



101 Best and Brightest Companies to Work For
Metropolitan Detroit

2007 Summary Report

Confidential

Report for: -----

Thank you for your participation in the 101 Best and Brightest event. One of the purposes of the event is to raise the benchmark for company practices implemented to improve the work environment for employees. As part of this competition, your company completed a questionnaire about the human resources practices utilized by your company and your employees completed questionnaires asking for their thoughts and opinions about what it is like to work at your company. The questionnaires related directly to award categories and were used as the criteria for determining winners. This report provides a summary of your company's performance as compared to all other companies in each of the award categories. It is intended to provide an overall snapshot of your company's strengths and areas for improvement relative to the other companies in your event region.

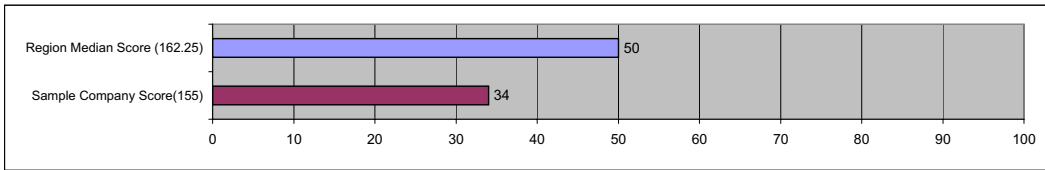
For each award category included below, two bars are displayed. The first bar represents the percentile associated with the median score for your event region. The second bar represents the percentile at which your company performed. The percentile represents the percentage of companies scoring below your company. For example, if you are at the 70th percentile, your score in that award category was higher than 70 percent of the companies in the competition. Additionally, the raw scores associated with your company's performance and the median performance across regions are noted in parentheses on the left-hand side of each chart.

Confidentiality Statement: The 101 Best and Brightest event and its partners are particularly sensitive and committed to maintaining the confidentiality of the Applicants' information. This applies to materials sent to the Associations for the purpose of review and analysis as well as any deliverables provided by the Associations to the applicants. All applications are kept secured, and the data are confidential. Survey responses are reviewed and scored by an independent research organization.

SAMPLE

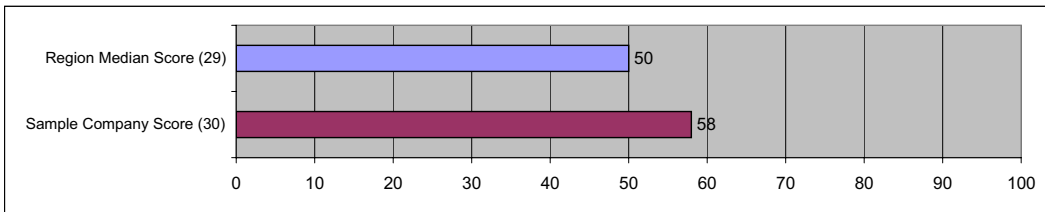
OVERALL PERFORMANCE

This section represents your overall score as compared to all other companies. The overall score combines the results of all award categories.



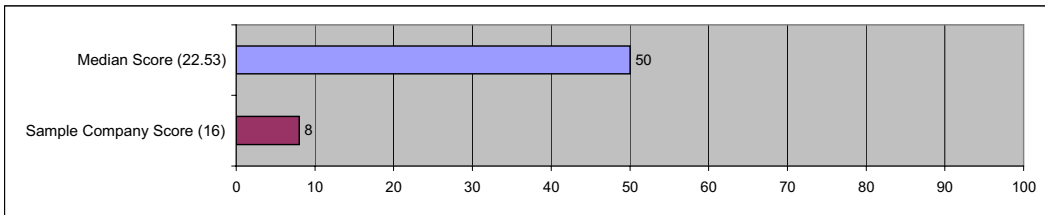
COMPENSATION AND BENEFITS

Competitiveness of salary and benefits relative to comparable organizations, as well as the ability to provide a unique benefits and compensation structure.



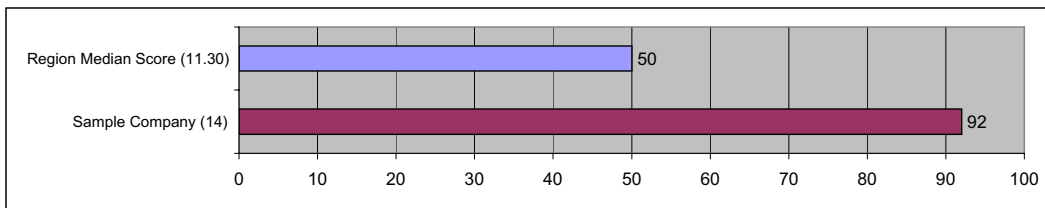
EMPLOYEE EDUCATION AND DEVELOPMENT

Extent to which the organization encourages and supports learning, skill development, and career progression.



RECRUITMENT AND SELECTION

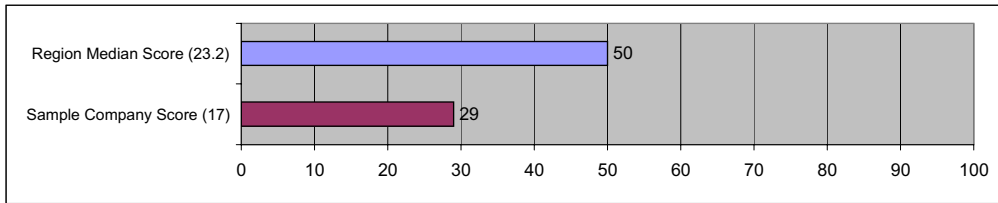
Extent to which the organization actively recruits using multiple methods, and uses a systematic process to screen and select people who fit the organization.



SAMPLE

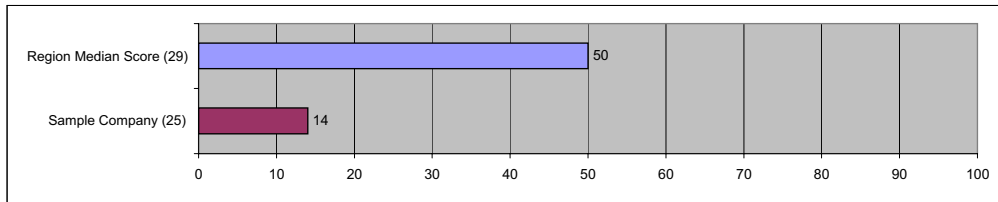
RECOGNITION AND RETENTION

Extent to which the organization recognizes and rewards achievements and outstanding performance, and works to retain its best and brightest employees.



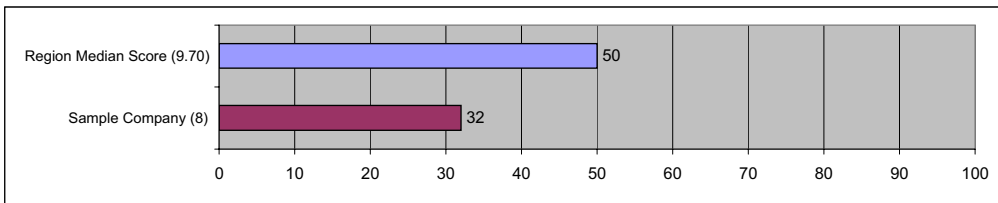
COMMUNICATION

The effective exchange of messages and information and the extent to which employees are encouraged to communicate opinions, issues, and concerns.



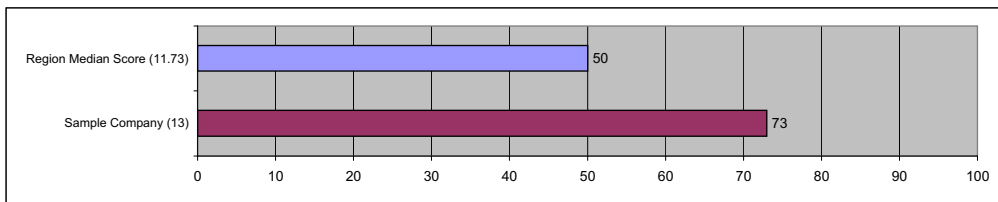
DIVERSITY AND MULTI-CULTURALISM

Extent to which the organization is open and inclusive to people of differing human qualities, promotes a tolerant work environment, and considers diversity and multi-culturalism to be a competitive advantage.



WORK-LIFE BALANCE

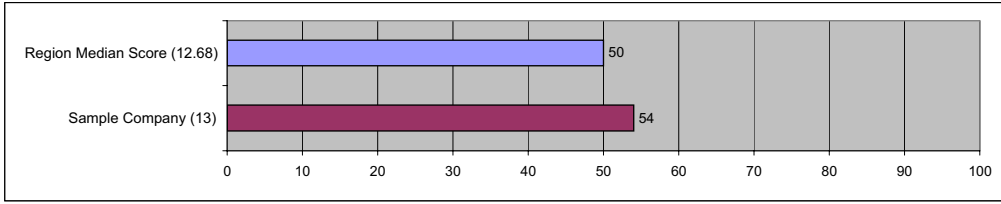
Extent to which the organization and its management recognize employees' needs to balance work with family and other demands, while ensuring flexibility in procedures and policies.



SAMPLE

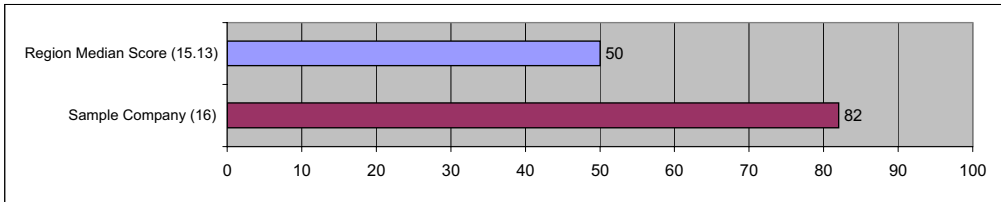
COMMUNITY INITIATIVES

Extent to which the organization is committed to improving the local community, while providing encouragement and time for employee contribution and participation.



EMPLOYEE ENGAGEMENT AND COMMITMENT

Extent to which employees are cognitively and emotionally connected to their work, as well as the extent to which employees are committed and loyal to the company.



SAMPLE