#### **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 v	with my employer						
How do you feel about each	of the following specific matters?	(Fill in a si	ngle respons	se for eacl	h statement	below)	
This organization's leadersh	ip:		Disagree		_	Agree	Not
		Strongly	Somewhat	Neutral	<u>Somewhat</u>	<u>Strongly</u>	<u>Applicable</u>
I understand the long-term s	trategy of this organization	O	O	O	o	O	O
	lership of this organization						
	ion care about their employees'						
		O	O	O	o	O	O
	values of the organization						
	ion are open to input from employe						
	1111						
The organization's corporate	e culture and communications:						
		Disagro	e Disagree		Agree	Agree	Not
		_	-		Somewhat	_	
	e communications are frequent eno						
	e communications are detailed enou	_	<b>O</b>	C	O	O	·······
	communicates its progress towards						
meeting departmental g	goals	<b>O</b>	C	O	O	<b>O</b>	O
I have a good understanding							
I can trust what this organiza	ation tells me	O	<b>O</b>	<b>O</b>	<b>O</b>	O	O
This organization treats me I	ike a person, not a number	O	<b>O</b>	O	O	O	O
This organization gives me e	nough recognition for work						
that is well done		O	<b>O</b>	<b>O</b>	<b>O</b>	O	O
Staffing levels are adequate	to provide quality products/services	<b>O</b>	O	<b>O</b>	<b>O</b>	<b>O</b>	O
Quality is a top priority with	this organization	O	O	<b>O</b>	O	O	······
Safety is a top priority with t	his organization	O	O	<b>O</b>	O	O	C
I believe there is a spirit of co	ooperation within this organization	O	<b>O</b>	<b>O</b>	O	O	O
	ure of diversity						
	rong effort to minimize discrimination						
	at this organization						
	ees have fun at work						
	st opinions without fear of negative						-
consequences		O	O	O	O	<b>O</b>	O
	are communicated to me prior	=			=		=
to implementation		$\circ$	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$

			Disagree <u>Somewhat</u>		Agree <u>Somewhat</u>	Agree Strongly	Not <u>Applicable</u>
I like the type of work that I do		<b>O</b>	O	<b>O</b>	O	<b>O</b>	······
I am given enough authority to make decisions I need to make		<b>O</b>	O	<b>O</b>	<b>O</b>	<b>O</b>	······
I believe my job is secure		O	O	<b>O</b>	O	O	······
Deadlines at this organization a	re realistic	O	O	<b>O</b>	O	O	······
	zation						
I feel part of a team working to	ward a shared goal	O	O	<b>O</b>	O	O	······
	able balance between work and						
my personal life		O	O	<b>O</b>	O	O	······
My job makes good use of my skills and abilities		O	O	<b>O</b>	<b>o</b>	O	······
I have a clear understanding of	my job role	O	O	<b>O</b>	<b>o</b>	O	······
I understand the importance of							
		<b>O</b>	O	<b>O</b>	O	<b>C</b>	······
Most days, I feel I have made p	rogress at work	O	O	O	O	O	O
Your work environment:		Disagree	Disagree		Agree	Agree	Not
					Somewhat		
My physical working conditions	are good						
My gaparal work area is adagu	ately heated/cooled	·····	······	<b>9</b>		O	
There is adaquate noise centre	I to allow me to focus on my work			•		•	
I feel physically sefe in my werk	iva <mark>cy</mark> for me to <mark>do my job</mark> environment		O	•		•	
reel physically safe in my work	environment	9	•	•	9	🔾	
Your relationship with your im	mediate supervisor:	_	_		Agree	Agree	Not
		Strongly	Samowhat	Moutral	Samouhat	Strongly	Annlicable
					<u>Somewhat</u>		
		<b>o</b>	O	O	O	<b>o</b>	······
My supervisor treats me with re	espect	O	O	O	O	O	O
My supervisor treats me with re My supervisor handles my work	espectk-related issues satisfactorily	O O	O O O	O O	O O	O O O	O O
My supervisor treats me with re My supervisor handles my work My supervisor handles my pers	espectk-related issues satisfactorily onal issues satisfactorily	O O	O O O	O O OO	O O O	O	O O O
My supervisor treats me with re My supervisor handles my work My supervisor handles my pers My supervisor acknowledges w	espectk-related issues satisfactorily onal issues satisfactorily ohan I do my work well	O O O	O O O O	O O O	OO	O O O O O	O
My supervisor treats me with re My supervisor handles my work My supervisor handles my pers My supervisor acknowledges w My supervisor tells me when m	espect	O OO OOO	OO	O O O O O O O O	OOO	OOOOOOO	OOOO
My supervisor treats me with re My supervisor handles my work My supervisor handles my pers My supervisor acknowledges w My supervisor tells me when m My supervisor is open to hearing	espect	OOOOOO	O	O O O O O O	OOOOO		OOOO
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This organization encourages me to	o develop professionally and/o	or					
acquire new skills		C	C	<b>O</b>	O	<b>O</b>	······
If I do good work, I will be rewarde	ed	O	O	O	O	O	······
Pay and Benefits:		_	Disagree <u>Somewhat</u>		Agree <u>Somewhat</u>	-	Not <u>Applicable</u>
My pay is fair for the work I perform Overall, I'm satisfied with this organization's benefits package		O	O	O	O	O	······································
Specifically, I'm satisfied with the	:						
Amount of vacation (or Paid Time Off)		C	C	O	O	<b>C</b>	C
Sick leave policy		<b>C</b>	C	<b>O</b>	O	<b>C</b>	C
Amount of healthcare paid for		O	C	<b>o</b>	O	<b>O</b>	C
Dental benefits		O	C	<b>o</b>	O	<b>O</b>	C
Vision care benefits		O	O	O	O	<b>o</b>	O
Retirement plan benefits		O	O	O	O	O	C
Life insurance benefits							
Disability benefits							
Tuition reimbursement benefits							
ration remisarsement senents							
Overall feelings about your emplo	yment experience:				Agree Somewhat		Not Applicable
Most days, I look forward to going	to work	1 0 - 1					
My job provides me with a sense of							
I am proud to work for this organiz		O	C	<b>C</b>	O	<b>C</b>	C
I feel this organization has created							
I am willing to give extra effort to		O	O	O	O	•	
I plan to continue my career with t	organization for	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$	$\circ$
I would recommend this organizati							
I would recommend working here							
	you do not include your name					nses to th	e two
open-ended	questions listed below. Please	do not ex	ceed the sp	ace prov	ided below.		
What does this organization do th	at makes it a place where peo	ple would	want to wo	ork?			
What can this organization do to i	ncrease 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?	EDU. What was the last grade or class you completed in school?				
Less than one year					
One year to less than two years	Not a High School grad				
Two years to less than five years $\mathbf{O}$	High School grad				
Five years to less than ten years ${f O}$	Some college				
Ten years or more	Associate's or two-year college degree				
Prefer not to answer	(including Technical or vocational degree				
	Four-year college degree				
In what year were you born?	Post graduate degree (Masters, MBA, JD, MD, Ph.D.) 🔾				
Example: 1990	Prefer not to answer O				
What is your gender?	(ASK IF EDU = 4,5,6) Did you graduate after July 2020?				
Female	Yes				
Male	No				
Non-Binary	Prefer not to answer O				
Prefer not to answer	Which is your job status?				
What is your ethnic background?	Full-Time				
Black or African-American	Part-Time				
AsianO					
White or Caucasian	Which of the following best describes your work setting?				
Hispanic or Latino	OnsiteQ				
Native American (not Pacific Islander)	Hybrid				
Pacific IslanderO	Remote				
Bi-Racial or Multi-Racial					
Prefer not to answer					
PARENT. Are you the parent or guardian of any children under 18 in your household?					
Parent					
Not a parent					
Prefer not to answer					

**Thank You for Your Participation!** 

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

#### Which of the following best describes your role?

Executive (CEO/President, VP, Director, etc.)	C
Manager/Supervisor	Q
Administrative/Clerical	C
Professional/Salesperson/Analyst/Technician	C
Production/Service	C
Other	C

#### In which department do you work?

Administration/Management	Ο
Customer Service/Care/Support	O
Finance/Accounting	O
Human Resources	O
Information Technology	O
Marketing/Advertising	0
Maintenance/Operations	0
Production	0
Sales/Retail/Business Development	0
Othor	

Thank You for Your Participation!
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