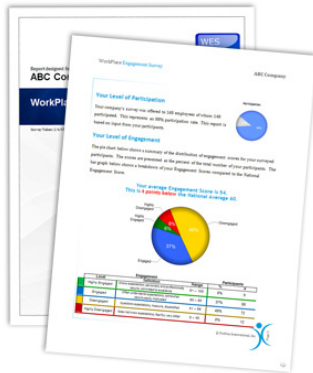


Workplace Engagement Survey™



Our Workplace Engagement Survey (WES) measures the degree to which your employees connect with their work and feel committed to the organization and its goals. This gives you and your management team a detailed view of what influences engagement and how your employees compare statistically to the overall working population. In addition, the WES measures “satisfaction with employment” and “satisfaction with management” across your entire organization, and gives specific recommendations for your organization to improve.

PURPOSE	Information to help companies or organizations improve their workforce performance.
MEASURES	<ul style="list-style-type: none"> • Levels of employee engagement from: Highly Engaged – Engaged – Disengaged – Highly Disengaged • Compares your company’s level of engagement to the National Average • Satisfaction with Employment • Satisfaction with Manager
BENEFIT TO COMPANY	<p>Employees who are highly engaged:</p> <ul style="list-style-type: none"> • Excited and enthusiastic • More focused on their work than “watching the clock” • Give high levels of discretionary effort • Emotionally involved with the company • Mentally involved with company • Resist distraction • Stay focused • Their enthusiasm is contagious • Highly productive

COMPANY PAYOFF	<ul style="list-style-type: none"> • Retention rates of good people – Goes Up • Innovation and collaboration – Goes Up • Customer satisfaction – Goes Up • Bottom line – Goes Up • Shareholder value – Goes up • Return on investment – Goes up
THE PROCESS	<ul style="list-style-type: none"> • Employees are provided a URL to take the confidential survey • Employee completes survey • Profiles International compiles survey information • Profiles Service Center generates report
TIME TO TAKE	15 minutes per employee
USED FOR	<ul style="list-style-type: none"> • Getting a clear picture of your employees' level of engagement, satisfaction with company and satisfaction with Manager • Provide recommendations to create a plan for improvement
REPORTS	Comprehensive report on your employees' engagement level and recommendations on what can be done to improve
SURVEY VALIDATION	Harris Interactive, New York, NY
ADMINISTRATION	Internet