

November 30, 2018

4. WORKER BENEFIT

A. Worker Happiness ***

Noll & Tam Architects is committed to creating, maintaining, and supporting a positive work environment that is conducive to and fosters worker happiness and job satisfaction. We are concerned about our employees and their families and we strive to create an appropriate work-life balance and provide a workplace where our employees are happy.

Noll & Tam Architects will assess how well it is doing in this regard using an annual worker happiness survey. As devised by JUST, the survey is comprised of 2 questions which employees are to select a number between 0 and 10, with 10 representing “extremely satisfied”, and 0 representing “not at all satisfied”.

Noll & Tam chose to expand the questionnaire to 20 questions in order to solicit further feedback about how the firm is doing with respect to the firm’s operation and management. We value the input of all employees with respect to our interactions with each other and our project management style.

A minimum of 70 percent of our full-time and part-time employees who have been with the organization for at least six months will complete the survey. The aggregated survey findings will be provided to the employees and Noll & Tam Architects will address any shortcomings that may be suggested in the survey.

Our first annual survey was completed in November 2018, and can report the rating for the following questions:

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| 1. Considering all aspects of your job, how satisfied are you with your organization? | 8.25/10 |
| 2. How likely is it that you would recommend your organization as a good place to work? | 8.75/10 |

