

# Your voice, our future

2026  
Employee  
Engagement Survey

Fairview

How we ensure your answers and participation are confidential during each step of the survey process.

## Before the Survey

The survey is administered for us by a third-party vendor, Willis Towers Watson (WTW). In the week before the survey, Fairview sends WTW a file with basic employee information (employee ID, department, job title, etc.). This information is used by WTW to administer the survey and summarize results for leaders, which is why you need your employee ID to take the survey.

## During the Survey

WTW will send emails on behalf of our Chief People Officer, Tanja Oquendo, inviting you to take the survey. Any emails you receive, including reminder emails, are sent from WTW.



Your leader **DOES** see overall participation rate for the team.



Your leader **DOES NOT** have access to any list saying whether or not you took the survey.

### FOR EXAMPLE

Your leader can see that 18 of 20 team members completed the survey, but they will not have access to names.

## When the Survey Closes

Once you press submit, WTW compiles the survey results by processing the raw information and creating summaries to highlight trends and patterns. This process usually takes WTW a few weeks.

## When Results are Shared

Survey results are then shared with leaders and are used to create organizational goals and action plans for your team.



No one at Fairview will see your individual responses to any question and results cannot be tied back to a specific person.



A leader needs to have **at least five** responses from their team to receive a report.



A leader will only see comments from team members if there are **five or more** team members who commented.

Curious about what your leader sees?

[Check out this webpage from WTW](#) for insight on the platform leaders use when reviewing results.

Learn more about the survey by visiting [odandl.org/ee/](https://odandl.org/ee/)