

REPORT PREPARED BY:

**Best Companies Group**▶▶▶

1500 Paxton Street • Harrisburg, PA 17104  
 phone 717.909.1570 • fax 717.236.6803 • www.bestcompaniesgroup.com

# Employee Demographic Report

Prepared for: **XYZ Company**

	OVERALL		LENGTH OF SERVICE					AGE						GENDER		ETHNIC BACKGROUND						STATUS		JOB ROLE						DEPARTMENT											
	% Agreement	% Disagreement	Less than 1 year	1 to less than 2 years	2 to less than 5 years	5 to less than 10 years	10 or more years	Younger than 21	21 - 25	26 - 35	36 - 45	46 - 55	56 - 65	Above 65	Female	Male	Black or African-American	Asian	Caucasian	Hispanic / Latino	Native American	Pacific Islander	Multi-Racial / Bi-Racial	Full-Time	Part-Time	Partner	Senior Manager	Manager	Senior Associate	Associate	Administrative/Support	Other	Audit	Tax	Consulting	Administrative (non-exempt)	Firm Management (exempt)	Other			
<b>Number of responses TOTAL=106</b>			<b>29</b>	<b>18</b>	<b>36</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>19</b>	<b>43</b>	<b>22</b>	<b>13</b>	<b>6</b>	<b>54</b>	<b>52</b>	<b>2</b>	<b>5</b>	<b>75</b>	<b>17</b>	<b></b>	<b>2</b>	<b>5</b>	<b>101</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>30</b>	<b>11</b>	<b>11</b>	<b>23</b>	<b>11</b>	<b>10</b>	<b>38</b>	<b>12</b>	<b>1</b>	<b>12</b>	<b>1</b>				
<b>LEADERSHIP AND PLANNING</b>																																									
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	100	96	100	90	100	92	x	100	x			
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	91	100	91	90	97	100	x	100	x			
The leaders of this organization care about 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	91	100	91	80	97	100	x	100	x			
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	82	100	82	90	95	92	x	100	x			
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	91	87	91	70	95	92	x	83	x			
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	82	91	82	60	95	92	x	92	x			
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	91	96	91	70	97	100	x	100	x			
<b>Leadership and Planning - AVERAGE</b>	<b>93</b>	<b>2</b>	<b>94</b>	<b>85</b>	<b>98</b>	<b>87</b>	<b>91</b>	<b>x</b>	<b>91</b>	<b>94</b>	<b>97</b>	<b>82</b>	<b>100</b>	<b>0</b>	<b>94</b>	<b>91</b>	<b>0</b>	<b>100</b>	<b>94</b>	<b>96</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>92</b>	<b>100</b>	<b>89</b>	<b>93</b>	<b>97</b>	<b>78</b>	<b>90</b>	<b>96</b>	<b>90</b>	<b>79</b>	<b>97</b>	<b>95</b>	<b>0</b>	<b>96</b>	<b>0</b>			
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>																																									
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	82	96	82	70	95	100	x	100	x			
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	91	96	91	60	97	100	x	100	x			
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	91	100	91	90	97	100	x	100	x			
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	91	100	91	90	97	100	x	100	x			
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	100	96	100	80	100	100	x	100	x			
This organization gives 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	91	70	89	83	x	100	x				
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	73	91	73	80	84	83	x	100	x			
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	91	96	91	90	97	100	x	100	x			
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	91	96	91	90	97	92	x	100	x			
I believe there is a spirit of cooperation at 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	91	96	91	90	97	100	x	100	x			
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	100	96	100	90	100	100	x	100	x			
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	100	96	100	90	100	100	x	100	x			
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	91	100	91	80	89	100	x	100	x			
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	91	100	91	80	89	100	x	100	x			
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	91	100	91	80	89	100	x	100	x			
<b>Corporate Culture and Communications - AVERAGE</b>	<b>94</b>	<b>2</b>	<b>97</b>	<b>89</b>	<b>97</b>	<b>87</b>	<b>90</b>	<b>x</b>	<b>90</b>	<b>97</b>	<b>97</b>	<b>82</b>	<b>98</b>	<b>0</b>	<b>92</b>	<b>93</b>	<b>x</b>	<b>100</b>	<b>95</b>	<b>92</b>	<b>0</b>	<b>x</b>	<b>67</b>	<b>94</b>	<b>92</b>	<b>89</b>	<b>97</b>	<b>95</b>	<b>87</b>	<b>91</b>	<b>97</b>	<b>91</b>	<b>82</b>	<b>95</b>	<b>97</b>	<b>x</b>	<b>100</b>	<b>x</b>			
<b>ROLE SATISFACTION</b>																																									
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	82	100	82	80	95	100	x	100	x			
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	91	96	91	90	97	100	x	92	x			
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	91	96	91	60	95	92	x	100	x			
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	91	87	91	90	87	92	x	83	x			
I feel I am valued at 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	91	70	97	100	x	92	x			
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	91	60	95	100	x	100	x			
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	82	100	82	80	95	100	x	100	x			
My job makes good use of my skills and abilities	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													

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<b>Number of responses TOTAL=106</b>			<b>29</b>	<b>18</b>	<b>36</b>	<b>12</b>	<b>11</b>	<b>3</b>	<b>19</b>	<b>43</b>	<b>22</b>	<b>13</b>	<b>6</b>	<b>54</b>	<b>52</b>	<b>2</b>	<b>5</b>	<b>75</b>	<b>17</b>			<b>2</b>	<b>5</b>	<b>101</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>30</b>	<b>11</b>	<b>11</b>	<b>23</b>	<b>11</b>	<b>10</b>	<b>38</b>	<b>12</b>	<b>1</b>	<b>12</b>	<b>1</b>		
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>																																								
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	55	70	55	60	76	83	x	75	x		
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	73	77	73	70	79	92	x	91	x		
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	98	73	91	87	91	70	95	83	x	92	x		
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	55	70	55	60	76	83	x	75	x		
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	55	70	55	60	76	83	x	75	x		
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	55	70	55	60	76	83	x	75	x		
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	55	70	55	60	76	83	x	75	x		
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	55	70	55	60	76	83	x	75	x		
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	50	61	50	60	76	91	x	50	x		
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	91	87	91	70	95	83	x	92	x		
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	91	87	91	90	87	92	x	83	x		
<b>Training, Development and Resources - AVERAGE</b>	<b>79</b>	<b>7</b>	<b>77</b>	<b>66</b>	<b>85</b>	<b>86</b>	<b>79</b>	<b>x</b>	<b>63</b>	<b>79</b>	<b>93</b>	<b>76</b>	<b>88</b>	<b>0</b>	<b>80</b>	<b>78</b>	<b>x</b>	<b>98</b>	<b>79</b>	<b>90</b>	<b>0</b>	<b>x</b>	<b>36</b>	<b>79</b>	<b>85</b>	<b>82</b>	<b>95</b>	<b>85</b>	<b>69</b>	<b>66</b>	<b>74</b>	<b>66</b>	<b>65</b>	<b>81</b>	<b>86</b>	<b>x</b>	<b>78</b>	<b>x</b>		
<b>PAY AND BENEFITS</b>																																								
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	91	83	91	40	87	92	x	83	x		
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	90	91	90	90	97	92	x	100	x		
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	80	95	80	90	97	100	x	91	x		
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	89	100	89	90	94	92	x	100	x		
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	55	70	55	60	76	83	x	75	x		
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	91	83	91	40	87	92	x	83	x		
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	88	94	88	89	91	100	x	100	x		
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	73	77	73	70	79	92	x	91	x		
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	91	87	91	90	87	92	x	83	x		
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	91	96	91	90	89	92	x	92	x		
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	91	70	92	92	x	92	x		
<b>Pay and Benefits - AVERAGE</b>	<b>85</b>	<b>6</b>	<b>88</b>	<b>73</b>	<b>89</b>	<b>83</b>	<b>85</b>	<b>x</b>	<b>77</b>	<b>84</b>	<b>95</b>	<b>79</b>	<b>88</b>	<b>0</b>	<b>85</b>	<b>84</b>	<b>x</b>	<b>98</b>	<b>85</b>	<b>87</b>	<b>0</b>	<b>x</b>	<b>59</b>	<b>85</b>	<b>81</b>	<b>79</b>	<b>88</b>	<b>86</b>	<b>78</b>	<b>84</b>	<b>88</b>	<b>84</b>	<b>74</b>	<b>89</b>	<b>92</b>	<b>x</b>	<b>90</b>	<b>x</b>		
<b>OVERALL ENGAGEMENT</b>																																								
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	91	80	95	92	x	92	x		
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	91	70	92	92	x	92	x		
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	91	96	91	60	95	92	x	100	x		
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	91	70	92	92	x	92	x		
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	91	70	92	92	x	92	x		
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	91	70	92	92	x	92	x		
I plan to continue my career with this organization for at least 2 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	91	96	91	60	95	92	x	100	x		
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	88	100	88	100	94	92	x	100	x		
I would recommend working here to a friend	94	0	97	89																																				