



PEC 2024 Engagement Survey Results

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Workplace Survey Stats



951

PEC employees invited to participate

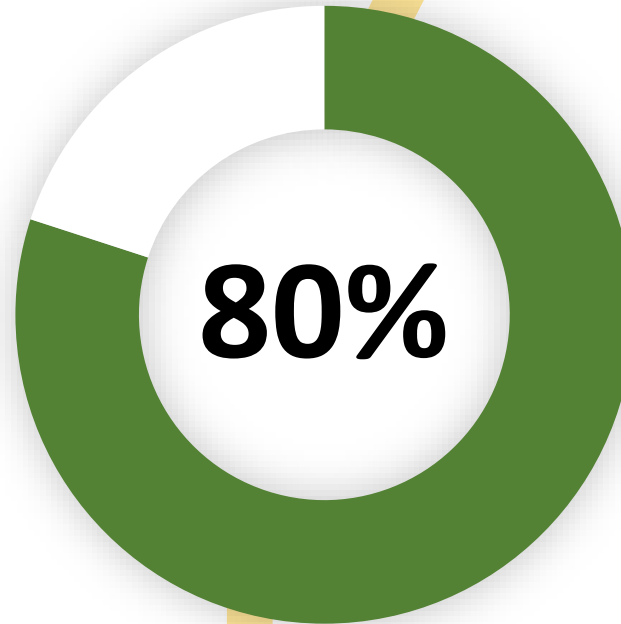


757

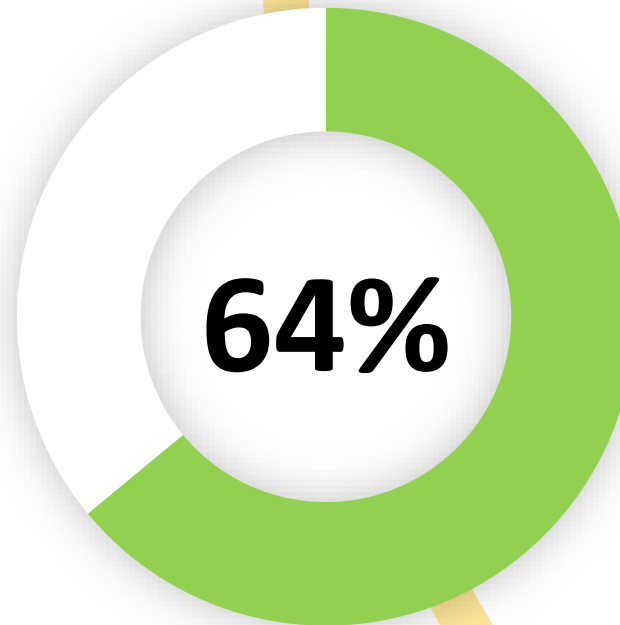
PEC employees responded

Comparison Benchmark

Utilities & Telecommunications: Electricity - 2024



80% of PEC employees responded to the engagement survey compared to the national average response rate of 64%.



Benchmark response rate is 72%.

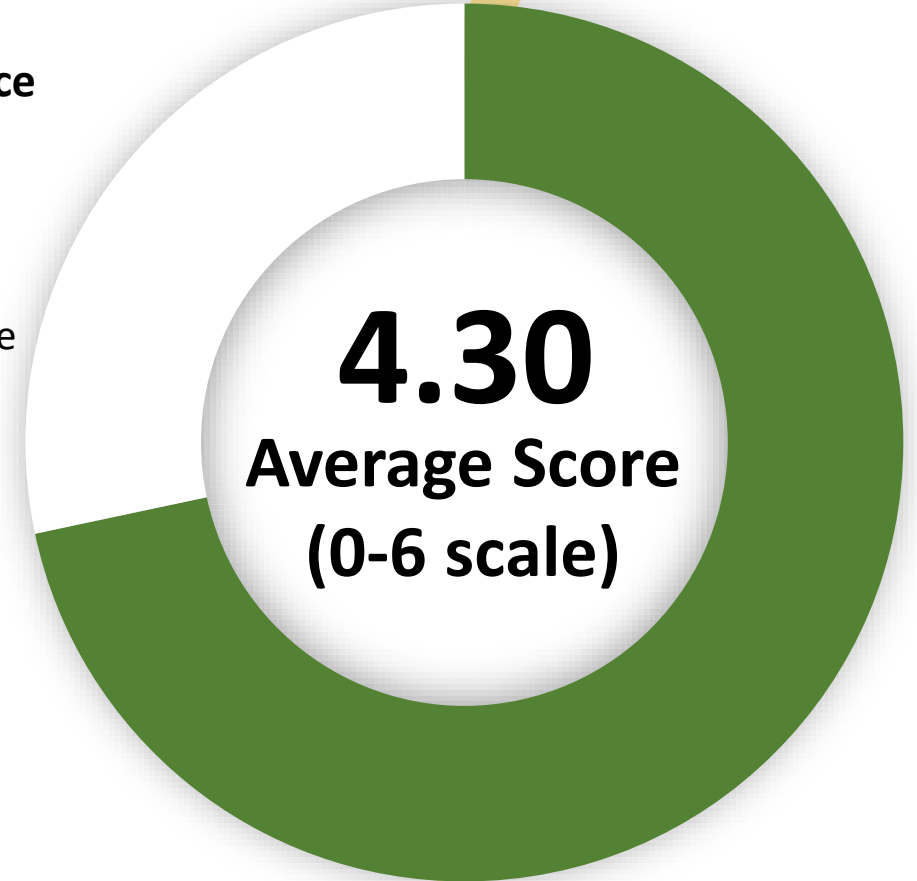
Workplace Experience Score

Energage is utilizing a new scoring methodology that focuses on workplace experience

- An average workplace experience score of 4.0 and above is healthy as it indicates an average positive score to the statements

To arrive at the score, Energage categorizes the core survey items into the workplace themes below:

- **Fairly Valued**
 - Perceptions of fairness around pay, benefits, and work-life flexibility
- **Engaged**
 - Maximum discretionary effort, commitment, and advocacy
- **Enabled to Grow**
 - Training, learning, and reaching potential
- **Closely Aligned**
 - Shared belief in the direction, values, and meaning
- **Respected & Supported**
 - Inclusion, support, openness, and appreciation
- **Empowered to Execute**
 - Communication, collaboration, and low operational friction



↑ 2%
from Oct 2021

Biggest Movers

The statements below represent the biggest increases by average scores since the last survey.

Statements with Biggest Increases

↑ 7% **Inclusion**
I feel included at Pedernales Electric Cooperative

↑ 7% **Pay**
My pay is fair for the work I do

↑ 6% **Loyalty**
I have not considered searching for a better job in the past month

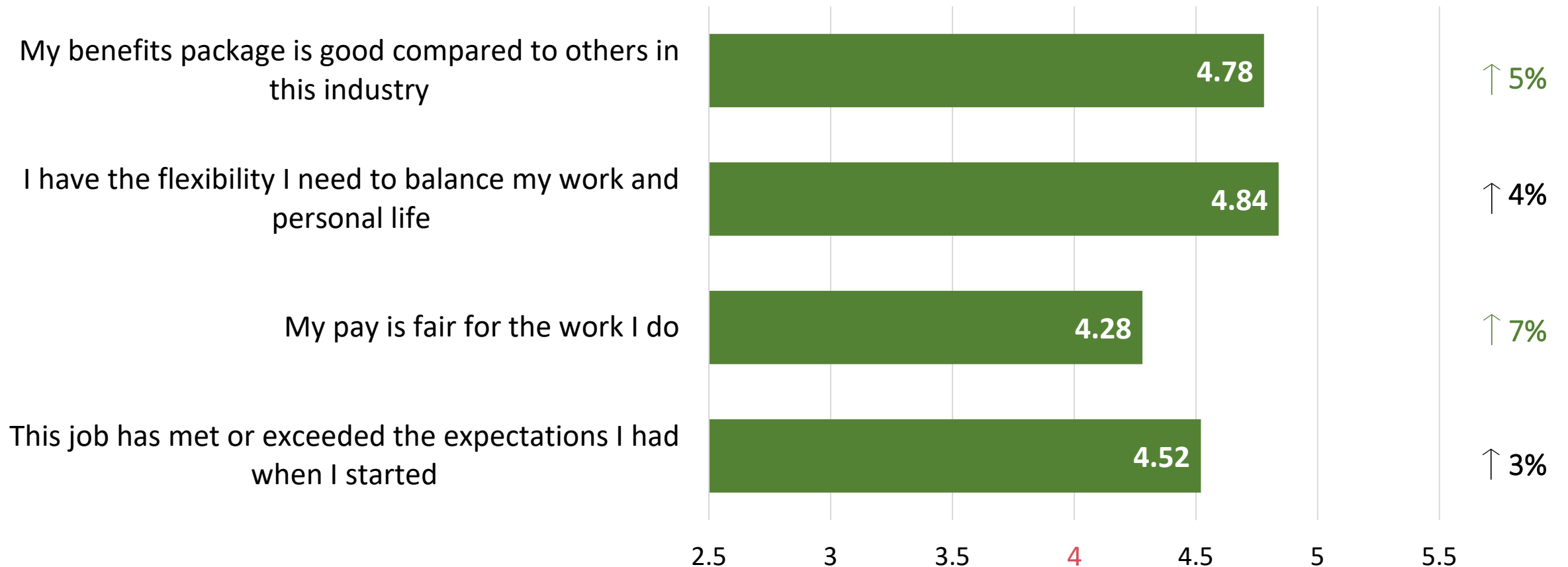


Workplace Experience Theme Results

Fairly Valued – Up 5% Overall

Perceptions of pay and benefits have improved significantly from the previous survey!

Trend
Oct 2021



Workplace Experience Theme Results

Engaged – 78% Overall

Previous survey 74%, most improvement in loyalty.

Trend
Oct 2021

I have not considered searching for a better job in the past month

4.46

↑ 6%

I would highly recommend working at Pedernales Electric Cooperative to others

4.95

↑ 2%

Pedernales Electric Cooperative motivates me to give my very best at work

4.45

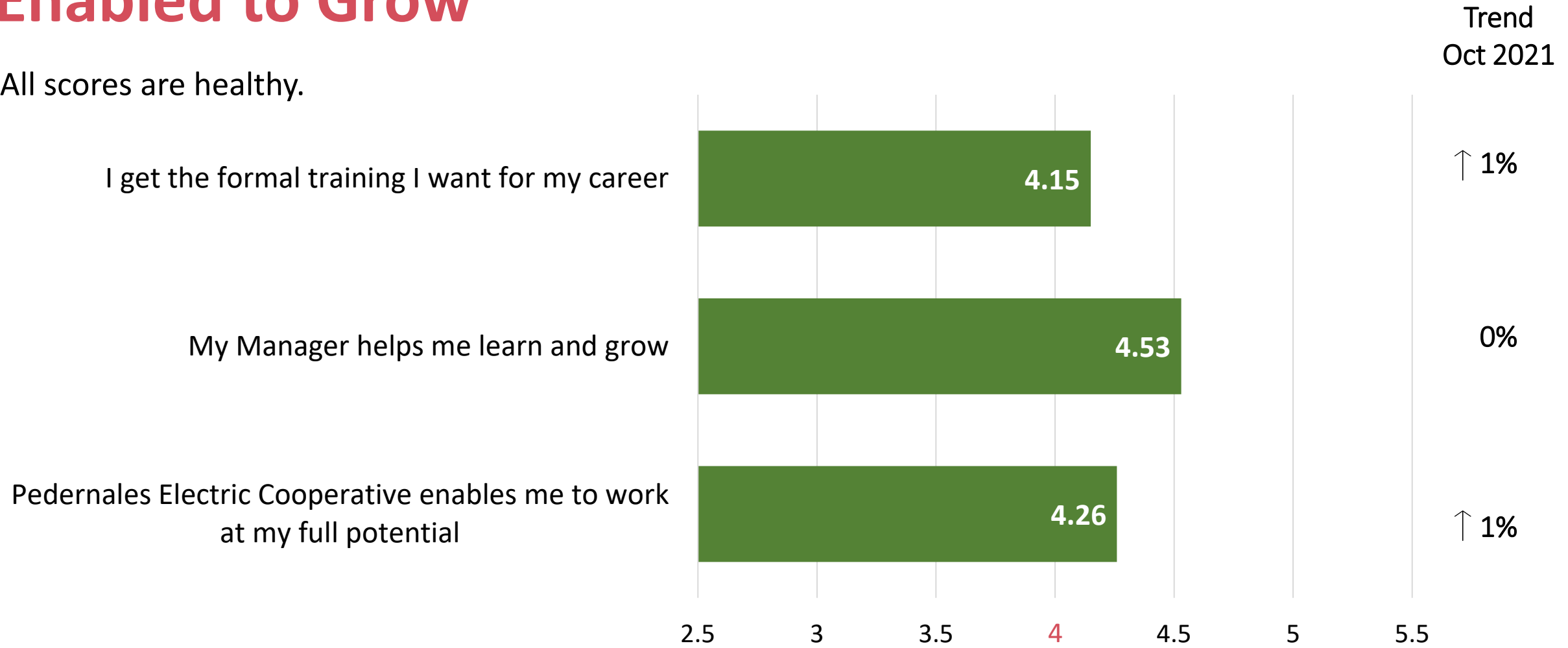
↑ 3%

2.5 3 3.5 4 4.5 5 5.5

Workplace Experience Theme Results

Enabled to Grow

All scores are healthy.

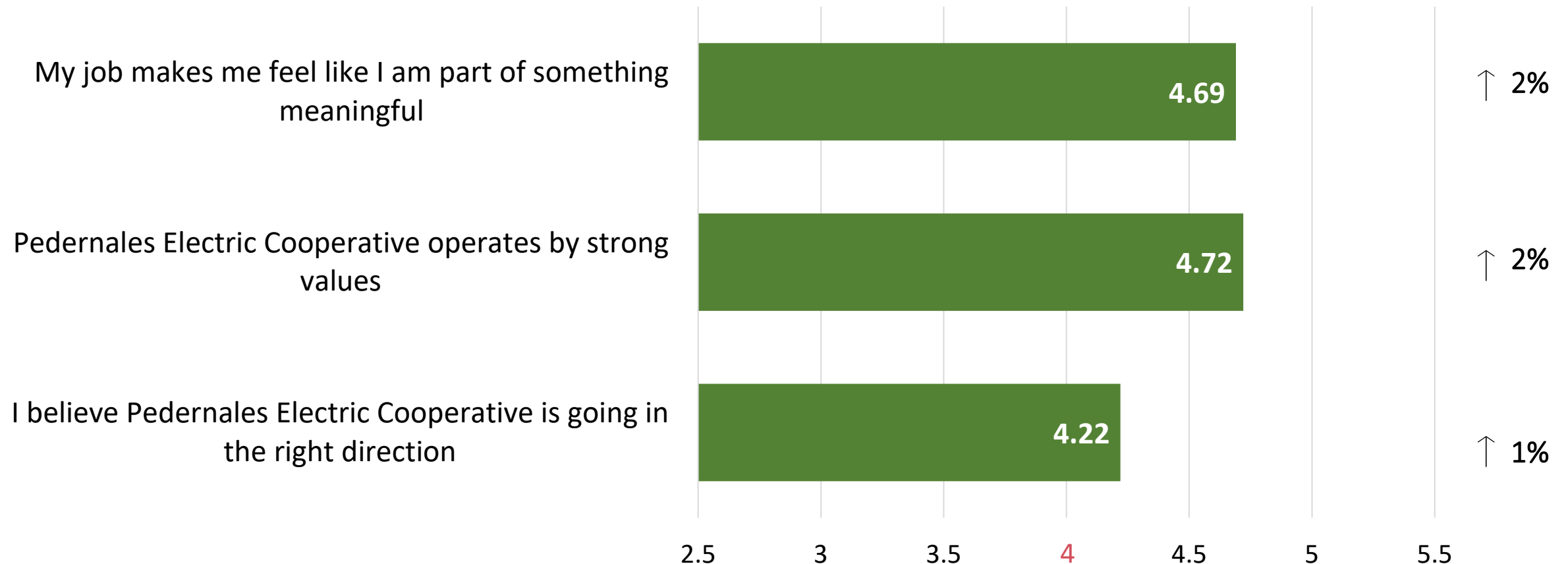


Workplace Experience Theme Results

Closely Aligned

All scores are healthy and have improved from the previous survey.

Trend
Oct 2021

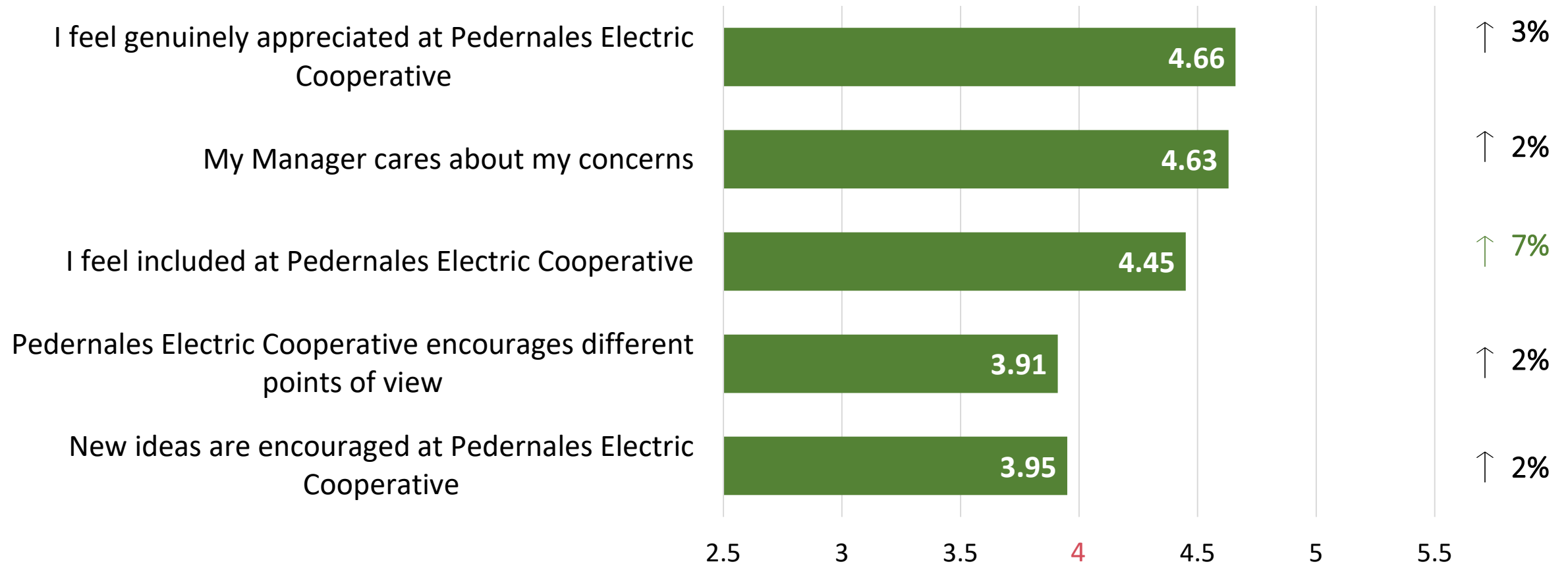


Workplace Experience Theme Results

Respected & Supported – Up 3% Overall

All scores have improved from the previous survey. Different points of view and new ideas indicates an opportunity to build the listening muscle at PEC.

Trend
Oct 2021

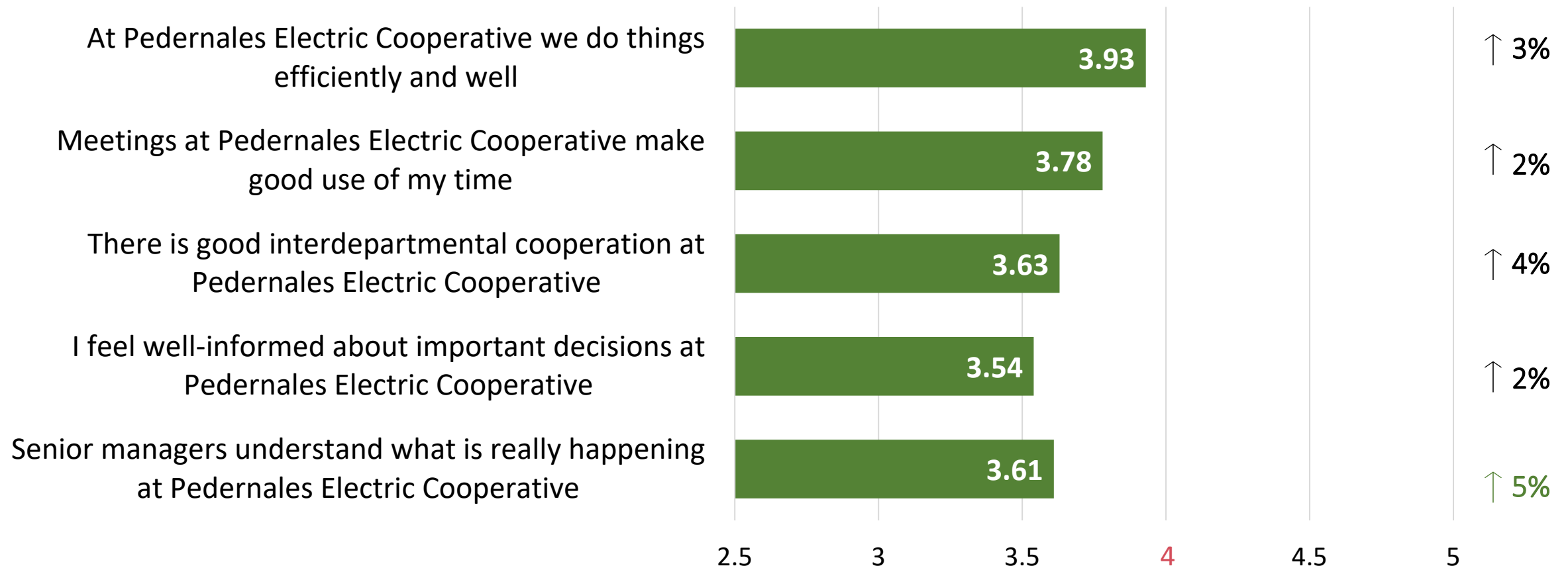


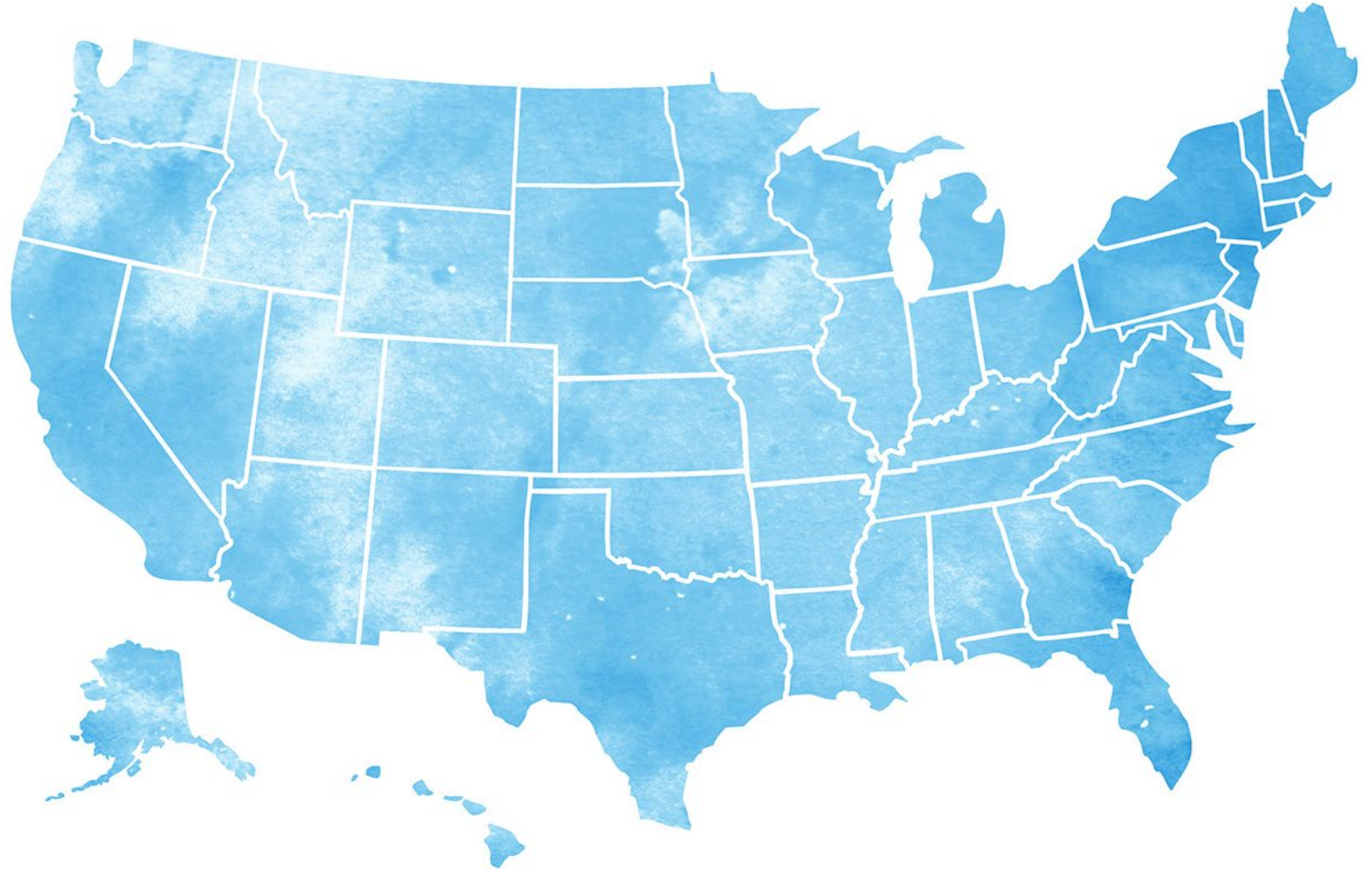
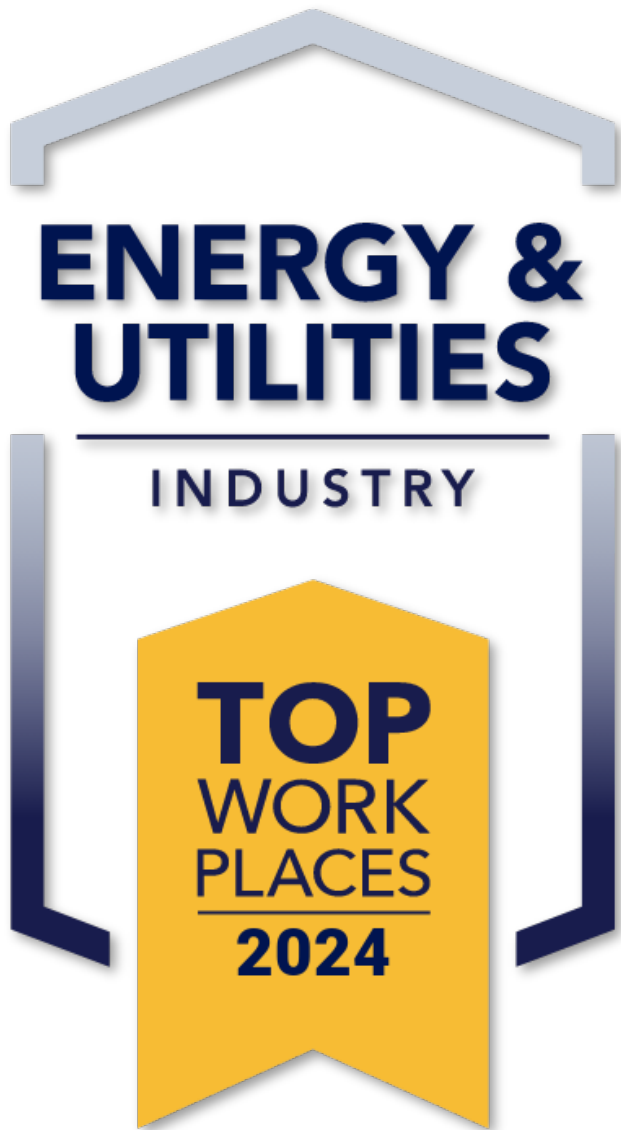
Workplace Experience Theme Results

Empowered to Execute

All scores have improved from the previous survey with the most improvement communicating up.

Trend
Oct 2021





Pedernales Electric Cooperative has been named an Industry Top Workplace in Energy and Utilities – Ranked third in the Nation!

