	OVERALL		LENGTH OF SERVICE	GENERATION		GENDER		ETHNIC BACKGRO	UND	JOB STATUS		JOB ROL	LE			т	
Ad Best Places Age to Work 2022  Best Companies Group >>>>	reement agreement	than one year	rear to less than two years rears to less than five years rears to less than ten years to less than ten years or more	after 1997)  Iffennial Generation form 1981 to 1997)  Inneration X  1965 to 1980)  Saby Boomer Feneration Feneration 1946 to 1964)	ilent Generation rn 1928 to 1945)	le Sinary	or African-American	or Caucasian inic or Latino e American (not Pacific	Islander) Ic Islander Icial or Multi-Racial	іте Пте	nistrative/Clerical	utive/Partner ger/Supervisor	ce/Facilities	unt/Management	ive/Production less Development	an Resources mation Technology	enance/Operations arch & Analytics
	% Agı % Dis	Less	One y	Gen (Born (Born The E (Born The E G (Born Gen Gen Gen Gen Gen Gen Gen Gen Gen Ge	The S (Bo	Fema Male Non-E	Black	Asian White Hispa	Pacifi Bi-Ra	Full-T Part-1	Admi	Execu	Servic	Accol	Creat Busin Finan	Huma	Legal Maint Resea
Total number of responses: 14  LEADERSHIP		3	3 4 2 2	0 9 1 0	0	6 7 0	0	1 8 1 1	0 1	13 1	1	2 5	1 5	2	10 0 2	0 0	0 0 0 0
I understand the long-term strategy of this organization	100 0	х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I have confidence in the leadership of this organization The leaders of this organization care about their employees' well being	100 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0		$\rightarrow$	100 x 100 x	X	x 100 x 100	x 100 x 100	X	100 0 x 100 0 x	0 0	0 0 0 0
Senior leaders live the core values of the organization	100 0	X		0 100 x 0	0	100 100 0	0			100 X	×	x 100	x 100	X	100 0 X	0 0	0 0 0 0
The leaders of this organization are open to input from employees	100 0	х	x x x x	0 100 x 0	0	100 100 0	0	x 100 x x	0 x	100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
Leadership - AVERAGE	100 0	х	x x x x	0 100 x 0	0	100 100 <b>0</b>	0	x 100 x x	0 x	100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
CORPORATE CULTURE AND COMMUNICATIONS																	
This organization's corporate communications are frequent enough  This organization's corporate communications are detailed enough	100 0	X		0 100 x 0	0	100 100 0	0			100 x	Х	x 100	x 100	X	100 0 x	0 0	0 0 0 0
This organization's corporate communications are detailed enough  This organization effectively communicates its progress towards meeting departmental goals	100 0 93 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 86 0	0			100 x 92 x	X	x 100 x 100	x 100 x 80	X	100 0 x 90 0 x	0 0	0 0 0 0
I have a good understanding of how this organization is doing financially	93 0	×		0 100 x 0	0	100 86 0	0		$\rightarrow$	92 X	X	x 100	x 80	X	90 0 x	0 0	0 0 0 0
I can trust what this organization tells me	100 0	х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
This organization treats me like a person, not a number	100 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0			100 x	X	x 100	x 100	X	100 0 x	0 0	0 0 0 0
This organization gives me enough recognition for work that is well done  Staffing levels are adequate to provide quality products/services	100 0 86 0	X		0 100 x 0 0 0 100 x 0	0	100 100 0	0			100 x 85 x	X	x 100 x 100	x 100 x 60	X	100 0 x 80 0 x	0 0	0 0 0 0
Quality is a top priority with this organization	86 0	$\frac{1}{x}$		0 100 x 0	0	100 86 0	0			85 x	^	x 100	x 60	X		0 0	0 0 0 0
Safety is a top priority with this organization	100 0	Х	x x x x	0 100 x 0	0	100 100 0	0		0 x	100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I believe there is a spirit of cooperation within this organization	100 0	Х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
My employer enables a culture of diversity  This organization makes a strong effort to minimize discrimination	100 0 100 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0			100 x 100 x	X	x 100 x 100	x 100 x 100	X	100 0 x 100 0 x	0 0	0 0 0 0
This organization makes a strong effort to minimize discrimination  I like the people I work with at this organization	100 0			0 100 x 0	0	100 100 0	0			100 X	X	x 100	x 100	X	100 0 X	0 0	0 0 0 0
At this organization, employees have fun at work	100 0	Х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I feel I can express my honest opinions without fear of negative consequences	93 0	Х		0 89 x 0	0	83 100 0	0			92 x	Х	x 80	x 100	Х	100 0 x	0 0	0 0 0 0
Changes that may affect me are communicated to me prior to implementation	93 0	Х		0 89 x 0	0	100 86 0	0			92 x	х	x 100	x 80	Х	90 0 x		0 0 0 0
Corporate Culture and Communications - AVERAGE	97 0	Х	X   X   X   X	0 99 x 0	0	99 96 0	0	x 96 x x	0 x	96 x	Х	x 99	x 92	х	96 0 x	0 0	0 0 0 0
ROLE SATISFACTION	400 0		1 1 1 1	0 400 0	0	400 400 0				400		400	400		100 0		
I like the type of work that I do I am given enough authority to make decisions I need to make	100 0 93 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0			92 x	X	x 100 x 100	x 100 x 80	X	100 0 x 90 0 x	0 0	0 0 0 0
I believe my job is secure	100 0	X		0 100 x 0	0	100 100 0	0			100 x	X	x 100	x 100	X	100 0 x	0 0	0 0 0 0
Deadlines at this organization are realistic	100 0	Х	x x x x	0 100 x 0	0	100 100 0	0	x 100 x x	0 x	100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I feel I am valued in this organization	100 0	Х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I feel part of a team working toward a shared goal I am able to maintain a reasonable balance between work and my personal life	100 0 100 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0			100 x 100 x	X	x 100 x 100	x 100 x 100	X	100 0 x 100 0 x	0 0	0 0 0 0
My job makes good use of my skills and abilities	100 0	T x		0 100 x 0	0	100 100 0	0			100 X	×	x 100	x 100	X	100 0 X	0 0	0 0 0 0
I have a clear understanding of my job role	100 0	х		0 100 x 0	0	100 100 0	0	<del></del>		100 x	х	x 100	x 100	х	100 0 x	0 0	0 0 0 0
I understand the importance of my role to the success of the organization	100 0	Х		0 100 x 0	0	100 100 0	0			100 x	х	x 100	x 100	Х	100 0 x	0 0	0 0 0 0
Most days, I feel I have made progress at work	100 0	Х		0 100 x 0	0	100 100 0	0			100 x	X	x 100	x 100	Х	100 0 x		0 0 0 0
Role Satisfaction - AVERAGE	99 0	X	X   X   X   X	0 100 X 0	0	100   100   0	0	X   100   X   X	0 X	99 X	X	X   100	X 98	Х	99 0 x	0 0	0 0 0 0
WORK ENVIRONMENT  My physical working conditions are good	100 0		1 1 1 1	0 400 0	0	400 400 0	_			400		400	400		100 0		
My general working conditions are good  My general work area is adequately heated/cooled	100 0		X	0 100 x 0 0 100 x 0		100 100 0 100 100 0	0	x 100 x x x 100 x x		100 x 100 x	_	x 100 x 100	x 100 x 100	X		0 0	0 0 0 0
There is adequate noise control to allow me to focus on my work	93 0			0 100 x 0		83 100 0	0		$\rightarrow$	100 x		x 100	x 80	X			0 0 0 0
My workspace has adequate privacy for me to do my job	86 0			0 89 x 0		83 100 0	0			85 x		x 80	x 80				0 0 0 0
I feel physically safe in my work environment	100 0			0 100 x 0		100 100 0				100 x	Х	x 100	x 100	х			0 0 0 0
Work Environment - AVERAGE	96 0	х	x   x   x   x	0 98 x 0	0	93 100 <b>0</b>	0	x 95 x x	0 x	97 x	х	x 96	x 92	х	94 0 x	0 0	0 0 0 0
RELATIONSHIP WITH SUPERVISOR	100					100 100				100	1	1 1			100 5		
My supervisor treats me fairly My supervisor treats me with respect	100 0 100 0	X		0 100 x 0 0 100 x 0		100 100 0 100 100 0	0			100 x 100 x	X	x 100 x 100	x 100 x 100	X	100 0 x 100 0 x	0 0	0 0 0 0
My supervisor treats me with respect  My supervisor handles my work-related issues satisfactorily	100 0	X		0 100 x 0		100 100 0	0			100 x	X	x 100	x 100	X		0 0	0 0 0 0
My supervisor handles my personal issues satisfactorily	100 0	Х	x x x x	0 100 x 0		100 100 0	0			100 x		x 100	x 100	X	100 0 x	0 0	0 0 0 0
My supervisor acknowledges when I do my work well	100 0	х			0	100 100 0	0			100 x		x 100	x 100	х		0 0	
My supervisor tells me when my work needs improvement	79 14					83 86 0	0			77 x	X	x 80	x 60	Х	70 0 x		
My supervisor is open to hearing my opinion or feedback  My supervisor wants me to develop to my fullest potential	100 0 100 0	X		0 100 x 0 0 100 x 0	0	100 100 0 100 100 0	0			100 x 100 x	X	x 100 x 100	x 100 x 100	X X		0 0	0 0 0 0
I feel I can trust what my supervisor tells me	100 0	X		0 100 x 0		100 100 0	0			100 X	×	x 100	x 100	X		0 0	0 0 0 0
Relationship with Supervisor - AVERAGE		_		0 99 x 0	0	98 98 0	0			97 x	х	x 98	x 96	х		0 0	
											_						

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly" (with exception of "% Disagreement" Column) x - For confidentiality reasons, demographic categories with less than 5 responses are not included

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	OVER	RALL	L	LENGTH OF SERVICE				GENERATION					GENDER			ETHNIC BACKGROUND							JOB	Ē		DEPARTMENT								
Ad Best Places Age to Work 2022	nent	eement	n one year	to less than two years	years years s to less than ten years	s or more	tion Z er 1997)	nnial Generation 1981 to 1997)	neration X 1965 to 1980)	y boomer sration 46 to 1964) nt Generation 928 to 1945)			ary	African-American		Caucasian	or Latino	merican (not Pacific Islander) Iander	or Multi-Racial		Ф	rative/Clerical	e/Partner	/Supervisor	acilities	Management	Production	s Development	Accounting	esources	on Technology	nce/Operations	າ & Analytics	
Best Companies Group >>>>	% Agreer	% Disagr	Less thai	One year	Five year	Ten year	Genera (Born aft	The Mille (Born	Gener (Born 190	Gene Gene (Born 194 The Siler (Born 1	Female	Male	Non-Bina	Black or	Asian	White or	Hispanic	Native Ar	Bi-Racial	Full-Time	Part-Time	Administ	Executiv	Manager	Service/F Other	Account/	Creative/	Business	Finance/	Human R	Informati	Legal Maintena	Research	Other
TRAINING, DEVELOPMENT AND RESOURCES																																		
This organization provided as much initial training as I needed	64	21	х	х	х х	Х	0	67	х	0 0	50	86	0	0	х	63	х	x 0	х	69	х	Х	х	80	x 40	X	60	0	х	0	0	0 0	0	0
This organization provides as much ongoing training as I need	86		х		x x	Х	0	89	x	0 0	83	100	0	0	x	100		x 0		85	X	x		100	x 80			0	X	0	0	0 0		0
This organization provides the technology, equipment and resources I need to do my job well	93	7	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0		92	х	х	x 1	100	x 80	Х	90	0	х	0	0	0 0	0	0
The computer or other hardware I use to do my job is dependable	93	7	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	92	х	х	x 1	100	x 80	Х	90	0	х	0	0	0 0	0	0
The software and program applications I use to do my job are adequate	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	Х	x 1	100	x 100	X	100	0	х	0	0	0 0	0	0
Technology issues are resolved in a timely manner	100	0	Х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0		100	Х	Х	X 1	100	x 100	X	100	0	х	0		0 0		0
Technology issues affecting my work are communicated to me in a timely manner	93	0	х		х х	х	0	100	х	0 0	100	100	0	0	х			x 0		92	х	х	x 1	100	x 80	х	90	0	х	0		0 0		0
This organization helps me pursue a career path that aligns with my skills and interests	93	0	х		х х	х	0	100		0 0	83	100	0	0	х	_		x 0		100	Х	х	X 1	100	x 80	Х	_	0	х	0		0 0		0
This organization encourages me to develop professionally and/or acquire new skills	100	0	х		х х	Х	0	100		0 0	100	100	0	0	Х			x 0		100	Х	Х	X 1	100	x 100	X		0	х	0		0 0		0
If I do good work, I will be rewarded	100	0	Х		х х	х	0	100		0 0	100		0	0	Х		х	x 0	X	100	Х	Х	X 1	100	x 100	X		0	х	0	-	0 0		0
Training, Development and Resources - AVERAGE	92	5	х	X	x x	х	0	96	х	0 0	92	99	0	0	X	95	х	x 0	X	93	х	х	х	98	x 84	Х	91	0	х	0	0	0 0	0	0
PAY AND BENEFITS																																		
My pay is fair for the work I perform	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	х	x 1	100	x 100	X	100	0	х	0	0	0 0	0	0
Overall, I'm satisfied with this organization's benefits package	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	х	X 1	100	x 100	Х	100	0	х	0	0	0 0	0	0
I'm satisfied with the amount of vacation (or Paid Time Off)	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	х	x 1	100	x 100	X	100	0	х	0	0	0 0	0	0
I'm satisfied with the sick leave policy	93	0	х	х	х х	х	0	100	х	0 0	100	86	0	0	х	100	х	x 0	х	92	х	х	x 1	100	x 100	X	90	0	х	0	0	0 0	0	0
I'm satisfied with the amount of healthcare paid for	86	7	х	х	х х	х	0	89	х	0 0	67	100	0	0	х	88	х	x 0	х	85	х	Х	х	60	x 100	) x	80	0	х	0	0	0 0	0	0
I'm satisfied with the dental benefits	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	Х	x 1	100	x 100	X	100	0	х	0	0	0 0	0	0
I'm satisfied with the vision care benefits	100	0	Х	Х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0		100	Х	Х	X 1	100	x 100	X	100	0	х	0	0	0 0	0	0
I'm satisfied with the retirement plan benefits	100	0	Х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0		100	Х	Х	X 1	100	x 100	X	100	0	х	0		0 0		0
I'm satisfied with the life insurance benefits	92	0	х		х х	х	0	100	х	0 0	80	100	0	0	х	_	-	x 0	_	92	х	х	х	80	x 100	X	_	0	х	0		0 0		0
I'm satisfied with the disability benefits	100	0	х		х х	х	0	100		0 0	100	100	0	0	х			x 0		100	х	х	X 1	100	x 100	Х		0	х	0		0 0		0
I'm satisfied with the tuition reimbursement benefits	100	0	х	х	х х	Х	0	100	Х	0 0	100	100	0	0	х		х	x 0	Х	100	Х	х	X 1	100	x 100	X		0	х	0		0 0		0
Pay and Benefits - AVERAGE	97	1	х	X	x x	х	0	99	х	0 0	95	99	0	0	х	99	х	x 0	х	97	х	х	х	95	x 100	X	96	0	x	0	0	0 0	0	0
OVERALL ENGAGEMENT																																		
Overall, I am very satisfied with my employer	100	0	х	х	х х	х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	х	x 1	100	x 100	Х	100	0	х	0	0	0 0	0	0
Most days, I look forward to going to work	93	0	х	х	х х	х	0	100	х	0 0	100	86	0	0	х	88		x 0		92	х	х	x 1	100	x 80	х	_	0	х	0		0 0		0
My job provides me with a sense of meaning and purpose	93	0	х	х	х х	Х	0	100	х	0 0	100	86	0	0	х	88	х	x 0		92	х	х	x 1	100	x 80	х	90	0	х	0	0	0 0	0	0
I am proud to work for this organization	100	0	х	х	х х	Х	0	100	х	0 0	100	100	0	0	х	100	х	x 0	х	100	х	х	x 1	100	x 100	X	100	0	х	0	0	0 0	0	0
I feel this organization has created an environment where I can do my best work	93	7	х	х	х х	Х	0	100	х	0 0	100	86	0	0	х	88	х	x 0	х	92	х	х	x 1	100	x 80	Х	90	0	х	0	0	0 0	0	0
I am willing to give extra effort to help this organization succeed	93	0	х		х х	Х	0	100		0 0	100	86	0	0	х			x 0		92	Х	х	X 1	100	x 80	Х		0	Х	0		0 0		0
I plan to continue my career with this organization for at least two more years	86	7	х		х х	Х	0	100	х	0 0	100	86	0	0	х			x 0	_	85	Х	х	x 1	100	x 60	х	80	0	Х	0		0 0		0
I would recommend this organization's products/services to a friend	100	0	х		х х	Х	0	100	х	0 0	100	100	0	0	х			x 0		100	Х	х	x 1	100	x 100	X	_	0	х	0		0 0		0
I would recommend working here to a friend	100	0	х		х х	Х	0	100	х	0 0	100	100	0	0	х		х	x 0	х	100	х	х	x 1	100	x 100	X		0		0		0 0		0
Overall Engagement - AVERAGE	95	2	х	x	x x	х	0	100	х	0 0	100	92	0	0	х	93	х	x 0	х	95	X	х	x 1	100	x 87	х	93	0	x	0	0	0 0	0	0
SURVEY AVERAGE	97	1	x	x	х х	x	0	99	Y	0 0	97	98	0	0	Y	97	X	x 0	x	97	х	х	х	98	X 94	X	96	0	X	0	0	0 0	0	0

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