



To: All Warehouse and Delivery Personnel

From: Mark Kramer

Date: March 23, 2021

Re: Emplify Survey

Team,

Hopefully most of you have already received and participated in the employee engagement survey Emplify sent you this week. **Tomorrow is the last day to participate** so please complete it and let your voice be heard!

We currently have a **55.21%** response rate. The last 4 surveys ranged from **61.43% - 65.84%**. I know we can reach that response rate.

As a quick reminder, It is short – it takes 6 minutes to complete.

It is safe - conducted and controlled by a 3rd party (Emplify) to ensure trust and 100% confidentiality – no individual results will be available to anyone here (not even me), so please be honest and candid.

We will act - this is not just an exercise. We intend to share company-wide result trends as well as prioritize and act.

Here is a response rate by department. Thanks to the Sales Management and Executive Team groups for 100% participation. It looks like Draft and Sales Support need one person to complete the survey for 100%. Take a look at your department below. If you have already completed, we thank you, and if you haven't, now would be a great time!

Those coworkers in the warehouse and delivery, we want to hear from you. Don't pass up the opportunity to tell us what is going right and what isn't. We can't fix what we don't know.



<u>Department</u>	<u>Number of people in group</u>	<u>Percentage responded</u>
Sales Management	10	100%
Executive Team	9	100%
Draft	14	93%
Sales Support	10	90%
Office	19	84%
Brand Marketing Management	6	83%
Operations Support	10	80%
Sales Personnel	28	71%
Operations And Warehouse Management	16	69%
Midshift Day Warehouse	13	69%
Merchandising	14	57%
Drivers	76	33%
Day Warehouse	22	27%
Night Warehouse	28	25%
Delivery Assistance	13	23%

Thank you for your willingness to give us your input and help us all have a more engaged experience at work.

Warm regards,  
Mark

