

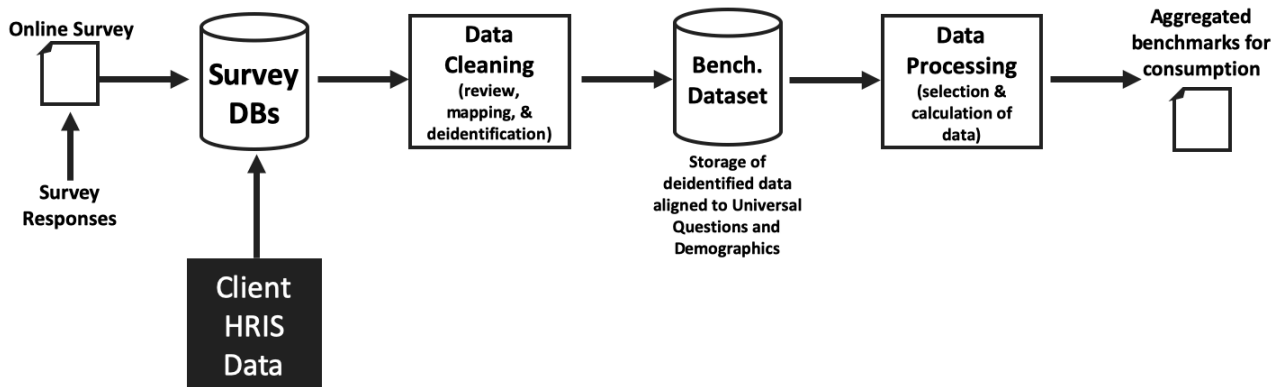
Benchmark Database: Data Processing

The Perceptyx Benchmark Database is comprised of participating client organizations administering projects over a three-year period for each database iteration. As of our Bench21 release, the Benchmark Database contains data from 446 organizations and 15.3 million respondents. Aggregated benchmark data is provided to clients in a variety of cuts and measures with the goal of helping clients better understand their survey results.

Perceptyx gathers data from survey respondents including responses to commonly utilized scaled items and select characteristic of respondents, such as job function. This data is deidentified by stripping identifiers, gathering only select information, and generalizing demographics. An example of demographic generalization would be aligning a demographic option, like Human Resources – Payroll Specialist to a broad area, such as Human Resources. This deidentified data is used only internally within Perceptyx and is retained for a total of five years. The data is used to facilitate creation and maintenance of our benchmark library, fulfill custom benchmark requests, and to fuel our understanding of the employee experience.

Aggregated benchmark data meeting our reporting thresholds (3 Client Organizations AND 5 Respondents per data cut, per organization, per item) is reported to client organizations utilizing Perceptyx Benchmarks. This aggregated data format is retained indefinitely.

Benchmark Dataflow:



Example of Aggregated Data Reported to Client Organizations:

Items for evaluation	FictCo	Global Benchmark	North America Benchmark
1. I am aware of the company mission and vision.	90.0%	83.8% (-6.2)	78.3% (-11.7)
2. I have a clear understanding of the goals and objectives of the company.	77.1%	81.3% (4.2)	77.9% (0.8)
3. Senior Management keeps employees informed of company matters.	72.4%	69.7% (-2.7)	68.4% (-4)
4. The company is doing what is necessary to compete effectively.	80.5%	68.1% (-12.4)	64.5% (-16)
5. I can see a clear link between my work and the company's objectives.	85.4%	81.8% (-3.6)	80.5% (-4.9)