Variance Scores >= + 5%

Variance Scores >= + 0.01% to 4.99%

Variance Scores <= - 5%

Variance Scores <= - 0.01% to -4.99%

SWOT Summary – HR Scorecard Tab

Strengths: Blue Cells - high positive variance from list-makers
Weaknesses: Red Cells - high negative variance from list-makers
Opportunities: Gray Cells - low positive variance from list-makers
Threats: Yellow Cells - low negative variance from list-makers

Employee Benchmark Report - Insights Employee Benchmark Report **Gap Analysis Report**

BEST COMPORISE Group All Employments under the fact in age or entropy of the composition	Industry Programs - Engineering	Percentage of Positive Responses	Variance from All Employers	
LEADERSHIP Learners to be again an above of the processors of the		•		
Justice de la mar en moterne (file expensation en author) An outhors in the desire of the programme and the programme a	Best Companies Group >>>>	All Employers that made the list	rounded for data	
Justice de la mar en moterne (file expensation en author) An outhors in the desire of the programme and the programme a	LEADERSHIP			
The bottom of the companion can about that surposes will be a company to the company of the comp	I understand the long-term strategy of this organization			
Size to enter to the none state of the granters. Leadership - AVERAGE CORPORATE CULTURE AND COMMUNICATIONS Represented on the communication are in great or great				
Leadership - AVERAGE COPROPARE CULTURE AND COMMUNICATIONS 10	Senior leaders live the core values of the organization	93%	0%	94%
CORPORATE CULTURE AND COMMUNICATIONS The expectation decomposition are wiseful records The expec		-		-
Distance and Content Communication and an electric content \$95,		3-70		0.170
This paper before a find-out, commercial to be progress towed to control goardness page. 1975. 1985. 1				
Lose that and this cognization than no. (20%) (89%		94%
This segments been met her a present put appear for the set of which was alreaded. 25% 25%				
Silvates and extraction to any other part that compressions (1975). 15, 176, 176, 176, 176, 176, 176, 176, 176	This organization treats me like a person, not a number	93%	2%	95%
Gouthy is a top plothly with the appreciations (See See See See See See See See See See				
Distance Them is a spart of congenitary with the impact actions 90%	Quality is a top priority with this organization	95%	-1%	94%
The soperitorion makes a situage deficit to inviting determination of the file appeals to the first properties of the companions of the file of the companions of the file of the companions of the file of the companions of the co				
The transport land with or the consequence 49	My employer enables a culture of diversity	88%	8%	96%
are as operational analogous broth and are set. 56% 37% 39%				
Corporate Culture and Communications - AVERAGE ROLE SATISFACTION In the tage of each that all each accounts i road to make Landon and the same of t	At this organization, employees have fun at work	94%	-1%	93%
Corporate Culture and Communications - AVERAGE 90% 2% 92% 92% 184 NOLE SATISFACTION Institute layer descript with a lab 95% 76% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95				
List the Taylor direct Mort India Listence may publis secure 1. Service may be a secure of the sec		90%	2%	92%
Instruction of the special configuration on a relative compression on a relative compression on a relative compression of the special configuration of the spec	I like the type of work that I do			
Deadmins at this organization on available (First and what of the proprietation (First and what of the pro				
It set part of a barn entiring toward an abured goal and an abured goal and an abured goal and an abured goal and abured goal	Deadlines at this organization are realistic	87%	2%	89%
are able to mainten a resonantia balance between work and only september (1997), marked good and only with and adultities (1995), which are good and only with and adultities (1995), which are good and an adultities (1995), which are good and				
Interes active understanding of my lois live for understand the improvement of my role for the success of the organization of 97% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	I am able to maintain a reasonable balance between work and my personal life	88%	6%	93%
Understand the importance of they rate to the success of the agentsation				
Role Satisfaction - AVERAGE 92% 92% 93% 93% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	I understand the importance of my role to the success of the organization		-1%	
WORK ENVIRONMENT Wy phread works are is adequately heaterfocosed 95% 96% 99% 99% Wy general work area is adequately heaterfocosed 90% 90% 99% 99% Wy company of the process	, ,			
My general work area in adequated heatedicoloued There is a deciquate privacy for me to four pip to Have in adequated noise control to allow me to four pip to Have in adequated noise control to allow me to four pip to Have in adequated in the pip to the		0270	270	3070
These is adequate notes control a allow me to focus on my work workspace has adequate privacy for me to do my job 95% 19% 95% 100% 100% 100% 100% 100% 100% 100% 10				
Test physically safe in my work environment 97% 2% 100% 100% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99% 8% 99%				
RELATIONSHIP WITH SUPERVISOR by supervisor tested me fairly. by supervisor tested such such such such such such such such				
My supervisor trains me fairly My supervisor trains me with respect My supervisor handles my work-related issues satisfactority My supervisor handles my personal issues satisfactority My supervisor handles my personal issues satisfactority My supervisor callor my personal issues satisfactority My supervisor callor my personal issues satisfactority My supervisor solved issues satisfactority My supervisor solved my solved in my full solved my full solved my supervisor solved my full solved my supervisor solved my full solved my full solved my supervisor solved my full solved my full solved my supervisor solved my su				
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My supervisor handles my exort-related issues satisfactority My supervisor activated my personal issues satisfactority My supervisor activated my personal issues satisfactority My supervisor activated my personal issues satisfactority My supervisor is no when my work needs improvement My supervisor is now a when my work needs improvement My supervisor is now a when my work needs improvement My supervisor is now a when my work needs improvement My supervisor is now in the size of the my work well My supervisor is now in the later of the my my full set potential System of the my full set is now in the size of the my full set potential Relationship with Supervisor - AVERAGE Both Relationship with Supervisor - AVERAGE Relationship with Supervisor - AVERAGE Relationship with Supervisor - AVERAGE Both Both Both Relationship with Supervisor - AVERAGE Both Bot				
My supervivor acknowledges when I do my work well My supervivor lise meken my work needs improvement 95% 1-1% 94% My supervivor is open to hearing my opinion or feedback My supervivor is open to hearing my opinion or feedback 197% 1-1% 96% My supervivor with me to develop to ny fullest potential 93% 3% 3% 96% 1feel can trust what my supervisor tells me Relationship with Supervisor - AVERAGE 95% 1% Relationship with Supervisor - AVERAGE 95% 1% TRAINING, DEVELOPMENT AND RESOURCES This organization provides a much initial training as I needed 86% 5% 6% 18 027% 18 028 18 18 18 18 18 18 18 18 18 18 18 18 18	My supervisor handles my work-related issues satisfactorily	95%	0%	95%
My supervisor talls me when my work needs improvement My supervisor wants me to develop to my fullest potential 197% 198% 198% 198% 198% 198% 198% 198% 198				
My supervisor wants me to develop to my fullest potential 193% 194% 195% 195% 196% 195% 196% 196% 196% 196% 196% 196% 196% 196	My supervisor tells me when my work needs improvement	95%	-1%	94%
Iteel Lan trust what my supervisor talls me 96% 95% 95%				
TRAINING, DEVELOPMENT AND RESOURCES This organization provides as much initial training as I needed 86% 5% 92% 5% 93% This organization provides as much organization as the computer or organization provides as much organization as the computer or organization and program applications is use to do my job is deep adaptive. 188% 6% 94% 188% 96% 96% 184% 96% 96% 184% 96% 96% 185%	I feel I can trust what my supervisor tells me			
This organization provides as much initial training as I needed 86% 93% 92% 11% organization provides as much noging training as I need 87% 85% 93% 15% organization provides as much noging training as I need 87% 85% 93% 15% organization provides the technology, equipment and resources i need to do my job well 92% 65% 97% 15% 97% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15		95%	1%	96%
This organization provides the technology, equipment and resources I need to do my job well Price computer or other hardware I use to do my job is dependable 88% 6% 96% The software and program applications I use to do my job are adequate 90% 6% 96% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10		86%	6%	92%
The computer or other hardware I use to do my job is dependable The software and program applications I use to do my job are adequate Technology issues are resolved in a timely manner 87% 9% 96% Technology issues affecting my work are communicated to me in a timely manner 88% 96% Technology issues affecting my work are communicated to me in a timely manner 88% 96% 96% Technology issues affecting my work are communicated to me in a timely manner 88% 96% 97% 98% 96% 1bis organization encourages me to develop professionally and/or acquire new skills 1f do good work, I will be revarded 85% 1f it do good work, I will be revarded 85% 87% 98% 1f it do good work, I will be revarded 85% 87% 88% 88% 89% 89% 89% 94% PAY AND BENEFITS Why pay is fair for the work I perform 86% Overall, I'm satisfied with the annount of vacation for Pald Time Off) 85% 96% 1m satisfied with the annount of vacation for Pald Time Off) 85% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98				
Technology issues are resolved in a timely manner Technology issues affecting my work are communicated to me in a timely manner 88% 8% 96% Technology issues affecting my work are communicated to me in a timely manner 88% 95% 95% 95% 95% 1his organization helps me pursue a career path that aligins with my skills and interests 88% 95% 95% 95% 96% This organization encourages me to develop professionally and/or acquire new skills 189% 7% 96% 11 do good work, livil be rewarded 85% 7% 96% Training, Development and Resources - AVERAGE 88% 6% 94% PAY AND BENEFITS 8 Coveral, I'm satisfied with this organization benefits package 88% 96% 94% 11% 88% 96% 94% 11% 88% 96% 96% 96% 98% 96% 11% 88% 96% 96% 11% 88% 96% 96% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 96% 11% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98				
Technology issues affecting my work are communicated to me in a timely manner 188% 98% 98% 198% 17% 98% 17% 98% 17% 98% 17% 98% 17% 98% 18% 18% 18% 18% 18% 18% 18% 18% 18% 1				
This organization encourages me to develop professionally and/or acquire new skills Fraining, Development and Resources - AVERAGE 88% 6% 94% PAY AND BENEFITS My pay is fair for the work I perform 86% 1-1% 88% 88% 88% 88% 88% 88% 8				96%
If I do good work, I will be rewarded				
PAY AND BENEFITS				
My pay is fair for the work perform 86% -1% 84%	<u> </u>	88%	6%	94%
Overall, I'm satisfied with this organization's benefits package 88% 96% I'm satisfied with the amount of vacation (or Paid Time Off) 85% 9% 94% I'm satisfied with the sizk leave policy 89% 7% 96% I'm satisfied with the amount of healthcare paid for 88% 6% 93% I'm satisfied with the amount of healthcare paid for 89% 3% 92% I'm satisfied with the amount of healthcare paid for 89% 3% 92% I'm satisfied with the dental benefits 89% 4% 92% I'm satisfied with the vision care benefits 89% 4% 92% I'm satisfied with the retirement plan benefits 80% 14% 92% I'm satisfied with the insurance benefits 80% 14% 94% I'm satisfied with the disability benefits 84% 7% 91% I'm satisfied with the uition reimbursement benefits 84% 7% 91% I'm satisfied with the uition reimbursement benefits 65% 17% 82% OVERALL ENGAGEMENT 94 94% 7% 91%		86%	-1%	84%
I'm satisfied with the sick leave policy I'm satisfied with the amount of healthcare paid for I'm satisfied with the amount of healthcare paid for I'm satisfied with the dental benefits I'm satisfied with the vision care benefits I'm satisfied with the retirement plan benefits I'm satisfied with the retirement plan benefits I'm satisfied with the retirement plan benefits I'm satisfied with the file insurance benefits I'm satisfied with the disability benefits I'm satisfied with the disability benefits I'm satisfied with the full the f	Overall, I'm satisfied with this organization's benefits package	88%	8%	96%
I'm satisfied with the amount of healthcare paid for 88% 6% 93% 3% 92% 1'm satisfied with the dental benefits 89% 3% 92% 1'm satisfied with the vision care benefits 89% 44% 92% 1'm satisfied with the retirement plan benefits 80% 14% 94% 1'm satisfied with the retirement plan benefits 80% 14% 94% 1'm satisfied with the life insurance benefits 87% 4% 91% 1'm satisfied with the disability benefits 87% 4% 91% 1'm satisfied with the disability benefits 87% 91% 1'm satisfied with the tuition reimbursement benefits 65% 17% 91% 1'm satisfied with the tuition reimbursement benefits 65% 17% 91% 1'm satisfied with the tuition reimbursement benefits 94% 98% 10% 11% 82% 100% 11% 11% 11% 11% 11% 11% 11% 11% 1				
I'm satisfied with the vision care benefits	I'm satisfied with the amount of healthcare paid for	88%	6%	93%
I'm satisfied with the life insurance benefits 87% 4% 91% I'm satisfied with the disability benefits 84% 7% 91% I'm satisfied with the tuition reimbursement benefits 65% 17% 82% Pay and Benefits - AVERAGE 84% 7% 91% OVERALL ENGAGEMENT Overall, I am very satisfied with my employer 95% 4% 98% Most days, I look forward to going to work 90% -1% 89% My job provides me with a sense of meaning and purpose 92% -4% 87% I am proud to work for this organization 96% 1% 97% I feel this organization has created an environment where I can do my best work 86% 7% 93% I am willing to give extra effort to help this organization succeed 97% 1% 97% I plan to continue my career with this organization for at least two more years 89% 2% 92% I would recommend this organization's products/services to a friend 98% -2% 96% I would recommend working here to a friend 92% 3% <td< td=""><td></td><td></td><td></td><td></td></td<>				
I'm satisfied with the disability benefits Recomplete the state of	I'm satisfied with the retirement plan benefits	80%	14%	94%
I'm satisfied with the tuition reimbursement benefits Pay and Benefits - AVERAGE 84% 7% 91% OVERALL ENGAGEMENT Overall, I am very satisfied with my employer 95% 4% 98% Most days, I look forward to going to work 90% -1% 89% 4% 87% I am proud to work for this organization 96% 11% 97% 1 feel this organization has created an environment where I can do my best work 86% 7% 93% 1am willing to give extra effort to help this organization succeed 97% 1 plan to continue my career with this organization for at least two more years 1 would recommend this organization's products/services to a friend 98% -2% 96% 19% 92% 98% -2% 96% 10 98% -2% 96% 10 95% 95% 95% 95% 94% 95% 95% 94% 94%		84%		91%
OVERALL ENGAGEMENT Overall, I am very satisfied with my employer 95% 4% 98% Most days, I look forward to going to work 90% -1% 89% My job provides me with a sense of meaning and purpose 92% -4% 87% I am proud to work for this organization 96% 1% 97% I feel this organization has created an environment where I can do my best work 86% 7% 93% I am willing to give extra effort to help this organization succeed 97% 1% 97% I plan to continue my career with this organization for at least two more years 89% 2% 92% I would recommend this organization's products/services to a friend 98% -2% 96% I would recommend working here to a friend 92% 3% 95% Overall Engagement - AVERAGE 93% 1% 94%	I'm satisfied with the tuition reimbursement benefits		17%	82%
Overall, I am very satisfied with my employer 95% 4% 98% Most days, I look forward to going to work 90% -1% 89% My job provides me with a sense of meaning and purpose 92% -4% 87% I am proud to work for this organization 96% 1% 97% I feel this organization has created an environment where I can do my best work 86% 7% 93% I am willing to give extra effort to help this organization succeed 97% 1% 97% I plan to continue my career with this organization for at least two more years 89% 2% 92% I would recommend this organization's products/services to a friend 98% -2% 96% I would recommend working here to a friend 92% 3% 95% Overall Engagement - AVERAGE 93% 1% 94%		84%	7%	91%
My job provides me with a sense of meaning and purpose 92% -4% 87% I am proud to work for this organization 96% 1% 97% I feel this organization has created an environment where I can do my best work 86% 7% 93% I am willing to give extra effort to help this organization succeed 97% 1% 97% I plan to continue my career with this organization for at least two more years 89% 2% 92% I would recommend this organization's products/services to a friend 98% -2% 96% I would recommend working here to a friend 92% 3% 95% Overall Engagement - AVERAGE		95%	4%	98%
I am proud to work for this organization I feel this organization has created an environment where I can do my best work I feel this organization has created an environment where I can do my best work I am willing to give extra effort to help this organization succeed I plan to continue my career with this organization for at least two more years I plan to continue my career with this organization's products/services to a friend I would recommend this organization's products/services to a friend I would recommend working here to a friend Overall Engagement - AVERAGE 93% 1% 94%	Most days, I look forward to going to work			
I feel this organization has created an environment where I can do my best work I am willing to give extra effort to help this organization succeed I plan to continue my career with this organization for at least two more years I would recommend this organization's products/services to a friend I would recommend working here to a friend Overall Engagement - AVERAGE 93% 94% 94%				
I plan to continue my career with this organization for at least two more years I would recommend this organization's products/services to a friend I would recommend working here to a friend Overall Engagement - AVERAGE 93% 1% 94%	I feel this organization has created an environment where I can do my best work			
I would recommend working here to a friend 92% 3% 95% Overall Engagement - AVERAGE 93% 1% 94%	I plan to continue my career with this organization for at least two more years	89%	2%	92%
Overall Engagement - AVERAGE 93% 1% 94%	"			
CUDVEY AVEDAGE 040/				
	SURVEY AVERAGE	91%	3%	94%

SURVEY AVERAGE
*Numbers shown represent the percentage of respondents that answered "Agree Somewhat" and "Agree Strongly"