

**Ad Best Places
Age to Work 2022**

Best Companies Group

| | OVERALL | | LENGTH OF SERVICE | | | | | GENERATION | | | | | GENDER | | | ETHNIC BACKGROUND | | | | | | JOB STATUS | | JOB ROLE | | | | | DEPARTMENT | | | | | | | | | | | | |
|--|-------------|----------------|--------------------|---------------------------------|-----------------------------------|-----------------------------------|-------------------|-----------------------------------|--|-------------------------------------|---|--|----------|------------|------------|---------------------------|----------|--------------------|--------------------|--|-------------------------------|---------------------------|-----------|------------|-------------------------|-------------------|--------------------|--------------------|------------|--------------------|---------------------|----------------------|--------------------|-----------------|------------------------|----------|------------------------|----------------------|----------|----------|--|
| | % Agreement | % Disagreement | 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 1945) | Female | Male | Non-Binary | Black or African-American | Asian | White or Caucasian | Hispanic or Latino | Native American (not Pacific Islander) | Pacific Islander | Bi-Racial or Multi-Racial | Full-Time | Part-Time | Administrative/Clerical | Executive/Partner | Manager/Supervisor | Service/Facilities | Other | Account/Management | Creative/Production | Business Development | Finance/Accounting | Human Resources | Information Technology | Legal | Maintenance/Operations | Research & Analytics | Other | | |
| LEADERSHIP | | | | | | | | | | | | | | | | | | | | | Total number of responses: 14 | | | | | | | | | | | | | | | | | | | | |
| I understand the long-term strategy of this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I have confidence in the leadership of this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| The leaders of this organization care about their employees' well being | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Senior leaders live the core values of the organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | 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 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Leadership - AVERAGE | | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | |
| CORPORATE CULTURE AND COMMUNICATIONS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| This organization's corporate communications are frequent enough | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| This organization's corporate communications are detailed enough | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| This organization effectively communicates its progress towards meeting departmental goals | 93 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 86 | 0 | 0 | x | 88 | x | x | 0 | x | 92 | x | x | x | 100 | x | 80 | x | 90 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I have a good understanding of how this organization is doing financially | 93 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 86 | 0 | 0 | x | 88 | x | x | 0 | x | 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 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| This organization treats me like a person, not a number | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 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 | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Staffing levels are adequate to provide quality products/services | 86 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 86 | 0 | 0 | x | 88 | x | x | 0 | x | 85 | x | x | x | 100 | x | 60 | x | 80 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Quality is a top priority with this organization | 86 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 86 | 0 | 0 | x | 88 | x | x | 0 | x | 85 | x | x | x | 100 | x | 60 | x | 80 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Safety is a top priority with this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I believe there is a spirit of cooperation within this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| My employer enables a culture of diversity | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| This organization makes a strong effort to minimize discrimination | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I like the people I work with at this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 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 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I feel I can express my honest opinions without fear of negative consequences | 93 | 0 | x | x | x | x | x | 0 | 89 | x | 0 | 0 | 83 | 100 | 0 | 0 | x | 88 | x | x | 0 | x | 92 | x | x | x | 80 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Changes that may affect me are communicated to me prior to implementation | 93 | 0 | x | x | x | x | x | 0 | 89 | x | 0 | 0 | 100 | 86 | 0 | 0 | x | 88 | x | x | 0 | x | 92 | x | x | x | 100 | x | 80 | x | 90 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Corporate Culture and Communications - AVERAGE | | 97 | 0 | x | x | x | x | x | 0 | 99 | x | 0 | 0 | 99 | 96 | 0 | 0 | x | 96 | x | x | 0 | x | 96 | x | x | x | 99 | x | 92 | x | 96 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | |
| ROLE SATISFACTION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| I like the type of work that I do | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I am given enough authority to make decisions I need to make | 93 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 92 | x | x | x | 100 | x | 80 | x | 90 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I believe my job is secure | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 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 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I feel I am valued in this organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I feel part of a team working toward a shared goal | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I am able to maintain a reasonable balance between work and my personal life | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| My job makes good use of my skills and abilities | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | 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 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I understand the importance of my role to the success of the organization | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Most days, I feel I have made progress at work | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 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 | x | 99 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | |
| WORK ENVIRONMENT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| My physical working conditions are good | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| My general work area is adequately heated/cooled | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| There is adequate noise control to allow me to focus on my work | 93 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 83 | 100 | 0 | 0 | x | 88 | x | x | 0 | x | 100 | x | x | x | 100 | x | 80 | x | 90 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| My workspace has adequate privacy for me to do my job | 86 | 0 | x | x | x | x | x | 0 | 89 | x | 0 | 0 | 83 | 100 | 0 | 0 | x | 88 | x | x | 0 | x | 85 | x | x | x | 80 | x | 80 | x | 80 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| I feel physically safe in my work environment | 100 | 0 | x | x | x | x | x | 0 | 100 | x | 0 | 0 | 100 | 100 | 0 | 0 | x | 100 | x | x | 0 | x | 100 | x | x | x | 100 | x | 100 | x | 100 | 0 | x | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Work Environment - AVERAGE | | 96 | 0 | x | x | x | x | x | 0 | 98 | x | 0 | 0 | 93 | 100 | 0 | 0 | x | 95 | | | | | | | | | | | | | | | | | | | | | | |

