#### 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	C	O	<b>C</b>	O	<b>O</b>	······
How do you feel about each of the following specific matters?	(Fill in a s	single respo	nse for ea	ach 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	<b>O</b>	O	O	·······
well being	O	O	<b>O</b>	O	O	O
3. The organization's corporate culture and communications			•	•	•	, <b>J</b>
5. The organization's corporate culture and communications	Disagree			Agree Somewhat		Not Applicable
This organization's corporate communications are frequent enoug This organization's corporate communications are detailed enoug						
This organization effectively communicates its progress towards meeting departmental goals	<b>O</b>	O	<b>O</b>	O	<b>O</b>	C
is doing financially	O	O	O	O	O	O
This organization treats me like a person, not a number  This organization gives me enough recognition for work						
that is well done	O	O	O	<b>O</b>	O	C
Safety is a top priority with this organization	O	O	O	O	O	O
My employer enables a culture of diversity	nO	O	O	O	<b>O</b>	······
At this organization, employees have fun at work	O	O	<b>O</b>	O	O	··········
consequences						
to implementation	( )	( )	( )	$\circ$	( )	( )

Like the type of work that I do	4. Your role within this organization:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
am given enough authority to make decisions I need to make	I like the type of work that I do	O	O	<b>O</b>	O	<b>O</b>	O
Teel   am valued in this organization   O O O O O O O O O O O O O O O O O O	I am given enough authority to make decisions I need to make	O	O	<b>O</b>	O	<b>O</b>	······
Teel   am valued in this organization   O O O O O O O O O O O O O O O O O O	I believe my job is secure	O	O	<b>O</b>	O	<b>O</b>	······
Teel   am valued in this organization   O O O O O O O O O O O O O O O O O O	Deadlines at this organization are realistic	O	O	<b>O</b>	<b>O</b>	O	······
feel part of a team working toward a shared goal	I feel I am valued in this organization	O	O	O	🔾	O	O
my personal life	I feel part of a team working toward a shared goal	O	O	<b>O</b>	O	<b>C</b>	C
My job makes good use of my skills and abilities							
They a clear understanding of my job role.	my personal life	O	O	<b>O</b>	O	O	C
Lunderstand the importance of my role to the success of the organization	My job makes good use of my skills and abilities	O	O	O	O	O	······
the organization	I have a clear understanding of my job role	O	O	O	<b>O</b>	<b>O</b>	······
Most days, I feel I have made progress at work.  Disagree Strongly Somewhat Neutral Somewhat Strongly Agree Strongly Applicable Strongly Somewhat Neutral Somewhat Strongly Applicable Ny supervisor treats me fairly.  My supervisor treats me fairly.  My supervisor handles my work-related issues satisfactorily.  My supervisor handles my work-related issues satisfactorily.  My supervisor handles my work-related issues satisfactorily.  My supervisor treats me when my work needs improvement.  My supervisor is open to hearing my opinion or feedback.  My supervisor wants me to develop to my fullest potential.  Disagree Disagree Somewhat Neutral Somewhat Strongly Applicable Ny supervisor wants me to develop to my fullest potential.  Disagree Disagree Disagree Somewhat Neutral Somewhat Strongly Applicable Ny supervisor wants me to develop to my fullest potential.  Disagree Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable Strongly Applicable Strongly Applicable Strongly Applicable Strongly Somewhat Neutral Somewhat Strongly App							
Disagree   Disagree   Disagree   Strongly   Somewhat   Neutral   Somewhat   Strongly   Applicable   My physical working conditions are good   O O O O O O O O O O O O O O O O O O	the organization	O	O	<b>O</b>	<b>O</b>	<b>O</b>	O
Strongly   Somewhat   Neutral   Somewhat   Strongly   Applicable	Most days, I feel I have made progress at work	O	O	O	O	O	O
Strongly   Somewhat   Neutral   Somewhat   Strongly   Applicable	5. Your work environment:	Disagree	Disagree		Agree	Agree	Not
My physical working conditions are good  My general work area is adequately heated/cooled  O O O O O O O O O O O O O O O O O O	or Tour work environment.						
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 Disagree  Strongly Somewhat  My supervisor treats me fairly.  My supervisor treats me fairly.  My supervisor handles my work-related issues satisfactorily.  My supervisor handles my work-related issues satisfactorily.  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 wants me to develop to my fullest potential.  Training, development and resources:  Disagree Disagree  Strongly Somewhat  Neutral  Agree Agree  Not  My supervisor wants me to develop to my fullest potential.  O O O O O  This organization provided as much initial training as I neede.  Disagree Disagree  Strongly Somewhat  Neutral  Somewhat  Agree  Agree  Not  Strongly Applicable  Not  Training, development and resources:  Disagree Disagree  Strongly Somewhat  Neutral  Somewhat  Strongly Applicable  Not  The computer or other hardware I use to do my job are adequate.  O O O O O  The computer or other hardware I use to do my job are adequate.  O O O O O  Technology issues are resolved in a timely manner.  O O O O O  This organization helps me pursue a career path that aligns  with my skills and interests.  O O O O O  This organization encourages me to develop professionally and/or	No. 1 1 1 1 12 12 12						
There is adequate noise control to allow me to focus on my work	My physical working conditions are good	O		<b>9</b>	•	•	
My workspace has adequate privacy for me to do my job. O O O O O O O O O O O O O O O O O O O	My general work area is adequately heated/cooled	O		<b>9</b>	•	•	
Disagree Disagree   Strongly   Somewhat   Strongly   Applicable   My supervisor treats me fairly   O O O O O O 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.	O		9	•	•	
Disagree Disagree   Strongly   Somewhat   Strongly   Applicable   My supervisor treats me fairly   O O O O O O O O O O O O O O O O O O	My workspace has adequate privacy for me to do my job	O	<b>O</b>	0	•	•	
Strongly Somewhat Neutral Somewhat Strongly Applicable  My supervisor treats me fairly O	I feel physically safe in my work environment		•	<b>J</b>	•	•	0
My supervisor treats me fairly	6. Your relationship with your immediate supervisor:	Disagree	Disagree		Agree	Agree	Not
My supervisor treats me with respect  My supervisor handles my work-related issues satisfactorily  My supervisor handles my personal issues satisfactorily  My supervisor handles my personal issues satisfactorily  My supervisor acknowledges when I do my work well  My supervisor acknowledges when I do my work well  My supervisor tells me when my work needs improvement  My supervisor is open to hearing my opinion or feedback  My supervisor wants me to develop to my fullest potential  I feel I can trust what my supervisor tells me  Disagree  Disagree  Strongly  Somewhat  Neutral  Somewhat  Strongly  Agree  Agree  Not  Strongly  Somewhat  Neutral  Somewhat  Strongly  Applicable  This organization provided as much initial training as I needed  Disagree  This organization provides the technology, equipment and resources I need to do my job well  The computer or other hardware I use to do my job is dependable  The software and program applications I use to do my job are adequate  Technology issues affecting my work are communicated to me in a timely manner  This organization helps me pursue a career path that aligns with my skills and interests.  This organization encourages me to develop professionally and/or		Strongly	Somewhat	Neutral	Somewhat	Strongly	<u>Applicable</u>
My supervisor treats me with respect  My supervisor handles my work-related issues satisfactorily  My supervisor handles my personal issues satisfactorily  My supervisor handles my personal issues satisfactorily  My supervisor acknowledges when I do my work well  My supervisor acknowledges when I do my work well  My supervisor tells me when my work needs improvement  My supervisor is open to hearing my opinion or feedback  My supervisor wants me to develop to my fullest potential  I feel I can trust what my supervisor tells me  Disagree  Disagree  Strongly  Somewhat  Neutral  Somewhat  Strongly  Agree  Agree  Not  Strongly  Somewhat  Neutral  Somewhat  Strongly  Applicable  This organization provided as much initial training as I needed  Disagree  This organization provides the technology, equipment and resources I need to do my job well  The computer or other hardware I use to do my job is dependable  The software and program applications I use to do my job are adequate  Technology issues affecting my work are communicated to me in a timely manner  This organization helps me pursue a career path that aligns with my skills and interests.  This organization encourages me to develop professionally and/or	My supervisor treats me fairly	Q	0	0	$\circ$	Q	0
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 acknowledges when I do my work well.  My supervisor tells me when my work needs improvement.  My supervisor is open to hearing my opinion or feedback.  My supervisor wants me to develop to my fullest potential.  I feel I can trust what my supervisor tells me.  Disagree Disagree  Strongly Somewhat Neutral Somewhat Strongly Applicable  This organization provided as much initial training as I needed.  This organization provides as much ongoing training as I needed.  This organization provides the technology, equipment and resources I need to do my job well.  The computer or other hardware I use to do my job is dependable.  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.  This organization helps me pursue a career path that aligns with my skills and interests.  Characteristics and solve a career path that aligns with my skills and interests.  Characteristics and solve and solve and only on the computation of contracted to develop professionally and/or	My supervisor treats me with respect	0	0	0	O	<b>O</b>	
My supervisor handles my personal issues satisfactorily							
My supervisor acknowledges when I do my work well	My supervisor handles my personal issues satisfactorily	0	0	O	O	O	
My supervisor tells me when my work needs improvement	My supervisor acknowledges when I do my work well	Q	9	O	•	O	··········
My supervisor is open to hearing my opinion or feedback	My supervisor tells me when my work needs improvement	Q	• •	O	•	O	··········
My supervisor wants me to develop to my fullest potential							
7. Training, development and resources:  Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable  This organization provided as much initial training as I needed OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	My supervisor wants me to develop to my fullest potential	Q	······ • • ·····	🔾	Q	🔾	Q
7. Training, development and resources:  Disagree Disagree Strongly Somewhat Neutral Somewhat Strongly Applicable  This organization provided as much initial training as I needed OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	I feel I can trust what my supervisor tells me	O	O	•		•	O
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	7. Training, development and resources:	Disagree	Disagree		Agree	Agree	Not
This organization provides as much ongoing training as I need OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO		Strongly	Somewhat	Neutral Neutral	Somewhat	Strongly	<u>Applicable</u>
This organization provides as much ongoing training as I need OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	This organization provided as much initial training as I needed	Q	Q	$\mathbf{O}$	$\circ$	O	O
This organization provides the technology, equipment and resources I need to do my job well OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	This organization provides as much ongoing training as I need	0	O	<b>O</b>	······	O	O
resources I need to do my job well OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO							
The computer or other hardware I use to do my job is dependable		Q	O	$\mathbf{O}$	$\mathbf{O}$	$\mathbf{O}$	O
The software and program applications I use to do my job are adequate	The computer or other hardware Luse to do my job is dependable.	0	······	O	•	O	O
adequate	The software and program applications I use to do my job are						
Technology issues are resolved in a timely manner	adequate	Q	O	$\mathbf{O}$	$\mathbf{O}$	$\mathbf{O}$	O
Technology issues affecting my work are communicated to me in a timely manner	Technology issues are resolved in a timely manner	0	······	O	•	O	O
in a timely manner	Technology issues affecting my work are communicated to me						
This organization helps me pursue a career path that aligns with my skills and interests	in a timely manner	O	O	<b>O</b>	<b>O</b>	O	O
with my skills and interests	This organization helps me nursue a career noth that aligns						
This organization encourages me to develop professionally and/or	with my skills and interests	<b>O</b>	<b>O</b>	<b>O</b>	<b>O</b>	O	O
assuing assuichille			······· • ·······				
acourre new skirts (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1 (1	acquire new skills	$\mathbf{O}$	$\circ$	$\circ$	$\circ$	$\circ$	$\mathbf{O}$
If I do good work, I will be rewarded	If I do good work, I will be rewarded	O	O	O	O	•	O

8.	Pay and Benefits:	_	Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
	pay is fair for the work I perform						
Ove	erall, I'm satisfied with this organization's benefits package	O	O	<b>O</b>	O	<b>C</b>	C
Spe	ecifically, I'm satisfied with the:						
Am	ount of vacation (or Paid Time Off)	<b>O</b>	<b>O</b>	<b>O</b>	<b>O</b>	<b>o</b>	C
Sic	k leave policy	<b>O</b>	<b>O</b>	<b>O</b>	O	<b>O</b>	O
Am	ount of healthcare paid for	<b>O</b>	<b>O</b>	<b>O</b>	O	<b>O</b>	C
Der	ntal benefits	O	O	<b>O</b>	O	<b>O</b>	C
Vis	ion care benefits	<b>O</b>	<b>O</b>	<b>O</b>	O	<b>O</b>	C
Ret	irement plan benefits	<b>O</b>	<b>O</b>	<b>O</b>	<b>O</b>	<b>o</b>	C
Life	e insurance benefits	O	C	<b>o</b>	O	O	C
Dis	ability benefits	O	C	<b>o</b>	O	O	C
Tui	tion reimbursement benefits	C	O	<b>O</b>	O	<b>C</b>	C
9. (	Overall feelings about your employment experience:		Disagree Somewhat		Agree Somewhat		Not Applicable
Mo	st days, I look forward to going to work	O	O	<b>o</b>	O	<b>o</b>	······
My	job provides me with a sense of meaning and purpose	O	<b>O</b>	O	O	<b>O</b>	O
Ian	n proud to work for this organization	C	O	<b>C</b>	O	<b>C</b>	C
I fe	el this organization has created an environment	$\circ$		$\circ$	0	$\circ$	$\circ$
Lan	where I can do my best workn willing to give extra effort to help this organization succeed.	0	0	0	O	0	
Ipl	an to continue my career with this organization for						
	at least two more years	0	O	O	O	<b>O</b>	C
I w	ould recommend this organization's products/services to a friend	O bn	O	<b>O</b>	<u>O</u>	<u>C</u>	O
I w	ould recommend working here to a friend	0	O	<b>O</b>	O	•	O
	NOTE: We recommend that you do not include your name open-ended questions listed below. Please					ponses to	the two
10.	What does this organization do that makes it a place when	re people v	vould want	to work	?		
11. What can this organization do to increase your satisfaction and productivity as an employee?							

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	Administrative/Clerical	·······			
	One year to less than two years	Executive/Partner	······			
	Two years to less than five years	Manager or Supervisor	<b>O</b>			
	Five years to less than ten years	Production/Service	<b>O</b>			
	Ten years or more	Professional	<b>O</b>			
	Prefer not to answer	Other	O			
13.	In what year were you born?					
	Example: 1990					
14.	What is your gender?					
	Female	10				
	Male	18. In which department do you work?				
	Non-Binary	Customer Service/Care/Support	Q			
	Prefer not to answer	Development/Fundraising				
		Finance/Accounting				
15.	What is your ethnic background?	Human Resources				
	Black or African-American	Information Technology				
	AsianO	Legal				
	White or Caucasian	Marketing/Advertising				
	Hispanic or Latino	Maintenance/Operations				
	Native American (not Pacific Islander)	Production				
	Pacific Islander	Research & Development	······			
	Bi-Racial or Multi-Racial	Sales/Retail/Business Development				
	Prefer not to answer	Other				
16.	Which is your job status?					
	Full-Time					
	Part-Time					

Thank You for Your Participation!

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