Mission/Core Values Feedback Survey

Berg Industries

We at Berg Industries value your honest and sincere feedback. As we continue to develop, we would sincerely appreciate your genuine opinion on how we can effectively align our people strategy with our business strategy. Our goal is to commit to statements we can truly live by and help guide the organization. We recognize that most of you have taken some type of survey with us in the past. Although we may not have shared all the details, we have listened to the valuable feedback provided. Leadership views this symbolic year as one dedicated to providing all employees the tools to build a successful career path. This monumental goal requires a collaboration of all staff members to ensure we’re aligned and moving forward in the most prosperous way possible.

Your feedback will provide the foundational knowledge to do so. All responses will be completely anonymous and will not be used in any punitive fashion. Please provide your impressions of working at Berg and we thank you in advance for participating. We will be sharing the data collected and how we used the information to improve the organization going forward.

Your Location:

02 - Greece, NY

- How many years of service do you have with Berg Industries?
  - Less than one year
  - 1-4 years
  - 5-9 years
  - 10-14 years
  - 15-19 years
  - 20-24 years
  - 25+ years

- Without peeking at the break room wall, how confident do you feel that you know Berg Industries Mission and Core Values?
  - I have no idea.
  - I can recite a few buzzwords.
  - I know most of it.
  - I have it memorized.

MISSION
A company’s mission statement defines: who we are, what we do, why we do it, and for whom we do it

“How clear is the mission statement to you?”

The mission statement is:
Berg Industries will strive to always be the leader in delivering unsurpassed environmentally sensitive and cost effective services to optimize the overall performance of our customers’ facilities while also providing a challenging and rewarding career opportunity for every employee.

*Answer options:*
1) Unclear.
2) Somewhat clear.
3) Clear.
4) Absolutely clear.

“How based on your experience, how accurately does the above mission statement reflect working at Berg Industries?”

A mission statement to guide me in my role is helpful

I enjoy knowing I make a difference in achieving goals

I thrive in a culture that provides company goals for the future.

*Answer options:*
1) Inaccurate.
2) Somewhat accurate.
3) Accurate.
4) Absolutely accurate.

If you had to add one more mission statement that reflects the *culture* of working at Berg Industries, what would it be?
CORE VALUES

A company’s values define the guiding principles of how we conduct ourselves in carrying out our mission. Based on your experience, how accurately do the following statements reflect the values of Berg Industries?

*The following statements would be rated with the following answer options:
  1) Not at all true
  2) A little true
  3) Somewhat true
  4) Very true
  5) Absolutely true

Ethics. We do what is right. It defines who we are.
Teamwork. We empower people to work together toward common goals.
Innovation. We provide facilities solutions with latitude for forward thinking ideas. Growth gives us new challenges and opportunities.
Quality. We invest in our people. Our customer focus drives continuous process enhancements.
Customer Value. We deliver high quality services and products. We strive to create and sustain long term partnerships.
Work Environment. We commit to provide a safe, secure and rewarding work atmosphere. We enjoy getting things done.

• If you had to add one more statement that reflects the values of working at Berg Industries, what would it be?
The following are important to me in my work life:

<table>
<thead>
<tr>
<th>Loyalty</th>
<th>Strongly Disagree</th>
<th>Disagree Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Sales goals</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Work towards your own goals</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>Family-like atmosphere</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>Having a company goal that everyone works toward</td>
<td>1</td>
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<tr>
<td>Pride</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>Team Spirit</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>The ability to share my opinions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>Being instructed on what to do</td>
<td>1</td>
<td>2</td>
<td>3</td>
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I am driven most by:

<table>
<thead>
<tr>
<th>Money</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<td>5</td>
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</tr>
</tbody>
</table>

Helping others

Advancement opportunities

Career Stability

Looking out for me

Making a meaningful impact

Career security

Belonging to a team

Please provide any additional thoughts/feelings about our current or future vision, mission, or values.