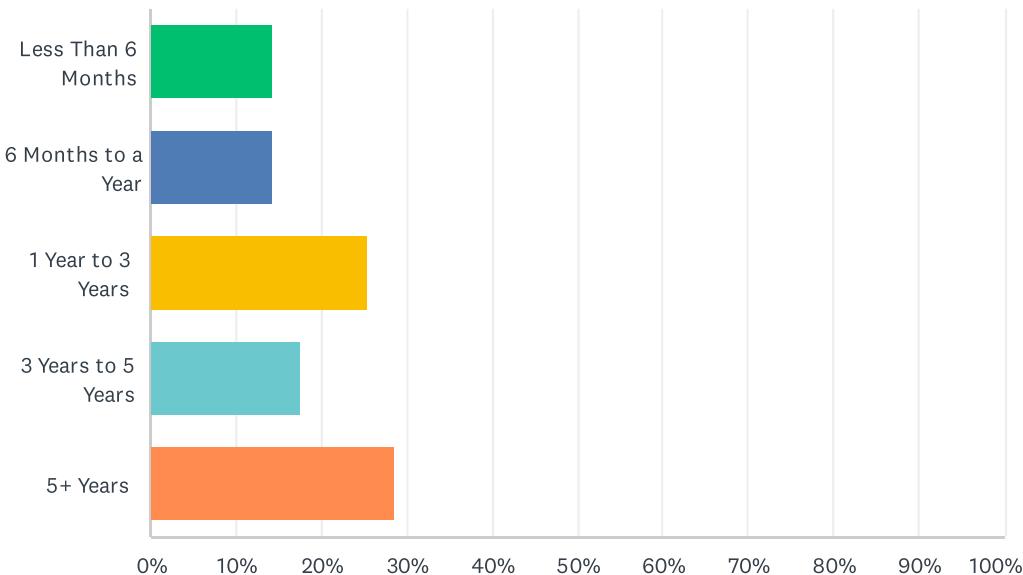


Q1 How Long Have You Been Working At PSL Services/STRIVE?

Answered: 63 Skipped: 0



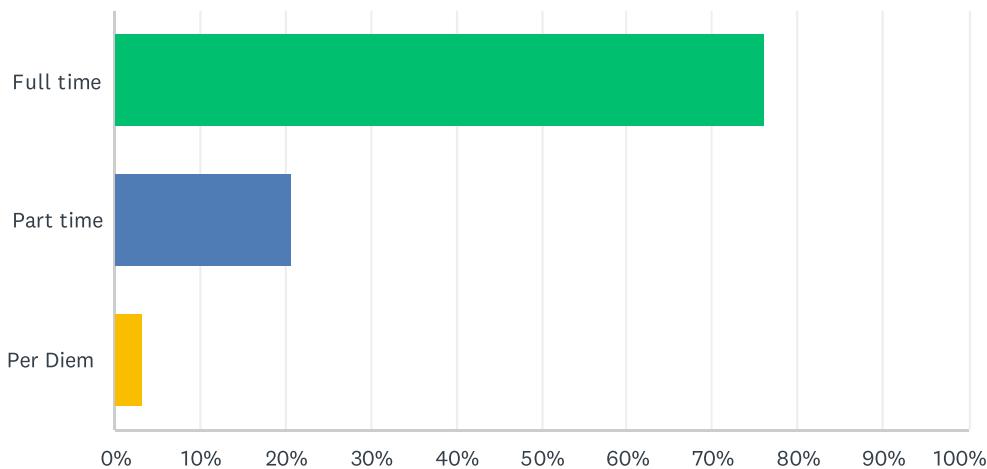
| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----------|
| Less Than 6 Months | 14.29% | 9 |
| 6 Months to a Year | 14.29% | 9 |
| 1 Year to 3 Years | 25.40% | 16 |
| 3 Years to 5 Years | 17.46% | 11 |
| 5+ Years | 28.57% | 18 |
| TOTAL | | 63 |

Q2 What makes you stay with PSL Services/STRIVE?

Answered: 63 Skipped: 0

Q3 What Is Your Current Employment Status?

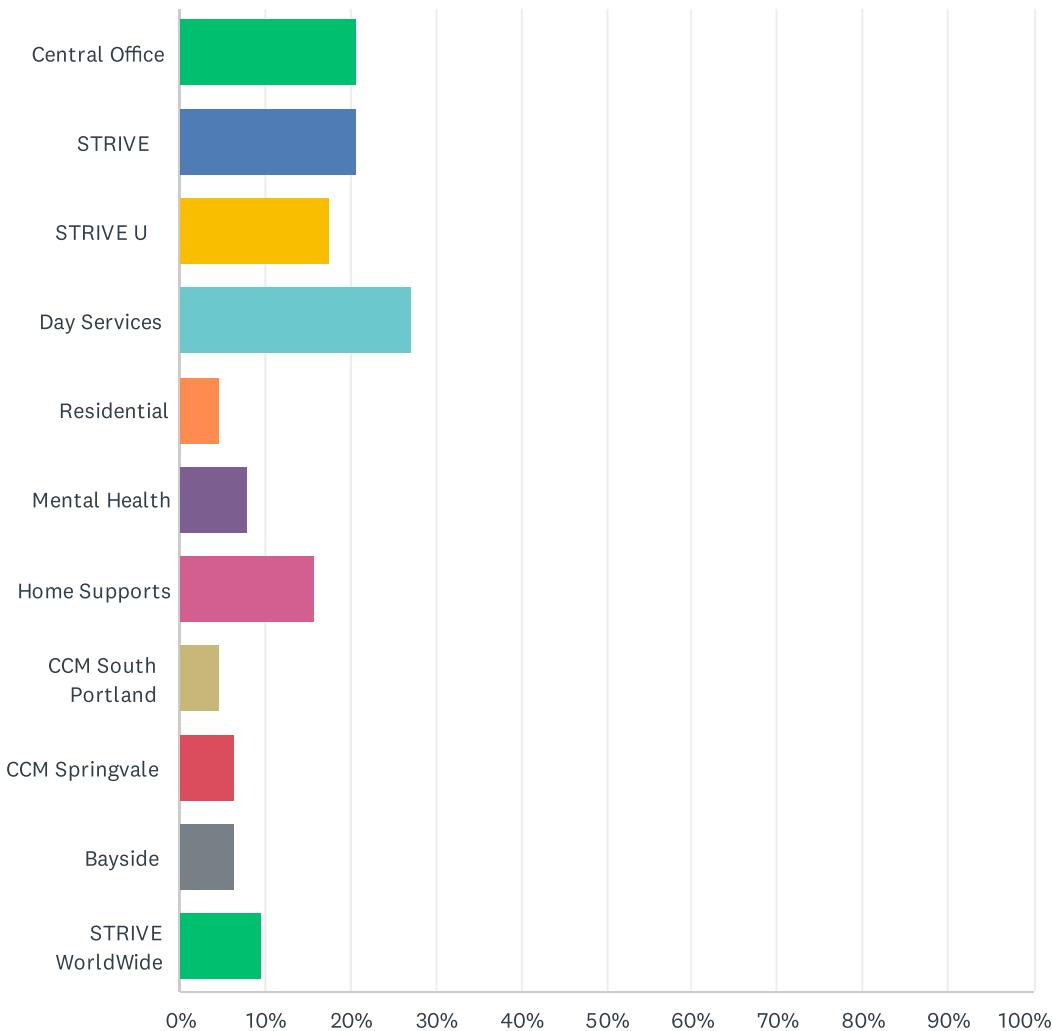
Answered: 63 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Full time | 76.19% | 48 |
| Part time | 20.63% | 13 |
| Per Diem | 3.17% | 2 |
| TOTAL | | 63 |

Q4 what is Your Work Location? (Check all that apply)

Answered: 63 Skipped: 0

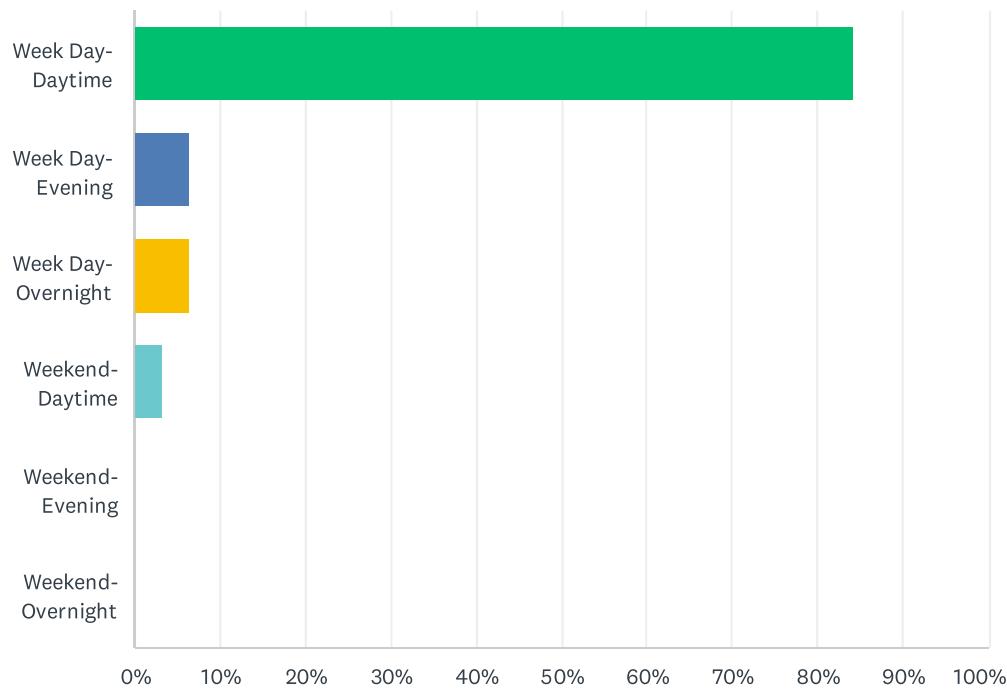


Employee Satisfaction Survey 2025

| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Central Office | 20.63% | 13 |
| STRIVE | 20.63% | 13 |
| STRIVE U | 17.46% | 11 |
| Day Services | 26.98% | 17 |
| Residential | 4.76% | 3 |
| Mental Health | 7.94% | 5 |
| Home Supports | 15.87% | 10 |
| CCM South Portland | 4.76% | 3 |
| CCM Springvale | 6.35% | 4 |
| Bayside | 6.35% | 4 |
| STRIVE WorldWide | 9.52% | 6 |
| Total Respondents: 63 | | |

Q5 Which Shift Do you Primarily Work?(Please choose option that most closely matches)

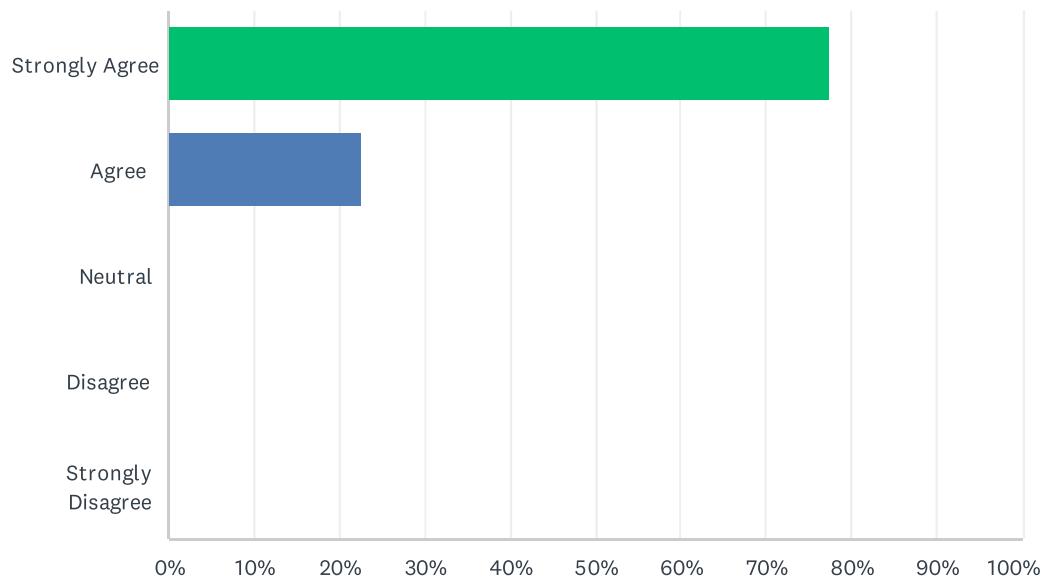
Answered: 63 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---------------------|-----------|
| Week Day- Daytime | 84.13% |
| Week Day- Evening | 6.35% |
| Week Day- Overnight | 6.35% |
| Weekend- Daytime | 3.17% |
| Weekend- Evening | 0.00% |
| Weekend- Overnight | 0.00% |
| TOTAL | 63 |

Q6 I like my job.

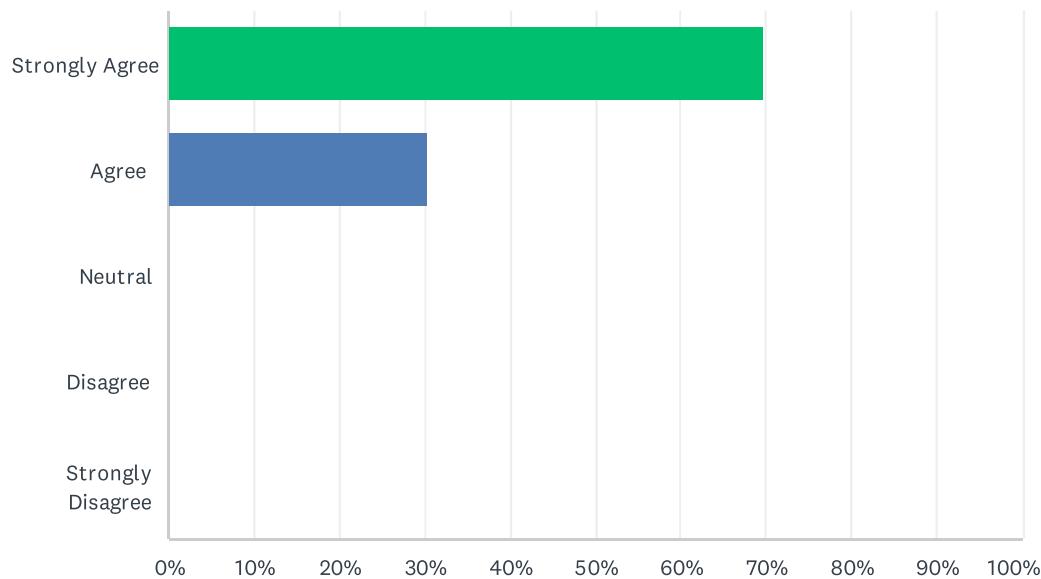
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 77.36% | 41 |
| Agree | 22.64% | 12 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q7 I am productive in my job.

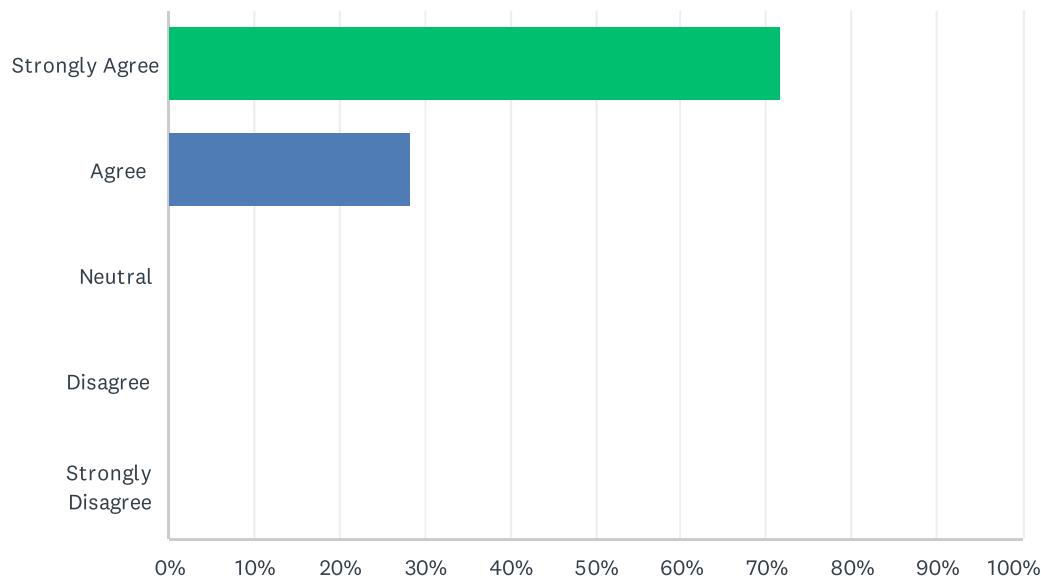
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 69.81% | 37 |
| Agree | 30.19% | 16 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q8 I clearly understand the expectations of my job.

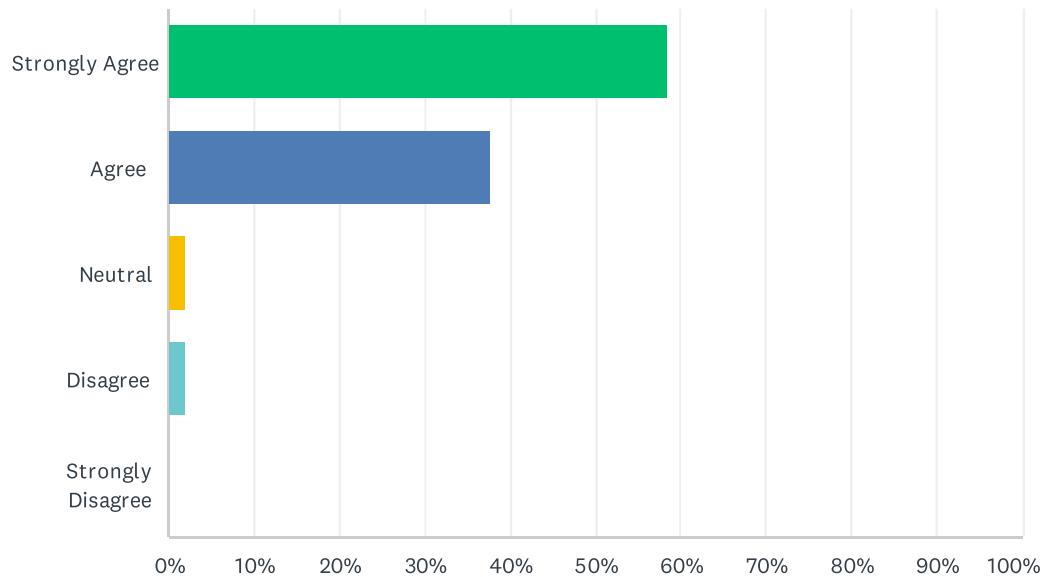
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 71.70% | 38 |
| Agree | 28.30% | 15 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q9 I have the information I need to do my job well.

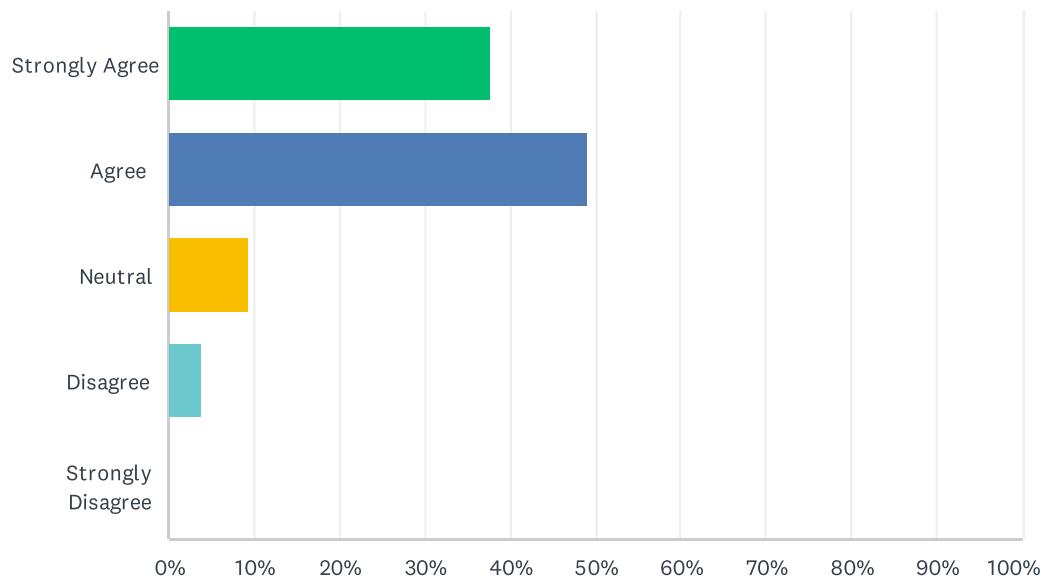
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Strongly Agree | 58.49% |
| Agree | 37.74% |
| Neutral | 1.89% |
| Disagree | 1.89% |
| Strongly Disagree | 0.00% |
| TOTAL | 53 |

Q10 The workload expected of me is realistic.

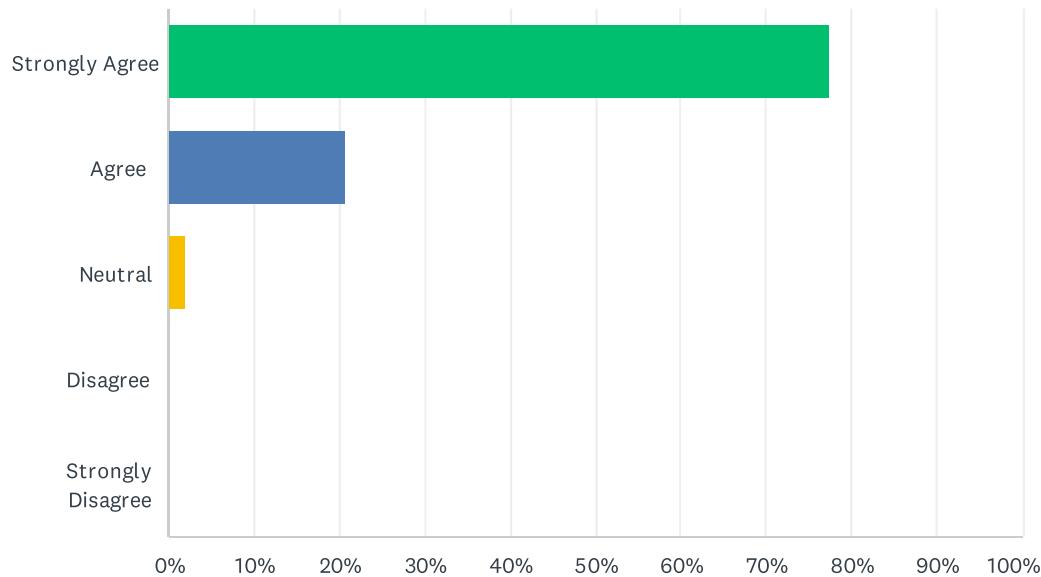
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 37.74% | 20 |
| Agree | 49.06% | 26 |
| Neutral | 9.43% | 5 |
| Disagree | 3.77% | 2 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q11 I know where to go or whom to ask if I have a question about my duties.

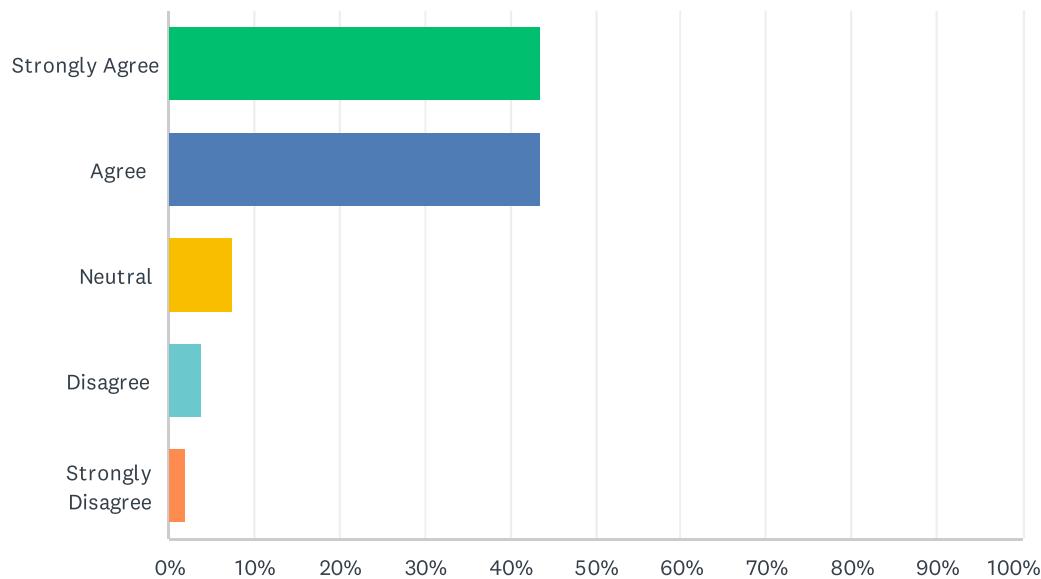
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 77.36% | 41 |
| Agree | 20.75% | 11 |
| Neutral | 1.89% | 1 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q12 I am involved in making decisions that affect my job.

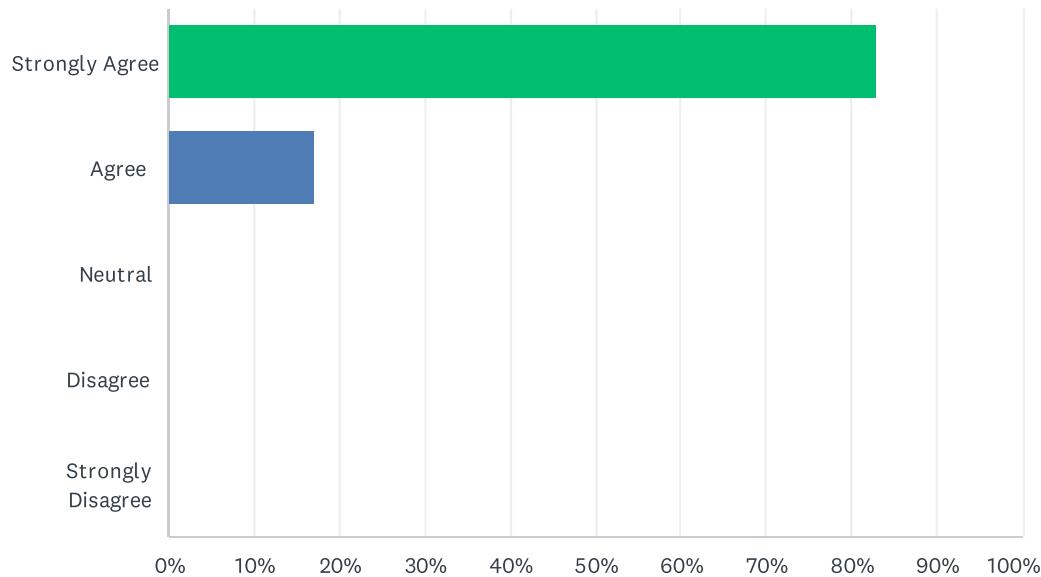
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 43.40% | 23 |
| Agree | 43.40% | 23 |
| Neutral | 7.55% | 4 |
| Disagree | 3.77% | 2 |
| Strongly Disagree | 1.89% | 1 |
| TOTAL | | 53 |

Q13 I have a clear understanding of the company's mission, vision, values and objectives.

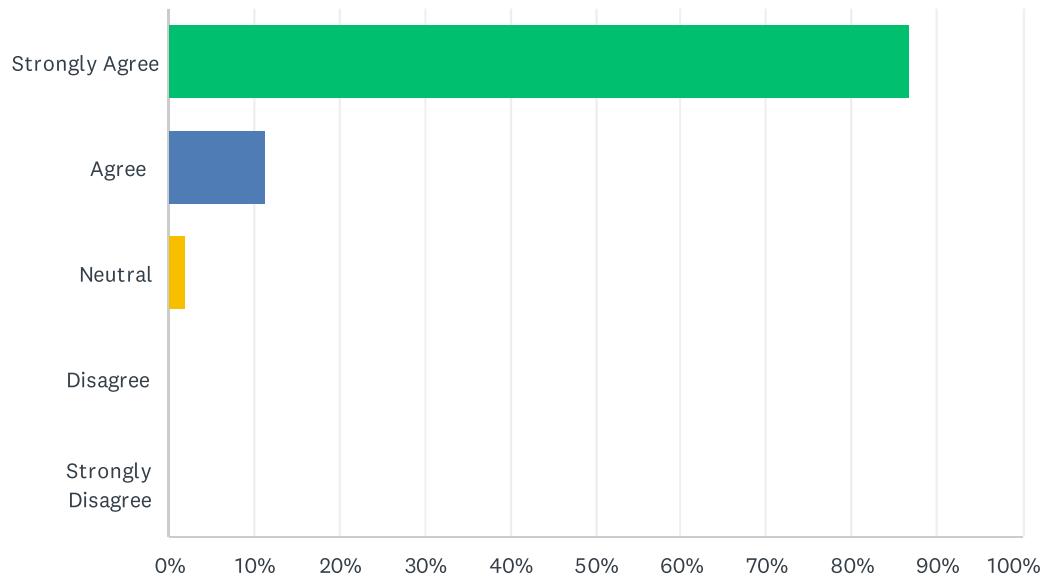
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 83.02% | 44 |
| Agree | 16.98% | 9 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q14 I understand how my efforts contribute to PSL Services/STRIVE's mission.

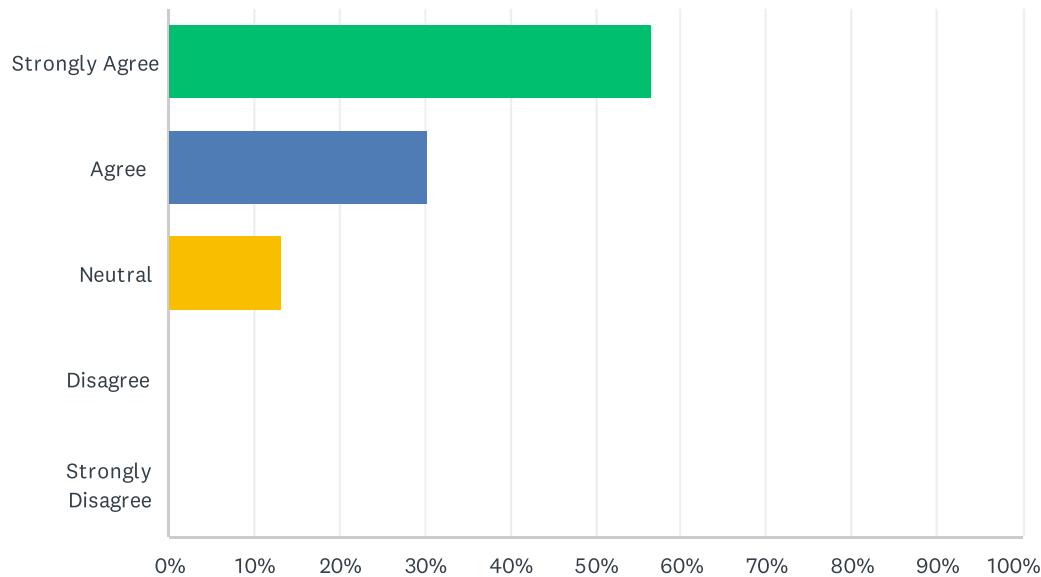
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 86.79% | 46 |
| Agree | 11.32% | 6 |
| Neutral | 1.89% | 1 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q15 The performance appraisal process is fair and consistent

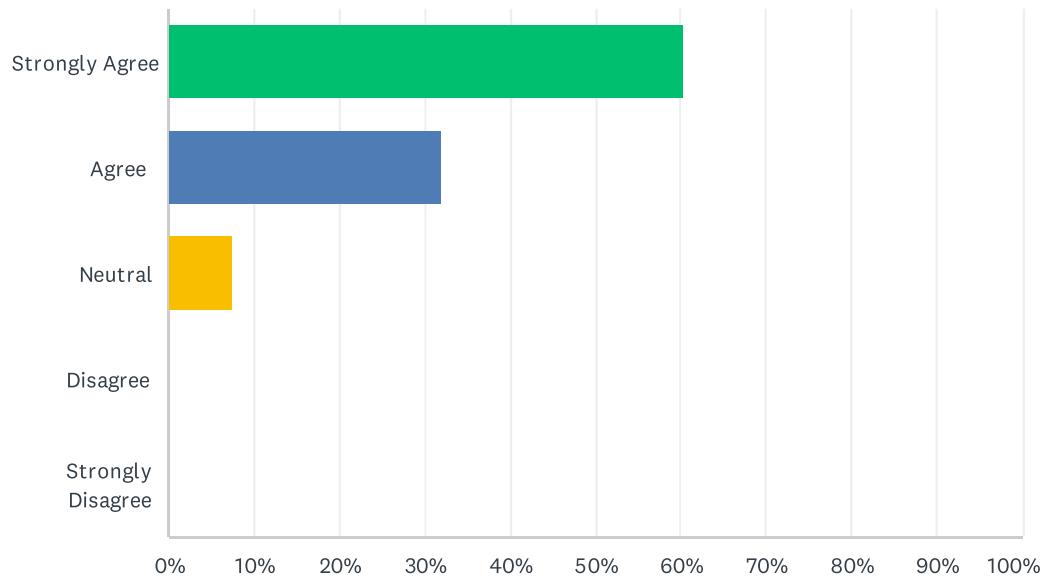
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 56.60% | 30 |
| Agree | 30.19% | 16 |
| Neutral | 13.21% | 7 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q16 I receive adequate feedback on performance.

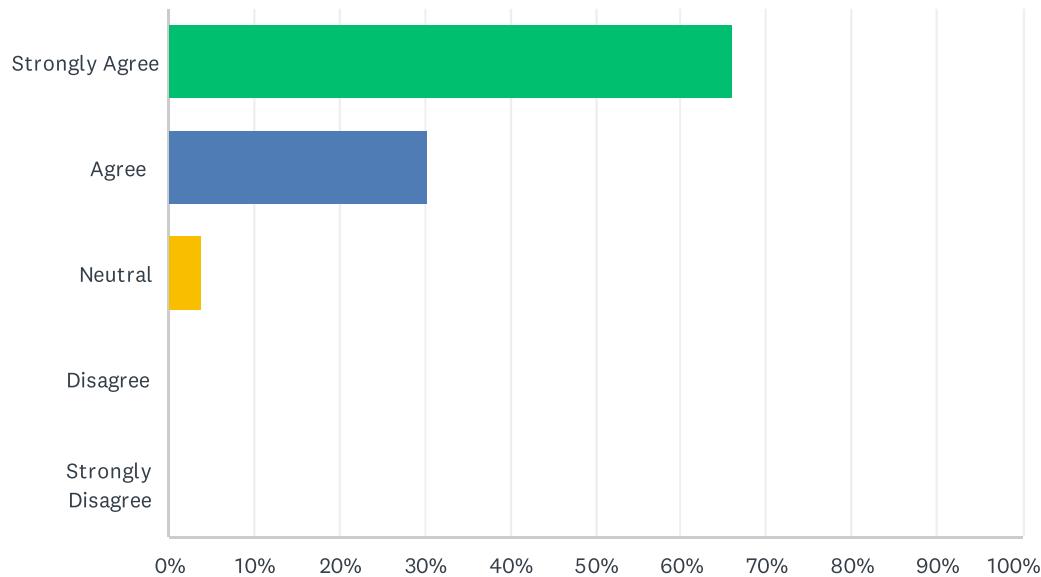
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 60.38% | 32 |
| Agree | 32.08% | 17 |
| Neutral | 7.55% | 4 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q17 My supervisor recognizes me for the work I do.

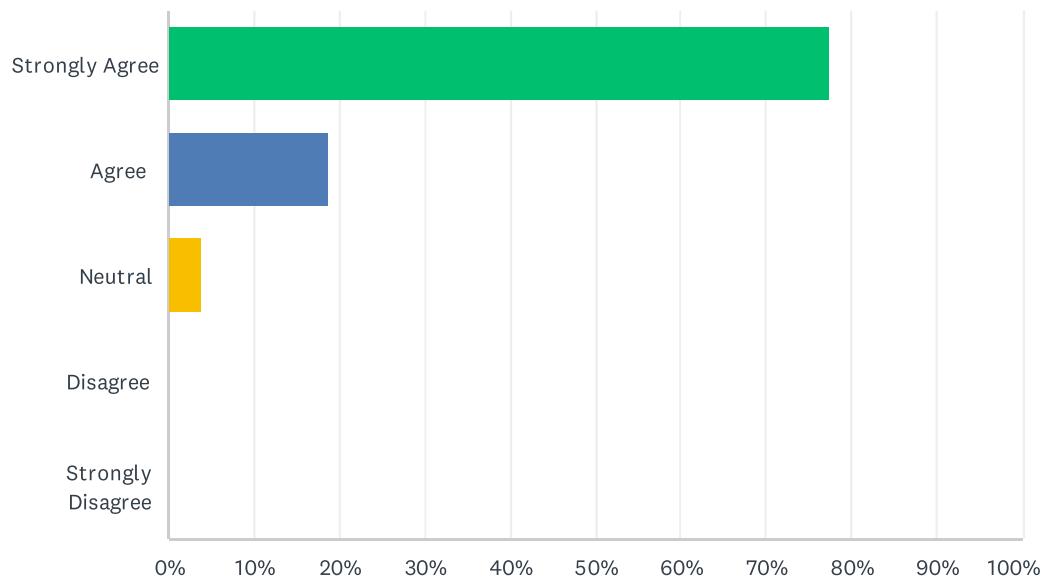
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 66.04% | 35 |
| Agree | 30.19% | 16 |
| Neutral | 3.77% | 2 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q18 My supervisor is fair and honest.

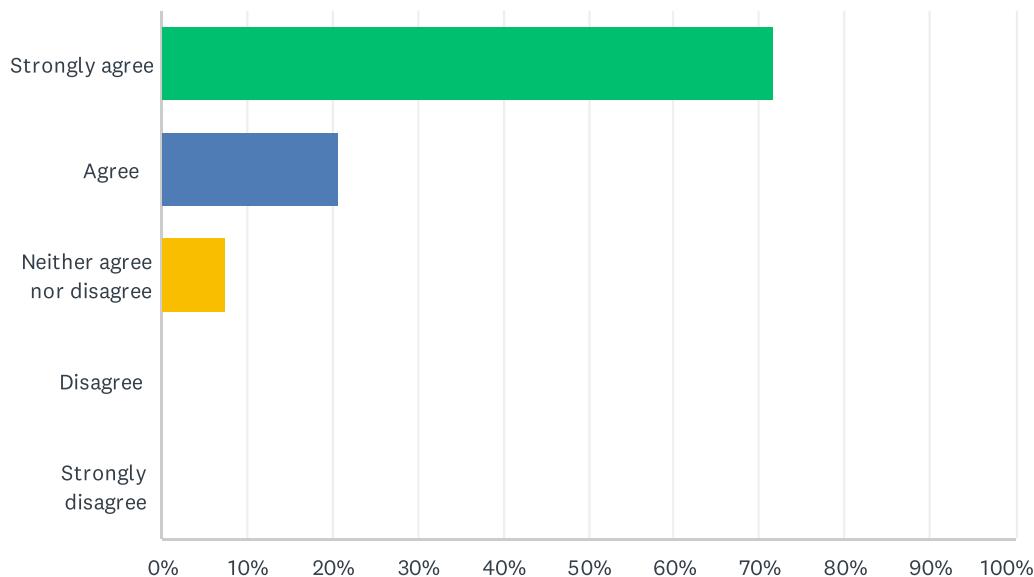
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 77.36% | 41 |
| Agree | 18.87% | 10 |
| Neutral | 3.77% | 2 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q19 My supervisor provides me with regular supervisions.

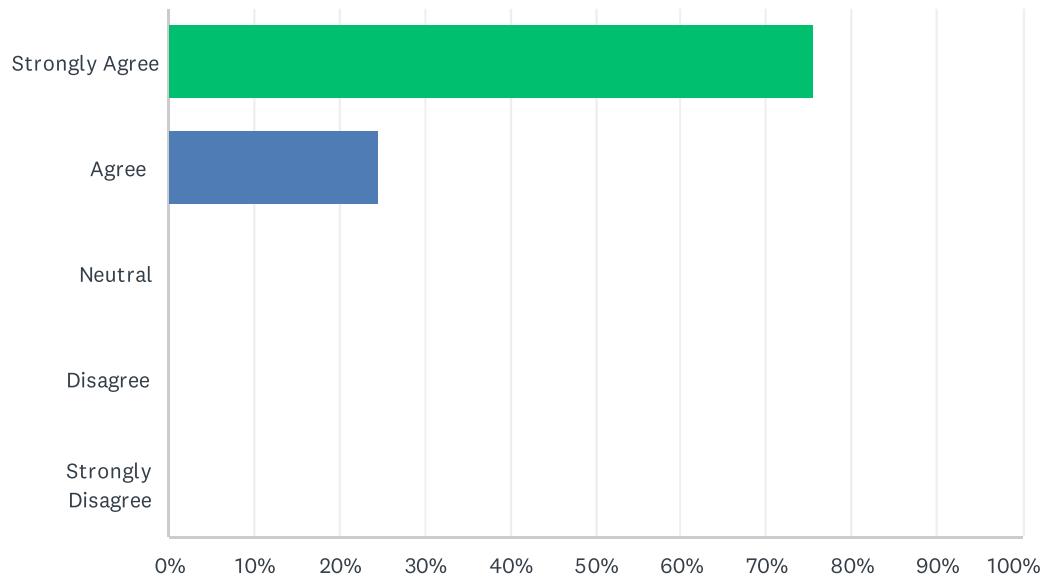
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES |
|----------------------------|-----------|
| Strongly agree | 71.70% 38 |
| Agree | 20.75% 11 |
| Neither agree nor disagree | 7.55% 4 |
| Disagree | 0.00% 0 |
| Strongly disagree | 0.00% 0 |
| TOTAL | 53 |

Q20 My supervisor is knowledgeable of the company's policies.

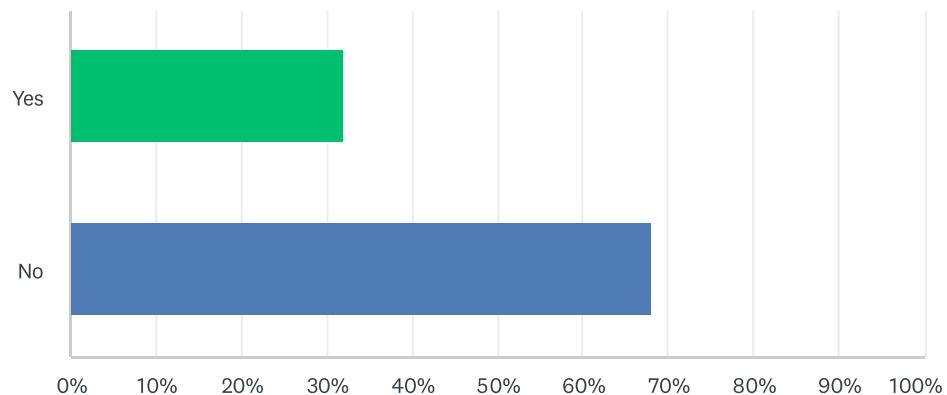
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 75.47% | 40 |
| Agree | 24.53% | 13 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q21 Would you be interested in attending weekend trainings?

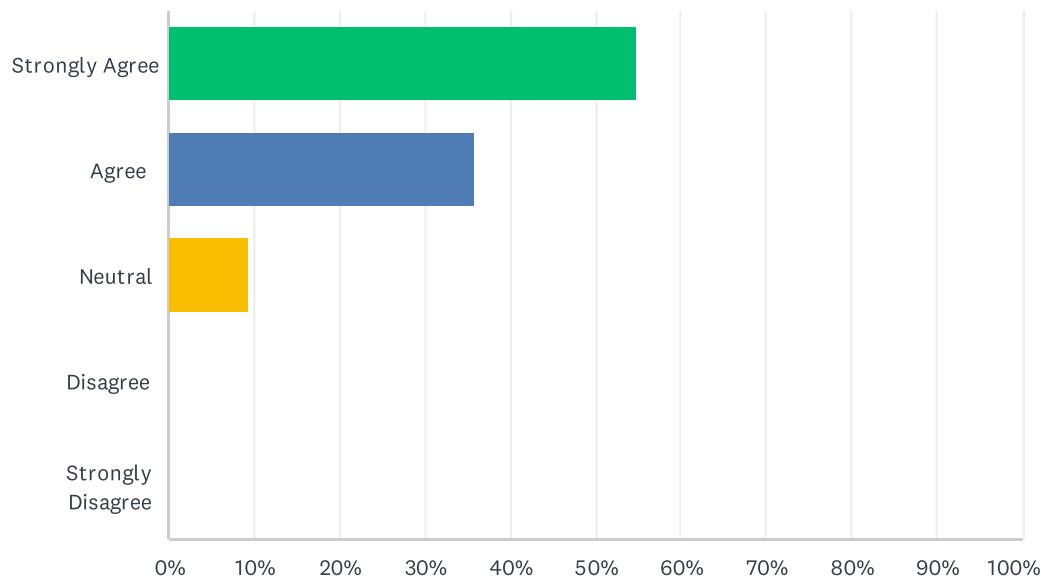
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 32.08% | 17 |
| No | 67.92% | 36 |
| TOTAL | | 53 |

Q22 I get the training that I need.

Answered: 53 Skipped: 10



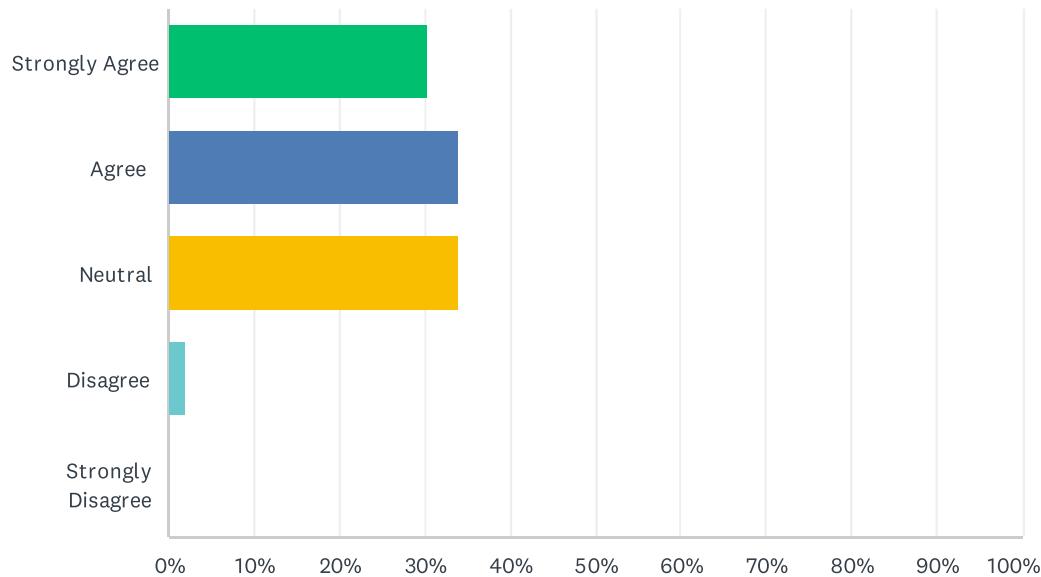
| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 54.72% | 29 |
| Agree | 35.85% | 19 |
| Neutral | 9.43% | 5 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q23 What other training and/or skill development opportunities would you like to see offered by PSL Services/STRIVE? Are there any changes you would recommend to our training program?

Answered: 30 Skipped: 33

Q24 I have opportunities for advancement.

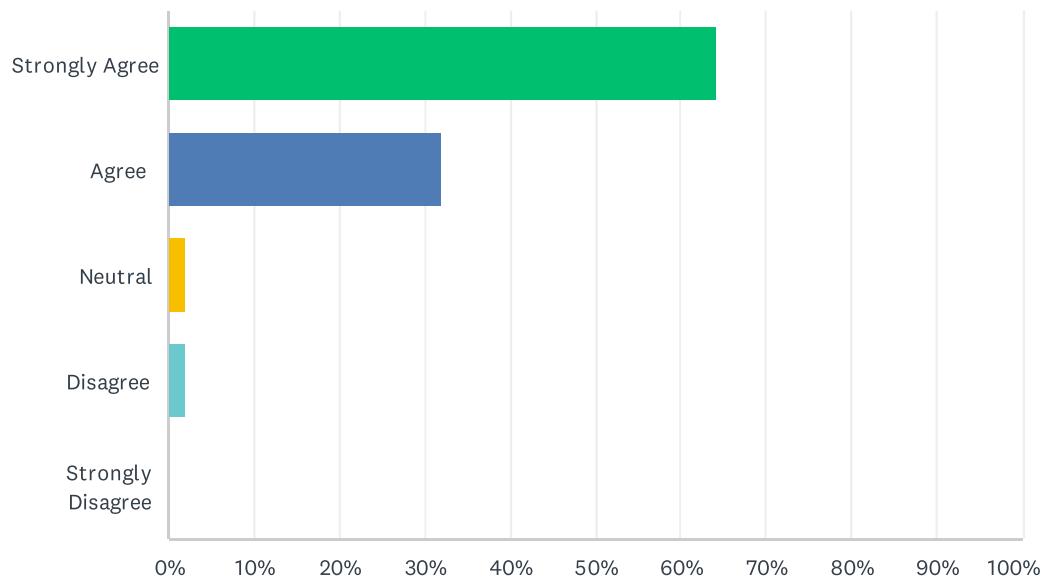
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Strongly Agree | 30.19% |
| Agree | 33.96% |
| Neutral | 33.96% |
| Disagree | 1.89% |
| Strongly Disagree | 0.00% |
| TOTAL | 53 |

Q25 I feel safe while performing my job.

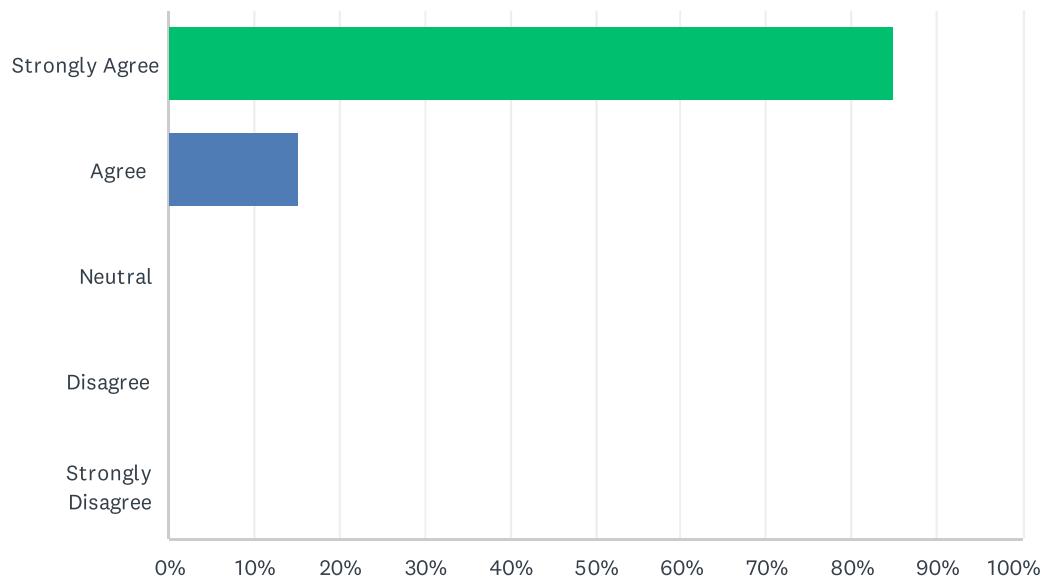
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 64.15% | 34 |
| Agree | 32.08% | 17 |
| Neutral | 1.89% | 1 |
| Disagree | 1.89% | 1 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q26 I am proud to work at PSL Services/STRIVE.

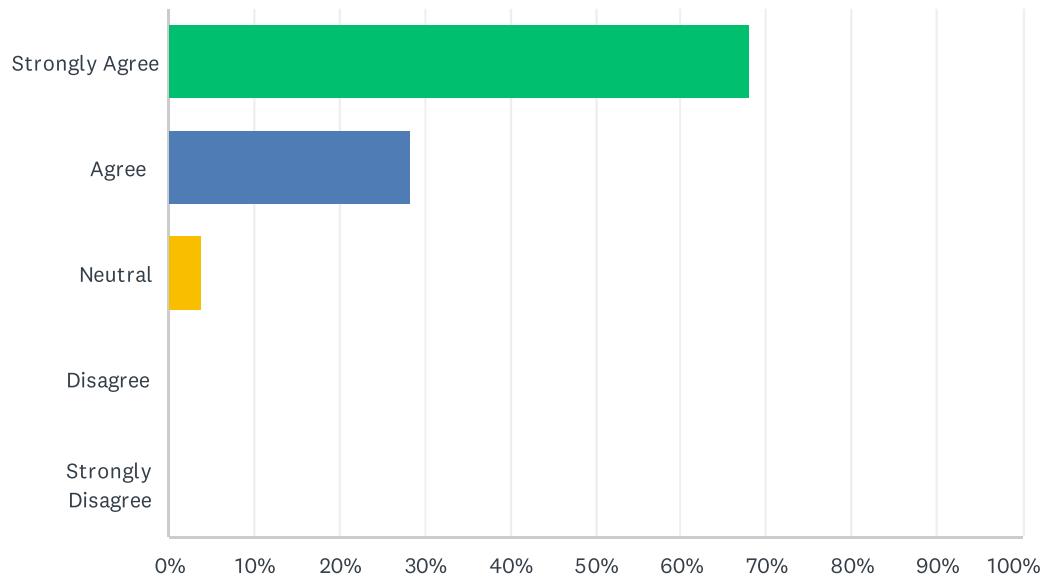
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 84.91% | 45 |
| Agree | 15.09% | 8 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q27 My supervisor pays attention to my ideas or suggestions.

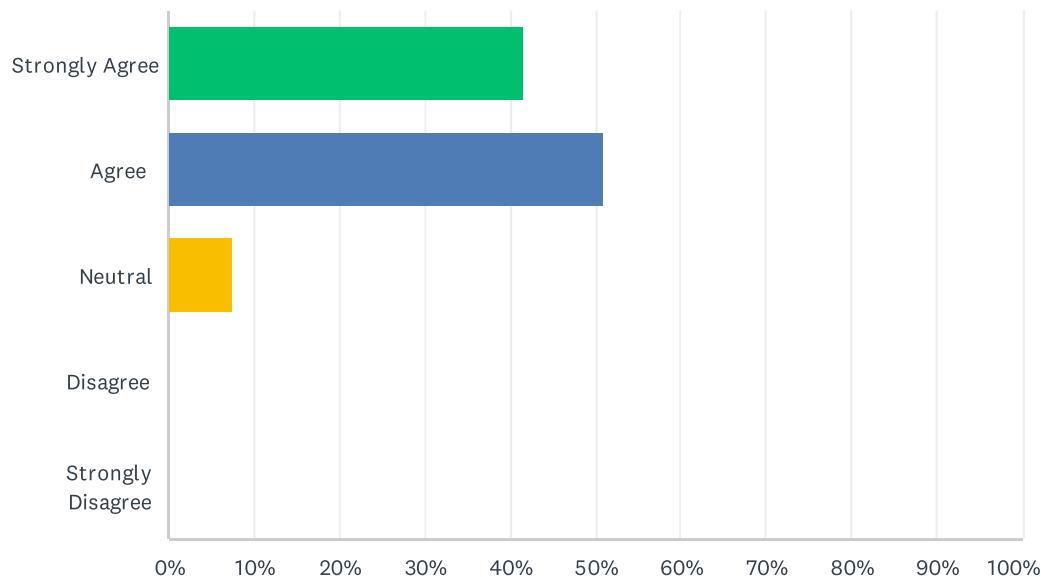
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 67.92% | 36 |
| Agree | 28.30% | 15 |
| Neutral | 3.77% | 2 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q28 I am optimistic about my future growth and success in the company.

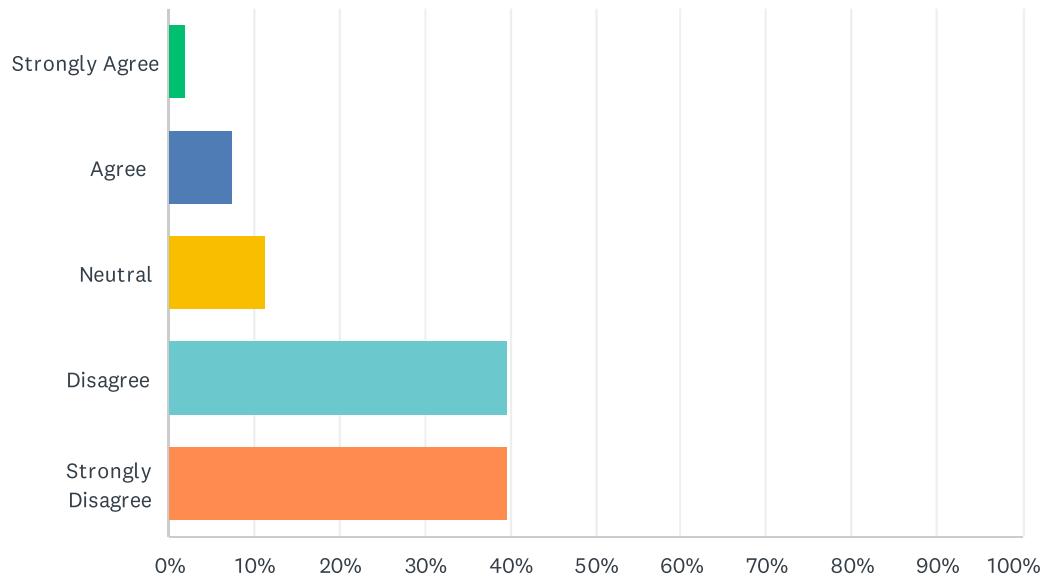
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 41.51% | 22 |
| Agree | 50.94% | 27 |
| Neutral | 7.55% | 4 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q29 I have seriously considered looking for a new job in the last few months.

Answered: 53 Skipped: 10



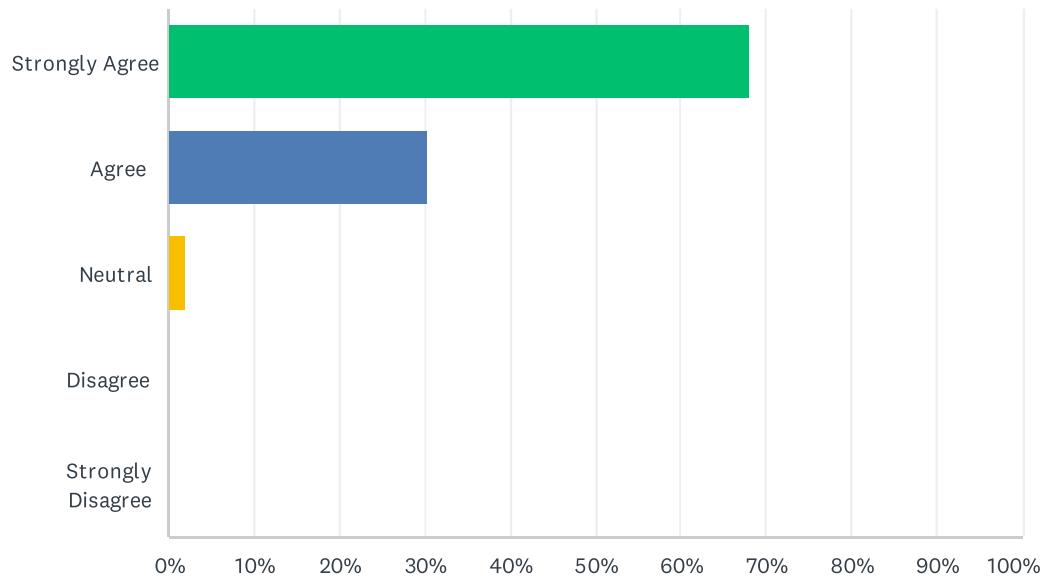
| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|----|
| Strongly Agree | 1.89% | 1 |
| Agree | 7.55% | 4 |
| Neutral | 11.32% | 6 |
| Disagree | 39.62% | 21 |
| Strongly Disagree | 39.62% | 21 |
| TOTAL | | 53 |

Q30 What can we do to keep you here?

Answered: 53 Skipped: 10

Q31 I have a healthy relationship with co-workers.

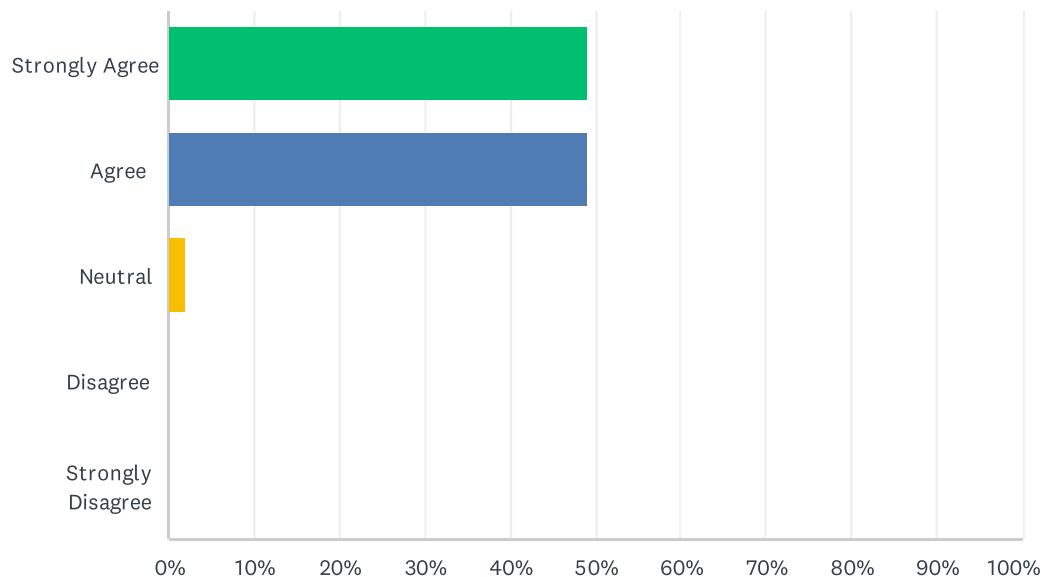
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 67.92% | 36 |
| Agree | 30.19% | 16 |
| Neutral | 1.89% | 1 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q32 I believe the morale among my co-workers is positive.

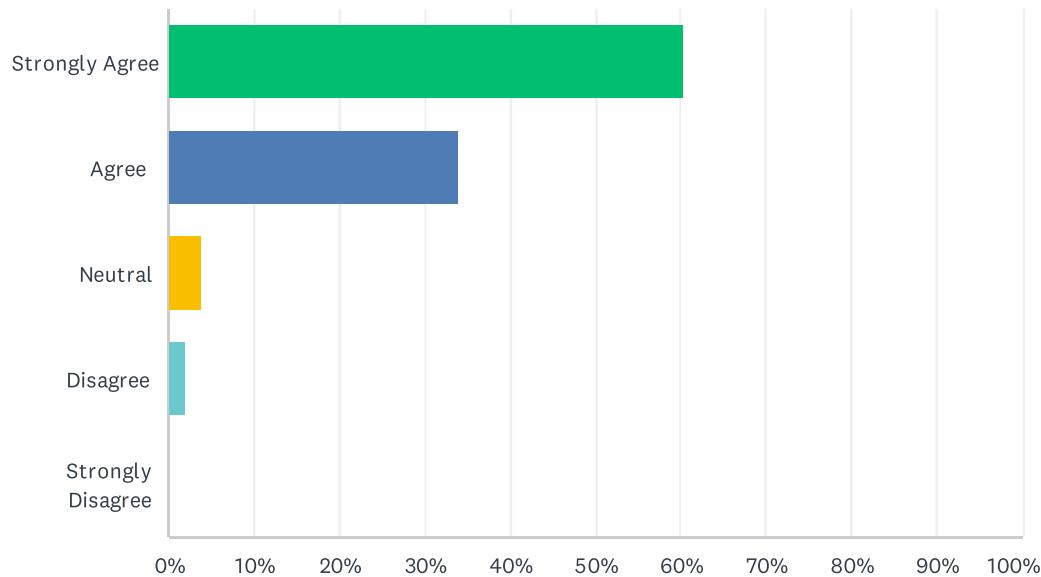
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 49.06% | 26 |
| Agree | 49.06% | 26 |
| Neutral | 1.89% | 1 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q33 I feel comfortable reporting concerns.

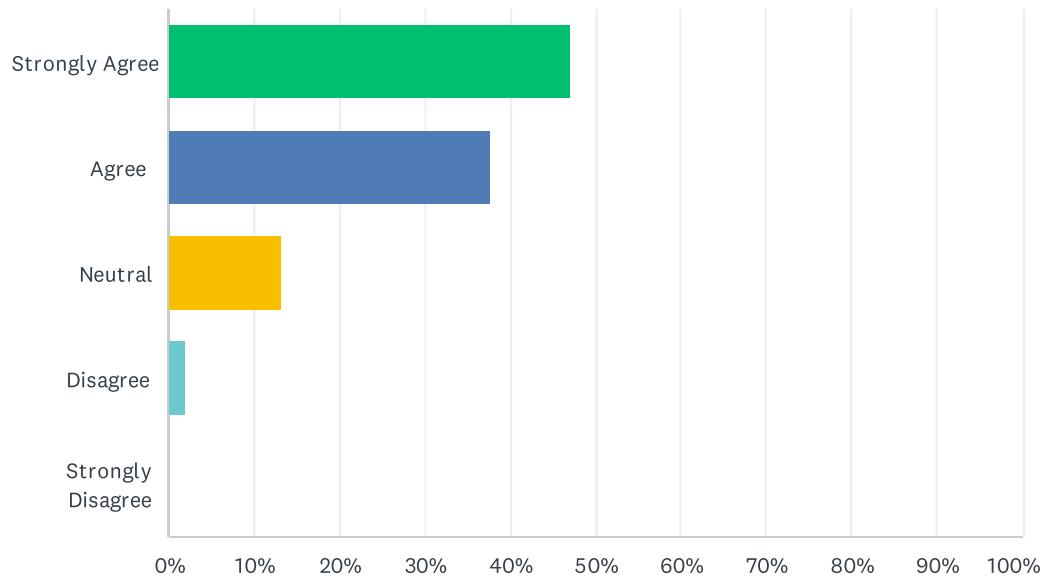
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Strongly Agree | 60.38% |
| Agree | 33.96% |
| Neutral | 3.77% |
| Disagree | 1.89% |
| Strongly Disagree | 0.00% |
| TOTAL | 53 |

Q34 Employee workplace issues are addressed in a manner that fairly resolves them.

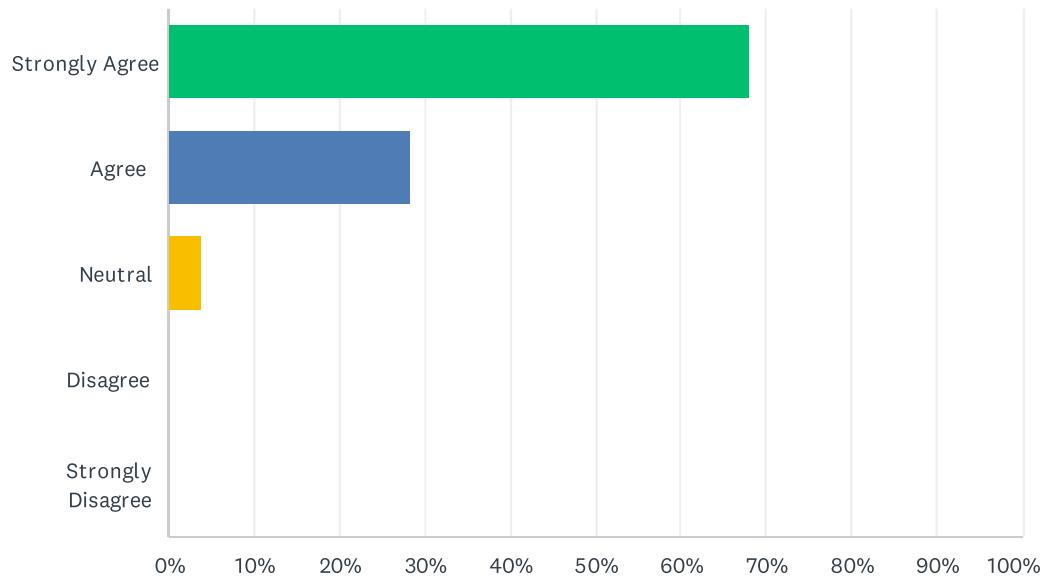
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 47.17% | 25 |
| Agree | 37.74% | 20 |
| Neutral | 13.21% | 7 |
| Disagree | 1.89% | 1 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q35 Employees and Managers of PSL Services/STRIVE are focused on solutions rather than blame.

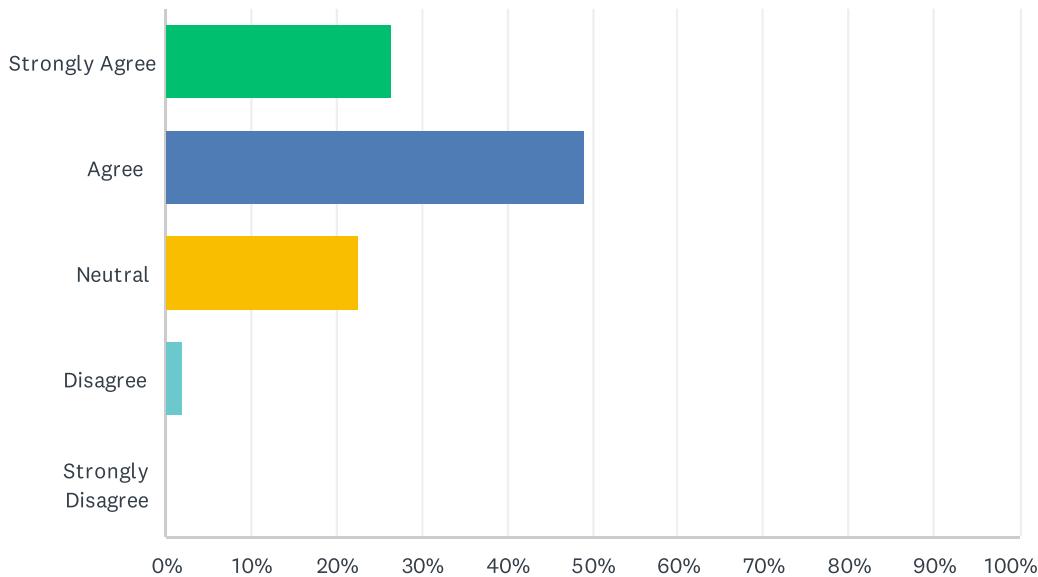
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 67.92% | 36 |
| Agree | 28.30% | 15 |
| Neutral | 3.77% | 2 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q36 Communication among departments is well coordinated.

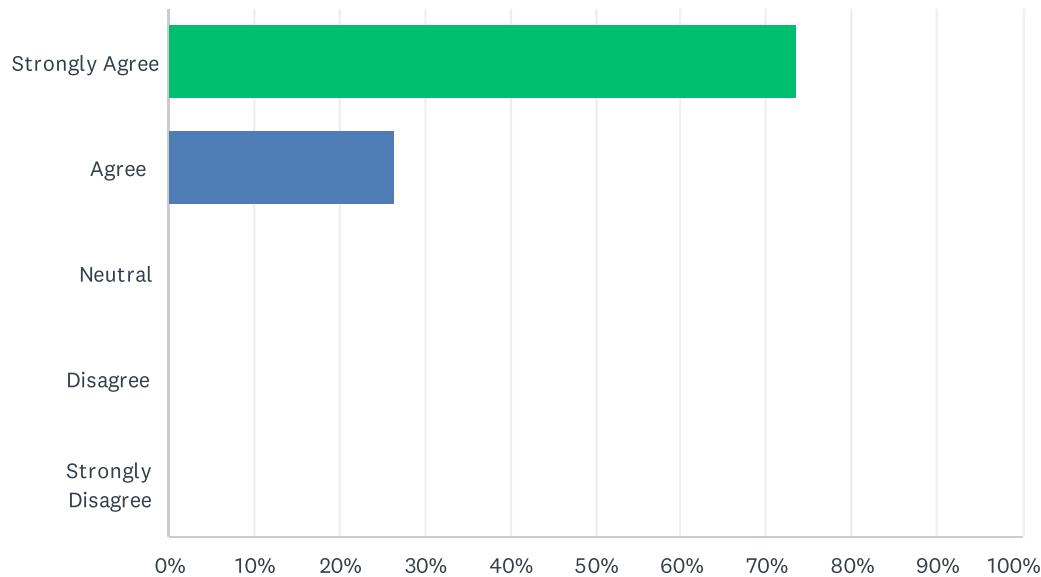
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 26.42% | 14 |
| Agree | 49.06% | 26 |
| Neutral | 22.64% | 12 |
| Disagree | 1.89% | 1 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q37 I believe management is committed to working towards the company's mission, vision, values, and objectives.

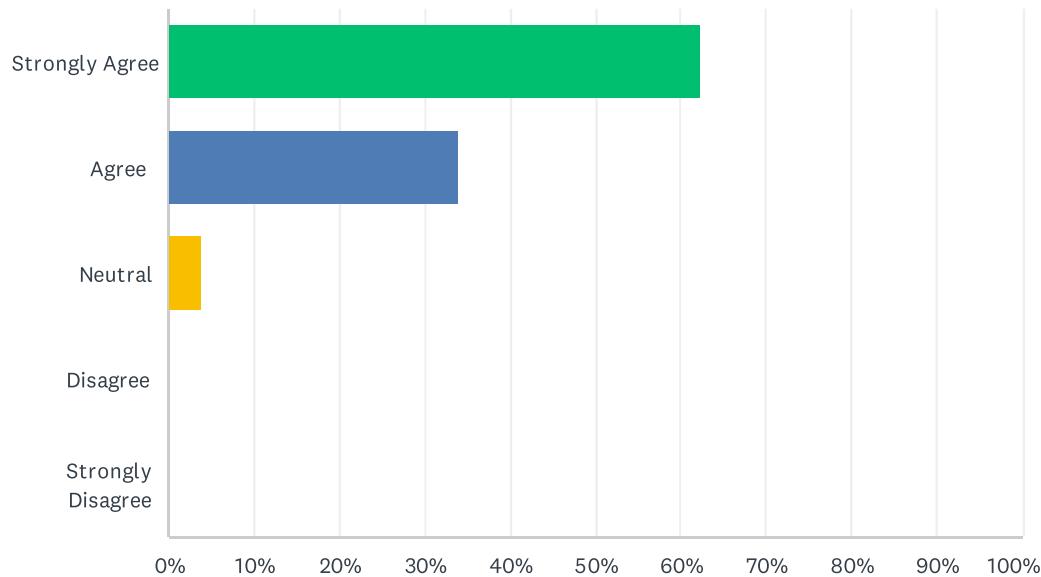
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 73.58% | 39 |
| Agree | 26.42% | 14 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q38 I understand our work rules and policies.

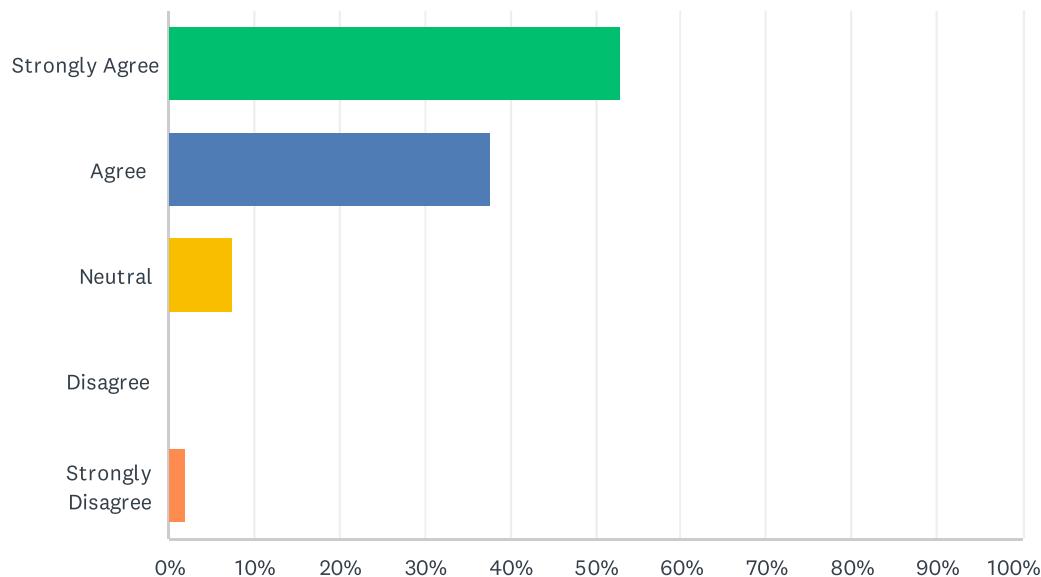
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 62.26% | 33 |
| Agree | 33.96% | 18 |
| Neutral | 3.77% | 2 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q39 Our policies and rules are applied consistently and fairly.

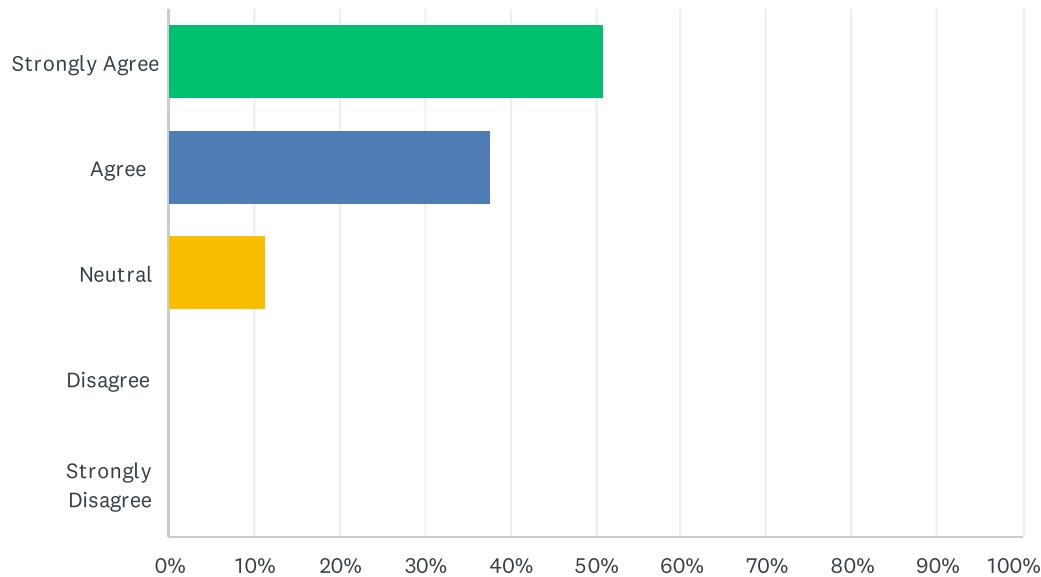
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 52.83% | 28 |
| Agree | 37.74% | 20 |
| Neutral | 7.55% | 4 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 1.89% | 1 |
| TOTAL | | 53 |

Q40 PSL Services/STRIVE focuses on developing people and helping them grow professionally.

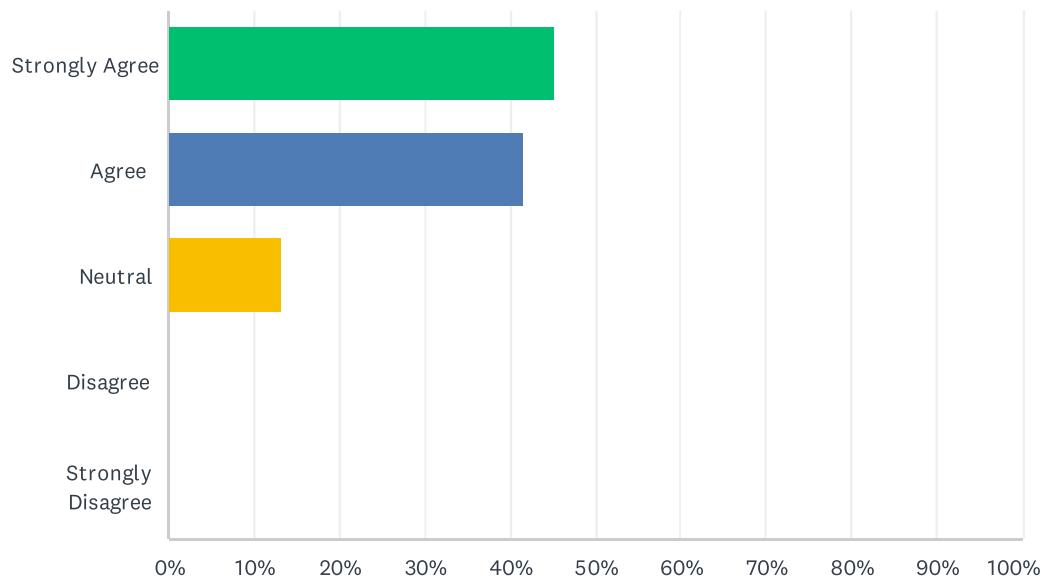
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 50.94% | 27 |
| Agree | 37.74% | 20 |
| Neutral | 11.32% | 6 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q41 PSL Services/STRIVE promotes people based on performance.

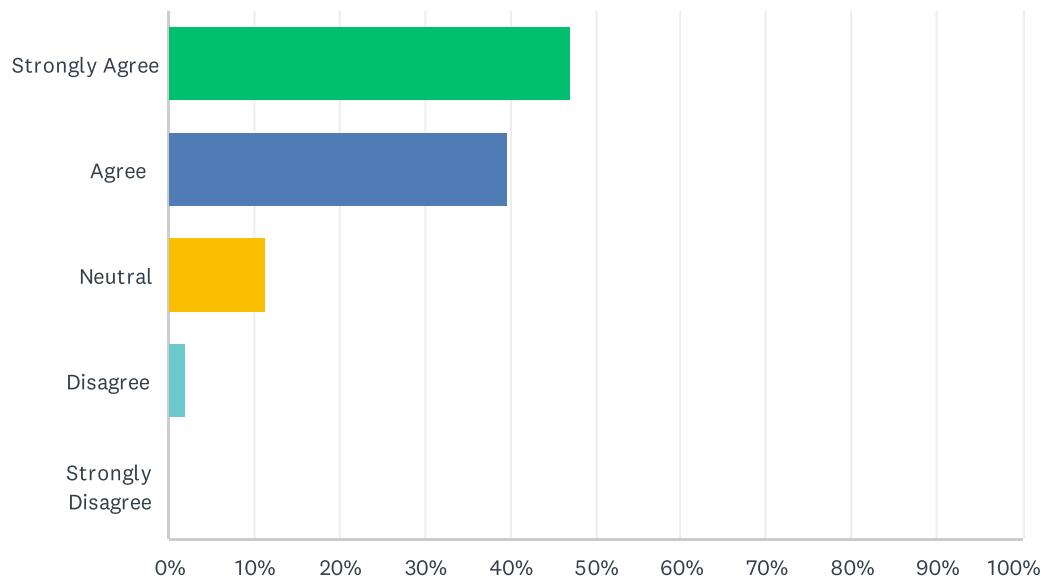
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 45.28% | 24 |
| Agree | 41.51% | 22 |
| Neutral | 13.21% | 7 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q42 I am kept informed about what's going on in the company.

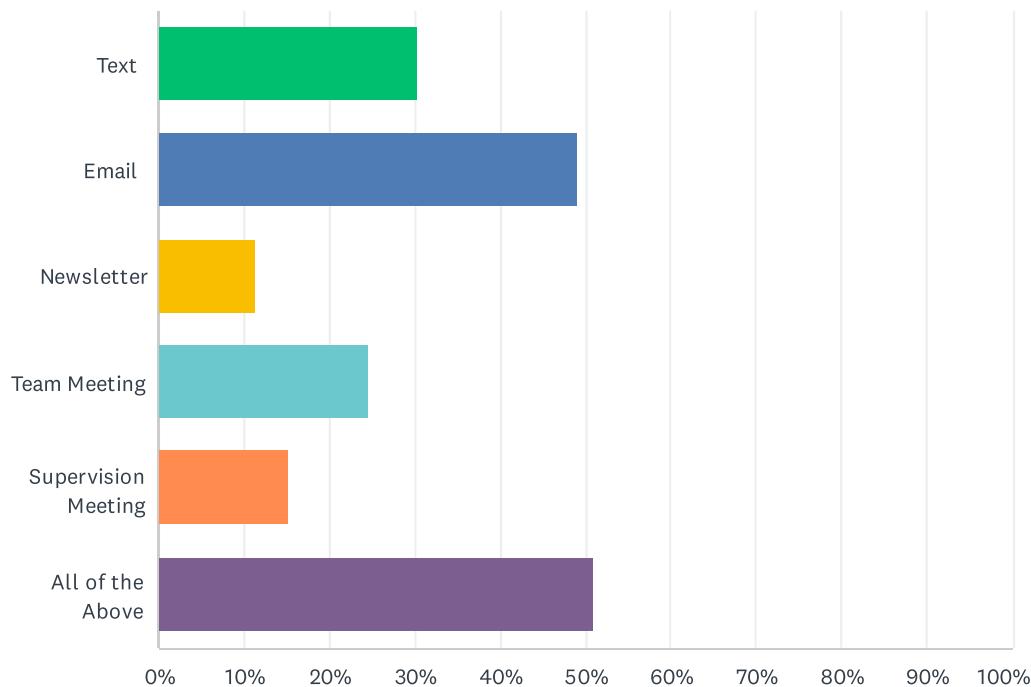
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 47.17% | 25 |
| Agree | 39.62% | 21 |
| Neutral | 11.32% | 6 |
| Disagree | 1.89% | 1 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q43 I would like to receive information via:

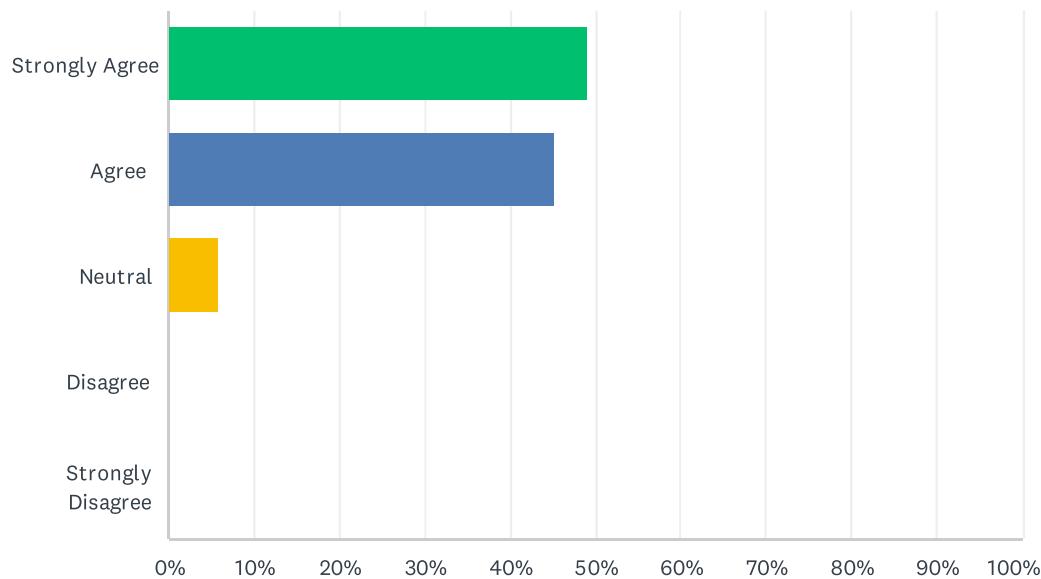
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES |
|-----------------------|-----------|
| Text | 30.19% 16 |
| Email | 49.06% 26 |
| Newsletter | 11.32% 6 |
| Team Meeting | 24.53% 13 |
| Supervision Meeting | 15.09% 8 |
| All of the Above | 50.94% 27 |
| Total Respondents: 53 | |

Q44 I feel I have job security.

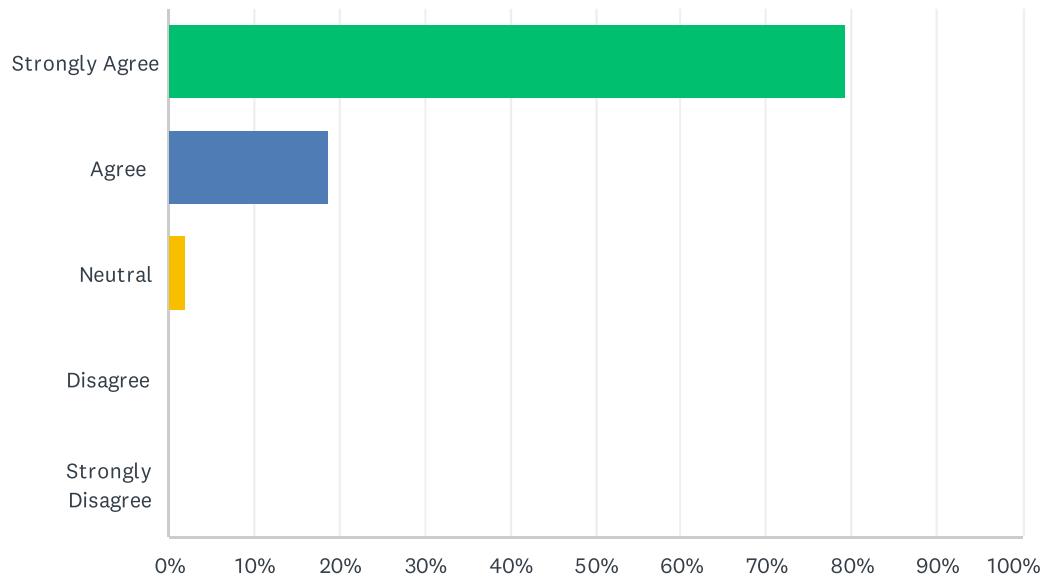
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 49.06% | 26 |
| Agree | 45.28% | 24 |
| Neutral | 5.66% | 3 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q45 I am happy with the decision to work at this company.

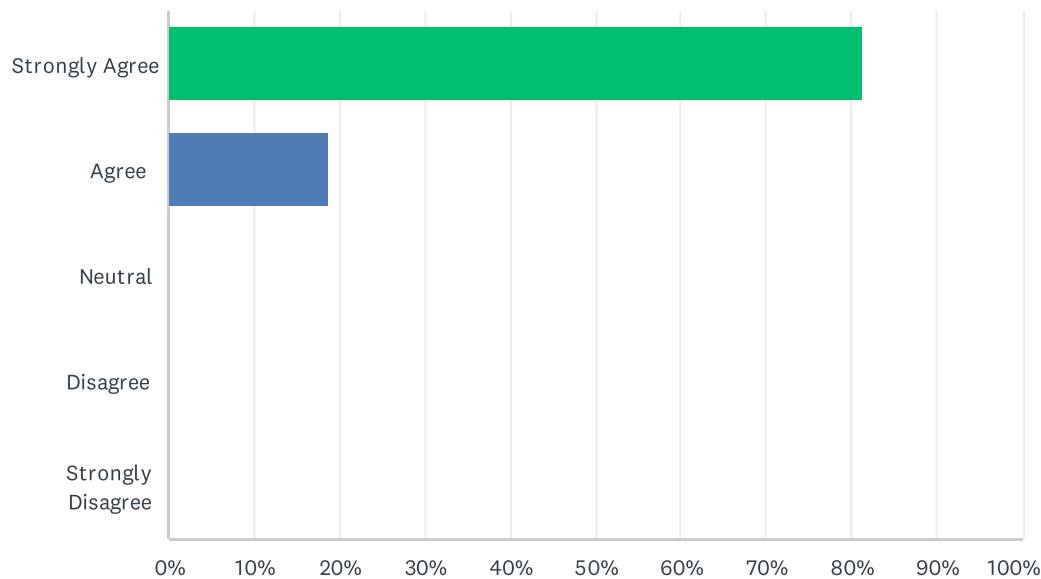
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 79.25% | 42 |
| Agree | 18.87% | 10 |
| Neutral | 1.89% | 1 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q46 Overall, I feel this is a good place to work.

Answered: 53 Skipped: 10



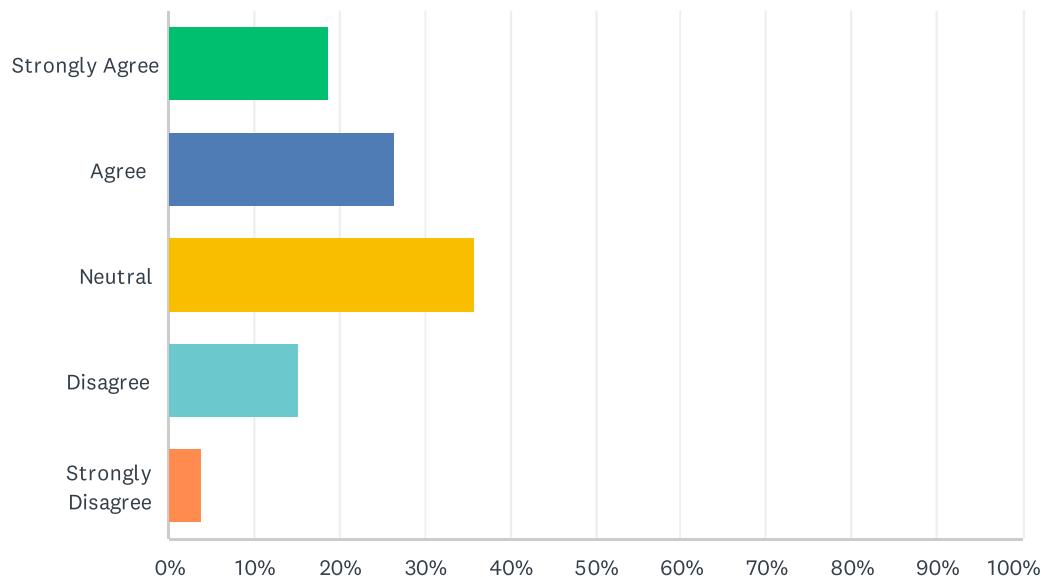
| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 81.13% | 43 |
| Agree | 18.87% | 10 |
| Neutral | 0.00% | 0 |
| Disagree | 0.00% | 0 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q47 How would you like to be recognized for your work?

Answered: 53 Skipped: 10

Q48 I believe my compensation is competitive to the local marketplace.

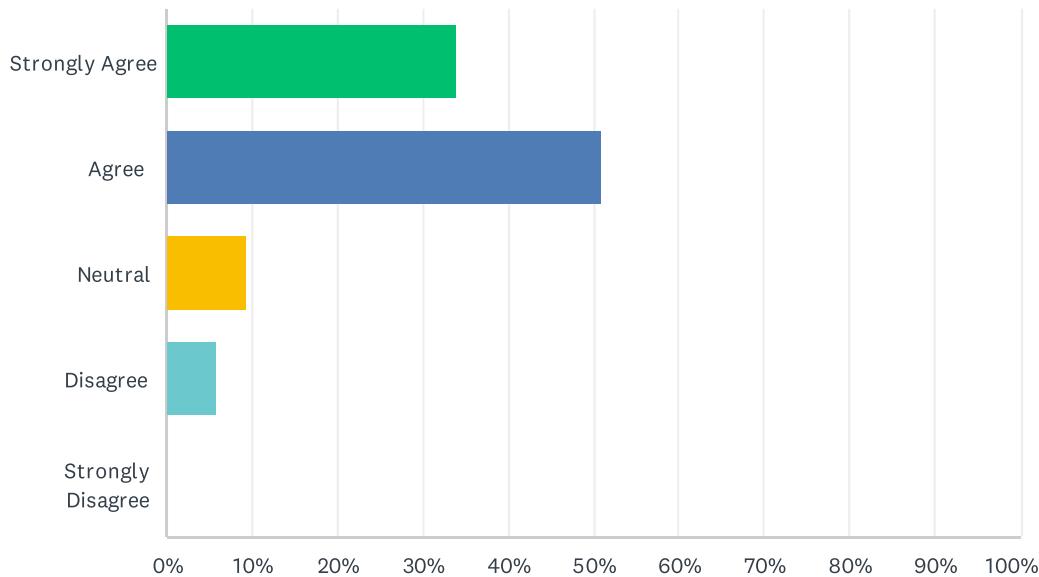
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 18.87% | 10 |
| Agree | 26.42% | 14 |
| Neutral | 35.85% | 19 |
| Disagree | 15.09% | 8 |
| Strongly Disagree | 3.77% | 2 |
| TOTAL | | 53 |

Q49 I understand how the compensation system works.

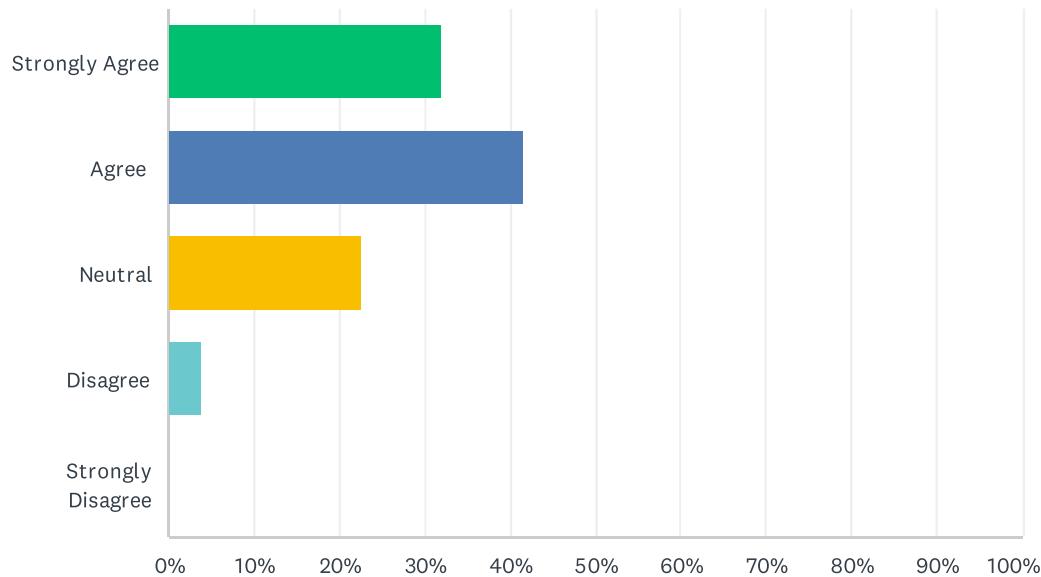
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 33.96% | 18 |
| Agree | 50.94% | 27 |
| Neutral | 9.43% | 5 |
| Disagree | 5.66% | 3 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q50 I feel our benefits are competitive.

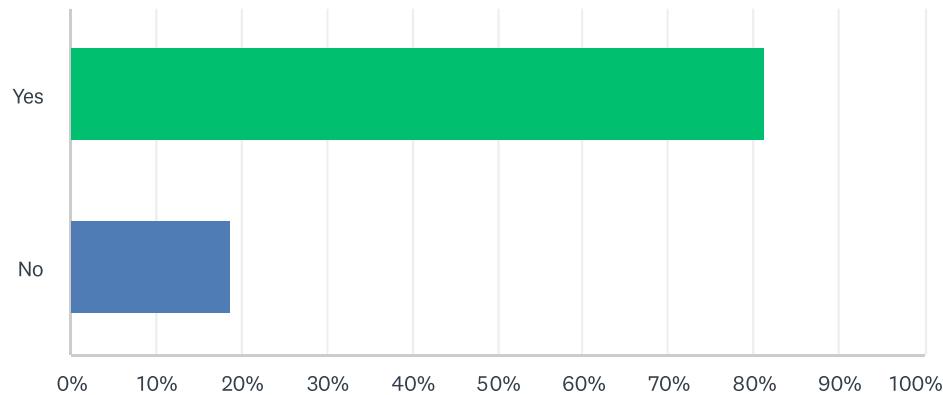
Answered: 53 Skipped: 10



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Strongly Agree | 32.08% | 17 |
| Agree | 41.51% | 22 |
| Neutral | 22.64% | 12 |
| Disagree | 3.77% | 2 |
| Strongly Disagree | 0.00% | 0 |
| TOTAL | | 53 |

Q51 Are you aware of our annual merit based pay increase policy based on employee performance?

Answered: 53 Skipped: 10



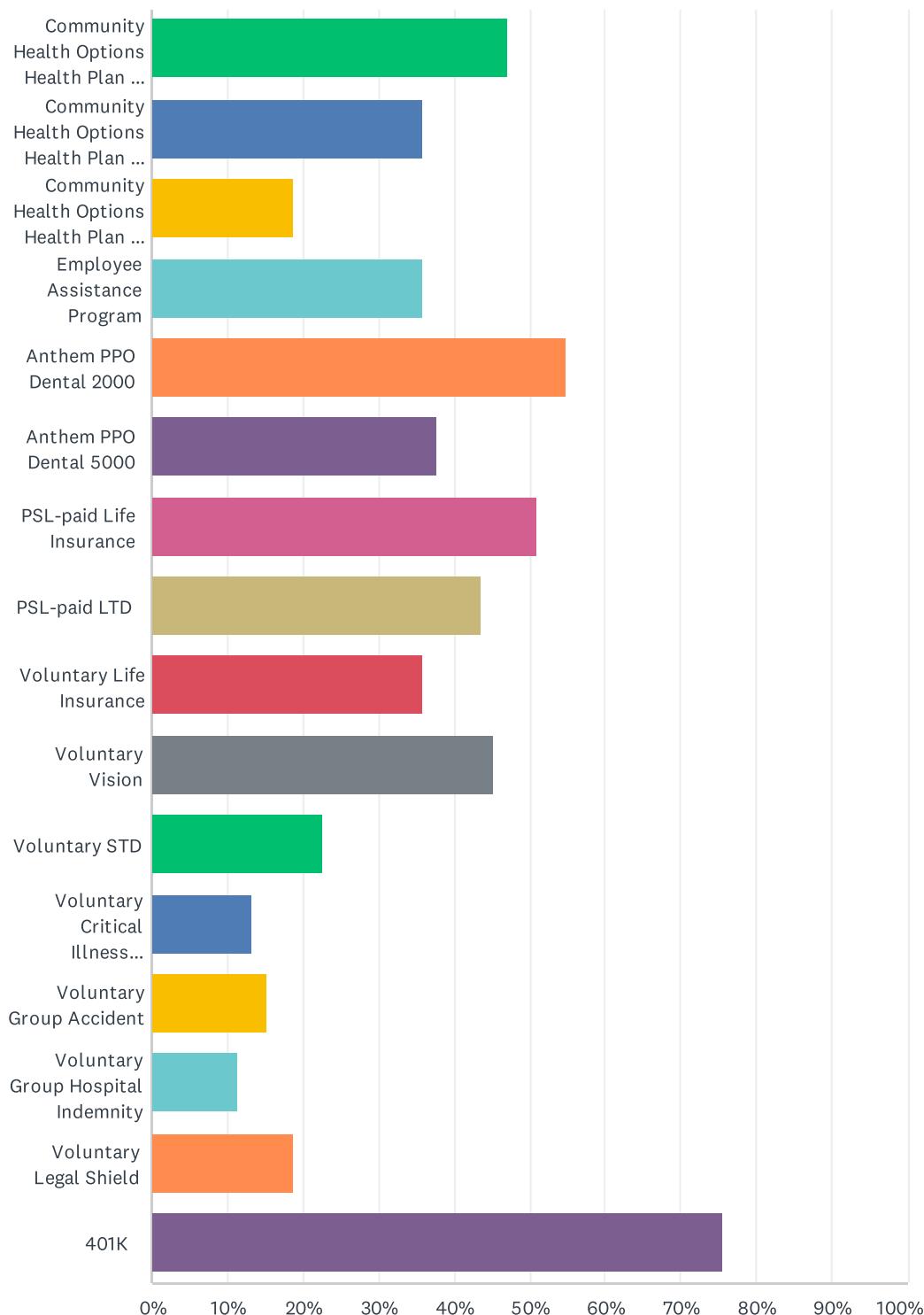
| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| Yes | 81.13% | 43 |
| No | 18.87% | 10 |
| TOTAL | | 53 |

Q52 Please share your thoughts on improving our insurance benefits structure, including any different types of benefits you'd like to see offered:

Answered: 29 Skipped: 34

Q53 Please check the following benefits that are importance to you:

Answered: 53 Skipped: 10



Employee Satisfaction Survey 2025

| ANSWER CHOICES | RESPONSES |
|---|-----------|
| Community Health Options Health Plan PPO 6500 w/HRA | 47.17% 25 |
| Community Health Options Health Plan HSA Plus 5000 | 35.85% 19 |
| Community Health Options Health Plan HSA Plus 6500 | 18.87% 10 |
| Employee Assistance Program | 35.85% 19 |
| Anthem PPO Dental 2000 | 54.72% 29 |
| Anthem PPO Dental 5000 | 37.74% 20 |
| PSL-paid Life Insurance | 50.94% 27 |
| PSL-paid LTD | 43.40% 23 |
| Voluntary Life Insurance | 35.85% 19 |
| Voluntary Vision | 45.28% 24 |
| Voluntary STD | 22.64% 12 |
| Voluntary Critical Illness Insurance | 13.21% 7 |
| Voluntary Group Accident | 15.09% 8 |
| Voluntary Group Hospital Indemnity | 11.32% 6 |
| Voluntary Legal Shield | 18.87% 10 |
| 401K | 75.47% 40 |
| Total Respondents: 53 | |

Q54 What other Benefits would you like to see offered to employees?

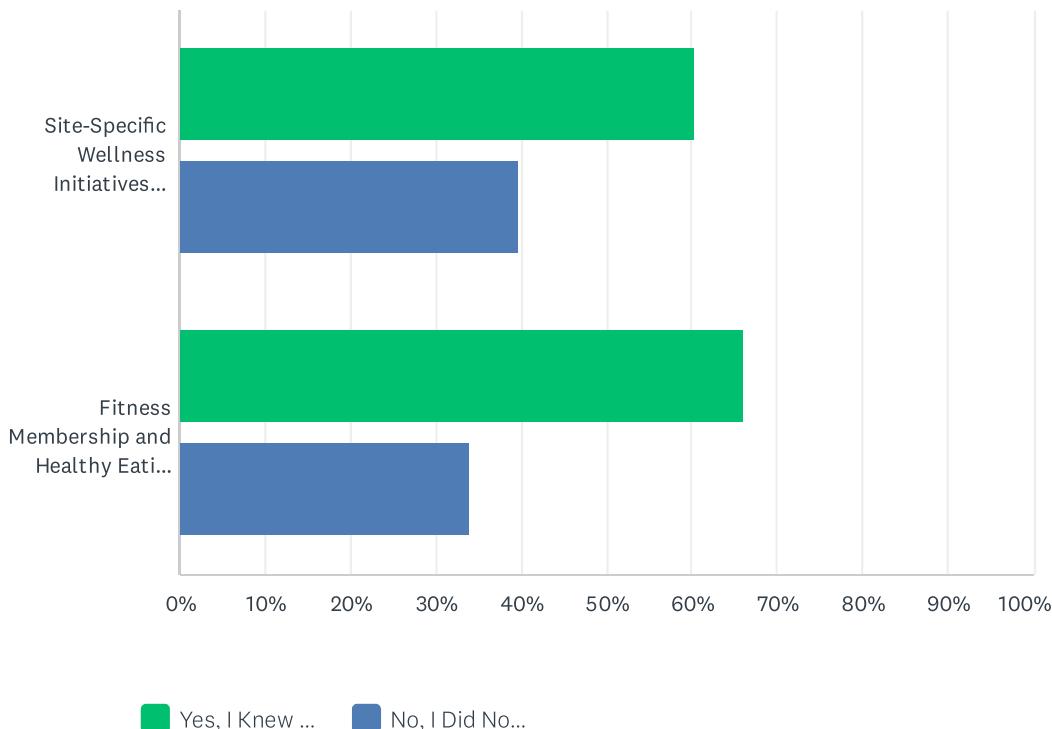
Answered: 24 Skipped: 39

Q55 What are your ideas for improving the employee wellness program?

Answered: 25 Skipped: 38

Q56 Are you aware that PSL Services/STRIVE offers the following wellness opportunities:

Answered: 53 Skipped: 10



| | YES, I KNEW ABOUT THIS | NO, I DID NOT KNOW ABOUT THIS | TOTAL |
|---|------------------------|-------------------------------|-------|
| Site-Specific Wellness Initiatives (e.g. Central Office Wellness Walks) | 60.38% 32 | 39.62% 21 | 53 |
| Fitness Membership and Healthy Eating Financial Incentives | 66.04% 35 | 33.96% 18 | 53 |

Q57 Additional Comments:

Answered: 15 Skipped: 48

Q58 What obstacles/boundaries (if any) do you feel you face that keeps you from doing your job at a very high level?

Answered: 27 Skipped: 36

Q59 Please share any thoughts you have that we haven't addressed in this employee satisfaction survey:

Answered: 19 Skipped: 44