



CITY OF MANITOWOC

WISCONSIN, USA
www.manitowoc.org



TO: Personnel Committee
FROM: Jessie Lillibridge, Human Resources Director
RE: Human Resources Office Update
DATE: December 4, 2017

The Human Resources Office has worked on the following projects and initiatives since our last meeting:

Recruiting

- Hired: Library Clerk
- Hired: Police Officer
- Hired: RWAM Art Instructor
- Hired: Firefighter
- Advertising: Police Officer (continuous)
- Advertising: Transit Driver – Part-time (continuous)
- Advertising: Firefighter/Paramedic (continuous)
- Advertising: Building and Grounds Division Manager
- Advertising: Election Inspector
- Advertising: Library Clerk
- Advertising: WWTF Operator
- Advertising: Seasonal positions
- Interviewing: RWAM Administrative Support Specialist
- Interviewing: Building and Grounds Division Manager
- Extended offer to WWTF Electrician

Employee Relations

- Continuing to respond to employee concerns/questions.
- Investigation and discipline for employees continues as necessary.
- The firefighter agreement will expire in 2018. Presumably negotiations will be forthcoming.

Organizational Development & Training

- Succession Planning –working with departments on succession planning with employees. Discussing a reorganization of DPI due to an upcoming retirement.
- The Tuition Reimbursement program continues to be successful.
- Spot Award program has been well-received. We continue to remind employees about the STAR Award and Spot Award programs.
- The People Development Committee is developing a years of service recognition program.
- Veteran recognition program was well-received.

- We held our first New Employee Orientation session on November 15th. We received positive feedback from attendees.
- Annual Performance Evaluations and 2018 Goal Setting has begun. 2017 Evaluations are due January 19, 2018.

Compensation, Benefits & Wellness

- Manty Health & Wellness Center operations continue to go well. Positive feedback from employees. Attached is the monthly report. A new provider will be taking over as the clinic NP beginning in October.
- Continuing to work through some issues with Anthem. We have scheduled a monthly call with Anthem and ABRC (Associated Benefits & Risk Consulting) to discuss issues.
- Onsite nurse visits occur twice a month.
- Wellness committee meeting and actions – continuing monthly health topics and lunch and learn programs. We are currently planning for 2018 events, including Lunchtime Yoga, massage therapy at a reduced cost, and another Stress Management Workshop.
- Go365 was implemented in October. There were a few initial enrollment issues to work through but now seems to be well-received by most employees.
- Open enrollment has concluded and we are now working on getting information entered for a January 1, 2018 start date.

Safety & Risk Management

- Safety committee meeting and discussion, continuing monthly topics.
- Continuing the lost time injury program, employees are enjoying it and continue to report safety concerns. Three lost time incidents so far for 2017.
- Workers Compensation review and addressing concerns.
- Emergency response plans for all City buildings in progress.
- Respiratory Policy, Silica Dust Policy, and Chlorine Storage Policy (WWTF) are under development with the assistance of CVMIC.
- The Safety Committee has recommended that we develop a schedule to perform drills (fire, tornado, active shooter) periodically throughout the year. Additionally, the Committee is recommending that we hold an EOC (Emergency Operations Center) drill.
- We continue to work with the CVMIC legal team to respond to a discrimination complaint that an employee made to the DWD.
- Aurora has indicated that they plan to donate up to six AEDs for several City locations. Additionally, another AED was donated by Heart-A-Rama. The AEDs have been ordered and will be installed upon receipt. The Fire Department will be offering training on the AEDs.

Administration

- Working with departments on job description updates. This is an ongoing project. Supervisors and Managers will be reviewing all job descriptions with employees as a part of the annual evaluation process.
- Working with the Manitowoc Public Library to merge the Library's Employee Policy Manual into the City of Manitowoc Employee Policy Manual. This will be going to the Library Board for approval and will then be brought to Council.
- Working with several departments to get job descriptions revised and created, priced and ready to begin recruitment for new positions that have been budgeted for 2018.

Separations

- Library Page
- Library Assistant
- DPW Operations Supervisor (retirement)
- Completed exit interviews with voluntary separations/retirements

Attachment

Aurora BayCare Manty Health and Wellness Clinic Summary

City of Manitowoc
YTD October, 2017



Aurora BayCare Medical Center



Aurora Health Care®



BAYCARE CLINIC

City of Manitowoc - Overall Summary

| <i>City of Manitowoc Services</i> | <i>Jan</i> | <i>Feb</i> | <i>Mar</i> | <i>Apr</i> | <i>May</i> | <i>Jun</i> | <i>Jul</i> | <i>Aug</i> | <i>Sep</i> | <i>Oct</i> | <i>Nov</i> | <i>Dec</i> | <i>October YTD 2017</i> |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------|-------------|-------------------------|
| Clinic Nurse Practitioner Services (Hour) | \$ 3,918.75 | \$ 3,135.00 | \$ 3,040.00 | \$ 3,420.00 | \$ 3,645.63 | \$ 3,906.88 | \$ 3,800.00 | \$ 5,418.80 | \$ 4,712.00 | \$ 5,183.20 | \$ - | \$ - | \$ 40,180.26 |
| Facility Rent | \$ 138.75 | \$ 138.75 | \$ 138.75 | \$ 138.75 | \$ 138.75 | \$ 138.75 | \$ 138.75 | \$ 172.05 | \$ 172.05 | \$ 172.05 | \$ - | \$ - | \$ 1,487.40 |
| Pharmacy | \$ 1,167.00 | \$ 1,616.00 | \$ 550.23 | \$ 466.04 | \$ 583.26 | \$ 499.12 | \$ 551.21 | \$ 409.47 | \$ 697.02 | \$ 742.10 | \$ - | \$ - | \$ 7,281.45 |
| Labs | \$ 238.81 | \$ 324.41 | \$ 287.93 | \$ 441.37 | \$ 654.34 | \$ 228.83 | \$ 190.88 | \$ 95.36 | \$ 44.23 | \$ 89.50 | \$ - | \$ - | \$ 2,595.66 |
| Clinic Vaccine | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 99.00 | \$ 39.00 | \$ 235.00 | \$ - | \$ - | \$ 373.00 |
| Aurora Employer Clinic Charges Invoiced | \$ 5,463.31 | \$ 5,214.16 | \$ 4,016.91 | \$ 4,466.16 | \$ 5,021.98 | \$ 4,773.58 | \$ 4,680.84 | \$ 6,194.68 | \$ 5,664.30 | \$ 6,421.85 | \$ - | \$ - | \$ 51,917.77 |

| <i>Charges Avoided</i> | <i>Jan</i> | <i>Feb</i> | <i>Mar</i> | <i>Apr</i> | <i>May</i> | <i>Jun</i> | <i>Jul</i> | <i>Aug</i> | <i>Sep</i> | <i>Oct</i> | <i>Nov</i> | <i>Dec</i> | <i>October YTD 2017</i> |
|------------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------|-------------|-------------------------|
| Customary Charges | \$ 4,946.51 | \$ 8,649.38 | \$ 9,374.49 | \$ 5,227.50 | \$ 5,287.05 | \$ 5,562.77 | \$ 3,810.51 | \$ 1,918.23 | \$ 3,671.38 | \$ 4,540.96 | \$ - | \$ - | \$ 52,988.78 |
| Additional Charges | \$ 35.04 | \$ 17.52 | \$ 23.36 | \$ 29.20 | \$ 46.72 | \$ 23.36 | \$ 26.95 | \$ 5.84 | \$ 3.00 | \$ - | \$ - | \$ - | \$ 210.99 |
| Total Charges Avoided | \$ 4,981.55 | \$ 8,666.90 | \$ 9,397.85 | \$ 5,256.70 | \$ 5,333.77 | \$ 5,586.13 | \$ 3,837.46 | \$ 1,924.07 | \$ 3,674.38 | \$ 4,540.96 | \$ - | \$ - | \$ 53,199.77 |

| | | | | | | | | | | | | | |
|----------------------|--------------------|--------------------|--------------------|------------------|------------------|------------------|--------------------|----------------------|----------------------|----------------------|-------------|-------------|--------------------|
| Total Savings | \$ (481.76) | \$ 3,452.74 | \$ 5,380.94 | \$ 790.54 | \$ 311.79 | \$ 812.55 | \$ (843.38) | \$ (4,270.61) | \$ (1,989.92) | \$ (1,880.89) | \$ - | \$ - | \$ 1,282.00 |
|----------------------|--------------------|--------------------|--------------------|------------------|------------------|------------------|--------------------|----------------------|----------------------|----------------------|-------------|-------------|--------------------|

| <i>City of Manitowoc Visits</i> | <i>Jan</i> | <i>Feb</i> | <i>Mar</i> | <i>Apr</i> | <i>May</i> | <i>Jun</i> | <i>Jul</i> | <i>Aug</i> | <i>Sep</i> | <i>Oct</i> | <i>Nov</i> | <i>Dec</i> | <i>October YTD 2017</i> |
|---------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------|
| Provider Visit | 31 | 50 | 55 | 29 | 31 | 32 | 23 | 10 | 23 | 27 | - | - | 311 |
| Nurse Visit | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Lab Visit | 10 | 35 | 33 | 40 | 73 | 30 | 13 | 4 | 2 | 7 | - | - | 247 |
| Vaccine | 3 | 4 | 11 | 2 | 6 | 3 | - | 2 | 4 | 11 | - | - | 46 |
| Total Patient Visits | 44 | 89 | 99 | 71 | 110 | 65 | 36 | 16 | 29 | 45 | - | - | 604 |

| <i>Total Provider Visit Types</i> | <i>Jan</i> | <i>Feb</i> | <i>Mar</i> | <i>Apr</i> | <i>May</i> | <i>Jun</i> | <i>Jul</i> | <i>Aug</i> | <i>Sep</i> | <i>Oct</i> | <i>Nov</i> | <i>Dec</i> | <i>October YTD 2017</i> |
|-----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------|
| OFFICE/OUTPT VISIT,NEW,LEVEL II | - | - | - | - | 2 | - | 1 | - | - | - | - | - | 3 |
| OFFICE/OUTPT VISIT,NEW,LEVEL III | 2 | - | 1 | 3 | 1 | 1 | 1 | - | - | - | - | - | 9 |
| OFFICE/OUTPT VISIT EST LEVEL I | - | - | - | - | - | - | - | - | - | - | - | - | - |
| OFFICE/OUTPT VISIT EST LEVEL II | 3 | - | 3 | - | - | 1 | - | 1 | 2 | 4 | - | - | 14 |
| OFFICE/OUTPT VISIT EST LEVEL III | 25 | 47 | 47 | 23 | 26 | 27 | 20 | 7 | 18 | 19 | - | - | 259 |
| OFFICE/OUTPT VISIT EST LEVEL IV | - | - | - | - | - | - | - | - | 3 | 4 | - | - | 7 |
| OFFICE/OUTPT VISIT EST LEVEL V | - | - | - | - | - | - | 1 | - | - | - | - | - | 1 |
| PREV EST AGE 05-11 | - | - | 1 | - | - | - | - | - | - | - | - | - | 1 |
| PREV EST AGE 12-17 | - | 1 | 1 | - | - | - | - | - | - | - | - | - | 2 |
| PREV EST AGE 18-39 | - | - | 1 | 2 | - | 3 | - | 2 | - | - | - | - | 8 |
| PREV EST AGE 40-64 | 1 | 2 | 1 | 1 | 2 | - | - | - | - | - | - | - | 7 |
| Grand Total | 31 | 50 | 55 | 29 | 31 | 32 | 23 | 10 | 23 | 27 | - | - | 311 |

| <i>Total Nurse Visit Types</i> | <i>Jan</i> | <i>Feb</i> | <i>Mar</i> | <i>Apr</i> | <i>May</i> | <i>Jun</i> | <i>Jul</i> | <i>Aug</i> | <i>Sep</i> | <i>Oct</i> | <i>Nov</i> | <i>Dec</i> | <i>October YTD 2017</i> |
|--------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------------------|
| OFFICE/OUTPT VISIT,NEW,LEVEL I | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Grand Total | - | - | - | - | - | - | - | - | - | - | - | - | - |

*Note that the Additional Charges Avoided does not reflect the true amount YTD. This amount will be updated and reinstate for November 2017 report

City of Manitowoc - Invoice Summary
Patient Services/Vaccine/Clinic Labs
Service Month: October 2017

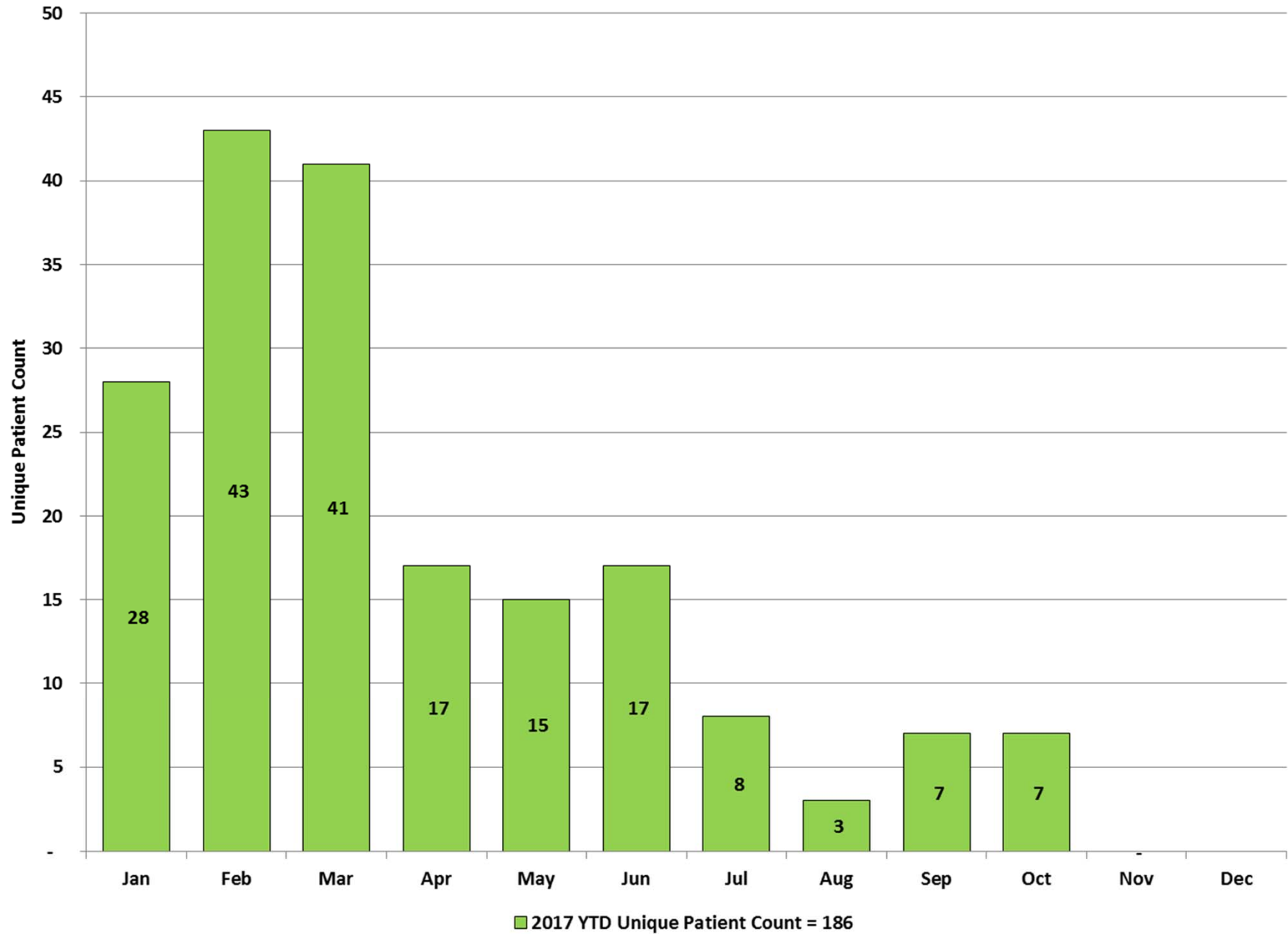
| Patient Services | | | | | |
|------------------|--|--|--------------|-----------------------|-------------------|
| Company | | Description | Monthly Rate | Quantity/Participants | Total Monthly Fee |
| CITY | | Clinic Nurse Practitioner Services (Hours) | \$ 29.45 | 176 | \$ 5,183.20 |
| CITY | | Facility Rent | \$ 172.05 | 1 | \$ 172.05 |
| | | Pharmacy | \$ 742.10 | 1 | \$ 742.10 |

| Vaccine | | | | | |
|-----------------------------|----------|--|---------------|----------------|------------------|
| Company | CPT code | Description | Contract Rate | Total Quantity | Total Cost |
| CITY | 90471 | IMMUNIZATION ADMIN SINGLE OR FIRST | No Cost | 11 | \$ - |
| CITY | 90686 | INFLUENZA QUADRIVALENT SPLIT PRES FREE 0.5 ML VACC, IM | \$ 19.00 | 9 | \$ 171.00 |
| CITY | 90714.02 | TD PRES FREE VACC, 7+ YRS | \$ 25.00 | 1 | \$ 25.00 |
| CITY | 90715 | TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS | \$ 39.00 | 1 | \$ 39.00 |
| Total Clinic Vaccine | | | | | \$ 235.00 |

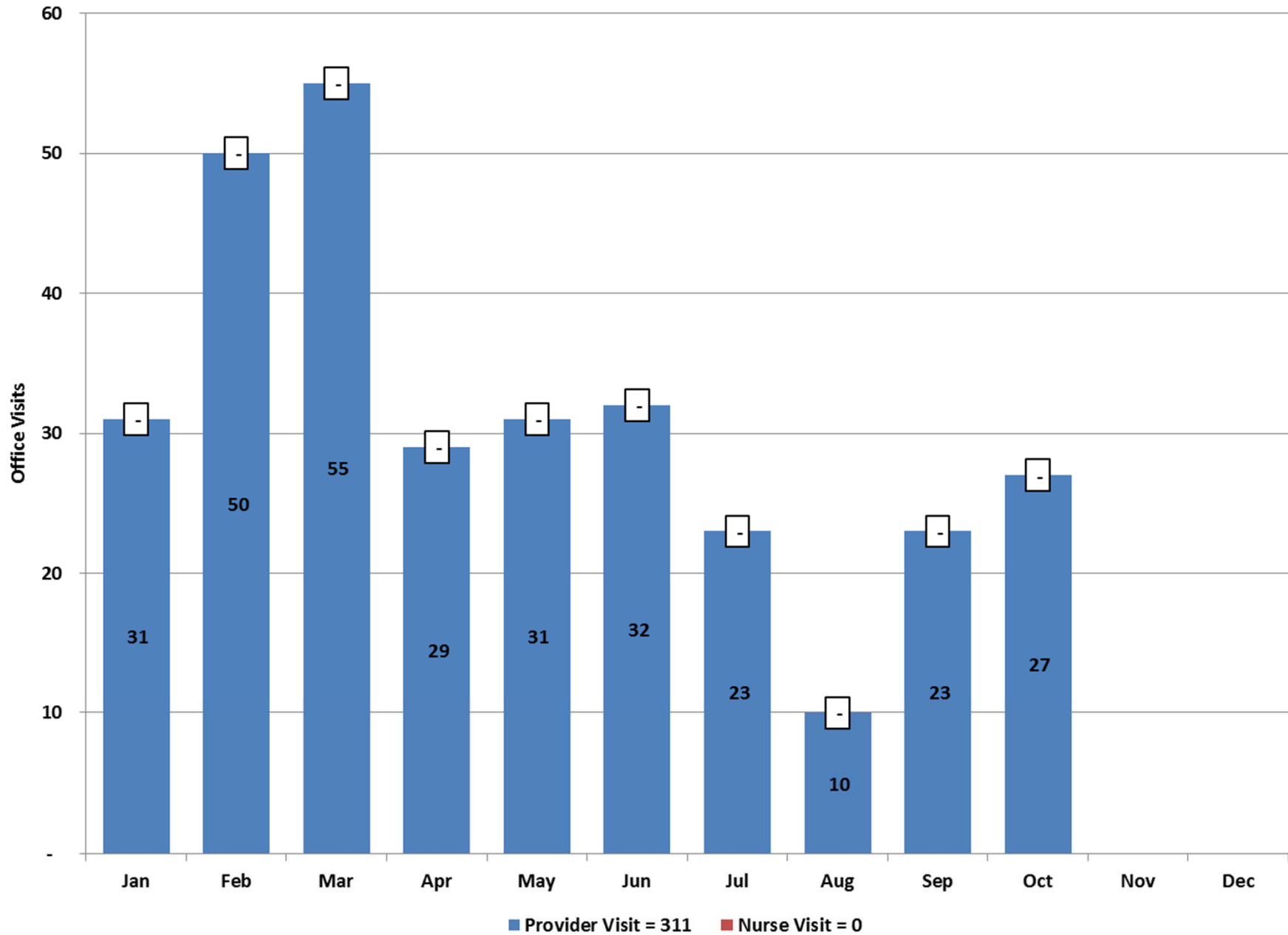
| Clinic Labs | | | | | |
|------------------|----------|---|---------------|-----------------|-----------------|
| Company | CPT Code | Test Name | Contract Rate | Sum of Quantity | Total Lab Fee |
| CITY | 80048 | BASIC METABOLIC PNL | \$3.62 | 1 | \$ 3.62 |
| CITY | 80061 | LIPID PANEL W/REFLEX + REFLEX TEST SENT TO MAIN | \$4.01 | 1 | \$ 4.01 |
| CITY | 81001 | COMP.UA, C/S IF IND. | \$5.32 | 1 | \$ 5.32 |
| CITY | 84460 | GPT/ALT | \$2.58 | 1 | \$ 2.58 |
| CITY | 87081 | CULTURE STREP GRP A | \$2.38 | 2 | \$ 4.76 |
| CITY | 87086 | URINE CULTURE | \$15.24 | 2 | \$ 30.48 |
| CITY | 87088 | URINE PRESUMPTIVE ID | \$13.77 | 2 | \$ 27.54 |
| CITY | 87186 | SUSCEPTIBILITY | \$11.19 | 1 | \$ 11.19 |
| Total Lab | | | | | \$ 89.50 |

TOTAL INVOICED \$ 6,421.85

City of Manitowoc - Unique Patient Summary



City of Manitowoc - Visits YTD Summary



City of Manitowoc - Visits By Day Summary Pg1

| <i>Provider Visits - October 2017</i> | | | | | | | | | |
|---------------------------------------|-------------------------|-------------------------|-------------------------------------|---------------|----------------|------------------|-----------------|---------------|--------------|
| <i>Visit Type</i> | <i>Appointment Time</i> | <i>Appointment Date</i> | <i>Appointment Length (Minutes)</i> | <i>Monday</i> | <i>Tuesday</i> | <i>Wednesday</i> | <i>Thursday</i> | <i>Friday</i> | <i>Total</i> |
| Provider Visit | 7:45:00 AM | 10/30/2017 | 30 | 1 | | | | | 1 |
| Provider Visit | 8:30:00 AM | 10/9/2017 | 15 | 1 | | | | | 1 |
| Provider Visit | 9:30:00 AM | 10/16/2017 | 30 | 1 | | | | | 1 |
| Provider Visit | 9:45:00 AM | 10/9/2017 | 15 | 1 | | | | | 1 |
| Provider Visit | 10:00:00 AM | 10/11/2017 | 15 | | | 1 | | | 1 |
| Provider Visit | 10:00:00 AM | 10/25/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 10:30:00 AM | 10/2/2017 | 30 | 1 | | | | | 1 |
| Provider Visit | 10:45:00 AM | 10/11/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 11:15:00 AM | 10/31/2017 | 15 | | 1 | | | | 1 |
| Provider Visit | 11:45:00 AM | 10/12/2017 | 15 | | | | 1 | | 1 |
| Provider Visit | 11:45:00 AM | 10/25/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 12:15:00 PM | 10/9/2017 | 15 | 1 | | | | | 1 |
| Provider Visit | 12:15:00 PM | 10/24/2017 | 30 | | 1 | | | | 1 |
| Provider Visit | 12:15:00 PM | 10/31/2017 | 30 | | 1 | | | | 1 |
| Provider Visit | 12:45:00 PM | 10/18/2017 | 15 | | | 1 | | | 1 |
| Provider Visit | 1:30:00 PM | 10/26/2017 | 15 | | | | 1 | | 1 |
| Provider Visit | 1:45:00 PM | 10/13/2017 | 15 | | | | | 1 | 1 |
| Provider Visit | 3:00:00 PM | 10/11/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 3:00:00 PM | 10/24/2017 | 30 | | 1 | | | | 1 |
| Provider Visit | 3:00:00 PM | 10/26/2017 | 30 | | | | 1 | | 1 |
| Provider Visit | 3:15:00 PM | 10/4/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 3:45:00 PM | 10/12/2017 | 30 | | | | 1 | | 1 |
| Provider Visit | 4:15:00 PM | 10/12/2017 | 30 | | | | 1 | | 1 |
| Provider Visit | 4:30:00 PM | 10/5/2017 | 30 | | | | 1 | | 1 |
| Provider Visit | 4:30:00 PM | 10/18/2017 | 30 | | | 1 | | | 1 |
| Provider Visit | 4:45:00 PM | 10/12/2017 | 30 | | | | 1 | | 1 |
| Provider Visit | 5:30:00 PM | 10/4/2017 | 15 | | | 1 | | | 1 |
| Grand Total | | | | 6 | 4 | 9 | 7 | 1 | 27 |

City of Manitowoc - Vaccine Summary

YTD Quantity

| CPT Code | Description | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | YTD Qty |
|--------------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---------|
| 90686 | INFLUENZA QUADRIVALENT SPLIT PRES FREE 0.5 ML VACCINE | - | - | - | - | - | - | - | - | - | 9 | | | 9 |
| 90714.02 | TD 7 YRS+ PRESERVATIVE FREE | - | - | - | - | - | - | - | - | - | 1 | | | 1 |
| 90715 | TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS | - | - | - | - | - | - | - | 1 | 1 | 1 | | | 3 |
| 90736 | Shingles (Zostavax) Vaccine | - | - | - | - | - | - | - | - | - | - | | | - |
| 90746 | HEPATITIS B VACCINE ADULT IM 3 DOSE SCHEDULE | - | - | - | - | - | - | - | 1 | - | - | | | 1 |
| J7613 | ALBUTEROL INH SOL UNIT DOSE PER 1 MG FDA | - | - | - | - | - | - | - | - | 3 | - | | | 3 |
| Total | | - | - | - | - | - | - | - | 2 | 4 | 11 | - | - | 17 |

YTD Cost

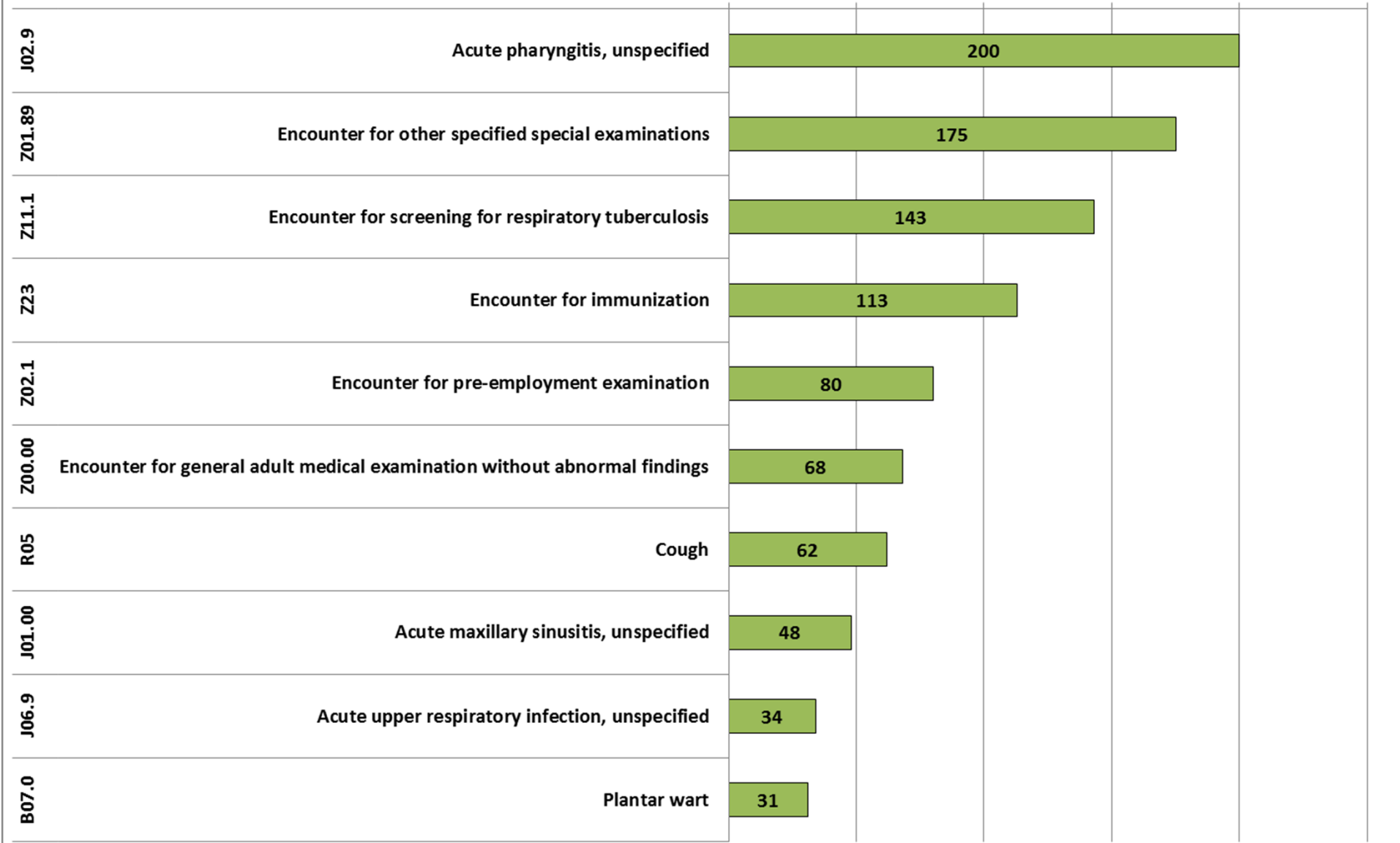
| CPT Code | Description | Cost | YTD Qty | Total YTD Cost |
|--------------|---|-----------------|---------|----------------|
| 90686 | INFLUENZA QUADRIVALENT SPLIT PRES FREE 0.5 ML VACCINE | \$ 19.00 | 9 | \$ 171.00 |
| 90714.02 | TD 7 YRS+ PRESERVATIVE FREE | \$ 25.00 | 1 | \$ 25.00 |
| 90715 | TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS | \$ 39.00 | 3 | \$ 117.00 |
| 90736 | Shingles (Zostavax) Vaccine | \$ - | - | \$ - |
| 90746 | HEPATITIS B VACCINE ADULT IM 3 DOSE SCHEDULE | \$ 60.00 | 1 | \$ 60.00 |
| J7613 | ALBUTEROL INH SOL UNIT DOSE PER 1 MG FDA | Not on Contract | 3 | \$ - |
| Total | | | | \$ 373.00 |

*Note that the YTD Quantity and Cost does not reflect any Vaccine given prior to August 2017

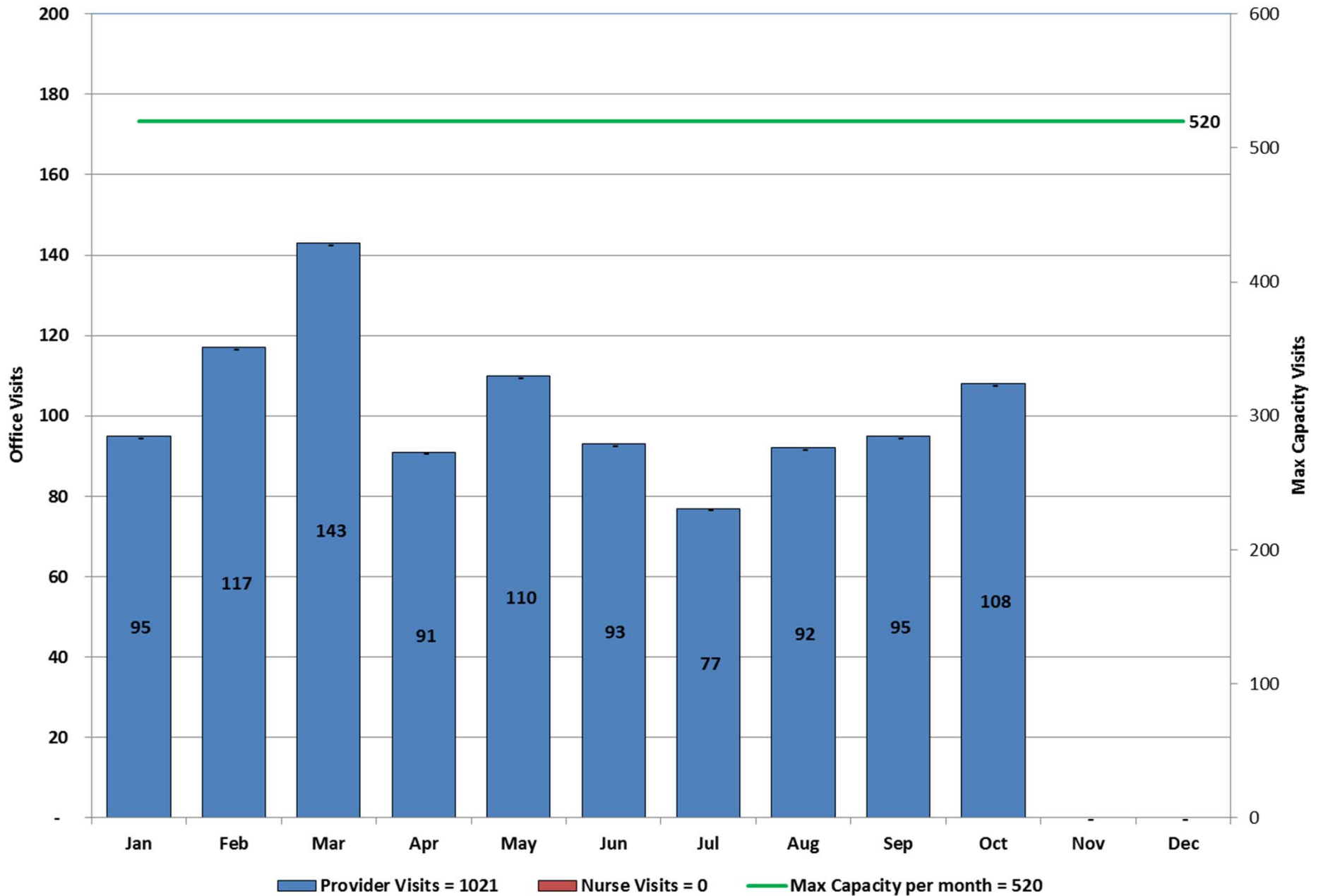
City of Manitowoc - Top Ten Diagnosis

■ YTD Diagnosis

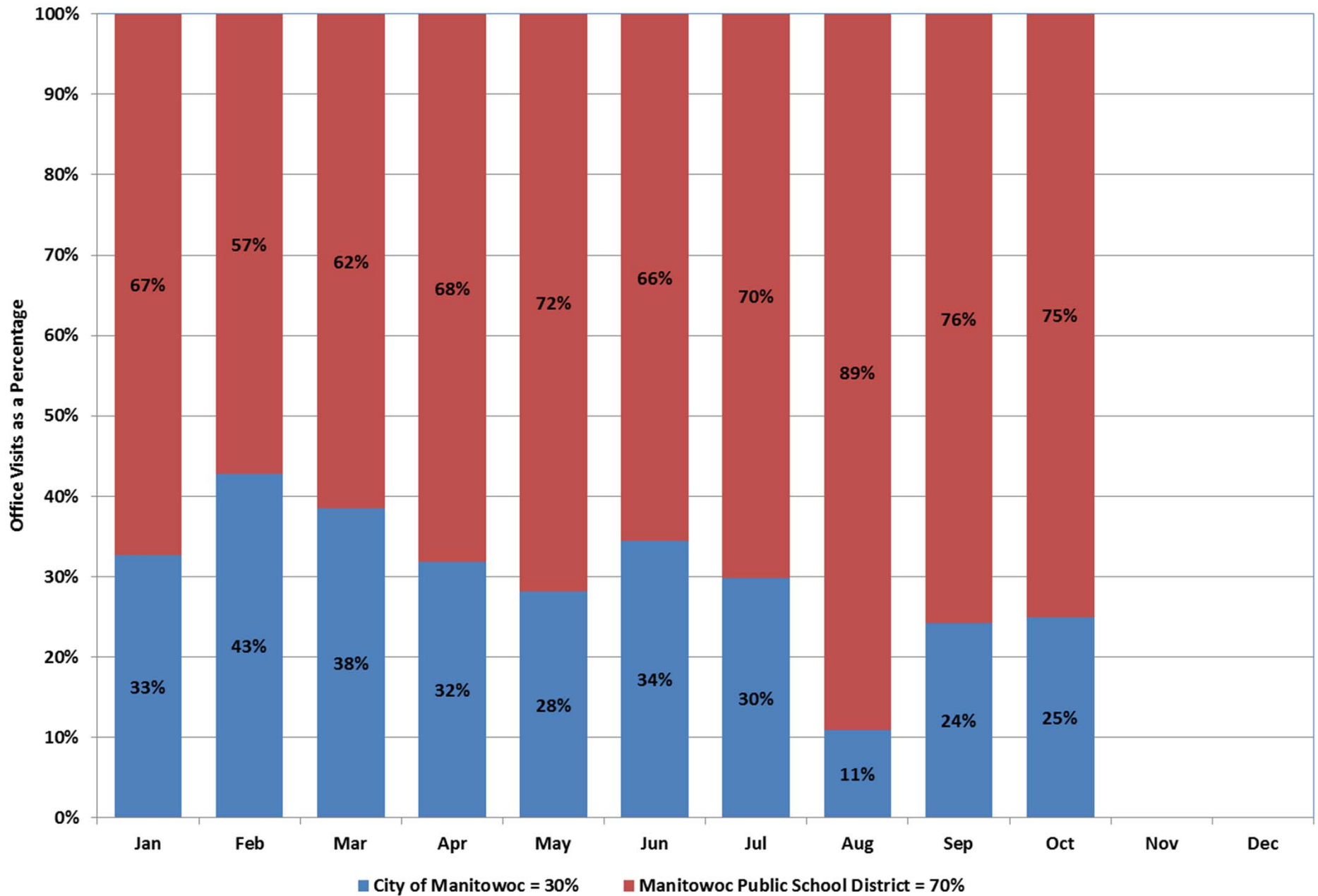
0 50 100 150 200 250



Total Manty Health & Wellness Clinic Visits YTD



Total Manty Health & Wellness Clinic Visits YTD Comparison

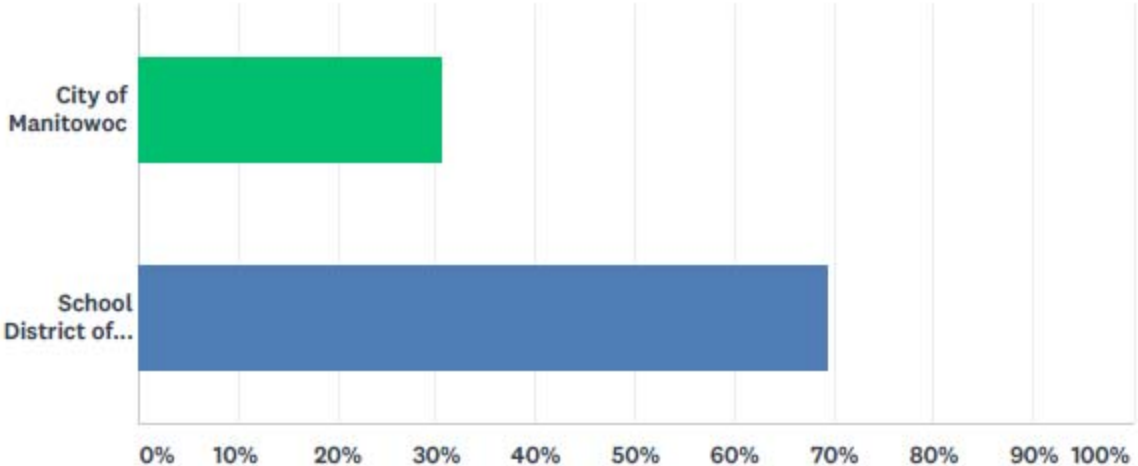


Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q1 Please select the employer who provides you/your family with access to the Manty Health and Wellness Clinic.

Answered: 173 Skipped: 2



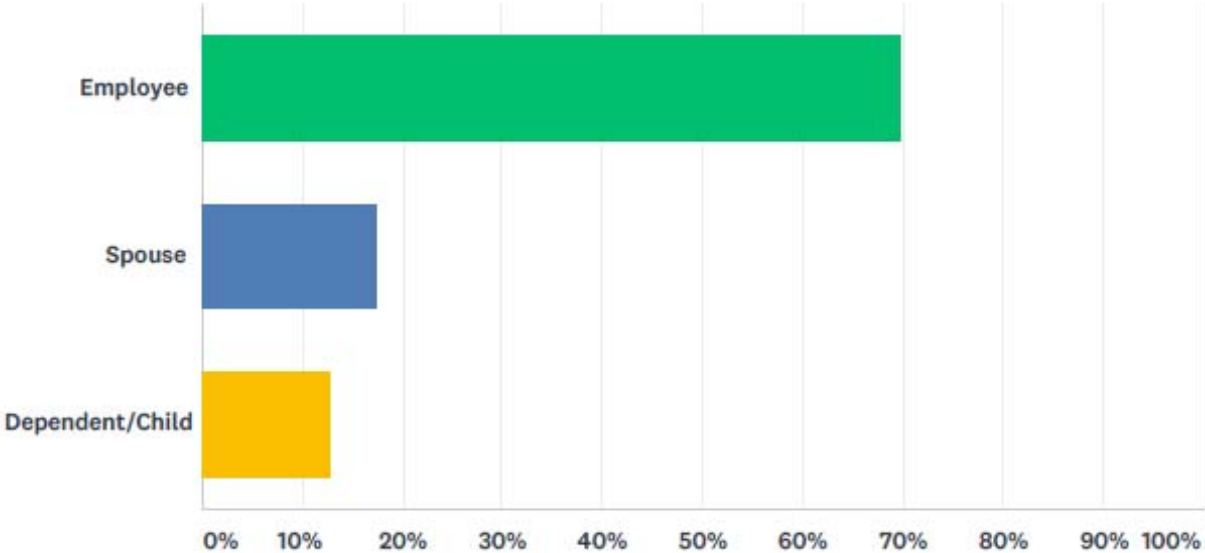
| ANSWER CHOICES | RESPONSES |
|------------------------------|------------|
| City of Manitowoc | 30.64% 53 |
| School District of Manitowoc | 69.36% 120 |
| TOTAL | 173 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q2 Please select the option that best describes the patient.

Answered: 173 Skipped: 2



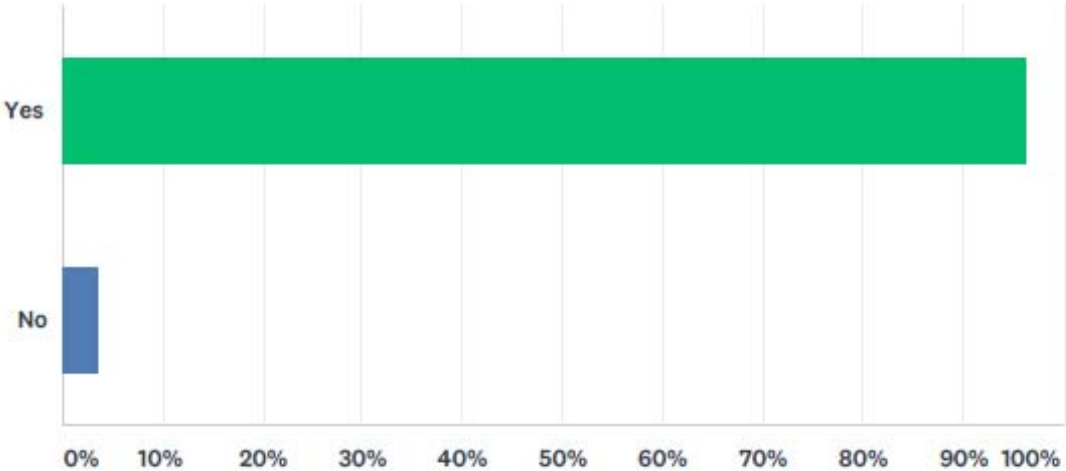
| ANSWER CHOICES | RESPONSES | |
|-----------------|-----------|-----|
| Employee | 69.94% | 121 |
| Spouse | 17.34% | 30 |
| Dependent/Child | 12.72% | 22 |
| TOTAL | | 173 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q3 Was your appointment scheduled before you arrived at the clinic?

Answered: 172 Skipped: 3



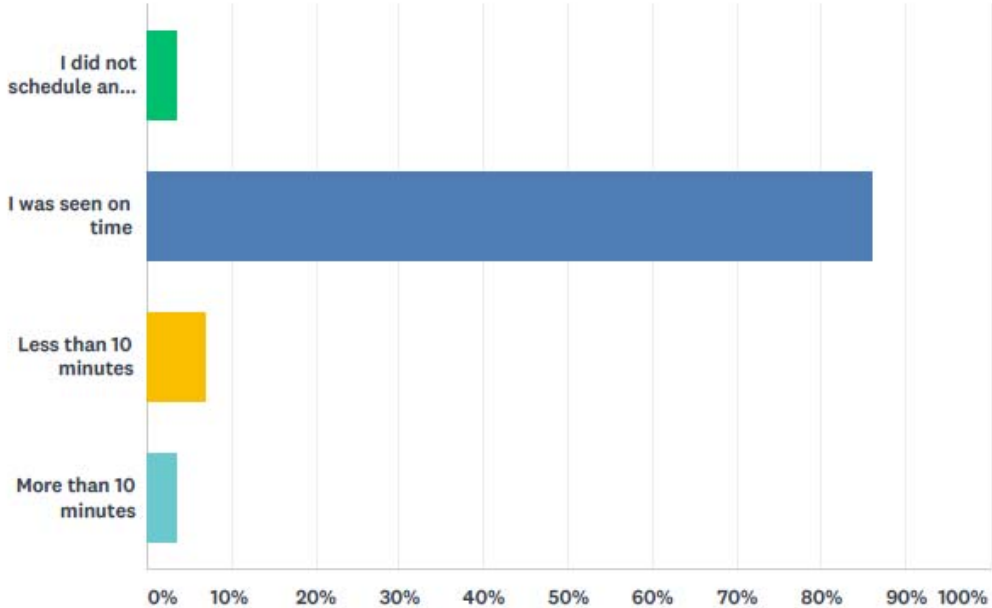
| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 96.51% | 166 |
| No | 3.49% | 6 |
| TOTAL | | 172 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q4 If you scheduled an appointment in advance, how long did you have to wait past your scheduled appointment time to be seen?

Answered: 173 Skipped: 2



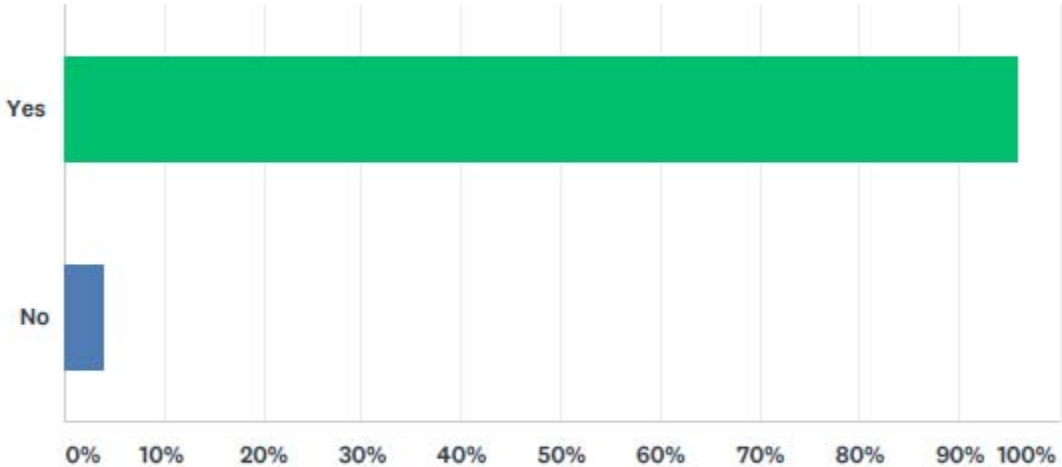
| ANSWER CHOICES | RESPONSES |
|--|------------|
| I did not schedule an appointment in advance | 3.47% 6 |
| I was seen on time | 86.13% 149 |
| Less than 10 minutes | 6.94% 12 |
| More than 10 minutes | 3.47% 6 |
| TOTAL | 173 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q5 Were you able to be seen when you needed an appointment?

Answered: 174 Skipped: 1



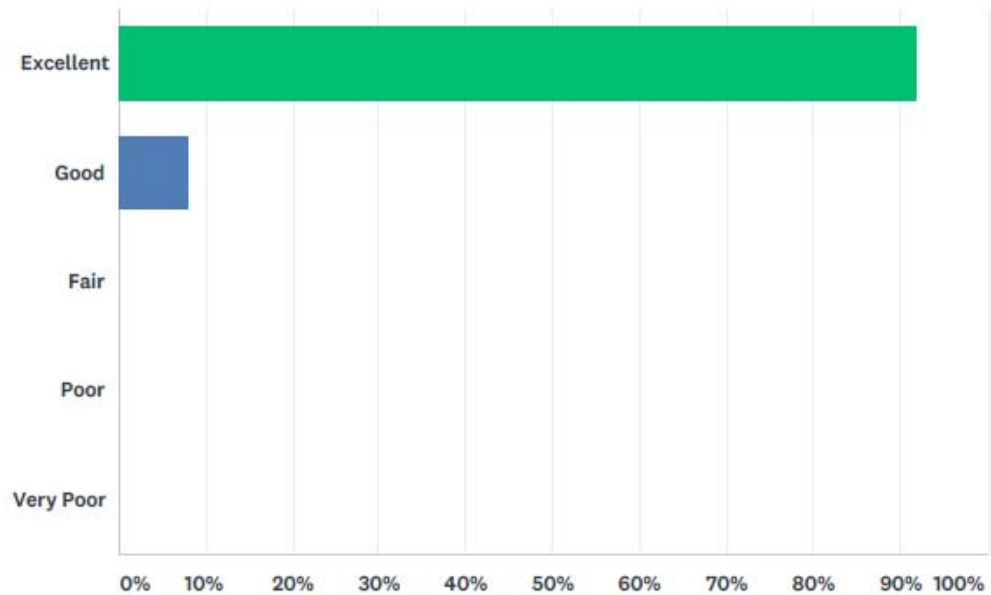
| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| Yes | 95.98% | 167 |
| No | 4.02% | 7 |
| TOTAL | | 174 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q6 How would you rate the care that you received?

Answered: 175 Skipped: 0



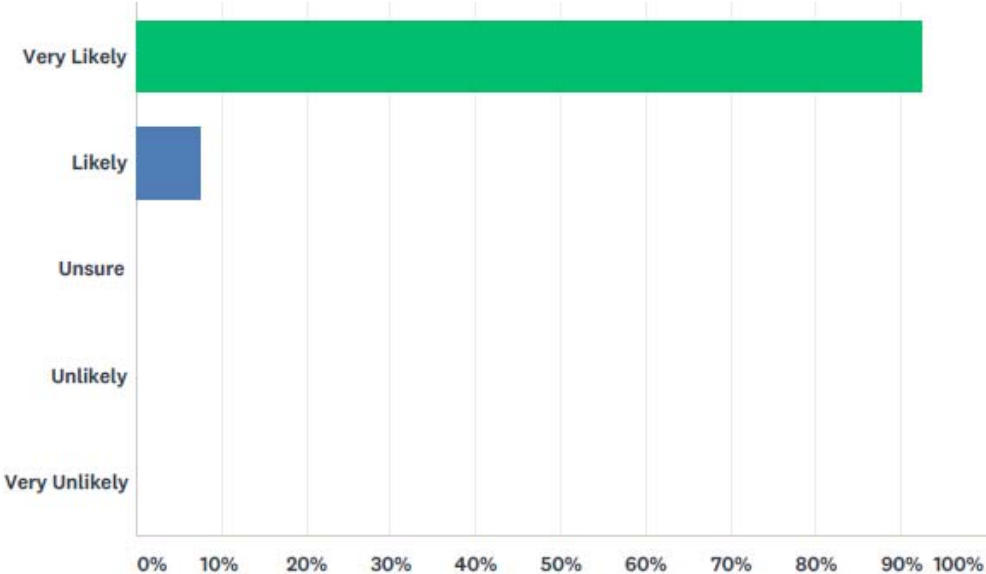
| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| Excellent | 92.00% | 161 |
| Good | 8.00% | 14 |
| Fair | 0.00% | 0 |
| Poor | 0.00% | 0 |
| Very Poor | 0.00% | 0 |
| TOTAL | | 175 |

Manty Clinic Patient Survey YTD

Manty Health and Wellness Clinic

Q7 What is the likelihood that you will recommend the Manty Health and Wellness Clinic to other employees?

Answered: 174 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| Very Likely | 92.53% | 161 |
| Likely | 7.47% | 13 |
| Unsure | 0.00% | 0 |
| Unlikely | 0.00% | 0 |
| Very Unlikely | 0.00% | 0 |
| TOTAL | | 174 |