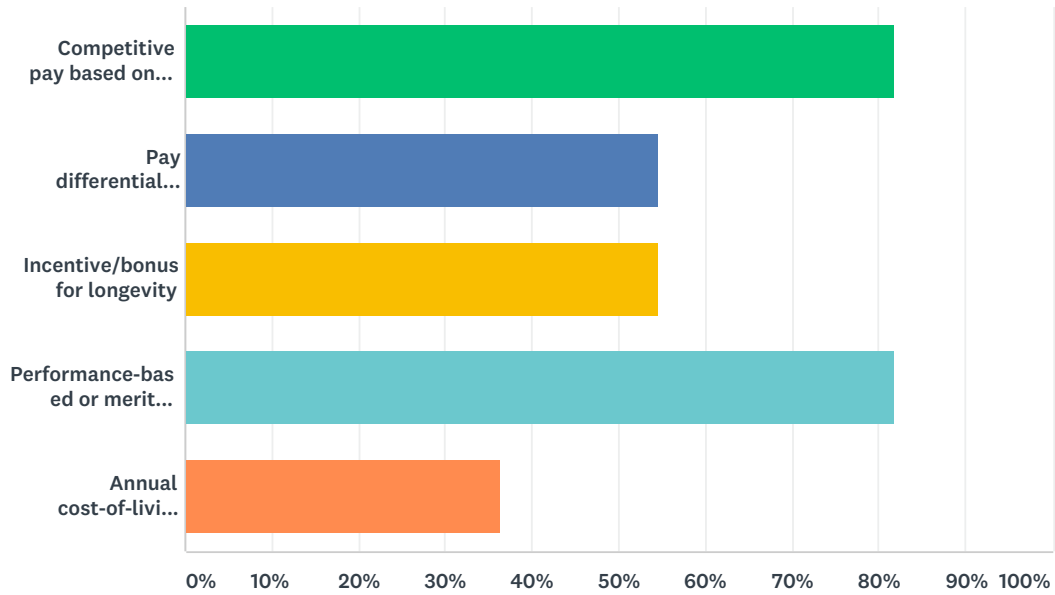


Q1 Please check all of the following options your company currently offers it employees in regard to Compensation:

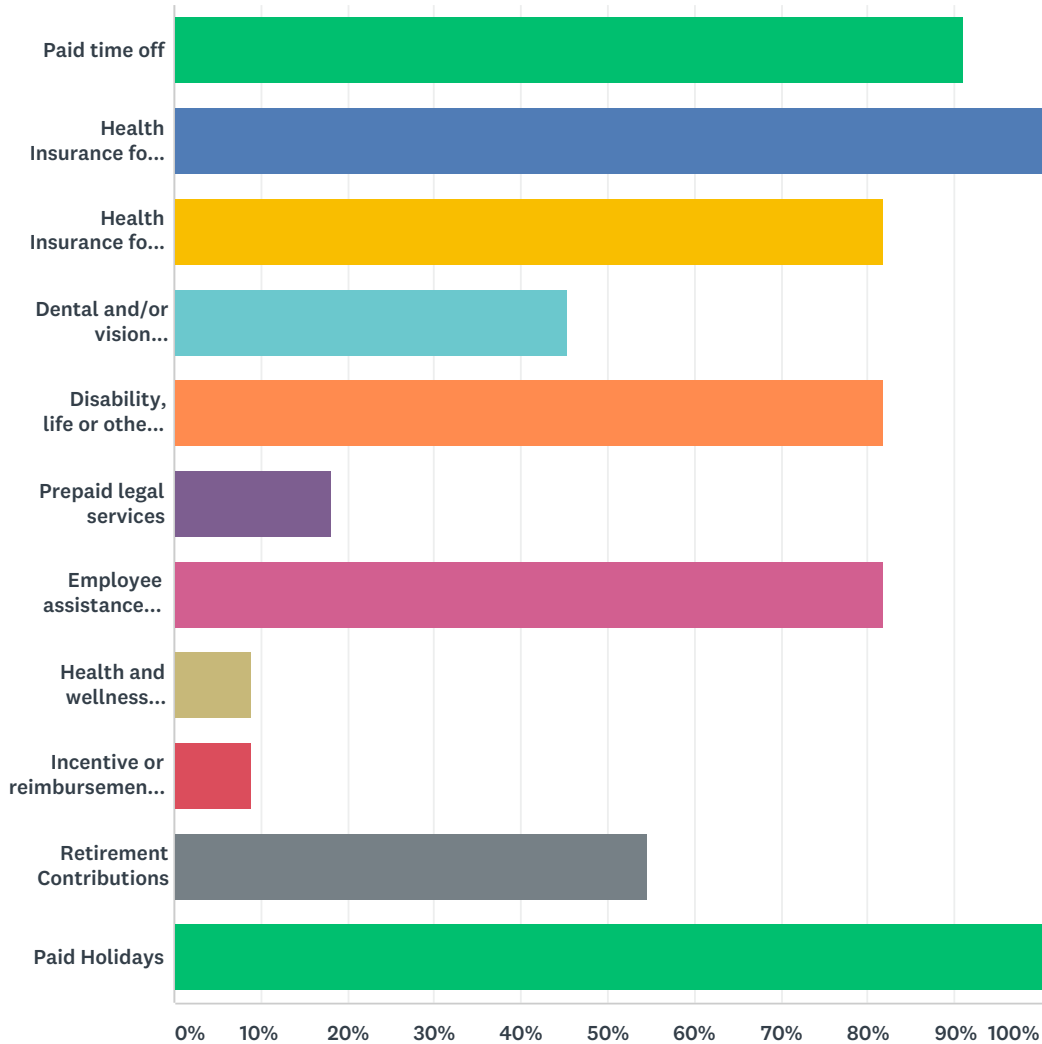
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES
Competitive pay based on skills, education or experience	81.82% 9
Pay differential for non-traditional shifts	54.55% 6
Incentive/bonus for longevity	54.55% 6
Performance-based or merit increases	81.82% 9
Annual cost-of-living increases	36.36% 4
Total Respondents: 11	

Q3 Please check all of the following options your company currently offers its employees in regard to Benefits:

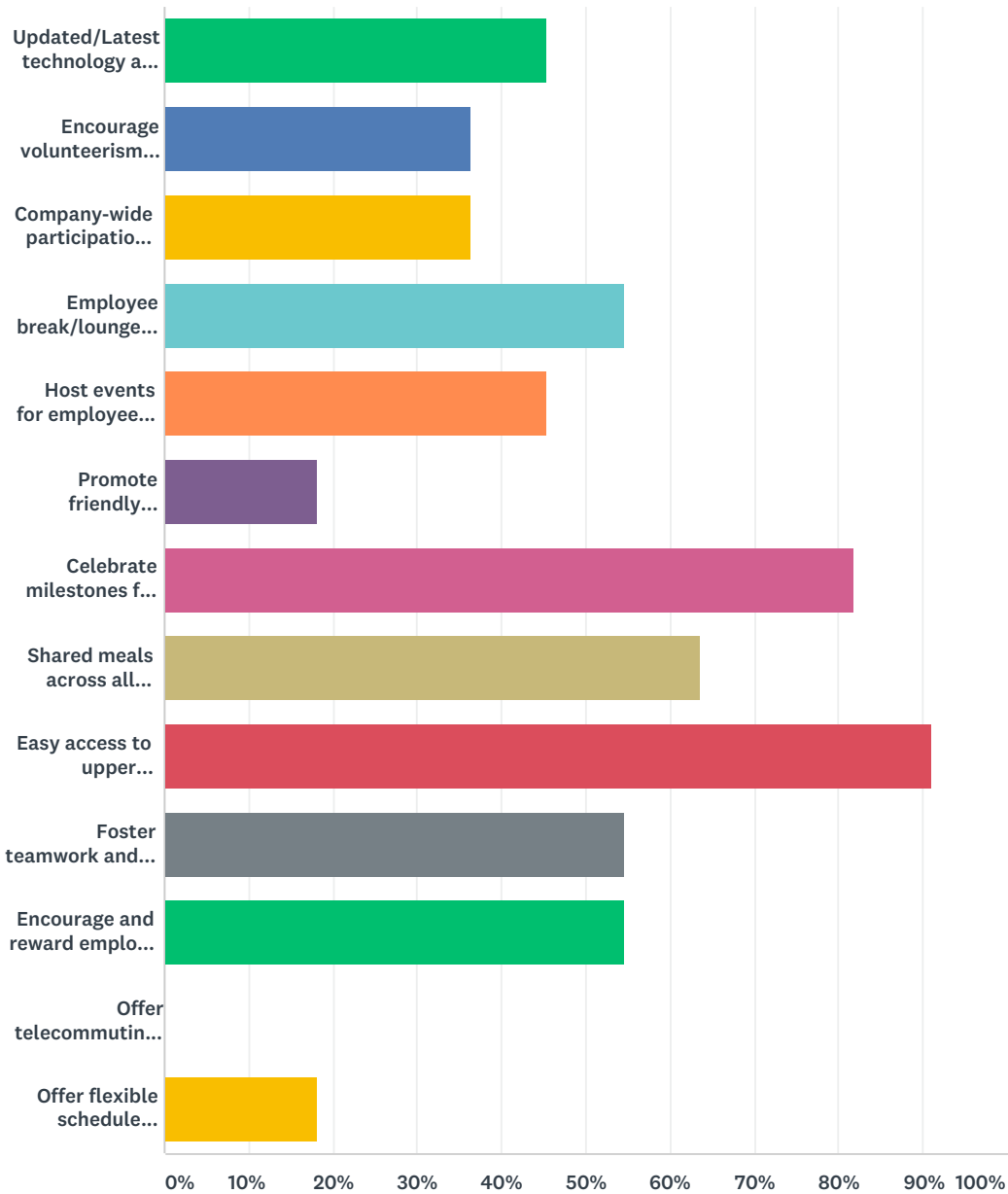
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Paid time off	90.91%	10
Health Insurance for Employee	100.00%	11
Health Insurance for Employee's family	81.82%	9
Dental and/or vision insurance paid by employer	45.45%	5
Disability, life or other insurance	81.82%	9
Prepaid legal services	18.18%	2
Employee assistance program	81.82%	9
Health and wellness program	9.09%	1
Incentive or reimbursement for health/fitness memberships	9.09%	1

Q5 Please check all of the following options your company currently offers its employees in regard to Company Culture:

Answered: 11 Skipped: 0



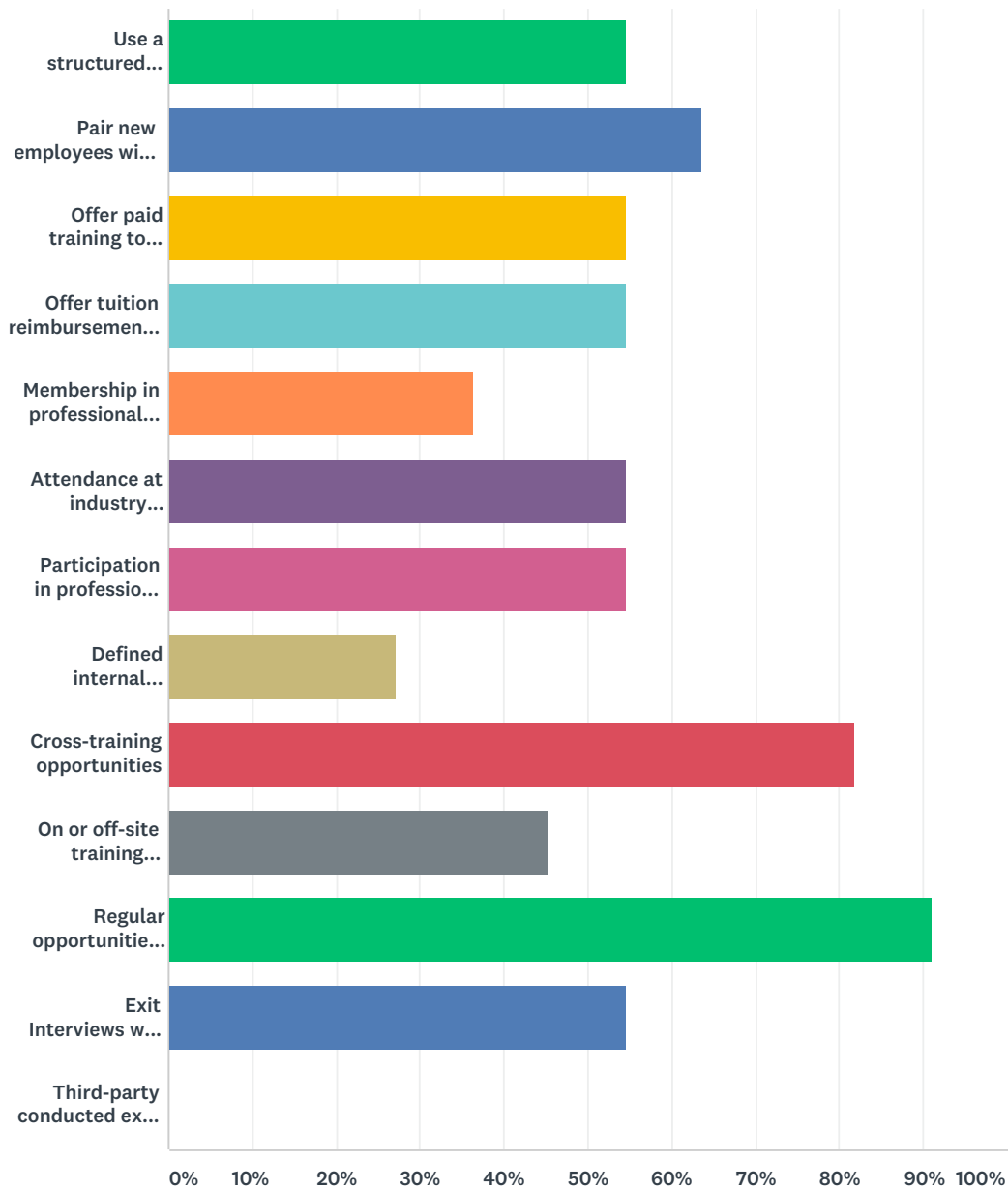
ANSWER CHOICES	RESPONSES	
Updated/Latest technology as tools to work with	45.45%	5
Encourage volunteerism with community non-profits	36.36%	4
Company-wide participation in support of community or national causes	36.36%	4
Employee break/lounge area	54.55%	6
Host events for employees and families during non-work hours	45.45%	5

## Employer Retention Strategies

Promote friendly competitions to support causes	18.18%	2
Celebrate milestones for individuals and teams through meals or events	81.82%	9
Shared meals across all levels of organization	63.64%	7
Easy access to upper management by front-line employees	90.91%	10
Foster teamwork and collaboration across organization	54.55%	6
Encourage and reward employee suggestions for improvement	54.55%	6
Offer telecommuting/remote work options	0.00%	0
Offer flexible schedule options	18.18%	2
Total Respondents: 11		

Q7 Please check all of the following options your company currently offers its employees in regard to Employee Development:

Answered: 11 Skipped: 0



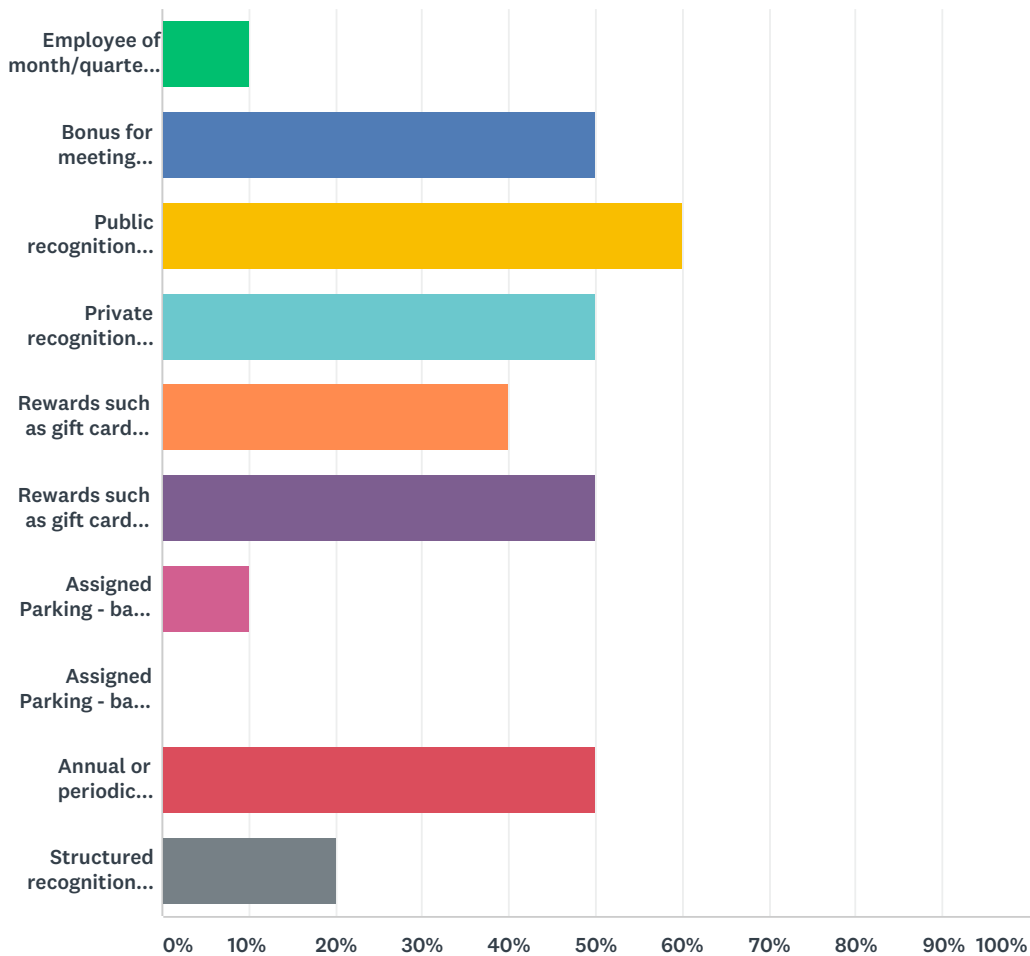
ANSWER CHOICES	RESPONSES	
Use a structured on-boarding/orientation process to learn about job and company	54.55%	6
Pair new employees with mentors	63.64%	7
Offer paid training to improve job skills	54.55%	6
Offer tuition reimbursement to increase education skills	54.55%	6
Membership in professional organizations	36.36%	4

## Employer Retention Strategies

Attendance at industry conferences	54.55%	6
Participation in professional development training	54.55%	6
Defined internal employee development tracks and/or advancement pathways	27.27%	3
Cross-training opportunities	81.82%	9
On or off-site training opportunities in leadership, teambuilding for team/department	45.45%	5
Regular opportunities for communication with and to management	90.91%	10
Exit Interviews with employees leaving in good standing	54.55%	6
Third-party conducted exit interviews with employees leaving in good standing	0.00%	0
Total Respondents: 11		

Q9 Please check all of the following options your company currently offers its employees in regard to Employee Recognition and Reward:

Answered: 10 Skipped: 1



ANSWER CHOICES	RESPONSES	
Employee of month/quarter/year programs	10.00%	1
Bonus for meeting team/department or company goals	50.00%	5
Public recognition (company newsletter, events, trophies, plaques)	60.00%	6
Private recognition (letter or card from management)	50.00%	5
Rewards such as gift cards, event tickets, or merchandise based on performance	40.00%	4
Rewards such as gift cards, event tickets, or merchandise - non performance based	50.00%	5
Assigned Parking - based on recognition	10.00%	1
Assigned Parking - based on company perk	0.00%	0
Annual or periodic employee recognition events	50.00%	5
Structured recognition programs based on individual job performance	20.00%	2