

## Employee Benchmark Report

### Best Companies Group▶▶▶

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	Percentage of Positive Responses Small Category		Percentage of Positive Responses Medium Category		Percentage of Positive Responses Large Category		Percentage of Positive Responses All Categories	
	Small Category dealerships that made the list	Small Category dealerships not on the list	Medium Category dealerships that made the list	Medium Category dealerships not on the list	Large Category dealerships that made the list	Large Category dealerships not on the list	All dealerships that made the list	All dealerships not on the list
<b>LEADERSHIP AND PLANNING</b>								
Understand the long-term strategy of this dealership	96%	84%	93%	84%	90%	87%	92%	86%
I have confidence in the leadership of this dealership	96%	82%	93%	81%	91%	85%	92%	81%
The leaders of this dealership care about employees' well being	96%	85%	94%	80%	92%	82%	93%	82%
Senior leaders live the core values of the dealership	94%	78%	91%	76%	88%	82%	89%	80%
There is adequate planning of departmental objectives	94%	74%	90%	77%	86%	81%	88%	79%
There is adequate follow-through of departmental objectives	92%	72%	90%	77%	85%	81%	87%	79%
The leaders of this dealership are open to input from employees	95%	85%	92%	80%	90%	79%	90%	80%
<b>Leadership and Planning - AVERAGE</b>	<b>95%</b>	<b>80%</b>	<b>92%</b>	<b>79%</b>	<b>89%</b>	<b>83%</b>	<b>90%</b>	<b>81%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>								
This dealership's corporate communications are frequent enough	93%	79%	93%	79%	90%	85%	91%	83%
This dealership's corporate communications are detailed enough	94%	78%	92%	77%	88%	84%	90%	81%
I have a good understanding of how this dealership is doing financially	88%	82%	89%	75%	88%	79%	89%	78%
I can trust what this dealership tells me	95%	81%	92%	78%	91%	80%	92%	80%
This dealership treats me like a person, not a number	97%	87%	95%	82%	92%	80%	93%	81%
This dealership gives enough recognition for work that is well done	93%	80%	90%	77%	87%	76%	89%	76%
Staffing levels are adequate to provide quality products/services	92%	74%	86%	69%	79%	71%	82%	70%
Quality is a top priority with this dealership	96%	91%	94%	83%	93%	85%	93%	84%
Safety is a top priority with this dealership	95%	87%	95%	84%	94%	89%	94%	87%
I believe there is a spirit of cooperation at this dealership	98%	89%	94%	82%	92%	80%	93%	82%
My employer enables a culture of diversity	98%	88%	95%	87%	96%	86%	95%	86%
I like the people I work with at this dealership	97%	90%	96%	91%	96%	90%	96%	90%
At this dealership, employees have fun at work	92%	76%	87%	71%	86%	76%	86%	74%
I feel I can express my honest opinions without fear of negative consequences	92%	76%	87%	71%	85%	76%	86%	74%
Changes that may affect me are communicated to me prior to implementation	92%	82%	97%	71%	89%	76%	89%	74%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>94%</b>	<b>82%</b>	<b>91%</b>	<b>79%</b>	<b>89%</b>	<b>81%</b>	<b>90%</b>	<b>80%</b>
<b>ROLE SATISFACTION</b>								
I like the type of work that I do	96%	91%	95%	92%	95%	94%	95%	93%
I am given enough authority to make decisions I need to make	96%	87%	94%	87%	92%	87%	93%	87%
I believe my job is secure	92%	85%	89%	79%	88%	79%	88%	79%
Deadlines at this dealership are realistic	94%	80%	91%	78%	93%	82%	86%	81%
I feel I am valued in this dealership	94%	85%	93%	80%	93%	80%	90%	80%
I feel part of a team working toward a shared goal	95%	84%	92%	84%	91%	85%	92%	85%
I am able to maintain a reasonable balance between work and my personal life	89%	75%	80%	81%	84%	84%	86%	82%
My job makes good use of my skills and abilities	94%	84%	92%	86%	91%	88%	92%	87%
I have a clear understanding of my job role	97%	88%	95%	91%	95%	93%	95%	92%
I understand the importance of my role to the success of the dealership	97%	87%	97%	91%	94%	93%	95%	92%
Most days, I feel I have made progress at work	97%	87%	96%	91%	94%	93%	95%	92%
<b>Role Satisfaction - AVERAGE</b>	<b>95%</b>	<b>85%</b>	<b>93%</b>	<b>85%</b>	<b>91%</b>	<b>87%</b>	<b>92%</b>	<b>86%</b>
<b>WORK ENVIRONMENT</b>								
My physical working conditions are good	97%	96%	96%	94%	96%	91%	96%	93%
My general work area is adequately heated/cooled	96%	88%	93%	87%	93%	88%	93%	88%
There is adequate noise control to allow me to focus on my work	96%	88%	91%	84%	90%	89%	91%	87%
My workspace has adequate privacy for me to do my job	95%	98%	95%	91%	95%	94%	95%	92%
I feel physically safe in my work environment	99%	98%	98%	95%	98%	94%	98%	95%
<b>Work Environment - AVERAGE</b>	<b>97%</b>	<b>94%</b>	<b>95%</b>	<b>91%</b>	<b>95%</b>	<b>91%</b>	<b>95%</b>	<b>91%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>								
My supervisor treats me fairly	98%	88%	96%	90%	94%	90%	95%	90%
My supervisor treats me with respect	98%	87%	96%	90%	94%	91%	95%	91%
My supervisor handles my work-related issues satisfactorily	97%	84%	95%	88%	92%	88%	93%	88%
My supervisor handles my personal issues satisfactorily	97%	84%	89%	89%	91%	89%	91%	89%
My supervisor acknowledges when I do my work well	96%	83%	94%	86%	91%	86%	92%	86%
My supervisor tells me when my work needs improvement	95%	90%	94%	90%	93%	91%	93%	90%
My supervisor is open to hearing my opinion or feedback	97%	86%	94%	88%	93%	88%	93%	88%
My supervisor helps me develop to my fullest potential	94%	79%	90%	82%	87%	82%	89%	82%
I can trust what my supervisor tells me	95%	81%	94%	84%	91%	84%	92%	84%
<b>Relationship with Supervisor - AVERAGE</b>	<b>96%</b>	<b>85%</b>	<b>94%</b>	<b>87%</b>	<b>92%</b>	<b>88%</b>	<b>93%</b>	<b>87%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>								
This dealership provided as much initial training as I needed	89%	70%	87%	75%	85%	81%	86%	78%
This dealership provides as much ongoing training as I need	92%	77%	90%	77%	88%	82%	89%	80%
This dealership provides enough technology, equipment and resources I need to do my job well	95%	84%	94%	84%	92%	86%	93%	85%
The computer or other hardware I use to do my job is dependable	86%	70%	81%	67%	79%	72%	81%	70%
The software and program applications I use to do my job are adequate	85%	73%	84%	71%	80%	74%	82%	73%
Technology issues are resolved in a timely manner	90%	77%	88%	73%	82%	72%	85%	72%
Technology issues affecting my work are communicated to me in a timely manner	85%	73%	84%	71%	80%	74%	82%	73%
I understand what is expected for career advancement	89%	80%	85%	73%	83%	73%	84%	73%
I am encouraged to explore other growth or advancement opportunities within the dealership	86%	70%	86%	67%	79%	72%	81%	70%
There is room for me to advance at this dealership	85%	73%	82%	72%	82%	73%	82%	72%
I trust that if I do good work, I will be considered for a promotion	87%	74%	84%	70%	80%	70%	82%	70%
<b>Training, Development and Resources - AVERAGE</b>	<b>88%</b>	<b>75%</b>	<b>86%</b>	<b>73%</b>	<b>83%</b>	<b>75%</b>	<b>84%</b>	<b>74%</b>
<b>PAY AND BENEFITS</b>								
My pay is fair for the work I perform	86%	72%	85%	71%	83%	69%	84%	70%
Overall, I'm satisfied with this dealership's benefits package	89%	87%	91%	75%	92%	80%	92%	78%
Amount of vacation or Paid Time Off	91%	85%	90%	80%	92%	82%	92%	81%
Sick leave policy	92%	90%	90%	83%	91%	76%	91%	77%
Amount of healthcare paid for	89%	88%	90%	75%	88%	78%	89%	77%
Dental benefits	88%	86%	89%	75%	89%	80%	89%	79%
Vision care benefits	88%	81%	90%	75%	89%	80%	89%	78%
Retirement plan benefits	81%	80%	86%	72%	86%	74%	82%	74%
Life insurance benefits	83%	81%	88%	73%	90%	79%	89%	77%
Disability benefits	82%	80%	88%	72%	89%	78%	88%	76%
Tuition reimbursement benefits	78%	63%	79%	58%	81%	67%	80%	63%
<b>Pay and Benefits - AVERAGE</b>	<b>86%</b>	<b>81%</b>	<b>88%</b>	<b>73%</b>	<b>88%</b>	<b>77%</b>	<b>88%</b>	<b>75%</b>
<b>OVERALL EMPLOYEE ENGAGEMENT</b>								
Overall, I am very satisfied with my employer	94%	76%	91%	78%	91%	83%	91%	81%
Most days, I look forward to going to work	92%	80%	89%	76%	91%	78%	91%	77%
I am proud to work for this dealership	89%	88%	90%	85%	89%	78%	89%	77%
I feel this dealership has created an environment where I can do my best work	88%	86%	89%	75%	89%	80%	89%	79%
I am willing to give extra effort to help this dealership succeed	99%	91%	98%	93%	97%	95%	98%	94%
I plan to continue my career with this dealership for at least two more years	91%	76%	91%	82%	90%	89%	90%	86%
I would recommend this dealership's products / services to a friend	98%	90%	99%	90%	99%	91%	98%	90%
I would recommend working here to a friend	95%	82%	93%	82%	93%	87%	93%	85%
<b>Overall Employee Engagement - AVERAGE</b>	<b>93%</b>	<b>84%</b>	<b>92%</b>	<b>81%</b>	<b>92%</b>	<b>85%</b>	<b>92%</b>	<b>84%</b>
<b>SURVEY AVERAGE</b>	<b>93%</b>	<b>83%</b>	<b>91%</b>	<b>81%</b>	<b>90%</b>	<b>83%</b>	<b>91%</b>	<b>82%</b>

\*Numbers shown represent the percentage of respondents that answered "Agree Somewhat" and "Agree Strongly". \*\*Please note that the employer categories represented in the actual report will be based on the final ranking list for each program.