FRIEDMAN PLACE

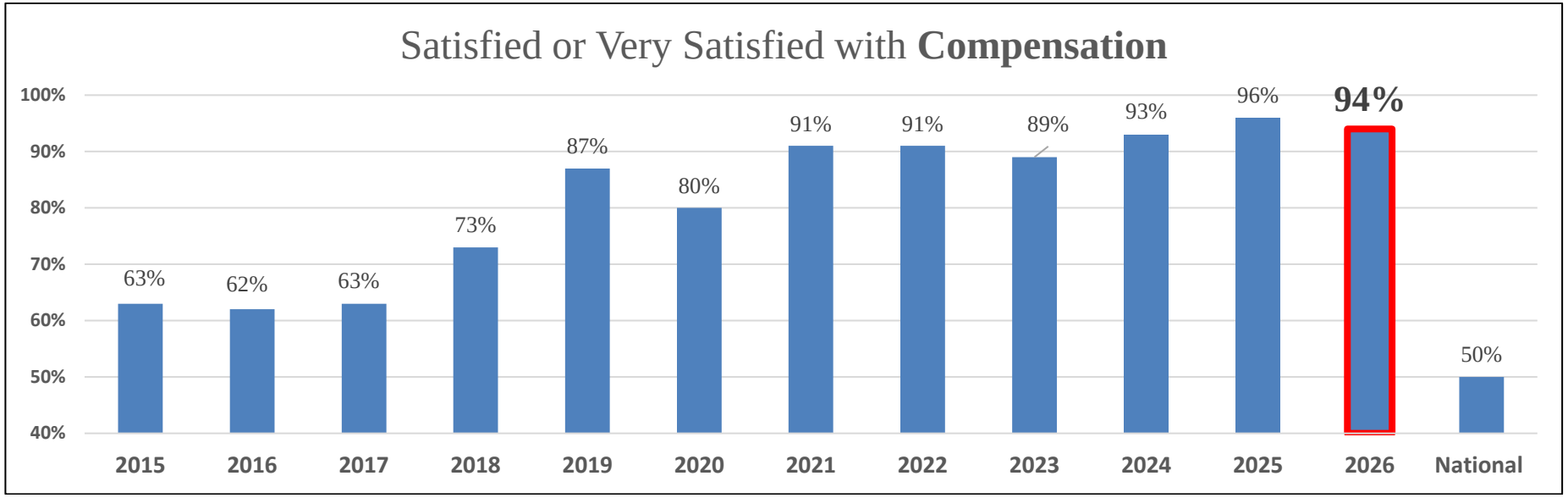
Supporting the Independence of Adults who are Blind

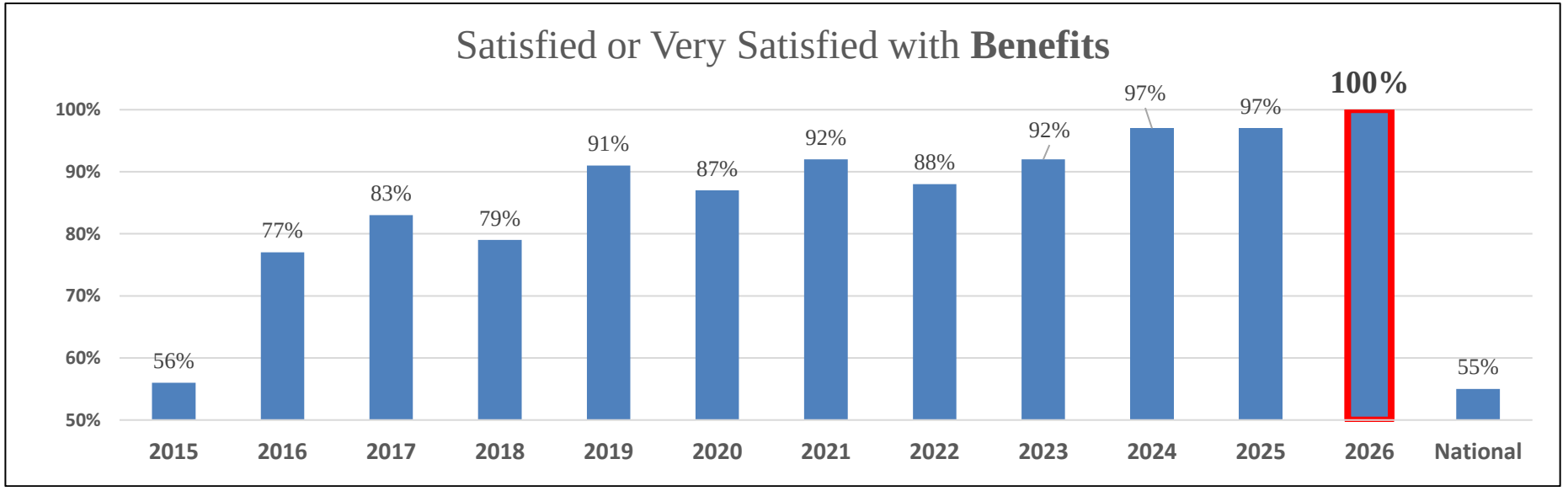
2026 Employee Satisfaction Survey

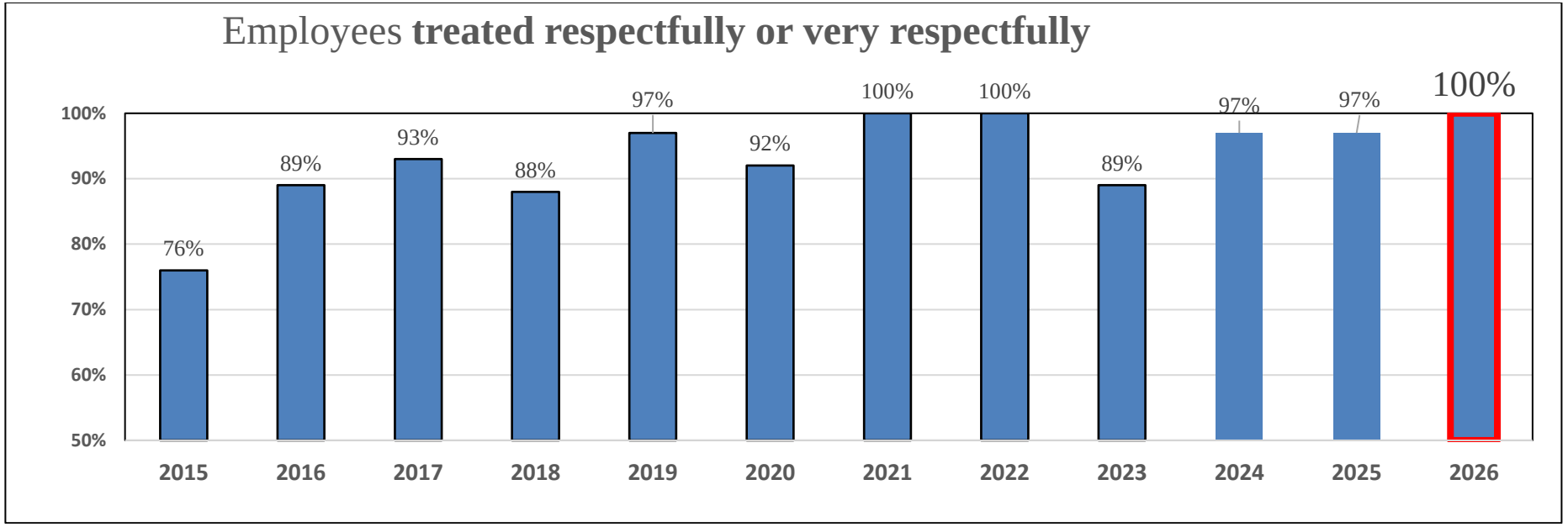
Employees gave the highest and best scores to every item more than 93% of the time!

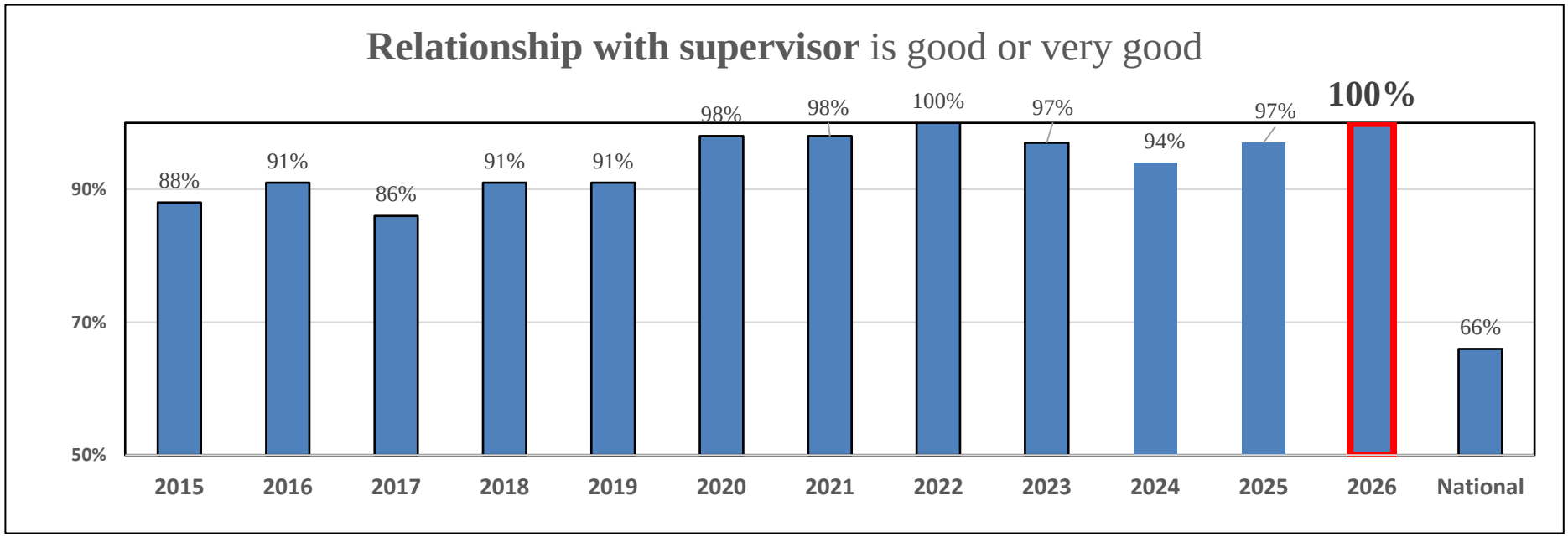
- job security
- trust of senior management
- physical work environment and equipment
- benefits
- respectful treatment given to employees at all levels
- respectful treatment given by residents
- salary, compensation, and pay
- relationship with immediate supervisor

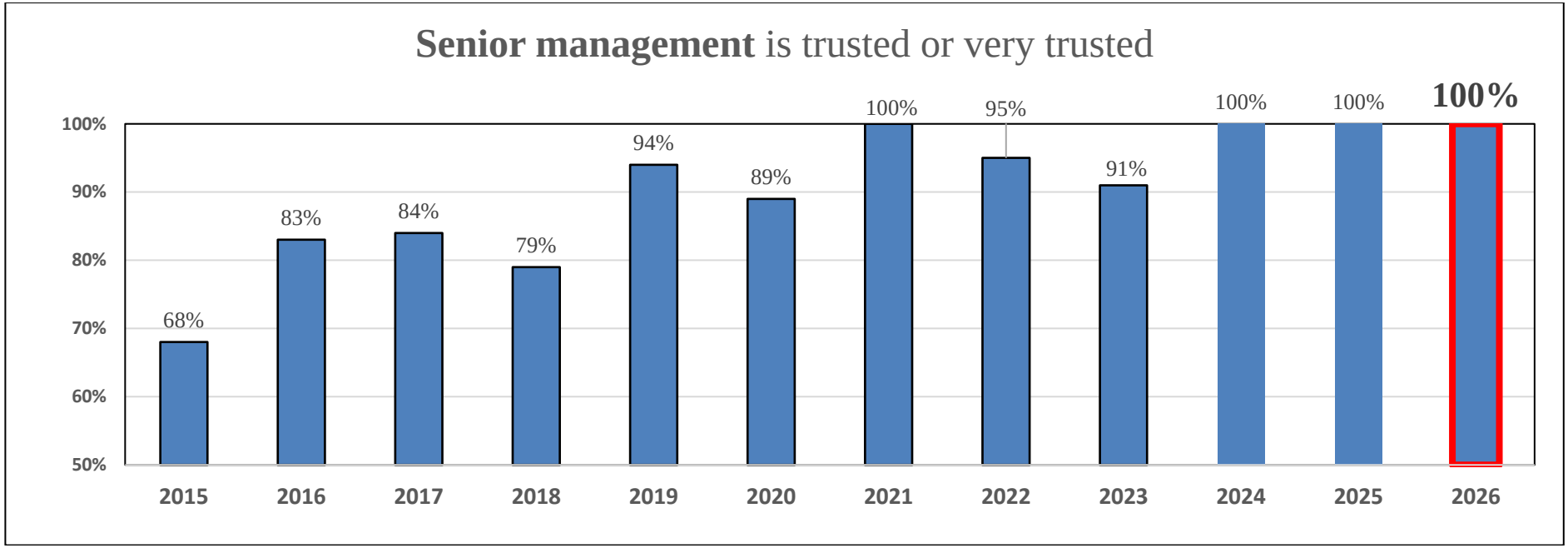
The charts show the percent of staff that gave one of the two **best** ratings (e.g., "satisfied" or "very satisfied"), compared with results from past years. Where items matched, the results are compared to national data from the Conference Board's Job Satisfaction 2025 Report.

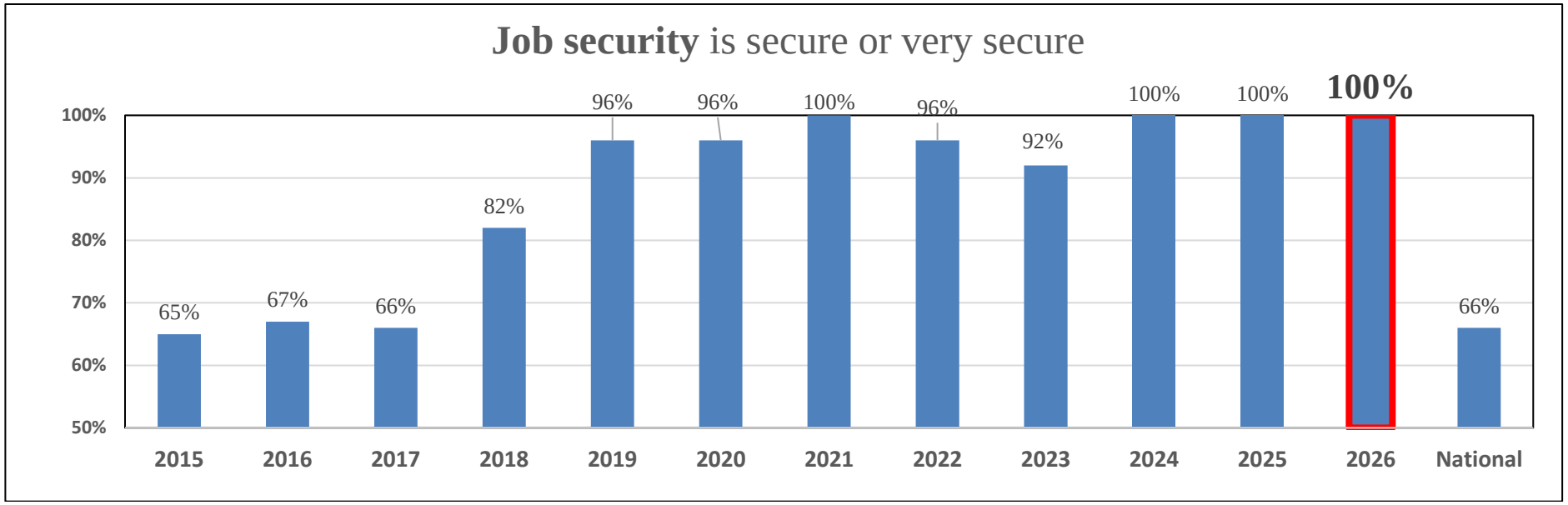


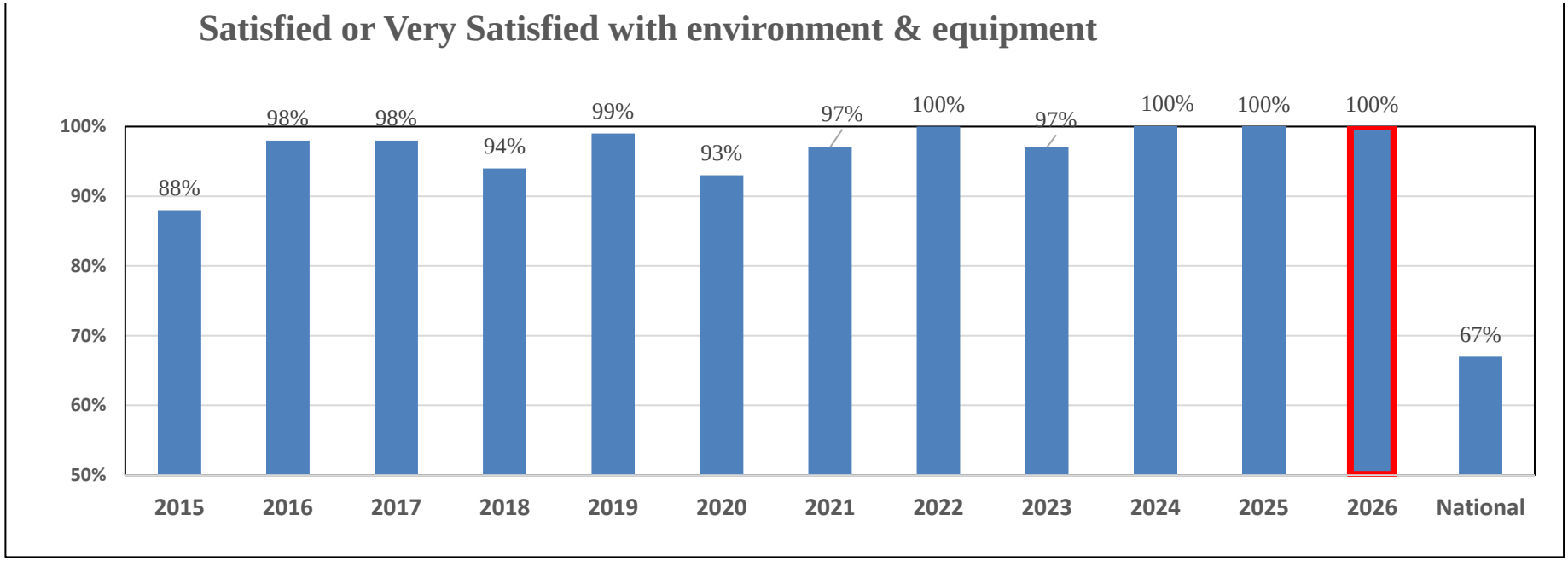


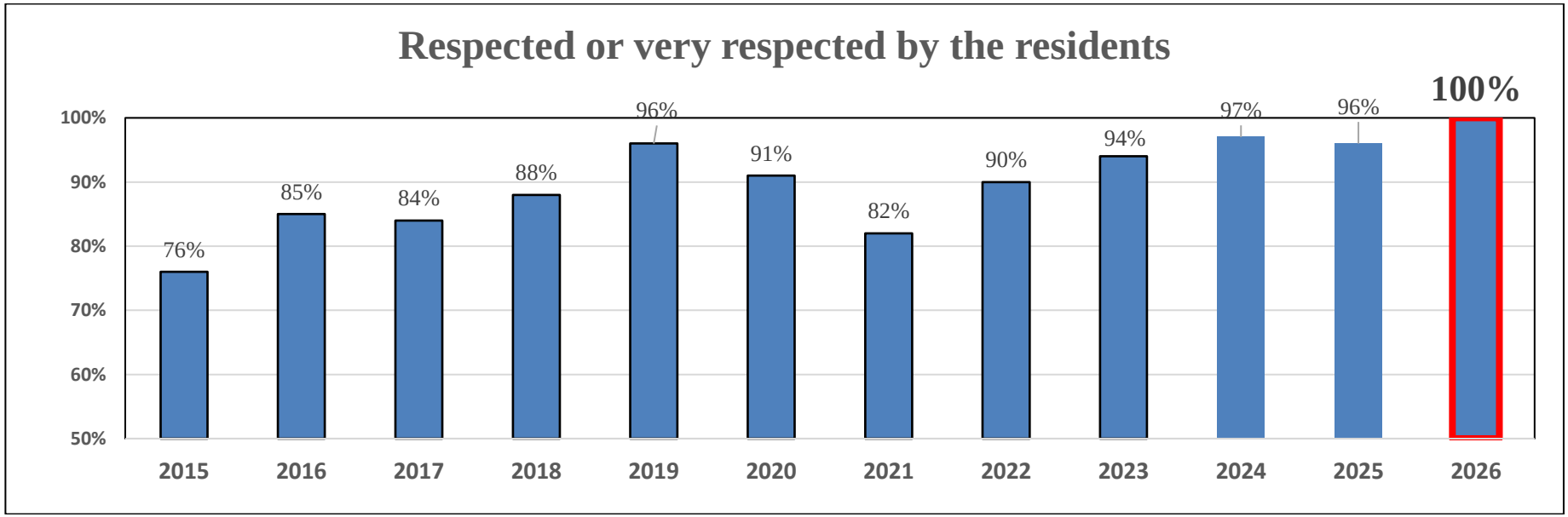

Employees **treated respectfully or very respectfully**
100%
90%
80%
70%
60%
50%
76%
89%
93%
88%
97%
92%
100%
100%
89%
97%
97%
100%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026


Relationship with supervisor is good or very good
90%
70%
50%
88%
91%
86%
91%
91%
98%
98%
100%
97%
94%
97%
100%
66%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
National


Senior management is trusted or very trusted
100%
90%
80%
70%
60%
50%
68%
83%
84%
79%
94%
89%
100%
95%
91%
100%
100%
100%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026


Job security is secure or very secure
100%
90%
80%
70%
60%
50%
65%
67%
66%
82%
96%
96%
100%
96%
92%
100%
100%
100%
66%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
National


Satisfied or Very Satisfied with environment & equipment
100%
90%
80%
70%
60%
50%
88%
98%
98%
94%
99%
93%
97%
100%
97%
100%
100%
100%
67%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026
National


Respected or very respected by the residents
100%
90%
80%
70%
60%
50%
76%
85%
84%
88%
96%
91%
82%
90%
94%
97%
96%
100%
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024
2025
2026

COMMENTS FROM THE SURVEY

BENEFITS & COMPENSATION

- Would receiving two $500 bonuses a year be too much? Perhaps one every 6 months
- Our merit increases are very fair and very generous.
- Not a living wage for Chicago
- Meals are fresh and delicious and I love them.
- Bonuses amazing, think that salary could be adjusted more for cost of living being so expensive
- The medical insurance continues to be outstanding and provide wide scope of coverage and the cost to employee is almost unheard of, allowing more money to kept in our pockets.
- more federal holidays maybe
- The bonuses are very generous, especially the addition of the new milestone bonus. They are a great help. The annual raises should do more to reflect the current rise in the cost of living, especially for those making close to minimum wage. With general costs getting exponentially higher, the average rate that salary increases are made at do little to actually cover the costs of living. While I got an increase, this year has been one of my more financially difficult as most of that went to increased bills and increased rent/property taxes.

RELATIONSHIP WITH IMMEDIATE SUPERVISOR

- I have grown so much in the time I've been here at Friedman Place, and a lot of it is due to the support of my supervisor.
- An amazing person, a kind and approachable person, very intelligent and positive overall.

RESPECTFUL TREATMENT OF ALL EMPLOYEES AT ALL LEVELS

- Open door policy, kindness and consideration guides the interactions far and wide

TRUST BETWEEN YOURSELF AND SENIOR MANAGEMENT

- They tend to not bother you with unrealistic expectations and unsound issues.

JOB SECURITY

- Clearly, we are valued, guided by rational policies and expectations, backed-up by a firm financial footing year after year.

ENVIRONMENT AND EQUIPMENT

- I want to give a good example. With the expansion of some of our programs, requires more tracking and documentation that has evolved. My leadership has created things like our electronic healthcare records tasks and google sheets, that are improvements to the way the work was done before. Then my supervisor checks in with me to see how it's working and for my inputs.

RESPECTED BY RESIDENTS

- 70% respected
- Most tend to be grateful and gracious and most appreciative of the work that we do on their behalf.
- So much respect!

In the fall of 2026**, 65% of employees responded** anonymously to a satisfaction survey. All questions offered five possible answers from best to worst on a Likert scale. For example, Very satisfied, Satisfied, Neither satisfied nor dissatisfied, Dissatisfied, or Very dissatisfied.