

MOST LOVED[®] WORKPLACE



Most Loved Workplace[®]

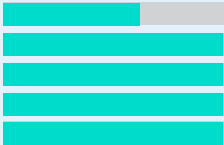
Enterprise Certification Report

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Company overview

Overall Score



92.6%
Grade A

Who Loves The Company

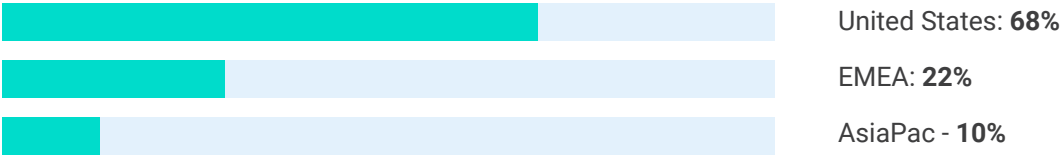


99%
Percentage of Employees
Who Love The Company

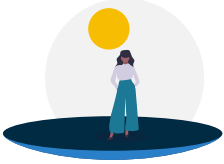




Tenure with the company



Location



Most Loved Workplace® certification grading

S		89.4% Grade: B+	Teamwork and collaboration among associates are valued in my company.	89.5% B+
			People in my company give me advice for what I can do better in the future.	93.6% A
			In the past two weeks, I have been part of a team focused on a specific project.	85.1% B
P		93.5% Grade: A	People in my company are open to new ideas.	92.4% A
			In the last two weeks, people in my company have demonstrated a positive attitude toward the future.	94.6% A
A		94.1% Grade: A	My company lives the values it promotes.	94.7% A
			My company stands for honesty and integrity.	96.4% A
			Associates in my company are held accountable for their actions.	91.1% A-
R		91.7% Grade: A-	My ideas and contributions are respected in my company.	92.3% A
			In the past two weeks, someone in my company has made me feel that my work is appreciated.	91.0% A-
			My manager trusts me.	91.7% A-
K		94.6% Grade: A	My co-workers are competent and knowledgeable	94.4% A
			Effort and hard work are valued in my company.	92.1% A
			We as associates work toward shared goals in my company.	97.4% A

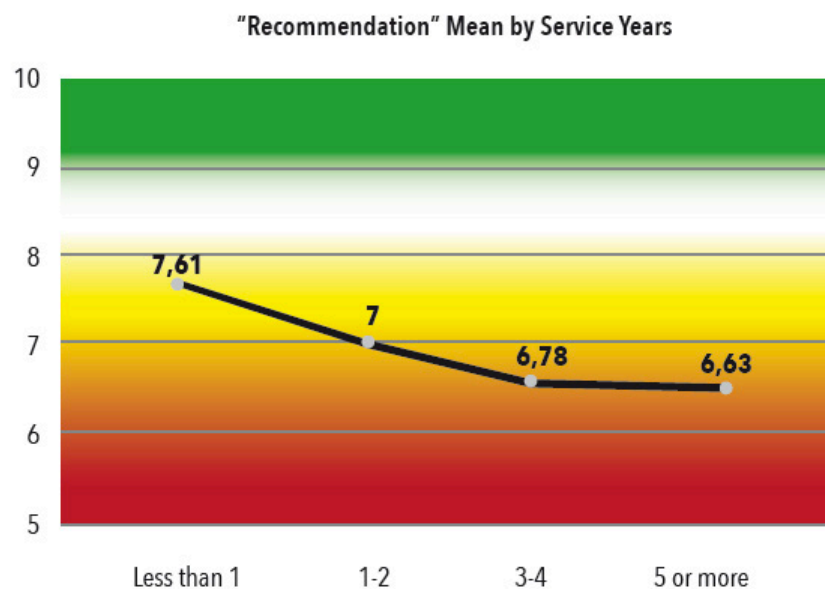
Administration. The survey was administered between <Date> and <Date>. <#> of employees were invited to participate in the survey. <#> employees started the survey leading to an initial response rate of <%>.

Sample. The largest group of respondents are those that are <age group> but all age groups are represented. The majority of the respondents is <gender> (percentage). About <percentage> of the sample have been with the company between X number of years. The majority are individual contributors. Geographical regions most represented are <enter regions>.

Executive summary

Most Loved Workplace Overall

“Employees who were with the company less than one year had significantly higher means than all other groups and employees who were with the company 1-2 years had significantly higher means than those who were with the company 3-4 years.”



Employees who were with the company less than one year had significantly higher means than all other groups and employees who were with the company 1-2 years had significantly higher means than those who were with the company 3-4 years. No significant differences were found between various age groups, male and female employees, across job type or region.

Most Loved Workplace Group

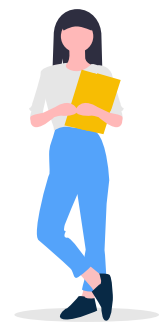
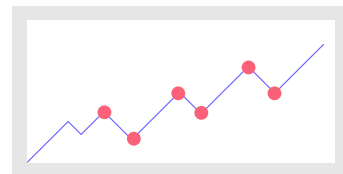
A comparison of clusters of low-, medium-, and high- scoring groups based on the overall mean of “Most Loved Workplace” shows that while most demographic sub-groups are similarly represented in each group, the “high” scoring group has a lot more people who have been at <Name of Company> less than one year compared to the low scoring group...

“the ‘high’ scoring group has a lot more people who have been at <Name of Company> less than one year compared to the low scoring group, and instead a lot less employees who have been there 3-4 years...”

Most Loved Workplace Areas

Among the five areas, employees rate Achievement the highest. Ethics and Thinking Positively are also rated highly. Respect & Appreciation and Honesty rate the lowest, however, both show above average scores and qualify for Most Loved Workplace certification. “My company is very open to our ideas and encourages employees at all levels to participate in the creation of strategic initiatives. It gives me confidence that I will have a long and positive future here.”

Positive Future is rated noticeably lower than the other areas across age groups, genders, years of service, job type, and job function. This means that any actions taken to improve employee perception in that area should be made on a company-wide basis.



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Suggested actions

Honesty is the area that requires attention. It received an overall grade of B+ across almost all demographic sub-groups. This area includes specific areas that can be improved including Teamwork and collaboration among associates and team focus on specific projects. Employees in the United States have a larger percentage of participants who are considered “low scorers” and could benefit from interventions probably more so than other regions.

Interventions recommended would include:



Main areas we will work on are around neuroticism and commitment related to positive future - and we will go into the questions related to this area as ways to define.