

FONA Employee Satisfaction | 2017

FONA is proud to share our outstanding employee satisfaction survey results. In every category, FONA scores well above the national average, consistently ranking in the top tier. We believe these extraordinary survey results reflect our commitment to create a positive, inclusive atmosphere where employees feel valued, trusted and cared for.

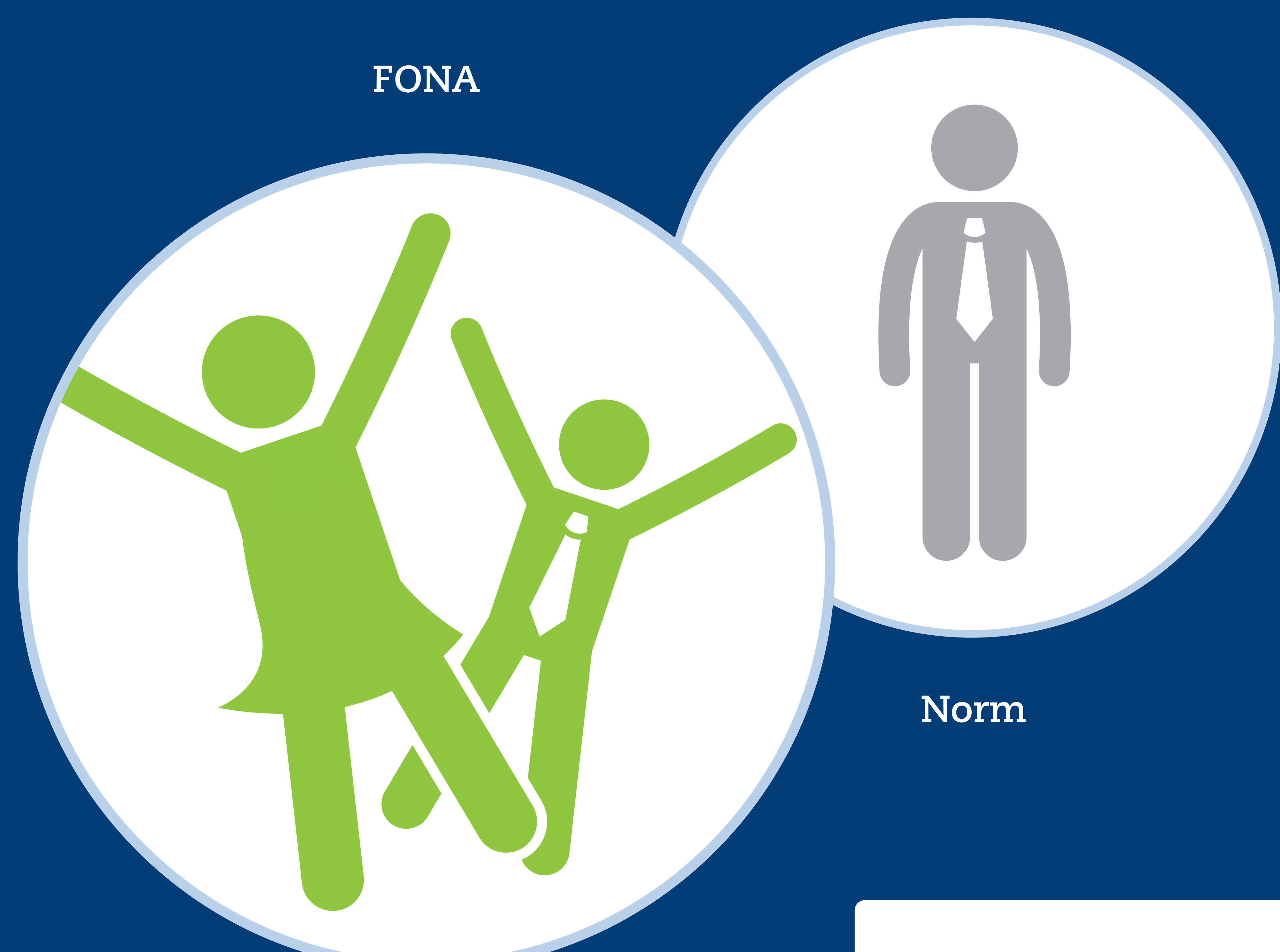
	FONA % Higher Than The Norm	FONA	Norm*
Pay Assess equity of pay, both internal and external to the organization and your understanding of how pay is determined.	+28	86%	58%
Employee Development and Recognition Evaluate your contentment in terms of advancement, promotions and learning opportunities.	+26	96%	70%
Communication Assess your freedom to express ideas and feelings and your opportunities to receive timely information.	+25	96%	71%
Executive Leadership Effectiveness Evaluate executive leadership's reputation for integrity, fairness, openness and concern for employees, as well as your belief in their willingness to make changes based on survey results.	+22	97%	75%
Benefits Rate employee benefits and whether or not they are competitive to benefit packages offered by other organizations.	+16	97%	81%
Operational Effectiveness Appraise the general effectiveness of operations, internal systems, and management's efforts to work effectively. Also address the organization's efforts to improve the quality of products and services and whether or not you would recommend the organization to others.	+16	96%	80%
Organizational Practices Rate the reasonableness and the consistent enforcement of organizational policies and the organization's sensitivity to employee matters.	+15	98%	83%
Supervisory Management Effectiveness Appraise your supervisor's management skills and ability to provide guidance, direction, training and leadership.	+12	95%	83%
Employee Commitment Employee commitment is the foundation for employee engagement. Assess the relationship between an employee and the overall organization. This connection is assessed through values, future interest, understanding of personal contribution, and personal relationships.	+12	98%	86%
Work Life Satisfaction Assess your work schedule and workload, internal cooperation, job satisfaction, and if you are interested in the future of the organization. Also rate if you feel your job makes good use of your knowledge, skills and abilities, and if you feel you have input into job-related matters.	+11	95%	84%
Overall Satisfaction	+18	96%	78%

*Manufacturing Union-Free

Based on 2017 employee survey conducted by MRA - The Management Association

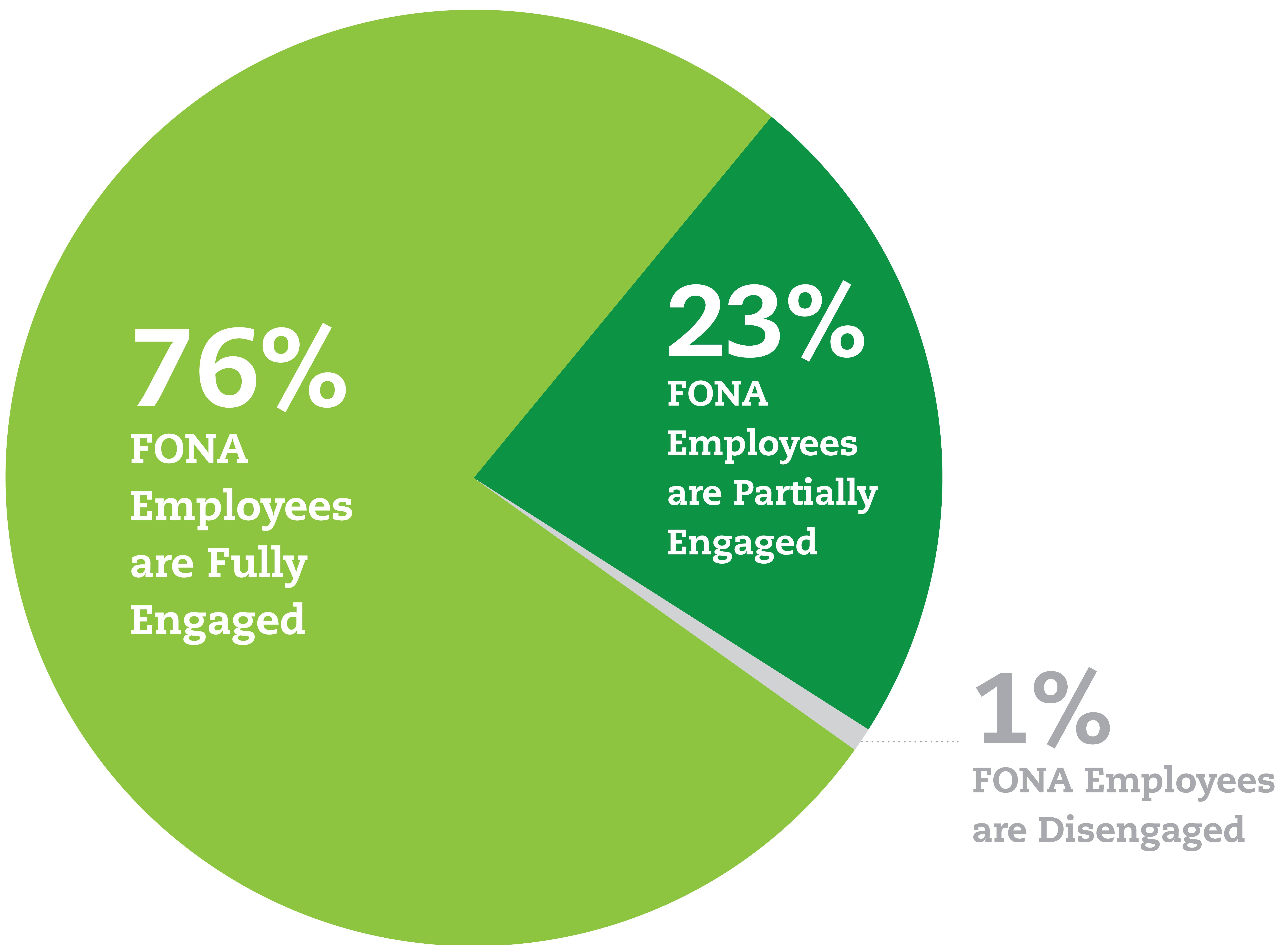
“We are proud of our industry leading culture of engaged experts working everyday to wow our customers, our community, and our industry partners. We strive to continue enhancing the satisfaction and engagement of our great people — we grow together.”

Joe Slawek, Chairman & CEO



FONA Employee Engagement | 2017

99% of FONA employees are engaged.



FONA continues to have engagement levels that are significantly higher than the National Norms.

- 76% of FONA Fully Engaged vs. 32% of National Norm
- 1% of FONA Disengaged vs. 17% of National Norm



FONA



Norm