

Best Workplaces 2020 K S A



December, 2019

Final - Strictly Private and Confidential

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Welcome to the Great Place to Work®

Certify Report

Your organization has opted for “certify” which is the basic option for determining whether your organization qualifies for Great Place to Work® Certification. Organizations that receive the threshold on their Trust Index® results qualify for this distinction, and will be eligible for all applicable “best workplaces” lists for twelve months following the date of this report. Organizations that obtain certification will receive marketing and branding materials separate from this report. Determination of placement on any Great Place to Work® list is based on both the Trust Index® employee survey and a complete Culture Audit®; certification does not guarantee placement on any list.

The certify option does not include any additional data or resources beyond this report. If your organization wishes to receive a complete set of Trust Index® results from your survey or obtain additional services for creating or sustaining a great workplace, please contact our offices and we will be happy to assist.

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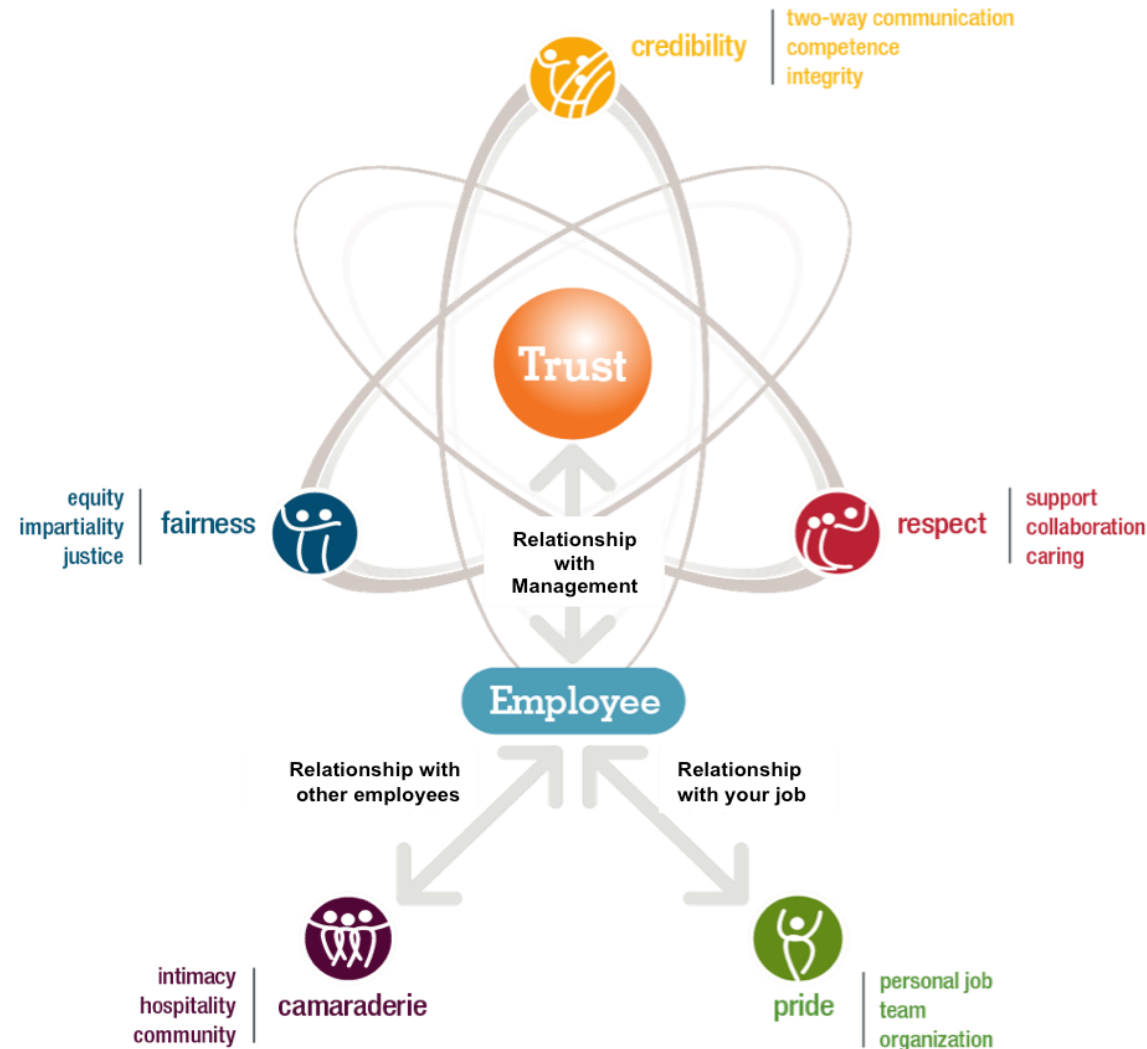
What is a great workplace?

A great place to work is one in which you **TRUST** the people you work for, have **PRIDE** in what you do and **ENJOY** the people you work with






How is this evaluated?






Through the Trust Index© Employee Survey*



3 Key Relationships

-  Management
-  Employees
-  Job

5 Dimensions

-  Credibility
-  Respect
-  Fairness
-  Pride
-  Camaraderie

Survey Respondents type

Survey was taken in the
month of
December 2019



Online survey respondents
33



Paper survey respondents
N/A



All respondents
33



Total number of employees
33



% of respondents to total
number of employees
100%



% of respondents to
minimum required sample
size
106%



Number of comments
received
61



Overall Score
94%



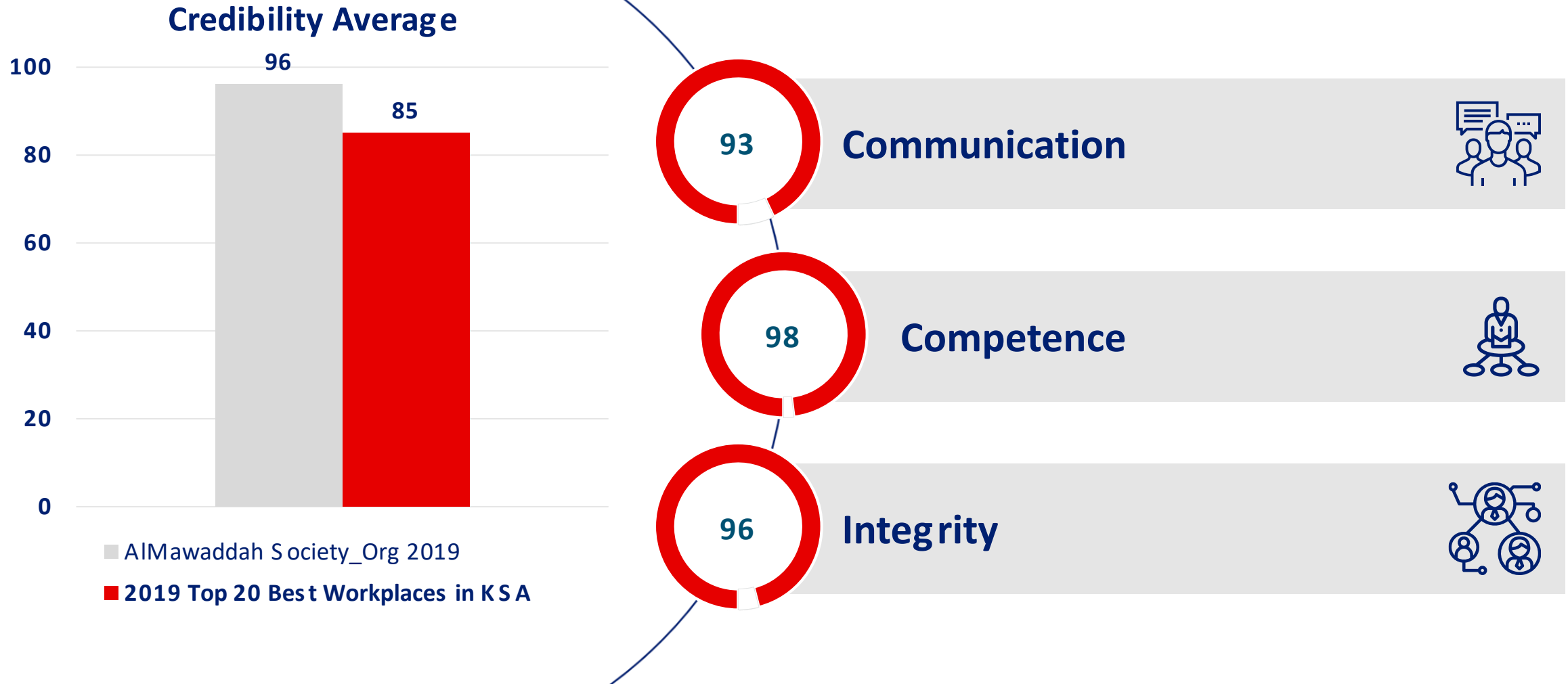
Comparison by Dimensions

Dimension Averages





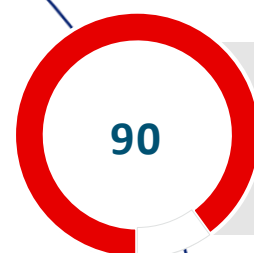
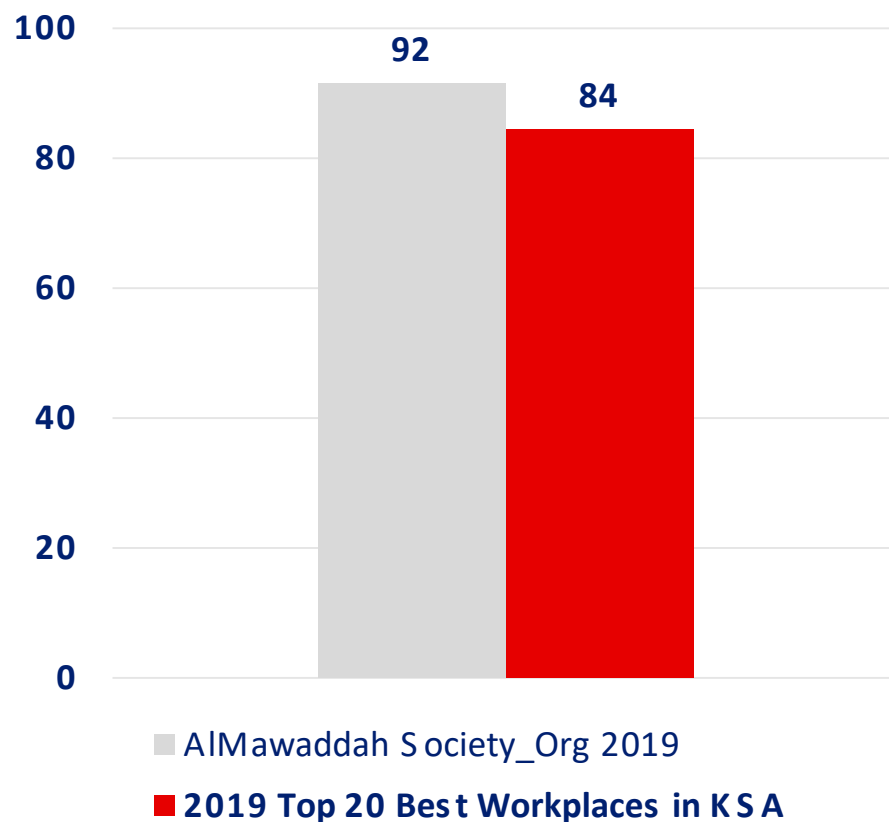
The Credibility Dimension measures the extent to which employees see management as credible, by assessing employees' perceptions of management's *communication* practices, *competence* and *integrity*.





The *Respect* Dimension measures the extent to which employees feel respected by management, by assessing the levels of support, collaboration, and care for employees, through management's actions towards them.

Respect Average



Support



95

Collaboration



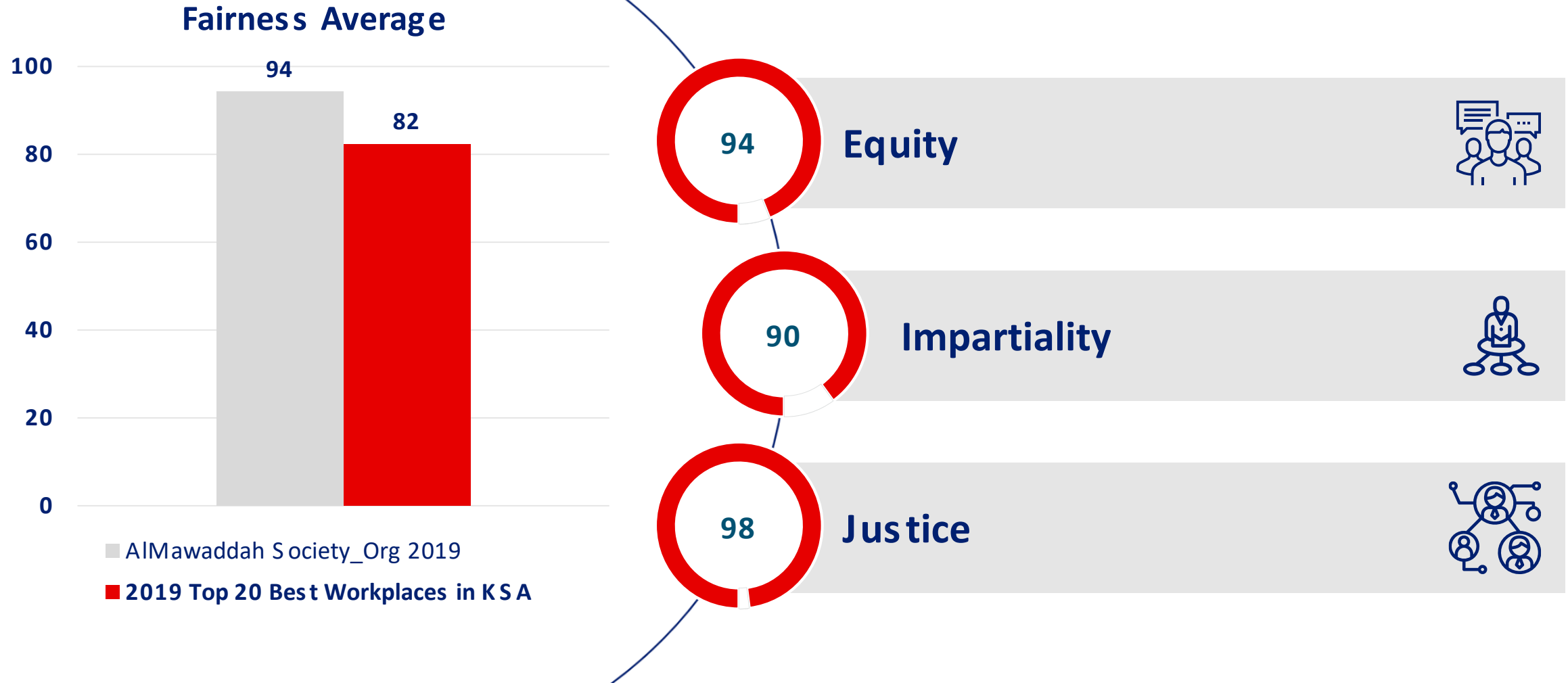
91

Caring



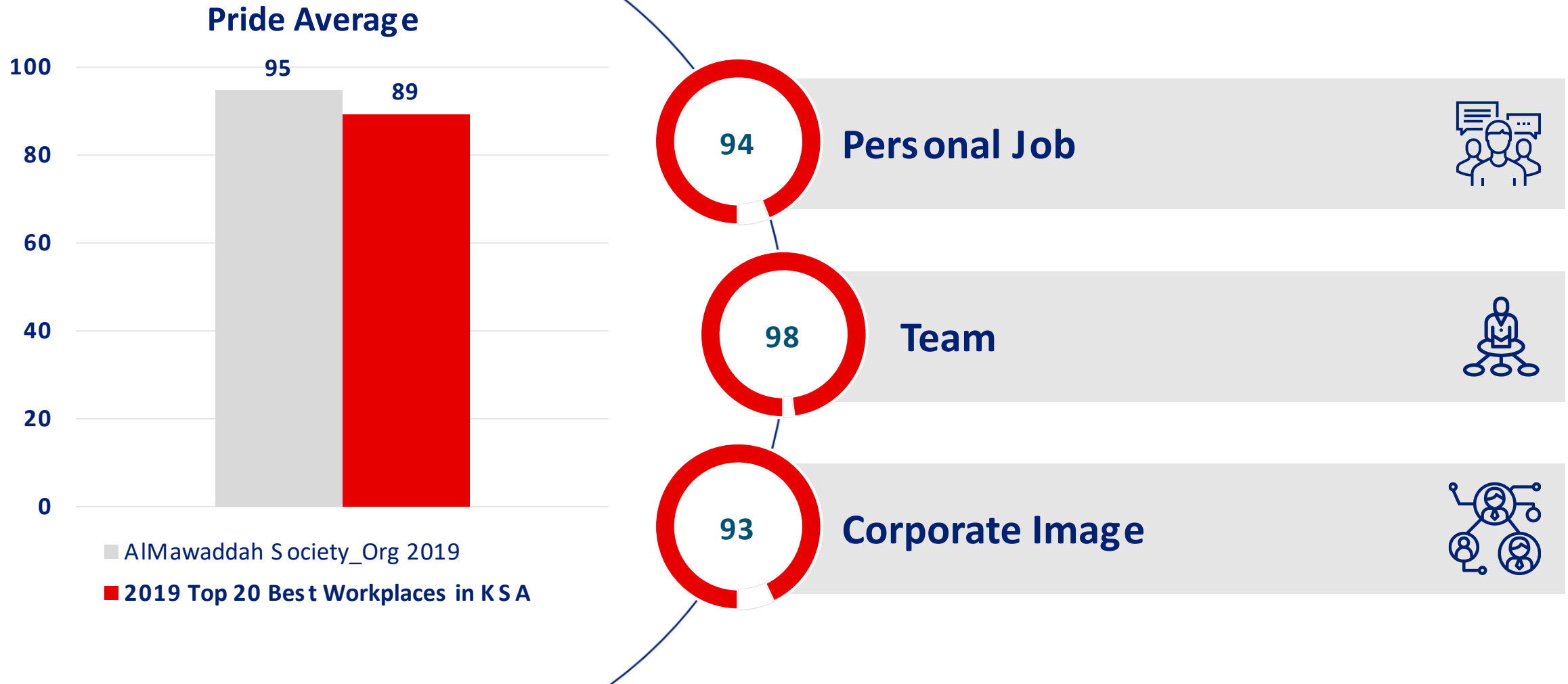


The *Fairness* dimension measures the extent to which employees feel that management practices are fair, by assessing the equity, impartiality, and justice employees perceive in the workplace.



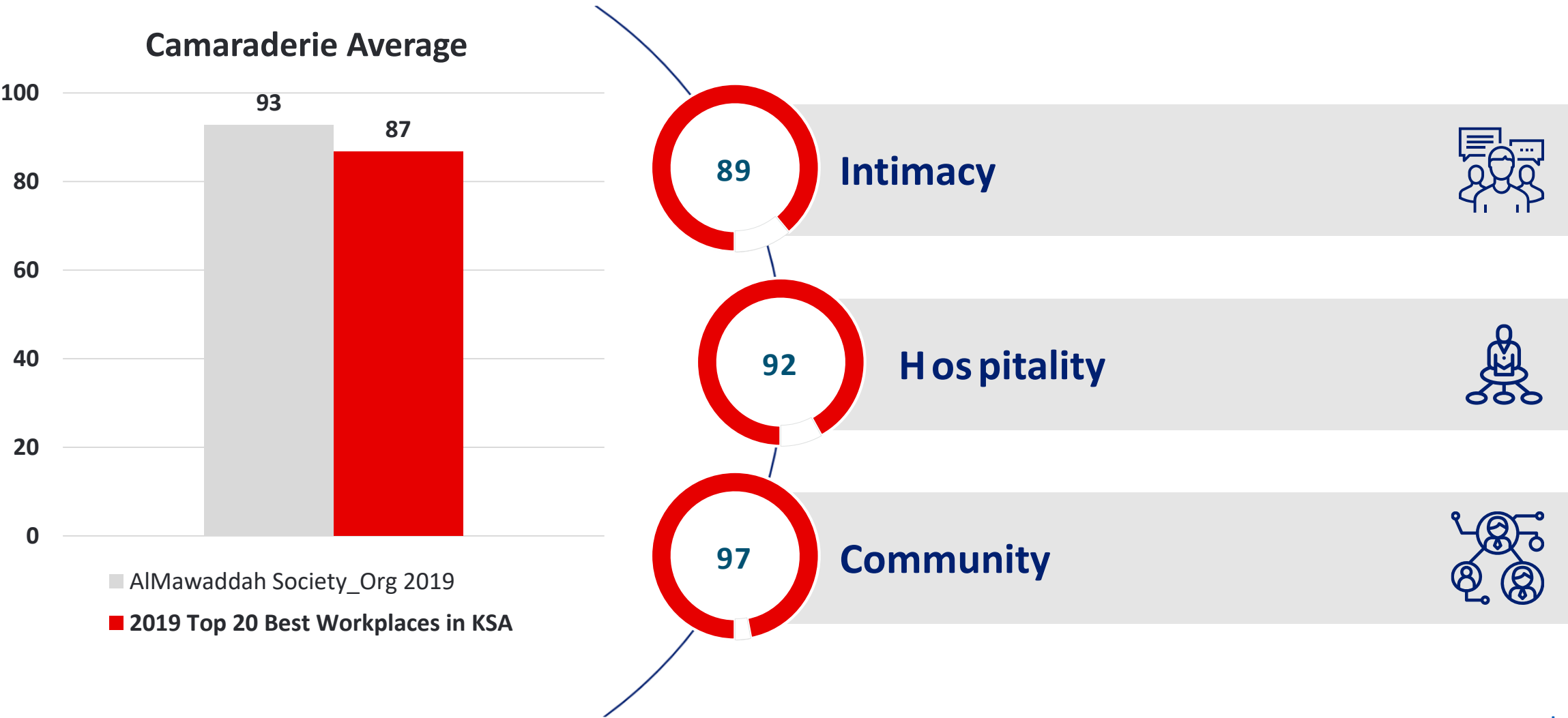


The *Pride Dimension* measures employees' sense of personal pride, pride in their team and pride in the organization.



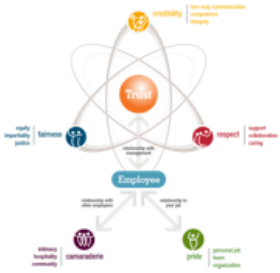


The *Camaraderie* Dimension measures employees' sense of camaraderie in the workplace by assessing the quality of the intimacy, hospitality, and community within the workplace.



Great Place to Work® provides ...

Internal Insights



- **Measure** where a company stands in its journey to becoming a great workplace with our proprietary methodology and tools
- **Partner** with companies to transform and build high-trust™ work environments

External Validation



- **Recognize** companies for their efforts through highly regarded Certification and Best Workplaces awards
- **Access** to a wide variety of global and industry benchmarks, enabling organizations to assess their culture with the best

Thought Leadership



- **Advance** high-trust™, high-performing culture transformation knowledgebase through continuous research and development
- **Advocate** and share leading practices with valued partners and the community with the aim of enabling organizations to create and sustain great workplaces for all

Great Place to Work® Institute

The only global professional services firm wholly **dedicated to build a better world** by helping organizations become
Great Places to Work **FOR ALL.**



Thank You