

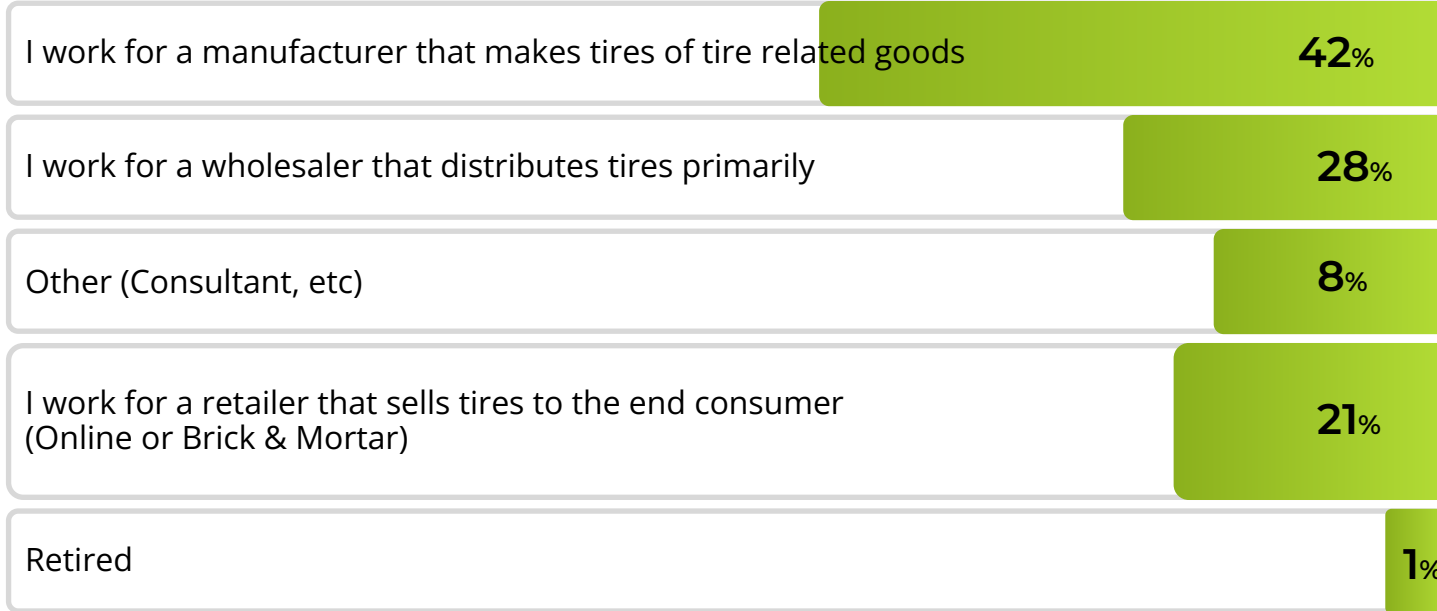


# 3 Minute — Tire Industry Employee Poll

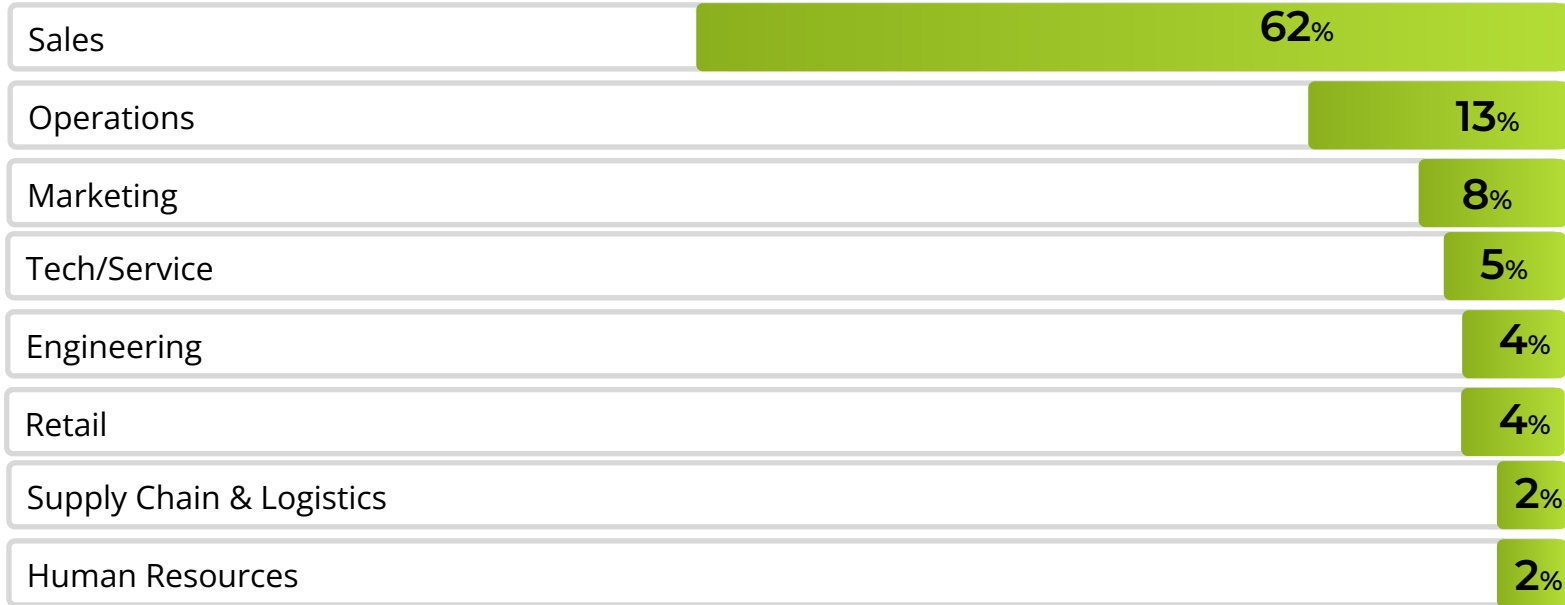
**272 polled**

This poll is anonymous and its intent is to help hiring teams within the industry gain better understanding of what employees value

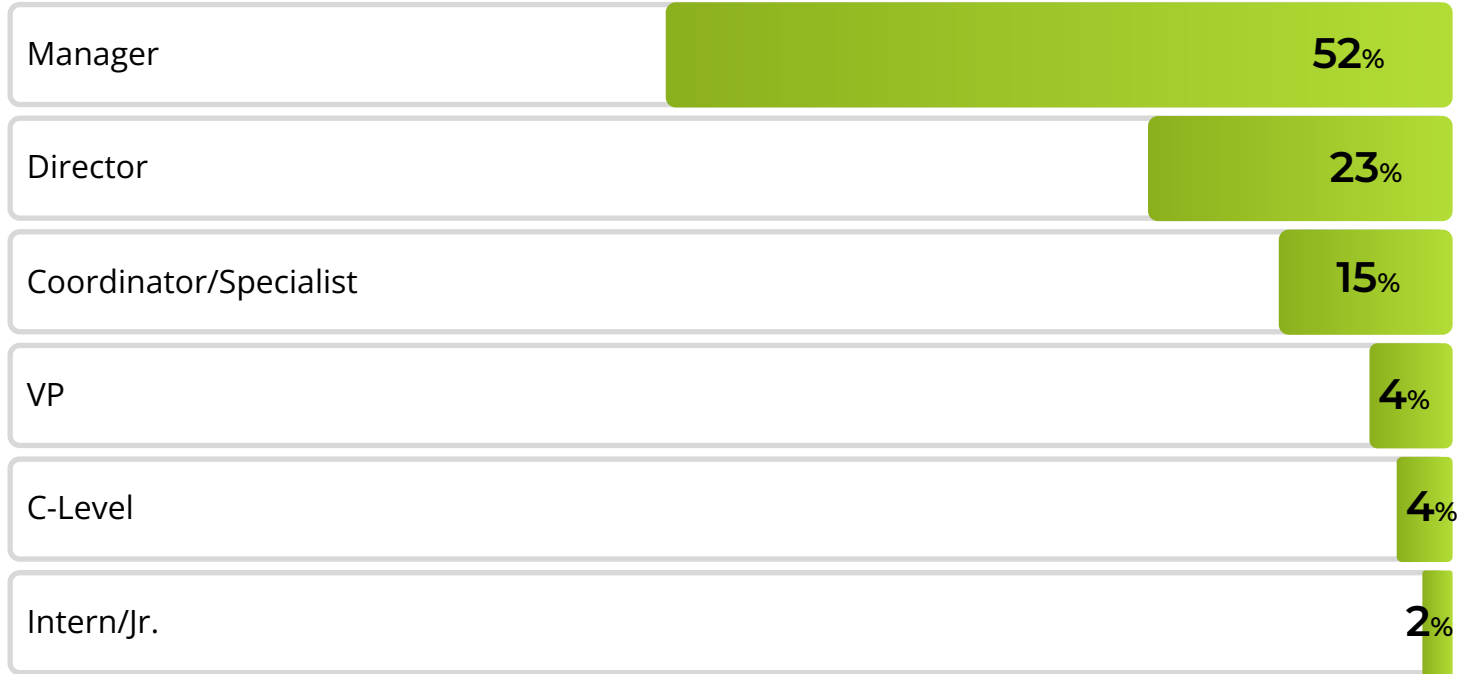
# Which below best describes you?



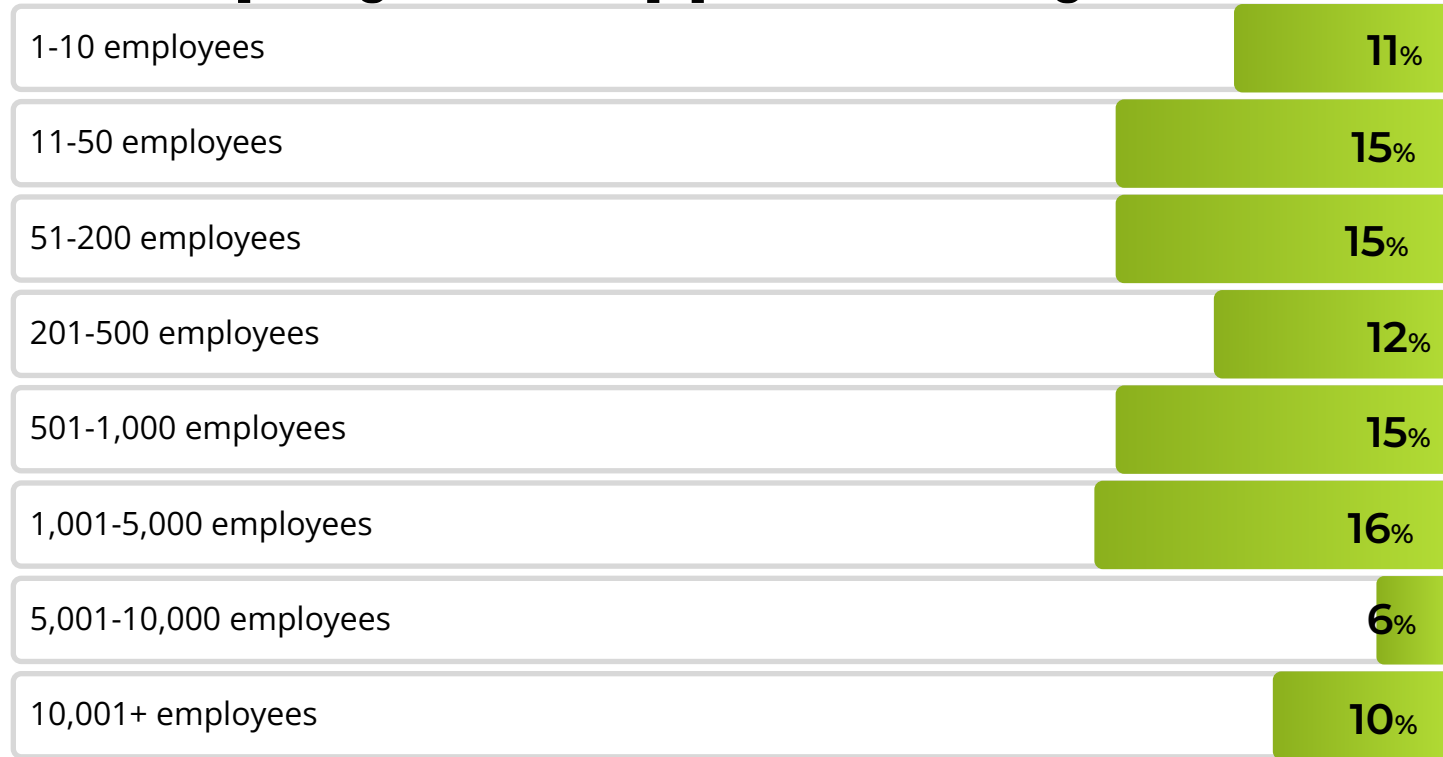
# What department do you work in?



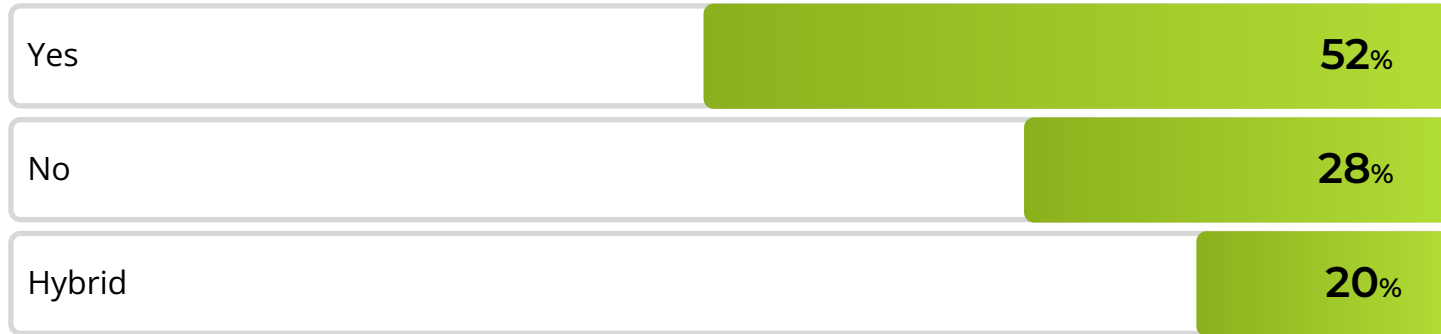
# What is your current title level?



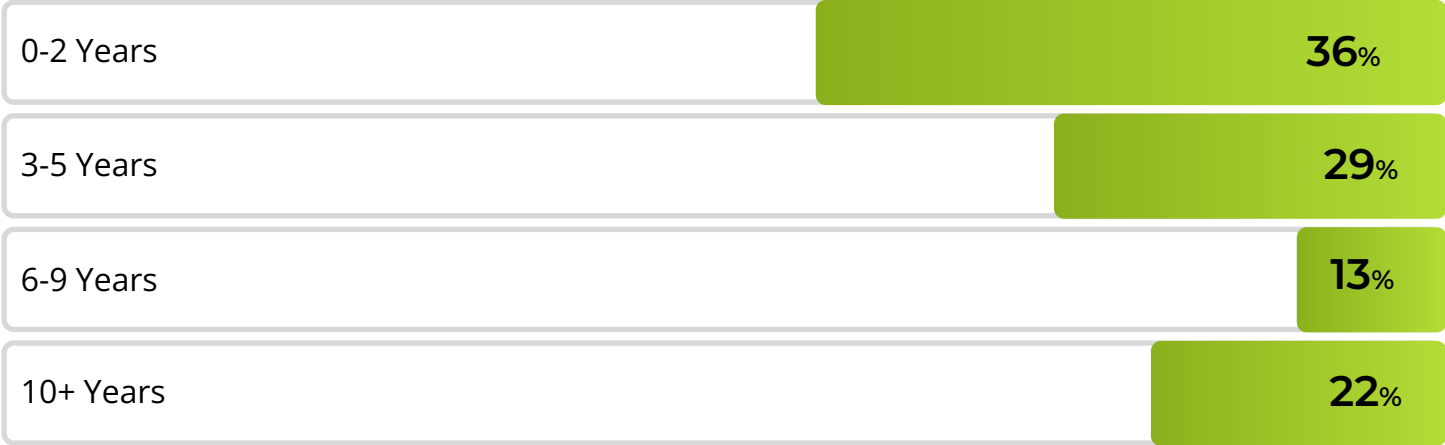
# How many USA based employees does your company have approximately?



# Do you currently work remote?



# How long have you been with your current company?

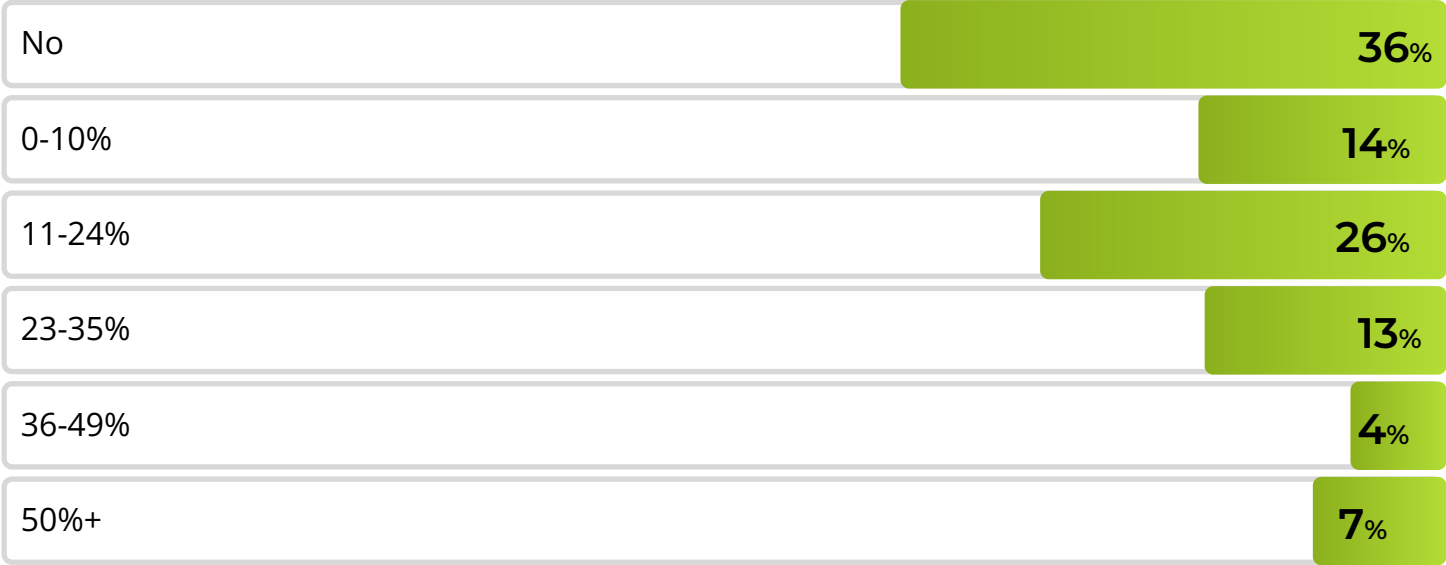


# Is flexibility more important than compensation for you in 2024?

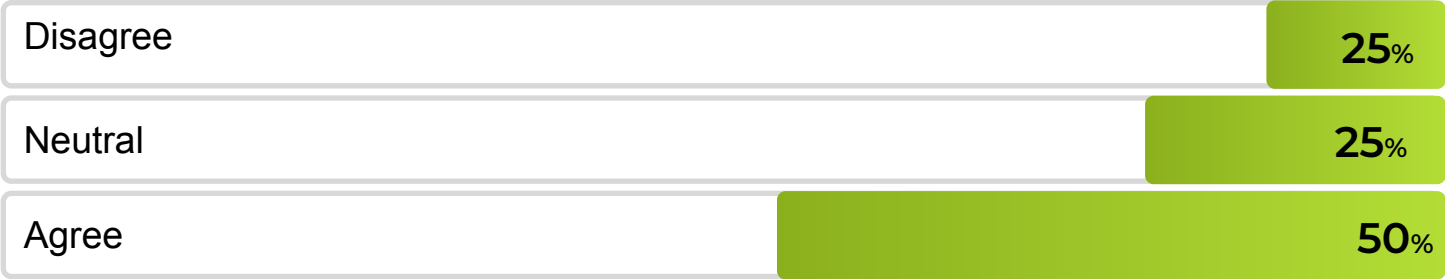




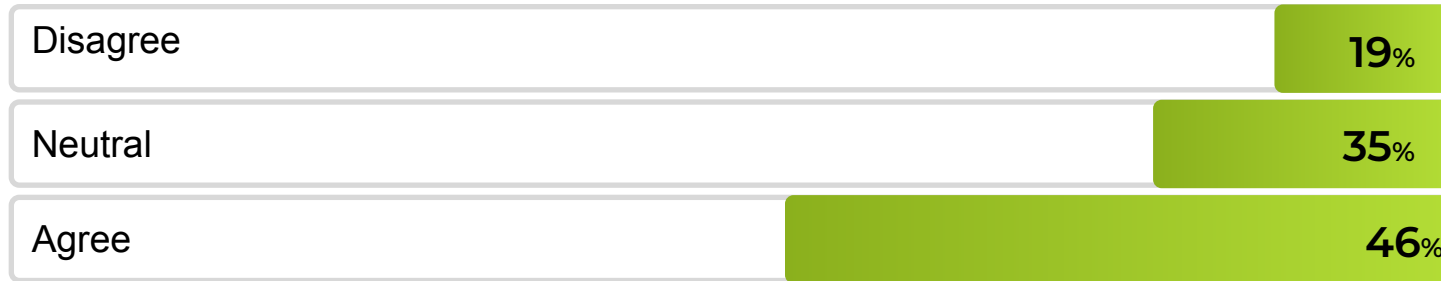
# Do you have a variable salary structure, and if so, what percentage of your total compensation is variable?



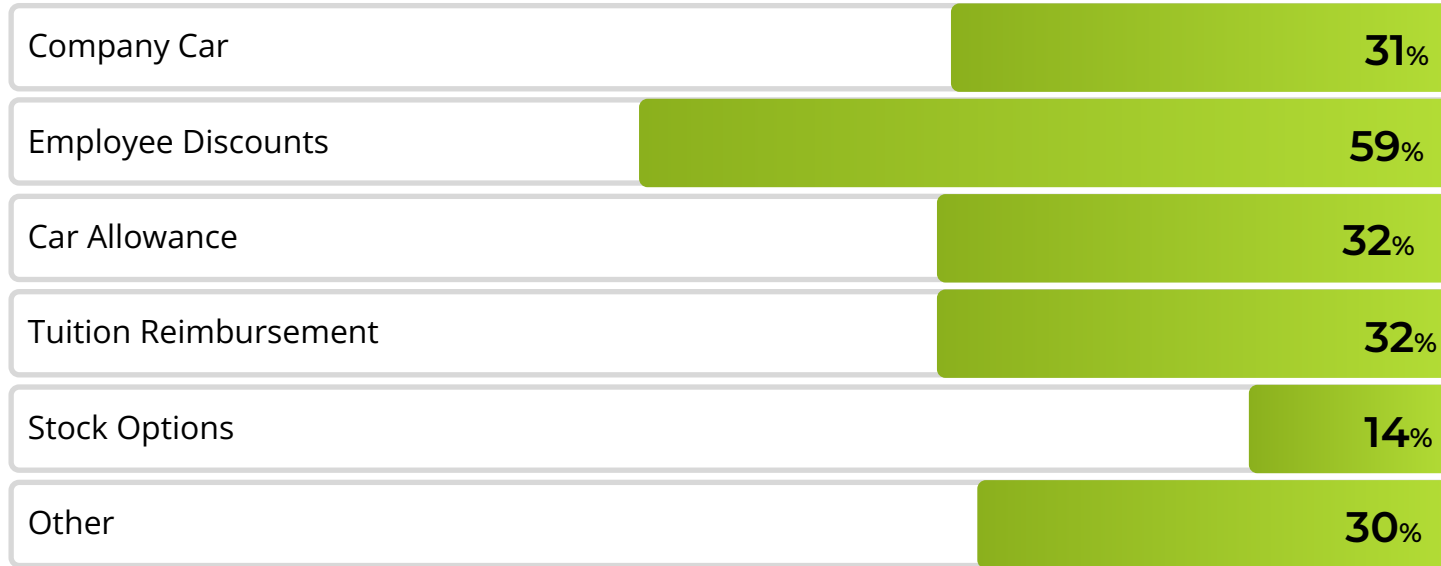
# Do you feel that your salary is keeping up with inflation?



# Are you satisfied with your current base salary?



# Which of these benefits do you have?

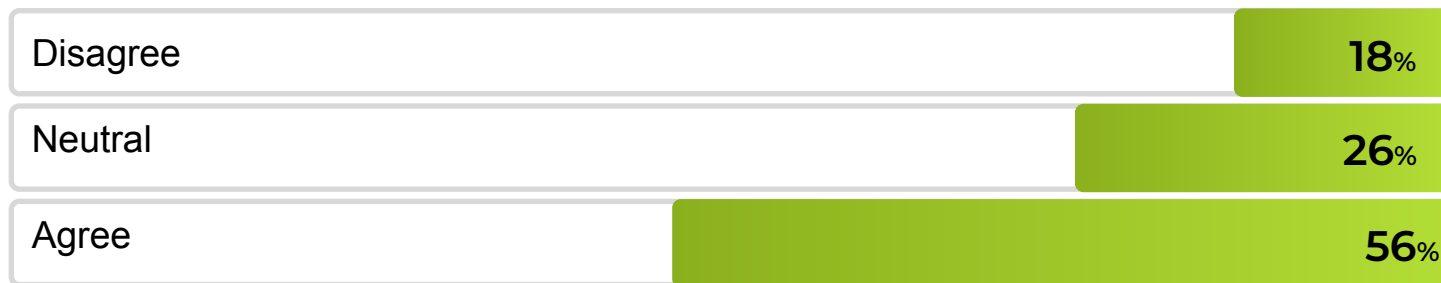


Note: The question allowed for multiple answers, many gave more than one response.

**Rate how accurately the hiring process reflected the company's environment, culture, and work upon your actual employment experience.**



# Do you feel that your company listens to you and values your opinions?



# What matters the MOST to you as an employee?



# Do your leaders live the values of the organization?

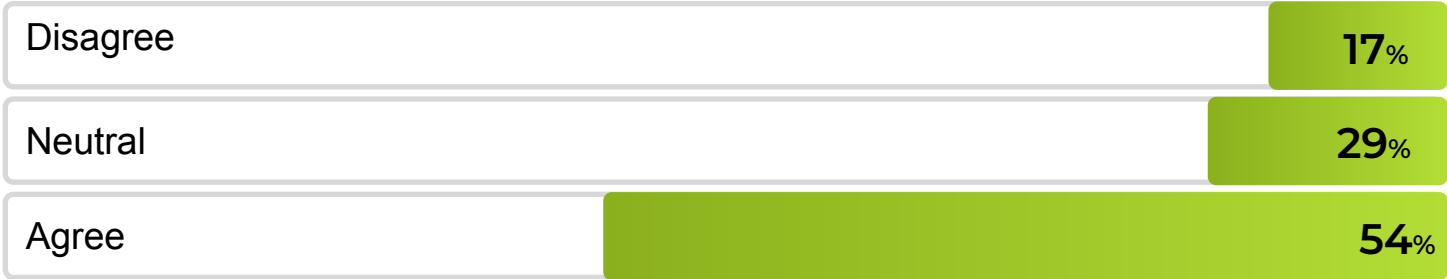




# Does your job have well-defined, concise, and clear goals/objectives?



# Do you feel you can grow within your current company?



# Do you have concerns about the potential impact of Artificial Intelligence (AI) and your job security?



# In one word, why do you choose to stay with your company?

★ Loyalty ★

Pay

Stability

Flexibility

Age

Culture

Note: The question was a  
“fill-in-the-blank” question.  
Participants provided their  
own, unprompted answers.