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.

Overall, I am very satisfied with my employer	Strongly		<u>Neutral</u>	Agree Somewhat		
How do you feel about each of the following specific matters?	? (Fill in a	single respo	onse for ea	ach statemei	nt below)	
2. This organization's role in Diversity, Equity, and Inclusion	_	- /////		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	<u>Strongly</u>	<u>Applicable</u>
The leadership of this organization demonstrates that diversity,						
equity and inclusion are important through their actions						
The leaders of this organization are open to input from employee	esO	O	0	O	O	······
I can trust what this organization tells me	O	O	O	O	O	O
All employees are treated fairly by this organization regardless of	of					
their background	0		\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}
This organization's policies and procedures discourage discrimination	0	0	\circ	\circ	\circ	\circ
I believe this organization will take appropriate action in					•	
response to incidents of discrimination			\circ	\circ	\circ	\circ
This organization provides an environment for the free and open			······		•	
This organization provides an environment for the free and open		\circ	\circ	\circ	\circ	\circ
expression of ideas, opinions and beliefs						
This organization makes a strong effort to minimize discriminati	on •	O	O	🔾	•	O

3. The organization's corporate culture and communications:

•	Disagree Strongly	Disagree Somewhat	Neutral	Agree Somewhat	Agree Strongly	Not Applicable
This organization treats me like a person, not a number						
This organization deats me mee a person, not a number This organization gives me enough recognition for work		·······	•		🔾	
that is well done	O	O	O	O	O	O
I believe there is a spirit of cooperation within this organization	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}
I like the people I work with at this organization	O	O	O	O	O	······
I like the people I work with at this organization	O	O	O	C	O	······
Tieer I can express my nonest opinions without lear of negative						
consequences.	O	O	O	O	O	O
Changes that may affect me are communicated to me prior to implementation	\circ	\circ	\circ	0	\circ	\circ
My employer enables a culture of diversity	0	O	•	3	•	
A diverse and inclusive environment can enhance		J	•		•	
the company's profitability	\mathbf{O}	\mathbf{O}	\mathbf{O}	\mathbf{O}	O	\circ
Employees of different backgrounds are encouraged						
Employees of different backgrounds are encouraged to apply for higher positions	O	O	o	O	O	······
This organization accommodates persons with special needs	O	O	O	O	O	·····
Getting to know people with racial/ethnic backgrounds different from my own has been easy at this company						
different from my own has been easy at this company	O	O	O	O	O	······
Employees of different backgrounds interact well in this company	yO	O	O	O	O	O
At this company, employees appreciate others whose race/ethnicity is different from their own					_	
race/ethnicity is different from their own			3		•	O
This company is making progress with diversity initiatives		o	•	3	•	
This company respects individuals and values their differences		·····	0		•	
This company does a good job of retaining an ethnically diverse			•	🔰	🔾	
This company does a good job of retaining an ethnically diverse group of employees.	O	Ö	O	O	O	O
g						
4. Your role within this organization:				Agree		
				Somewhat		
I believe my job is secure	O	O	O	O	C	O
I feel I am valued in this organization	Q	<u>O</u>	O	Q	O	o
I feel part of a team working toward a shared goal	O	O	O	O	O	O
I am able to maintain a reasonable balance between work and my personal life	\sim	\circ	\sim	\sim	\sim	\circ
Most days, I feel I have made progress at work	0	O	•	3	•	
Wost days, I feel I have made progress at work		J	•	🥥	•	
5. Work Environment:	Disagree	Disagree		Agree	Agree	Not
				Somewhat	_	<u>Applicable</u>
This organization accommodates persons with special needs	0	\mathbf{O}	\mathbf{O}	\mathbf{O}	0	0
I feel part of a team working toward a shared goal						
I am able to maintain a reasonable balance between work and						
my personal life	O	O	O	O	O	C
Most days, I feel I have made progress at work	O	O	O	C	C	C

6.	Your relationship with your immediate supervisor:				Agree Somewhat		Not
My	supervisor treats me fairly	O	<u>3</u>	O	O	O	O
My	supervisor treats me with respect	O	3	O	O	O	O
My	supervisor handles diversity matters in accordance	_		_			
	with company policies	O	<u>3</u>	O	O	O	O
My	supervisor is sensitive to diversity issues	o	<u>9</u>	O	<u>O</u>	O	O
I fe	el I can trust what my supervisor tells me	O	O	O	3	O	O
7.	Pay, Performance and Career Advancement	Disagree Strongly	Disagree Somewhat	<u>Neutral</u>	Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
Μv	pay is fair for the work I perform						
I fe	el like my work is rewarded commensurate with my peers	0	Q	0	Q	O	O
IfI	do good work, I will be rewarded	0	Q	0	Q	O	O
Pro	motion and review results are transparent at this company	Q	O	🔾	······································	•	O
	n confident that promotion decisions are based on merit						
I be	elieve I receive fair consideration for promotions	0	0	····	Q	O	O
	s organization provides ongoing diversity, equity and inclusion training						
Thi	s organization helps me pursue a career path that aligns with my skills and interests						
Thi	s organization encourages me to develop professionally and/or						
	s organization encourages me to develop professionally and/or acquire new skills			O	O	O	O
Mv	career path is not affected by my ethnicity	O	O	O		O	
•							
8.	Overall feelings about your employment experience:	Disagree	Disagree	NT . 1	Agree	Agree	Not
					Somewhat		
Mo	st days, I look forward to going to work	O	O	O	O	O	.
My	job provides me with a sense of meaning and purpose	0	O	O	O	O	O
I an	n proud to work for this organization	O	O	O	O	O	C
I fe	el this organization has created an environment where I can do my best work		\circ	\circ	\circ		\circ
т	where I can do my best work	J	9	9	9	•	
1 an	n willing to give extra effort to help this organization succeed.	J	J	J	J	•	
ı pi	an to continue my career with this organization for at least two more years	\circ	\sim	\sim	\circ	\circ	\sim
т	at least two more years	J	<u>J</u>	9	•	•	
	ould recommend this organization's products/services to a frie						
I W	ould 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.

9.	What does this organization do that demonstrates that it is making a strong effort in the areas of diversity, equity and inclusion?
10.	What more should this organization do to ensure that it is committed to diversity, equity and inclusion?

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.

11. How long have you worked for this organization?	2 16	. Which of the following best describes your role?	
Less than one year	.O	Executive (CEO/President, VP, Director, etc.)	О.
One year to less than two years	.O	Manager/Supervisor	O .
Two years to less than five years	O	Administrative/Clerical	O .
Five years to less than ten years	.O	Professional/Salesperson/Analyst/Technician	O .
Ten years or more	.O	Production/Service	O .
Prefer not to answer	.O	Other	О.
12. In what year were you born?	17	. In which department do you work?	
Example: 1990		Administration/Management	.
		Customer Service/Care/Support	.
13. What is your gender?		Finance/Accounting	. O
Female	O	Human Resources	. O
Male	O	Information Technology	. O
Non-Binary	•	Marketing/Advertising	. O
Prefer not to answer	o	Maintenance/Operations	О.
		Production	О.
14. What is your ethnic background?	4	Sales/Retail/Business Development	O .
Black or African-American	O	Other	О.
Asian	O		
White or Caucasian	0	. How many days per week do you work fron	n s
Hispanic or Latino	•	"remote" location?	
Native American (not Pacific Islander)		5 days per week (100% of the time)	\bigcirc
Pacific Islander	.O	4 days per week or more (but not 100% of the time)	
Bi-Racial or Multi-Racial	.O	2-3 days per week	
Prefer not to answer	.	1-2 days per week	
		Less than 1 day per week	
15. Which is your job status?		Never	
Full-Time	C	110101	
Part Tima	\circ		

Thank You for Your Participation!

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