

Team,

Thank you to those that participated in our recent Quantum employee engagement survey. Our overall engagement score was 66%. Compared to companies of a similar size, this is 9.4% below the average score.

### **Participation**

We had an overall company response rate of 67%, which is a similar level to our surveys conducted previously with Emplify. We believed that Quantum had a better format and more relatable questions which would have resulted in a higher participation rate, but we welcome your input on ways we can make it easier and/or encourage more participation for future surveys.

### **Results**

We have started to analyze the results and here is a quick summary of what we have learned.

#### Top 3 highest-rated responses:

- I understand how my job helps the organization achieve success
- I feel accepted by my immediate coworkers
- I believe this organization will be successful in the future

#### Bottom 3 lowest-rated responses:

- I trust this organization to be fair to all employees
- My opinions seem to count at work
- When the organization makes changes, I understand why

Our Leadership team is in the process of reviewing all the results more thoroughly and will be discussing ideas to work on improving the low-rated responses as well as ways to increase engagement. There will be additional communication that talks about action plans for improvement and we look forward to sharing those plans with all of you.

Thank you for your continued support as we work together to make our company one in which we can all be proud.

Warm regards,  
Mark