

## Cross Year Comparison of Employee Satisfaction

	2015	2016	2017	2018	2019	2016-2019	*	2022
I enjoy the work I perform	92.31%	97.44%	90.00%	95.0%	100.0%	95.6%		91.4%
CNR hires qualified people	87.18%	97.43%	90.00%	90.0%	96.0%	93.4%		97.2%
My job makes good use of my skills and abilities		94.87%	90.00%	85.0%	88.0%	89.5%		88.6%
I am supported by the Leadership Team	76.92%	84.62%	87.50%	72.5%	88.0%	83.2%		91.4%
The amount of work I am expected to do is reasonable	87.18%	94.87%	90.00%	75.0%	92.0%	88.0%		82.9%
I have received the training necessary to perform my job	87.18%	89.74%	92.50%	82.5%	92.0%	89.2%		77.2%
I am recognized for my accomplishments	71.80%	71.80%	80.00%	65.0%	79.0%	74.0%		80.0%
CNR policies and practices promote quality care	97.44%	97.44%	95.00%	97.5%	88.0%	94.5%		88.6%
CNR promotes a team oriented environment	89.75%	89.74%	90.00%	75.0%	88.0%	85.7%		82.9%
I have the resources and materials necessary to do my job	82.05%	92.30%	90.00%	92.5%	88.0%	90.7%		82.9%
I am satisfied with CNR's benefit package	56.42%	48.72%	45.00%	52.5%	54.0%	50.1%		54.3%
Overall, I fee BISs work well together as a team	94.88%	84.62%	87.50%	95.0%	83.0%	87.5%		97.2%
CNR is a good place to work	97.43%	97.44%	97.50%	85.0%	100.0%	95.0%		85.7%
I am paid fairly for the work I do	69.23%	87.18%	75.00%	77.5%	88.0%	81.9%		82.9%
I feel I have the training and support needed to complete my duties as a Medication Manager		89.74%	94.11%	91.0%	83.0%	89.5%		89.3%
Employees at CNR show an attitude of genuine care for participants	87.18%	97.44%	95.00%	92.5%	96.0%	95.2%		94.3%
I am provided with opportunities for improving my professional knowledge and jobs skills at work	87.18%	94.87%	85.00%	82.5%	88.0%	87.6%		88.6%
CNR values diversity	87.18%	94.87%	87.50%	92.5%	83.0%	89.5%		82.9%
CNR provides opportunities for career advancement	48.72%	69.23%	72.50%	57.5%	50.0%	62.3%		45.7%
My work gives me a feeling of personal accomplishment	74.36%	87.18%	90.00%	90.0%	96.0%	90.8%		88.6%
The CNR performance review process is fair and objective	84.61%	94.87%	82.50%	90.0%	83.0%	87.6%		88.6%
I am satisfied with the information I receive about what is going on at CNR	61.54%	69.23%	72.50%	47.5%	42.0%	57.8%		57.1%
I feel appreciated by CNR	64.10%	69.23%	80.00%	65.0%	75.0%	72.3%		80.0%
My physical working conditions are comfortable	89.74%	89.74%	92.50%	97.5%	100.0%	94.9%		88.6%
I am satisfied with my job	82.05%	87.18%	87.50%	85.0%	96.0%	88.9%		77.2%
I feel valued by the leadership team and feel like I am an important part of the team	58.97%	61.54%	85.00%	70.0%	75.0%	72.9%		85.7%
When completing this survey, I was comfortable expressing my honest thoughts	97.43%	97.43%	97.50%	97.5%	96.0%	97.1%		94.3%
I feel this survey will result in change for CNR	23.07%	84.61%	72.50%	79.8%	58.0%	73.7%		42.9%
My supervisor's feedback regarding my performance, I feel the frequency is.....(ideal)		61.54%	74.36%	79.6%	67.0%	70.6%		88.6%
<b>Overall Satisfaction Level</b>	<b>78.30%</b>	<b>85.41%</b>	<b>85.12%</b>	<b>82.2%</b>	<b>83.2%</b>	<b>83.8%</b>		<b>81.9%</b>

\* In 2020 and 2021 CNR did not utilize these survey questions but instead used an alternate survey method called eNPS. The eNPS method captures anonymous, open-ended feedback, and delivers an instant, research-backed employee engagement score along with an in-depth understanding of the opinions and feelings behind it. Moving forward CNR will utilize both methods with its employees