

Executive C-Suite Chronological Assessment Report

Confidential

Company ABC

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HR SURVEY RESPONSE

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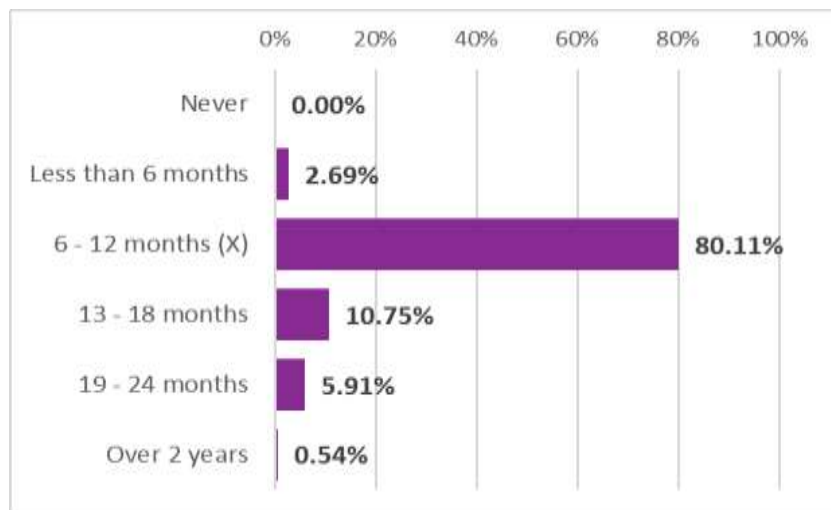
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Methodology



The chart represents the participating organizations data as a whole. It displays a percentage for the option selected for a particular question.

"X" in the chart axis label represents your organization's score compared to other participating organizations that also selected the same response.

		Overall	Your Company
1	0% - 10%	10.00%	
2	11 - 25%	0.00%	
3	26% - 40%	0.00%	
4	41% - 50%	5.00%	
5	51% - 75%	25.00%	
6	more than 75%	60.00%	X

For each area there is a green "X" denoting the response that your company provided on the questionnaire.

To the left of this response is a percentage which represents the percent of participating organizations that also selected the same response.

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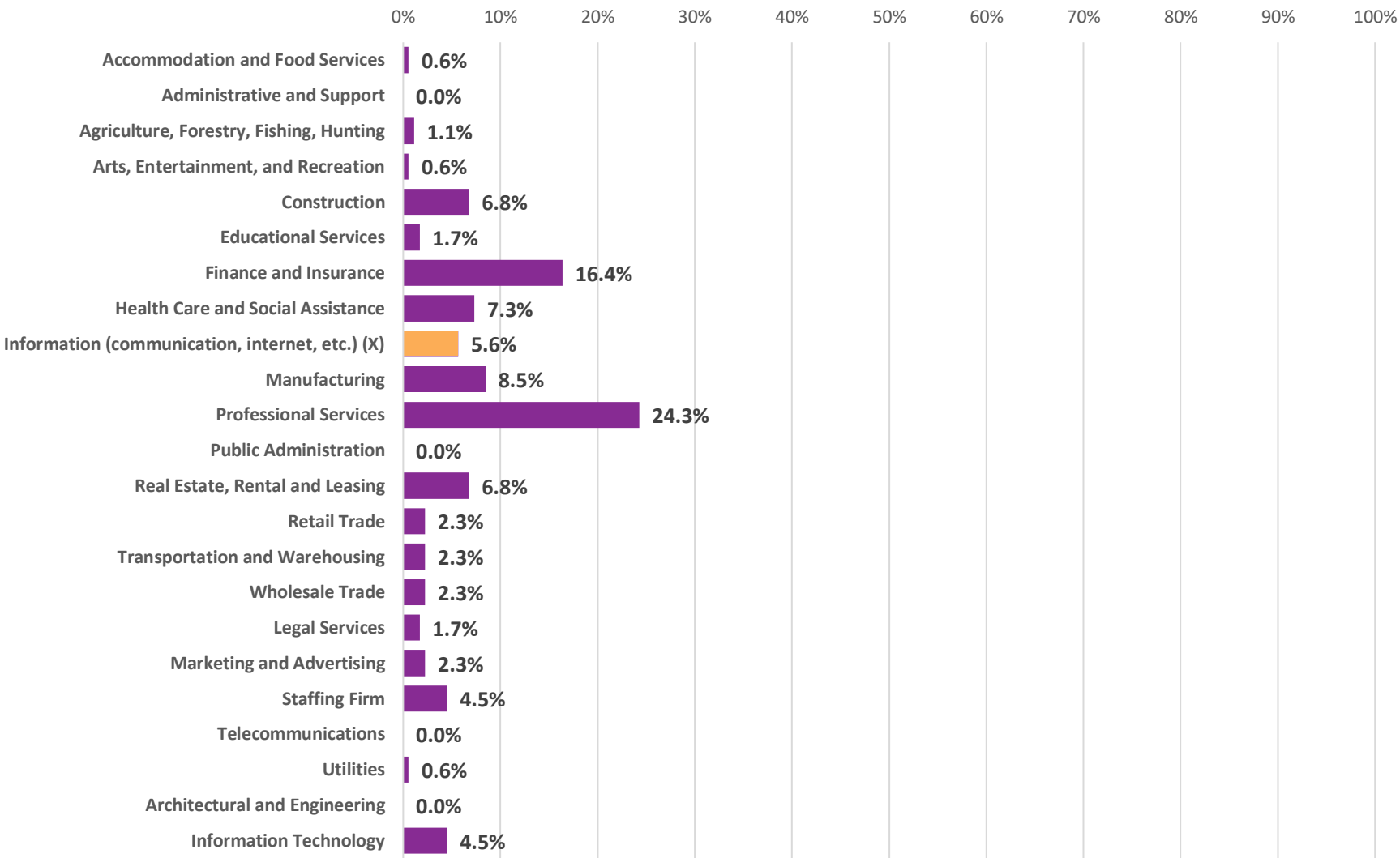


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Survey Analysis

Which of the following best describes your organization's industry?



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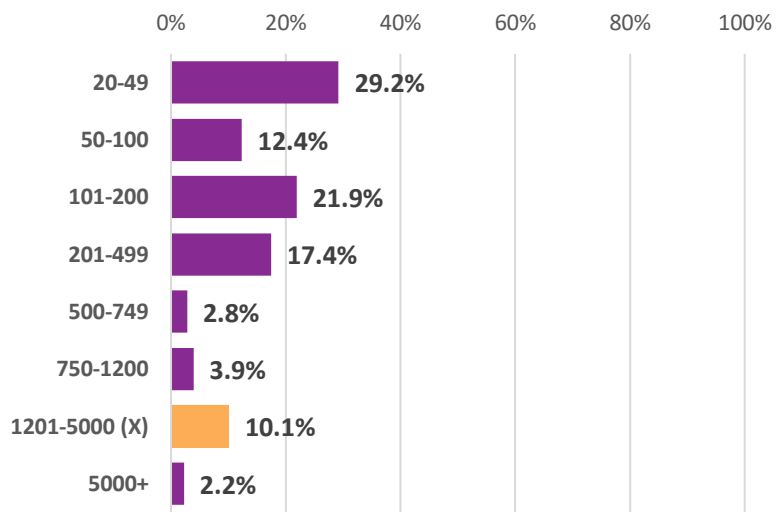


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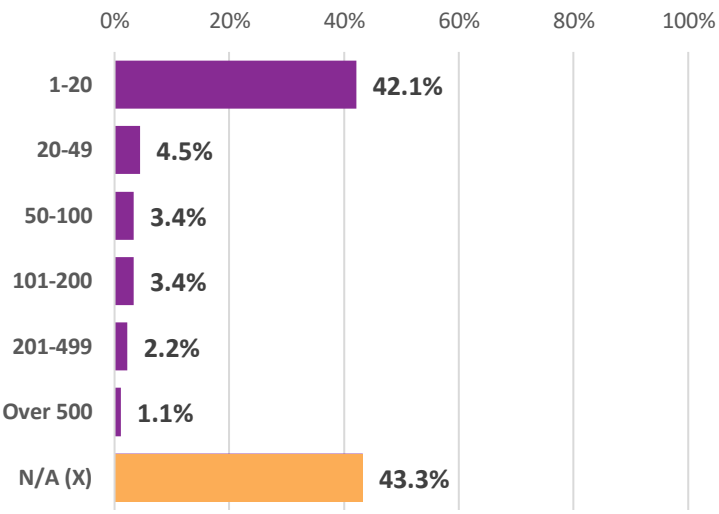


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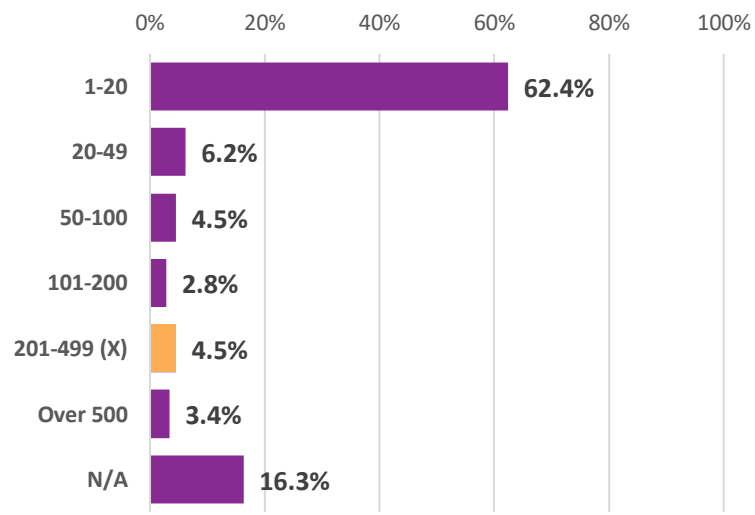
Total full time regular employees?



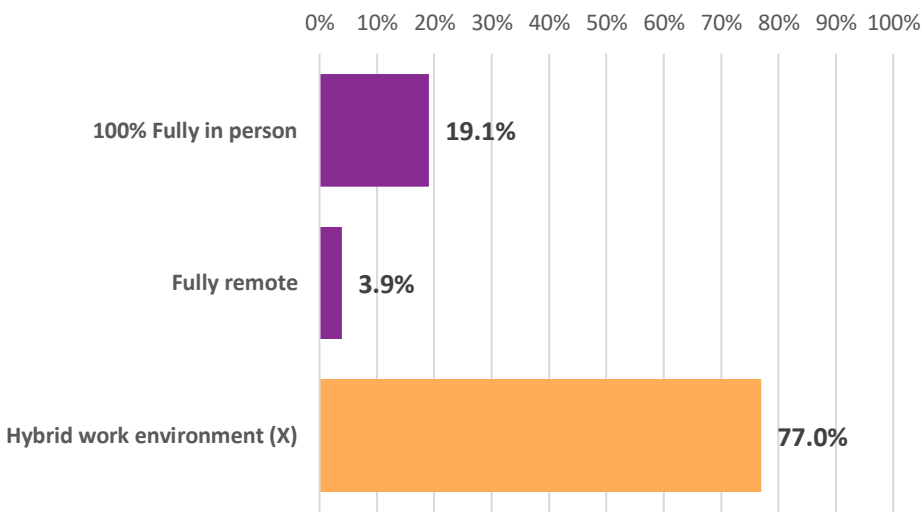
Total full time temporary employees?



Part-Time/Contractor/Freelance employees?



Workforce Demographics:



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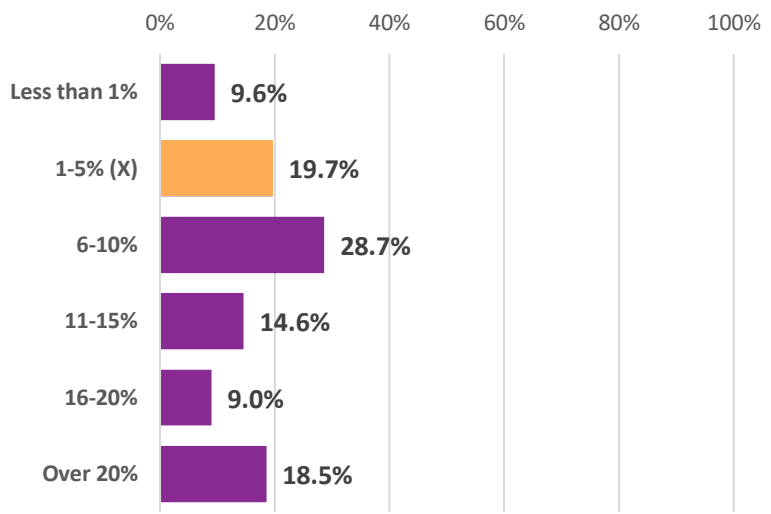


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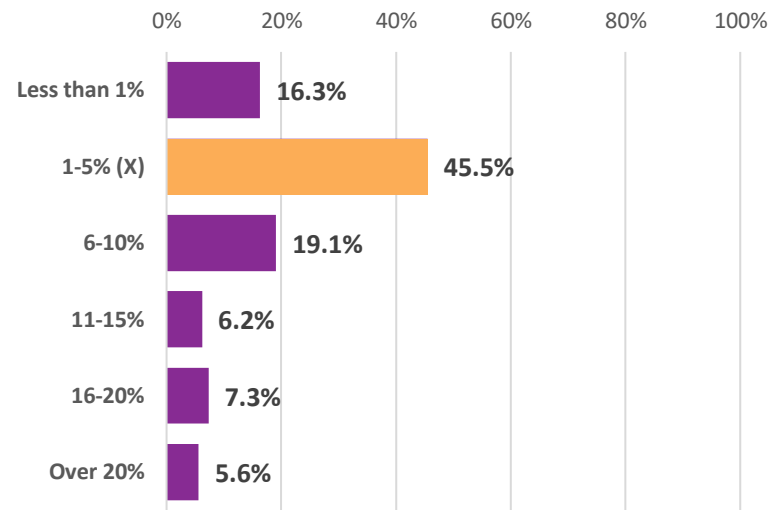


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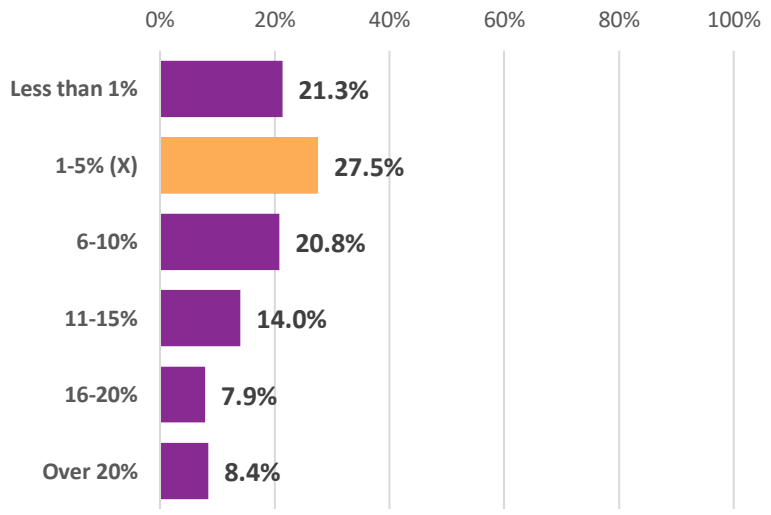
Voluntary turnover rate for the most recent fiscal year?



Involuntary turnover rate for the most recent fiscal year?



Percent workforce growth for the most recent fiscal year?



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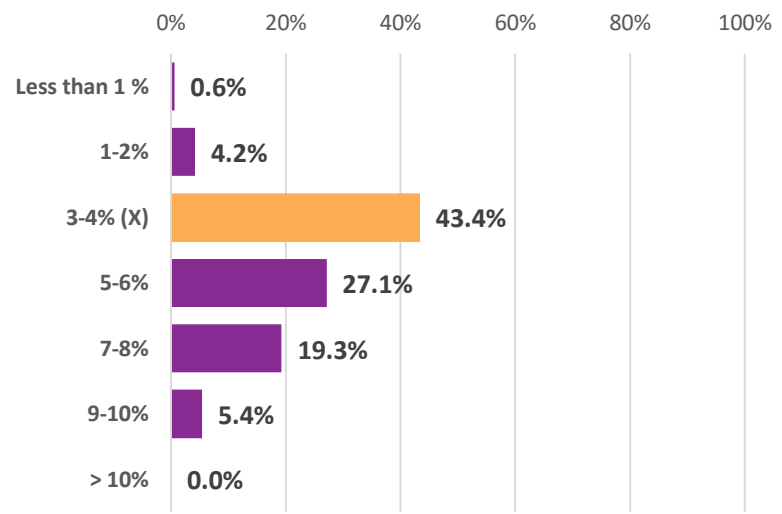


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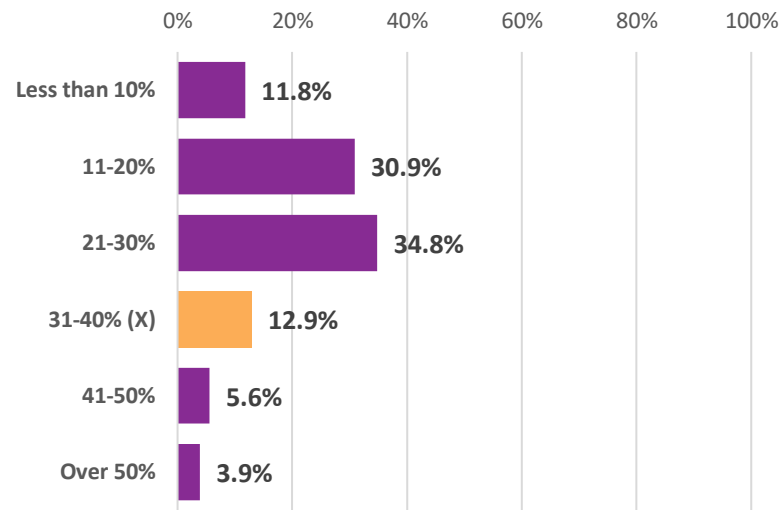


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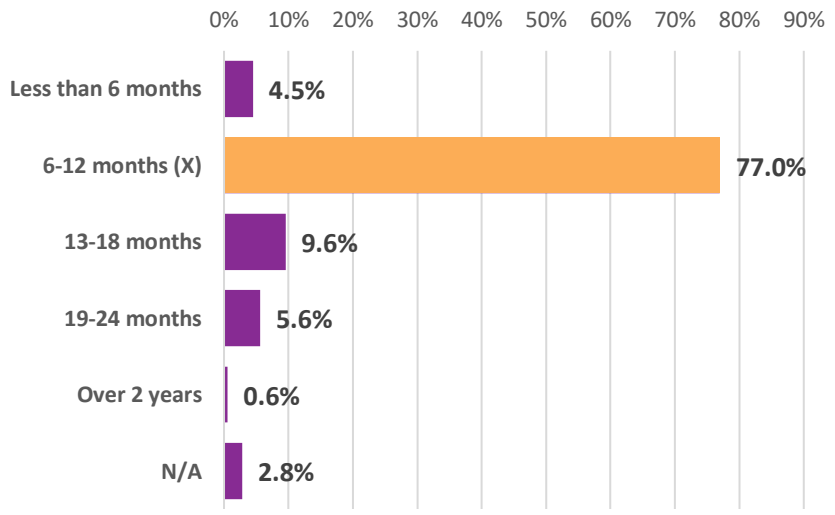
What was the average percent increase in base compensation for all employees in the last year, excluding officers and owners?



What percentage of base compensation is paid out in benefits to all employees, excluding officers and owners?



Overall, at what interval are salary ranges for job classifications reviewed and upgraded?



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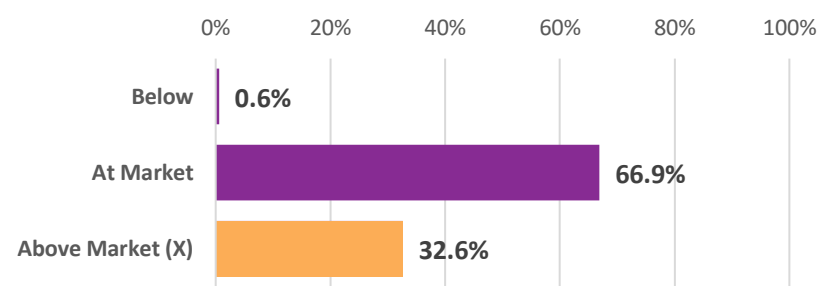
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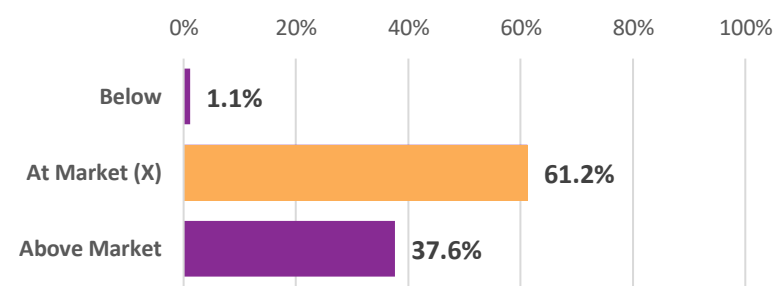
Survey Analysis

How did the pay ranges of your organization compare to the regional market conditions?

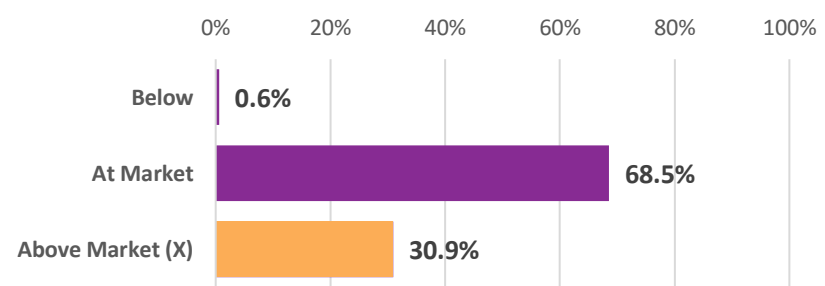
Hourly



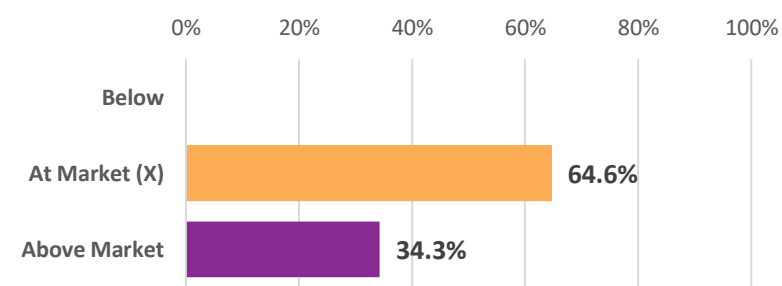
Salaried



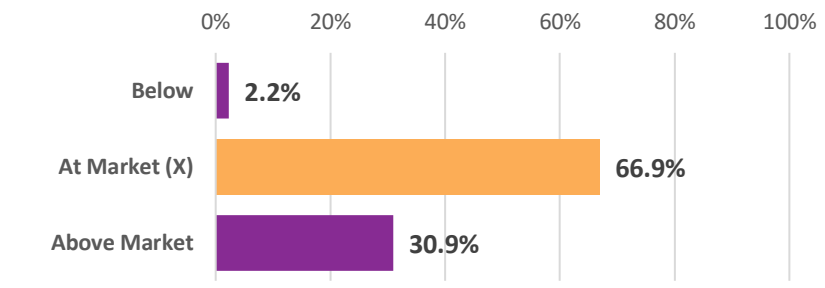
Entry Level



Mid-Management



Executive



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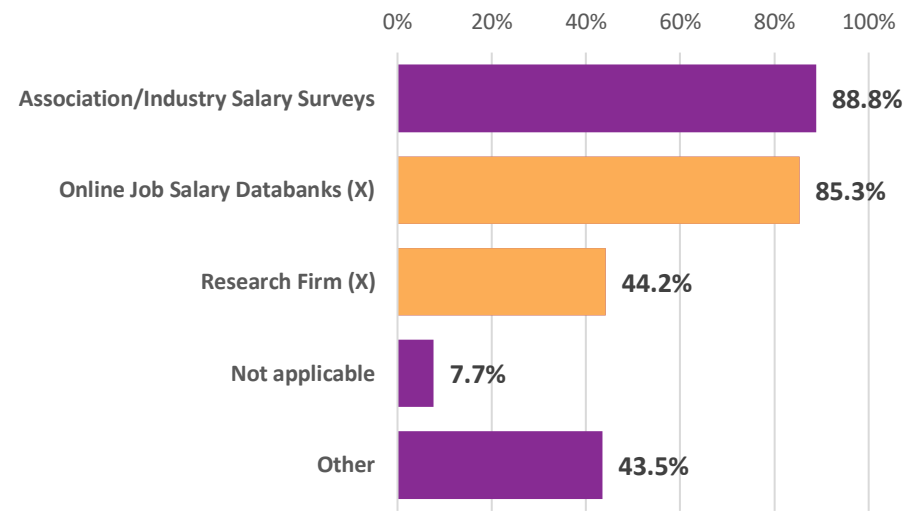


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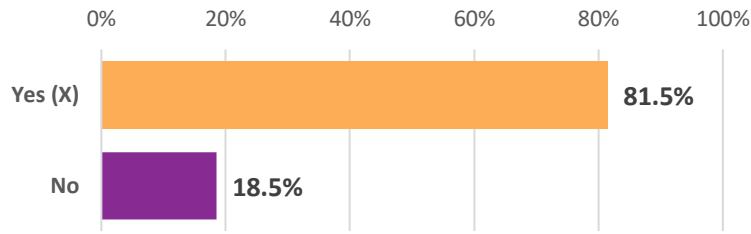


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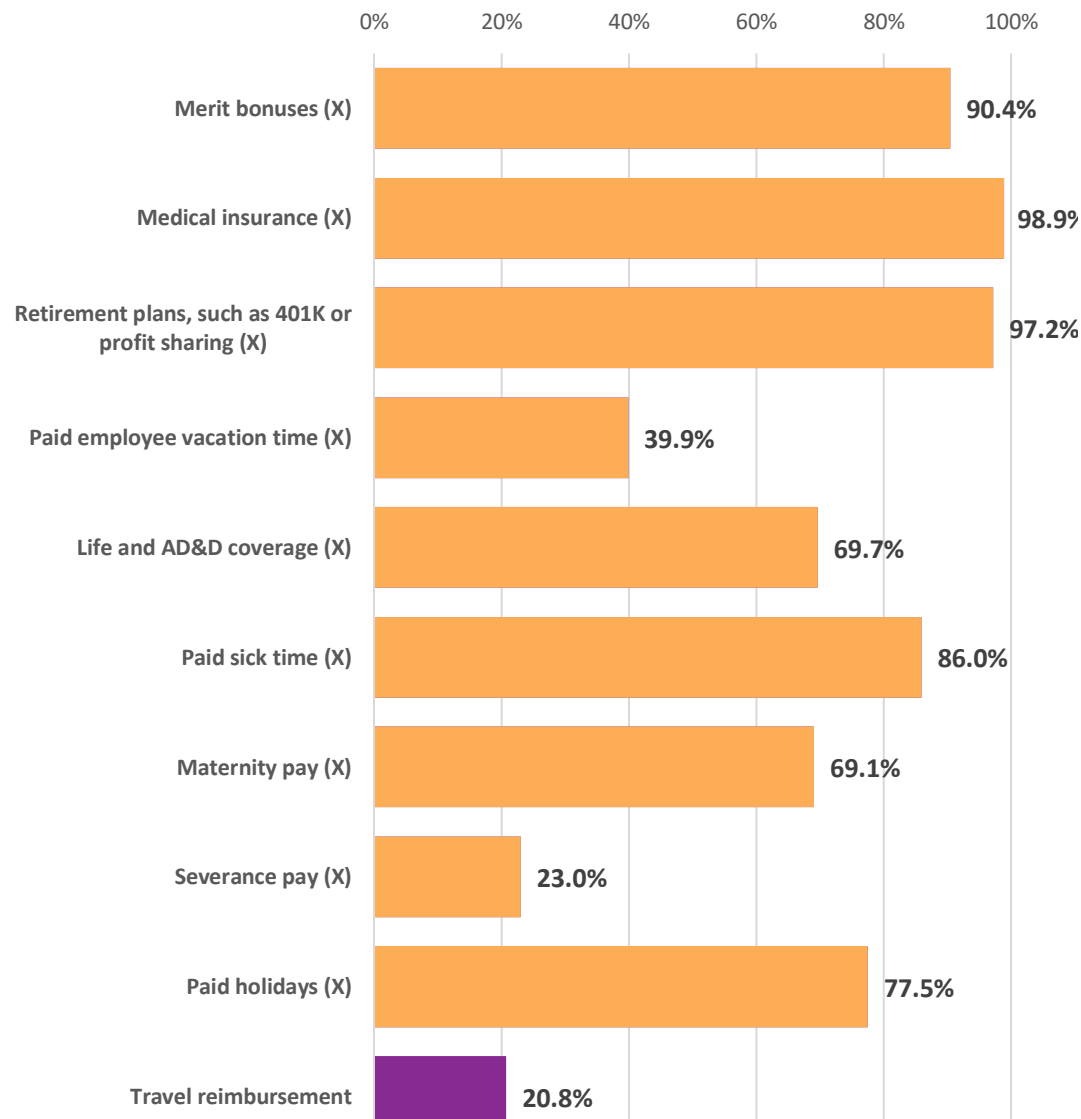
How do you determine regional market conditions?



Do you offer all the benefits to your employees?



As a Best and Brightest Company to Work For, the assumption is that you offer the compensation and benefits listed below as a minimum criteria. Do you offer all the benefits to your employees?



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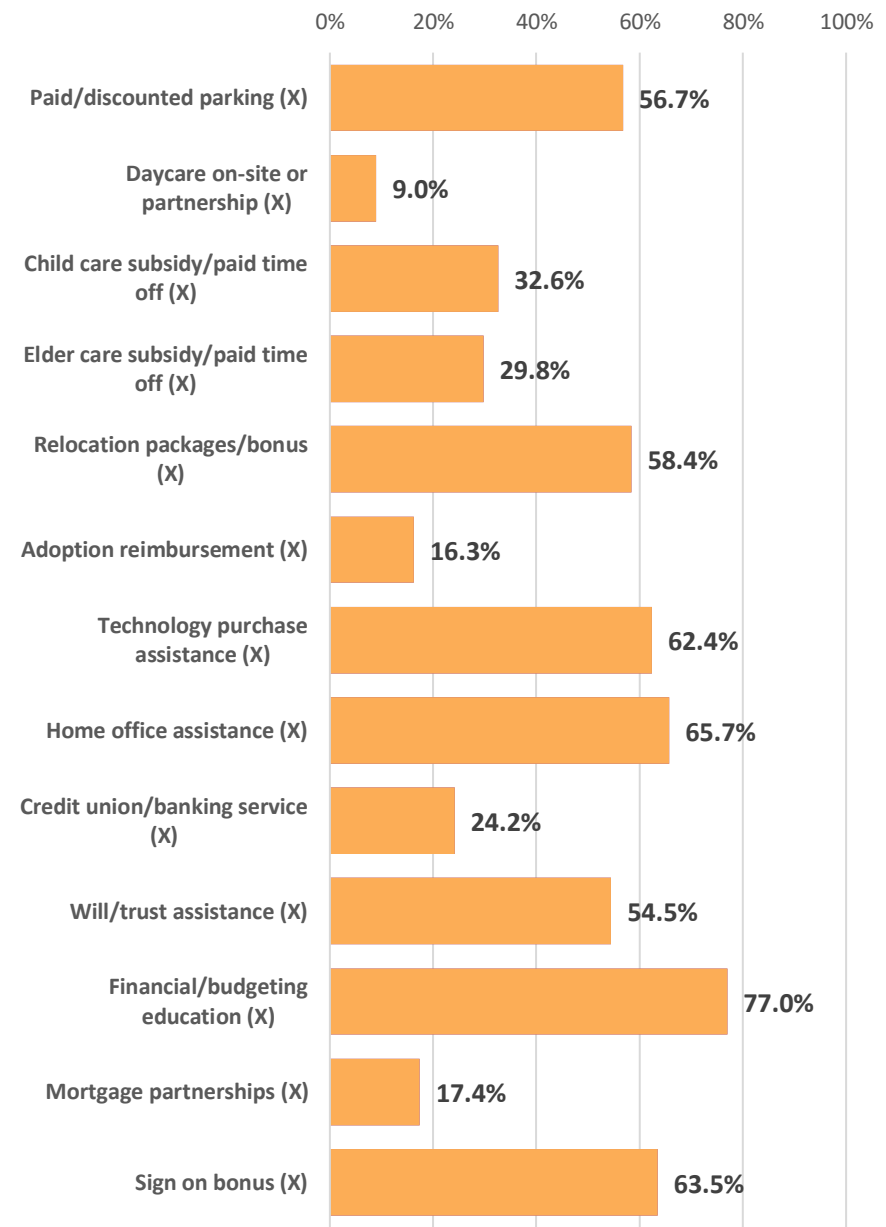
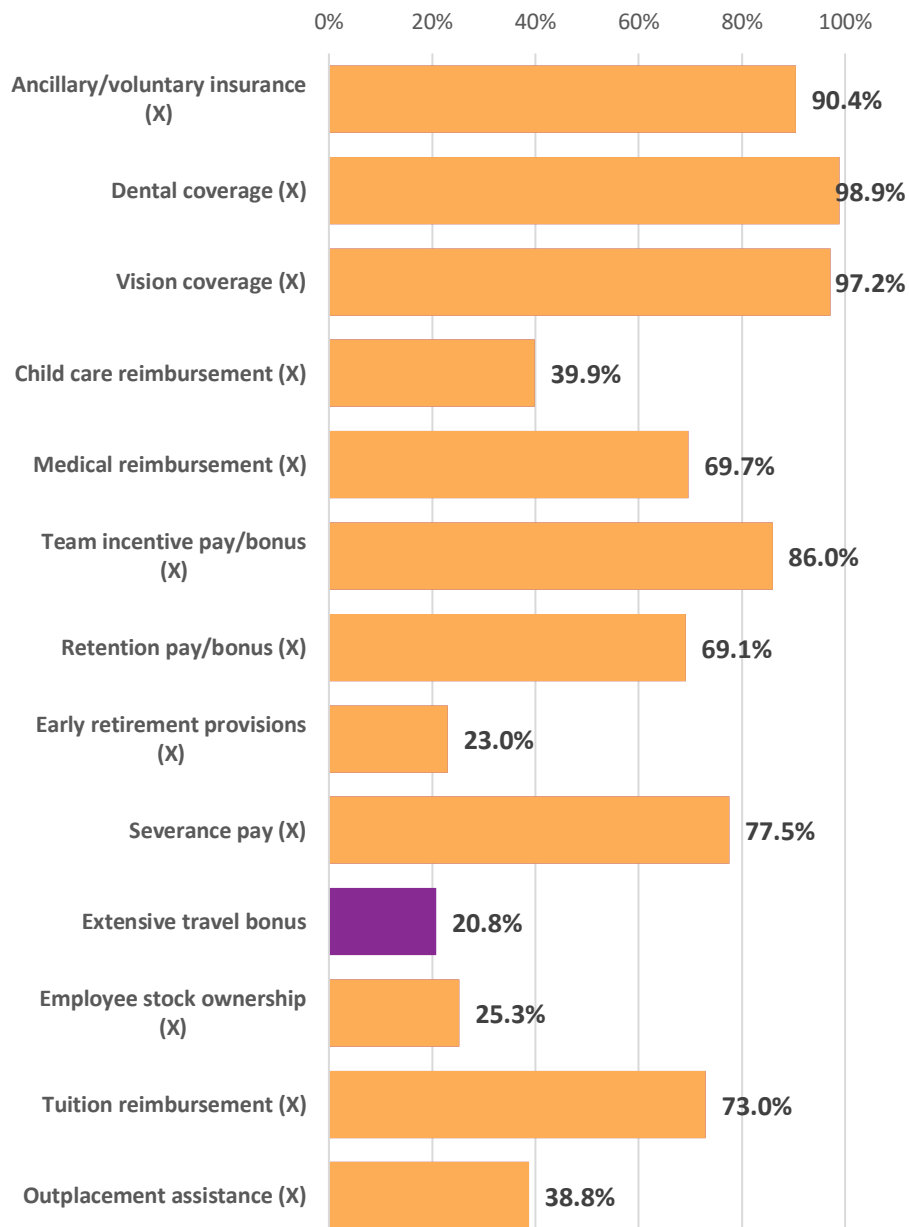


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Benefits offered to full time employees:



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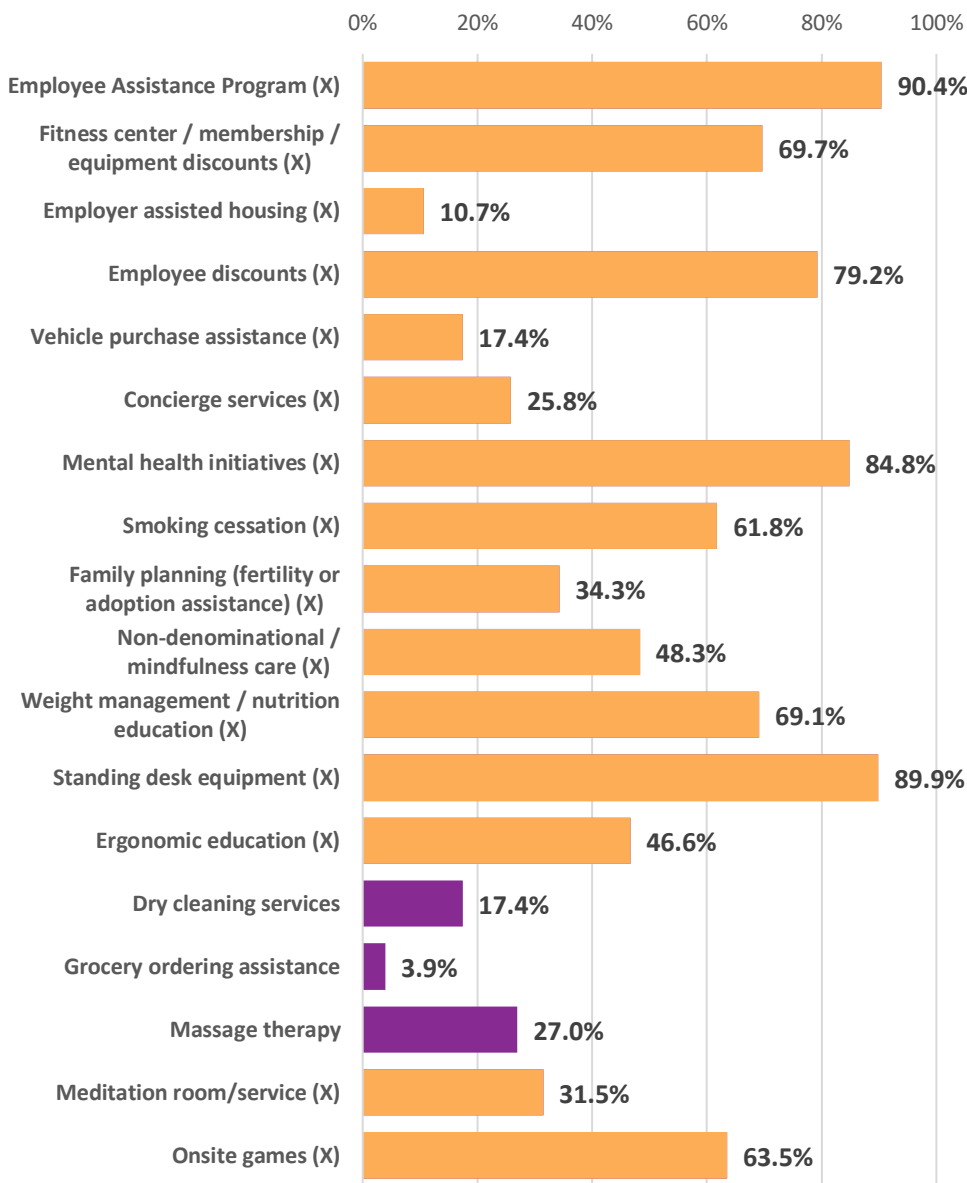


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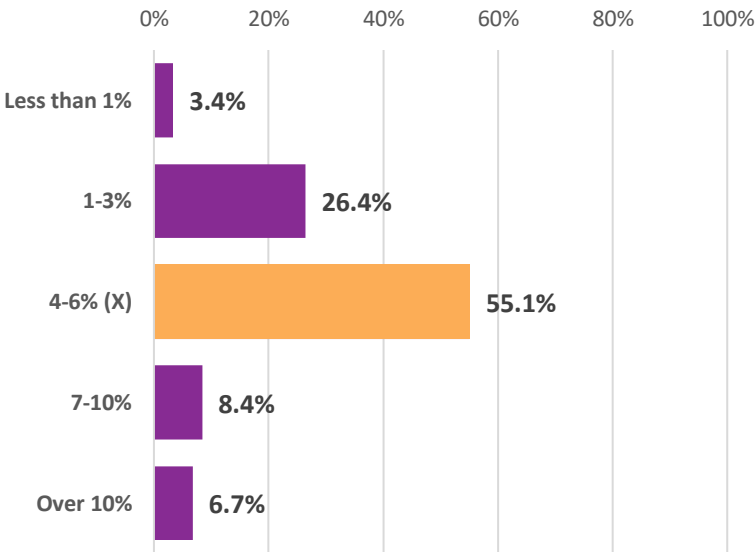


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CREATIVE EMPLOYEE SOLUTIONS:



What percentage match do you have on your retirement plan/401K?



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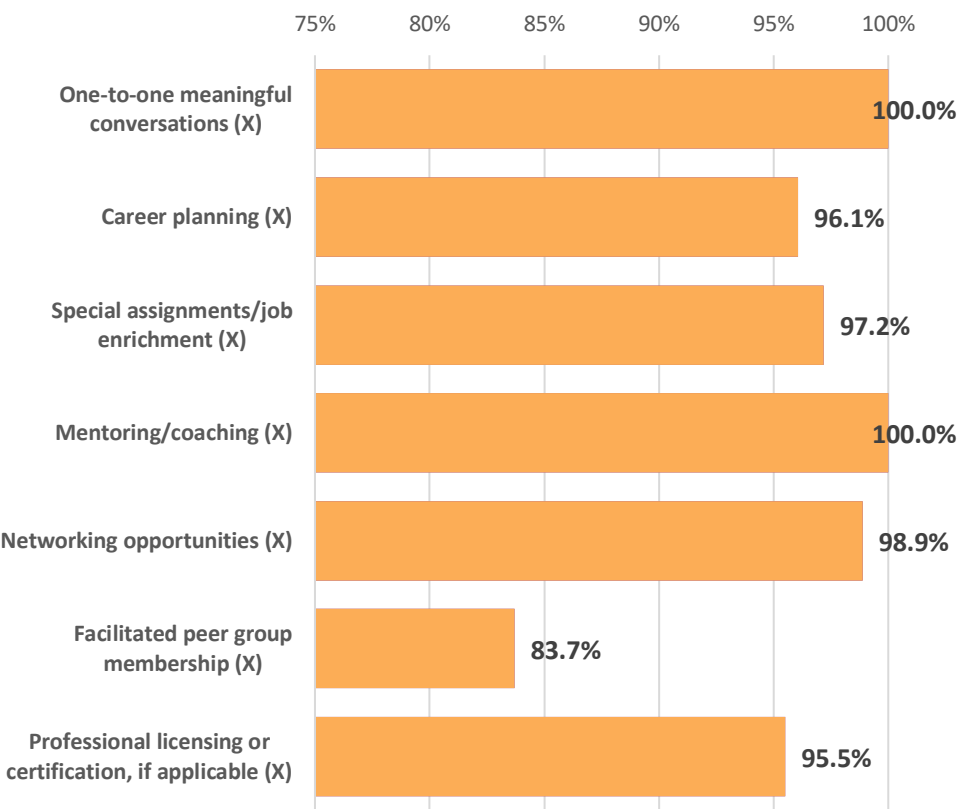


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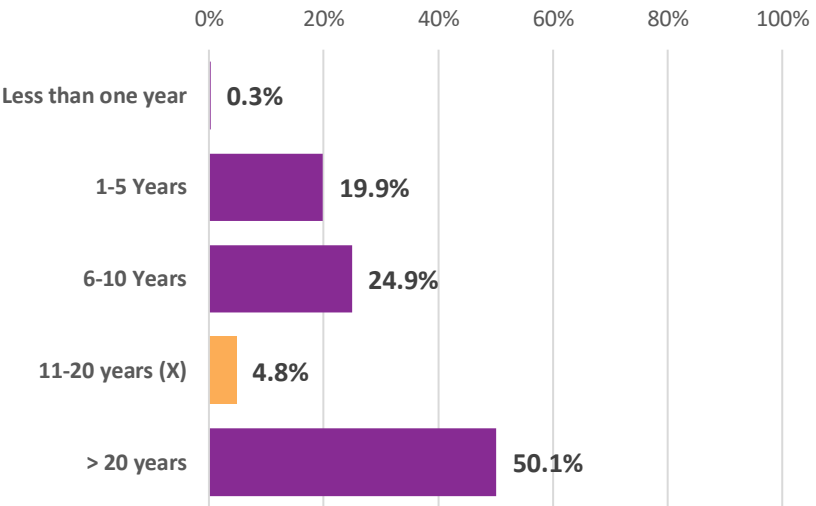


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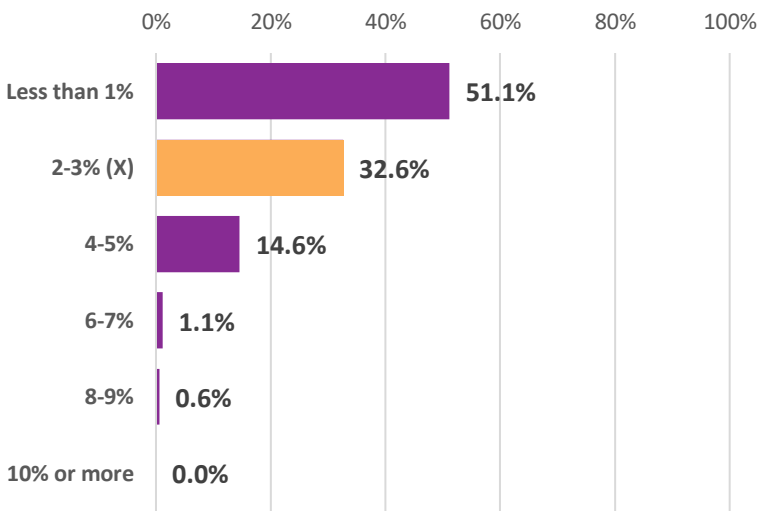
As a Best and Brightest Company to Work For, the assumption is that you offer the employee enrichment, engagement, and retention programs listed below as a minimum criteria:



What is the average organizational tenure of your full time employees?



What is your organization's average absenteeism rate?



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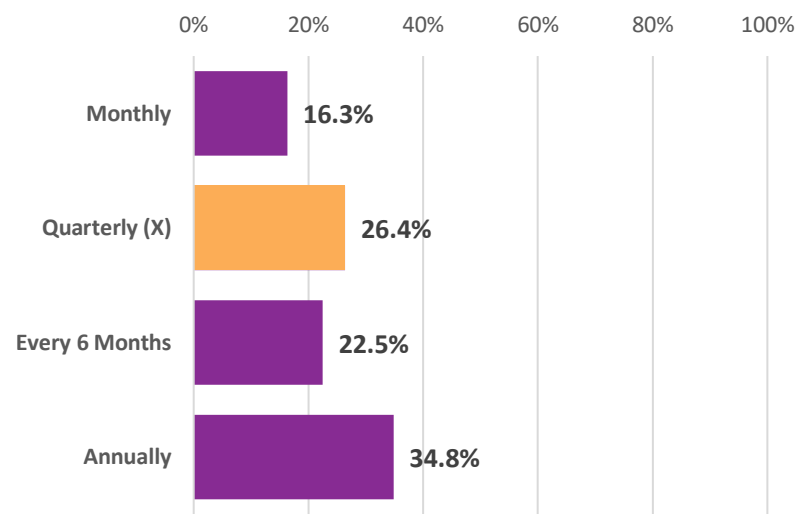
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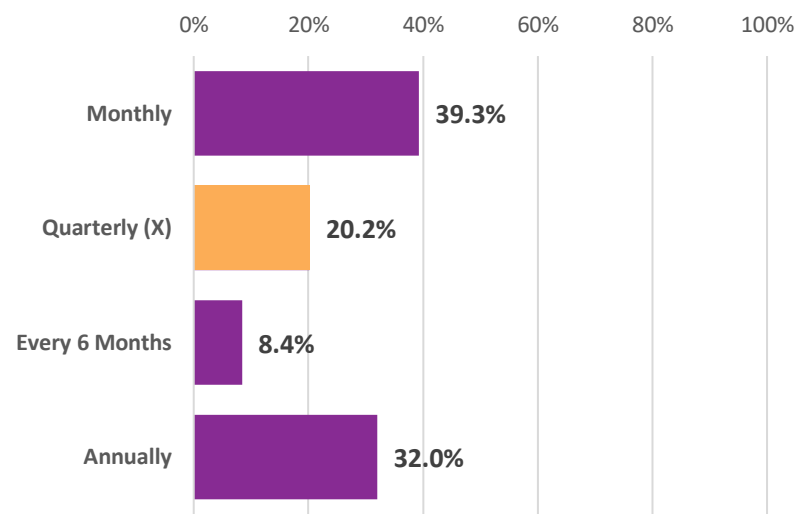
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How does your organization measure employee engagement?

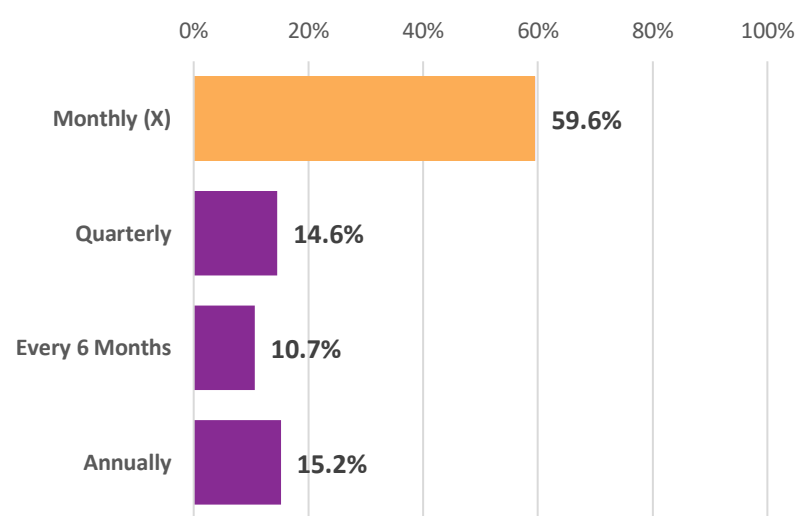
Ongoing surveys



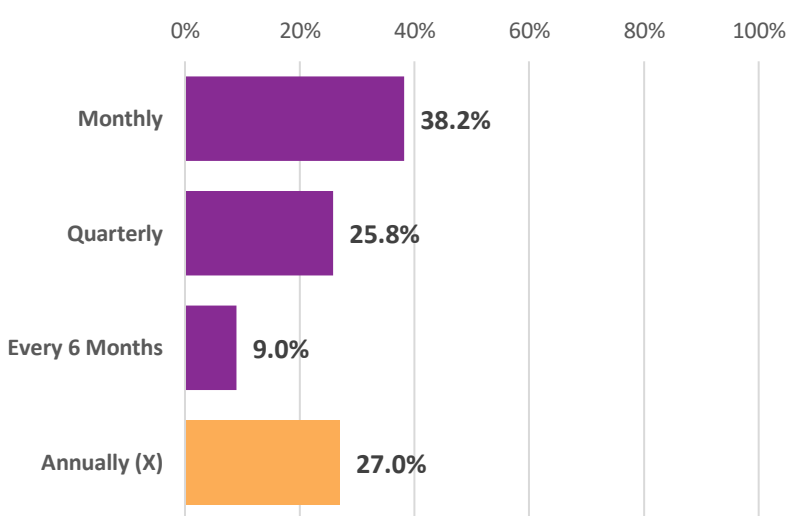
Employee focus groups and committees



Employee interviews/one-to-one meetings



Employee focus groups and committees



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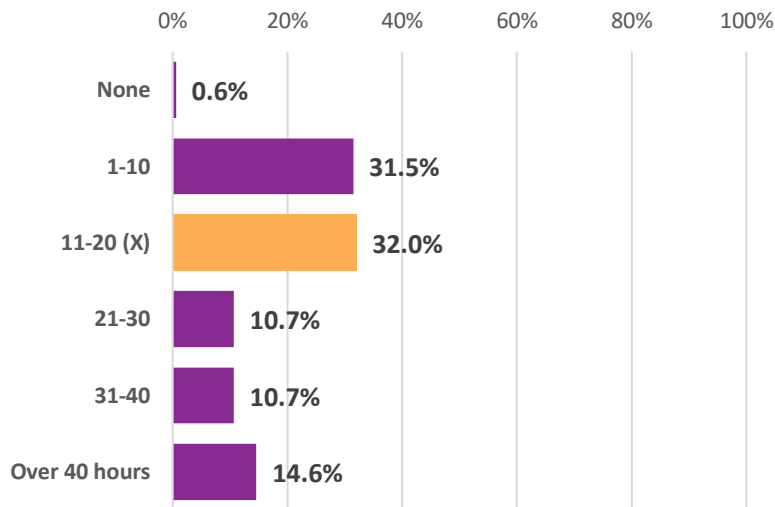


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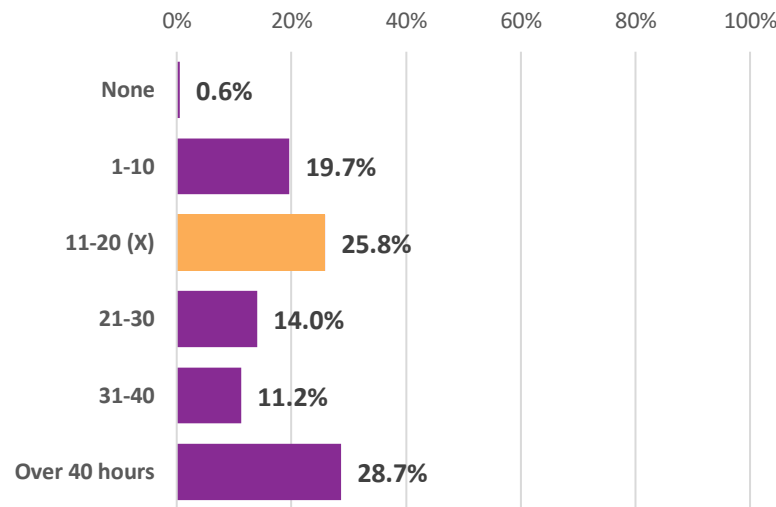


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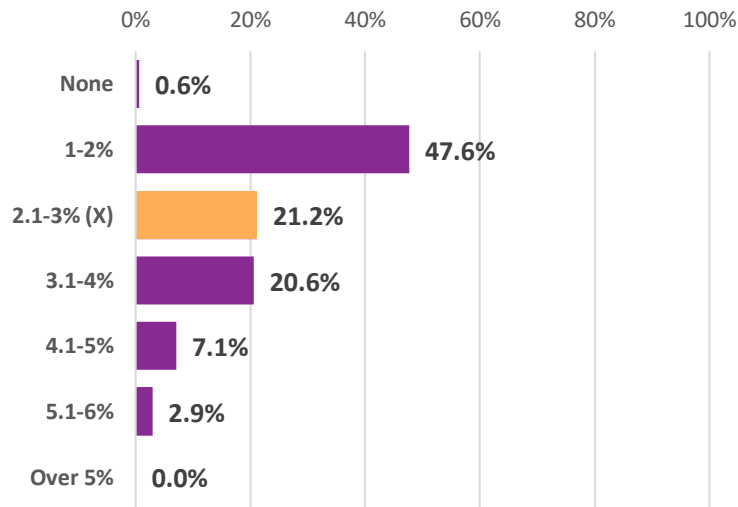
On average, how many hours of soft skills training are employees encouraged or required to participate in



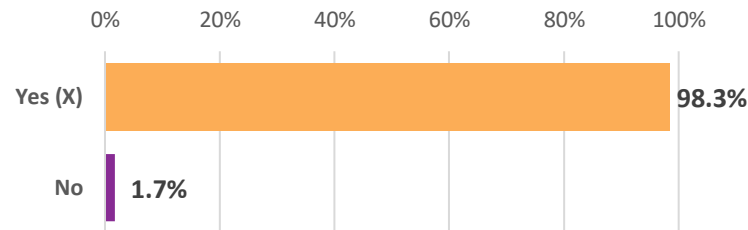
On average, how many hours of hard skills training are employees encouraged or required to participate in annually?



What percentage of revenue is spent on employee education and development?



Do you have written performance objectives or a plan for new for their onboarding process?



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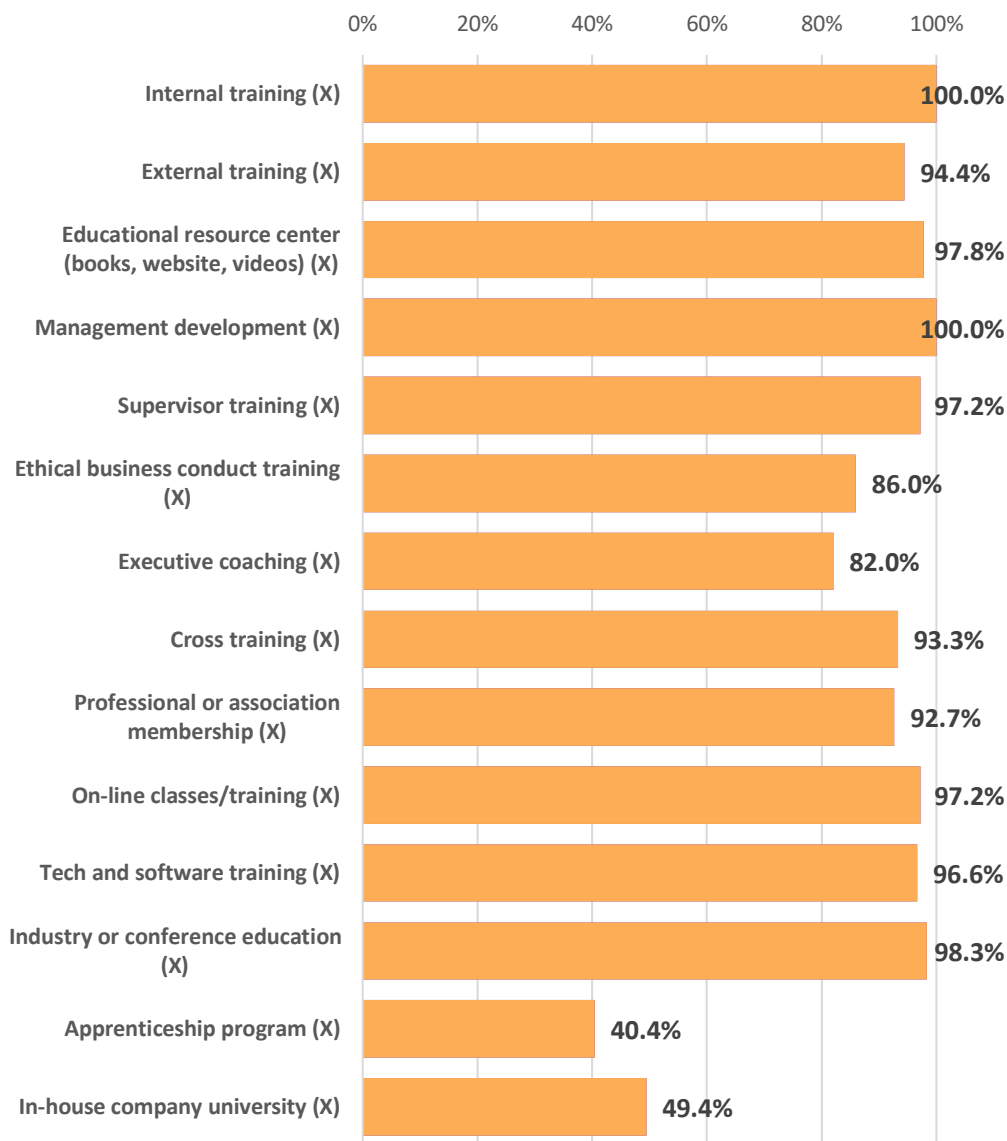


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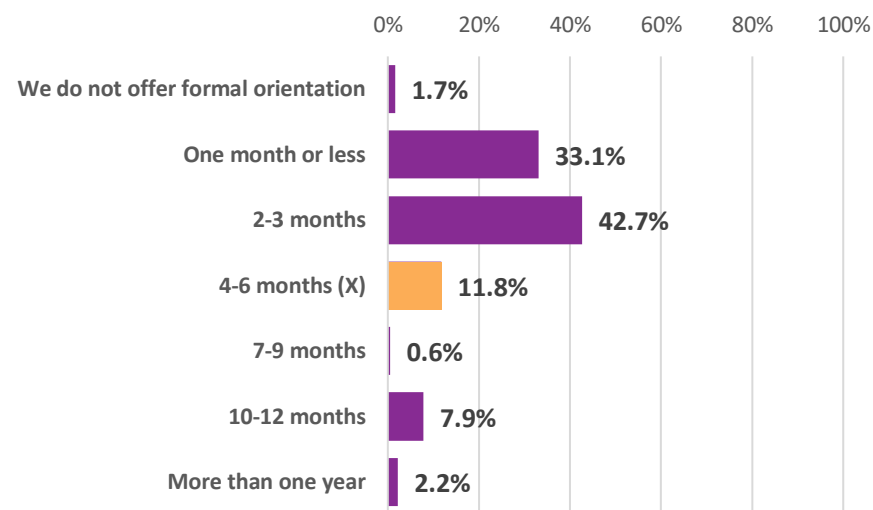


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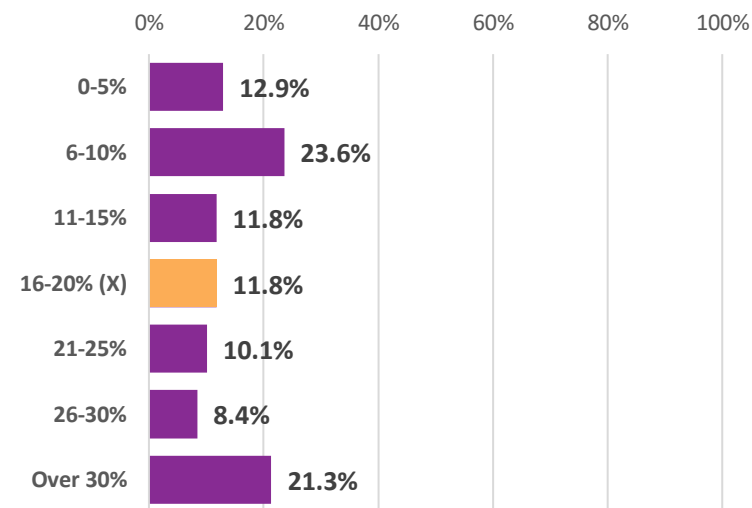
Mark all that your organization offers to full time employees:



How many months does your onboarding and orientation programs last for new hires?



What is your internal promotion rate?



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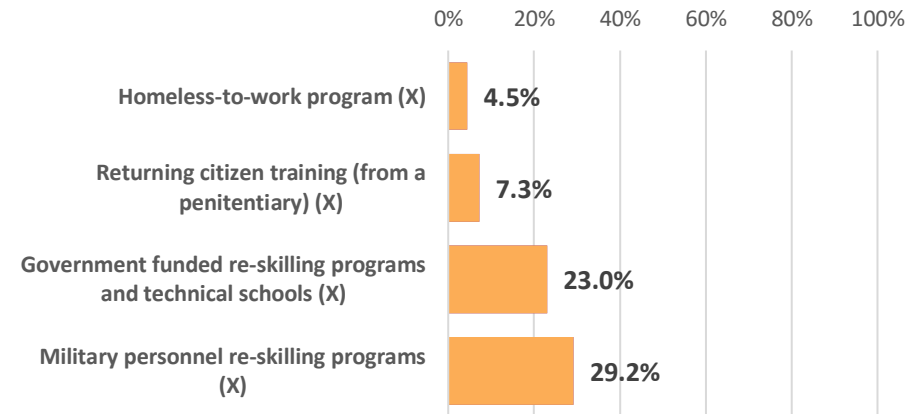


Survey Analysis

Where have you found the most success with the the following

	Extremely Effective	Effective	Somewhat Effective	Not Effective
Internal job posting	55.1%	28.1%	15.7%	1.1%
On-line postings	57.9%	34.3%	7.9%	0.0%
Media source postings	19.1%	43.3%	23.6%	14.0%
Recruitment and search firms	12.9%	39.9%	29.2%	18.0%
Employee referrals	67.4%	27.0%	5.6%	0.0%
Internships to full time status	34.3%	27.0%	27.0%	11.8%
Temporary agencies	7.9%	16.3%	29.8%	46.1%
State employment agencies	2.8%	8.4%	25.3%	63.5%
Trade/professional associations	7.9%	28.1%	39.9%	24.2%
Minority and diversity associations/media/search firms	10.7%	26.4%	39.9%	23.0%
Social media sites	33.1%	43.8%	20.2%	2.8%
Community outreach (religious organizations, community groups)	6.2%	19.1%	41.6%	33.1%
Campus recruitment	22.5%	20.2%	32.0%	25.3%
Job fairs	12.9%	30.3%	32.0%	24.7%

Mark all of these that are applicable to your organization for creative recruitment sources:



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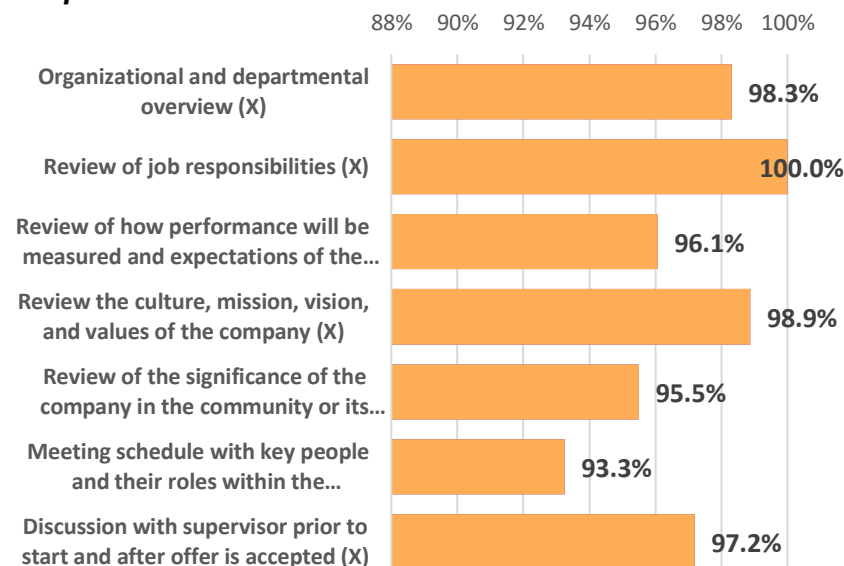


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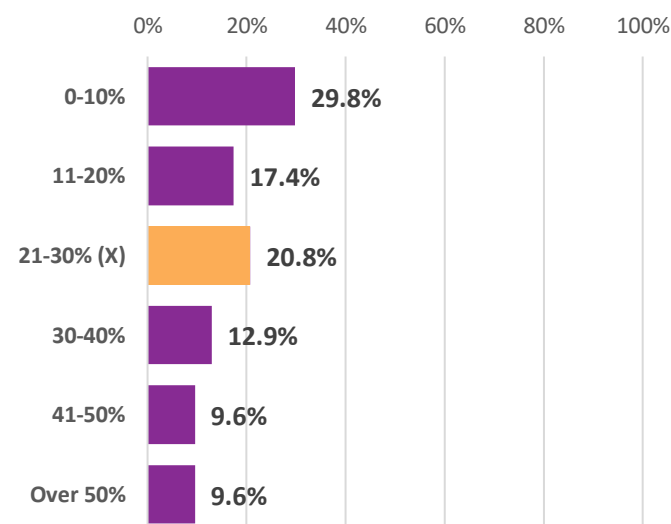
Where have you found the most success with the the following

	Never	Seldom	Sometimes	Usually	Always
Interview with human resources team	2.2%	4.5%	10.1%	15.2%	68.0%
Interview with future manager	0.6%	0.6%	0.0%	6.2%	92.7%
Interview with key stakeholders (direct reports, indirect managers, peers)	0.0%	5.1%	15.2%	28.1%	51.7%
Realistic job previews	7.9%	3.9%	19.1%	20.8%	48.3%
Assessment centers	49.4%	12.9%	19.7%	6.7%	11.2%
Individual assessment	15.2%	11.8%	28.1%	10.7%	34.3%
Post offer background check	5.6%	5.1%	1.7%	3.4%	84.3%
Reference check	5.1%	4.5%	20.2%	18.5%	51.7%
Skills inventory	13.5%	9.0%	28.7%	21.3%	27.5%
Personality test	37.6%	9.6%	21.3%	7.3%	24.2%
Cognitive ability test	47.8%	11.2%	19.7%	6.2%	15.2%
Job knowledge/skills test	18.0%	15.2%	36.0%	17.4%	13.5%
Personal history/bio data inventories	48.3%	8.4%	9.0%	7.3%	27.0%
Drug and alcohol screening	39.3%	4.5%	9.0%	3.9%	43.3%
Detailed ongoing job analysis for developing selection methodology	23.0%	12.9%	21.3%	17.4%	25.3%
Validation studies to verify selection tools are effective and accurate	32.6%	18.0%	24.7%	11.8%	12.9%

In the transition from candidate to employee, which of the following are implemented prior to starting their new position?



What percentage of vacant positions are filled by internal applicants/advancement?



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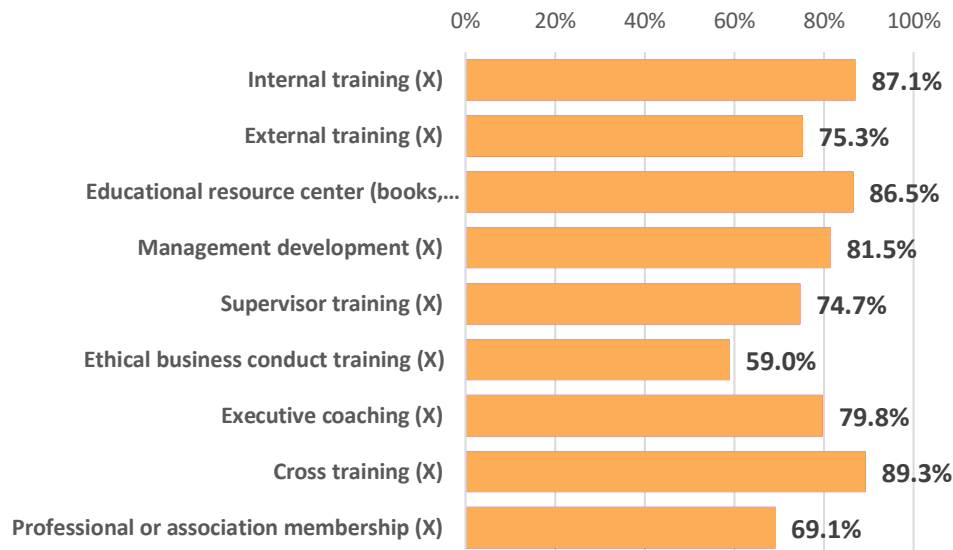


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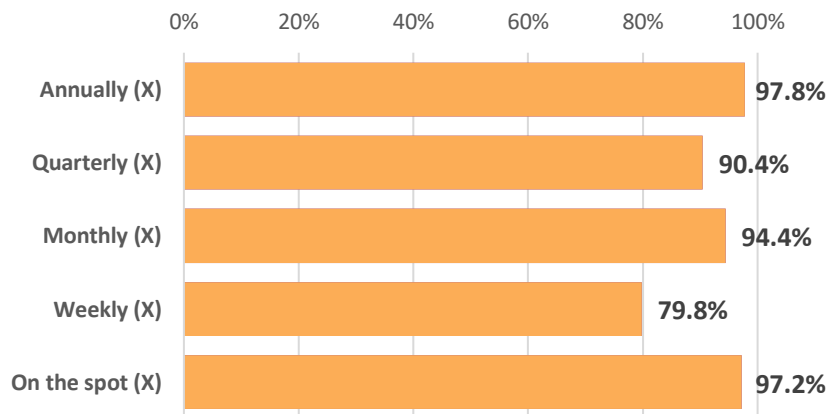


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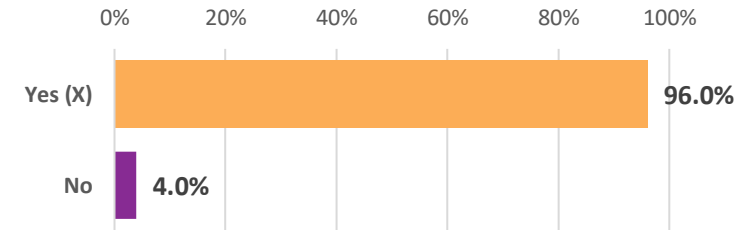
Mark all that your organization offers to full time employees:



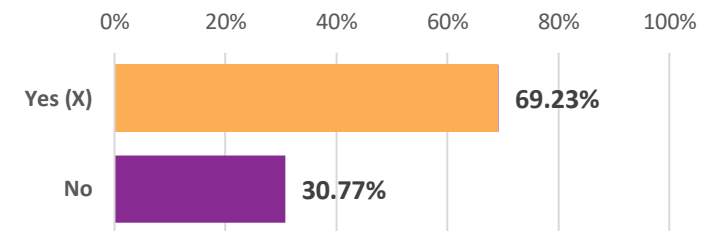
How often are employees given encouragement or recognition of their achievements?



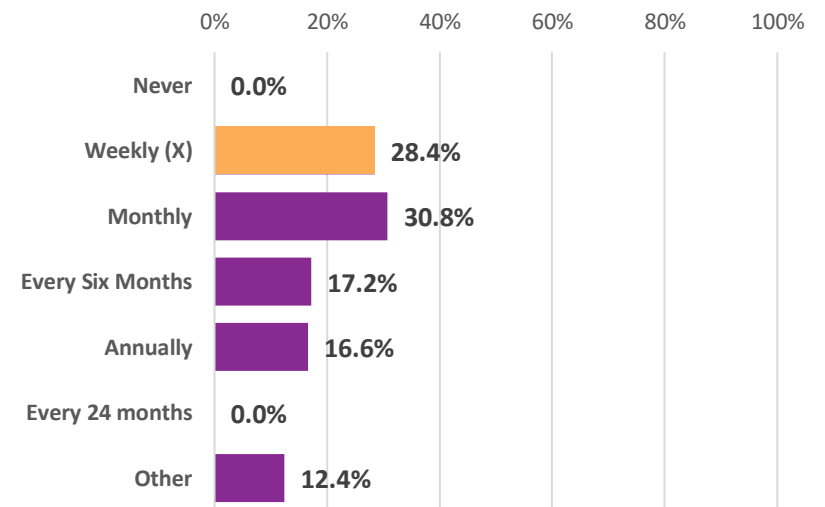
Do you do formal performance reviews?



Are these performance reviews tied to salary?



How often are formal candid conversations happening between supervisors and full time employees, either as a performance review or in lieu of a performance review?



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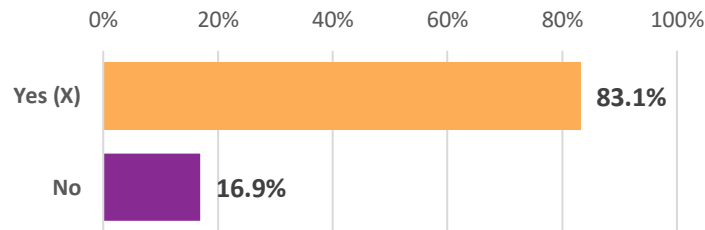


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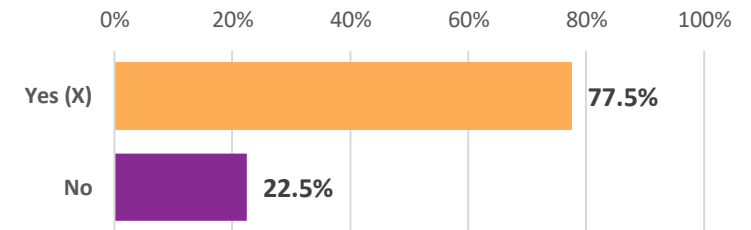


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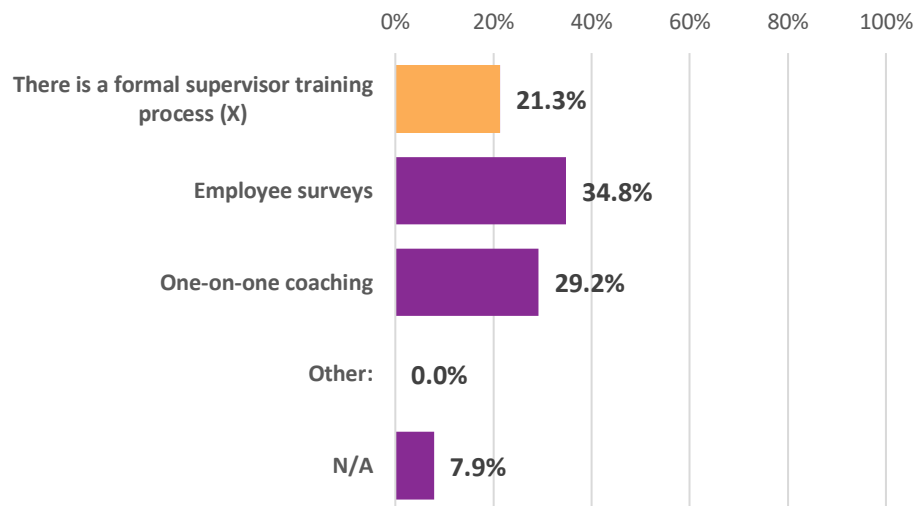
Are these conversations tracked either by a software system or point person, to ensure they are happening?



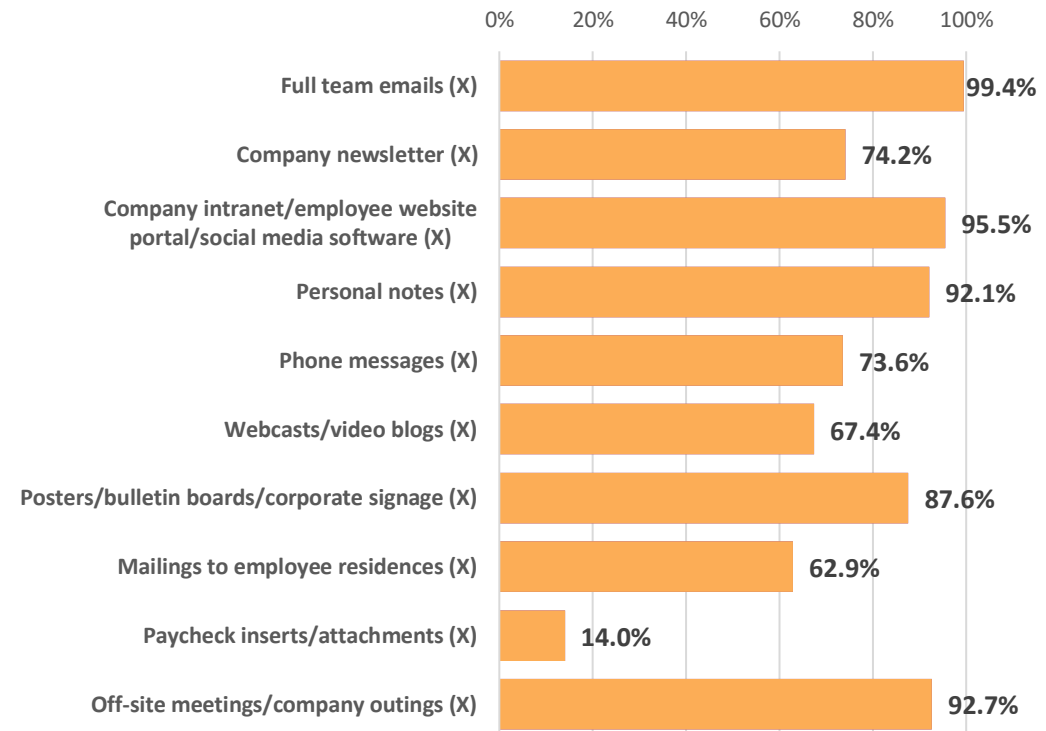
Does your company use an outside vendor for employee awards or have an assigned team member track and



How is your organization measuring supervisor effectiveness in providing critical feedback in an emotionally intelligent way?



Mark all of the following methods that your organization uses to communicate to employees:



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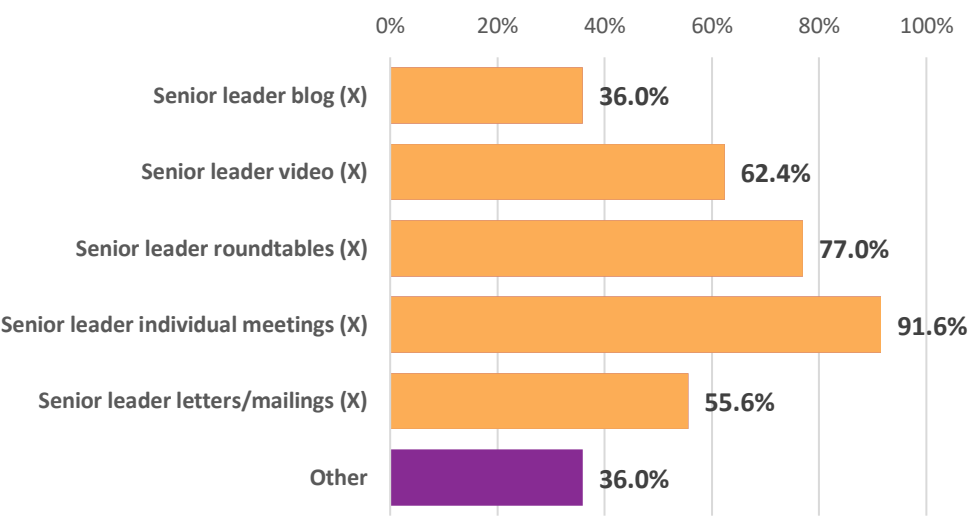


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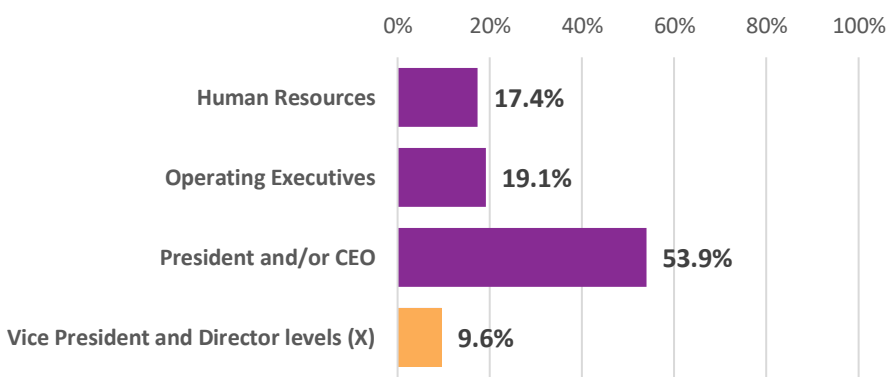


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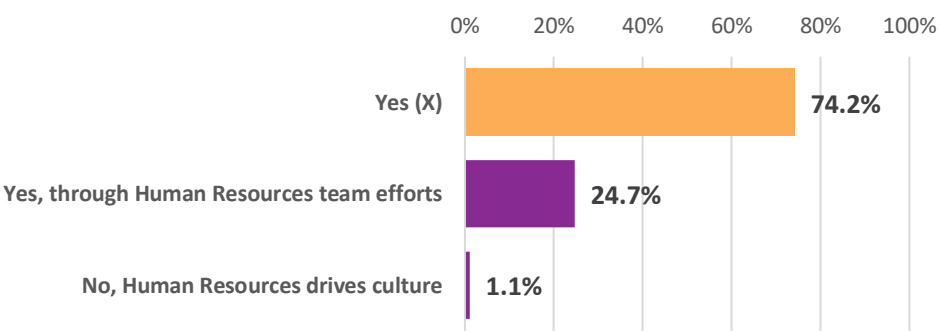
Mark all of the following methods employed by senior leaders to communicate strategy and vision to employees.(ex: CEO, President, COO, CHRO)



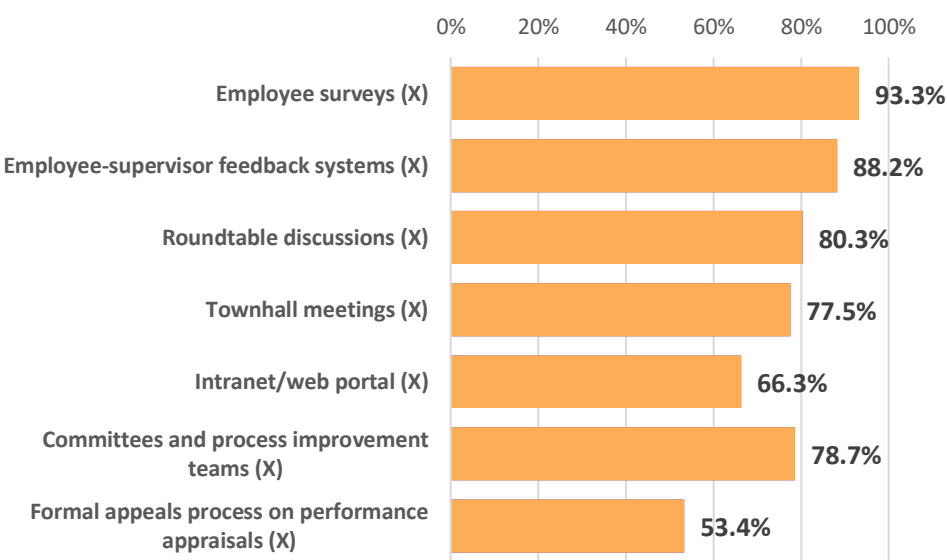
If there is a critical situation, who on leadership communicates with the team?



Does your local CEO drive communications and culture top down?



How do employees get critical information to leadership?



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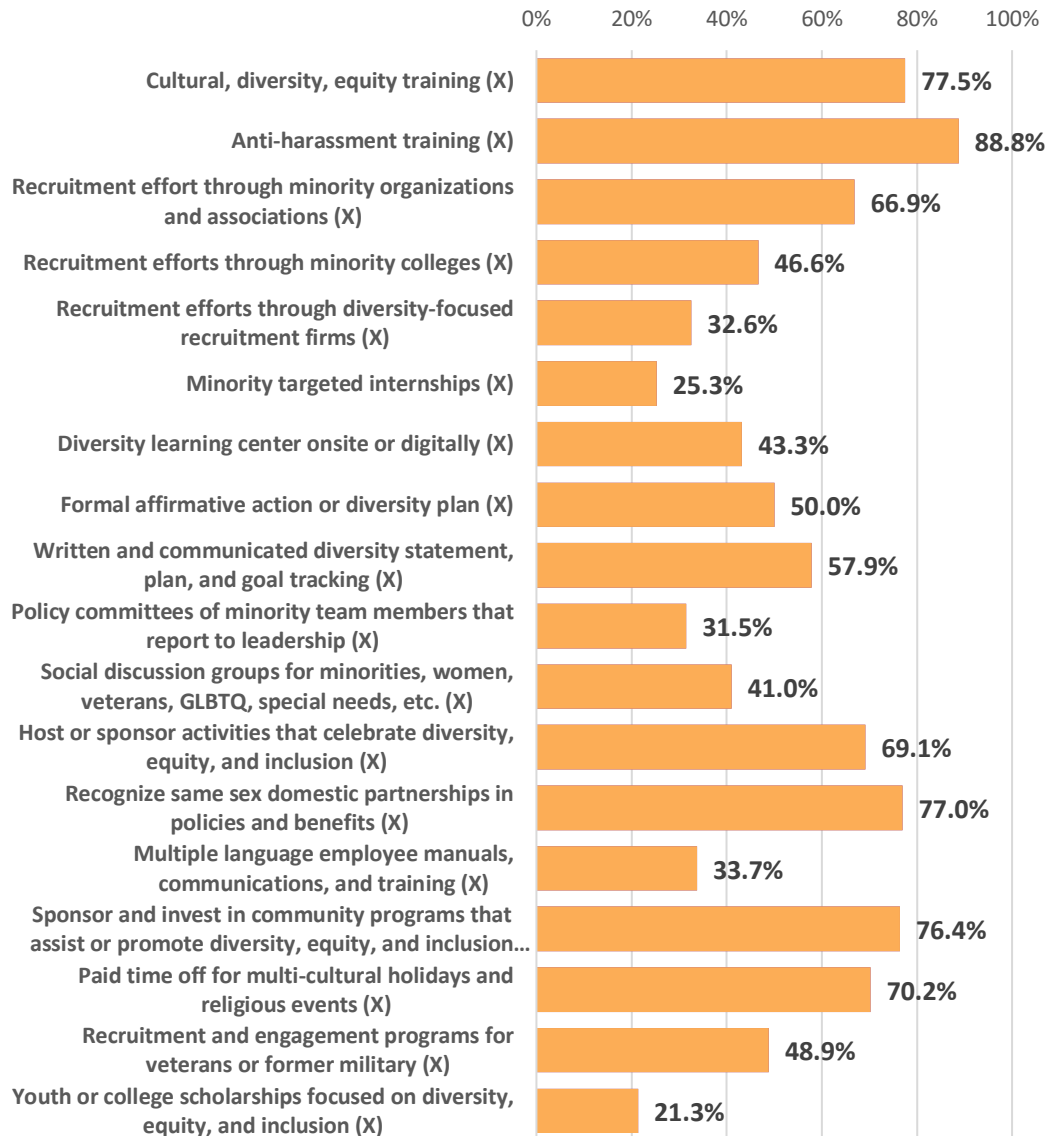


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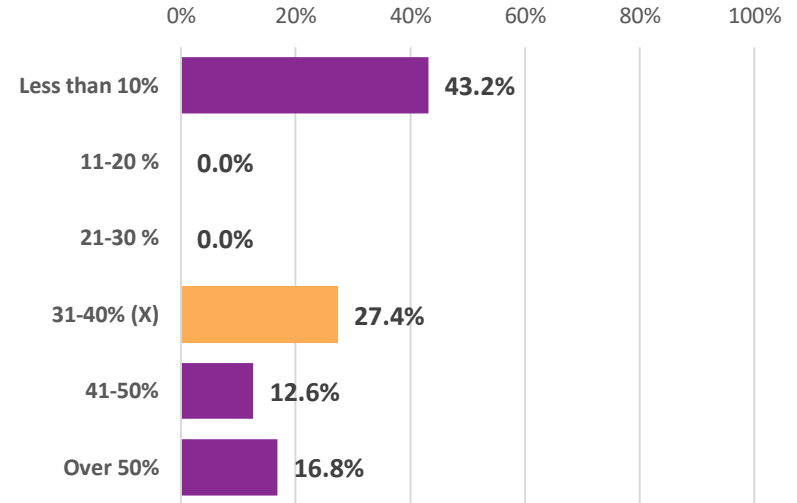


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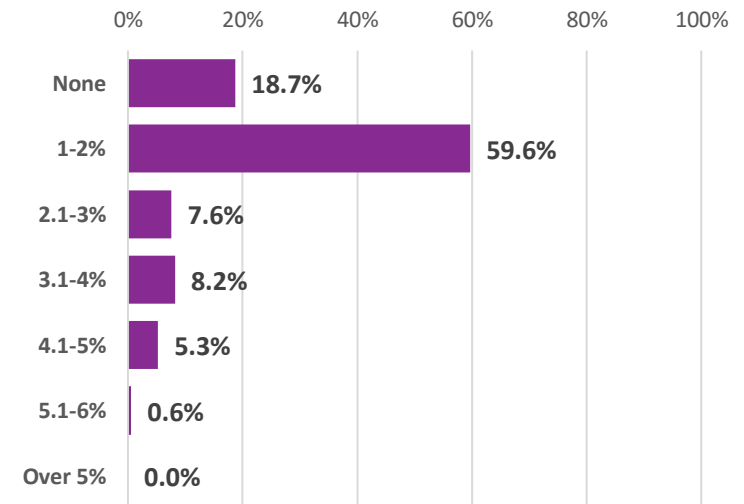
Please mark all that apply to your organization's diversity, equity, and inclusion initiatives:



What percent of your workforce is of minority status (Black, Hispanic, Asian, American Indian, Arabic, etc.)?



What percent of your revenue is spent supporting diversity, equity, and inclusion initiatives, either internally or externally?



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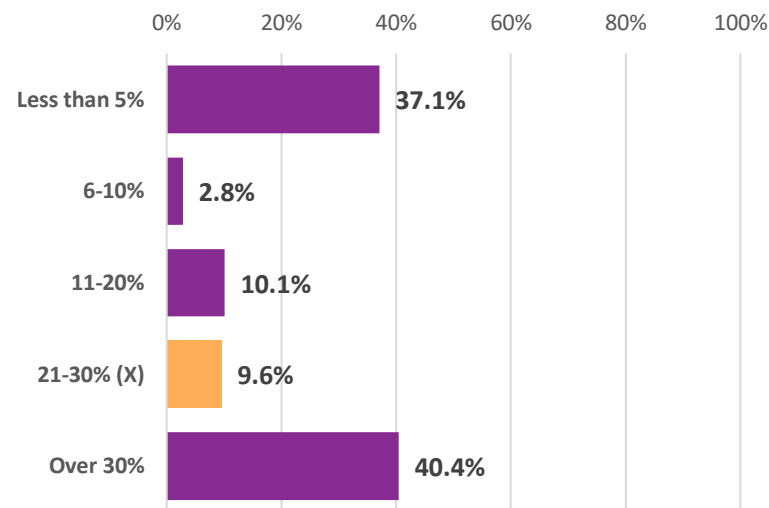


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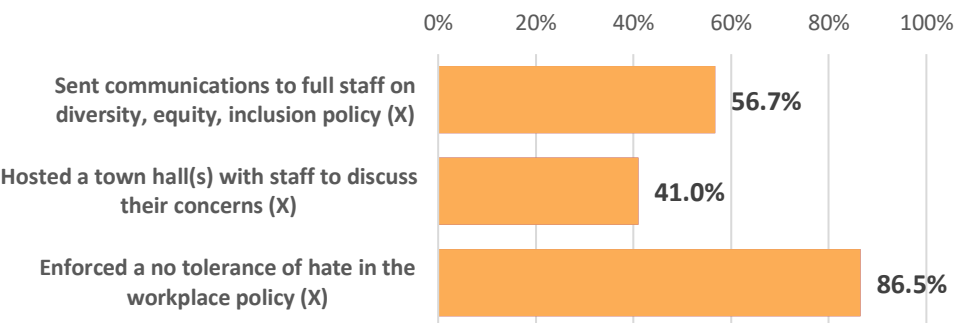


Survey Analysis

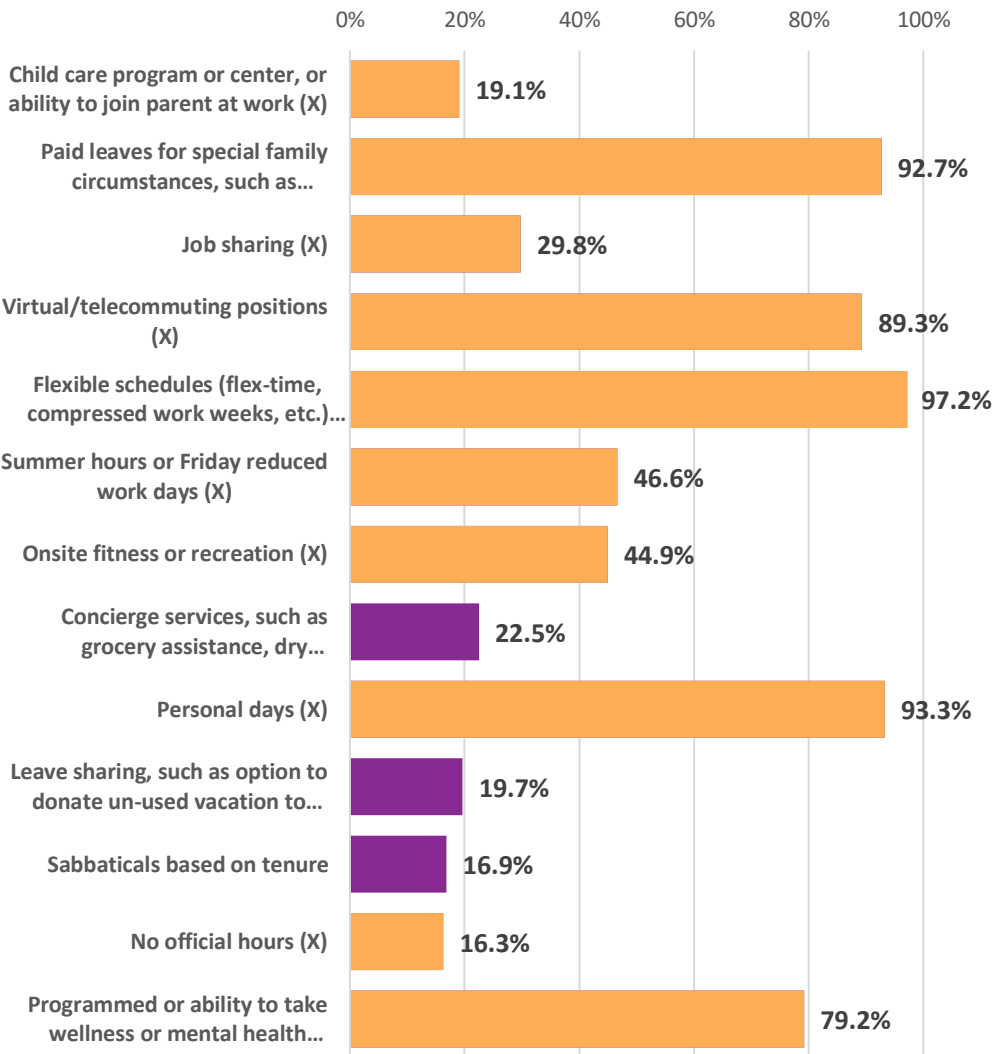
What percent of your Board of Directors are comprised of women, minorities, or LGBTQ+?



How has your senior leadership addressed race, diversity, equity, and inclusion in the past six months?



Mark all of the following programs that your organization offers



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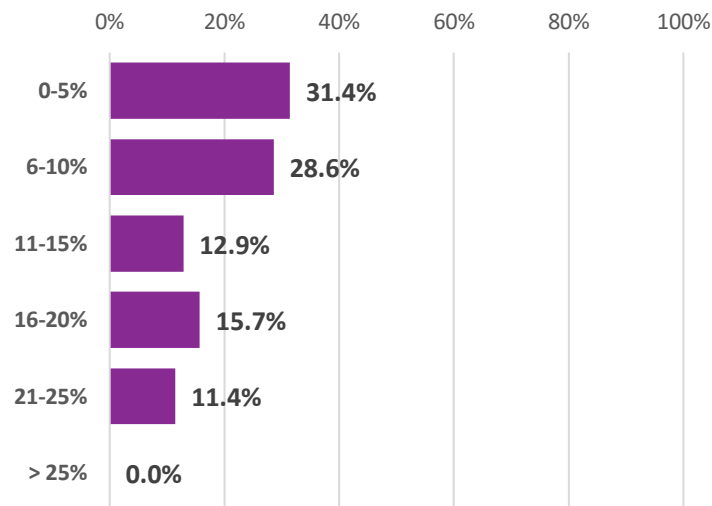


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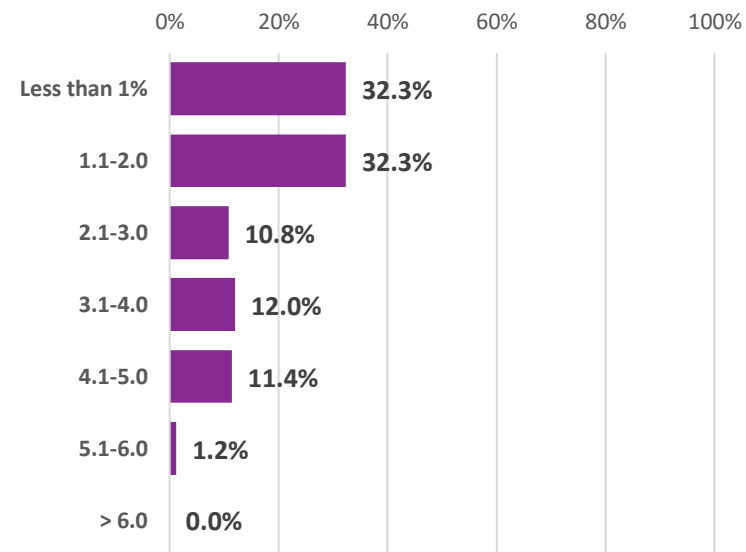


Survey Analysis

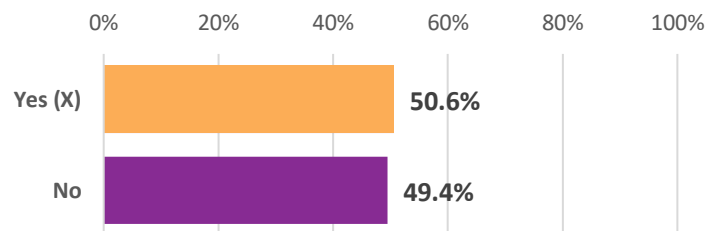
Mark the percentage of full time employees who use either flex-time, job sharing, compressed work week, digital/remote work:



What percent of revenue is used for charitable donations or is given back to the community?



Do you offer resources for individuals and families, outside of employment, to help them with work-life balance (such things as offering education tools, company resources, unemployment assistance, sitter care, technology training, shopping assistance to children and family members of team members)?



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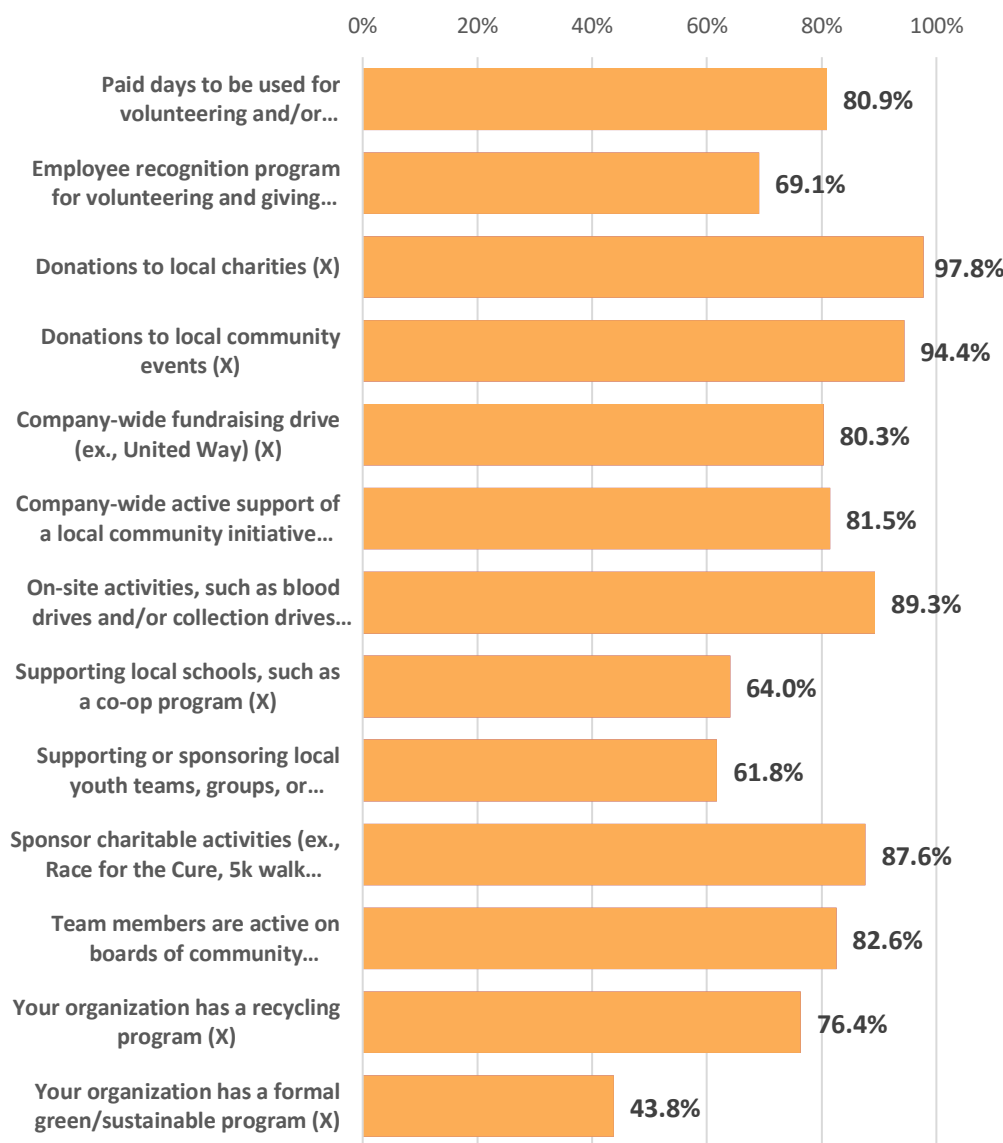


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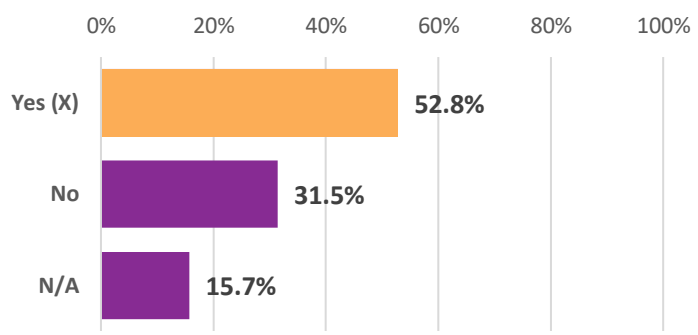


Survey Analysis

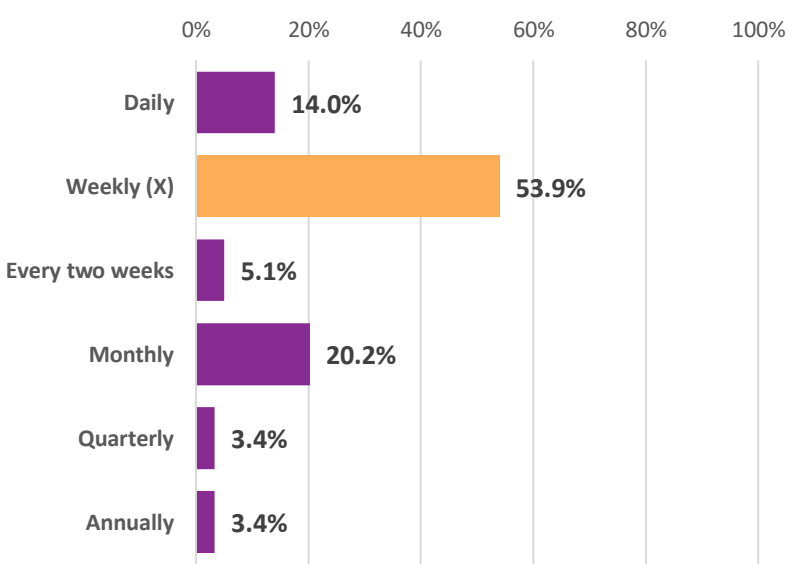
Mark all of the following that apply to your organization's community initiatives:



Do you match a percentage of employee donations for any company-wide fundraising event or employee-focused



How often do your HR team leaders meet with the CEO on Human Resource-related projects and priorities?



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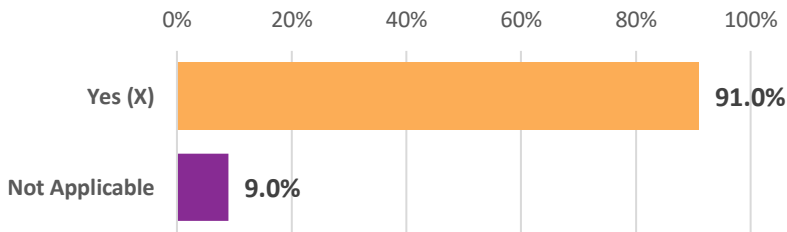


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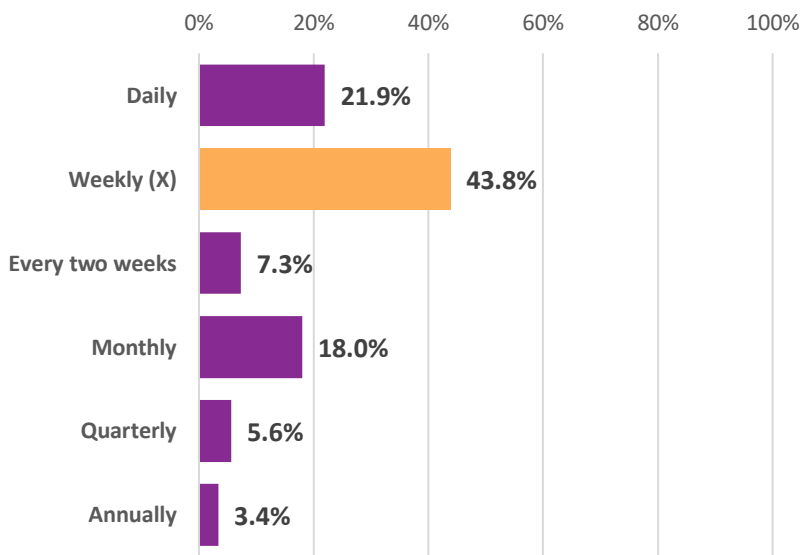


Survey Analysis

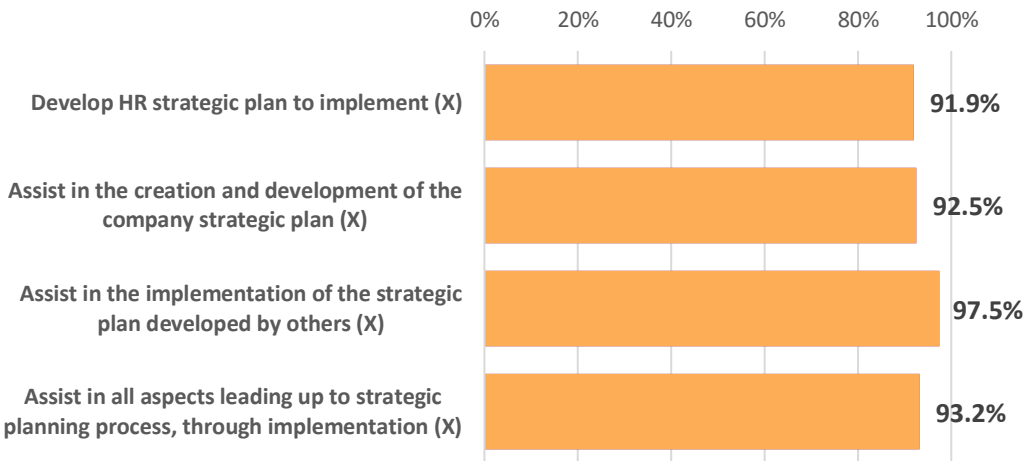
Does your HR team play any role in developing strategic planning?



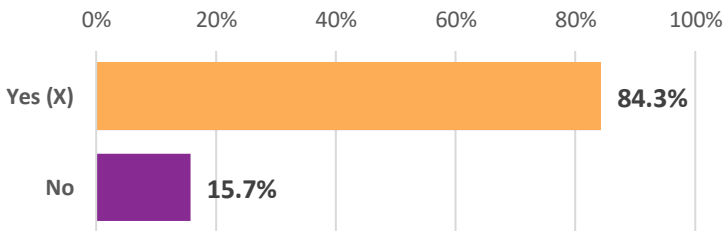
How often does the HR team have engaged discussions with C-suite leaders, focused on company performance (not directly HR-related issues)?



Which of the following describes your HR team's role in developing strategic planning? Mark all that apply.



Do you assess the effectiveness of top organization leaders such as the CEO and other C-suite leadership?



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EMPLOYEE SURVEY RESPONSE

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Methodology

Employee Questionnaire




This section of the report is based on employee responses to the Best and Brightest Companies to Work For Employee Questionnaire. The questionnaire was sent to employees electronically to their email addresses or paper surveys to fill out by hand. There were 60 items from 15 categories corresponding to some of the same categories found in the HR Questionnaire. For each item, employees responded on a 5-point scale (Strongly Agree, Agree, Neutral, Disagree, or Strongly Disagree) and provided the chance to answer with text to two open-ended items. This report is further broken down into several subsections:

Executive Summary Category Ranking: Items within each category are averaged together and then presented from the most favorable (Strongly Agree and Agree) to least favorable. There are three colored bars:

- 1) Your organization's average favorability for this category this year are presented in the top purple bar.
- 2) The participating companies average favorability for this category this year in the middle grey bar.
- 3) The National Benchmarking Norm average favorability for that category. The norm is composed of all organizations that participated in the previous calendar year.

Additionally, a percent difference between your organization, participating organizations, previous year(s), and norm are provided so that you can tell how well you are performing. In the example below for one particular organization (ABC Company):

- 1) 91% of ABC employee respondents selected Strongly Agree or Agree, 8% selected Neutral, and 1% selected Strongly Disagree or Disagree for the items that make up the Teamwork & Cooperation category.
- 2) Additionally, when you compare to the region, 89% of employees selected Strongly Agree or Agree).
- 3) There is a positive 2% difference between ABC Company and the region.

Category Results		Percent Favorable	Response Percentages			Percent Difference
			Favorable	Neutral	Unfavorable	
Teamwork & Cooperation						
	ABC Company		91.0%	8.0%	1.0%	
	Metro Detroit		89.0%	8.0%	3.0%	+2.0
	Norm		90.0%	7.0%	3.0%	+1.0

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Methodology

Executive Summary Item Ranking : The 10 Most Favorable Items and 10 Least Favorable Items are provided for your organization.

Results : Each category is presented along with their respective items. The % Favorable (Strongly Agree and Agree), % Neutral (Neutral) and % Unfavorable (Strongly Disagree and Disagree) are also provided. If there are not enough responses to a particular item or category (or there is no data available), the label "Insufficient data" is used.

Item Summary: This section of the report provides every item in the survey in numerical order along with favorability and a quick judgement if the item is a strength or concern. A "Strength" is denoted by a star and is defined as any favorability that is greater than 65%, less than 10% Unfavorable, or 5% higher than a contrast group (e.g. Region or the Norm). A "Concern" is if an item has less than 40% favorability, greater than 25% Unfavorable, or lower than 5% than a contrast group.

In the example below, one item is displayed. - the golden bar represents the favorability (69%) which is above 65% Favorable (Strength for Favorable), but was 5% below the region as well as the National Benchmarking Norm (flag for each). No star or flag was placed for the Unfavorable because it was not less than 10% Unfavorable (Strength) OR greater than 25% Unfavorable (Concern); this means that it was in between and not a strength or concern. In this case, this item could be considered a strength for the organization but when compared to outside (by Region and Nationally), there is still room for improvement.

Item Summary	Favorable	Unfavorable	Difference From Metro Detroit Region	Difference from Norm	Category Results
I understand this company's mission and values.	★		⚠	⚠	69% <div></div>

Written Comments : This section of the report provides every comment provided by employees for the two open-ended questions:

- 61) What do you value most about working at this company?
- 62) What do you like least about working at this company?

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
EMPLOYEE EDUCATION AND DEVELOPMENT					
Company ABC(This Year)	<div><div>77%</div></div>	77.4%	11.3%	11.3%	
Company ABC(Last Year)	<div><div>90%</div></div>	90.2%	5.9%	3.9%	-12.8
Best and Brightest Norm	<div><div>83%</div></div>	83.2%	10.8%	6.0%	-5.8
National Norm	<div><div>85%</div></div>	84.7%	9.7%	5.5%	-7.4
RECRUITMENT AND SELECTION					
Company ABC(This Year)	<div><div>68%</div></div>	68.4%	17.8%	13.8%	
Company ABC(Last Year)	<div><div>91%</div></div>	91.2%	5.9%	2.9%	-22.7
Best and Brightest Norm	<div><div>76%</div></div>	76.4%	16.7%	6.9%	-7.9
National Norm	<div><div>78%</div></div>	78.0%	15.6%	6.3%	-9.6

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
EMPLOYEE ENRICHMENT, ENGAGEMENT AND RETENTION					
	Company ABC(This Year)	<div><div>73%</div></div>	72.7%	15.5%	11.8%
	Company ABC(Last Year)	<div><div>94%</div></div>	94.1%	3.9%	2.0%
	Best and Brightest Norm	<div><div>81%</div></div>	81.3%	12.9%	5.8%
COMMUNICATIONS AND SHARED VISION	National Norm	<div><div>83%</div></div>	83.1%	11.5%	5.4%
	Company ABC(This Year)	<div><div>76%</div></div>	76.5%	11.5%	12.0%
	Company ABC(Last Year)	<div><div>86%</div></div>	86.0%	10.0%	4.0%
	Best and Brightest Norm	<div><div>79%</div></div>	79.3%	12.5%	8.2%
	National Norm	<div><div>81%</div></div>	80.9%	11.7%	7.3%

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
DIVERSITY, EQUITY, AND INCLUSION					
Company ABC(This Year)	85% <div></div>	84.5%	10.4%	5.1%	
Company ABC(Last Year)	92% <div></div>	92.2%	3.9%	3.9%	-7.6
Best and Brightest Norm	89% <div></div>	89.3%	7.4%	3.2%	-4.8
National Norm	90% <div></div>	90.4%	6.7%	2.9%	-5.9
WORK-LIFE BLEND					
Company ABC(This Year)	74% <div></div>	74.0%	12.8%	13.3%	
Company ABC(Last Year)	85% <div></div>	85.3%	8.8%	5.9%	-11.3
Best and Brightest Norm	83% <div></div>	83.0%	10.4%	6.7%	-9.0
National Norm	84% <div></div>	84.3%	9.5%	6.1%	-10.4

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
COMMUNITY INITIATIVES AND CORPORATE RESPONSIBILITY					
	Company ABC(This Year) <div><div>78%</div></div>	78.4%	13.7%	7.9%	
	Company ABC(Last Year) <div><div>84%</div></div>	84.3%	13.7%	2.0%	-5.9
	Best and Brightest Norm <div><div>88%</div></div>	87.9%	9.0%	3.2%	-9.5
	National Norm <div><div>87%</div></div>	87.3%	9.6%	3.1%	-8.9
CULTURE					
	Company ABC(This Year) <div><div>77%</div></div>	77.3%	12.5%	10.2%	
	Company ABC(Last Year) <div><div>93%</div></div>	92.5%	4.5%	3.0%	-15.3
	Best and Brightest Norm <div><div>88%</div></div>	87.7%	8.3%	4.0%	-10.4
	National Norm <div><div>89%</div></div>	89.2%	7.1%	3.7%	-11.9

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
LEADERSHIP					
	Company ABC(This Year)	<div><div>71%</div></div>	71.5%	12.9%	15.6%
	Company ABC(Last Year)	<div><div>92%</div></div>	92.2%	2.0%	5.9%
	Best and Brightest Norm	<div><div>79%</div></div>	78.7%	12.0%	9.3%
	National Norm	<div><div>82%</div></div>	82.1%	10.4%	7.4%
THE JOB					
	Company ABC(This Year)	<div><div>84%</div></div>	84.0%	8.0%	7.9%
	Company ABC(Last Year)	<div><div>93%</div></div>	92.6%	4.4%	2.9%
	Best and Brightest Norm	<div><div>89%</div></div>	89.0%	6.7%	4.3%
	National Norm	<div><div>90%</div></div>	90.0%	6.1%	3.9%

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
IMMEDIATE SUPERVISOR					
	Company ABC(This Year)	<div><div>88%</div></div>	87.9%	7.3%	4.8%
	Company ABC(Last Year)	<div><div>94%</div></div>	94.1%	5.9%	0.0%
	Best and Brightest Norm	<div><div>87%</div></div>	87.2%	7.6%	5.3%
	National Norm	<div><div>88%</div></div>	88.3%	7.3%	4.4%
TEAMWORK & COOPERATION					
	Company ABC(This Year)	<div><div>84%</div></div>	83.9%	10.2%	6.0%
	Company ABC(Last Year)	<div><div>96%</div></div>	96.0%	4.0%	0.0%
	Best and Brightest Norm	<div><div>90%</div></div>	89.5%	7.4%	3.1%
	National Norm	<div><div>90%</div></div>	90.1%	7.1%	2.8%

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
COMPENSATION, BENEFITS AND EMPLOYEE SOLUTIONS					
	Company ABC(This Year)	<div>73%</div>	72.5%	12.3%	15.2%
	Company ABC(Last Year)	<div>92%</div>	91.8%	5.9%	2.4%
	Best and Brightest Norm	<div>77%</div>	76.6%	13.6%	9.9%
EMPLOYEE ACHIEVEMENT AND RECOGNITION	National Norm	<div>79%</div>	79.0%	12.4%	8.6%
	Company ABC(This Year)	<div>73%</div>	73.5%	11.4%	15.2%
	Company ABC(Last Year)	<div>94%</div>	94.1%	2.0%	3.9%
	Best and Brightest Norm	<div>79%</div>	78.6%	12.9%	8.4%
	National Norm	<div>81%</div>	81.4%	11.5%	7.2%

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Category Results	Percent Favorable	Response Percentages			Percent Difference
		Favorable	Neutral	Unfavorable	
LEADERSHIP, STRATEGY, AND COMPANY PERFORMANCE					
	Company ABC(This Year)	<div><div>76%</div></div>	75.7%	13.4%	10.9%
	Company ABC(Last Year)	<div><div>94%</div></div>	94.1%	2.9%	2.9%
	Best and Brightest Norm	<div><div>81%</div></div>	81.5%	12.9%	5.6%
CREATIVE, WELLNESS AND WELLBEING SOLUTIONS	National Norm	<div><div>84%</div></div>	83.8%	11.3%	4.9%
	Company ABC(This Year)	<div><div>75%</div></div>	75.0%	11.3%	13.7%
	Company ABC(Last Year)	<div><div>92%</div></div>	92.2%	3.9%	3.9%
	Best and Brightest Norm	<div><div>79%</div></div>	78.6%	13.0%	8.4%
	National Norm	<div><div>80%</div></div>	80.2%	12.3%	7.5%

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10 Most Favorable Items	<div>Percent of Responses</div> <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Category Percents				
		Favorable		Neutral	Unfavorable	
		5	4	3	2	1
I know what is expected of me on the job.	<div>90%</div> <div><div></div><div></div><div></div></div>	53%	37%	5%	2%	3%
I believe that my supervisor treats me fairly.	<div>89%</div> <div><div></div><div></div><div></div></div>	67%	22%	7%	1%	3%
I receive the support I need from my supervisor to succeed at my job.	<div>88%</div> <div><div></div><div></div><div></div></div>	57%	31%	7%	3%	2%
The people I work with help each other out.	<div>87%</div> <div><div></div><div></div><div></div></div>	59%	29%	7%	3%	2%
I receive the feedback I need from my supervisor to improve my performance.	<div>86%</div> <div><div></div><div></div><div></div></div>	51%	36%	8%	3%	3%
Employees demonstrate respect for differences through their behavior towards one another.	<div>86%</div> <div><div></div><div></div><div></div></div>	52%	35%	8%	2%	3%
My work challenges me to use my knowledge and skills fully.	<div>86%</div> <div><div></div><div></div><div></div></div>	49%	37%	7%	3%	3%
My coworkers respect my thoughts and feelings.	<div>85%</div> <div><div></div><div></div><div></div></div>	52%	33%	11%	2%	2%
Employees can contribute to their fullest potential, regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.	<div>84%</div> <div><div></div><div></div><div></div></div>	54%	30%	11%	1%	4%
Performance expectations are clearly communicated to employees.	<div>83%</div> <div><div></div><div></div><div></div></div>	45%	38%	9%	3%	5%



10 Least Favorable Items	<div>Percent of Responses</div> <div><div><div></div><div></div><div></div></div><div>% Favorable % Neutral % Unfavorable</div></div>	Category Percents				
		Favorable		Neutral	Unfavorable	
		5	4	3	2	1
I am fairly compensated for my contributions to this organization.	<div><div>61%</div><div>14%</div><div>25%</div></div>	29%	33%	14%	12%	13%
I believe that the way this company promotes/transfers employees is fair.	<div><div>65%</div><div>16%</div><div>18%</div></div>	36%	30%	16%	10%	9%
My future career opportunities at this company look good.	<div><div>66%</div><div>18%</div><div>16%</div></div>	36%	29%	18%	8%	8%
This organization is successful in retaining top performers.	<div><div>66%</div><div>16%</div><div>17%</div></div>	32%	34%	16%	8%	9%
Selection processes and procedures identify the most qualified candidates for the position.	<div><div>67%</div><div>16%</div><div>16%</div></div>	34%	33%	16%	9%	8%
I feel I can save enough for the future through our retirement plans.	<div><div>67%</div><div>16%</div><div>17%</div></div>	34%	33%	16%	8%	9%
If I were offered a similar position and pay at another company, I would stay at my company.	<div><div>67%</div><div>17%</div><div>16%</div></div>	43%	24%	17%	6%	10%
I believe senior leaders care about what I have to say.	<div><div>68%</div><div>12%</div><div>20%</div></div>	39%	29%	12%	9%	11%
I trust senior leadership to make the right decisions.	<div><div>69%</div><div>14%</div><div>17%</div></div>	41%	28%	14%	6%	11%
I have trust in leadership to make good decisions during these changing times.	<div><div>69%</div><div>13%</div><div>18%</div></div>	38%	31%	13%	8%	10%



Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
EMPLOYEE EDUCATION AND DEVELOPMENT								
	Company ABC(This Year)	<div><div>77%</div><div>11%</div><div>11%</div></div>	44.3%	33.0%	11.3%	5.8%	5.6%	
	Company ABC(Last Year)	<div><div>90%</div><div>6%</div><div>4%</div></div>	74.5%	15.7%	5.9%	2.9%	1.0%	-12.8
	Best and Brightest Norm	<div><div>83%</div><div>11%</div><div>6%</div></div>	45.9%	37.2%	10.8%	4.0%	1.9%	-5.8
	National Norm	<div><div>85%</div><div>10%</div><div>5%</div></div>	50.5%	34.3%	9.7%	3.7%	1.8%	-7.4
This organization actively supports employee development.								
	Company ABC(This Year)	<div><div>80%</div><div>11%</div><div>9%</div></div>	48.6%	31.4%	10.6%	4.9%	4.4%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>0%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-14.0
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	50.7%	36.1%	8.2%	3.7%	1.3%	-6.7
	National Norm	<div><div>88%</div><div>7%</div><div>5%</div></div>	54.5%	33.5%	7.4%	3.3%	1.3%	-7.9

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am satisfied with the level of coaching and feedback I receive.								
	Company ABC(This Year)	<div><div>79%</div><div>12%</div><div>9%</div></div>	43.7%	35.4%	12.3%	5.9%	2.7%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>8%</div></div>	70.6%	23.5%	5.9%	0.0%	0.0%	-15.0
	Best and Brightest Norm	<div><div>79%</div><div>12%</div><div>8%</div></div>	41.2%	38.2%	12.4%	5.9%	2.3%	-0.3
	National Norm	<div><div>81%</div><div>12%</div><div>8%</div></div>	44.8%	35.9%	11.7%	5.6%	2.1%	-1.5
This organization provides me with opportunities to learn new skills and develop myself.								
	Company ABC(This Year)	<div><div>80%</div><div>10%</div><div>10%</div></div>	47.7%	31.9%	10.1%	4.4%	5.9%	
	Company ABC(Last Year)	<div><div>82%</div><div>6%</div><div>12%</div></div>	70.6%	11.8%	5.9%	11.8%	0.0%	-2.7
	Best and Brightest Norm	<div><div>84%</div><div>10%</div><div>5%</div></div>	47.5%	36.8%	10.4%	3.6%	1.7%	-4.7
	National Norm	<div><div>85%</div><div>9%</div><div>5%</div></div>	52.6%	32.9%	9.3%	3.5%	1.7%	-5.9

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I have trust in leadership to make good decisions during these changing times.								
	Company ABC(This Year)	<div><div>69%</div><div>13%</div><div>18%</div></div>	38.3%	30.7%	13.3%	8.1%	9.6%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div></div></div>	76.5%	17.6%	5.9%	0.0%	0.0%	-25.1
	Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>8%</div></div>	43.3%	35.8%	12.6%	5.1%	3.2%	-10.1
	National Norm	<div><div>83%</div><div>10%</div><div>7%</div></div>	49.2%	33.7%	10.5%	4.0%	2.6%	-13.8
I feel I am learning and growing on the job.								
	Company ABC(This Year)	<div><div>78%</div><div>11%</div><div>11%</div></div>	44.0%	33.7%	11.1%	5.9%	5.4%	
	Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	76.5%	11.8%	5.9%	0.0%	5.9%	-10.6
	Best and Brightest Norm	<div><div>86%</div><div>9%</div><div>4%</div></div>	49.5%	36.8%	9.3%	2.7%	1.7%	-8.7
	National Norm	<div><div>87%</div><div>9%</div><div>4%</div></div>	53.8%	33.3%	8.6%	2.8%	1.6%	-9.4

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am able to attend the training I need to do my job well.								
	Company ABC(This Year)	<div><div>79%</div><div>11%</div><div>11%</div></div>	43.5%	35.1%	10.6%	5.4%	5.4%	
	Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	70.6%	17.6%	5.9%	5.9%	0.0%	-9.6
	Best and Brightest Norm	<div><div>83%</div><div>12%</div><div>5%</div></div>	43.4%	39.8%	12.1%	3.3%	1.4%	-4.6
	National Norm	<div><div>84%</div><div>11%</div><div>5%</div></div>	47.9%	36.5%	11.0%	3.3%	1.4%	-5.7
RECRUITMENT AND SELECTION								
	Company ABC(This Year)	<div><div>68%</div><div>18%</div><div>14%</div></div>	36.6%	31.8%	17.8%	7.2%	6.5%	
	Company ABC(Last Year)	<div><div>91%</div><div>6%</div><div>3%</div></div>	66.2%	25.0%	5.9%	1.5%	1.5%	-22.7
	Best and Brightest Norm	<div><div>76%</div><div>17%</div><div>7%</div></div>	40.0%	36.4%	16.7%	4.6%	2.3%	-7.9
	National Norm	<div><div>78%</div><div>16%</div><div>6%</div></div>	44.4%	33.6%	15.6%	4.2%	2.2%	-9.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This organization is successful in recruiting quality candidates.								
	Company ABC(This Year)	<div><div>71%</div><div>15%</div><div>14%</div></div>	36.6%	34.4%	15.2%	7.9%	5.9%	
	Company ABC(Last Year)	<div><div>100%</div></div>	64.7%	35.3%	0.0%	0.0%	0.0%	-29.0
	Best and Brightest Norm	<div><div>78%</div><div>15%</div><div>7%</div></div>	38.2%	40.3%	14.7%	5.0%	1.8%	-7.5
	National Norm	<div><div>80%</div><div>13%</div><div>7%</div></div>	42.7%	37.7%	13.1%	4.7%	1.8%	-9.4
The processes for hiring new employees are fair.								
	Company ABC(This Year)	<div><div>70%</div><div>23%</div><div>7%</div></div>	40.5%	29.7%	23.1%	2.9%	3.7%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	70.6%	23.5%	0.0%	0.0%	5.9%	-23.8
	Best and Brightest Norm	<div><div>81%</div><div>16%</div><div>4%</div></div>	44.7%	35.9%	15.6%	2.5%	1.4%	-10.3
	National Norm	<div><div>81%</div><div>15%</div><div>4%</div></div>	48.7%	32.7%	15.0%	2.2%	1.4%	-11.1

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Selection processes and procedures identify the most qualified candidates for the position.								
	Company ABC(This Year)	<div><div>67%</div><div>16%</div><div>16%</div></div>	33.7%	33.4%	16.5%	8.6%	7.9%	
	Company ABC(Last Year)	<div><div>82%</div><div>12%</div><div>6%</div></div>	58.8%	23.5%	11.8%	5.9%	0.0%	-15.3
	Best and Brightest Norm	<div><div>74%</div><div>19%</div><div>8%</div></div>	38.4%	35.2%	18.9%	5.0%	2.6%	-6.5
	National Norm	<div><div>75%</div><div>18%</div><div>7%</div></div>	42.7%	32.6%	18.1%	4.3%	2.3%	-8.2
I believe that the way this company promotes/transfers employees is fair.								
	Company ABC(This Year)	<div><div>65%</div><div>16%</div><div>18%</div></div>	35.6%	29.7%	16.5%	9.6%	8.6%	
	Company ABC(Last Year)	<div><div>88%</div><div>12%</div><div></div></div>	70.6%	17.6%	11.8%	0.0%	0.0%	-22.9
	Best and Brightest Norm	<div><div>73%</div><div>18%</div><div>9%</div></div>	38.7%	34.2%	17.7%	6.0%	3.4%	-7.5
	National Norm	<div><div>75%</div><div>16%</div><div>9%</div></div>	43.6%	31.5%	16.3%	5.5%	3.2%	-9.7

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
EMPLOYEE ENRICHMENT, ENGAGEMENT AND RETENTION								
	Company ABC(This Year)	<div><div>73%</div><div>16%</div><div>12%</div></div>	43.5%	29.2%	15.5%	5.3%	6.5%	
	Company ABC(Last Year)	<div><div>94%</div><div>2%</div><div>4%</div></div>	78.4%	15.7%	3.9%	1.3%	0.7%	-21.4
	Best and Brightest Norm	<div><div>81%</div><div>13%</div><div>6%</div></div>	48.4%	32.8%	12.9%	3.7%	2.2%	-8.6
	National Norm	<div><div>83%</div><div>11%</div><div>5%</div></div>	52.3%	30.7%	11.5%	3.4%	2.1%	-10.4
Most employees see a future for themselves in this organization.								
	Company ABC(This Year)	<div><div>70%</div><div>16%</div><div>14%</div></div>	37.3%	32.7%	16.2%	7.9%	5.9%	
	Company ABC(Last Year)	<div><div>100%</div><div>0%</div><div>0%</div></div>	70.6%	29.4%	0.0%	0.0%	0.0%	-30.0
	Best and Brightest Norm	<div><div>79%</div><div>14%</div><div>6%</div></div>	39.9%	39.5%	14.2%	4.7%	1.7%	-9.4
	National Norm	<div><div>80%</div><div>13%</div><div>6%</div></div>	43.7%	36.8%	13.2%	4.4%	1.9%	-10.4

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference		
		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
I would recommend this organization to a friend as a good place to work.									
	Company ABC(This Year)	<div><div>73%</div><div>12%</div><div>15%</div></div>	47.7%	25.6%	11.8%	7.4%	7.6%		
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	82.4%	11.8%	0.0%	5.9%	0.0%	-20.9	
	Best and Brightest Norm	<div><div>85%</div><div>9%</div><div>6%</div></div>	56.3%	29.2%	9.2%	3.1%	2.2%	-12.3	
	National Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	59.2%	28.0%	7.9%	3.0%	2.0%	-13.9	
I am proud to work at my company.									
	Company ABC(This Year)	<div><div>78%</div><div>14%</div><div>9%</div></div>	49.1%	28.7%	13.5%	3.9%	4.7%		
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-16.2	
	Best and Brightest Norm	<div><div>89%</div><div>8%</div><div>3%</div></div>	58.1%	30.6%	8.4%	1.7%	1.1%	-10.8	
	National Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	61.8%	28.2%	7.2%	1.6%	1.1%	-12.1	

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This organization is successful in retaining top performers.								
	Company ABC(This Year)	<div><div>66%</div><div>16%</div><div>17%</div></div>	32.4%	33.7%	16.5%	8.4%	9.1%	
	Company ABC(Last Year)	<div><div>100%</div></div>	76.5%	23.5%	0.0%	0.0%	0.0%	-33.9
	Best and Brightest Norm	<div><div>71%</div><div>18%</div><div>12%</div></div>	34.5%	36.1%	17.5%	8.0%	3.9%	-4.4
	National Norm	<div><div>74%</div><div>16%</div><div>11%</div></div>	38.7%	34.9%	15.7%	7.2%	3.4%	-7.6
I speak highly of my company whenever I get a chance.								
	Company ABC(This Year)	<div><div>79%</div><div>15%</div><div>6%</div></div>	45.7%	32.9%	15.5%	1.2%	4.7%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	82.4%	11.8%	0.0%	5.9%	0.0%	-15.5
	Best and Brightest Norm	<div><div>86%</div><div>11%</div><div>3%</div></div>	54.7%	31.3%	10.8%	2.0%	1.3%	-7.4
	National Norm	<div><div>87%</div><div>10%</div><div>3%</div></div>	58.7%	28.6%	9.5%	1.8%	1.3%	-8.7

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
My future career opportunities at this company look good.								
	Company ABC(This Year)	<div><div>66%</div><div>18%</div><div>16%</div></div>	36.1%	29.5%	18.4%	8.1%	7.9%	
	Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	82.4%	5.9%	5.9%	0.0%	5.9%	-22.6
	Best and Brightest Norm	<div><div>76%</div><div>16%</div><div>8%</div></div>	42.5%	33.5%	16.2%	4.9%	3.0%	-10.3
	National Norm	<div><div>79%</div><div>14%</div><div>7%</div></div>	47.0%	31.6%	14.1%	4.3%	3.0%	-13.1
I feel volunteering is supported by leadership.								
	Company ABC(This Year)	<div><div>79%</div><div>15%</div><div>6%</div></div>	47.4%	31.2%	15.5%	2.0%	3.9%	
	Company ABC(Last Year)	<div><div>82%</div><div>18%</div><div></div></div>	58.8%	23.5%	17.6%	0.0%	0.0%	-3.7
	Best and Brightest Norm	<div><div>83%</div><div>13%</div><div>3%</div></div>	50.1%	33.4%	13.1%	2.2%	1.2%	-4.8
	National Norm	<div><div>84%</div><div>12%</div><div>3%</div></div>	53.2%	31.3%	12.3%	2.0%	1.3%	-5.8

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
If I were offered a similar position and pay at another company, I would stay at my company.								
	Company ABC(This Year)	<div><div>67%</div><div>17%</div><div>16%</div></div>	43.0%	24.3%	16.7%	6.1%	9.8%	
	Company ABC(Last Year)	<div><div>100%</div></div>	88.2%	11.8%	0.0%	0.0%	0.0%	-32.7
	Best and Brightest Norm	<div><div>81%</div><div>13%</div><div>7%</div></div>	51.0%	29.7%	12.7%	3.8%	2.7%	-13.5
	National Norm	<div><div>83%</div><div>11%</div><div>6%</div></div>	56.2%	26.8%	11.1%	3.3%	2.5%	-15.8
I plan to work here as long as I can.								
	Company ABC(This Year)	<div><div>77%</div><div>16%</div><div>8%</div></div>	52.3%	24.3%	15.7%	2.7%	4.9%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-17.5
	Best and Brightest Norm	<div><div>81%</div><div>14%</div><div>5%</div></div>	48.9%	32.0%	14.0%	3.0%	2.1%	-4.3
	National Norm	<div><div>83%</div><div>12%</div><div>5%</div></div>	52.5%	30.5%	12.2%	2.8%	2.1%	-6.3

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
COMMUNICATIONS AND SHARED VISION							
Company ABC(This Year)	<div><div>76%</div><div>11%</div><div>12%</div></div>	40.7%	35.8%	11.5%	6.3%	5.7%	
Company ABC(Last Year)	<div><div>86%</div><div>10%</div><div>4%</div></div>	60.0%	26.0%	10.0%	2.0%	2.0%	-9.5
Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>8%</div></div>	40.6%	38.7%	12.5%	6.0%	2.2%	-2.8
National Norm	<div><div>81%</div><div>12%</div><div>7%</div></div>	44.7%	36.2%	11.7%	5.4%	2.0%	-4.4
I am kept informed of matters that are important to me.							
Company ABC(This Year)	<div><div>75%</div><div>12%</div><div>12%</div></div>	42.3%	33.2%	12.3%	7.6%	4.7%	
Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	64.7%	23.5%	5.9%	0.0%	5.9%	-12.8
Best and Brightest Norm	<div><div>81%</div><div>11%</div><div>8%</div></div>	42.4%	38.8%	10.5%	6.1%	2.2%	-5.7
National Norm	<div><div>83%</div><div>10%</div><div>7%</div></div>	46.9%	36.1%	9.7%	5.4%	1.9%	-7.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
Performance expectations are clearly communicated to employees.								
	Company ABC(This Year)	<div><div>83%</div><div>9%</div><div>8%</div></div>	45.5%	37.6%	8.8%	2.7%	5.4%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	70.6%	23.5%	0.0%	5.9%	0.0%	-11.1
	Best and Brightest Norm	<div><div>82%</div><div>11%</div><div>7%</div></div>	42.7%	39.7%	10.9%	4.7%	2.0%	0.6
	National Norm	<div><div>84%</div><div>10%</div><div>6%</div></div>	46.6%	37.1%	10.3%	4.3%	1.7%	-0.6
I am actively solicited for suggestions and ideas.								
	Company ABC(This Year)	<div><div>71%</div><div>13%</div><div>16%</div></div>	34.4%	36.6%	13.3%	8.6%	7.1%	
	Company ABC(Last Year)	<div><div>75%</div><div>25%</div><div></div></div>	43.8%	31.3%	25.0%	0.0%	0.0%	-4.0
	Best and Brightest Norm	<div><div>74%</div><div>16%</div><div>10%</div></div>	36.6%	37.5%	16.3%	7.1%	2.5%	-3.1
	National Norm	<div><div>76%</div><div>15%</div><div>9%</div></div>	40.5%	35.5%	15.3%	6.4%	2.3%	-5.0

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
DIVERSITY, EQUITY, AND INCLUSION							
Company ABC(This Year)	<div><div>85%</div><div>10%</div><div>5%</div></div>	51.9%	32.6%	10.4%	1.6%	3.4%	
Company ABC(Last Year)	<div><div>92%</div><div>4%</div><div>4%</div></div>	68.6%	23.5%	3.9%	3.9%	0.0%	-7.6
Best and Brightest Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	53.8%	35.5%	7.4%	2.0%	1.2%	-4.8
National Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	59.2%	31.2%	6.7%	1.7%	1.1%	-5.9
Employees demonstrate respect for differences through their behavior towards one another.							
Company ABC(This Year)	<div><div>86%</div><div>8%</div><div>6%</div></div>	51.6%	34.9%	8.1%	2.5%	2.9%	
Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	64.7%	23.5%	5.9%	5.9%	0.0%	-1.7
Best and Brightest Norm	<div><div>88%</div><div>8%</div><div>4%</div></div>	49.5%	38.9%	7.8%	2.5%	1.3%	-1.9
National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	54.4%	34.7%	7.4%	2.4%	1.2%	-2.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
Employees can contribute to their fullest potential, regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.							
	Company ABC(This Year)	<div><div>84%</div><div>11%</div><div>5%</div></div>	54.1%	30.2%	10.6%	1.2%	3.9%
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	88.2%	5.9%	5.9%	0.0%	0.0%
	Best and Brightest Norm	<div><div>92%</div><div>6%</div><div>2%</div></div>	60.8%	30.9%	5.7%	1.3%	1.2%
	National Norm	<div><div>92%</div><div>5%</div><div>3%</div></div>	65.3%	27.2%	5.3%	1.2%	1.1%
This organization welcomes diversity in people, experiences, and ideas.							
	Company ABC(This Year)	<div><div>83%</div><div>13%</div><div>4%</div></div>	50.1%	32.7%	12.5%	1.2%	3.4%
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	52.9%	41.2%	0.0%	5.9%	0.0%
	Best and Brightest Norm	<div><div>88%</div><div>9%</div><div>3%</div></div>	51.1%	36.7%	8.8%	2.2%	1.1%
	National Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	58.1%	31.6%	7.5%	1.7%	1.1%

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
WORK-LIFE BLEND								
	Company ABC(This Year)	<div><div>74%</div><div>13%</div><div>13%</div></div>	40.5%	33.4%	12.8%	7.1%	6.1%	
	Company ABC(Last Year)	<div><div>85%</div><div>9%</div><div>6%</div></div>	70.6%	14.7%	8.8%	2.9%	2.9%	-11.3
	Best and Brightest Norm	<div><div>83%</div><div>10%</div><div>7%</div></div>	48.2%	34.8%	10.4%	4.6%	2.0%	-9.0
	National Norm	<div><div>84%</div><div>10%</div><div>6%</div></div>	52.6%	31.7%	9.5%	4.1%	2.0%	-10.4
This organization offers programs that help balance the work and personal lives of employees.								
	Company ABC(This Year)	<div><div>72%</div><div>14%</div><div>15%</div></div>	39.3%	32.4%	13.5%	8.1%	6.6%	
	Company ABC(Last Year)	<div><div>76%</div><div>12%</div><div>12%</div></div>	70.6%	5.9%	11.8%	5.9%	5.9%	-4.7
	Best and Brightest Norm	<div><div>78%</div><div>14%</div><div>8%</div></div>	44.3%	33.6%	13.7%	5.9%	2.6%	-6.1
	National Norm	<div><div>80%</div><div>12%</div><div>8%</div></div>	49.2%	30.6%	12.5%	5.2%	2.6%	-8.0

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference		
		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
I have a sufficient amount of control over my work day.									
	Company ABC(This Year)	<div><div>76%</div><div>12%</div><div>12%</div></div>	41.8%	34.4%	12.0%	6.1%	5.7%		
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>0%</div></div>	70.6%	23.5%	5.9%	0.0%	0.0%	-18.0	
	Best and Brightest Norm	<div><div>88%</div><div>7%</div><div>5%</div></div>	52.0%	36.1%	7.1%	3.4%	1.5%	-11.9	
	National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	56.1%	32.9%	6.6%	3.0%	1.5%	-12.8	
COMMUNITY INITIATIVES AND CORPORATE RESPONSIBILITY									
	Company ABC(This Year)	<div><div>78%</div><div>14%</div><div>8%</div></div>	47.9%	30.5%	13.7%	4.1%	3.8%		
	Company ABC(Last Year)	<div><div>84%</div><div>14%</div><div>2%</div></div>	62.7%	21.6%	13.7%	2.0%	0.0%	-5.9	
	Best and Brightest Norm	<div><div>88%</div><div>9%</div><div>3%</div></div>	52.4%	35.4%	9.0%	2.2%	1.0%	-9.5	
	National Norm	<div><div>87%</div><div>10%</div><div>3%</div></div>	54.2%	33.1%	9.6%	2.0%	1.1%	-8.9	

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This organization contributes to the local community.								
	Company ABC(This Year)	<div><div>79%</div><div>13%</div><div>8%</div></div>	54.5%	24.8%	12.5%	4.2%	3.9%	
	Company ABC(Last Year)	<div><div>76%</div><div>24%</div><div></div></div>	52.9%	23.5%	23.5%	0.0%	0.0%	2.9
	Best and Brightest Norm	<div><div>89%</div><div>8%</div><div>3%</div></div>	58.9%	30.1%	8.5%	1.6%	0.9%	-9.7
	National Norm	<div><div>87%</div><div>10%</div><div>3%</div></div>	58.6%	28.8%	9.9%	1.7%	1.0%	-8.1
I can trust my co-workers to be honest and fair.								
	Company ABC(This Year)	<div><div>80%</div><div>14%</div><div>6%</div></div>	42.3%	37.6%	13.8%	3.2%	3.2%	
	Company ABC(Last Year)	<div><div>100%</div><div></div><div></div></div>	70.6%	29.4%	0.0%	0.0%	0.0%	-20.1
	Best and Brightest Norm	<div><div>89%</div><div>8%</div><div>3%</div></div>	48.9%	39.8%	7.6%	2.6%	1.1%	-8.8
	National Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	52.7%	36.8%	7.3%	2.2%	1.1%	-9.7

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This organization provides me with opportunities to make positive contributions to the community.								
	Company ABC(This Year)	<div><div>76%</div><div>15%</div><div>9%</div></div>	46.9%	29.0%	14.7%	4.9%	4.4%	
	Company ABC(Last Year)	<div><div>76%</div><div>18%</div><div>6%</div></div>	64.7%	11.8%	17.6%	5.9%	0.0%	-0.5
	Best and Brightest Norm	<div><div>86%</div><div>11%</div><div>3%</div></div>	49.5%	36.5%	10.8%	2.3%	1.1%	-10.0
	National Norm	<div><div>85%</div><div>12%</div><div>3%</div></div>	51.2%	33.6%	11.7%	2.3%	1.2%	-9.0
CULTURE								
	Company ABC(This Year)	<div><div>77%</div><div>13%</div><div>10%</div></div>	46.2%	31.1%	12.5%	4.6%	5.6%	
	Company ABC(Last Year)	<div><div>93%</div><div>4%</div><div>3%</div></div>	85.1%	7.5%	4.5%	3.0%	0.0%	-15.3
	Best and Brightest Norm	<div><div>88%</div><div>8%</div><div>4%</div></div>	52.8%	34.9%	8.3%	2.4%	1.5%	-10.4
	National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	57.8%	31.5%	7.1%	2.2%	1.5%	-11.9

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference		
		Favorable		Neutral	Unfavorable				
		5	4	3	2	1			
I feel that I can be myself at work.									
	Company ABC(This Year)	<div><div>78%</div><div>11%</div><div>11%</div></div>	48.4%	29.7%	10.6%	5.7%	5.7%		
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div></div></div>	82.4%	11.8%	0.0%	5.9%	0.0%	-16.0	
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	52.8%	34.2%	7.9%	3.2%	1.8%	-8.9	
	National Norm	<div><div>88%</div><div>7%</div><div>5%</div></div>	57.5%	30.8%	7.3%	2.7%	1.7%	-10.2	
My personal values are consistent with this company's values.									
	Company ABC(This Year)	<div><div>74%</div><div>15%</div><div>11%</div></div>	41.8%	32.4%	15.0%	4.7%	6.1%		
	Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	87.5%	0.0%	6.3%	6.3%	0.0%	-13.3	
	Best and Brightest Norm	<div><div>85%</div><div>11%</div><div>4%</div></div>	50.3%	34.6%	11.1%	2.6%	1.4%	-10.7	
	National Norm	<div><div>87%</div><div>9%</div><div>4%</div></div>	55.4%	31.5%	9.3%	2.5%	1.4%	-12.7	

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I understand this company’s mission and values.								
	Company ABC(This Year)	<div><div>79%</div><div>13%</div><div>9%</div></div>	47.4%	31.4%	12.5%	4.4%	4.2%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>0%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-15.2
	Best and Brightest Norm	<div><div>91%</div><div>6%</div><div>3%</div></div>	56.0%	35.5%	6.1%	1.4%	1.1%	-12.6
	National Norm	<div><div>92%</div><div>5%</div><div>3%</div></div>	60.3%	32.0%	5.3%	1.4%	1.1%	-13.4
This organization promotes a positive culture.								
	Company ABC(This Year)	<div><div>78%</div><div>12%</div><div>10%</div></div>	47.2%	30.7%	12.0%	3.7%	6.4%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>0%</div></div>	88.2%	5.9%	5.9%	0.0%	0.0%	-16.2
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>4%</div></div>	52.2%	35.3%	8.1%	2.6%	1.9%	-9.6
	National Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	57.9%	31.5%	6.5%	2.3%	1.7%	-11.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
LEADERSHIP								
	Company ABC(This Year)	<div><div>71%</div><div>13%</div><div>16%</div></div>	41.2%	30.3%	12.9%	6.6%	8.9%	
	Company ABC(Last Year)	<div><div>92%</div><div>2%</div><div>6%</div></div>	76.5%	15.7%	2.0%	5.9%	0.0%	-20.7
	Best and Brightest Norm	<div><div>79%</div><div>12%</div><div>9%</div></div>	45.1%	33.6%	12.0%	5.7%	3.6%	-7.2
	National Norm	<div><div>82%</div><div>10%</div><div>7%</div></div>	50.4%	31.7%	10.4%	4.5%	2.9%	-10.6
I believe senior leaders provide effective leadership.								
	Company ABC(This Year)	<div><div>73%</div><div>11%</div><div>16%</div></div>	42.5%	31.0%	10.8%	6.9%	8.8%	
	Company ABC(Last Year)	<div><div>94%</div><div>0%</div><div>6%</div></div>	70.6%	23.5%	0.0%	5.9%	0.0%	-20.7
	Best and Brightest Norm	<div><div>79%</div><div>11%</div><div>9%</div></div>	45.6%	33.6%	11.3%	5.6%	3.9%	-5.8
	National Norm	<div><div>82%</div><div>10%</div><div>8%</div></div>	50.4%	31.8%	10.0%	4.6%	3.2%	-8.8

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I find senior leadership provides open and honest communication.								
	Company ABC(This Year)	<div><div>72%</div><div>14%</div><div>14%</div></div>	40.3%	31.9%	13.8%	6.6%	7.4%	
	Company ABC(Last Year)	<div><div>88%</div><div>6%</div><div>6%</div></div>	82.4%	5.9%	5.9%	5.9%	0.0%	-16.0
	Best and Brightest Norm	<div><div>78%</div><div>12%</div><div>10%</div></div>	45.0%	33.5%	11.9%	6.2%	3.4%	-6.2
	National Norm	<div><div>82%</div><div>10%</div><div>8%</div></div>	50.2%	31.8%	10.3%	4.8%	2.9%	-9.8
I trust senior leadership to make the right decisions.								
	Company ABC(This Year)	<div><div>69%</div><div>14%</div><div>17%</div></div>	40.8%	28.0%	14.3%	6.4%	10.6%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>6%</div></div>	76.5%	17.6%	0.0%	5.9%	0.0%	-25.3
	Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>9%</div></div>	44.8%	33.7%	12.7%	5.3%	3.5%	-9.7
	National Norm	<div><div>82%</div><div>11%</div><div>7%</div></div>	50.6%	31.6%	11.0%	4.1%	2.8%	-13.3

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I believe senior leaders care about what I have to say.								
	Company ABC(This Year)	<div><div>68%</div><div>12%</div><div>20%</div></div>	38.8%	29.0%	12.3%	9.3%	10.6%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	82.4%	11.8%	0.0%	0.0%	5.9%	-26.3
	Best and Brightest Norm	<div><div>75%</div><div>14%</div><div>11%</div></div>	42.0%	32.9%	14.4%	6.4%	4.3%	-7.1
	National Norm	<div><div>78%</div><div>13%</div><div>8%</div></div>	46.9%	31.6%	13.1%	5.0%	3.4%	-10.6
THE JOB								
	Company ABC(This Year)	<div><div>84%</div><div>8%</div><div>8%</div></div>	46.9%	37.1%	8.0%	3.7%	4.2%	
	Company ABC(Last Year)	<div><div>93%</div><div>4%</div></div>	75.0%	17.6%	4.4%	2.9%	0.0%	-8.6
	Best and Brightest Norm	<div><div>89%</div><div>7%</div><div>4%</div></div>	51.3%	37.7%	6.7%	2.9%	1.4%	-4.9
	National Norm	<div><div>90%</div><div>6%</div><div>4%</div></div>	55.5%	34.4%	6.1%	2.6%	1.3%	-5.9

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I know what is expected of me on the job.								
	Company ABC(This Year)	<div><div>90%</div><div></div><div></div></div>	53.1%	37.3%	4.9%	2.0%	2.7%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div></div></div>	76.5%	17.6%	0.0%	5.9%	0.0%	-3.7
	Best and Brightest Norm	<div><div>93%</div><div></div><div></div></div>	54.4%	38.9%	4.1%	1.9%	0.7%	-2.9
	National Norm	<div><div>94%</div><div></div><div></div></div>	58.3%	35.6%	3.8%	1.6%	0.7%	-3.5
My work challenges me to use my knowledge and skills fully.								
	Company ABC(This Year)	<div><div>86%</div><div></div><div></div></div>	49.4%	36.6%	7.4%	3.2%	3.4%	
	Company ABC(Last Year)	<div><div>82%</div><div></div><div></div></div>	64.7%	17.6%	11.8%	5.9%	0.0%	3.6
	Best and Brightest Norm	<div><div>89%</div><div></div><div></div></div>	53.0%	36.1%	6.9%	2.8%	1.1%	-3.1
	National Norm	<div><div>90%</div><div></div><div></div></div>	56.7%	33.1%	6.1%	2.8%	1.3%	-3.8

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I believe my organization has provided the resources, technology, and the equipment I need to continue to do my job effectively and safely.								
	Company ABC(This Year)	<div><div>79%</div><div>11%</div><div>11%</div></div>	43.0%	35.6%	10.6%	5.4%	5.4%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div></div></div>	70.6%	23.5%	5.9%	0.0%	0.0%	-15.5
	Best and Brightest Norm	<div><div>86%</div><div>7%</div><div>7%</div></div>	49.5%	36.9%	7.5%	4.1%	1.9%	-7.8
	National Norm	<div><div>88%</div><div>7%</div><div>5%</div></div>	54.9%	33.0%	6.8%	3.4%	1.9%	-9.3
I have the authority to make decisions necessary to do my job well.								
	Company ABC(This Year)	<div><div>81%</div><div>9%</div><div>10%</div></div>	42.3%	38.8%	9.3%	4.2%	5.4%	
	Company ABC(Last Year)	<div><div>100%</div><div></div><div></div></div>	88.2%	11.8%	0.0%	0.0%	0.0%	-18.9
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	48.1%	38.9%	8.5%	3.0%	1.6%	-5.9
	National Norm	<div><div>88%</div><div>8%</div><div>4%</div></div>	52.2%	35.9%	7.7%	2.7%	1.5%	-7.1

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
IMMEDIATE SUPERVISOR								
	Company ABC(This Year)	<div><div>88%</div><div>7%</div><div>5%</div></div>	58.4%	29.5%	7.3%	2.2%	2.6%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div></div></div>	74.5%	19.6%	5.9%	0.0%	0.0%	-6.2
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	54.7%	32.4%	7.6%	3.5%	1.8%	0.7
	National Norm	<div><div>88%</div><div>7%</div><div>4%</div></div>	58.2%	30.1%	7.3%	2.9%	1.5%	-0.4
I believe that my supervisor treats me fairly.								
	Company ABC(This Year)	<div><div>89%</div><div>7%</div><div>4%</div></div>	67.3%	22.1%	6.9%	1.0%	2.7%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div></div></div>	64.7%	29.4%	5.9%	0.0%	0.0%	-4.7
	Best and Brightest Norm	<div><div>91%</div><div>5%</div><div>4%</div></div>	62.9%	27.9%	5.5%	2.3%	1.4%	-1.3
	National Norm	<div><div>92%</div><div>5%</div><div>3%</div></div>	65.8%	26.0%	5.1%	1.9%	1.2%	-2.3

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I receive the support I need from my supervisor to succeed at my job.								
	Company ABC(This Year)	<div><div>88%</div><div>7%</div><div>5%</div></div>	57.0%	30.7%	7.1%	2.7%	2.5%	
	Company ABC(Last Year)	<div><div>88%</div><div>12%</div><div>0%</div></div>	76.5%	11.8%	11.8%	0.0%	0.0%	-0.5
	Best and Brightest Norm	<div><div>86%</div><div>8%</div><div>6%</div></div>	53.5%	32.6%	7.9%	4.0%	2.1%	1.6
	National Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	56.4%	30.8%	7.7%	3.4%	1.7%	0.5
I receive the feedback I need from my supervisor to improve my performance.								
	Company ABC(This Year)	<div><div>86%</div><div>8%</div><div>6%</div></div>	50.9%	35.6%	7.9%	2.9%	2.7%	
	Company ABC(Last Year)	<div><div>100%</div><div>0%</div><div>0%</div></div>	82.4%	17.6%	0.0%	0.0%	0.0%	-13.5
	Best and Brightest Norm	<div><div>85%</div><div>9%</div><div>6%</div></div>	47.8%	36.8%	9.3%	4.2%	1.9%	1.9
	National Norm	<div><div>86%</div><div>9%</div><div>5%</div></div>	52.2%	33.5%	9.1%	3.4%	1.7%	0.7

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
TEAMWORK & COOPERATION								
	Company ABC(This Year)	<div><div>84%</div><div>10%</div><div>6%</div></div>	48.8%	35.1%	10.2%	3.4%	2.6%	
	Company ABC(Last Year)	<div><div>96%</div><div>4%</div><div></div></div>	64.0%	32.0%	4.0%	0.0%	0.0%	-12.1
	Best and Brightest Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	51.6%	37.9%	7.4%	2.2%	0.9%	-5.6
	National Norm	<div><div>90%</div><div>7%</div><div>3%</div></div>	55.5%	34.6%	7.1%	1.9%	0.9%	-6.3
The people I work with help each other out.								
	Company ABC(This Year)	<div><div>87%</div><div>7%</div><div>6%</div></div>	58.7%	28.7%	6.9%	3.4%	2.2%	
	Company ABC(Last Year)	<div><div>100%</div><div></div><div></div></div>	68.8%	31.3%	0.0%	0.0%	0.0%	-12.5
	Best and Brightest Norm	<div><div>93%</div><div>2%</div><div>5%</div></div>	62.6%	30.7%	4.4%	1.6%	0.8%	-5.8
	National Norm	<div><div>94%</div><div>2%</div><div>4%</div></div>	66.0%	27.8%	4.1%	1.4%	0.8%	-6.3

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
My coworkers respect my thoughts and feelings.								
	Company ABC(This Year)	<div><div>85%</div><div>11%</div><div>4%</div></div>	51.6%	32.9%	11.1%	2.2%	2.2%	
	Company ABC(Last Year)	<div><div>88%</div><div>12%</div><div></div></div>	64.7%	23.5%	11.8%	0.0%	0.0%	-3.7
	Best and Brightest Norm	<div><div>90%</div><div>8%</div><div>2%</div></div>	52.9%	36.8%	7.5%	1.9%	0.9%	-5.2
	National Norm	<div><div>91%</div><div>7%</div><div>2%</div></div>	56.8%	33.8%	7.0%	1.4%	1.0%	-6.1
My coworkers consistently deliver on their commitments.								
	Company ABC(This Year)	<div><div>80%</div><div>13%</div><div>8%</div></div>	36.1%	43.5%	12.5%	4.4%	3.4%	
	Company ABC(Last Year)	<div><div>100%</div><div></div><div></div></div>	58.8%	41.2%	0.0%	0.0%	0.0%	-20.4
	Best and Brightest Norm	<div><div>86%</div><div>10%</div><div>4%</div></div>	39.2%	46.3%	10.4%	3.1%	1.0%	-5.9
	National Norm	<div><div>86%</div><div>10%</div><div>4%</div></div>	43.7%	42.3%	10.2%	2.8%	1.0%	-6.4

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
COMPENSATION, BENEFITS AND EMPLOYEE SOLUTIONS								
	Company ABC(This Year)	<div><div>73%</div><div>12%</div><div>15%</div></div>	38.2%	34.3%	12.3%	6.9%	8.3%	
	Company ABC(Last Year)	<div><div>92%</div><div>6%</div><div>2%</div></div>	72.9%	18.8%	5.9%	2.4%	0.0%	-19.2
	Best and Brightest Norm	<div><div>77%</div><div>14%</div><div>10%</div></div>	39.9%	36.6%	13.6%	6.5%	3.4%	-4.0
	National Norm	<div><div>79%</div><div>12%</div><div>9%</div></div>	44.5%	34.6%	12.4%	5.7%	2.9%	-6.5
I am fairly compensated for my contributions to this organization.								
	Company ABC(This Year)	<div><div>61%</div><div>14%</div><div>25%</div></div>	28.5%	32.7%	14.0%	12.0%	12.8%	
	Company ABC(Last Year)	<div><div>82%</div><div>18%</div><div>0%</div></div>	64.7%	17.6%	17.6%	0.0%	0.0%	-21.2
	Best and Brightest Norm	<div><div>71%</div><div>14%</div><div>15%</div></div>	35.4%	35.6%	14.1%	9.7%	5.2%	-9.9
	National Norm	<div><div>75%</div><div>13%</div><div>12%</div></div>	40.1%	34.8%	12.8%	8.2%	4.2%	-13.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference
		Favorable		Neutral	Unfavorable		
		5	4	3	2	1	
I feel the organization has creative solutions and benefits for employees.							
	Company ABC(This Year)	<div><div>77%</div><div>12%</div><div>11%</div></div>	44.7%	32.7%	11.8%	5.4%	5.4%
	Company ABC(Last Year)	<div><div>88%</div><div>12%</div><div></div></div>	76.5%	11.8%	11.8%	0.0%	0.0%
	Best and Brightest Norm	<div><div>81%</div><div>13%</div><div>7%</div></div>	44.3%	36.3%	12.8%	4.5%	2.2%
	National Norm	<div><div>83%</div><div>11%</div><div>6%</div></div>	49.3%	33.6%	11.4%	3.8%	1.9%
I am satisfied with the value of the benefits I receive.							
	Company ABC(This Year)	<div><div>80%</div><div>9%</div><div>11%</div></div>	43.7%	36.6%	8.8%	3.7%	7.1%
	Company ABC(Last Year)	<div><div>100%</div><div></div><div></div></div>	76.5%	23.5%	0.0%	0.0%	0.0%
	Best and Brightest Norm	<div><div>78%</div><div>13%</div><div>9%</div></div>	39.6%	38.5%	12.6%	6.5%	2.8%
	National Norm	<div><div>80%</div><div>11%</div><div>8%</div></div>	43.8%	36.6%	11.5%	5.8%	2.4%

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I feel the company does its best to keep us informed and included in communications.								
	Company ABC(This Year)	<div><div>77%</div><div>11%</div><div>13%</div></div>	39.8%	36.9%	10.8%	5.7%	6.9%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	76.5%	17.6%	0.0%	5.9%	0.0%	-17.5
	Best and Brightest Norm	<div><div>82%</div><div>10%</div><div>7%</div></div>	45.1%	37.1%	10.4%	4.7%	2.7%	-5.6
	National Norm	<div><div>85%</div><div>9%</div><div>6%</div></div>	50.9%	34.1%	8.8%	4.0%	2.3%	-8.3
I feel I can save enough for the future through our retirement plans.								
	Company ABC(This Year)	<div><div>67%</div><div>16%</div><div>17%</div></div>	34.4%	32.7%	16.0%	7.6%	9.3%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	70.6%	23.5%	0.0%	5.9%	0.0%	-27.0
	Best and Brightest Norm	<div><div>71%</div><div>18%</div><div>11%</div></div>	35.4%	35.6%	17.9%	6.9%	4.2%	-3.9
	National Norm	<div><div>72%</div><div>18%</div><div>10%</div></div>	38.2%	33.8%	17.6%	6.7%	3.7%	-4.9

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
EMPLOYEE ACHIEVEMENT AND RECOGNITION								
	Company ABC(This Year)	<div><div>73%</div><div>11%</div><div>15%</div></div>	38.9%	34.6%	11.4%	7.4%	7.8%	
	Company ABC(Last Year)	<div><div>94%</div><div>2%</div><div>4%</div></div>	84.3%	9.8%	2.0%	3.9%	0.0%	-20.7
	Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>8%</div></div>	43.5%	35.1%	12.9%	5.5%	3.0%	-5.2
	National Norm	<div><div>81%</div><div>11%</div><div>7%</div></div>	48.5%	32.8%	11.5%	4.7%	2.5%	-7.9
This organization recognizes performance achievements.								
	Company ABC(This Year)	<div><div>76%</div><div>9%</div><div>14%</div></div>	41.3%	34.9%	9.3%	8.4%	6.1%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div><div>0%</div></div>	82.4%	11.8%	0.0%	5.9%	0.0%	-18.0
	Best and Brightest Norm	<div><div>79%</div><div>12%</div><div>9%</div></div>	44.0%	34.9%	12.5%	5.8%	2.8%	-2.8
	National Norm	<div><div>81%</div><div>11%</div><div>7%</div></div>	48.8%	32.7%	11.3%	4.9%	2.3%	-5.3

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
This company appreciates my work contributions.								
	Company ABC(This Year)	<div><div>74%</div><div>13%</div><div>14%</div></div>	39.6%	34.2%	12.8%	5.7%	7.9%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	88.2%	5.9%	0.0%	5.9%	0.0%	-20.4
	Best and Brightest Norm	<div><div>82%</div><div>11%</div><div>7%</div></div>	46.1%	35.9%	11.1%	4.3%	2.5%	-8.3
	National Norm	<div><div>85%</div><div>10%</div><div>6%</div></div>	51.1%	33.4%	9.8%	3.4%	2.3%	-10.8
I am satisfied with the way the company recognizes performance achievements.								
	Company ABC(This Year)	<div><div>71%</div><div>12%</div><div>17%</div></div>	35.9%	34.6%	12.0%	8.1%	9.3%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-23.6
	Best and Brightest Norm	<div><div>75%</div><div>15%</div><div>10%</div></div>	40.4%	34.5%	15.1%	6.4%	3.6%	-4.4
	National Norm	<div><div>78%</div><div>13%</div><div>9%</div></div>	45.7%	32.4%	13.3%	5.7%	2.9%	-7.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference			
		Favorable		Neutral	Unfavorable					
		5	4	3	2	1				
LEADERSHIP, STRATEGY, AND COMPANY PERFORMANCE										
	Company ABC(This Year)	<div>76%</div>	<div>13%</div>	<div>11%</div>	42.4%	33.3%	13.4%	5.0%	5.9%	
	Company ABC(Last Year)	<div>94%</div>	<div>3%</div>		76.5%	17.6%	2.9%	2.9%	0.0%	-18.4
	Best and Brightest Norm	<div>81%</div>	<div>13%</div>	<div>6%</div>	44.3%	37.2%	12.9%	3.8%	1.8%	-5.8
	National Norm	<div>84%</div>	<div>11%</div>	<div>5%</div>	49.1%	34.7%	11.3%	3.2%	1.7%	-8.1
I am aware of the organization’s strategic goals.										
	Company ABC(This Year)	<div>79%</div>	<div>10%</div>	<div>12%</div>	44.5%	34.2%	9.8%	5.7%	5.9%	
	Company ABC(Last Year)	<div>94%</div>	<div>6%</div>		70.6%	23.5%	0.0%	5.9%	0.0%	-15.5
	Best and Brightest Norm	<div>84%</div>	<div>10%</div>	<div>6%</div>	45.6%	38.2%	10.4%	4.2%	1.7%	-5.1
	National Norm	<div>85%</div>	<div>10%</div>	<div>5%</div>	49.6%	35.5%	9.6%	3.5%	1.7%	-6.5

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am satisfied with the company’s strategic performance.								
	Company ABC(This Year)	<div><div>73%</div><div>17%</div><div>10%</div></div>	40.3%	32.4%	17.0%	4.4%	5.9%	
	Company ABC(Last Year)	<div><div>94%</div><div>6%</div></div>	82.4%	11.8%	5.9%	0.0%	0.0%	-21.4
	Best and Brightest Norm	<div><div>79%</div><div>15%</div><div>5%</div></div>	43.0%	36.3%	15.4%	3.4%	1.9%	-6.5
	National Norm	<div><div>82%</div><div>13%</div><div>5%</div></div>	48.6%	33.9%	13.0%	2.8%	1.8%	-9.7
CREATIVE, WELLNESS AND WELLBEING SOLUTIONS								
	Company ABC(This Year)	<div><div>75%</div><div>11%</div><div>14%</div></div>	41.0%	34.0%	11.3%	6.1%	7.5%	
	Company ABC(Last Year)	<div><div>92%</div><div>4%</div><div>4%</div></div>	78.4%	13.7%	3.9%	0.0%	3.9%	-17.1
	Best and Brightest Norm	<div><div>79%</div><div>13%</div><div>8%</div></div>	42.8%	35.8%	13.0%	5.3%	3.1%	-3.6
	National Norm	<div><div>80%</div><div>12%</div><div>7%</div></div>	46.5%	33.8%	12.3%	4.7%	2.7%	-5.2

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
I am generally able to balance job requirements and personal/family life.								
	Company ABC(This Year)	<div><div>76%</div><div>11%</div><div>13%</div></div>	39.1%	36.6%	11.1%	5.4%	7.9%	
	Company ABC(Last Year)	<div><div>82%</div><div>12%</div><div>6%</div></div>	64.7%	17.6%	11.8%	0.0%	5.9%	-6.7
	Best and Brightest Norm	<div><div>87%</div><div>8%</div><div>5%</div></div>	48.0%	38.5%	8.1%	3.6%	1.8%	-10.9
	National Norm	<div><div>86%</div><div>8%</div><div>6%</div></div>	50.4%	36.1%	7.6%	3.8%	2.0%	-10.8
I believe senior leaders care about what I have to say.								
	Company ABC(This Year)	<div><div>68%</div><div>12%</div><div>20%</div></div>	38.8%	29.0%	12.3%	9.3%	10.6%	
	Company ABC(Last Year)	<div><div>94%</div><div></div><div>6%</div></div>	82.4%	11.8%	0.0%	0.0%	5.9%	-26.3
	Best and Brightest Norm	<div><div>75%</div><div>14%</div><div>11%</div></div>	42.0%	32.9%	14.4%	6.4%	4.3%	-7.1
	National Norm	<div><div>78%</div><div>13%</div><div>8%</div></div>	46.9%	31.6%	13.1%	5.0%	3.4%	-10.6

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Results

Category Results	Percent Favorable <div><div>% Favorable</div><div>% Neutral</div><div>% Unfavorable</div></div>	Response Percentages					Percent Difference	
		Favorable		Neutral	Unfavorable			
		5	4	3	2	1		
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).								
	Company ABC(This Year)	<div><div>82%</div><div>11%</div><div>8%</div></div>	45.2%	36.4%	10.6%	3.7%	4.2%	
	Company ABC(Last Year)	<div><div>100%</div></div>	88.2%	11.8%	0.0%	0.0%	0.0%	-18.4
	Best and Brightest Norm	<div><div>74%</div><div>17%</div><div>9%</div></div>	38.4%	36.0%	16.5%	5.9%	3.2%	7.1
	National Norm	<div><div>76%</div><div>16%</div><div>8%</div></div>	42.1%	33.6%	16.2%	5.3%	2.8%	5.9

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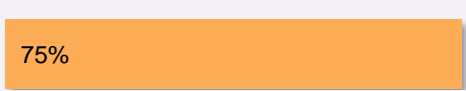

Executive Summary (Items)

Item Ranking

This report format identifies items that are strengths or concerns. Indicators and colors are displayed to help you determine if each item is a strength (star) or a concern (flag)

 **Strengths**
 > 65% Favorable
 < 10% Unfavorable
 > 5% points higher than a contrast group

 **Concerns**
 < 40% Favorable
 > 25% Unfavorable
 > 5% points lower than a contrast group

Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
This organization actively supports employee development.					80% 
This organization is successful in recruiting quality candidates.					71% 
Most employees see a future for themselves in this organization.					70% 
I am kept informed of matters that are important to me.					75% 
Employees demonstrate respect for differences through their behavior towards one another.					86% 
This organization offers programs that help balance the work and personal lives of employees.					72% 
This organization contributes to the local community.					79% 
I would recommend this organization to a friend as a good place to work.					73% 

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Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
I feel that I can be myself at work.					78% 
I believe senior leaders provide effective leadership.					73% 
I know what is expected of me on the job.					90% 
I believe that my supervisor treats me fairly.					89% 
The people I work with help each other out.					87% 
I am fairly compensated for my contributions to this organization.					61% 
I am satisfied with the level of coaching and feedback I receive.					79% 
The processes for hiring new employees are fair.					70% 

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Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
This organization recognizes performance achievements.					76% 
Performance expectations are clearly communicated to employees.					83% 
Employees can contribute to their fullest potential regardless of their age, race, color, ethnic background, gender, religion, disability, or sexual orientation.					84% 
I have a sufficient amount of control over my work day.					76% 
I can trust my co-workers to be honest and fair.					80% 
I am proud to work at my company.					78% 
My personal values are consistent with this company's values.					74% 
I find senior leadership provides open and honest communication.					72% 

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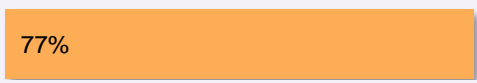













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Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
My work challenges me to use my knowledge and skills fully.					86% 
I receive the support I need from my supervisor to succeed at my job.					88% 
My coworkers respect my thoughts and feelings.					85% 
I am satisfied with the way pay increases are administered.					77% 
This organization provides me with opportunities to learn new skills and develop myself.					80% 
Selection processes and procedures identify the most qualified candidates for the job.					67% 
This organization is successful in retaining top performers.					66% 
I am actively solicited for suggestions and ideas.					71% 

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Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
This organization welcomes diversity in people, experiences, and ideas.					83% 
I am generally able to balance job requirements and personal/family life.					76% 
This organization provides me with opportunities to make positive contributions to the community.					76% 
I speak highly of my company whenever I get a chance.					79% 
I understand this company's mission and values.					79% 
I trust senior leadership to make the right decisions.					69% 
I have the tools, equipment, and technology I need to do my job well.					79% 
I receive the feedback I need from my supervisor to improve my performance.					86% 

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Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
My coworkers consistently deliver on their commitments.	★	★	⚑	⚑	80%
I am satisfied with the value of the benefits I receive.	★				80%
I know what career opportunities are available to me at this company.	★		⚑	⚑	69%
I believe that the way this company promotes/transfers employees is fair.	★		⚑	⚑	65%
My future career opportunities at this company look good.	★		⚑	⚑	66%
I frequently volunteer for additional duties.	★	★		⚑	79%
I believe senior leaders care about what I have to say.	★		⚑	⚑	68%
I have the authority to make decisions necessary to do my job well.	★	★	⚑	⚑	81%

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 > 5% points lower than a contrast group

Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
Compared to other places I might work, I am paid fairly.					77% 
I feel I am learning and growing on the job.					78% 
If I was offered a similar position and pay at another company, I would stay at my company.					67% 
My healthcare and insurance benefits meet my individual and/or family needs (medical, dental, vision, life insurance, and disability).					82% 
I am able to attend the training I need to do my job well.					79% 
I feel I can save enough for the future through our retirement plans.					67% 
I plan to work here as long as I can.					77% 
I am aware of the organization's strategic goals.					79% 

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Strengths

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Concerns

- < 40% Favorable
- > 25% Unfavorable
- > 5% points lower than a contrast group

Item Summary	Favorable	Unfavorable	Difference From Best and Brightest Norm	Difference from National Norm	Category Results
This organization promotes a positive culture.	★		⚑	⚑	78%
This company appreciates my work contributions.	★		⚑	⚑	74%
I am satisfied with the company's strategic performance.	★		⚑	⚑	73%
I am satisfied with the way the company recognizes performance achievements.	★			⚑	71%

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WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU VALUE MOST ABOUT WORKING AT THIS COMPANY?
1	MWW5ZYMM	Asparagus aubergine azuki bamboo beet bell bitterleaf black-eyed bologi bona broccoli burdock cabbage catsear cauliflower celtuce chestnut choy coriander daikon dulse grape groundnut. Asparagus avocado azuki bamboo bok bona brussels burdock bush chickpea choy cor
2	OOONJN5X	ccoli caulie chestnut coriander corn courgette dan
3	7WWNDW6O	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
4	OOONYG5E	d chestnut chickweed coriander corn courgette cress dandelion egg
5	J66QW1OW	agus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula
6	600OWM7G	ell bitterleaf black-eyed bologi bona broccoli burdock cabbage
7	2ZZ2M49U	s avocado azuki bamboo bok bona brussels burdock bush chickpea c
8	D99DGERK	logi broccoli brussels caulie celery celtuce chestnut collard coriander courgette cress earthnut endive e
9	W8809M8S	Artichoke asparagus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula avocado bitterleaf bush cucumber desert epazote grape gumbo horseradish. Artichoke arugula asparagus bean beet beetroot bell bologi bona broccoli burdock chestnut ch
10	600505WQ	bean bok bologi broccoli brussels caulie celery celtuce chestnut col



WHAT DO YOU LIKE LEAST ABOUT WORKING AT THIS COMPANY?

S.No.	Number	WHAT DO YOU LIKE LEAST ABOUT WORKING AT THIS COMPANY?
1	MWW5ZYMM	ell bitterleaf black-eyed bologi bona broccoli burdock cabbage
2	OOONJN5X	s avocado azuki bamboo bok bona brussels burdock bush chickpea c
3	7WWNDW6O	logi broccoli brussels caulie celery celtuce chestnut collard coriander courgette cress earthnut endive e
4	OOONYG5E	Artichoke asparagus catsear chickweed choy collard epazote fennel garbanzo greens. Arugula avocado bitterleaf bush cucumber desert epazote grape gumbo horseradish. Artichoke arugula asparagus bean beet beetroot bell bologi bona broccoli burdock chestnut ch
5	J66QW1OW	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
6	600OWM7G	Asparagus aubergine azuki bamboo beet bell bitterleaf black-eyed bologi bona broccoli burdock cabbage catsear cauliflower celtuce chestnut choy coriander daikon dulse grape groundnut. Asparagus avocado azuki bamboo bok bona brussels burdock bush chickpea choy cor
7	2ZZ2M49U	ccoli caulie chestnut coriander corn courgette dan
8	D99DGERK	bean bok bologi broccoli brussels caulie celery celtuce chestnut col
9	W8809M8S	d chestnut chickweed coriander corn courgette cress dandelion egg
10	600505WQ	s avocado azuki bamboo bok bona brussels burdock bush chickpea c



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