



Build on Your Strengths.

Maximize Your Opportunities.

Learn From Others.

Thank you for participating in the 2009 Best Companies to Work For in Colorado program.

The reports and services described below enable you to take your analysis to a deeper level. Your investment will pay off by helping you prioritize scarce resources, enhance recruiting and retention efforts, and build a more engaged community.

Please contact us at **888.684.4658** with any questions or order online at **www.coshrm.org**

2009 REPORTS AND SERVICES GUIDE

TIER 1: Includes Five Reports

As a participant in the COSHRM Best Companies program, you automatically receive:

Report Overview

This overview document describes each of the reports included in Tier 1.

Survey Findings Spreadsheet

ModernThink's Insight® Survey contains 65 statements designed to measure the quality of your employees' daily experience. You will receive a spreadsheet that summarizes your survey results overall and across each of the seven demographics: *Gender, Age, Ethnicity, Duration of Employment, Status (FT or PT), Job Role and Department.*

Benchmark Spreadsheet

You will also get to see how the list winners fared on the survey. You will receive list winners' average scores – by size category – across all 65 statements.

Response Distribution Report

This report breaks down employee responses within the five options (strongly disagree, disagree, neither, agree, strongly agree). Different employees have different needs; focus your efforts more effectively by understanding where you can have the greatest impact.

Employee Comments Report

The ModernThink Insight Survey® included two open-ended questions. This report gives you their comments transcribed exactly as written.

Profile of Survey Respondents

This report details your response rate as well as the demographic breakdown among your survey respondents.



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ADDITIONAL REPORTS AND SERVICES

Over the years, we've had a number of requests for additional report options as well as assistance interpreting survey results. We are now able to offer you the opportunity to learn even more – and to do so at substantial savings. Below are the additional services and reports that are available exclusively to participants. ***If you purchase by July 10th, you'll receive a discount off our standard prices.***

TIER 2:

Survey Findings – Relationships Spreadsheet

See how your employees rated your company regarding the quality and effectiveness of relationships with co-workers, supervisors, senior leaders, and customers. This spreadsheet allows you to dig deeper into your findings to pinpoint areas of strength and opportunity.

Survey Findings – Competencies Spreadsheet

This report allows you to assess foundational competencies of a great workplace, including leadership, communication, respect, and alignment. Use this spreadsheet to make data-driven improvement plans.

Organization ScoreCard Report

This report gives you a snapshot of your strengths and weaknesses across the 11 dimensions within the Perspectives Framework, the Competencies Framework and the Relationships Framework.

Year-to-Year ScoreCard

For 2008 participants who want to compare last year's data to this year's results, this report provides an easy-to-read comparison of scores for all 65 statements.

60-Minute Phone Consultation

A workplace expert will present your company-specific data, identify key themes and patterns, and make recommendations on critical next steps for turning your employees' experience into a competitive advantage.

Cost: \$450 by July 10; \$550 thereafter



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TIER 3 – All of Tier 2 Plus:

2009 Colorado Benchmark and Best Practices Report

This comprehensive report compiles the aggregate findings from the Infrastructure and Practices Inventory (IPI) and contains detailed information on:

Workforce profiles	Training hours
Voluntary turnover rates	Percent of premiums paid
Incentive programs	Compensation, and more...

The report also includes a Best Practices section where we highlight programs implemented at list winning organizations that foster employee engagement such as:

Rewards/Recognition programs	Professional Development programs
Communication practices	Retention programs

Cost: *\$1,100 by July 10; \$1,250 thereafter*

ADDITIONAL SERVICES

Make the most of your learning and improvement process by ordering additional consultation services:

Webinar

Take advantage of a virtual 90-minute to 2-hour presentation providing an overview of your survey results presented by a ModernThink workplace expert. We will examine strengths and weaknesses, share best practices from list winning companies, and make recommendations on how to capitalize on the valuable feedback from your employees.

Cost: *\$2,950 by July 10; \$3,250 thereafter*

Onsite Presentation

Pop Quiz: What is the shortest word in the English language that contains the letters: A B C D E F? Answer: Feedback! For more impact and learning opportunities, a ModernThink workplace specialist will present your data in person featuring a PowerPoint presentation focused on strengths, weaknesses and recommendations to ensure the highest return on investment from your participation in the program. This interactive half-day session provides a great opportunity for your team to see survey results, learn what other great workplaces are doing, ask questions, and start to plan next steps.

Cost: *\$3,950 (plus expenses) by July 10; \$4,250 thereafter*