

Gathering information on employee satisfaction, this survey focuses on how employees feel about their job description, position within the company, relationships with colleagues and superiors, advancement opportunities, and overall satisfaction.

This survey asks questions about your experience working for The Company. It starts and ends with some questions about your satisfaction with various aspects of work and contains other questions about how you think and feel about The Company. Thank you for sharing your opinions.

| Extremely Dissatisfied |
|--|
| C Very Dissatisfied |
| Somewhat Dissatisfied |
| Neutral |
| Somewhat Satisfied |
| Extremely Satisfied |
| |
| 2. To what extent do you agree with the following statement: I would recommend this company as a good place to work. |
| C Disagree Completely |
| C Strongly Disagree |
| Somewhat Disagree |
| Somewhat Agree |
| C Strongly Agree |
| C Agree Completely |
| |
| 3. What I like best about working for The Company is |
| |
| |
| |
| |
| |
| |
| |
| 4. Things that The Company should do to make it a better workplace are |
| 4. Things that The Company should do to make it a better workplace are |
| 4. Things that The Company should do to make it a better workplace are |
| 4. Things that The Company should do to make it a better workplace are |
| 4. Things that The Company should do to make it a better workplace are |
| 4. Things that The Company should do to make it a better workplace are |
| Things that The Company should do to make it a better workplace are |

| 5. | Please indicate the extent to | which you agr | ee with the foll | owing statemer | its. | | | |
|-----|---|------------------------|----------------------|----------------------|----------------------------------|-------------------|-------------------|---------------------|
| | | Disagree Completely | Strongly Disagree | Somewhat Disagree | Neither Agree Nor Disagree | Somewhat Agree | Strongly Agree | Agree Completely |
| (a) | The Company clearly conveys its mission to its employees. | С | С | С | С | С | С | С |
| (b) | The Company clearly conveys the mission to its clients. | С | C | C | С | С | C | С |
| (c) | I agree with The Company's overall mission. | С | \bigcirc | \bigcirc | С | С | \bigcirc | С |
| (d) | I understand how my job aligns with The Company's mission. | С | С | C | С | С | C | С |
| (e) | I feel like I am a part of The Company. | С | \bigcirc | C | С | С | \bigcirc | С |
| (f) | There is good communication from employees to managers in The Company. | С | С | С | С | С | С | С |
| (g) | There is good communication from managers to employees in The Company. | 0 | С | С | 0 | С | С | С |

6. Overall, how satisfied are you working in your department?

- Extremely Dissatisfied
- Very Dissatisfied
- Somewhat Dissatisfied
- Neutral
- Somewhat Satisfied
- Extremely Satisfied

7. What I like best about working in my department is...

8. Things that my department should do to make it a better place to work are...

| 9. | Please indicate the extent to | which you agr | ee with the foll | owing statemer | nts: | | | |
|-----|--|------------------------|----------------------|----------------------|----------------------------------|-------------------|-------------------|---------------------|
| | | Disagree Completely | Strongly Disagree | Somewhat Disagree | Neither Agree Nor Disagree | Somewhat Agree | Strongly Agree | Agree Completely |
| (a) | My job gives me the opportunity to learn. | С | \bigcirc | \bigcirc | \bigcirc | С | 0 | С |
| (b) | I have the tools and resources I need to do my job. | С | С | C | С | С | C | С |
| (c) | I have the training I need to do my job. | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C |
| (d) | I receive the right amount of recognition for my work. | С | C | C | C | C | C | C |
| (e) | I am aware of the advancement opportunities that exist in The Company for me. | С | С | С | С | С | С | С |
| (f) | I feel underutilized in my job. | C | C | C | C | C | C | С |
| (g) | The amount of work expected of me is reasonable. | С | С | С | С | С | С | С |
| (h) | It is easy to get along with my colleagues. | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C | \bigcirc | C |
| (i) | The morale in my department is high. | С | С | С | С | С | 0 | С |
| (j) | People in my department communicate sufficiently with one another. | C | C | C | C | C | \bigcirc | C |

10. Which of the above factors most strongly affects your satisfaction with your work? Why?

| 11. | 1. Please indicate the extent to which you agree with the following statements: | | | | | | | |
|-----|---|------------------------|----------------------|----------------------|----------------------------------|-------------------|-------------------|---------------------|
| | | Disagree Completely | Strongly Disagree | Somewhat Disagree | Neither Agree Nor Disagree | Somewhat Agree | Strongly Agree | Agree Completely |
| (a) | Overall, my supervisor does a good job. | С | С | C | C | С | \bigcirc | С |
| (b) | My supervisor actively listens to my suggestions. | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C | C |
| (c) | My supervisor enables me to perform at my best. | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (d) | My supervisor promotes an atmosphere of teamwork. | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C |
| (e) | It is clear to me what my supervisor expects of me regarding my job performance. | С | С | С | С | С | С | С |
| (f) | My supervisor evaluates my work performance on a regular basis. | С | С | С | С | С | C | С |
| (g) | My supervisor provides me with actionable suggestions on what I can do to improve. | С | С | С | С | С | С | С |
| (h) | When I have questions or concerns, my supervisor is able to address them. | С | С | С | С | С | С | С |

13. How satisfied are you with...

| | Completely | Very | Somewhat | Neutral | Somewhat | Very | Completely |
|--|--------------|--------------|--------------|------------|------------|------------|------------|
| | Dissatisfied | Dissatisfied | Dissatisfied | noutrui | Satisfied | Satisfied | Satisfied |
| (a) your base pay? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (b) your bonus? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (c) your career progression at The Company thus far? | \bigcirc | \bigcirc | С | \bigcirc | С | \bigcirc | 0 |
| (d) your possibilities for future career progression at The Company? | C | C | C | \bigcirc | C | \bigcirc | C |
| (e) the vacation time you receive? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (f) the retirement plan? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C |
| (g) your medical insurance? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (h) other benefits offered by The Company? | C | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C |
| (i) the process used to determine annual raises? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc |
| (j) your annual raise? | 0 | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | 0 |
| (k) the process used to determine promotions? | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | \bigcirc | C |

14. What other aspects of your job significantly affect your overall job satisfaction?

15. What is your current position?

| Position 1 | | |
|--------------------------------------|--|--|
| Position 2 | | |
| Position 3 | | |
| Position 4 | | |
| Position 5 | | |
| | | |
| 16. In which department do you work? | | |
| O Department 1 | | |

- Department 2
- Department 3
- Department 4
- Department 5

| 17. How many years have you been with The Company? |
|--|
| C Less than a year |
| 1 - 3 years |
| 4 - 6 years |
| More than six years |
| |
| 18. What is your primary work location? |
| C Location 1 |
| C Location 2 |
| C Location 3 |
| C Location 4 |
| C Location 5 |
| |
| 19. What is your gender? |
| Male |
| Eemale |
| |
| 20. What is your age? |
| 18 - 29 |
| 30 - 39 |
| 40 - 55 |
| ○ 55+ years |