

2015 EMPLOYEE BENCHMARK REPORT	Percentage of Positive Responses Medium Organizations (50 - 249 U.S. Employees)		Pathway Homes		
	Medium Category Companies That Made the List	Medium Category Companies Not On the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)
	<b>LEADERSHIP AND PLANNING</b>				
I understand the long-term strategy of this organization	94%	82%	96%	96%	93%
I have confidence in the leadership of this organization	91%	76%	94%	98%	93%
The leaders of this organization care about employees' well being	92%	77%	90%	94%	91%
Senior leaders live the core values of the organization	91%	74%	94%	96%	96%
There is adequate planning of departmental objectives	86%	70%	92%	94%	96%
There is adequate follow-through of departmental objectives	86%	69%	92%	92%	96%
The leaders of this organization are open to input from employees	89%	73%	88%	94%	89%
<b>Leadership and Planning - AVERAGE</b>	<b>90%</b>	<b>74%</b>	<b>92%</b>	<b>95%</b>	<b>93%</b>
<b>CORPORATE CULTURE AND COMMUNICATIONS</b>					
This organization's corporate communications are frequent enough	91%	75%	92%	94%	96%
This organization's corporate communications are detailed enough	90%	74%	90%	96%	96%
I have a good understanding of how this organization is doing financially	88%	64%	82%	92%	100%
I can trust what this organization tells me	92%	73%	92%	96%	91%
This organization treats me like a person, not a number	94%	79%	92%	96%	96%
This organization gives me enough recognition for work that is well done	86%	68%	84%	86%	89%
Staffing levels are adequate to provide quality products/services	74%	55%	69%	82%	89%
Quality is a top priority with this organization	91%	76%	90%	96%	98%

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	Safety is a top priority with this organization	93%	85%	84%	98%
I believe there is a spirit of cooperation within this organization	93%	78%	90%	92%	93%
My employer enables a culture of diversity	91%	83%	96%	92%	100%
I like the people I work with at this organization	96%	93%	94%	100%	96%
At this organization, employees have fun at work	90%	77%	84%	77%	77%
I feel I can express my honest opinions without fear of negative consequences	86%	66%	80%	82%	82%
Changes that may affect me are communicated to me prior to implementation	81%	62%	86%	94%	91%
<b>Corporate Culture and Communications - AVERAGE</b>	<b>89%</b>	<b>74%</b>	<b>87%</b>	<b>91%</b>	<b>92%</b>
<b>ROLE SATISFACTION</b>					
I like the type of work that I do	96%	93%	100%	100%	96%
I am given enough authority to make decisions I need to make	92%	84%	94%	94%	91%
I believe my job is secure	90%	75%	98%	96%	93%
Deadlines at this organization are realistic	87%	74%	84%	92%	93%
I feel I am valued in this organization	89%	75%	82%	94%	96%
I feel part of a team working toward a shared goal	93%	81%	92%	94%	96%
I am able to maintain a reasonable balance between work and my personal life	86%	76%	84%	86%	93%
My job makes good use of my skills and abilities	90%	82%	84%	96%	89%
I have a clear understanding of my job role	93%	89%	92%	100%	93%
I understand the importance of my role to the success of the organization	95%	89%	94%	100%	98%
Most days, I feel I have made progress at work	93%	86%	92%	90%	93%
<b>Role Satisfaction - AVERAGE</b>	<b>91%</b>	<b>82%</b>	<b>91%</b>	<b>95%</b>	<b>94%</b>
<b>WORK ENVIRONMENT</b>					
My physical working conditions are good	95%	89%	90%	94%	93%
My general work area is adequately heated/cooled	88%	82%	84%	84%	89%

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There is adequate noise control to allow me to focus on my work	86%	82%	84%	90%	95%
My workspace has adequate privacy for me to do my job	83%	80%	71%	90%	89%
I feel physically safe in my work environment	97%	91%	98%	100%	93%
<b>Work Environment - AVERAGE</b>	<b>90%</b>	<b>85%</b>	<b>85%</b>	<b>91%</b>	<b>92%</b>
<b>RELATIONSHIP WITH SUPERVISOR</b>					
My supervisor treats me fairly	96%	89%	96%	96%	95%
My supervisor treats me with respect	95%	91%	98%	94%	96%
My supervisor handles my work-related issues satisfactorily	93%	85%	94%	92%	100%
My supervisor handles my personal issues satisfactorily	94%	88%	94%	96%	93%
My supervisor acknowledges when I do my work well	92%	83%	96%	94%	93%
My supervisor tells me when my work needs improvement	91%	85%	94%	96%	93%
My supervisor is open to hearing my opinion or feedback	93%	85%	90%	92%	95%
My supervisor helps me develop to my fullest potential	86%	76%	94%	86%	93%
I can trust what my supervisor tells me	91%	83%	94%	92%	96%
<b>Relationship with Supervisor - AVERAGE</b>	<b>92%</b>	<b>85%</b>	<b>95%</b>	<b>93%</b>	<b>95%</b>
<b>TRAINING, DEVELOPMENT AND RESOURCES</b>					
This organization provided as much initial training as I needed	82%	69%	88%	92%	93%
This organization provides as much ongoing training as I need	85%	70%	82%	92%	91%

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	This organization provides enough technology, equipment and resources I need to do my job well	91%	81%	88%	92%
The computer or other hardware I use to do my job is dependable	91%	80%	94%	89%	86%
The software and program applications I use to do my job are adequate	91%	79%	92%	91%	81%
Technology issues are resolved in a timely manner	91%	83%	96%	91%	95%
Technology issues affecting my work are communicated to me in a timely manner	95%	85%	96%	91%	93%
I understand what is expected for career advancement	75%	61%	82%	91%	86%
I am encouraged to explore growth or advancement opportunities within the organization	77%	57%	78%	79%	84%
There is room for me to advance at this organization	67%	49%	67%	60%	68%
I trust that if I do good work, I will be considered for a promotion	70%	52%	79%	71%	71%
<b>Training, Development and Resources- AVERAGE</b>	<b>83%</b>	<b>70%</b>	<b>86%</b>	<b>85%</b>	<b>84%</b>
<b>PAY AND BENEFITS</b>					
My pay is fair for the work I perform	75%	57%	55%	65%	62%
Overall, I'm satisfied with this organization's benefits package	92%	77%	88%	85%	93%
I'm satisfied with the amount of vacation (or Paid Time Off)	94%	88%	94%	92%	93%
I'm satisfied with the sick leave policy	94%	83%	96%	96%	93%

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	Medium Category Companies That Made the List	Medium Category Companies Not On the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)
I'm satisfied with the amount of health care paid for	90%	77%	91%	93%	93%
I'm satisfied with the dental benefits	92%	81%	84%	95%	88%
I'm satisfied with the vision care benefits	90%	81%	60%	71%	65%
I'm satisfied with the retirement plan benefits	89%	76%	89%	87%	95%
I'm satisfied with the life insurance benefits	90%	81%	87%	78%	85%
I'm satisfied with the disability benefits	88%	77%	84%	73%	80%
I'm satisfied with the tuition reimbursement benefits	67%	47%	49%	53%	33%
<b>Pay and Benefits - AVERAGE</b>	<b>87%</b>	<b>75%</b>	<b>80%</b>	<b>81%</b>	<b>80%</b>
<b>OVERALL EMPLOYEE ENGAGEMENT</b>					
Overall, I am very satisfied with my employer	95%	82%	94%	96%	96%
Most days, I look forward to going to work	91%	80%	90%	94%	82%
My job provides me with a sense of meaning and purpose	93%	86%	90%	94%	91%
I am proud to work for this organization	95%	86%	92%	94%	98%
I feel this organization has created an environment where I can do my best work	89%	75%	88%	92%	91%
I am willing to give extra effort to help this organization succeed	96%	90%	96%	96%	98%
I plan to continue my career with this organization for at least two more years	82%	74%	71%	81%	75%
I would recommend this organization's products/services to a friend	96%	85%	94%	96%	93%
I would recommend working here to a friend	91%	76%	88%	90%	91%
<b>Overall Employee Engagement - AVERAGE</b>	<b>92%</b>	<b>82%</b>	<b>89%</b>	<b>92%</b>	<b>91%</b>
<b>SURVEY AVERAGE</b>	<b>89%</b>	<b>78%</b>	<b>88%</b>	<b>90%</b>	<b>90%</b>

Survey administered December 2015

Numbers shown represent the percentage of respondents that answered "Agree Somewhat" or "Agree Strongly"

<b>2015 EMPLOYEE BENCHMARK REPORT</b>  <b>Pathway Homes Results 5% or Better</b> <b>Compared to Medium Category Organizations That Made the List</b>	Percentage of Positive Responses Medium Organizations (50 - 249 U.S. Employees)	Pathway Homes			2015 Comparison to Companies that made the list	
	Medium Category Companies That Made the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)	Difference	
I trust that if I do good work, I will be considered for a promotion	70%	79%	71%	71%	9%	Better
I believe my job is secure	90%	98%	96%	93%	8%	Better
My supervisor helps me develop to my fullest potential	86%	94%	86%	93%	8%	Better
I understand what is expected for career advancement	75%	82%	91%	86%	7%	Better
There is adequate planning of departmental objectives	86%	92%	94%	96%	6%	Better
There is adequate follow-through of departmental objectives	86%	92%	92%	96%	6%	Better
This organization provided as much initial training as I needed	82%	88%	92%	93%	6%	Better
My employer enables a culture of diversity	91%	96%	92%	100%	5%	Better
Changes that may affect me are communicated to me prior to implementation	81%	86%	94%	91%	5%	Better
Technology issues are resolved in a timely manner	91%	96%	91%	95%	5%	Better

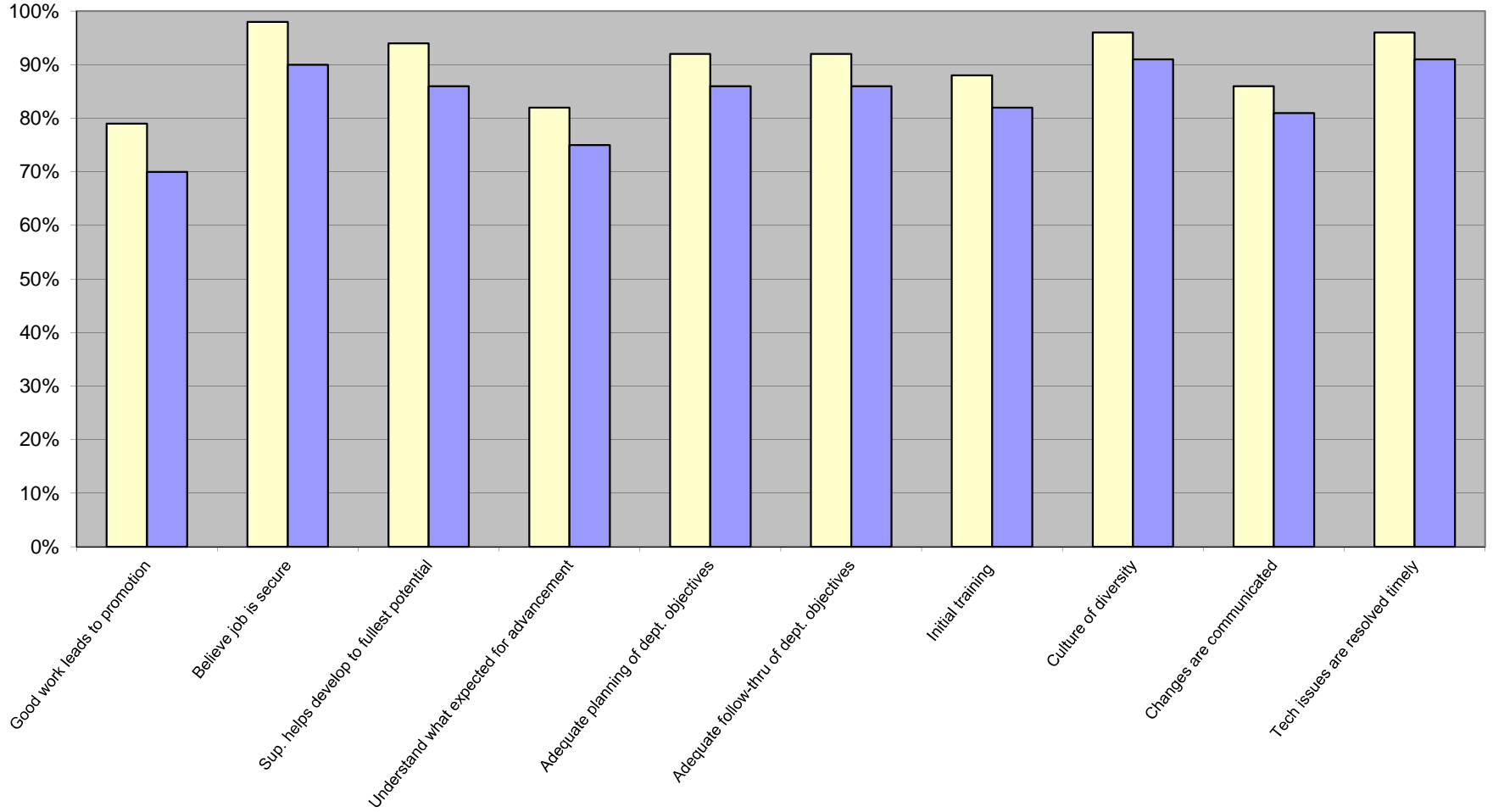
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# 2015 Employee Benchmark Report

## Pathway Homes Results 5% or Better Compared to Medium Category Organizations that made the list

□ Pathway Homes      □ Medium Category Organizations That Made the List



<b>2015 EMPLOYEE BENCHMARK REPORT</b>  <b>Pathway Homes Results 5% or Worse</b> <b>Compared to Medium Category Organizations That Made the List</b>	Percentage of Positive Responses Medium Organizations (50 - 249 U.S. Employees)	Pathway Homes			2015 Comparison to Companies that made the list	
	Medium Category Companies That Made the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)	Difference	
I'm satisfied with the vision care benefits	90%	60%	71%	65%	-30%	Worse
My pay is fair for the work I perform	75%	55%	65%	62%	-20%	Worse
I'm satisfied with the tuition reimbursement benefits	67%	49%	53%	33%	-18%	Worse
My workspace has adequate privacy for me to do my job	83%	71%	90%	89%	-12%	Worse
I plan to continue my career with this organization for at least two more years	82%	71%	81%	75%	-11%	Worse
Safety is a top priority with this organization	93%	84%	98%	93%	-9%	Worse
I'm satisfied with the dental benefits	92%	84%	95%	88%	-8%	Worse
I feel I am valued in this organization	89%	82%	94%	96%	-7%	Worse
I have a good understanding of how this organization is doing financially	88%	82%	92%	100%	-6%	Worse
At this organization, employees have fun at work	90%	84%	77%	77%	-6%	Worse
My job makes good use of my skills and abilities	90%	84%	96%	89%	-6%	Worse
I feel I can express my honest opinions without fear of negative consequences	86%	80%	82%	82%	-6%	Worse
Staffing levels are adequate to provide quality products/services	74%	69%	82%	89%	-5%	Worse
My physical working conditions are good	95%	90%	94%	93%	-5%	Worse

Survey administered December 2015

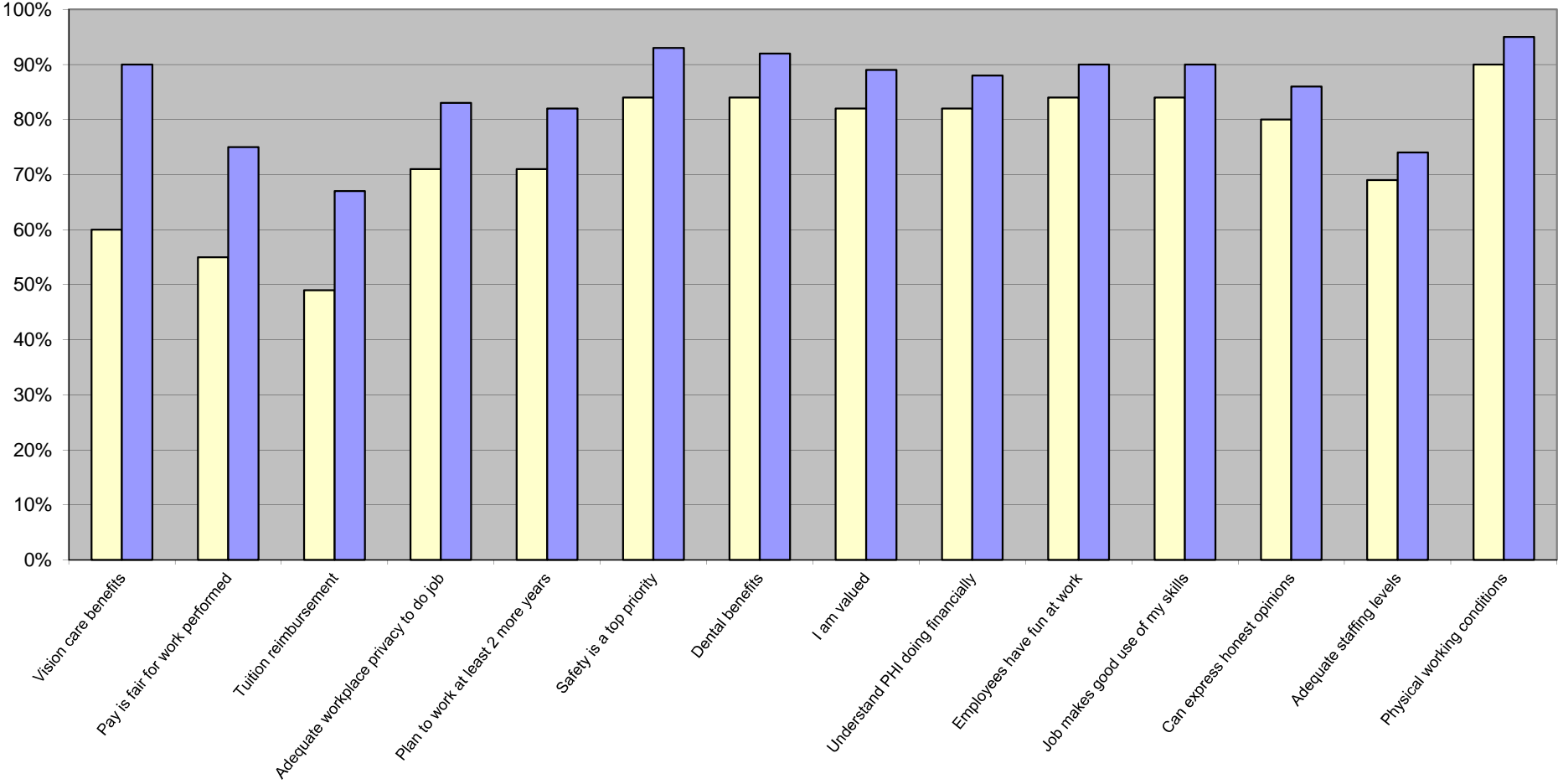
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# 2015 Employee Benchmark Report

## Pathway Homes Results 5% or Worse Compared to Medium Category Organizations that made the list

□ Pathway Homes      ■ Medium Category Organizations That Made the List



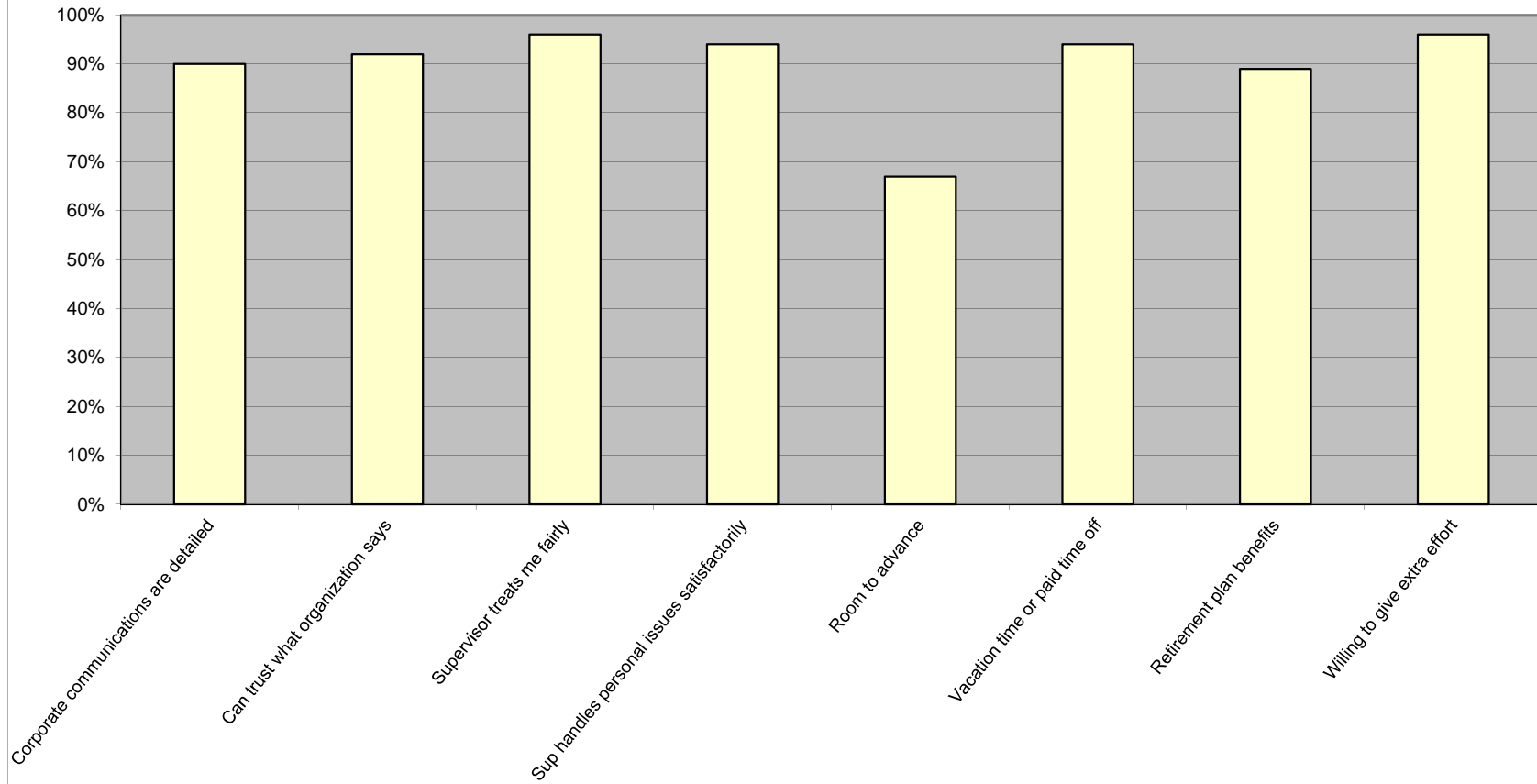
<b>2015 EMPLOYEE BENCHMARK REPORT</b>  <b>Pathway Homes Results Equal to Medium Category Organizations That Made the List</b>	Percentage of Positive Responses Medium Organizations (50 - 249 U.S. Employees)	Pathway Homes			2015 Comparison to Companies that made the list	
	Medium Category Companies That Made the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)	Difference	
This organization's corporate communications are detailed enough	90%	90%	96%	96%	%	Equal
I can trust what this organization tells me	92%	92%	96%	91%	%	Equal
My supervisor treats me fairly	96%	96%	96%	95%	%	Equal
My supervisor handles my personal issues satisfactorily	94%	94%	96%	93%	%	Equal
There is room for me to advance at this organization	67%	67%	60%	68%	%	Equal
I'm satisfied with the amount of vacation (or Paid Time Off)	94%	94%	92%	93%	%	Equal
I'm satisfied with the retirement plan benefits	89%	89%	87%	95%	%	Equal
I am willing to give extra effort to help this organization succeed	96%	96%	96%	98%	%	Equal

Survey administered December 2015

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## 2015 Employee Benchmark Report

### Pathway Homes Results Equal to Medium Category Organizations That Made the List



<b>2015 EMPLOYEE BENCHMARK REPORT</b>				
<b>Category Averages</b>				
<b>AVERAGES</b>	Medium Category Organizations That Made the List	Pathway Homes Results 2015 (N=51)	Pathway Homes Results 2014 (N=49)	Pathway Homes Results 2013 (N=45)
<b>Leadership and Planning</b>	90%	92%	95%	93%
<b>Corporate Culture and Communications</b>	89%	87%	91%	92%
<b>Role Satisfaction</b>	91%	91%	95%	94%
<b>Work Environment</b>	90%	85%	91%	92%
<b>Relationship with Supervisor</b>	92%	95%	93%	95%
<b>Training, Development and Resources</b>	83%	86%	85%	84%
<b>Pay and Benefits</b>	87%	80%	81%	80%
<b>Overall Employee Engagement</b>	92%	89%	92%	91%

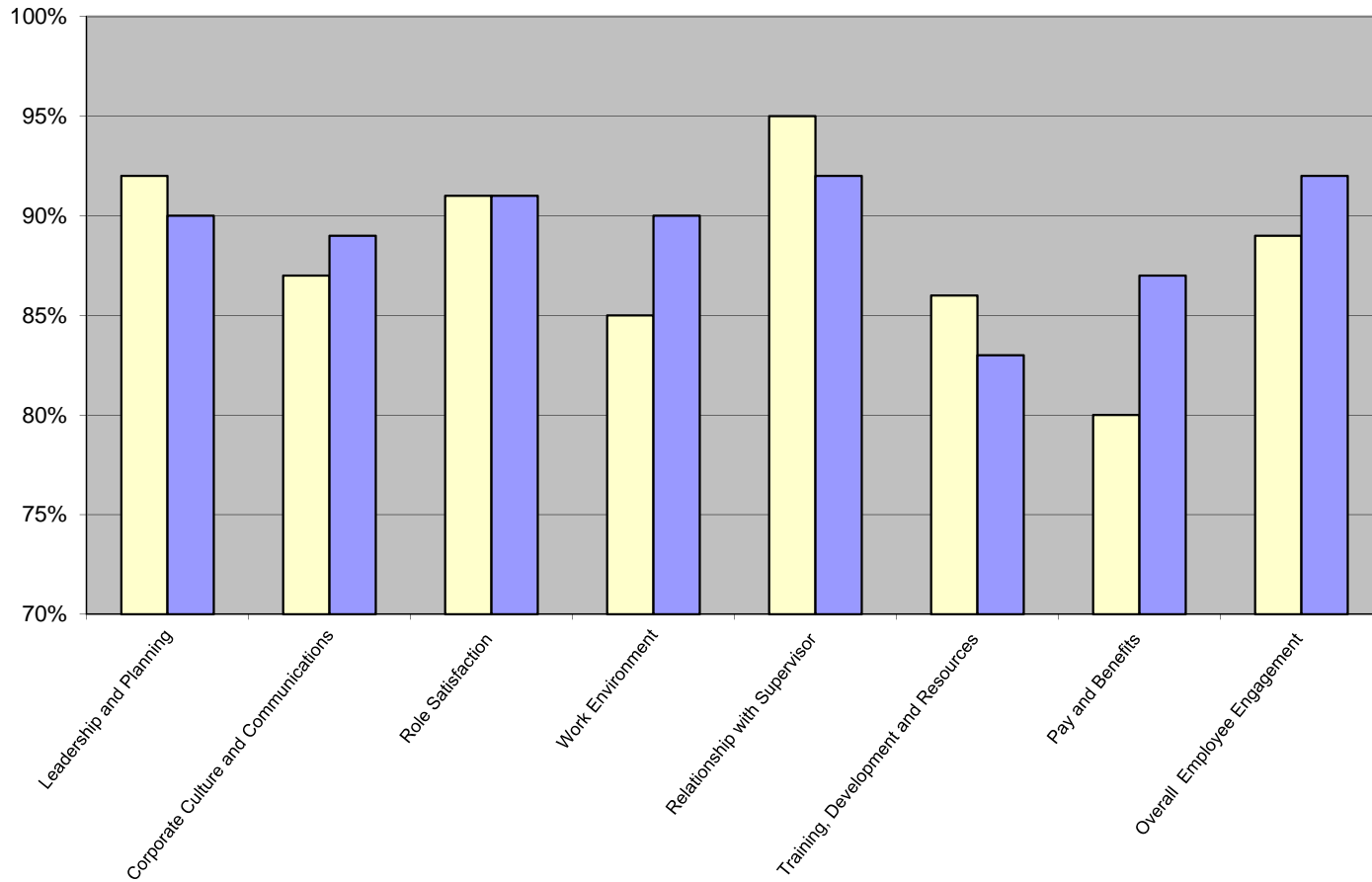
Survey administered December 2015

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## 2015 Employee Benchmark Report

### Category Averages

□ Pathway Homes Results 2015    ■ Medium Category Organizations That Made the List



<b>2015 EMPLOYEE BENCHMARK REPORT</b>  <b>Top Differences: Pathway Homes 2015 Compared to 2014</b>	Percentage of Positive Responses Medium Organizations (50 - 249 U.S. Employees)	Pathway Homes			PHI 2015 Compared to PHI 2014	
	Medium Category Companies That Made the List	Results 2015 (N=51)	Results 2014 (N=49)	Results 2013 (N=45)	Difference	
	My workspace has adequate privacy for me to do my job	83%	71%	90%	89%	-19%
Safety is a top priority with this organization	93%	84%	98%	93%	-14%	Worse
Staffing levels are adequate to provide quality products/services	74%	69%	82%	89%	-13%	Worse
I feel I am valued in this organization	89%	82%	94%	96%	-12%	Worse
My job makes good use of my skills and abilities	90%	84%	96%	89%	-12%	Worse
I'm satisfied with the dental benefits	92%	84%	95%	88%	-11%	Worse
I'm satisfied with the vision care benefits	90%	60%	71%	65%	-11%	Worse
I'm satisfied with the disability benefits	88%	84%	73%	80%	11%	Better
I have a good understanding of how this organization is doing financially	88%	82%	92%	100%	-10%	Worse
This organization provides as much ongoing training as I need	85%	82%	92%	91%	-10%	Worse
I plan to continue my career with this organization for at least two more years	82%	71%	81%	75%	-10%	Worse
My pay is fair for the work I perform	75%	55%	65%	62%	-10%	Worse

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## 2015 Employee Benchmark Report

### Top Differences: Pathway Homes 2015 Compared to 2014

□ Pathway Homes 2015    □ Pathway Homes 2014    ■ Pathway Homes 2013

