**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.

1. **Overall, I am very satisfied with my employer**
   - Disagree Strongly
   - Disagree Somewhat
   - Neutral
   - Agree Somewhat
   - Agree Strongly
   - Not

   **How do you feel about each of the following specific matters? (Fill in a single response for each statement below)**

2. **This organization’s leadership:**
   - Disagree Strongly
   - Disagree Somewhat
   - Neutral
   - Agree Somewhat
   - Agree Strongly
   - Not

   I understand the long-term strategy of this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I have confidence in the leadership of this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   The leaders of this organization care about their employees’
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   Senior leaders live the core values of the organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   The leaders of this organization are open to input from employees
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

3. **The organization’s corporate culture and communications:**

   - Disagree Strongly
   - Disagree Somewhat
   - Neutral
   - Agree Somewhat
   - Agree Strongly
   - Not

   This organization’s corporate communications are frequent enough
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   This organization’s corporate communications are detailed enough
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   This organization effectively communicates its progress towards
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I have a good understanding of how this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I can trust what this organization tells me
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   This organization treats me like a person, not a number
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   This organization gives me enough recognition for work
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   that is well done
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   Staffing levels are adequate to provide quality products/services
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   Quality is a top priority with this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   Safety is a top priority with this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I believe there is a spirit of cooperation within this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   My employer enables a culture of diversity
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   This organization makes a strong effort to minimize discrimination
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I like the people I work with at this organization
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   At this organization, employees have fun at work
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   I feel I can express my honest opinions without fear of negative
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   consequences
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   Changes that may affect me are communicated to me prior
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not

   to implementation
   - Strongly
   - Somewhat
   - Neutral
   - Disagree
   - Agree
   - Not
### 4. Your role within this organization:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Somewhat Disagree</th>
<th>Neutral</th>
<th>Somewhat Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I like the type of work that I do ..................................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I am given enough authority to make decisions I need to make ..................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I believe my job is secure ....................................................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Deadlines at this organization are realistic ........................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I feel I am valued in this organization ............................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I feel part of a team working toward a shared goal ................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I am able to maintain a reasonable balance between work and my personal life</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My job makes good use of my skills and abilities ..................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have a clear understanding of my job role ......................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I understand the importance of my role to the success of the organization</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Most days, I feel I have made progress at work ...................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

### 5. Your work environment:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Somewhat Disagree</th>
<th>Neutral</th>
<th>Somewhat Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>My physical working conditions are good ..........................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My general work area is adequately heated/cooled ................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>There is adequate noise control to allow me to focus on my work .............</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My workspace has adequate privacy for me to do my job ..........................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I feel physically safe in my work environment ....................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

### 6. Your relationship with your immediate supervisor:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Somewhat Disagree</th>
<th>Neutral</th>
<th>Somewhat Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>My supervisor treats me fairly .......................................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor treats me with respect ..............................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor handles my work-related issues satisfactorily ....................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor handles my personal issues satisfactorily .......................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor acknowledges when I do my work well ................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor tells me when my work needs improvement ..........................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor is open to hearing my opinion or feedback ........................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My supervisor wants me to develop to my fullest potential ........................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I feel I can trust what my supervisor tells me ...................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

### 7. Training, development and resources:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Somewhat Disagree</th>
<th>Neutral</th>
<th>Somewhat Agree</th>
<th>Strongly Agree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>This organization provided as much initial training as I needed .............</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>This organization provides as much ongoing training as I need ...............</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>This organization provides the technology, equipment and resources I need to do my job well</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The computer or other hardware I use to do my job is dependable .............</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The software and program applications I use to do my job are adequate ........</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Technology issues are resolved in a timely manner ................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Technology issues affecting my work are communicated to me in a timely manner</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>This organization helps me pursue a career path that aligns with my skills and interests</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>This organization encourages me to develop professionally and/or acquire new skills</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>If I do good work, I will be rewarded .............................................</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
**Best Companies Group**

8. **Pay and Benefits:**

<table>
<thead>
<tr>
<th></th>
<th>Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Agree</th>
<th>Not</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly</td>
<td>Somewhat</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

My pay is fair for the work I perform .................................................................

Overall, I'm satisfied with this organization’s benefits package ................................

**Specifically, I’m satisfied with the:**

<table>
<thead>
<tr>
<th></th>
<th>Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Agree</th>
<th>Not</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly</td>
<td>Somewhat</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Amount of vacation (or Paid Time Off) ..............................................................

Sick leave policy .................................................................................................

Amount of healthcare paid for ............................................................................

Dental benefits ....................................................................................................

Vision care benefits ...........................................................................................

Retirement plan benefits .....................................................................................

Life insurance benefits .......................................................................................

Disability benefits ..............................................................................................

Tuition reimbursement benefits ............................................................................

9. **Overall feelings about your employment experience:**

<table>
<thead>
<tr>
<th></th>
<th>Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Agree</th>
<th>Not</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Strongly</td>
<td>Somewhat</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Most days, I look forward to going to work ............................................................

My job provides me with a sense of meaning and purpose ....................................

I am proud to work for this organization ..............................................................

I am willing to give extra effort to help this organization succeed .......................

I plan to continue my career with this organization for at least two more years ....

I would recommend this organization’s products/services to a friend ..................

I would recommend working here to a friend .........................................................

**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.

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

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

13. In what year were you born?
Example: 1990

14. What is your gender?
- Female .....................................................................
- Male ......................................................................
- Non-Binary ...........................................................
- Prefer not to answer .............................................

15. 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 ...........................................

16. Which is your job status?
- Full-Time ..........................................................
- Part-Time .........................................................

17. Which of the following best describes your role?
- Executive (CEO/President, VP, Director, etc.) .......
- Manager/Supervisor ...........................................
- Administrative/Clerical ......................................
- Professional/Salesperson/Analyst/Technician ....
- Production/Service ............................................
- Other .....................................................................

18. In which department do you work?
- Administration/Management ..............................
- Customer Service/Care/Support .........................
- Finance/Accounting ...........................................
- Human Resources .............................................
- Information Technology ....................................
- Marketing/Advertising ......................................
- Maintenance/Operations ..................................
- Production .......................................................
- Sales/Retail/Business Development ...................
- Other .....................................................................

Thank You for Your Participation!
For questions or comments, please email support@bestcompaniesgroup.com.