

QUESTIONNAIRE

.....

Employees Matter Company Interview Questions

SJF Institute, which connects, inspires, and accelerates sustainable entrepreneurs and the fields that support them, is currently preparing an update to our well-received national report, *Beyond Paycheck to Paycheck: Wealth-Building Strategies for Venture Capital Funds to Use with Portfolio Companies and Their Employees* with a focus on identifying small to medium sized fast-growing entrepreneurial firms utilizing high road labor practices, particularly around employee engagement and employee ownership, and documenting any correlation between these practices and improved financial and business results.

QUESTIONS:

1. How many employees do you have?
2. Of these, how many are entry level or hourly?
3. Does your company include human resources initiatives in its core strategy? Is your HR Director part of the executive leadership team?
4. What employee engagement or employee ownership practices do you currently use in your firm (i.e., strategies to engage all employees toward shared company goals)?
5. Do you share equity broadly in the company? If yes, how broadly?
6. Do you have any practices to tie compensation/bonuses to overall company performance or team performance? Please describe.
7. Can you directly correlate improved financial and business results (for example, greater than industry average employee retention) with your employee engagement/compensation practices?
8. Can you quantify your rate of reduced turnover? What is average tenure of employees?
9. What about customer attraction and retention? Can you correlate better customer service with great employee practices?
10. What attracts employees to your company: wage levels, benefits, company reputation, work environment?
11. Does the company have any community service or philanthropy programs in place?
12. If you share ownership broadly, what spurred you to this practice? Did you have an epiphany or was it a more gradual evolution?