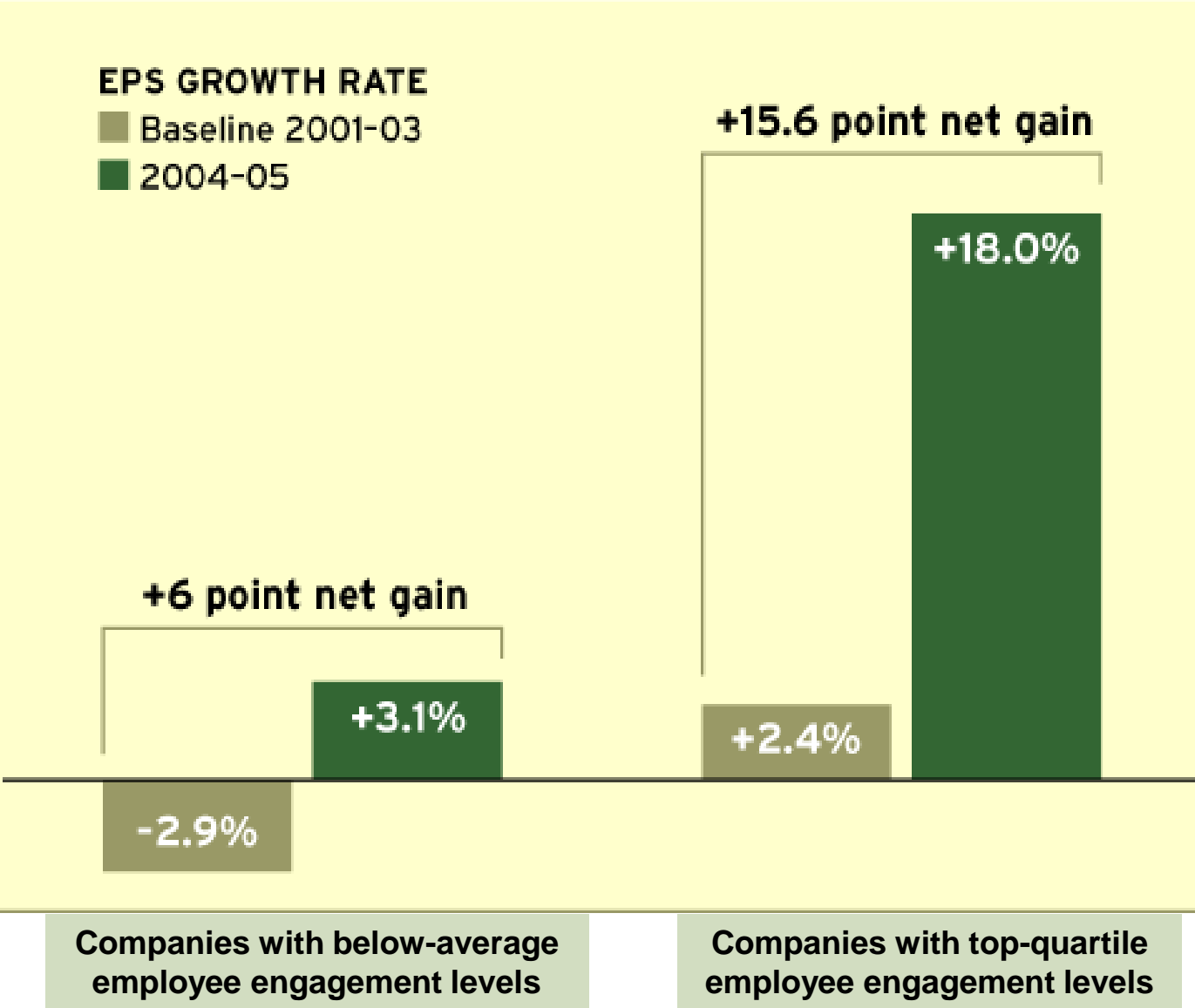


ENGAGEMENT AND EARNINGS PER SHARE

Gallup recently researched the impact of employee engagement on the most important measure of a company's stockholder value: earnings per share (EPS). Gallup compared engagement at the company level with EPS for publicly traded companies in its engagement database. From this comparison, Gallup found EPS grew 2.6 times more among publicly traded companies with top-quartile employee engagement levels than among publicly traded business with below-average engagement



Note: Percentages based on median values in each group

Source: Gallup

Graphic by Tommy McCall