

# Top 10

Employee Comments from Our 2021 Survey

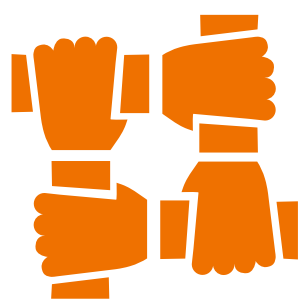


## 1 GREAT WORK ENVIRONMENT FROM THE TOP DOWN



"Very supportive of whatever is needed to get the job done in an excellent manner—and of work life balance."

## 2 EVERYONE WORKS HARD FOR EVERYONE



"It's a culture of mutual respect and knowing that I will work hard for you, you work hard for me."

## 3 GIVING BACK TO THE COMMUNITY



"In my short time here, I have seen all the amazing organizations IRMI works with."

## 4 OPINIONS, FEEDBACK, AND SUGGESTIONS ARE ALWAYS WELCOME



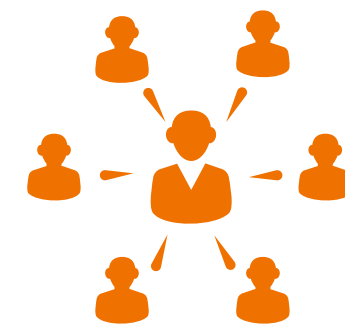
"They are discussed with the executives and implemented in the best interest of the company and/or employees."

## 5 THE PEOPLE AT IRMI ARE GREAT



"Very congenial atmosphere. I have a great manager who is always supportive and helpful yet does not micromanage. This allows me to do my best work."

## 6 EVERYONE, TO THE CEO, KNOWS MY NAME



"Thanks are often given out for doing good work (which is really just a main part of the job) but to have others consistently say "good job" or "thank you" certainly goes a long way to making me feel appreciated in my day-to-day work!"

## 7 I FEEL APPRECIATED AND MOTIVATED



"I also feel the company actually cares about me as an individual."

## 8 MY MANAGER IS EXTREMELY INCLUSIVE



"The environment at IRMI encompasses effective interdepartmental communication!"

## 9 I'M TRUSTED



"There is a level of trust the company has with its employees that makes me feel worthy and wanting to perform my best."

## 10 IRMI CHALLENGES ME EVERY DAY



"IRMI helps me with new ways to do things and the flexibility and tools I need to accomplish my work."