

Employer of Choice.net

Sample Report

Employer of Choice.net

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*This is a *Sample Report*. The report that your company will receive will contain all 8 Employer of ChoiceSM modules. Your company will receive feedback on its performance with respect to:

- The Company
- Culture
- Enlightened Leadership
- Care of People
- Growth and Opportunity
- Meaningful Work
- Compensation and Benefits
- Making a Difference

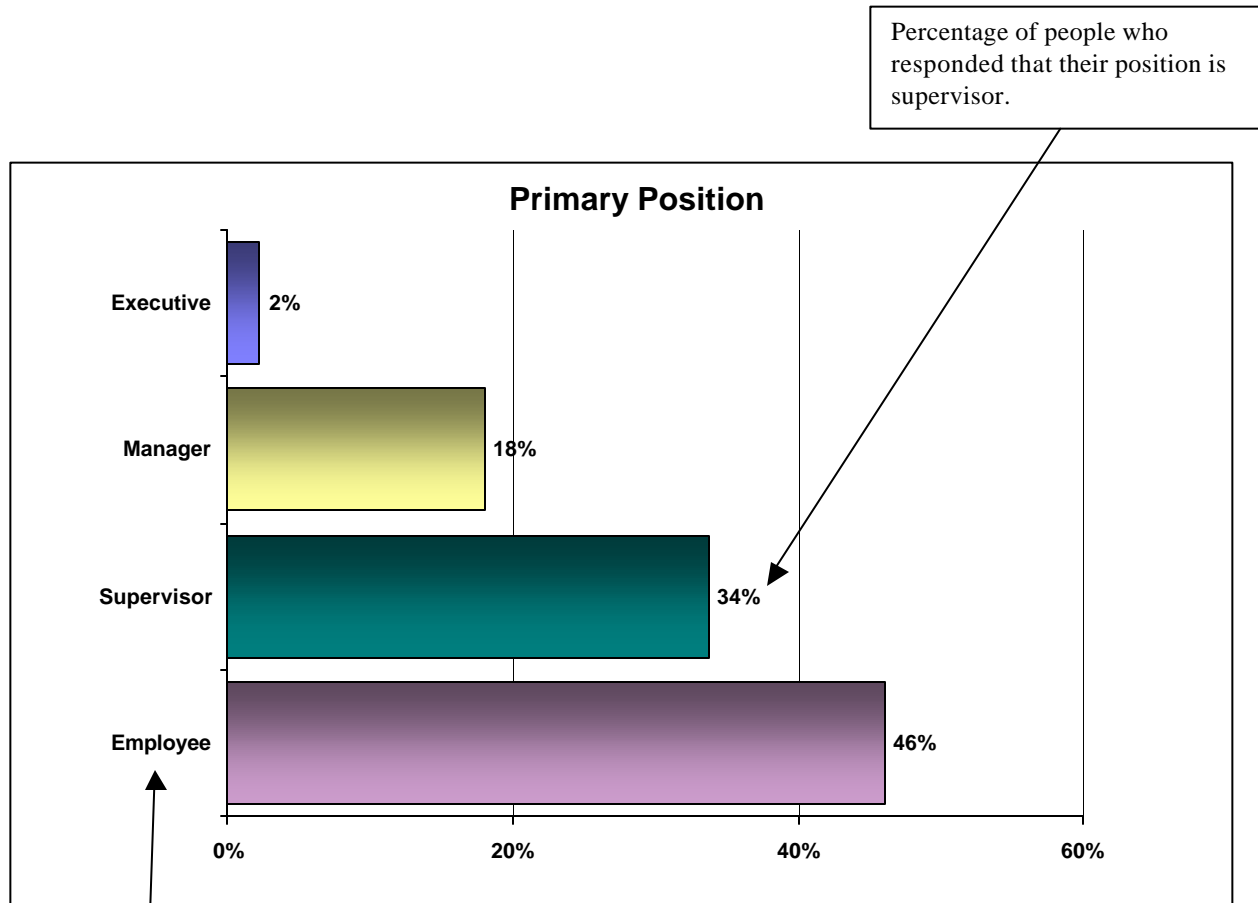
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Section 1

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Demographic Report	
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Demographic Feedback

Demographic information provides your company with basic knowledge about your customers and employees. The reports are based on the questions asked in the demographic section of the assessment questionnaire. The graphical image displays the percentage each response received for a particular question. The chart positioned below the graphical image displays the actual frequency of responses to the question. Demographic feedback, such as primary position, is useful for sorting information and identifying perception gaps.



*sample graph does not represent your company's actual results.

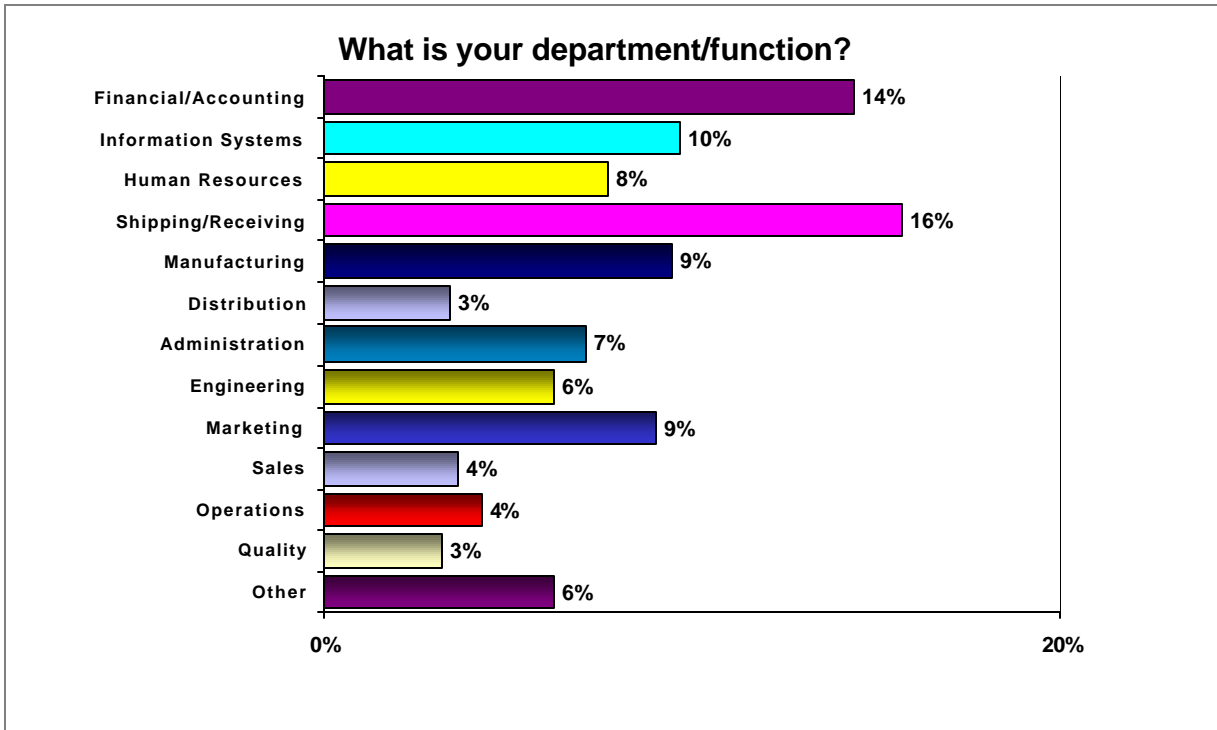
Primary Position	Frequency
Executive	2
Manager	16
Supervisor	30
Employee	41

Response criteria determined from the assessment questionnaire.

Actual count of people who responded that they are Supervisors for this organization.

Sample Company

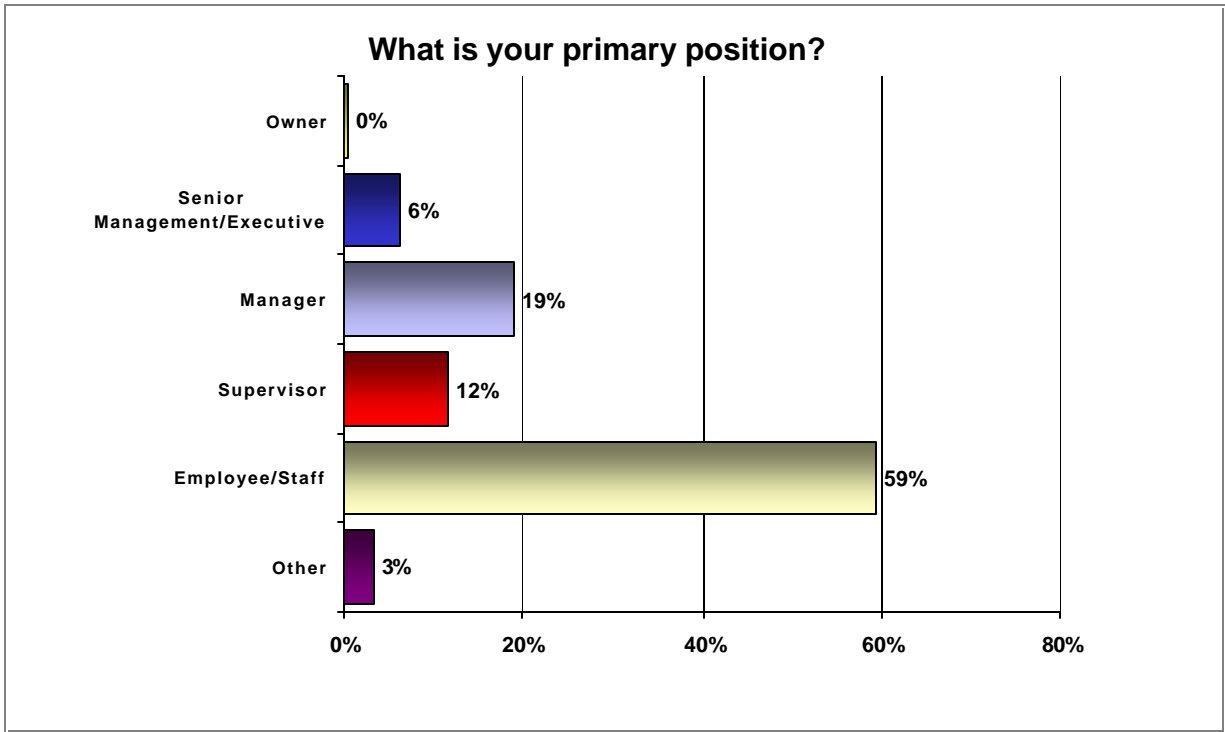
March 2000



What is your department/function?	Frequency
Financial/Accounting	67
Information Systems	45
Human Resources	36
Shipping/Receiving	73
Manufacturing	44
Distribution	16
Administration	33
Engineering	29
Marketing	42
Sales	17
Operations	20
Quality	15
Other	29

Sample Company

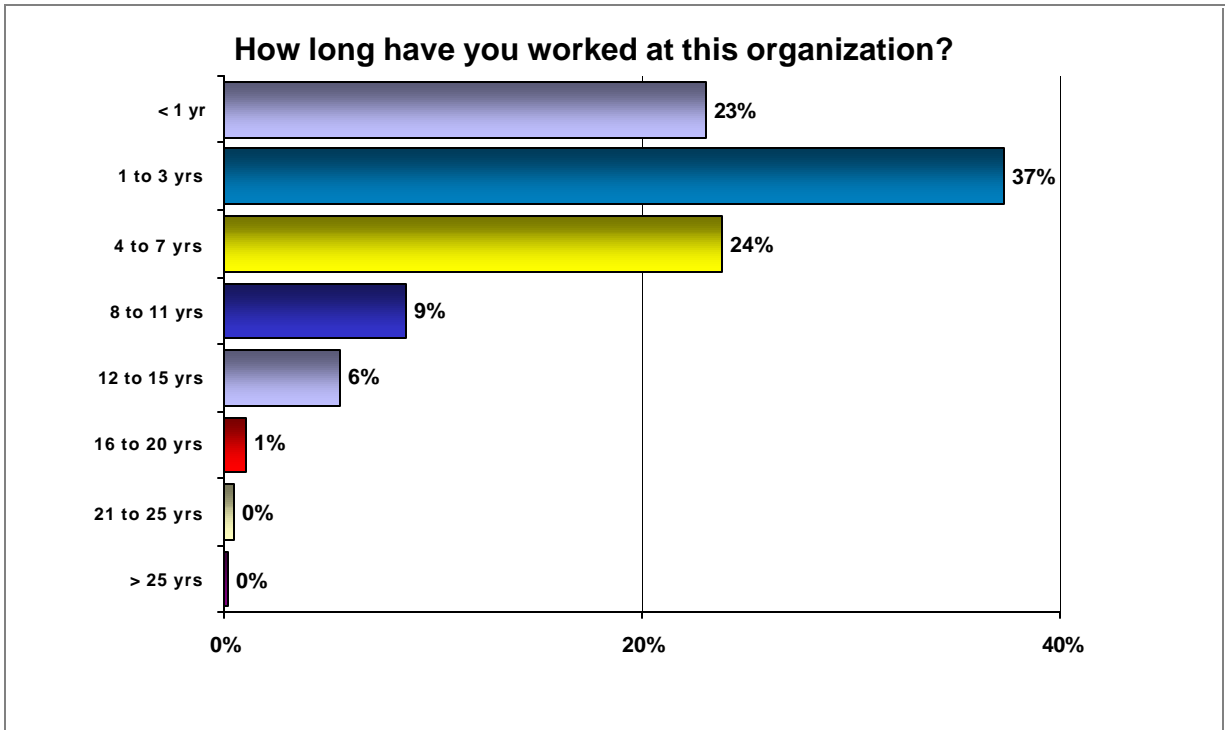
March 2000



What is your primary position?	Frequency
Owner	2
Senior Management/Executive	29
Manager	87
Supervisor	53
Employee/Staff	272
Other	15

Sample Company

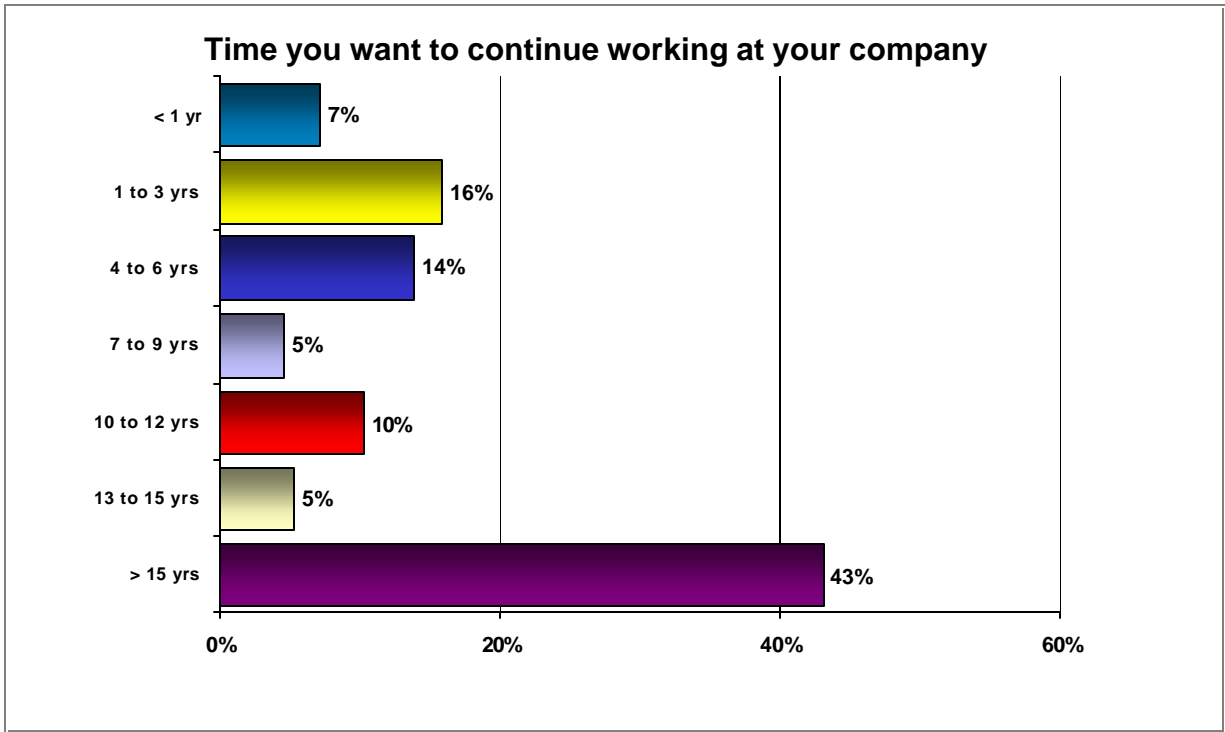
March 2000



Length of time at organization	Frequency
< 1 yr	108
1 to 3 yrs	175
4 to 7 yrs	112
8 to 11 yrs	41
12 to 15 yrs	26
16 to 20 yrs	5
21 to 25 yrs	2
> 25 yrs	1

Sample Company

March 2000



Time to continue at your company	Frequency
< 1 yr	32
1 to 3 yrs	71
4 to 6 yrs	62
7 to 9 yrs	21
10 to 12 yrs	46
13 to 15 yrs	24
> 15 yrs	193

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Section 2

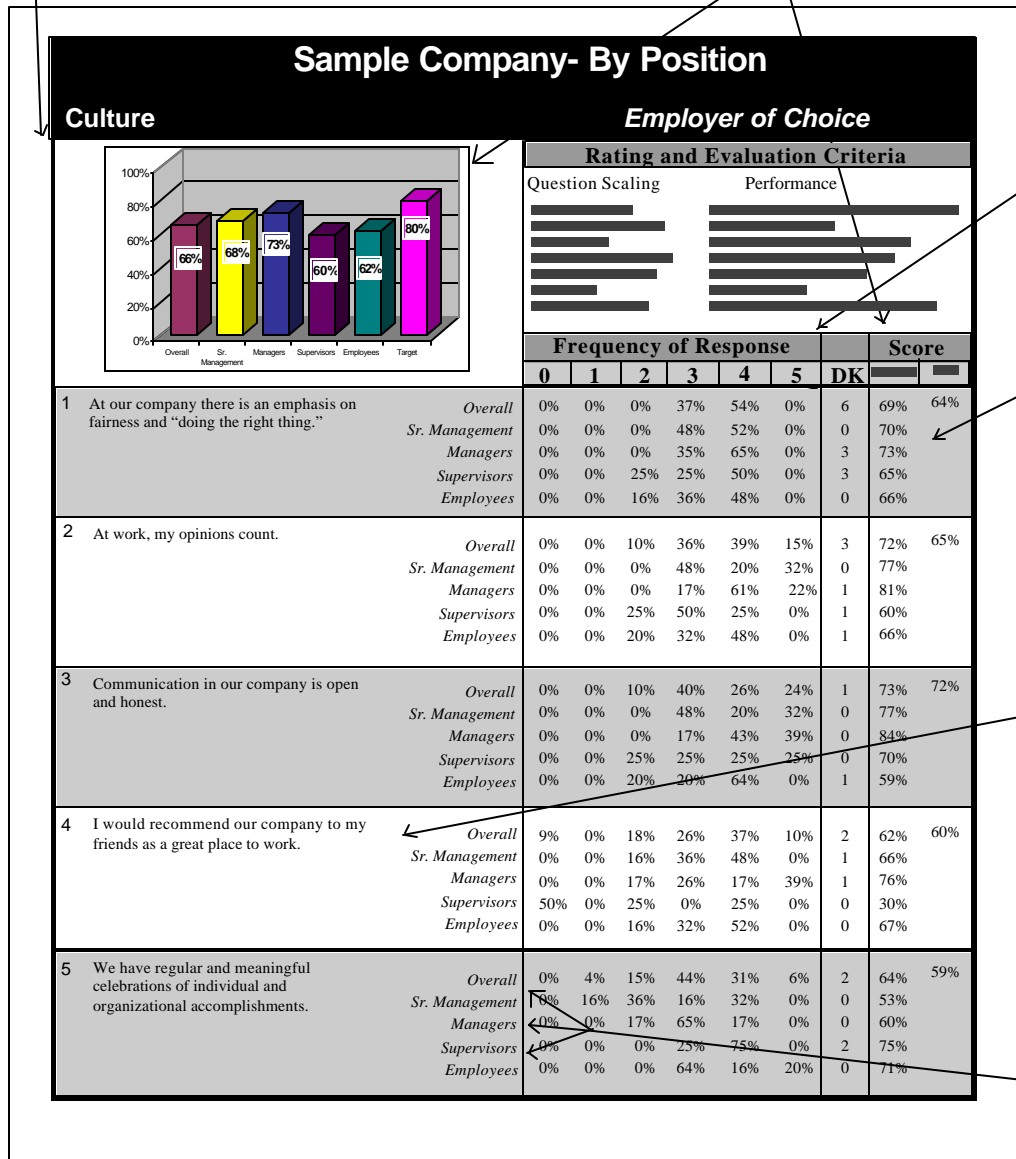
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Module Report	
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▪ “The Company” Module Report	1

Module Reports

Module reports are a practical way to illustrate how employees view the company's business practices. The information (responses to survey questions) is displayed side by side in a "base 100 centile" format. The scores are calculated using a weighted average by frequency of responses.

Overall criteria being assessed (Culture is shown here, but many others are also assessed).

Graphical illustration of how each group scored the module. The category index scores are calculated based on a simple average of the current scores for each question asked in the module. Current scores are calculated using a weighted average of the frequency of responses. In this example, the Managers scored the Culture Module a 73%. Supervisors scored it the lowest, with a culture score of 60%.



Frequency of Response represents the percentage of respondents who rated the scaled question a 0, 1, 2, 3, 4, or 5. DK is the actual count of people who indicated they didn't know the answer.

The Current Score displays the weighted average, based on a 100 point centile scale. This score represents a "grade" with a 100% being the highest possible. A previous score or a best score for the question is entered when applicable.

Questions correspond with those asked on the questionnaire.

The data is broken into groups based on demographics or other criteria for side by side comparative analysis.

*sample graph does not represent your company's actual results.

Module Reports Continued...

The total number of participants for each demographic criteria are displayed here.

Culture		Employer of Choice									
		Frequency of Response							Score		
		0	1	2	3	4	5	DK			
6	At our company teamwork is encouraged.	Overall	0%	9%	18%	53%	20%	0%	1	57%	56%
		Sr. Management	0%	32%	16%	16%	36%	0%	0	51%	
		Managers	0%	0%	0%	61%	39%	0%	1	68%	
		Supervisors	0%	0%	0%	100%	0%	0%	0	60%	
		Employees	0%	0%	48%	52%	0%	0%	0	50%	
7	At our company teamwork is an effective way to achieve desired results.	Overall	0%	0%	41%	10%	31%	19%	3	65%	63%
		Sr. Management	0%	0%	19%	0%	38%	43%	1	81%	
		Managers	0%	0%	39%	17%	17%	26%	0	66%	
		Supervisors	0%	0%	50%	0%	50%	0%	0	60%	
		Employees	0%	0%	57%	19%	24%	0%	2	53%	

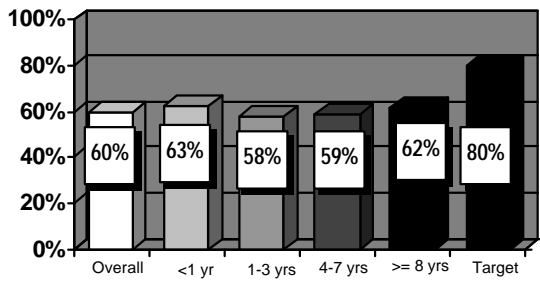
Total Surveyed	Module Scores
Overall: 89	66%
Sr. Management: 25	68%
Managers: 23	73%
Supervisors: 16	60%
Employees: 25	62%

These Module Scores reflect the same scores displayed in the graphical chart at the beginning of each module report. They are calculated through a simple average of the current scores for each question (current scores are calculated using a weighted average of the frequency of responses).

Sample Company- By length of time at company

The Company

Employer of Choice



Rating And Evaluation Criteria:

Question Scaling

DK Don't Know
 0 Strongly Disagree
 1 Disagree
 2 Somewhat Disagree
 3 Somewhat Agree
 4 Agree
 5 Strongly Agree

Performance

0% - 25% Non Existent to Extremely Poor
 26% - 35% Very Poor
 36% - 55% Poor to Below Average
 56% - 65% Average Performance
 66% - 75% Above Average
 76% - 85% Good
 86% - 100% Exceptional / Best Practices

Frequency of Response

Score

0	1	2	3	4	5	DK	Current	Prev
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1 I am familiar with the history of our company and our plans for the future.	<i>Overall</i>	2%	3%	7%	21%	44%	23%	39	75%	N/A
	<i>Less than 1 yr</i>	0%	2%	8%	20%	45%	24%	19	76%	
	<i>1 to 3 yrs</i>	2%	4%	8%	20%	44%	22%	6	73%	
	<i>4 to 7 yrs</i>	2%	2%	7%	24%	43%	22%	3	74%	
	<i>8 or more yrs</i>	1%	3%	3%	22%	43%	27%	8	77%	
2 I understand our company's business strategies.	<i>Overall</i>	8%	10%	21%	25%	27%	9%	7	56%	N/A
	<i>Less than 1 yr</i>	10%	8%	17%	25%	27%	13%	5	58%	
	<i>1 to 3 yrs</i>	7%	14%	17%	24%	27%	11%	1	56%	
	<i>4 to 7 yrs</i>	9%	11%	30%	21%	25%	4%	0	51%	
	<i>8 or more yrs</i>	5%	4%	16%	36%	32%	7%	1	61%	
3 We recognize the inherent value in the products and services which we provide.	<i>Overall</i>	11%	14%	23%	31%	18%	3%	15	48%	N/A
	<i>Less than 1 yr</i>	8%	14%	16%	28%	30%	3%	9	54%	
	<i>1 to 3 yrs</i>	15%	12%	24%	27%	17%	5%	2	46%	
	<i>4 to 7 yrs</i>	8%	13%	30%	36%	13%	1%	0	47%	
	<i>8 or more yrs</i>	11%	17%	20%	34%	16%	1%	4	46%	
4 There is a genuine emphasis on quality in the goods and services produced by our company.	<i>Overall</i>	4%	6%	12%	23%	42%	13%	20	67%	N/A
	<i>Less than 1 yr</i>	3%	9%	16%	22%	39%	12%	7	64%	
	<i>1 to 3 yrs</i>	5%	5%	10%	23%	42%	15%	6	68%	
	<i>4 to 7 yrs</i>	2%	5%	13%	25%	44%	13%	2	68%	
	<i>8 or more yrs</i>	6%	9%	9%	23%	44%	10%	5	64%	
5 Customer satisfaction is a priority at our company.	<i>Overall</i>	4%	9%	13%	27%	31%	16%	5	64%	N/A
	<i>Less than 1 yr</i>	3%	3%	8%	26%	37%	23%	4	72%	
	<i>1 to 3 yrs</i>	6%	12%	14%	27%	26%	15%	0	60%	
	<i>4 to 7 yrs</i>	6%	11%	15%	23%	32%	13%	0	60%	
	<i>8 or more yrs</i>	1%	9%	14%	32%	27%	16%	1	65%	

Sample Company- By length of time at company

The Company		Employer of Choice								
		Frequency of Response							Score	
		0	1	2	3	4	5	DK	Current	Prev
6 Our workplace is located in a safe and convenient location.	<i>Overall</i>	3%	5%	10%	25%	36%	22%	7	70%	N/A
	<i>Less than 1 yr</i>	3%	4%	8%	25%	31%	29%	5	73%	
	<i>1 to 3 yrs</i>	2%	6%	13%	24%	35%	21%	1	69%	
	<i>4 to 7 yrs</i>	3%	5%	9%	29%	34%	20%	0	69%	
	<i>8 or more yrs</i>	4%	5%	7%	23%	42%	19%	1	70%	
7 My physical working conditions allow me to perform my best.	<i>Overall</i>	11%	13%	19%	23%	25%	8%	19	52%	N/A
	<i>Less than 1 yr</i>	12%	17%	16%	25%	25%	7%	5	51%	
	<i>1 to 3 yrs</i>	13%	15%	22%	22%	20%	8%	7	49%	
	<i>4 to 7 yrs</i>	10%	10%	21%	25%	27%	6%	4	54%	
	<i>8 or more yrs</i>	11%	8%	15%	26%	29%	11%	2	57%	
8 I have an accurate perception of our company's current economic status.	<i>Overall</i>	13%	8%	10%	21%	30%	17%	58	60%	N/A
	<i>Less than 1 yr</i>	12%	10%	10%	15%	30%	22%	39	61%	
	<i>1 to 3 yrs</i>	19%	7%	12%	21%	25%	16%	12	55%	
	<i>4 to 7 yrs</i>	12%	12%	6%	19%	31%	19%	4	60%	
	<i>8 or more yrs</i>	5%	5%	10%	29%	36%	15%	2	66%	
9 Our company is successful at hiring and retaining quality people.	<i>Overall</i>	9%	16%	18%	33%	18%	5%	50	50%	N/A
	<i>Less than 1 yr</i>	6%	19%	17%	32%	20%	6%	26	52%	
	<i>1 to 3 yrs</i>	11%	15%	18%	34%	17%	5%	11	49%	
	<i>4 to 7 yrs</i>	11%	12%	23%	32%	14%	7%	6	49%	
	<i>8 or more yrs</i>	7%	17%	14%	37%	24%	0%	5	51%	
10 High achievement is a characteristic of our company and its people.	<i>Overall</i>	10%	12%	18%	28%	23%	9%	29	54%	N/A
	<i>Less than 1 yr</i>	7%	7%	16%	27%	32%	12%	16	62%	
	<i>1 to 3 yrs</i>	12%	15%	21%	26%	17%	10%	7	50%	
	<i>4 to 7 yrs</i>	14%	13%	18%	29%	18%	9%	1	50%	
	<i>8 or more yrs</i>	8%	11%	14%	35%	26%	6%	3	55%	
11 We make effective use of technology.	<i>Overall</i>	5%	8%	11%	35%	30%	12%	14	63%	N/A
	<i>Less than 1 yr</i>	5%	3%	9%	35%	33%	14%	10	66%	
	<i>1 to 3 yrs</i>	4%	12%	15%	31%	25%	13%	3	60%	
	<i>4 to 7 yrs</i>	6%	7%	12%	38%	28%	10%	0	61%	
	<i>8 or more yrs</i>	3%	5%	7%	35%	41%	9%	1	67%	

Sample Company- By length of time at company

The Company

Employer of Choice

Total Surveyed	Module Scores
Overall: 481	60%
Less than 1 yr: 108	63%
1 to 3 yrs: 175	58%
4 to 7 yrs: 112	59%
8 or more yrs: 75	62%