

# Employee Demographic Report 2017

Prepared for: XYZ Company

Best Companies Group

|   | OVERALL     |                | LENGTH OF SERVICE  |                                 |                                   |                                   |                   | GENERATION                     |   |                                  |  |   | GENDER                                     |        | ETHNIC BACKGROUND |                           |       |                    |                    |  | STATUS           |                           |           | JOB ROLE  |                           |                     |                       |                      |              | DEPARTMENT |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
|---|-------------|----------------|--------------------|---------------------------------|-----------------------------------|-----------------------------------|-------------------|--------------------------------|---|----------------------------------|--|---|--|--------|-------------------|---------------------------|-------|--------------------|--------------------|--|------------------|---------------------------|-----------|-----------|---------------------------|---------------------|-----------------------|----------------------|--------------|------------|-----------------------------------|---------------------------|----------------------|-----------------|------------------------|-------|-------------------------|--------------------------|------------|------------------------|---------------------------------------|-------|
|   | % Agreement | % Disagreement | Less than one year | One year to less than two years | Two years to less than five years | Five years to less than ten years | Ten years or more | Generation Z (born after 1997) | The Millennial Generation (Born 1981 to 1997) | Generation X (Born 1965 to 1980) | The Baby Boomer Generation (Born 1946 to 1964) | The Silent Generation (Born 1928 to 1945) | The Greatest Generation (born before 1928) | Female | Male              | Black or African-American | Asian | White or Caucasian | Hispanic or Latino | Native American (not Pacific Islander) | Pacific Islander | Bi-Racial or Multi-Racial | Full-Time | Part-Time | Administrative / Clerical | Executive / Partner | Manager or Supervisor | Production / Service | Professional | Other      | Customer Service / Care / Support | Development / Fundraising | Finance / Accounting | Human Resources | Information Technology | Legal | Marketing / Advertising | Maintenance / Operations | Production | Research & Development | Sales / Retail / Business Development | Other |
| Total number of responses: 255  |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
| <b>LEADERSHIP AND PLANNING</b>  |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
| I understand the long-term strategy of this organization                      | 87          | 8              | 94                 | 82                              | 90                                | 87                                | 90                | 0                              | 93  | 88                               | 87   | x   | 0  | 87     | 92                | 100                       | x     | 90                 | x                  | 0                                      | 0                | x                         | 87        | x         | 80                        | x                   | 98                    | 84                   | 87           | 79         | 90                                | x                         | x                    | x               | 85                     | x     | 100                     | 89                       | 85         | 92                     | 94                                    | 79    |
| I have confidence in the leadership of this organization                      | 80          | 10             | 90                 | 74                              | 83                                | 73                                | 100               | 0                              | 83  | 81                               | 76   | x   | 0  | 78     | 89                | 80                        | x     | 85                 | x                  | 0                                      | 0                | x                         | 80        | x         | 90                        | x                   | 93                    | 79                   | 78           | 58         | 82                                | x                         | x                    | x               | 83                     | x     | 100                     | 89                       | 87         | 64                     | 88                                    | 70    |
| The leaders of this organization care about their employees' well being       | 80          | 12             | 88                 | 77                              | 72                                | 77                                | 100               | 0                              | 79  | 79                               | 80   | x   | 0  | 80     | 82                | 80                        | x     | 82                 | x                  | 0                                      | 0                | x                         | 80        | x         | 80                        | x                   | 88                    | 78                   | 82           | 63         | 76                                | x                         | x                    | x               | 85                     | x     | 86                      | 78                       | 82         | 88                     | 94                                    | 65    |
| Senior leaders live the core values of the organization                       | 82          | 9              | 82                 | 84                              | 79                                | 83                                | 90                | 0                              | 79  | 84                               | 83   | x   | 0  | 83     | 86                | 80                        | x     | 85                 | x                  | 0                                      | 0                | x                         | 82        | x         | 90                        | x                   | 88                    | 76                   | 87           | 67         | 89                                | x                         | x                    | x               | 83                     | x     | 100                     | 78                       | 82         | 84                     | 88                                    | 64    |
| There is adequate planning of departmental objectives                         | 64          | 21             | 73                 | 64                              | 53                                | 65                                | 80                | 0                              | 55  | 60                               | 69   | x   | 0  | 62     | 68                | 80                        | x     | 66                 | x                  | 0                                      | 0                | x                         | 63        | x         | 80                        | x                   | 74                    | 63                   | 61           | 50         | 69                                | x                         | x                    | x               | 70                     | x     | 86                      | 89                       | 59         | 44                     | 76                                    | 53    |
| There is adequate follow-through of departmental objectives                   | 66          | 18             | 81                 | 60                              | 59                                | 67                                | 90                | 0                              | 69  | 63                               | 67   | x   | 0  | 68     | 70                | 80                        | x     | 69                 | x                  | 0                                      | 0                | x                         | 66        | x         | 70                        | x                   | 77                    | 68                   | 63           | 46         | 66                                | x                         | x                    | x               | 72                     | x     | 86                      | 78                       | 67         | 52                     | 82                                    | 58    |
| The leaders of this organization are open to input from employees             | 78          | 14             | 85                 | 74                              | 74                                | 81                                | 100               | 0                              | 72  | 79                               | 80   | x   | 0  | 80     | 80                | 80                        | x     | 80                 | x                  | 0                                      | 0                | x                         | 78        | x         | 90                        | x                   | 88                    | 76                   | 76           | 71         | 79                                | x                         | x                    | x               | 80                     | x     | 100                     | 78                       | 79         | 80                     | 82                                    | 67    |
| Leadership and Planning - AVERAGE   |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
|   | 77          | 13             | 85                 | 74                              | 73                                | 76                                | 93                | 0                              | 76  | 76                               | 77   | x   | 0  | 77     | 81                | 83                        | x     | 80                 | x                  | 0                                      | 0                | x                         | 77        | x         | 83                        | x                   | 86                    | 75                   | 76           | 62         | 79                                | x                         | x                    | x               | 80                     | x     | 94                      | 83                       | 77         | 72                     | 87                                    | 65    |
| <b>CORPORATE CULTURE AND COMMUNICATIONS</b>                                   |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
| This organization's value corporate communications are frequent enough        | 84          | 9              | 90                 | 82                              | 81                                | 77                                | 100               | 0                              | 83  | 84                               | 80   | x   | 0  | 81     | 88                | 100                       | x     | 83                 | x                  | 0                                      | 0                | x                         | 84        | x         | 100                       | x                   | 89                    | 84                   | 80           | 79         | 87                                | x                         | x                    | x               | 85                     | x     | 100                     | 89                       | 87         | 84                     | 88                                    | 70    |
| This organization's value corporate communications are detailed enough        | 82          | 10             | 90                 | 81                              | 78                                | 77                                | 100               | 0                              | 90  | 80                               | 81   | x   | 0  | 77     | 90                | 100                       | x     | 82                 | x                  | 0                                      | 0                | x                         | 82        | x         | 90                        | x                   | 89                    | 82                   | 78           | 79         | 89                                | x                         | x                    | x               | 80                     | x     | 100                     | 89                       | 90         | 68                     | 88                                    | 67    |
| I have a good understanding of how this organization is doing financially     | 73          | 14             | 77                 | 64                              | 70                                | 81                                | 90                | 0                              | 69  | 74                               | 76   | x   | 0  | 69     | 76                | 40                        | x     | 73                 | x                  | 0                                      | 0                | x                         | 73        | x         | 90                        | x                   | 82                    | 68                   | 70           | 75         | 76                                | x                         | x                    | x               | 65                     | x     | 100                     | 78                       | 71         | 76                     | 82                                    | 70    |
| I can trust what this organization tells me                                   | 76          | 11             | 77                 | 73                              | 79                                | 75                                | 100               | 0                              | 76  | 76                               | 76   | x   | 0  | 74     | 83                | 80                        | x     | 78                 | x                  | 0                                      | 0                | x                         | 77        | x         | 80                        | x                   | 89                    | 75                   | 72           | 67         | 73                                | x                         | x                    | x               | 80                     | x     | 86                      | 89                       | 85         | 76                     | 88                                    | 60    |
| This organization treats me like a person, not a number                       | 82          | 13             | 79                 | 81                              | 84                                | 79                                | 100               | 0                              | 79  | 81                               | 83   | x   | 0  | 79     | 89                | 80                        | x     | 83                 | x                  | 0                                      | 0                | x                         | 82        | x         | 90                        | x                   | 95                    | 78                   | 80           | 75         | 76                                | x                         | x                    | x               | 87                     | x     | 100                     | 89                       | 90         | 84                     | 88                                    | 72    |
| This organization gives me enough recognition for work that is well done      | 70          | 20             | 75                 | 66                              | 71                                | 63                                | 100               | 0                              | 69  | 65                               | 78   | x   | 0  | 71     | 73                | 80                        | x     | 70                 | x                  | 0                                      | 0                | x                         | 70        | x         | 70                        | x                   | 82                    | 67                   | 70           | 50         | 61                                | x                         | x                    | x               | 76                     | x     | 86                      | 78                       | 82         | 72                     | 82                                    | 51    |
| Staffing levels are adequate to provide quality products/services             | 54          | 30             | 77                 | 51                              | 50                                | 42                                | 50                | 0                              | 66  | 50                               | 50   | x   | 0  | 54     | 58                | 80                        | x     | 56                 | x                  | 0                                      | 0                | x                         | 54        | x         | 50                        | x                   | 56                    | 57                   | 55           | 42         | 56                                | x                         | x                    | x               | 52                     | x     | 86                      | 78                       | 59         | 40                     | 65                                    | 40    |
| Quality is a top priority with this organization                              | 72          | 19             | 85                 | 70                              | 66                                | 67                                | 80                | 0                              | 90  | 68                               | 67   | x   | 0  | 68     | 80                | 100                       | x     | 74                 | x                  | 0                                      | 0                | x                         | 71        | x         | 80                        | x                   | 72                    | 78                   | 70           | 58         | 71                                | x                         | x                    | x               | 80                     | x     | 86                      | 89                       | 82         | 48                     | 76                                    | 58    |
| Safety is a top priority with this organization                               | 85          | 2              | 91                 | 80                              | 79                                | 87                                | 100               | 0                              | 93  | 85                               | 79   | x   | 0  | 90     | 83                | 100                       | x     | 86                 | x                  | 0                                      | 0                | x                         | 85        | x         | 80                        | x                   | 88                    | 91                   | 86           | 67         | 83                                | x                         | x                    | x               | 90                     | x     | 100                     | 83                       | 92         | 89                     | 88                                    | 71    |
| I believe there is a spirit of cooperation within this organization           | 85          | 6              | 88                 | 79                              | 86                                | 87                                | 100               | 0                              | 86  | 85                               | 87   | x   | 0  | 85     | 88                | 100                       | x     | 85                 | x                  | 0                                      | 0                | x                         | 85        | x         | 100                       | x                   | 89                    | 86                   | 85           | 75         | 85                                | x                         | x                    | x               | 91                     | x     | 100                     | 89                       | 90         | 80                     | 88                                    | 72    |
| My employer enables a culture of diversity                                    | 86          | 7              | 88                 | 85                              | 84                                | 90                                | 100               | 0                              | 90  | 85                               | 85   | x   | 0  | 85     | 88                | 100                       | x     | 87                 | x                  | 0                                      | 0                | x                         | 86        | x         | 90                        | x                   | 93                    | 84                   | 79           | 100        | 94                                | x                         | x                    | x               | 93                     | x     | 100                     | 89                       | 82         | 76                     | 82                                    | 77    |
| I like the people I work with at this organization                            | 88          | 2              | 98                 | 97                              | 96                                | 98                                | 100               | 0                              | 90  | 99                               | 98   | x   | 0  | 98     | 96                | 100                       | x     | 97                 | x                  | 0                                      | 0                | x                         | 98        | x         | 100                       | x                   | 100                   | 99                   | 97           | 92         | 98                                | x                         | x                    | x               | 98                     | x     | 100                     | 100                      | 100        | 100                    | 100                                   | 91    |
| At this organization, employees have fun at work                              | 88          | 6              | 88                 | 85                              | 91                                | 87                                | 100               | 0                              | 90  | 88                               | 89   | x   | 0  | 86     | 94                | 100                       | x     | 89                 | x                  | 0                                      | 0                | x                         | 88        | x         | 100                       | x                   | 96                    | 86                   | 85           | 83         | 92                                | x                         | x                    | x               | 89                     | x     | 100                     | 89                       | 90         | 92                     | 94                                    | 72    |
| I feel I can express my honest opinions without fear of negative consequences | 81          | 13             | 85                 | 79                              | 79                                | 79                                | 100               | 0                              | 76  | 81                               | 78   | x   | 0  | 84     | 82                | 80                        | x     | 83                 | x                  | 0                                      | 0                | x                         | 81        | x         | 100                       | x                   | 93                    | 84                   | 79           | 63         | 79                                | x                         | x                    | x               | 89                     | x     | 86                      | 89                       | 79         | 80                     | 88                                    | 72    |
| Changes that may affect me are communicated to me prior to implementation     | 67          | 23             | 81                 | 68                              | 60                                | 58                                | 90                | 0                              | 62  | 64                               | 74   | x   | 0  | 66     | 70                | 80                        | x     | 68                 | x                  | 0                                      | 0                | x                         | 67        | x         | 80                        | x                   | 82                    | 70                   | 57           | 54         | 66                                | x                         | x                    | x               | 74                     | x     | 86                      | 78                       | 62         | 52                     | 88                                    | 60    |
| Corporate Culture and Communications - AVERAGE                                |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
|   | 79          | 12             | 85                 | 76                              | 77                                | 76                                | 94                | 0                              | 80  | 78                               | 79   | x   | 0  | 78     | 83                | 88                        | x     | 80                 | x                  | 0                                      | 0                | x                         | 79        | x         | 84                        | x                   | 87                    | 79                   | 76           | 71         | 79                                | x                         | x                    | x               | 82                     | x     | 94                      | 86                       | 83         | 74                     | 86                                    | 67    |
| <b>ROLE SATISFACTION</b>  |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |
| I like the type of work that I do   | 85          | 8              | 81                 | 82                              | 90                                | 90                                | 100               | 0                              | 76  | 84                               | 91   | x   | 0  | 87     | 89                | 80                        | x     | 87                 | x                  | 0                                      | 0                | x                         | 85        | x         | 70                        | x                   | 96                    | 83                   | 85           | 75         | 82                                | x                         | x                    | x               | 96                     | x     | 100                     | 89                       | 82         | 92                     | 88                                    | 72    |
| I am given enough authority to make decisions I need to make                  | 86          | 8              | 85                 | 82                              | 86                                | 92                                | 100               | 0                              | 86  | 85                               | 89   | x   | 0  | 88     | 87                | 80                        | x     | 87                 | x                  | 0                                      | 0                | x                         | 86        | x         | 80                        | x                   | 93                    | 89                   | 83           | 75         | 87                                | x                         | x                    | x               | 93                     | x     | 86                      | 89                       | 95         | 88                     | 82                                    | 70    |
| I believe my job is secure  | 87          | 7              | 83                 | 85                              | 84                                | 94                                | 100               | 0                              | 86  | 87                               | 85   | x   | 0  | 88     | 88                | 60                        | x     | 88                 | x                  | 0                                      | 0                | x                         | 87        | x         | 90                        | x                   | 96                    | 83                   | 85           | 83         | 87                                | x                         | x                    | x               | 87                     | x     | 86                      | 100                      | 92         | 92                     | 82                                    | 77    |
| Deadlines at this organization are realistic                                  | 70          | 18             | 80                 | 70                              | 66                                | 63                                | 90                | 0                              | 62  | 68                               | 65   | x   | 0  | 68     | 77                | 100                       | x     | 73                 | x                  | 0                                      | 0                | x                         | 70        | x         | 78                        | x                   | 77                    | 72                   | 67           | 61         | 74                                | x                         | x                    | x               | 67                     | x     | 100                     | 89                       | 74         | 52                     | 82                                    | 58    |
| I feel I am valued in this organization                                       | 78          | 10             | 75                 | 71                              | 83                                | 79                                | 100               | 0                              | 69  | 75                               | 81   | x   | 0  | 77     | 81                | 80                        | x     | 78                 | x                  | 0                                      | 0                | x                         | 78        | x         | 60                        | x                   | 95                    | 72                   | 78           | 63         | 73                                | x                         | x                    | x               | 80                     | x     | 100                     | 78                       | 82         | 80                     | 88                                    | 67    |
| I feel part of a team working toward a shared goal                            | 87          | 8              | 85                 | 84                              | 84                                | 92                                | 100               | 0                              | 83  | 85                               | 85   | x   | 0  | 87     | 90                | 80                        | x     | 87                 | x                  | 0                                      | 0                | x                         | 87        | x         | 80                        | x                   | 98                    | 84                   | 86           | 79         | 89                                | x                         | x                    | x               | 89                     | x     | 100                     | 89                       | 90         | 92                     | 94                                    | 72    |
| I am able to maintain a reasonable balance between work and my personal life  | 77          | 15             | 88                 | 74                              | 69                                | 77                                | 90                | 0                              | 63  | 75                               | 72   | x   | 0  | 79     | 77                | 80                        | x     | 78                 | x                  | 0                                      | 0                | x                         | 77        | x         | 80                        | x                   | 77                    | 80                   | 76           | 67         | 73                                | x                         | x                    | x               | 83                     | x     | 100                     | 89                       | 79         | 76                     | 88                                    | 65    |
| My job makes good use of my skills and abilities                              | 80          | 10             | 75                 | 74                              | 85                                | 87                                | 100               | 0                              | 66  | 77                               | 89   | x   | 0  | 79     | 88                | 100                       | x     | 81                 | x                  | 0                                      | 0                | x                         | 81        | x         | 40                        | x                   | 95                    | 75                   | 84           | 71         | 74                                | x                         | x                    | x               | 87                     | x     | 100                     | 89                       | 79         | 88                     | 85                                    | 67    |
| I have a clear understanding of my job role                                   | 87          | 9              | 86                 | 86                              | 81                                | 87                                | 100               | 0                              | 83  | 88                               | 83   | x   | 0  | 89     | 88                | 100                       | x     | 88                 | x                  | 0                                      | 0                | x                         | 87        | x         | 90                        | x                   | 95                    | 87                   | 85           | 83         | 90                                | x                         | x                    | x               | 93                     | x     | 86                      | 89                       | 95         | 80                     | 85                                    | 72    |
| I understand the importance of my role to the success of the organization     | 87          | 5              | 88                 | 82                              | 86                                | 92                                | 100               | 0                              | 83  | 88                               | 83   | x   | 0  | 84     | 92                | 100                       | x     | 86                 | x                  | 0                                      | 0                | x                         | 87        | x         | 90                        | x                   | 96                    | 86                   | 84           | 83         | 90                                | x                         | x                    | x               | 93                     | x     | 86                      | 100                      | 92         | 76                     | 85                                    | 74    |
| Most days, I feel I have made progress at work                                | 85          | 9              | 88                 | 81                              | 86                                | 87                                | 100               | 0                              | 83  | 88                               | 81</   |   |  |        |                   |                           |       |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |            |                                   |                           |                      |                 |                        |       |                         |                          |            |                        |                                       |       |

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|---|-------------|----------------|--------------------|---------------------------------|-----------------------------------|-----------------------------------|-------------------|--------------------------------|---|----------------------------------|--|---|--|-----------|-------------------|---------------------------|----------|--------------------|--------------------|--|------------------|---------------------------|-----------|-----------|---------------------------|---------------------|-----------------------|----------------------|--------------|-----------|-----------------------------------|---------------------------|----------------------|-----------------|------------------------|----------|-------------------------|--------------------------|------------|------------------------|---------------------------------------|-----------|--|--|--|--|
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| <b>Total number of responses: 255</b>   |             |                | 52                 | 73                              | 58                                | 52                                | 10                | 0                              | 75  | 103                              | 62   | 4   | 0  | 117       | 113               | 5                         | 2        | 203                | 3                  | 0                                      | 0                | 3                         | 252       | 3         | 10                        | 1                   | 57                    | 76                   | 87           | 24        | 62                                | 1                         | 1                    | 4               | 46                     | 1        | 7                       | 9                        | 39         | 25                     | 17                                    | 43        |  |  |  |  |
| <b>TRAINING, DEVELOPMENT AND RESOURCES</b>  |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |           |                   |                           |          |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |           |                                   |                           |                      |                 |                        |          |                         |                          |            |                        |                                       |           |  |  |  |  |
| This organization provided as much initial training as I needed                             | 53          | 34             | 69                 | 45                              | 48                                | 48                                | 88                | 0                              | 52  | 49                               | 60   | x   | 0  | 53        | 55                | 80                        | x        | 55                 | x                  | 0                                      | 0                | x                         | 52        | x         | 80                        | x                   | 58                    | 49                   | 55           | 33        | 42                                | x                         | x                    | x               | 67                     | x        | 86                      | 67                       | 54         | 44                     | 65                                    | 40        |  |  |  |  |
| This organization provides as much ongoing training as I need                               | 64          | 25             | 77                 | 60                              | 59                                | 60                                | 70                | 0                              | 69  | 62                               | 61   | x   | 0  | 64        | 68                | 80                        | x        | 67                 | x                  | 0                                      | 0                | x                         | 63        | x         | 70                        | x                   | 72                    | 66                   | 61           | 46        | 58                                | x                         | x                    | x               | 74                     | x        | 86                      | 78                       | 72         | 48                     | 71                                    | 51        |  |  |  |  |
| This organization provides the technology, equipment and resources I need to do my job well | 89          | 5              | 88                 | 88                              | 93                                | 85                                | 100               | 0                              | 86  | 92                               | 81   | x   | 0  | 86        | 94                | 80                        | x        | 90                 | x                  | 0                                      | 0                | x                         | 89        | x         | 90                        | x                   | 95                    | 88                   | 90           | 79        | 95                                | x                         | x                    | x               | 87                     | x        | 100                     | 89                       | 95         | 84                     | 88                                    | 81        |  |  |  |  |
| The computer or other hardware I use to do my job is dependable                             | 96          | 3              | 96                 | 96                              | 97                                | 96                                | 100               | 0                              | 93  | 96                               | 98   | x   | 0  | 97        | 97                | 80                        | x        | 98                 | x                  | 0                                      | 0                | x                         | 96        | x         | 100                       | x                   | 100                   | 93                   | 98           | 92        | 95                                | x                         | x                    | x               | 100                    | x        | 100                     | 89                       | 97         | 100                    | 100                                   | 93        |  |  |  |  |
| The software and program applications I use to do my job are adequate                       | 86          | 9              | 87                 | 79                              | 86                                | 96                                | 90                | 0                              | 86  | 88                               | 83   | x   | 0  | 87        | 90                | 80                        | x        | 88                 | x                  | 0                                      | 0                | x                         | 86        | x         | 90                        | x                   | 93                    | 79                   | 89           | 83        | 89                                | x                         | x                    | x               | 83                     | x        | 100                     | 89                       | 90         | 100                    | 88                                    | 77        |  |  |  |  |
| Technology issues are resolved in a timely manner   | 84          | 7              | 88                 | 78                              | 79                                | 88                                | 100               | 0                              | 86  | 84                               | 85   | x   | 0  | 84        | 87                | 80                        | x        | 85                 | x                  | 0                                      | 0                | x                         | 83        | x         | 90                        | x                   | 88                    | 79                   | 84           | 83        | 82                                | x                         | x                    | x               | 89                     | x        | 100                     | 89                       | 85         | 80                     | 88                                    | 77        |  |  |  |  |
| Technology issues affecting my work are communicated to me in a timely manner               | 88          | 8              | 87                 | 85                              | 91                                | 88                                | 100               | 0                              | 90  | 91                               | 83   | x   | 0  | 89        | 89                | 80                        | x        | 90                 | x                  | 0                                      | 0                | x                         | 88        | x         | 80                        | x                   | 95                    | 88                   | 84           | 92        | 89                                | x                         | x                    | x               | 87                     | x        | 100                     | 100                      | 90         | 96                     | 88                                    | 79        |  |  |  |  |
| I understand what is expected for career advancement  | 65          | 24             | 73                 | 53                              | 69                                | 73                                | 80                | 0                              | 72  | 66                               | 69   | x   | 0  | 60        | 77                | 80                        | x        | 67                 | x                  | 0                                      | 0                | x                         | 65        | x         | 80                        | x                   | 86                    | 59                   | 61           | 50        | 69                                | x                         | x                    | x               | 72                     | x        | 86                      | 78                       | 67         | 64                     | 76                                    | 44        |  |  |  |  |
| I am encouraged to explore growth or advancement opportunities within the organization      | 73          | 13             | 82                 | 69                              | 71                                | 71                                | 90                | 0                              | 76  | 75                               | 70   | x   | 0  | 69        | 79                | 80                        | x        | 74                 | x                  | 0                                      | 0                | x                         | 73        | x         | 100                       | x                   | 84                    | 70                   | 67           | 71        | 77                                | x                         | x                    | x               | 82                     | x        | 86                      | 89                       | 67         | 63                     | 71                                    | 64        |  |  |  |  |
| There is room for me to advance at this organization  | 80          | 11             | 90                 | 75                              | 78                                | 81                                | 80                | 0                              | 86  | 81                               | 72   | x   | 0  | 77        | 85                | 100                       | x        | 82                 | x                  | 0                                      | 0                | x                         | 80        | x         | 78                        | x                   | 93                    | 80                   | 74           | 75        | 87                                | x                         | x                    | x               | 85                     | x        | 100                     | 89                       | 85         | 80                     | 82                                    | 57        |  |  |  |  |
| I trust that if I do good work, I will be considered for a promotion                        | 72          | 18             | 84                 | 63                              | 78                                | 65                                | 100               | 0                              | 79  | 72                               | 69   | x   | 0  | 73        | 76                | 80                        | x        | 75                 | x                  | 0                                      | 0                | x                         | 72        | x         | 56                        | x                   | 88                    | 74                   | 67           | 58        | 76                                | x                         | x                    | x               | 76                     | x        | 86                      | 89                       | 72         | 60                     | 88                                    | 57        |  |  |  |  |
| <b>Training, Development and Resources - AVERAGE</b>  | <b>77</b>   | <b>14</b>      | <b>84</b>          | <b>72</b>                       | <b>77</b>                         | <b>77</b>                         | <b>91</b>         | <b>0</b>                       | <b>80</b>                                     | <b>78</b>                        | <b>76</b>                                      | <b>x</b>                                  | <b>0</b>                                   | <b>76</b> | <b>82</b>         | <b>82</b>                 | <b>x</b> | <b>79</b>          | <b>x</b>           | <b>0</b>                               | <b>0</b>         | <b>x</b>                  | <b>77</b> | <b>x</b>  | <b>83</b>                 | <b>x</b>            | <b>86</b>             | <b>75</b>            | <b>75</b>    | <b>69</b> | <b>78</b>                         | <b>x</b>                  | <b>x</b>             | <b>x</b>        | <b>82</b>              | <b>x</b> | <b>94</b>               | <b>86</b>                | <b>79</b>  | <b>74</b>              | <b>82</b>                             | <b>66</b> |  |  |  |  |
| <b>PAY AND BENEFITS</b>   |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |           |                   |                           |          |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |           |                                   |                           |                      |                 |                        |          |                         |                          |            |                        |                                       |           |  |  |  |  |
| My pay is fair for the work I perform   | 62          | 27             | 73                 | 52                              | 62                                | 60                                | 100               | 0                              | 55  | 53                               | 76   | x   | 0  | 63        | 65                | 40                        | x        | 64                 | x                  | 0                                      | 0                | x                         | 62        | x         | 50                        | x                   | 67                    | 45                   | 74           | 63        | 44                                | x                         | x                    | x               | 70                     | x        | 100                     | 67                       | 59         | 84                     | 88                                    | 49        |  |  |  |  |
| Overall, I'm satisfied with this organization's value benefits package                      | 77          | 11             | 90                 | 75                              | 74                                | 71                                | 100               | 0                              | 86  | 74                               | 76   | x   | 0  | 77        | 81                | 100                       | x        | 79                 | x                  | 0                                      | 0                | x                         | 78        | x         | 90                        | x                   | 82                    | 75                   | 77           | 70        | 77                                | x                         | x                    | x               | 78                     | x        | 100                     | 89                       | 85         | 68                     | 82                                    | 65        |  |  |  |  |
| I'm satisfied with the amount of vacation (or Paid Time Off)                                | 86          | 6              | 88                 | 84                              | 86                                | 90                                | 90                | 0                              | 83  | 87                               | 89   | x   | 0  | 88        | 85                | 100                       | x        | 89                 | x                  | 0                                      | 0                | x                         | 86        | x         | 80                        | x                   | 96                    | 81                   | 86           | 79        | 89                                | x                         | x                    | x               | 89                     | x        | 100                     | 100                      | 79         | 88                     | 94                                    | 77        |  |  |  |  |
| I'm satisfied with the sick leave policy  | 84          | 6              | 88                 | 78                              | 87                                | 88                                | 89                | 0                              | 75  | 84                               | 86   | x   | 0  | 88        | 80                | 75                        | x        | 86                 | x                  | 0                                      | 0                | x                         | 84        | x         | 67                        | x                   | 90                    | 79                   | 87           | 78        | 83                                | x                         | x                    | x               | 84                     | x        | 100                     | 100                      | 76         | 92                     | 100                                   | 76        |  |  |  |  |
| I'm satisfied with the amount of healthcare paid for  | 81          | 9              | 92                 | 77                              | 82                                | 75                                | 100               | 0                              | 81  | 84                               | 75   | x   | 0  | 81        | 83                | 100                       | x        | 83                 | x                  | 0                                      | 0                | x                         | 82        | x         | 67                        | x                   | 91                    | 84                   | 76           | 73        | 83                                | x                         | x                    | x               | 80                     | x        | 100                     | 100                      | 87         | 67                     | 100                                   | 71        |  |  |  |  |
| I'm satisfied with the dental benefits  | 75          | 10             | 81                 | 76                              | 73                                | 69                                | 89                | 0                              | 74  | 76                               | 73   | x   | 0  | 77        | 75                | 100                       | x        | 78                 | x                  | 0                                      | 0                | x                         | 75        | x         | 33                        | x                   | 89                    | 70                   | 74           | 75        | 71                                | x                         | x                    | x               | 79                     | x        | 100                     | 89                       | 76         | 63                     | 94                                    | 73        |  |  |  |  |
| I'm satisfied with the vision care benefits   | 81          | 5              | 91                 | 79                              | 82                                | 70                                | 88                | 0                              | 78  | 82                               | 72   | x   | 0  | 78        | 83                | 100                       | x        | 81                 | x                  | 0                                      | 0                | x                         | 81        | x         | 70                        | x                   | 89                    | 83                   | 74           | 79        | 78                                | x                         | x                    | x               | 80                     | x        | 100                     | 100                      | 86         | 57                     | 100                                   | 78        |  |  |  |  |
| I'm satisfied with the retirement plan benefits   | 74          | 12             | 78                 | 71                              | 78                                | 65                                | 100               | 0                              | 86  | 76                               | 62   | x   | 0  | 71        | 82                | 100                       | x        | 76                 | x                  | 0                                      | 0                | x                         | 74        | x         | 78                        | x                   | 85                    | 74                   | 69           | 67        | 67                                | x                         | x                    | x               | 80                     | x        | 100                     | 100                      | 78         | 57                     | 81                                    | 68        |  |  |  |  |
| I'm satisfied with the life insurance benefits  | 85          | 2              | 90                 | 82                              | 82                                | 84                                | 100               | 0                              | 90  | 86                               | 79   | x   | 0  | 81        | 88                | 100                       | x        | 85                 | x                  | 0                                      | 0                | x                         | 85        | x         | 80                        | x                   | 89                    | 85                   | 81           | 87        | 80                                | x                         | x                    | x               | 78                     | x        | 100                     | 100                      | 92         | 78                     | 100                                   | 81        |  |  |  |  |
| I'm satisfied with the disability benefits  | 83          | 3              | 92                 | 77                              | 80                                | 84                                | 100               | 0                              | 86  | 85                               | 76   | x   | 0  | 78        | 88                | 100                       | x        | 83                 | x                  | 0                                      | 0                | x                         | 83        | x         | 80                        | x                   | 87                    | 82                   | 79           | 87        | 80                                | x                         | x                    | x               | 77                     | x        | 100                     | 100                      | 89         | 74                     | 100                                   | 76        |  |  |  |  |
| I'm satisfied with the tuition reimbursement benefits                                       | 69          | 8              | 80                 | 62                              | 69                                | 65                                | 100               | 0                              | 57  | 69                               | 72   | x   | 0  | 66        | 74                | 100                       | x        | 70                 | x                  | 0                                      | 0                | x                         | 69        | x         | 44                        | x                   | 87                    | 69                   | 63           | 59        | 63                                | x                         | x                    | x               | 59                     | x        | 100                     | 100                      | 84         | 53                     | 93                                    | 58        |  |  |  |  |
| <b>Pay and Benefits - AVERAGE</b>   | <b>78</b>   | <b>9</b>       | <b>86</b>          | <b>74</b>                       | <b>78</b>                         | <b>75</b>                         | <b>96</b>         | <b>0</b>                       | <b>77</b>                                     | <b>78</b>                        | <b>76</b>                                      | <b>x</b>                                  | <b>0</b>                                   | <b>77</b> | <b>80</b>         | <b>92</b>                 | <b>x</b> | <b>80</b>          | <b>x</b>           | <b>0</b>                               | <b>0</b>         | <b>x</b>                  | <b>78</b> | <b>x</b>  | <b>67</b>                 | <b>x</b>            | <b>87</b>             | <b>75</b>            | <b>76</b>    | <b>74</b> | <b>74</b>                         | <b>x</b>                  | <b>x</b>             | <b>x</b>        | <b>78</b>              | <b>x</b> | <b>100</b>              | <b>95</b>                | <b>81</b>  | <b>71</b>              | <b>93</b>                             | <b>70</b> |  |  |  |  |
| <b>OVERALL ENGAGEMENT</b>   |             |                |                    |                                 |                                   |                                   |                   |                                |   |                                  |  |   |  |           |                   |                           |          |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |           |                                   |                           |                      |                 |                        |          |                         |                          |            |                        |                                       |           |  |  |  |  |
| Overall, I am very satisfied with my employer   | 89          | 6              | 90                 | 84                              | 90                                | 94                                | 100               | 0                              | 86  | 88                               | 93   | x   | 0  | 89        | 93                | 100                       | x        | 90                 | x                  | 0                                      | 0                | x                         | 89        | x         | 90                        | x                   | 98                    | 83                   | 89           | 88        | 87                                | x                         | x                    | x               | 96                     | x        | 100                     | 89                       | 92         | 92                     | 88                                    | 77        |  |  |  |  |
| Most days, I look forward to going to work  | 75          | 13             | 79                 | 77                              | 74                                | 65                                | 100               | 0                              | 69  | 73                               | 74   | x   | 0  | 73        | 83                | 80                        | x        | 75                 | x                  | 0                                      | 0                | x                         | 75        | x         | 90                        | x                   | 84                    | 72                   | 75           | 63        | 73                                | x                         | x                    | x               | 85                     | x        | 86                      | 67                       | 77         | 64                     | 82                                    | 70        |  |  |  |  |
| My job provides me with a sense of meaning and purpose                                      | 74          | 15             | 69                 | 68                              | 74                                | 83                                | 100               | 0                              | 66  | 72                               | 80   | x   | 0  | 74        | 81                | 80                        | x        | 75                 | x                  | 0                                      | 0                | x                         | 74        | x         | 50                        | x                   | 84                    | 68                   | 76           | 75        | 69                                | x                         | x                    | x               | 76                     | x        | 86                      | 67                       | 74         | 80                     | 82                                    | 70        |  |  |  |  |
| I am proud to work for this organization  | 87          | 5              | 87                 | 84                              | 86                                | 90                                | 100               | 0                              | 86  | 86                               | 87   | x   | 0  | 85        | 92                | 80                        | x        | 88                 | x                  | 0                                      | 0                | x                         | 87        | x         | 90                        | x                   | 95                    | 86                   | 85           | 83        | 89                                | x                         | x                    | x               | 89                     | x        | 86                      | 89                       | 95         | 80                     | 88                                    | 81        |  |  |  |  |
| I feel this organization has created an environment where I can do my best work             | 78          | 11             | 81                 | 74                              | 78                                | 77                                | 100               | 0                              | 79  | 79                               | 72   | x   | 0  | 76        | 86                | 80                        | x        | 79                 | x                  | 0                                      | 0                | x                         | 78        | x         | 90                        | x                   | 93                    | 76                   | 74           | 63        | 81                                | x                         | x                    | x               | 80                     | x        | 86                      | 78                       | 79         | 72                     | 88                                    | 67        |  |  |  |  |
| I am willing to give extra effort to help this organization succeed                         | 93          | 3              | 94                 | 93                              | 91                                | 94                                | 100               | 0                              | 90  | 92                               | 98   | x   | 0  | 93        | 96                | 100                       | x        | 94                 | x                  | 0                                      | 0                | x                         | 93        | x         | 80                        | x                   | 98                    | 89                   | 94           | 96        | 90                                | x                         | x                    | x               | 96                     | x        | 100                     | 89                       | 92         | 96                     | 100                                   | 88        |  |  |  |  |
| I plan to continue my career with this organization for at least two more years             | 83          | 7              | 85                 | 75                              | 83                                | 90                                | 100               | 0                              | 86  | 80                               | 80   | x   | 0  | 82        | 90</              |                           |          |                    |                    |  |                  |                           |           |           |                           |                     |                       |                      |              |           |                                   |                           |                      |                 |                        |          |                         |                          |            |                        |                                       |           |  |  |  |  |