

REPORT PREPARED BY:

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Employee Benchmark Report

| | Percentage of Positive Responses Small Category | | Percentage of Positive Responses Medium Category | | Percentage of Positive Responses Large Category | | Percentage of Positive Responses All Categories | |
|--|--|---|---|--|--|---|--|----------------------------------|
| | All Small Category Participants | Small Category Companies that made the list | All Medium Category Participants | Medium Category Companies that made the list | All Large Category Participants | Large Category Companies that made the list | All Companies that participated | All Companies that made the list |
| LEADERSHIP AND PLANNING | | | | | | | | |
| I understand the long-term strategy of this organization | 93% | 95% | 90% | 94% | 90% | 92% | 90% | 93% |
| I have confidence in the leadership of this organization | 90% | 92% | 88% | 94% | 89% | 92% | 88% | 92% |
| The leaders of this organization care about employees' well being | 94% | 95% | 89% | 94% | 89% | 94% | 89% | 92% |
| There is adequate planning of corporate objectives | 87% | 90% | 83% | 90% | 82% | 89% | 83% | 87% |
| There is adequate follow-through of corporate objectives | 84% | 87% | 81% | 88% | 81% | 85% | 81% | 86% |
| There is adequate planning of departmental objectives | 88% | 90% | 84% | 89% | 82% | 86% | 83% | 87% |
| There is adequate follow-through of departmental objectives | 86% | 89% | 81% | 87% | 81% | 84% | 81% | 85% |
| The leaders of this organization are open to input from employees | 90% | 92% | 85% | 91% | 87% | 90% | 86% | 90% |
| Leadership and Planning - AVERAGE | 89% | 91% | 85% | 91% | 85% | 88% | 85% | 89% |
| CORPORATE CULTURE AND COMMUNICATIONS | | | | | | | | |
| This organization's corporate communications are frequent enough | 90% | 92% | 84% | 91% | 87% | 92% | 86% | 92% |
| This organization's corporate communications are detailed enough | 89% | 92% | 83% | 91% | 86% | 91% | 85% | 90% |
| I have a good understanding of how this organization is doing financially | 83% | 87% | 84% | 94% | 85% | 89% | 85% | 90% |
| I can trust what this organization tells me | 90% | 93% | 87% | 94% | 88% | 91% | 86% | 92% |
| This organization treats me like a person, not a number | 95% | 96% | 91% | 95% | 89% | 90% | 89% | 92% |
| This organization gives enough recognition for work that is well done | 89% | 91% | 81% | 88% | 78% | 82% | 80% | 84% |
| Staffing levels are adequate to provide quality products/services | 85% | 84% | 74% | 81% | 73% | 77% | 75% | 78% |
| Quality is a top priority with this organization | 97% | 98% | 89% | 93% | 89% | 92% | 90% | 93% |
| Safety is a top priority with this organization | 95% | 96% | 87% | 90% | 89% | 90% | 89% | 90% |
| I believe there is a spirit of cooperation at this organization | 95% | 95% | 87% | 94% | 87% | 90% | 88% | 91% |
| Employees are treated fairly here, regardless of race, gender, religion or sexual orientation | 95% | 94% | 92% | 95% | 92% | 94% | 92% | 95% |
| I like the people I work with at this organization | 98% | 98% | 94% | 97% | 94% | 96% | 94% | 96% |
| Changes that may affect me are communicated to me prior to implementation | 98% | 98% | 94% | 97% | 94% | 96% | 94% | 96% |
| Corporate Culture and Communications - AVERAGE | 92% | 93% | 87% | 92% | 87% | 90% | 87% | 91% |
| ROLE SATISFACTION | | | | | | | | |
| I like the type of work that I do | 93% | 93% | 87% | 91% | 90% | 91% | 89% | 91% |
| I am given enough authority to make decisions I need to make | 94% | 94% | 86% | 92% | 84% | 86% | 85% | 88% |
| I believe my job is secure | 96% | 96% | 95% | 97% | 94% | 95% | 94% | 95% |
| Deadlines at this organization are realistic | 76% | 77% | 66% | 73% | 66% | 69% | 66% | 71% |
| I feel I am valued at this organization | 85% | 89% | 59% | 65% | 61% | 63% | 60% | 64% |
| I feel part of a team working toward a shared goal | 87% | 90% | 78% | 82% | 78% | 78% | 78% | 81% |
| I am able to maintain a reasonable balance between work and my personal life | 90% | 92% | 85% | 90% | 84% | 86% | 85% | 88% |
| My job makes good use of my skills and abilities | 73% | 74% | 69% | 72% | 76% | 75% | 71% | 74% |
| I have a clear understanding of my job role | 92% | 94% | 88% | 94% | 88% | 90% | 88% | 91% |
| I understand the importance of my role to the success of the organization | 96% | 97% | 89% | 97% | 96% | 96% | 96% | 96% |
| Role Satisfaction - AVERAGE | 86% | 88% | 81% | 86% | 81% | 83% | 81% | 84% |
| WORK ENVIRONMENT | | | | | | | | |
| My physical working conditions are good | 97% | 97% | 90% | 92% | 92% | 93% | 91% | 93% |
| My general work area is adequately lit | 97% | 96% | 88% | 89% | 92% | 94% | 91% | 92% |
| My general work area is adequately heated/cooled | 91% | 92% | 75% | 80% | 85% | 88% | 82% | 85% |
| My general work area is adequately clean | 98% | 97% | 88% | 89% | 90% | 89% | 89% | 91% |
| There is adequate noise control to allow me to focus on my work | 88% | 90% | 78% | 80% | 82% | 83% | 81% | 82% |
| I feel physically safe in my work environment | 99% | 99% | 92% | 94% | 92% | 97% | 95% | 96% |
| Work Environment - AVERAGE | 95% | 95% | 85% | 87% | 89% | 91% | 88% | 90% |
| RELATIONSHIP WITH SUPERVISOR | | | | | | | | |
| My supervisor treats me fairly | 96% | 97% | 92% | 95% | 92% | 94% | 92% | 94% |
| My supervisor treats me with respect | 95% | 96% | 92% | 95% | 93% | 94% | 93% | 94% |
| My supervisor handles my work-related issues satisfactorily | 93% | 94% | 89% | 92% | 90% | 91% | 89% | 91% |
| My supervisor handles my personal issues satisfactorily | 94% | 95% | 87% | 89% | 86% | 87% | 87% | 88% |
| My supervisor acknowledges when I do my work well | 91% | 93% | 80% | 91% | 86% | 86% | 86% | 87% |
| My supervisor tells me when my work needs improvement | 90% | 91% | 87% | 86% | 86% | 88% | 87% | 89% |
| My supervisor is open to hearing my opinion or feedback | 92% | 94% | 88% | 91% | 91% | 93% | 90% | 92% |
| My supervisor helps me develop to my fullest potential | 86% | 89% | 79% | 83% | 80% | 82% | 80% | 82% |
| I can trust what my supervisor tells me | 93% | 95% | 87% | 90% | 88% | 89% | 88% | 90% |
| Relationship with Supervisor - AVERAGE | 92% | 93% | 88% | 91% | 88% | 89% | 88% | 90% |
| TRAINING AND DEVELOPMENT | | | | | | | | |
| This organization provided as much initial training as I needed | 83% | 85% | 72% | 77% | 77% | 80% | 76% | 80% |
| This organization provides as much ongoing training as I need | 87% | 88% | 76% | 84% | 80% | 83% | 79% | 83% |
| This organization provides the information, equipment and resources I need to do my job well | 93% | 94% | 85% | 89% | 85% | 89% | 86% | 89% |
| My company clearly tells me what is expected for advancement | 78% | 79% | 65% | 73% | 70% | 73% | 69% | 73% |
| I trust what the company tells me it takes to advance my career | 79% | 83% | 69% | 78% | 70% | 74% | 70% | 75% |
| This organization provides training or experiences to help me explore other opportunities within the company | 79% | 80% | 68% | 76% | 72% | 76% | 71% | 76% |
| There is room for me to advance at this organization | 79% | 80% | 68% | 76% | 72% | 76% | 71% | 76% |
| I trust that if I do good work, my company may increase my pay | 79% | 80% | 68% | 76% | 72% | 76% | 71% | 76% |
| I trust that if I do good work, my company may consider me for a promotion | 84% | 87% | 81% | 86% | 85% | 90% | 84% | 88% |
| Training and Development - AVERAGE | 80% | 82% | 70% | 78% | 74% | 78% | 73% | 78% |
| PAY AND BENEFITS | | | | | | | | |
| My pay is fair for the work I perform | 84% | 86% | 78% | 81% | 82% | 81% | 80% | 83% |
| Overall, I'm satisfied with this organization's benefits package | 96% | 97% | 92% | 95% | 92% | 94% | 92% | 94% |
| I'm satisfied with the amount of vacation or Paid Time Off | 95% | 95% | 92% | 95% | 93% | 94% | 93% | 94% |
| I'm satisfied with the sick leave policy | 93% | 94% | 89% | 90% | 90% | 91% | 89% | 91% |
| I'm satisfied with the amount of healthcare paid for | 94% | 95% | 87% | 89% | 86% | 87% | 87% | 88% |
| I'm satisfied with the dental benefits | 91% | 93% | 87% | 91% | 89% | 89% | 87% | 87% |
| I'm satisfied with the vision care benefits | 90% | 91% | 87% | 90% | 86% | 88% | 87% | 89% |
| I'm satisfied with the 401k or 403b plan | 92% | 94% | 88% | 91% | 91% | 93% | 90% | 92% |
| I'm satisfied with the retirement plan benefits | 86% | 89% | 79% | 83% | 80% | 82% | 80% | 82% |
| I'm satisfied with the life insurance benefits | 93% | 94% | 85% | 89% | 85% | 89% | 86% | 89% |
| I'm satisfied with the disability benefits | 79% | 79% | 65% | 73% | 70% | 73% | 69% | 73% |
| I'm satisfied with the tuition reimbursement benefits | 79% | 83% | 69% | 78% | 70% | 74% | 70% | 75% |
| Pay and Benefits - AVERAGE | 82% | 84% | 74% | 80% | 78% | 82% | 77% | 82% |
| OVERALL ENGAGEMENT | | | | | | | | |
| Overall, I am satisfied with this organization as an employer | 89% | 91% | 77% | 83% | 84% | 86% | 81% | 85% |
| I am willing to give extra effort to help my company succeed | 87% | 89% | 59% | 68% | 71% | 73% | 67% | 71% |
| I plan to continue my career with my company for at least 2 more years | 81% | 82% | 63% | 66% | 77% | 80% | 71% | 75% |
| I would recommend my company's products/services to a friend | 81% | 80% | 63% | 68% | 70% | 74% | 70% | 74% |
| I would recommend employment at this organization to a friend | 67% | 71% | 46% | 56% | 59% | 64% | 53% | 60% |
| Overall Engagement - AVERAGE | 86% | 87% | 76% | 81% | 80% | 83% | 79% | 82% |
| SURVEY AVERAGE | 88% | 89% | 81% | 86% | 83% | 86% | 82% | 86% |

*Numbers shown represent the percentage of respondents that answered "Agree Somewhat" and "Agree Strongly"