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		Agree	Agree	Not
	Strongly	Somewhat	Neutral	Somewhat	Strongly	Applicable
1. Overall, I am very satisfied with my employer	O	o	o	c	C	······
How do you feel about each of the following specific matters?	(Fill in a s	single respo	nse for ea	nch 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	O	O	O	O
well being	O	O	O	O	O	······
3. The organization's corporate culture and communications			•		•	
3. The organization's corporate culture and communications	Disagree	Disagree Somewhat		Agree Somewhat	Agree Strongly	Not Applicable
This organization's corporate communications are frequent enough						
This organization's corporate communications are detailed enoug	h O	O	O	O	C	······
This organization effectively communicates its progress towards						
meeting departmental goals	O	O	O	O	C	············
is doing financially	O	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	C	O	C	···········
that is well done	O	O	O	O	O	O
Staffing levels are adequate to provide quality products/services	O	O	O	O	O	············
Quality is a top priority with this organization						
Safety is a top priority with this organization						
I believe there is a spirit of cooperation within this organization						
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	O	O	O	O	O	······
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.						
Changes that may affect me are communicated to me prior				·········		

4. Your role within this organization:		Disagree Somewhat		Agree Somewhat	Agree Strongly	Not <u>Applicable</u>
I like the type of work that I do	O	O	O	O	O	O
I believe my job is secure	O	O	O	O	O	O
Deadlines at this organization are realistic	O	O	O	O	🔾	O
I feel I am valued in this organization	O	O	O	O	•	O
I feel part of a team working toward a shared goal	O	C	O	O	C	O
I am able to maintain a reasonable balance between work and						
my personal life						
My job makes good use of my skills and abilities	C	O	O	O	O	······
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	O	······
Most days, I feel I have made progress at work	O	O	O	O	O	······
5. Your work environment:				Agree Somewhat		
My physical working conditions are good	O	O	O	O	O	O
My general work area is adequately heated/cooled	O	O	•	O	O	O
There is adequate noise control to allow me to focus on my work	O	O	O	O	O	O
My workspace has adequate privacy for me to do my job	O	O	O	O	O	O
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
6. Your relationship with your immediate supervisor:	Strongly	Somewhat	Neutral	Somewhat	Strongly	
My supervisor treats me fairly	O	O	O	O	O	······
My supervisor treats me with respect	0	O	O	O	O	······
My supervisor handles my work-related issues satisfactorily	O	0	O	O	O	······
My supervisor handles my personal issues satisfactorily	O	O	O	O	O	······
My supervisor acknowledges when I do my work well	O	O	O	O	O	······
My supervisor tells me when my work needs improvement	O	O	O	O	O	······
My supervisor is open to hearing my opinion or feedback	O	O	O	O	O	······
My supervisor wants me to develop to my fullest potential	O	O	O	O	O	······
I feel I can trust what my supervisor tells me	C	O	O	O	O	······
7. Training, development and resources:				Agree Somewhat		Not <u>Applicable</u>
This organization provided as much initial training as I needed	Q	O	🔾	O	Q	Ο
This organization provides as much ongoing training as I need	0	🔾	•		•	O
This organization provides the technology, equipment and						
resources I need to do my job well	O	O	O	O	O	O
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	O	O	O	O	O	O
Technology issues are resolved in a timely manner	O	O	O	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/or	r					
acquire new skills	O	O	O	O	O	······
If I do good work, I will be rewarded	O	O	O	O	O	C

8.	Pay and Benefits:		Disagree Somewhat		Agree Somewhat		Not Applicable
	pay is fair for the work I perform						
Ove	erall, I'm satisfied with this organization's benefits package	O	C	C	C	C	C
Spe	cifically, I'm satisfied with the:						
Am	ount of vacation (or Paid Time Off)	C	C	o	O	O	C
Sicl	c leave policy	O	C	o	O	O	C
Am	ount of healthcare paid for	O	C	o	O	O	C
Der	ıtal benefits	O	C	o	O	O	C
Vis	on care benefits	O	C	o	O	O	C
Ret	rement plan benefits	O	C	o	O	C	C
Life	insurance benefits	O	O	O	O	C	C
Dis	ability benefits	O	C	O	O	O	C
Tui	tion reimbursement benefits	O	O	O	O	C	C
9. (Overall feelings about your employment experience:				Agree Somewhat		Not Applicable
Mo	st days, I look forward to going to work	O	O	O	O	O	C
	job provides me with a sense of meaning and purpose						
	n proud to work for this organization	O	O	O	O	O	O
I Te	el this organization has created an environment where I can do my best work	\circ	\circ	\circ	\circ	\circ	\circ
I an	n willing to give extra effort to help this organization succeed						
	an to continue my career with this organization for						
_	at least two more years	Q	O	O	<u>Q</u>	<u>C</u>	O
	ould recommend this organization's products/services to a frier						
	ould recommend working here to a friend	7 - 1					
	NOTE: We recommend that you do not include your name open-ended questions listed below. Please					ponses to	the two
	What does this organization do that makes it a place where	e people v	vould want	to work	?		

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?	. Which of the following best describes your role?			
	Less than one year		Executive/Senior Management		
	One year to less than two years		Manager/Supervisor		
	Two years to less than five years		Customer Service/Sales		
	Five years to less than ten years		Administrative/Clerical		
	Ten years or more		Support		
	Prefer not to answer		Other		
13.	In what year were you born?				
	Example: 1990				
14.	What is your gender?		1.0		
	Female	18	In which department do you work?		
	Male	10.	in which department do you work.		
	Non-Binary		Retail (Branch Banking)		
	Prefer not to answer		Lending (Commercial, Bus, Retail, Mtge)		
	500		Trust/Investments		
15.	What is your ethnic background?		Credit/Risk		
	Black or African-American		HR/Marketing		
	Asian		Finance		
	White or Caucasian		Operations		
	Hispanic or Latino		Other		
	Native American (not Pacific Islander)				
	Pacific Islander				
	Bi-Racial or Multi-Racial				
	Prefer not to answer				
16.	Which is your job status?				
	Full-Time				
	Part-TimeO				

Thank You for Your Participation!

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