

Employee Name

Adam Poh

Employee Email

georgiytampko002@gmail.com

Position Title

CEO

Hire Date

Jan 9, 2017

Resignation Date

Jan 9, 2018

Exit Date

Feb 9, 2018

Initial Question

1. What have you enjoyed most about working at Blue Day?  
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2. How long have you been thinking about leaving?  
  
> 3 months

Being Valued

3. I felt valued by my manager
- | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree                   |
|----------------|-------|---------|----------|-------------------------------------|
| -              | -     | -       | -        | <input checked="" type="checkbox"/> |
4. I felt valued by my team
- | Strongly Agree                      | Agree | Neutral | Disagree | Strongly Disagree |
|-------------------------------------|-------|---------|----------|-------------------|
| <input checked="" type="checkbox"/> | -     | -       | -        | -                 |
5. What could have made you feel more valued?  
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Career Opportunities

6. Growth opportunities were available to enhance my career.
- | Strongly Agree | Agree | Neutral                             | Disagree | Strongly Disagree |
|----------------|-------|-------------------------------------|----------|-------------------|
| -              | -     | <input checked="" type="checkbox"/> | -        | -                 |
7. Promotions and transfers were often available.
- | Strongly Agree | Agree                               | Neutral | Disagree | Strongly Disagree |
|----------------|-------------------------------------|---------|----------|-------------------|
| -              | <input checked="" type="checkbox"/> | -       | -        | -                 |
8. What else?  
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Effective Leadership

9. Leaders were fair and consistent in their approaches

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<input checked="" type="checkbox"/>	-	-	-	-

10. Leadership provided clear vision and direction.

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

11. What would you like to have seen more of, from senior leadership?

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### Pay & Benefits

12. I was satisfied with Pay

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	<input checked="" type="checkbox"/>	-	-

13. I thought pay was fair among my colleagues and team

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

14. I was satisfied with benefits offered

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	-	<input checked="" type="checkbox"/>

15. Other comments on pay

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### Work Conditions

16. I was happy with flexibility options at Blue Day

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	-	<input checked="" type="checkbox"/>	-

17. There was not an inherent level of stress in my job

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	<input checked="" type="checkbox"/>	-	-	-

18. The workload was at the right level

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
-	-	<input checked="" type="checkbox"/>	-	-

### Final Question

19. Of the following reasons, what most contributed to you resigning from Blue Day. Please provide a first and second preference.

2<sup>nd</sup> Choice - Career Opportunities

1<sup>st</sup> Choice - Pay & Benefits

### Custom Questions

20. Anything else

No

