

# 2013 Warehouse Employee Opinion Survey Results

Forklift Operators



Order Selector



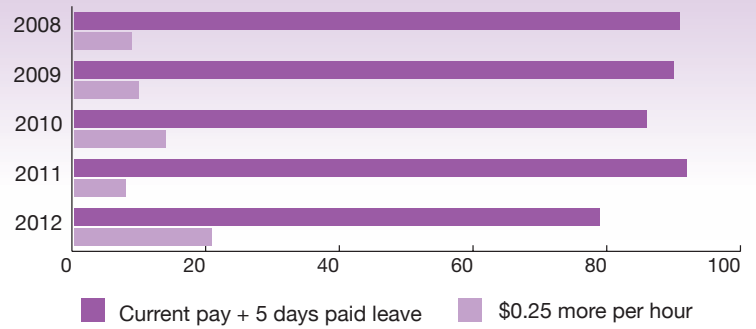
General Warehouse



## What is most important to you when looking for a job?

	Rankings				
	2008	2009	2010	2011	2012
Pay	1	1	1	1	1
Job Security	2	2	2	2	2
Enjoy the work	3	3	5	5	3
Benefits	5	6	3	3	4
Supervisor - good	6	5	6	6	5
Advancement Oppty	7	7	4	4	6
Shift	4	4	7	7	7

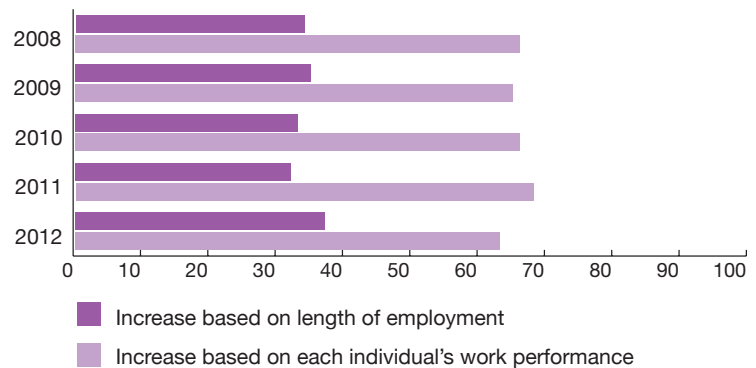
## Which would you prefer in regards to time off?



## What shift are you willing to work?

	2008	2009	2010	2011	2012
1st Shift	70%	71%	88%	88%	88%
2nd Shift	34%	37%	51%	49%	56%
3rd Shift	26%	31%	42%	43%	44%
Scheduled weekends	57%	53%	68%	65%	48%

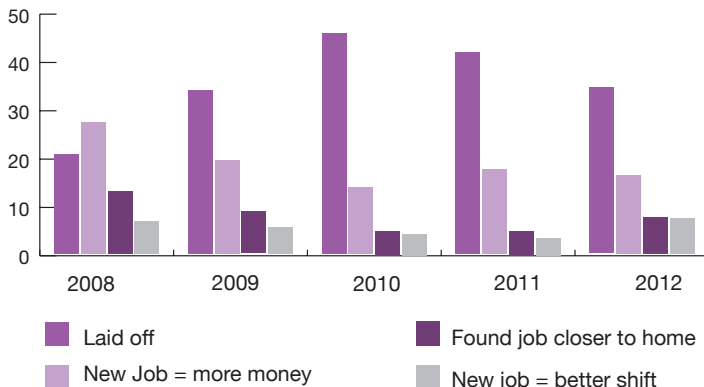
## What is your choice in regards to how pay increases are earned?



## What is an acceptable number of days per year to miss work unscheduled (call-off)?

2008	2009	2010	2011	2012
3.4	3.1	2.9	3.15	1.95

## Job Change History: Reason for Leaving Your Last Job



## What shift length is your preference?

	2009	2010	2011	2012
8 hours	35%	39%	43%	37%
10 hours	36%	35%	42%	48%
12 hours	29%	26%	15%*	15%

(\* 2011 - including weekend rotations)

## How many years where you at your last job?

Less than 1 Year	1-3 Years	3-5 Years	5-10 Years	+ 10 Years
26%	40%	16%	12%	6%