

~THE~ 2014 Pensions & Investments Best Places to Work

NOTE: This survey is expressly for “First Name” “Last Name”. Please do not forward.

Welcome to *Pensions & Investments' Best Places to Work in Money Management* survey, conducted by our research partner, Buck Consultants. “*Company*” has applied to be considered for *Pensions & Investments' Best Places to Work in Money Management*. Part of the application process involves a survey of “*Company*”’s employees.

The survey will take less than five minutes of your time. We ask that you answer all of the questions so that “*Company*” has enough employee data for reliable results.

All your responses will be kept strictly confidential and will not be disclosed to “*Company*” and *Pensions & Investments*.

Completed questionnaires are due **August 15, 2014**.

If you have any questions, please contact us at 800.887.0509 or BPTW@buckconsultants.com.

Employee Engagement and Satisfaction

Please tell us how much you agree or disagree with the statements below:

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I'm proud to tell others I work for my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I look at what we accomplish in my work unit, I feel a sense of pride.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my work unit will "go the extra mile" to help other employees out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my work unit will "go the extra mile" to get the job done right.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would take a lot to get me to leave my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that I can achieve many of my future career- and work-related goals at my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers take personal responsibility for achieving high performance in their jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers take leadership and initiative when needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work environment really motivates and energizes me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Around here, people really do want to do a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think my job is important to the vision, goals and objectives of my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand how my work connects with my company's goals and objectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, my work is very satisfying to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my company to a friend or family member as a good place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Development

Please tell us how much you agree or disagree with the statements below:

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I have ample opportunities in my company to develop my skills and abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are adequate opportunities for advancement within my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company makes it clear how I can advance in the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions in my company are fair and based on employee skill and performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the past year, I have had opportunities at work to learn and grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is someone here who regularly encourages and supports my efforts to learn and develop my skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Total Rewards

Please tell us how much you agree or disagree with the statements below:

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
I am fairly paid for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a clear link between my performance and my total pay.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The employee performance review process does a good job measuring my work performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me timely, constructive feedback on my work performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me praise or recognition when I've done a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company provides a good overall benefits package.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company provides good health-care benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company provides good retirement savings benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company's "time-off" benefits (e.g., PTO, vacation, holidays, sick leave) meet my personal needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company's total compensation and benefits programs show that my company cares about its employees and their families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Work Environment

Please tell us how much you agree or disagree with the statements below:

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
My supervisor shows a genuine concern for me personally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor regularly asks for my ideas, opinions and suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company actively promotes diversity of backgrounds, beliefs and cultures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My company actively promotes health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity and honesty are stressed throughout my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior management behaves with integrity and honesty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence in senior management's ability to ensure the future success of my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior management does a good job keeping employees informed about the strategic direction of my company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the information I need to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my company treat each other with respect and trust.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to do a good job at work and also balance my work and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy, and even have some fun, working with people here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What are the three best things about working for my company?

What is the one thing my company can do to make it an even better place to work?

Classification Information

This information will be used for developing a profile of company employees who respond.

No individuals will be identified and results will be presented only for groups of employees who participated. Which of the following best describes your department or business function?

- Accounting/finance
- Administrative
- Client service/Customer service
- Human resources
- Legal/compliance
- Marketing/marketing services
- Management information systems/information technology
- Operations
- Portfolio management
- Research
- Sales/business development
- Trading
- Other (please specify): _____

Do you supervise other employees?

- Yes
- No

What age group do you belong to?

- Under 25
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 or older

How long have you worked for this company?

- Less than 1 year
- At least 1 year but less than 2 years
- At least 2 years but less than 5 years
- At least 5 years but less than 10 years
- 10 years or more

What is your gender?

- Female
- Male