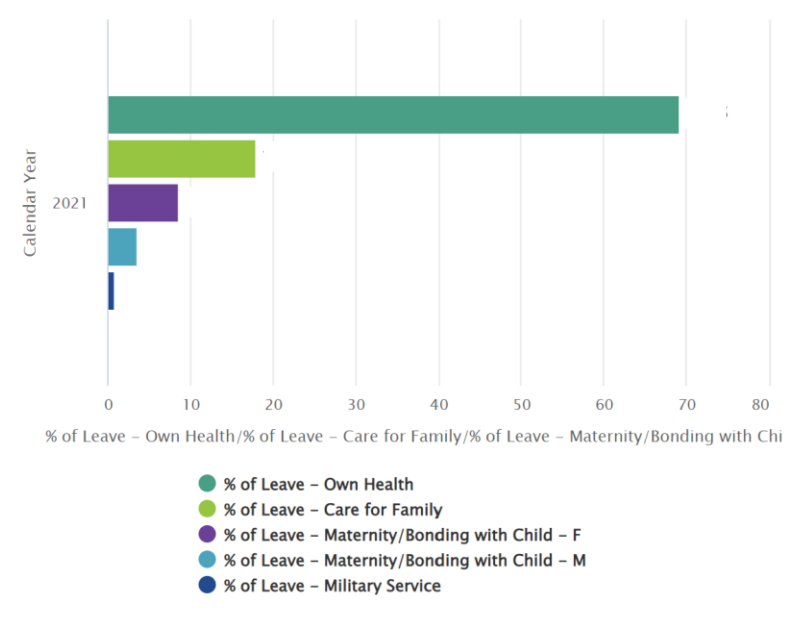
1,000

### Group Averages

Active Leave Flag: Yes

Calendar Year	2021
Lost Continuous Workdays per 100 Eligible Employees	1.0
Lost Intermittent Workdays per 100 Eligible Employees	1.0
Lost Reduced Schedule Workdays per 100 Eligible Employees	1.0
Lost Concurrent Workdays per 100 Eligible Employees	1.0
Lost Standalone Workdays per 100 Eligible Employees	1.0

### % of Leaves by Leave Type



### Approved/Denied Leave % by Reason



**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Continuous Workdays & Lost Intermittent Workdays per 100 eligible employees



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Explore > Main Menu > IBI > Family And Medical Leave (FML) > 3a. Lost Continuous workdays/100 eligible employees & Lost Intermittent workdays/100 eligible employees % band

3. FML Leaves by Reason Part 1

3b. Lost Reduced schedule/100 eligible employees & Lost Concurrent workdays/100 eligible employees % band

Jump To:

3a. Lost Continuous workdays/100 eligible employees

Maintain Filters

3a. Lost Continuous workdays/100 eligible employees & Lost Intermittent workdays/100 eligible employees % band

Employers with FML Coverage

FML Covered Lives

FML Leave Count

Average: Lost continuous workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Continuous Workdays per 100 Eligible Employees	1.0

% Band: Lost continuous workdays per 100 eligible employees

Active Leave Flag: Yes

Lost continuous w... 8% - 12%,23% - 27%...

Lost continuous workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Continuous Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Lost intermittent workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Intermittent Workdays per 100 Eligible Employees	1.0

% Band: Lost intermittent workdays per 100 eligible employees

Active Leave Flag: Yes

Lost intermittent w... 8% - 12%,23% - 27%...

Lost intermittent workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Intermittent Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Reduced Schedule Workdays & Lost Concurrent Workdays per 100 eligible employees



Explore > Main Menu > IBI > Family And Medical Leave (FML) > 3b. Lost Reduced schedule/100 eligible employees & Lost Concurrent workdays/100 eligible employees % band

< 3a. Lost Continuous workdays/100 eligible employees & Lost Intermittent workdays/100 eligible employees % band 3c. Lost standalone workdays per 100 eligible employees % band >

Jump To: 3b. Lost Reduced schedule/100 eligible employees % band Maintain Filters

## 3b. Lost Reduced schedule workdays/100 eligible employees & Lost Concurrent workdays/100 eligible employees % band

SAVE FILTERS EXPORT MORE

**Employers with FML Coverage**

1,000

**FML Covered Lives**

1,000

**FML Leave Count**

1,000

Average: Lost reduced schedule workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Reduced Schedule Workdays per 100 Eligible Employees	1.0

% Band: Lost reduced schedules workdays per 100 eligible employees

Active Leave Flag: Yes Lost reduced sched... 8% - 12%, 23% - 27%...

Lost reduced schedule workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Reduced Schedule Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Lost concurrent workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Concurrent Workdays per 100 Eligible Employees	1.0

% Band: Lost concurrent workdays per 100 eligible employees

Active Leave Flag: Yes Lost concurrent wo... 8% - 12%, 23% - 27%...

Lost concurrent workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Concurrent Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Standalone Workdays per 100 Eligible Employees



< 3b. Lost Reduced schedule/100 eligible employees & Lost Concurrent workdays/100 eligible employees % band

4. FML Leaves by Reason Part 2 >

Jump To: 3c. Lost standalone workdays per 100 eligible em | Maintain Filters

3c. Lost standalone workdays per 100 eligible employees % band

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Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: Lost stand-alone workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Standalone Workdays per 100 Eligible Employees	1.0

% Band: Lost stand-alone workdays per 100 eligible employees

Active Leave Flag: Yes   Lost stand-alone w... 8% - 12%, 23% - 27%...

Lost stand-alone workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Standalone Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Leaves by Reason



## 4. FML Leaves by Reason Part 2

**Employers with FML Coverage**  
1,000

**FML Covered Lives**  
1,000

**FML Leave Count**  
1,000

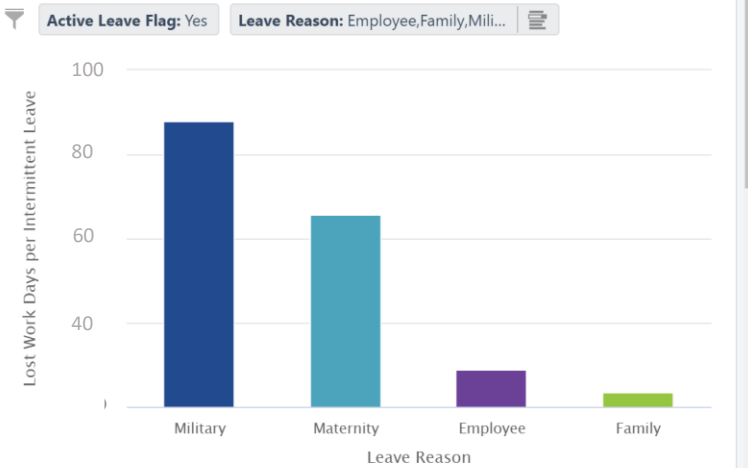
Group Averages

Calendar Year	2021
Lost Workdays Due to Employees Own Health per 100 Eligible Employees	1.0
Lost Workdays Due to Care for Family per 100 Eligible Employees	1.0
Lost Workdays Due to Military Service per 100 Eligible Employees	1.0
Lost Workdays Due to Maternity/Bonding with Child - M per 100 Eligible Employees	1.0
Lost Workdays Due to Maternity/Bonding with Child - F per 100 Eligible Employees	1.0

Lost work days per Continuous Leave by Leave Reason



Lost work days per Intermittent Leave by Leave Reason



**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

Lost Workdays per 100 Eligible Employees for Own Health/family/military % band

IBI

4a. Lost workdays per 100 eligible employees for own health/family/military % band

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Employers with FML Coverage

1,000

👤

FML Covered Lives

1,000

📊

FML Leave Count

1,000

Average: Lost workdays per 100 eligible employees - own health

Calendar Year	2021
Lost Workdays Due to Employees Own Health per 100 Eligible Employees	1.0

% Band: Lost workdays per 100 eligible employees - own health

Lost workdays per ... 8% - 12%,23% - 27%...

Lost workdays per 100 eligible employees - own health - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Workdays Due to Employees Own Health per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per 100 eligible employees - care for family member

Calendar Year	2021
Lost Workdays Due to Care for Family per 100 Eligible Employees	1.0

% Band: Lost workdays per 100 eligible employees - care for family member

Lost workdays per ... 8% - 12%,23% - 27%...

Lost workdays per 100 eligible employees - care for family member - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Workdays Due to Care for Family per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per 100 eligible employees - military service

Calendar Year	2021
Lost Workdays Due to Military Service per 100 Eligible Employees	1.0

% Band: Lost workdays per 100 eligible employees - military service

Lost workdays per ... 8% - 12%,23% - 27%...

Lost workdays per 100 eligible employees - military service - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Workdays Due to Military Service per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\*

# Lost Workdays per 100 Eligible Employees for Maternity/bonding



## 4b. Lost workdays per 100 eligible employees for maternity/bonding - female/male % band

**Employers with FML Coverage**  
1,000

**FML Covered Lives**  
1,000

**FML Leave Count**  
1,000

Average: Lost workdays per 100 eligible employees - maternity/bonding F

Calendar Year	2021
Lost Workdays Due to Maternity/Bonding with Child - F per 100 Eligible Employees	1.0

% Band: Lost workdays per 100 eligible employees - maternity/bonding F

Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per 100 eligible employees - maternity/bonding F - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Workdays Due to Maternity/Bonding with Child - F per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per 100 eligible employees - maternity/bonding M

Calendar Year	2021
Lost Workdays Due to Maternity/Bonding with Child - M per 100 Eligible Employees	1.0

% Band: Lost workdays per 100 eligible employees - maternity/bonding M

Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per 100 eligible employees - maternity/bonding M - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Workdays Due to Maternity/Bonding with Child - M per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Lost Time Summary



Explore > Main Menu > IBI > Family And Medical Leave (FML) > 5. FML Lost Time Summary

< 4b. Lost workdays per 100 eligible employees for maternity/bonding - female/male % band      5a. Denied Leave Requests per 100 eligible employees % band      Jump To: 5. FML Lost Time Summary      Maintain Filters

5. FML Lost Time Summary      SAVE      FILTERS      EXPORT      MORE

**Employers with FML Coverage**

1,000

**FML Covered Lives**

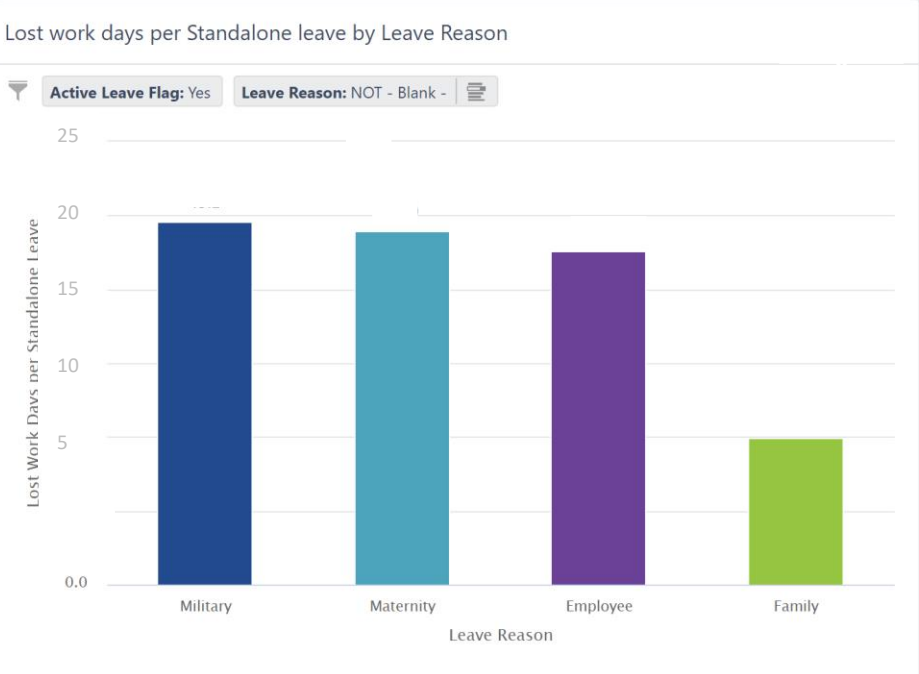
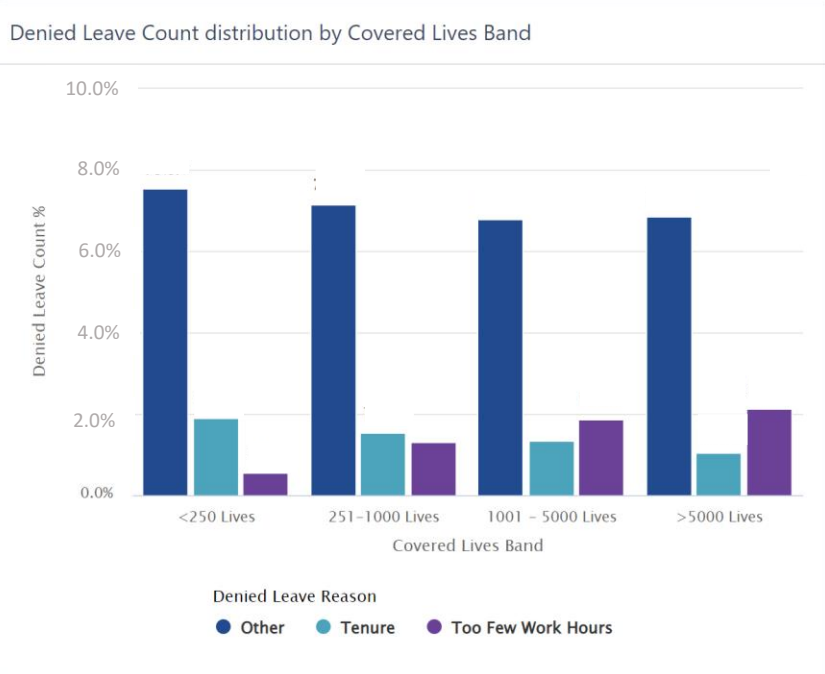
1,000

**FML Leave Count**

1,000

Group Averages

Calendar Year	2021
Denied Leave Requests per 100 Eligible Employees	1.0
Lost Work Days per Continuous Leave	10
Lost Work Days per Intermittent Leave	3
Lost Work Days per Reduced Schedule Leave	1
Lost Work Days per Concurrent Leave	3
Lost Work Days per Leave	1
Lost Work Days per Standalone Leave	5



**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Denied Leave Requests per 100 Eligible Employees % Band



## 5a. Denied Leave Requests per 100 eligible employees % band

**Employers with FML Coverage**  
1,000

**FML Covered Lives**  
1,000

**FML Leave Count**  
1,000

Average: Denied Leave Requests per 100 eligible employees

Calendar Year	2021
Denied Leave Requests per 100 Eligible Employees	1.0

% Band: Denied Leave Requests per 100 eligible employees

Filter: Denied Leave Requests per 100 eligible employees - % band

Denied Leave Requests per 100 eligible employees - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Denied Leave Requests per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Workdays/Continuous Leave & Lost Workdays/Intermittent Leave % Band



Employers with FML Coverage  
1,000

FML Covered Lives  
1,000

FML Leave Count  
1,000

Average: Lost workdays per continuous leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Continuous Leave	10.0

% Band: Lost workdays per continuous leave

Active Leave Flag: Yes    Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per continuous leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Continuous Leave	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per intermittent leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Intermittent Leave	5.0

% Band: Lost workdays per intermittent leave

Active Leave Flag: Yes    Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per intermittent leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Intermittent Leave	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Workdays/Reduced Schedule & Lost Workdays/Concurrent Leave % Band



## 5c. Lost workdays/reduced schedule & Lost workdays/concurrent leave % band

Navigation: Back, Forward, Save, Filters, Export, More

**Employers with FML Coverage**

1,000

**FML Covered Lives**

1,000

[Fullscreen](#) [Design](#)

**FML Leave Count**

1,000

Average: Lost workdays per concurrent leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Concurrent Leave	10.0

% Band: Lost workdays per concurrent leave

Active Leave Flag: Yes | Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per concurrent leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Concurrent Leave	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per reduced schedule leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Reduced Schedule Leave	5.0

% Band: Lost workdays per reduced schedule leave

Active Leave Flag: Yes | Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per reduced schedule leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Reduced Schedule Leave	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Workdays/Leave and Lost Workdays/Stand-alone Leave % Band



IBI BENCHMARKING PORTAL

Explore > Main Menu > IBI > Family And Medical Leave (FML) > 5d. Lost workdays/leave and Lost workdays/stand-alone leave % band

< 5c. Lost workdays/reduced schedule & Lost workdays/concurrent leave % band

5e. Lost workdays per 100 eligible employees % band >

Jump To: 5d. Lost workdays/leave and Lost workdays/stand-alone leave % band

Maintain Filters

5d. Lost workdays/leave and Lost workdays/stand-alone leave % band

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: Lost workdays per leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Leave	10.0

% Band: Lost workdays per leave

Active Leave Flag: Yes

Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Leave	1.0	1.0	1.0	1.0	1.0

Average: Lost workdays per stand-alone leave

Active Leave Flag: Yes

Calendar Year	2021
Lost Work Days per Standalone Leave	5.0

% Band: Lost workdays per stand-alone leave

Active Leave Flag: Yes

Lost workdays per ... 8% - 12%, 23% - 27%...

Lost workdays per stand-alone leave - % band	8% - 12%	23% - 27%	Median-Band	73% - 77%	88% - 92%
Lost Work Days per Standalone Leave	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# Lost Workdays per 100 Eligible Employees % Band



IBI BENCHMARKING PORTAL

Explore > Main Menu > IBI > Family And Medical Leave (FML) > 5e. Lost workdays per 100 eligible employees % band

< 5d. Lost workdays/leave and Lost workdays/stand-alone leave % band

6. FML Leave Duration Summary by State >

Jump To:

5e. Lost workdays per 100 eligible employees % b

Maintain Filters

5e. Lost workdays per 100 eligible employees % band

SAVESAVE

FILTERSEXPORTMOR

Employers with FML Coverage

1,000

FML Covered Lives

1,000

FML Leave Count

1,000

Average: Lost workdays per 100 eligible employees

Active Leave Flag: Yes

Calendar Year	2021
Lost Workdays per 100 Eligible Employees	10.0

% Band: Lost workdays per 100 eligible employees

Active Leave Flag: Yes

Lost workdays per ... 8% - 12%,23% - 27%...

Lost workdays per 100 eligible employees - % band	8% - 12%	23% - 27%	Median Band	73% - 77%	88% - 92%
Lost Workdays per 100 Eligible Employees	1.0	1.0	1.0	1.0	1.0

**\*\*Shown results should be considered for demonstration purposes only and not actual calculated metrics\*\***

# FML Leave Duration Summary by State



< 5e. Lost workdays per 100 eligible employees % band

Jump To: 6. FML Leave Duration Summary by State



## 6. FML Leave Duration Summary by State



Employers with FML Coverage

1,000



FML Covered Lives

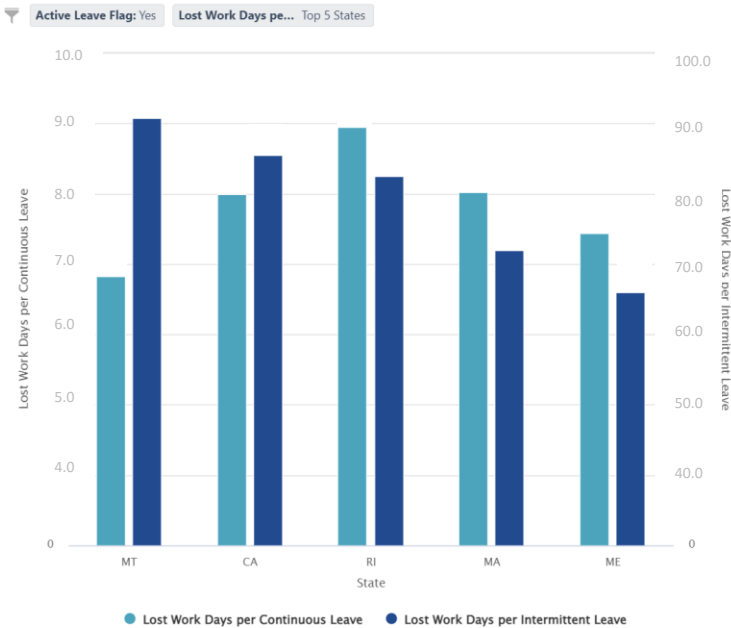
1,000



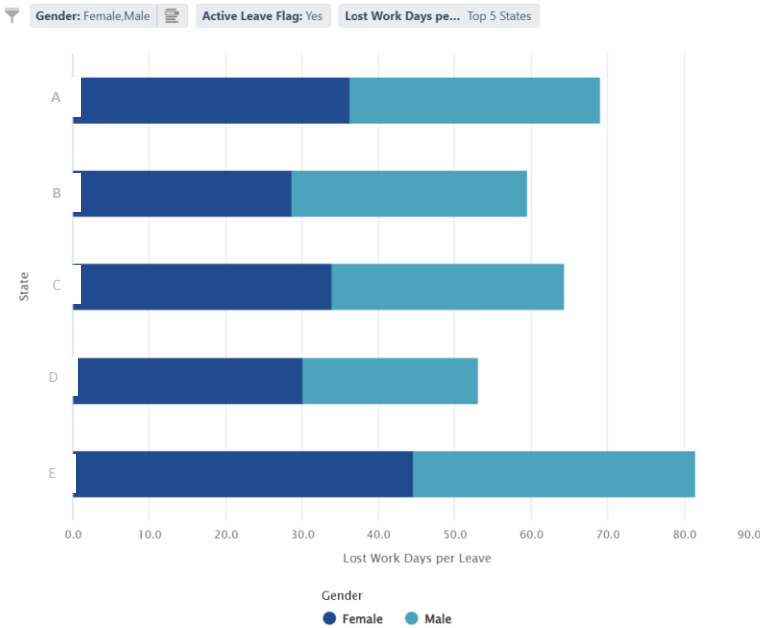
FML Leave Count

1,000

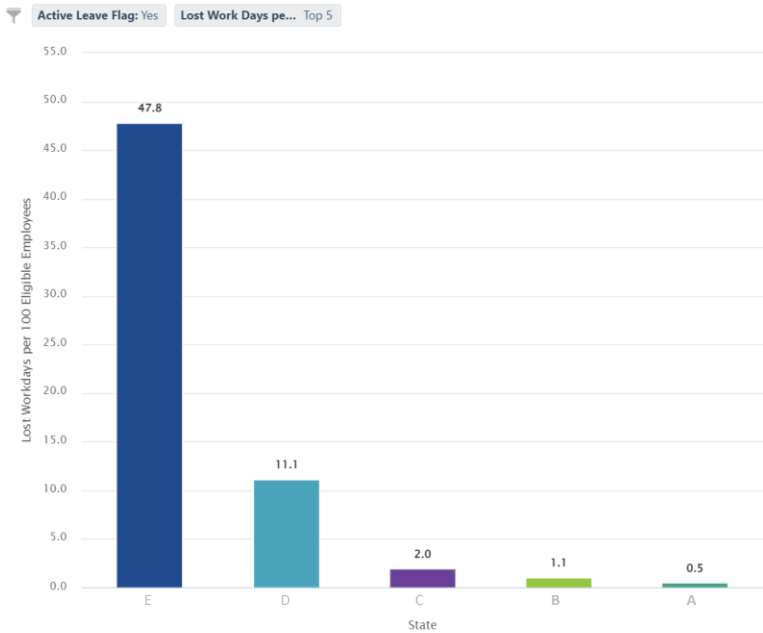
Lost Work Days per Continuous/Intermittent Leave: Top 5 States



Lost Work Days per Leave Gender Distribution: Top 5 States



Lost Workdays per 100 eligible employees: Top 5 States



# Family and Medical Leave Key Metrics by State



Family and Medical Leave Key Metrics by State

State NOT = - Blank -

Active Leave Flag = Yes

State	Lost Work Days per Leave	Lost Work Days per Intermittent Leave	Lost Work Days per Reduced Schedule Leave	Lost Work Days per Continuous Leave	Leave Count
AL	1	1	1	1	1
AK	1	1	1	1	1
AZ	1	1	1	1	1
AR	1	1	1	1	1
CA	1	1	1	1	1
CO	1	1	1	1	1
CT	1	1	1	1	1
DE	1	1	1	1	1
DC	1	1	1	1	1
FL	1	1	1	1	1
GA	1	1	1	1	1
HI	1	1	1	1	1
ID	1	1	1	1	1
IL	1	1	1	1	1
IN	1	1	1	1	1
IA	1	1	1	1	1
KS	1	1	1	1	1
KY	1	1	1	1	1
LA	1	1	1	1	1
ME	1	1	1	1	1
MD	1	1	1	1	1
MA	1	1	1	1	1
MI	1	1	1	1	1
MN	1	1	1	1	1
MS	1	1	1	1	1
MO	1	1	1	1	1
MT	1	1	1	1	1
NE	1	1	1	1	1
NV	1	1	1	1	1
NH	1	1	1	1	1
NJ	1	1	1	1	1
NM	1	1	1	1	1
NY	1	1	1	1	1
NC	1	1	1	1	1
ND	1	1	1	1	1
OH	1	1	1	1	1
OK	1	1	1	1	1
OR	1	1	1	1	1
PA	1	1	1	1	1
RI	1	1	1	1	1
SC	1	1	1	1	1
SD	1	1	1	1	1