UNO Best Places to Work Survey Results Overview

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Quick Look at Results

• **796** employees responded to the survey

Overall engagement score: **79.98** (on a 100-point scale)

Most favorably rated category:

• Job Satisfaction
• Trust with Coworkers
• Alignment with Goals

Least favorably rated category:

(excluding benefits)

• Feeling Valued
• Trust in Senior Leaders
• Teamwork
Employee Profiles

**Legend**

- **Engaged: Avg. Score: 5-6**
  - Highly favorable | Advocates
  - Intend to stay | High discretionary effort

- **Contributing: Avg. Score: 4-4.9**
  - Moderately favorable | Held back
  - Opportunity for increased performance

- **Disengaged: Avg. Score: 3-3.9**
  - Indifferent | Lack motivation
  - At-risk for retention

- **Hostile: Avg. Score: 1-2.9**
  - Negative | Lack commitment
  - Impact productivity of others
Five Factors

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Organization</th>
<th>Team</th>
<th>Supervisor</th>
<th>Role</th>
<th>Pay/Benefits</th>
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<tbody>
<tr>
<td>UNO Score</td>
<td>80.05</td>
<td>76.73</td>
<td>80.99</td>
<td>83.47</td>
<td>86.75</td>
<td>73.2</td>
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<tr>
<td>Omaha</td>
<td>86.07</td>
<td>85.99</td>
<td>86.79</td>
<td>88.16</td>
<td>88.47</td>
<td>78.31</td>
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<td>Top Large</td>
<td>90.34</td>
<td>91.92</td>
<td>90.3</td>
<td>91.39</td>
<td>90.6</td>
<td>83.1</td>
</tr>
</tbody>
</table>
Employee Profiles: Benchmarking

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**Company Data**
- 50% Engaged
- 32% Contributing
- 12% Disengaged
- 6% Hostile

**All Large Companies**
- 62% Engaged
- 28% Contributing
- 8% Disengaged

**Top 3 Large Companies**
- 85% Engaged
- 12% Contributing

**Educational Services**
- 60% Engaged
- 26% Contributing
- 10% Disengaged