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Confidential Survey Results  
[Company]  
2022

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Results Generated by HR-Survey  
December 2022

## Summary of Findings

This survey measured employee agreement on a variety of topics and within several work group classifications. Agreement was measured using a scaling option from Strongly Disagree to Strongly Agree. The survey also included several open-ended items to gather information in the form of suggestions and explanations.

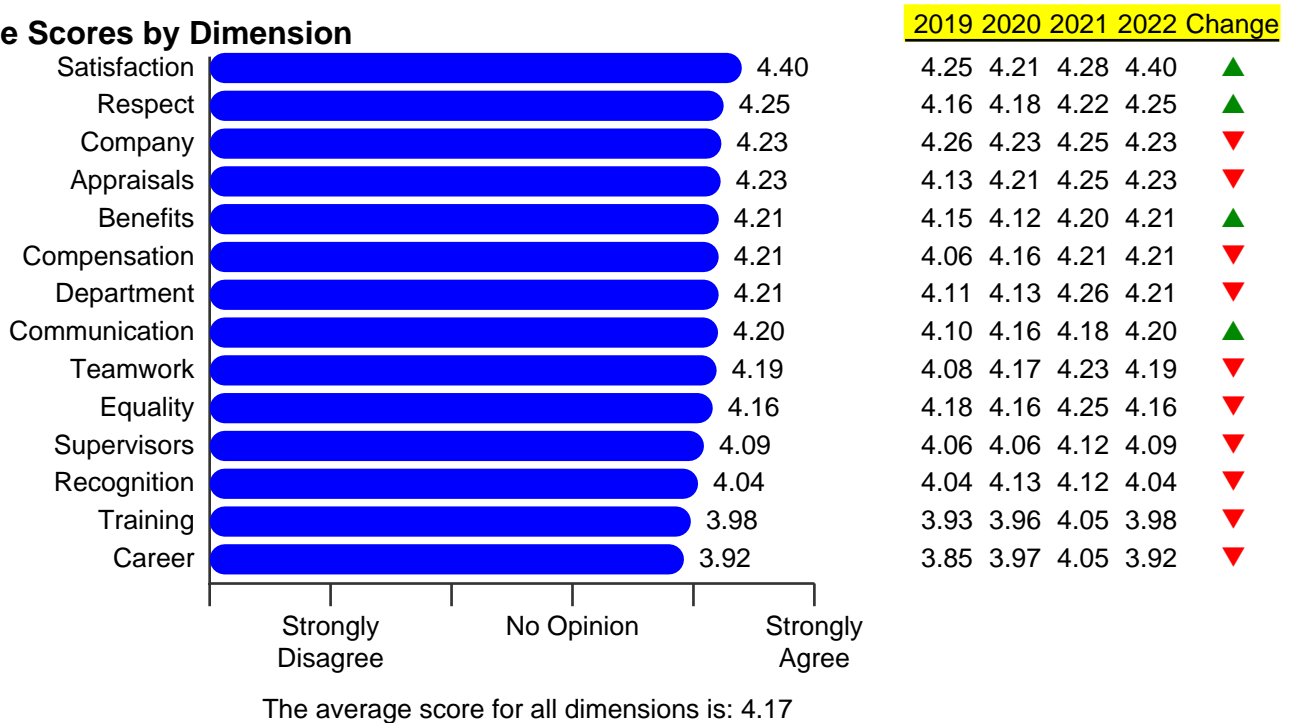
215 respondents completed the questionnaire. Please note however, that not every participant completed every item. Therefore, within these results you may find some items with a higher number of respondents (the 'n'-size) than other items.

Participants were from several different job roles and had a variety of years of service.

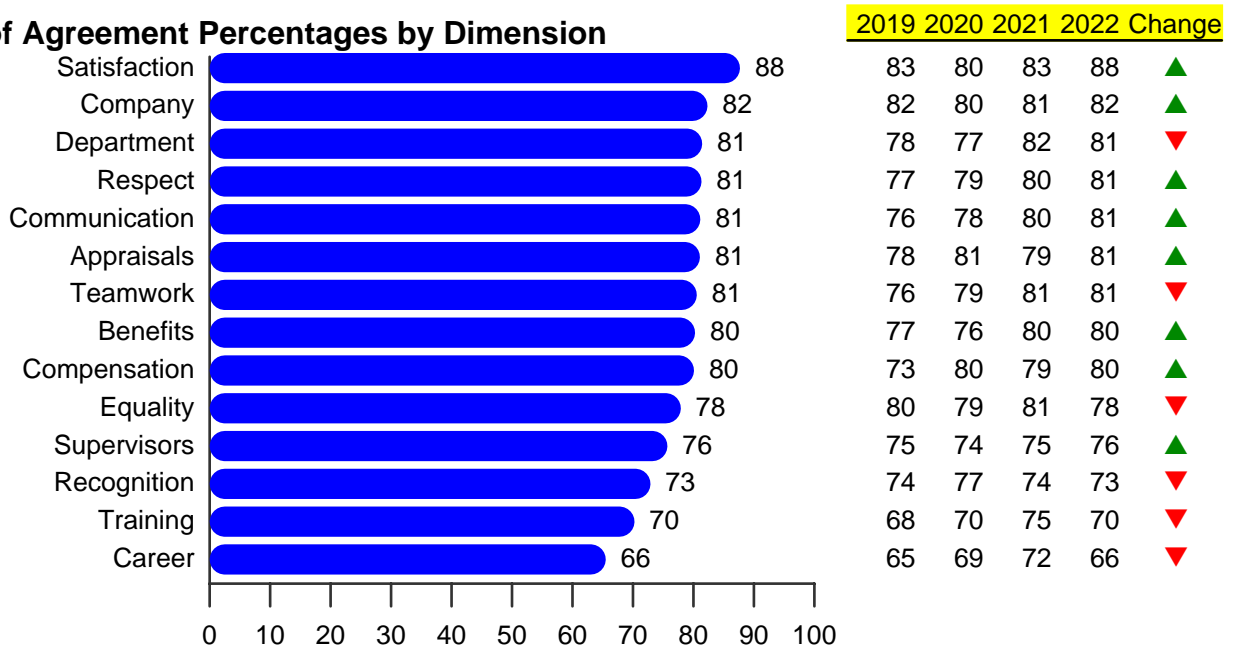
Department	2022 Responded	2021 Responded	2020 Responded	2019 Responded
Operations	15	20	17	22
Human Resources	5	9	6	10
Service Representatives	36	37	28	37
Sales and Marketing	19	21	13	8
Research & Dev	35	24	24	26
International Sales	14	14	15	23
Transportation Trucking	14	18	14	9
Logistics and Materials	10	10	10	12
Security and Risk	18	10	8	7
Accounting and Budgets	12	8	13	6
Facilities	19	11	10	5
Product Development	12	12	9	11
<b>Total Participants</b>	<b>215</b>	<b>201</b>	<b>176</b>	<b>180</b>

The questionnaire items were grouped into 14 dimensions with averages shown in the chart below. The bars are sorted by average score in descending order. The dimensions shown at the bottom of the chart represent those with the greatest need for employee development. The dimensions shown at the top of the chart represent those with the least need for employee development. Level of Agreement is defined as the percentage of respondents that 4 to Strongly Agree 5 with the items in that dimension.

### Average Scores by Dimension



### Level of Agreement Percentages by Dimension



The average Level of Agreement for all dimensions is: 78%

## Overall Scores By Demographic

This overall score is calculated by averaging the scores for all items from all participants in that demographic.

Department	N-size	Average Score			Level of Agreement		
		2021	2022	Change	2021	2022	Change
Operations	15	4.17	3.84	-0.33	78%	65%	-13.3
Human Resources	5	4.18	4.28	+0.10	77%	80%	+3.4
Service Representatives	36	4.19	4.06	-0.13	81%	78%	-2.7
Sales and Marketing	19	4.26	4.20	-0.06	80%	78%	-1.3
Research & Dev	35	4.14	4.11	-0.03	78%	79%	+1.0
International Sales	14	4.20	4.23	+0.03	79%	80%	+1.2
Transportation Trucking	14	4.27	4.41	+0.14	79%	85%	+6.2
Logistics and Materials	10	4.22	3.97	-0.25	79%	69%	-10.0
Security and Risk	18	4.23	4.30	+0.06	79%	81%	+1.9
Accounting and Budgets	12	4.28	4.38	+0.10	80%	83%	+2.7
Facilities	19	4.22	4.33	+0.12	80%	82%	+2.7
Product Development	12	4.15	4.24	+0.09	76%	84%	+8.2
Overall	N-size	Average Score			Level of Agreement		
Overall Average	215	4.19	4.17	-0.02	79%	78%	-0.1

## Top and Bottom Items

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Top Items - Items that require little development

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
7. The people in my office feel the working conditions are good.	213	4.42	90.1	8%	35%		55%	
5. Considering everything, I am satisfied at [Company].	215	4.49	89.3	9%	27%		62%	
47. My salary is very important.	215	4.49	89.3	8%	27%		62%	
42. Employees in the company are treated with respect regardless of their job.	215	4.39	88.4	7%	33%		55%	
37. I feel confident in my team members.	215	4.33	87.9	9%	39%		49%	
62. The information that I have received about employee benefits is easy to understand.	213	4.33	86.9	11%	38%		49%	
23. I am treated fairly by my supervisor.	214	4.34	86.4	9%	34%		52%	
58. I know where to go for information related to benefits.	214	4.32	86.0	11%	36%		50%	
49. I am paid adequately for my responsibilities.	213	4.28	85.9	11%	40%		46%	
57. I am satisfied with my retirement plan.	215	4.31	85.6	12%	38%		48%	

## Top and Bottom Items

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

### Top Items - Items that require little development

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
7. The people in my office feel the working conditions are good.	213	4.42	90.1	8%	35%	55%		
5. Considering everything, I am satisfied at [Company].	215	4.49	89.3	9%	27%	62%		
47. My salary is very important.	215	4.49	89.3	8%	27%	62%		
42. Employees in the company are treated with respect regardless of their job.	215	4.39	88.4	7%	33%	55%		
37. I feel confident in my team members.	215	4.33	87.9	9%	39%	49%		
62. The information that I have received about employee benefits is easy to understand.	213	4.33	86.9	11%	38%	49%		
23. I am treated fairly by my supervisor.	214	4.34	86.4	9%	34%	52%		
58. I know where to go for information related to benefits.	214	4.32	86.0	11%	36%	50%		
49. I am paid adequately for my responsibilities.	213	4.28	85.9	11%	40%	46%		
57. I am satisfied with my retirement plan.	215	4.31	85.6	12%	38%	48%		

### Bottom Items -

Items that require the most development

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
61. I would like more flexibility in my benefit options.	213	3.78	56.3	6%	36%	26%	31%	

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
14. I am continuously learning and trying to improve myself.	215	3.86	62.3	10%	25%	24%	39%	
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	65.6	7%	27%	28%	38%	
15. I have the opportunity to progress within [Company].	214	3.92	66.4	7%	25%	30%	36%	
8. [Company] provides a variety of training opportunities for employees.	214	3.86	66.8	7%	23%	34%	33%	
9. [Company] invests in employees through training and development.	214	3.92	67.3	11%	20%	29%	38%	
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	67.8	9%	22%	29%	39%	
27. I am recognized whenever I do a good job.	214	3.92	68.7		22%	34%	35%	
43. I believe that rewards are given fairly where I work.	213	3.96	69.0		23%	32%	37%	
28. My supervisor helps me to get ahead at my job.	215	4.03	70.7		24%	31%	40%	

## Analysis of Response Rates

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
1. I generally feel informed about changes that affect me within [Company].	215	4.26	3 1%	3 1%	30 14%	78 36%	101 47%
2. I usually know in plenty of time when important things happen.	215	4.20	1 0%	13 6%	26 12%	77 36%	98 46%
3. I can see the link between my work and [Company] objectives.	214	4.24	5 2%	1 0%	33 15%	74 35%	101 47%
4. Managers communicate clear objectives for the company to achieve	215	4.12	4 2%	5 2%	38 18%	83 39%	85 40%
5. Considering everything, I am satisfied at [Company].	215	4.49	1 0%	3 1%	19 9%	58 27%	134 62%
6. I find my work very rewarding.	214	4.29	5 2%	7 3%	23 11%	66 31%	113 53%
7. The people in my office feel the working conditions are good.	213	4.42	1 0%	4 2%	16 8%	75 35%	117 55%
8. [Company] provides a variety of training opportunities for employees.	214	3.86	6 3%	16 7%	49 23%	73 34%	70 33%
9. [Company] invests in employees through training and development.	214	3.92	3 1%	24 11%	43 20%	62 29%	82 38%
10. The training I receive is relevant to my job.	213	4.04	3 1%	12 6%	44 21%	69 32%	85 40%
11. Training is offered at times convenient to me.	213	4.10	2 1%	10 5%	42 20%	70 33%	89 42%
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	3 1%	19 9%	47 22%	61 29%	84 39%
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	1 0%	15 7%	58 27%	60 28%	81 38%
14. I am continuously learning and trying to improve myself.	215	3.86	5 2%	22 10%	54 25%	51 24%	83 39%
15. I have the opportunity to progress within [Company].	214	3.92	4 2%	15 7%	53 25%	64 30%	78 36%
16. [Company] always seeks new ways to better serve our clients.	215	4.13	1 0%	1 0%	44 20%	91 42%	78 36%
17. [Company] works to maintain a positive image in the community.	215	4.28	2 1%	8 4%	24 11%	74 34%	107 50%
18. [Company] works to a high standard.	215	4.26	0 0%	9 4%	29 13%	74 34%	103 48%
19. The work policies keep everyone focused	215	4.25	1 0%	6 3%	27 13%	86 40%	95 44%



Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
20. I am given clear instructions and objectives.	214	4.31	4 2%	4 2%	24 11%	72 34%	110 51%
21. My supervisor provides me with adequate feedback.	214	4.17	3 1%	9 4%	36 17%	66 31%	100 47%
22. I have clear measures for each of my objectives.	214	4.08	4 2%	16 7%	33 15%	66 31%	95 44%
23. I am treated fairly by my supervisor.	214	4.34	2 1%	7 3%	20 9%	73 34%	112 52%
24. Hard work is usually rewarded at [Company].	215	4.12	3 1%	10 5%	38 18%	71 33%	93 43%
25. I receive enough recognition for work that I do.	212	4.09	3 1%	7 3%	43 20%	74 35%	85 40%
26. If I do a good job I have a better chance of getting ahead.	215	4.03	5 2%	7 3%	49 23%	70 33%	84 39%
27. I am recognized whenever I do a good job.	214	3.92	7 3%	12 6%	48 22%	72 34%	75 35%
28. My supervisor helps me to get ahead at my job.	215	4.03	6 3%	5 2%	52 24%	66 31%	86 40%
29. The relationship between management and employees is good.	215	4.20	3 1%	12 6%	19 9%	85 40%	96 45%
30. Supervisors of the company make wise decisions.	215	4.05	1 0%	12 6%	44 20%	76 35%	82 38%
31. Managers care about their employees.	215	4.07	3 1%	13 6%	39 18%	72 33%	88 41%
32. Communication is good between departments.	215	4.14	1 0%	15 7%	26 12%	84 39%	89 41%
33. Resources are coordinated and utilized effectively in my department.	214	4.25	1 0%	12 6%	27 13%	67 31%	107 50%
34. My team looks for ways to change processes to improve performance.	214	4.21	2 1%	10 5%	29 14%	72 34%	101 47%
35. In My Department, the workload is evenly distributed.	214	4.23	2 1%	9 4%	25 12%	79 37%	99 46%
36. [Company] promotes teamwork.	215	4.10	2 1%	8 4%	45 21%	72 33%	88 41%
37. I feel confident in my team members.	215	4.33	0 0%	7 3%	19 9%	84 39%	105 49%
38. Team members take pride in their work.	215	4.13	4 2%	5 2%	39 18%	78 36%	89 41%
39. There is cooperation among team members.	214	4.21	1 0%	10 5%	27 13%	82 38%	94 44%

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
40. I feel I am valued at work.	214	4.27	4 2%	7 3%	27 13%	66 31%	110 51%
41. At [Company] my opinions count.	214	4.10	4 2%	6 3%	47 22%	65 30%	92 43%
42. Employees in the company are treated with respect regardless of their job.	215	4.39	1 0%	8 4%	16 7%	72 33%	118 55%
43. I believe that rewards are given fairly where I work.	213	3.96	5 2%	12 6%	49 23%	68 32%	79 37%
44. Everyone in my department tries to do their share of work.	215	4.26	0 0%	12 6%	21 10%	82 38%	100 47%
45. [Company] is committed to ensuring equal opportunities for all employees.	214	4.22	1 0%	5 2%	39 18%	70 33%	99 46%
46. I feel favoritism is not a problem in my department.	214	4.21	4 2%	7 3%	34 16%	65 30%	104 49%
47. My salary is very important.	215	4.49	0 0%	6 3%	17 8%	58 27%	134 62%
48. I am compensated fairly for the work I do.	214	4.26	0 0%	7 3%	28 13%	82 38%	97 45%
49. I am paid adequately for my responsibilities.	213	4.28	1 0%	6 3%	23 11%	86 40%	97 46%
50. I am paid at an appropriate level for my qualifications.	214	4.07	1 0%	19 9%	28 13%	81 38%	85 40%
51. I am satisfied with the increases in compensation.	214	4.18	1 0%	6 3%	41 19%	72 34%	94 44%
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	214	4.12	4 2%	10 5%	40 19%	63 29%	97 45%
53. The current pay system has a positive effect on employee productivity.	213	4.07	2 1%	10 5%	48 23%	64 30%	89 42%
54. I feel the company's benefits meet my needs.	214	4.23	0 0%	13 6%	19 9%	87 41%	95 44%
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	214	4.29	1 0%	5 2%	29 14%	75 35%	104 49%
56. I am satisfied with my health insurance plan.	215	4.19	1 0%	4 2%	41 19%	76 35%	93 43%
57. I am satisfied with my retirement plan.	215	4.31	0 0%	6 3%	25 12%	81 38%	103 48%
58. I know where to go for information related to benefits.	214	4.32	3 1%	3 1%	24 11%	77 36%	107 50%
59.	214	4.27	2 1%	8 4%	26 12%	72 34%	106 50%

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
60. I understand how my retirement benefits are calculated.	214	4.17	3 1%	10 5%	36 17%	63 29%	102 48%
61. I would like more flexibility in my benefit options.	213	3.78	3 1%	13 6%	77 36%	55 26%	65 31%
62. The information that I have received about employee benefits is easy to understand.	213	4.33	1 0%	4 2%	23 11%	81 38%	104 49%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement. This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
7. The people in my office feel the working conditions are good.	213	4.42	90.1	8%	35%		55%	
5. Considering everything, I am satisfied at [Company].	215	4.49	89.3	9%	27%		62%	
47. My salary is very important.	215	4.49	89.3	8%	27%		62%	
42. Employees in the company are treated with respect regardless of their job.	215	4.39	88.4	7%	33%		55%	
37. I feel confident in my team members.	215	4.33	87.9	9%	39%		49%	
62. The information that I have received about employee benefits is easy to understand.	213	4.33	86.9	11%	38%		49%	
23. I am treated fairly by my supervisor.	214	4.34	86.4	9%	34%		52%	
58. I know where to go for information related to benefits.	214	4.32	86.0	11%	36%		50%	
49. I am paid adequately for my responsibilities.	213	4.28	85.9	11%	40%		46%	
57. I am satisfied with my retirement plan.	215	4.31	85.6	12%	38%		48%	
20. I am given clear instructions and objectives.	214	4.31	85.0	11%	34%		51%	
54. I feel the company's benefits meet my needs.	214	4.23	85.0	6%	9%	41%	44%	
44. Everyone in my department tries to do their share of work.	215	4.26	84.7	10%	38%		47%	
17. [Company] works to maintain a positive image in the community.	215	4.28	84.2	11%	34%		50%	

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
19. The work policies keep everyone focused on producing a quality product.	215	4.25	84.2	13%	40%	44%		
29. The relationship between management and employees is good.	215	4.20	84.2	9%	40%	45%		
6. I find my work very rewarding.	214	4.29	83.6	11%	31%	53%		
48. I am compensated fairly for the work I do.	214	4.26	83.6	13%	38%	45%		
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	214	4.29	83.6	14%	35%	49%		
1. I generally feel informed about changes that affect me within [Company].	215	4.26	83.3	14%	36%	47%		
35. In My Department, the workload is evenly distributed.	214	4.23	83.2	12%	37%	46%		
59. I like my benefits package. I think of my benefits as part of my earnings.	214	4.27	83.2	12%	34%	50%		
18. [Company] works to a high standard.	215	4.26	82.3	13%	34%	48%		
39. There is cooperation among team members.	214	4.21	82.2	13%	38%	44%		
40. I feel I am valued at work.	214	4.27	82.2	13%	31%	51%		
3. I can see the link between my work and [Company] objectives.	214	4.24	81.8	15%	35%	47%		
2. I usually know in plenty of time when important things happen.	215	4.20	81.4	6%	12%	36%	46%	
33. Resources are coordinated and utilized effectively in my department.	214	4.25	81.3	13%	31%	50%		
34. My team looks for ways to change processes to improve performance.	214	4.21	80.8	14%	34%	47%		
32. Communication is good between	215	4.14	80.5	7%	12%	39%	41%	

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
45. [Company] is committed to ensuring equal opportunities for all employees.	214	4.22	79.0	18%	33%	46%		
46. I feel favoritism is not a problem in my department.	214	4.21	79.0	16%	30%	49%		
16. [Company] always seeks new ways to better serve our clients.	215	4.13	78.6	20%	42%	36%		
56. I am satisfied with my health insurance plan.	215	4.19	78.6	19%	35%	43%		
4. Managers communicate clear objectives for the company to achieve	215	4.12	78.1	18%	39%	40%		
38. Team members take pride in their work.	215	4.13	77.7	18%	36%	41%		
21. My supervisor provides me with adequate feedback.	214	4.17	77.6	17%	31%	47%		
50. I am paid at an appropriate level for my qualifications.	214	4.07	77.6	9%	13%	38%	40%	
51. I am satisfied with the increases in compensation.	214	4.18	77.6	19%	34%	44%		
60. I understand how my retirement benefits are calculated.	214	4.17	77.1	17%	29%	48%		
24. Hard work is usually rewarded at [Company].	215	4.12	76.3	18%	33%	43%		
22. I have clear measures for each of my objectives.	214	4.08	75.2	7%	15%	31%	44%	
25. I receive enough recognition for work that I do.	212	4.09	75.0	20%	35%	40%		
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	214	4.12	74.8	19%	29%	45%		
11. Training is offered at times convenient to me.	213	4.10	74.6	20%	33%	42%		
31. Managers care about their employees.	215	4.07	74.4	6%	18%	33%	41%	
36. [Company] promotes teamwork.	215	4.10	74.4	21%	33%	41%		

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
30. Supervisors of the company make wise decisions.	215	4.05	73.5	20%		35%		38%
41. At [Company] my opinions count.	214	4.10	73.4	22%		30%		43%
10. The training I receive is relevant to my job.	213	4.04	72.3	21%		32%		40%
53. The current pay system has a positive effect on employee productivity.	213	4.07	71.8	23%		30%		42%
26. If I do a good job I have a better chance of getting ahead.	215	4.03	71.6	23%		33%		39%
28. My supervisor helps me to get ahead at my job.	215	4.03	70.7	24%		31%		40%
43. I believe that rewards are given fairly where I work.	213	3.96	69.0	23%		32%		37%
27. I am recognized whenever I do a good job.	214	3.92	68.7	22%		34%		35%
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	67.8	9%	22%	29%		39%
9. [Company] invests in employees through training and development.	214	3.92	67.3	11%	20%	29%		38%
8. [Company] provides a variety of training opportunities for employees.	214	3.86	66.8	7%	23%	34%		33%
15. I have the opportunity to progress within [Company].	214	3.92	66.4	7%	25%	30%		36%
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	65.6	7%	27%	28%		38%
14. I am continuously learning and trying to improve myself.	215	3.86	62.3	10%	25%	24%		39%
61. I would like more flexibility in my benefit options.	213	3.78	56.3	6%	36%	26%		31%

## Time Comparisons by Item

Previous administrations of the survey included similar items. For comparison purposes, the tables below allow you to see how this year compared to previous survey administrations. The first table shows the comparisons based on Average Score. The second table shows the Level of Agreement as a percentage of participants that "agreed" with each item. Each table is sorted by the difference (in descending order) between the two time periods.

### Averages

Items at the top of this table had the largest increase in average score from the previous administration of the survey. Items at the bottom of this table had the largest decrease in average score from the previous administration of the survey.

Item	2019	2020	2021	2022	Change
1. I generally feel informed about changes that affect me within [Company].	4.23	4.19	4.14	4.26	+0.12 ▲
2. I usually know in plenty of time when important things happen.	4.07	4.14	4.18	4.20	+0.02 ▲
3. I can see the link between my work and [Company] objectives.	4.12	4.25	4.25	4.24	-0.01 ▼
4. Managers communicate clear objectives for the company to achieve	3.97	4.07	4.15	4.12	-0.04 ▼
5. Considering everything, I am satisfied at [Company].	4.30	4.28	4.38	4.49	+0.11 ▲
6. I find my work very rewarding.	4.27	4.15	4.17	4.29	+0.12 ▲
7. The people in my office feel the working conditions are good.	4.19	4.21	4.29	4.42	+0.13 ▲
8. [Company] provides a variety of training opportunities for employees.	3.91	4.00	4.07	3.86	-0.20 ▼
9. [Company] invests in employees through training and development.	3.84	3.85	3.91	3.92	
10. The training I receive is relevant to my job.	3.92	3.95	4.09	4.04	-0.06 ▼
11. Training is offered at times convenient to me.	4.07	4.05	4.12	4.10	-0.02 ▼
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	3.88	4.03	4.13	3.95	-0.18 ▼
13. My Supervisor can assess the unique talents and training of their employees.	3.82	3.95	4.01	3.95	-0.06 ▼
14. I am continuously learning and trying to improve myself.	3.78	3.90	4.00	3.86	-0.14 ▼
15. I have the opportunity to progress within [Company].	3.92	3.99	4.07	3.92	-0.15 ▼
16. [Company] always seeks new ways to better serve our clients.	4.11	4.16	4.17	4.13	-0.04 ▼
17. [Company] works to maintain a positive image in the community.	4.36	4.35	4.29	4.28	-0.01 ▼
18. [Company] works to a high standard.	4.32	4.23	4.30	4.26	-0.04 ▼
19. The work policies keep everyone focused on producing a quality product.	4.26	4.16	4.24	4.25	
20. I am given clear instructions and objectives.	4.22	4.19	4.34	4.31	-0.03 ▼



Item	2019	2020	2021	2022	Change
21. My supervisor provides me with adequate feedback.	4.02	4.18	4.15	4.17	+0.03 ▲
22. I have clear measures for each of my objectives.	4.04	4.20	4.18	4.08	-0.10 ▼
23. I am treated fairly by my supervisor.	4.25	4.29	4.34	4.34	-0.01 ▼
24. Hard work is usually rewarded at [Company].	4.21	4.15	4.10	4.12	+0.02 ▲
25. I receive enough recognition for work that I do.	4.00	4.21	4.08	4.09	
26. If I do a good job I have a better chance of getting ahead.	4.03	4.08	4.16	4.03	-0.13 ▼
27. I am recognized whenever I do a good job.	3.93	4.07	4.12	3.92	-0.21 ▼
28. My supervisor helps me to get ahead at my job.	4.00	3.98	4.03	4.03	
29. The relationship between management and employees is good.	4.15	4.25	4.25	4.20	-0.04 ▼
30. Supervisors of the company make wise decisions.	4.03	3.95	4.09	4.05	-0.04 ▼
31. Managers care about their employees.	4.08	4.11	4.03	4.07	+0.04 ▲
32. Communication is good between departments.	4.17	4.10	4.33	4.14	-0.19 ▼
33. Resources are coordinated and utilized effectively in my department.	4.17	4.13	4.31	4.25	-0.06 ▼
34. My team looks for ways to change processes to improve performance.	4.01	4.15	4.15	4.21	+0.07 ▲
35. In My Department, the workload is evenly distributed.	4.10	4.13	4.24	4.23	
36. [Company] promotes teamwork.	4.07	4.07	4.08	4.10	+0.02 ▲
37. I feel confident in my team members.	4.11	4.26	4.39	4.33	-0.06 ▼
38. Team members take pride in their work.	4.01	4.18	4.17	4.13	-0.04 ▼
39. There is cooperation among team members.	4.13	4.18	4.30	4.21	-0.09 ▼
40. I feel I am valued at work.	4.28	4.17	4.26	4.27	
41. At [Company] my opinions count.	4.07	4.12	4.15	4.10	-0.05 ▼
42. Employees in the company are treated with respect regardless of their job.	4.12	4.25	4.25	4.39	+0.14 ▲
43. I believe that rewards are given fairly where I work.	4.11	4.12	4.11	3.96	-0.15 ▼
44. Everyone in my department tries to do their share of work.	4.12	4.11	4.18	4.26	+0.07 ▲
45. [Company] is committed to ensuring equal opportunities for all employees.	4.33	4.28	4.31	4.22	-0.09 ▼
46. I feel favoritism is not a problem in my department.	4.14	4.14	4.38	4.21	-0.18 ▼
47. My salary is very important.	4.30	4.43	4.46	4.49	+0.03 ▲
48. I am compensated fairly for the work I do.	4.09	4.13	4.28	4.26	-0.02 ▼
49. I am paid adequately for my responsibilities.	4.07	4.15	4.30	4.28	-0.02 ▼
50. I am paid at an appropriate level for my qualifications.	3.91	4.18	4.14	4.07	-0.07 ▼
51. I am satisfied with the increases in compensation.	3.92	4.05	4.02	4.18	+0.16 ▲

Item	2019	2020	2021	2022	Change
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	4.01	4.05	4.14	4.12	-0.02 ▼
53. The current pay system has a positive effect on employee productivity.	4.11	4.11	4.12	4.07	-0.05 ▼
54. I feel the company's benefits meet my needs.	4.24	4.20	4.35	4.23	-0.12 ▼
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	4.27	4.10	4.24	4.29	+0.05 ▲
56. I am satisfied with my health insurance plan.	3.97	4.03	4.22	4.19	-0.03 ▼
57. I am satisfied with my retirement plan.	4.22	4.18	4.17	4.31	+0.14 ▲
58. I know where to go for information related to benefits.	4.28	4.31	4.32	4.32	
59. I like my benefits package. I think of my benefits as part of my earnings.	4.17	4.12	4.27	4.27	
60. I understand how my retirement benefits are calculated.	4.11	4.05	4.19	4.17	-0.02 ▼
61. I would like more flexibility in my benefit options.	3.89	3.96	3.79	3.78	-0.01 ▼
62. The information that I have received about employee benefits is easy to understand.	4.17	4.15	4.24	4.33	+0.09 ▲

## Level of Agreement

Items at the top of this table had the largest increase in agreement from the previous administration of the survey. Items at the bottom of this table had the largest decrease in agreement from the previous administration of the survey.

Item	2019	2020	2021	2022	Change
1. I generally feel informed about changes that affect me within [Company].	83.3%	77.8%	80.0%	83.3%	+3.3 ▲
2. I usually know in plenty of time when important things happen.	75.0%	77.7%	80.0%	81.4%	+1.4 ▲
3. I can see the link between my work and [Company] objectives.	73.9%	82.3%	80.0%	81.8%	+1.8 ▲
4. Managers communicate clear objectives for the company to achieve	71.7%	73.1%	78.3%	78.1%	-0.1 ▼
5. Considering everything, I am satisfied at [Company].	85.0%	81.8%	85.6%	89.3%	+3.7 ▲
6. I find my work very rewarding.	82.8%	78.4%	78.5%	83.6%	+5.1 ▲
7. The people in my office feel the working conditions are good.	81.1%	80.7%	85.5%	90.1%	+4.6 ▲
8. [Company] provides a variety of training opportunities for employees.	66.1%	70.3%	74.0%	66.8%	-7.2 ▼
9. [Company] invests in employees through training and development.	65.6%	65.5%	69.5%	67.3%	-2.2 ▼
10. The training I receive is relevant to my job.	68.3%	71.3%	76.0%	72.3%	-3.7 ▼
11. Training is offered at times convenient to me.	72.2%	71.4%	79.0%	74.6%	-4.4 ▼
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	68.9%	71.6%	77.0%	67.8%	-9.2 ▼
13. My Supervisor can assess the unique talents and training of their employees.	61.7%	67.6%	67.8%	65.6%	-2.3 ▼
14. I am continuously learning and trying to improve myself.	62.8%	68.2%	72.0%	62.3%	-9.7 ▼
15. I have the opportunity to progress within [Company].	66.1%	68.8%	71.4%	66.4%	-5.0 ▼
16. [Company] always seeks new ways to better serve our clients.	76.7%	75.6%	76.1%	78.6%	+2.5 ▲
17. [Company] works to maintain a positive image in the community.	82.2%	83.0%	84.6%	84.2%	-0.4 ▼
18. [Company] works to a high standard.	83.3%	83.0%	81.5%	82.3%	+0.8 ▲
19. The work policies keep everyone focused on producing a quality product.	84.4%	77.3%	80.9%	84.2%	+3.3 ▲
20. I am given clear instructions and objectives.	81.1%	78.4%	82.5%	85.0%	+2.5 ▲
21. My supervisor provides me with adequate feedback.	71.7%	79.5%	74.9%	77.6%	+2.7 ▲
22. I have clear measures for each of my objectives.	75.4%	80.1%	78.0%	75.2%	-2.8 ▼
23. I am treated fairly by my supervisor.	82.1%	84.1%	82.0%	86.4%	+4.4 ▲
24. Hard work is usually rewarded at [Company].	78.9%	77.1%	70.6%	76.3%	+5.6 ▲

Item	2019	2020	2021	2022	Change
25. I receive enough recognition for work that I do.	71.1%	77.7%	75.1%	75.0%	-0.1 ▼
26. If I do a good job I have a better chance of getting ahead.	73.9%	75.9%	75.1%	71.6%	-3.5 ▼
27. I am recognized whenever I do a good job.	70.6%	75.4%	74.1%	68.7%	-5.4 ▼
28. My supervisor helps me to get ahead at my job.	72.5%	70.3%	71.0%	70.7%	-0.3 ▼
29. The relationship between management and employees is good.	78.8%	82.3%	80.5%	84.2%	+3.7 ▲
30. Supervisors of the company make wise decisions.	72.5%	68.6%	72.5%	73.5%	+1.0 ▲
31. Managers care about their employees.	72.1%	74.1%	70.4%	74.4%	+4.1 ▲
32. Communication is good between departments.	82.1%	77.1%	85.6%	80.5%	-5.1 ▼
33. Resources are coordinated and utilized effectively in my department.	77.1%	75.0%	84.1%	81.3%	-2.8 ▼
34. My team looks for ways to change processes to improve performance.	73.7%	77.8%	76.1%	80.8%	+4.7 ▲
35. In My Department, the workload is evenly distributed.	79.2%	78.9%	81.6%	83.2%	+1.6 ▲
36. [Company] promotes teamwork.	76.1%	76.1%	73.4%	74.4%	+1.1 ▲
37. I feel confident in my team members.	79.3%	81.1%	88.4%	87.9%	-0.5 ▼
38. Team members take pride in their work.	72.2%	79.0%	78.4%	77.7%	-0.7 ▼
39. There is cooperation among team members.	77.8%	80.1%	82.9%	82.2%	-0.7 ▼
40. I feel I am valued at work.	81.7%	77.7%	83.1%	82.2%	-0.8 ▼
41. At [Company] my opinions count.	73.9%	76.6%	75.6%	73.4%	-2.3 ▼
42. Employees in the company are treated with respect regardless of their job.	76.1%	81.6%	82.6%	88.4%	+5.8 ▲
43. I believe that rewards are given fairly where I work.	77.5%	79.0%	73.0%	69.0%	-4.0 ▼
44. Everyone in my department tries to do their share of work.	80.3%	77.3%	82.0%	84.7%	+2.7 ▲
45. [Company] is committed to ensuring equal opportunities for all employees.	82.6%	83.0%	83.0%	79.0%	-4.0 ▼
46. I feel favoritism is not a problem in my department.	79.7%	77.3%	84.5%	79.0%	-5.5 ▼
47. My salary is very important.	80.0%	88.6%	86.6%	89.3%	+2.7 ▲
48. I am compensated fairly for the work I do.	74.4%	81.8%	83.1%	83.6%	+0.6 ▲
49. I am paid adequately for my responsibilities.	76.7%	80.1%	81.0%	85.9%	+4.9 ▲
50. I am paid at an appropriate level for my qualifications.	69.4%	81.2%	79.5%	77.6%	-1.9 ▼
51. I am satisfied with the increases in compensation.	63.7%	73.7%	71.0%	77.6%	+6.6 ▲
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	72.2%	75.0%	78.5%	74.8%	-3.7 ▼
53. The current pay system has a positive effect on employee productivity.	72.2%	76.7%	74.6%	71.8%	-2.8 ▼
54. I feel the company's benefits meet my needs.	81.1%	79.5%	86.1%	85.0%	-1.0 ▼

Item	2019	2020	2021	2022	Change
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	83.9%	75.6%	82.5%	83.6%	+1.1 ▲
56. I am satisfied with my health insurance plan.	69.4%	69.3%	79.6%	78.6%	-1.0 ▼
57. I am satisfied with my retirement plan.	78.9%	80.1%	80.1%	85.6%	+5.5 ▲
58. I know where to go for information related to benefits.	80.6%	85.8%	85.5%	86.0%	+0.5 ▲
59. I like my benefits package. I think of my benefits as part of my earnings.	80.0%	77.8%	85.5%	83.2%	-2.3 ▼
60. I understand how my retirement benefits are calculated.	77.8%	73.9%	79.1%	77.1%	-2.0 ▼
61. I would like more flexibility in my benefit options.	61.5%	62.3%	57.2%	56.3%	-0.9 ▼
62. The information that I have received about employee benefits is easy to understand.	78.3%	79.0%	82.6%	86.9%	+4.3 ▲

# Communication

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
1. I generally feel informed about changes that affect me within [Company].	215	4.26	3 1%	3 1%	30 14%	78 36%	101 47%
2. I usually know in plenty of time when important things happen.	215	4.20	1 0%	13 6%	26 12%	77 36%	98 46%
3. I can see the link between my work and [Company] objectives.	214	4.24	5 2%	1 0%	33 15%	74 35%	101 47%
4. Managers communicate clear objectives for the company to achieve	215	4.12	4 2%	5 2%	38 18%	83 39%	85 40%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
1. I generally feel informed about changes that affect me within [Company].	215	4.26	83.3	14%	36%	47%		
2. I usually know in plenty of time when important things happen.	215	4.20	81.4	6%	12%	36%	46%	
3. I can see the link between my work and [Company] objectives.	214	4.24	81.8	15%	35%	47%		
4. Managers communicate clear objectives for the company to achieve	215	4.12	78.1	18%	39%	40%		

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
1. I generally feel informed about changes that affect me within [Company].	4.26							3%	14%	83%
2. I usually know in plenty of time when important things happen.	4.20							7%	12%	81%
3. I can see the link between my work and [Company] objectives.	4.24							3%	15%	82%
4. Managers communicate clear objectives for the company to achieve	4.12							4%	18%	78%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
1. I generally feel informed about changes that affect me within [Company].	215	4.26	3 1%	3 1%	30 14%	78 36%	101 47%					
2. I usually know in plenty of time when important things happen.	215	4.20	1 0%	13 6%	26 12%	77 36%	98 46%					
3. I can see the link between my work and [Company] objectives.	214	4.24	5 2%	1 0%	33 15%	74 35%	101 47%					
4. Managers communicate clear objectives for the company to achieve	215	4.12	4 2%	5 2%	38 18%	83 39%	85 40%					





## Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>1. I generally feel informed about changes that affect me within [Company].</b>					
<b>Department</b>					
Operations	15	3.80	7%	20%	73%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.19		8%	92%
Sales and Marketing	19	4.21	11%		84%
Research & Dev	35	4.20		26%	74%
International Sales	14	4.50		14%	86%
Transportation Trucking	14	4.71			100%
Logistics and Materials	10	4.50			100%
Security and Risk	18	4.56		17%	83%
Accounting and Budgets	12	4.17		25%	75%
Facilities	19	4.26			89%
Product Development	12	4.08	17%	8%	75%

**2. I usually know in plenty of time when important things happen.**

	n	Avg	Disagree	Neutral	Agree
<b>Department</b>					
Operations	15	3.93	13%	13%	73%
Human Resources	5	4.80			100%
Service Representatives	36	4.08		11%	86%
Sales and Marketing	19	4.00	11%	11%	79%
Research & Dev	35	4.03		20%	74%
International Sales	14	4.36	7%	7%	86%
Transportation Trucking	14	4.71			100%
Logistics and Materials	10	4.30		20%	80%
Security and Risk	18	4.33	17%		78%
Accounting and Budgets	12	4.58		8%	92%
Facilities	19	4.32		16%	79%
Product Development	12	4.00	8%	17%	75%

n Avg Disagree Neutral Agree

3. I can see the link between my work and [Company] objectives.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.73	7%	40%	53%
Human Resources	5	4.00		40%	60%
Service Representatives	36	4.28		14%	86%
Sales and Marketing	19	4.21	11%		84%
Research & Dev	35	4.17	11%		86%
International Sales	14	4.57		7%	93%
Transportation Trucking	14	4.50	7%		93%
Logistics and Materials	10	4.20		20%	80%
Security and Risk	18	4.22		22%	78%
Accounting and Budgets	12	4.67		8%	92%
Facilities	18	4.33		22%	78%
Product Development	12	4.00	8%	17%	75%

4. Managers communicate clear objectives for the company to achieve

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.73	13%	27%	60%
Human Resources	5	4.20		40%	60%
Service Representatives	36	4.22		14%	86%
Sales and Marketing	19	3.68	16%	16%	68%
Research & Dev	35	4.00		23%	74%
International Sales	14	3.93	7%	21%	71%
Transportation Trucking	14	4.71			100%
Logistics and Materials	10	3.80		40%	60%
Security and Risk	18	4.33		11%	89%
Accounting and Budgets	12	4.58		8%	92%
Facilities	19	4.26	11%		84%
Product Development	12	4.25		25%	75%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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1. I generally feel informed about changes that affect me within [Company].

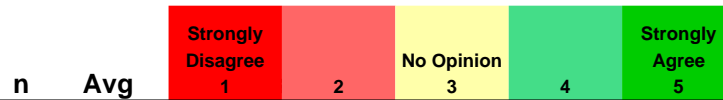
**Department**

Operations	15	3.80	7%	20%		53%	20%
Human Resources	5	4.40		20%		20%	60%
Service Representatives	36	4.19	8%			64%	28%
Sales and Marketing	19	4.21				32%	53%
Research & Dev	35	4.20		26%		29%	46%
International Sales	14	4.50		14%		21%	64%
Transportation Trucking	14	4.71				29%	71%
Logistics and Materials	10	4.50				50%	50%
Security and Risk	18	4.56		17%		11%	72%
Accounting and Budgets	12	4.17		25%		33%	42%
Facilities	19	4.26				42%	47%
Product Development	12	4.08	17%	8%		25%	50%

2. I usually know in plenty of time when important things happen.

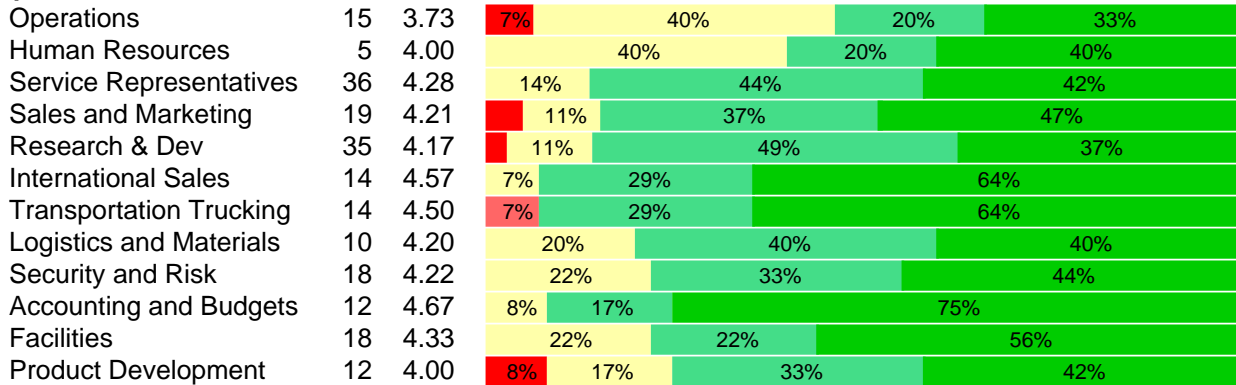
**Department**

Operations	15	3.93	13%	13%		40%	33%
Human Resources	5	4.80		20%			80%
Service Representatives	36	4.08		11%		61%	25%
Sales and Marketing	19	4.00				11%	42%
Research & Dev	35	4.03		20%		40%	34%
International Sales	14	4.36	7%	7%		29%	57%
Transportation Trucking	14	4.71				29%	71%
Logistics and Materials	10	4.30		20%		30%	50%
Security and Risk	18	4.33		17%			72%
Accounting and Budgets	12	4.58		8%		25%	67%
Facilities	19	4.32		16%		21%	58%
Product Development	12	4.00	8%	17%		42%	33%



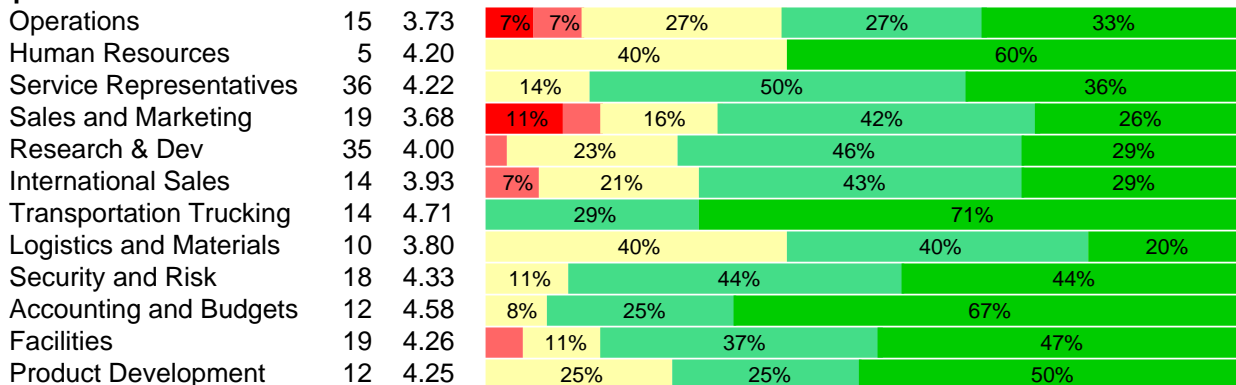
3. I can see the link between my work and [Company] objectives.

**Department**



4. Managers communicate clear objectives for the company to achieve

**Department**



### Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
1. I generally feel informed about changes that affect me within [Company].							
<b>Department</b>							
Operations	15	3.80		73%	65%	76%	86%
Human Resources	5	4.40		80%	78%	83%	80%
Service Representatives	36	4.19		92%	89%	79%	92%
Sales and Marketing	19	4.21		84%	86%	85%	75%
Research & Dev	35	4.20		74%	75%	92%	81%
International Sales	14	4.50		86%	79%	87%	83%
Transportation Trucking	14	4.71		100%	72%	79%	67%
Logistics and Materials	10	4.50		100%	80%	60%	75%
Security and Risk	18	4.56		83%	90%	75%	86%
Accounting and Budgets	12	4.17		75%	100%	69%	100%
Facilities	19	4.26		89%	55%	60%	60%
Product Development	12	4.08		75%	92%	89%	82%

2. I usually know in plenty of time when important things happen.							
<b>Department</b>							
Operations	15	3.93		73%	80%	75%	77%
Human Resources	5	4.80		100%	89%	33%	70%
Service Representatives	36	4.08		86%	84%	93%	78%
Sales and Marketing	19	4.00		79%	90%	69%	75%
Research & Dev	35	4.03		74%	67%	88%	88%
International Sales	14	4.36		86%	71%	60%	74%
Transportation Trucking	14	4.71		100%	78%	93%	67%
Logistics and Materials	10	4.30		80%	80%	100%	50%
Security and Risk	18	4.33		78%	70%	75%	86%
Accounting and Budgets	12	4.58		92%	88%	46%	50%
Facilities	19	4.32		79%	82%	80%	80%
Product Development	12	4.00		75%	92%	89%	82%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
3. I can see the link between my work and [Company] objectives.							
<b>Department</b>							
Operations	15	3.73		53%	70%	76%	59%
Human Resources	5	4.00		60%	89%	83%	70%
Service Representatives	36	4.28		86%	81%	82%	81%
Sales and Marketing	19	4.21		84%	80%	83%	88%
Research & Dev	35	4.17		86%	71%	83%	81%
International Sales	14	4.57		93%	79%	80%	65%
Transportation Trucking	14	4.50		93%	100%	79%	78%
Logistics and Materials	10	4.20		80%	70%	80%	67%
Security and Risk	18	4.22		78%	80%	100%	57%
Accounting and Budgets	12	4.67		92%	75%	77%	83%
Facilities	18	4.33		78%	91%	100%	80%
Product Development	12	4.00		75%	83%	78%	91%

4. Managers communicate clear objectives for the company to achieve							
<b>Department</b>							
Operations	15	3.73		60%	75%	59%	73%
Human Resources	5	4.20		60%	56%	50%	90%
Service Representatives	36	4.22		86%	81%	82%	76%
Sales and Marketing	19	3.68		68%	84%	85%	62%
Research & Dev	35	4.00		74%	75%	67%	65%
International Sales	14	3.93		71%	71%	71%	74%
Transportation Trucking	14	4.71		100%	78%	86%	89%
Logistics and Materials	10	3.80		60%	70%	60%	50%
Security and Risk	18	4.33		89%	80%	62%	71%
Accounting and Budgets	12	4.58		92%	88%	77%	67%
Facilities	19	4.26		84%	90%	70%	80%
Product Development	12	4.25		75%	83%	100%	73%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
1. I generally feel informed about changes that affect me within [Company].	4.23	4.19	4.14	4.26	+0.12 ▲
2. I usually know in plenty of time when important things happen.	4.07	4.14	4.18	4.20	+0.02 ▲
3. I can see the link between my work and [Company] objectives.	4.12	4.25	4.25	4.24	-0.01 ▼
4. Managers communicate clear objectives for the company to achieve	3.97	4.07	4.15	4.12	-0.04 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
1. I generally feel informed about changes that affect me within [Company].	83.3%	77.8%	80.0%	83.3%	+3.3 ▲
2. I usually know in plenty of time when important things happen.	75.0%	77.7%	80.0%	81.4%	+1.4 ▲
3. I can see the link between my work and [Company] objectives.	73.9%	82.3%	80.0%	81.8%	+1.8 ▲
4. Managers communicate clear objectives for the company to achieve	71.7%	73.1%	78.3%	78.1%	-0.1 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
Managers communicate clear objectives for the company to achieve	13	52% <span style="color: red;">■</span>
I generally feel informed about changes that affect me within [Company].	6	24% <span style="color: green;">■</span>
I usually know in plenty of time when important things happen.	4	16% <span style="color: green;">■</span>
I can see the link between my work and [Company] objectives.	2	8% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- This is an area which [Show Project: CompanyName ] needs improvement. (Sales and Marketing)
- I don't think any improvements are needed within the team at this time. It doesn't take much to find the

correct answers. At least someone in our department knows the answer to each problem. (Research & Dev)

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**Q1. I generally feel informed about changes that affect me within [Company].**

- Instruct employees more about how to use their current communication tools. (International Sales)
  - More documentation on the equipment is needed to ensure a smooth transition between the different shifts. (Facilities)
- 

**Q2. I usually know in plenty of time when important things happen.**

- Each department should have someone in charge of their communications. (Service Representatives)
  - Use the email system more effectively. There is too much non-relevant information being sent out. (Service Representatives)
  - Changes are frequently implemented without advance notice. We don't have enough time to prepare. Communication about changes sooner would be better. (Research & Dev)
- 

**Q4. Managers communicate clear objectives for the company to achieve**

- What are the company values and mission statement? (Operations)
- Make sure everyone is on the same page and working together. (Service Representatives)
- More communication would be better. (Service Representatives)
- Use on-line tools more to ensure faster communication to and from employees. (Service Representatives)
- When there are equipment issues it would be nice to have an on-site representative to help debug these problems. (Service Representatives)
- The newsletter is a nice idea. But on-line tools may be better and easier to implement and disseminate. (Service Representatives)
- We need to hear more from the managers and senior leaders. (Sales and Marketing)
- Core values are critical. Let's get more feedback when we have completed different phases of the project. (Research & Dev)
- What are the future goals for the company? (Facilities)



# Satisfaction

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
5. Considering everything, I am satisfied at [Company].	215	4.49	1 0%	3 1%	19 9%	58 27%	134 62%
6. I find my work very rewarding.	214	4.29	5 2%	7 3%	23 11%	66 31%	113 53%
7. The people in my office feel the working conditions are good.	213	4.42	1 0%	4 2%	16 8%	75 35%	117 55%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
5. Considering everything, I am satisfied at [Company].	215	4.49	89.3	9%	27%	62%		
6. I find my work very rewarding.	214	4.29	83.6	11%	31%	53%		
7. The people in my office feel the working conditions are good.	213	4.42	90.1	8%	35%	55%		

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
5. Considering everything, I am satisfied at [Company].	4.49							2%	9%	89%
6. I find my work very rewarding.	4.29							6%	11%	84%
7. The people in my office feel the working conditions are good.	4.42							2%	8%	90%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
5. Considering everything, I am satisfied at [Company].	215	4.49	1 0%	3 1%	19 9%	58 27%	134 62%					
6. I find my work very rewarding.	214	4.29	5 2%	7 3%	23 11%	66 31%	113 53%					
7. The people in my office feel the working conditions are good.	213	4.42	1 0%	4 2%	16 8%	75 35%	117 55%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>5. Considering everything, I am satisfied at [Company].</b>					
<b>Department</b>					
Operations	15	4.33	7%	7%	87%
Human Resources	5	4.80			100%
Service Representatives	36	4.47			94%
Sales and Marketing	19	4.58			95%
Research & Dev	35	4.49		14%	86%
International Sales	14	4.36		14%	86%
Transportation Trucking	14	4.64			100%
Logistics and Materials	10	4.40		10%	90%
Security and Risk	18	4.56		17%	83%
Accounting and Budgets	12	4.58		17%	83%
Facilities	19	4.68			95%
Product Development	12	4.50		8%	92%

<b>6. I find my work very rewarding.</b>					
<b>Department</b>					
Operations	15	4.00	7%	13%	80%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.36			92%
Sales and Marketing	19	3.74	16%	21%	63%
Research & Dev	35	4.43		11%	89%
International Sales	14	4.79			100%
Transportation Trucking	13	4.62		8%	92%
Logistics and Materials	10	4.30	10%	10%	80%
Security and Risk	18	3.67	17%	33%	50%
Accounting and Budgets	12	4.17	17%		83%
Facilities	19	4.58			95%
Product Development	12	4.50		8%	92%

n Avg Disagree Neutral Agree

7. The people in my office feel the working conditions are good.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.27	13%		87%
Human Resources	5	4.20		40%	60%
Service Representatives	35	4.29			91%
Sales and Marketing	19	4.63			100%
Research & Dev	35	4.43	9%		89%
International Sales	14	4.43		7%	93%
Transportation Trucking	14	4.57		7%	93%
Logistics and Materials	10	4.10	10%	10%	80%
Security and Risk	18	4.67			94%
Accounting and Budgets	11	4.36	9%	9%	82%
Facilities	19	4.63			95%
Product Development	12	4.25	8%	8%	83%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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5. Considering everything, I am satisfied at [Company].

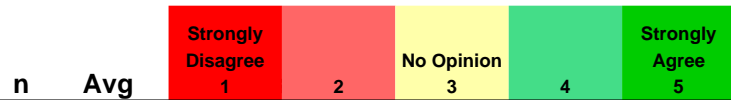
**Department**

Operations	15	4.33	7%	7%	33%	53%
Human Resources	5	4.80	20%	80%		
Service Representatives	36	4.47	39%	56%		
Sales and Marketing	19	4.58	21%	74%		
Research & Dev	35	4.49	14%	23%	63%	
International Sales	14	4.36	14%	36%	50%	
Transportation Trucking	14	4.64	36%	64%		
Logistics and Materials	10	4.40	10%	40%	50%	
Security and Risk	18	4.56	17%	11%	72%	
Accounting and Budgets	12	4.58	17%	8%	75%	
Facilities	19	4.68	21%	74%		
Product Development	12	4.50	8%	33%	58%	

6. I find my work very rewarding.

**Department**

Operations	15	4.00	7%	13%	47%	33%
Human Resources	5	4.40	20%	20%	60%	
Service Representatives	36	4.36	44%	47%		
Sales and Marketing	19	3.74	11%	21%	26%	37%
Research & Dev	35	4.43	11%	34%	54%	
International Sales	14	4.79	21%	79%		
Transportation Trucking	13	4.62	8%	23%	69%	
Logistics and Materials	10	4.30	10%	10%	20%	60%
Security and Risk	18	3.67	11%	33%	11%	39%
Accounting and Budgets	12	4.17	17%	33%	50%	
Facilities	19	4.58	32%	63%		
Product Development	12	4.50	8%	33%	58%	



7. The people in my office feel the working conditions are good.


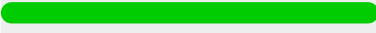




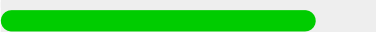
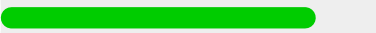
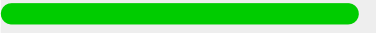

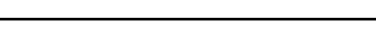
**Department**

Department	n	Avg	Strongly Disagree	1	2	No Opinion	3	4	Strongly Agree	5
Operations	15	4.27	13%			47%		40%		
Human Resources	5	4.20			40%			60%		
Service Representatives	35	4.29				51%		40%		
Sales and Marketing	19	4.63			37%			63%		
Research & Dev	35	4.43	9%			31%		57%		
International Sales	14	4.43	7%			43%		50%		
Transportation Trucking	14	4.57	7%			29%		64%		
Logistics and Materials	10	4.10	10%	10%		40%		40%		
Security and Risk	18	4.67			22%			72%		
Accounting and Budgets	11	4.36	9%	9%		18%		64%		
Facilities	19	4.63			26%			68%		
Product Development	12	4.25	8%	8%		25%		58%		

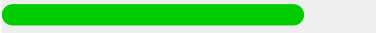







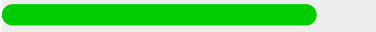
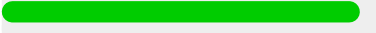


## Agreement By Demographic

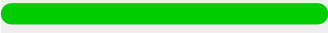






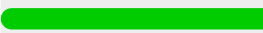
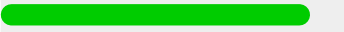
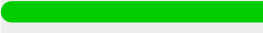

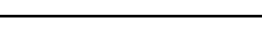
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
5. Considering everything, I am satisfied at [Company].							
<b>Department</b>							
Operations	15	4.33		87%	95%	88%	95%
Human Resources	5	4.80		100%	78%	67%	90%
Service Representatives	36	4.47		94%	89%	89%	86%
Sales and Marketing	19	4.58		95%	81%	85%	75%
Research & Dev	35	4.49		86%	92%	96%	85%
International Sales	14	4.36		86%	64%	80%	78%
Transportation Trucking	14	4.64		100%	89%	86%	89%
Logistics and Materials	10	4.40		90%	80%	70%	83%
Security and Risk	18	4.56		83%	60%	88%	57%
Accounting and Budgets	12	4.58		83%	100%	69%	83%
Facilities	19	4.68		95%	91%	70%	80%
Product Development	12	4.50		92%	92%	67%	100%

6. I find my work very rewarding.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	4.00		80%	95%	88%	82%
Human Resources	5	4.40		80%	67%	83%	100%
Service Representatives	36	4.36		92%	84%	82%	78%
Sales and Marketing	19	3.74		63%	75%	69%	88%
Research & Dev	35	4.43		89%	88%	83%	77%
International Sales	14	4.79		100%	64%	73%	83%
Transportation Trucking	13	4.62		92%	94%	71%	89%
Logistics and Materials	10	4.30		80%	70%	70%	83%
Security and Risk	18	3.67		50%	60%	62%	100%
Accounting and Budgets	12	4.17		83%	75%	77%	100%
Facilities	19	4.58		95%	64%	90%	40%
Product Development	12	4.50		92%	67%	89%	91%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
7. The people in my office feel the working conditions are good.							
<b>Department</b>							
Operations	15	4.27		87%	85%	94%	95%
Human Resources	5	4.20		60%	89%	50%	80%
Service Representatives	35	4.29		91%	95%	89%	84%
Sales and Marketing	19	4.63		100%	95%	85%	50%
Research & Dev	35	4.43		89%	92%	83%	92%
International Sales	14	4.43		93%	86%	67%	74%
Transportation Trucking	14	4.57		93%	83%	57%	67%
Logistics and Materials	10	4.10		80%	50%	100%	92%
Security and Risk	18	4.67		94%	90%	62%	57%
Accounting and Budgets	11	4.36		82%	75%	77%	67%
Facilities	19	4.63		95%	100%	100%	100%
Product Development	12	4.25		83%	67%	78%	64%



## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
5. Considering everything, I am satisfied at [Company].	4.30	4.28	4.38	4.49	+0.11 ▲
6. I find my work very rewarding.	4.27	4.15	4.17	4.29	+0.12 ▲
7. The people in my office feel the working conditions are good.	4.19	4.21	4.29	4.42	+0.13 ▲

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
5. Considering everything, I am satisfied at [Company].	85.0%	81.8%	85.6%	89.3%	+3.7 ▲
6. I find my work very rewarding.	82.8%	78.4%	78.5%	83.6%	+5.1 ▲
7. The people in my office feel the working conditions are good.	81.1%	80.7%	85.5%	90.1%	+4.6 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
I find my work very rewarding.	4	36% <span style="color: red;">■</span>
The people in my office feel the working conditions are good.	4	36% <span style="color: red;">■</span>
Considering everything, I am satisfied at [Company].	3	27% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- I like working here and the office environment is great. (Sales and Marketing)
- I think [Show Project: CompanyName ] is a great place to work. (Research & Dev)
- No improvements are needed in this area. (Research & Dev)

### Q6. I find my work very rewarding.

- I could do more if given more responsibilities. (Service Representatives)

**Q7. The people in my office feel the working conditions are good.**

- Most of the employees in my department seem satisfied working here. (Service Representatives)
- Employees could use more support from their Supervisors. Otherwise, this is a great place to work. (Service Representatives)
- I think the workloads should be more evenly distributed. (International Sales)

# Training

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
8. [Company] provides a variety of training opportunities for employees.	214	3.86	6 3%	16 7%	49 23%	73 34%	70 33%
9. [Company] invests in employees through training and development.	214	3.92	3 1%	24 11%	43 20%	62 29%	82 38%
10. The training I receive is relevant to my job.	213	4.04	3 1%	12 6%	44 21%	69 32%	85 40%
11. Training is offered at times convenient to me.	213	4.10	2 1%	10 5%	42 20%	70 33%	89 42%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
8. [Company] provides a variety of training opportunities for employees.	214	3.86	66.8	7%	23%	34%	33%	
9. [Company] invests in employees through training and development.	214	3.92	67.3	11%	20%	29%	38%	
10. The training I receive is relevant to my job.	213	4.04	72.3		21%	32%	40%	
11. Training is offered at times convenient to me.	213	4.10	74.6		20%	33%	42%	

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
8. [Company] provides a variety of training opportunities for employees.	3.86							10%	23%	67%
9. [Company] invests in employees through training and development.	3.92							13%	20%	67%
10. The training I receive is relevant to my job.	4.04							7%	21%	72%
11. Training is offered at times convenient to me.	4.10							6%	20%	75%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
8. [Company] provides a variety of training opportunities for employees.	214	3.86	6 3%	16 7%	49 23%	73 34%	70 33%					
9. [Company] invests in employees through training and development.	214	3.92	3 1%	24 11%	43 20%	62 29%	82 38%					
10. The training I receive is relevant to my job.	213	4.04	3 1%	12 6%	44 21%	69 32%	85 40%					
11. Training is offered at times convenient to me.	213	4.10	2 1%	10 5%	42 20%	70 33%	89 42%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
8. [Company] provides a variety of training opportunities for employees.					
<b>Department</b>					
Operations	15	3.33	13%	40%	47%
Human Resources	5	4.40		20%	80%
Service Representatives	36	3.72		36%	58%
Sales and Marketing	19	3.79	26%		74%
Research & Dev	35	3.51	14%	31%	54%
International Sales	14	4.43		14%	86%
Transportation Trucking	13	4.00	8%	15%	77%
Logistics and Materials	10	3.70	10%	40%	50%
Security and Risk	18	4.33	11%		83%
Accounting and Budgets	12	4.25	8%	8%	83%
Facilities	19	4.16		26%	74%
Product Development	12	4.00	8%	17%	75%

9. [Company] invests in employees through training and development.					
<b>Department</b>					
Operations	15	3.53	27%	13%	60%
Human Resources	5	4.20	20%		80%
Service Representatives	36	3.67	14%	31%	56%
Sales and Marketing	19	3.68	26%	11%	63%
Research & Dev	35	3.80	9%	31%	60%
International Sales	14	4.21	7%	14%	79%
Transportation Trucking	13	4.23		15%	85%
Logistics and Materials	10	3.20	40%	20%	40%
Security and Risk	18	4.61		17%	83%
Accounting and Budgets	12	4.33	8%	8%	83%
Facilities	19	4.32		16%	84%
Product Development	12	4.00	8%	17%	75%

n Avg Disagree Neutral Agree

10. The training I receive is relevant to my job.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.73	13%	13%	73%
Human Resources	5	4.00	20%		80%
Service Representatives	36	3.67	8%	36%	56%
Sales and Marketing	19	4.11	11%	11%	79%
Research & Dev	34	4.15		26%	74%
International Sales	14	4.43		7%	93%
Transportation Trucking	13	4.31		15%	85%
Logistics and Materials	10	3.70	10%	40%	50%
Security and Risk	18	4.56			89%
Accounting and Budgets	12	4.17	8%	8%	83%
Facilities	19	4.11	11%	21%	68%
Product Development	12	4.17		25%	75%

11. Training is offered at times convenient to me.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.67	7%	40%	53%
Human Resources	5	5.00			100%
Service Representatives	35	3.94		23%	74%
Sales and Marketing	19	3.95	16%	21%	63%
Research & Dev	35	4.00		23%	71%
International Sales	14	4.14		29%	71%
Transportation Trucking	13	4.31		15%	85%
Logistics and Materials	10	3.80	10%	30%	60%
Security and Risk	18	4.33		11%	83%
Accounting and Budgets	12	4.67		8%	92%
Facilities	19	4.11		21%	74%
Product Development	12	4.50			100%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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8. [Company] provides a variety of training opportunities for employees.

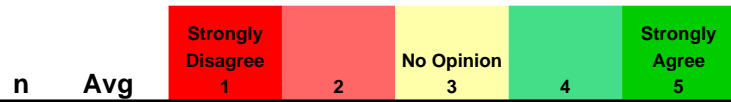
**Department**

Operations	15	3.33	7%	7%	40%	40%	7%
Human Resources	5	4.40		20%	20%	60%	
Service Representatives	36	3.72		36%	39%	19%	
Sales and Marketing	19	3.79	16%	11%	26%	47%	
Research & Dev	35	3.51	11%	31%	40%	14%	
International Sales	14	4.43		14%	29%	57%	
Transportation Trucking	13	4.00	8%	15%	46%	31%	
Logistics and Materials	10	3.70	10%	40%	20%	30%	
Security and Risk	18	4.33	11%	22%	61%		
Accounting and Budgets	12	4.25	8%	8%	33%	50%	
Facilities	19	4.16		26%	32%	42%	
Product Development	12	4.00	8%	17%	42%	33%	

9. [Company] invests in employees through training and development.

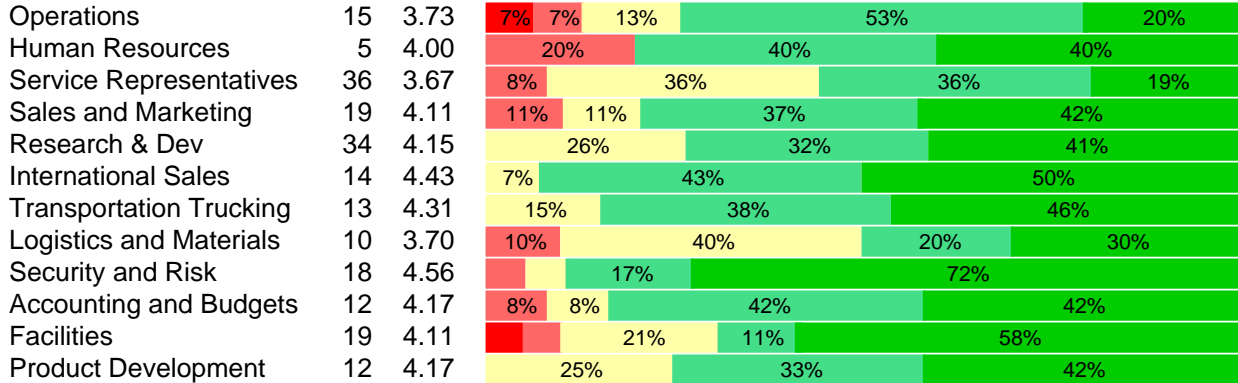
**Department**

Operations	15	3.53	7%	20%	13%	33%	27%
Human Resources	5	4.20		20%	20%	60%	
Service Representatives	36	3.67	14%	31%	31%	25%	
Sales and Marketing	19	3.68		21%	11%	26%	37%
Research & Dev	35	3.80	9%	31%	31%	29%	
International Sales	14	4.21	7%	14%	29%	50%	
Transportation Trucking	13	4.23		15%	46%	38%	
Logistics and Materials	10	3.20		40%	20%	20%	20%
Security and Risk	18	4.61		17%	78%		
Accounting and Budgets	12	4.33	8%	8%	25%	58%	
Facilities	19	4.32		16%	37%	47%	
Product Development	12	4.00	8%	17%	42%	33%	



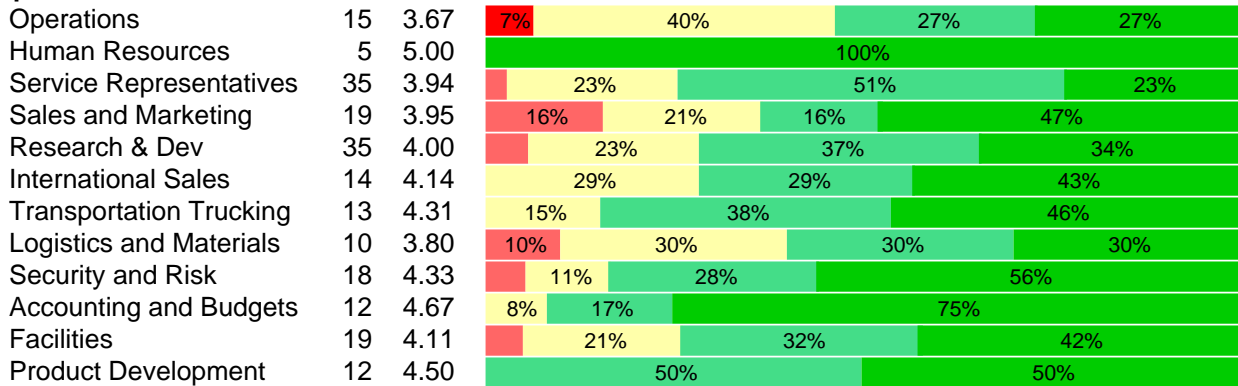
10. The training I receive is relevant to my job.

**Department**



11. Training is offered at times convenient to me.

**Department**





### Agreement By Demographic

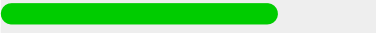






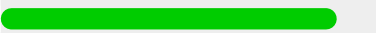
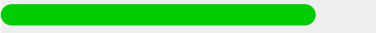


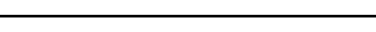
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.


	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
8. [Company] provides a variety of training opportunities for employees.							
<b>Department</b>							
Operations	15	3.33		47%	65%	53%	64%
Human Resources	5	4.40		80%	67%	100%	70%
Service Representatives	36	3.72		58%	73%	68%	73%
Sales and Marketing	19	3.79		74%	81%	77%	62%
Research & Dev	35	3.51		54%	75%	65%	69%
International Sales	14	4.43		86%	86%	60%	57%
Transportation Trucking	13	4.00		77%	61%	64%	44%
Logistics and Materials	10	3.70		50%	90%	90%	83%
Security and Risk	18	4.33		83%	70%	88%	57%
Accounting and Budgets	12	4.25		83%	62%	77%	50%
Facilities	19	4.16		74%	91%	90%	60%
Product Development	12	4.00		75%	83%	78%	73%

9. [Company] invests in employees through training and development.

<b>Department</b>							
Operations	15	3.53		60%	65%	59%	55%
Human Resources	5	4.20		80%	78%	83%	50%
Service Representatives	36	3.67		56%	62%	61%	73%
Sales and Marketing	19	3.68		63%	76%	69%	62%
Research & Dev	35	3.80		60%	71%	73%	73%
International Sales	14	4.21		79%	93%	80%	57%
Transportation Trucking	13	4.23		85%	83%	79%	78%
Logistics and Materials	10	3.20		40%	60%	70%	58%
Security and Risk	18	4.61		83%	40%	50%	43%
Accounting and Budgets	12	4.33		83%	88%	62%	100%
Facilities	19	4.32		84%	64%	70%	80%
Product Development	12	4.00		75%	75%	33%	64%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
10. The training I receive is relevant to my job.							
<b>Department</b>							
Operations	15	3.73		73%	75%	71%	50%
Human Resources	5	4.00		80%	56%	83%	80%
Service Representatives	36	3.67		56%	70%	70%	70%
Sales and Marketing	19	4.11		79%	76%	69%	75%
Research & Dev	34	4.15		74%	88%	83%	65%
International Sales	14	4.43		93%	71%	60%	57%
Transportation Trucking	13	4.31		85%	83%	79%	100%
Logistics and Materials	10	3.70		50%	90%	70%	67%
Security and Risk	18	4.56		89%	90%	75%	43%
Accounting and Budgets	12	4.17		83%	75%	62%	83%
Facilities	19	4.11		68%	73%	70%	60%
Product Development	12	4.17		75%	75%	67%	91%

## 11. Training is offered at times convenient to me.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	3.67		53%	85%	71%	68%
Human Resources	5	5.00		100%	67%	83%	50%
Service Representatives	35	3.94		74%	81%	71%	68%
Sales and Marketing	19	3.95		63%	71%	69%	88%
Research & Dev	35	4.00		71%	71%	65%	85%
International Sales	14	4.14		71%	79%	67%	65%
Transportation Trucking	13	4.31		85%	78%	86%	89%
Logistics and Materials	10	3.80		60%	100%	70%	75%
Security and Risk	18	4.33		83%	70%	88%	57%
Accounting and Budgets	12	4.67		92%	100%	77%	83%
Facilities	19	4.11		74%	82%	80%	40%
Product Development	12	4.50		100%	83%	67%	82%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
8. [Company] provides a variety of training opportunities for employees.	3.91	4.00	4.07	3.86	-0.20 ▼
9. [Company] invests in employees through training and development.	3.84	3.85	3.91	3.92	
10. The training I receive is relevant to my job.	3.92	3.95	4.09	4.04	-0.06 ▼
11. Training is offered at times convenient to me.	4.07	4.05	4.12	4.10	-0.02 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
8. [Company] provides a variety of training opportunities for employees.	66.1%	70.3%	74.0%	66.8%	-7.2 ▼
9. [Company] invests in employees through training and development.	65.6%	65.5%	69.5%	67.3%	-2.2 ▼
10. The training I receive is relevant to my job.	68.3%	71.3%	76.0%	72.3%	-3.7 ▼
11. Training is offered at times convenient to me.	72.2%	71.4%	79.0%	74.6%	-4.4 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
[Company] provides a variety of training opportunities for employees.	6	32%	■
[Company] invests in employees through training and development.	6	32%	■
The training I receive is relevant to my job.	4	21%	■
Training is offered at times convenient to me.	2	11%	■

## Suggestions for Improvements

### General Suggestions

- Let us know what courses are available and if we can take courses at the local technical institute. (Operations)
- I feel I am knowledgeable about my job. But I think some of my co-workers could benefit from job specific training. (Service Representatives)

- I would like to pursue additional management development or training for supervisors. There are some things I should be doing better as a leader. (Service Representatives)
  - The training department is not offering enough courses. (Service Representatives)
  - Some issues could have been solved sooner if there had been more training in place. (Sales and Marketing)
  - Our teams are made up of individuals with diverse backgrounds. This helps ensure that someone is always available to help out if needed. Training should be offered to expand individual's knowledge base. (Research & Dev)
- 

**Q8. [Company] provides a variety of training opportunities for employees.**

- I think there are many opportunities to improve the training offerings. Let's start with good documentation. (Research & Dev)
  - More training is needed in the warehousing area. It is taking too long to get the supply chain moving. (Research & Dev)
  - Better documentation is needed. Sometimes when an issue occurs with the equipment, there is only one person on staff who knows what to do. These solutions need to be documented. (International Sales)
- 

**Q9. [Company] invests in employees through training and development.**

- What training is available? Let us know. (Operations)
  - The training department needs to do a better job of advertising what courses are currently being offered. (Service Representatives)
  - Make sure the training is well advertised through on-line communication tools and sites. (Service Representatives)
  - We need more office software training. (Facilities)
- 

**Q10. The training I receive is relevant to my job.**

- Make the training available to all employees. Some employees may want to participate in cross-training. (Service Representatives)
- 

**Q11. Training is offered at times convenient to me.**

- Employees should have the opportunity to schedule training when they need it and not have to rely on specific 'down' times in the season. (Operations)
- Training is always needed to maintain the operation of the equipment. Certifications may also be needed. (Research & Dev)

# Career

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	3 1%	19 9%	47 22%	61 29%	84 39%
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	1 0%	15 7%	58 27%	60 28%	81 38%
14. I am continuously learning and trying to improve myself.	215	3.86	5 2%	22 10%	54 25%	51 24%	83 39%
15. I have the opportunity to progress within [Company].	214	3.92	4 2%	15 7%	53 25%	64 30%	78 36%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	67.8	9%	22%	29%	39%	
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	65.6	7%	27%	28%	38%	
14. I am continuously learning and trying to improve myself.	215	3.86	62.3	10%	25%	24%	39%	
15. I have the opportunity to progress within [Company].	214	3.92	66.4	7%	25%	30%	36%	

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	3.95							10%	22%	68%
13. My Supervisor can assess the unique talents and training of their employees.	3.95							7%	27%	66%
14. I am continuously learning and trying to improve myself.	3.86							13%	25%	62%
15. I have the opportunity to progress within [Company].	3.92							9%	25%	66%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	214	3.95	3 1%	19 9%	47 22%	61 29%	84 39%					
13. My Supervisor can assess the unique talents and training of their employees.	215	3.95	1 0%	15 7%	58 27%	60 28%	81 38%					
14. I am continuously learning and trying to improve myself.	215	3.86	5 2%	22 10%	54 25%	51 24%	83 39%					
15. I have the opportunity to progress within [Company].	214	3.92	4 2%	15 7%	53 25%	64 30%	78 36%					



### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

n    Avg    Disagree   Neutral   Agree

12. My Supervisor has given me good feedback on how I can advance my career at [Company].

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.40	7%	60%	33%
Human Resources	5	4.20		20%	80%
Service Representatives	36	3.72	11%	31%	58%
Sales and Marketing	19	4.00	16%	16%	68%
Research & Dev	35	3.89	9%	31%	60%
International Sales	14	4.36	7%		93%
Transportation Trucking	13	4.08		23%	77%
Logistics and Materials	10	3.90	10%	20%	70%
Security and Risk	18	4.28	17%		78%
Accounting and Budgets	12	3.83	17%	17%	67%
Facilities	19	4.00	16%	11%	74%
Product Development	12	4.50	8%		92%

13. My Supervisor can assess the unique talents and training of their employees.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.60	7%	53%	40%
Human Resources	5	4.60		20%	80%
Service Representatives	36	3.67	8%	39%	53%
Sales and Marketing	19	4.16	11%	21%	68%
Research & Dev	35	3.63	11%	31%	57%
International Sales	14	4.29	7%	14%	79%
Transportation Trucking	14	4.07		21%	79%
Logistics and Materials	10	3.60		50%	50%
Security and Risk	18	4.56			94%
Accounting and Budgets	12	4.25	8%	17%	75%
Facilities	19	4.37		16%	79%
Product Development	12	4.00	8%	17%	75%



n Avg Disagree Neutral Agree

14. I am continuously learning and trying to improve myself.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	2.87	40%	27%	33%
Human Resources	5	3.80		40%	60%
Service Representatives	36	3.64	14%	33%	53%
Sales and Marketing	19	4.11	16%	11%	74%
Research & Dev	35	3.74	11%	37%	51%
International Sales	14	4.14	7%	14%	79%
Transportation Trucking	14	3.86	14%	21%	64%
Logistics and Materials	10	3.00	30%	50%	20%
Security and Risk	18	4.06	11%	17%	72%
Accounting and Budgets	12	4.58			100%
Facilities	19	4.47		16%	84%
Product Development	12	4.42		17%	83%

15. I have the opportunity to progress within [Company].

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.33	7%	60%	33%
Human Resources	5	4.40		20%	80%
Service Representatives	36	3.67	14%	22%	64%
Sales and Marketing	19	4.16	11%	16%	74%
Research & Dev	35	3.97		29%	69%
International Sales	14	3.71	21%	14%	64%
Transportation Trucking	13	4.23		15%	85%
Logistics and Materials	10	3.70	10%	30%	60%
Security and Risk	18	4.22		22%	72%
Accounting and Budgets	12	3.83	17%	25%	58%
Facilities	19	4.16	11%	21%	68%
Product Development	12	4.33		8%	92%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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12. My Supervisor has given me good feedback on how I can advance my career at [Company].

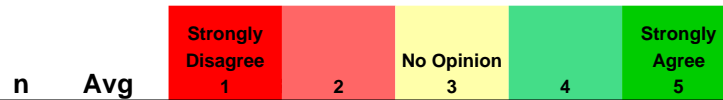
**Department**

Operations	15	3.40	7%		60%	20%	13%
Human Resources	5	4.20		20%		40%	40%
Service Representatives	36	3.72	11%		31%	33%	25%
Sales and Marketing	19	4.00	11%		16%	16%	53%
Research & Dev	35	3.89	9%		31%	23%	37%
International Sales	14	4.36	7%		43%		50%
Transportation Trucking	13	4.08		23%		46%	31%
Logistics and Materials	10	3.90	10%		20%	40%	30%
Security and Risk	18	4.28	11%				72%
Accounting and Budgets	12	3.83	17%		17%	33%	33%
Facilities	19	4.00	16%		11%	32%	42%
Product Development	12	4.50	8%			33%	58%

13. My Supervisor can assess the unique talents and training of their employees.

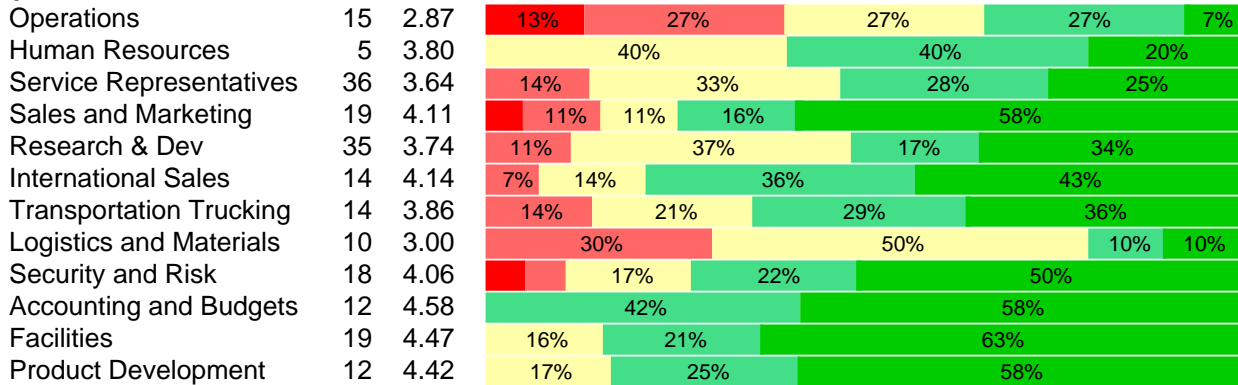
**Department**

Operations	15	3.60	7%		53%	13%	27%
Human Resources	5	4.60		20%			80%
Service Representatives	36	3.67	8%		39%	31%	22%
Sales and Marketing	19	4.16	11%		21%	11%	58%
Research & Dev	35	3.63	11%		31%	40%	17%
International Sales	14	4.29	7%	14%		21%	57%
Transportation Trucking	14	4.07		21%		50%	29%
Logistics and Materials	10	3.60			50%	40%	10%
Security and Risk	18	4.56			33%		61%
Accounting and Budgets	12	4.25	8%		17%	17%	58%
Facilities	19	4.37		16%		16%	63%
Product Development	12	4.00	8%		17%	42%	33%



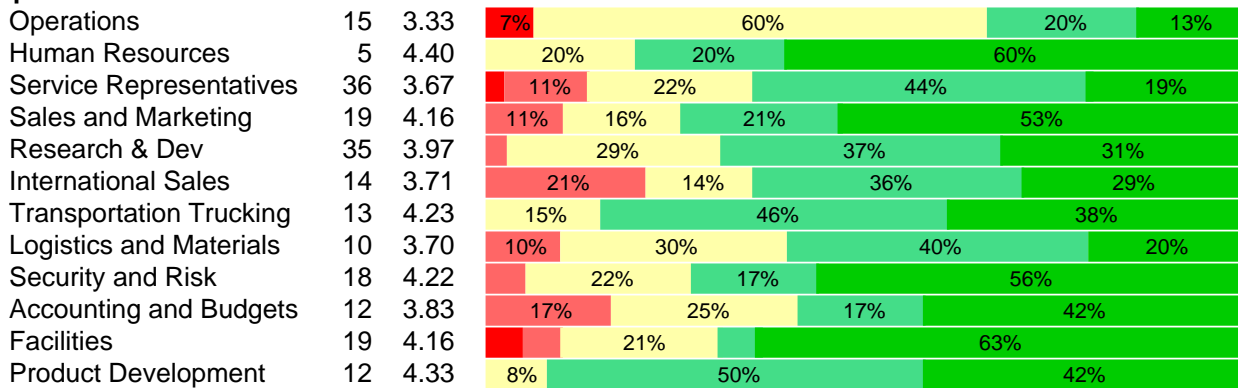
14. I am continuously learning and trying to improve myself.

**Department**



15. I have the opportunity to progress within [Company].

**Department**



### Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
12. My Supervisor has given me good feedback on how I can advance my career at [Company].							
<b>Department</b>							
Operations	15	3.40		33%	60%	53%	55%
Human Resources	5	4.20		80%	100%	83%	90%
Service Representatives	36	3.72		58%	68%	68%	65%
Sales and Marketing	19	4.00		68%	67%	77%	88%
Research & Dev	35	3.89		60%	75%	75%	77%
International Sales	14	4.36		93%	86%	73%	48%
Transportation Trucking	13	4.08		77%	89%	71%	78%
Logistics and Materials	10	3.90		70%	80%	90%	58%
Security and Risk	18	4.28		78%	90%	88%	86%
Accounting and Budgets	12	3.83		67%	88%	85%	100%
Facilities	19	4.00		74%	90%	70%	20%
Product Development	12	4.50		92%	92%	56%	91%

13. My Supervisor can assess the unique talents and training of their employees.

<b>Department</b>							
Operations	15	3.60		40%	65%	65%	45%
Human Resources	5	4.60		80%	78%	50%	90%
Service Representatives	36	3.67		53%	64%	71%	57%
Sales and Marketing	19	4.16		68%	67%	62%	88%
Research & Dev	35	3.63		57%	62%	58%	58%
International Sales	14	4.29		79%	71%	60%	39%
Transportation Trucking	14	4.07		79%	67%	86%	89%
Logistics and Materials	10	3.60		50%	80%	70%	67%
Security and Risk	18	4.56		94%	90%	88%	86%
Accounting and Budgets	12	4.25		75%	88%	69%	83%
Facilities	19	4.37		79%	70%	100%	60%
Product Development	12	4.00		75%	58%	56%	73%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
14. I am continuously learning and trying to improve myself.							
<b>Department</b>							
Operations	15	2.87		33%	65%	59%	41%
Human Resources	5	3.80		60%	100%	67%	70%
Service Representatives	36	3.64		53%	65%	75%	70%
Sales and Marketing	19	4.11		74%	86%	69%	88%
Research & Dev	35	3.74		51%	50%	67%	54%
International Sales	14	4.14		79%	86%	47%	43%
Transportation Trucking	14	3.86		64%	78%	93%	89%
Logistics and Materials	10	3.00		20%	80%	50%	67%
Security and Risk	18	4.06		72%	80%	75%	43%
Accounting and Budgets	12	4.58		100%	88%	62%	67%
Facilities	19	4.47		84%	80%	100%	100%
Product Development	12	4.42		83%	58%	56%	82%

15. I have the opportunity to progress within [Company].

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>Department</b>							
Operations	15	3.33		33%	80%	47%	32%
Human Resources	5	4.40		80%	89%	83%	80%
Service Representatives	36	3.67		64%	68%	64%	78%
Sales and Marketing	19	4.16		74%	71%	69%	100%
Research & Dev	35	3.97		69%	71%	79%	65%
International Sales	14	3.71		64%	79%	67%	48%
Transportation Trucking	13	4.23		85%	83%	71%	89%
Logistics and Materials	10	3.70		60%	70%	60%	67%
Security and Risk	18	4.22		72%	60%	75%	71%
Accounting and Budgets	12	3.83		58%	88%	85%	83%
Facilities	19	4.16		68%	60%	70%	20%
Product Development	12	4.33		92%	45%	67%	82%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	3.88	4.03	4.13	3.95	-0.18 ▼
13. My Supervisor can assess the unique talents and training of their employees.	3.82	3.95	4.01	3.95	-0.06 ▼
14. I am continuously learning and trying to improve myself.	3.78	3.90	4.00	3.86	-0.14 ▼
15. I have the opportunity to progress within [Company].	3.92	3.99	4.07	3.92	-0.15 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
12. My Supervisor has given me good feedback on how I can advance my career at [Company].	68.9%	71.6%	77.0%	67.8%	-9.2 ▼
13. My Supervisor can assess the unique talents and training of their employees.	61.7%	67.6%	67.8%	65.6%	-2.3 ▼
14. I am continuously learning and trying to improve myself.	62.8%	68.2%	72.0%	62.3%	-9.7 ▼
15. I have the opportunity to progress within [Company].	66.1%	68.8%	71.4%	66.4%	-5.0 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
I am continuously learning and trying to improve myself.	6	40% <span style="color: red;">■</span>
My Supervisor has given me good feedback on how I can advance my career at [Company].	4	27% <span style="color: olive;">■</span>
I have the opportunity to progress within [Company].	3	20% <span style="color: green;">■</span>
My Supervisor can assess the unique talents and training of their employees.	2	13% <span style="color: lime;">■</span>

## Suggestions for Improvements

### General Suggestions

- Our department has very little opportunities for career advancement. (Research & Dev)
- No suggestions at this time. (Research & Dev)

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**Q12. My Supervisor has given me good feedback on how I can advance my career at [Company].**

- There should be regular meetings with the manager to discuss career options. It should be part of the performance management process. (Service Representatives)
- My position does not have a career path. But some of my co-workers have career paths. (Service Representatives)
- More information about career training opportunities through continuing education classes. Are they paid for by the company? Or not? (International Sales)

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**Q13. My Supervisor can assess the unique talents and training of their employees.**

- Hiring needs to be based on qualifications for the job. ()

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**Q14. I am continuously learning and trying to improve myself.**

- Someone should publicize information about internal promotion opportunities. Currently, if there is an internal opening, I have no idea about it. (Operations)
- I have never been informed of any career opportunities for advancement. (Operations)
- Too often a position is filled without going through the formal hiring process. (Sales and Marketing)

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**Q15. I have the opportunity to progress within [Company].**

- Sorry. My job lacks career opportunities. (Service Representatives)
- Offer training to existing employees to be able to move up to a higher level position instead of just hiring a new person from outside the company. (Service Representatives)
- I'm not aware of what opportunities exist for my position. But I have only been here a short time. I hope there are some opportunities for someone in my position. (Research & Dev)

# Company

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
16. [Company] always seeks new ways to better serve our clients.	215	4.13	1 0%	1 0%	44 20%	91 42%	78 36%
17. [Company] works to maintain a positive image in the community.	215	4.28	2 1%	8 4%	24 11%	74 34%	107 50%
18. [Company] works to a high standard.	215	4.26	0 0%	9 4%	29 13%	74 34%	103 48%
19. The work policies keep everyone focused on producing a quality product.	215	4.25	1 0%	6 3%	27 13%	86 40%	95 44%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
16. [Company] always seeks new ways to better serve our clients.	215	4.13	78.6	20%			42%	36%
17. [Company] works to maintain a positive image in the community.	215	4.28	84.2	11%			34%	50%
18. [Company] works to a high standard.	215	4.26	82.3	13%			34%	48%
19. The work policies keep everyone focused on producing a quality product.	215	4.25	84.2	13%			40%	44%



### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
16. [Company] always seeks new ways to better serve our clients.	4.13							1%	20%	79%
17. [Company] works to maintain a positive image in the community.	4.28							5%	11%	84%
18. [Company] works to a high standard.	4.26							4%	13%	82%
19. The work policies keep everyone focused on producing a quality product.	4.25							3%	13%	84%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
16. [Company] always seeks new ways to better serve our clients.	215	4.13	1 0%	1 0%	44 20%	91 42%	78 36%					
17. [Company] works to maintain a positive image in the community.	215	4.28	2 1%	8 4%	24 11%	74 34%	107 50%					
18. [Company] works to a high standard.	215	4.26		9 4%	29 13%	74 34%	103 48%					
19. The work policies keep everyone focused on producing a quality product.	215	4.25	1 0%	6 3%	27 13%	86 40%	95 44%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
16. [Company] always seeks new ways to better serve our clients.					
<b>Department</b>					
Operations	15	3.73		47%	53%
Human Resources	5	3.80		20%	80%
Service Representatives	36	4.08		19%	81%
Sales and Marketing	19	4.37		21%	79%
Research & Dev	35	3.94		29%	71%
International Sales	14	4.29	7%	7%	86%
Transportation Trucking	14	4.43	7%		93%
Logistics and Materials	10	3.60		50%	50%
Security and Risk	18	4.39		17%	83%
Accounting and Budgets	12	4.33		8%	92%
Facilities	19	4.32		11%	89%
Product Development	12	4.58			100%

17. [Company] works to maintain a positive image in the community.					
<b>Department</b>					
Operations	15	4.00	7%		93%
Human Resources	5	4.20		20%	80%
Service Representatives	36	4.22	11%		86%
Sales and Marketing	19	4.53			89%
Research & Dev	35	4.26		14%	83%
International Sales	14	4.07		29%	71%
Transportation Trucking	14	4.50	7%	7%	86%
Logistics and Materials	10	3.60	10%	40%	50%
Security and Risk	18	4.56		11%	89%
Accounting and Budgets	12	4.67			100%
Facilities	19	4.53			89%
Product Development	12	4.17	17%		83%

n Avg Disagree Neutral Agree

18. [Company] works to a high standard.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.27	13%		87%
Human Resources	5	4.00		20%	80%
Service Representatives	36	4.33	8%		92%
Sales and Marketing	19	4.53			95%
Research & Dev	35	4.29	11%		86%
International Sales	14	4.36	7%		93%
Transportation Trucking	14	4.43	7%	7%	86%
Logistics and Materials	10	4.00		40%	60%
Security and Risk	18	4.17		28%	67%
Accounting and Budgets	12	4.08	17%	8%	75%
Facilities	19	4.37		16%	79%
Product Development	12	4.08	8%	17%	75%

19. The work policies keep everyone focused on producing a quality product.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.93	7%	20%	73%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.06	11%		86%
Sales and Marketing	19	4.58			95%
Research & Dev	35	4.23	14%		83%
International Sales	14	4.36		14%	86%
Transportation Trucking	14	4.36	7%	7%	86%
Logistics and Materials	10	3.90	10%	20%	70%
Security and Risk	18	4.67		11%	89%
Accounting and Budgets	12	4.50		8%	92%
Facilities	19	3.79	11%	26%	63%
Product Development	12	4.50			100%

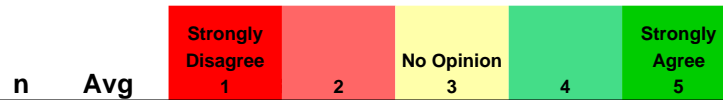
### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

		n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
16. [Company] always seeks new ways to better serve our clients.								
<b>Department</b>								
Operations	15	3.73			47%		33%	20%
Human Resources	5	3.80		20%			80%	
Service Representatives	36	4.08		19%		53%		28%
Sales and Marketing	19	4.37		21%	21%		58%	
Research & Dev	35	3.94			29%		49%	23%
International Sales	14	4.29		7%	7%	36%		50%
Transportation Trucking	14	4.43		7%		43%		50%
Logistics and Materials	10	3.60			50%		40%	10%
Security and Risk	18	4.39			17%	28%		56%
Accounting and Budgets	12	4.33		8%		50%		42%
Facilities	19	4.32			11%	47%		42%
Product Development	12	4.58				42%		58%

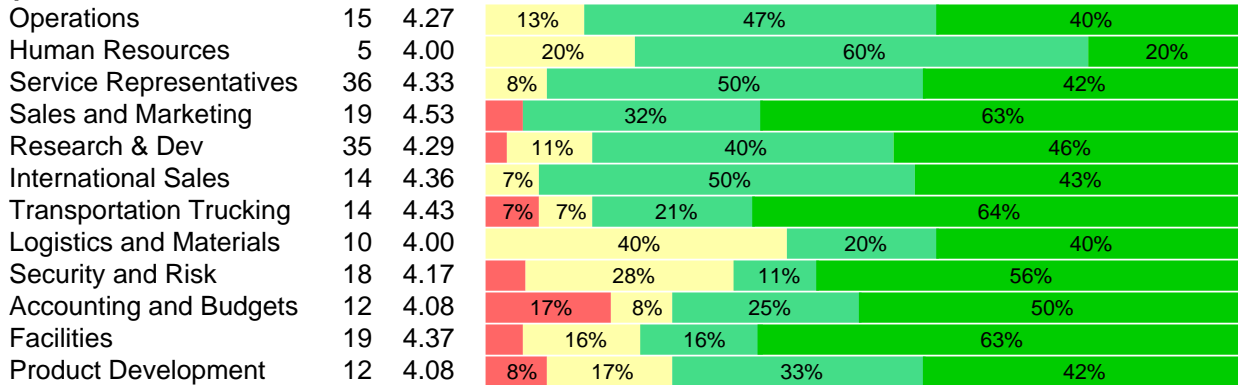
17. [Company] works to maintain a positive image in the community.

<b>Department</b>								
Operations	15	4.00		7%		73%		20%
Human Resources	5	4.20			20%		40%	40%
Service Representatives	36	4.22		11%		47%		39%
Sales and Marketing	19	4.53			21%		68%	
Research & Dev	35	4.26			14%		37%	46%
International Sales	14	4.07			29%		36%	36%
Transportation Trucking	14	4.50		7%	7%	14%		71%
Logistics and Materials	10	3.60		10%		40%		30%
Security and Risk	18	4.56			11%	22%		67%
Accounting and Budgets	12	4.67				33%		67%
Facilities	19	4.53				21%		68%
Product Development	12	4.17		17%		33%		50%



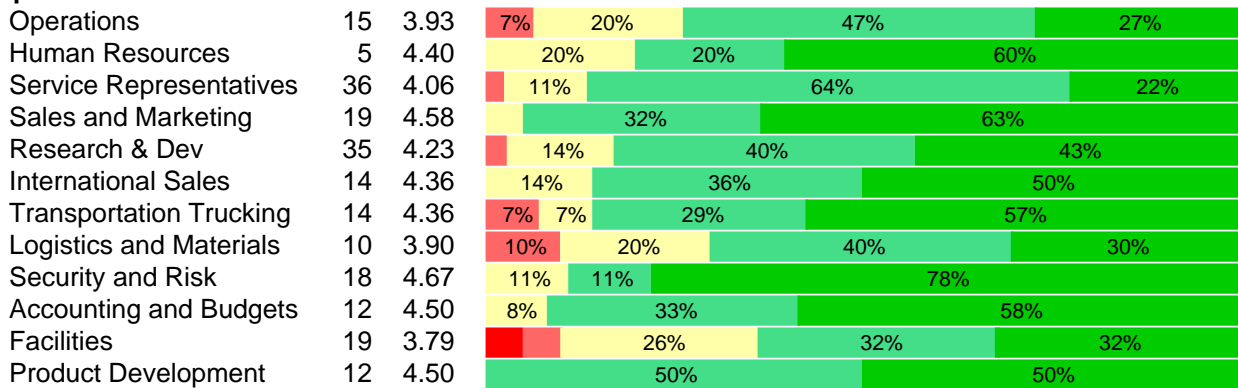
18. [Company] works to a high standard.

**Department**



19. The work policies keep everyone focused on producing a quality product.

**Department**



### Agreement By Demographic

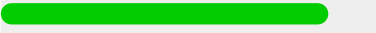






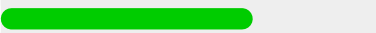
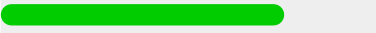


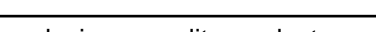
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

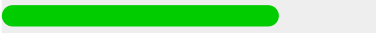
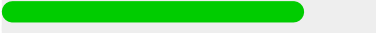





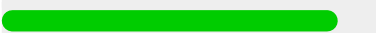
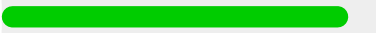


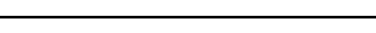
	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
16. [Company] always seeks new ways to better serve our clients.							
<b>Department</b>							
Operations	15	3.73		53%	60%	65%	55%
Human Resources	5	3.80		80%	56%	83%	60%
Service Representatives	36	4.08		81%	81%	82%	78%
Sales and Marketing	19	4.37		79%	76%	85%	75%
Research & Dev	35	3.94		71%	83%	71%	77%
International Sales	14	4.29		86%	71%	87%	74%
Transportation Trucking	14	4.43		93%	83%	79%	89%
Logistics and Materials	10	3.60		50%	60%	70%	83%
Security and Risk	18	4.39		83%	100%	75%	71%
Accounting and Budgets	12	4.33		92%	88%	62%	83%
Facilities	19	4.32		89%	91%	90%	100%
Product Development	12	4.58		100%	67%	78%	100%

17. [Company] works to maintain a positive image in the community.

<b>Department</b>							
Operations	15	4.00		93%	100%	94%	86%
Human Resources	5	4.20		80%	78%	83%	40%
Service Representatives	36	4.22		86%	81%	82%	84%
Sales and Marketing	19	4.53		89%	81%	85%	62%
Research & Dev	35	4.26		83%	92%	79%	85%
International Sales	14	4.07		71%	93%	87%	87%
Transportation Trucking	14	4.50		86%	89%	100%	89%
Logistics and Materials	10	3.60		50%	80%	80%	75%
Security and Risk	18	4.56		89%	70%	75%	86%
Accounting and Budgets	12	4.67		100%	62%	77%	100%
Facilities	19	4.53		89%	100%	80%	80%
Product Development	12	4.17		83%	75%	78%	91%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
18. [Company] works to a high standard.							
<b>Department</b>							
Operations	15	4.27		87%	95%	94%	86%
Human Resources	5	4.00		80%	78%	100%	70%
Service Representatives	36	4.33		92%	89%	89%	86%
Sales and Marketing	19	4.53		95%	81%	85%	75%
Research & Dev	35	4.29		86%	83%	92%	88%
International Sales	14	4.36		93%	64%	53%	74%
Transportation Trucking	14	4.43		86%	78%	86%	89%
Logistics and Materials	10	4.00		60%	70%	80%	83%
Security and Risk	18	4.17		67%	80%	75%	71%
Accounting and Budgets	12	4.08		75%	62%	85%	67%
Facilities	19	4.37		79%	90%	90%	100%
Product Development	12	4.08		75%	75%	78%	91%

19. The work policies keep everyone focused on producing a quality product.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	3.93		73%	85%	71%	86%
Human Resources	5	4.40		80%	78%	50%	100%
Service Representatives	36	4.06		86%	84%	96%	84%
Sales and Marketing	19	4.58		95%	81%	85%	100%
Research & Dev	35	4.23		83%	92%	88%	92%
International Sales	14	4.36		86%	93%	73%	70%
Transportation Trucking	14	4.36		86%	78%	86%	67%
Logistics and Materials	10	3.90		70%	70%	80%	67%
Security and Risk	18	4.67		89%	80%	50%	100%
Accounting and Budgets	12	4.50		92%	88%	54%	83%
Facilities	19	3.79		63%	50%	80%	100%
Product Development	12	4.50		100%	82%	78%	91%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
16. [Company] always seeks new ways to better serve our clients.	4.11	4.16	4.17	4.13	-0.04 ▼
17. [Company] works to maintain a positive image in the community.	4.36	4.35	4.29	4.28	-0.01 ▼
18. [Company] works to a high standard.	4.32	4.23	4.30	4.26	-0.04 ▼
19. The work policies keep everyone focused on producing a quality product.	4.26	4.16	4.24	4.25	

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
16. [Company] always seeks new ways to better serve our clients.	76.7%	75.6%	76.1%	78.6%	+2.5 ▲
17. [Company] works to maintain a positive image in the community.	82.2%	83.0%	84.6%	84.2%	-0.4 ▼
18. [Company] works to a high standard.	83.3%	83.0%	81.5%	82.3%	+0.8 ▲
19. The work policies keep everyone focused on producing a quality product.	84.4%	77.3%	80.9%	84.2%	+3.3 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
The work policies keep everyone focused on producing a quality product.	10	71%	■
[Company] works to maintain a positive image in the community.	3	21%	■
[Company] works to a high standard.	1	7%	■

## Suggestions for Improvements

### General Suggestions

- Compliance with federal regulations and industry standards. (Operations)
- This is a great company to work for. It has met and exceeded my expectations. (Research & Dev)



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**Q17. [Company] works to maintain a positive image in the community.**

- Make sure the documentation on the equipment is accurate. I have found too many mistakes. More care needs to be taken to ensure proper documentation. (Service Representatives)
- Make sure that everyone in the community is aware of what we do for their benefit. (Facilities)

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**Q19. The work policies keep everyone focused on producing a quality product.**

- Make sure that everyone follows the same rules when implementing personnel actions. (Service Representatives)
- Policies and procedures should be clearer, comprehensive and easily accessible. Make them available on the intranet to all employees. (International Sales)
- Documentation is important to ensure that everyone is on the same page. (Transportation Trucking)
- There should be an employee handbook made available to all employees. Sometimes I have to ask several people before getting the right answer on how to make a change. (Facilities)
- Are we implementing the right policies for this time and environment we are in? (Facilities)
- Put this information on the Internet so that it would be a good resource always available. (Facilities)

# Appraisals

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
20. I am given clear instructions and objectives.	214	4.31	4 2%	4 2%	24 11%	72 34%	110 51%
21. My supervisor provides me with adequate feedback.	214	4.17	3 1%	9 4%	36 17%	66 31%	100 47%
22. I have clear measures for each of my objectives.	214	4.08	4 2%	16 7%	33 15%	66 31%	95 44%
23. I am treated fairly by my supervisor.	214	4.34	2 1%	7 3%	20 9%	73 34%	112 52%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
20. I am given clear instructions and objectives.	214	4.31	85.0	11%	34%	51%		
21. My supervisor provides me with adequate feedback.	214	4.17	77.6	17%	31%	47%		
22. I have clear measures for each of my objectives.	214	4.08	75.2	7%	15%	31%	44%	
23. I am treated fairly by my supervisor.	214	4.34	86.4	9%	34%	52%		

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
20. I am given clear instructions and objectives.	4.31							4%	11%	85%
21. My supervisor provides me with adequate feedback.	4.17							6%	17%	78%
22. I have clear measures for each of my objectives.	4.08							9%	15%	75%
23. I am treated fairly by my supervisor.	4.34							4%	9%	86%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
20. I am given clear instructions and objectives.	214	4.31	4 2%	4 2%	24 11%	72 34%	110 51%					
21. My supervisor provides me with adequate feedback.	214	4.17	3 1%	9 4%	36 17%	66 31%	100 47%					
22. I have clear measures for each of my objectives.	214	4.08	4 2%	16 7%	33 15%	66 31%	95 44%					
23. I am treated fairly by my supervisor.	214	4.34	2 1%	7 3%	20 9%	73 34%	112 52%					

## Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
20. I am given clear instructions and objectives.					
<b>Department</b>					
Operations	15	3.93		40%	60%
Human Resources	5	4.00	20%		80%
Service Representatives	36	4.36		11%	89%
Sales and Marketing	19	4.53		11%	89%
Research & Dev	35	4.31			94%
International Sales	14	4.36	7%	14%	79%
Transportation Trucking	14	4.64			100%
Logistics and Materials	10	4.20		20%	80%
Security and Risk	18	4.17		28%	72%
Accounting and Budgets	11	4.18	9%	18%	73%
Facilities	19	4.58			95%
Product Development	12	4.00	17%		83%

21. My supervisor provides me with adequate feedback.

	n	Avg	Disagree	Neutral	Agree
<b>Department</b>					
Operations	15	3.53	27%	20%	53%
Human Resources	5	4.00	20%	20%	60%
Service Representatives	36	4.28		19%	81%
Sales and Marketing	19	4.05	11%	16%	74%
Research & Dev	35	4.11		14%	83%
International Sales	14	4.50		14%	86%
Transportation Trucking	14	4.57		7%	93%
Logistics and Materials	10	3.90	10%	20%	70%
Security and Risk	18	4.22		11%	83%
Accounting and Budgets	11	4.36		18%	82%
Facilities	19	4.42		21%	79%
Product Development	12	3.83	8%	33%	58%

n Avg Disagree Neutral Agree

22. I have clear measures for each of my objectives.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.27	40%	20%	40%
Human Resources	5	4.00	20%		80%
Service Representatives	36	4.06		25%	75%
Sales and Marketing	19	3.84	16%	16%	68%
Research & Dev	35	4.26	11%		86%
International Sales	14	4.07	7%	14%	79%
Transportation Trucking	14	4.50	7%		93%
Logistics and Materials	10	3.60	10%	40%	50%
Security and Risk	18	4.56	11%		89%
Accounting and Budgets	11	3.82	18%	27%	55%
Facilities	19	4.21		21%	74%
Product Development	12	4.42	8%		92%

23. I am treated fairly by my supervisor.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.00	13%	13%	73%
Human Resources	5	4.80			100%
Service Representatives	36	4.31			92%
Sales and Marketing	19	4.21	16%		79%
Research & Dev	35	4.29			91%
International Sales	14	4.36	7%	7%	86%
Transportation Trucking	14	4.93			100%
Logistics and Materials	10	4.20		20%	80%
Security and Risk	18	4.28	17%		78%
Accounting and Budgets	11	4.73			100%
Facilities	19	4.21	16%		79%
Product Development	12	4.42	8%		92%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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20. I am given clear instructions and objectives.

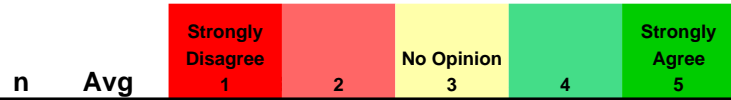
**Department**

Operations	15	3.93		40%		27%	33%
Human Resources	5	4.00	20%		20%		60%
Service Representatives	36	4.36	11%		42%		47%
Sales and Marketing	19	4.53	11%		26%		63%
Research & Dev	35	4.31			51%		43%
International Sales	14	4.36	7%	14%	7%		71%
Transportation Trucking	14	4.64		36%			64%
Logistics and Materials	10	4.20		20%		40%	40%
Security and Risk	18	4.17		28%		28%	44%
Accounting and Budgets	11	4.18	9%	18%	9%		64%
Facilities	19	4.58		32%			63%
Product Development	12	4.00	17%			50%	33%

21. My supervisor provides me with adequate feedback.

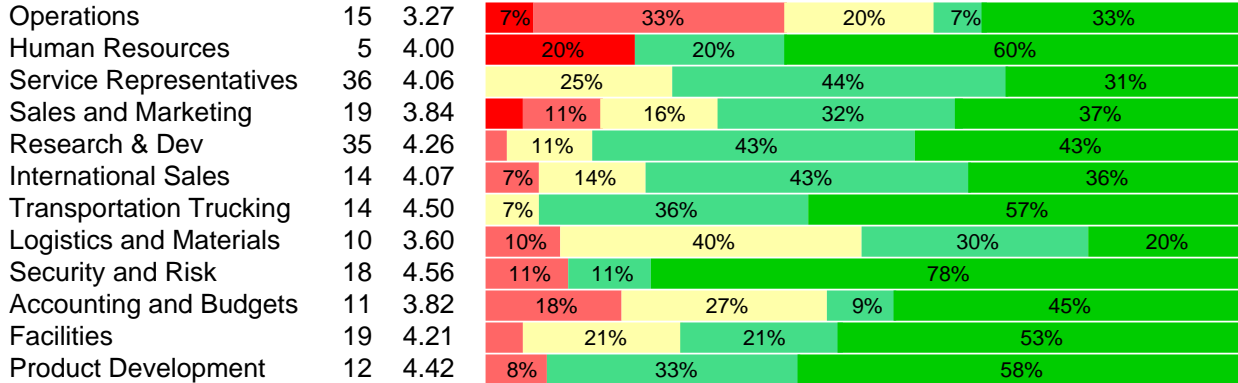
**Department**

Operations	15	3.53	7%	20%	20%	20%	33%
Human Resources	5	4.00	20%		20%		60%
Service Representatives	36	4.28		19%		33%	47%
Sales and Marketing	19	4.05		16%		26%	47%
Research & Dev	35	4.11		14%		51%	31%
International Sales	14	4.50		14%		21%	64%
Transportation Trucking	14	4.57		7%		29%	64%
Logistics and Materials	10	3.90	10%	20%		40%	30%
Security and Risk	18	4.22		11%		39%	44%
Accounting and Budgets	11	4.36		18%		27%	55%
Facilities	19	4.42		21%		16%	63%
Product Development	12	3.83	8%		33%	25%	33%



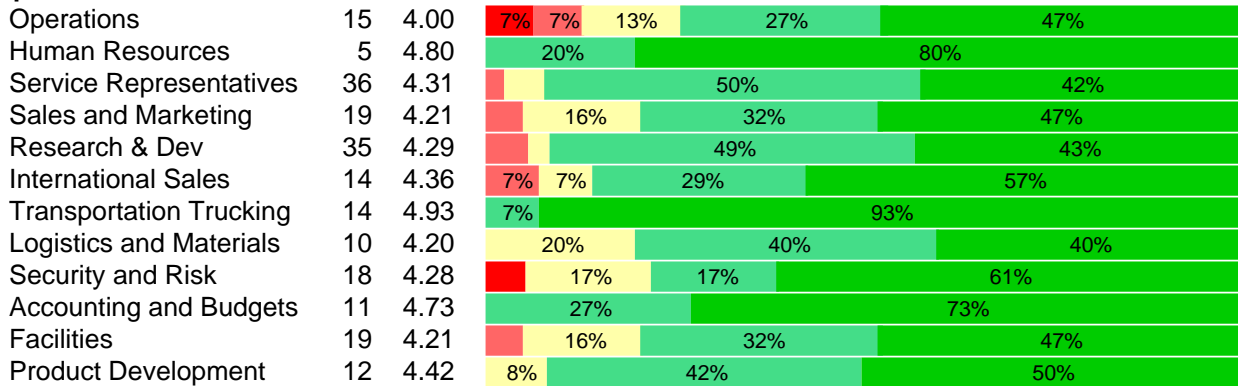
22. I have clear measures for each of my objectives.

**Department**



23. I am treated fairly by my supervisor.

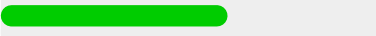




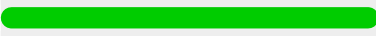



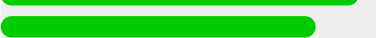
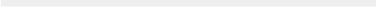

**Department**



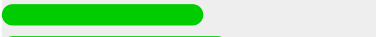




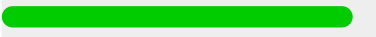






## Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

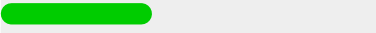






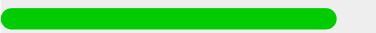



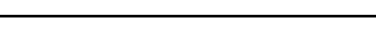
This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
20. I am given clear instructions and objectives.							
<b>Department</b>							
Operations	15	3.93		60%	80%	71%	82%
Human Resources	5	4.00		80%	67%	50%	100%
Service Representatives	36	4.36		89%	89%	86%	86%
Sales and Marketing	19	4.53		89%	90%	85%	75%
Research & Dev	35	4.31		94%	83%	83%	85%
International Sales	14	4.36		79%	64%	73%	74%
Transportation Trucking	14	4.64		100%	83%	86%	89%
Logistics and Materials	10	4.20		80%	80%	80%	58%
Security and Risk	18	4.17		72%	70%	88%	71%
Accounting and Budgets	11	4.18		73%	75%	77%	67%
Facilities	19	4.58		95%	90%	70%	80%
Product Development	12	4.00		83%	92%	67%	82%

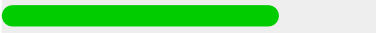
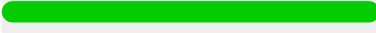





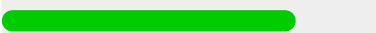
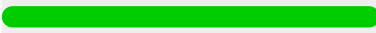


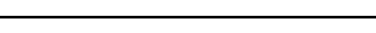
21. My supervisor provides me with adequate feedback.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	3.53		53%	70%	71%	73%
Human Resources	5	4.00		60%	67%	83%	80%
Service Representatives	36	4.28		81%	86%	86%	70%
Sales and Marketing	19	4.05		74%	90%	77%	75%
Research & Dev	35	4.11		83%	70%	75%	65%
International Sales	14	4.50		86%	79%	87%	70%
Transportation Trucking	14	4.57		93%	67%	93%	78%
Logistics and Materials	10	3.90		70%	70%	80%	83%
Security and Risk	18	4.22		83%	80%	88%	71%
Accounting and Budgets	11	4.36		82%	75%	92%	67%
Facilities	19	4.42		79%	60%	70%	80%
Product Development	12	3.83		58%	75%	56%	64%



	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
22. I have clear measures for each of my objectives.							
<b>Department</b>							
Operations	15	3.27		40%	70%	65%	67%
Human Resources	5	4.00		80%	89%	100%	90%
Service Representatives	36	4.06		75%	81%	82%	84%
Sales and Marketing	19	3.84		68%	76%	85%	62%
Research & Dev	35	4.26		86%	88%	83%	77%
International Sales	14	4.07		79%	64%	67%	74%
Transportation Trucking	14	4.50		93%	72%	100%	67%
Logistics and Materials	10	3.60		50%	90%	80%	92%
Security and Risk	18	4.56		89%	80%	88%	71%
Accounting and Budgets	11	3.82		55%	62%	85%	83%
Facilities	19	4.21		74%	70%	70%	100%
Product Development	12	4.42		92%	92%	89%	45%

23. I am treated fairly by my supervisor.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	4.00		73%	85%	76%	81%
Human Resources	5	4.80		100%	67%	83%	90%
Service Representatives	36	4.31		92%	92%	89%	84%
Sales and Marketing	19	4.21		79%	76%	92%	100%
Research & Dev	35	4.29		91%	83%	88%	88%
International Sales	14	4.36		86%	79%	73%	74%
Transportation Trucking	14	4.93		100%	61%	100%	56%
Logistics and Materials	10	4.20		80%	90%	90%	100%
Security and Risk	18	4.28		78%	80%	75%	57%
Accounting and Budgets	11	4.73		100%	100%	85%	83%
Facilities	19	4.21		79%	100%	60%	100%
Product Development	12	4.42		92%	75%	89%	73%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
20. I am given clear instructions and objectives.	4.22	4.19	4.34	4.31	-0.03 ▼
21. My supervisor provides me with adequate feedback.	4.02	4.18	4.15	4.17	+0.03 ▲
22. I have clear measures for each of my objectives.	4.04	4.20	4.18	4.08	-0.10 ▼
23. I am treated fairly by my supervisor.	4.25	4.29	4.34	4.34	-0.01 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
20. I am given clear instructions and objectives.	81.1%	78.4%	82.5%	85.0%	+2.5 ▲
21. My supervisor provides me with adequate feedback.	71.7%	79.5%	74.9%	77.6%	+2.7 ▲
22. I have clear measures for each of my objectives.	75.4%	80.1%	78.0%	75.2%	-2.8 ▼
23. I am treated fairly by my supervisor.	82.1%	84.1%	82.0%	86.4%	+4.4 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
My supervisor provides me with adequate feedback.	5	38% <span style="color: red;">■</span>
I have clear measures for each of my objectives.	5	38% <span style="color: red;">■</span>
I am treated fairly by my supervisor.	2	15% <span style="color: green;">■</span>
I am given clear instructions and objectives.	1	8% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- I think my co-worker has not had an appraisal in over a year. Are you sure things are properly on schedule? (Service Representatives)
- The annual appraisal should be more comprehensive. Maybe offer training to managers on how to conduct a proper appraisal. (Sales and Marketing)
- Make sure my manager knows what is needed for the annual appraisal. (Facilities)

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**Q20. I am given clear instructions and objectives.**

- The annual appraisals are OK. They could be better if there was a section on plans for the future. (Service Representatives)

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**Q21. My supervisor provides me with adequate feedback.**

- My supervisor is always travelling. I rarely have an appraisal that is outlined in the handbook. (Operations)
- My appraisal is too brief. I would like to elaborate more on my accomplishments. (Sales and Marketing)

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**Q22. I have clear measures for each of my objectives.**

- All appraisal documents should follow a standard format. (Service Representatives)
- All employees should be required to have an annual assessment. (Facilities)

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**Q23. I am treated fairly by my supervisor.**

- More frequent reviews may help reduce the number of non-productive employees. (Research & Dev)
- Incorporate the job duties and responsibilities into the appraisal document. (International Sales)

# Recognition

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
24. Hard work is usually rewarded at [Company].	215	4.12	3 1%	10 5%	38 18%	71 33%	93 43%
25. I receive enough recognition for work that I do.	212	4.09	3 1%	7 3%	43 20%	74 35%	85 40%
26. If I do a good job I have a better chance of getting ahead.	215	4.03	5 2%	7 3%	49 23%	70 33%	84 39%
27. I am recognized whenever I do a good job.	214	3.92	7 3%	12 6%	48 22%	72 34%	75 35%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
24. Hard work is usually rewarded at [Company].	215	4.12	76.3	18%			33%	43%
25. I receive enough recognition for work that I do.	212	4.09	75.0	20%			35%	40%
26. If I do a good job I have a better chance of getting ahead.	215	4.03	71.6	23%			33%	39%
27. I am recognized whenever I do a good job.	214	3.92	68.7	22%			34%	35%

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
24. Hard work is usually rewarded at [Company].	4.12							6%	18%	76%
25. I receive enough recognition for work that I do.	4.09							5%	20%	75%
26. If I do a good job I have a better chance of getting ahead.	4.03							6%	23%	72%
27. I am recognized whenever I do a good job.	3.92							9%	22%	69%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
24. Hard work is usually rewarded at [Company].	215	4.12	3 1%	10 5%	38 18%	71 33%	93 43%					
25. I receive enough recognition for work that I do.	212	4.09	3 1%	7 3%	43 20%	74 35%	85 40%					
26. If I do a good job I have a better chance of getting ahead.	215	4.03	5 2%	7 3%	49 23%	70 33%	84 39%					
27. I am recognized whenever I do a good job.	214	3.92	7 3%	12 6%	48 22%	72 34%	75 35%					

## Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>24. Hard work is usually rewarded at [Company].</b>					
<b>Department</b>					
Operations	15	3.87	7%	33%	60%
Human Resources	5	4.60			100%
Service Representatives	36	3.81	11%	19%	69%
Sales and Marketing	19	4.11		21%	74%
Research & Dev	35	4.20		20%	80%
International Sales	14	4.36	7%	7%	86%
Transportation Trucking	14	4.36		21%	79%
Logistics and Materials	10	3.80		40%	60%
Security and Risk	18	4.11		17%	78%
Accounting and Budgets	12	4.42	8%	8%	83%
Facilities	19	4.37	11%		84%
Product Development	12	4.25	8%		92%

**25. I receive enough recognition for work that I do.**

	n	Avg	Disagree	Neutral	Agree
<b>Department</b>					
Operations	14	3.57		57%	43%
Human Resources	5	4.80			100%
Service Representatives	36	3.89	11%	17%	72%
Sales and Marketing	18	4.11	11%	17%	72%
Research & Dev	35	4.11		20%	80%
International Sales	14	4.43		14%	86%
Transportation Trucking	13	4.62		8%	92%
Logistics and Materials	10	3.90	10%	20%	70%
Security and Risk	18	4.17		22%	78%
Accounting and Budgets	12	4.00	8%	25%	67%
Facilities	19	4.16		21%	74%
Product Development	12	4.08		17%	83%

n Avg Disagree Neutral Agree

26. If I do a good job I have a better chance of getting ahead.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.67	7%	40%	53%
Human Resources	5	4.00	20%		80%
Service Representatives	36	4.00	17%		78%
Sales and Marketing	19	3.84	11%	32%	58%
Research & Dev	35	3.94	26%		71%
International Sales	14	4.00	7%	21%	71%
Transportation Trucking	14	4.29	14%		86%
Logistics and Materials	10	3.80		50%	50%
Security and Risk	18	4.17	17%		78%
Accounting and Budgets	12	4.33	8%		92%
Facilities	19	4.26	32%		68%
Product Development	12	4.17	8%	17%	75%

27. I am recognized whenever I do a good job.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.47	13%	33%	53%
Human Resources	5	4.20	20%		80%
Service Representatives	36	3.50	11%	36%	53%
Sales and Marketing	19	3.79	16%	21%	63%
Research & Dev	35	4.03	9%	11%	80%
International Sales	14	3.29	21%	36%	43%
Transportation Trucking	13	4.46	15%		85%
Logistics and Materials	10	3.40	20%	30%	50%
Security and Risk	18	4.39	11%		83%
Accounting and Budgets	12	4.50	8%		92%
Facilities	19	4.37	21%		79%
Product Development	12	4.25	17%		83%

### Distribution of Scores By Demographic

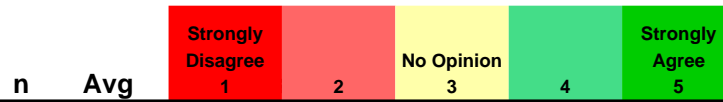
The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

		n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
24. Hard work is usually rewarded at [Company].								
<b>Department</b>								
Operations	15	3.87	7%	33%		27%	33%	
Human Resources	5	4.60		40%			60%	
Service Representatives	36	3.81	11%	19%		47%	22%	
Sales and Marketing	19	4.11		21%		26%	47%	
Research & Dev	35	4.20		20%		40%	40%	
International Sales	14	4.36	7%	7%		29%	57%	
Transportation Trucking	14	4.36		21%		21%	57%	
Logistics and Materials	10	3.80		40%		40%	20%	
Security and Risk	18	4.11		17%		33%	44%	
Accounting and Budgets	12	4.42	8%	8%		17%	67%	
Facilities	19	4.37	11%			21%	63%	
Product Development	12	4.25	8%			50%	42%	

25. I receive enough recognition for work that I do.

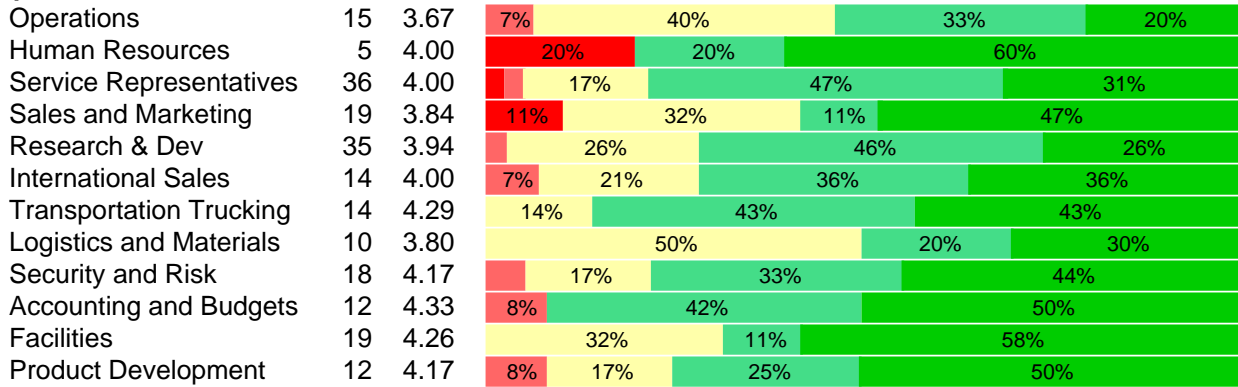
<b>Department</b>								
Operations	14	3.57		57%		29%	14%	
Human Resources	5	4.80	20%			80%		
Service Representatives	36	3.89	8%	17%		42%	31%	
Sales and Marketing	18	4.11		17%		17%	56%	
Research & Dev	35	4.11	20%			49%	31%	
International Sales	14	4.43	14%			29%	57%	
Transportation Trucking	13	4.62	8%			23%	69%	
Logistics and Materials	10	3.90	10%	20%		40%	30%	
Security and Risk	18	4.17		22%		39%	39%	
Accounting and Budgets	12	4.00	8%	25%		25%	42%	
Facilities	19	4.16		21%		26%	47%	
Product Development	12	4.08	17%			58%	25%	





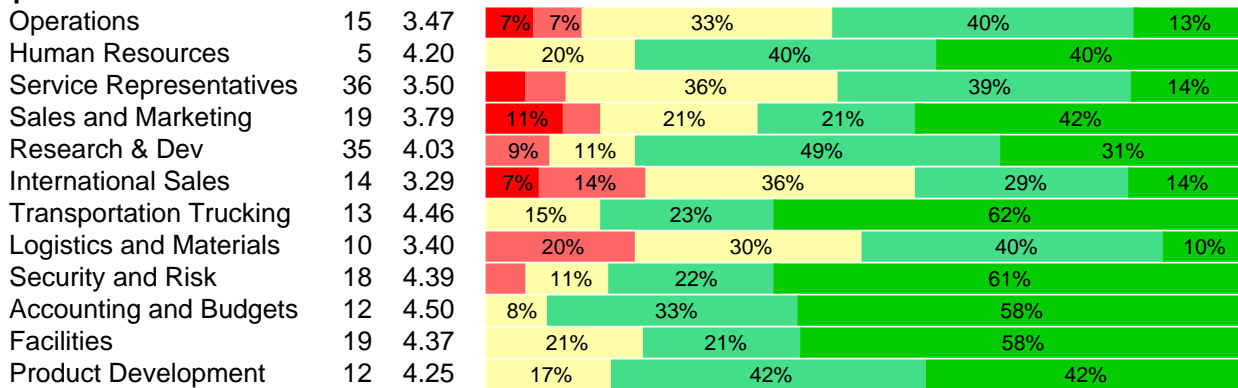
26. If I do a good job I have a better chance of getting ahead.

**Department**



27. I am recognized whenever I do a good job.

**Department**



## Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
24. Hard work is usually rewarded at [Company].							
<b>Department</b>							
Operations	15	3.87		60%	75%	88%	73%
Human Resources	5	4.60		100%	56%	33%	80%
Service Representatives	36	3.81		69%	70%	79%	86%
Sales and Marketing	19	4.11		74%	71%	83%	100%
Research & Dev	35	4.20		80%	71%	83%	81%
International Sales	14	4.36		86%	71%	60%	65%
Transportation Trucking	14	4.36		79%	61%	86%	78%
Logistics and Materials	10	3.80		60%	100%	80%	75%
Security and Risk	18	4.11		78%	60%	88%	71%
Accounting and Budgets	12	4.42		83%	75%	85%	67%
Facilities	19	4.37		84%	82%	100%	80%
Product Development	12	4.25		92%	67%	44%	91%

25. I receive enough recognition for work that I do.

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	14	3.57		43%	75%	82%	64%
Human Resources	5	4.80		100%	56%	100%	80%
Service Representatives	36	3.89		72%	76%	82%	84%
Sales and Marketing	18	4.11		72%	76%	83%	38%
Research & Dev	35	4.11		80%	92%	67%	65%
International Sales	14	4.43		86%	79%	60%	83%
Transportation Trucking	13	4.62		92%	72%	86%	78%
Logistics and Materials	10	3.90		70%	80%	80%	58%
Security and Risk	18	4.17		78%	80%	88%	71%
Accounting and Budgets	12	4.00		67%	75%	92%	83%
Facilities	19	4.16		74%	82%	90%	60%
Product Development	12	4.08		83%	67%	56%	45%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
26. If I do a good job I have a better chance of getting ahead.							
<b>Department</b>							
Operations	15	3.67		53%	75%	59%	55%
Human Resources	5	4.00		80%	78%	100%	80%
Service Representatives	36	4.00		78%	84%	82%	76%
Sales and Marketing	19	3.84		58%	76%	83%	100%
Research & Dev	35	3.94		71%	54%	65%	69%
International Sales	14	4.00		71%	57%	73%	74%
Transportation Trucking	14	4.29		86%	89%	100%	67%
Logistics and Materials	10	3.80		50%	90%	80%	75%
Security and Risk	18	4.17		78%	100%	62%	71%
Accounting and Budgets	12	4.33		92%	75%	85%	100%
Facilities	19	4.26		68%	82%	80%	60%
Product Development	12	4.17		75%	58%	67%	91%

27. I am recognized whenever I do a good job.							
<b>Department</b>							
Operations	15	3.47		53%	70%	82%	68%
Human Resources	5	4.20		80%	89%	67%	90%
Service Representatives	36	3.50		53%	70%	68%	81%
Sales and Marketing	19	3.79		63%	86%	83%	75%
Research & Dev	35	4.03		80%	79%	67%	62%
International Sales	14	3.29		43%	86%	80%	70%
Transportation Trucking	13	4.46		85%	61%	86%	100%
Logistics and Materials	10	3.40		50%	80%	80%	58%
Security and Risk	18	4.39		83%	80%	100%	57%
Accounting and Budgets	12	4.50		92%	88%	92%	50%
Facilities	19	4.37		79%	73%	80%	40%
Product Development	12	4.25		83%	75%	56%	73%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
24. Hard work is usually rewarded at [Company].	4.21	4.15	4.10	4.12	+0.02 ▲
25. I receive enough recognition for work that I do.	4.00	4.21	4.08	4.09	
26. If I do a good job I have a better chance of getting ahead.	4.03	4.08	4.16	4.03	-0.13 ▼
27. I am recognized whenever I do a good job.	3.93	4.07	4.12	3.92	-0.21 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
24. Hard work is usually rewarded at [Company].	78.9%	77.1%	70.6%	76.3%	+5.6 ▲
25. I receive enough recognition for work that I do.	71.1%	77.7%	75.1%	75.0%	-0.1 ▼
26. If I do a good job I have a better chance of getting ahead.	73.9%	75.9%	75.1%	71.6%	-3.5 ▼
27. I am recognized whenever I do a good job.	70.6%	75.4%	74.1%	68.7%	-5.4 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
I am recognized whenever I do a good job.	4	44% <span style="color: red;">■</span>
Hard work is usually rewarded at [Company].	2	22% <span style="color: green;">■</span>
If I do a good job I have a better chance of getting ahead.	2	22% <span style="color: green;">■</span>
I receive enough recognition for work that I do.	1	11% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- Incorporate a nomination process for making awards and recognition. (Sales and Marketing)

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**Q24. Hard work is usually rewarded at [Company].**

- We need an annual dinner with awards ceremony. (Service Representatives)
- 

**Q25. I receive enough recognition for work that I do.**

- Giving feedback about a job well done is very important. (Research & Dev)
- 

**Q27. I am recognized whenever I do a good job.**

- After completion of a major project, all employees should be recognized for their accomplishments. (Operations)
- Supervisors and managers need training on how to offer recognition that is meaningful and encouraging. (International Sales)

# Supervisors

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
28. My supervisor helps me to get ahead at my job.	215	4.03	6 3%	5 2%	52 24%	66 31%	86 40%
29. The relationship between management and employees is good.	215	4.20	3 1%	12 6%	19 9%	85 40%	96 45%
30. Supervisors of the company make wise decisions.	215	4.05	1 0%	12 6%	44 20%	76 35%	82 38%
31. Managers care about their employees.	215	4.07	3 1%	13 6%	39 18%	72 33%	88 41%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
28. My supervisor helps me to get ahead at my job.	215	4.03	70.7	3%	2%	24%	31%	40%
29. The relationship between management and employees is good.	215	4.20	84.2	1%	6%	9%	40%	45%
30. Supervisors of the company make wise decisions.	215	4.05	73.5	0%	6%	20%	35%	38%
31. Managers care about their employees.	215	4.07	74.4	1%	6%	18%	33%	41%

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
28. My supervisor helps me to get ahead at my job.	4.03							5%	24%	71%
29. The relationship between management and employees is good.	4.20							7%	9%	84%
30. Supervisors of the company make wise decisions.	4.05							6%	20%	73%
31. Managers care about their employees.	4.07							7%	18%	74%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
28. My supervisor helps me to get ahead at my job.	215	4.03	6 3%	5 2%	52 24%	66 31%	86 40%					
29. The relationship between management and employees is good.	215	4.20	3 1%	12 6%	19 9%	85 40%	96 45%					
30. Supervisors of the company make wise decisions.	215	4.05	1 0%	12 6%	44 20%	76 35%	82 38%					
31. Managers care about their employees.	215	4.07	3 1%	13 6%	39 18%	72 33%	88 41%					





### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>28. My supervisor helps me to get ahead at my job.</b>					
<b>Department</b>					
Operations	15	3.47	13%	40%	47%
Human Resources	5	3.80	20%		80%
Service Representatives	36	3.86		31%	64%
Sales and Marketing	19	3.84		37%	58%
Research & Dev	35	4.09		14%	80%
International Sales	14	4.14	7%	14%	79%
Transportation Trucking	14	3.86		43%	57%
Logistics and Materials	10	3.70	10%	30%	60%
Security and Risk	18	4.56		11%	89%
Accounting and Budgets	12	4.58		17%	83%
Facilities	19	4.37		21%	79%
Product Development	12	3.92		33%	67%

<b>29. The relationship between management and employees is good.</b>					
<b>Department</b>					
Operations	15	4.00	7%	7%	87%
Human Resources	5	4.00	20%	20%	60%
Service Representatives	36	4.08		14%	83%
Sales and Marketing	19	4.11	11%	11%	79%
Research & Dev	35	4.40			94%
International Sales	14	3.86	14%	21%	64%
Transportation Trucking	14	4.43		14%	86%
Logistics and Materials	10	4.30		10%	90%
Security and Risk	18	3.78	22%	11%	67%
Accounting and Budgets	12	4.67			100%
Facilities	19	4.32	11%		84%
Product Development	12	4.58			100%

n Avg Disagree Neutral Agree

30. Supervisors of the company make wise decisions.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.53	7%	47%	47%
Human Resources	5	4.80			100%
Service Representatives	36	3.97		28%	72%
Sales and Marketing	19	4.05	16%	16%	68%
Research & Dev	35	4.03		20%	77%
International Sales	14	4.07	14%	21%	64%
Transportation Trucking	14	4.21		29%	71%
Logistics and Materials	10	3.80	10%	30%	60%
Security and Risk	18	4.06	11%		83%
Accounting and Budgets	12	4.42		17%	83%
Facilities	19	4.58			95%
Product Development	12	3.92	17%	8%	75%

31. Managers care about their employees.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.73	13%	27%	60%
Human Resources	5	4.40			100%
Service Representatives	36	3.89		28%	69%
Sales and Marketing	19	4.11		26%	68%
Research & Dev	35	4.20		11%	83%
International Sales	14	4.29		14%	86%
Transportation Trucking	14	4.29	7%	21%	71%
Logistics and Materials	10	3.30	20%	40%	40%
Security and Risk	18	4.11	11%	11%	78%
Accounting and Budgets	12	4.00	8%	17%	75%
Facilities	19	4.58	11%		89%
Product Development	12	4.33		8%	92%

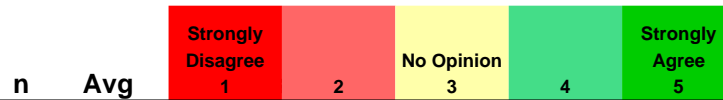
### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
<b>28. My supervisor helps me to get ahead at my job.</b>							
<b>Department</b>							
Operations	15	3.47	7%	7%	40%	27%	20%
Human Resources	5	3.80	20%		40%		40%
Service Representatives	36	3.86		31%		36%	28%
Sales and Marketing	19	3.84		37%		21%	37%
Research & Dev	35	4.09		14%		43%	37%
International Sales	14	4.14	7%	14%		29%	50%
Transportation Trucking	14	3.86		43%		29%	29%
Logistics and Materials	10	3.70	10%	30%		40%	20%
Security and Risk	18	4.56		11%		22%	67%
Accounting and Budgets	12	4.58		17%	8%		75%
Facilities	19	4.37		21%		21%	58%
Product Development	12	3.92		33%		42%	25%

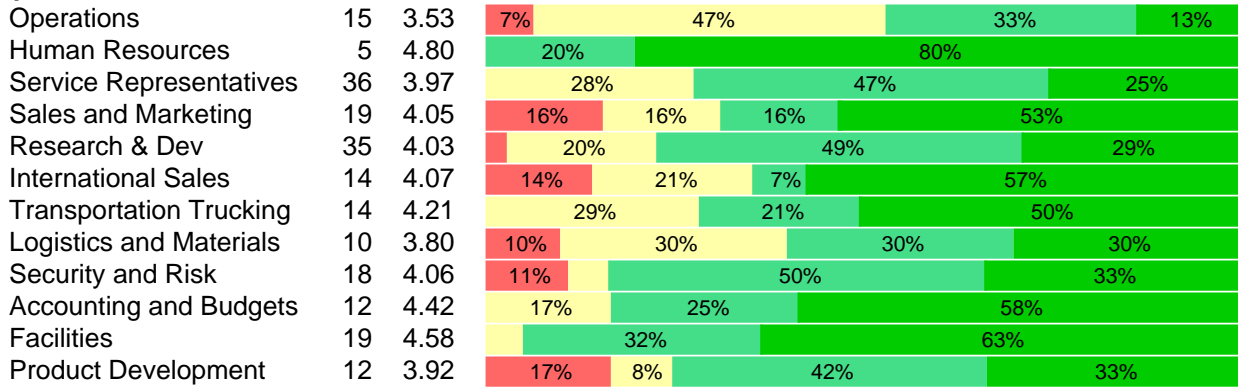
**29. The relationship between management and employees is good.**

<b>Department</b>							
Operations	15	4.00	7%	7%		60%	27%
Human Resources	5	4.00	20%		20%		60%
Service Representatives	36	4.08		14%		56%	28%
Sales and Marketing	19	4.11	11%	11%		37%	42%
Research & Dev	35	4.40				46%	49%
International Sales	14	3.86	14%		21%	29%	36%
Transportation Trucking	14	4.43		14%		29%	57%
Logistics and Materials	10	4.30		10%		50%	40%
Security and Risk	18	3.78		17%	11%	28%	39%
Accounting and Budgets	12	4.67			33%		67%
Facilities	19	4.32	11%			26%	58%
Product Development	12	4.58				42%	58%



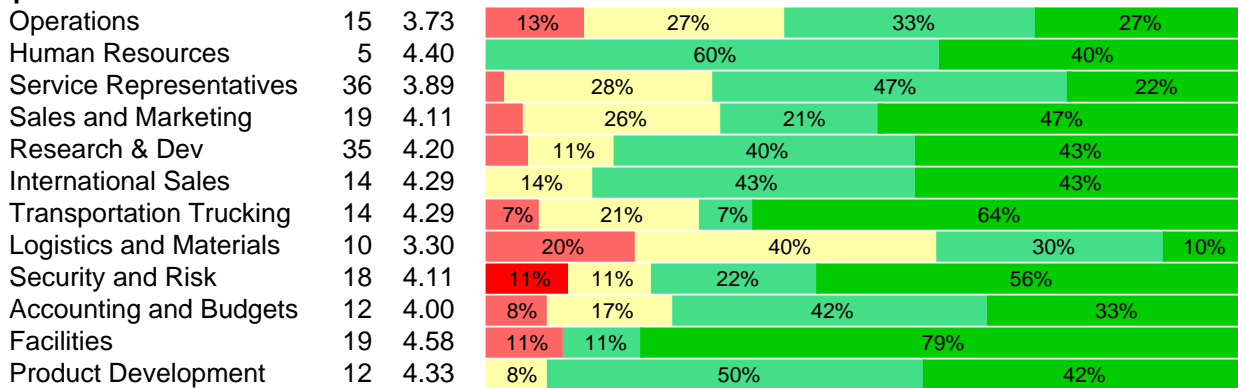
30. Supervisors of the company make wise decisions.

**Department**



31. Managers care about their employees.

**Department**



### Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>28. My supervisor helps me to get ahead at my job.</b>							
<b>Department</b>							
Operations	15	3.47		47%	60%	65%	64%
Human Resources	5	3.80		80%	78%	50%	90%
Service Representatives	36	3.86		64%	73%	70%	68%
Sales and Marketing	19	3.84		58%	71%	69%	88%
Research & Dev	35	4.09		80%	88%	71%	72%
International Sales	14	4.14		79%	71%	67%	68%
Transportation Trucking	14	3.86		57%	56%	71%	89%
Logistics and Materials	10	3.70		60%	70%	90%	83%
Security and Risk	18	4.56		89%	80%	88%	71%
Accounting and Budgets	12	4.58		83%	88%	77%	83%
Facilities	19	4.37		79%	70%	70%	60%
Product Development	12	3.92		67%	75%	56%	64%

<b>29. The relationship between management and employees is good.</b>							
<b>Department</b>							
Operations	15	4.00		87%	85%	82%	86%
Human Resources	5	4.00		60%	67%	83%	50%
Service Representatives	36	4.08		83%	78%	85%	86%
Sales and Marketing	19	4.11		79%	81%	92%	88%
Research & Dev	35	4.40		94%	79%	79%	64%
International Sales	14	3.86		64%	71%	80%	83%
Transportation Trucking	14	4.43		86%	83%	86%	67%
Logistics and Materials	10	4.30		90%	90%	80%	58%
Security and Risk	18	3.78		67%	100%	62%	100%
Accounting and Budgets	12	4.67		100%	62%	92%	83%
Facilities	19	4.32		84%	100%	100%	100%
Product Development	12	4.58		100%	67%	67%	82%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
30. Supervisors of the company make wise decisions.							
<b>Department</b>							
Operations	15	3.53		47%	70%	41%	64%
Human Resources	5	4.80		100%	89%	67%	90%
Service Representatives	36	3.97		72%	70%	85%	78%
Sales and Marketing	19	4.05		68%	67%	69%	75%
Research & Dev	35	4.03		77%	79%	62%	64%
International Sales	14	4.07		64%	50%	67%	68%
Transportation Trucking	14	4.21		71%	78%	64%	78%
Logistics and Materials	10	3.80		60%	70%	60%	75%
Security and Risk	18	4.06		83%	90%	75%	71%
Accounting and Budgets	12	4.42		83%	75%	77%	100%
Facilities	19	4.58		95%	70%	90%	40%
Product Development	12	3.92		75%	83%	67%	73%

31. Managers care about their employees.							
<b>Department</b>							
Operations	15	3.73		60%	60%	82%	73%
Human Resources	5	4.40		100%	67%	100%	60%
Service Representatives	36	3.89		69%	68%	74%	65%
Sales and Marketing	19	4.11		68%	81%	77%	88%
Research & Dev	35	4.20		83%	54%	74%	84%
International Sales	14	4.29		86%	71%	73%	61%
Transportation Trucking	14	4.29		71%	89%	86%	78%
Logistics and Materials	10	3.30		40%	90%	60%	75%
Security and Risk	18	4.11		78%	60%	75%	71%
Accounting and Budgets	12	4.00		75%	62%	69%	83%
Facilities	19	4.58		89%	90%	80%	80%
Product Development	12	4.33		92%	64%	78%	64%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
28. My supervisor helps me to get ahead at my job.	4.00	3.98	4.03	4.03	
29. The relationship between management and employees is good.	4.15	4.25	4.25	4.20	-0.04 ▼
30. Supervisors of the company make wise decisions.	4.03	3.95	4.09	4.05	-0.04 ▼
31. Managers care about their employees.	4.08	4.11	4.03	4.07	+0.04 ▲

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
28. My supervisor helps me to get ahead at my job.	72.5%	70.3%	71.0%	70.7%	-0.3 ▼
29. The relationship between management and employees is good.	78.8%	82.3%	80.5%	84.2%	+3.7 ▲
30. Supervisors of the company make wise decisions.	72.5%	68.6%	72.5%	73.5%	+1.0 ▲
31. Managers care about their employees.	72.1%	74.1%	70.4%	74.4%	+4.1 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
My supervisor helps me to get ahead at my job.	5	50%	■
The relationship between management and employees is good.	3	30%	■
Supervisors of the company make wise decisions.	1	10%	■
Managers care about their employees.	1	10%	■

## Suggestions for Improvements

### General Suggestions

- Need to spend more time hiring better supervisors. Or more training for those promoted from within. (Service Representatives)
- More supervisor training please. (Sales and Marketing)

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**Q28. My supervisor helps me to get ahead at my job.**

- The department head has no interpersonal skills. You should offer training in that area. Can you train someone on how to be nicer? (Research & Dev)
- Supervisors are currently being overworked. Allow more time for making "rounds". (International Sales)

---

**Q29. The relationship between management and employees is good.**

- More delegation is better. (Service Representatives)

---

**Q30. Supervisors of the company make wise decisions.**

- My supervisor is clueless. Mandatory training. (Sales and Marketing)

---

**Q31. Managers care about their employees.**

- Sorry. I don't work with these employees. (Service Representatives)



# Department

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
32. Communication is good between departments.	215	4.14	1 0%	15 7%	26 12%	84 39%	89 41%
33. Resources are coordinated and utilized effectively in my department.	214	4.25	1 0%	12 6%	27 13%	67 31%	107 50%
34. My team looks for ways to change processes to improve performance.	214	4.21	2 1%	10 5%	29 14%	72 34%	101 47%
35. In My Department, the workload is evenly distributed.	214	4.23	2 1%	9 4%	25 12%	79 37%	99 46%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
32. Communication is good between departments.	215	4.14	80.5	7%	12%		39%	41%
33. Resources are coordinated and utilized effectively in my department.	214	4.25	81.3		13%		31%	50%
34. My team looks for ways to change processes to improve performance.	214	4.21	80.8		14%		34%	47%
35. In My Department, the workload is evenly distributed.	214	4.23	83.2		12%		37%	46%

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
32. Communication is good between departments.	4.14							7%	12%	80%
33. Resources are coordinated and utilized effectively in my department.	4.25							6%	13%	81%
34. My team looks for ways to change processes to improve performance.	4.21							6%	14%	81%
35. In My Department, the workload is evenly distributed.	4.23							5%	12%	83%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
32. Communication is good between departments.	215	4.14	1 0%	15 7%	26 12%	84 39%	89 41%					
33. Resources are coordinated and utilized effectively in my department.	214	4.25	1 0%	12 6%	27 13%	67 31%	107 50%					
34. My team looks for ways to change processes to improve performance.	214	4.21	2 1%	10 5%	29 14%	72 34%	101 47%					
35. In My Department, the workload is evenly distributed.	214	4.23	2 1%	9 4%	25 12%	79 37%	99 46%					



### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>32. Communication is good between departments.</b>					
<b>Department</b>					
Operations	15	3.73	27%		73%
Human Resources	5	4.20		40%	60%
Service Representatives	36	4.06	8%	8%	83%
Sales and Marketing	19	4.53		11%	89%
Research & Dev	35	4.14	11%		86%
International Sales	14	3.79	7%	21%	71%
Transportation Trucking	14	4.29	7%	14%	79%
Logistics and Materials	10	4.10		10%	90%
Security and Risk	18	4.11	11%	17%	72%
Accounting and Budgets	12	4.75		8%	92%
Facilities	19	4.00	11%		63%
Product Development	12	4.17	8%		92%

<b>33. Resources are coordinated and utilized effectively in my department.</b>					
<b>Department</b>					
Operations	15	3.73	13%	27%	60%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.17	8%		86%
Sales and Marketing	19	4.32	11%		84%
Research & Dev	35	4.31	9%		89%
International Sales	14	4.29	7%	21%	71%
Transportation Trucking	13	4.46		23%	77%
Logistics and Materials	10	4.10	10%	20%	70%
Security and Risk	18	4.17			89%
Accounting and Budgets	12	4.42	8%	8%	83%
Facilities	19	4.42	11%		84%
Product Development	12	4.33		17%	83%

n Avg Disagree Neutral Agree

34. My team looks for ways to change processes to improve performance.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.07	7%	20%	73%
Human Resources	5	3.60	20%	20%	60%
Service Representatives	36	4.03	17%		78%
Sales and Marketing	19	4.16	16%		79%
Research & Dev	35	4.34	9%		86%
International Sales	14	4.29	7%	7%	86%
Transportation Trucking	14	4.50		14%	86%
Logistics and Materials	10	4.30		20%	80%
Security and Risk	17	4.35		18%	82%
Accounting and Budgets	12	4.58		8%	92%
Facilities	19	4.26	16%		79%
Product Development	12	3.92	17%	8%	75%

35. In My Department, the workload is evenly distributed.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.87	13%	20%	67%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.14	11%		86%
Sales and Marketing	19	4.47	11%		89%
Research & Dev	35	4.26	9%		91%
International Sales	14	4.21	7%	14%	79%
Transportation Trucking	13	4.54		8%	92%
Logistics and Materials	10	4.40	10%		90%
Security and Risk	18	4.17	17%		78%
Accounting and Budgets	12	4.33	8%	8%	83%
Facilities	19	4.42		21%	79%
Product Development	12	3.83	8%	17%	75%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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#### 32. Communication is good between departments.

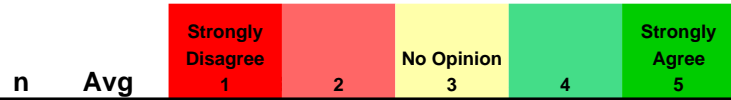
**Department**

Operations	15	3.73	27%			47%	27%
Human Resources	5	4.20			40%		60%
Service Representatives	36	4.06	8%			50%	33%
Sales and Marketing	19	4.53			11%	26%	63%
Research & Dev	35	4.14			11%	54%	31%
International Sales	14	3.79	7%		21%	57%	14%
Transportation Trucking	14	4.29	7%	14%		21%	57%
Logistics and Materials	10	4.10			10%	70%	20%
Security and Risk	18	4.11	11%		17%	22%	50%
Accounting and Budgets	12	4.75			8%	8%	83%
Facilities	19	4.00	11%		26%	16%	47%
Product Development	12	4.17			8%	58%	33%

#### 33. Resources are coordinated and utilized effectively in my department.

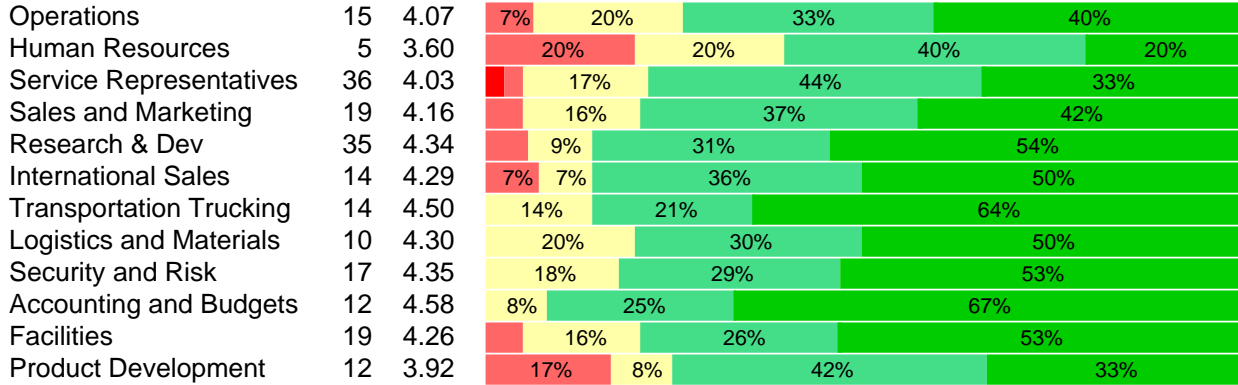
**Department**

Operations	15	3.73	13%		27%		33%	27%
Human Resources	5	4.40			20%	20%	60%	
Service Representatives	36	4.17	8%			47%	39%	
Sales and Marketing	19	4.32	11%			26%	58%	
Research & Dev	35	4.31			9%	43%	46%	
International Sales	14	4.29	7%		21%	7%	64%	
Transportation Trucking	13	4.46			23%	8%	69%	
Logistics and Materials	10	4.10	10%		20%	20%	50%	
Security and Risk	18	4.17				50%	39%	
Accounting and Budgets	12	4.42	8%		8%	17%	67%	
Facilities	19	4.42			11%	21%	63%	
Product Development	12	4.33			17%	33%	50%	



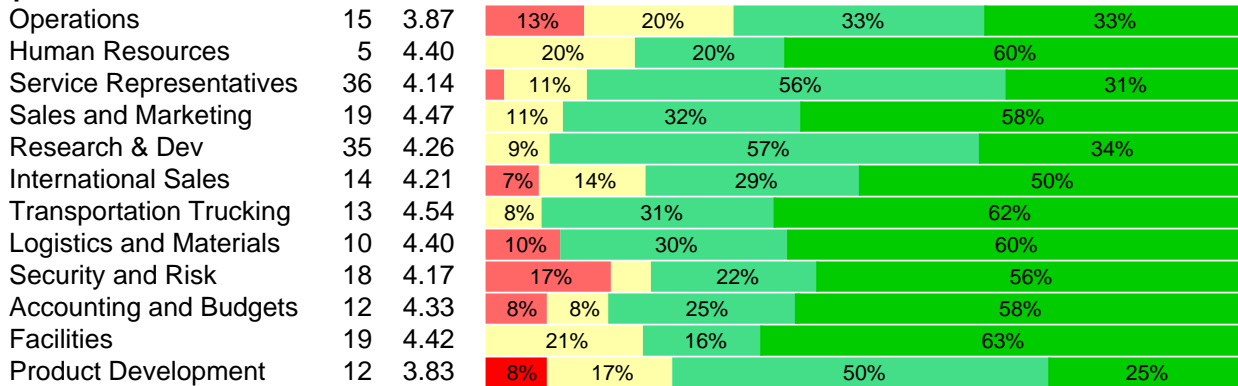
34. My team looks for ways to change processes to improve performance.

**Department**



35. In My Department, the workload is evenly distributed.

**Department**



### Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>32. Communication is good between departments.</b>							
<b>Department</b>							
Operations	15	3.73		73%	85%	76%	95%
Human Resources	5	4.20		60%	89%	100%	80%
Service Representatives	36	4.06		83%	92%	85%	78%
Sales and Marketing	19	4.53		89%	86%	77%	75%
Research & Dev	35	4.14		86%	79%	96%	76%
International Sales	14	3.79		71%	71%	60%	70%
Transportation Trucking	14	4.29		79%	89%	71%	100%
Logistics and Materials	10	4.10		90%	80%	90%	92%
Security and Risk	18	4.11		72%	90%	50%	57%
Accounting and Budgets	12	4.75		92%	100%	85%	83%
Facilities	19	4.00		63%	82%	60%	100%
Product Development	12	4.17		92%	92%	56%	91%

<b>33. Resources are coordinated and utilized effectively in my department.</b>							
<b>Department</b>							
Operations	15	3.73		60%	95%	76%	82%
Human Resources	5	4.40		80%	100%	67%	80%
Service Representatives	36	4.17		86%	84%	71%	84%
Sales and Marketing	19	4.32		84%	71%	85%	62%
Research & Dev	35	4.31		89%	88%	83%	64%
International Sales	14	4.29		71%	71%	67%	78%
Transportation Trucking	13	4.46		77%	89%	86%	78%
Logistics and Materials	10	4.10		70%	90%	80%	83%
Security and Risk	18	4.17		89%	80%	62%	86%
Accounting and Budgets	12	4.42		83%	100%	77%	83%
Facilities	19	4.42		84%	73%	70%	60%
Product Development	12	4.33		83%	83%	78%	73%



	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>34. My team looks for ways to change processes to improve performance.</b>							
<b>Department</b>							
Operations	15	4.07		73%	85%	76%	73%
Human Resources	5	3.60		60%	56%	67%	70%
Service Representatives	36	4.03		78%	76%	86%	81%
Sales and Marketing	19	4.16		79%	81%	77%	62%
Research & Dev	35	4.34		86%	75%	75%	76%
International Sales	14	4.29		86%	71%	67%	70%
Transportation Trucking	14	4.50		86%	89%	86%	89%
Logistics and Materials	10	4.30		80%	60%	90%	83%
Security and Risk	17	4.35		82%	50%	75%	43%
Accounting and Budgets	12	4.58		92%	75%	77%	83%
Facilities	19	4.26		79%	82%	90%	20%
Product Development	12	3.92		75%	83%	78%	73%

<b>35. In My Department, the workload is evenly distributed.</b>							
<b>Department</b>							
Operations	15	3.87		67%	90%	71%	73%
Human Resources	5	4.40		80%	78%	50%	100%
Service Representatives	36	4.14		86%	92%	86%	72%
Sales and Marketing	19	4.47		89%	90%	83%	100%
Research & Dev	35	4.26		91%	83%	88%	88%
International Sales	14	4.21		79%	86%	73%	83%
Transportation Trucking	13	4.54		92%	78%	79%	78%
Logistics and Materials	10	4.40		90%	90%	90%	83%
Security and Risk	18	4.17		78%	70%	88%	43%
Accounting and Budgets	12	4.33		83%	25%	77%	83%
Facilities	19	4.42		79%	82%	90%	60%
Product Development	12	3.83		75%	75%	78%	82%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
32. Communication is good between departments.	4.17	4.10	4.33	4.14	-0.19 ▼
33. Resources are coordinated and utilized effectively in my department.	4.17	4.13	4.31	4.25	-0.06 ▼
34. My team looks for ways to change processes to improve performance.	4.01	4.15	4.15	4.21	+0.07 ▲
35. In My Department, the workload is evenly distributed.	4.10	4.13	4.24	4.23	

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
32. Communication is good between departments.	82.1%	77.1%	85.6%	80.5%	-5.1 ▼
33. Resources are coordinated and utilized effectively in my department.	77.1%	75.0%	84.1%	81.3%	-2.8 ▼
34. My team looks for ways to change processes to improve performance.	73.7%	77.8%	76.1%	80.8%	+4.7 ▲
35. In My Department, the workload is evenly distributed.	79.2%	78.9%	81.6%	83.2%	+1.6 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
Communication is good between departments.	3	38%	■
In My Department, the workload is evenly distributed.	3	38%	■
Resources are coordinated and utilized effectively in my department.	1	13%	■
My team looks for ways to change processes to improve performance.	1	13%	■

## Suggestions for Improvements

### General Suggestions

- Needs to be more team/department meetings on a weekly basis. (Operations)
- A poor attitude by some team members makes everyone on edge. (Service Representatives)
- Our department is nice and I'm glad to be working here. (Sales and Marketing)

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**Q32. Communication is good between departments.**

- I receive little help from my co-workers. (Service Representatives)
- 

**Q33. Resources are coordinated and utilized effectively in my department.**

- Department meetings need to have more structure. (International Sales)
- 

**Q35. In My Department, the workload is evenly distributed.**

- Our department needs to be more focused on the mission at hand. (Service Representatives)
- The current department structure needs to be changed. There are departments that no longer are needed. (Service Representatives)

# Teamwork

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
36. [Company] promotes teamwork.	215	4.10	2 1%	8 4%	45 21%	72 33%	88 41%
37. I feel confident in my team members.	215	4.33	0 0%	7 3%	19 9%	84 39%	105 49%
38. Team members take pride in their work.	215	4.13	4 2%	5 2%	39 18%	78 36%	89 41%
39. There is cooperation among team members.	214	4.21	1 0%	10 5%	27 13%	82 38%	94 44%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
36. [Company] promotes teamwork.	215	4.10	74.4	21%		33%	41%	
37. I feel confident in my team members.	215	4.33	87.9	9%		39%	49%	
38. Team members take pride in their work.	215	4.13	77.7	18%		36%	41%	
39. There is cooperation among team members.	214	4.21	82.2	13%		38%	44%	

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
36. [Company] promotes teamwork.	4.10							5%	21%	74%
37. I feel confident in my team members.	4.33							3%	9%	88%
38. Team members take pride in their work.	4.13							4%	18%	78%
39. There is cooperation among team members.	4.21							5%	13%	82%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
36. [Company] promotes teamwork.	215	4.10	2 1%	8 4%	45 21%	72 33%	88 41%					
37. I feel confident in my team members.	215	4.33	0%	7 3%	19 9%	84 39%	105 49%					
38. Team members take pride in their work.	215	4.13	4 2%	5 2%	39 18%	78 36%	89 41%					
39. There is cooperation among team members.	214	4.21	1 0%	10 5%	27 13%	82 38%	94 44%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>36. [Company] promotes teamwork.</b>					
<b>Department</b>					
Operations	15	3.67		53%	47%
Human Resources	5	4.20		40%	60%
Service Representatives	36	4.25		19%	81%
Sales and Marketing	19	4.26			89%
Research & Dev	35	3.97		20%	74%
International Sales	14	4.29		14%	86%
Transportation Trucking	14	4.14		29%	71%
Logistics and Materials	10	3.50	20%	40%	40%
Security and Risk	18	4.17	17%		83%
Accounting and Budgets	12	4.25		25%	75%
Facilities	19	4.05		21%	74%
Product Development	12	4.58		8%	92%

<b>37. I feel confident in my team members.</b>					
<b>Department</b>					
Operations	15	4.40			100%
Human Resources	5	4.40		20%	80%
Service Representatives	36	4.44			100%
Sales and Marketing	19	4.58			95%
Research & Dev	35	4.00	9%	14%	77%
International Sales	14	4.43	7%		93%
Transportation Trucking	14	4.07		43%	57%
Logistics and Materials	10	4.10		30%	70%
Security and Risk	18	4.44		11%	89%
Accounting and Budgets	12	4.42	8%		92%
Facilities	19	4.37	11%		89%
Product Development	12	4.42		8%	92%

n Avg Disagree Neutral Agree

### 38. Team members take pride in their work.

#### Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.67	7%	40%	53%
Human Resources	5	4.20		20%	80%
Service Representatives	36	4.03	14%		81%
Sales and Marketing	19	4.32	11%		84%
Research & Dev	35	3.94		23%	74%
International Sales	14	4.07	7%	21%	71%
Transportation Trucking	14	4.43		21%	79%
Logistics and Materials	10	3.90		40%	60%
Security and Risk	18	4.39			89%
Accounting and Budgets	12	4.58	8%		92%
Facilities	19	4.26		16%	84%
Product Development	12	4.50	8%		92%

### 39. There is cooperation among team members.

#### Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.00	7%	27%	67%
Human Resources	5	4.40			100%
Service Representatives	36	4.33			97%
Sales and Marketing	18	4.17	17%		78%
Research & Dev	35	4.31	11%		86%
International Sales	14	4.14		21%	79%
Transportation Trucking	14	4.21	7%	21%	71%
Logistics and Materials	10	4.40		20%	80%
Security and Risk	18	4.06	11%		83%
Accounting and Budgets	12	4.17	17%	8%	75%
Facilities	19	4.05	11%	11%	79%
Product Development	12	4.00	8%	17%	75%

### Distribution of Scores By Demographic

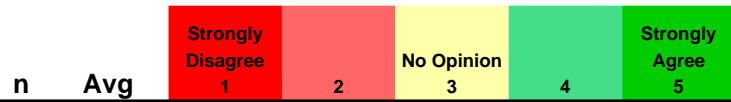
The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
36. [Company] promotes teamwork.							
<b>Department</b>							
Operations	15	3.67			53%	27%	20%
Human Resources	5	4.20			40%		60%
Service Representatives	36	4.25		19%		36%	44%
Sales and Marketing	19	4.26				47%	42%
Research & Dev	35	3.97		20%		46%	29%
International Sales	14	4.29		14%		43%	43%
Transportation Trucking	14	4.14			29%	29%	43%
Logistics and Materials	10	3.50	20%		40%	10%	30%
Security and Risk	18	4.17	11%			28%	56%
Accounting and Budgets	12	4.25		25%		25%	50%
Facilities	19	4.05		21%		37%	37%
Product Development	12	4.58		8%		25%	67%

37. I feel confident in my team members.

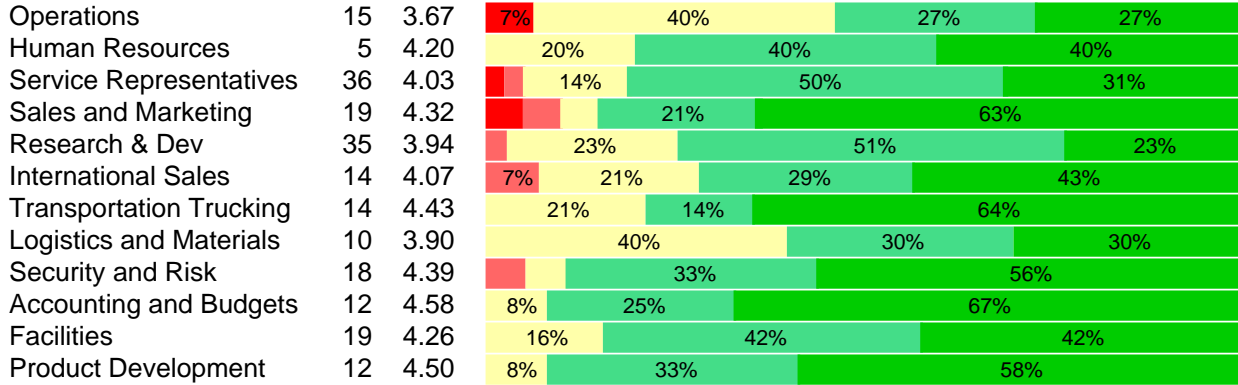
<b>Department</b>							
Operations	15	4.40				60%	40%
Human Resources	5	4.40	20%		20%		60%
Service Representatives	36	4.44				56%	44%
Sales and Marketing	19	4.58				32%	63%
Research & Dev	35	4.00	9%	14%		46%	31%
International Sales	14	4.43	7%			36%	57%
Transportation Trucking	14	4.07			43%	7%	50%
Logistics and Materials	10	4.10		30%		30%	40%
Security and Risk	18	4.44	11%			33%	56%
Accounting and Budgets	12	4.42	8%			33%	58%
Facilities	19	4.37	11%			32%	58%
Product Development	12	4.42	8%			42%	50%





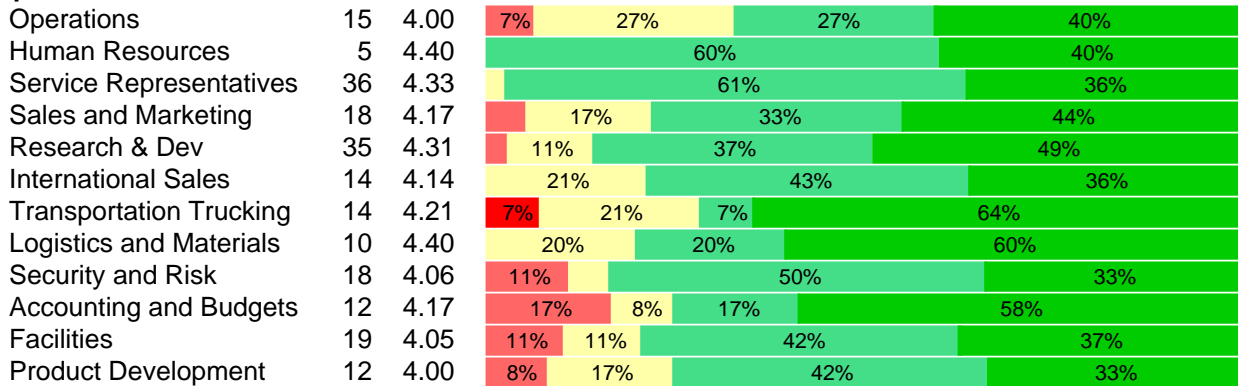
38. Team members take pride in their work.

**Department**



39. There is cooperation among team members.

**Department**



### Agreement By Demographic








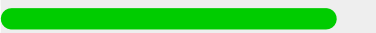
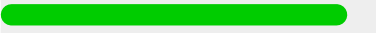


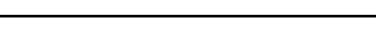
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

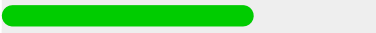
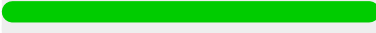





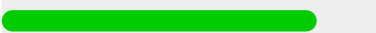
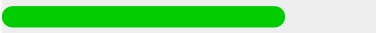


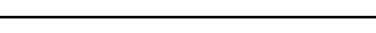
	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
36. [Company] promotes teamwork.							
<b>Department</b>							
Operations	15	3.67		47%	75%	71%	73%
Human Resources	5	4.20		60%	56%	83%	70%
Service Representatives	36	4.25		81%	78%	79%	81%
Sales and Marketing	19	4.26		89%	71%	77%	62%
Research & Dev	35	3.97		74%	67%	83%	85%
International Sales	14	4.29		86%	79%	73%	74%
Transportation Trucking	14	4.14		71%	61%	71%	67%
Logistics and Materials	10	3.50		40%	80%	50%	67%
Security and Risk	18	4.17		83%	80%	88%	71%
Accounting and Budgets	12	4.25		75%	75%	69%	83%
Facilities	19	4.05		74%	80%	90%	60%
Product Development	12	4.58		92%	92%	78%	82%

37. I feel confident in my team members.

<b>Department</b>							
Operations	15	4.40		100%	90%	82%	86%
Human Resources	5	4.40		80%	89%	33%	80%
Service Representatives	36	4.44		100%	92%	93%	78%
Sales and Marketing	19	4.58		95%	76%	92%	88%
Research & Dev	35	4.00		77%	96%	88%	76%
International Sales	14	4.43		93%	100%	60%	83%
Transportation Trucking	14	4.07		57%	83%	86%	67%
Logistics and Materials	10	4.10		70%	90%	90%	83%
Security and Risk	18	4.44		89%	90%	75%	71%
Accounting and Budgets	12	4.42		92%	75%	62%	100%
Facilities	19	4.37		89%	70%	90%	60%
Product Development	12	4.42		92%	92%	89%	73%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>38. Team members take pride in their work.</b>							
<b>Department</b>							
Operations	15	3.67		53%	70%	59%	77%
Human Resources	5	4.20		80%	78%	100%	70%
Service Representatives	36	4.03		81%	81%	82%	73%
Sales and Marketing	19	4.32		84%	86%	77%	62%
Research & Dev	35	3.94		74%	88%	88%	77%
International Sales	14	4.07		71%	71%	73%	70%
Transportation Trucking	14	4.43		79%	72%	86%	67%
Logistics and Materials	10	3.90		60%	70%	80%	75%
Security and Risk	18	4.39		89%	90%	88%	57%
Accounting and Budgets	12	4.58		92%	88%	85%	67%
Facilities	19	4.26		84%	60%	90%	60%
Product Development	12	4.50		92%	92%	67%	73%

**39. There is cooperation among team members.**

Department	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
Operations	15	4.00		67%	90%	82%	86%
Human Resources	5	4.40		100%	78%	67%	40%
Service Representatives	36	4.33		97%	84%	82%	81%
Sales and Marketing	18	4.17		78%	81%	92%	62%
Research & Dev	35	4.31		86%	92%	83%	85%
International Sales	14	4.14		79%	64%	87%	83%
Transportation Trucking	14	4.21		71%	78%	79%	78%
Logistics and Materials	10	4.40		80%	90%	70%	100%
Security and Risk	18	4.06		83%	80%	88%	57%
Accounting and Budgets	12	4.17		75%	88%	62%	67%
Facilities	19	4.05		79%	90%	100%	40%
Product Development	12	4.00		75%	83%	78%	82%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
36. [Company] promotes teamwork.	4.07	4.07	4.08	4.10	+0.02 ▲
37. I feel confident in my team members.	4.11	4.26	4.39	4.33	-0.06 ▼
38. Team members take pride in their work.	4.01	4.18	4.17	4.13	-0.04 ▼
39. There is cooperation among team members.	4.13	4.18	4.30	4.21	-0.09 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
36. [Company] promotes teamwork.	76.1%	76.1%	73.4%	74.4%	+1.1 ▲
37. I feel confident in my team members.	79.3%	81.1%	88.4%	87.9%	-0.5 ▼
38. Team members take pride in their work.	72.2%	79.0%	78.4%	77.7%	-0.7 ▼
39. There is cooperation among team members.	77.8%	80.1%	82.9%	82.2%	-0.7 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
[Company] promotes teamwork.	5	56% <span style="color: red;">■</span>
Team members take pride in their work.	2	22% <span style="color: green;">■</span>
There is cooperation among team members.	2	22% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- There is very poor teamwork in my department. (Sales and Marketing)

### Q36. [Company] promotes teamwork.

- The different departments work well together to accomplish major projects on time. (Research & Dev)
- Mis-communication between departments causes issues with the supply chain. (International Sales)
- I think there is good teamwork here at [Show Project: CompanyName ]. (Transportation Trucking)

- We have made good progress since I've been here. But there is a ways to go before we are totally efficient. (Facilities)

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**Q38. Team members take pride in their work.**

- Let other departments and teams know what we have accomplished. (Service Representatives)

# Respect

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
40. I feel I am valued at work.	214	4.27	4 2%	7 3%	27 13%	66 31%	110 51%
41. At [Company] my opinions count.	214	4.10	4 2%	6 3%	47 22%	65 30%	92 43%
42. Employees in the company are treated with respect regardless of their job.	215	4.39	1 0%	8 4%	16 7%	72 33%	118 55%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement. This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
40. I feel I am valued at work.	214	4.27	82.2	13%	31%	51%		
41. At [Company] my opinions count.	214	4.10	73.4	22%	30%	43%		
42. Employees in the company are treated with respect regardless of their job.	215	4.39	88.4	7%	33%	55%		

### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
40. I feel I am valued at work.	4.27							5%	13%	82%
41. At [Company] my opinions count.	4.10							5%	22%	73%
42. Employees in the company are treated with respect regardless of their job.	4.39							4%	7%	88%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
40. I feel I am valued at work.	214	4.27	4 2%	7 3%	27 13%	66 31%	110 51%					
41. At [Company] my opinions count.	214	4.10	4 2%	6 3%	47 22%	65 30%	92 43%					
42. Employees in the company are treated with respect regardless of their job.	215	4.39	1 0%	8 4%	16 7%	72 33%	118 55%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
40. I feel I am valued at work.					
<b>Department</b>					
Operations	15	4.20	7%	13%	80%
Human Resources	5	4.20		20%	80%
Service Representatives	36	4.03	11%	8%	81%
Sales and Marketing	19	4.37			89%
Research & Dev	35	4.26			89%
International Sales	14	3.93	7%	29%	64%
Transportation Trucking	13	4.69			100%
Logistics and Materials	10	4.10		20%	80%
Security and Risk	18	4.33		28%	72%
Accounting and Budgets	12	4.33		25%	75%
Facilities	19	4.58		16%	84%
Product Development	12	4.50	8%		92%

41. At [Company] my opinions count.					
<b>Department</b>					
Operations	15	3.87	7%	27%	67%
Human Resources	5	4.40		20%	80%
Service Representatives	36	3.92		22%	72%
Sales and Marketing	19	4.00	11%	21%	68%
Research & Dev	35	4.03	9%	11%	80%
International Sales	14	4.29		21%	79%
Transportation Trucking	13	4.15		38%	62%
Logistics and Materials	10	4.00		40%	60%
Security and Risk	18	4.50		17%	83%
Accounting and Budgets	12	4.08	8%	25%	67%
Facilities	19	4.47		16%	84%
Product Development	12	4.25		17%	83%



n Avg Disagree Neutral Agree

42. Employees in the company are treated with respect regardless of their job.

**Department**

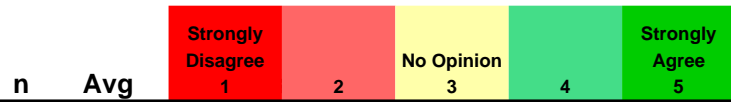
Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.33	13%		87%
Human Resources	5	4.60			100%
Service Representatives	36	4.19	14%		83%
Sales and Marketing	19	4.47			89%
Research & Dev	35	4.34	9%		86%
International Sales	14	4.57			100%
Transportation Trucking	14	4.79			100%
Logistics and Materials	10	4.20	10%	10%	80%
Security and Risk	18	4.50		11%	89%
Accounting and Budgets	12	4.58		8%	92%
Facilities	19	4.63			95%
Product Development	12	4.08	8%	8%	83%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

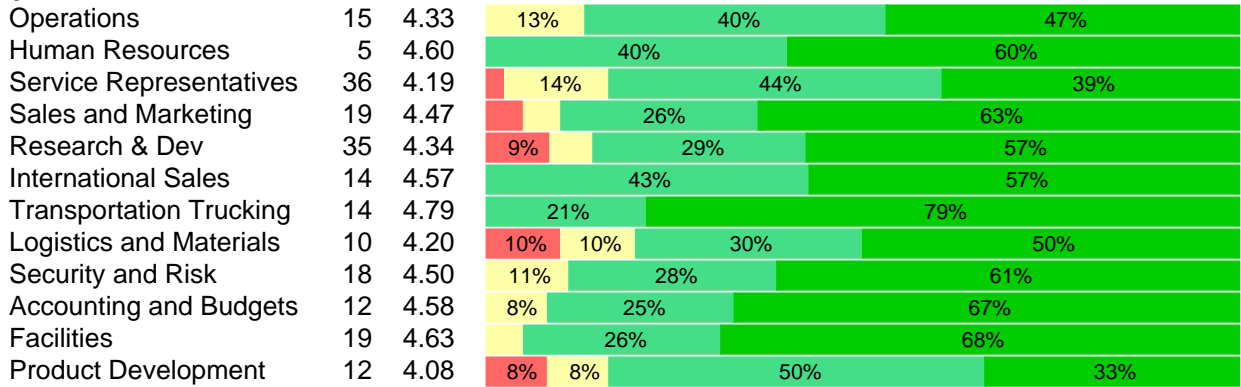
	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
40. I feel I am valued at work.							
<b>Department</b>							
Operations	15	4.20	7%	13%		33%	47%
Human Resources	5	4.20			20%	40%	40%
Service Representatives	36	4.03	8%	8%		44%	36%
Sales and Marketing	19	4.37				37%	53%
Research & Dev	35	4.26				46%	43%
International Sales	14	3.93	7%		29%	21%	43%
Transportation Trucking	13	4.69				31%	69%
Logistics and Materials	10	4.10			20%	50%	30%
Security and Risk	18	4.33			28%	11%	61%
Accounting and Budgets	12	4.33			25%	17%	58%
Facilities	19	4.58			16%	11%	74%
Product Development	12	4.50	8%			17%	75%

41. At [Company] my opinions count.							
<b>Department</b>							
Operations	15	3.87	7%		27%	40%	27%
Human Resources	5	4.40			20%	20%	60%
Service Representatives	36	3.92			22%	47%	25%
Sales and Marketing	19	4.00			21%	21%	47%
Research & Dev	35	4.03			11%	46%	34%
International Sales	14	4.29			21%	29%	50%
Transportation Trucking	13	4.15			38%	8%	54%
Logistics and Materials	10	4.00			40%	20%	40%
Security and Risk	18	4.50			17%	17%	67%
Accounting and Budgets	12	4.08	8%		25%	8%	58%
Facilities	19	4.47			16%	21%	63%
Product Development	12	4.25			17%	42%	42%



42. Employees in the company are treated with respect regardless of their job.

**Department**



## Agreement By Demographic

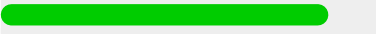






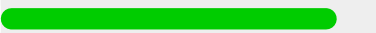
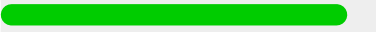
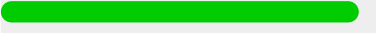

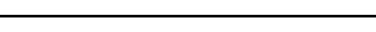
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
40. I feel I am valued at work.							
<b>Department</b>							
Operations	15	4.20		80%	95%	94%	73%
Human Resources	5	4.20		80%	78%	83%	80%
Service Representatives	36	4.03		81%	86%	89%	84%
Sales and Marketing	19	4.37		89%	81%	92%	62%
Research & Dev	35	4.26		89%	75%	79%	85%
International Sales	14	3.93		64%	86%	60%	91%
Transportation Trucking	13	4.69		100%	89%	86%	78%
Logistics and Materials	10	4.10		80%	70%	70%	83%
Security and Risk	18	4.33		72%	70%	75%	86%
Accounting and Budgets	12	4.33		75%	88%	62%	83%
Facilities	19	4.58		84%	100%	80%	60%
Product Development	12	4.50		92%	75%	56%	91%

41. At [Company] my opinions count.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>Department</b>							
Operations	15	3.87		67%	75%	88%	77%
Human Resources	5	4.40		80%	100%	67%	70%
Service Representatives	36	3.92		72%	76%	78%	81%
Sales and Marketing	19	4.00		68%	86%	77%	62%
Research & Dev	35	4.03		80%	67%	88%	81%
International Sales	14	4.29		79%	86%	67%	65%
Transportation Trucking	13	4.15		62%	67%	93%	100%
Logistics and Materials	10	4.00		60%	70%	80%	58%
Security and Risk	18	4.50		83%	80%	38%	57%
Accounting and Budgets	12	4.08		67%	75%	85%	83%
Facilities	19	4.47		84%	91%	70%	60%
Product Development	12	4.25		83%	58%	78%	73%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
42. Employees in the company are treated with respect regardless of their job.							
<b>Department</b>							
Operations	15	4.33		87%	90%	94%	91%
Human Resources	5	4.60		100%	56%	83%	80%
Service Representatives	36	4.19		83%	89%	92%	84%
Sales and Marketing	19	4.47		89%	86%	85%	75%
Research & Dev	35	4.34		86%	79%	88%	69%
International Sales	14	4.57		100%	93%	73%	70%
Transportation Trucking	14	4.79		100%	89%	93%	67%
Logistics and Materials	10	4.20		80%	60%	80%	67%
Security and Risk	18	4.50		89%	80%	62%	100%
Accounting and Budgets	12	4.58		92%	75%	62%	83%
Facilities	19	4.63		95%	91%	80%	40%
Product Development	12	4.08		83%	83%	78%	73%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
40. I feel I am valued at work.	4.28	4.17	4.26	4.27	
41. At [Company] my opinions count.	4.07	4.12	4.15	4.10	-0.05 ▼
42. Employees in the company are treated with respect regardless of their job.	4.12	4.25	4.25	4.39	+0.14 ▲

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
40. I feel I am valued at work.	81.7%	77.7%	83.1%	82.2%	-0.8 ▼
41. At [Company] my opinions count.	73.9%	76.6%	75.6%	73.4%	-2.3 ▼
42. Employees in the company are treated with respect regardless of their job.	76.1%	81.6%	82.6%	88.4%	+5.8 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
I feel I am valued at work.	2	33% <span style="color: green;">■</span>
At [Company] my opinions count.	2	33% <span style="color: green;">■</span>
Employees in the company are treated with respect regardless of their job.	2	33% <span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- There is good respect between employees. (Sales and Marketing)

### Q40. I feel I am valued at work.

- My supervisor does not respect everyone in the department. There are sometimes where it can be frustrating. (International Sales)

**Q41. At [Company] my opinions count.**

- There should be training on how to recognize others and be more aware of other's feelings. (Service Representatives)

# Equality

## Data Table













The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
43. I believe that rewards are given fairly where I work.	213	3.96	5 2%	12 6%	49 23%	68 32%	79 37%
44. Everyone in my department tries to do their share of work.	215	4.26	0 0%	12 6%	21 10%	82 38%	100 47%
45. [Company] is committed to ensuring equal opportunities for all employees.	214	4.22	1 0%	5 2%	39 18%	70 33%	99 46%
46. I feel favoritism is not a problem in my department.	214	4.21	4 2%	7 3%	34 16%	65 30%	104 49%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	
43. I believe that rewards are given fairly where I work.	213	3.96	69.0		23%		32%		37%
44. Everyone in my department tries to do their share of work.	215	4.26	84.7		10%		38%		47%
45. [Company] is committed to ensuring equal opportunities for all employees.	214	4.22	79.0		18%		33%		46%
46. I feel favoritism is not a problem in my department.	214	4.21	79.0		16%		30%		49%



### Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
43. I believe that rewards are given fairly where I work.	3.96							8%	23%	69%
44. Everyone in my department tries to do their share of work.	4.26							6%	10%	85%
45. [Company] is committed to ensuring equal opportunities for all employees.	4.22							3%	18%	79%
46. I feel favoritism is not a problem in my department.	4.21							5%	16%	79%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
43. I believe that rewards are given fairly where I work.	213	3.96	5 2%	12 6%	49 23%	68 32%	79 37%					
44. Everyone in my department tries to do their share of work.	215	4.26	0%	12 6%	21 10%	82 38%	100 47%					
45. [Company] is committed to ensuring equal opportunities for all employees.	214	4.22	1 0%	5 2%	39 18%	70 33%	99 46%					
46. I feel favoritism is not a problem in my department.	214	4.21	4 2%	7 3%	34 16%	65 30%	104 49%					

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>43. I believe that rewards are given fairly where I work.</b>					
<b>Department</b>					
Operations	15	3.87		40%	60%
Human Resources	5	4.60		20%	80%
Service Representatives	36	3.83		25%	69%
Sales and Marketing	19	4.00	11%	26%	63%
Research & Dev	34	3.97		26%	68%
International Sales	14	4.29	7%	14%	79%
Transportation Trucking	13	4.15		23%	77%
Logistics and Materials	10	3.70	10%	30%	60%
Security and Risk	18	3.61	28%	11%	61%
Accounting and Budgets	12	4.33		17%	83%
Facilities	19	4.16		16%	79%
Product Development	12	3.92	8%	17%	75%

<b>44. Everyone in my department tries to do their share of work.</b>					
<b>Department</b>					
Operations	15	3.93	13%	7%	80%
Human Resources	5	4.80			100%
Service Representatives	36	4.19	8%		89%
Sales and Marketing	19	4.16	11%	11%	79%
Research & Dev	35	4.31		9%	89%
International Sales	14	4.07	14%	7%	79%
Transportation Trucking	14	4.36	7%	14%	79%
Logistics and Materials	10	4.00	10%	30%	60%
Security and Risk	18	4.33		11%	89%
Accounting and Budgets	12	4.50		8%	92%
Facilities	19	4.42		11%	84%
Product Development	12	4.17	8%	8%	83%

n Avg Disagree Neutral Agree

45. [Company] is committed to ensuring equal opportunities for all employees.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.00	7%	27%	67%
Human Resources	5	4.20		20%	80%
Service Representatives	36	4.14		14%	86%
Sales and Marketing	19	4.32		21%	79%
Research & Dev	35	4.40		9%	91%
International Sales	14	4.21	7%	21%	71%
Transportation Trucking	13	4.69			100%
Logistics and Materials	10	4.00	10%	20%	70%
Security and Risk	18	4.33		22%	78%
Accounting and Budgets	12	3.75	8%	42%	50%
Facilities	19	4.32		16%	79%
Product Development	12	4.33		17%	83%

46. I feel favoritism is not a problem in my department.

**Department**

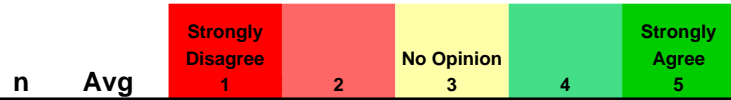
Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.93	7%	20%	73%
Human Resources	5	3.80	20%	20%	60%
Service Representatives	36	4.00		19%	75%
Sales and Marketing	19	4.26		32%	68%
Research & Dev	35	4.11	9%	11%	80%
International Sales	14	4.43		21%	79%
Transportation Trucking	13	4.69		8%	92%
Logistics and Materials	10	4.40		10%	90%
Security and Risk	18	4.17	11%		83%
Accounting and Budgets	12	4.08	8%	25%	67%
Facilities	19	4.47		11%	89%
Product Development	12	4.50		8%	92%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

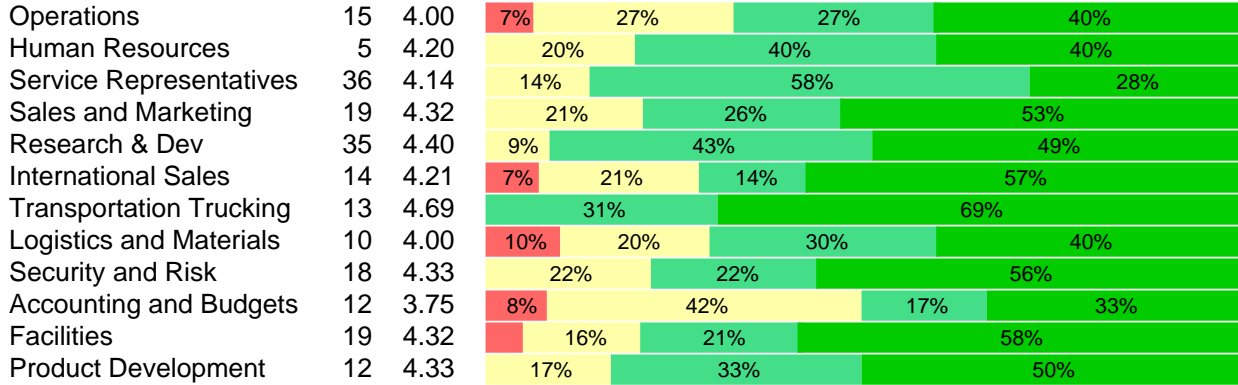
		n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
43. I believe that rewards are given fairly where I work.								
<b>Department</b>								
Operations	15	3.87			40%		33%	27%
Human Resources	5	4.60			20%		80%	
Service Representatives	36	3.83			25%		47%	22%
Sales and Marketing	19	4.00			26%	11%		53%
Research & Dev	34	3.97			26%		32%	35%
International Sales	14	4.29		7%	14%	21%		57%
Transportation Trucking	13	4.15			23%		38%	38%
Logistics and Materials	10	3.70		10%		30%	30%	30%
Security and Risk	18	3.61			22%	11%	28%	33%
Accounting and Budgets	12	4.33			17%		33%	50%
Facilities	19	4.16			16%		37%	42%
Product Development	12	3.92		8%	17%		50%	25%

44. Everyone in my department tries to do their share of work.								
<b>Department</b>								
Operations	15	3.93		13%	7%		53%	27%
Human Resources	5	4.80				20%		80%
Service Representatives	36	4.19		8%			56%	33%
Sales and Marketing	19	4.16		11%	11%		32%	47%
Research & Dev	35	4.31			9%		43%	46%
International Sales	14	4.07		14%	7%		36%	43%
Transportation Trucking	14	4.36		7%	14%	14%		64%
Logistics and Materials	10	4.00		10%		30%	10%	50%
Security and Risk	18	4.33			11%		44%	44%
Accounting and Budgets	12	4.50			8%		33%	58%
Facilities	19	4.42			11%		21%	63%
Product Development	12	4.17		8%	8%		42%	42%



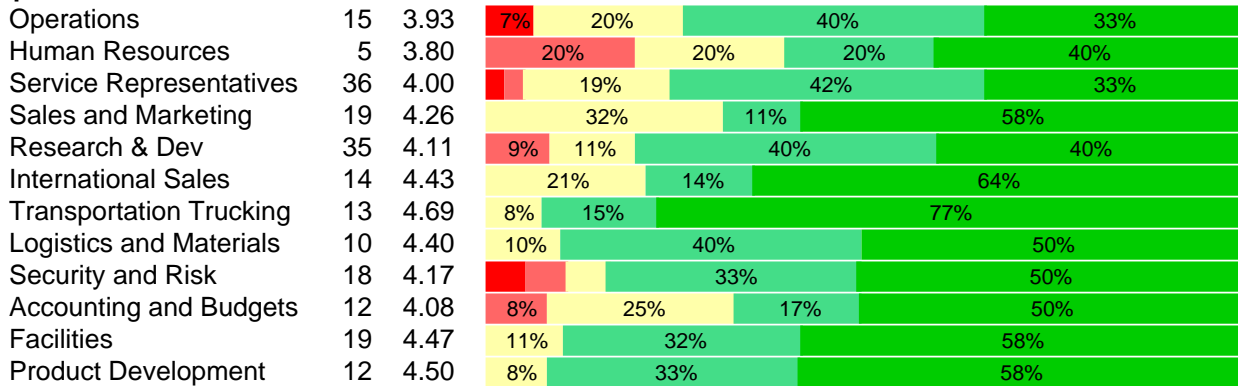
45. [Company] is committed to ensuring equal opportunities for all employees.

**Department**



46. I feel favoritism is not a problem in my department.

**Department**



### Agreement By Demographic

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
43. I believe that rewards are given fairly where I work.							
<b>Department</b>							
Operations	15	3.87		60%	75%	88%	81%
Human Resources	5	4.60		80%	89%	83%	80%
Service Representatives	36	3.83		69%	70%	82%	81%
Sales and Marketing	19	4.00		63%	90%	92%	62%
Research & Dev	34	3.97		68%	83%	83%	68%
International Sales	14	4.29		79%	93%	73%	74%
Transportation Trucking	13	4.15		77%	67%	93%	89%
Logistics and Materials	10	3.70		60%	90%	80%	75%
Security and Risk	18	3.61		61%	50%	62%	71%
Accounting and Budgets	12	4.33		83%	88%	69%	83%
Facilities	19	4.16		79%	40%	80%	60%
Product Development	12	3.92		75%	42%	44%	91%

44. Everyone in my department tries to do their share of work.							
<b>Department</b>							
Operations	15	3.93		80%	90%	82%	90%
Human Resources	5	4.80		100%	67%	100%	90%
Service Representatives	36	4.19		89%	84%	79%	73%
Sales and Marketing	19	4.16		79%	76%	69%	62%
Research & Dev	35	4.31		89%	88%	92%	84%
International Sales	14	4.07		79%	93%	60%	87%
Transportation Trucking	14	4.36		79%	83%	71%	78%
Logistics and Materials	10	4.00		60%	70%	70%	75%
Security and Risk	18	4.33		89%	90%	88%	86%
Accounting and Budgets	12	4.50		92%	88%	77%	67%
Facilities	19	4.42		84%	70%	100%	60%
Product Development	12	4.17		83%	83%	56%	100%

			Percentage Level of Agreement				
	n	Avg		2022	2021	2020	2019
45. [Company] is committed to ensuring equal opportunities for all employees.							
<b>Department</b>							
Operations	15	4.00		67%	75%	94%	90%
Human Resources	5	4.20		80%	78%	83%	90%
Service Representatives	36	4.14		86%	92%	82%	78%
Sales and Marketing	19	4.32		79%	81%	92%	62%
Research & Dev	35	4.40		91%	79%	92%	76%
International Sales	14	4.21		71%	93%	87%	83%
Transportation Trucking	13	4.69		100%	72%	86%	78%
Logistics and Materials	10	4.00		70%	70%	80%	83%
Security and Risk	18	4.33		78%	90%	75%	100%
Accounting and Budgets	12	3.75		50%	100%	62%	83%
Facilities	19	4.32		79%	90%	70%	80%
Product Development	12	4.33		83%	75%	89%	91%

46. I feel favoritism is not a problem in my department.							
<b>Department</b>							
Operations	15	3.93		73%	75%	76%	90%
Human Resources	5	3.80		60%	89%	100%	70%
Service Representatives	36	4.00		75%	92%	82%	78%
Sales and Marketing	19	4.26		68%	86%	69%	88%
Research & Dev	35	4.11		80%	88%	75%	71%
International Sales	14	4.43		79%	86%	67%	83%
Transportation Trucking	13	4.69		92%	100%	86%	78%
Logistics and Materials	10	4.40		90%	80%	80%	83%
Security and Risk	18	4.17		83%	80%	88%	71%
Accounting and Budgets	12	4.08		67%	62%	69%	67%
Facilities	19	4.47		89%	80%	100%	100%
Product Development	12	4.50		92%	75%	67%	82%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
43. I believe that rewards are given fairly where I work.	4.11	4.12	4.11	3.96	-0.15 ▼
44. Everyone in my department tries to do their share of work.	4.12	4.11	4.18	4.26	+0.07 ▲
45. [Company] is committed to ensuring equal opportunities for all employees.	4.33	4.28	4.31	4.22	-0.09 ▼
46. I feel favoritism is not a problem in my department.	4.14	4.14	4.38	4.21	-0.18 ▼

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
43. I believe that rewards are given fairly where I work.	77.5%	79.0%	73.0%	69.0%	-4.0 ▼
44. Everyone in my department tries to do their share of work.	80.3%	77.3%	82.0%	84.7%	+2.7 ▲
45. [Company] is committed to ensuring equal opportunities for all employees.	82.6%	83.0%	83.0%	79.0%	-4.0 ▼
46. I feel favoritism is not a problem in my department.	79.7%	77.3%	84.5%	79.0%	-5.5 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%
I believe that rewards are given fairly where I work.	3	33%
Everyone in my department tries to do their share of work.	3	33%
I feel favoritism is not a problem in my department.	2	22%
[Company] is committed to ensuring equal opportunities for all employees.	1	11%

## Suggestions for Improvements

### General Suggestions

- I think equality has improved recently. (Sales and Marketing)



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**Q43. I believe that rewards are given fairly where I work.**

- I think most employees are treated equally well. ( )
- 

**Q44. Everyone in my department tries to do their share of work.**

- I haven't observed any problems with equality at [Show Project: CompanyName ]. (Research & Dev)
  - The workloads are not equally distributed. (International Sales)
- 

**Q46. I feel favoritism is not a problem in my department.**

- Favoritism for certain employees reduces the feelings of equality. (Service Representatives)

# Compensation

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
47. My salary is very important.	215	4.49	0 0%	6 3%	17 8%	58 27%	134 62%
48. I am compensated fairly for the work I do.	214	4.26	0 0%	7 3%	28 13%	82 38%	97 45%
49. I am paid adequately for my responsibilities.	213	4.28	1 0%	6 3%	23 11%	86 40%	97 46%
50. I am paid at an appropriate level for my qualifications.	214	4.07	1 0%	19 9%	28 13%	81 38%	85 40%
51. I am satisfied with the increases in compensation.	214	4.18	1 0%	6 3%	41 19%	72 34%	94 44%
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	214	4.12	4 2%	10 5%	40 19%	63 29%	97 45%
53. The current pay system has a positive effect on employee productivity.	213	4.07	2 1%	10 5%	48 23%	64 30%	89 42%

## Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
47. My salary is very important.	215	4.49	89.3	8%	27%	62%		
48. I am compensated fairly for the work I do.	214	4.26	83.6	13%	38%	45%		
49. I am paid adequately for my responsibilities.	213	4.28	85.9	11%	40%	46%		
50. I am paid at an appropriate level for my qualifications.	214	4.07	77.6	9%	13%	38%	40%	
51. I am satisfied with the increases in compensation.	214	4.18	77.6	19%	34%	44%		
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	214	4.12	74.8	19%	29%	45%		
53. The current pay system has a positive effect on employee productivity.	213	4.07	71.8	23%	30%	42%		

## Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
47. My salary is very important.	4.49							3%	8%	89%
48. I am compensated fairly for the work I do.	4.26							3%	13%	84%
49. I am paid adequately for my responsibilities.	4.28							3%	11%	86%
50. I am paid at an appropriate level for my qualifications.	4.07							9%	13%	78%
51. I am satisfied with the increases in compensation.	4.18							3%	19%	78%
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	4.12							7%	19%	75%
53. The current pay system has a positive effect on employee productivity.	4.07							6%	23%	72%

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
47. My salary is very important.	215	4.49	0%	6 3%	17 8%	58 27%	134 62%	8%	27%	62%		
48. I am compensated fairly for the work I do.	214	4.26	0%	7 3%	28 13%	82 38%	97 45%	13%	38%	45%		
49. I am paid adequately for my responsibilities.	213	4.28	0%	1 0%	6 3%	23 11%	86 40%	97 46%	11%	40%	46%	
50. I am paid at an appropriate level for my qualifications.	214	4.07	0%	1 0%	19 9%	28 13%	81 38%	85 40%	9%	13%	38%	40%
51. I am satisfied with the increases in compensation.	214	4.18	0%	1 0%	6 3%	41 19%	72 34%	94 44%	19%	34%	44%	
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	214	4.12	2%	4 2%	10 5%	40 19%	63 29%	97 45%	19%	29%	45%	
53. The current pay system has a positive effect on employee productivity.	213	4.07	1%	2 1%	10 5%	48 23%	64 30%	89 42%	23%	30%	42%	

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>47. My salary is very important.</b>					
<b>Department</b>					
Operations	15	4.33		20%	80%
Human Resources	5	4.00	20%	20%	60%
Service Representatives	36	4.64			100%
Sales and Marketing	19	4.84			100%
Research & Dev	35	4.37			89%
International Sales	14	4.64			100%
Transportation Trucking	14	4.64		7%	93%
Logistics and Materials	10	4.60	10%		90%
Security and Risk	18	4.22			89%
Accounting and Budgets	12	4.25	8%	25%	67%
Facilities	19	4.26		21%	79%
Product Development	12	4.50		17%	83%

<b>48. I am compensated fairly for the work I do.</b>					
<b>Department</b>					
Operations	15	3.93		40%	60%
Human Resources	5	4.80			100%
Service Representatives	36	4.11	14%		83%
Sales and Marketing	19	4.16		16%	84%
Research & Dev	35	4.14	11%		83%
International Sales	14	4.86			100%
Transportation Trucking	13	4.62			100%
Logistics and Materials	10	3.70	20%	20%	60%
Security and Risk	18	4.00		28%	72%
Accounting and Budgets	12	4.42		17%	83%
Facilities	19	4.63			100%
Product Development	12	4.33	8%	8%	83%

n Avg Disagree Neutral Agree

49. I am paid adequately for my responsibilities.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.87	7%	27%	67%
Human Resources	5	4.80	0%	0%	100%
Service Representatives	36	4.08	17%	81%	
Sales and Marketing	19	4.37	16%	84%	
Research & Dev	34	4.21	9%	88%	
International Sales	14	4.57	7%	93%	
Transportation Trucking	13	4.62	0%	100%	
Logistics and Materials	10	3.80	10%	20%	70%
Security and Risk	18	4.61	0%	94%	
Accounting and Budgets	12	4.75	8%	92%	
Facilities	19	4.21	8%	89%	
Product Development	12	4.17	8%	8%	83%

50. I am paid at an appropriate level for my qualifications.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.60	13%	27%	60%
Human Resources	5	3.80	0%	40%	60%
Service Representatives	36	3.94	8%	17%	75%
Sales and Marketing	19	4.21	11%	84%	
Research & Dev	35	3.91	11%	14%	74%
International Sales	14	4.21	7%	14%	79%
Transportation Trucking	13	4.46	8%	92%	
Logistics and Materials	10	3.70	20%	10%	70%
Security and Risk	18	4.44	11%	89%	
Accounting and Budgets	12	4.58	8%	92%	
Facilities	19	4.16	16%	79%	
Product Development	12	4.33	8%	8%	83%

51. I am satisfied with the increases in compensation.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.67	13%	33%	53%
Human Resources	5	4.80	0%	0%	100%
Service Representatives	36	4.06	19%	78%	
Sales and Marketing	19	4.21	21%	79%	
Research & Dev	35	3.86	31%	66%	
International Sales	14	4.36	14%	86%	
Transportation Trucking	13	4.62	8%	92%	
Logistics and Materials	10	3.30	20%	50%	30%
Security and Risk	18	4.50	0%	94%	
Accounting and Budgets	12	4.67	8%	92%	
Facilities	19	4.47	11%	89%	
Product Development	12	4.58	8%	92%	

n Avg Disagree Neutral Agree

52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.53	20%	27%	53%
Human Resources	5	4.40	20%		80%
Service Representatives	36	4.08		22%	75%
Sales and Marketing	19	4.05		26%	68%
Research & Dev	35	4.14		14%	80%
International Sales	14	4.14	7%	14%	79%
Transportation Trucking	13	4.23	8%	15%	77%
Logistics and Materials	10	3.60	20%	20%	60%
Security and Risk	18	4.28		22%	72%
Accounting and Budgets	12	4.67		8%	92%
Facilities	19	4.47			95%
Product Development	12	4.08		33%	67%

53. The current pay system has a positive effect on employee productivity.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.67	7%	40%	53%
Human Resources	5	4.60			100%
Service Representatives	35	3.71		37%	57%
Sales and Marketing	19	4.21		21%	79%
Research & Dev	35	3.97	9%	17%	74%
International Sales	14	4.29	7%	14%	79%
Transportation Trucking	13	4.38		23%	77%
Logistics and Materials	10	3.70	10%	50%	40%
Security and Risk	18	4.56			89%
Accounting and Budgets	12	4.50		17%	83%
Facilities	19	4.05	11%	11%	79%
Product Development	12	4.25		17%	83%



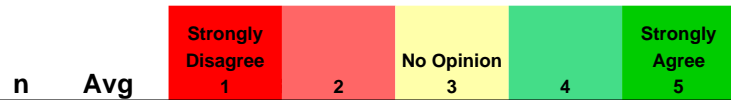
### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
47. My salary is very important.							
<b>Department</b>							
Operations	15	4.33	20%	27%		53%	
Human Resources	5	4.00	20%	20%		60%	
Service Representatives	36	4.64		36%		64%	
Sales and Marketing	19	4.84	16%			84%	
Research & Dev	35	4.37		34%		54%	
International Sales	14	4.64		36%		64%	
Transportation Trucking	14	4.64	7%	21%		71%	
Logistics and Materials	10	4.60	10%	10%		80%	
Security and Risk	18	4.22		50%		39%	
Accounting and Budgets	12	4.25	8%	25%		67%	
Facilities	19	4.26		21%	32%	47%	
Product Development	12	4.50		17%		67%	

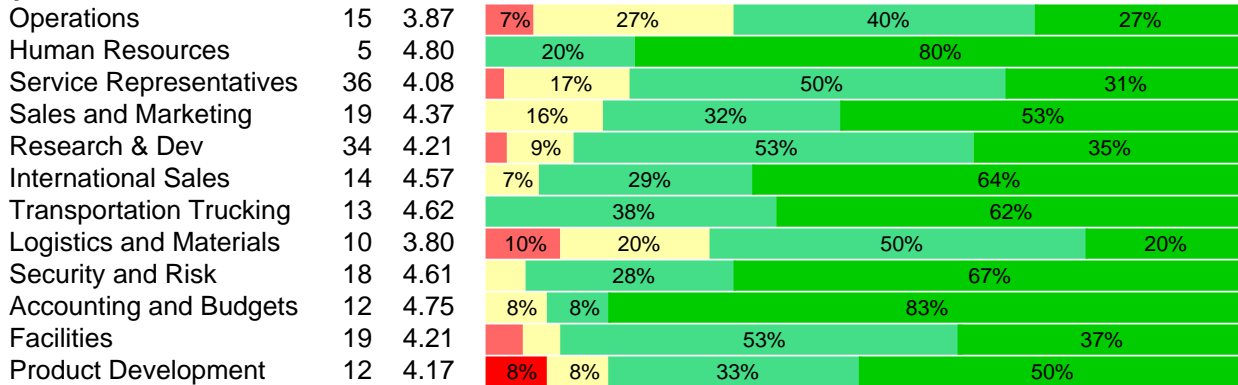
48. I am compensated fairly for the work I do.

<b>Department</b>							
Operations	15	3.93		40%	27%	33%	
Human Resources	5	4.80	20%		80%		
Service Representatives	36	4.11	14%		53%	31%	
Sales and Marketing	19	4.16	16%		53%	32%	
Research & Dev	35	4.14	11%		46%	37%	
International Sales	14	4.86	14%		86%		
Transportation Trucking	13	4.62		38%		62%	
Logistics and Materials	10	3.70	20%	20%	30%	30%	
Security and Risk	18	4.00		28%	44%	28%	
Accounting and Budgets	12	4.42	17%		25%	58%	
Facilities	19	4.63		37%		63%	
Product Development	12	4.33	8%	8%	25%	58%	



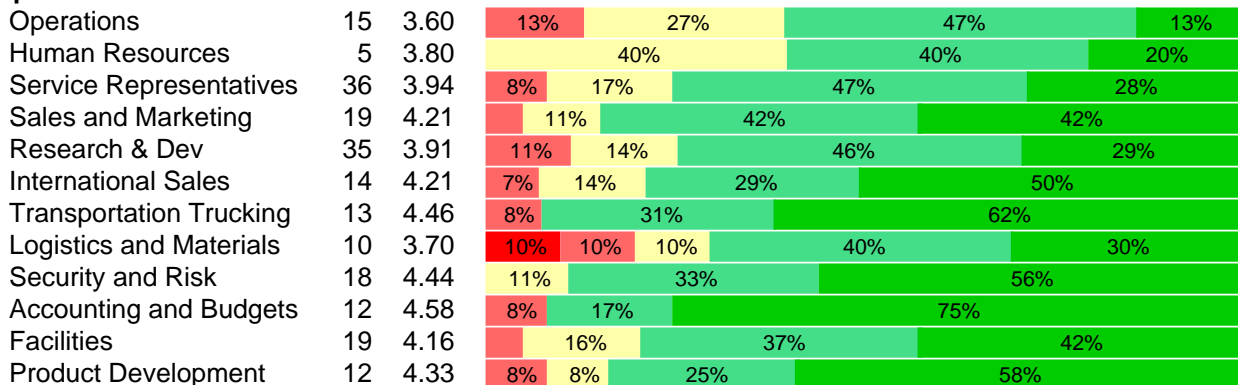
49. I am paid adequately for my responsibilities.

**Department**



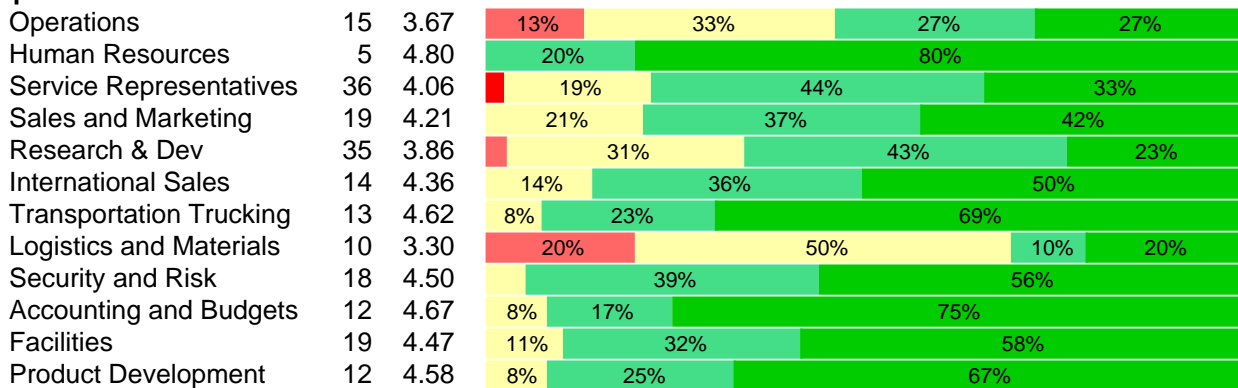
50. I am paid at an appropriate level for my qualifications.

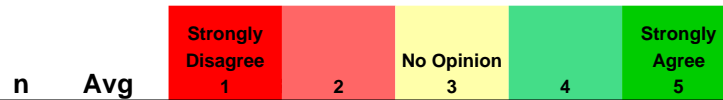
**Department**



51. I am satisfied with the increases in compensation.

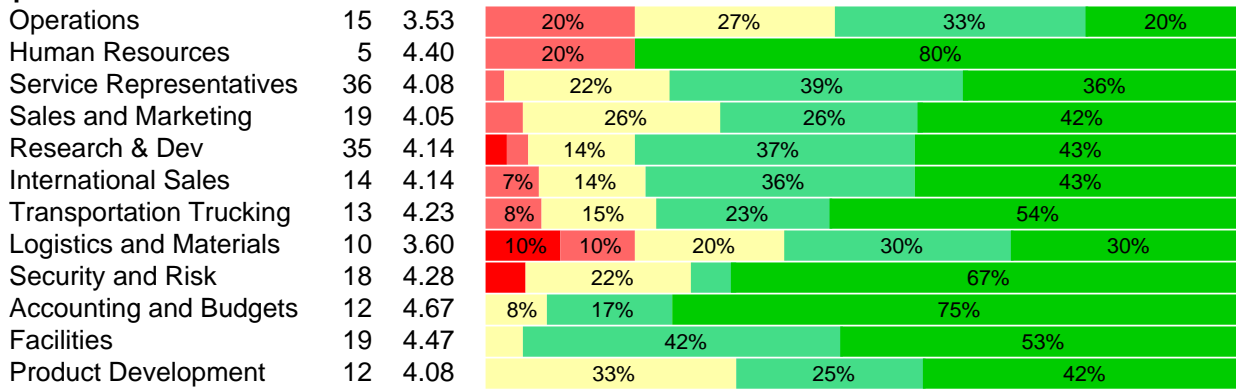
**Department**





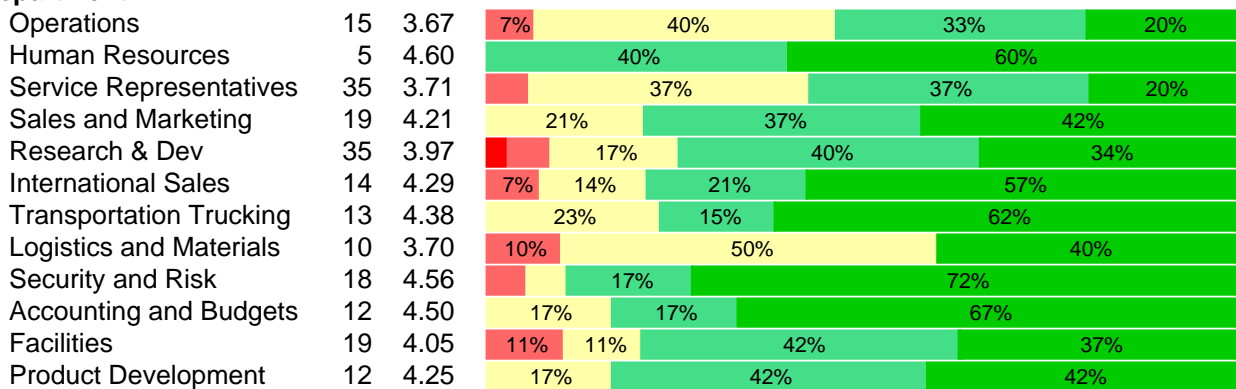
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.

**Department**



53. The current pay system has a positive effect on employee productivity.

**Department**



### Agreement By Demographic

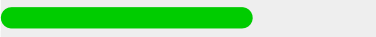









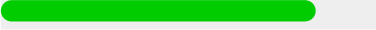
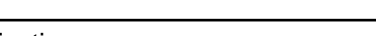
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

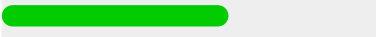






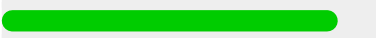
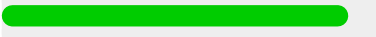


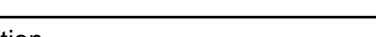
	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>47. My salary is very important.</b>							
<b>Department</b>							
Operations	15	4.33		80%	90%	76%	82%
Human Resources	5	4.00		60%	78%	100%	60%
Service Representatives	36	4.64		100%	95%	93%	86%
Sales and Marketing	19	4.84		100%	90%	69%	62%
Research & Dev	35	4.37		89%	79%	79%	81%
International Sales	14	4.64		100%	93%	87%	87%
Transportation Trucking	14	4.64		93%	78%	100%	89%
Logistics and Materials	10	4.60		90%	70%	100%	67%
Security and Risk	18	4.22		89%	80%	88%	57%
Accounting and Budgets	12	4.25		67%	88%	100%	83%
Facilities	19	4.26		79%	73%	90%	80%
Product Development	12	4.50		83%	100%	100%	82%

### 48. I am compensated fairly for the work I do.







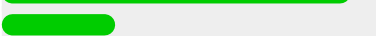
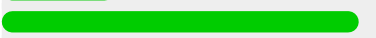
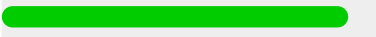


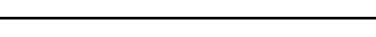
<b>Department</b>							
Operations	15	3.93		60%	75%	94%	82%
Human Resources	5	4.80		100%	67%	83%	100%
Service Representatives	36	4.11		83%	86%	93%	68%
Sales and Marketing	19	4.16		84%	90%	85%	100%
Research & Dev	35	4.14		83%	92%	88%	65%
International Sales	14	4.86		100%	93%	87%	65%
Transportation Trucking	13	4.62		100%	89%	79%	89%
Logistics and Materials	10	3.70		60%	80%	60%	58%
Security and Risk	18	4.00		72%	80%	88%	57%
Accounting and Budgets	12	4.42		83%	75%	62%	67%
Facilities	19	4.63		100%	73%	90%	80%
Product Development	12	4.33		83%	75%	67%	91%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
49. I am paid adequately for my responsibilities.							
<b>Department</b>							
Operations	15	3.87		67%	80%	71%	82%
Human Resources	5	4.80		100%	89%	83%	80%
Service Representatives	36	4.08		81%	84%	86%	73%
Sales and Marketing	19	4.37		84%	85%	85%	75%
Research & Dev	34	4.21		88%	71%	75%	81%
International Sales	14	4.57		93%	71%	93%	74%
Transportation Trucking	13	4.62		100%	100%	71%	100%
Logistics and Materials	10	3.80		70%	100%	80%	67%
Security and Risk	18	4.61		94%	90%	100%	71%
Accounting and Budgets	12	4.75		92%	88%	69%	50%
Facilities	19	4.21		89%	64%	90%	40%
Product Development	12	4.17		83%	58%	78%	100%

## 50. I am paid at an appropriate level for my qualifications.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
50. I am paid at an appropriate level for my qualifications.							
<b>Department</b>							
Operations	15	3.60		60%	70%	88%	82%
Human Resources	5	3.80		60%	56%	50%	80%
Service Representatives	36	3.94		75%	86%	86%	57%
Sales and Marketing	19	4.21		84%	90%	77%	75%
Research & Dev	35	3.91		74%	83%	79%	73%
International Sales	14	4.21		79%	86%	87%	65%
Transportation Trucking	13	4.46		92%	83%	93%	89%
Logistics and Materials	10	3.70		70%	70%	70%	75%
Security and Risk	18	4.44		89%	80%	75%	57%
Accounting and Budgets	12	4.58		92%	75%	100%	67%
Facilities	19	4.16		79%	91%	70%	20%
Product Development	12	4.33		83%	58%	67%	82%

## 51. I am satisfied with the increases in compensation.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
51. I am satisfied with the increases in compensation.							
<b>Department</b>							
Operations	15	3.67		53%	70%	71%	59%
Human Resources	5	4.80		100%	89%	67%	50%
Service Representatives	36	4.06		78%	70%	86%	68%
Sales and Marketing	19	4.21		79%	76%	85%	75%
Research & Dev	35	3.86		66%	67%	62%	62%
International Sales	14	4.36		86%	64%	73%	50%
Transportation Trucking	13	4.62		92%	83%	79%	89%
Logistics and Materials	10	3.30		30%	80%	60%	67%
Security and Risk	18	4.50		94%	90%	75%	71%
Accounting and Budgets	12	4.67		92%	62%	75%	67%
Facilities	19	4.47		89%	73%	90%	40%
Product Development	12	4.58		92%	50%	56%	73%

			Percentage Level of Agreement				
	n	Avg		2022	2021	2020	2019
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.							
<b>Department</b>							
Operations	15	3.53		53%	70%	88%	59%
Human Resources	5	4.40		80%	78%	50%	100%
Service Representatives	36	4.08		75%	78%	75%	68%
Sales and Marketing	19	4.05		68%	70%	77%	88%
Research & Dev	35	4.14		80%	79%	92%	73%
International Sales	14	4.14		79%	93%	73%	65%
Transportation Trucking	13	4.23		77%	94%	64%	67%
Logistics and Materials	10	3.60		60%	80%	80%	67%
Security and Risk	18	4.28		72%	80%	88%	86%
Accounting and Budgets	12	4.67		92%	75%	77%	83%
Facilities	19	4.47		95%	82%	60%	60%
Product Development	12	4.08		67%	75%	56%	91%

53. The current pay system has a positive effect on employee productivity.							
<b>Department</b>							
Operations	15	3.67		53%	75%	94%	64%
Human Resources	5	4.60		100%	56%	83%	70%
Service Representatives	35	3.71		57%	73%	71%	73%
Sales and Marketing	19	4.21		79%	76%	69%	75%
Research & Dev	35	3.97		74%	75%	75%	85%
International Sales	14	4.29		79%	79%	60%	61%
Transportation Trucking	13	4.38		77%	78%	86%	100%
Logistics and Materials	10	3.70		40%	80%	90%	67%
Security and Risk	18	4.56		89%	80%	88%	86%
Accounting and Budgets	12	4.50		83%	100%	85%	33%
Facilities	19	4.05		79%	73%	80%	60%
Product Development	12	4.25		83%	67%	78%	73%

### Time Comparison of Averages

Item	2019	2020	2021	2022	Change
47. My salary is very important.	4.30	4.43	4.46	4.49	+0.03 ▲
48. I am compensated fairly for the work I do.	4.09	4.13	4.28	4.26	-0.02 ▼
49. I am paid adequately for my responsibilities.	4.07	4.15	4.30	4.28	-0.02 ▼
50. I am paid at an appropriate level for my qualifications.	3.91	4.18	4.14	4.07	-0.07 ▼
51. I am satisfied with the increases in compensation.	3.92	4.05	4.02	4.18	+0.16 ▲
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	4.01	4.05	4.14	4.12	-0.02 ▼
53. The current pay system has a positive effect on employee productivity.	4.11	4.11	4.12	4.07	-0.05 ▼

### Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
47. My salary is very important.	80.0%	88.6%	86.6%	89.3%	+2.7 ▲
48. I am compensated fairly for the work I do.	74.4%	81.8%	83.1%	83.6%	+0.6 ▲
49. I am paid adequately for my responsibilities.	76.7%	80.1%	81.0%	85.9%	+4.9 ▲
50. I am paid at an appropriate level for my qualifications.	69.4%	81.2%	79.5%	77.6%	-1.9 ▼
51. I am satisfied with the increases in compensation.	63.7%	73.7%	71.0%	77.6%	+6.6 ▲
52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	72.2%	75.0%	78.5%	74.8%	-3.7 ▼
53. The current pay system has a positive effect on employee productivity.	72.2%	76.7%	74.6%	71.8%	-2.8 ▼

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
The current pay system has a positive effect on employee productivity.	3	43%	<span style="color: red;">■</span>
I am compensated fairly for the work I do.	1	14%	<span style="color: green;">■</span>
I am paid at an appropriate level for my qualifications.	1	14%	<span style="color: green;">■</span>
I am satisfied with the increases in compensation.	1	14%	<span style="color: green;">■</span>
My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.	1	14%	<span style="color: green;">■</span>

## Suggestions for Improvements

### Q52. My total cash compensation (salary and bonus/incentives) is competitive with the market where I live and work.

- I think the pay is very poor for my position. I deserve a raise higher than the standard cost of living raise. (Operations)

### Q53. The current pay system has a positive effect on employee productivity.

- The bonus pay system is working well. I enjoy the extra perks. (Service Representatives)
- The new hires are being hired at rates above me. That doesn't seem fair. (Service Representatives)
- Overtime hours are dominated by just a few individuals. It should be more equitable. (Research & Dev)



# Benefits

## Data Table

The tables below show the number of employees who have selected that response (the Count) and a percentage of that row within the table (Percent). The items in this table are sorted by their order on the questionnaire.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
54. I feel the company's benefits meet my needs.	214	4.23	0 0%	13 6%	19 9%	87 41%	95 44%
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	214	4.29	1 0%	5 2%	29 14%	75 35%	104 49%
56. I am satisfied with my health insurance plan.	215	4.19	1 0%	4 2%	41 19%	76 35%	93 43%
57. I am satisfied with my retirement plan.	215	4.31	0 0%	6 3%	25 12%	81 38%	103 48%
58. I know where to go for information related to benefits.	214	4.32	3 1%	3 1%	24 11%	77 36%	107 50%
59. I like my benefits package. I think of my benefits as part of my earnings.	214	4.27	2 1%	8 4%	26 12%	72 34%	106 50%
60. I understand how my retirement benefits are calculated.	214	4.17	3 1%	10 5%	36 17%	63 29%	102 48%
61. I would like more flexibility in my benefit options.	213	3.78	3 1%	13 6%	77 36%	55 26%	65 31%
62. The information that I have received about employee benefits is easy to understand.	213	4.33	1 0%	4 2%	23 11%	81 38%	104 49%

### Level of Agreement Table

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree" (5). The level of agreement as a percentage of all responses is shown below.

Item	n	Avg	LOA	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
54. I feel the company's benefits meet my needs.	214	4.23	85.0	6%	9%	41%	44%	
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	214	4.29	83.6		14%	35%	49%	
56. I am satisfied with my health insurance plan.	215	4.19	78.6		19%	35%	43%	
57. I am satisfied with my retirement plan.	215	4.31	85.6		12%	38%	48%	
58. I know where to go for information related to benefits.	214	4.32	86.0		11%	36%	50%	
59. I like my benefits package. I think of my benefits as part of my earnings.	214	4.27	83.2		12%	34%	50%	
60. I understand how my retirement benefits are calculated.	214	4.17	77.1		17%	29%	48%	
61. I would like more flexibility in my benefit options.	213	3.78	56.3	6%	36%	26%	31%	
62. The information that I have received about employee benefits is easy to understand.	213	4.33	86.9		11%	38%	49%	

## Strengths and Weaknesses

The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

Item	Avg	0	20	40	60	80	100	Disagree	Neutral	Agree
54. I feel the company's benefits meet my needs.	4.23		6%	9%	85%					
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	4.29		3%	14%	84%					
56. I am satisfied with my health insurance plan.	4.19		2%	19%	79%					
57. I am satisfied with my retirement plan.	4.31		3%	12%	86%					
58. I know where to go for information related to benefits.	4.32		3%	11%	86%					
59. I like my benefits package. I think of my benefits as part of my earnings.	4.27		5%	12%	83%					
60. I understand how my retirement benefits are calculated.	4.17		6%	17%	77%					
61. I would like more flexibility in my benefit options.	3.78		8%	36%	56%					
62. The information that I have received about employee benefits is easy to understand.	4.33		2%	11%	87%					

### Graphic Response Rates Table

The table below shows the number and percentage of responses selected for each item in this dimension. Responses to items in this dimension were measured using a 5-point scale from "Strongly Disagree 1" to "Strongly Agree 5". The responses were given values from 1 to 5 where "Strongly Disagree 1" was scored as a 1 (also shown in red) and "Strongly Agree 5" was scored as a 5 (also shown in green). The average score shown in the tables below represents the average response for that item. This table also shows the responses in a more graphic form where the percentage of each kind of response is shown using a color from red to green.

Item	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
54. I feel the company's benefits meet my needs.	214	4.23	0%	13 6%	19 9%	87 41%	95 44%	6%	9%	41%	44%	
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	214	4.29	0%	1 0%	5 2%	29 14%	75 35%	104 49%	14%	35%	49%	
56. I am satisfied with my health insurance plan.	215	4.19	0%	1 0%	4 2%	41 19%	76 35%	93 43%	19%	35%	43%	
57. I am satisfied with my retirement plan.	215	4.31	0%	6 3%	25 12%	81 38%	103 48%	12%	38%	48%		
58. I know where to go for information related to benefits.	214	4.32	1%	3 1%	3 1%	24 11%	77 36%	107 50%	11%	36%	50%	
59. I like my benefits package. I think of my benefits as part of my earnings.	214	4.27	1%	2 1%	8 4%	26 12%	72 34%	106 50%	12%	34%	50%	
60. I understand how my retirement benefits are calculated.	214	4.17	1%	3 1%	10 5%	36 17%	63 29%	102 48%	17%	29%	48%	
61. I would like more flexibility in my benefit options.	213	3.78	1%	3 1%	13 6%	77 36%	55 26%	65 31%	6%	36%	26%	31%
62. The information that I have received about employee benefits is easy to understand.	213	4.33	0%	1 0%	4 2%	23 11%	81 38%	104 49%	11%	38%	49%	

### Strengths and Weaknesses by Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Disagree/Strongly Disagree) to green (Agree/Strongly Agree). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Disagree	Neutral	Agree
<b>54. I feel the company's benefits meet my needs.</b>					
<b>Department</b>					
Operations	15	4.40	7%		93%
Human Resources	5	4.20			100%
Service Representatives	36	4.08	11%		83%
Sales and Marketing	18	4.50			94%
Research & Dev	35	4.11			89%
International Sales	14	4.14	7%	14%	79%
Transportation Trucking	14	4.21		29%	71%
Logistics and Materials	10	4.60			100%
Security and Risk	18	4.00	17%	11%	72%
Accounting and Budgets	12	4.08	17%	17%	67%
Facilities	19	4.47			89%
Product Development	12	4.17	8%	8%	83%

**55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.**

<b>Department</b>					
Operations	15	4.07	7%	13%	80%
Human Resources	5	4.00		40%	60%
Service Representatives	36	4.36		11%	89%
Sales and Marketing	19	4.47			89%
Research & Dev	35	4.03		26%	74%
International Sales	14	3.93	7%	21%	71%
Transportation Trucking	14	4.50	7%		93%
Logistics and Materials	10	4.70			100%
Security and Risk	18	4.28	11%	11%	78%
Accounting and Budgets	11	4.91			100%
Facilities	19	4.26		16%	84%
Product Development	12	4.42	8%		92%

n Avg Disagree Neutral Agree

56. I am satisfied with my health insurance plan.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.13	0%	20%	80%
Human Resources	5	4.20	0%	20%	80%
Service Representatives	36	4.08	19%	0%	75%
Sales and Marketing	19	4.05	0%	32%	68%
Research & Dev	35	3.94	20%	0%	74%
International Sales	14	4.36	0%	7%	93%
Transportation Trucking	14	4.14	0%	29%	71%
Logistics and Materials	10	4.40	0%	10%	90%
Security and Risk	18	4.44	0%	22%	78%
Accounting and Budgets	12	4.25	0%	25%	75%
Facilities	19	4.32	21%	0%	74%
Product Development	12	4.42	0%	0%	100%

57. I am satisfied with my retirement plan.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.27	7%	20%	73%
Human Resources	5	4.60	0%	0%	100%
Service Representatives	36	4.22	11%	0%	86%
Sales and Marketing	19	4.47	0%	11%	89%
Research & Dev	35	4.20	0%	0%	91%
International Sales	14	3.93	7%	21%	71%
Transportation Trucking	14	4.64	0%	0%	100%
Logistics and Materials	10	4.40	0%	0%	100%
Security and Risk	18	4.17	11%	17%	72%
Accounting and Budgets	12	4.58	0%	17%	83%
Facilities	19	4.58	0%	11%	89%
Product Development	12	4.00	0%	25%	75%

n Avg Disagree Neutral Agree

58. I know where to go for information related to benefits.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.27	7%	7%	87%
Human Resources	5	3.40	20%	20%	60%
Service Representatives	36	4.50			94%
Sales and Marketing	19	4.53			95%
Research & Dev	34	4.18		21%	79%
International Sales	14	4.29	7%		93%
Transportation Trucking	14	4.36	7%		93%
Logistics and Materials	10	4.40	10%		90%
Security and Risk	18	4.11		17%	78%
Accounting and Budgets	12	4.25	8%	17%	75%
Facilities	19	4.26		21%	74%
Product Development	12	4.50	8%		92%

59. I like my benefits package. I think of my benefits as part of my earnings.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.13	20%	7%	73%
Human Resources	5	4.80			100%
Service Representatives	36	4.08		25%	75%
Sales and Marketing	19	4.58	11%		89%
Research & Dev	35	4.06		14%	83%
International Sales	14	3.71	14%	29%	57%
Transportation Trucking	13	4.69			100%
Logistics and Materials	10	4.20	20%		80%
Security and Risk	18	4.78			94%
Accounting and Budgets	12	4.58	8%		92%
Facilities	19	4.26			89%
Product Development	12	4.08	8%	8%	83%

n Avg Disagree Neutral Agree

60. I understand how my retirement benefits are calculated.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	4.20	0%	27%	73%
Human Resources	5	3.80	20%	0%	80%
Service Representatives	36	4.08	0%	31%	69%
Sales and Marketing	19	4.05	11%	21%	68%
Research & Dev	35	4.14	0%	14%	83%
International Sales	14	3.86	14%	21%	64%
Transportation Trucking	13	4.38	0%	15%	85%
Logistics and Materials	10	4.30	10%	10%	80%
Security and Risk	18	4.33	0%	17%	78%
Accounting and Budgets	12	4.17	17%	8%	75%
Facilities	19	4.42	11%	0%	89%
Product Development	12	4.25	8%	8%	83%

61. I would like more flexibility in my benefit options.

Department

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.87	0%	47%	53%
Human Resources	5	3.40	0%	80%	20%
Service Representatives	35	3.43	9%	51%	40%
Sales and Marketing	19	3.47	0%	58%	37%
Research & Dev	35	3.80	9%	31%	60%
International Sales	14	3.79	7%	36%	57%
Transportation Trucking	13	3.85	0%	46%	54%
Logistics and Materials	10	4.00	0%	30%	70%
Security and Risk	18	3.78	22%	22%	56%
Accounting and Budgets	12	4.58	0%	0%	100%
Facilities	19	4.16	0%	21%	74%
Product Development	12	3.92	17%	0%	83%



n Avg Disagree Neutral Agree

62. The information that I have received about employee benefits is easy to understand.

**Department**

Department	n	Avg	Disagree	Neutral	Agree
Operations	15	3.80	13%	20%	67%
Human Resources	5	4.40		20%	80%
Service Representatives	35	4.11		17%	83%
Sales and Marketing	19	4.42		16%	84%
Research & Dev	35	4.20		14%	86%
International Sales	14	4.29	7%	7%	86%
Transportation Trucking	13	4.62			100%
Logistics and Materials	10	4.50		10%	90%
Security and Risk	18	4.56		11%	89%
Accounting and Budgets	12	4.50	8%		92%
Facilities	19	4.53			95%
Product Development	12	4.42	8%		92%

### Distribution of Scores By Demographic

The table below shows the distribution of responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green ([Response Scale Q01 Last]). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower distribution of agreement.

	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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54. I feel the company's benefits meet my needs.

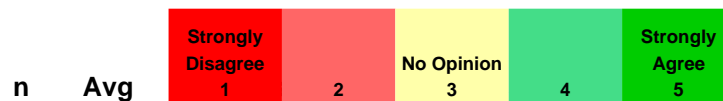
**Department**

Operations	15	4.40	7%			40%	53%
Human Resources	5	4.20				80%	20%
Service Representatives	36	4.08		11%		53%	31%
Sales and Marketing	18	4.50				39%	56%
Research & Dev	35	4.11				60%	29%
International Sales	14	4.14	7%	14%		36%	43%
Transportation Trucking	14	4.21			29%	21%	50%
Logistics and Materials	10	4.60				40%	60%
Security and Risk	18	4.00	17%	11%		28%	44%
Accounting and Budgets	12	4.08	17%	17%	8%		58%
Facilities	19	4.47				26%	63%
Product Development	12	4.17	8%	8%		42%	42%

55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.

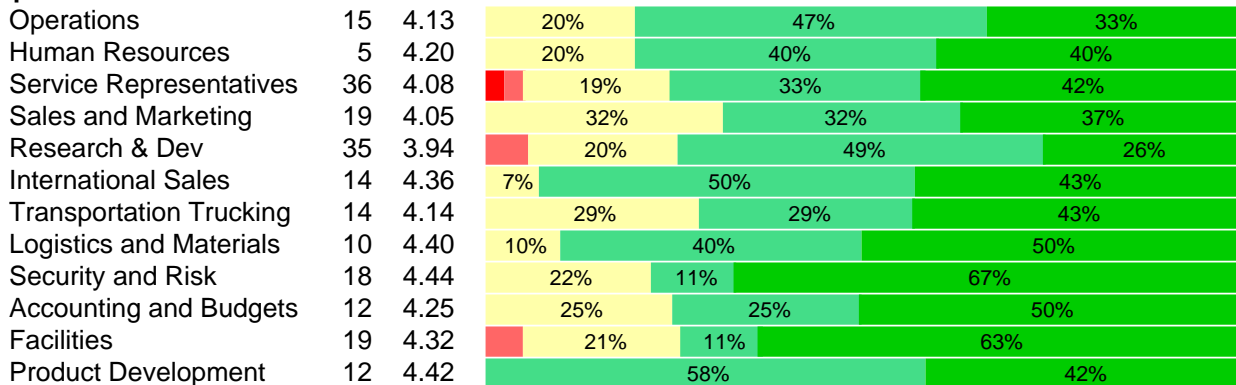
**Department**

Operations	15	4.07	7%	13%		47%	33%
Human Resources	5	4.00			40%	20%	40%
Service Representatives	36	4.36		11%		42%	47%
Sales and Marketing	19	4.47				21%	68%
Research & Dev	35	4.03			26%	46%	29%
International Sales	14	3.93	7%	21%		43%	29%
Transportation Trucking	14	4.50	7%			29%	64%
Logistics and Materials	10	4.70				30%	70%
Security and Risk	18	4.28	11%	11%		17%	61%
Accounting and Budgets	11	4.91				9%	91%
Facilities	19	4.26			16%	42%	42%
Product Development	12	4.42	8%			42%	50%



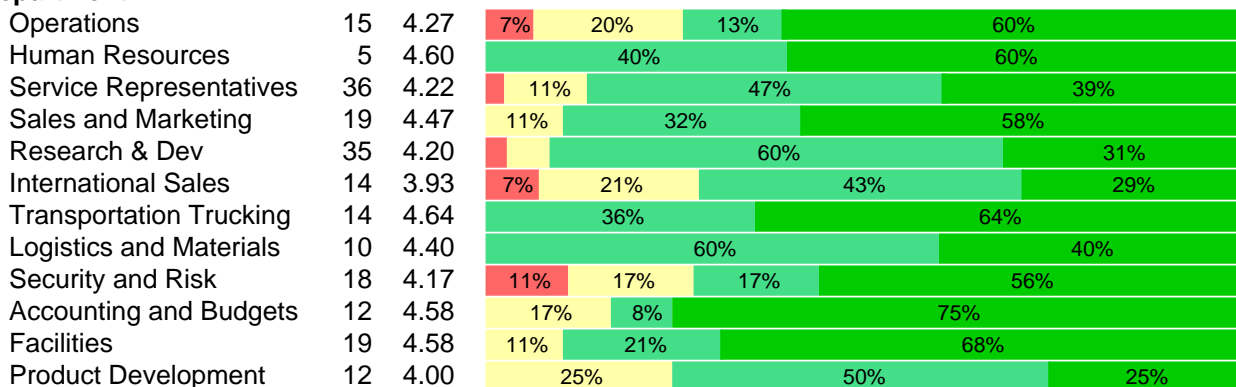
56. I am satisfied with my health insurance plan.

**Department**



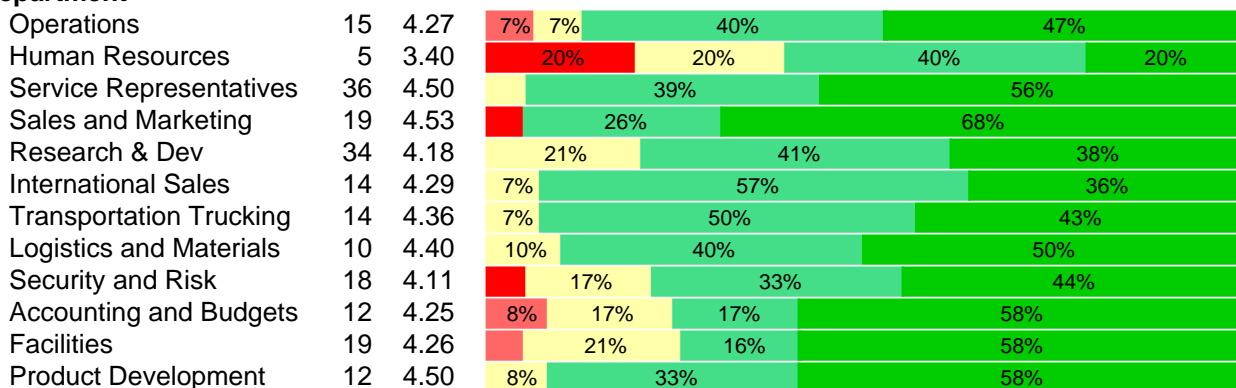
57. I am satisfied with my retirement plan.

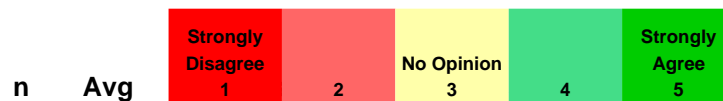
**Department**



58. I know where to go for information related to benefits.

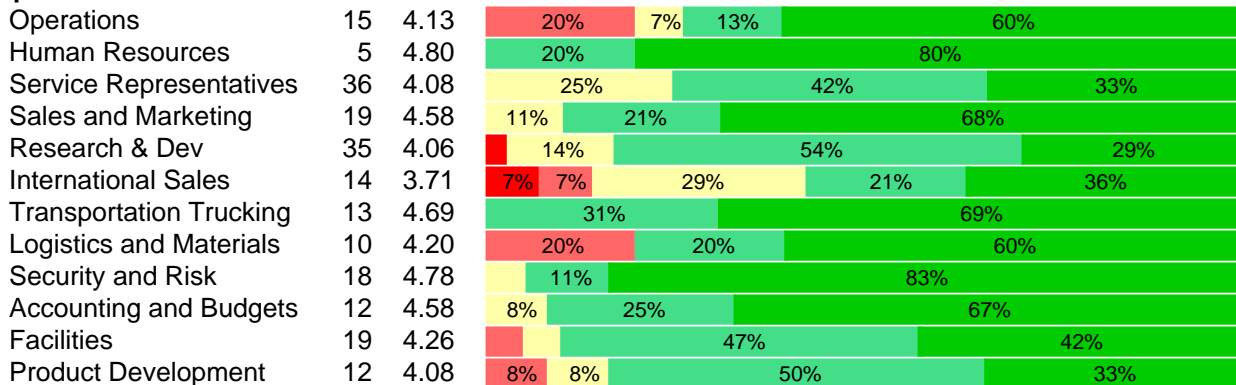
**Department**





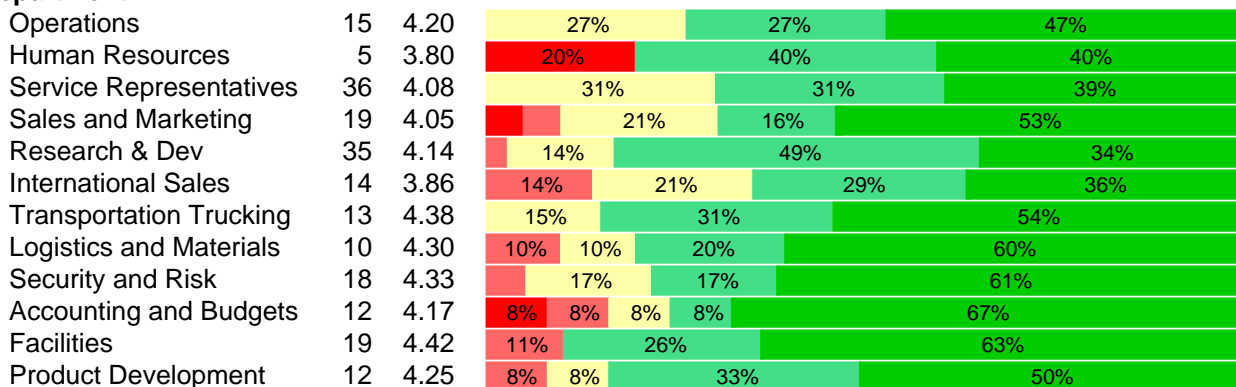
59. I like my benefits package. I think of my benefits as part of my earnings.

**Department**



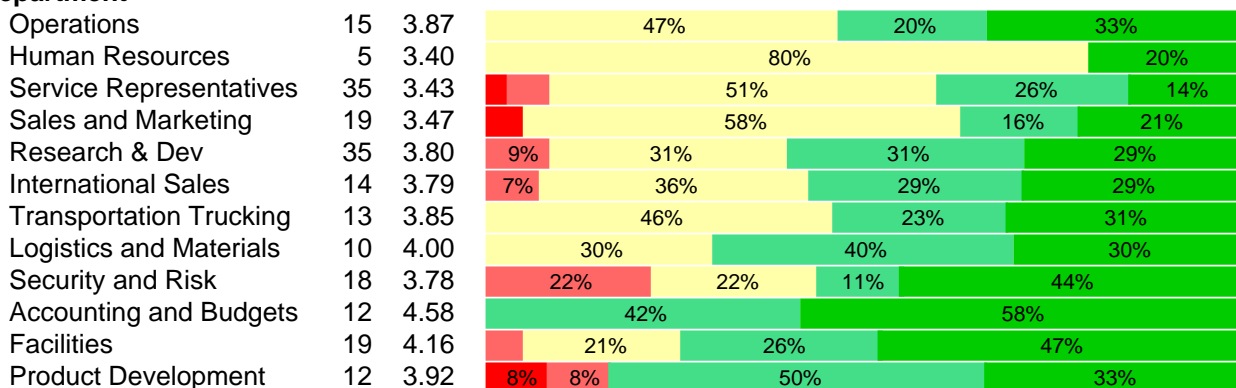
60. I understand how my retirement benefits are calculated.

**Department**



61. I would like more flexibility in my benefit options.

**Department**



n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
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62. The information that I have received about employee benefits is easy to understand.

**Department**

Department	n	Avg	Strongly Disagree 1	2	No Opinion 3	4	Strongly Agree 5
Operations	15	3.80	13%		20%	40%	27%
Human Resources	5	4.40			20%		60%
Service Representatives	35	4.11			17%	54%	29%
Sales and Marketing	19	4.42			16%	26%	58%
Research & Dev	35	4.20			14%	51%	34%
International Sales	14	4.29	7%	7%		36%	50%
Transportation Trucking	13	4.62				38%	62%
Logistics and Materials	10	4.50			10%	30%	60%
Security and Risk	18	4.56			11%	22%	67%
Accounting and Budgets	12	4.50	8%			25%	67%
Facilities	19	4.53				37%	58%
Product Development	12	4.42	8%			25%	67%

### Agreement By Demographic

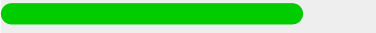






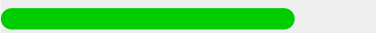
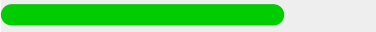


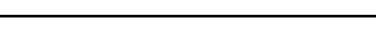
The table below shows the responses in a graphic form where the percentage of each kind of response is shown using a color from red (Strongly Disagree 1) to green (Strongly Agree 5). The purpose of this graph is to easily compare the different items on this dimension to identify those with a higher or lower level of agreement.

This table also includes the level of agreement with each item on this section of the survey. Agreement in this section is defined as a response from "4" (4) to "Strongly Agree 5" (5). The level of agreement as a percentage of all responses is shown below.

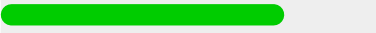
	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
54. I feel the company's benefits meet my needs.							
<b>Department</b>							
Operations	15	4.40		93%	90%	71%	86%
Human Resources	5	4.20		100%	89%	50%	90%
Service Representatives	36	4.08		83%	92%	93%	84%
Sales and Marketing	18	4.50		94%	81%	77%	75%
Research & Dev	35	4.11		89%	71%	83%	88%
International Sales	14	4.14		79%	86%	60%	70%
Transportation Trucking	14	4.21		71%	83%	79%	89%
Logistics and Materials	10	4.60		100%	80%	100%	83%
Security and Risk	18	4.00		72%	90%	62%	57%
Accounting and Budgets	12	4.08		67%	100%	85%	83%
Facilities	19	4.47		89%	82%	80%	80%
Product Development	12	4.17		83%	92%	78%	82%

55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
<b>Department</b>							
Operations	15	4.07		80%	95%	82%	82%
Human Resources	5	4.00		60%	89%	83%	70%
Service Representatives	36	4.36		89%	92%	75%	84%
Sales and Marketing	19	4.47		89%	81%	69%	75%
Research & Dev	35	4.03		74%	79%	83%	92%
International Sales	14	3.93		71%	93%	53%	83%
Transportation Trucking	14	4.50		93%	72%	100%	100%
Logistics and Materials	10	4.70		100%	50%	50%	75%
Security and Risk	18	4.28		78%	70%	88%	71%
Accounting and Budgets	11	4.91		100%	88%	69%	67%
Facilities	19	4.26		84%	64%	100%	100%
Product Development	12	4.42		92%	92%	67%	91%

	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
56. I am satisfied with my health insurance plan.							
<b>Department</b>							
Operations	15	4.13		80%	75%	76%	64%
Human Resources	5	4.20		80%	78%	100%	90%
Service Representatives	36	4.08		75%	73%	68%	76%
Sales and Marketing	19	4.05		68%	76%	62%	75%
Research & Dev	35	3.94		74%	83%	62%	62%
International Sales	14	4.36		93%	100%	60%	61%
Transportation Trucking	14	4.14		71%	83%	71%	67%
Logistics and Materials	10	4.40		90%	100%	70%	58%
Security and Risk	18	4.44		78%	70%	75%	71%
Accounting and Budgets	12	4.25		75%	75%	85%	83%
Facilities	19	4.32		74%	73%	50%	80%
Product Development	12	4.42		100%	83%	89%	82%

57. I am satisfied with my retirement plan.							
<b>Department</b>							
Operations	15	4.27		73%	70%	71%	77%
Human Resources	5	4.60		100%	78%	67%	80%
Service Representatives	36	4.22		86%	81%	79%	86%
Sales and Marketing	19	4.47		89%	86%	85%	75%
Research & Dev	35	4.20		91%	79%	79%	85%
International Sales	14	3.93		71%	71%	53%	65%
Transportation Trucking	14	4.64		100%	89%	93%	78%
Logistics and Materials	10	4.40		100%	90%	100%	67%
Security and Risk	18	4.17		72%	90%	88%	86%
Accounting and Budgets	12	4.58		83%	75%	69%	67%
Facilities	19	4.58		89%	91%	100%	80%
Product Development	12	4.00		75%	75%	89%	91%



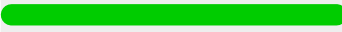
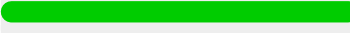
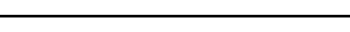
58. I know where to go for information related to benefits.							
<b>Department</b>							
Operations	15	4.27		87%	85%	76%	82%
Human Resources	5	3.40		60%	89%	50%	80%
Service Representatives	36	4.50		94%	89%	96%	86%
Sales and Marketing	19	4.53		95%	85%	92%	62%
Research & Dev	34	4.18		79%	88%	88%	88%
International Sales	14	4.29		93%	86%	67%	83%
Transportation Trucking	14	4.36		93%	72%	86%	89%
Logistics and Materials	10	4.40		90%	90%	90%	58%
Security and Risk	18	4.11		78%	80%	100%	86%
Accounting and Budgets	12	4.25		75%	75%	85%	83%
Facilities	19	4.26		74%	100%	80%	60%
Product Development	12	4.50		92%	83%	100%	73%

	n	Avg	Percentage Level of Agreement				
			2022	2021	2020	2019	
59. I like my benefits package. I think of my benefits as part of my earnings.							
<b>Department</b>							
Operations	15	4.13		73%	80%	71%	73%
Human Resources	5	4.80		100%	89%	100%	90%
Service Representatives	36	4.08		75%	92%	82%	81%
Sales and Marketing	19	4.58		89%	81%	77%	75%
Research & Dev	35	4.06		83%	83%	67%	69%
International Sales	14	3.71		57%	93%	80%	74%
Transportation Trucking	13	4.69		100%	89%	64%	78%
Logistics and Materials	10	4.20		80%	80%	70%	75%
Security and Risk	18	4.78		94%	90%	100%	100%
Accounting and Budgets	12	4.58		92%	88%	85%	100%
Facilities	19	4.26		89%	91%	90%	100%
Product Development	12	4.08		83%	75%	78%	100%

60. I understand how my retirement benefits are calculated.							
<b>Department</b>							
Operations	15	4.20		73%	85%	82%	73%
Human Resources	5	3.80		80%	78%	83%	90%
Service Representatives	36	4.08		69%	73%	68%	78%
Sales and Marketing	19	4.05		68%	76%	77%	100%
Research & Dev	35	4.14		83%	75%	75%	77%
International Sales	14	3.86		64%	79%	80%	70%
Transportation Trucking	13	4.38		85%	78%	79%	89%
Logistics and Materials	10	4.30		80%	90%	60%	75%
Security and Risk	18	4.33		78%	90%	62%	71%
Accounting and Budgets	12	4.17		75%	62%	69%	67%
Facilities	19	4.42		89%	100%	80%	80%
Product Development	12	4.25		83%	83%	89%	73%

61. I would like more flexibility in my benefit options.							
<b>Department</b>							
Operations	15	3.87		53%	60%	65%	55%
Human Resources	5	3.40		20%	78%	67%	80%
Service Representatives	35	3.43		40%	57%	54%	49%
Sales and Marketing	19	3.47		37%	38%	69%	88%
Research & Dev	35	3.80		60%	46%	50%	44%
International Sales	14	3.79		57%	64%	43%	52%
Transportation Trucking	13	3.85		54%	44%	71%	89%
Logistics and Materials	10	4.00		70%	70%	60%	58%
Security and Risk	18	3.78		56%	60%	88%	100%
Accounting and Budgets	12	4.58		100%	88%	77%	83%
Facilities	19	4.16		74%	64%	80%	80%
Product Development	12	3.92		83%	58%	56%	73%



	n	Avg	Percentage Level of Agreement	2022	2021	2020	2019
62. The information that I have received about employee benefits is easy to understand.							
<b>Department</b>							
Operations	15	3.80		67%	90%	82%	64%
Human Resources	5	4.40		80%	78%	83%	100%
Service Representatives	35	4.11		83%	86%	79%	84%
Sales and Marketing	19	4.42		84%	90%	85%	75%
Research & Dev	35	4.20		86%	83%	79%	85%
International Sales	14	4.29		86%	79%	67%	70%
Transportation Trucking	13	4.62		100%	72%	79%	89%
Logistics and Materials	10	4.50		90%	80%	70%	67%
Security and Risk	18	4.56		89%	90%	88%	86%
Accounting and Budgets	12	4.50		92%	88%	77%	67%
Facilities	19	4.53		95%	91%	80%	100%
Product Development	12	4.42		92%	58%	89%	73%

## Time Comparison of Averages

Item	2019	2020	2021	2022	Change
54. I feel the company's benefits meet my needs.	4.24	4.20	4.35	4.23	-0.12 ▼
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	4.27	4.10	4.24	4.29	+0.05 ▲
56. I am satisfied with my health insurance plan.	3.97	4.03	4.22	4.19	-0.03 ▼
57. I am satisfied with my retirement plan.	4.22	4.18	4.17	4.31	+0.14 ▲
58. I know where to go for information related to benefits.	4.28	4.31	4.32	4.32	
59. I like my benefits package. I think of my benefits as part of my earnings.	4.17	4.12	4.27	4.27	
60. I understand how my retirement benefits are calculated.	4.11	4.05	4.19	4.17	-0.02 ▼
61. I would like more flexibility in my benefit options.	3.89	3.96	3.79	3.78	-0.01 ▼
62. The information that I have received about employee benefits is easy to understand.	4.17	4.15	4.24	4.33	+0.09 ▲

## Time Comparison of Level of Agreement

Item	2019	2020	2021	2022	Change
54. I feel the company's benefits meet my needs.	81.1%	79.5%	86.1%	85.0%	-1.0 ▼
55. My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	83.9%	75.6%	82.5%	83.6%	+1.1 ▲
56. I am satisfied with my health insurance plan.	69.4%	69.3%	79.6%	78.6%	-1.0 ▼
57. I am satisfied with my retirement plan.	78.9%	80.1%	80.1%	85.6%	+5.5 ▲
58. I know where to go for information related to benefits.	80.6%	85.8%	85.5%	86.0%	+0.5 ▲
59. I like my benefits package. I think of my benefits as part of my earnings.	80.0%	77.8%	85.5%	83.2%	-2.3 ▼
60. I understand how my retirement benefits are calculated.	77.8%	73.9%	79.1%	77.1%	-2.0 ▼
61. I would like more flexibility in my benefit options.	61.5%	62.3%	57.2%	56.3%	-0.9 ▼
62. The information that I have received about employee benefits is easy to understand.	78.3%	79.0%	82.6%	86.9%	+4.3 ▲

## Importance Scores

Employees were asked to select which item they think should be emphasized most over the next two years in order to make a more effective organization. The frequencies with which each item was selected are shown in the table below. This table is sorted by frequency descending.

Item	n	%	
I feel the company's benefits meet my needs.	4	33%	<span style="color: red;">■</span>
I am satisfied with my retirement plan.	2	17%	<span style="color: green;">■</span>
I know where to go for information related to benefits.	2	17%	<span style="color: green;">■</span>
My employee benefits (health care, retirement, 401k, time off, etc.) are competitive with the market where I live and work.	1	8%	<span style="color: green;">■</span>
I am satisfied with my health insurance plan.	1	8%	<span style="color: green;">■</span>
I would like more flexibility in my benefit options.	1	8%	<span style="color: green;">■</span>
The information that I have received about employee benefits is easy to understand.	1	8%	<span style="color: green;">■</span>

## Suggestions for Improvements

### General Suggestions

- More choices for retirement funds. There are only a few mutual funds available. This should be increased. (Operations)
- The benefits department should do more to communicate the cost of the benefits. (Sales and Marketing)
- Vision benefits would be nice. I use the computers all day. An annual vision screening should be easy to obtain. (Research & Dev)
- The health benefits are awesome compared to my previous employer. (Research & Dev)

### Q54. I feel the company's benefits meet my needs.

- I'm not using the dental plan. I should be able to get reimbursed. (Service Representatives)
- There needs to be more choices for the health and dental plans. (Service Representatives)
- [Show Project: CompanyName ] needs more dental benefit choices. (Service Representatives)
- We need a better dental plan. The current reimbursement is not covering the expenses. (Service Representatives)

### Q57. I am satisfied with my retirement plan.

- I think the retirement options need to be expanded. There should be a greater match from the employer. (Research & Dev)

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**Q58. I know where to go for information related to benefits.**

- There is little support from the dental carrier. Need to switch to a better one. (Operations)
  - Make benefit information available through the company Intranet. (International Sales)
- 

**Q61. I would like more flexibility in my benefit options.**

- Get a better vision plan. (Service Representatives)
- 

**Q62. The information that I have received about employee benefits is easy to understand.**

- Communication from the benefits department has been poor. (Operations)