

EMPLOYEE SURVEY RESULTS

★ Strengths



Fairness

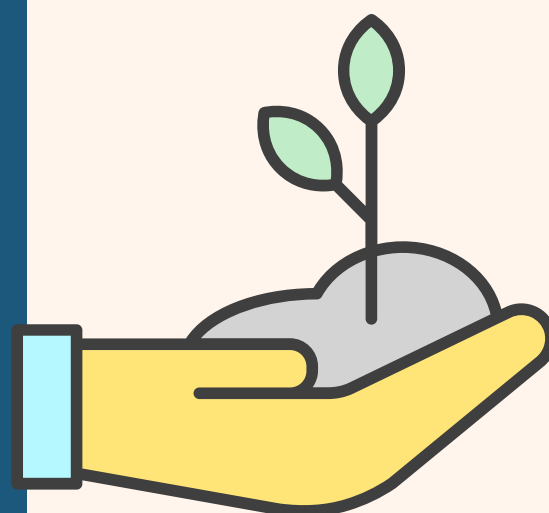
Score XXXX

Leaders help employees feel that the rewards and treatment of individuals are fair within the organization.

Professional Development

Score XXXX

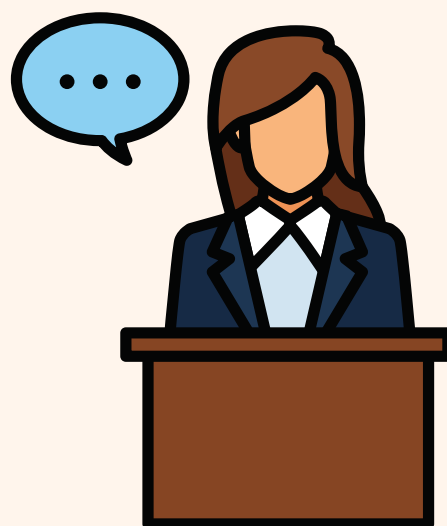
Organization promotes and encourages employees' professional development.



Leader Availability

Score XXXX

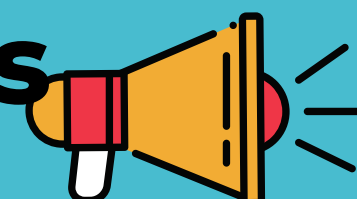
Leaders are approachable, visible, accessible, and readily available to all employees in the organization.



Driver Score Relative to Emplify Index



Opportunities



Meaning

Score XXXX

Organization helps employees have a sense of value (purpose, money, status, and influence) when they immerse themselves in their roles.



Purpose

Score XXXX

Organization communicates to employees why it exists beyond making a profit.

Role Clarity

Score XXXX

Organization connects employees' daily work tasks to the purpose of the business and provides clarity about what that work is.



You Spoke and We Listened

Actions Taken:

- Enhanced focus on Catalytic Coaching
- Grown DISTek U
- Expanded Communications (Employee Spotlight, DISTek In Action, & Fireside Chats)
- Provided new employees resources (Culture Committee's Culture Handbook Flyer & ESOP Committee's Digital Flyer)

Work In Progress:

- Defining DISTek through Best Total Solution
- Clarifying roles as reorganize company
- Preparing to offer Technical Training in 2nd half of 2021 (3 classes in 3Q) after identifying 6 specific needs; more to come in 2022
- Utilizing Task Force to address Meaning, Purpose, and Role Clarity
- Answering "why" questions to clarify Meaning