Intro:

Grovies,

2018 was another year of growth. Each and every one of you played a very important role in all the merchant’s lives that we touched by the work that you do here. You are the reason this business exists and thrives, and it is very important to us that you feel like the “Total Value” of your work here is accounted for.

For that reason, we want to hear from you directly. The objective of this survey is to understand what our Grovies believe defines the “Total Value” of being a part of One Park Financial and McKenzie Capital.

This survey is anonymous, and it is important that you direct and honest in your responses. We don’t just want to listen; we want to do something about it.

Please complete this survey by [DATE]

Thank you for another bad ass year. Thank you for being the bad ass team that made it happen.

1. When thinking about the Total Value of working at One Park Financial/McKenzie Capital, which of the following would you consider as components of the Total Value you derive from your employment? (select all that apply)
   1. Base/Hourly pay
   2. Commission/SPIF/Bonus
   3. Paid Time Off
   4. Paid parking
   5. Health, Vision & Dental Benefits
   6. Life insurance
   7. Identity Protection
   8. Team Building events
   9. Other (Comment field)
2. Rate (1 – 5): I feel like I am paid fairly for the work I perform
   1. Comments
3. Rate (1 – 5): The current benefits meet my personal and family needs.
   1. Comments
4. Did you enroll in medical insurance?
   1. Yes

**If yes, (Rate 1-5)**

* 1. No

**If no, why not? (pick as many)**

* + 1. It was too expensive
    2. I am covered under a spouse or significant other’s plan
    3. I am covered under my parent’s plan
    4. I use a third-party provider
    5. I don’t need it
    6. I don’t understand it

Please provide any feedback on our medical insurance plan? 🡨 COMMENT BOX

1. Did you enroll in Dental/vision?
   1. Yes

**If yes, (Rate 1-5)**

* 1. No

**If no, why not? (pick as many)**

* + 1. It was too expensive
    2. I am covered under a spouse or significant other’s plan
    3. I am covered under my parent’s plan
    4. I use a third-party provider
    5. I don’t need it
    6. I don’t understand it

Please provide feedback on our Dental/Vision plan🡨 COMMENT BOX

1. Did you enroll in Life Insurance?
   1. Yes

**If yes, (Rate 1-5)**

* 1. No

**If no, why not? (pick as many)**

* + 1. It was too expensive
    2. I am covered under a spouse or significant other’s plan
    3. I am covered under my parent’s plan
    4. I use a third-party provider
    5. I don’t need it
    6. I don’t understand it

Please provide feedback on our Life Insurance plan? 🡨 COMMENT BOX

1. Did you enroll in Identity Protection?
   1. Yes

**If yes, (Rate 1-5)**

* 1. No

**If no, why not? (pick as many)**

* + 1. It was too expensive
    2. I am covered under a spouse or significant other’s plan
    3. I am covered under my parent’s plan
    4. I use a third-party provider
    5. I don’t need it
    6. I don’t understand it

Please provide feedback on our Identity Protection plan? 🡨 COMMENT BOX

1. Did you enroll in Gap Insurance?
   1. Yes

**If yes, (Rate 1-5)**

* 1. No

**If no, why not? (pick as many)**

* + 1. It was too expensive
    2. I am covered under a spouse or significant other’s plan
    3. I am covered under my parent’s plan
    4. I use a third-party provider
    5. I don’t need it
    6. I don’t understand it

Please provide feedback on our Gap Insurance plan? 🡨 COMMENT BOX

1. What are some additional benefits you’d like to see? (Rate 1-5, 1 being least important & 5 being very important)
   1. Ability to purchase additional PTO
   2. 401k w/ company match.
   3. Tuition reimbursement
   4. Flexible spending accounts
   5. Health savings accounts
   6. Gym membership reimbursement
   7. Paid time off for volunteering
   8. Travel $$ for employees
   9. Maternal/Paternal Leave
   10. Bereavement
   11. Dry Cleaning
   12. In office Massages
   13. Childcare
   14. Financial Planning resources
   15. Retail / Discount benefits (i.e. restaurants, telecom)
   16. Career Advancement Reimbursements (classes, workshops, etc).
   17. Other (comment option)