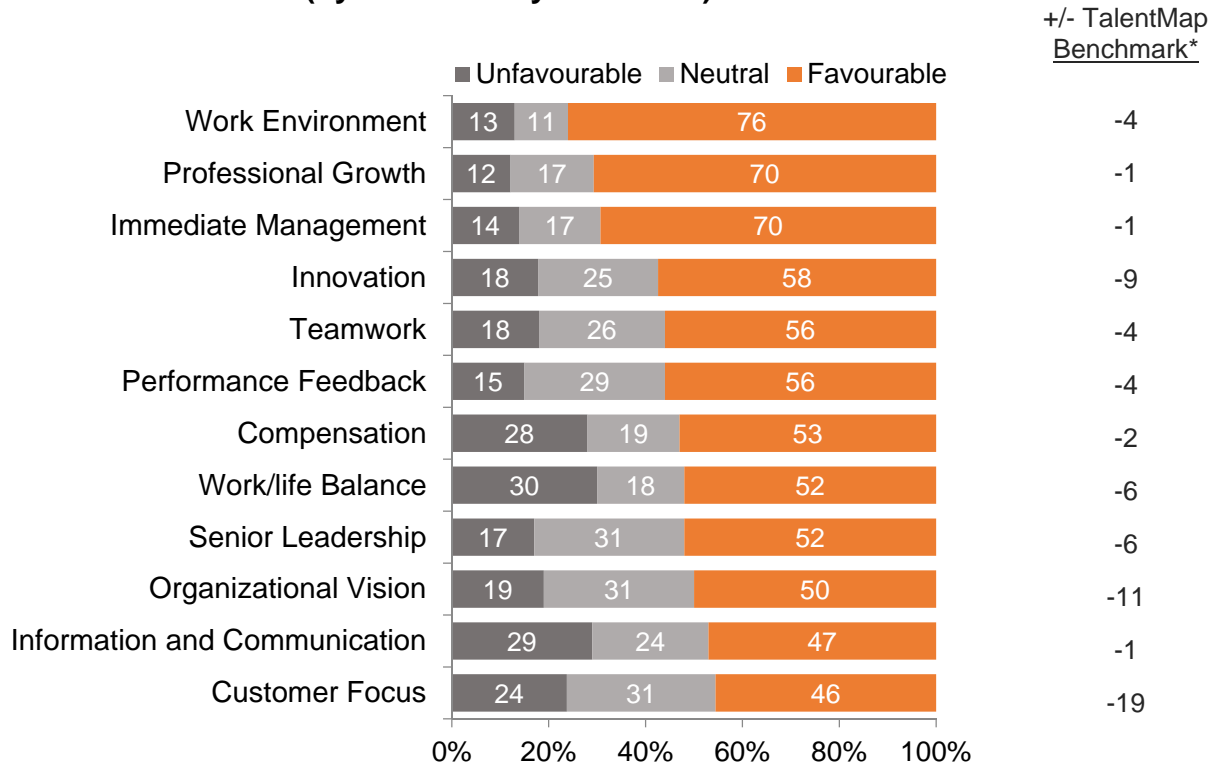


2016 Langara Employee Engagement Survey: Organizational Results

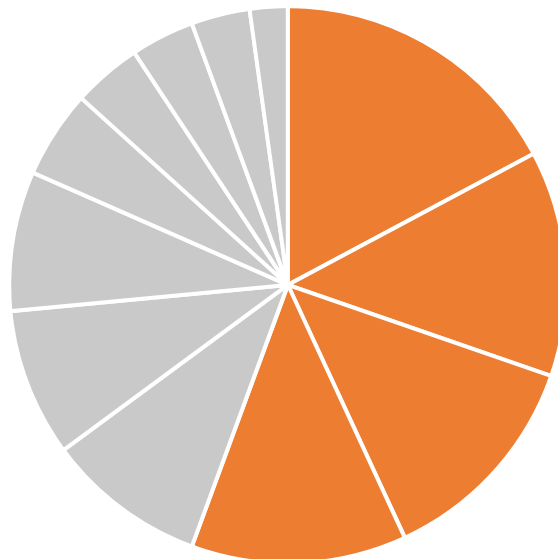
Performance Scores (by main survey attributes)



*Benchmark = public sector (based on TalentMap questionnaire responses)

Drivers of Engagement (by relative weight)

Survey Dimension	RW
Professional Growth	17.2%
Innovation	13.1%
Organizational Vision	12.8%
Senior Leadership	12.5%
Work Environment	9.3%
Teamwork	8.6%
Immediate Management	8.1%
Customer Focus	5.1%
Compensation	4.0%
Performance Feedback	3.7%
Work/life Balance	3.4%
Information & Communication	2.2%



Relative weight = impact on engagement (relationship between survey dimension responses and engagement question responses)