

Today Corporation - Employee Opinion Survey

(Sample of Overall Results by Employee Level)

Percent Favorable Responses

Question #	Question	All Today Corp. Results	Senior Management	Management	Employees
Clarity of Purpose and Goals					
1	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and values.	98.6	100.0	100.0	97.9
2	At Today Corporation, I am clear on the Company's goals and future direction.	97.2	100.0	90.9	97.9
3	I have a clear understanding of how my work relates to the overall goals and objectives of Today Corporation.	95.8	100.0	90.9	95.7
4	Senior management at Today Corporation strikes a good balance between emphasizing long range plans and short term goals.	90.0	100.0	81.8	91.3
5	Today Corporation does a good job of being responsive and adaptive to the changes in the market and economy.	88.6	71.4	100.0	89.1
Average of: Clarity of Purpose and Goals		94.0	94.3	92.7	94.4
Opportunity					
6	I believe Today Corporation has an exciting future.	97.2	100.0	100.0	95.7
7	I believe the results of this opinion survey will be used to help create positive changes at Today Corporation.	84.5	85.7	90.9	83.0
8	I feel I have a secure future with Today Corporation.	85.7	85.7	81.8	87.0
9	At Today Corporation, all qualified applicants have equal opportunities for advancement.	78.3	85.7	72.7	75.6
10	My department is free of harassment of any kind.	85.1	100.0	72.7	86.0
11	Promotions are based upon qualifications and merit.	81.4	100.0	81.8	78.3
Average of: Opportunity		85.4	92.9	83.3	84.3
Communication					
12	I feel free to ask others for help at Today Corporation whenever it is necessary to get the job done.	83.1	100.0	72.7	83.0
13	Communication flows effectively from upper management to employees.	66.2	71.4	54.5	68.1
14	I feel Today Corporation communicates honestly with employees.	85.9	100.0	81.8	83.0
15	When changes are made at Today Corporation, I hear about it in a timely manner.	76.1	100.0	81.8	70.2
16	When changes are made that effect my area of responsibility, the changes are communicated to me prior to their implementation.	67.6	100.0	45.5	65.9
17	Necessary information to do my job and respond to customers' needs is communicated on a timely basis.	74.3	100.0	72.7	69.6
18	When I need information from other departments, I get what I need in a timely and efficient manner.	80.3	100.0	54.5	83.0
Average of: Communication		76.2	95.9	66.2	74.7
Ability to Take Action					
19	I am encouraged to offer ideas and suggestions for new or better ways of doing things.	84.3	85.7	81.8	82.6
20	People at Today Corporation are recognized when they come up with innovative ideas.	71.0	71.4	72.7	68.9
21	At Today Corporation, I am able to make decisions and solve problems.	77.1	100.0	81.8	69.6
22	People at Today Corporation feel free to communicate "up the ladder" to get answers to customer's requests.	81.7	85.7	72.7	83.0
23	When employees at Today Corporation communicate "up the ladder," they get a response.	87.1	100.0	90.0	83.0
24	I feel employees at Today Corporation do a good job of living the purpose statement.	81.4	57.1	81.8	84.8
Average of: Ability to Take Action		80.4	83.3	80.1	78.7
Average of 24 questions		83.3	91.7	76.3	78.9

Today Corporation - Employee Opinion Survey

(Sample of Overall vs. Department Results)

Percent Favorable Responses

Question #	Question	All Today Corp. Results	XYZ Department
Clarity of Purpose and Goals			
1	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and	98.6	100.0
2	At Today Corporation, I am clear on the Company's goals and future direction.	97.2	75.0
3	I have a clear understanding of how my work relates to the overall goals and objectives of Today Corporation.	95.8	75.0
4	Senior management at Today Corporation strikes a good balance between emphasizing long range plans and sho	90.0	75.0
5	Today Corporation does a good job of being responsive and adaptive to the changes in the market and economy.	88.6	75.0
Average of: Clarity of Purpose and Goals		94.0	80.0
Opportunity			
6	I believe Today Corporation has an exciting future.	97.2	100.0
7	I believe the results of this opinion survey will be used to help create positive changes at Today Corporation.	84.5	100.0
8	I feel I have a secure future with Today Corporation.	85.7	75.0
9	At Today Corporation, all qualified applicants have equal opportunities for advancement.	78.3	25.0
10	My department is free of harassment of any kind.	85.1	75.0
11	Promotions are based upon qualifications and merit.	81.4	50.0
Average of: Opportunity		85.4	70.8
Communication			
12	I feel free to ask others for help at Today Corporation whenever it is necessary to get the job done.	83.1	100.0
13	Communication flows effectively from upper management to employees.	66.2	75.0
14	I feel Today Corporation communicates honestly with employees.	85.9	75.0
15	When changes are made at Today Corporation, I hear about it in a timely manner.	76.1	75.0
16	When changes are made that effect my area of responsibility, the changes are communicated to me prior to their	67.6	50.0
17	Necessary information to do my job and respond to customers' needs is communicated on a timely basis.	74.3	100.0
18	When I need information from other departments, I get what I need in a timely and efficient manner.	80.3	75.0
Average of: Communication		76.2	78.6
Ability to Take Action			
19	I am encouraged to offer ideas and suggestions for new or better ways of doing things.	84.3	75.0
20	People at Today Corporation are recognized when they come up with innovative ideas.	71.0	50.0
21	At Today Corporation, I am able to make decisions and solve problems.	77.1	75.0
22	People at Today Corporation feel free to communicate "up the ladder" to get answers to customer's requests.	81.7	100.0
23	When employees at Today Corporation communicate "up the ladder," they get a response.	87.1	100.0
24	I feel employees at Today Corporation do a good job of living the purpose statement.	81.4	100.0
Average of: Ability to Take Action		80.4	83.3
Average of 24 questions		83.3	78.1

Today Corporation

Employee Opinion Survey

Highest Rated Questions

Rank	Question Number	Question	Percent Favorable
1	1	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and values.	98.6
2	30	Today Corporation places a high value on doing the job right.	98.6
3	2	At Today Corporation, I am clear on the Company's goals and future direction.	97.2
4	6	I believe Today Corporation has an exciting future.	97.2
5	32	Today Corporation places a high value on honesty and integrity.	97.2
6	73	My job responsibilities contribute to the success of the Company.	97.1
7	3	I have a clear understanding of how my work relates to the overall goals and objectives of Today Corporation.	95.8
8	89	I trust the senior management team to make sound decisions in the best interest of the company.	95.7
9	85	I have a good understanding of the performance standards/measurements for my job.	94.4
10	25	Today Corporation places a high value on teamwork.	94.3

Today Corporation

Employee Opinion Survey

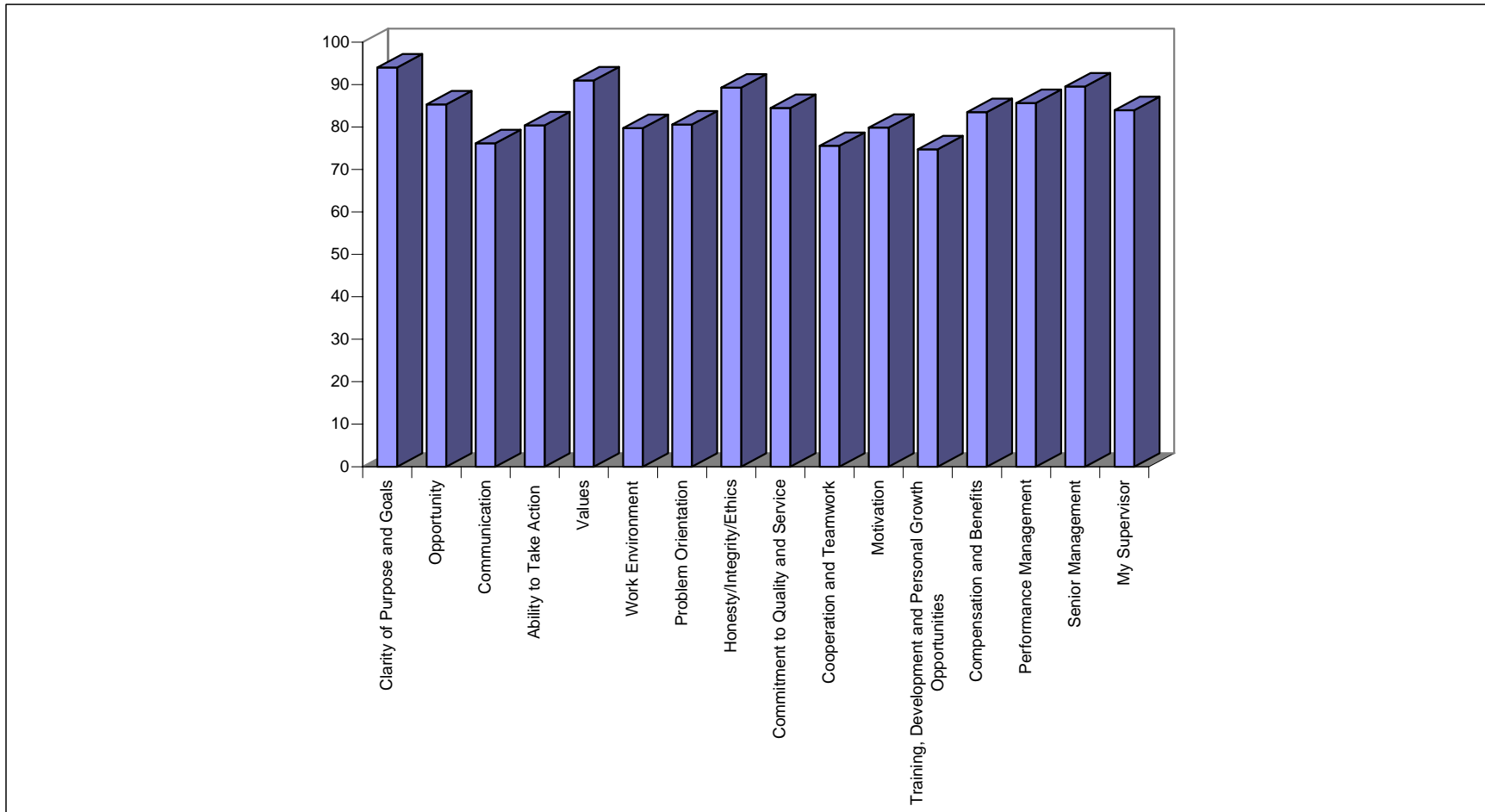
Lowest Rated Questions

Rank	Question Number	Question	Percent Favorable
1	43	We have enough people to get the work done.	58.8
2	41	Bureaucracy at Today Corporation (paperwork, procedures, polices, etc.) does not interfere with the ability to do my job.	62.9
3	47	Today Corporation makes improvements to systems and products quickly.	65.7
4	13	Communication flows effectively from upper management to employees.	66.2
5	79	I feel there is sufficient opportunity for advancement at Today Corporation.	66.2
6	65	Today Corporation hires the best candidates possible.	67.1
7	69	The workload in my department is realistic and allows us to achieve our organizational objectives on time.	67.1
8	71	The morale/motivation in my department is high.	67.1
9	16	When changes are made that effect my area of responsibility, the changes are communicated to me prior to their implementation.	67.6
10	78	When changes are made that impact my job, I receive appropriate training.	70.1

Today Corporation

Employee Opinion Survey

Average Scores by Category



Today Corporation

Employee Opinion Survey

Highest/Lowest by Category

Category	Total # of Questions	Rated	Question #	Percent Favorable	Question
Clarity of Purpose and Goals	5	High	1	98.6	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and values.
		Low	5	88.6	Today Corporation does a good job of being responsive and adaptive to the changes in the market and economy.
Opportunity	6	High	6	97.2	I believe Today Corporation has an exciting future.
		Low	9	78.3	At Today Corporation, all qualified applicants have equal opportunities for advancement.
Communication	7	High	14	85.9	I feel Today Corporation communicates honestly with employees.
		Low	13	66.2	Communication flows effectively from upper management to employees.
Ability To Take Action	6	High	23	87.1	When employees at Today Corporation communicate "up the ladder," they get a response.
		Low	20	71.0	People at Today Corporation are recognized when they come up with innovative ideas.

Today Corporation - Employee Opinion Survey

(Sample of comparative data)

Percent Favorable Responses

Question #	Question	All Today's Corporation Results	
		Current Year	Previous Year
Clarity of Purpose and Goals			
1	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and values.	98.6	94.9
2	At Today Corporation, I am clear on the Company's goals and future direction.	97.2	97.4
3	I have a clear understanding of how my work relates to the overall goals and objectives of Today Corporation.	95.8	87.6
4	Senior management at Today Corporation strikes a good balance between emphasizing long range plans and short term goals.	90.0	87.2
5	Today Corporation does a good job of being responsive and adaptive to the changes in the market and economy.	88.6	87.8
Average of: Clarity of Purpose and Goals		94.0	93.1
Opportunity			
6	I believe Today Corporation has an exciting future.	97.2	96.8
7	I believe the results of this opinion survey will be used to help create positive changes at Today Corporation.	84.5	87.1
8	I feel I have a secure future with Today Corporation.	85.7	81.4
9	At Today Corporation, all qualified applicants have equal opportunities for advancement.	78.3	86.5
10	My department is free of harassment of any kind.	85.1	96.8
11	Promotions are based upon qualifications and merit.	81.4	67.7
Average of: Opportunity		85.4	86.1
Communication			
12	I feel free to ask others for help at Today Corporation whenever it is necessary to get the job done.	83.1	83.3
13	Communication flows effectively from upper management to employees.	66.2	68.8
14	I feel Today Corporation communicates honestly with employees.	85.9	84.6
15	When changes are made at Today Corporation, I hear about it in a timely manner.	76.1	76.3
16	When changes are made that effect my area of responsibility, the changes are communicated to me prior to their implementation.	67.6	73.7
17	Necessary information to do my job and respond to customers' needs is communicated on a timely basis.	74.3	48.7
18	When I need information from other departments, I get what I need in a timely and efficient manner.	80.3	79.2
Average of: Communication		76.2	73.5
Ability to Take Action			
19	I am encouraged to offer ideas and suggestions for new or better ways of doing things.	84.3	92.2
20	People at Today Corporation are recognized when they come up with innovative ideas.	71.0	73.5
21	At Today Corporation, I am able to make decisions and solve problems.	77.1	87.0
22	People at Today Corporation feel free to communicate "up the ladder" to get answers to customer's requests.	81.7	96.1
23	When employees at Today Corporation communicate "up the ladder," they get a response.	87.1	98.1
24	I feel employees at Today Corporation do a good job of living the purpose statement.	81.4	88.8
Average of: Ability to Take Action		80.4	89.3
Average of 24 questions		83.3	84.2

Today Corporation - Employee Opinion Survey

(Sample of Overall Results Compared to PBS Benchmarks)

Percent Favorable Responses

Question #	Question	All Today Corp. Results	OVERALL PBS BENCHMARK	All Today Corp. Results	<i>Best of the Best</i> PBS BENCHMARK
Clarity of Purpose and Goals					
1	Senior management at Today Corporation has clearly communicated the company's vision, mission, purpose and values.	98.6	87.6	98.6	96.3
2	At Today Corporation, I am clear on the Company's goals and future direction.	97.2	72.0	97.2	82.5
3	I have a clear understanding of how my work relates to the overall goals and objectives of Today Corporation.	95.8	86.3	95.8	92.7
4	Senior management at Today Corporation strikes a good balance between emphasizing long range plans and short term results.	90.0	69.3	90.0	84.5
5	Today Corporation does a good job of being responsive and adaptive to the changes in the market and economy.	88.6	79.6	88.6	89.0
Average of: Clarity of Purpose and Goals		94.0	79.0	94.0	89.0
Opportunity					
6	I believe Today Corporation has an exciting future.	97.2	82.2	97.2	95.0
7	I believe the results of this opinion survey will be used to help create positive changes at Today Corporation.	84.5	74.8	84.5	87.1
8	I feel I have a secure future with Today Corporation.	85.7	70.5	85.7	83.1
9	At Today Corporation, all qualified applicants have equal opportunities for advancement.	78.3	63.0	78.3	71.3
10	My department is free of harassment of any kind.	85.1	73.4	85.1	78.6
11	Promotions are based upon qualifications and merit.	81.4	72.3	81.4	82.1
Average of: Opportunity		85.4	72.7	85.4	82.9
Communication					
12	I feel free to ask others for help at Today Corporation whenever it is necessary to get the job done.	83.1	87.6	83.1	89.5
13	Communication flows effectively from upper management to employees.	66.2	45.9	66.2	63.3
14	I feel Today Corporation communicates honestly with employees.	85.9	49.9	85.9	81.7
15	When changes are made at Today Corporation, I hear about it in a timely manner.	76.1	59.2	76.1	79.3
16	When changes are made that effect my area of responsibility, the changes are communicated to me prior to implementation.	67.6	65.4	67.6	83.1
17	Necessary information to do my job and respond to customers' needs is communicated on a timely basis.	74.3	72.7	74.3	81.1
18	When I need information from other departments, I get what I need in a timely and efficient manner.	80.3	65.0	80.3	78.6
Average of: Communication		76.2	63.7	76.2	79.5
Ability to Take Action					
19	I am encouraged to offer ideas and suggestions for new or better ways of doing things.	84.3	76.3	84.3	86.7
20	People at Today Corporation are recognized when they come up with innovative ideas.	71.0	56.4	71.0	86.3
21	At Today Corporation, I am able to make decisions and solve problems.	77.1	72.4	77.1	81.4
22	People at Today Corporation feel free to communicate "up the ladder" to get answers to customer's requests.	81.7	70.7	81.7	80.8
23	When employees at Today Corporation communicate "up the ladder," they get a response.	87.1	68.8	87.1	86.1
24	I feel employees at Today Corporation do a good job of living the purpose statement.	81.4	74.6	81.4	88.2
Average of: Ability to Take Action		80.4	69.9	80.4	84.9
Average of 24 questions		79.9	70.7	83.3	83.7