



GOODWELL HELPS CREATE
HIGHLY ENGAGED AND ALIGNED WORKPLACES

Stuart and Lena,

Please let me take this chance to thank you for having the courage to take a deeper look at your workplace. The metrics we measure are intended to help provide you with a framework to ensure your actions and intentions are in alignment. Regardless of the outcome of the data review we hope you have found value in the process and will continue to measure what matters and strive to create the best workplace possible.

If we can be helpful in any way, please do not hesitate to ask. Also if you have any specific feedback on the process, please do let us know.

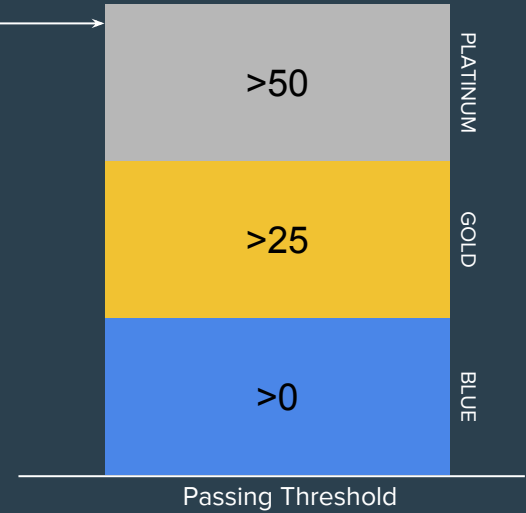
Thank you again,

Pete Gombert
Founder and CEO



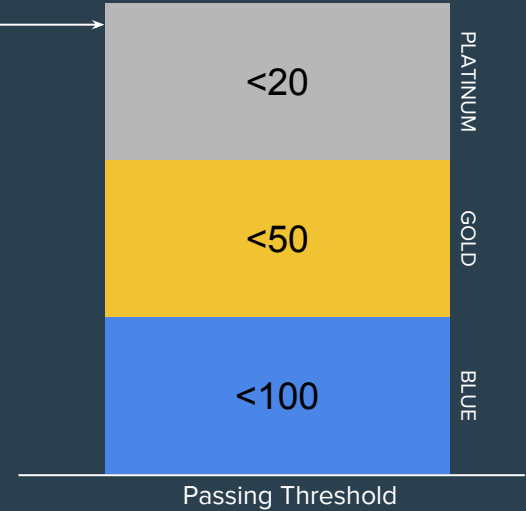
Metric #1 - eNPS

80



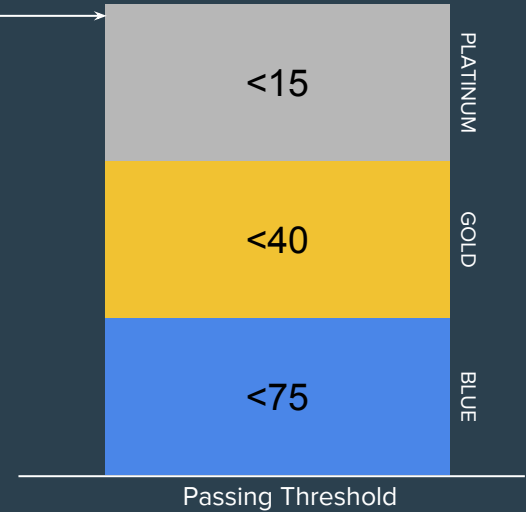
Metric #2 - CEO to Average Worker Pay

11.23



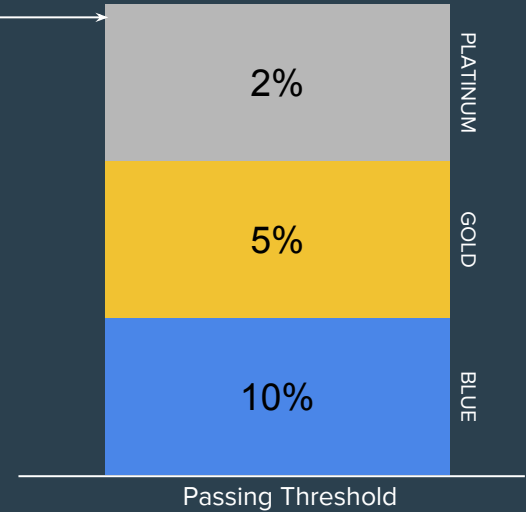
Metric #3 - Exec Team to Average Worker Pay

11.23



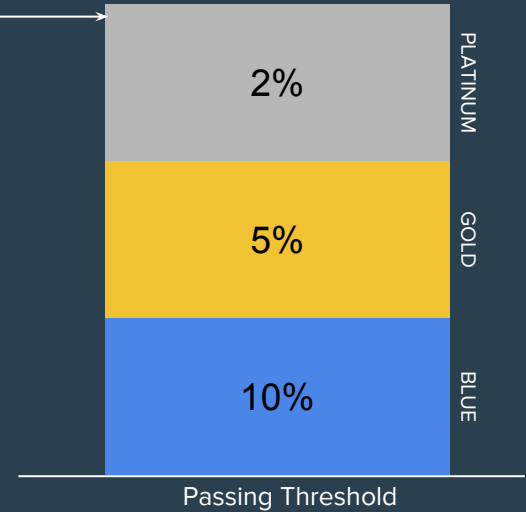
Metric #4 - Gender Pay Gaps

.35



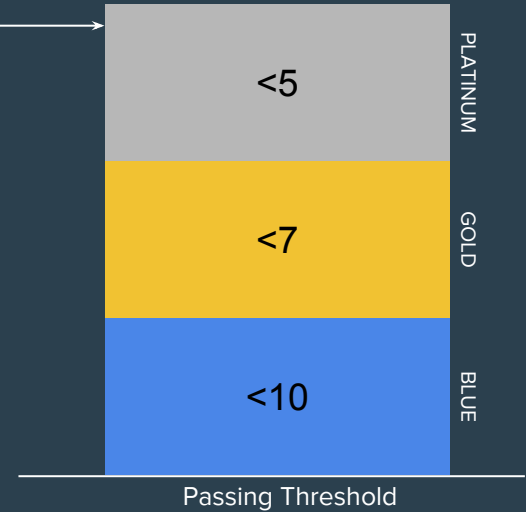
Metric #5 - Racial Pay Gaps

.12



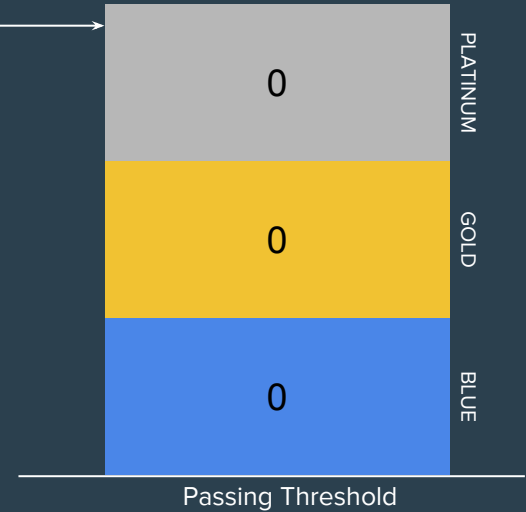
Metric #6 - Safety - Injuries per 200k hours worked

0



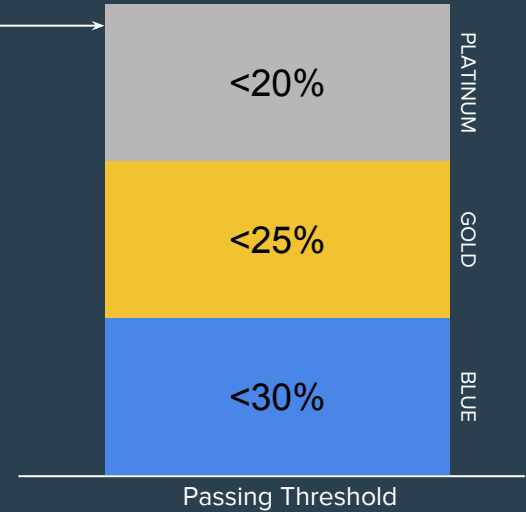
Metric #7 - Use of underage workers

0



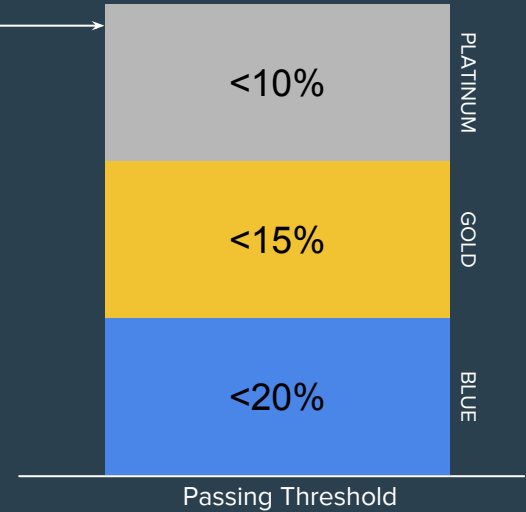
Metric #8 - Use of Part Time Workers

0



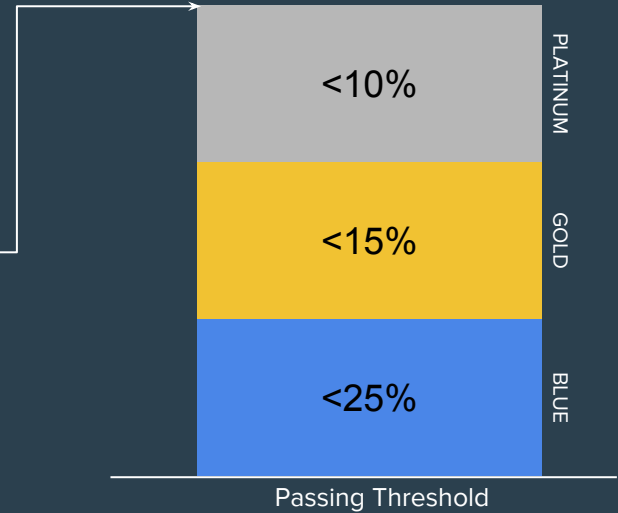
Metric #9 - Workers making below poverty wage

0



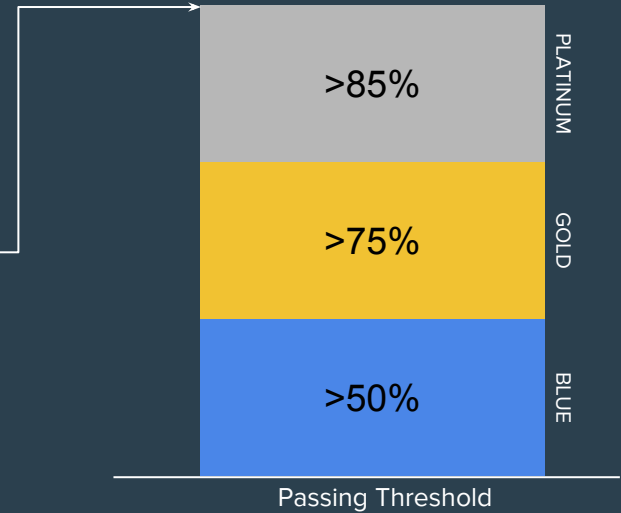
Metric #10 - Employee Attrition

0



Metric #11 - Benefits Participation

100



Summary Metrics Review

Metric	Score	Result
#1 - eNPS	80	
#2 - CEO to Average Worker Pay	11.23	
#3 - Exec Team to Average Worker Pay	11.23	
#4 - Gender Pay Gaps	.35	
#5 - Racial Pay Gaps	.12	
#6 - Safety	0	
#7 - Use of Underage Workers	0	
#8 - Part Time Workers	0	
#9 - Poverty Level Wages	0	
#10 - Attrition Rate	0	
#11 - Benefits Participation	100%	



THANK YOU

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