



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results**

BY: POPULUS
Survey-Based Metrics
to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	Gender		Age		
		Male	Female	18 - 34	35 - 54	55+
Total Answering	157	63	94	12	103	42
	100%	40%	60%	7%	66%	27%
<i>How satisfied are you with your job at your company?</i>						
Very satisfied	58%	53%	59%	64%	60%	56%
Somewhat satisfied	32%	35%	31%	28%	31%	33%
Neutral	4%	6%	4%	4%	4%	5%
Somewhat/very dissatisfied	5%	6%	6%	4%	5%	6%
<i>How satisfied are you with your company or organization overall?</i>						
Very satisfied	51%	50%	50%	55%	51%	51%
Somewhat satisfied	36%	35%	38%	34%	36%	36%
Neutral	6%	7%	5%	4%	6%	5%
Somewhat/very dissatisfied	7%	8%	7%	6%	7%	7%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>						
I really hope I'll be working here five years from now	51%	44%	55%	50%	54%	48%
I would like to be working here five years from now	32%	36%	31%	30%	31%	33%
I don't have very strong feelings one way or another about my future here	8%	10%	8%	5%	8%	8%
I would rather not be working here five years from now	5%	6%	4%	8%	4%	7%
I strongly hope I'm not working here five years from now	3%	4%	2%	6%	2%	4%
<i>I would recommend this company to a friend as a great place to work.</i>						
Strongly agree	54%	55%	53%	56%	55%	53%
Somewhat agree	27%	27%	28%	26%	28%	27%
Neither agree nor disagree	11%	10%	11%	10%	10%	11%
Somewhat/strongly disagree	7%	8%	7%	7%	7%	8%



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	Total Sample	Gender		Age		
		Male	Female	18 - 34	35 - 54	55+
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>						
Health benefits provided by your company	4.5	4.5	4.5	4.4	4.5	4.5
Retirement benefits offered by your company	4.5	4.4	4.5	4.5	4.4	4.5
Your base pay	4.5	4.6	4.5	4.4	4.5	4.5
Bonuses that are paid at your company's discretion	4.1	4.2	4.1	3.8	4.1	4.0
Amount you pay for your own or your dependents' health care benefits	4.2	4.2	4.2	4.1	4.3	4.1
Child or dependent care benefits provided by your company	2.9	3.5	2.7	2.2	3.3	2.5
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.2	4.1	3.9	4.1	4.0
Importance: The amount of responsibility and accountability you have	4.3	4.3	4.3	4.3	4.4	4.3
The opportunity to get a better job in the organization	4.1	4.4	4.0	3.7	4.2	4.0
Performance reviews that set goals for your career development	3.9	4.1	3.9	3.6	4.0	3.8
Your company's efforts to promote work-life balance	4.3	4.4	4.3	4.1	4.4	4.2
The availability of flexible work schedules	4.1	4.3	4.1	4.0	4.2	4.1
The number of hours you are required or feel the need to work each week	4.0	4.1	4.0	3.9	4.1	4.0
The opportunity to do your work from home (telecommuting)	3.0	3.1	3.1	2.8	3.2	2.9
The amount of vacation time/leave you are able to take	4.3	4.4	4.3	4.2	4.3	4.3
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.3	3.2	3.1	3.3	3.2
Your opportunity to do challenging work	4.3	4.3	4.3	4.3	4.3	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.4	4.5	4.5	4.5	4.5
Your company's workplace culture and traditions	4.1	4.0	4.1	4.1	4.1	4.0
The facility and amenities provided	3.9	3.9	3.9	3.9	3.9	3.9
The technology available to you	4.3	4.3	4.3	4.3	4.3	4.3
The team or group you work with	4.5	4.6	4.5	4.5	4.6	4.5
The quality of your direct manager	4.6	4.7	4.6	4.5	4.6	4.6
The quality of senior management	4.5	4.5	4.5	4.5	4.5	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.4	4.4	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.7	4.7	4.7	4.7	4.7



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	Total Sample	Gender		Age		
		Male	Female	18 - 34	35 - 54	55+
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses (10-pt scale))</i></p> <p><i>Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses (10 pt scale)).</i></p>						
Compensation and Benefits Dimension (Composite Score)	33.4	34.9	32.8	35.7	22.0	35.7
Sat: Health benefits provided by your company	2.9	3.6	2.5	4.3	2.0	4.0
Sat: Retirement benefits offered by your company	4.0	4.6	3.6	4.8	3.5	3.7
Sat: Your base pay	3.9	3.7	4.1	1.7	2.0	3.7
Sat: Bonuses that are paid at your company's discretion	3.7	3.5	3.9	4.3	1.5	3.0
Sat: Amount you pay for your own or your dependents' health care benefits	1.6	2.1	1.1	2.2	1.0	1.3
Sat: Child or dependent care benefits provided by your company	1.8	2.4	1.6	1.3	0.5	2.0
Agr: Employees throughout the organization are paid fairly for the work they do.	3.8	3.6	4	3.0	2.0	5.0
Agr: The pay levels in this company are at least as good or better than the 'market rate.'	4.2	4.0	4.4	3.5	2.0	4.3
Agr: Benefits offered by this company are at least as good or better than what is typical in this	3.2	2.8	3.6	5.7	3.5	4.7
Agr: The company promotes employee health and wellness.	4.3	4.6	4	4.8	4.0	4.0
Employee Growth and Development Dimension (Composite Score)	61.9	63.3	60.5	45.2	34.5	44.7
Sat: The opportunity your company provides to work in a variety of roles and jobs	6.7	6.4	6.5	3.5	2.0	4.0
Sat: Importance: The amount of responsibility and accountability you have	7.5	7.9	7.8	3.9	3.5	6.7
Sat: The opportunity to get a better job in the organization	4.6	4.8	4.2	1.3	2.0	3.0
Sat: Performance reviews that set goals for your career development	4.1	4.4	4.0	3.9	2.0	2.0
Sat: The company recognizes me for my contributions on the job.	5.2	5.3	5.1	3.5	3.5	3.7
Agr: My boss is respectful and fair, always treating me consistently.	9.2	8.9	9.1	7.4	5.5	4.7
Agr: My performance appraisal is a fair reflection of my performance.	5.5	5.3	5.7	6.1	3.0	4.3
Agr: The company is committed to my professional development.	5.8	6.2	5.8	4.3	4.0	5.7
Agr: My skills and abilities are well matched to my job.	9.0	9.6	8.4	6.1	4.5	5.7
Agr: My company provides the necessary training for me to do my job well.	4.3	4.5	3.9	5.2	4.5	5.0



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	Total Sample	Gender		Age		
		Male	Female	18 - 34	35 - 54	55+
Work-Life Balance Dimension (Composite Score)	50.1	52.3	48.9	42.2	35.0	39.7
Sat: Your company's efforts to promote work-life balance	7	7.6	6.2	4.3	3.0	4.0
Sat: The availability of flexible work schedules	6	6.6	5.5	4.8	4.0	4.3
Sat: The number of hours you are required or feel the need to work each week	6.1	6.0	6.1	5.7	4.5	4.0
Sat: The opportunity to do your work from home (telecommuting)	3	3.1	2.9	0.9	1.5	3.0
Sat: The amount of vacation time/leave you are able to take	3.7	3.7	3.7	3.9	3.5	3.3
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.4	2.8	2.3	4.8	3.0	2.7
Agr: My work load is reasonable.	4.8	4.9	5.1	5.2	5.0	3.7
Agr: People are encouraged to balance their work life and personal life.	7.2	7.9	6.9	3.5	2.5	4.0
Agr: The company encourages employees to be active in community causes or events.	4.1	3.7	4.5	3.9	3.5	5.3
Agr: In a typical week, I am satisfied with the work I've been able to accomplish.	5.8	6.0	5.7	5.2	4.5	5.3
Work Environment Dimension (Composite Score)	78.2	76.2	80.4	57.3	47.3	58.8
Sat: Your opportunity to do challenging work	6.9	6.5	7.5	3.2	1.8	5.2
Sat: The reputation of your company and its products/services in the marketplace	7.8	7.5	8.1	6.7	5.9	6.7
Sat: Your company's workplace culture and traditions	4.9	4.7	5.3	5.1	5.5	6.1
Sat: The facility and amenities provided	8.4	8.5	8.6	5.5	4.1	5.5
Sat: The technology available to you	6.7	6.4	6.6	7.5	5.9	5.8
Sat: The team or group you work with	7.5	7.7	7.3	6.3	5.5	6.1
Agr: The company encourages and fosters teamwork.	7.5	7.6	7.4	4.0	3.2	4.2
Agr: I know how my work relates to the company's mission and goals.	6.1	5.7	6.5	4.7	3.6	5.5
Agr: Promotions in my work group are based on merit.	5.8	5.4	6.3	2.4	1.8	3.3
Agr: I have sufficient resources to get my job done.	7.6	7.1	8.1	5.9	6.4	5.5
Agr: I feel comfortable being myself in my workplace	9	9.1	8.7	5.9	3.6	5.2
Company Management Dimension (Composite Score)	64.0	62.1	66.0	45.7	29.0	41.7
Sat: The quality of your direct manager	7.3	6.8	7.8	6.1	4.0	5.0
Sat: The quality of senior management	8.2	7.9	8.7	4.8	3.5	3.7
Sat: Communication from management about what's going on in the organization	5.1	5.2	5.0	3.0	2.0	2.7
Sat: Management's standards for honesty and integrity (business ethics)	7.4	7.1	7.4	4.8	4.0	7.0
Agr: The executives' leadership and vision inspire me in my work.	6.1	5.8	6.4	3.0	2.0	2.3
Agr: Management has a clear view of where the organization is going and how to get there.	5.2	4.8	5.6	5.2	2.0	3.0
Agr: I get straight answers from my management when I ask questions.	7.0	7.2	7.1	3.5	1.0	5.0
Agr: The organization fosters open communication that is respectful of differing opinions.	7.2	7.3	7.1	3.9	2.0	4.3
Agr: The company's policies and procedures are clear and able to be followed.	5.2	4.9	5.4	6.1	4.0	4.3
Agr: My company strives to contribute positively to the quality of life in the community.	5.3	5.1	5.5	5.2	4.5	4.3



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		Yes	No	HS or Less	Some College	College Grad
Total Answering	157	64	93	63	47	47
	100%	41%	59%	40%	30%	30%
<i>How satisfied are you with your job at your company?</i>						
Very satisfied	58%	58%	60%	57%	58%	59%
Somewhat satisfied	32%	31%	32%	32%	31%	32%
Neutral	4%	7%	4%	4%	5%	4%
Somewhat/very dissatisfied	5%	4%	4%	7%	6%	5%
<i>How satisfied are you with your company or organization overall?</i>						
Very satisfied	51%	49%	53%	50%	50%	52%
Somewhat satisfied	36%	40%	35%	36%	36%	37%
Neutral	6%	6%	6%	5%	7%	5%
Somewhat/very dissatisfied	7%	6%	6%	8%	7%	7%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>						
I really hope I'll be working here five years from now	51%	51%	53%	48%	53%	50%
I would like to be working here five years from now	32%	33%	32%	32%	30%	33%
I don't have very strong feelings one way or another about my future here	8%	9%	8%	9%	9%	8%
I would rather not be working here five years from now	5%	4%	5%	6%	5%	6%
I strongly hope I'm not working here five years from now	3%	3%	2%	4%	4%	3%
<i>I would recommend this company to a friend as a great place to work.</i>						
Strongly agree	54%	55%	56%	51%	53%	55%
Somewhat agree	27%	28%	27%	27%	29%	26%
Neither agree nor disagree	11%	9%	10%	12%	11%	11%
Somewhat/strongly disagree	7%	7%	6%	9%	8%	7%



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	Total Sample	Children <18		Education Level		
		Yes	No	HS or Less	Some College	College Grad
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>						
Health benefits provided by your company	4.5	4.5	4.5	4.4	4.4	4.5
Retirement benefits offered by your company	4.5	4.5	4.5	4.4	4.4	4.5
Your base pay	4.5	4.5	4.6	4.4	4.4	4.6
Bonuses that are paid at your company's discretion	4.1	4.2	4.1	4.0	3.9	4.1
Amount you pay for your own or your dependents' health care benefits	4.2	4.2	4.3	4.1	4.1	4.2
Child or dependent care benefits provided by your company	2.9	3.2	2.9	2.7	2.8	2.9
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.1	4.1	4.0	4.1
Importance: The amount of responsibility and accountability you have	4.3	4.3	4.3	4.3	4.3	4.3
The opportunity to get a better job in the organization	4.1	4.0	4.1	4.0	4.0	4.1
Performance reviews that set goals for your career development	3.9	4.0	4.0	3.8	3.8	4.0
Your company's efforts to promote work-life balance	4.3	4.2	4.4	4.3	4.2	4.4
The availability of flexible work schedules	4.1	4.2	4.2	4.1	3.9	4.3
The number of hours you are required or feel the need to work each week	4.0	4.2	4.1	3.9	3.9	4.1
The opportunity to do your work from home (telecommuting)	3.0	2.9	3.0	3.1	2.9	3.1
The amount of vacation time/leave you are able to take	4.3	4.4	4.4	4.2	4.2	4.4
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.5	3.4	3.0	3.0	3.4
Your opportunity to do challenging work	4.3	4.2	4.3	4.4	4.3	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.5	4.5	4.4	4.4	4.5
Your company's workplace culture and traditions	4.1	4.0	4.1	4.1	4.0	4.1
The facility and amenities provided	3.9	4.0	4.0	3.8	3.8	3.9
The technology available to you	4.3	4.3	4.4	4.2	4.2	4.3
The team or group you work with	4.5	4.5	4.6	4.5	4.5	4.6
The quality of your direct manager	4.6	4.6	4.6	4.6	4.5	4.7
The quality of senior management	4.5	4.5	4.5	4.5	4.4	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.4	4.3	4.5
Management's standards for honesty and integrity (business ethics)	4.7	4.6	4.7	4.7	4.6	4.7



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		Yes	No	HS or Less	Some College	College Grad
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses (10-pt scale))</i></p> <p><i>Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses (10 pt scale)).</i></p>						
Compensation and Benefits Dimension (Composite Score)	33.4	30.4	32.8	37.6	28.2	30.6
Sat: Health benefits provided by your company	2.9	3.1	3.8	4.7	3.2	3.1
Sat: Retirement benefits offered by your company	4.0	2.7	4.7	5.3	3.2	3.7
Sat: Your base pay	3.9	1.9	3.0	3.5	1.8	2.6
Sat: Bonuses that are paid at your company's discretion	3.7	3.1	3.0	4.1	3.2	2.3
Sat: Amount you pay for your own or your dependents' health care benefits	1.6	1.2	1.7	1.8	0.5	2.0
Sat: Child or dependent care benefits provided by your company	1.8	1.5	1.3	2.4	1.4	0.9
Agr: Employees throughout the organization are paid fairly for the work they do.	3.8	3.8	3.4	1.8	4.5	3.7
Agr: The pay levels in this company are at least as good or better than the 'market rate.'	4.2	3.5	3.4	3.5	3.6	3.1
Agr: Benefits offered by this company are at least as good or better than what is typical in this	3.2	5.0	4.5	5.3	3.6	4.9
Agr: The company promotes employee health and wellness.	4.3	4.6	4.0	5.3	3.2	4.3
Employee Growth and Development Dimension (Composite Score)	61.9	38.8	43.8	44.1	44.1	38.6
Sat: The opportunity your company provides to work in a variety of roles and jobs	6.7	3.8	3.0	2.9	4.1	2.9
Sat: Importance: The amount of responsibility and accountability you have	7.5	5.4	4.7	4.1	5.0	5.1
Sat: The opportunity to get a better job in the organization	4.6	3.5	1.5	2.9	2.3	1.7
Sat: Performance reviews that set goals for your career development	4.1	2.7	2.6	5.3	2.3	1.4
Sat: The company recognizes me for my contributions on the job.	5.2	3.1	3.8	3.5	4.1	3.1
Agr: My boss is respectful and fair, always treating me consistently.	9.2	3.8	6.8	5.3	6.4	5.4
Agr: My performance appraisal is a fair reflection of my performance.	5.5	3.1	5.3	3.5	5.5	4.3
Agr: The company is committed to my professional development.	5.8	4.6	4.9	4.7	5.5	4.3
Agr: My skills and abilities are well matched to my job.	9.0	4.6	6.0	4.7	4.5	6.3
Agr: My company provides the necessary training for me to do my job well.	4.3	4.2	5.3	7.1	4.5	4.0



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	Total Sample	Children <18		Education Level		
		Yes	No	HS or Less	Some College	College Grad
Work-Life Balance Dimension (Composite Score)	50.1	36.5	40.6	45.9	36.4	36.9
Sat: Your company's efforts to promote work-life balance	7	3.5	4.0	4.7	3.6	3.4
Sat: The availability of flexible work schedules	6	4.6	4.3	4.7	3.6	4.6
Sat: The number of hours you are required or feel the need to work each week	6.1	4.2	4.9	7.1	4.1	3.7
Sat: The opportunity to do your work from home (telecommuting)	3	3.1	1.3	2.4	2.3	1.4
Sat: The amount of vacation time/leave you are able to take	3.7	2.7	4.0	4.7	2.3	3.7
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.4	2.3	4.0	2.9	3.2	3.7
Agr: My work load is reasonable.	4.8	3.5	5.1	4.7	4.5	4.3
Agr: People are encouraged to balance their work life and personal life.	7.2	3.5	3.4	4.1	3.2	3.1
Agr: The company encourages employees to be active in community causes or events.	4.1	4.6	4.3	4.7	4.5	4.3
Agr: In a typical week, I am satisfied with the work I've been able to accomplish.	5.8	4.6	5.3	5.9	5.0	4.6
Work Environment Dimension (Composite Score)	78.2	53.8	55.9	59.4	52.1	53.8
Sat: Your opportunity to do challenging work	6.9	4.9	2.9	2.7	3.3	4.2
Sat: The reputation of your company and its products/services in the marketplace	7.8	6.3	6.6	7.0	5.8	6.5
Sat: Your company's workplace culture and traditions	4.9	6.6	5.0	7.0	4.5	5.5
Sat: The facility and amenities provided	8.4	4.9	5.2	6.4	3.7	5.2
Sat: The technology available to you	6.7	5.9	6.6	6.4	5.8	6.5
Sat: The team or group you work with	7.5	5.2	6.4	6.4	5.8	6.0
Agr: The company encourages and fosters teamwork.	7.5	3.1	4.3	4.3	3.7	3.6
Agr: I know how my work relates to the company's mission and goals.	6.1	4.5	4.8	4.3	5.4	4.4
Agr: Promotions in my work group are based on merit.	5.8	2.8	2.5	2.1	4.1	1.8
Agr: I have sufficient resources to get my job done.	7.6	5.2	6.2	7.5	5.8	4.9
Agr: I feel comfortable being myself in my workplace	9	4.2	5.4	5.3	4.1	5.2
Company Management Dimension (Composite Score)	64.0	36.9	40.9	51.2	36.8	34.6
Sat: The quality of your direct manager	7.3	4.2	5.5	5.3	5.9	4.3
Sat: The quality of senior management	8.2	4.6	3.6	6.5	3.2	3.1
Sat: Communication from management about what's going on in the organization	5.1	3.1	2.3	4.7	0.9	2.6
Sat: Management's standards for honesty and integrity (business ethics)	7.4	6.2	5.1	6.5	5.0	5.1
Agr: The executives' leadership and vision inspire me in my work.	6.1	1.5	3.0	2.9	2.3	2.3
Agr: Management has a clear view of where the organization is going and how to get there.	5.2	2.3	4.0	5.9	3.2	2.6
Agr: I get straight answers from my management when I ask questions.	7.0	3.5	3.4	3.5	3.6	3.1
Agr: The organization fosters open communication that is respectful of differing opinions.	7.2	3.8	3.4	4.7	3.2	3.1
Agr: The company's policies and procedures are clear and able to be followed.	5.2	3.1	5.7	5.9	5.5	3.7
Agr: My company strives to contribute positively to the quality of life in the community.	5.3	4.6	4.7	5.3	4.1	4.6



Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results

BY: POPULUS
 Survey-Based Metrics
 to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	Household Income			Marital Status	
		<\$50k	\$50k - \$100k	Over \$100k	Married	Not Married
Total Answering	157	69	28	60	94	63
	100%	44%	18%	38%	60%	40%
<i>How satisfied are you with your job at your company?</i>						
Very satisfied	58%	50%	59%	68%	61%	52%
Somewhat satisfied	32%	36%	32%	25%	30%	36%
Neutral	4%	6%	4%	3%	4%	5%
Somewhat/very dissatisfied	5%	7%	5%	4%	5%	7%
<i>How satisfied are you with your company or organization overall?</i>						
Very satisfied	51%	45%	51%	60%	53%	47%
Somewhat satisfied	36%	40%	36%	32%	36%	39%
Neutral	6%	7%	6%	3%	5%	7%
Somewhat/very dissatisfied	7%	8%	7%	5%	6%	8%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>						
I really hope I'll be working here five years from now	51%	43%	53%	59%	53%	45%
I would like to be working here five years from now	32%	36%	31%	28%	31%	36%
I don't have very strong feelings one way or another about my future here	8%	11%	8%	6%	8%	10%
I would rather not be working here five years from now	5%	7%	5%	4%	5%	6%
I strongly hope I'm not working here five years from now	3%	3%	3%	3%	3%	3%
<i>I would recommend this company to a friend as a great place to work.</i>						
Strongly agree	54%	50%	54%	62%	55%	52%
Somewhat agree	27%	29%	28%	25%	27%	28%
Neither agree nor disagree	11%	12%	11%	9%	11%	11%
Somewhat/strongly disagree	7%	10%	8%	4%	7%	9%



Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results

BY: POPULUS
 Survey-Based Metrics
 to Manage What Matters

Question (This is NOT Your Company's Data)

	Total Sample	Household Income			Marital Status	
		<\$50k	\$50k - \$100k	Over \$100k	Married	Not Married
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>						
Health benefits provided by your company	4.5	4.6	4.5	4.3	4.4	4.6
Retirement benefits offered by your company	4.5	4.4	4.5	4.5	4.5	4.5
Your base pay	4.5	4.6	4.5	4.4	4.5	4.6
Bonuses that are paid at your company's discretion	4.1	4.1	4.0	4.1	4.0	4.1
Amount you pay for your own or your dependents' health care benefits	4.2	4.2	4.2	4.0	4.2	4.1
Child or dependent care benefits provided by your company	2.9	3.1	2.9	2.6	2.9	2.8
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.1	4.1	4.1	4.1
Importance: The amount of responsibility and accountability you have	4.3	4.3	4.3	4.4	4.3	4.3
The opportunity to get a better job in the organization	4.1	4.2	4.1	3.9	4.0	4.2
Performance reviews that set goals for your career development	3.9	4.0	3.9	3.8	3.9	3.9
Your company's efforts to promote work-life balance	4.3	4.3	4.3	4.3	4.3	4.3
The availability of flexible work schedules	4.1	4.2	4.1	4.0	4.1	4.2
The number of hours you are required or feel the need to work each week	4.0	4.2	4.0	3.9	4.0	4.1
The opportunity to do your work from home (telecommuting)	3.0	3.0	3.0	3.2	3.0	3.0
The amount of vacation time/leave you are able to take	4.3	4.3	4.3	4.2	4.3	4.3
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.5	3.2	3.0	3.2	3.4
Your opportunity to do challenging work	4.3	4.3	4.3	4.4	4.3	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.4	4.5	4.6	4.5	4.4
Your company's workplace culture and traditions	4.1	4.0	4.0	4.2	4.1	4.0
The facility and amenities provided	3.9	4.0	3.9	3.8	3.9	4.0
The technology available to you	4.3	4.3	4.3	4.3	4.3	4.3
The team or group you work with	4.5	4.5	4.5	4.6	4.5	4.5
The quality of your direct manager	4.6	4.6	4.6	4.6	4.6	4.6
The quality of senior management	4.5	4.5	4.5	4.6	4.5	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.4	4.4	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.6	4.7	4.8	4.7	4.7



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results**

BY: POPULUS
Survey-Based Metrics
to Manage What Matters

Question (This is NOT Your Company's Data)

Question (This is NOT Your Company's Data)	Total Sample	Household Income			Marital Status	
		<\$50k	\$50k - \$100k	Over \$100k	Married	Not Married
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses (10-pt scale))</i></p> <p><i>Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses (10 pt scale).</i></p>						
Compensation and Benefits Dimension (Composite Score)	33.4	28.8	34.0	30.9	34.7	24.7
Sat: Health benefits provided by your company	2.9	3.5	3.6	3.4	4.1	2.8
Sat: Retirement benefits offered by your company	4.0	4.1	4.4	3.4	4.1	3.4
Sat: Your base pay	3.9	1.8	4.0	1.9	3.5	1.6
Sat: Bonuses that are paid at your company's discretion	3.7	2.9	3.2	2.8	2.9	2.5
Sat: Amount you pay for your own or your dependents' health care benefits	1.6	0.6	1.6	1.9	1.2	0.9
Sat: Child or dependent care benefits provided by your company	1.8	0.6	2.0	1.3	2.9	0.3
Agr: Employees throughout the organization are paid fairly for the work they do.	3.8	2.9	2.8	4.4	4.1	2.8
Agr: The pay levels in this company are at least as good or better than the 'market rate.'	4.2	3.5	3.6	3.1	4.7	2.5
Agr: Benefits offered by this company are at least as good or better than what is typical in this	3.2	4.7	4.4	4.7	3.5	4.1
Agr: The company promotes employee health and wellness.	4.3	4.1	4.4	4.1	3.5	3.8
Employee Growth and Development Dimension (Composite Score)	61.9	35.9	42.8	43.4	42.9	38.1
Sat: The opportunity your company provides to work in a variety of roles and jobs	6.7	3.5	3.2	3.1	3.5	3.1
Sat: Importance: The amount of responsibility and accountability you have	7.5	4.7	5.2	4.7	6.5	3.8
Sat: The opportunity to get a better job in the organization	4.6	1.2	3.2	1.9	2.4	2.5
Sat: Performance reviews that set goals for your career development	4.1	1.8	3.2	2.5	2.4	2.8
Sat: The company recognizes me for my contributions on the job.	5.2	3.5	3.6	3.4	4.1	2.8
Agr: My boss is respectful and fair, always treating me consistently.	9.2	6.5	5.2	5.6	4.7	4.7
Agr: My performance appraisal is a fair reflection of my performance.	5.5	3.5	4.0	5.3	3.5	4.1
Agr: The company is committed to my professional development.	5.8	3.5	4.8	5.3	5.3	4.7
Agr: My skills and abilities are well matched to my job.	9.0	3.5	5.6	6.3	5.3	5.0
Agr: My company provides the necessary training for me to do my job well.	4.3	4.1	4.8	5.3	5.3	4.7



Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results

BY: POPULUS
 Survey-Based Metrics
 to Manage What Matters

Question (This is NOT Your Company's Data)

	Total Sample	Household Income			Marital Status	
		<\$50k	\$50k - \$100k	Over \$100k	Married	Not Married
Work-Life Balance Dimension (Composite Score)	50.1	36.5	40.8	38.4	38.8	37.8
Sat: Your company's efforts to promote work-life balance	7	3.5	4.4	3.4	5.9	3.1
Sat: The availability of flexible work schedules	6	4.1	4.4	4.4	3.5	5.0
Sat: The number of hours you are required or feel the need to work each week	6.1	4.7	5.6	3.8	4.7	4.1
Sat: The opportunity to do your work from home (telecommuting)	3	1.2	1.6	2.5	4.1	1.9
Sat: The amount of vacation time/leave you are able to take	3.7	1.8	4.4	3.8	2.4	3.8
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.4	3.5	3.2	3.4	2.9	3.4
Agr: My work load is reasonable.	4.8	4.1	5.2	4.1	4.1	3.4
Agr: People are encouraged to balance their work life and personal life.	7.2	4.1	3.2	3.1	2.9	3.8
Agr: The company encourages employees to be active in community causes or events.	4.1	4.7	4.0	4.7	3.5	4.7
Agr: In a typical week, I am satisfied with the work I've been able to accomplish.	5.8	4.7	4.8	5.3	4.7	4.7
Work Environment Dimension (Composite Score)	78.2	47.1	59.3	54.8	57.2	54.3
Sat: Your opportunity to do challenging work	6.9	3.2	3.3	4.0	4.8	3.7
Sat: The reputation of your company and its products/services in the marketplace	7.8	4.8	8.0	6.0	5.9	6.5
Sat: Your company's workplace culture and traditions	4.9	4.8	6.5	5.1	6.4	5.7
Sat: The facility and amenities provided	8.4	4.3	5.8	4.8	5.3	5.1
Sat: The technology available to you	6.7	6.4	7.3	5.4	4.8	6.8
Sat: The team or group you work with	7.5	5.3	6.5	6.0	7.5	5.4
Agr: The company encourages and fosters teamwork.	7.5	3.7	3.6	4.0	4.8	3.1
Agr: I know how my work relates to the company's mission and goals.	6.1	2.7	4.7	5.7	3.7	5.1
Agr: Promotions in my work group are based on merit.	5.8	2.7	2.9	2.3	3.2	2.3
Agr: I have sufficient resources to get my job done.	7.6	5.3	6.2	5.7	5.9	6.0
Agr: I feel comfortable being myself in my workplace	9	3.7	4.4	6.0	4.8	4.5
Company Management Dimension (Composite Score)	64.0	32.9	40.4	41.3	45.9	32.2
Sat: The quality of your direct manager	7.3	4.7	5.6	4.7	6.5	3.8
Sat: The quality of senior management	8.2	3.5	4.8	3.4	4.7	3.1
Sat: Communication from management about what's going on in the organization	5.1	2.9	2.4	2.5	2.4	2.5
Sat: Management's standards for honesty and integrity (business ethics)	7.4	3.5	6.4	5.6	7.6	4.7
Agr: The executives' leadership and vision inspire me in my work.	6.1	1.8	2.0	3.1	2.9	1.6
Agr: Management has a clear view of where the organization is going and how to get there.	5.2	2.4	3.6	4.1	4.1	3.1
Agr: I get straight answers from my management when I ask questions.	7.0	2.4	3.6	3.8	4.1	2.8
Agr: The organization fosters open communication that is respectful of differing opinions.	7.2	2.9	3.2	4.1	5.3	2.2
Agr: The company's policies and procedures are clear and able to be followed.	5.2	4.1	4.4	5.3	5.9	3.4
Agr: My company strives to contribute positively to the quality of life in the community.	5.3	4.7	4.4	4.7	2.4	5.0



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results**

BY: POPULUS
Survey-Based Metrics
to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	Ethnicity	
		White Non-His	Non-Wht / Hisp
Total Answering	157	149	8
	100%	95%	5%
<i>How satisfied are you with your job at your company?</i>			
Very satisfied	58%	58%	59%
Somewhat satisfied	32%	32%	30%
Neutral	4%	4%	5%
Somewhat/very dissatisfied	5%	5%	7%
<i>How satisfied are you with your company or organization overall?</i>			
Very satisfied	51%	51%	54%
Somewhat satisfied	36%	37%	33%
Neutral	6%	6%	5%
Somewhat/very dissatisfied	7%	7%	8%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>			
I really hope I'll be working here five years from now	51%	51%	51%
I would like to be working here five years from now	32%	32%	31%
I don't have very strong feelings one way or another about my future here	8%	8%	9%
I would rather not be working here five years from now	5%	5%	6%
I strongly hope I'm not working here five years from now	3%	3%	3%
<i>I would recommend this company to a friend as a great place to work.</i>			
Strongly agree	54%	54%	53%
Somewhat agree	27%	27%	28%
Neither agree nor disagree	11%	11%	11%
Somewhat/strongly disagree	7%	7%	8%



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results**

Question (This is NOT Your Company's Data)

	Total Sample	Ethnicity	
		White Non-His	Non-Wht / Hisp
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>			
Health benefits provided by your company	4.5	4.5	4.5
Retirement benefits offered by your company	4.5	4.4	4.6
Your base pay	4.5	4.5	4.6
Bonuses that are paid at your company's discretion	4.1	4.0	4.2
Amount you pay for your own or your dependents' health care benefits	4.2	4.2	4.3
Child or dependent care benefits provided by your company	2.9	2.8	3.2
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.3
Importance: The amount of responsibility and accountability you have	4.3	4.3	4.4
The opportunity to get a better job in the organization	4.1	4.0	4.3
Performance reviews that set goals for your career development	3.9	3.9	4.1
Your company's efforts to promote work-life balance	4.3	4.3	4.4
The availability of flexible work schedules	4.1	4.1	4.3
The number of hours you are required or feel the need to work each week	4.0	4.0	4.2
The opportunity to do your work from home (telecommuting)	3.0	3.0	3.3
The amount of vacation time/leave you are able to take	4.3	4.3	4.4
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.2	3.5
Your opportunity to do challenging work	4.3	4.3	4.4
The reputation of your company and its products/services in the marketplace	4.5	4.5	4.5
Your company's workplace culture and traditions	4.1	4.0	4.2
The facility and amenities provided	3.9	3.9	4.1
The technology available to you	4.3	4.3	4.4
The team or group you work with	4.5	4.5	4.6
The quality of your direct manager	4.6	4.6	4.6
The quality of senior management	4.5	4.5	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.7	4.7



Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results

Question (This is NOT Your Company's Data)

**Total
Sample**

Ethnicity

White Non-His Non-Wht / Hisp

*How **satisfied** or **dissatisfied** are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses (10-pt scale))*
*Please indicate how much you **agree** or **disagree** with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses (10 pt scale)).*

Compensation and Benefits Dimension (Composite Score)

33.4 38.0 30.0

Sat: Health benefits provided by your company	2.9	4.0	4.6
Sat: Retirement benefits offered by your company	4.0	4.4	3.2
Sat: Your base pay	3.9	3.2	2.1
Sat: Bonuses that are paid at your company's discretion	3.7	3.6	2.9
Sat: Amount you pay for your own or your dependents' health care benefits	1.6	2.4	0.7
Sat: Child or dependent care benefits provided by your company	1.8	1.6	0.7
Agr: Employees throughout the organization are paid fairly for the work they do.	3.8	4.0	2.9
Agr: The pay levels in this company are at least as good or better than the 'market rate.'	4.2	3.6	3.2
Agr: Benefits offered by this company are at least as good or better than what is typical in this	3.2	6.0	5.0
Agr: The company promotes employee health and wellness.	4.3	5.2	4.6

Employee Growth and Development Dimension (Composite Score)

61.9 44.8 40.0

Sat: The opportunity your company provides to work in a variety of roles and jobs	6.7	3.2	2.9
Sat: Importance: The amount of responsibility and accountability you have	7.5	5.2	3.9
Sat: The opportunity to get a better job in the organization	4.6	1.6	1.8
Sat: Performance reviews that set goals for your career development	4.1	2.4	2.9
Sat: The company recognizes me for my contributions on the job.	5.2	4.0	3.6
Agr: My boss is respectful and fair, always treating me consistently.	9.2	7.6	6.8
Agr: My performance appraisal is a fair reflection of my performance.	5.5	5.6	4.3
Agr: The company is committed to my professional development.	5.8	4.4	3.9
Agr: My skills and abilities are well matched to my job.	9.0	6.0	4.6
Agr: My company provides the necessary training for me to do my job well.	4.3	4.8	5.4



Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 1)
2008 Example Results

Question (This is NOT Your Company's Data)

	Total Sample	Ethnicity	
		White Non-His	Non-Wht / Hisp
Work-Life Balance Dimension (Composite Score)	50.1	40.0	37.5
Sat: Your company's efforts to promote work-life balance	7	3.2	3.6
Sat: The availability of flexible work schedules	6	4.0	3.2
Sat: The number of hours you are required or feel the need to work each week	6.1	5.2	5.7
Sat: The opportunity to do your work from home (telecommuting)	3	0.4	0.7
Sat: The amount of vacation time/leave you are able to take	3.7	4.0	2.9
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.4	3.6	2.1
Agr: My work load is reasonable.	4.8	6.0	4.6
Agr: People are encouraged to balance their work life and personal life.	7.2	3.2	4.6
Agr: The company encourages employees to be active in community causes or events.	4.1	4.8	4.6
Agr: In a typical week, I am satisfied with the work I've been able to accomplish.	5.8	5.6	5.4
Work Environment Dimension (Composite Score)	78.2	53.1	50.6
Sat: Your opportunity to do challenging work	6.9	2.5	1.9
Sat: The reputation of your company and its products/services in the marketplace	7.8	6.5	5.8
Sat: Your company's workplace culture and traditions	4.9	4.7	5.2
Sat: The facility and amenities provided	8.4	4.7	4.9
Sat: The technology available to you	6.7	6.5	5.5
Sat: The team or group you work with	7.5	5.8	5.2
Agr: The company encourages and fosters teamwork.	7.5	4.0	3.9
Agr: I know how my work relates to the company's mission and goals.	6.1	4.7	4.2
Agr: Promotions in my work group are based on merit.	5.8	2.5	2.6
Agr: I have sufficient resources to get my job done.	7.6	5.5	6.5
Agr: I feel comfortable being myself in my workplace	9	5.5	4.9
Company Management Dimension (Composite Score)	64.0	43.2	43.9
Sat: The quality of your direct manager	7.3	5.6	6.4
Sat: The quality of senior management	8.2	4.4	4.6
Sat: Communication from management about what's going on in the organization	5.1	2.8	2.5
Sat: Management's standards for honesty and integrity (business ethics)	7.4	4.8	5.4
Agr: The executives' leadership and vision inspire me in my work.	6.1	3.2	2.9
Agr: Management has a clear view of where the organization is going and how to get there.	5.2	3.6	4.3
Agr: I get straight answers from my management when I ask questions.	7.0	3.6	3.9
Agr: The organization fosters open communication that is respectful of differing opinions.	7.2	4.0	3.6
Agr: The company's policies and procedures are clear and able to be followed.	5.2	5.6	5.4
Agr: My company strives to contribute positively to the quality of life in the community.	5.3	5.6	5.0



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
2008 Example Results**

BY: POPULUS
Survey-Based Metrics
to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	Pay Status			Mgmnt Status	
		Salary	Hourly	Other	Mgr /Supvr	Not Mgr /Supvr
Total Answering	157	63	94	12	42	103
	100%	40%	60%	7%	27%	66%
<i>How satisfied are you with your job at your company?</i>						
Very satisfied	58%	65%	53%	60%	69%	54%
Somewhat satisfied	32%	28%	36%	27%	24%	35%
Neutral	4%	3%	6%	6%	3%	5%
Somewhat/very dissatisfied	5%	5%	6%	7%	4%	6%
<i>How satisfied are you with your company or organization overall?</i>						
Very satisfied	51%	57%	46%	54%	59%	48%
Somewhat satisfied	36%	33%	40%	33%	32%	38%
Neutral	6%	4%	7%	7%	3%	7%
Somewhat/very dissatisfied	7%	6%	7%	7%	6%	7%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>						
I really hope I'll be working here five years from now	51%	56%	46%	51%	61%	47%
I would like to be working here five years from now	32%	31%	33%	32%	28%	33%
I don't have very strong feelings one way or another about my future here	8%	6%	10%	7%	5%	10%
I would rather not be working here five years from now	5%	4%	7%	4%	4%	6%
I strongly hope I'm not working here five years from now	3%	2%	4%	5%	2%	4%
<i>I would recommend this company to a friend as a great place to work.</i>						
Strongly agree	54%	59%	50%	58%	61%	52%
Somewhat agree	27%	26%	29%	26%	26%	28%
Neither agree nor disagree	11%	9%	12%	10%	8%	12%
Somewhat/strongly disagree	7%	6%	9%	6%	5%	8%



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
2008 Example Results**

BY: POPULUS
Survey-Based Metrics
to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	Pay Status			Mgmnt Status	
		Salary	Hourly	Other	Mgr /Supvr	Not Mgr /Supvr
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>						
Health benefits provided by your company	4.5	4.4	4.5	4.6	4.4	4.5
Retirement benefits offered by your company	4.5	4.4	4.5	4.6	4.5	4.5
Your base pay	4.5	4.4	4.6	4.4	4.4	4.5
Bonuses that are paid at your company's discretion	4.1	4.1	4.0	4.3	4.1	4.0
Amount you pay for your own or your dependents' health care benefits	4.2	4.1	4.2	4.2	4.1	4.2
Child or dependent care benefits provided by your company	2.9	2.7	3.0	2.7	2.7	2.9
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.1	4.1	4.1	4.1
The amount of responsibility and accountability you have	4.3	4.3	4.3	4.4	4.4	4.3
The opportunity to get a better job in the organization	4.1	4.0	4.1	4.1	4.0	4.1
Performance reviews that set goals for your career development	3.9	3.9	3.9	4.0	3.9	3.9
Your company's efforts to promote work-life balance	4.3	4.3	4.3	4.3	4.3	4.3
The availability of flexible work schedules	4.1	4.0	4.2	4.2	3.9	4.2
The number of hours you are required or feel the need to work each week	4.0	3.9	4.1	4.1	3.9	4.1
The opportunity to do your work from home (telecommuting)	3.0	3.1	3.0	3.1	2.9	3.1
The amount of vacation time/leave you are able to take	4.3	4.2	4.4	4.3	4.2	4.3
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.1	3.4	3.1	3.2	3.3
Your opportunity to do challenging work	4.3	4.4	4.2	4.4	4.4	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.5	4.4	4.7	4.6	4.4
Your company's workplace culture and traditions	4.1	4.1	4.0	4.2	4.2	4.0
The facility and amenities provided	3.9	3.8	3.9	4.0	3.8	3.9
The technology available to you	4.3	4.3	4.3	4.4	4.3	4.3
The team or group you work with	4.5	4.6	4.5	4.6	4.6	4.5
The quality of your direct manager	4.6	4.6	4.6	4.6	4.6	4.6
The quality of senior management	4.5	4.5	4.5	4.6	4.6	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.5	4.5	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.7	4.7	4.8	4.8	4.7



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
2008 Example Results**

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Question (This is NOT Your Company's Data)	Total Sample	Pay Status			Mgmnt Status	
		Salary	Hourly	Other	Mgr /Supvr	Not Mgr /Supvr
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses [10-pt scale].) Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses [10-pt scale].)</i></p>						
Compensation and Benefits Dimension (Composite Score)	29.4	30.5	28.2	34.5	33.6	27.9
Sat: Health benefits provided by your company	3.4	3.1	3.8	3.1	3.4	3.5
Sat: Retirement benefits offered by your company	4.0	3.8	4.1	4.5	4.3	3.8
Sat: Your base pay	2.6	3.0	2.2	3.1	3.4	2.3
Sat: Bonuses that are paid at your company's discretion	2.6	3.1	2.3	2.8	3.5	2.3
Sat: Amount you pay for your own or your dependents' health care benefits	2.2	2.1	2.2	2.6	2.5	2.1
Sat: Child or dependent care benefits provided by your company	1.5	1.4	1.5	2.0	1.6	1.4
Agr: Employees throughout the organization are paid fairly for the work they do	2.3	2.6	1.9	2.8	2.9	2.0
Agr: The pay levels in this company are at least as good or better than the 'market rate'	2.7	3.0	2.5	3.7	3.3	2.5
Agr: Benefits offered by this company are at least as good or better than what is typical in this market	3.9	3.9	3.8	4.1	4.4	3.7
Agr: The company promotes employee health and wellness	4.3	4.5	4.0	5.7	4.3	4.3
Employee Growth and Development Dimension (Composite Score)	39.8	42.6	37.1	44.0	46.4	37.3
Sat: The opportunity your company provides to work in a variety of roles and jobs	3.6	4.0	3.2	4.1	4.5	3.3
Sat: The amount of responsibility and accountability you have	4.6	5.0	4.3	5.1	5.5	4.3
Sat: The opportunity to get a better job in the organization	2.8	3.1	2.6	2.9	3.7	2.5
Sat: Performance reviews that set goals for your career development	2.7	2.8	2.7	2.9	3.0	2.6
Agr: The company recognizes me for my contributions on the job	3.6	3.9	3.2	4.2	4.5	3.2
Agr: My boss is respectful and fair, always treating me consistently	5.8	6.1	5.5	5.8	6.1	5.7
Agr: My performance appraisal is a fair reflection of my performance	4.3	4.5	4.2	4.7	5.0	4.1
Agr: The company is committed to my professional development	3.4	3.8	3.0	4.3	4.1	3.2
Agr: My skills and abilities are well matched to my job	5.3	5.8	4.9	6.2	6.1	5.0
Agr: My company provides the necessary training for me to do my job well	3.5	3.6	3.5	3.8	3.9	3.4



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
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Question (This is NOT Your Company's Data)	Total Sample	Pay Status			Mgmnt Status	
		Salary	Hourly	Other	Mgr /Supvr	Not Mgr /Supvr
Work-Life Balance Dimension (Composite Score)	37.4	37.1	37.5	39.3	37.2	37.4
Sat: Your company's efforts to promote work-life balance	3.4	3.4	3.4	3.0	3.1	3.5
Sat: The availability of flexible work schedules	4.2	4.2	4.3	4.0	3.9	4.3
Sat: The number of hours you are required or feel the need to work each week	4.4	3.8	4.9	4.0	3.7	4.6
Sat: The opportunity to do your work from home (telecommuting)	1.6	2.0	1.3	2.8	1.9	1.5
Sat: The amount of vacation time/leave you are able to take	4.5	4.7	4.3	5.0	5.2	4.3
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.8	2.8	2.7	2.7	3.2	2.6
Agr: My work load is reasonable	3.7	3.5	3.9	3.9	3.3	3.9
Agr: People are encouraged to balance their work life and personal life	3.3	3.2	3.4	3.6	3.2	3.4
Agr: The company encourages employees to be active in community causes or events	4.9	5.0	4.6	6.1	5.2	4.7
Agr: In a typical week, I am satisfied with the work I've been able to accomplish	4.6	4.4	4.7	4.3	4.4	4.6
Work Environment Dimension (Composite Score)	44.7	47.3	42.3	47.8	50.3	42.6
Sat: Your opportunity to do challenging work	4.2	4.6	3.7	4.6	5.1	3.8
Sat: The reputation of your company and its products/services in the marketplace	4.6	4.9	4.3	4.3	5.1	4.4
Sat: Your company's workplace culture and traditions	3.7	3.9	3.5	4.3	4.2	3.5
Sat: The facility and amenities provided	3.5	3.7	3.3	3.8	3.8	3.4
Sat: The technology available to you	3.4	3.5	3.3	3.5	3.6	3.3
Sat: The team or group you work with	5.0	5.3	4.8	4.6	5.5	4.9
Agr: The company encourages and fosters teamwork	4.1	4.3	4.0	4.0	4.6	4.0
Agr: I know how my work relates to the company's mission and goals	4.9	5.1	4.7	5.6	5.6	4.6
Agr: Promotions in my work group are based on merit	2.4	2.8	2.0	3.2	3.4	2.0
Agr: I have sufficient resources to get my job done	3.9	3.9	3.9	4.3	3.9	3.9
Agr: I feel comfortable being myself in my workplace	5.0	5.2	4.7	5.5	5.5	4.8
Company Management Dimension (Composite Score)	41.3	43.2	39.5	43.8	45.9	39.6
Sat: The quality of your direct manager	5.3	5.6	5.1	5.1	5.6	5.2
Sat: The quality of senior management	4.3	4.5	4.1	4.3	4.9	4.1
Sat: Communication from management about what's going on in the organization	3.1	3.0	3.1	2.8	3.4	2.9
Sat: Management's standards for honesty and integrity (business ethics)	5.0	5.4	4.7	5.5	5.7	4.8
Agr: The executives' leadership and vision inspire me in my work	3.1	3.4	2.8	3.6	3.8	2.8
Agr: Management has a clear view of where the organization is going and how to get there	4.0	4.1	3.9	4.6	4.5	3.9
Agr: I get straight answers from my management when I ask questions	3.9	4.2	3.6	3.6	4.5	3.6
Agr: The organization fosters open communication that is respectful of differing opinions	3.3	3.5	3.1	4.1	3.7	3.1
Agr: The company's policies and procedures are clear and able to be followed	4.2	4.1	4.3	4.9	4.2	4.2
Agr: My company strives to contribute positively to the quality of life in the community	5.1	5.4	4.9	5.4	5.5	5.0



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
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Question (This is NOT Your Company's Data)	Total Sample	Years in Work Force			Years in Idaho		
		<5	5-15	15+	<10	10-25	25+
Total Answering	157	63	47	47	69	28	60
	100%	40%	30%	30%	44%	18%	38%
<i>How satisfied are you with your job at your company?</i>							
Very satisfied	58%	57%	54%	61%	59%	55%	59%
Somewhat satisfied	32%	32%	35%	30%	30%	35%	31%
Neutral	4%	5%	5%	4%	4%	5%	4%
Somewhat/very dissatisfied	5%	5%	7%	5%	6%	5%	5%
<i>How satisfied are you with your company or organization overall?</i>							
Very satisfied	51%	50%	49%	53%	52%	50%	52%
Somewhat satisfied	36%	37%	38%	36%	37%	37%	36%
Neutral	6%	7%	6%	5%	6%	6%	6%
Somewhat/very dissatisfied	7%	6%	7%	7%	6%	8%	7%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>							
I really hope I'll be working here five years from now	51%	49%	46%	54%	49%	50%	53%
I would like to be working here five years from now	32%	34%	35%	30%	34%	33%	31%
I don't have very strong feelings one way or another about my future here	8%	8%	10%	7%	10%	10%	6%
I would rather not be working here five years from now	5%	6%	5%	5%	5%	5%	6%
I strongly hope I'm not working here five years from now	3%	3%	3%	3%	3%	2%	4%
<i>I would recommend this company to a friend as a great place to work.</i>							
Strongly agree	54%	54%	54%	54%	54%	54%	54%
Somewhat agree	27%	30%	27%	27%	27%	28%	27%
Neither agree nor disagree	11%	10%	10%	12%	12%	9%	11%
Somewhat/strongly disagree	7%	6%	9%	7%	7%	8%	7%



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Question (This is NOT Your Company's Data)	Total Sample	Years in Work Force			Years in Idaho		
		<5	5-15	15+	<10	10-25	25+
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>							
Health benefits provided by your company	4.5	4.5	4.4	4.4	4.4	4.4	4.5
Retirement benefits offered by your company	4.5	4.5	4.4	4.5	4.4	4.4	4.5
Your base pay	4.5	4.6	4.5	4.5	4.5	4.5	4.5
Bonuses that are paid at your company's discretion	4.1	4.1	4.1	4.0	4.1	4.1	4.0
Amount you pay for your own or your dependents' health care benefits	4.2	4.3	4.2	4.1	4.2	4.1	4.2
Child or dependent care benefits provided by your company	2.9	3.1	3.3	2.6	3.0	3.0	2.7
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.1	4.0	4.2	4.1	4.0
The amount of responsibility and accountability you have	4.3	4.4	4.3	4.3	4.3	4.3	4.3
The opportunity to get a better job in the organization	4.1	4.2	4.3	3.9	4.2	4.1	4.0
Performance reviews that set goals for your career development	3.9	4.0	4.0	3.8	4.0	4.0	3.9
Your company's efforts to promote work-life balance	4.3	4.3	4.4	4.3	4.4	4.3	4.3
The availability of flexible work schedules	4.1	4.2	4.3	4.1	4.2	4.1	4.1
The number of hours you are required or feel the need to work each week	4.0	4.1	4.1	4.0	4.0	4.0	4.0
The opportunity to do your work from home (telecommuting)	3.0	3.0	3.2	3.0	3.2	3.0	3.0
The amount of vacation time/leave you are able to take	4.3	4.4	4.4	4.3	4.3	4.3	4.3
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.4	3.2	3.2	3.2	3.2	3.3
Your opportunity to do challenging work	4.3	4.3	4.3	4.3	4.4	4.3	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.5	4.4	4.5	4.4	4.5	4.5
Your company's workplace culture and traditions	4.1	4.0	4.0	4.1	4.1	4.1	4.1
The facility and amenities provided	3.9	4.0	3.9	3.9	3.9	3.9	3.9
The technology available to you	4.3	4.3	4.3	4.3	4.3	4.3	4.3
The team or group you work with	4.5	4.6	4.5	4.5	4.5	4.5	4.5
The quality of your direct manager	4.6	4.6	4.6	4.6	4.6	4.6	4.6
The quality of senior management	4.5	4.5	4.5	4.5	4.5	4.5	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.4	4.4	4.3	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.6	4.7	4.7	4.7	4.7	4.7



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Question (This is NOT Your Company's Data)	Total Sample	Years in Work Force			Years in Idaho		
		<5	5-15	15+	<10	10-25	25+
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses [10-pt scale].) Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses [10-pt scale].)</i></p>							
Compensation and Benefits Dimension (Composite Score)	29.4	30.1	29.1	29.3	29.3	29.0	30.0
Sat: Health benefits provided by your company	3.4	3.7	3.3	3.4	3.2	3.5	3.6
Sat: Retirement benefits offered by your company	4.0	4.2	4.0	3.8	3.8	3.9	4.1
Sat: Your base pay	2.6	2.3	2.4	2.8	2.6	2.4	2.7
Sat: Bonuses that are paid at your company's discretion	2.6	2.5	2.6	2.7	2.6	2.7	2.5
Sat: Amount you pay for your own or your dependents' health care benefits	2.2	2.2	2.1	2.2	2.0	2.2	2.3
Sat: Child or dependent care benefits provided by your company	1.5	1.8	1.5	1.4	1.6	1.5	1.4
Agr: Employees throughout the organization are paid fairly for the work they do	2.3	2.1	2.3	2.3	2.4	2.1	2.3
Agr: The pay levels in this company are at least as good or better than the 'market rate'	2.7	2.8	2.8	2.7	3.0	2.5	2.8
Agr: Benefits offered by this company are at least as good or better than what is typical in this market	3.9	4.0	3.7	3.9	3.6	3.7	4.1
Agr: The company promotes employee health and wellness	4.3	4.5	4.3	4.2	4.5	4.5	4.2
Employee Growth and Development Dimension (Composite Score)	39.8	39.7	39.4	39.9	40.4	38.9	40.1
Sat: The opportunity your company provides to work in a variety of roles and jobs	3.6	3.6	3.5	3.6	3.7	3.5	3.6
Sat: The amount of responsibility and accountability you have	4.6	4.4	4.4	4.9	4.6	4.5	4.8
Sat: The opportunity to get a better job in the organization	2.8	3.1	2.7	2.7	2.8	2.9	2.8
Sat: Performance reviews that set goals for your career development	2.7	2.7	2.7	2.7	3.0	2.7	2.7
Agr: The company recognizes me for my contributions on the job	3.6	3.4	3.5	3.6	3.7	3.5	3.6
Agr: My boss is respectful and fair, always treating me consistently	5.8	5.7	5.9	5.8	6.0	5.7	5.7
Agr: My performance appraisal is a fair reflection of my performance	4.3	4.2	4.4	4.4	4.3	4.1	4.5
Agr: The company is committed to my professional development	3.4	3.5	3.6	3.3	3.6	3.5	3.4
Agr: My skills and abilities are well matched to my job	5.3	5.3	5.0	5.5	5.2	5.1	5.5
Agr: My company provides the necessary training for me to do my job well	3.5	3.8	3.7	3.4	3.5	3.6	3.6



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Question (This is NOT Your Company's Data)	Total Sample	Years in Work Force			Years in Idaho		
		<5	5-15	15+	<10	10-25	25+
Work-Life Balance Dimension (Composite Score)	37.4	38.4	37.1	37.0	38.2	36.8	37.4
Sat: Your company's efforts to promote work-life balance	3.4	3.6	3.4	3.3	3.5	3.3	3.4
Sat: The availability of flexible work schedules	4.2	4.4	4.3	4.1	4.4	4.2	4.1
Sat: The number of hours you are required or feel the need to work each week	4.4	4.9	4.2	4.2	4.6	4.3	4.3
Sat: The opportunity to do your work from home (telecommuting)	1.6	1.6	1.7	1.6	1.9	1.5	1.5
Sat: The amount of vacation time/leave you are able to take	4.5	4.3	4.4	4.7	4.3	4.3	4.8
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.8	2.8	2.7	2.8	2.6	2.8	2.9
Agr: My work load is reasonable	3.7	4.1	3.8	3.6	3.8	3.8	3.7
Agr: People are encouraged to balance their work life and personal life	3.3	3.5	3.5	3.2	3.6	3.2	3.2
Agr: The company encourages employees to be active in community causes or events	4.9	4.7	4.9	4.9	4.8	4.9	5.0
Agr: In a typical week, I am satisfied with the work I've been able to accomplish	4.6	4.7	4.3	4.6	4.8	4.5	4.5
Work Environment Dimension (Composite Score)	44.7	45.0	43.6	45.0	44.7	44.6	44.9
Sat: Your opportunity to do challenging work	4.2	4.0	3.9	4.3	4.4	4.0	4.2
Sat: The reputation of your company and its products/services in the marketplace	4.6	4.6	4.5	4.6	4.6	4.6	4.6
Sat: Your company's workplace culture and traditions	3.7	3.8	3.5	3.7	3.7	3.7	3.7
Sat: The facility and amenities provided	3.5	3.4	3.4	3.6	3.4	3.5	3.6
Sat: The technology available to you	3.4	3.5	3.0	3.4	3.1	3.5	3.4
Sat: The team or group you work with	5.0	4.8	5.0	5.1	5.1	4.9	5.1
Agr: The company encourages and fosters teamwork	4.1	4.3	4.2	4.1	4.2	4.2	4.2
Agr: I know how my work relates to the company's mission and goals	4.9	4.9	4.9	4.9	4.8	4.9	5.0
Agr: Promotions in my work group are based on merit	2.4	2.4	2.4	2.4	2.6	2.5	2.3
Agr: I have sufficient resources to get my job done	3.9	4.2	3.9	3.8	3.8	4.1	3.9
Agr: I feel comfortable being myself in my workplace	5.0	5.0	4.9	4.9	5.1	4.8	5.0
Company Management Dimension (Composite Score)	41.3	41.7	40.5	41.5	42.5	41.2	41.1
Sat: The quality of your direct manager	5.3	5.4	5.3	5.3	5.6	5.2	5.3
Sat: The quality of senior management	4.3	4.3	4.3	4.3	4.4	4.3	4.3
Sat: Communication from management about what's going on in the organization	3.1	3.2	3.0	3.1	3.3	3.1	3.0
Sat: Management's standards for honesty and integrity (business ethics)	5.0	4.9	4.8	5.2	5.2	5.0	4.9
Agr: The executives' leadership and vision inspire me in my work	3.1	3.0	2.9	3.2	3.3	3.2	3.0
Agr: Management has a clear view of where the organization is going and how to get there	4.0	4.0	3.9	4.1	4.1	4.1	4.0
Agr: I get straight answers from my management when I ask questions	3.9	3.9	3.6	4.0	4.0	3.8	3.8
Agr: The organization fosters open communication that is respectful of differing opinions	3.3	3.4	3.3	3.2	3.3	3.3	3.3
Agr: The company's policies and procedures are clear and able to be followed	4.2	4.4	4.3	4.0	4.4	4.0	4.2
Agr: My company strives to contribute positively to the quality of life in the community	5.1	5.1	5.0	5.2	5.0	5.2	5.3



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Company Name
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to Manage What Matters

Question (This is NOT Your Company's Data)	Total Sample	# Cos. Worked For			Years at Company	
		<3	3-4	5+	<5	5+
Total Answering	157	64	63	30	93	64
	100%	41%	40%	19%	59%	41%
<i>How satisfied are you with your job at your company?</i>						
Very satisfied	58%	60%	57%	59%	58%	58%
Somewhat satisfied	32%	30%	33%	31%	31%	32%
Neutral	4%	4%	5%	4%	5%	4%
Somewhat/very dissatisfied	5%	5%	5%	6%	5%	6%
<i>How satisfied are you with your company or organization overall?</i>						
Very satisfied	51%	51%	50%	52%	53%	49%
Somewhat satisfied	36%	36%	36%	37%	35%	37%
Neutral	6%	7%	6%	5%	5%	6%
Somewhat/very dissatisfied	7%	6%	7%	6%	6%	7%
<i>Which of the following statements best describes your desire to still be working for your company five years from now?</i>						
I really hope I'll be working here five years from now	51%	51%	50%	52%	49%	53%
I would like to be working here five years from now	32%	34%	32%	32%	34%	30%
I don't have very strong feelings one way or another about my future here	8%	8%	9%	8%	10%	7%
I would rather not be working here five years from now	5%	4%	6%	5%	5%	6%
I strongly hope I'm not working here five years from now	3%	3%	3%	4%	3%	4%
<i>I would recommend this company to a friend as a great place to work.</i>						
Strongly agree	54%	56%	54%	54%	56%	51%
Somewhat agree	27%	28%	27%	27%	27%	28%
Neither agree nor disagree	11%	10%	11%	11%	10%	12%
Somewhat/strongly disagree	7%	6%	8%	8%	7%	8%



**Best Places to Work in Idaho
Company Name
Subgroup Table (Banner 2)
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		<3	3-4	5+	<5	5+
<i>Please indicate how important that item is to you in your satisfaction with working at your company. (mean on 5-pt scale; 5 = very important)</i>						
Health benefits provided by your company	4.5	4.5	4.4	4.5	4.4	4.5
Retirement benefits offered by your company	4.5	4.5	4.4	4.4	4.4	4.5
Your base pay	4.5	4.5	4.5	4.5	4.5	4.5
Bonuses that are paid at your company's discretion	4.1	4.1	4.1	4.0	4.1	4.0
Amount you pay for your own or your dependents' health care benefits	4.2	4.2	4.1	4.2	4.1	4.2
Child or dependent care benefits provided by your company	2.9	3.2	2.9	2.7	3.0	2.7
The opportunity your company provides to work in a variety of roles and jobs	4.1	4.1	4.1	4.1	4.1	4.0
The amount of responsibility and accountability you have	4.3	4.4	4.3	4.3	4.3	4.3
The opportunity to get a better job in the organization	4.1	4.2	4.1	4.0	4.2	3.9
Performance reviews that set goals for your career development	3.9	4.0	3.9	3.9	4.1	3.8
Your company's efforts to promote work-life balance	4.3	4.4	4.3	4.3	4.4	4.3
The availability of flexible work schedules	4.1	4.1	4.2	4.1	4.2	4.1
The number of hours you are required or feel the need to work each week	4.0	4.1	4.0	4.0	4.1	4.0
The opportunity to do your work from home (telecommuting)	3.0	3.1	3.1	3.0	3.1	3.0
The amount of vacation time/leave you are able to take	4.3	4.3	4.3	4.3	4.3	4.3
The availability of an employee assistance program (such as counseling) to help with personal or family issues	3.2	3.3	3.2	3.2	3.2	3.2
Your opportunity to do challenging work	4.3	4.3	4.3	4.3	4.3	4.3
The reputation of your company and its products/services in the marketplace	4.5	4.5	4.5	4.5	4.5	4.5
Your company's workplace culture and traditions	4.1	4.1	4.1	4.0	4.1	4.0
The facility and amenities provided	3.9	3.9	3.9	3.9	3.9	3.9
The technology available to you	4.3	4.3	4.3	4.3	4.3	4.3
The team or group you work with	4.5	4.6	4.5	4.5	4.6	4.5
The quality of your direct manager	4.6	4.6	4.6	4.6	4.6	4.5
The quality of senior management	4.5	4.5	4.5	4.5	4.5	4.5
Communication from management about what's going on in the organization	4.4	4.4	4.4	4.4	4.4	4.4
Management's standards for honesty and integrity (business ethics)	4.7	4.7	4.7	4.7	4.7	4.7



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		<3	3-4	5+	<5	5+
<p><i>How satisfied or dissatisfied are you with these aspects of your employment at your company? ("Sat" items below. Index computed based on count of "very satisfied" responses [10-pt scale].) Please indicate how much you agree or disagree with each statement as it relates to your workplace. ("Agr" items below. Index computed based on count of "strongly agree" responses [10-pt scale].)</i></p>						
Compensation and Benefits Dimension (Composite Score)	29.4	33.4	28.7	28.1	30.0	28.8
Sat: Health benefits provided by your company	3.4	3.9	3.3	3.4	3.5	3.4
Sat: Retirement benefits offered by your company	4.0	4.5	3.9	3.7	3.9	4.0
Sat: Your base pay	2.6	2.9	2.5	2.5	2.5	2.7
Sat: Bonuses that are paid at your company's discretion	2.6	3.2	2.6	2.4	2.8	2.5
Sat: Amount you pay for your own or your dependents' health care benefits	2.2	2.5	2.1	2.1	2.1	2.3
Sat: Child or dependent care benefits provided by your company	1.5	2.0	1.5	1.2	1.5	1.5
Agr: Employees throughout the organization are paid fairly for the work they do	2.3	2.5	2.3	2.1	2.4	2.1
Agr: The pay levels in this company are at least as good or better than the 'market rate'	2.7	3.2	2.7	2.5	2.9	2.5
Agr: Benefits offered by this company are at least as good or better than what is typical in this market	3.9	4.2	3.7	3.9	3.8	3.9
Agr: The company promotes employee health and wellness	4.3	4.5	4.2	4.3	4.6	3.9
Employee Growth and Development Dimension (Composite Score)	39.8	42.3	39.9	38.2	40.8	38.5
Sat: The opportunity your company provides to work in a variety of roles and jobs	3.6	4.1	3.5	3.4	3.6	3.6
Sat: The amount of responsibility and accountability you have	4.6	4.8	4.6	4.6	4.6	4.7
Sat: The opportunity to get a better job in the organization	2.8	3.3	2.9	2.4	3.0	2.6
Sat: Performance reviews that set goals for your career development	2.7	2.9	2.8	2.5	3.0	2.4
Agr: The company recognizes me for my contributions on the job	3.6	3.8	3.6	3.4	3.7	3.4
Agr: My boss is respectful and fair, always treating me consistently	5.8	6.0	5.8	5.6	6.1	5.5
Agr: My performance appraisal is a fair reflection of my performance	4.3	4.5	4.4	4.1	4.3	4.4
Agr: The company is committed to my professional development	3.4	3.9	3.3	3.3	3.7	3.1
Agr: My skills and abilities are well matched to my job	5.3	5.3	5.4	5.3	5.3	5.4
Agr: My company provides the necessary training for me to do my job well	3.5	3.8	3.5	3.4	3.7	3.4



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		<3	3-4	5+	<5	5+
Work-Life Balance Dimension (Composite Score)	37.4	39.7	37.3	36.1	38.6	36.0
Sat: Your company's efforts to promote work-life balance	3.4	3.7	3.3	3.4	3.7	3.0
Sat: The availability of flexible work schedules	4.2	4.4	4.3	4.1	4.3	4.1
Sat: The number of hours you are required or feel the need to work each week	4.4	4.6	4.3	4.4	4.6	4.1
Sat: The opportunity to do your work from home (telecommuting)	1.6	2.1	1.6	1.4	1.6	1.6
Sat: The amount of vacation time/leave you are able to take	4.5	5.0	4.5	4.3	4.1	5.0
Sat: The availability of an employee assistance program (such as counseling) to help with personal or family issues	2.8	3.2	2.8	2.5	2.7	2.9
Agr: My work load is reasonable	3.7	4.0	3.7	3.7	4.0	3.4
Agr: People are encouraged to balance their work life and personal life	3.3	3.5	3.3	3.2	3.7	2.9
Agr: The company encourages employees to be active in community causes or events	4.9	4.9	5.0	4.6	5.0	4.6
Agr: In a typical week, I am satisfied with the work I've been able to accomplish	4.6	4.4	4.6	4.6	4.7	4.4
Work Environment Dimension (Composite Score)	44.7	46.7	44.9	43.3	45.9	43.2
Sat: Your opportunity to do challenging work	4.2	4.3	4.2	4.0	4.2	4.1
Sat: The reputation of your company and its products/services in the marketplace	4.6	4.7	4.6	4.6	4.8	4.3
Sat: Your company's workplace culture and traditions	3.7	3.9	3.7	3.6	3.9	3.4
Sat: The facility and amenities provided	3.5	3.5	3.6	3.4	3.6	3.4
Sat: The technology available to you	3.4	3.5	3.4	3.2	3.2	3.6
Sat: The team or group you work with	5.0	5.2	5.1	4.9	5.1	4.9
Agr: The company encourages and fosters teamwork	4.1	4.4	4.2	4.0	4.4	3.8
Agr: I know how my work relates to the company's mission and goals	4.9	5.0	4.9	4.9	5.0	4.8
Agr: Promotions in my work group are based on merit	2.4	2.9	2.4	2.1	2.6	2.2
Agr: I have sufficient resources to get my job done	3.9	4.1	3.9	3.8	4.0	3.8
Agr: I feel comfortable being myself in my workplace	5.0	5.2	5.0	4.8	5.0	4.9
Company Management Dimension (Composite Score)	41.3	42.4	40.7	41.4	44.7	37.3
Sat: The quality of your direct manager	5.3	5.5	5.3	5.3	5.7	5.0
Sat: The quality of senior management	4.3	4.5	4.2	4.3	4.7	3.8
Sat: Communication from management about what's going on in the organization	3.1	3.0	3.1	3.1	3.5	2.5
Sat: Management's standards for honesty and integrity (business ethics)	5.0	5.1	4.9	5.2	5.4	4.6
Agr: The executives' leadership and vision inspire me in my work	3.1	3.3	3.0	3.1	3.4	2.7
Agr: Management has a clear view of where the organization is going and how to get there	4.0	4.2	3.9	4.0	4.3	3.7
Agr: I get straight answers from my management when I ask questions	3.9	3.8	3.9	3.9	4.2	3.4
Agr: The organization fosters open communication that is respectful of differing opinions	3.3	3.3	3.3	3.2	3.6	2.9
Agr: The company's policies and procedures are clear and able to be followed	4.2	4.4	4.1	4.1	4.4	3.9
Agr: My company strives to contribute positively to the quality of life in the community	5.1	5.3	5.0	5.2	5.4	4.8