## 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	<u>Neutral</u>	Agree Somewhat	Agree Strongly	Not Applicable
1. Overall, I am very satisfied with my employer	O	C	<b>o</b>	0	O	·······
How do you feel about each of the following specific matters?	(Fill in a s	single respo	nse for ea	ich stateme	nt below)	
2. This organization's leadership:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization	O	O	O	O	<b>O</b>	C
The leaders of this organization care about their employees' well being	O	O	<b>O</b>	O	•	O
3. The organization's corporate culture and communications	:					
		Disagree Somewhat		Agree Somewhat		Not Applicable
This organization's corporate communications are frequent enough this organization's corporate communications are detailed enough this organization effectively communicates its progress towards	gh O	O	O	O	<b>O</b>	O
meeting departmental goals	<b>9</b>	<b>J</b>	O		0	······
I can trust what this organization tells me  This organization treats me like a person, not a number	<b>O</b>	O	<b>O</b>	<b>O</b>	O	O
This organization gives me enough recognition for work that is well done	<b>O</b>	O	O	<b>O</b>	<b>O</b>	C
Quality is a top priority with this organization	<b>O</b>	O	O	<b>O</b>	<b>O</b>	C
My employer enables a culture of diversity	Oon	O	O	O	O	O
I like the people I work with at this organization	O	O	O	O	<b>C</b>	······
consequences		O				O

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4.	Your role within this organization;	_	_		Agree	_	
		<u>Strongly</u>	<u>Somewhat</u>	<u>Neutral</u>	Somewhat	<u>Strongly</u>	<u>Applicable</u>
I lik	te the type of work that I do	O	🔾	O	O	O	O
	n given enough authority to make decisions I need to make						
	lieve my job is secure						
	adlines at this organization are realistic						
	el I am valued in this organization						
I fe	el part of a team working toward a shared goal	Q	O	0	•	O	Q
	n able to maintain a reasonable balance between work and						
1 411	my personal life	$\circ$	$\circ$	O		$\circ$	0
$M_{V}$	job makes good use of my skills and abilities	0	O	O	O	O	······
I ha	we a clear understanding of my job role	0	•	O	O	0	9
Lun	derstand the importance of my role to the success of						
1 un	the organization	0		$\circ$	0		$\circ$
Mo	st days, I feel I have made progress at work	O		<b>3</b>	\ <u>\</u>		
IVIO	st days, I feel I have made progress at work			•		🔾	
5	Your work environment:	Disagree	Disagree		Agree	Agree	Not
٥.	Tour work chairment.				Somewhat		
My	physical working conditions are good	O	<b>O</b>	<b>9</b>	O	<u>o</u>	<b>o</b>
My	general work area is adequately heated/cooled	O	. <b></b>	O	<u>o</u>	O	<b>o</b>
The	ere is adequate noise control to allow me to focus on my work.	Q	Q	<b>Y</b>	<u>o</u>	<b>O</b>	<b>O</b>
My	workspace has adequate privacy for me to do my job	O	<u>O</u>	O	<u>o</u>	<u>O</u>	O
I fe	el physically safe in my work environment	O	O	O	O	O	O
6.	Your relationship with your immediate supervisor:				Agree		Not
					Somewhat		
My	supervisor treats me fairly	0	🔾	O	<b>O</b>	O	C
My	supervisor treats me with respect	Q	<b>O</b>	O	O	O	O
	supervisor handles my work-related issues satisfactorily						
My	supervisor handles my personal issues satisfactorily	O	<b>O</b>	O	O	O	O
	supervisor acknowledges when I do my work well						
	supervisor tells me when my work needs improvement						
	supervisor is open to hearing my opinion or feedback						
Mv	supervisor wants me to develop to my fullest potential	O	🔾	•	O	O	O
I fe	el I can trust what my supervisor tells me	O	🔾	•	O	O	O
7.	Training, development and resources:	Disagree	Disagree		Agree	Agree	Not
	<b>S</b> ,, <b>I</b>			Neutral	Somewhat	_	
Th:		• •				• •	
	s organization provided as much initial training as I needed						
Ini	s organization provides as much ongoing training as I need	O	<b>J</b>	•	<b>J</b>	•	J
1 m	s organization provides the technology, equipment and	$\circ$	$\circ$	$\circ$		$\circ$	$\circ$
701	resources I need to do my job well	<b>9</b>	9	9	9	9	
I ne	e computer or other hardware I use to do my job is dependable	•	🔾	🔾	<b>O</b>	<b>9</b>	<b>O</b>
701							
The	e software and program applications I use to do my job are					$\sim$	
	e software and program applications I use to do my job are adequate	<b>.</b>	<b>O</b>	<u>O</u>	<u>O</u>	O	O
Tec	e software and program applications I use to do my job are adequatehnology issues are resolved in a timely manner	<b>.</b>	<b>O</b>	O	O	O	O
Tec	e software and program applications I use to do my job are adequate	O	O	O	O	<b>O</b>	·······
Tec Tec	e software and program applications I use to do my job are adequate	O	O	O	O	<b>O</b>	·······
Tec Tec	e software and program applications I use to do my job are adequate	O	O	•	O	O	······································
Tec Tec Thi	e software and program applications I use to do my job are adequate	O	O	•	O	O	······································

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acquire new skills	O	O	<b>O</b>	O	O	C
If I do good work, I will be rewarded	O	C	<b>O</b>	O	O	C
8. Pay and Benefits:		Disagree			Agree	
	Strongly	Somewhat	<u>Neutral</u>	Somewhat	Strongly	<u>Applicable</u>
My pay is fair for the work I perform						
Overall, I'm satisfied with this organization's benefits package	<b>O</b>	O	O	O	<b>O</b>	C
Specifically, I'm satisfied with the:			A			
Amount of vacation (or Paid Time Off)	<b>O</b>	C	O	0	O	C
Sick leave policy						
Amount of healthcare paid for	O	<b>Ø</b>	O	O	O	O
Dental benefits						
Vision care benefits	_					
Retirement plan benefits						
Life insurance benefits						
Disability benefits	O		O	O	<b>o</b>	<b>o</b>
Tuition reimbursement benefits	O	O	O	O	O	O
9. Overall feelings about your employment experience:	Diggarage	Diagonas	•	Agree	A 0m20	Not
9. Overan reenings about your employment experience:				Somewhat		
Most days, I look forward to going to work						
My job provides me with a sense of meaning and purpose	O		3		0	
I am proud to work for this organization	0	<b>O</b>	O	O	•	O
I feel this organization has created an environment						
I feel this organization has created an environment where I can do my best work	Q	O	O	O	<b>C</b>	O
I am willing to give extra effort to help this organization succeed	Ó	C	O	O	<b>C</b>	O
I plan to continue my career with this organization for at least two more years		$\sim$	$\circ$		$\circ$	
at least two more years  I would recommend this organization's products/services to a frie	O	O	<b>O</b>	O	•	O
I would recommend this organization's products/services to a friend	ena O	O	•		0	0
I would recommend working here to a menda		·······	······		, <b>J</b>	
NOTE: We recommend that you do not include your name	e or other	identifying	remarks	in your rest	onses to t	he two
open-ended questions listed below. Please		• 0				
10. What does this organization do that makes it a place when	re people v	would want	to work?			
11. What can this organization do to increase your satisfaction	n and pro	ductivity as	an empl	oyee?		
						<del></del>

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?	17.	Which of the following best describes your role?
	Less than one year  One year to less than two years	•	Administrators (Security Officer/Administrative Staff/Administrative Services (Lawyer/Legal Advisor/Accountant/HR))
	Two years to less than five years		Customer Intake or Service Representative/Budtender (Adult Use/Recreational)/Patient Consultant (Medical)
	Ten years or more		(Haur ess recreament) under essential (Heurelle)
	Prefer not to answer		General Manager/Assistant General Manager
			Marketing/PR/Communications
13.	In what year were you born?		Operations
			Compliance
	Example: 1990		Pharmacist/Registered Nurse
14	What is your gender?		Senior Executive
14.	what is your gender:		Supply Chain/Purchasing/Inventory Management O
	Female	0	
	Male	O 18.	In which department do you work?
	Non-Binary	0	Management & Operations
	Prefer not to answer	0	Retail/Customer-Facing
15.	What is your ethnic background?	4	
	Black or African-American		
	Asian		
	White or Caucasian	O	
	Hispanic or Latino	O	
	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	•	

Thank You for Your Participation!

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