

2024 HUMAN RESOURCES SUMMARY



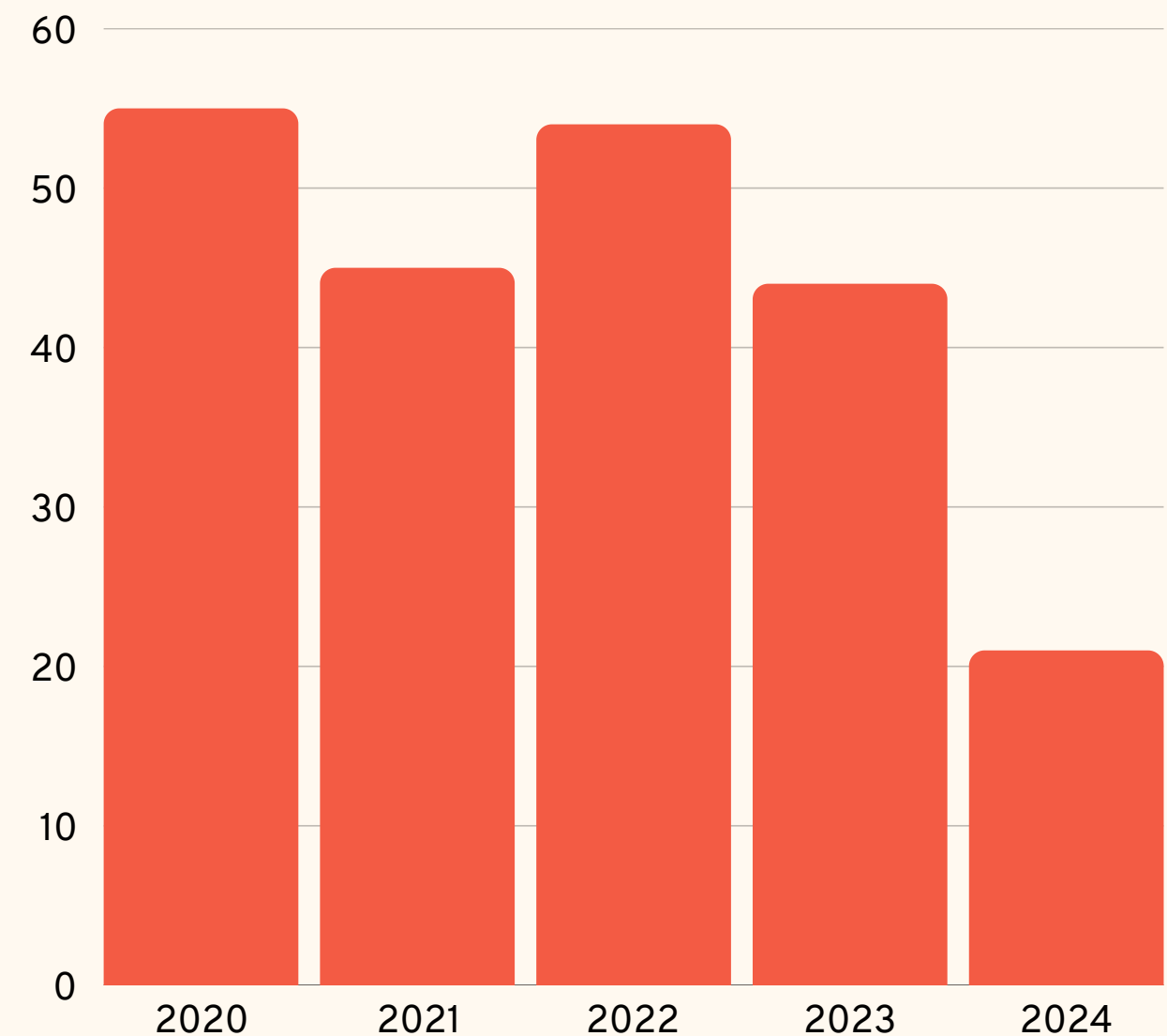
together we **ignite** possibility

Team Member Satisfaction Survey

In December, Adjoin distributed the annual Team Member Satisfaction Survey to our dedicated team members, yielding valuable feedback on a range of important issues. The survey was conducted via UKG's Employee Voice, guaranteeing confidentiality and delivering reports based on department/program.

Participation was down by 23% from the previous year.

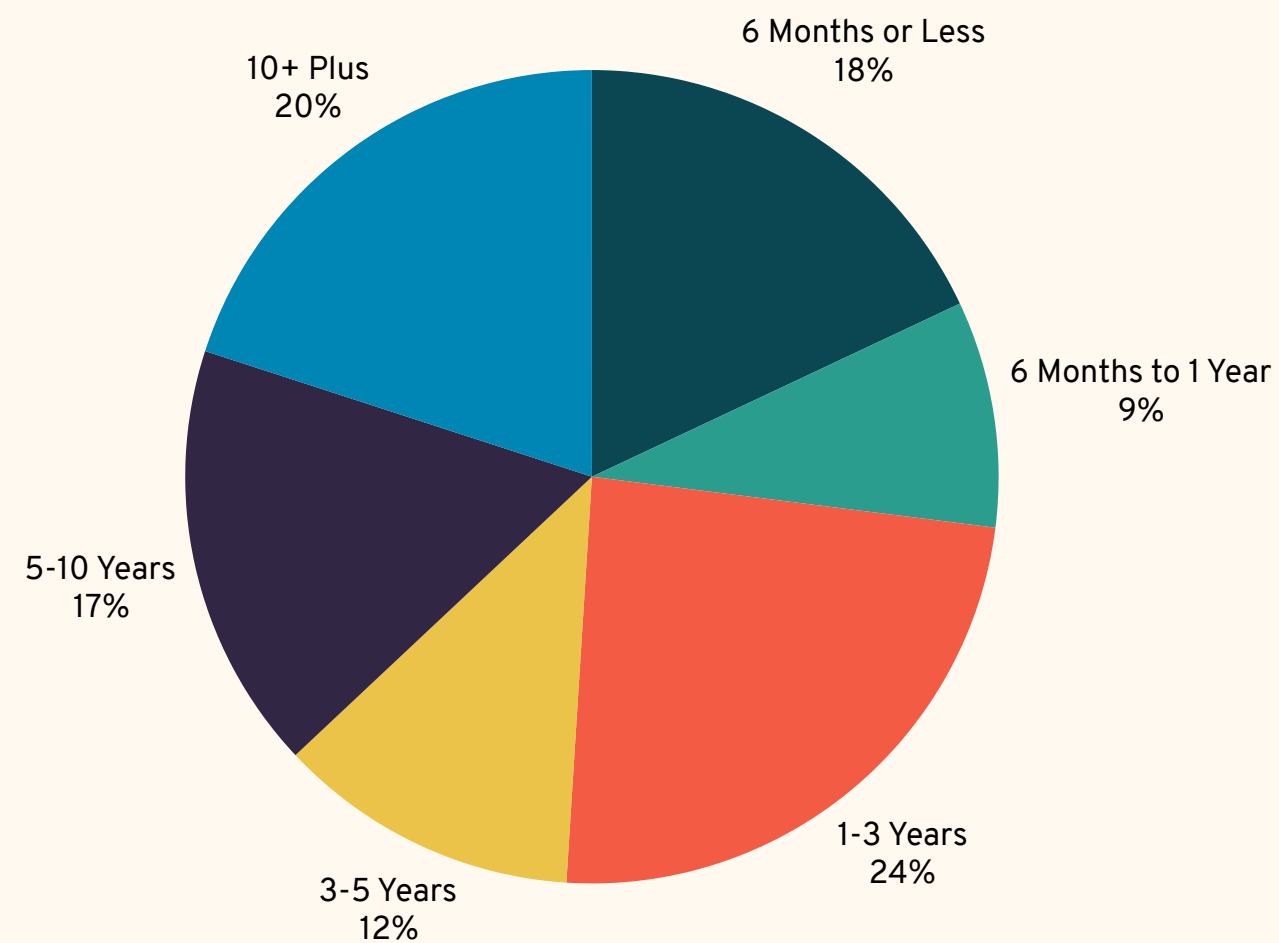
Survey Participation 2020-2024



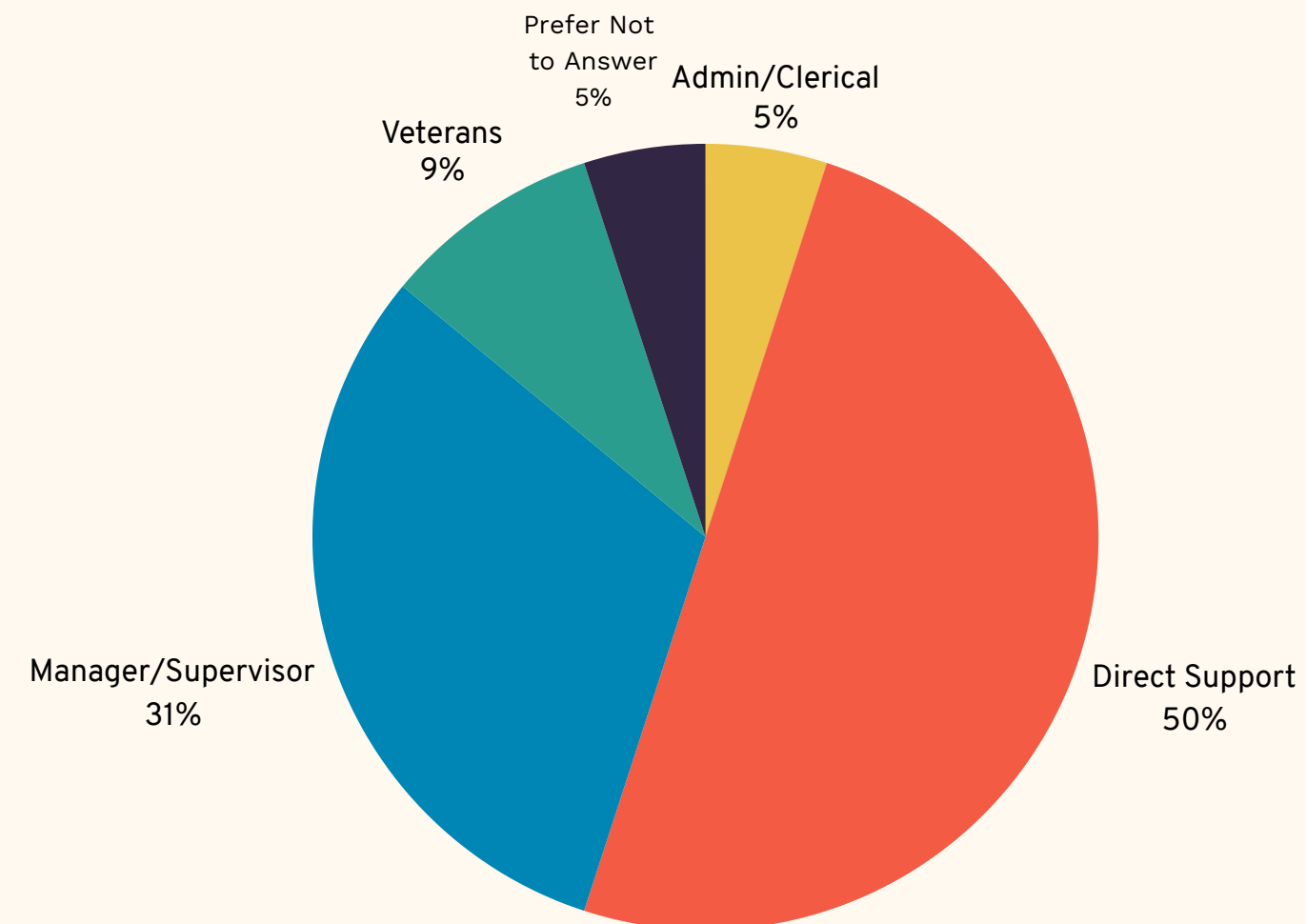
Who Responded?

Participation in our survey came from a variety of different demographic groups at Adjoin, and our team member population was well represented.

Participants by Tenure



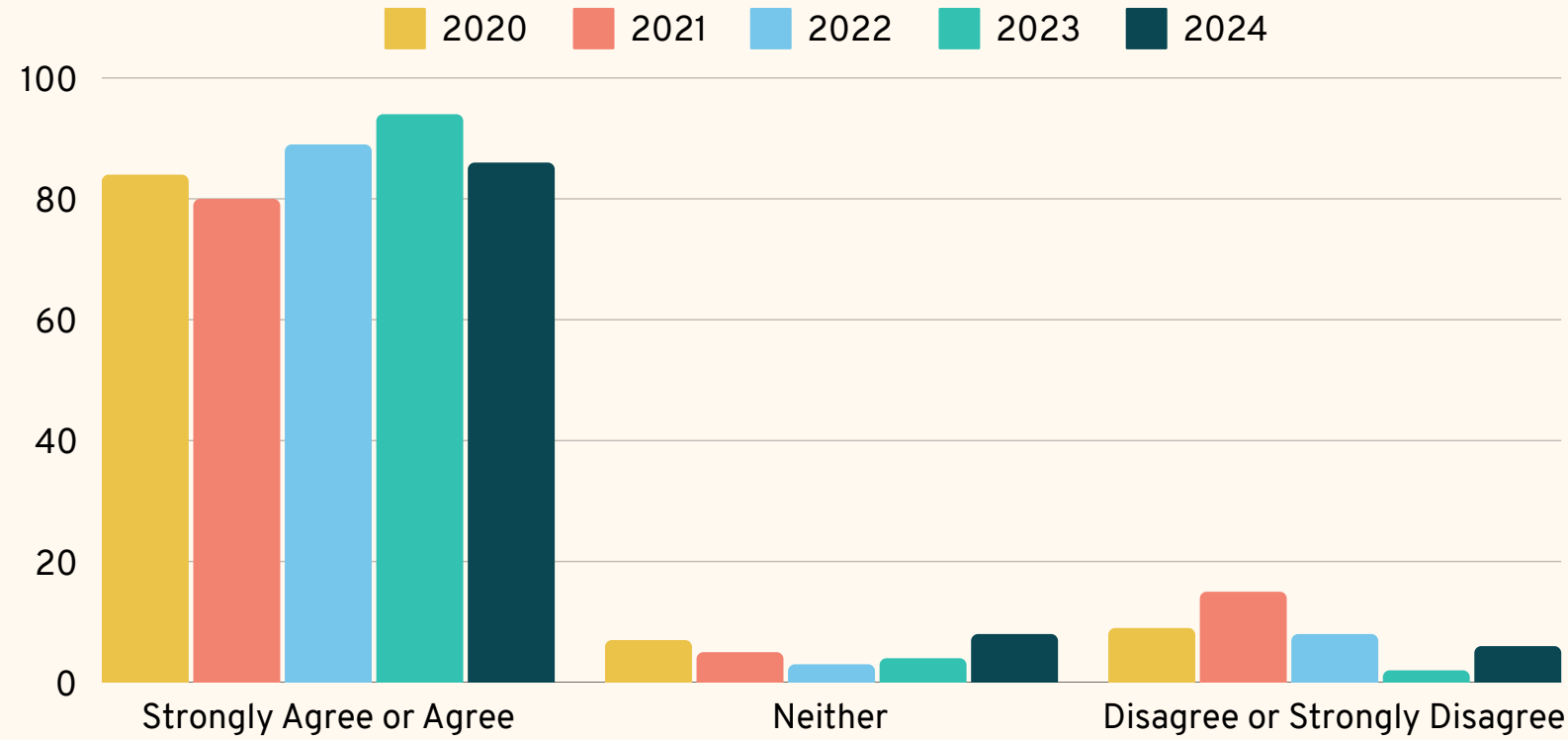
Participants by Role



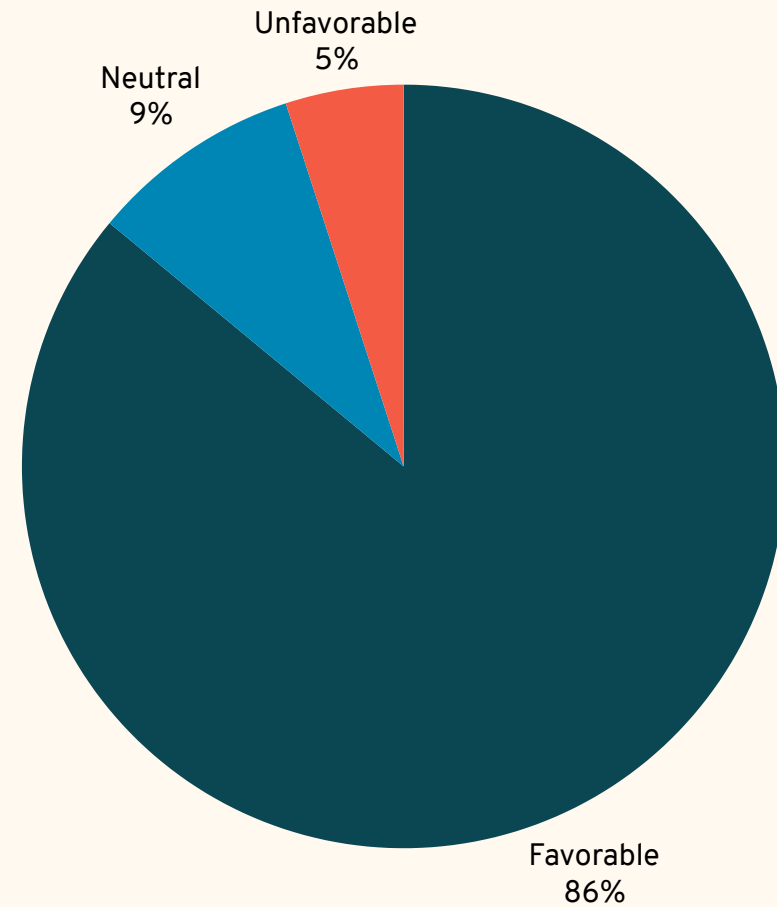


Our team members expressed that they are experiencing a great deal of satisfaction and feel good about coming to work. There seems to be a positive outlook on teamwork.

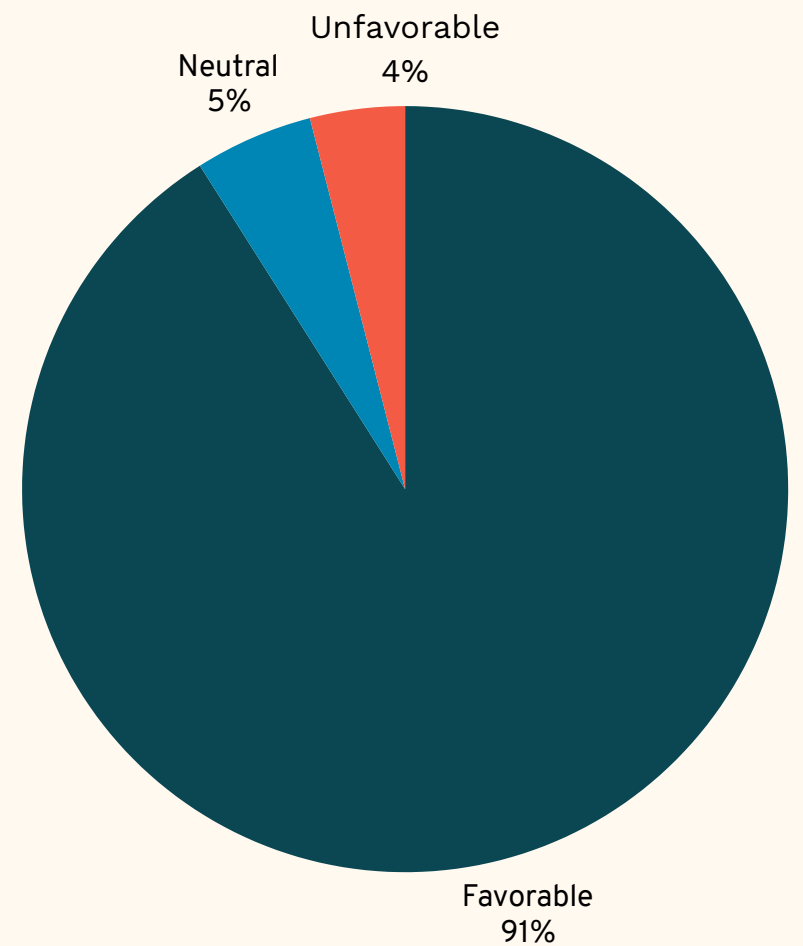
Teamwork outlook has decreased by 8% since 2023.



Feel Good Coming to Work



Personal Satisfaction

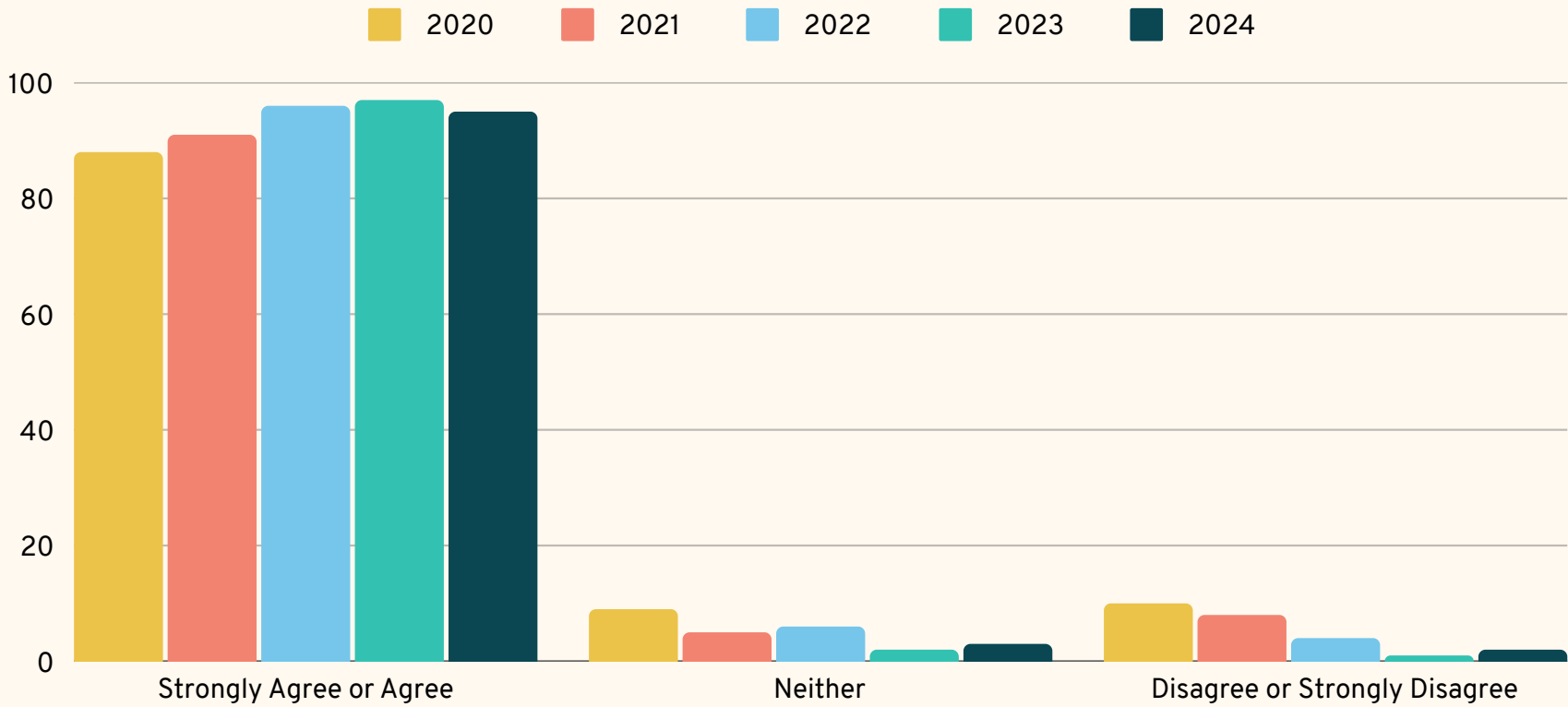
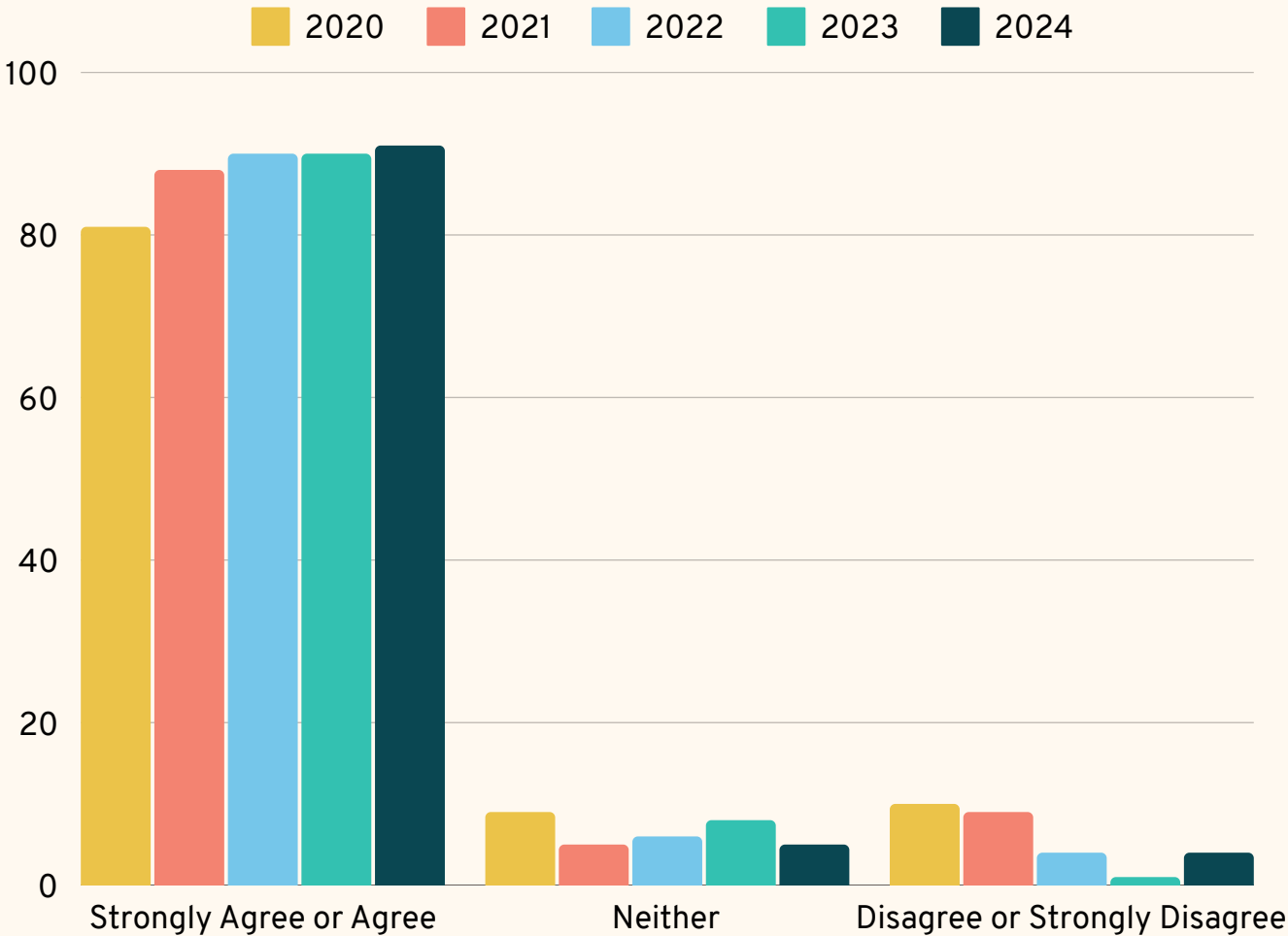




Our team has communicated a positive rapport with their supervisors, noting that their supervisors invest time in providing constructive feedback on performance and consistently treat team members with respect.

There has been a modest decrease from the previous year in team members' perception of being treated respectfully by their supervisors.

Regular Feedback



Respect

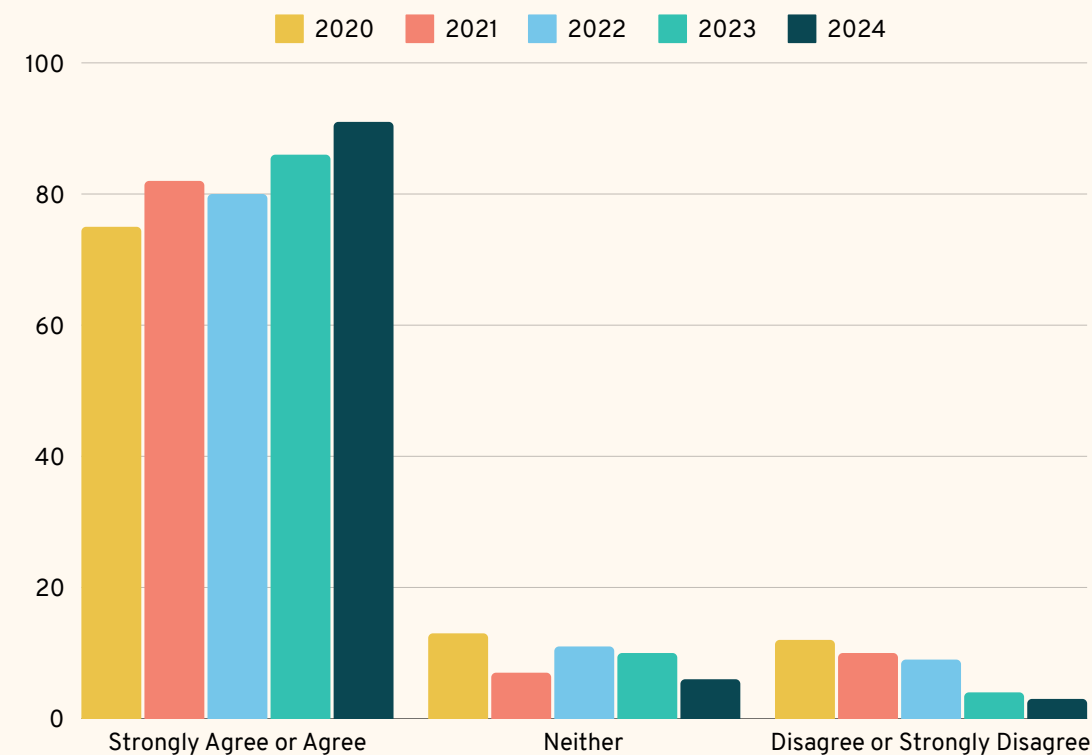
Team Member Experience

Communication, Training, & Policies

Communication

5% increase in positive responses regarding our communication practices.

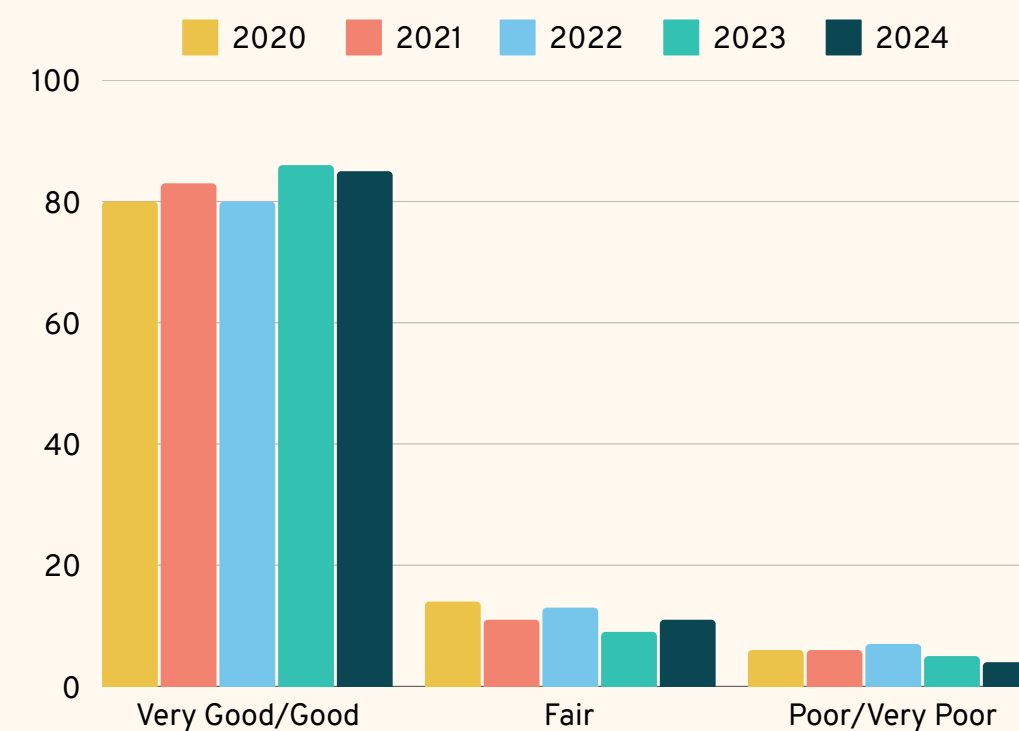
Our team consistently provides feedback affirming a positive outlook on communication within the organization.



Policies

1% decrease in positive responses regarding our policies.

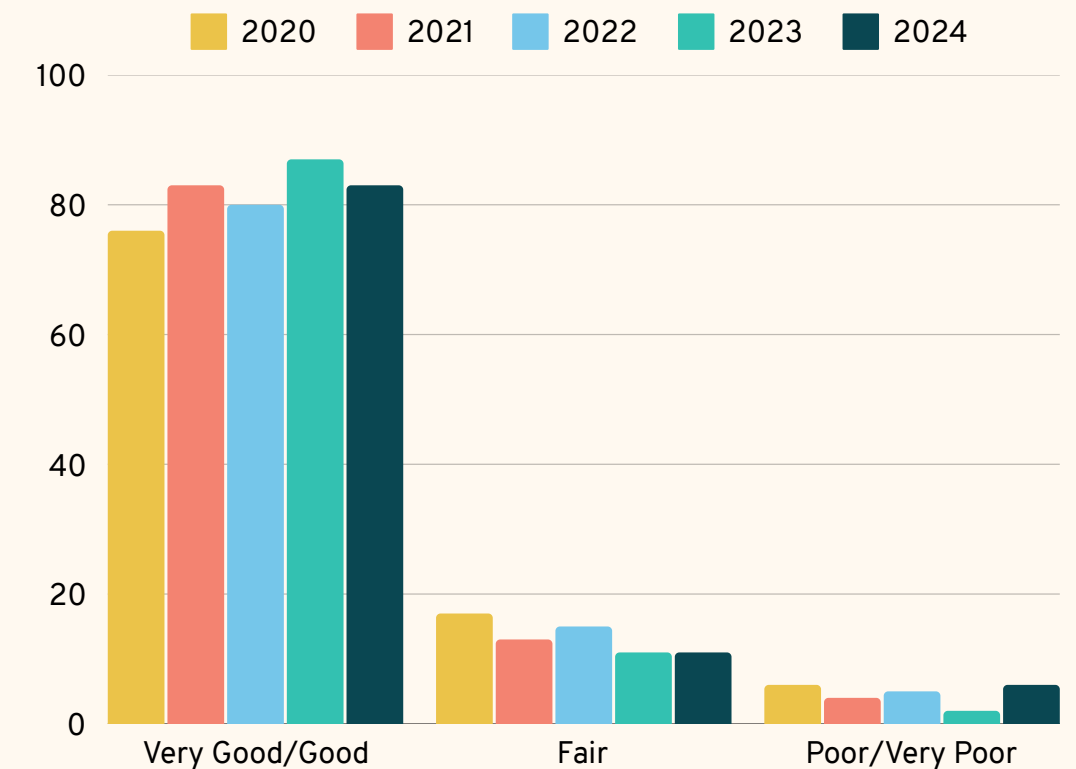
Feedback from our team shows that our policies and procedures are consistently and fairly applied in their respective local areas.



Training

4% decrease in positive responses to our training programs.

Our team conveyed a positive sentiment regarding their training experiences.

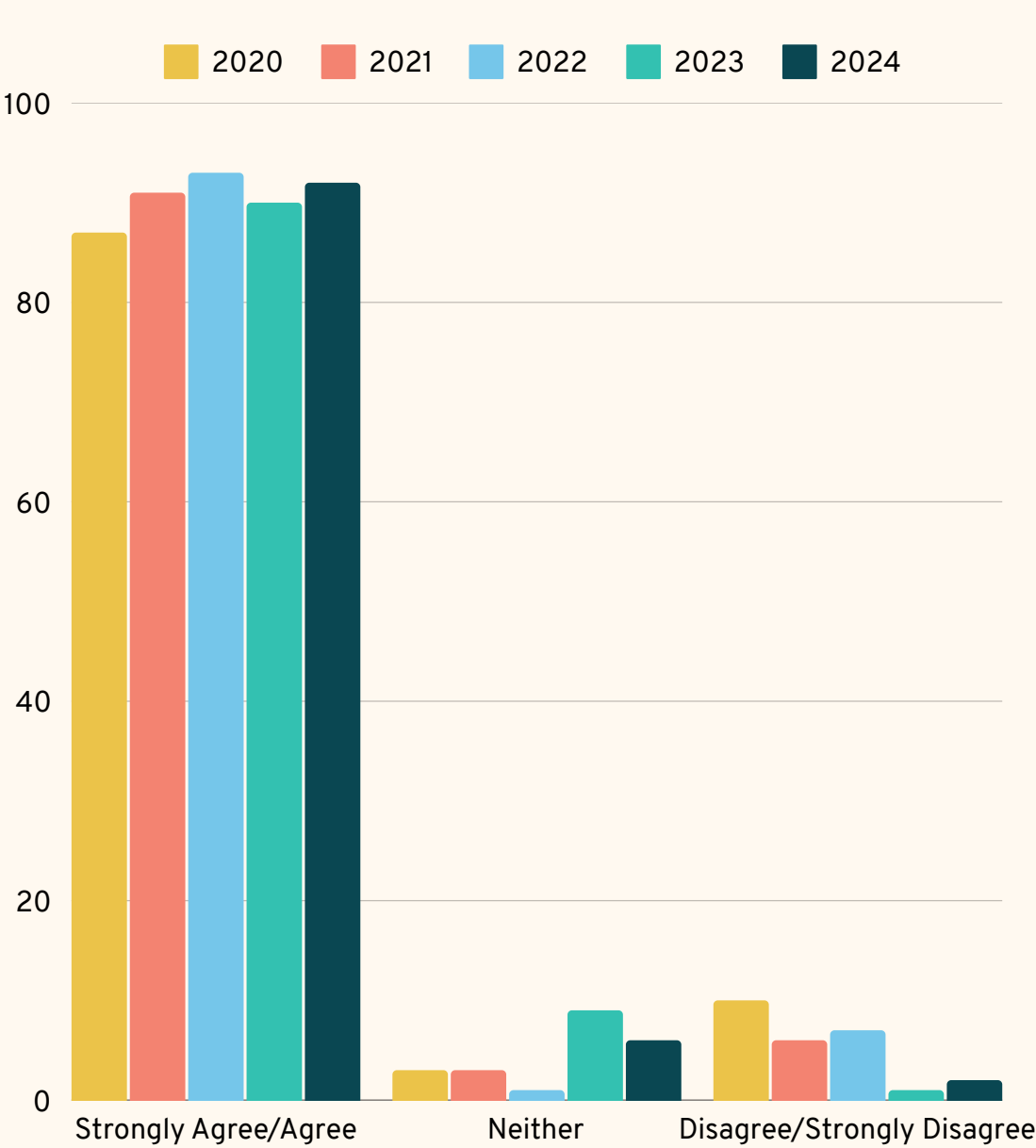


**Team
Member
Experience**

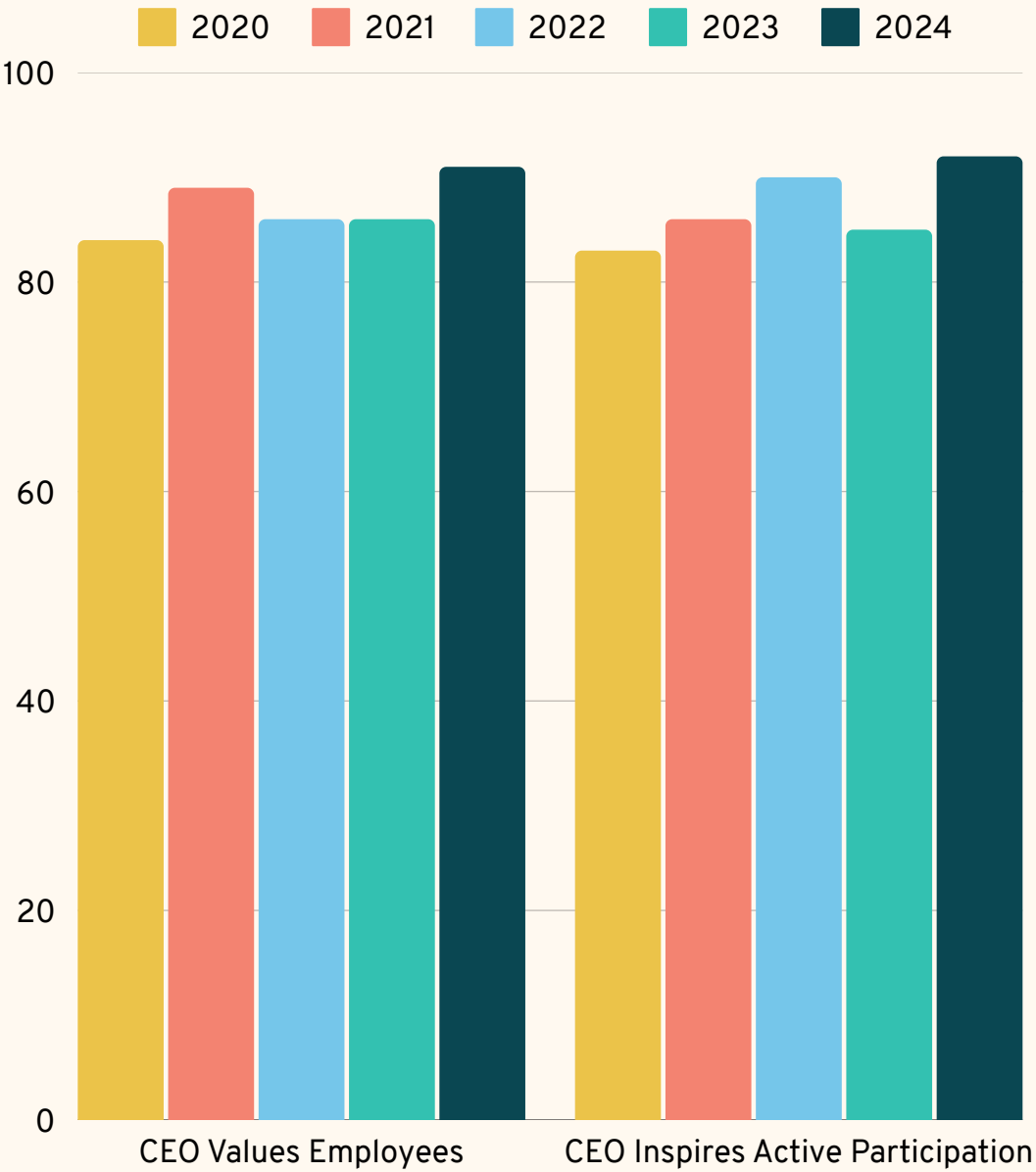
CEO

Staff consistently express a sense of support and confidence in the leadership provided by Adjoin's CEO. This trend not only persists but also deepens as Wendy's relationship with the staff evolves over time.

**Communication of
Organization's Future**



**Team Member
Views of CEO**



Team Member Experience

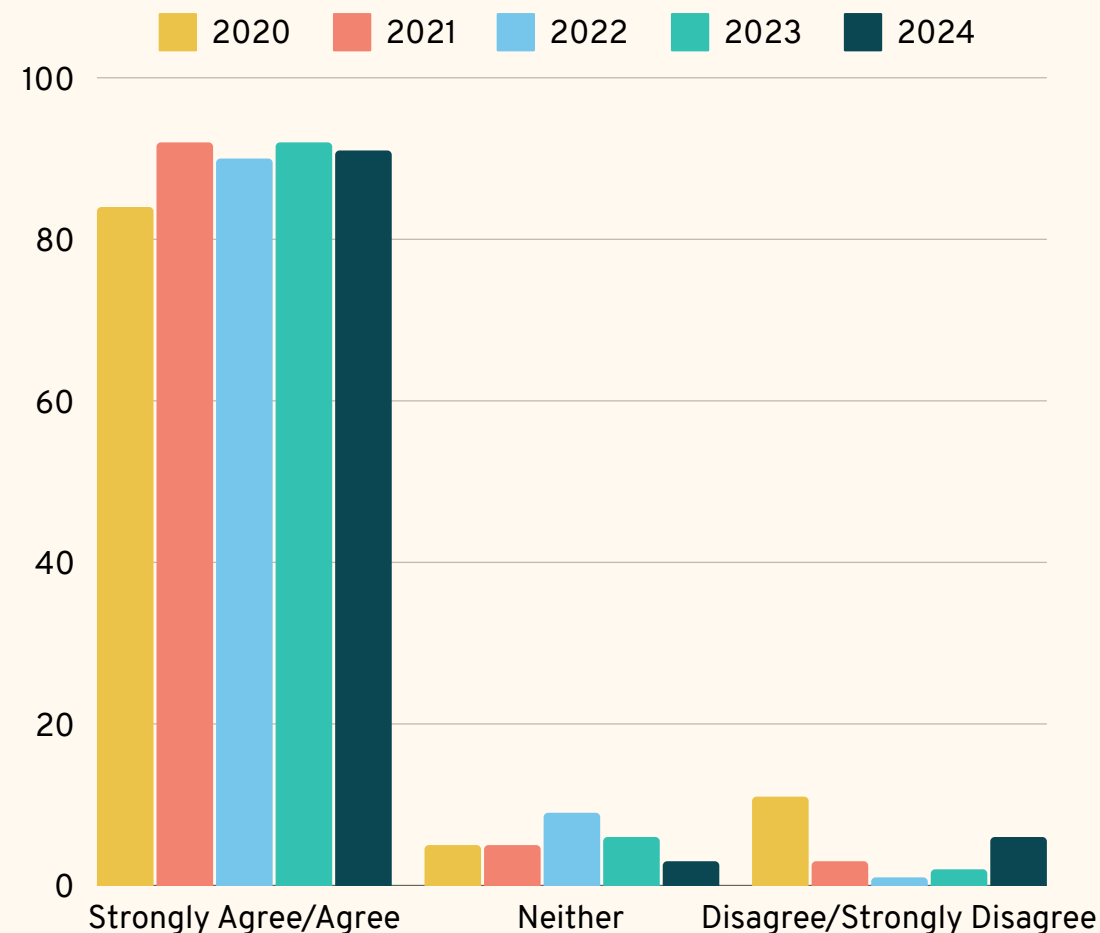
Quality and Future

Team Members exhibit an overwhelmingly positive outlook on Adjoin's future trajectory, eagerly anticipating the expansion of their work and the organization's overall growth.

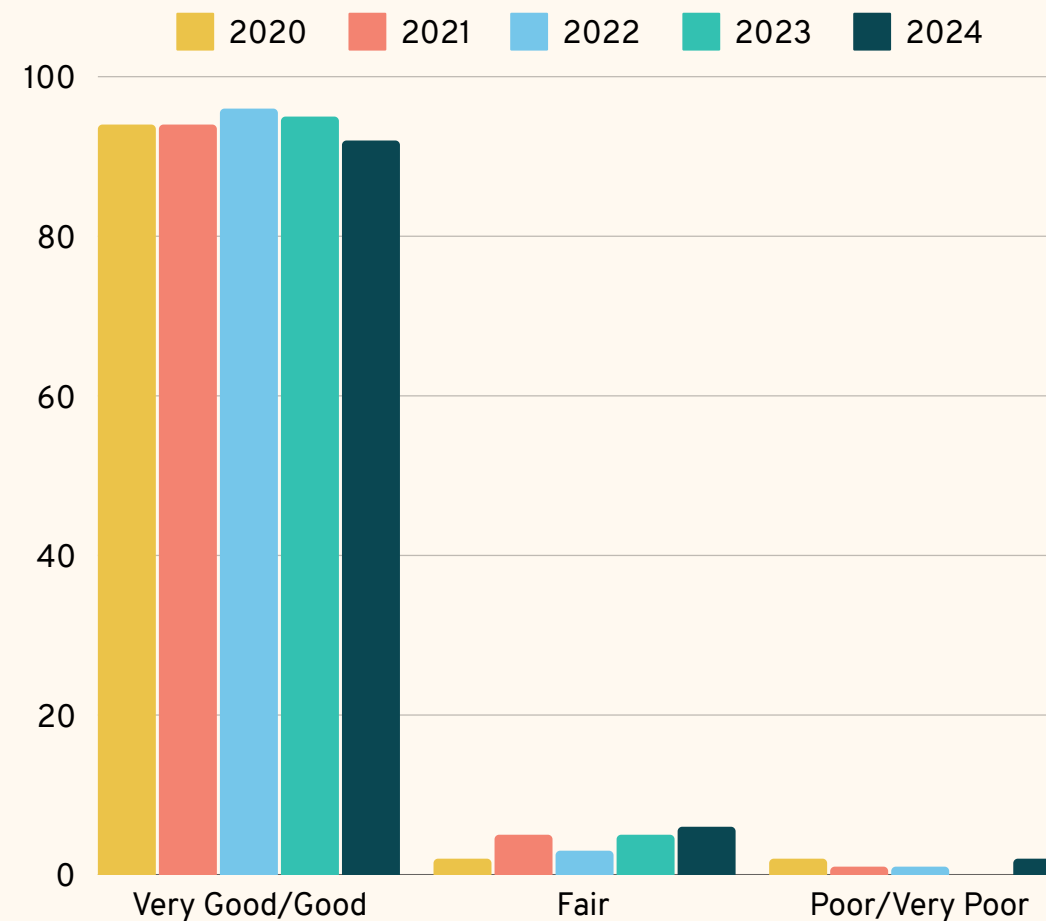
When asked about what specifically they were excited about for the future, Team Members highlighted the following key themes:

Team Members shared that they feel positive about the quality of service that Adjoin provides clients.

Headed in the Right Direction



Quality of Service to Clients



Team Member Experience

Where's
Wendy
Now?



WWN Is Valuable

We are going into our fifth year of WWN, and our Team Members report that they find the weekly meetings valuable.

We asked our Team Members what other segments they would like to see on WWN and they shared the following with us:

WWN Segments Suggestions

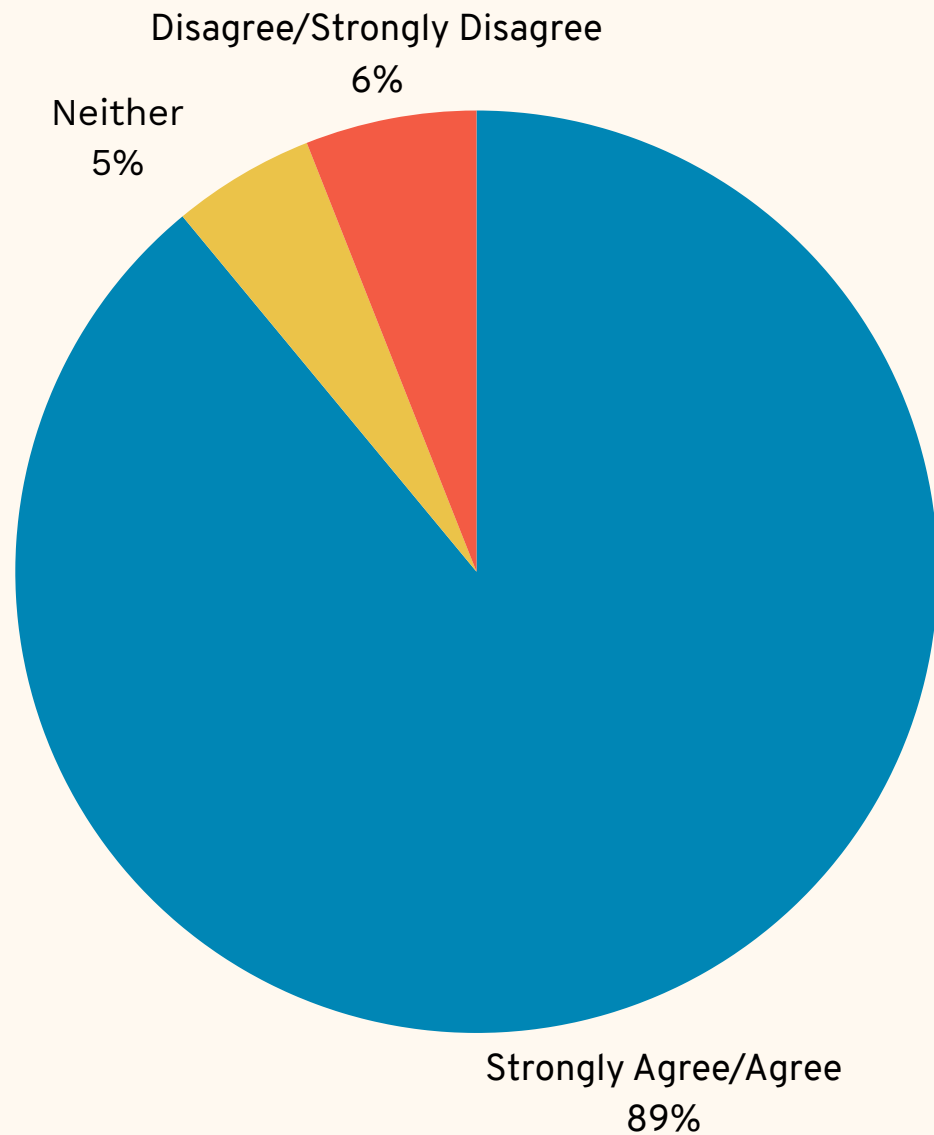
Leadership
Segments

Employee
Engagement
Information

Day in the
Life (DSP)

Client
Spotlight

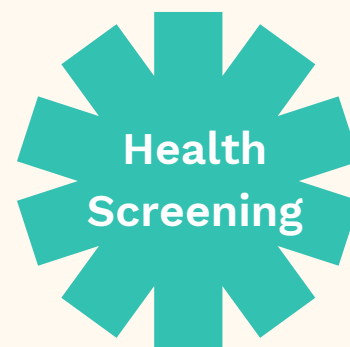
Company
Information
& Strategy



Team Member Experience

Wellness Program

Topic Suggestions

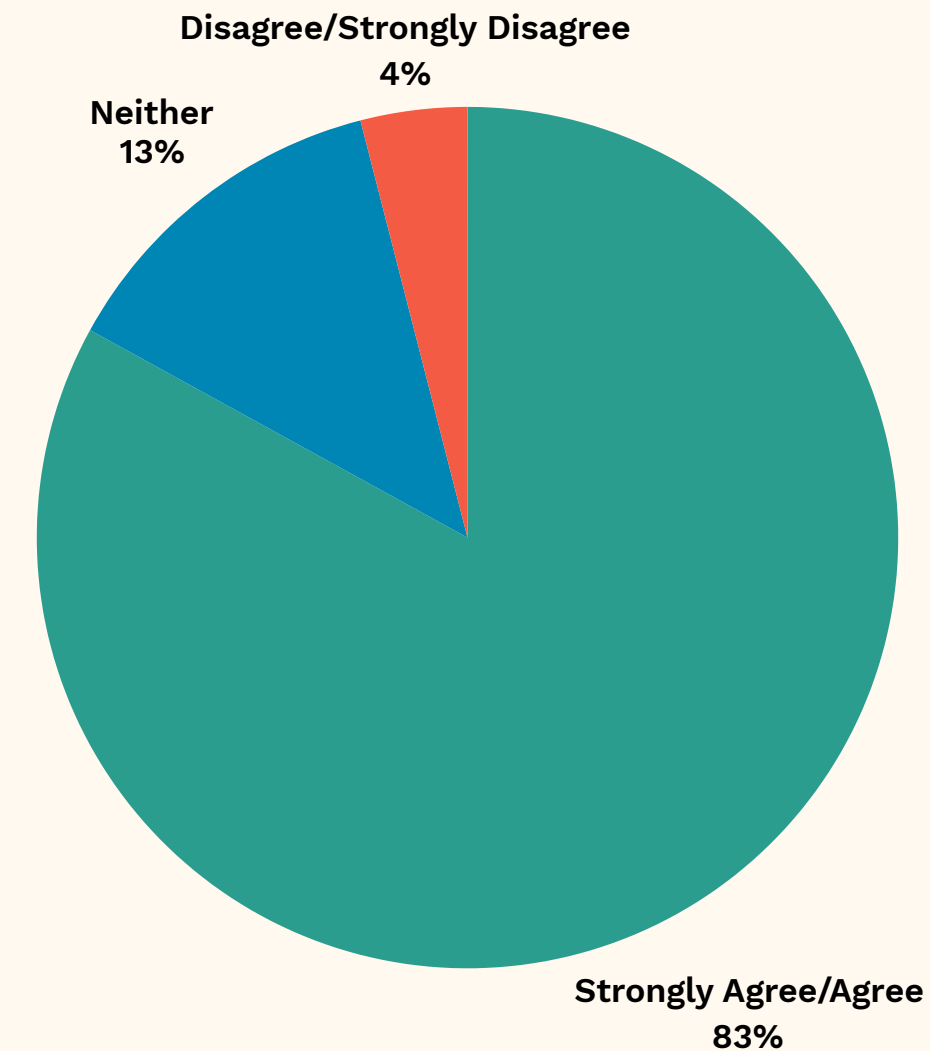


Our Wellness Program was restarted in Q4 of 2024. Our Team Members have shown that they value the program and we continue to have active participation with the Healthy Challenges

in 2025, we are implementing a Quarterly Scorecard so that we can incorporate a more well balance Wellness program hope to engage our workforce in more than just physical movement, but also other areas such as financial wellness, mental health, and recreation.

We asked our team what other features they would like to see.

Relatable Challenges

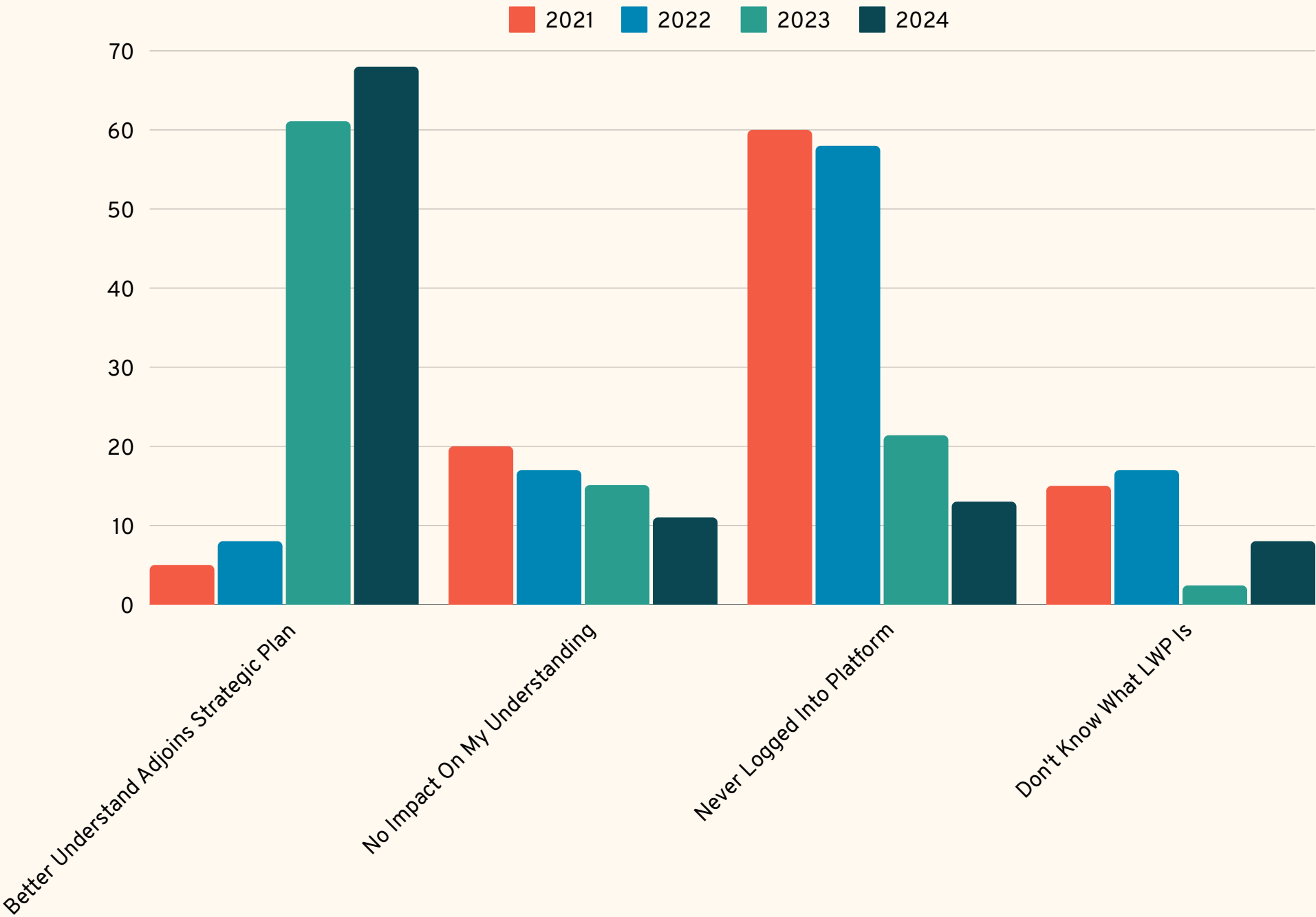


Team
Member
Experience

Strategic
Goals

Lead with Purpose

In recent years, the Adjoin Leadership has committed to enhancing communication by participating in our Lead with Purpose platform to share progress on Adjoin’s Strategic Goals. We inquired with our Team Members to gauge if this initiative has contributed to a deeper understanding of our organization’s Strategic Plan.

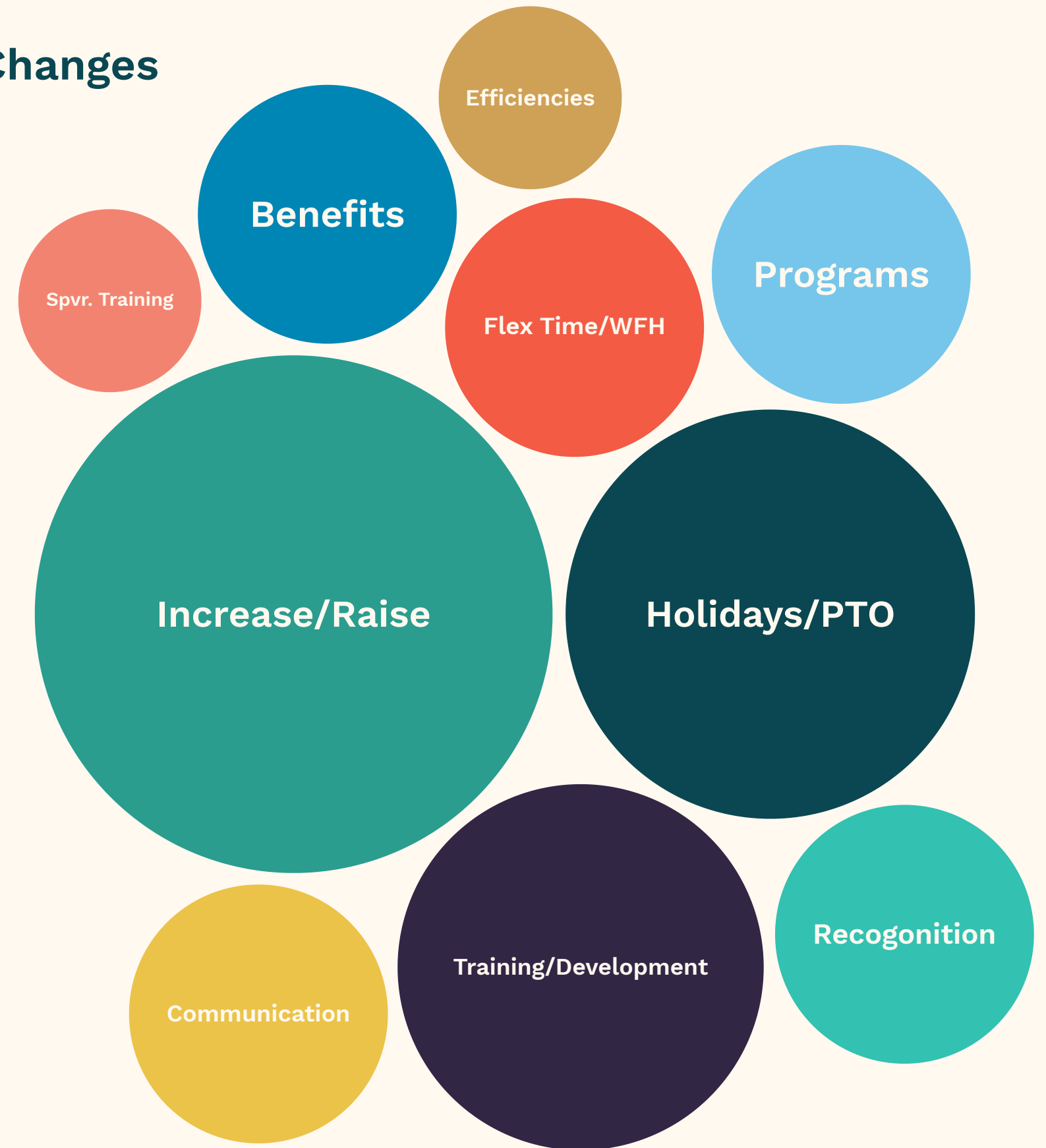




Likes



Changes



Team Member Experience

Employee Thoughts

Comments from Survey

I am most looking forward to seeing how Adjoin continues to grow and make a meaningful impact. The potential to be part of innovative projects and collaborate with a passionate team excites me. I cannot wait to see what we accomplish together in the future!

I love the work ethic that the company has. The compassion and fun we have. I love the company.

The fact that the organization and decisions are led by the Organizational Values. This allows for a comfortable feeling and growth opportunities.

I really admire their mission and values. They seem to genuinely care about making a positive impact, and I wanted to be part of a team that prioritizes both people and growth. It felt like the right place where I could contribute, learn, and work with like-minded individuals.

Our CEO is doing an incredible job of keeping us informed about everything happening within the organization. She consistently highlights and praises those who are doing great work, and she makes sure to recognize anyone going above and beyond. It's clear that everyone really appreciates the weekly updates she shares, and I couldn't be prouder to have her as our CEO.

I truly enjoy working for Adjoin. Everyone seems to really enjoy working here and so everyone has a good attitude which reflects on good management.

After working with a client for some time, I can see physically how they change on their abilities and happiness.

I genuinely think Adjoin and Wendy specifically is doing a great job.