Executive Summary

Office Name: TCIA Demo
Year: 2018
Created On: 8/7/2019
Created By: TCIA Demo

Report Statistics

There are an average of 111 responses per slide.

Filters Selected:
MEDIANS:
• Statistics have been prepared using medians. The median value represents the middle value in a data range.
• Median values help to prevent unusually large or small data points (outliers) from skewing results.

NUMERIC RESULTS:
• A line chart or bar graph is presented showing how your tree care company compares.
• The 25th percentile, median, and 75th percentiles will display.

MULTIPLE CHOICE RESULTS:
• The percentage of responses is shown for all answer options associated with a question, with your tree care company’s answer indicated in green.

YOUR RESPONSES:
• Line graphs: Your data is indicated with a green dot, followed by your percentile in parenthesis.
• Bar charts: Your tree care company’s answers are indicated by a green bar. If you did not answer the question, all bars will appear and be the same color and only the data submitted by other offices will be shown.

REAL-TIME REPORTING:
• There may be some areas where not enough responses were gathered to provide meaningful benchmarking statistics. An “Insufficient Data” message indicates there is not enough data to populate a comparison, or you need to modify your filters.
Executive Summary

- **Services Offered**
  - My Tree Care Company
  - 50% PHC, 50% Vegetation Mgmt
  - Average Tree Care Company
  - 76% Tree Services, 12% Landscape Services, 5% Vegetation Mgmt, 7% PHC
Executive Summary

Production Hours per Employee

<table>
<thead>
<tr>
<th>Hours</th>
<th>FTE Employee</th>
<th>FTE Production Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>44</td>
<td>44</td>
</tr>
<tr>
<td>0-500</td>
<td>344</td>
<td>500</td>
</tr>
<tr>
<td>501-1000</td>
<td>1,050</td>
<td>1,425</td>
</tr>
<tr>
<td>1001-2500</td>
<td>1,468</td>
<td>2,000</td>
</tr>
</tbody>
</table>

Legend:
- My Tree Care Company
- 25th Percentile
- 50th Percentile
- 75th Percentile

Year: 2018
Gross Revenue per Employee

Revenue, in Dollars ($)

<table>
<thead>
<tr>
<th>FTE Employee</th>
<th>FTE Production Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>My Tree Care Company</td>
<td></td>
</tr>
<tr>
<td>25th Percentile</td>
<td>$22,222</td>
</tr>
<tr>
<td>75th Percentile</td>
<td>$181,181</td>
</tr>
<tr>
<td>50th Percentile</td>
<td>$132,171</td>
</tr>
<tr>
<td>75th Percentile</td>
<td>$132,500</td>
</tr>
<tr>
<td>25th Percentile</td>
<td>$100,500</td>
</tr>
<tr>
<td>75th Percentile</td>
<td>$75,368</td>
</tr>
</tbody>
</table>

Legend:
- My Tree Care Company
- 25th Percentile
- 50th Percentile
- 75th Percentile

Year: 2018
Executive Summary

Total Payroll & Benefits Expenses

- My Tree Care Company: $1,000,000
- 25th Percentile: $250,000
- 50th Percentile: $345,308
- 75th Percentile: $784,318

Expense, in Dollars ($)

- $0
- $200,000
- $400,000
- $600,000
- $800,000
- $1,000,000
- $1,200,000
- $1,400,000

Legend:
- Green: Total Payroll Expense
- Brown: Total Benefits Expense
Executive Summary

Benefits Expense per Employee Receiving Benefits

Expense, in Dollars ($)

- My Tree Care Company: $22,222
- 25th Percentile: $2,700
- 50th Percentile: $4,496
- 75th Percentile: $6,542

Year: 2018
Executive Summary

Payroll & Benefits Expense as a % of Gross Revenue

- My Tree Care Company: 100.00%
- 25th Percentile: 25.00%
- 50th Percentile: 28.71%
- 75th Percentile: 38.41%
- 75th Percentile: 46.69%

Legend:
- Payroll
- Benefits
Executive Summary

Healthcare Options Provided for Employees

- Health Savings Account (21%)
- High Deductible Health Plan (22%)
- Vision Plan (25%)
- HMO (28%)
- PPO (29%)
- None (33%)
- Dental Plan (36%)
Other Insurance Offerings for Employees

- Long-term Disability (18%)
- Short-term Disability (31%)
- Life Insurance (34%)
- Other (65%)
Retirement/Pension Benefits Provided

- Defined benefit pension plan (2%)
- Defined contribution plan(s) (10%)
- Other (field) (12%)
- 401(k) (40%)
- None (41%)

Selection Percentage

Year: 2018
Vacation Time Earned by Length of Service

- **One Week**:
  - My Tree Care Company: 2
  - 25th Percentile: 2
  - 50th Percentile: 3
  - 75th Percentile: 3

- **Two Weeks**:
  - My Tree Care Company: 3
  - 25th Percentile: 2
  - 50th Percentile: 3
  - 75th Percentile: 3

- **Three Weeks**:
  - My Tree Care Company: 4
  - 25th Percentile: 4
  - 50th Percentile: 5
  - 75th Percentile: 10

- **Four Weeks**:
  - My Tree Care Company: 10
  - 25th Percentile: 10
  - 50th Percentile: 10
  - 75th Percentile: 10

- **Five Weeks**:
  - My Tree Care Company: 11
  - 25th Percentile: 6
  - 50th Percentile: 4
  - 75th Percentile: 4

**Legend**
- My Tree Care Company
- 25th Percentile
- 50th Percentile
- 75th Percentile
Executive Summary

Paid Holidays

<table>
<thead>
<tr>
<th></th>
<th># of Holidays</th>
</tr>
</thead>
<tbody>
<tr>
<td>My Tree Care Company</td>
<td>10</td>
</tr>
<tr>
<td>25th Percentile</td>
<td>5</td>
</tr>
<tr>
<td>50th Percentile</td>
<td>6</td>
</tr>
<tr>
<td>75th Percentile</td>
<td>7</td>
</tr>
</tbody>
</table>
Executive Summary

Other Paid Time Off Provided

- Family leave (8%)
- Maternity/paternity (17%)
- Jury duty (22%)
- Bereavement (28%)
- Personal days (30%)
- Other (31%)
- Sick days (41%)
Executive Summary

Equipment and Clothing Allowance

- None (15%)
- Work pants (42%)
- Work boots (49%)
- Climbing saddle (53%)
- Chain saw (56%)
- Hand saw (57%)
- Climbing line (62%)
- Climbing equipment (63%)
- Chaps/leg protection (65%)
- Work jackets (66%)
- Other PPE (68%)
- Work shirts (80%)
Expense Reimbursements Offered

- Spouse/partner travel (4%)
- Health club membership (5%)
- Severance package (6%)
- Home internet access (7%)
- Transportation allowance (10%)
- Relocation expenses (11%)
- None (14%)
- Parking (21%)
- Tuition reimbursement (26%)
- Automobile (33%)
- Mileage reimbursement (35%)
- Cell phone (50%)
- Meeting/conference Fees (53%)
- Education - seminars & certification (71%)

Selection Percentage