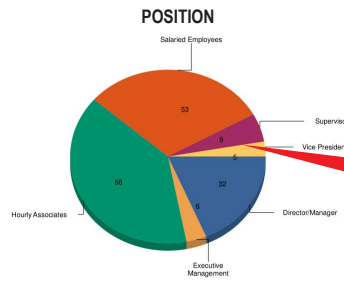
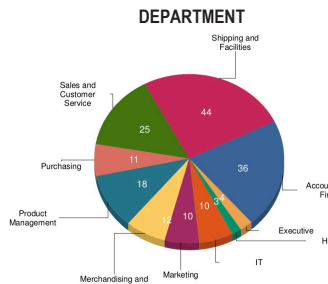
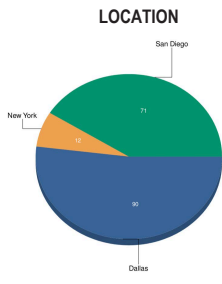


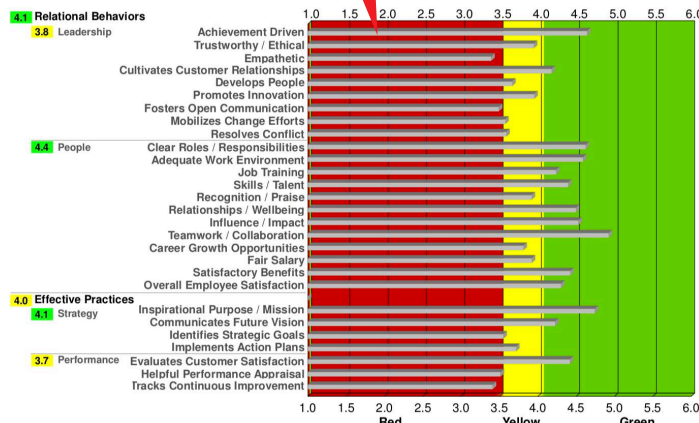
ORGANIZATIONAL EFFECTIVENESS SURVEY (OES)SM

Ensuring Long-Term Organizational Health and Productivity



DATA: BY LOCATION, DEPARTMENT, POSITION, OTHER...

DIAGNOSIS: WHAT'S GOING WELL, WHAT WARRANTS ATTENTION

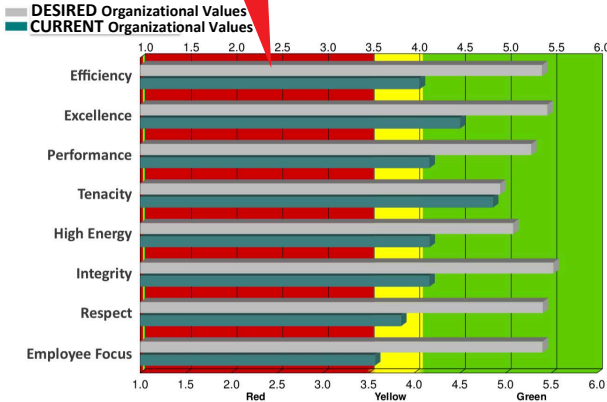


DEMOGRAPHICS: LOC, DEPT, OTHER..., AT A GLANCE

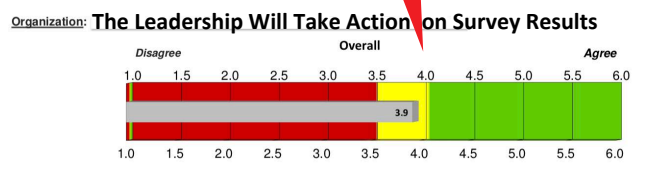
Organizational Aggregate by Location

	Relational Behaviors										Operational Practices																			
	Leadership					People					Strategy	Performance																		
Overall	173	4.6	3.9	3.4	4.2	3.7	4.0	3.5	3.6	3.6	4.6	4.6	4.2	4.4	4.3	4.7	4.2	3.6	3.7	4.4	3.5	3.4	4.1							
Dallas	90	4.7	3.7	3.3	4.1	3.5	3.8	3.4	3.5	3.3	4.5	4.3	4.1	4.2	3.8	4.4	4.6	3.8	3.9	4.7	4.3	4.8	4.2	3.6	3.7	4.6	4.4	3.4	4.0	
New York	12	4.5	4.7	3.7	4.4	4.0	4.1	3.8	4.0	3.5	4.8	4.8	4.7	4.6	4.1	4.7	4.4	4.9	4.3	4.1	3.5	4.6	4.7	4.3	3.7	3.9	3.9	3.7	3.6	4.3
San Diego	71	4.7	4.1	3.5	4.2	3.8	4.1	3.5	3.6	3.8	4.7	4.9	4.4	4.6	4.0	4.6	4.4	5.0	3.7	3.9	4.3	4.3	4.7	4.3	3.8	3.7	3.5	4.2		

PROGNOSIS-IMMUNE SYSTEM: VALUES GAP ANALYSIS



PROGNOSIS-IMMUNE SYSTEM: CHANGE READINESS



VERBATIM COMMENTS

"If you could change one thing, what would you change?"

- Doing what we say we will do.
- When are we going to practice what we preach?
- I would like to see some honest talk about raises