Image: Engaged Past Past 52% Current 54% Decent: Engaged available when N 2:00. Status available when N 2:00. Not engage: Current available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:00. Out of Status available when N 2:00. Status available when N 2:0	ENGAGEMENT INDEX	PAST		CURRENT	
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Q05My supervisor, or someone at work, seems to care about me as a person.3.96 (71)4.00 (73)70Q06Development There is someone at work who encourages my development.4.07 (71)4.01 (72)70Q07Opinions Count At work, my opinions seem to count.3.68 (71)4.01 (73)86Q08Mission/Purpose The mission or purpose of my organization makes me feel my job is important.4.04 (70)4.19 (72)72Q09Committed to Quality My coworkers are committed to doing quality work.3.89 (71)3.99 (73)38Q10Best Friend Inave a best friend at work.2.71 (62)3.05 (64)15		3.42 (69)		3.77 (71)	79
ColorThere is some at work who encourages my development.4.07 (11)4.01 (12)70Q07Opinions Count At work, my opinions seem to count.3.68 (71)4.01 (73)86Q08Mission/Purpose The mission or purpose of my organization makes me feel my job is important.4.04 (70)4.19 (72)72Q09Committed to Quality My coworkers are committed to doing quality work.3.89 (71)3.99 (73)38Q10Best Friend I have a best friend at work.2.71 (62)3.05 (64)15		3.96 (71)		4.30 (73)	70
At work, my opinions seem to count. 3.00 (11) 4.01 (13) 50 Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important. 4.04 (70) 4.19 (72) 72 Q09 Committed to Quality My coworkers are committed to doing quality work. 3.89 (71) 3.99 (73) 38 Q10 Best Friend I have a best friend at work. 2.71 (62) 3.05 (64) 15		4.07 (71)		4.01 (72)	70
Q09 Committed to Quality 3.89 (71) 3.99 (73) 38 Q10 Best Friend 2.71 (62) 3.05 (64) 15		3.68 (71)		4.01 (73)	86
Q10 Best Friend I have a best friend at work. 2.71 (62) 3.05 (64) 15		4.04 (70)		4.19 (72)	72
2.1 (⁶²) 3.03 (⁶⁴) 15	Q09 Committed to Quality My coworkers are committed to doing quality work.	3.89 (71)		3.99 (73)	38
		2.71 (62)		3.05 (64)	15
Q11 Progress In the last six months, someone at work has talked to me about my progress. 4.10 (70) 4.33 (73) 92	Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.10 (70)		4.33 (73)	92
Learn and Grow This last year, I have had opportunities at work to learn and grow. 4.00 (71) 4.22 (72) 81	Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.00 (71)		4.22 (72)	81

		OVERALL	ELEC	TRIC PRODUCTION
		4.11 GRANDMEAN PERCENTILE RANK:81		4.16 GRANDMEAN PERCENTILE RANK:86
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.27 (11)	88
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.64 (11)	95
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.45 (11)	95
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.27 (11)	84
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.00 (10)	8
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.73 (11)	99
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.27 (11)	93
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.09 (11)	90
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.30 (10)	83
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.18 (11)	67
Q10	Best Friend I have a best friend at work.	3.05 (64)	2.89 (9)	5
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.73 (11)	99
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.36 (11)	92

		OVERALL	ELECT	RIC DISTRIBUTION
		4.11 GRANDMEAN PERCENTILE RANK:81	P	3.81 GRANDMEAN ERCENTILE RANK:35
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
	rall Satisfaction atisfied are you with your organization as a place to work?	4.21 (73)	4.00 (8)	59
Q01 Know	w What's Expected v what is expected of me at work.	4.63 (73)	4.63 (8)	94
Q02 Mate	erials and Equipment the materials and equipment I need to do my work right.	4.41 (73)	4.25 (8)	80
	ortunity to do Best rk, I have the opportunity to do what I do best every day.	4.35 (72)	4.00 (8)	49
	ognition last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.00 (8)	8
	es About Me pervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.00 (8)	28
	elopment is someone at work who encourages my development.	4.01 (72)	3.75 (8)	37
	nions Count rk, my opinions seem to count.	4.01 (73)	3.75 (8)	55
	sion/Purpose iission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.00 (8)	48
	mitted to Quality workers are committed to doing quality work.	3.99 (73)	4.00 (8)	40
	t Friend a best friend at work.	3.05 (64)	2.57 (7)	1
	gress last six months, someone at work has talked to me about my progress.	4.33 (73)	4.25 (8)	88
	rn and Grow ast year, I have had opportunities at work to learn and grow.	4.22 (72)	3.50 (8)	7

		OVERALL	WAT	ER PRODUCTION
		4.111 GRANDMEAN PERCENTILE RANK:81	F	3.75 GRANDMEAN PERCENTILE RANK:27
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.83 (6)	36
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.83 (6)	99
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.00 (6)	45
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.17 (6)	71
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.17 (6)	97
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.83 (6)	14
Q06	Development There is someone at work who encourages my development.	4.01 (72)	2.83 (6)	1
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (6)	85
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.67 (6)	14
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (6)	40
Q10	Best Friend I have a best friend at work.	3.05 (64)	2.83 (6)	4
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	3.67 (6)	37
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	3.00 (6)	1

		OVERALL	WASTEWATER	
		4.11 GRANDMEAN PERCENTILE RANK:81		4.50 GRANDMEAN PERCENTILE RANK:99
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.70 (10)	99
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	5.00 (10)	99
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.70 (10)	99
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.80 (10)	99
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.20 (10)	97
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.70 (10)	99
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.50 (10)	99
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.50 (10)	99
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.60 (10)	98
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.20 (10)	70
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.22 (9)	30
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.80 (10)	99
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.80 (10)	99

		OVERALL	GAS, WATER, & SEWER	
		4.11 GRANDMEAN PERCENTILE RANK:81	Ρ	4.09 GRANDMEAN ERCENTILE RANK:78
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.16 (19)	79
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.74 (19)	98
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.26 (19)	82
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.50 (18)	97
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.00 (19)	92
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.21 (19)	56
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.06 (18)	76
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	3.95 (19)	80
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.21 (19)	74
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.74 (19)	10
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.06 (18)	16
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.11 (19)	79
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.28 (18)	86

		OVERALL	ADMINI	STRATIVE/FINANCE
		4.11 GRANDMEAN PERCENTILE RANK:81	F	3.94 GRANDMEAN PERCENTILE RANK:56
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.92 (12)	47
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.08 (12)	10
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.42 (12)	93
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.08 (12)	59
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.91 (11)	88
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.92 (12)	20
Q06	Development There is someone at work who encourages my development.	4.01 (72)	3.83 (12)	46
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	3.58 (12)	31
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.83 (12)	27
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.83 (12)	18
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.27 (11)	35
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.08 (12)	77
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.42 (12)	96

		OVERALL	ENGINEERING	
		4.11 GRANDMEAN PERCENTILE RANK:81		4.43 GRANDMEAN PERCENTILE RANK:98
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.57 (7)	99
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.57 (7)	89
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.86 (7)	99
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.43 (7)	94
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.00 (7)	92
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.71 (7)	99
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.43 (7)	98
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.43 (7)	99
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.71 (7)	99
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.29 (7)	82
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.50 (4)	60
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.71 (7)	99
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.57 (7)	99

		OVERALL		MALE
		4.11 GRANDMEAN PERCENTILE RANK:81	F	4.14 GRANDMEAN PERCENTILE RANK:84
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.24 (59)	86
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.71 (59)	97
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.41 (59)	93
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.38 (58)	92
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.78 (58)	79
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.39 (59)	81
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.07 (58)	77
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.10 (59)	91
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.24 (58)	78
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (59)	40
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.04 (53)	14
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.37 (59)	93
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.19 (58)	78

	OVERALL		FEMALE
	4.11 GRANDMEAN PERCENTILE RANK:81		3.96 GRANDMEAN PERCENTILE RANK:58
	Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00 Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.07 (14)	69
Q01 Know What's Expected I know what is expected of me at work.	4.63 (73)	4.29 (14)	39
Q02 Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.43 (14)	94
Q03 Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.21 (14)	77
Q04 Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.77 (13)	79
Q05 Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	3.93 (14)	21
Q06 Development There is someone at work who encourages my development.	4.01 (72)	3.79 (14)	41
Q07 Opinions Count At work, my opinions seem to count.	4.01 (73)	3.64 (14)	38
Q08 Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.00 (14)	48
Q09 Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.93 (14)	29
Q10 Best Friend I have a best friend at work.	3.05 (64)	3.09 (11)	19
Q11 Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.14 (14)	81
Q12 Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.36 (14)	92

		OVERALL	НО	URLY POSITION
		4.11 GRANDMEAN PERCENTILE RANK:81	F	4.00 GRANDMEAN PERCENTILE RANK:65
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.18 (49)	81
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.67 (49)	96
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.27 (49)	83
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.38 (48)	92
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.68 (47)	70
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.18 (49)	51
Q06	Development There is someone at work who encourages my development.	4.01 (72)	3.83 (48)	46
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	3.92 (49)	77
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.04 (48)	52
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.80 (49)	15
Q10	Best Friend I have a best friend at work.	3.05 (64)	2.84 (44)	4
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.20 (49)	85
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.15 (48)	74

		OVERALL	SALARIED POSITION	
		4.11 GRANDMEAN PERCENTILE RANK:81	F	4.33 GRANDMEAN PERCENTILE RANK:95
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.25 (24)	87
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.54 (24)	85
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.71 (24)	99
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.29 (24)	86
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.96 (24)	90
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.54 (24)	95
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.38 (24)	97
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.21 (24)	96
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.50 (24)	95
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.38 (24)	91
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.50 (20)	60
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.58 (24)	99
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.38 (24)	94

		OVERALL	5 YEARS OR LESS	
		4.11 GRANDMEAN PERCENTILE RANK:81	4.40 GRANDMEAN PERCENTILE RANK:97	
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.41 (29)	95
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.55 (29)	86
Q02	Materials and Equipment I need to do my work right.	4.41 (73)	4.69 (29)	99
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.48 (29)	96
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	4.17 (29)	97
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.55 (29)	96
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.48 (29)	98
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.34 (29)	99
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.41 (29)	91
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.28 (29)	81
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.44 (25)	55
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.66 (29)	99
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.69 (29)	99

		OVERALL	6 YEARS TO 10 YEARS	
		4.11 GRANDMEAN PERCENTILE RANK:81	3.98 GRANDMEAN PERCENTILE RANK:62	
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	3.71 (14)	20
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.50 (14)	78
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.14 (14)	67
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	3.93 (14)	39
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.36 (14)	35
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.36 (14)	78
Q06	Development There is someone at work who encourages my development.	4.01 (72)	4.14 (14)	85
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (14)	85
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.14 (14)	66
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.64 (14)	5
Q10	Best Friend I have a best friend at work.	3.05 (64)	3.14 (14)	23
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.36 (14)	93
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.00 (13)	53

		OVERALL	11 YEARS TO 15 YEARS	
		4.11 GRANDMEAN PERCENTILE RANK:81	3.90 GRANDMEAN PERCENTILE RANK:50	
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.50 (10)	97
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.70 (10)	97
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.20 (10)	75
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.30 (10)	87
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.44 (9)	44
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.10 (10)	40
Q06	Development There is someone at work who encourages my development.	4.01 (72)	3.70 (10)	30
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	4.00 (10)	85
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	4.11 (9)	62
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	3.60 (10)	3
Q10	Best Friend I have a best friend at work.	3.05 (64)	2.00 (6)	1
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	4.30 (10)	91
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	4.30 (10)	88

		OVERALL	GREATER THAN 15 YEARS	
		4.11 GRANDMEAN PERCENTILE RANK:81	3.86 GRANDMEAN PERCENTILE RANK:42	
		Score (Respondents)	Score (Respondents)	Gallup Database Percentile Rank
Q00	Overall Satisfaction How satisfied are you with your organization as a place to work?	4.21 (73)	4.10 (20)	72
Q01	Know What's Expected I know what is expected of me at work.	4.63 (73)	4.80 (20)	99
Q02	Materials and Equipment I have the materials and equipment I need to do my work right.	4.41 (73)	4.30 (20)	85
Q03	Opportunity to do Best At work, I have the opportunity to do what I do best every day.	4.35 (72)	4.47 (19)	96
Q04	Recognition In the last seven days, I have received recognition or praise for doing good work.	3.77 (71)	3.63 (19)	65
Q05	Cares About Me My supervisor, or someone at work, seems to care about me as a person.	4.30 (73)	4.00 (20)	28
Q06	Development There is someone at work who encourages my development.	4.01 (72)	3.37 (19)	7
Q07	Opinions Count At work, my opinions seem to count.	4.01 (73)	3.55 (20)	28
Q08	Mission/Purpose The mission or purpose of my organization makes me feel my job is important.	4.19 (72)	3.95 (20)	42
Q09	Committed to Quality My coworkers are committed to doing quality work.	3.99 (73)	4.00 (20)	40
Q10	Best Friend I have a best friend at work.	3.05 (64)	2.79 (19)	3
Q11	Progress In the last six months, someone at work has talked to me about my progress.	4.33 (73)	3.85 (20)	54
Q12	Learn and Grow This last year, I have had opportunities at work to learn and grow.	4.22 (72)	3.65 (20)	14