

## Exit Survey

### Net Promoter Section

1. How likely would you be to recommend ABC Company as a place to work to a qualified friend or relative?

0      1      2      3      4      5      6      7      8      9      10

2. How likely would you be to recommend ABC Company's products or services to a friend or relative?

0      1      2      3      4      5      6      7      8      9      10

### Job Positives

3. Before deciding to leave, what were the TOP 3 reasons that contributed to your decision to remain at ABC Company?

- |                               |                               |                          |
|-------------------------------|-------------------------------|--------------------------|
| • Type of Work / Job          | • Benefits / Pension          | • Co-Workers             |
| • Workload (Hours & Schedule) | • Work/Life Balance           | • ABC Company's Culture  |
| • Base Salary                 | • Advancement Opportunities   | • Training & Development |
| • Pay Incentives              | • Recognition for Efforts     | • Future of Company      |
|                               | • Direct Supervisor / Manager |                          |

4. Can you briefly explain what you like best about working at ABC Company?

---

### New Opportunities

5. Were you actively looking for a new job when this new opportunity came up?

- Yes
- No

6. Which of the following best describes your departure from ABC Company?

- |                                |                        |                     |
|--------------------------------|------------------------|---------------------|
| • Type of Work / Job           | • Relocation           | • Self - Employment |
| • New Job - Same Industry      | • Family Circumstances | • Direct Supervisor |
| • New Job - Different Industry | • Return to School     |                     |

7. On a scale of 1 to 5, how do your new JOB RESPONSIBILITIES compare?

1 - Much Less      2 - Less      3 - Same      4 - More      5 - Much More

8. On a scale of 1 to 5, how does your NEW SALARY compare?

1 - Much Less      2 - Less      3 - Same      4 - More      5 - Much More

9. Please indicate the 3 MAIN FACTORS that influenced your decision to leave ABC Company for your new job:

- |                       |                           |                           |
|-----------------------|---------------------------|---------------------------|
| • Higher Base Salary  | • Work-Life Balance       | • Career Path/Growth      |
| • Benefits Package    | • Home with Kids at Night | • Different Role/Job      |
| • Bonus Structure     | • Closer to Home          | • Promotion Opportunities |
| • Achievable Bonuses  | • Monday to Friday Shifts | • New Industry            |
| • More Stable Work    | • Fixed / Set Hours       | • Better Training         |
| • Permanent Full-Time | • Better Work Culture     | • A Change of Scenery     |

9B) Please provide a brief explanation as to why \_\_\_\_\_ was one of the major influences on your decision:  
 Please be as specific as possible (how your new job is different, why ABC Company wasn't able to satisfy you, etc.)

5 Point Scale	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
---------------	------------------------	---------------	--------------	------------	---------------------

**Job / Role**

10. Your skills were being utilized properly	1	2	3	4	5
11. The work was interesting	1	2	3	4	5
12. Sufficient resources were available	1	2	3	4	5
13. Ability to provide input into issues	1	2	3	4	5
14. Realistic expectations & goals	1	2	3	4	5

**Work Environment**

15. Work schedule (hours, shifts, workdays, etc.)	1	2	3	4	5
16. Positive & friendly work environment	1	2	3	4	5
17. Work-life balance	1	2	3	4	5
18. Amount of stress on a day-to-day basis	1	2	3	4	5
19. Morale within your department/branch	1	2	3	4	5

**Compensation / Benefits**

20. Your base salary	1	2	3	4	5
21. Your benefits package	1	2	3	4	5
22. Your bonus / commissions	1	2	3	4	5

**Learning & Development**

23. Proper training was provided for your role	1	2	3	4	5
24. There were opportunities for professional growth	1	2	3	4	5
25. There were opportunities for career advancement	1	2	3	4	5

## Management

26. Explained what was expected	1	2	3	4	5
27. Regularly discussed your performance	1	2	3	4	5
28. Recognized efforts and achievements	1	2	3	4	5
29. Encouraged you to learn and grow	1	2	3	4	5
30. Had a sincere interest in your well-being	1	2	3	4	5

## Overall Satisfaction

31. ABC Company Overall	1	2	3	4	5
32. Your Supervisor/Manager	1	2	3	4	5
33. Your Co-workers	1	2	3	4	5
34. The ABC Company Brand	1	2	3	4	5

## Open Comments

35. What would you suggest to management to make ABC Company a better place to work?

(Can be in relation to your previous job, business unit, branch and/or ABC Company overall)

---

36. Is there anything that ABC Company could have done differently to prevent you from leaving?

---

37. If there was a future opportunity to return to ABC Company, would you?

- Yes
- No

38. If Yes, under what circumstances would you return?

---