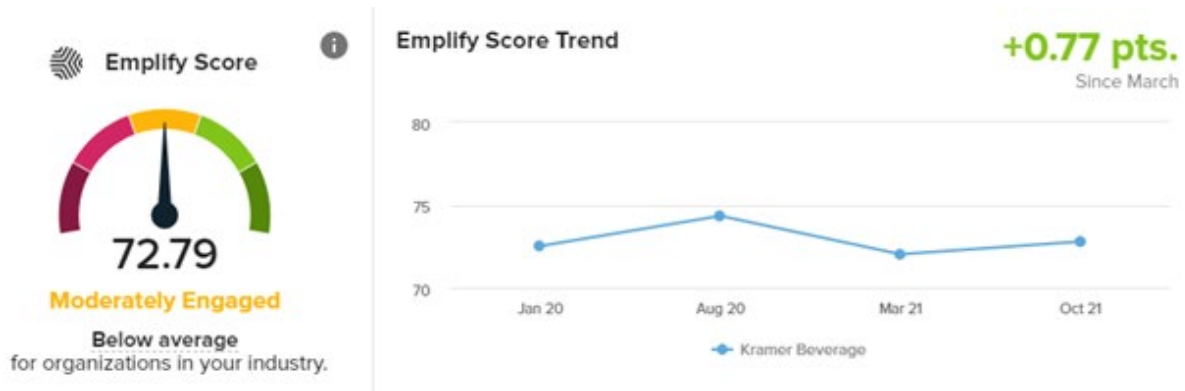




Team,

Thank you so much to everyone that took our recent Emplify Survey. We all experienced many challenges this past summer, with staffing difficulties and supply chain challenges at the top of the list. I am pleased to let you know that our overall Emplify score increased by .77 pts. Seeing that the engagement score rise under these conditions shows that we did many things right, but as you can see from the graphic below, we have plenty of opportunities for improvement. Here are the top-line results:



The survey measures 17 different categories of engagement and scores us on how we are doing as a company by combining everyone's individual responses.

The three categories that ranked the lowest are:

- **Leader Integrity** - which means the leadership team is dependable, reliable, and follows through with what it says it will do
- **Professional Development** - which means someone at work encourages your development, encourages you to expand your skills and abilities, and you have opportunities to increase your influence at the company
- **Shared Values** - which means you have shared work values with your coworkers and the people you work with share common work values

These are all extremely important and demonstrate there is work to be done. These categories and several others were mentioned in the open feedback box at the end of the survey. Thank you to all



of you that took the time to provide additional feedback. There were 47 comments and I have read all of them. Many provided insight on how we can improve, and there were a few complimentary ones as well. They were very instructive and will help us to work on the areas of concern that are important to you.

The three categories that were ranked highest are:

- **Manager** - which means your immediate boss helps develop your confidence to do your job well and treats you fairly in the way they interact with you
- **Capacity** – which means you are confident in your ability to handle competing demands, deal with problems that come up, and are able to think clearly at work
- **Leader Availability** – which means the leadership team can be easily reached, makes themselves available, and are often connecting with people at work

You may be surprised at where certain categories rank based on your own experiences, but again, this is an aggregation of everyone that participated.

Next steps are for the leadership team to review the results, and to work with Emplify directly as we identify the areas to tackle first. While this continues to be a challenging time for our company, country, and for us as individuals, your hard work and persistence is greatly appreciated. If you have any other items to discuss, my door is always open and I look forward to your input.

Warm regards,
Mark

