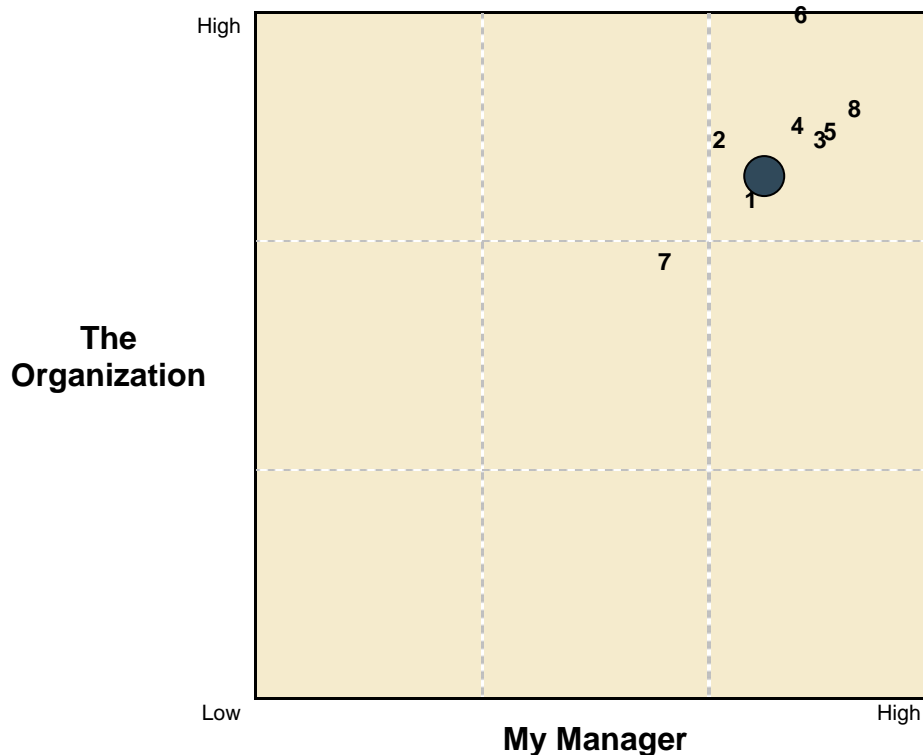


Employee Engagement 2-Factor Profile

Displayed below is a statistically derived overview of your employee survey results based on the two primary factors that drive employee satisfaction and engagement. The vertical (y) axis shows how employees feel about the organization as a whole, and by extension, the senior leaders of the organization. The horizontal (x) axis shows how employees feel about their direct supervisors/managers.

The numbers on the chart represent different demographic subgroups. A key to the numbers is provided on the next page of this report. The circle represents all respondents.



High scores on "The Organization" indicate that...

- Employees feel respected
- Employees respect senior management
- Senior leaders demonstrates strong leadership skills
- Senior management communicates with the organization
- People cooperate with one another and feel like they are on the same team
- The organization understand and listens to customer needs
- High standards of quality are maintained throughout the organization
- Motivate and inspire those around them

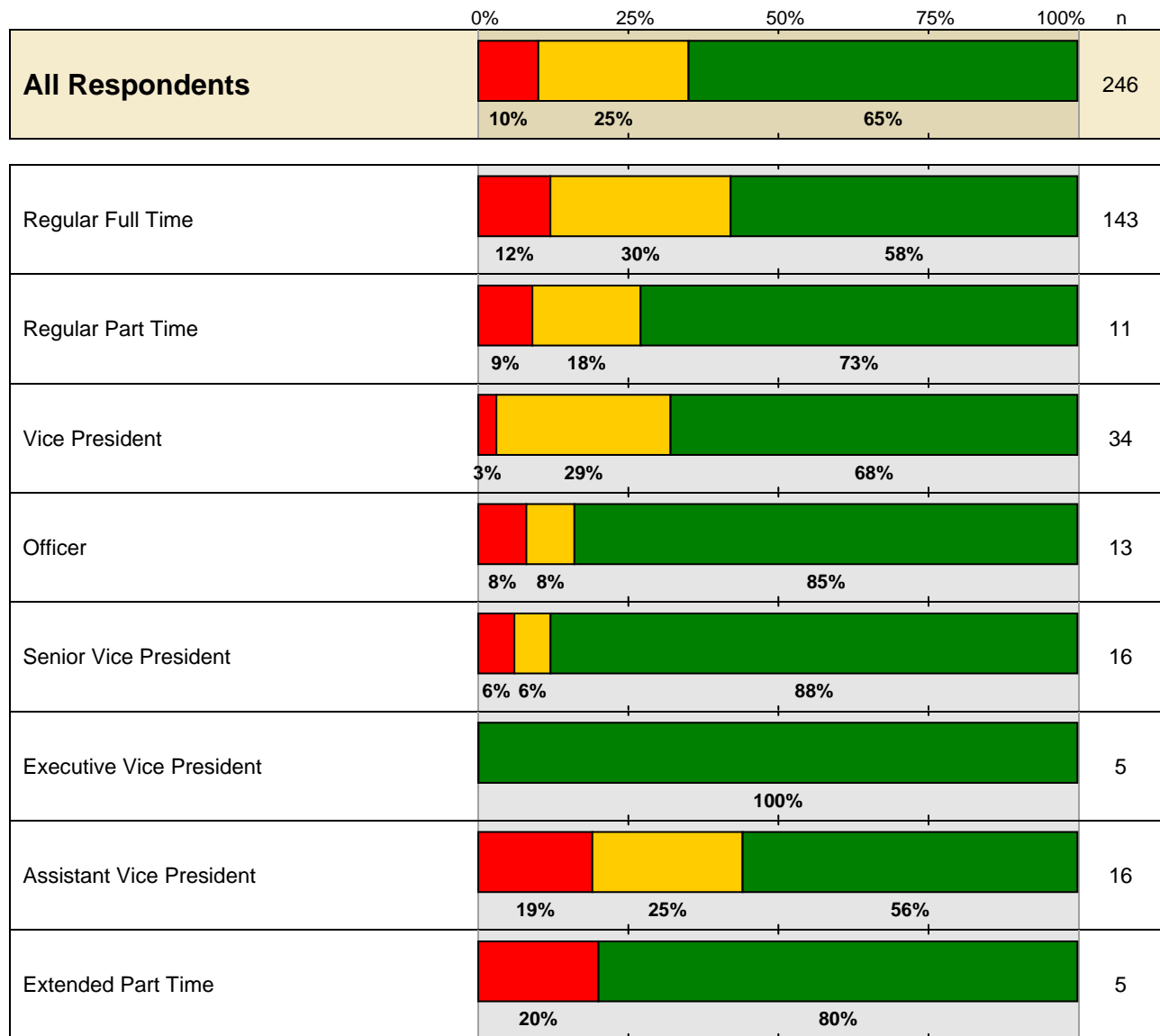
High scores on "My Manager" indicate that...

- Managers treat their employees with respect
- Managers value the contributions and talents of their employees
- Managers treat their employees fairly
- Managers provide constructive feedback to their employees
- Managers help their employees to grow and advance professionally
- Managers are viewed as competent professionals
- Employees feel comfortable expressing their ideas and opinions
- Employees receive praise and recognition when deserved

Key	Group	Number of Respondents (n)
1	Regular Full Time	143
2	Regular Part Time	11
3	Vice President	34
4	Officer	13
5	Senior Vice President	16
6	Executive Vice President	5
7	Assistant Vice President	16
8	Extended Part Time	5

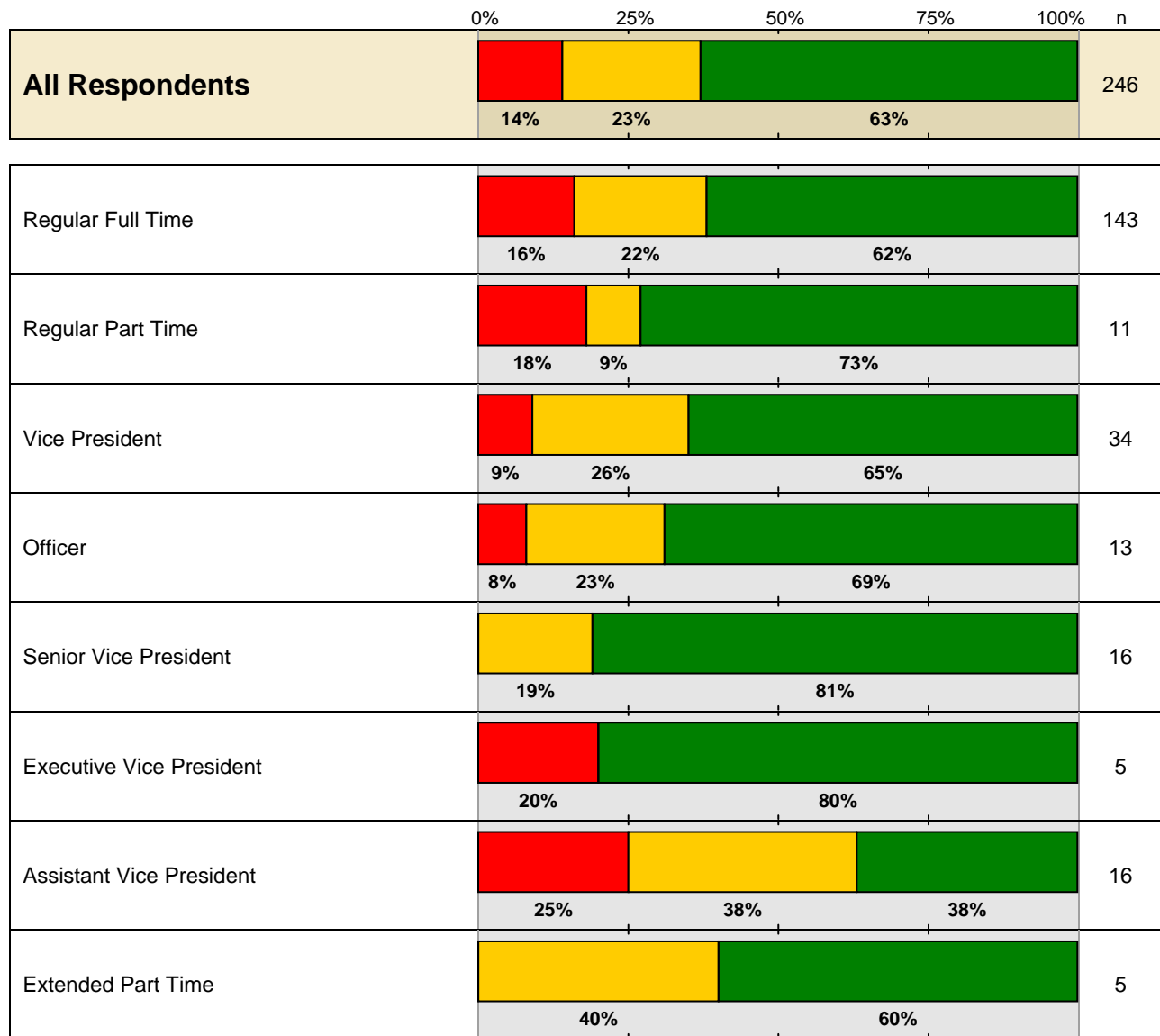
Engagement Breakdown – The Organization

■ = Engaged
 ■ = In Between
 ■ = Disengaged



Engagement Breakdown – My Manager

■ = Engaged
■ = In Between
■ = Disengaged



Accountability

	1	2	3	4	5	Raw Score	n
All Respondents						4.0	246
Regular Full Time						4.0	143
Regular Part Time						4.1	11
Vice President						4.1	34
Officer						4.2	13
Senior Vice President						4.0	16
Executive Vice President						4.0	5
Assistant Vice President						3.8	16
Extended Part Time						4.1	5

Communication

	1	2	3	4	5	Raw Score	n
All Respondents						3.9	246
Regular Full Time						3.9	143
Regular Part Time						3.9	11
Vice President						4.0	34
Officer						4.1	13
Senior Vice President						4.1	16
Executive Vice President						4.3	5
Assistant Vice President						3.5	16
Extended Part Time						4.2	5

Compensation

	1	2	3	4	5	Raw Score	n
All Respondents						3.9	246
Regular Full Time						3.8	143
Regular Part Time						3.8	11
Vice President						4.1	34
Officer						3.8	13
Senior Vice President						4.1	16
Executive Vice President						4.8	5
Assistant Vice President						3.6	16
Extended Part Time						4.3	5

Additional categories omitted.