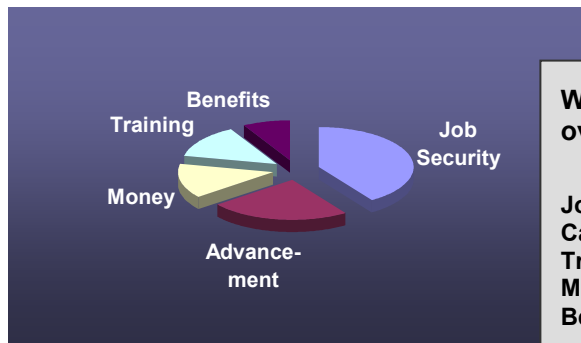


**Survey Says...Job Security Remains #1 Employee Magnet & Motivator!
 Advancement Gains Steam in #2 Spot!
 Employees Choose to Pay for Health Provider Choices!**



More than 1400 employees speak out, informing employers how to best allocate human capital investments! Successful survey validates last year's findings (ranked #1 worldwide by Google, AOL and Yahoo), proving extreme reliability while illustrating key changes this year! Participants include all categories and compensation levels of employees within 90 miles of metro-Milwaukee, tallied by pay categories and job classifications. Aggregate findings resemble a typical employer's composition by compensation and job classification mix. Highlights follow, detailing 2005 results and comparing to 2004.



What do you consider to be most important to you overall in your job?

	Today	Last Year
Job Security	41%	48%
Career Advancement Potential	24%	15%
Training & Positive Feedback	14%	15%
Money/Immediate Compensation	14%	14%
Benefits & Perks	8%	8%

Does this mean employers can substantially lower training wages while effectively attracting quality candidates? No! Studies indicate that employees will not sacrifice more than 10% of immediate wage for promise of advancement. Candidates will still choose a permanent job over a temporary job and may sacrifice up to -- but no more than -- 15% of immediate pay in doing so. Consider human capital costs of turnover or substandard performance to optimize "bang for your buck" when setting wages. Degreed professionals, management, sales, manufacturing, skilled trades, distribution and "other" employee categories all valued money above benefits, while administrative support and customer service respondents valued benefits over money. **Clarification, interpretation and more details available at www.HRSteam.com.**

Training and feedback remain top change management tools. High earners value future company model as top priority. Knowledge of individual gain remains important, especially for core employees earning \$25K and less. Warehouse and distribution personnel responded with substantially more concern for job descriptions than other employee categories. **Employees choose to pay more for expanded health provider choices. Supervisors continue to grow less patient.**

Employers are currently battling rising health insurance premiums. If given a choice, which of the following would you prefer?

	Today	Last Year
Increased Employee Contribution to Premium	40%	33%
Increased Employee "Out of Pocket" per Medical Visit	33%	33%
Less Physician/Facility Choices	27%	34%

Most organizational teams have faced increased pressures, challenges and anxieties over the past 2+ years. How has your immediate supervisor's behavior changed in the last 12 months?

	Today	Last Year
More Difficult, Less Reasonable and/or Less Pleasant	68%	73%
Less Difficult, More Reasonable and/or More Pleasant?	32%	27%

Today's employer is experiencing significant company change. As change is asked of you, indicate which of the following is most important to you.

	Today	Last Year
Increased Training and Feedback	54%	48%
Clear Vision/Model of Future Organization	23%	22%
Your Future Job Description	16%	16%
Your Individual Gain from Change	7%	14%

If your employer were to provide you with only one of the following, which one would you choose as "most helpful"?

	Today	Last Year
Job Description	40%	40%
Written Performance Review	39%	38%
Employee Handbook	21%	22%