

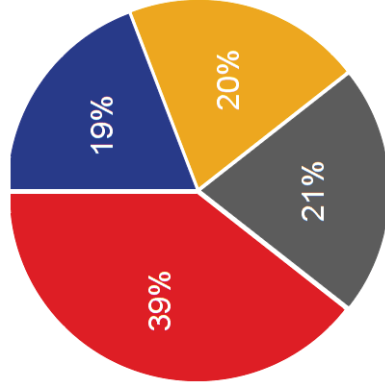
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Section 1: Survey Participants, Profile

The profile of the employees that took part in the survey were grouped under the following breakouts:

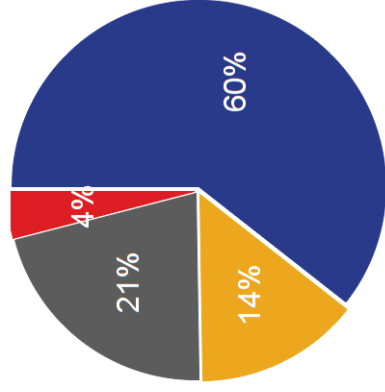
Breakout #1

- Texas
- Connecticut
- California
- Virtual



Breakout #2

- Managers & Directors
- Service Providers
- Support
- Client Facing



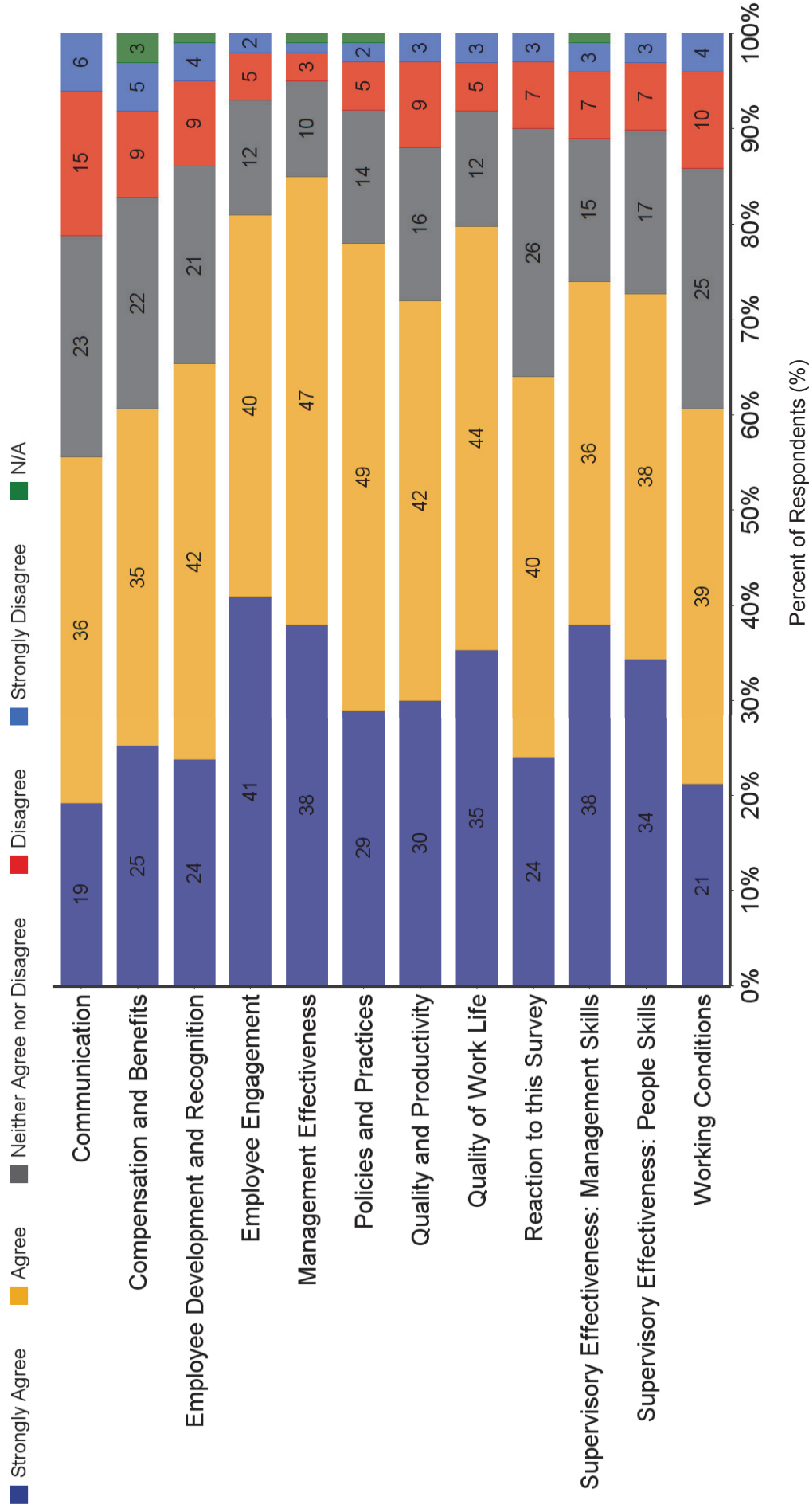
Answer	Response	%
California	76	21%
Texas	70	19%
Connecticut	74	20%
Virtual	143	39%
Total	363	100%

Answer	Response	%
Managers & Directors	219	60%
Service Providers	52	14%
Support	78	21%
Client Facing	14	4%
Total	363	100%

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Section 2: Dimension Summary Top Findings

In all, the percentage (%) of the scores to each of the survey dimensions - presented alphabetically - are as follows:

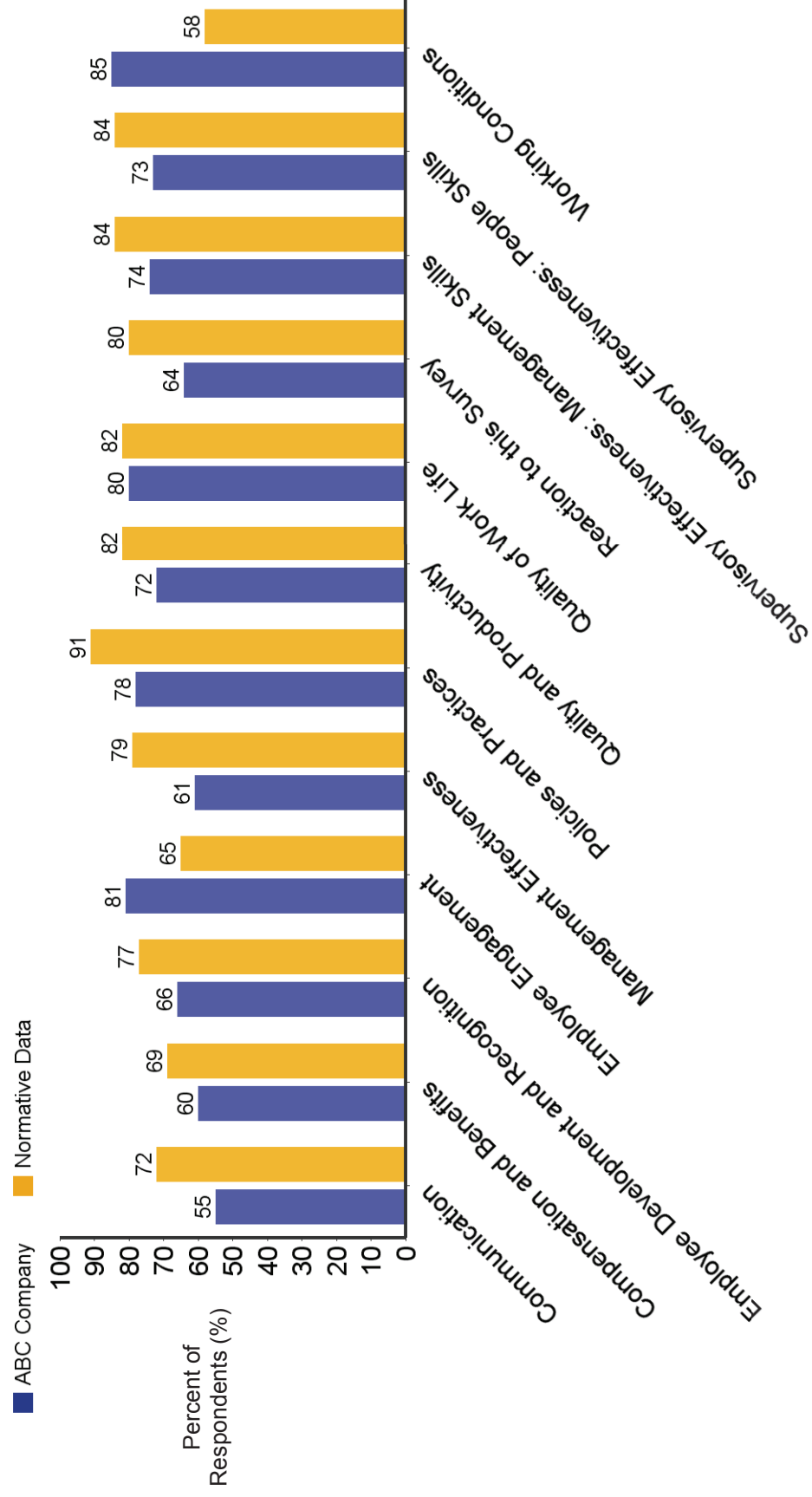




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Section 2: Dimension Summary Favorable Responses

The scores are represented as percentages (%) of the number of favorable responses ("Strongly Agree" and "Agree") over the total number of responses for that dimension. Your company scores are compared to normative data from Employers Group's own reference population, comprised of all industries, that establishes a baseline measurement against which the EOS dimension score can be compared.



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Section 3: Dimensions Communication

Employees' freedom to express their ideas and feelings and the opportunity they have to learn about organization plans and what, in general, is going on in the organization are measures of effective communication. In addition, there are usually negative reactions to management communication when there is lack of confidence in management.

Question	Strongly Agree	Agree	Neither Agree nor Disagree (Neutral)	Disagree	Strongly Disagree	N/A
I am informed about changes in a timely manner.	13%	30%	26%	22%	9%	0%
I feel comfortable expressing my opinions.	21%	39%	21%	12%	6%	-
I am rarely confused by conflicting instructions.	16%	41%	23%	13%	7%	0%
Management keeps us informed about new plans and developments.	15%	31%	28%	17%	9%	1%
I learn more from official communication than I do through other employees.	7%	18%	33%	29%	11%	1%
This organization communicates well with employees.	16%	34%	28%	16%	6%	0%
I understand how my job contributes to the success of the organization.	42%	50%	5%	2%	1%	-
I am kept informed about the performance of the business.	21%	45%	22%	9%	3%	0%