

100 Best Nonprofits survey 2010 Comprehensive Report Package

Participating nonprofit name

- Overall category scores
- Employee satisfaction vs. importance ratings
- Employee satisfaction ratings vs. peer group
- Employee importance ratings vs. peer group
- Employer benefits survey benchmarks
- Employee write-in comments

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2010 Comprehensive Report Package

How to read your results:

Scores for each employee survey statement, as shown in most the graphs of this report, were calculated from the average of all of your employee ratings for that particular statement on the range of -3 (not at all satisfied or important), 0 being neutral, to +3 (very satisfied or important). To download the survey follow this link:

<http://www.oregon100best.com/Projects/Non-Profit-Event/Nonprofit-employee-survey-questions.html>

You'll note that we had six major categories in the employee survey:

- 1) Benefits and compensation
- 2) Work environment
- 3) Decision-making and trust
- 4) Performance management
- 5) Career development and learning
- 6) Sustainable practices (Used only to determine 100 Best Green Companies, released in our June issue)

The first graph in this report (7 vertical bars) displays your average score for each of these six major categories on a scale of 0 to 100. It's the -3 to +3 average per category converted into a 100-point scale. The first vertical bar titled "Employee Survey of Benefits" came from the employer survey completed by a representative of

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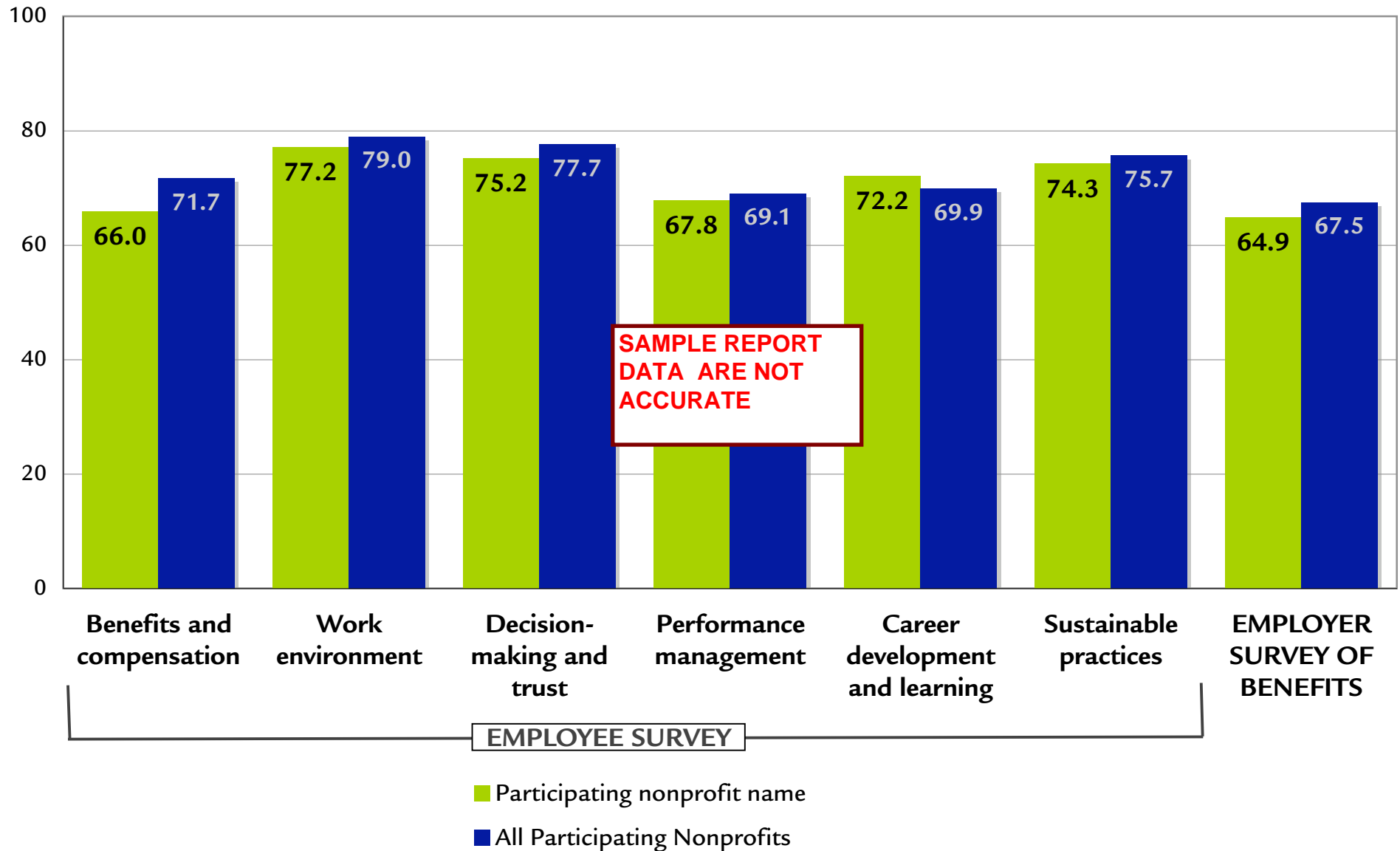
We hope these reports will help create best work organizations.

Thank you,
100 Best Research Team

Davis, Hibbitts & Midghall
203 S.W. Pine St.
Portland, Oregon 97204
503-220-0575

Oregon Business magazine
610 S.W. Broadway, Suite 200
Portland, Oregon 97205
503-223-0304

Overall category scores, 100-point scale
Employee SATISFACTION ratings and employer survey





100 Best Nonprofits survey

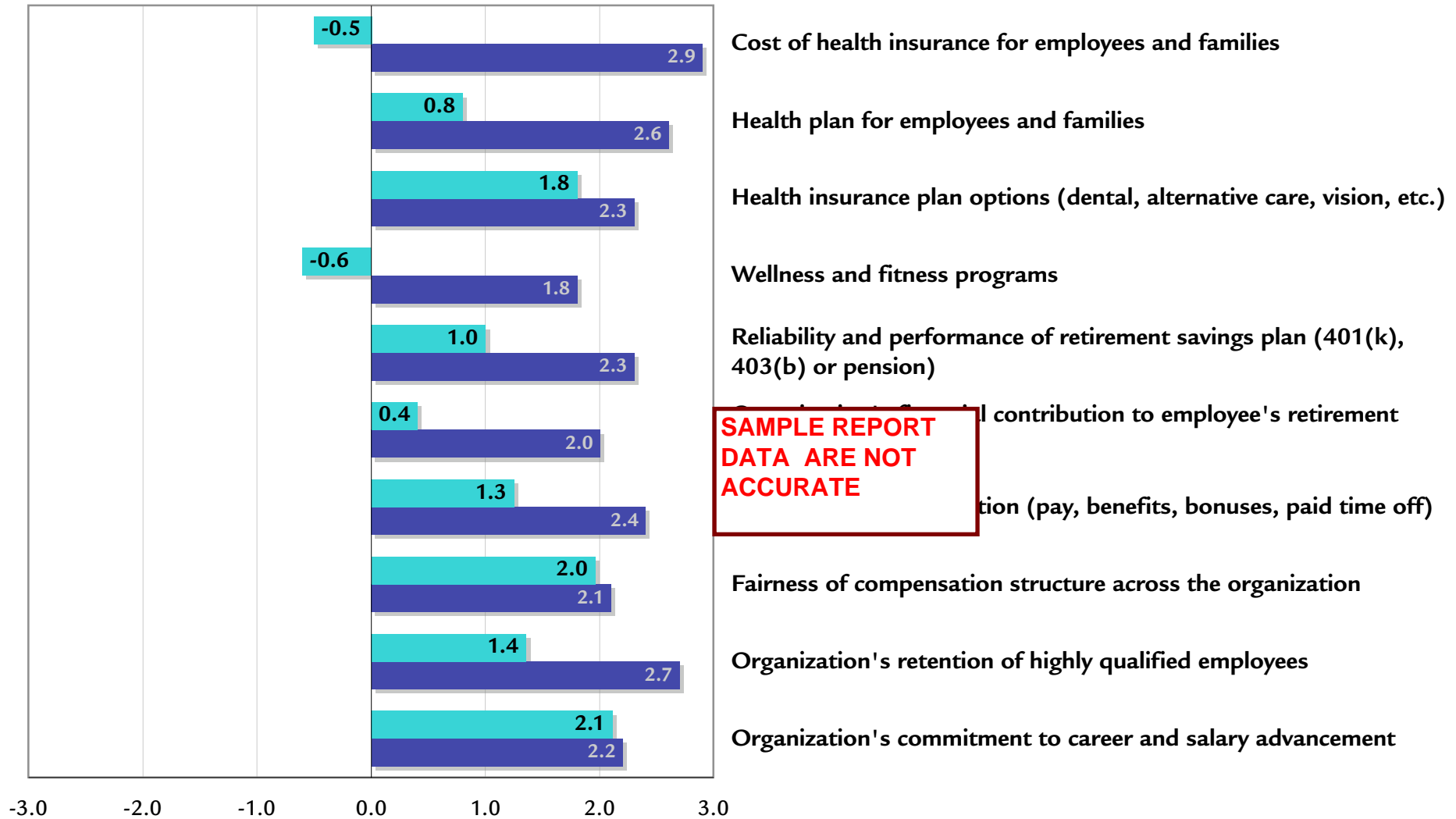
2010 Comprehensive Report Package for

Participating nonprofit name

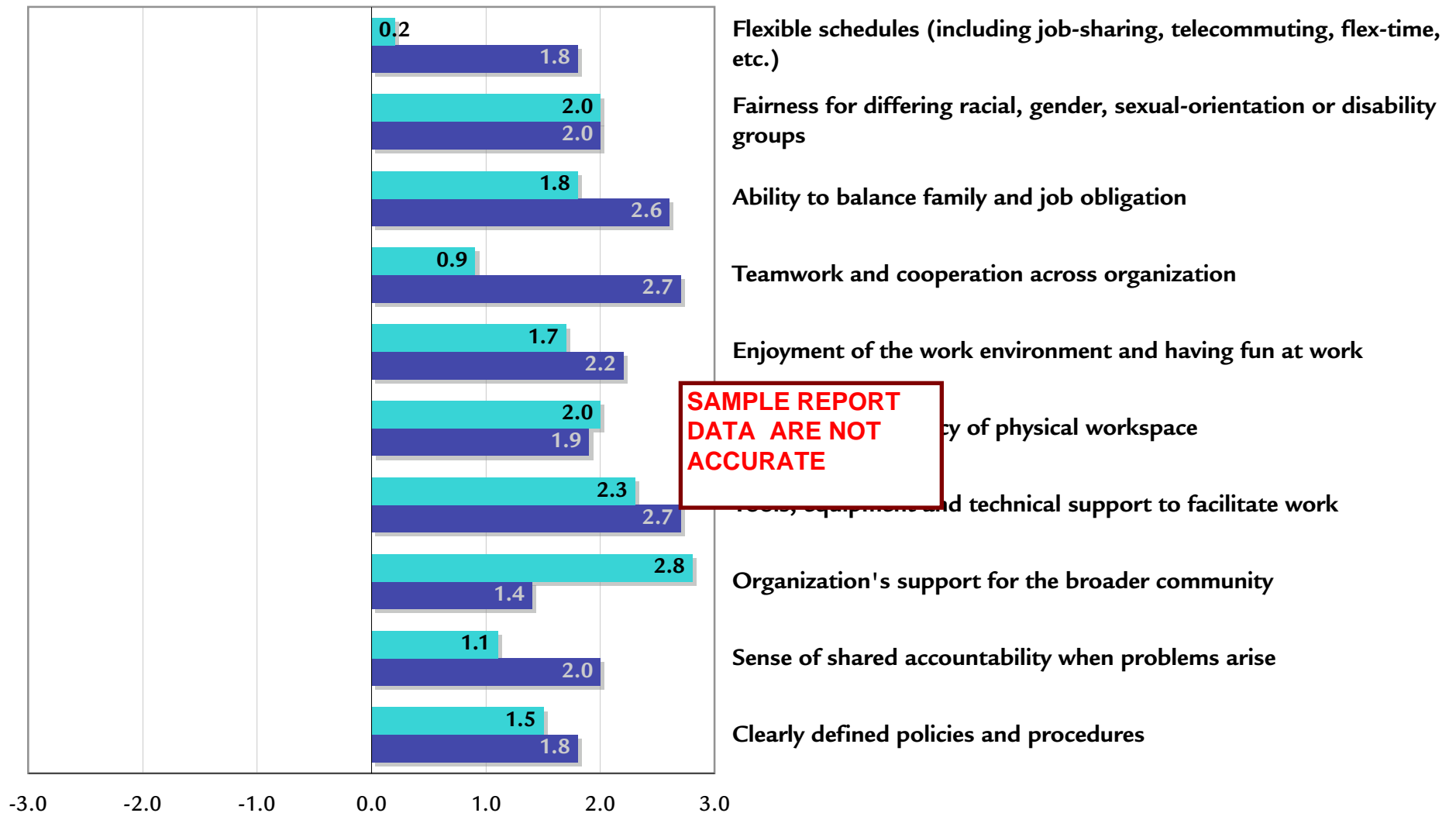
Employee SATISFACTION vs. IMPORTANCE ratings

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Employee SATISFACTION vs. IMPORTANCE ratings Benefits and compensation



Employee SATISFACTION vs. IMPORTANCE ratings Work environment

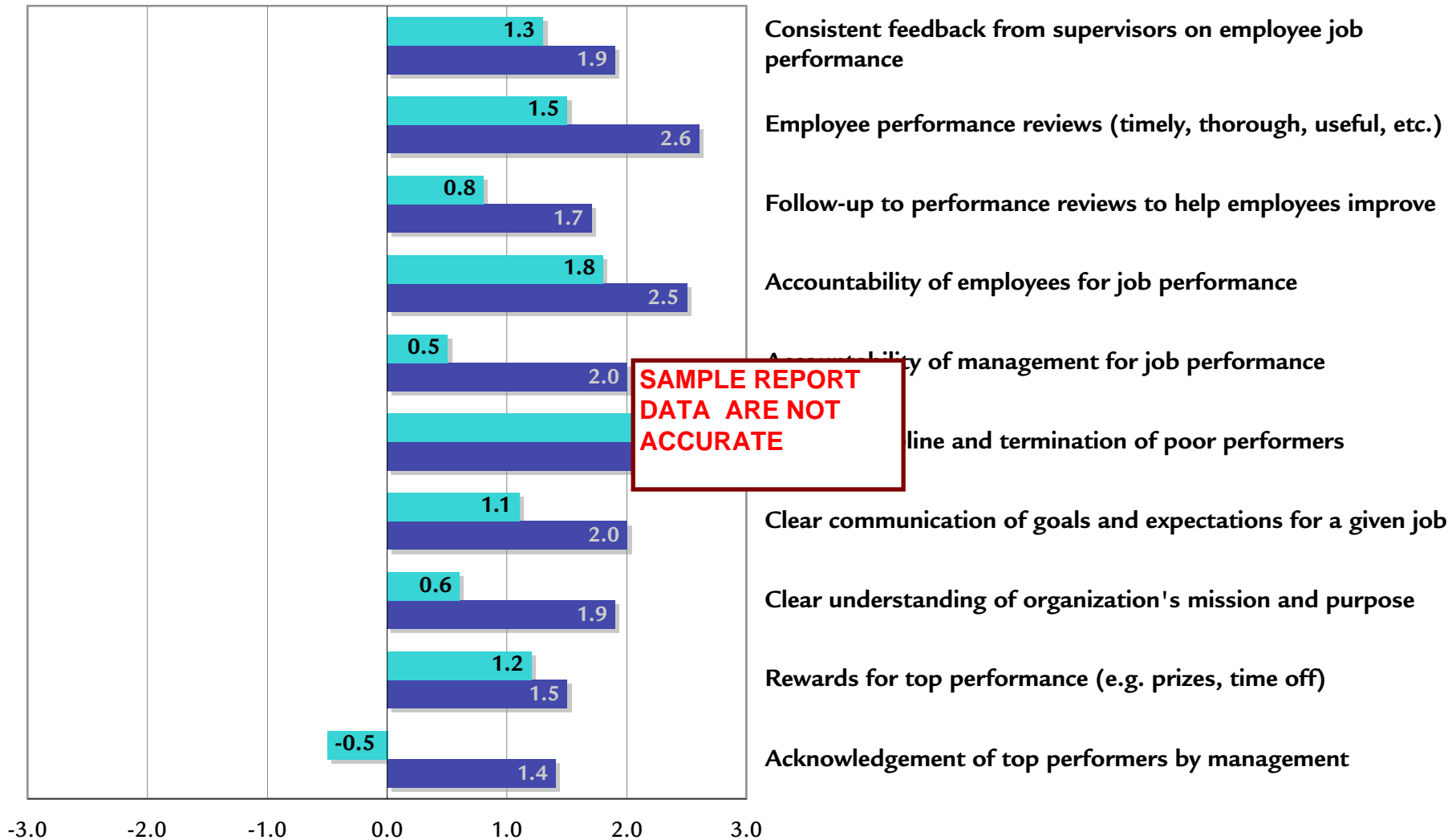


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Employee SATISFACTION vs. IMPORTANCE ratings Decision-making and trust

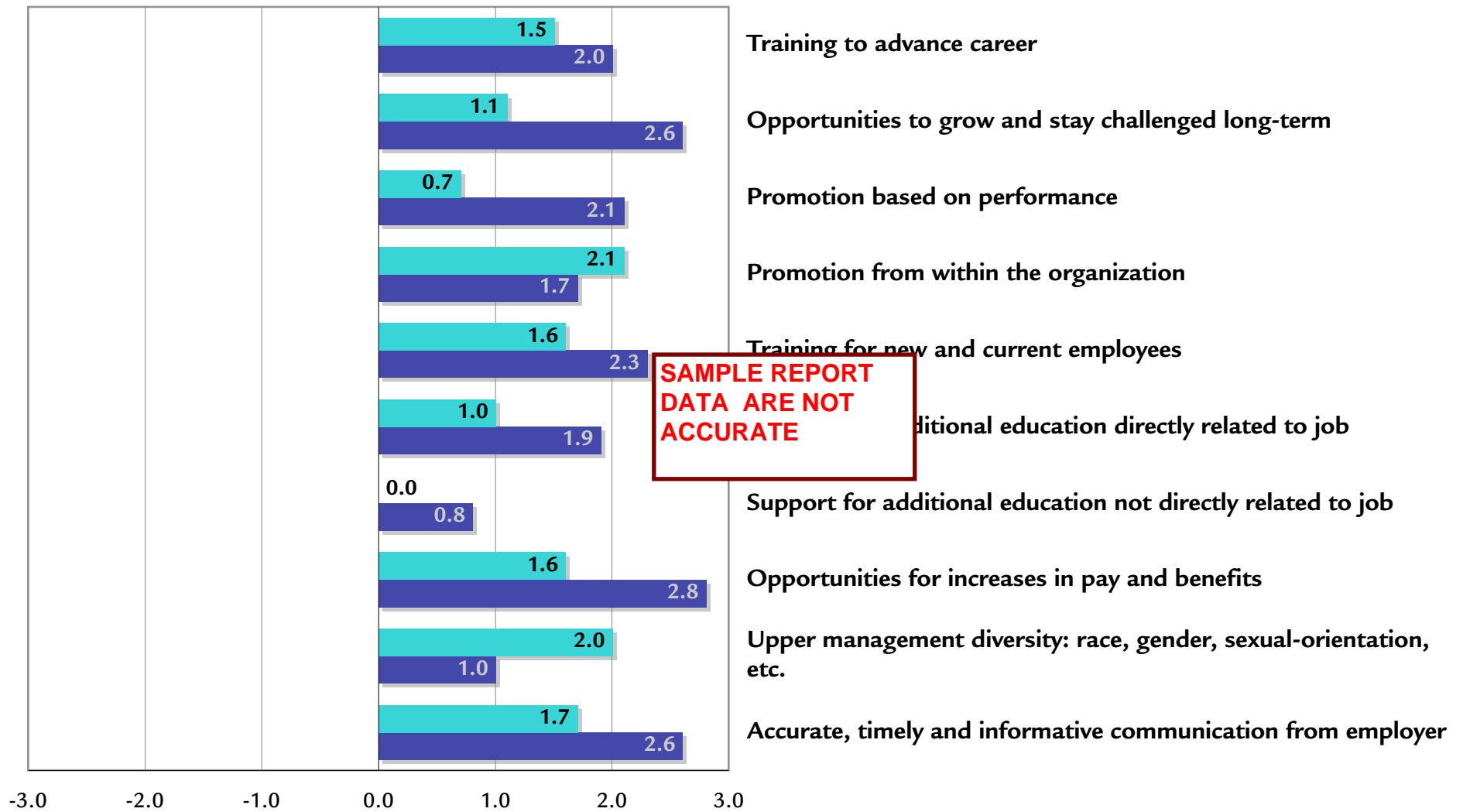


Employee SATISFACTION vs. IMPORTANCE ratings Performance management

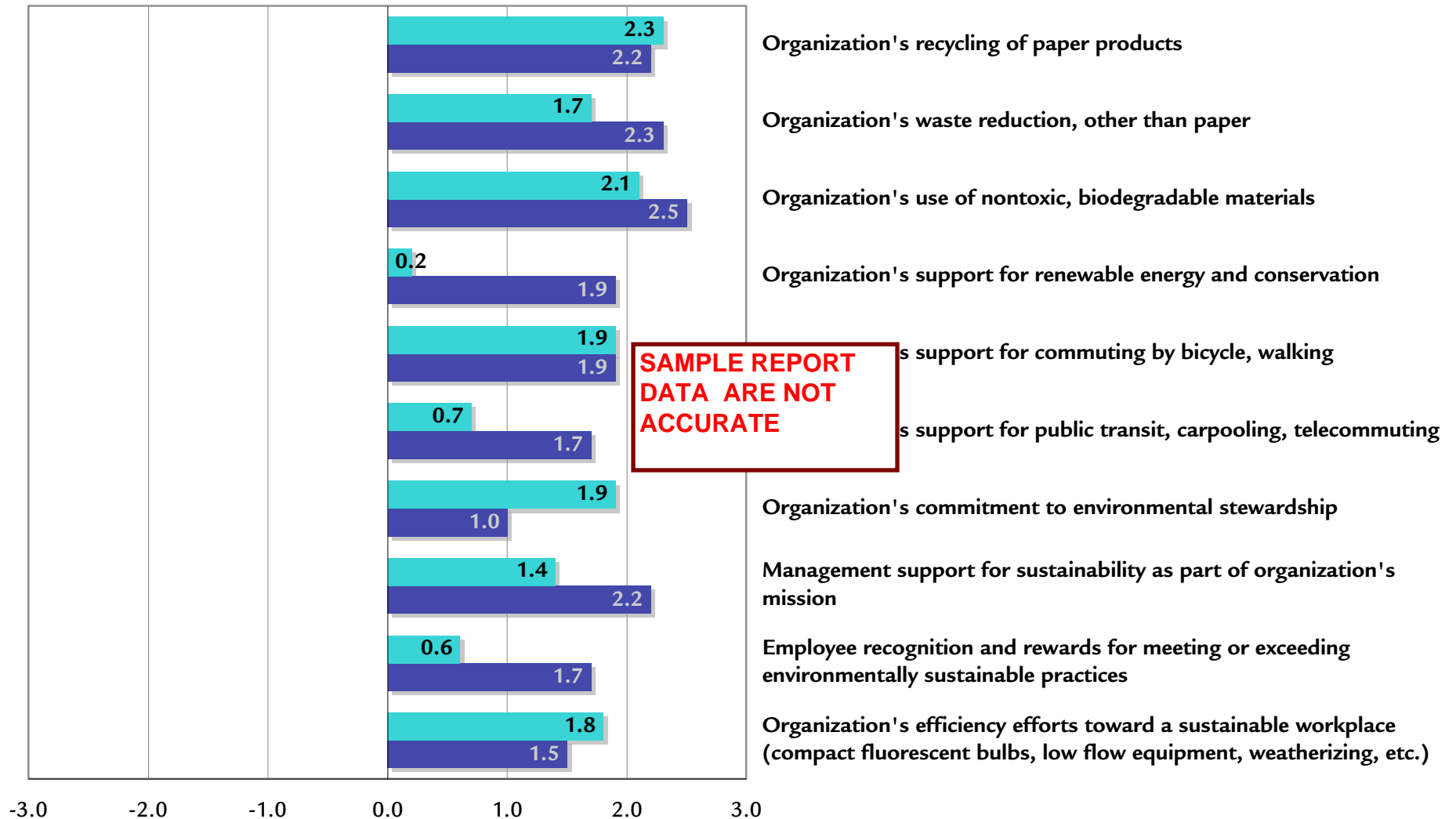


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Employee SATISFACTION vs. IMPORTANCE ratings Career development and learning



Employee SATISFACTION vs. IMPORTANCE ratings Sustainable practices



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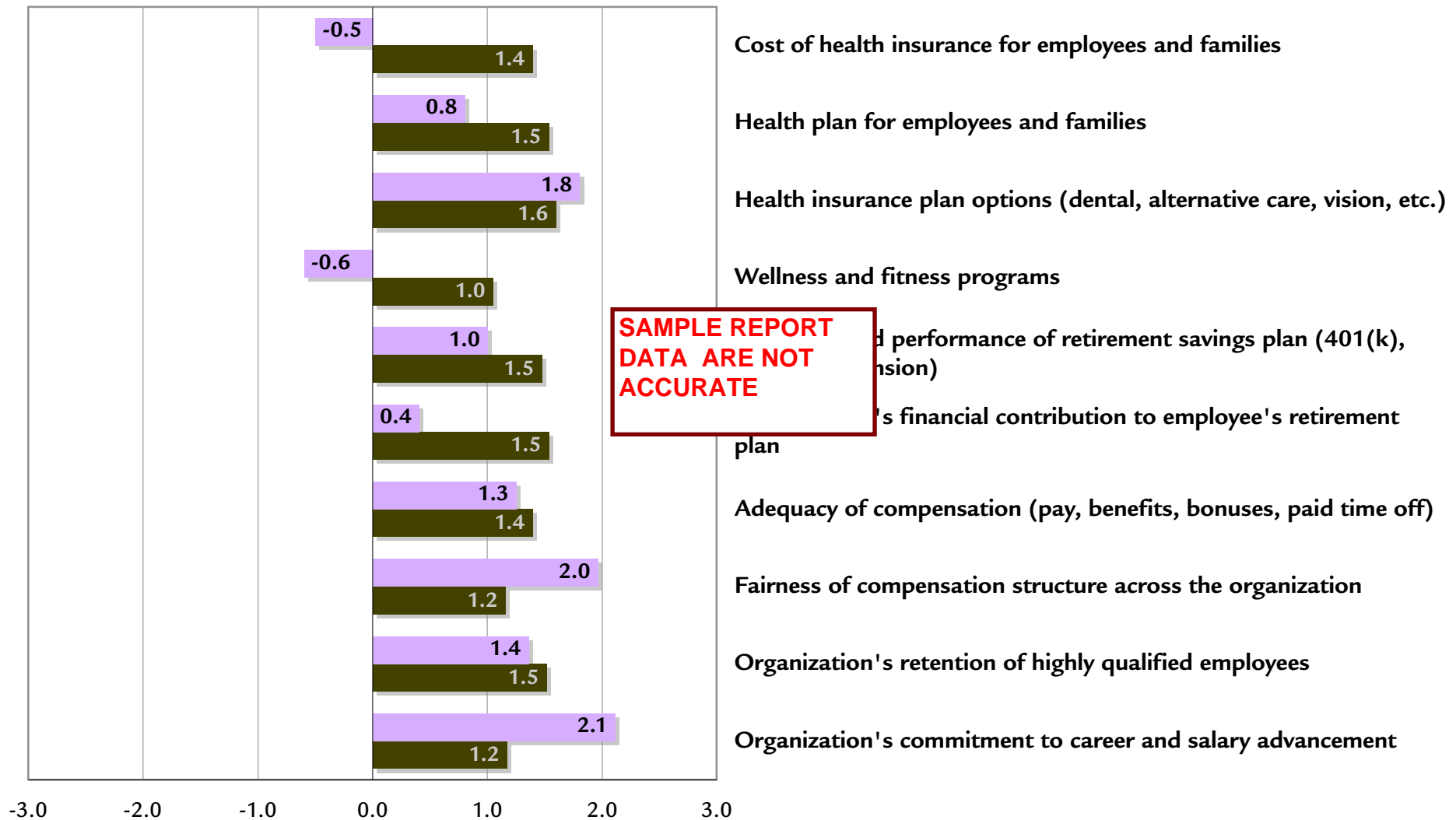


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**Employee SATISFACTION ratings versus
All Participating Nonprofits**

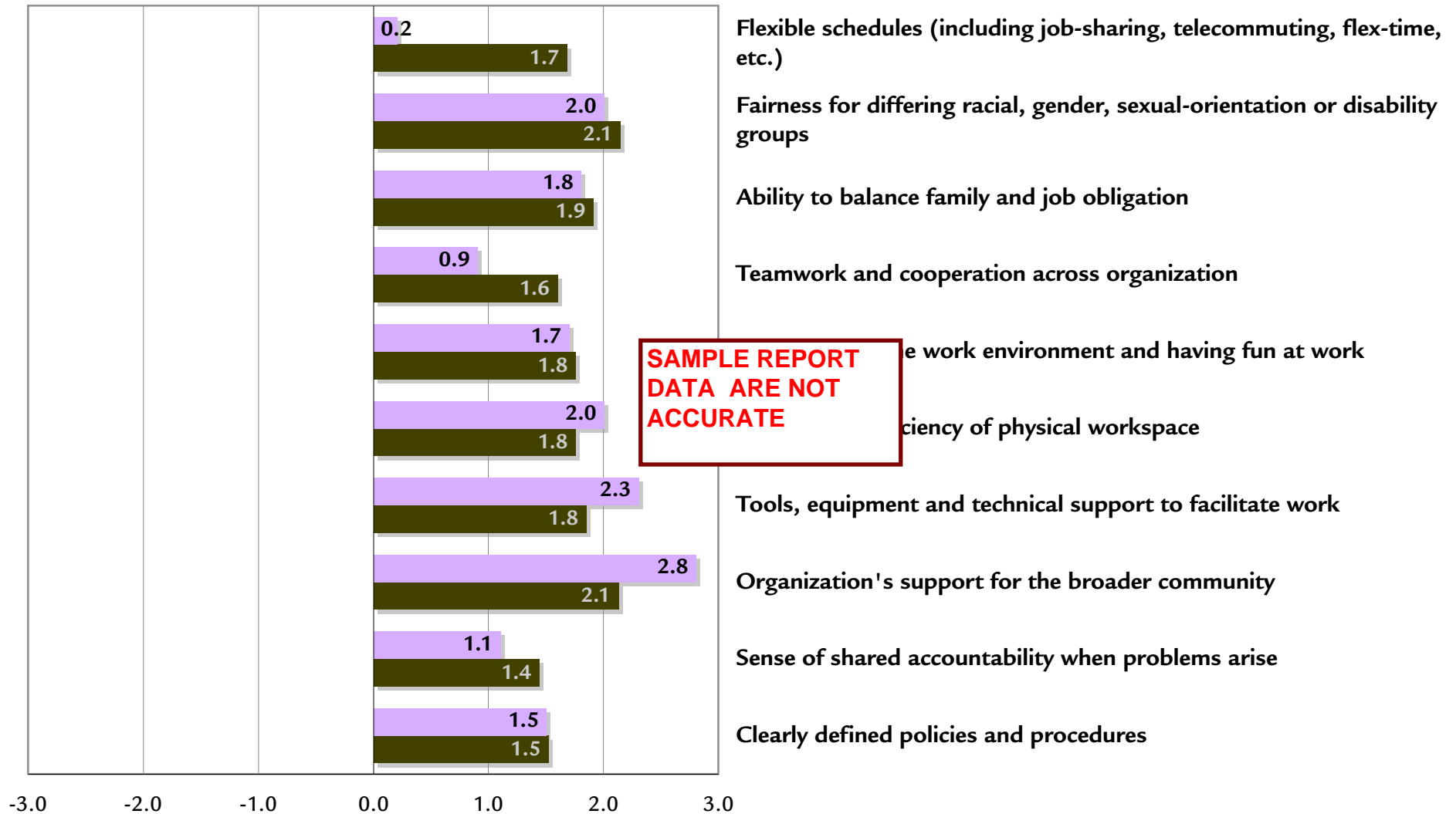
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Employee SATISFACTION ratings Benefits and compensation



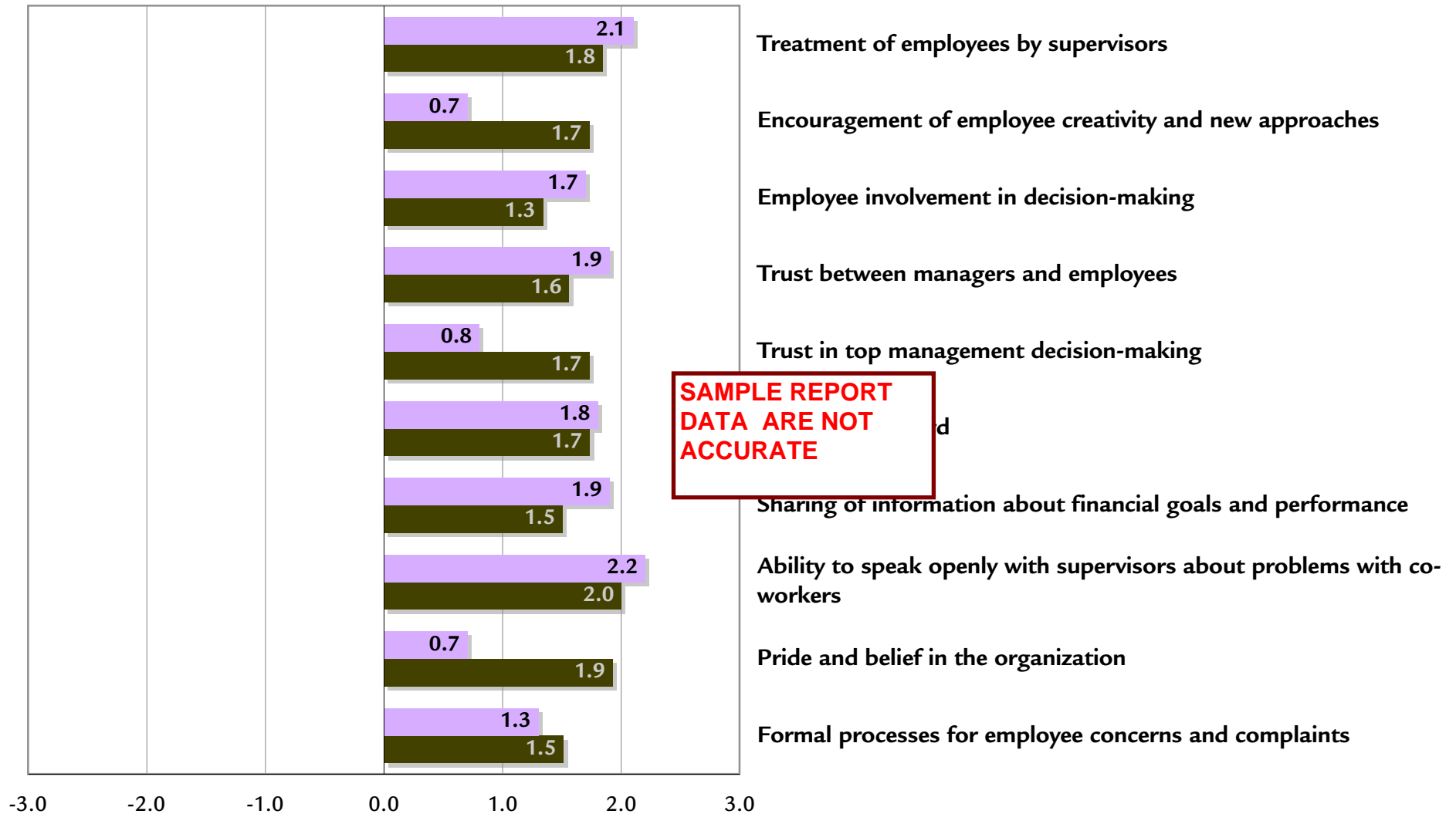
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Employee SATISFACTION ratings Work environment

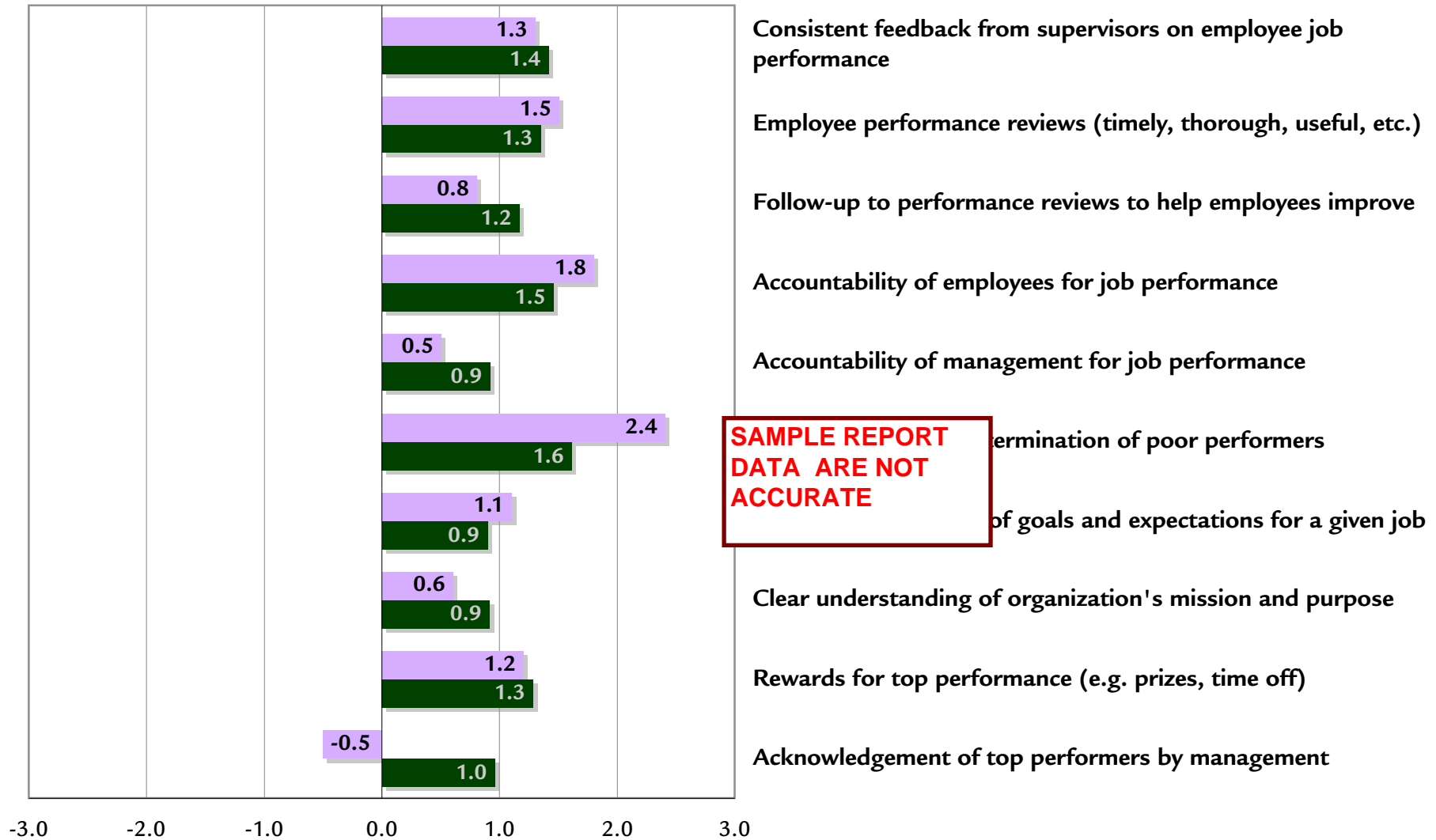


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Employee SATISFACTION ratings Decision-making and trust



Employee SATISFACTION ratings Performance management



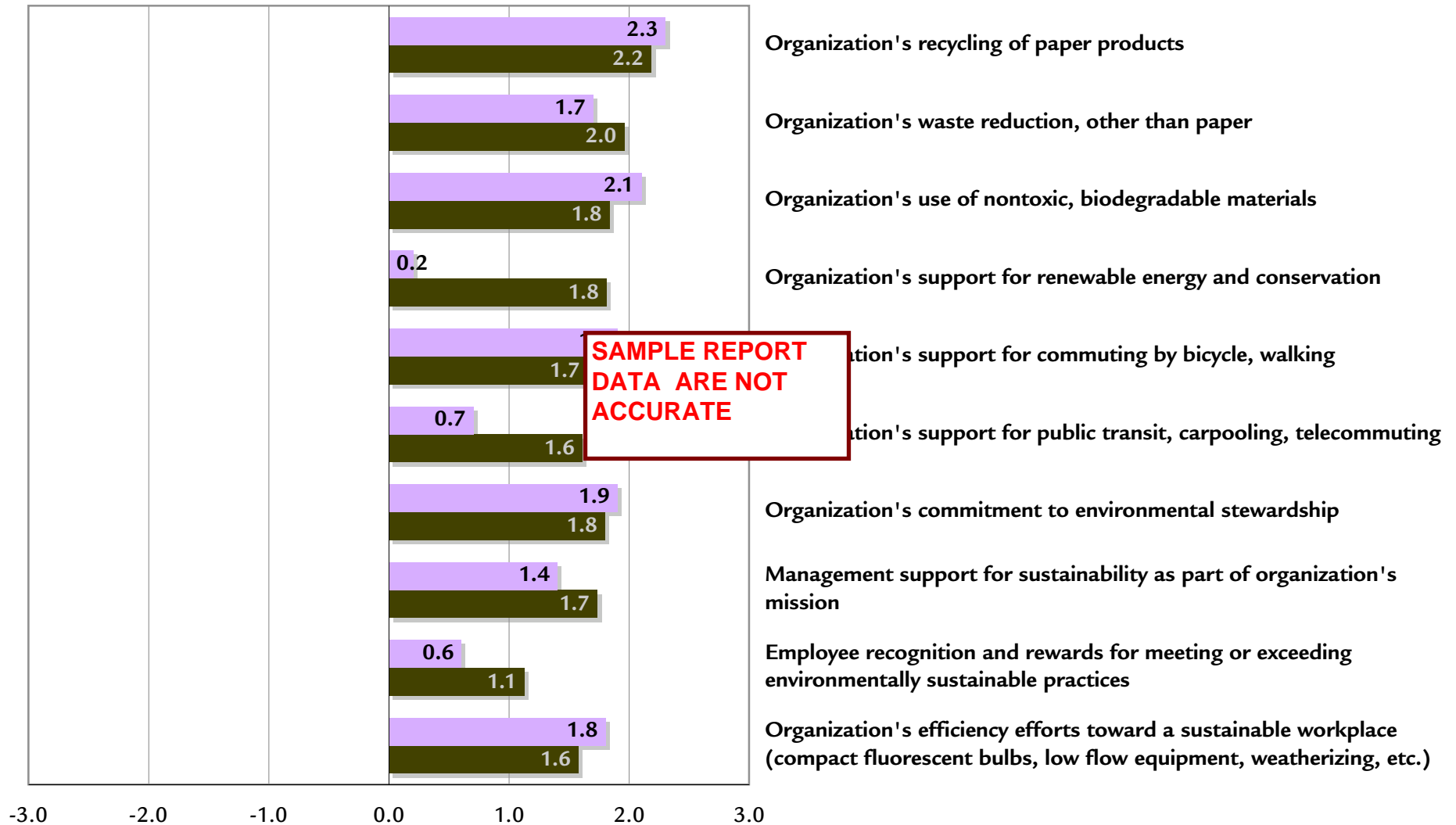
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Employee SATISFACTION ratings Career development and learning



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Employee SATISFACTION ratings Sustainable practices



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**Employee IMPORTANCE ratings versus
All Participating Nonprofits**

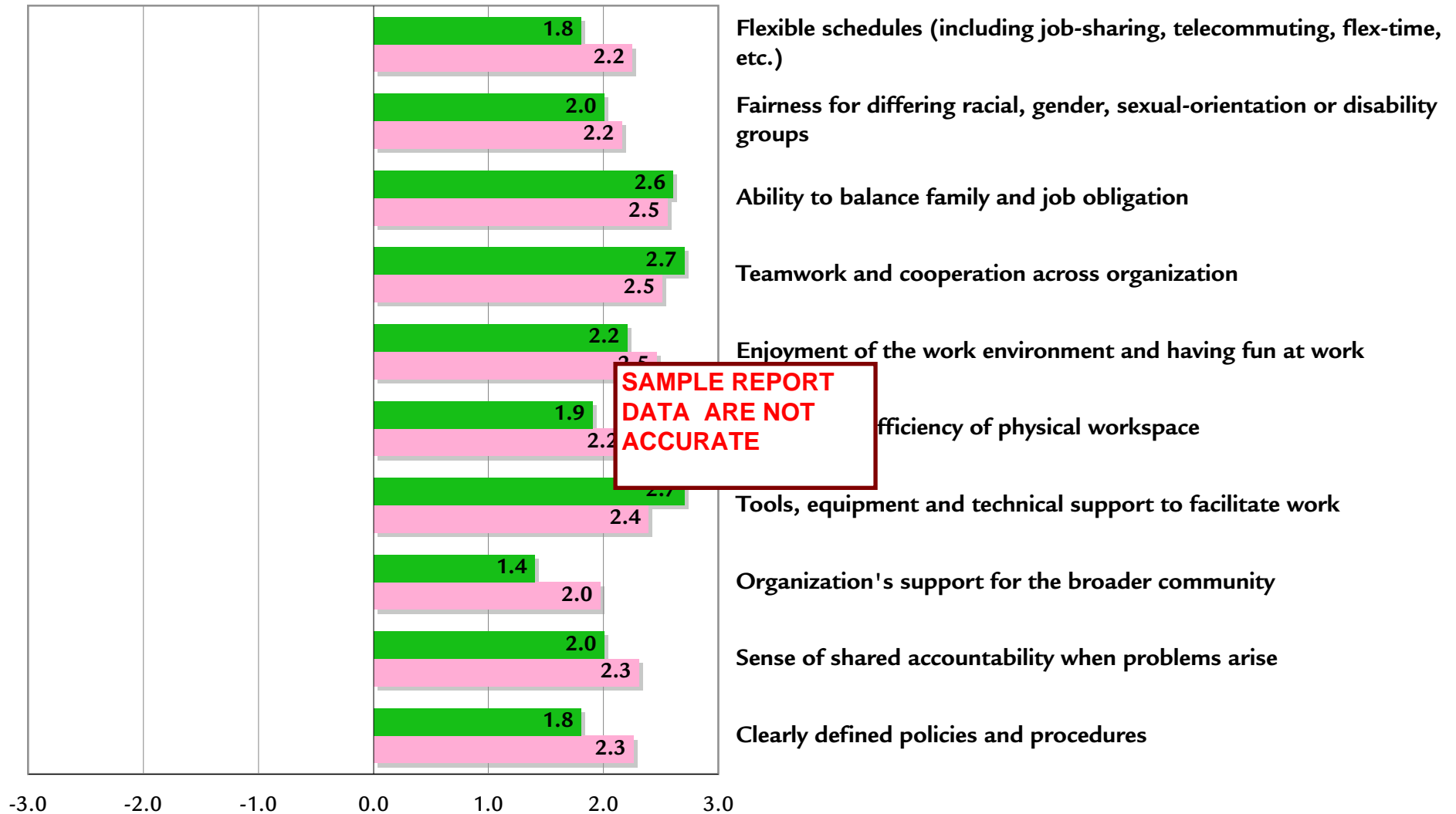
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Employee IMPORTANCE ratings Benefits and compensation



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Employee IMPORTANCE ratings Work environment



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Employee IMPORTANCE ratings Decision-making and trust



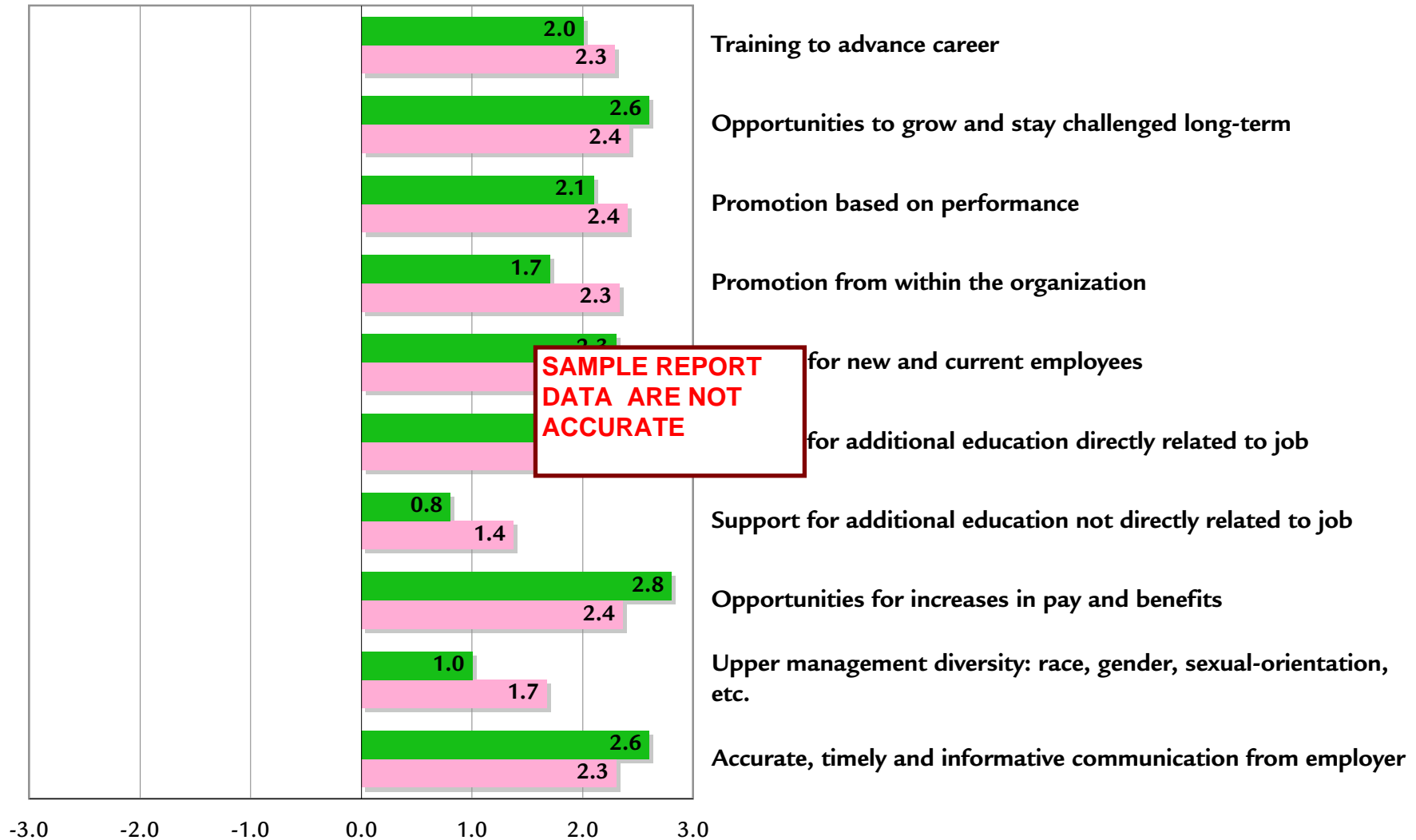
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Employee IMPORTANCE ratings Performance management



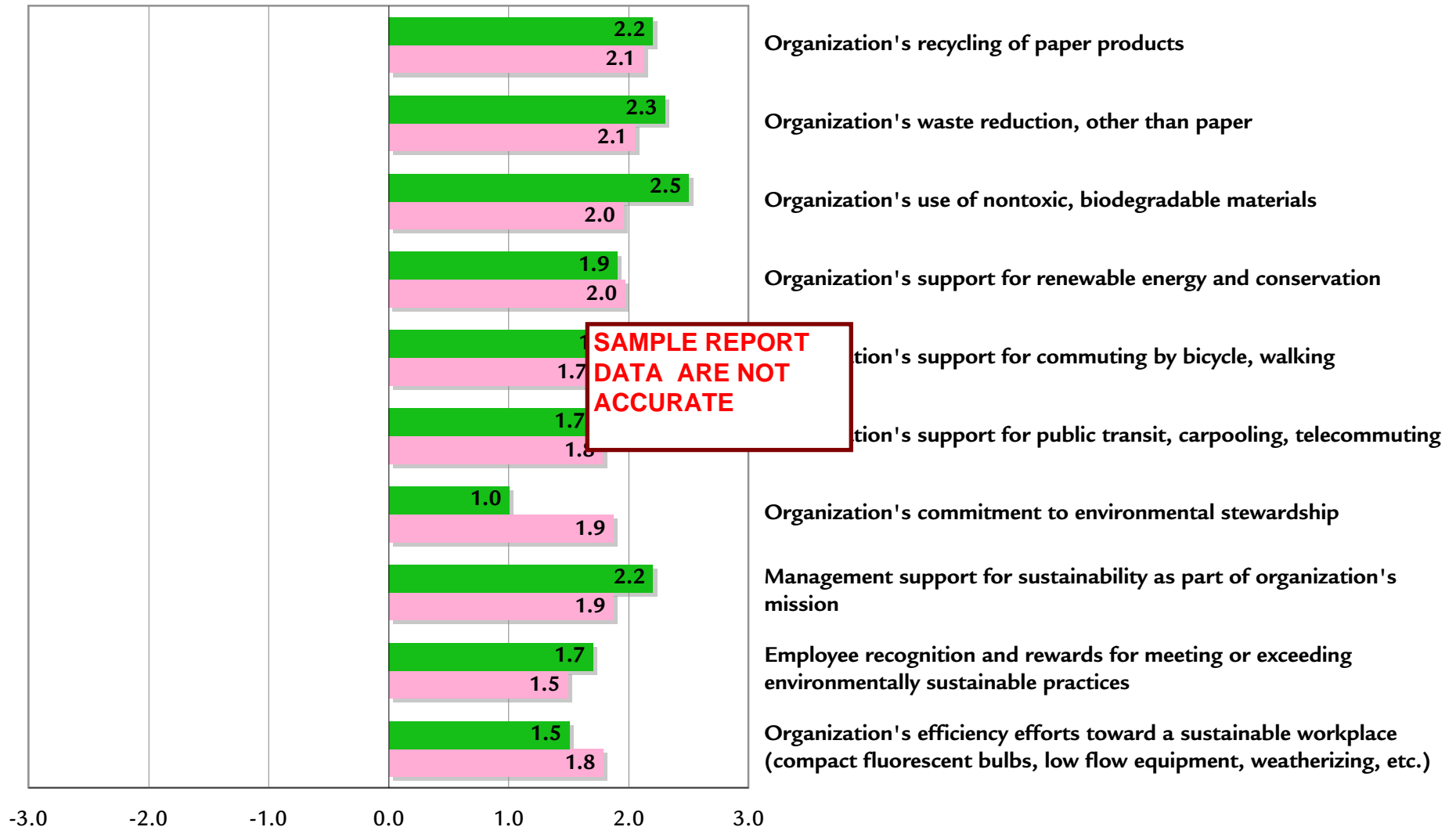
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Employee IMPORTANCE ratings Career development and learning



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Employee IMPORTANCE ratings Sustainable practices



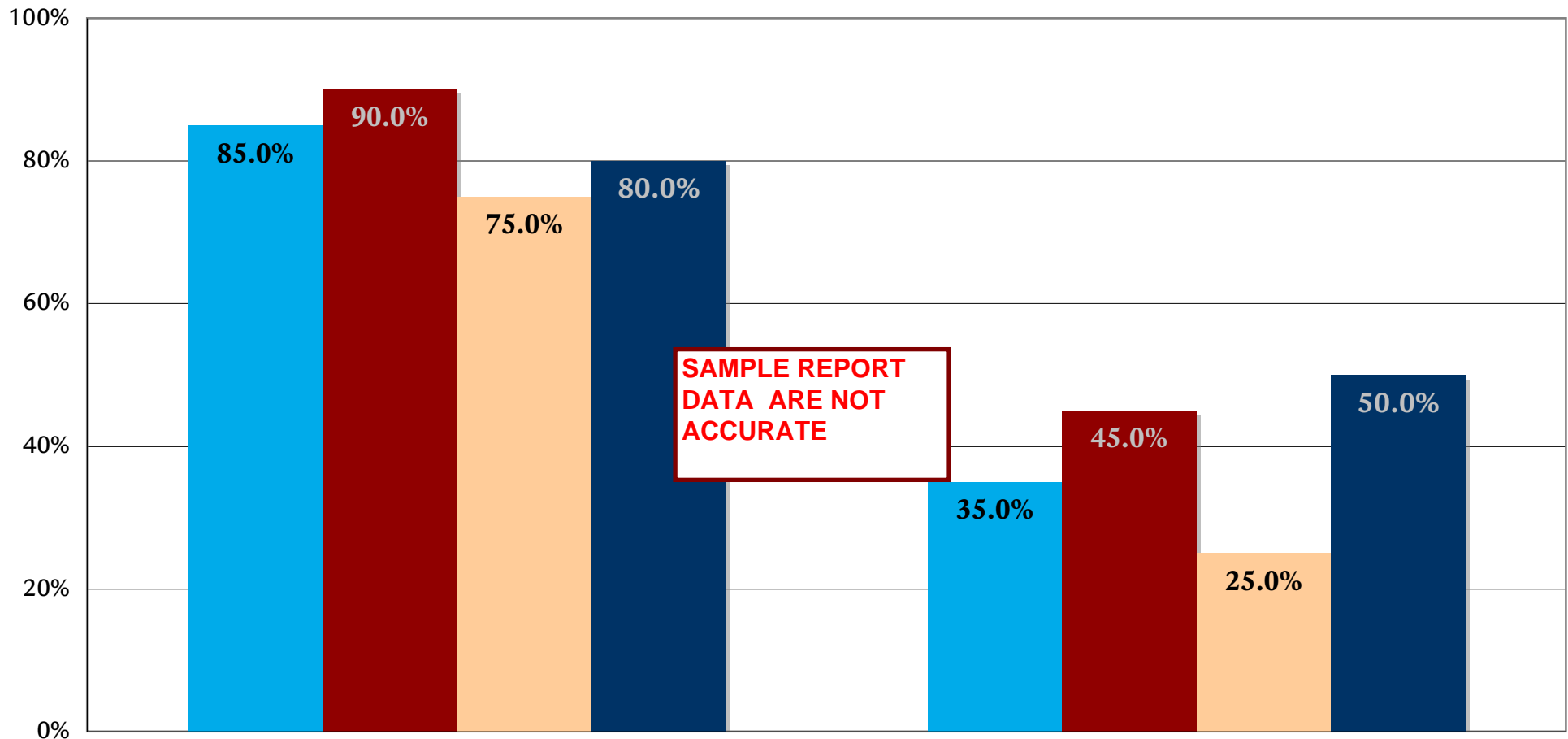
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Employer benefits survey benchmarks

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Percentage of health insurance premium paid by employer Employer survey of benefits



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Percent of employee premium paid by employer

Percent of family premium paid by employer

■ 100 Best Nonprofits

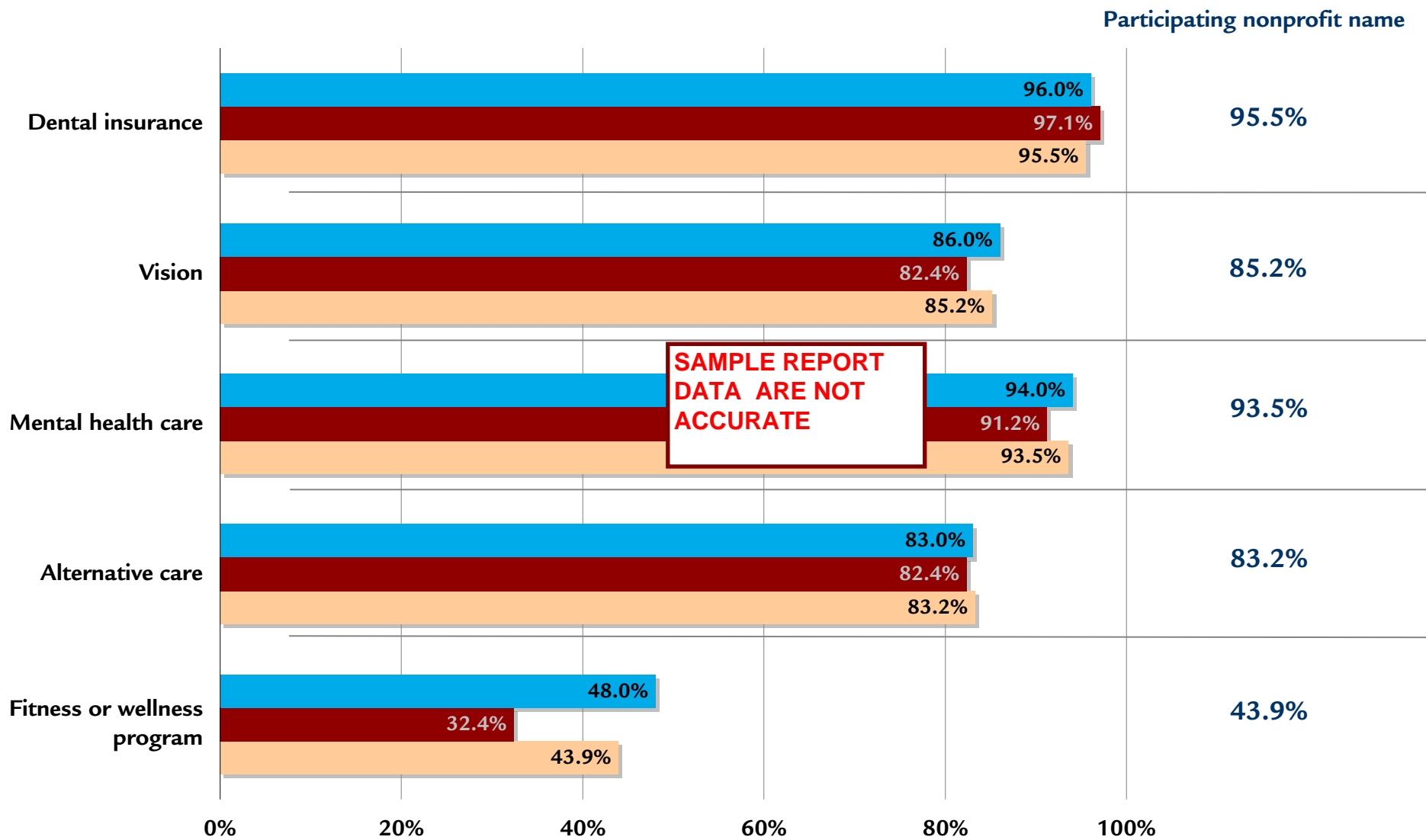
■ Top 33 Small Orgs.

■ All participants

■ Participating nonprofit name

Health and wellness coverage

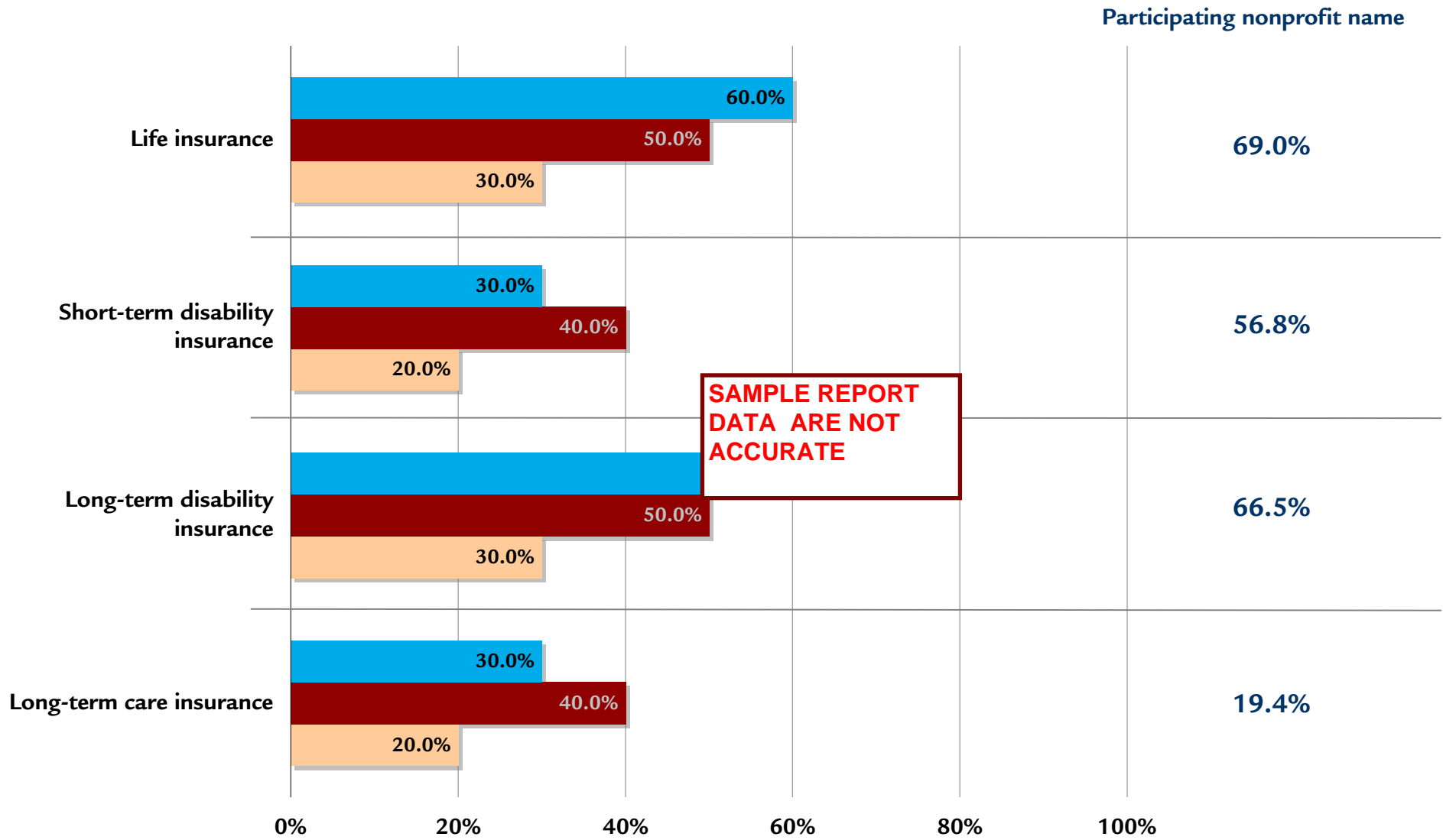
Employer survey of benefits



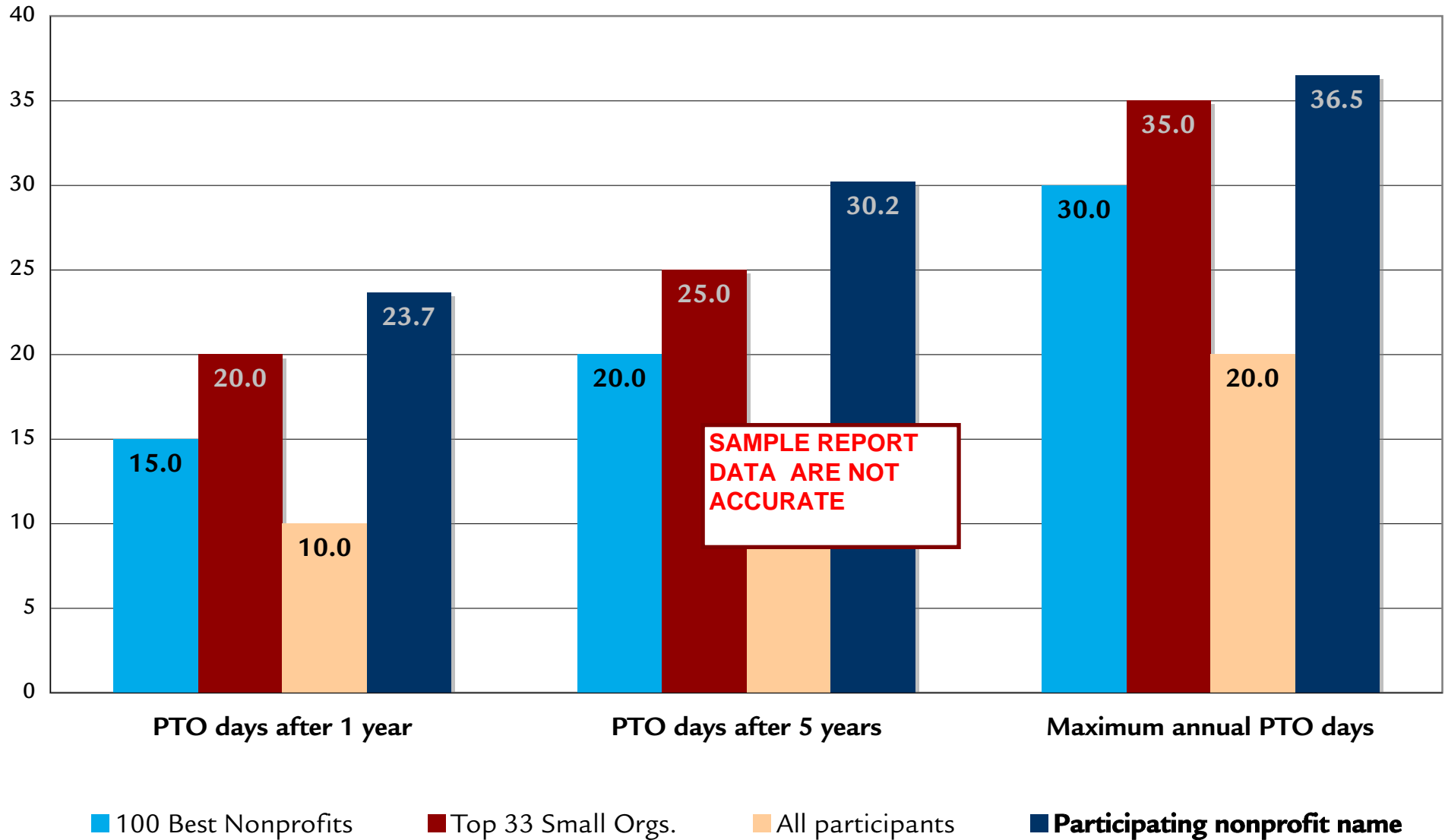
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Insurance coverage

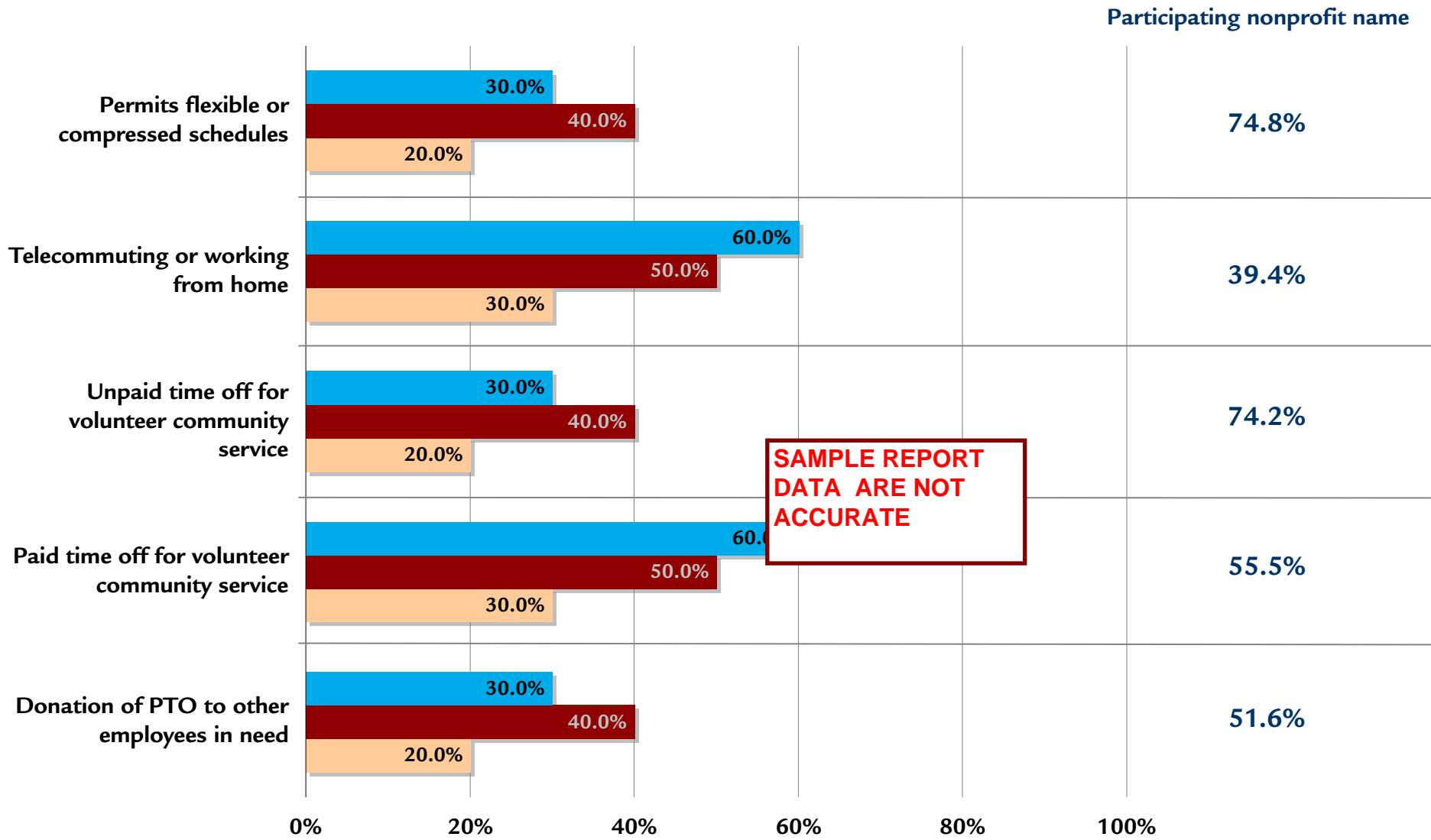
Employer survey of benefits



Paid time off, PTO plans Employer survey of benefits

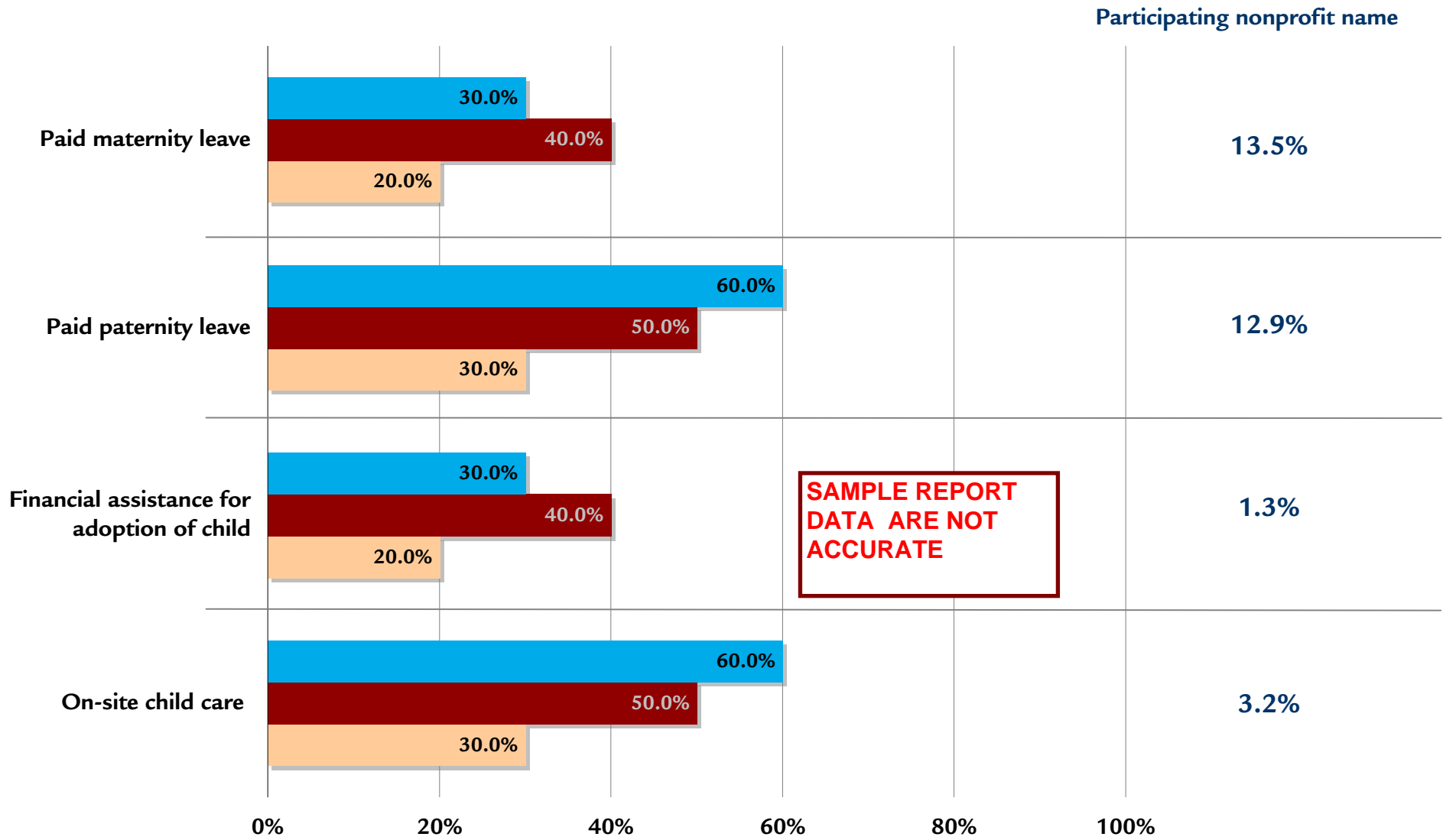


Work/life balance Employer survey of benefits



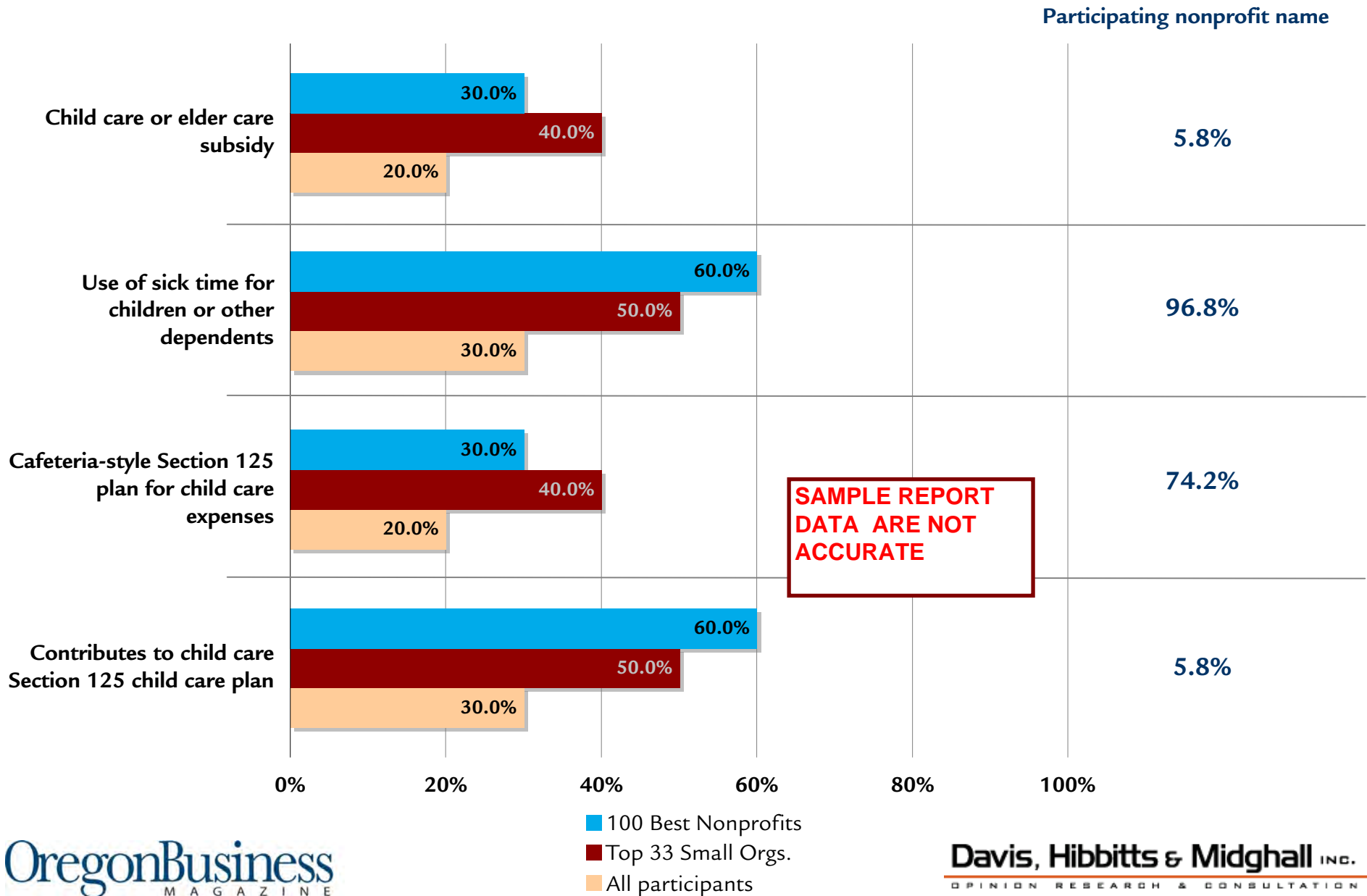
Family friendly policies

Employer survey of benefits

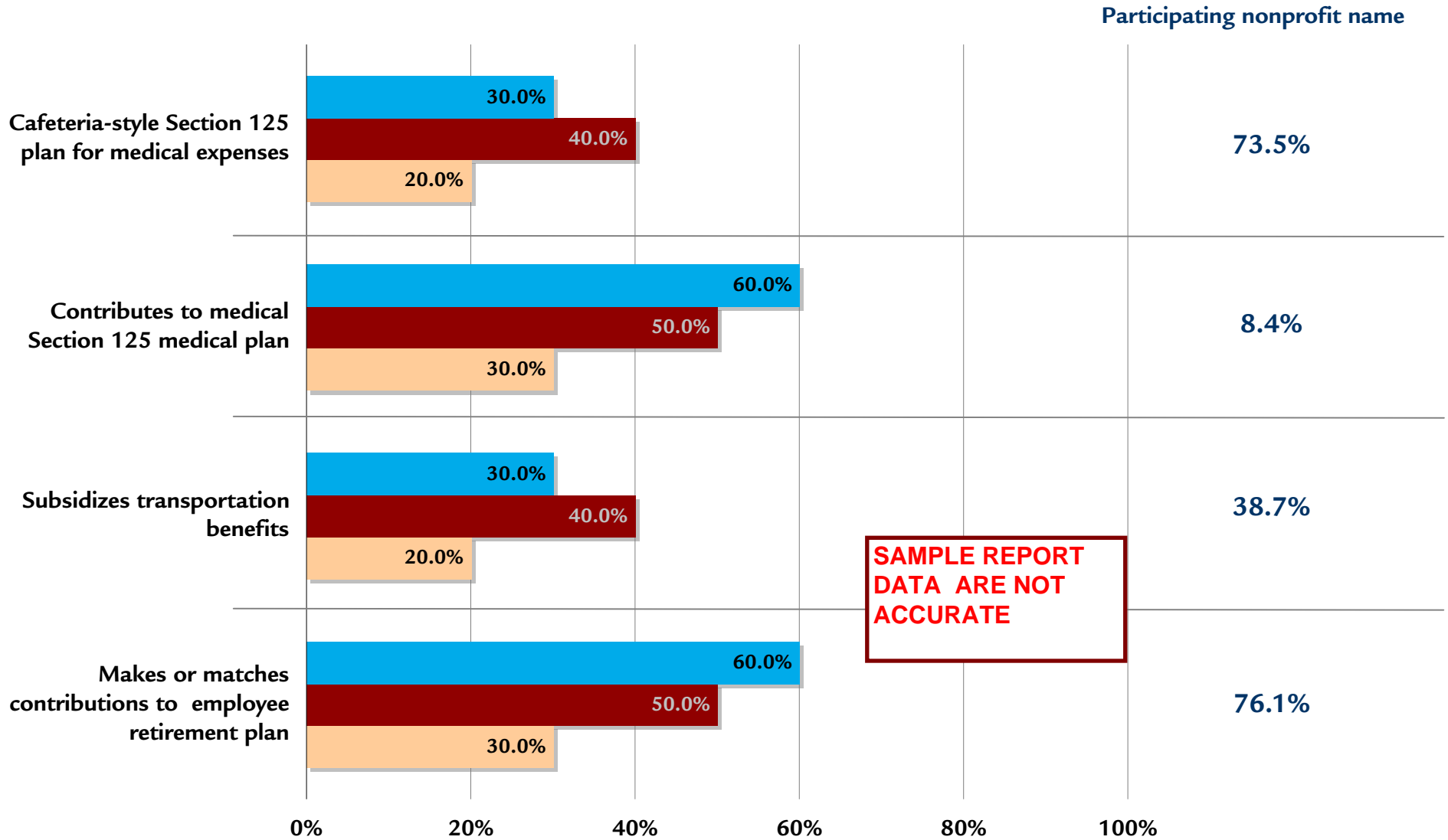


Family friendly policies

Employer survey of benefits

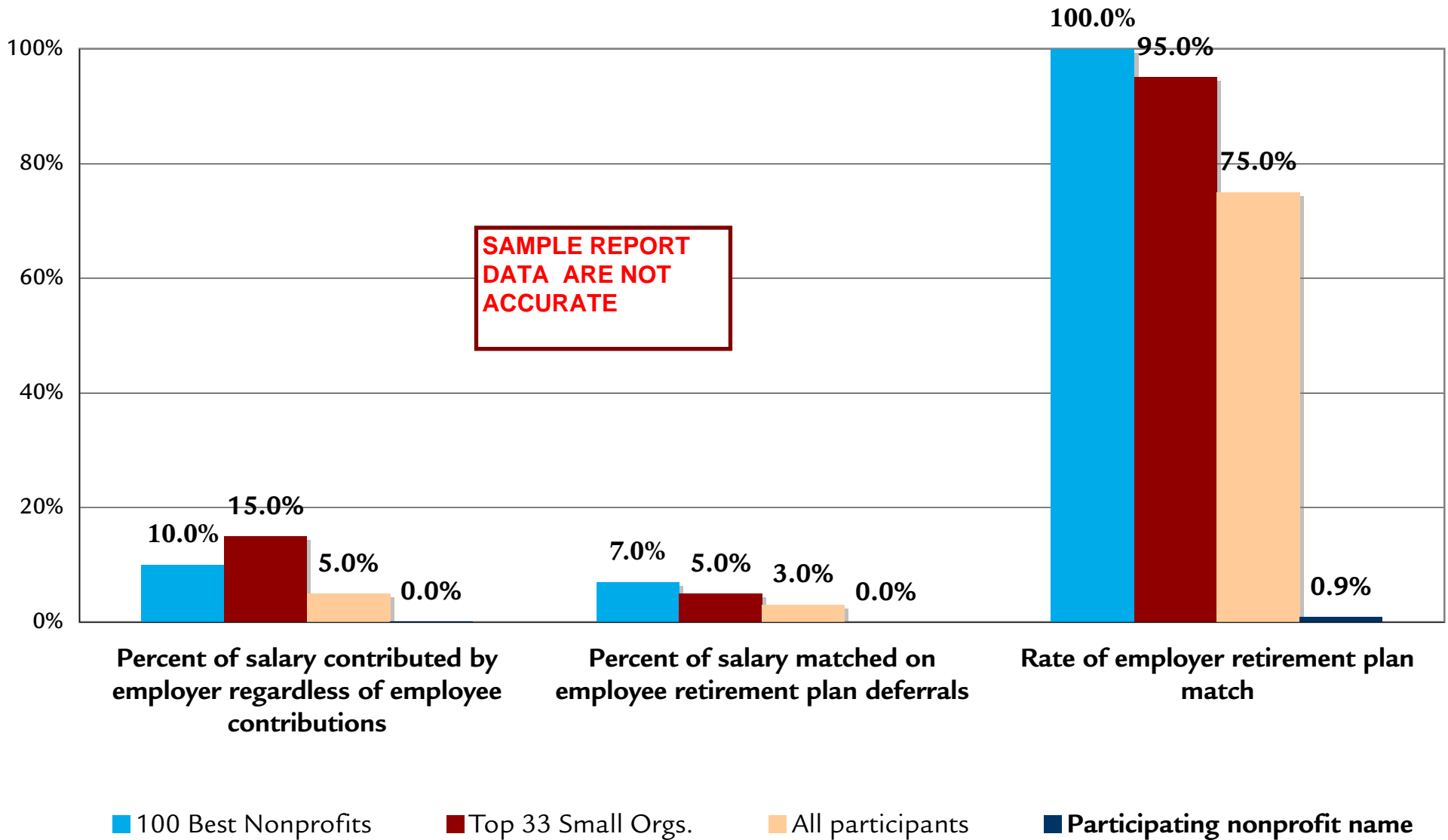


Expense coverage and retirement Employer survey of benefits



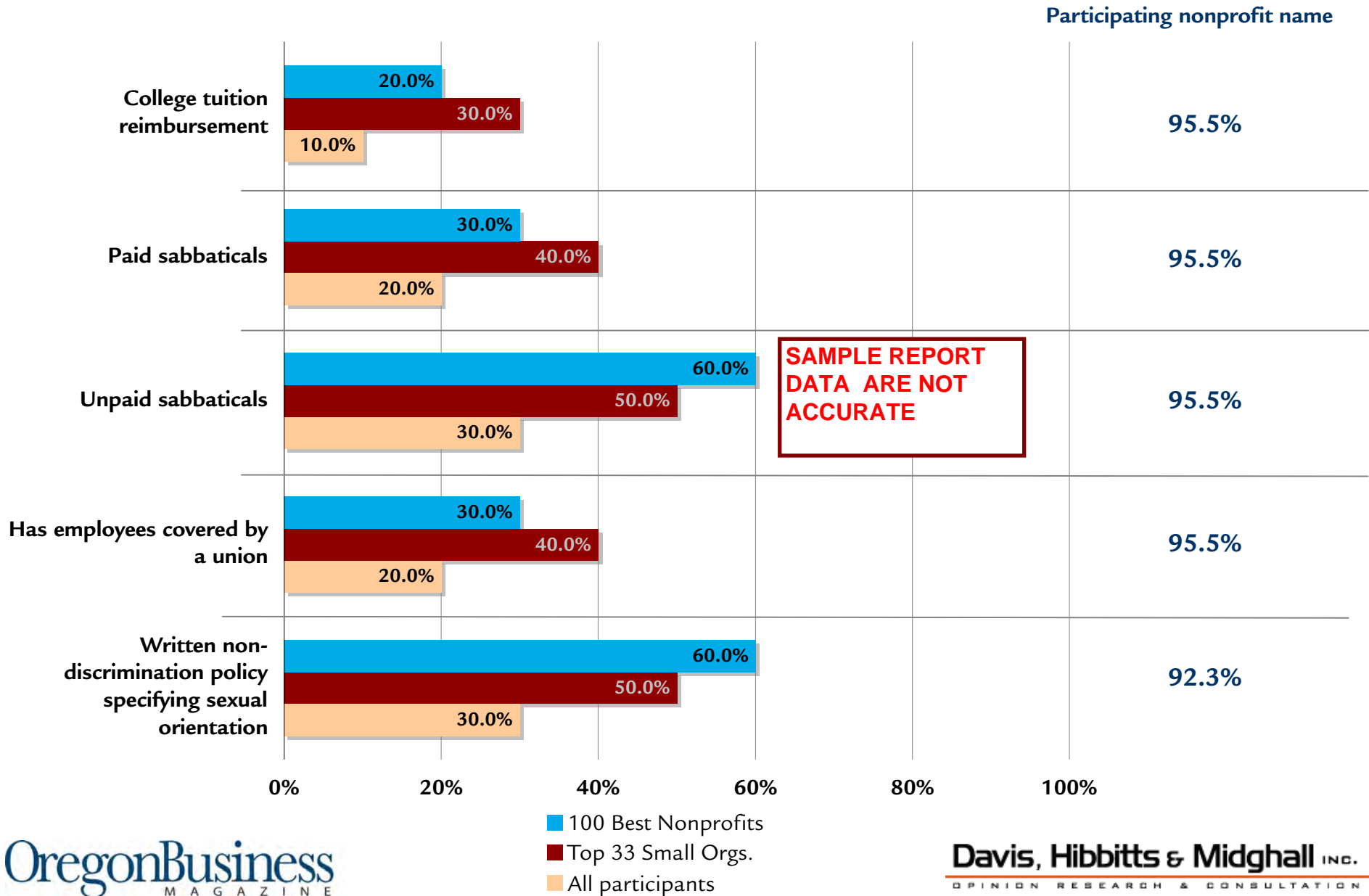
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Retirement plans Employer survey of benefits

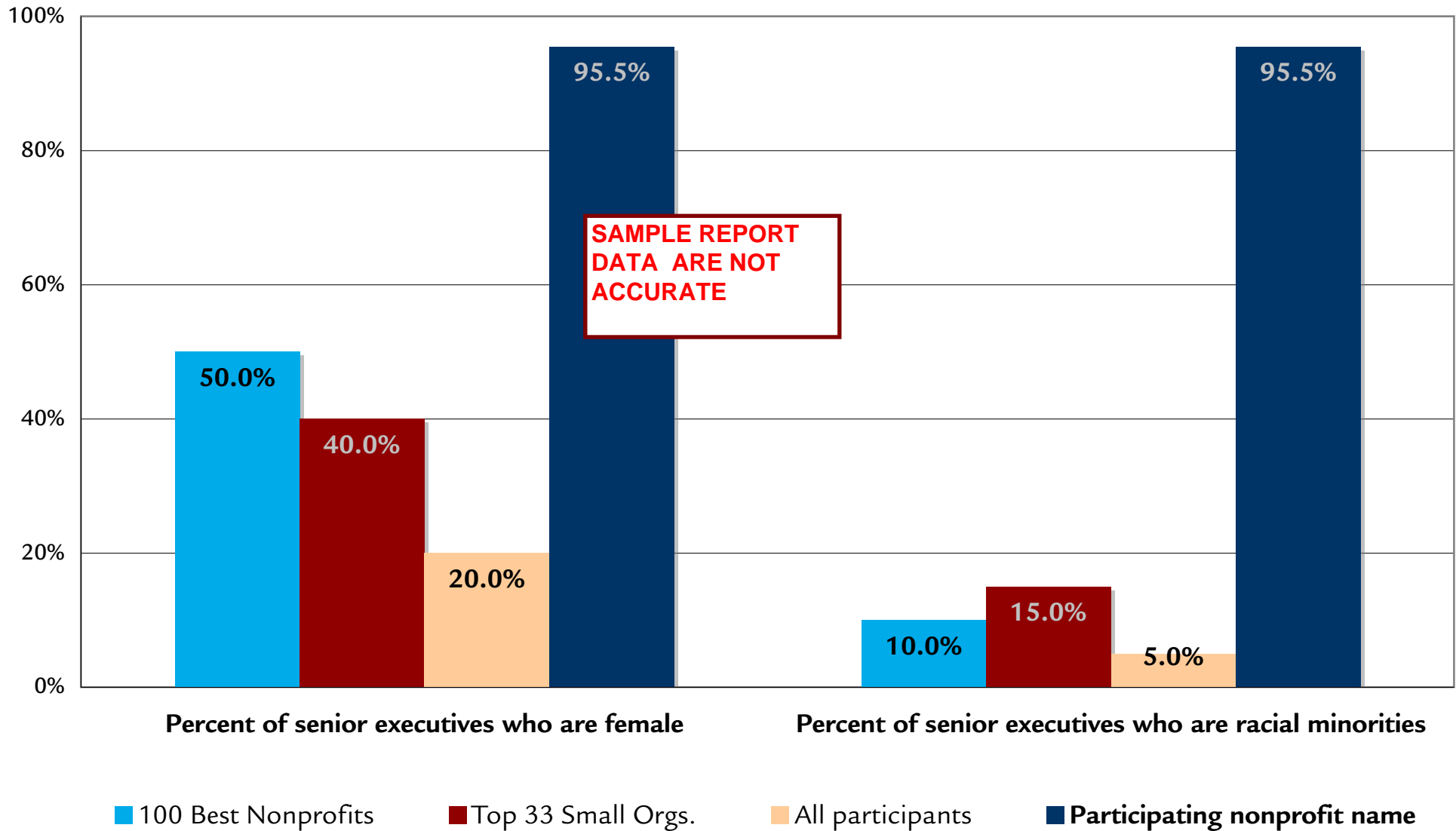


Education and career development

Employer survey of benefits

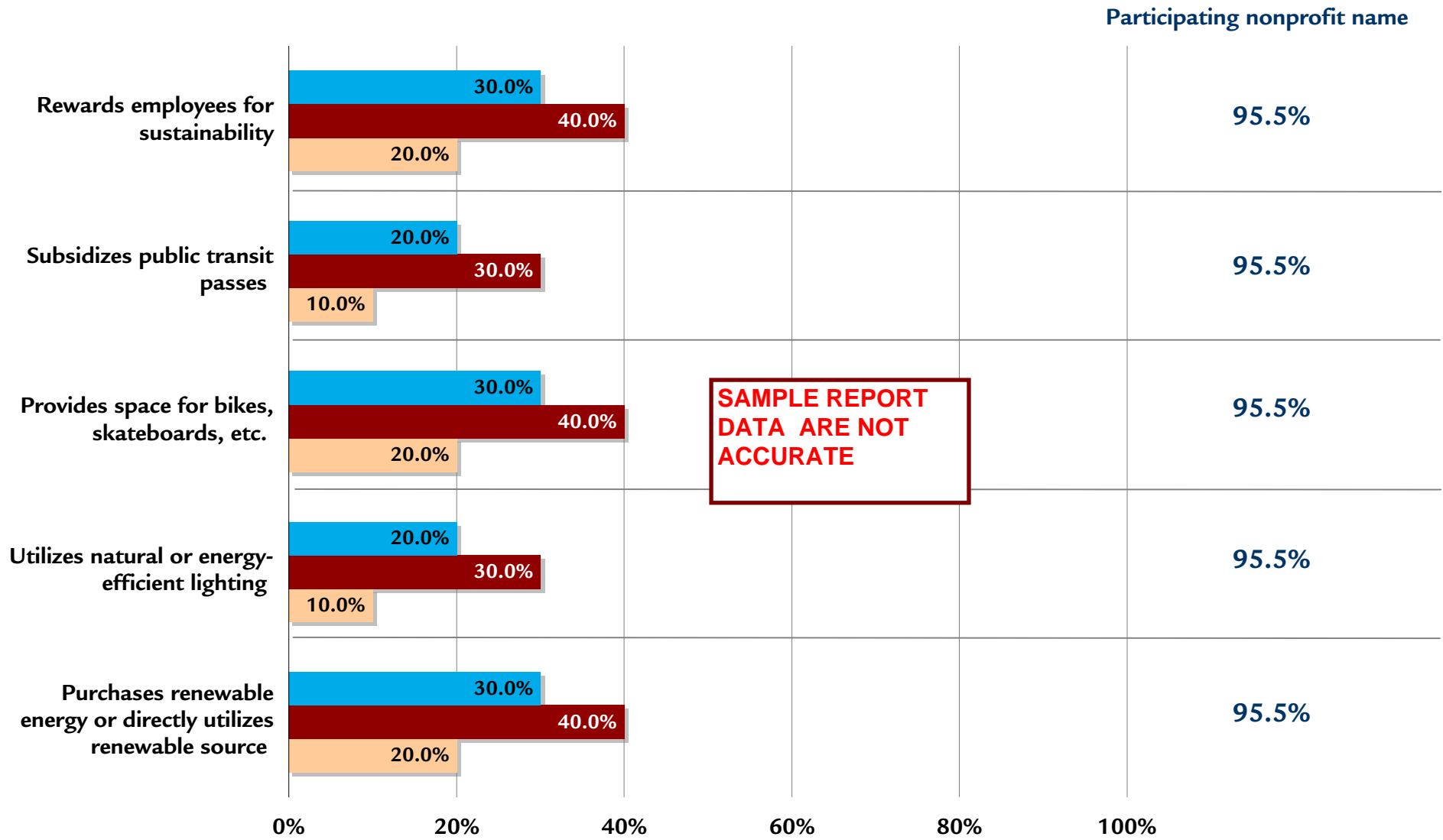


Diversity in management Employer survey of benefits



Sustainable practices

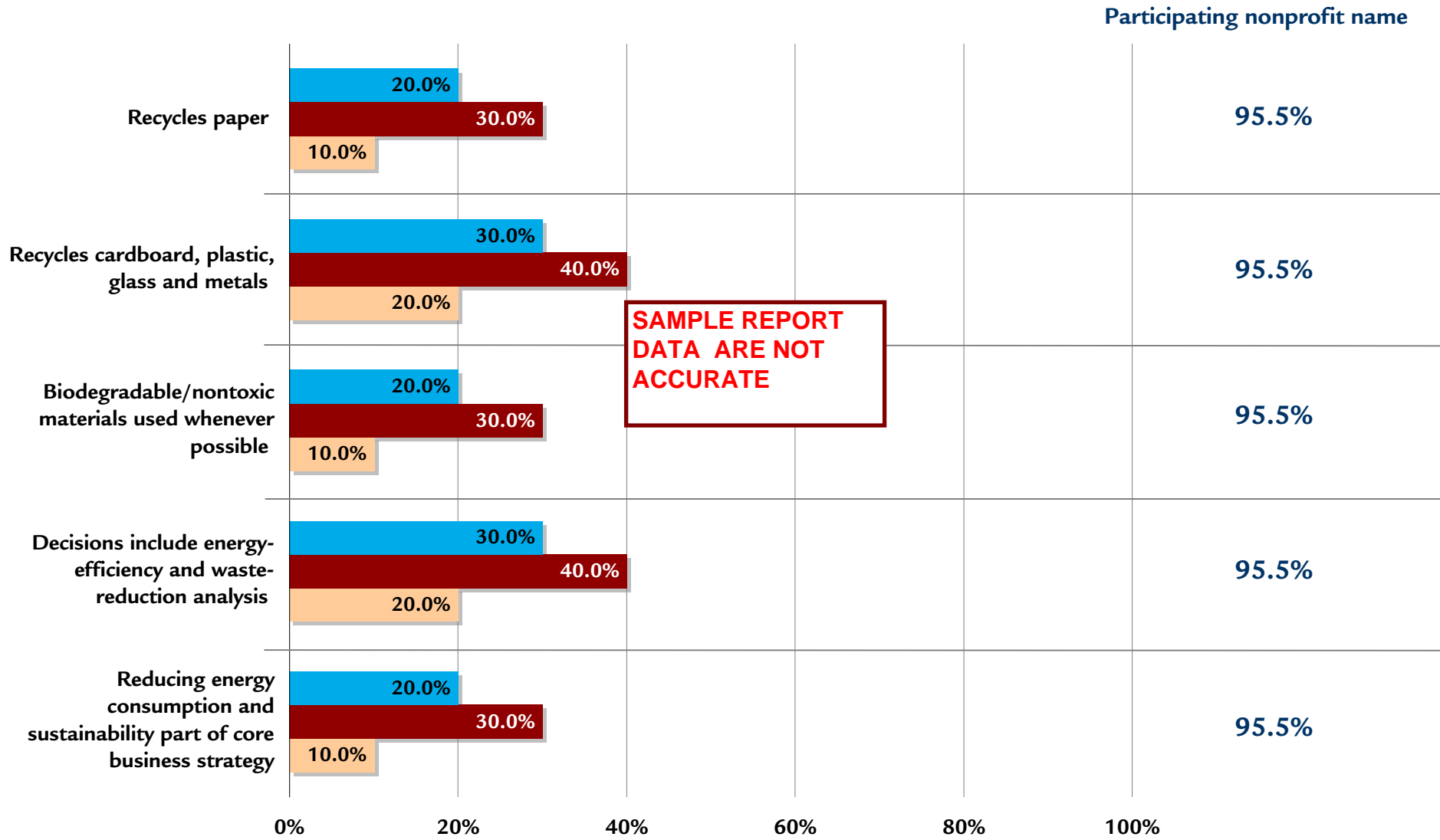
Employer survey of benefits



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Sustainable practices

Employer survey of benefits



Employee Comments for Your Organization—2010

	<i>What about your organization makes it great?</i>	<i>What about your organization would you like to improve?</i>
1	My boss	Better sharing of financial information
2	Free espresso drinks on Fridays	Education benefits and more frequent trainings
3	Layout of the office, my coworkers	Nothing I can think of
4	Flexibility of work schedule. Ability to balance family life with work	Promotion from within the company
5	Great products and respect from clients, nice bonuses and on-the-spot rewards	Base salary, health benefits
6	Cool supervisor and team energy, career development has been tremendous	More time off and holidays
7	Working from home once a week. Management connection with staff.	Too many meetings