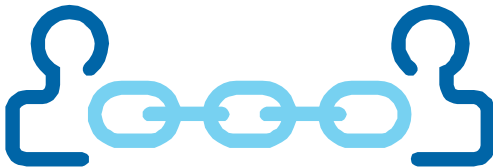


# The Hawthorne Performance System

## Employee Engagement Surveys for Successful Organizational Outcomes

### Why survey your employees?

Employee surveys help management identify problem areas and elicit information to increase employee engagement. Did you know that disengaged employees are 53% less productive than their engaged counterparts, yet they are 24% more likely to remain at their current employer. They have “quit” and stayed!

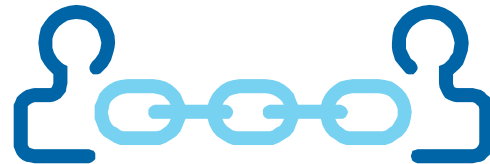


#### Employees who are highly engaged:

- ✚ Are excited and enthusiastic
- ✚ More focused on their work than “watching the clock”
- ✚ Give high levels of discretionary effort
- ✚ Are emotionally involved with the company
- ✚ Are mentally involved with the company
- ✚ Not easily distracted, stay focused and are highly productive

#### Benefits of an engaged workforce include:

- ✓ Innovation and collaboration are enhanced
- ✓ Customer satisfaction levels increase
- ✓ Over time, the results are reflected in concrete bottom line results, shareholder value and return on investment
- ✓ AND... Employee retention rates increase – of the employees you WANT to keep!



### What survey options are available?

#### Profiles International Workplace Engagement Survey™:

The Profiles Workplace Engagement Survey (WES) measures the degree to which your employees connect with their work and feel committed to the organization and its goals. In addition, the WES measures “satisfaction with employer” and “satisfaction with manager” across your entire organization, and is nationally benchmarked by Profiles International with long-term validation studies.

Contact Chuck Bower: 574-361-6166 or Karen Kehr: 574-596-3058

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## Employee Engagement Surveys for Successful Organizational Outcomes

### Hawthorne Engagement Survey:

The second option is the Hawthorne Engagement Survey. The HES is a fully customizable survey, offering several demographic reporting options, and can measure all of the areas of the Profiles WES and more. In addition, as a fully customizable survey, you have the benefit of Hawthorne Service's extensive experience in organizational management in designing your survey. Please Note: This survey does not include national benchmarking, since it is a fully customizable survey.

### What is the Employee Engagement Survey Process?

#### Employee Engagement Survey Process:

- ✓ Choose the type of survey (Profiles International Workplace Engagement Survey™ or the Hawthorne Engagement Survey), and if using the Hawthorne option, choose the custom questions for your survey.
- ✓ Provide a contact / demographic list for the survey.
- ✓ Hawthorne Services will establish the site for your confidential survey.
- ✓ Employees are provided a URL to take the confidential survey.
- ✓ Employees complete the survey.
- ✓ Hawthorne Services compiles survey information and generates reports.

*"Employee engagement first. It goes without saying that no company, small or large, can survive over the long run without energized employees who believe in the mission and understand how to achieve it".*

Source: Business Week Online: May 8, 2006, **How Healthy Is Your Company?** By **Jack and Susie Welch**.

*For more information on Hawthorne Service's Employee Engagement Surveys, contact Karen or Chuck at the numbers below.*

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