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 Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
Overall, I am very satisfied with my employer						
How do you feel about each of the following specific matters?	(Fill in a si	ngle respons	e for eacl	n statement	below)	
This organization's leadership:	_	Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
I understand the long-term strategy of this organization I have confidence in the leadership of this organization	O	o	O	o	O	O
The leaders of this organization care about their employees' well being						
Senior leaders live the core values of the organization	O	O	O	O	O	······
The organization's corporate culture and communications:						
	_	Disagree Somewhat		_	Agree Strongly	Not Applicable
This organization's corporate communications are frequent enough						
This organization's corporate communications are detailed enough		O	O	O	O	O
This organization effectively communicates its progress towards meeting departmental goals		\circ	\circ	\circ	\circ	\circ
I have a good understanding of how this organization			•			
is doing financially	O	O	•	O	O	O
I can trust what this organization tells me						
This organization treats me like a person, not a number	O	C	O	O	O	O
This organization gives me enough recognition for work						
that is well done	O	O	O	O	O	O
Staffing levels are adequate to provide quality products/services	O	O	O	O	O	O
Quality is a top priority with this organization	O	O	O	O	O	O
Safety is a top priority with this organization						
I believe there is a spirit of cooperation within this organization .	O	O	O	O	O	······
My employer enables a culture of diversity						
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						
I feel I can express my honest opinions without fear of negative consequences.						
Changes that may affect me are communicated to me prior						
to implementation	\circ	\circ	\circ	\circ	\circ	\circ

Your role within this organization:	_	Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
I like the type of work that I do	Q	O	O		O	Ο
I am given enough authority to make decisions I need to make						
I believe my job is secure						
Deadlines at this organization are realistic		O	🔾		🔾	Q
I feel I am valued in this organization						
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	Q	O	O	O	Q	Ο
My job makes good use of my skills and abilities						
I have a clear understanding of my job role						
I understand the importance of my role to the success of						
the organization	\circ	\circ	\circ	\circ	\circ	\circ
Most days, I feel I have made progress at work						
work adys, ricerritave made progress at work					🔾	
Your work environment:	Disagree	Disagree		Agree	Δσree	Not
Todi work environment.				Somewhat		
My physical working conditions are good						
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	O	O	O	o	O	O
Your relationship with your immediate supervisor:	Dicagree	Dicagroo		A ~ r ~ ~	A aroo	No+
rour relationship than your immediate supervisor.	_	_		Agree	_	
Total Classification (Cartinosis Cartinosis	_	_		Somewhat	_	
My supervisor treats me fairly	Strongly	Somewhat	<u>Neutral</u>	Somewhat	Strongly	<u>Applicable</u>
	Strongly 	Somewhat	<u>Neutral</u> •	Somewhat	Strongly O	Applicable
My supervisor treats me fairly	Strongly O	Somewhat O	Neutral O	Somewhat O	Strongly O	<u>Applicable</u> O
My supervisor treats me fairly	Strongly O	Somewhat O	Neutral O O	Somewhat O	Strongly O	<u>Applicable</u> O O
My supervisor treats me fairly My supervisor treats me with respect My supervisor handles my work-related issues satisfactorily My supervisor handles my personal issues satisfactorily	StronglyO	Somewhat O	Neutral O O O O	Somewhat O O	Strongly O O O O O	<u>Applicable</u> OOO
My supervisor treats me fairly	StronglyO OOOOO	Somewhat O O O	Neutral O O O O O O	Somewhat O O O O	Strongly O O O O O O	ApplicableOOOO
My supervisor treats me fairly	StronglyO OOOO	Somewhat O O O O O O O O	NeutralO O O O O O O O O	Somewhat O O O O	StronglyO O O O O O O O O O	ApplicableOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O O	NeutralO O O O O O O O O O O O	Somewhat O O O O	StronglyOOOO	ApplicableOOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O O O O O O	NeutralO O O O O O O O O O O O O	SomewhatOOOOOO	StronglyO	ApplicableOOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O O O O O O	NeutralO O O O O O O O O O O O O	SomewhatOOOOOO	StronglyO	ApplicableOOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O O O O O O	NeutralO O O O O O O O O O O O O O O O O O O O	SomewhatOOOOO	StronglyOOO	ApplicableOOOOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O	SomewhatOOOOOO	NeutralO O O O O O O O O O O O O O O O O O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyO OO OO OO OO OO Agree	ApplicableOOOOOOOOOOOOOO
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O	SomewhatOOOOOO	Neutral Neutral Neutral	SomewhatOOOOOOO.	StronglyO OO OO OO OO OO Agree Strongly	Applicable
My supervisor treats me fairly	Strongly O O O O Disagree Strongly	SomewhatO OO OO OOO OOO Disagree Somewhat	NeutralO .	SomewhatOOOOOO	StronglyO OO OO OO OO Agree Strongly	Applicable
My supervisor treats me fairly	Strongly O O O O Disagree Strongly	SomewhatO OO OO OOO OOO Disagree Somewhat	NeutralO .	SomewhatOOOOOO	StronglyO OO OO OO OO Agree Strongly	Applicable
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O	SomewhatOOOOOO	NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyO OO OO OO Agree StronglyO	Applicable
My supervisor treats me fairly	Strongly O O O Disagree Strongly O O O O O O O O O O O O O	Somewhat O O O O O O O O O O O O O O O O O O	NeutralOOOOOOOOOOOOOO	SomewhatO O O O O O O O O Agree SomewhatO O	StronglyO OO OO OO Agree StronglyO OO OOO OOO	Applicable
My supervisor treats me fairly	Strongly O O O Disagree Strongly O O O O O O O O O O O O O	Somewhat O O O O O O O O O O O O O O O O O O	NeutralOOOOOOOOOOOOOO	SomewhatO O O O O O O O Agree SomewhatO .	StronglyO OO OO OO Agree StronglyO OO OOO OOO	Applicable
My supervisor treats me fairly	Strongly Strongly Strongly Strongly Disagree Strongly Strongly	Somewhat O O O O O O O O O O O O O O O O O O	NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOO	Strongly Strongly Agree Strongly O O O O O O O O O O O O O	Applicable
My supervisor treats me fairly	Strongly Strongly Strongly Disagree Strongly Company Company	Somewhat	NeutralO O O O O O O NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyOOOOOO	Applicable
My supervisor treats me fairly	Strongly Strongly Strongly Disagree Strongly Company Company	Somewhat	NeutralO O O O O O O NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyOOOOOO	Applicable
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O Disagree Somewhat O	NeutralO NeutralO NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyO OO OO Agree StronglyO OO OO OO OO OO OOO OOO OOO OOO OOO	Applicable
My supervisor treats me fairly	Strongly O O O O O O O O O O O O O O O O O O	Somewhat O O O O O O O O O Disagree Somewhat O	NeutralO NeutralO NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO	StronglyO OO OO Agree StronglyO OO OO OO OO OO OOO OOO OOO OOO OOO	Applicable
My supervisor treats me fairly	Strongly O O Disagree Strongly O O O O O O O O O O O O O	Somewhat	NeutralO NeutralO NeutralO O	SomewhatOOOOOOOOOOOOOOOOOOOOOOOOO	Strongly Strongly Strongly Agree Strongly O O O O O O O O O O O O O	Applicable

This organization encourages me to develop professionally and/o	or					
acquire new skills	O	O	O	O	O	C
If I do good work, I will be rewarded	O	O	O	O	O	O
Pay and Benefits:	Disagree	Disagree		Agree	Agree	Not
Tay and benefits.	_	_		Somewhat	-	
My pay is fair for the work I perform						
Overall, I'm satisfied with this organization's benefits package						
Specifically, I'm satisfied with the:						
Amount of vacation (or Paid Time Off)	C	O	o	o	o	C
Sick leave policy	O	O	O	O	O	C
Amount of healthcare paid for	O	O	o	C	o	C
Dental benefits	O	O	o	C	o	C
Vision care benefits	O	O	O	O	O	
Retirement plan benefits						
Life insurance benefits						
Disability benefits						
Tuition reimbursement benefits						
Tuition reinibursement benefits		J	9		•	
Overall feelings about your employment experience:	Disagree	Disagree		Agree	Agree	Not
	Strongly	Somewhat	Neutral	<u>Somewhat</u>	<u>Strongly</u>	<u>Applicable</u>
Most days, I look forward to going to work						
My job provides me with a sense of meaning and purpose						
I am proud to work for this organization	O	O	O	O	O	O
I feel this organization has created an environment where I can do my best work	\circ	\circ	\circ	\circ	\circ	\circ
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						
I would recommend this organization's products/services to a fri						
I would recommend working here to a friend	O	O	O	O	C	C
NOTE: We recommend that you do not include your name					nses to th	e two
open-ended questions listed below. Please	e do not ex	ceed the sp	ace prov	ided below.		
What does this organization do that makes it a place where peo	onle would	l want to we	ork?			
What can this organization do to increase your satisfaction and	productiv	ity as an em	ployee?			
						

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.

How long have you worked for this organization?	Which of the following best describes your work setting?
Less than one year	Onsite
One year to less than two years	HybridO
Two years to less than five years	Remote
Five years to less than ten years	
Ten years or more	Which of the following best describes your role?
Prefer not to answer	Executive (incl CEO, COO, CFO, Chrmn, Prez, Bd Mmbr,
	Prtnr, Owner)
In what year were you born?	Senior Management (incl Exec VP, VP, Dir, Assoc . Dir) $oldsymbol{O}$
Example: 1990	Mid-level Management (incl Regional Mgr, District Mgr, Mgr, Spvr)
	Account Management (incl Acct Exec, Acct Rep) O
What is your gender?	Professional/Skil <mark>led</mark> Tr <mark>ades</mark>
Female	Administrative/Clerical
MaleO Non-Binary	Production/Service (incl Plant Mgr, Line Mgr, QA/QC, Engnr, Tech)
Prefer not to answer	In which department do you work?
What is your ethnic background?	Corporate Admin (Exec/HR/Legal/IT/Finance/Acctg) . O
Black or African-American	Research & Development
Asian	Sales & Marketing
White or Caucasian	Design & Product Development
	Purchasing/Supply Chain Mgmt O
Hispanic or Latino	Customer Service/Technical Support O
Native American (not Pacific Islander)	Manufacturing & Production
Pacific Islander	Distribution/Logistics
Bi-Racial or Multi-Racial	Maintenance/Security
Prefer not to answer	
Which is your job status?	
Full-Time	
Part-Time	

Thank You for Your Participation!

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