

Employee Demographic Report 2017

Prepared for: Company XYZ



| | OVERALL | | LENGTH OF SERVICE | | | | | AGE | | | | | 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 | less than 21 | 21 - 25 | 26 - 35 | 36 - 45 | 46 - 55 | 56 - 65 | Above 65 | 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 |
| | | | 29 | 18 | 36 | 12 | 11 | 3 | 19 | 43 | 22 | 13 | 6 | | | 54 | 52 | 2 | 5 | 75 | 17 | 2 | 5 | 101 | 5 | 14 | 6 | 41 | 11 | 23 | 11 | 10 | | 12 | 1 | 12 | 1 | 17 | 4 | 7 | 3 | 1 | 38 |
| Total number of responses: 106 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| LEADERSHIP AND PLANNING | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| I understand the long-term strategy of this organization | 95 | 1 | 97 | 89 | 97 | 100 | 91 | x | 84 | 100 | 100 | 92 | 100 | 0 | 96 | 94 | x | 100 | 100 | 88 | 0 | x | 60 | 95 | 100 | 93 | 100 | 98 | 82 | 96 | 100 | 90 | 0 | 92 | x | 100 | x | 100 | x | 57 | x | x | 100 |
| I have confidence in the leadership of this organization | 97 | 0 | 97 | 94 | 100 | 100 | 91 | x | 95 | 100 | 100 | 85 | 100 | 0 | 98 | 96 | x | 100 | 99 | 100 | 0 | x | 60 | 97 | 100 | 93 | 100 | 100 | 91 | 100 | 91 | 90 | 0 | 100 | x | 100 | x | 100 | x | 86 | x | x | 97 |
| The leaders of this organization care about their employees' well being | 95 | 1 | 97 | 89 | 100 | 92 | 91 | x | 95 | 95 | 100 | 85 | 100 | 0 | 96 | 94 | x | 100 | 97 | 94 | 0 | x | 60 | 95 | 100 | 86 | 100 | 98 | 91 | 100 | 91 | 80 | 0 | 100 | x | 100 | x | 94 | x | 86 | x | x | 97 |
| Senior leaders live the core values of the organization | 92 | 1 | 97 | 78 | 94 | 100 | 91 | x | 89 | 95 | 95 | 85 | 100 | 0 | 93 | 92 | x | 100 | 95 | 94 | 0 | x | 40 | 92 | 100 | 93 | 83 | 98 | 70 | 100 | 82 | 90 | 0 | 92 | x | 100 | x | 88 | x | 71 | x | x | 95 |
| There is adequate planning of departmental objectives | 89 | 5 | 86 | 83 | 97 | 73 | 91 | x | 95 | 86 | 91 | 77 | 100 | 0 | 89 | 88 | x | 100 | 87 | 100 | 0 | x | 60 | 88 | 100 | 86 | 83 | 95 | 73 | 87 | 91 | 70 | 0 | 92 | x | 83 | x | 88 | x | 86 | x | x | 95 |
| There is adequate follow-through of departmental objectives | 87 | 5 | 90 | 72 | 94 | 73 | 91 | x | 84 | 86 | 91 | 77 | 100 | 0 | 91 | 82 | x | 100 | 87 | 100 | 0 | x | 20 | 86 | 100 | 86 | 83 | 95 | 55 | 91 | 82 | 60 | 0 | 92 | x | 92 | x | 81 | x | 86 | x | x | 95 |
| The leaders of this organization are open to input from employees | 93 | 1 | 97 | 89 | 100 | 75 | 91 | x | 95 | 93 | 100 | 77 | 100 | 0 | 94 | 92 | x | 100 | 95 | 94 | 0 | x | 60 | 93 | 100 | 86 | 100 | 98 | 82 | 96 | 91 | 70 | 0 | 100 | x | 100 | x | 94 | x | 86 | x | x | 97 |
| Leadership and Planning - AVERAGE | 93 | 2 | 94 | 85 | 98 | 87 | 91 | x | 91 | 94 | 97 | 82 | 100 | 0 | 94 | 91 | 0 | 100 | 94 | 96 | 0 | 0 | 51 | 92 | 100 | 89 | 93 | 97 | 78 | 96 | 90 | 79 | 0 | 95 | 0 | 96 | 0 | 92 | 0 | 80 | 0 | 0 | 97 |
| CORPORATE CULTURE AND COMMUNICATIONS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| This organization's corporate communications are frequent enough | 92 | 3 | 93 | 83 | 100 | 83 | 91 | x | 95 | 95 | 100 | 77 | 100 | 0 | 93 | 92 | x | 100 | 95 | 88 | 0 | x | 60 | 93 | 80 | 86 | 100 | 98 | 82 | 96 | 82 | 70 | 0 | 100 | x | 100 | x | 94 | x | 71 | x | x | 95 |
| This organization's corporate communications are detailed enough | 93 | 1 | 93 | 83 | 100 | 92 | 91 | x | 84 | 98 | 100 | 77 | 100 | 0 | 94 | 92 | x | 100 | 95 | 100 | 0 | x | 60 | 94 | 80 | 79 | 100 | 98 | 91 | 96 | 91 | 60 | 0 | 100 | x | 100 | x | 94 | x | 86 | x | x | 97 |
| I have a good understanding of how this organization is doing financially | 94 | 0 | 97 | 83 | 97 | 100 | 91 | x | 84 | 100 | 100 | 85 | 100 | 0 | 93 | 96 | x | 100 | 97 | 88 | 0 | x | 80 | 95 | 80 | 86 | 100 | 95 | 91 | 100 | 91 | 90 | 0 | 100 | x | 100 | x | 94 | x | 57 | x | x | 97 |
| I can trust what this organization tells me | 96 | 0 | 97 | 94 | 97 | 100 | 91 | x | 95 | 98 | 100 | 85 | 100 | 0 | 96 | 96 | x | 100 | 97 | 100 | 0 | x | 60 | 96 | 100 | 93 | 100 | 98 | 91 | 100 | 91 | 90 | 0 | 100 | x | 100 | x | 94 | x | 86 | x | x | 97 |
| This organization treats me like a person, not a number | 95 | 1 | 97 | 100 | 97 | 92 | 82 | x | 89 | 100 | 100 | 85 | 83 | 0 | 96 | 94 | x | 100 | 97 | 94 | 0 | x | 60 | 95 | 100 | 93 | 100 | 95 | 91 | 96 | 100 | 80 | 0 | 100 | x | 100 | x | 100 | x | 71 | x | x | 100 |
| This organization gives me enough recognition for work that is well done | 87 | 4 | 97 | 72 | 92 | 83 | 73 | x | 84 | 91 | 91 | 69 | 83 | 0 | 89 | 85 | x | 100 | 88 | 88 | 0 | x | 60 | 86 | 100 | 79 | 83 | 90 | 73 | 91 | 70 | 0 | 83 | x | 100 | x | 100 | x | 71 | x | x | 89 | |
| Staffing levels are adequate to provide quality products/services | 83 | 9 | 90 | 78 | 89 | 67 | 73 | x | 68 | 88 | 91 | 69 | 100 | 0 | 85 | 81 | x | 100 | 84 | 88 | 0 | x | 40 | 84 | 60 | 86 | 83 | 83 | 73 | 91 | 73 | 80 | 0 | 83 | x | 100 | x | 76 | x | 71 | x | x | 84 |
| Quality is a top priority with this organization | 95 | 1 | 100 | 94 | 94 | 83 | 100 | x | 95 | 95 | 100 | 85 | 100 | 0 | 93 | 98 | x | 100 | 95 | 94 | 0 | x | 100 | 95 | 100 | 100 | 100 | 95 | 91 | 96 | 91 | 90 | 0 | 100 | x | 100 | x | 94 | x | 86 | x | x | 97 |
| Safety is a top priority with this organization | 93 | 0 | 97 | 89 | 97 | 82 | 91 | x | 89 | 98 | 95 | 77 | 100 | 0 | 94 | 92 | x | 100 | 93 | 94 | 0 | x | 80 | 94 | 80 | 86 | 83 | 98 | 91 | 96 | 91 | 90 | 0 | 92 | x | 100 | x | 94 | x | 71 | x | x | 97 |
| I believe there is a spirit of cooperation within this organization | 94 | 2 | 100 | 83 | 100 | 83 | 91 | x | 95 | 98 | 100 | 77 | 100 | 0 | 96 | 92 | x | 100 | 97 | 88 | 0 | x | 60 | 94 | 100 | 93 | 100 | 98 | 82 | 96 | 91 | 90 | 0 | 100 | x | 100 | x | 88 | x | 71 | x | x | 97 |
| My employer enables a culture of diversity | 98 | 1 | 100 | 94 | 100 | 92 | 100 | x | 95 | 100 | 100 | 92 | 100 | 0 | 100 | 96 | x | 100 | 99 | 100 | 0 | x | 80 | 98 | 100 | 100 | 100 | 100 | 91 | 96 | 100 | 90 | 0 | 100 | x | 100 | x | 94 | x | 100 | x | x | 100 |
| I like the people I work with at this organization | 98 | 1 | 100 | 94 | 100 | 92 | 100 | x | 95 | 100 | 100 | 92 | 100 | 0 | 100 | 96 | x | 100 | 99 | 100 | 0 | x | 80 | 98 | 100 | 100 | 100 | 100 | 91 | 96 | 100 | 90 | 0 | 100 | x | 100 | x | 94 | x | 100 | x | x | 100 |
| At this organization, employees have fun at work | 95 | 2 | 98 | 96 | 98 | 85 | 91 | x | 94 | 98 | 95 | 86 | 100 | 0 | 85 | 96 | x | 100 | 97 | 88 | 0 | x | 60 | 96 | 100 | 86 | 100 | 95 | 91 | 100 | 91 | 80 | 0 | 100 | x | 100 | x | 94 | x | 71 | x | x | 89 |
| I feel I can express my honest opinions without fear of negative consequences | 95 | 2 | 98 | 96 | 98 | 85 | 91 | x | 94 | 98 | 95 | 86 | 100 | 0 | 85 | 96 | x | 100 | 97 | 88 | 0 | x | 60 | 96 | 100 | 86 | 100 | 95 | 91 | 100 | 91 | 80 | 0 | 100 | x | 100 | x | 94 | x | 71 | x | x | 89 |
| Changes that may affect me are communicated to me prior to implementation | 95 | 2 | 98 | 96 | 98 | 85 | 91 | x | 94 | 98 | 95 | 86 | 100 | 0 | 85 | 96 | x | 100 | 97 | 88 | 0 | x | 60 | 96 | 100 | 86 | 100 | 95 | 91 | 100 | 91 | 80 | 0 | 100 | x | 100 | x | 94 | x | 71 | x | x | 89 |
| Corporate Culture and Communications - AVERAGE | 94 | 2 | 97 | 89 | 97 | 87 | 90 | x | 90 | 97 | 97 | 82 | 98 | 0 | 92 | 93 | x | 100 | 95 | 92 | 0 | x | 67 | 94 | 92 | 89 | 97 | 95 | 87 | 97 | 91 | 82 | 0 | 97 | x | 100 | x | 93 | x | 77 | x | x | 95 |
| ROLE SATISFACTION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| I like the type of work that I do | 92 | 5 | 90 | 83 | 97 | 92 | 100 | x | 84 | 93 | 100 | 92 | 100 | 0 | 93 | 92 | x | 100 | 92 | 100 | 0 | x | 60 | 94 | 60 | 86 | 100 | 100 | 64 | 100 | 82 | 80 | 0 | 100 | x | 100 | x | 88 | x | 100 | x | x | 95 |
| I am given enough authority to make decisions I need to make | 94 | 3 | 93 | 94 | 97 | 92 | 91 | x | 89 | 95 | 100 | 85 | 100 | 0 | 96 | 92 | x | 100 | 95 | 100 | 0 | x | 60 | 95 | 80 | 86 | 100 | 98 | 91 | 96 | 91 | 90 | 0 | 100 | x | 92 | x | 88 | x | 86 | x | x | 97 |
| I believe my job is secure | 91 | 2 | 93 | 78 | 94 | 100 | 82 | x | 79 | 95 | 100 | 85 | 67 | 0 | 91 | 90 | x | 100 | 93 | 94 | 0 | x | 60 | 91 | 80 | 71 | 83 | 95 | 91 | 96 | 91 | 60 | 0 | 92 | x | 100 | x | 94 | x | 86 | x | x | 95 |
| Deadlines at this organization are realistic | 88 | 4 | 100 | 67 | 86 | 83 | 100 | x | 84 | 84 | 95 | 85 | 100 | 0 | 87 | 88 | x | 80 | 88 | 88 | 0 | x | 80 | 87 | 100 | 93 | 83 | 85 | 91 | 87 | 91 | 90 | 0 | 92 | x | 83 | x | 82 | x | 86 | x | x | 87 |
| I feel I am valued in this organization | 92 | 1 | 93 | 94 | 97 | 75 | 82 | x | 89 | 93 | 100 | 85 | 83 | 0 | 89 | 94 | x | 100 | 92 | 94 | 0 | x | 60 | 92 | 80 | 86 | 100 | 95 | 82 | 91 | 91 | 70 | 0 | 100 | x | 92 | x | 100 | x | 71 | x | x | 97 |
| I feel part of a team working toward a shared goal | 92 | 1 | 93 | 83 | 97 | 92 | 91 | x | 84 | 98 | 95 | 77 | 100 | 0 | 93 | 92 | x | 100 | 95 | 94 | 0 | x | 60 | 92 | 100 | 86 | 100 | 95 | 91 | 91 | 91 | 60 | 0 | 100 | x | 100 | x | 100 | x | 71 | x | x | 95 |
| I am able to maintain a reasonable balance between work and my personal life | 92 | 5 | 90 | 83 | 97 | 92 | 100 | x | 84 | 93 | 100 | 92 | 100 | 0 | 93 | 92 | x | 100 | 92 | 100 | 0 | x | 60 | 94 | 60 | 86 | 100 | 100 | 64 | 100 | 82 | 80 | 0 | 100 | x | 100 | x | | | | | | |

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| | % 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 | less than 21 | 21 - 25 | 26 - 35 | 36 - 45 | 46 - 55 | 56 - 65 | Above 65 | 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: 106 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TRAINING, DEVELOPMENT AND RESOURCES | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| This organization provided as much initial training as I needed | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| This organization provides as much ongoing training as I need | 82 | 4 | 79 | 82 | 86 | 83 | 73 | x | 79 | 83 | 91 | 69 | 83 | 0 | 83 | 80 | x | 100 | 78 | 94 | 0 | x | 60 | 82 | 80 | 79 | 100 | 85 | 82 | 77 | 73 | 70 | 0 | 92 | x | 91 | x | 88 | x | 88 | x | x | 79 |
| This organization provides the technology, equipment and resources I need to do my job well | 91 | 3 | 93 | 72 | 100 | 83 | 91 | x | 79 | 95 | 95 | 77 | 100 | 0 | 93 | 88 | x | 100 | 92 | 100 | 0 | x | 60 | 90 | 100 | 93 | 83 | 88 | 73 | 87 | 91 | 70 | 0 | 83 | x | 92 | x | 100 | x | 86 | x | x | 95 |
| The computer or other hardware I use to do my job is dependable | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| The software and program applications I use to do my job are adequate | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| Technology issues are resolved in a timely manner | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| Technology issues affecting my work are communicated to me in a timely manner | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| I understand what is expected for career advancement | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| I am encouraged to explore growth or advancement opportunities within the organization | 74 | 10 | 67 | 61 | 86 | 67 | 82 | x | 56 | 71 | 95 | 69 | 83 | 0 | 74 | 74 | x | 100 | 73 | 82 | 0 | x | 20 | 74 | 80 | 69 | 100 | 88 | 64 | 61 | 50 | 60 | 0 | 91 | x | 50 | x | 82 | x | 71 | x | x | 76 |
| There is room for me to advance at this organization | 91 | 3 | 93 | 72 | 100 | 83 | 91 | x | 79 | 95 | 95 | 77 | 100 | 0 | 93 | 88 | x | 100 | 92 | 100 | 0 | x | 60 | 90 | 100 | 93 | 83 | 98 | 73 | 87 | 91 | 70 | 0 | 83 | x | 92 | x | 100 | x | 86 | x | x | 95 |
| I trust that if I do good work, I will be considered for a promotion | 88 | 4 | 100 | 67 | 86 | 83 | 100 | x | 84 | 84 | 95 | 85 | 100 | 0 | 87 | 88 | x | 80 | 88 | 88 | 0 | x | 80 | 87 | 100 | 93 | 83 | 85 | 91 | 87 | 91 | 90 | 0 | 92 | x | 83 | x | 82 | x | 86 | x | x | 87 |
| Training, Development and Resources - AVERAGE | 79 | 7 | 77 | 66 | 85 | 86 | 79 | x | 63 | 79 | 93 | 76 | 88 | 0 | 80 | 78 | x | 98 | 79 | 90 | 0 | x | 36 | 79 | 85 | 82 | 95 | 85 | 69 | 74 | 66 | 65 | 0 | 86 | x | 78 | x | 79 | x | 75 | x | x | 81 |
| PAY AND BENEFITS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| My pay is fair for the work I perform | 76 | 18 | 79 | 61 | 86 | 67 | 73 | x | 63 | 77 | 91 | 69 | 67 | 0 | 78 | 75 | x | 100 | 77 | 76 | 0 | x | 40 | 76 | 80 | 71 | 67 | 80 | 45 | 83 | 91 | 40 | 0 | 92 | x | 83 | x | 65 | x | 57 | x | x | 87 |
| Overall, I'm satisfied with this organization's benefits package | 89 | 1 | 92 | 72 | 97 | 92 | 82 | x | 83 | 91 | 95 | 85 | 83 | 0 | 90 | 88 | x | 100 | 89 | 94 | 0 | x | 60 | 90 | 67 | 79 | 83 | 92 | 91 | 91 | 90 | 90 | 0 | 92 | x | 100 | x | 65 | x | 86 | x | x | 97 |
| I'm satisfied with the amount of vacation (or Paid Time Off) | 89 | 1 | 88 | 78 | 94 | 92 | 91 | x | 78 | 90 | 100 | 85 | 100 | 0 | 88 | 90 | x | 100 | 91 | 81 | 0 | x | 60 | 90 | 67 | 79 | 100 | 92 | 80 | 95 | 80 | 90 | 0 | 100 | x | 91 | x | 71 | x | 57 | x | x | 97 |
| I'm satisfied with the sick leave policy | 89 | 1 | 96 | 78 | 91 | 83 | 91 | x | 83 | 90 | 91 | 85 | 100 | 0 | 90 | 88 | x | 100 | 92 | 81 | 0 | x | 60 | 90 | 67 | 79 | 83 | 87 | 91 | 100 | 89 | 90 | 0 | 92 | x | 100 | x | 69 | x | 71 | x | x | 94 |
| I'm satisfied with the amount of healthcare paid for | 74 | 9 | 69 | 61 | 80 | 92 | 73 | x | 53 | 74 | 91 | 77 | 83 | 0 | 76 | 73 | x | 100 | 74 | 88 | 0 | x | 20 | 74 | 80 | 79 | 100 | 80 | 64 | 70 | 55 | 60 | 0 | 83 | x | 75 | x | 69 | x | 71 | x | x | 76 |
| I'm satisfied with the dental benefits | 76 | 18 | 79 | 61 | 86 | 67 | 73 | x | 63 | 77 | 91 | 69 | 67 | 0 | 78 | 75 | x | 100 | 77 | 76 | 0 | x | 40 | 76 | 80 | 71 | 67 | 80 | 45 | 83 | 91 | 40 | 0 | 92 | x | 83 | x | 65 | x | 57 | x | x | 87 |
| I'm satisfied with the vision care benefits | 88 | 1 | 92 | 69 | 94 | 89 | 82 | x | 86 | 87 | 100 | 70 | 80 | 0 | 89 | 86 | x | 100 | 85 | 100 | 0 | x | 50 | 88 | 67 | 79 | 100 | 85 | 91 | 94 | 88 | 89 | 0 | 100 | x | 100 | x | 58 | x | 86 | x | x | 91 |
| I'm satisfied with the retirement plan benefits | 82 | 4 | 79 | 82 | 86 | 83 | 73 | x | 79 | 83 | 91 | 69 | 83 | 0 | 83 | 80 | x | 100 | 78 | 94 | 0 | x | 60 | 82 | 80 | 79 | 100 | 85 | 82 | 77 | 73 | 70 | 0 | 92 | x | 91 | x | 88 | x | 71 | x | x | 79 |
| I'm satisfied with the life insurance benefits | 88 | 4 | 100 | 67 | 86 | 83 | 100 | x | 84 | 84 | 95 | 85 | 100 | 0 | 87 | 88 | x | 80 | 88 | 88 | 0 | x | 80 | 87 | 100 | 93 | 83 | 85 | 91 | 87 | 91 | 90 | 0 | 92 | x | 83 | x | 82 | x | 86 | x | x | 87 |
| I'm satisfied with the disability benefits | 92 | 2 | 97 | 89 | 86 | 92 | 100 | x | 95 | 84 | 100 | 92 | 100 | 0 | 91 | 92 | x | 100 | 91 | 88 | 0 | x | 100 | 91 | 100 | 79 | 100 | 90 | 100 | 96 | 91 | 90 | 0 | 92 | x | 92 | x | 94 | x | 100 | x | x | 89 |
| I'm satisfied with the tuition reimbursement benefits | 90 | 5 | 97 | 83 | 89 | 75 | 100 | x | 84 | 88 | 95 | 85 | 100 | 0 | 91 | 88 | x | 100 | 89 | 88 | 0 | x | 80 | 89 | 100 | 86 | 83 | 93 | 82 | 91 | 91 | 70 | 0 | 92 | x | 100 | x | 100 | x | 86 | x | x | 92 |
| Pay and Benefits - AVERAGE | 85 | 6 | 88 | 73 | 89 | 83 | 85 | x | 77 | 84 | 95 | 79 | 88 | 0 | 85 | 84 | x | 98 | 85 | 87 | 0 | x | 59 | 89 | 81 | 79 | 88 | 86 | 78 | 88 | 84 | 74 | 0 | 92 | x | 90 | x | 75 | x | 86 | x | x | 89 |
| OVERALL ENGAGEMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Overall, I am very satisfied with my employer | 92 | 3 | 93 | 83 | 94 | 92 | 100 | x | 84 | 98 | 91 | 85 | 100 | 0 | 93 | 92 | x | 100 | 95 | 88 | 0 | x | 60 | 92 | 100 | 100 | 83 | 95 | 82 | 91 | 91 | 80 | 0 | 92 | x | 92 | x | 94 | x | 86 | x | x | 95 |
| Most days, I look forward to going to work | 90 | 5 | 97 | 83 | 89 | 75 | 100 | x | 84 | 88 | 95 | 85 | 100 | 0 | 91 | 88 | x | 100 | 89 | 88 | 0 | x | 80 | 89 | 100 | 86 | 83 | 93 | 82 | 91 | 91 | 70 | 0 | 92 | x | 92 | x | 100 | x | 86 | x | x | 92 |
| My job provides me with a sense of meaning and purpose | 91 | 2 | 93 | 78 | 94 | 100 | 82 | x | 79 | 95 | 100 | 85 | 67 | 0 | 91 | 90 | x | 100 | 93 | 94 | 0 | x | 60 | 91 | 80 | 71 | 83 | 95 | 91 | 96 | 91 | 60 | 0 | 92 | x | 100 | x | 94 | x | 86 | x | x | 95 |
| I am proud to work for this organization | 90 | 5 | 97 | 83 | 89 | 75 | 100 | x | 84 | 88 | 95 | 85 | 100 | 0 | 91 | 88 | x | 100 | 89 | 88 | 0 | x | 80 | 89 | 100 | 86 | 83 | 93 | 82 | 91 | 91 | 70 | 0 | 92 | x | 92 | x | 100 | x | 86 | x | x | 92 |
| I feel this organization has created an environment where I can do my best work | 90 | 5 | 97 | 83 | 89 | 75 | 100 | x | 84 | 88 | 95 | 85 | 100 | 0 | 91 | 88 | x | 100 | 89 | 88 | 0 | x | 80 | 89 | 100 | 86 | 83 | 93 | 82 | 91 | 91 | 70 | 0 | 92 | x | 92 | x | 100 | x | 86 | x | x | 92 |
| I am willing to give extra effort to help this organization succeed | 90 | 5 | 97 | 83 | 89 | 75 | 100 | x | 84 | 88 | 95 | 85 | 100 | 0 | 91 | 88 | x | 100 | 89 | 88 | 0 | x | 80 | 89 | 100 | 86 | 83 | 93 | 82 | 91 | 91 | 70 | 0 | 92 | x | 92 | x | 100 | x | 86 | x | x | 92 |
| I plan to continue my career with this organization for at least two more years | 91 | 2 | 93 | 78 | 94 | 100 | 82 | x | 79 | 95 | 100 | 85 | 67 | 0 | 91 | 90 | x | 100 | 93 | 94 | 0 | x | 60 | 91 | 80 | 71 | 83 | 95 | 91 | 96 | 91 | 60 | 0 | 92 | x | 100 | x | 94 | x | 86 | x | x | 95 |
| I would recommend this organization's products/services to a friend | 94 | 1 | 96 | 83 | 94 | 100 | 100 | x | 84 | 97 | 95 | 92 | 100 | 0 | 96 | 92 | x | 80 | 96 | 94 | 0 | x | 80 | 95 | 80 | 93 | 83 | 95 | 91 | 100 | 88 | 100 | 0 | 92 | x | 100 | x | 88 | x | 86 | x | x | 94 |
| I would recommend working here to a friend | 94 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |