

What Get's Measured Gets Done

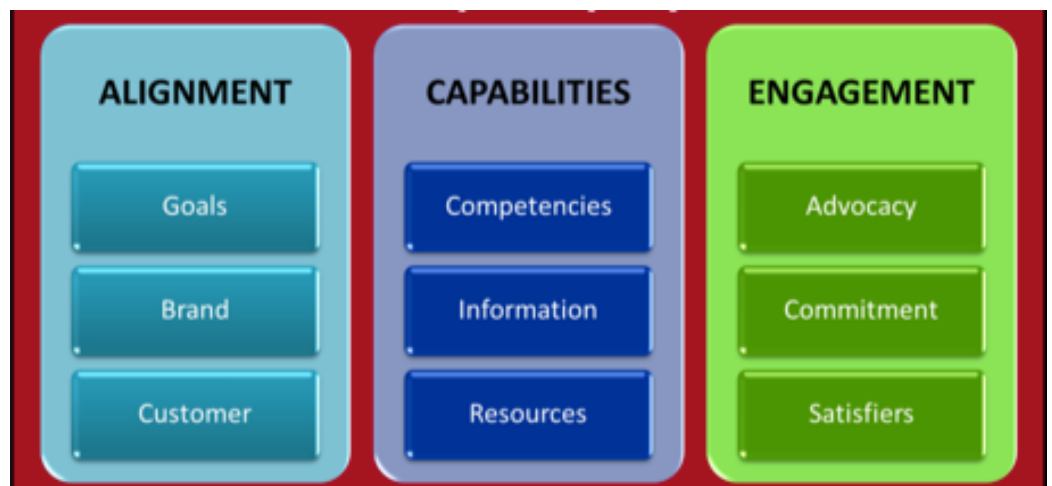
Data is an important tool when planning and executing a culture enhancement effort. By collecting data using an employee survey, we achieve several benefits:

- Engage the entire employee base in the team building process right from the beginning, which raises the overall interest and level of commitment to the effort
- More clearly identify the current state and opportunities for improvement
- Set a baseline at the outset, against which we can measure progress
- Track results and make meaningful adjustments as the effort unfolds
- Measure ROI and show how the efforts are impacting the business

Introducing ACE

When planning efforts to improve organizational health, Integrus uses the ACE Survey™ to help clients collect meaningful data from employees. “ACE” is an acronym for *Alignment*, *Capabilities* and *Engagement*.

- **Alignment** – How connected are employees to the business strategy?
- **Capabilities** – Do employees have the competencies, resources, and information they need to deliver for customers and execute the strategy?



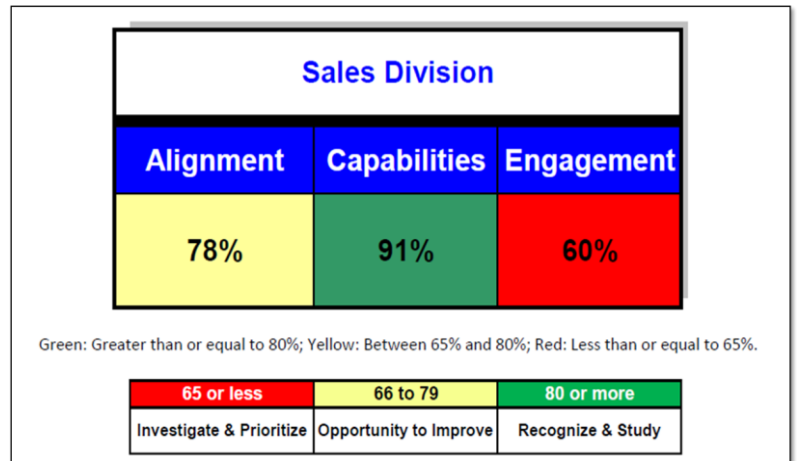
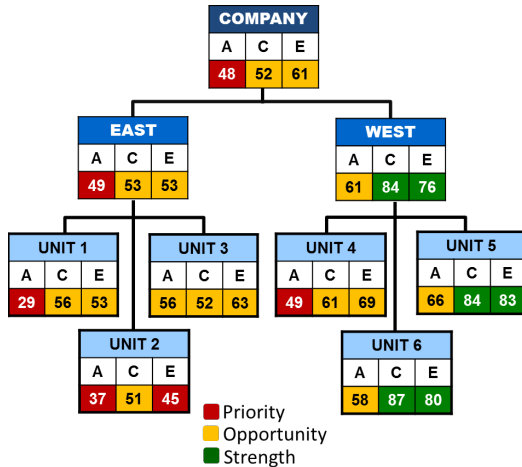
- **Engagement** – Are employees committed to the company, willing to go the extra mile and to be an advocate for the business?

Importantly, this is not a “touchy feely” employee engagement survey. Research shows that the three ACE factors combined are better predictors of financial performance, productivity and customer satisfaction than engagement alone. Engaged employees without the required *Capabilities* are less productive. Engaged employees who are not *Aligned* are working harder, not smarter. All three are needed to optimize team performance.























About the ACE Survey

The survey includes 35 questions that gather feedback on Alignment, Capabilities and Engagement. The results are presented in several ways.

Overall Scorecard, showing top-line and cascaded results segmented by Region, Division and/or Department.



Opportunities Table, which helps identify the strengths and growth opportunities in each region or department. It includes comparisons between departments, benchmark data against other companies and (when follow-on surveys are conducted) trend data from the last survey,

<div><div> Negative difference of 5 or more percentage points on the favorable response for the item.</div><div> Positive difference of 5 or more percentage points on the favorable response for the item.</div></div> <div><div> Indicates a difference of within +/- 5.</div><div> No symbol indicates no data for comparison.</div></div>						
		Relative to:			Favorable Ratings	Unfavorable Ratings
		Your company overall	Other companies	Last survey (for this group)		
Strengths						
Category	Item					
Engagement	Q22. The people in my department are always willing to put in extra effort when needed.				89%	5%
Alignment	Q7. My immediate manager and I are in agreement on the outcomes I am expected to achieve.				82%	13%
Engagement	Q30. I am proud to work at this company.				80%	14%
Opportunities						
Category	Item					
Talent & Resources	Q23. This company does a good job of retaining top performing employees.				21%	45%
Accountability	Q18. Our company does a good job of managing poor performers.				25%	47%
Capabilities	Q21. My department has the information it needs to perform at a high level.				40%	44%

Category and in depth **Item Level** breakouts, which show the distribution of Favorable, Neutral and Unfavorable responses by category and individual question.

Category	Group	N Size	Percentage of People Responding			CHANGE	
			Favorable	Neutral	Unfavorable	% Fav	↑↓
Alignment	Company Total	734	79%		10% 11%	56	23
	..Marketing	30	79%		17%	60	19
	..Sales Division	325	78%		10% 12%	56	22
	..Logistics	52	77%		12% 11%	51	26
	..Regulatory	59	78%		13% 9%	53	25
	..R&D	166	82%		7% 11%	55	27
	..Shared Svcs	103	78%		11% 11%	60	18
	....IT	15	71%		10% 18%	57	14
	....Finance	38	78%		10% 12%	61	17
	....HR	25	77%		15% 8%	67	10

Question	Group	N Size	Percentage of People Responding			Percentage					CHANGE	
			Favorable	Neutral	Unfavorable	SA 5	A 4	Neu 3	D 2	SD 1	% Fav	↑↓
Alignment - Q01. Managers here agree on our company's priorities.	Company Total	734	84%		10%	34	50	6	3	7	67	17
	..Marketing	30	80%	7%	14%	50	30	7	7	7	86	-8
	..Sales Division	325	82%		11%	36	46	6	4	7	62	20
	..Logistics	52	92%			25	67	4	0	4	54	38
	..Regulatory	59	81%		10% 8%	32	49	10	3	5	59	22
	..R&D	165	83%		12%	30	53	5	4	8	79	4
	..Shared Svcs	103	84%		10%	31	53	6	2	8	64	20
	....IT	15	80%		20%	0	80	0	0	20	71	9
	....Finance	37	81%		8% 11%	30	51	8	3	8	62	19
	....HR	25	84%		12%	24	60	12	4	0	52	32
	Metrus Norm		73%		15% 12%							

Using the ACE Survey

The ACE Survey is designed to be plug-and-play. Integris will work with you to plan a relatively simple communication to the organization about the goal of enhancing team cohesion and performance. In this communication we will emphasize the importance of having all employees contribute to the effort, which sets the stage for conducting the ACE Survey.

The survey itself is conducted online over a two- to three-week period. Data is collected and the results are tabulated by Integris' survey partner, the Metrus Group (an established player in the employee survey industry). Integris and Metrus handle the entire process, keeping employee responses 100% anonymous and ensuring that you, the client, get the most relevant insights possible.