



## *Answers to Frequent Employee Questions*

### ***What is an Employee Engagement survey?***

An Employee Engagement survey measures how passionate employees feel about their job and organization - as well as their commitment to the company.

### ***Why is the company conducting a survey?***

You are very important to the organization. To understand your needs, leadership is contracting with an outside consultant to learn your views, experiences and opinions. Your response will help us make this a greater place to work.

### ***Is my job in jeopardy if I tell the truth?***

Your information will be kept totally confidential. We care about our employees - so we have contracted with an outside consultant to ensure that all your information is kept in complete confidence. Leadership and employees will all receive the same data. Steps have been taken to ensure that employees will not be singled out based on their job, performance, tenure or department.

### ***What is going to happen with the results of the survey?***

The total results of everyone responding to the survey will be tabulated and compared to industry averages. After the initial survey is completed, we will be taking action to improve our organization so employees experience a better working environment.

### ***How long will it take to complete the survey?***

We respect your time - so surveys are brief and will only take about 5 minutes.