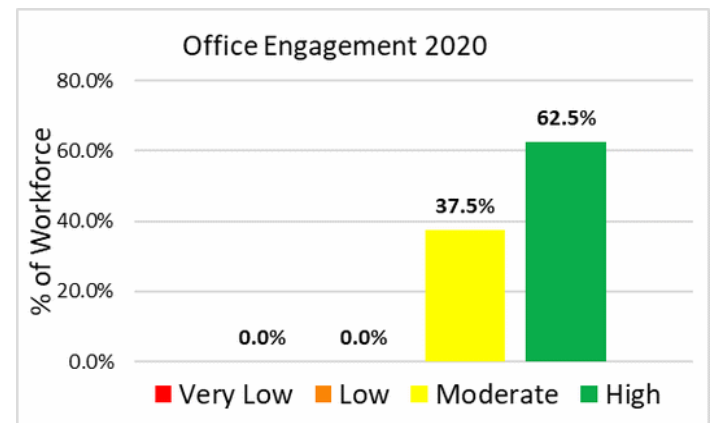
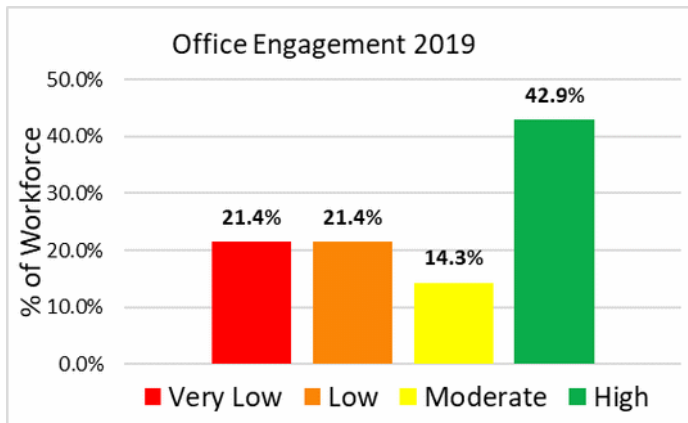
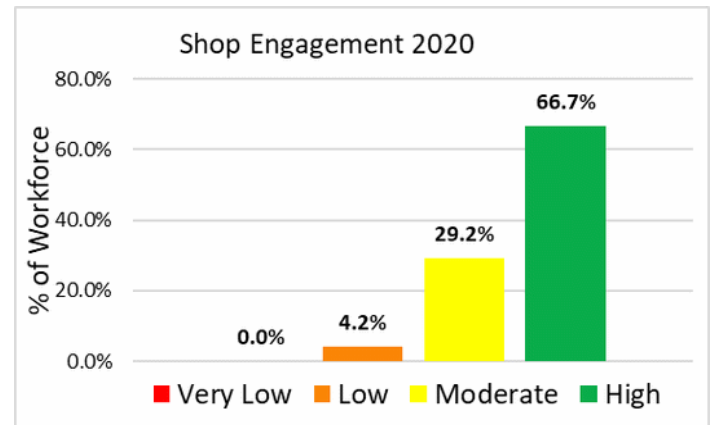
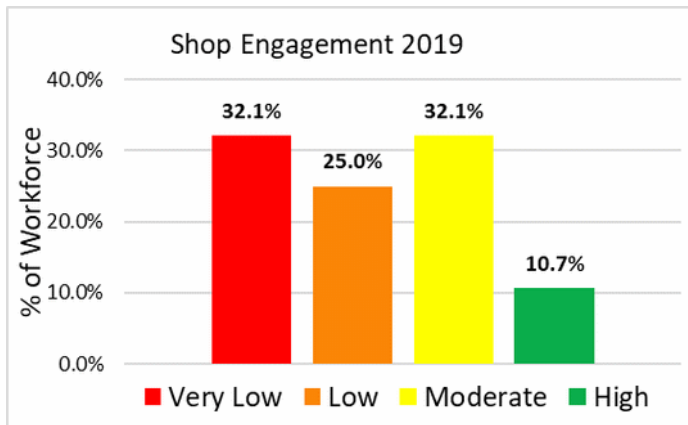
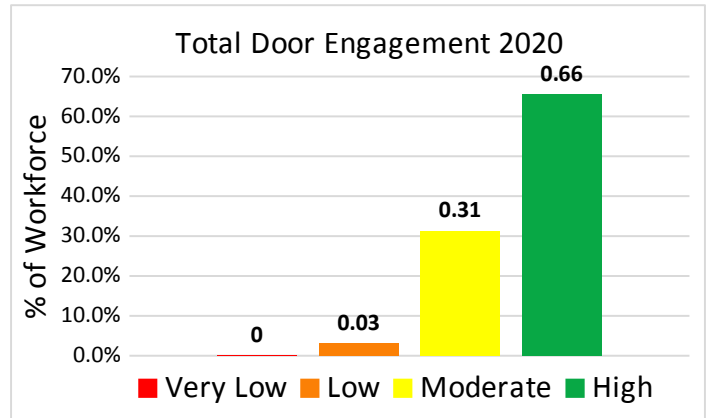
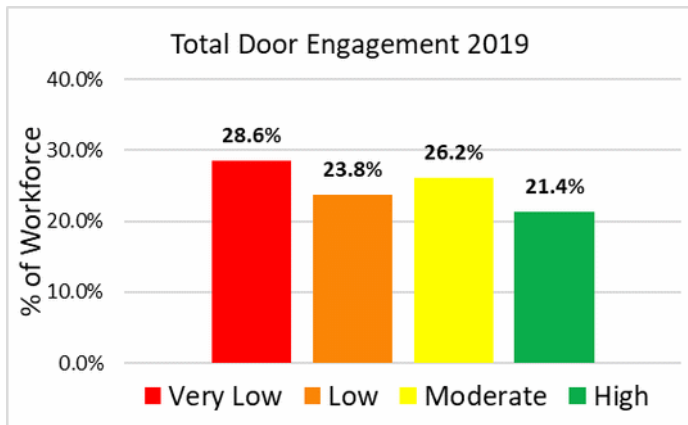
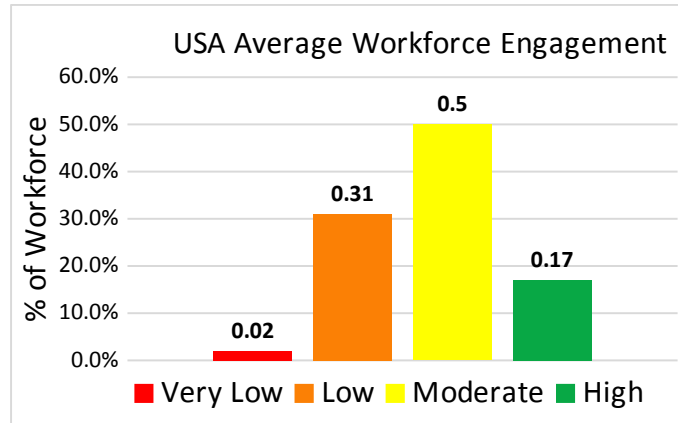


Total Door Employee Engagement Survey Results

Thank you for participating in the Engagement Survey. Your candid input & our response and commitment has resulted in great progress.



Total Door Employee Engagement Survey Results

Changes we have made because of the 2019 employee engagement results:

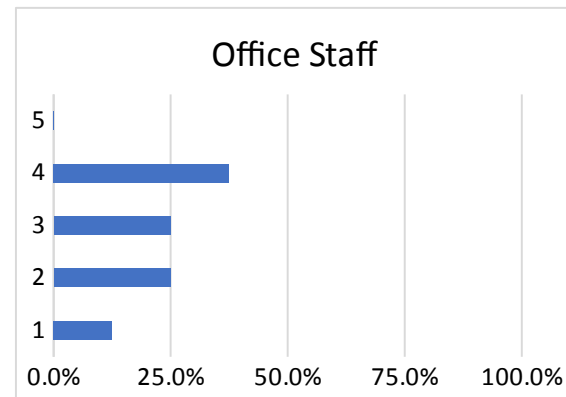
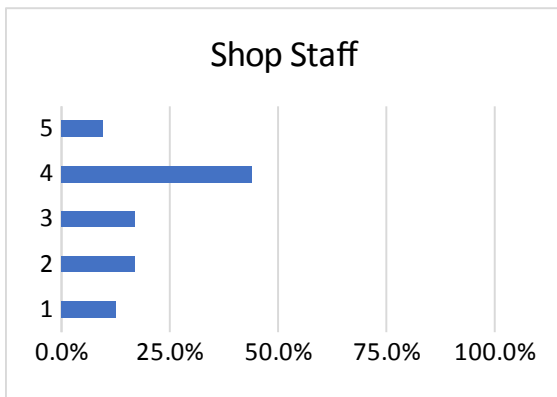
- ✓ We restructured the org chart (Management changes)
 - Area Experts given more departmental accountability/influence
- ✓ We created an Employee Engagement Team
- ✓ Recommendations from the EE Team that were implemented in 2019:
 - Office
 - Weekly stand up meetings to improve communication
 - Monthly 1 on 1 meetings between COO and team members
 - Shop
 - Daily stand up meetings between Plant Manager and Area Experts

Areas to work on based on 2020 results:

1) Accountability

Statement 10 – All employees are held equally accountable by management.

5=Strongly Agree, 1=Strongly Disagree



2) Security

Statement 14 – I feel secure in my job and in my long-term future with the company

5=Strongly Agree, 1=Strongly Disagree

