

Exhibit XVI

CLIMATE SURVEY – EMPLOYEE SATISFACTION

Training Adequacy

1. I receive sufficient training to accomplish my duties and responsibilities.
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable

Working Environment

1. My working environment is satisfactory for me to fulfill my duties and responsibilities.
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable

Management Support and Leadership

1. Purchasing management supports my efforts to succeed in my job.
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable
2. Purchasing leadership effectively manages the activities of the Department.
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable

Employee Empowerment

1. I am delegated sufficient authority to perform my duties and responsibilities.
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable
2. Management's current, as well as future, vision for the Purchasing Department is clear to me
5. Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable

Information Availability

1. I am provided with sufficient information resources to do my job.

5.Strongly Agree 4. Agree 3. Neutral 2. Disagree 1. Strongly Disagree 0. Not Applicable

2. Please describe any additional information resources that would assist you in performing your job.
