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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.

Please refer to your organization's cultivation operations Disagree Disagree Agree Agree Not Strongly Somewhat Neutral Somewhat Strongly Applicable How do you feel about each of the following specific matters? (Fill in a single response for each statement below) Disagree Disagree 2. This organization's leadership: Agree Agree Not Strongly Somewhat Neutral Somewhat Strongly Applicable The leaders of this organization care about their employees' 3. The organization's corporate culture and communications: Disagree Disagree Agree Agree Strongly Somewhat Neutral Somewhat Strongly Applicable This organization effectively communicates its progress towards I have a good understanding of how this organization This organization gives me enough recognition for work I feel I can express my honest opinions without fear of negative Changes that may affect me are communicated to me prior

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4.	Your role within this organization:				Agree		
					Somewhat		
	te the type of work that I do						
I an	n given enough authority to make decisions I need to make	C	O	O	O	C	······
I be	lieve my job is secure	O	O	O	O	C	.
Dea	adlines at this organization are realistic	O	O	O	O	O	······
	el I am valued in this organization						
I fe	el part of a team working toward a shared goal	O	O	O	O	O	O
	n able to maintain a reasonable balance between work and						
	my personal life	Q	O	O	O	O	O
Mv	job makes good use of my skills and abilities						
	ive a clear understanding of my job role						
I un	derstand the importance of my role to the success of						
	the organization	O	O	O	O	O	O
Mo	st days, I feel I have made progress at work	Q	0	Q	•	O	O
1110	st days, I reel I have made progress at work						
5.	Your work environment:	Disagree	Disagree		Agree	Agree	Not
•					Somewhat		
3.6	1 1 1 11 12 12						
My	physical working conditions are good	o	9	9		•	
	general work area is adequately heated/cooled						
	ere is adequate noise control to allow me to focus on my work						
My	workspace has adequate privacy for me to do my job	O	<u>`</u>	O	<u>o</u>	O	O
I fe	el physically safe in my work environment	O	O	O	O	O	O
,	Your relationship with your immediate supervisor:	D:	D:		A	A	NT-4
0.	Your relationship with your immediate supervisor:						
					Somewhat	٠.	
	supervisor treats me fairly						
	supervisor treats me with respect						
	supervisor handles my work-related issues satisfactorily						
My	supervisor handles my personal issues satisfactorily	O	O	O	O	O	.
My	supervisor acknowledges when I do my work well	C	O	O	O	C	······
My	supervisor tells me when my work needs improvement	O	O	O	O	O	······
Мy	supervisor is open to hearing my opinion or feedback	O	O	O	O	O	······
Мy	supervisor wants me to develop to my fullest potential	O	O	O	O	O	······
	el I can trust what my supervisor tells me						
	, 1						
7.	Training, development and resources:	Disagree	Disagree		Agree	Agree	Not
	.	Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
Thi	s organization provided as much initial training as I needed	$\overline{}$	$\overline{}$				0
Thi	s organization provided as much ongoing training as I need	J	······			🔾	
	s organization provides as much ongoing training as I needs organization provides the technology, equipment and	9		J		•	
1 1111	resources I need to do my job well	\circ	\circ	\circ	\circ	\circ	\circ
The	e computer or other hardware I use to do my job is dependable.	J	······	o		•	
The	s computer or other nardware I use to do my job is dependable.	J	9	J	9	•	
The	e software and program applications I use to do my job are adequate	\circ	\circ	\circ	\circ	\circ	\circ
т	adequate	J	9	9	3	9	
	chnology issues are resolved in a timely manner	O	9	J	•	•	
1 ec	chnology issues affecting my work are communicated to me	\sim		\sim	\sim	\sim	\sim
тı.	in a timely manner	o	ن	J	J	o	
I hi	s organization helps me pursue a career path that aligns	\sim	\circ	\sim	\sim	\sim	\sim
mı.	with my skills and interests	O	O	O	o	o	O
Thi	s organization encourages me to develop professionally and/or		~	\sim		\sim	\sim
T 0 -	acquire new skills	O	`	`	<u>``</u>	o	O
If I	do good work, I will be rewarded	:	O	O	🔾	🔾	O

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8.	Pay and Benefits:	Disagree Strongly	Disagree Somewhat	<u>Neutral</u>	Agree Somewhat	Agree Strongly	
	pay is fair for the work I performrall, I'm satisfied with this organization's benefits package						
Spe	cifically, I'm satisfied with the:						
Am	ount of vacation (or Paid Time Off)	O	O	o	O	O	······
	k leave policy						
	ount of healthcare paid for						
Der	ital benefits	O	O	o	O	O	O
Vis	ion care benefits	O	O	o	O	O	o
	rement plan benefits						
	insurance benefits						
	ability benefits						
	tion reimbursement benefits						
9. (Overall feelings about your employment experience:	Disagree Strongly	Disagree Somewhat	<u>Neutral</u>	Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
Mo	st days, I look forward to going to work	O	O	O	C	O	C
My	job provides me with a sense of meaning and purpose	<u>o</u>	<u>C</u>	<u>C</u>	<u>O</u>	<u>C</u>	O
I an	n proud to work for this organization	O	O	O	O	O	O
1 10	where I can do my best work	O	O	O	O	O	O
	n willing to give extra effort to help this organization succeed	O	O	O	O	O	O
I pl	an to continue my career with this organization for	_		_	_		_
T	at least two more years						
Iw	ould recommend this organization's products/services to a frier ould recommend working here to a friend	O	O	O		•	
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.							
10.	What does this organization do that makes it a place wher		•	-			
11. What can this organization do to increase your satisfaction and productivity as an employee?							

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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?				
	Less than one year	16a	Which describes your work location?		
	One year to less than two years		Onsite	C	
	Two years to less than five years		Hybrid		
	Five years to less than ten years		Remote		
	Ten years or more				
	Prefer not to answer	17.	Which of the following best describes your primar	y role?	
13.	In what year were you born?		Administrators (Security Officer/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff/Administrative Staff		
			Compliance	C	
	Example: 1990		Extraction/Lab, Lab Director, Manager, Technic	cianC	
14.			Sales/Distribution	C	
	What is your gender?		Marketing/PR/Communications		
	Female		Master Grower/Cultivation Director	C	
	Male		Operations	C	
	Non-Binary		Post-Harvest Manager or Staff (Curing/Trimming/Packagin	g) C	
	Prefer not to answer		Cultivation Team	C	
			Senior Executive	C	
15.	What is your ethnic background?		Quality Control	C	
	Black or African-American		System Control Specialist/System Technician/Maintenance	C	
	AsianO	10	In which department do you work most often	.9	
	White or Caucasian	10.	In which department do you work most often	1.	
	Hispanic or Latino		Cultivation	C	
	Native American (not Pacific Islander)		Management & Operations	C	
	Pacific Islander		Post-Harvest	C	
	Bi-Racial or Multi-Racial				
	Prefer not to answer				
16.	Which is your job status?				
	Full-Time				
	Dart Time				

Thank You for Your Participation!

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