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- Deadlines at this organization are realistic.....○.....○.....○.....○.....○.....○.....○.....○
- I feel I am valued in this organization.....○.....○.....○.....○.....○.....○.....○.....○
- I feel part of a team working toward a shared goal.....○.....○.....○.....○.....○.....○.....○.....○
- I am able to maintain a reasonable balance between work and
my personal life○.....○.....○.....○.....○.....○.....○.....○
- My job makes good use of my skills and abilities○.....○.....○.....○.....○.....○.....○.....○
- I have a clear understanding of my job role.....○.....○.....○.....○.....○.....○.....○.....○
- I understand the importance of my role to the success of
the organization○.....○.....○.....○.....○.....○.....○.....○

5. Your work environment

- | | Disagree
Strongly | Disagree
Somewhat | Neutral | Agree
Somewhat | Agree
Strongly | Not
Applicable |
|-----------------------------------------------------------------------------------------------------------------|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My physical working conditions are good.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My general work area is adequately lit.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My general work area is adequately heated/cooled.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My general work area is adequately clean.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| There is adequate noise control to allow me to focus on my work.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| I feel physically safe in my work environment.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |

6. Your relationship with your immediate supervisor

- | | Disagree
Strongly | Disagree
Somewhat | Neutral | Agree
Somewhat | Agree
Strongly | Not
Applicable |
|-------------------------------------------------------------------------------------------------------------|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My supervisor treats me fairly.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor treats me with respect.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor handles my work-related issues satisfactorily.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor handles my personal issues satisfactorily.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor acknowledges when I do my work well.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor tells me when my work needs improvement.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor is open to hearing my opinion or feedback.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My supervisor helps me develop to my fullest potential.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| I feel I can trust what my supervisor tells me.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |

7. Training and development

- | | Disagree
Strongly | Disagree
Somewhat | Neutral | Agree
Somewhat | Agree
Strongly | Not
Applicable |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| This organization provided as much initial training as I needed.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| This organization provides as much ongoing training as I need.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| This organization provides enough information, equipment and
resources I need to do my job well.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| My company clearly tells me what is expected for advancement.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| I trust what the company tells me it takes to advance my career.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| This organization provides training or experiences to help me
explore other possible opportunities within the company.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| There is room for me to advance at this organization.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| I trust that if I do good work, my company may increase my pay.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| I trust that if I do good work, my company may consider me
for a promotion.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |

8. Pay and Benefits

- | | Disagree
Strongly | Disagree
Somewhat | Neutral | Agree
Somewhat | Agree
Strongly | Not
Applicable |
|------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|---------|-------------------|-------------------|-------------------|
| My pay is fair for the work I perform.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |
| Overall, I'm satisfied with this organization's benefits package.....○.....○.....○.....○.....○.....○.....○.....○ | ○ | ○ | ○ | ○ | ○ | ○ |

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Specifically, I'm satisfied with the:

	<u>Disagree Strongly</u>	<u>Disagree Somewhat</u>	<u>Neutral</u>	<u>Agree Somewhat</u>	<u>Agree Strongly</u>	<u>Not Applicable</u>
Amount of vacation (or Paid Time Off).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick leave policy.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of health care paid for.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision care benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
401k or 403b plan.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement plan benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition reimbursement benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. I am willing to give extra effort to help my company succeed. (Fill in one response)

<u>Disagree Strongly</u>	<u>Disagree Somewhat</u>	<u>Neutral</u>	<u>Agree Somewhat</u>	<u>Agree Strongly</u>	<u>Not Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. I plan to continue my career with my company for at least 2 more years. (Fill in one response)

<u>Disagree Strongly</u>	<u>Disagree Somewhat</u>	<u>Neutral</u>	<u>Agree Somewhat</u>	<u>Agree Strongly</u>	<u>Not Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. I would recommend my company's products / services to a friend. (Fill in one response)

<u>Disagree Strongly</u>	<u>Disagree Somewhat</u>	<u>Neutral</u>	<u>Agree Somewhat</u>	<u>Agree Strongly</u>	<u>Not Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. I would recommend employment at my company to a friend. (Fill in one response)

<u>Disagree Strongly</u>	<u>Disagree Somewhat</u>	<u>Neutral</u>	<u>Agree Somewhat</u>	<u>Agree Strongly</u>	<u>Not Applicable</u>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.

Please do not use symbols or characters such as (=,\$,%,@,!,\$,&,*,-,+)

13. What does this organization do that makes it a place where people would want to work?

14. What can this organization do to increase your satisfaction and productivity as an employee?

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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.

15. How long have you worked for this organization?

- 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
- Prefer not to answer

16. What is your age?

- Less than 21
- 21 - 25
- 26 - 35
- 36 - 45
- 46 - 55
- 56 - 65
- Above 65.....
- Prefer not to answer

17. What is your gender?

- Female
- Male
- Prefer not to answer

18. What is your ethnic background?

- Black or African-American
- Asian
- White or Caucasian
- Hispanic or Latino
- Native American (not Pacific Islander)
- Pacific Islander
- Bi-Racial or Multi-Racial
- Prefer not to answer

19. Which is your job status?

- Full-Time
- Part-Time

20. Which of the following best describes your role?

- Administrative/Clerical
- Executive/Partner
- Manager or Supervisor
- Production/Service
- Professional
- Other

21. In which department do you work?

- Collections.....
- Customer Service/Care/Support
- Marketing/Sales.....
- Human Resources
- Operations (HR,IT,Acctg,Finance,Legal-non collections) ...
- Other

Thank You for Your Participation!

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