



## 101 Best and Brightest Companies to Work For 2008 Comprehensive Human Resource and Employee Assessment *Confidential*

Thank you for your participation in the 101 Best and Brightest event. One purpose of the event is to raise the benchmark for company practices implemented to improve the work environment for employees. As part of this competition, a questionnaire was implemented on human resource practices utilized by your company. A second questionnaire was completed by a sample of employees in your company to assess their perceptions on what it's like to work at the organization. Both questionnaires related directly to award categories and was used as part of the criteria for determining winners. This report provides a detailed summary of the questionnaire responses provided by your company as compared to all companies participating in the event. It is intended to provide an overall snapshot of the practices used by companies within your event region. The types of data represented in the report are described below:

**Frequencies:** For questionnaire items that ask for the respondent to indicate inclusion in a category, a percentage is provided. This percentage represents the percent of participating organizations that belong in each category out of the total number of participating organizations. In addition, for questionnaire items that ask for the respondent to indicate whether the organization does/does not have a certain practice, a percentage is also provided. This percentage represents the percent of participating organizations that have the practice out of the total number of participating organizations.

**Means and Medians:** For questionnaire items that ask for the respondent to indicate a numeric value (e.g., percent of dollars, number of days, number of hours, etc.) an average or median is provided. The mean represents the average value across all the companies. The median represents the middle value across all companies.

**Employee Survey Assessment:** For each questionnaire item from the employee survey, the percentage of participants who responded favorably (i.e. strongly agreed or agreed with the statement) is reported. The percent favorable for each questionnaire item for your company is presented, as well as the percent favorable for your event. Additionally, the percent favorable across all regions from last year is provided as the norm percentage. This allows your company to compare your overall performance on each item to that of the region's as well as to last year's norm.

**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 is confidential. Survey responses will be reviewed and scored by an independent research organization.

### SAMPLE REPORT



## Industry Representation

Which of the following best describes your organization's industry? (choose one)

Overall	Company	Overall	Company
1.5%	Accommodation and Food Services	8.1%	Manufacturing - Durables
0.0%	Administration and Support	0.7%	Manufacturing - Non-durables
0.0%	Agriculture and Forestry, Fishing, and Hunting	0.0%	Other Services (except public administration)
0.7%	Arts, Entertainment, Recreation	13.2%	Professional, Scientific, Technical Services
5.9%	Construction	1.5%	X Public Administration
0.7%	Educational Services	2.2%	Real Estate and Rental and Leasing
14.7%	Finance and Insurance	1.5%	Retail Trade
8.1%	Health Care and Social Assistance	0.7%	Transportation and Warehousing
4.4%	Information (communication, internet, etc.)	2.2%	Wholesale Trade
0.0%	Management of Companies and Enterprises	32.4%	Other

### I. Operating Data

	0-49	50-100	101-200	201-300	301-400	401-500	501-750	751-1000	>1000	NA
<b>2003 Employee</b>										
1) Full-time Regular Company	23.5%	15.4%	13.2%	11.8%	8.8%	2.9%	5.1%	6.6%	9.6%	0.7%
			X							
2) Full-time Temporary Company	55.9%	4.4%	2.9%	1.5%	0.0%	0.0%	0.0%	1.5%	1.5%	16.9%
		X								
3) Part-time Company	58.1%	10.3%	5.1%	2.2%	0.0%	0.7%	0.0%	0.0%	4.4%	8.1%
			X							
<b>2004 Employee</b>										
1) Full-time Regular Company	22.8%	13.2%	14.7%	13.2%	5.9%	3.7%	8.1%	5.1%	11.0%	0.0%
				X						
2) Full-time Temporary Company	59.6%	4.4%	2.9%	0.7%	0.0%	0.0%	0.0%	1.5%	1.5%	14.0%
		X								
3) Part-time Company	61.0%	8.8%	5.9%	1.5%	0.7%	1.5%	0.0%	0.0%	4.4%	5.9%
		X								

	<1%	1-5%	6-10%	11-15%	16-20%	21-25%	>25%	NA
7) Turnover rate for 2003* Company	11.8%	22.8%	21.3%	13.2%	11.8%	5.1%	9.6%	2.2%
		X						
8) Turnover rate for 2004* Company	8.1%	21.3%	26.5%	12.5%	14.7%	2.9%	8.8%	1.5%
		X						
9) Percent workforce growth in 2003 Company	23.5%	22.1%	11.0%	5.9%	7.4%	3.7%	13.2%	5.1%
		X						
10) Percent workforce growth in 2004 Company	18.4%	22.1%	14.0%	8.1%	2.9%	6.6%	17.6%	3.7%
		X						

	<5 Mil.	5-25 Mil.	26-50 Mil.	51-75 Mil.	76-100 Mil.	>100 Mil.
11) Annual Revenue 2003 Company	16.9%	23.5%	14.7%	6.6%	5.9%	25.0%
			X			
12) Annual Revenue 2004 Company	16.2%	24.3%	15.4%	6.6%	5.1%	26.5%
		X				

### SAMPLE REPORT



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**II. 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.

13) What was the average percent increase in base compensation for all employees last year, excluding officers and owners?

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Company	Overall
	<b>0.7%</b> - < 1%
	<b>7.4%</b> - 1 - 2%
	<b>55.9%</b> - 3 - 4%
	<b>24.3%</b> - 5 - 6%
<b>X</b>	<b>5.1%</b> - 7 - 8%
	<b>0.0%</b> - 9 - 10%
	<b>2.9%</b> - >10%

14) What percentage of base compensation is paid out in benefits to all employees excluding officers and owners?

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Company	Overall
	<b>2.7%</b> - < 1%
	<b>11.8%</b> - 1 - 10%
	<b>25.7%</b> - 11 - 20%
	<b>29.4%</b> - 21 - 30%
	<b>18.4%</b> - 31 - 40%
<b>X</b>	<b>5.1%</b> - 41 - 50%
	<b>2.2%</b> - > 50%

15) Overall, at what interval are salary ranges for job classifications reviewed and upgraded?

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Company	Overall
	<b>3.7%</b> - Never
	<b>1.5%</b> - Less than 6 months
<b>X</b>	<b>78.7%</b> - 6 - 12 months
	<b>5.9%</b> - 13 - 18 months
	<b>4.4%</b> - 19 - 24 months
	<b>2.2%</b> - Over 2 yrs

How do the pay ranges of your organization compare to the regional marketplace for the employee types below?

Employee Type	Below Market	At Market	Above Market	NA
16) Hourly	<b>0.0%</b>	<b>59.6%</b>	<b>30.1%</b>	<b>4.4%</b>
Company			<b>X</b>	
17) Salaried	<b>0.7%</b>	<b>60.3%</b>	<b>30.9%</b>	<b>3.7%</b>
Company			<b>X</b>	
18) Entry Level	<b>0.7%</b>	<b>66.9%</b>	<b>24.3%</b>	<b>3.7%</b>
Company			<b>X</b>	
19) Mid-management	<b>2.2%</b>	<b>58.1%</b>	<b>30.9%</b>	<b>4.4%</b>
Company			<b>X</b>	
20) Executive	<b>3.7%</b>	<b>60.3%</b>	<b>26.5%</b>	<b>4.4%</b>
Company			<b>X</b>	

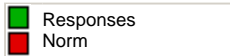
**SAMPLE REPORT**





# 101 BEST AND BRIGHTEST COMPANIES TO WORK FOR

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## Least Favorable

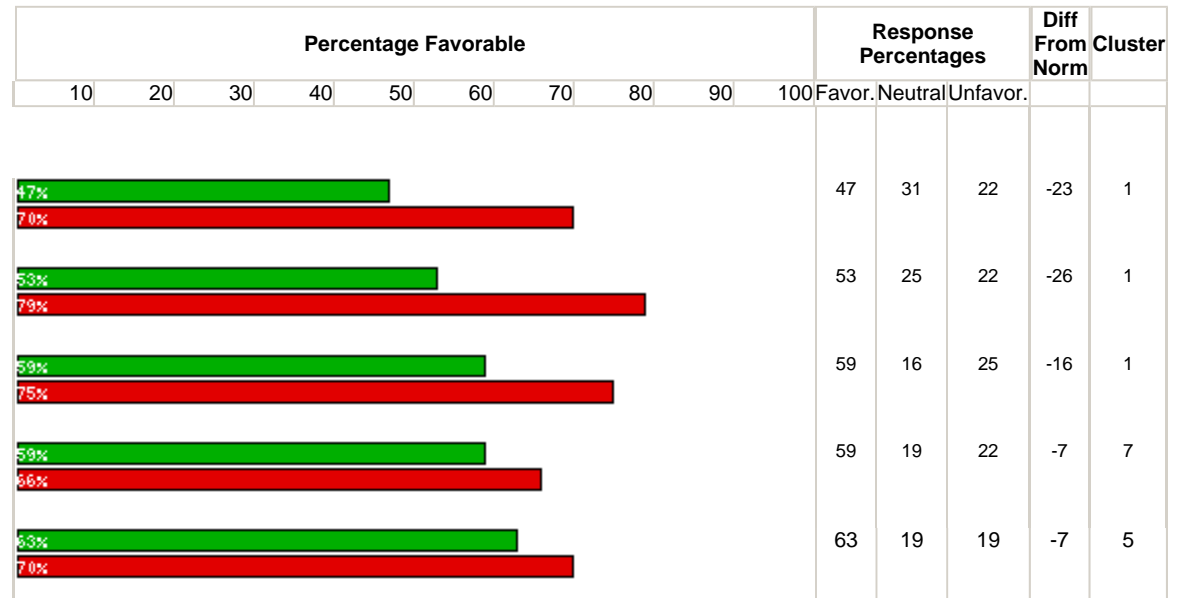
11. I am satisfied with my most recent pay increase.

20. I am satisfied with the way pay increases are administered.

26. I am satisfied with the amount my organization pays towards benefits.

7. This organization offers programs that help balance the work and personal lives of employees.

31. Employees are encouraged to provide feedback to the organization.



## KEY

1: Compensation & Benefits

5: Communication

7: Work-Life Balance



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Question	Norm	Metropolitan Detroit	Sample Company
Compensation & Benefits Average		74%	60%
Employee Education & Development Average		86%	72%
Recruitment & Selection Average		82%	78%
Recognition & Retention Average		81%	68%
Communication Average		87%	76%
Diversity & Multi-Culturalism Average		91%	83%
Work-Life Balance Average		85%	80%
Community Initiatives Average		87%	74%
Employee Engagement & Commitment Average		90%	81%



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Question	Norm	Metropolitan Detroit	Sample Company
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### Compensation & Benefits

11. I am satisfied with my most recent pay increase.	70%	64%	47%
15. I am fairly compensated for my contributions to this organization.	74%	77%	75%
20. I am satisfied with the way pay increases are administered.	79%	63%	53%
26. I am satisfied with the amount my organization pays towards benefits.	75%	81%	59%
34. I am satisfied with the value of the benefits I receive.	67%	84%	66%
<b>Compensation &amp; Benefits Average</b>		<b>74%</b>	<b>60%</b>

### Employee Education & Development

2. This organization actively supports employee development.	61%	88%	75%
23. This organization provides me with opportunities to learn new skills and develop myself.	78%	88%	75%
33. I am satisfied with the educational and developmental programs and resources offered by this organization.	68%	82%	66%
<b>Employee Education &amp; Development Average</b>		<b>86%</b>	<b>72%</b>

### Recruitment & Selection

3. This organization is successful in recruiting quality candidates.	62%	86%	84%
13. The processes for hiring new employees are fair.	72%	83%	72%
27. Selection processes and procedures identify the most qualified candidates for the position.	74%	76%	78%
<b>Recruitment &amp; Selection Average</b>		<b>82%</b>	<b>78%</b>