

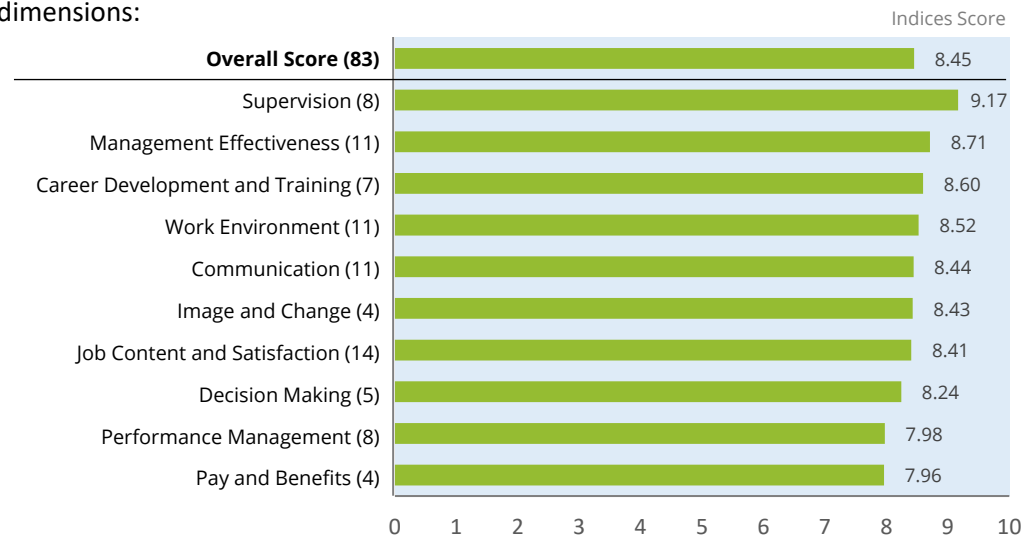
ABC COMPANY

2024 Employee Survey Total Organization Results



Dimension Summary

Here are the results for your organization of the 83 survey questions asked under 10 dimensions:



NEXT STEPS

Managers to review their results. - September 2024

Managers will share the results with their team. - October 2024

Managers will meet with their team to celebrate the wins and develop an action plan. - November 2024

Managers will hold regular meetings throughout the year with the team to discuss progress on the action plan. - ongoing

We will keep you updated on the progress of these steps and look forward to working together as we make changes to see positive differences.

Miller Pearson Consulting has been working with ABC Company since 2020 on their annual employee survey. To ensure survey confidentiality, all employee responses are submitted directly to Miller Pearson Consulting for analysis and reporting.



THANK YOU for being part of our 2024 Employee Survey.

The confidential feedback you provided on the survey is being tabulated by our partners at Miller Pearson Consulting.

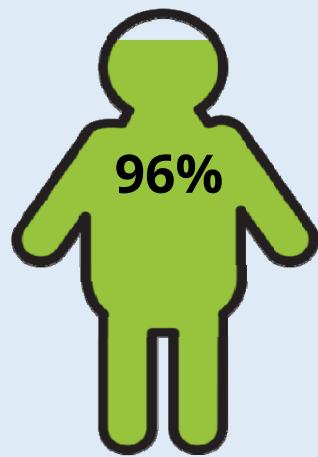
Over the next few months they will be providing us with some critical information on trends about how you feel about the company, your ideas, your suggestions, and what you feel we could do to create positive change for you, and for our customers.

Your opinion and feedback matters to us. By connecting with us on the survey you have made the choice to be heard and to be a part of building an even better company today, and a great company for the future.

Thank you,

John Smith
Chief Executive Officer

Response Rate and Summary Results



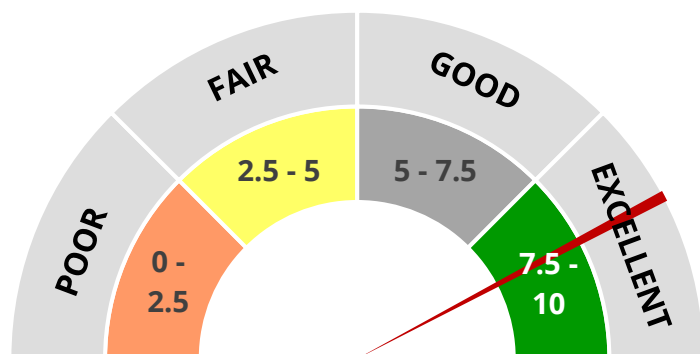
The Total Organization's response rate was: **96%**

This year, you were happier with:

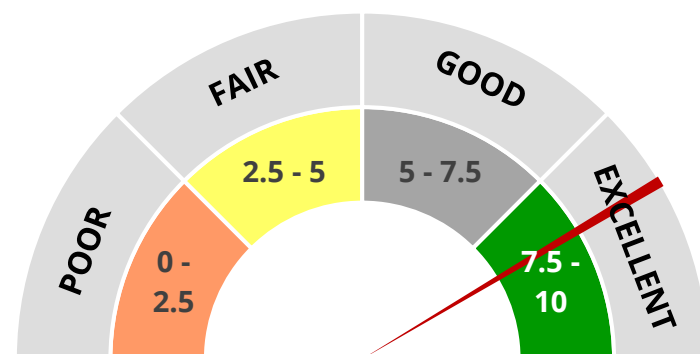
- (top positive variances from 2023)
- ABC employee benefits meet my needs.
 - I understand how my job performance is measured.
 - Rate the kind of job that your manager is doing in: being knowledgeable about his or her job.

This year, you were less happy with:

- (top negative variances from 2023)
- Overall, considering the events of the last year or so, would you say that ABC has changed for the better - worse - stayed the same.
 - Rate the kind of job that your manager is doing in: clearly communicating goals or assignments.
 - In the last seven days, I received recognition or praise for doing good work.



Overall Score = 8.45
(compared to 8.41 in 2023)



Engagement Score = 8.29
(compared to 8.23 in 2023)

Celebrate the Wins!

Following are the most positive areas within your organization as represented in the survey results – these are areas of strength to celebrate:



Take Action Now!

Following are the greatest challenges facing your organization as represented in the survey results – these are areas of opportunity for improvement:

