

1. What is your Employee ID #?

2. Where are you located?

- ☐ Carson
- ☐ City of Industry
- ☐ Fontana - Forge
- ☐ Fontana - Machine
- ☐ Fullerton - Plant 1
- ☐ Fullerton - Plant 2
- ☐ Headquarters - Rings
- ☐ Headquarters - Torrance
- ☐ Industrial - Commercial
- ☐ Kingston
- ☐ Rancho Cucamonga
- ☐ Republic
- ☐ Rochester
- ☐ Simi Valley
- ☐ Sylmar
- ☐ Torrance
- ☐ Tracy
- ☐ Tucson
- ☐ Verdi
- ☐ Waco

3. What is your functional area?

- ☐ ABS
- ☐ Commercial (Sales/Marketing)
- ☐ Communication
- ☐ Engineering
- ☐ Environment, Health & Safety
- ☐ Finance
- ☐ Human Resources
- ☐ IMEX
- ☐ Information Technology
- ☐ Maintenance
- ☐ New Product Development
- ☐ Operations
- ☐ Procurement
- ☐ Quality

4. What is your division?

- ☐ Aerospace
- ☐ Industrial
- ☐ Rings

5. How long have you been with Arconic Fastening Systems and Rings?

- ☐ Less than one year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ 21-25 years
- ☐ over 25 years

6. Please indicate your job:

- ☐ Managers (VP, Director, Manager)
- ☐ Professionals (Accountants, Engineers, Analysts, Scientists, Planner, Team Leader, Supervisor, Assistant Manager)
- ☐ Technician (Laboratory Technician, Quality Technician, Computer Operator)
- ☐ Clerical (Administrative Assistant, Clerk, Secretary, Receptionist)
- ☐ Craft Workers (Lead, Tooling Specialist, Electrician, Maintenance, Blacksmith)
- ☐ Operative (Machine Operator, Technician)

7. What are your 3 primary reasons for leaving the company?

	1	2	3
Advancement & Career Growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Schedule / Work-Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company Reputation/Purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity of employee's background and style not valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning & Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arconic Values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team/Workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much travel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Direct Manager/Supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership Direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Required to relocate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (comment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered Other, please explain below

8. Is there something we could have done differently to keep you here?

- ☐ Yes
- ☐ No
- ☐ Unsure

9. If yes, what could we have done differently?

10. Did you discuss your reasons for leaving with your direct manager/supervisor beforehand?

- ☐ Yes
- ☐ No

11. If no, please explain:

12. Have you accepted another job?

- ☐ Yes
- ☐ No
- ☐ Rather not say

13. If yes, what is the name of the company?

14. If yes, how did you obtain your new position?

- ☐ I contacted the company
- ☐ Company contacted me
- ☐ Headhunter/recruiter contacted me

15. If yes, what attracted you to your new employer? (Please select all that apply)

- ☐ More opportunity for career advancement
- ☐ More reasonable travel requirements
- ☐ Better aligned with my career goals
- ☐ Self Employed/Family business
- ☐ Promotion
- ☐ More opportunity to interact with senior leadership
- ☐ Better commute
- ☐ Better cultural fit
- ☐ More empowered; greater ability to influence how things get done
- ☐ Training and development opportunity
- ☐ More flexibility in my work schedule (where & when)
- ☐ Less stressful work environment
- ☐ More stable environment
- ☐ World class team/coworkers
- ☐ Better Work/Life balance
- ☐ Better pay/benefits
- ☐ More meaningful, impactful work
- ☐ More realistic workload expectations
- ☐ Smaller company/more entrepreneurial
- ☐ More prestigious organization
- ☐ Other (comment)

Other (please specify)

16. Is your new compensation more, less or equal to your current compensation?

- ☐ More
- ☐ Less
- ☐ Equal

17. Is your new benefits package more, less or equal to your current benefits package?

- ☐ More
- ☐ Less
- ☐ Equal

18. Would you consider working for the company again if given the chance?

- ☐ Yes
- ☐ No
- ☐ Unsure

19. What 3 things did you like best about working for AFSR?

	1	2	3
Level of Responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Growth & Advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arconic Values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job Itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company Reputation/Purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Direct Manage/Supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay & Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning & Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team/workgroup	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work Schedule/Work Life Balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (Comment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

20. Please help us understand our performance:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
The Leadership of Arconic has communicated a vision of the future that motivates me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Where I work we set clear performance standards for product/service quality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to manage my work responsibilities in a way that allows me to maintain a satisfactory balance between work and home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My ideas and suggestions count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My direct supervisor was an outstanding leader.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company supports high standards of ethical conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect and dignity by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was open and honest two-way communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work in an environment that promotes safety.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Anything else you'd like to share?