Employee Engagement and Satisfaction Survey

Please complete this approximately 15-minute confidential survey with your honest feedback. Responses will be sent directly to and processed by Best Companies Group. No one will have access to your specific survey responses. Employers are not given any information that enables them to trace answers back to a specific person, even if you are part of a small demographic group. We will not report results from demographic categories with fewer than five respondents. Your employer may receive a report that summarizes, in alphabetical order, all responses to the two open-ended questions at the end. Please do not include your name or other identifying remarks in your responses. For questions contact Best Companies Group at support@bestcompaniesgroup.com.

	Disagree	Disagree		Agree	Agree	Not
	<u>Strongly</u>	<u>Somewhat</u>	<u>Neutral</u>	<u>Somewhat</u>	<u>Strongly</u>	<u>Applicable</u>
LP_1. Overall, I am very satisfied with my employer	O	O	O	O	O	O

How do you feel about each of the following specific matters? (Fill in a single response for each statement below)

LP_2. This organization's leadership:	Disagree	Disagree		Agree	Agree	Not
	Strongly	<u>Somewhat</u>	Neutral	<u>Somewhat</u>	<u>Strongly</u>	<u>Applicable</u>
I understand the long-term strategy of this organization		0	•			O
I have confidence in the leadership of this organization	O	O	O	•	O	O
The leaders of this organization care about their employees'						
well being	O	•	O	O	O	O
Senior leaders live the core values of the organization	O	•	O			O
The leaders of this organization are open to input from employe	es O	O	O	•		••••••

CC_1. The organization's corporate culture and communications:

	Disagree <u>Strongly</u> S	-		Agree <u>Somewhat</u>	Agree <u>Strongly</u>	Not <u>Applicable</u>
This organization's corporate communications are frequent enoug						
This organization's corporate communications are detailed enoug	gh . 🔾	O	O	O	O	••••••
This organization effectively communicates its progress towards						
meeting departmental goals	O	O	O	•	O	O
I have a good understanding of how this organization						
is doing financially						
I can trust what this organization tells me						
This organization treats me like a person, not a number	O	O	O	•	O	••••••
This organization gives me enough recognition for work						
that is well done						
Staffing levels are adequate to provide quality products/services						
Quality is a top priority with this organization						
Safety is a top priority with this organization	O	O	O	•	O	O
I believe there is a spirit of cooperation within this organization	O	O	O	•	O	O
My employer enables a culture of diversity	O	O	O	•	O	O
This organization makes a strong effort to minimize discrimination						
I like the people I work with at this organization						
At this organization, employees have fun at work	O	O	O	•	O	O
I feel I can express my honest opinions without fear of negative						
consequences.	O	O	O	•	O	••••••
Changes that may affect me are communicated to me prior						
to implementation	O	O	O	O	O	O

RS_1. Your role within this organization:	Disagree	Disagree		Agree	Agree	Not
	<u>Strongly</u>	<u>Somewhat</u>	<u>Neutral</u>	<u>Somewhat</u>	<u>Strongly</u>	<u>Applicable</u>
I like the type of work that I do	0	0	•	O		O
I am given enough authority to make decisions I need to make						
I believe my job is secure	O	O	O	O		O
Deadlines at this organization are realistic						
I feel I am valued in this organization						
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
My job makes good use of my skills and abilities						
I have a clear understanding of my job role	O	O	O	O		O
I understand the importance of my role to the success of						
the organization	O	O	O	O		••••••
Most days, I feel I have made progress at work						

WE_1. Your work environment:		Disagree <u>Somewhat</u>	Agree <u>So</u> mewhat	Agree <u>Strongly</u>	Not <u>Applicable</u>
My physical working conditions are good	0		 .	0	O
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					

RWS_1. Your relationship with your immediate supervisor:	-	Disagree Somewhat		Agree <u>Somewhat</u>	Agree Strongly	Not Applicable
My supervisor treats me fairly	O	🔾	O	🔾	🔾	O
My supervisor treats me with respect						
My supervisor handles my work-related issues satisfactorily	O	O	O		O	O
My supervisor handles my personal issues satisfactorily	0	O	O			O
My supervisor acknowledges when I do my work well	0	O	O			O
My supervisor tells me when my work needs improvement	0	O	O	•	O	O
My supervisor is open to hearing my opinion or feedback	0	O	O			O
My supervisor wants me to develop to my fullest potential						
I feel I can trust what my supervisor tells me						

TDR_1. Training, development and resources:	•	Disagree <u>Somewhat</u>		Agree <u>Somewhat</u>	Agree <u>Strongly</u>	Not <u>Applicable</u>
This organization provided as much initial training as I needed	0	O	O	O		O
This organization provides as much ongoing training as I need	O	O	O	•	O	O
This organization provides the technology, equipment and						
resources I need to do my job well	0	•	O	•	O	O
The computer or other hardware I use to do my job is dependab	le O	O	O	•	O	O
The software and program applications I use to do my job are						
adequate	0	•	O	•	O	O
Technology issues are resolved in a timely manner	0	O	O	•		O
Technology issues affecting my work are communicated to me						
in a timely manner	O	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/						
acquire new skills	O	O	O	•	O	O
If I do good work, I will be rewarded	O	O	O	O	O	O

My pay is fair for the work I perform	
	OO
Overall, I'm satisfied with this organization's benefits package	
PB_2. Specifically, I'm satisfied with the:	
Amount of vacation (or Paid Time Off)	O O
Sick leave policy	OO
Amount of healthcare paid for	O O
Dental benefits	O O
Vision care benefits	O O
Retirement plan benefits	O O
Life insurance benefits	O O
Disability benefits	OO
Tuition reimbursement benefits	O O
OE_1. Overall feelings about your employment experience: Disagree Disagree Agree	Agree Not

	2.00.0.00	2.00.0.00		1.0.00		
	<u>Strongly</u>	<u>Somewhat</u>	Neutral	Somewhat	<u>Strongly</u>	<u>Applicable</u>
Most days, I look forward to going to work		0				O
My job provides me with a sense of meaning and purpose.						
I am proud to work for this organization						
I feel this organization has created an environment						
where I can do my best work			O	O	O	O
I am willing to give extra effort to help this organization succeed.						
I plan to continue my career with this organization for						
at least two more years	O	O	O	O	O	O
I would recommend this organization's products/services to a frie						
I would recommend working here to a friend						
5						

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.

OPND_1. What does this organization do that makes it a place where people would want to work?

OPND_2. 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.

LOS. How long have you worked for this organization?

Less than one year
One year to less than two years ${f O}$
Two years to less than five years ${f O}$
Five years to less than ten years ${f O}$
Ten years or moreO
Prefer not to answerO

BIRTHYR. In what year were you born?



Example: 1990

GNDR. What is your gender?

Female	O
Male	O
Non-Binary	
Prefer not to answer	

ETHBG. What is your ethnic background?

Black or African-American	О.
Asian	0
White or Caucasian	0
Hispanic or Latino	0
Native American (not Pacific Islander)	0
Pacific Islander	0
Bi-Racial or Multi-Racial	0
Prefer not to answer	0

PARENT. Are you the parent or guardian of any children under 18 in your household?

Parent	O
Not a parent	O
Prefer not to answer	O

Thank You for Your Participation!

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

EDU. What was the last grade or class you completed in school?

Not a High School grad	O
High School grad	0
Some college	O
Associate's or two-year college degree	
(including Technical or vocational degree	. O
Four-year college degree	O
Post graduate degree (Masters, MBA, JD, MD, Ph.D.)	0
Prefer not to answer	O

(ASK IF EDU = 4,5,6; IF COLLEGE GRADUATE) RGRAD. Did you graduate after July 2020?

Yes	O
No	O
Prefer not to answer	O

JOBSTAT. Which is your job status?

Full-Time	O
Part-Time	O

WORKSET. Which of the following best describes your work setting?

Onsite	O
Hybrid	••••••••••••••••••••••••••••••••••••••
Remote	..

JR. Which of the following best describes your role?

Executive (CEO/President, VP, Director, etc.) $old O$
Manager/Supervisor
Administrative/Clerical
Professional/Salesperson/Analyst/Technician ${f O}$
Production/ServiceO
OtherO

DEPT. In which department do you work?

Administration/Management	O
Customer Service/Care/Support	O
Finance/Accounting	O
Human Resources	O
Information Technology	O
Marketing/Advertising	O
Maintenance/Operations	O
Production	O
Sales/Retail/Business Development	O
Other	O

Thank You for Your Participation! For questions or comments, please email support@bestcompaniesgroup.com.