

# Data Analysis Summary

## Employee Demographic Report

- Custom heat map applied to pinpoint areas of concern, significant YOY changes, and high neutral responses
- Discussion revolves around opportunities for data trends and areas for improvement
- Employee comments are reviewed as part of analysis preparation to aid in discussion

Best Companies Group >>>	OVERALL			2021	LENGTH OF SERVICE					GENERATION					
	% Agreement	% Neutral Responses	% Disagreement	2021 to 2022 Variance	% Agreement	Less than one year	One year to less than two years	Two years to less than five years	Five years to less than ten years	Ten years or more	Generation Z (born after 1997)	The Millennial Generation (born 1981 to 1997)	Generation X (born 1965 to 1980)	The Baby Boomer Generation (born 1946 to 1964)	The Silent Generation (born 1928 to 1946)
Total number of responses: 118															
<b>LEADERSHIP</b>															
I understand the long-term strategy of this organization	99	1	0	9	90	79	57	84	91	100	0	80	88	92	0
I have confidence in the leadership of this organization	88	8	4	(2)	90	95	100	84	86	96	0	89	85	92	0
The leaders of this organization care about their employees' well being	96	0	4	6	90	95	100	87	77	96	0	83	91	88	0
Senior leaders live the core values of the organization	87	9	4	(3)	90	84	86	81	82	88	0	77	85	80	0
The leaders of this organization are open to input from employees	88	2	10	(7)	95	79	86	77	77	92	0	77	82	80	0
<b>Leadership - AVERAGE</b>	<b>92</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>90</b>	<b>86</b>	<b>86</b>	<b>83</b>	<b>83</b>	<b>94</b>	<b>0</b>	<b>81</b>	<b>86</b>	<b>86</b>	<b>0</b>

## Employee Benchmark Report

- Comparison of current year scores to list-makers and non-list makers
- Ranges of variance signify Strengths, Weaknesses, Threats & Opportunities

Best Companies Group >>>	Employee Benchmark Report						
	Percentage of Positive Responses Medium Employers (50 - 249 US Employees)		Variance from Medium Employers <i>(Potential SWOT)</i>	Your 2022 Agreement Scores	Variance from All Employers	Percentage of Positive Responses All Size Categories	
	Medium Employers that made the list	Medium Employers not on the list				All Employers that made the list	All Employers not on the list
<b>LEADERSHIP</b>							
I understand the long-term strategy of this organization	93%	87%	5%	99	5%	93%	80%
I have confidence in the leadership of this organization	94%	87%	3%	88	2%	93%	78%
The leaders of this organization care about their employees' well being	95%	86%	1%	96	3%	93%	76%
Senior leaders live the core values of the organization	93%	85%	6%	87	5%	92%	75%
The leaders of this organization are open to input from employees	93%	84%	-5%	88	-4%	92%	75%
<b>LEADERSHIP - AVERAGE</b>	<b>94%</b>	<b>86%</b>	<b>-2%</b>	<b>92</b>	<b>-1%</b>	<b>93%</b>	<b>77%</b>

## Employer Benchmark Summary

- Employer's weighted score is compared to the range of all participants
- Brief discussion on interpreting the report and leveraging your organization in today's employment market

Best Companies Group >>>	Employer Benchmark Summary			
	Averaged Responses Small Employers (15 - 49 US Employees)		Averaged Responses Medium Employers (50 - 249 US Employees)	
	Small Employers that made the list	Small Employers not on the list	Medium Employers that made the list	Medium Employers not on the list
<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">                     Employer Questionnaire Scoring Range (All sizes):                      - Lowest Company Score = 8                      - YOUR COMPANY Score = 464                      - Highest Company Score = 1682                 </div>				
How many years has the highest ranking official/CEO been in this position within your organization?	16.4	18.7	15.9	23.5
Does your organization employ any formal programs and/or practices to actively recruit and/or retain employees of varying ethnic and cultural backgrounds?	45%	43%	57%	39%