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Employee Engagement and Satisfaction Survey

Fill in each circle completely using a DARK BLUE or BLACK PEN, not a pencil. Do not use "x" or "/" marks. To ensure your anonymity, mail your completed survey in the postage-paid envelope provided. Upon receipt of your survey, your answers and comments will be added to those of your fellow workers and summarized as a group. The number in the right hand corner of this document is for data processing only and cannot be tracked to any individual's survey responses. If you have any questions or comments contact Best Companies Group at support@bestcompaniesgroup.com.

		Disagree		Agree	Agree	Not
	<u>Strongly</u>	Somewhat	Neutral Neutral	Somewhat	Strongly	<u>Applicable</u>
1. Overall, I am very satisfied with my employer	O	o	O	O	O	······
How do you feel about each of the following specific matters?	(Fill in a	single respo	nse for ea	ich statemei	it below)	
2. This organization's leadership and planning:	Disagree	Disagree		Agree	Agree	Not
2. This organization's leadership and planning.				Somewhat		
I understand the long-term strategy of this organization						
I have confidence in the leadership of this organization	0	J	9	5	•	
The leaders of this organization care about their employees' well being	\circ					
well being	o	<u>o</u>	<u>o</u>	<u>o</u>	O	o
Senior leaders live the core values of the organization						
There is adequate planning of departmental objectives						
There is adequate follow-through of departmental objectives						
The leaders of this organization are open to input from employees	O	O	O	O	O	C
3. The organization's corporate culture and communications						
	Disagree	Disagree		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
This organization's corporate communications are frequent enough						
This organization's corporate communications are detailed enough	311 9		······ • • ·····	······	3	
I have a good understanding of how this organization	,ıı y ı	J	······ • ·····	9	•	
	\circ	\circ	\circ	\circ	\circ	\circ
is doing financially	9	9	9	9	9	
I can trust what this organization tells me						
This organization treats me like a person, not a number			\sim			
This organization gives me enough recognition for work	9	O	O			
that is well done				O	O	O
	O	o	O	O	O	······································
Staffing levels are adequate to provide quality products/services	O	O	O		O O	······································
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	O	O O	O O	O	OO	
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	O O	O OO	O	O	O O O O O	O
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	O	O OO	OO	OOOOO	O O O O O O O O	O
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	O OO OO	O O O O	OOO	OOOOO	O O O O O O O O O	
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	OOOOO	O O O O O	O OO OO OO			
Staffing levels are adequate to provide quality products/services Quality is a top priority with this organization	OOOOO	O O O O O	O OO OO OO			
Staffing levels are adequate to provide quality products/services. Quality is a top priority with this organization	OOOOOO					
Staffing levels are adequate to provide quality products/services. Quality is a top priority with this organization	OOOOOO					
Staffing levels are adequate to provide quality products/services. Quality is a top priority with this organization	OOOOOO					

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4. Your role within this organization:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
I like the type of work that I do	O	O	O	O	O	O
I am given enough authority to make decisions I need to make	O	O	O	O	O	O
I believe my job is secure	O	O	O	O	O	O
Deadlines at this organization are realistic	O	O	O	O	O	O
I feel I am valued in this organization I feel part of a team working toward a shared goal		🔾	O	Q	🔾	O
I feel part of a team working toward a shared goal	0	······	O	······	0	······
I am able to maintain a reasonable balance between work and						
my personal life	\mathbf{O}	\circ	\circ	\circ	\circ	\circ
My job makes good use of my skills and abilities	0	0	O	O	O	
I have a clear understanding of my job role	0	0	O		O	
I understand the importance of my role to the success of						
the organization	\circ	\circ	\circ	\circ	\circ	\circ
Most days, I feel I have made progress at work	J	······			•	
work days, I feel I have made progress at work	·······		•	🥥	•	
5. Your work environment:	Disagrag	Disagraa		Agree	Agraa	Not
5. Four work environment:				Somewhat		
My physical working conditions are good	O	O	O	O	O	O
My general work area is adequately heated/cooled	O	O	O	O	O	O
There is adequate noise control to allow me to focus on my work.	O	O	O	O	O	·······
My workspace has adequate privacy for me to do my job	O	O	O	O	O	O
My workspace has adequate privacy for me to do my job I feel physically safe in my work environment	O	O	O	O	O	······
6. Your relationship with your immediate supervisor:	Disagree	Disagree		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	Strongly	<u>Applicable</u>
My supervisor treats me fairly	O	0	0	\circ	\mathbf{O}	\mathbf{O}
My supervisor treats me with respect	0	0	<u> </u>		·····	
My supervisor handles my work-related issues satisfactorily	······	<u>.</u>	O	······		
My supervisor handles my personal issues satisfactorily	J	······	J	······	•	
My supervisor acknowledges when I do my work well	······	······	3	······		
My supervisor tells me when my work needs improvement	······		9		🧿	
My supervisor is open to hearing my opinion or feedback	J		9		•	
My supervisor helps me develop to my fullest potential	······		9		•	
I feel I can trust what my supervisor tells me	······		9		•	
1 leef I can trust what my supervisor tens me	J	J	J	J	🔾	
7 Turining development and accommon	D:	D:		A	A	NI - 4
7. Training, development and resources:				Agree		Not
				Somewhat		
This organization provided as much initial training as I needed	O	O	O	O	O	······
This organization provides as much ongoing training as I need	O	O	O	O	O	······
This organization provides the technology, equipment and						
resources I need to do my job well	O	O	O	O	O	······
The computer or other hardware I use to do my job is dependable	O	O	O	O	O	······
The software and program applications I use to do my job are						
adequate	O	O	O	O	O	······
Technology issues are resolved in a timely manner	O	O	O	O	O	······
Technology issues affecting my work are communicated to me						
in a timely manner	O	O	O	O	O	O
I understand what is expected for career advancement	O	O	O	o	O	······
I am encouraged to explore growth or advancement opportunities						
within the organization		O	O	O	O	O
There is room for me to advance at this organization	Q	O	🔾		O	O
I trust that if I do good work, I will be considered for a promotion	O	O	O	O	O	Ō
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8.	Pay and Benefits:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
	pay is fair for the work I perform						
Ov	erall, I'm satisfied with this organization's benefits package	O	O	O	O	C	C
Spo	ecifically, I'm satisfied with the:						
An	ount of vacation (or Paid Time Off)	O	O	o	O	o	C
Sic	k leave policy	O	O	o	O	O	C
	ount of healthcare paid for						
Dei	ntal benefits	O	O	O	O	o	C
Vis	ion care benefits	O	O	o	O	O	C
Ret	irement plan benefits	O	O	O	O	o	
	e insurance benefits						
	ability benefits						
	tion reimbursement benefits						
9.	Overall feelings about your employment experience:	Disagree	Disagree		Agree	Agree	Not
		Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
Mo	st days, I look forward to going to work	O	O	o	O	O	C
Mν	iob provides me with a sense of meaning and purpose.	O	Q	🔾	Q	🔾	O
I ar	n proud to work for this organization	O	O	O	O	O	C
I fe	el this organization has created an environment						
	where I can do my best work.	O	O	O	O	C	C
	n willing to give extra effort to help this organization succeed	O	O	O	O	O	······
I pl	an to continue my career with this organization for				_		
_	at least two more years	Q	<u>O</u>	<u>O</u>	<u>O</u>	O	O
I w	ould recommend this organization's products/services to a frier	nd 🔾	O	•	O	•	
1 W	ould recommend working here to a friend	O	J	•	O	•	
NOTE: We recommend that you do not include your name or other identifying remarks in your responses to the two open-ended questions listed below. Please do not exceed the space provided below.						the two	
10. What does this organization do that makes it a place where people would want to work?							
11	What are this area in the discount of the second of the se		d		2		
	What can this organization do to increase your satisfaction	1 and pro	uuctivity as	ап етрі ———	oyee:		

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The following questions are for classification purposes only. They will not be used to identify any individual.

Please fill in only one response per question.

12.	How long have you worked for this organization?	17. Which of the following best describes your role?
13.	Less than one year	Executive (incl CEO, COO, CFO, Chrmn, Prez, Bd Mmbr, Prtnr, Owner) Senior Management (incl Exec VP, VP, Dir, Assoc . Dir)
14.	What is your gender?	18. In which department do you work?
15.	Female	Corporate Admin (Exec/HR/Legal/IT/Finance/Acctg) Research & Development O Sales & Marketing O Design & Product Development O
	Black or African-American	Purchasing/Supply Chain Mgmt
16.	Which is your job status? Full-Time	

Thank You for Your Participation!

For questions or comments, please email support@bestcompaniesgroup.com.