




# 2025 Employee Satisfaction Survey Results



Our 2025 survey results confirm what we know to be true—Fello is an incredible place created by incredible people. We are proud to say that our employees think Fello is a great place to work and that their needs are being met across the organization.

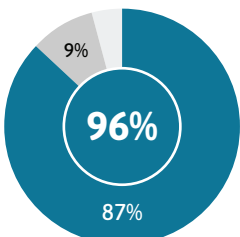
## Pie Chart Key

-  **Colorful:** Strongly Agree/Agree
-  **Dark Gray:** Neutral
-  **Light Gray:** Disagree/Strongly Disagree

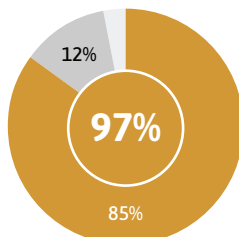
The percentage in the center of the pie chart is the sum of the Strongly Agree/Agree and Neutral percentages.

## Employees Are Happy Here

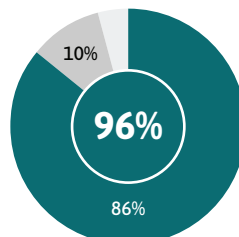
When job satisfaction is high, employees feel valued and supported in their roles. We're proud to say that at Fello, our employees and teams are excited to be part of the incredible work we do every day.



I believe that my role at Fello gives me a sense of purpose.



I would recommend Fello as a good place to work.



I see myself still working at Fello in a year.



## Our Employees Said it Best

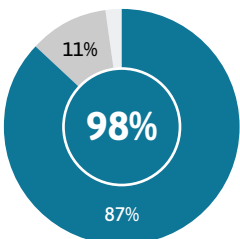
"I love the mission of the organization and knowing how we help people makes it worthwhile."

"We do something meaningful and commendable. I love the mission and how we impact our communities."

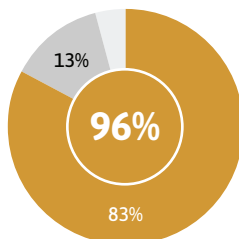
"My team and coworkers are good people who are passionate and motivated."

## Our Culture is Inclusive

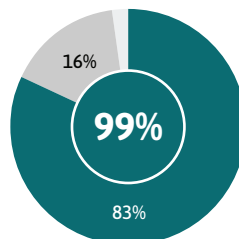
At Fello, everyone is valued and important. We accept and value each other, viewing our different talents, expertise, and experiences as our strengths.



My work environment is friendly.



My work environment is welcoming.



I feel respected by the people served.



## In Our Employees' Own Words

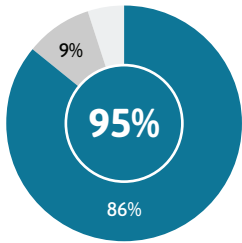
"My manager goes above and beyond to make me feel heard and respected."

"I LOVE working here! It's a refreshing environment."

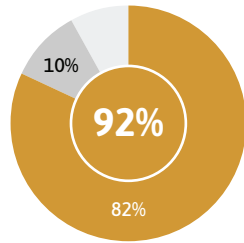
"I have trust in my coworkers and their intentions."

## Our Systems Make Sense

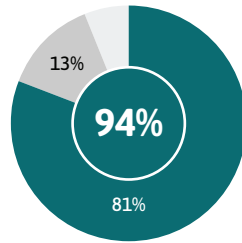
We do everything we can to make create a working environment defined by fair treatment, access, and opportunities for all.



I have access to the information and resources I need to do my job effectively.



My work schedule allows me to meet my personal obligations.



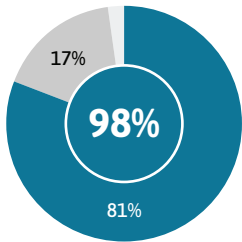
I feel my workload is manageable most of the time.

### 2022 vs 2025

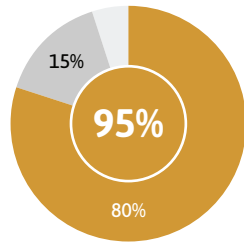
- +4%** I have access to the information and resources I need to do my job effectively.
- +4%** I receive regular an accurate feedback about my performance.
- +2%** My work schedule allows me to meet my personal obligations.

## We Care for Our Employees

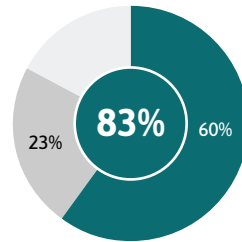
Fello is committed to supporting our employees with equitable pay and a wide range of free and affordable Total Rewards so our employees and their loved ones are supported and healthy.



I am satisfied with the Total Rewards (employee benefits) offered by Fello.



I believe Fello invests in their people.



Compensation is fairly and equitably determined.

### 2022 vs 2025

- +8%** The health insurance option provided by Fello is affordable.
- +7%** Fello's health insurance option meets my family's needs.
- +7%** I am satisfied with the Total Rewards offered by Fello.

## Methods & Metrics

Fello's 2025 Employee Satisfaction Survey was completed by over 300 employees in September 2025, which is **just shy of 50% of all employees!** Our employees know that we take our survey results seriously and **felt safe and comfortable** to complete the survey and share their honest feedback.

**We used NonProfit HR powered by OneDigital, a third party organization,** to run our survey and ensure anonymity. Fello's Diversity, Equity & Inclusion Advisory Committee will analyze the results of the survey in aggregate over the course of 2026 to create thoughtful recommendations for leadership, people managers, and teams across Fello.

Our goal is to increase the number of employees responding with Agree/Strongly Agree while reducing the number of neutral responses across all questions, and **we are taking specific actions to improve our processes and culture to meet our goals and better serve our employees!**