EXIT INTERVIEW SURVEY

Name ____________________________  Department __________________________

Position __________________________

DATE______________________________

Supervisor __________________________  Hire Date __________________________

Date of Separation ____________________

The information obtained from exit interviews is used as a management tool in determining areas of potential concern. All responses are confidential and will not become part of the employee's personnel file unless otherwise stated.

Request that comments remain anonymous __ Yes __ No

REASONS FOR LEAVING
From the list below, circle your most important reason for leaving.

01. PAY
02. WORKING CONDITIONS
03. BENEFITS
04. LOCATION
05. AMOUNT OF WORK REQUIRED
06. DISSATISFIED WITH SUPERVISOR/POLITICS
07. TO BE AT HOME
08. PURSUE EDUCATION
09. ILLNESS
10. TRANSPORTATION
11. ADVANCEMENT
12. RETIREMENT
13. OTHER (SPECIFY)__________________________

REASON FOR ACCEPTING JOB AT CWRU
From the list below, circle your most important reason for accepting employment.

14. PAY
15. WORKING CONDITIONS
16. BENEFITS
17. LOCATION
18. PURSUE EDUCATION/TUITION WAIVER
19. ADVANCEMENT
20. GOOD OPPORTUNITY
21. OTHER (specify)__________________________

22. Opportunity to use your abilities and skills
   Below 1  Met 2  Exceeded 3
23. Training you received
   Below 1  Met 2  Exceeded 3
24. Interesting/challenging work
   Below 1  Met 2  Exceeded 3
25. Amount of work required
   Below 1  Met 2  Exceeded 3
26. Recognition for a job well done
   Below 1  Met 2  Exceeded 3
27. Cooperation within your department
   Below 1  Met 2  Exceeded 3
28. Cooperation with other departments
   Below 1  Met 2  Exceeded 3
29. Your sense of accomplishment
   Below 1  Met 2  Exceeded 3

Comments: __________________________________________________________

__________________________________________________________
<table>
<thead>
<tr>
<th>YOUR WORK AREA/OFFICE</th>
<th>Below</th>
<th>Met</th>
<th>Exceeded (expectations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30. Facilities</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>31. Office/lab/shop equipment</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>32. Parking</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>33. University Circle safety</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

Comments: ____________________________________________________________________________________________

<table>
<thead>
<tr>
<th>YOUR SUPERVISOR AND CO-WORKERS</th>
<th>Below</th>
<th>Met</th>
<th>Exceeded (expectations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>34. Overall working relationship with your supervisor</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>35. Overall working relationship with your co-workers</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>36. Your supervisor's managerial skills</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>37. Your supervisor's technical skills</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>38. Co-worker's technical skills</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

Comments: ____________________________________________________________________________________________

<table>
<thead>
<tr>
<th>COMMUNICATION, POLICIES AND PRACTICES</th>
<th>Below</th>
<th>Met</th>
<th>Exceeded (expectations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>39. Promotion policies and practices (job posting)</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>40. The opportunity to talk with your supervisor</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>41. Opportunity to make suggestions</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>42. Opportunity to register complaints</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

Comments: ____________________________________________________________________________________________

<table>
<thead>
<tr>
<th>COMPENSATION AND BENEFITS</th>
<th>Below</th>
<th>Met</th>
<th>Exceeded (expectations)</th>
</tr>
</thead>
<tbody>
<tr>
<td>43. Starting salary</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>44. Ending salary</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>45. Annual review(s) of your performance</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>46. Annual review(s) of your salary</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

Comments: ____________________________________________________________________________________________

47. Please write in here which medical provider you had

48. Medical Insurance | 1  | 2 | 3 |
49. Dentemax         | 1  | 2 | 3 |
50. Retirement Plan  | 1  | 2 | 3 |
51. Life Insurance   | 1  | 2 | 3 |
52. Long Term Insurance | 1 | 2 | 3 |
53. Tuition Waiver   | 1  | 2 | 3 |

Comments: ____________________________________________________________________________________________
54. If the department seeks a replacement for you, in your opinion what kind of qualifications, skills and interest should that individual possess?

55. What type of employee programs should the Human Resources Department initiate?

56. Would you consider working for CWRU again?  ___ Yes ___ No
   If no please explain:

57. Would you recommend CWRU as an employer to others?  Why or why not?

58. Do you have any suggestions for making CWRU a better place to work?

59. Additional comments:

   If you are moving, please provide your forwarding address and phone number. If a forwarding address is not available, list the name and phone number of a contact.

Name

Street                                      Phone Number

City, State, Zip Code

Relative or Contact           Relationship          Phone Number

HR30110101