Best Companies Group▶▶▶

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.

		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
1. Overall, I am very satisfied with my employer						
How do you feel about each of the following specific matters?	? (Fill in a	single respo	nse for ea	nch statemei	nt below)	
2. This organization's leadership and planning:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization I have confidence in the leadership of this organization						
The leaders of this organization care about their employees' well being						
Senior leaders live the core values of the organization	Q	Q	0	O	O	O
The leaders of this organization are open to input from employee	esO	0	O	O	O	C
3. The organization's corporate culture and communication		e Disagree		∆ gree	Agree	Not
		Somewhat				
This organization's corporate communications are frequent enough this organization's corporate communications are detailed enough have a good understanding of how this organization						
is doing financially	O	O	O	•	O	O
This organization treats me like a person, not a number	O	O	O	O	O	·······
that is well done						
Quality is a top priority with this organization	O	O	O	O	C	C
I believe there is a spirit of cooperation within this organization. My employer enables a culture of diversity	O	O	O	O	C	C
I like the people I work with at this organization	O	O	O	O	O	C
I feel I can express my honest opinions without fear of negative consequences.						
Changes that may affect me are communicated to me prior		\circ				\circ

Best Companies Group

I like the type of work that I do. I am given enough authority to make decisions I need to make. O.O.O.O.O.O.O.O.O.O.O.O.O.O.O.O.O.O.
lam given enough authority to make decisions I need to make
Deadlines at this organization are realistic
Deadlines at this organization are realistic. O. I feel part of a team working toward a shared goal O.
feel am valued in this organization
I am able to maintain a reasonable balance between work and my personal life
I am able to maintain a reasonable balance between work and my personal life
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
the organization
Most days, I feel I have made progress at work. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable My physical working conditions are good. My general work area is adequately heated/cooled. My general work area is adequately heated/cooled. My workspace has adequate privacy for me to do my job. I feel physically safe in my work environment. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable My workspace has adequate privacy for me to do my job. My workspace has adequate privacy for me to do my job. My workspace has adequate privacy for me to do my job. My workspace has adequate privacy for me to do my job. My workspace has adequate privacy for me to do my job. My workspace has adequate privacy for me to do my job. My superviscable with your immediate supervisor: Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly 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 is open to hearing my opinion or feedback. My supervisor helps me develop to my fullest potential. My supervisor helps me develop to my fullest potential. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable. This organization provided as much initial training as I needed. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable. This organization provides as much ongoing training as I needed. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable. This organization provides as much ongoing training as I needed. Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable.
Disagree Disagree Strongly Somewhat Strongly Applicable
Strongly Somewhat Neutral Somewhat Strongly Applicable My physical working conditions are good
Strongly Somewhat Neutral Somewhat Strongly Applicable My physical working conditions are good
My physical working conditions are good
My general work area is adequately heated/cooled There is adequate noise control to allow me to focus on my work My workspace has adequate privacy for me to do my job I feel physically safe in my work environment Disagree Strongly Somewhat My supervisor treats me fairly My supervisor treats me with respect My supervisor treats me with respect My supervisor handles my work-related issues satisfactorily My supervisor handles my personal issues satisfactorily My supervisor tells me when my work needs improvement My supervisor tells me when my work needs improvement My supervisor helps me develop to my fullest potential This organization provided as much initial training as I needed This organization provides the technology, equipment and resources I need to do my job well O O O O O O O O O O O O
There is adequate noise control to allow me to focus on my work
My workspace has adequate privacy for me to do my job
6. Your relationship with your immediate supervisor: Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable
6. Your relationship with your immediate supervisor: Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable
My supervisor treats me fairly
My supervisor treats me fairly
My supervisor treats me fairly
My supervisor treats me with respect
My supervisor handles my work-related issues satisfactorily O O O O O O O O O O O O O O O O O O O
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 O
My supervisor is open to hearing my opinion or feedback
My supervisor helps me develop to my fullest potential
7. Training, development and resources: Disagree Disagree Somewhat Neutral This organization provided as much initial training as I needed. This organization provides as much ongoing training as I need. This organization provides the technology, equipment and resources I need to do my job well.
7. Training, development and resources: Disagree Disagree Strongly Somewhat Neutral Somewhat Neutral Somewhat Strongly Applicable This organization provided as much initial training as I needed
Strongly Somewhat Neutral Somewhat Strongly Applicable This organization provided as much initial training as I needed
Strongly Somewhat Neutral Somewhat Strongly Applicable This organization provided as much initial training as I needed
This organization provided as much initial training as I needed
This organization provides as much ongoing training as I need
This organization provides as much ongoing training as I need
resources I need to do my job well
resources I need to do my job well
The computer or other hardware I use to do my job is dependable O
The software and program applications I use to do my job are
adequate
Technology issues are resolved in a timely manner
Technology issues affecting my work are communicated to me
in a timely manner
I understand what is expected for career advancement
I understand what is expected for career advancement
I am encouraged to explore growth or advancement opportunities within the organization

Best Companies Group

8.	Pay and Benefits:		Disagree Somewhat		Agree Somewhat		Not <u>Applicable</u>	
	pay is fair for the work I performerall, I'm satisfied with this organization's benefits package							
Spe	ecifically, I'm satisfied with the:							
Am	ount of vacation (or Paid Time Off)	O	O	o	O	o	C	
Sic	k leave policy	O	O	O	O	O	C	
Am	ount of health care paid for	O	O	O	O	C	O	
Dei	ntal benefits	O	O	O	O	O	C	
Vis	ion care benefits	O	C	O	O	O	C	
Ret	irement plan benefits	o	O	O	O	O	C	
Life	e insurance benefits	O	O	O	O	O	C	
Dis	ability benefits	o	O	O	O	O	C	
Tui	tion reimbursement benefits	O	O	O	O	O	C	
9.	Overall feelings about your employment experience:	Disagree Strongly	Disagree Somewhat	<u>Neutral</u>	Agree Somewhat	Agree Strongly	Not Applicable	
Mo	st days, I look forward to going to work							
My	job provides me with a sense of meaning and purpose	O	O	0	O	O	C	
	n proud to work for this organization	0	O	O	O	C	C	
I fe	el this organization has created an environment where I can do my best work			\circ	\circ	\circ	\circ	
Lar	n willing to give extra effort to help this organization succeed							
I pl	an to continue my career with this organization for							
	at least two more years	O	C	C	C	C	C	
I w	ould recommend this organization's products/services to a frier	nd 🔾	O	•	O	O	O	
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. Please do not use symbols or characters such as (=,\$,%,@,!,\$,&,*,_,+)								
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?								
								

Best Companies Group

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 organizat	ion?	16.	Which is your job status?	
	Less than one year	C		Full-Time	···········
	One year to less than two years	O		Part-Time	O
	Two years to less than five years	C			
	Five years to less than ten years	C	17.	Which of the following best describes your r	ole?
	Ten years or more	C		Administrative/Clerical	\circ
	Prefer not to answer	O		Executive/Partner	
				Manager or Supervisor	
13.	What is your age?			Production/Service	
	Less than 21	.		Professional	
	21 - 25	C		Other	
	26 - 35	C		Other	
	36 - 45	C		10	
	46 - 55	C			
	56 - 65	C			
	Above 65	C			
	Prefer not to answer	O			
14.	What is your gender?	0	18.	In which department do you work?	
	Female	······		Customer Service/Care/Support	C
	Male	C		Development/Fundraising	C
	Prefer not to answer	C		Finance/Accounting	C
15.	W			Human Resources	······
15.	What is your ethnic background?			Information Technology	C
	Black or African-American	C		Legal	C
	Asian	C		Marketing/Advertising	C
	White or Caucasian	C		Maintenance/Operations	C
	Hispanic or Latino	C		Production	C
	Native American (not Pacific Islander)	C		Research & Development	C
	Pacific Islander	C		Sales/Retail/Business Development	C
	Bi-Racial or Multi-Racial	.		Other	·······

Thank You for Your Participation!

Prefer not to answer.......

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