

Benchmark Reporting

COMPARE YOUR RESULTS TO THOSE OF YOUR PEERS

A complete benchmark report includes not only levels of agreement with all questions on the standard Employee Engagement & Satisfaction Survey, but also reporting on HR practices and policies within any given Best Places to Work program, geography, or industry.

For questions and orders, contact reports@bestcompaniesgroup.com

REPORT PREPARED BY:		Percentage of Positive Responses Small Category (25 - 249 U.S. Employees)		Per
Best Companies Group▶▶▶		Small Category Companies that made the list	Small Category Companies not on the list	Mediun Compani th
1500 Paxton Street • Harrisburg, PA 17104 phone 717.909.1570 • fax 717.236.6803 • www.bestcompaniesgroup.com				
LEADERSHIP AND PLANNING				
9	I understand the long-term strategy of this organization	92%	84%	
10	I have confidence in the leadership of this organization	91%	79%	
11	The leaders of this organization care about employees' well being	91%	77%	
12	Senior leaders live the core values of the organization	90%	77%	
13	There is adequate planning of departmental objectives	88%	73%	
14	There is adequate follow-through of departmental objectives	87%	71%	
15	The leaders of this organization are open to input from employees	89%	75%	
Leadership and Planning - AVERAGE		90%	77%	
CORPORATE CULTURE AND COMMUNICATIONS				
18	This organization's corporate communications are frequent enough	91%	78%	
19	This organization's corporate communications are detailed enough	91%	77%	
20	I have a good understanding of how this organization is doing financially	86%	70%	
21	I can trust what this organization tells me	88%	74%	
22	This organization treats me like a person, not a number	91%	78%	
23	This organization gives enough recognition for work that is well done	87%	69%	
24	Staffing levels are adequate to provide quality products/services	84%	64%	
25	Quality is a top priority with this organization	92%	80%	
26	Safety is a top priority with this organization	94%	84%	
27	I believe there is a spirit of cooperation at this organization	92%	78%	
28	My employer enables a culture of diversity	93%	84%	
29	I like the people I work with at this organization	96%	92%	
30	At this organization, employees have fun at work	91%	78%	
31	I feel I can express my honest opinions without fear of negative consequences	83%	68%	
32	Changes that may affect me are communicated to me prior to implementation	83%	65%	
Corporate Culture and Communications - AVERAGE		90%	76%	
ROLE SATISFACTION				
35	I like the type of work that I do	97%	96%	
36	I am given enough authority to make decisions I need to make	93%	85%	
37	I believe my job is secure	87%	77%	
38	Deadlines at this organization are realistic	92%	80%	
39	I feel I am valued in this organization	90%	77%	
40	I feel part of a team working toward a shared goal	92%	82%	
41	I am able to maintain a reasonable balance between work and my personal life	92%	80%	
EESB Benchmark		ER Benchmark	(+)	

Best Companies Group▶▶▶

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REPORT PREPARED BY:	Employer Benchmark Summary		
Best Companies Group▶▶▶	Averaged Responses Small Category (25 - 249 U.S. Employees)		Average Medium Category (250 - 999 U.S. Employees)
1500 Paxton Street • Harrisburg, PA 17104 phone 717.909.1570 • fax 717.236.6803 • www.bestcompaniesgroup.com	Small Category Companies that made the list	Small Category Companies not on the list	Medium Category Companies that made the list
Q12d: How many years has your highest ranking official/CEO been in this position within the organization?	9.1	7.3	7.1
Q36: Does your organization offer any employee bonus or incentive programs?	88%	83%	100%
Q37: Do you offer bonuses to employees who refer new hires?	63%	44%	68%
Q40: Do you offer a retirement savings program such as a 401(k), 403(b) or 457 plan?	100%	100%	100%
Q40b: If yes, do you match employee contributions to an employee's retirement savings plan account?	94%	75%	100%
42: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (employee)			
Employer pays 100% of premium	24%	22%	11%
Employer pays 75% - 99% of premium	53%	61%	89%
Employer pays 50% - 74% of premium	24%	14%	0%
Employer pays 25% - 49% of premium	0%	3%	0%
Employer pays less than 25% of premium	0%	0%	0%
This benefit not offered	0%	0%	0%
42: For each of the following benefits, indicate what percentage of the premium (cost of the benefit) is paid for by the employer: Medical coverage (dependents)			

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