
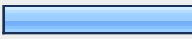
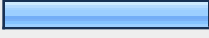
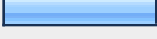



## Make Their Day - How Valued Do You Feel Survey

1. As compared to one year ago, how valued do you feel by your employer?:			
		Response Percent	Response Count
significantly less valued		11.8%	29
less valued		28.9%	71
<b>about the same</b>		<b>31.3%</b>	<b>77</b>
more valued		23.2%	57
significantly more valued		4.9%	12
<b>answered question</b>			<b>246</b>
<b>skipped question</b>			<b>1</b>

2. To what extent have changes in each of the following affected how valued you feel?				
	Significant affect	Some affect	No affect	Response Count
Pay (salary and bonuses)	30.9% (75)	<b>39.9% (97)</b>	29.2% (71)	243
Benefits	17.2% (41)	30.1% (72)	<b>52.7% (126)</b>	239
Hours	15.9% (38)	28.9% (69)	<b>55.2% (132)</b>	239
Workload	32.1% (77)	<b>40.0% (96)</b>	27.9% (67)	240
Type of work	33.2% (80)	27.4% (66)	<b>39.4% (95)</b>	241
Policies	16.7% (39)	35.5% (83)	<b>47.9% (112)</b>	234
Behavior of manager or supervisor	<b>49.4% (119)</b>	36.5% (88)	14.1% (34)	241
<b>answered question</b>				<b>247</b>
<b>skipped question</b>				<b>0</b>