

REPORT PREPARED BY:

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**Employee Benchmark Report**

	Percentage of Positive Responses All Categories	
	All Companies that made the list	All Companies not on the list
<b>LEADERSHIP AND PLANNING</b>		
I understand the long-term strategy of this organization	92%	86%
I have confidence in the leadership of this organization	92%	83%
The leaders of this organization care about employees' well being	93%	82%
Senior leaders live the core values of the organization	89%	80%
There is adequate planning of departmental objectives	88%	79%
There is adequate follow-through of departmental objectives	87%	79%
The leaders of this organization are open to input from employees	90%	80%
<b>Leadership and Planning - AVERAGE</b>	<b>90%</b>	<b>81%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>		
This organization's corporate communications are frequent enough	91%	83%
This organization's corporate communications are detailed enough	90%	81%
I have a good understanding of how this organization is doing financially	89%	78%
I can trust what this organization tells me	92%	80%
This organization treats me like a person, not a number	93%	81%
This organization gives enough recognition for work that is well done	89%	76%
Staffing levels are adequate to provide quality products/services	82%	70%
Quality is a top priority with this organization	93%	84%
Safety is a top priority with this organization	94%	87%
I believe there is a spirit of cooperation at this organization	93%	83%
My employer enables a culture of diversity	95%	86%
I like the people I work with at this organization	96%	90%
At this organization, employees have fun at work	86%	74%
I feel I can express my honest opinions without fear of negative consequences	86%	74%
Changes that may affect me are communicated to me prior to implementation	74%	66%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>90%</b>	<b>80%</b>
<b>ROLE SATISFACTION</b>		
I like the type of work that I do	95%	93%
I am given enough authority to make decisions I need to make	93%	87%
I believe my job is secure	88%	79%
Deadlines at this organization are realistic	90%	81%
I feel I am valued in this organization	91%	80%
I feel part of a team working toward a shared goal	92%	85%
I am able to maintain a reasonable balance between work and my personal life	86%	82%
My job makes good use of my skills and abilities	92%	87%
I have a clear understanding of my job role	95%	92%
I understand the importance of my role to the success of the organization	95%	92%
Most days, I feel I have made progress at work	95%	92%
<b>Role Satisfaction - AVERAGE</b>	<b>92%</b>	<b>86%</b>
<b>WORK ENVIRONMENT</b>		
My physical working conditions are good	96%	93%
My general work area is adequately heated/cooled	93%	88%
There is adequate noise control to allow me to focus on my work	91%	87%
My workspace has adequate privacy for me to do my job	98%	95%
I feel physically safe in my work environment	98%	95%
<b>Work Environment - AVERAGE</b>	<b>95%</b>	<b>91%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>		
My supervisor treats me fairly	95%	90%
My supervisor treats me with respect	95%	91%
My supervisor handles my work-related issues satisfactorily	93%	88%
My supervisor handles my personal issues satisfactorily	93%	89%
My supervisor acknowledges when I do my work well	92%	86%
My supervisor tells me when my work needs improvement	93%	90%
My supervisor is open to hearing my opinion or feedback	93%	88%
My supervisor helps me develop to my fullest potential	89%	82%
I can trust what my supervisor tells me	92%	84%
<b>Relationship with Supervisor - AVERAGE</b>	<b>93%</b>	<b>87%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>		
This organization provided as much initial training as I needed	86%	78%
This organization provides as much ongoing training as I need	89%	80%
This organization provides enough technology, equipment and resources I need to do my job well	93%	85%
The computer or other hardware I use to do my job is dependable	81%	70%
The software and program applications I use to do my job are adequate	82%	73%
Technology issues are resolved in a timely manner	85%	72%
Technology issues affecting my work are communicated to me in a timely manner	82%	73%
I understand what is expected for career advancement	84%	73%
I am encouraged to explore other growth or advancement opportunities within the organization	81%	70%
There is room for me to advance at this organization	82%	72%
I trust that if I do good work, I will be considered for a promotion	82%	70%
<b>Training, Development and Resources- AVERAGE</b>	<b>84%</b>	<b>74%</b>
<b>PAY AND BENEFITS</b>		
My pay is fair for the work I perform	84%	70%
Overall, I'm satisfied with this organization's benefits package	92%	78%
Amount of vacation or Paid Time Off	92%	81%
Sick leave policy	91%	77%
Amount of healthcare paid for	89%	77%
Dental benefits	89%	79%
Vision care benefits	89%	78%
Retirement plan benefits	86%	74%
Life insurance benefits	89%	77%
Disability benefits	88%	76%
Tuition reimbursement benefits	80%	63%
<b>Pay and Benefits - AVERAGE</b>	<b>88%</b>	<b>75%</b>
<b>OVERALL EMPLOYEE ENGAGEMENT</b>		
Overall, I am very satisfied with my employer	91%	81%
Most days, I look forward to going to work	89%	77%
I am proud to work for this organization	89%	77%
I feel this organization has created an environment where I can do my best work	89%	79%
I am willing to give extra effort to help this organization succeed	98%	94%
I plan to continue my career with this organization for at least two more years	90%	86%
I would recommend this organization's products / services to a friend	93%	98%
I would recommend working here to a friend	93%	85%
<b>Overall Employee Engagement - AVERAGE</b>	<b>92%</b>	<b>84%</b>
<b>SURVEY AVERAGE</b>	<b>91%</b>	<b>82%</b>

*\*Numbers shown represent the percentage of respondents that answered "Agree Somewhat" and "Agree Strongly". \*\*Please note that the employer categories represented in the actual report will be based on the final ranking list for each program.*