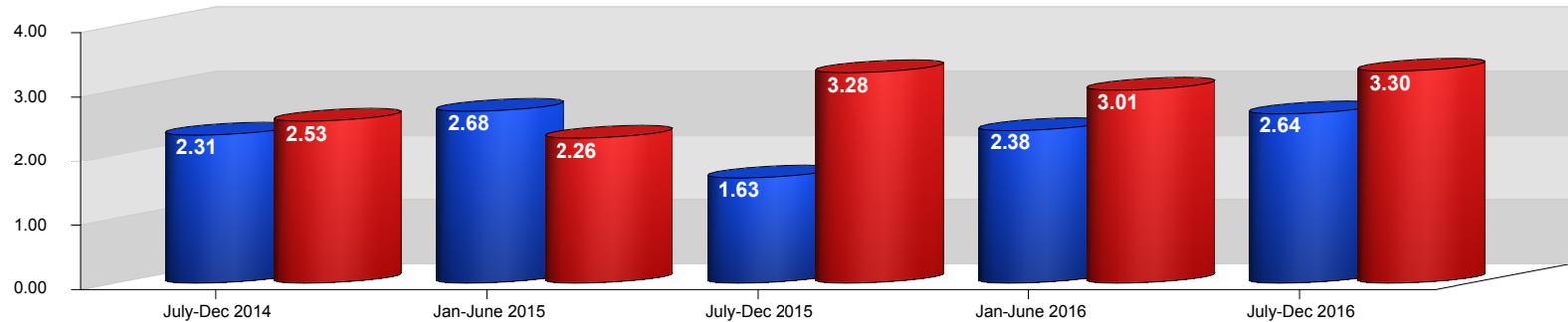


BACKGROUND INFORMATION

Data were collected from 12 participating organizations. The participating organizations represent several counties in California - both Northern and Southern. The charts below represent a summary of data collected during the period of **July-Dec 2016** and compares it with data from past reporting periods. Each chart shows your organization's performance in blue and the average performance of all participating organizations in red.

Employee Turnover

■ Your Organization ■ ALL

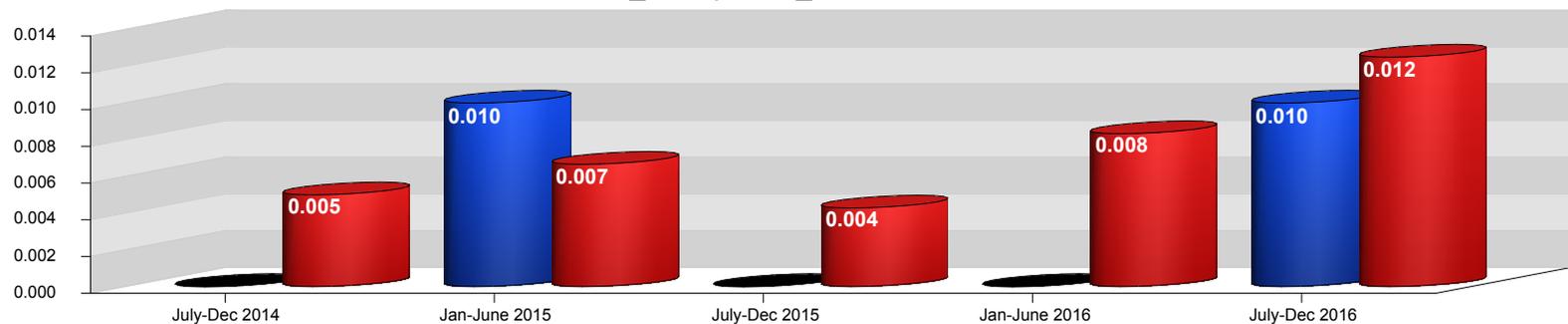


EMPLOYEE TURNOVER SUMMARY:

This section shows the rate of turnover of your organization. The number represents the number of terminated staff per full time equivalent during the respective reporting period. Lower turnover rates can help to reduce employment expenses and help greatly with program stability. **Your organizations's turnover rate is lower than the average turnover rate of all respondents.**

Work-Related Injuries

■ Your Organization ■ ALL

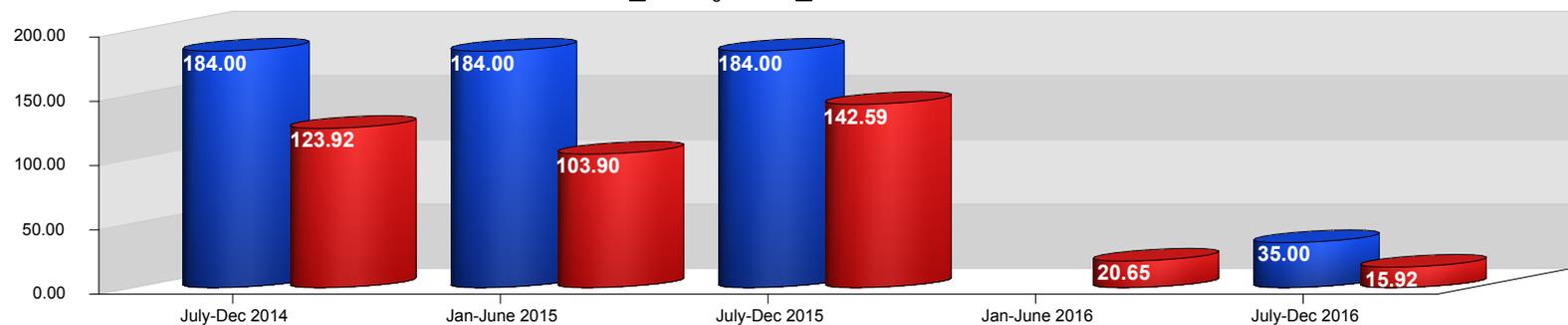


WORK-RELATED INJURIES SUMMARY:

This section shows the number of reportable work-related injuries per full-time equivalent employee during the respective reporting period. High frequencies of employee injuries are generally indicative of poor safety procedures and oversight, and low staff morale. **Your organization's rate of work-related injuries is the same as the average rate of all the respondents.**

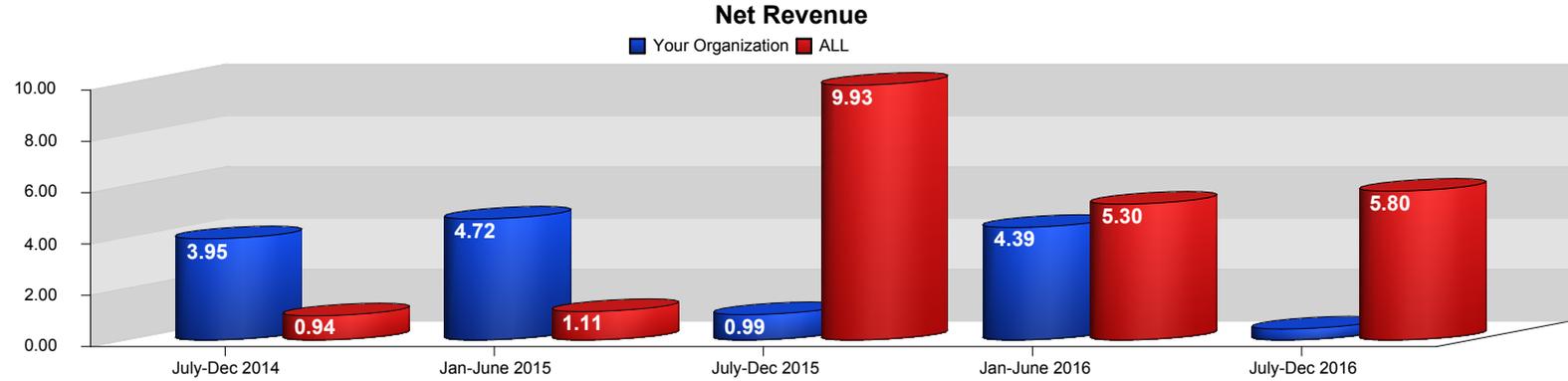
Operating Days of Cash

■ Your Organization ■ ALL



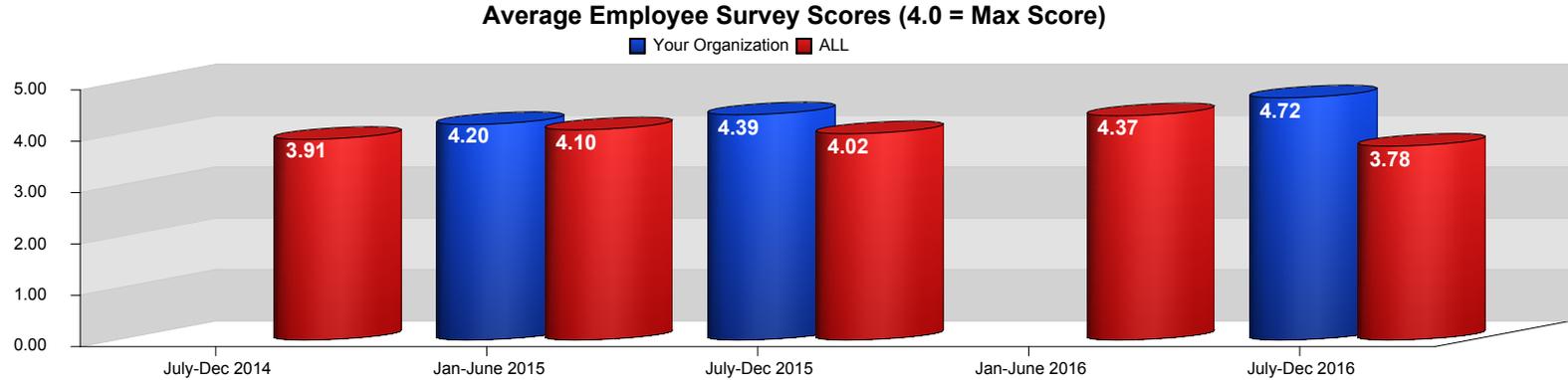
DAYS OF CASH SUMMARY:

This benchmark compares how many operating days of cash your organization has in comparison to others. Higher levels of operating cash indicate financial stability as well as the ability to operate and meet financial obligations in the event of revenue interruptions. **Your organization has more days of cash than the average of all the respondents.**



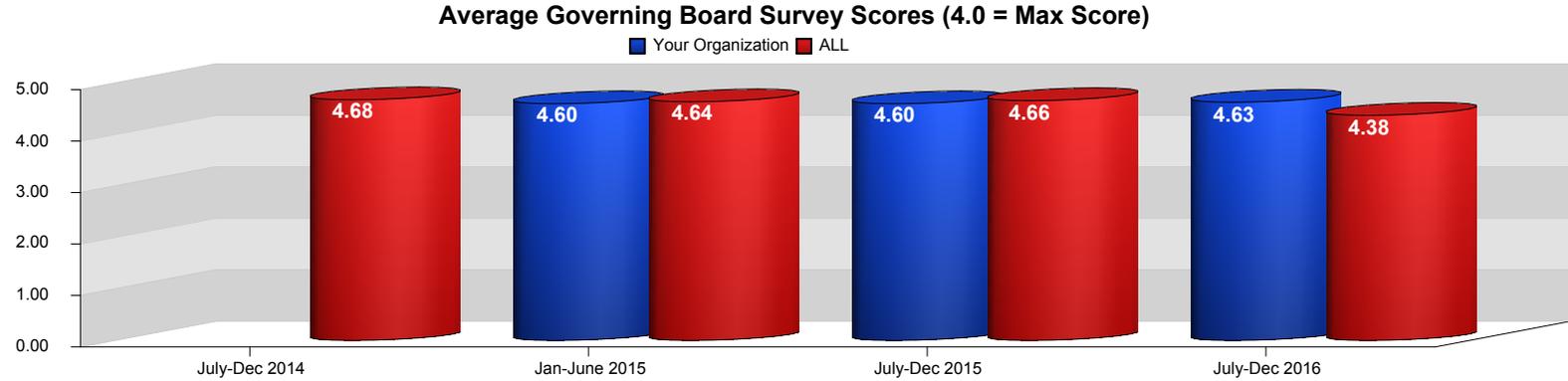
NET REVENUE SUMMARY:

This benchmark compares your percentage of net revenue to other organizations. Higher percentages of net revenue indicate that you have a low cost structure and that your organization has the financial resources to invest in program and infrastructure improvements and to increase compensation levels for employees. **Your organization has a lower percentage of net revenue than the average of all the respondents.**



EMPLOYEE SATISFACTION SUMMARY:

The scores were based on a standardized survey given to your staff. The survey has 15 statements related to employee satisfaction and the employees were asked to score each one from a 0 to 4 with a 4 indicating that they strongly agree with the statement. The maximum score for this benchmark is 4.0. **Your organization's employee satisfaction score is greater than the average score from all the respondents.**

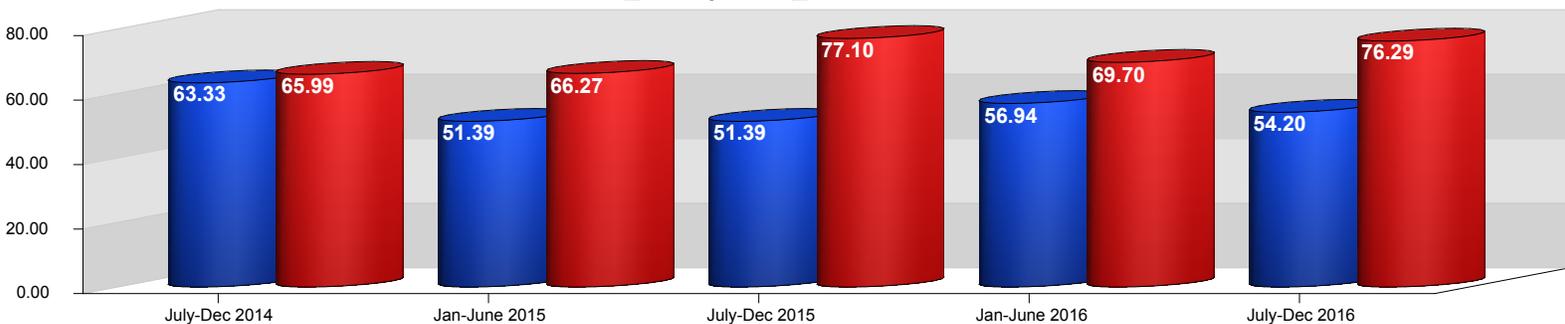


GOVERNING BOARD SATISFACTION SUMMARY:

The scores were based on a standardized survey given to your governing board. The survey has 15 statements related to the satisfaction of the governing board and the directors were asked to score each one from a 0 to 4 with a 4 indicating that they strongly agree with the statement. The maximum score for this benchmark is 4.0. **Your organization's governing board satisfaction score is greater than the average score from all the respondents.**

Governing Board Attendance (100% = Max Score)

■ Your Organization ■ ALL



GOVERNING BOARD ATTENDANCE RATES SUMMARY:

This section represents the attendance of the Directors of your Governing Board at mandatory meetings. The maximum score is 100%. **Your organization's Governing Board Attendance rate is lower than the average score of all respondents.**