

Carl's Jr./Hardee's Employee Survey Summary

January 2017

MOE: +/- 7%

Fielded: January 5, 2017 - January 8, 2017

Methods: Phone interviews. List provided by client/Employment Policies Institute.

Base: 242



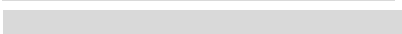


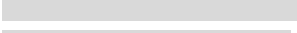


Franchise Type

Carl's Jr.	16%	
Hardee's	84%	

1. Do you currently work at Carl's Jr. or Hardee's?

Yes	100%	
No	0%	

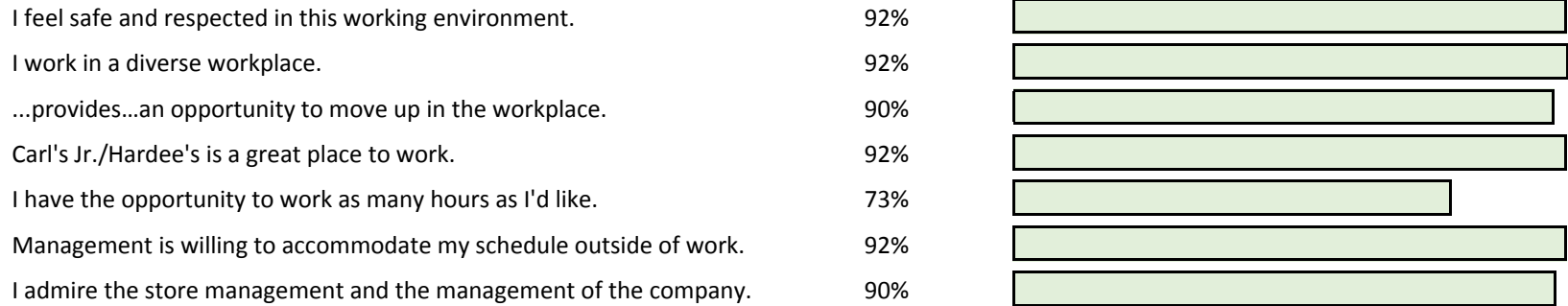
2. Overall, what is the best part about working at Carl's Jr./Hardee's?

Pay/benefits	40%	
Schedule flexibility	62%	
Food quality	64%	
Job experience	58%	
Customer and co-worker interaction	76%	
Community involvement	46%	
Opportunities for career advancement	50%	
Other	13%	

3. How much do you agree with these statements about working at Carl's Jr./Hardee's?

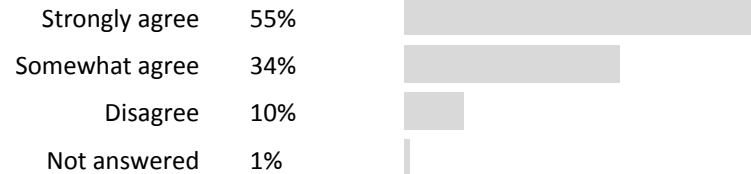
Summary of "Strongly Agree" and "Somewhat Agree" to Each Statement

I have learned valuable, marketable job market skills working here.	90%	
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Detailed Ratings for Each Statement

I have learned valuable, marketable job market skills working here.



I feel safe and respected in this working environment.



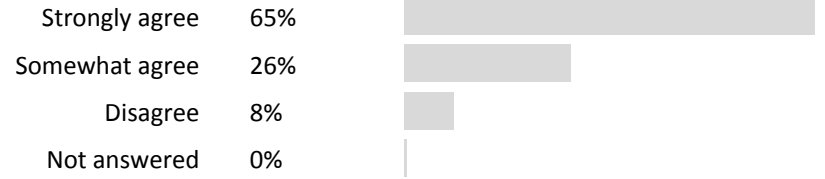
I work in a diverse workplace.



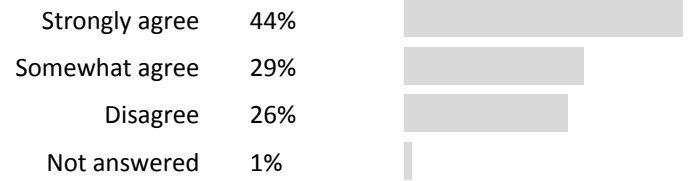
Carl's Jr./Hardee's provides employees like me with an opportunity to move up in the workplace.



Carl's Jr./Hardee's is a great place to work.



I have the opportunity to work as many hours as I'd like.



Management is willing to accommodate my schedule outside of work.

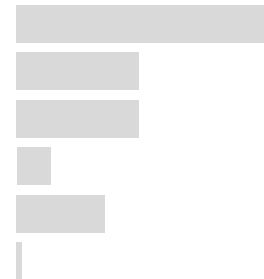


I admire the store management and the management of the company.



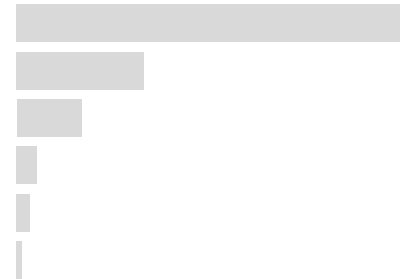
4. How long have you worked for Carl's Jr./Hardee's?

Less than 6 months	41%
6 months to 1 year	19%
1 to 2 years	19%
3 to 4 years	5%
5 years or longer	14%
Not answered	1%



5. How many times have you been promoted since you started?

None	63%
1 time	20%
2 times	10%
3 times	3%
4 or more times	2%
Not answered	1%



6. Have you received a pay raise in the past 12 months?

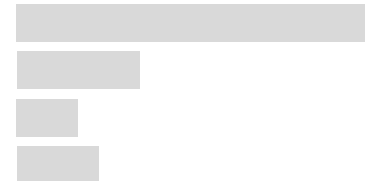
Yes	40%
No (Skip to Q9)	60%



7. If yes, how many times have you received a raise?

1 time	58%
2 times	20%
3 times	10%
4 or more times	13%

n= 92

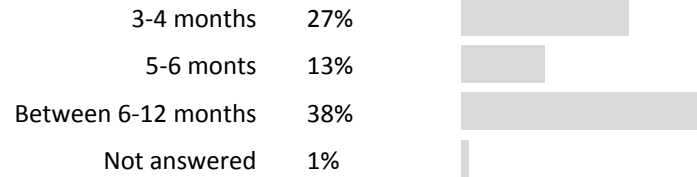


8. If yes, how quickly did you receive a raise after starting this job?

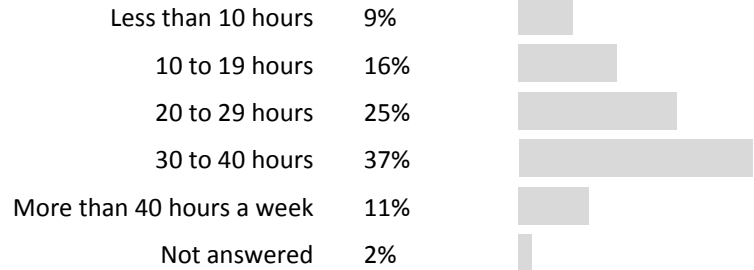
Within 1 month	9%
1-2 months	12%

n= 90

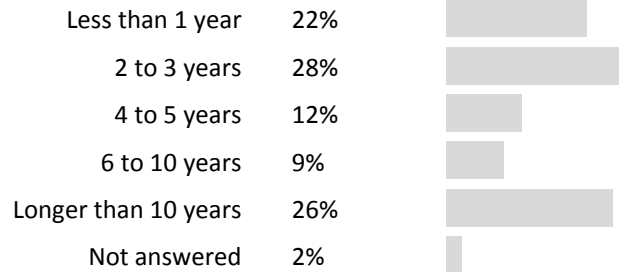




9. How many hours per week do you typically work?



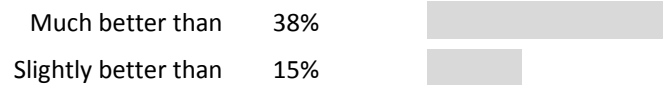
10. How many years have you worked in the restaurant industry? This would be all of the restaurant jobs you've ever had.



11. Have you worked at another Carl's Jr./Hardee's location before?



12. If yes, how does it compare to other restaurants you've worked in?



n= 40

About the same	33%
Slightly worse than	13%
Much worse than	3%



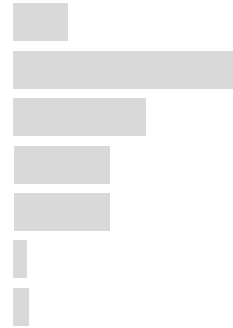
13. Are you currently enrolled in school?

Yes	28%
No	70%
Not answered	2%



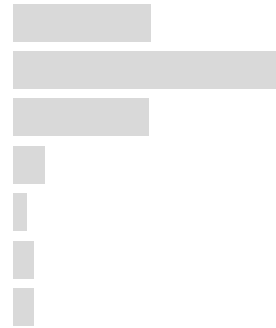
14. What is your age?

16 to 17	9%
18 to 24	35%
25 to 34	21%
35 to 49	15%
50 to 64	15%
65 or older	2%
Not answered	2%

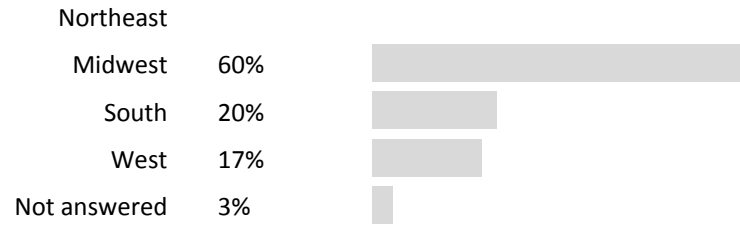


15. What is the highest level of education you have completed?

Some high school	22%
High school graduate	43%
Some college attended, no degree	21%
College graduate	5%
Post-graduate	2%
Trade school	3%
Not answered	3%



16. What is your Zip Code? (Grouped by U.S. Region)



17. Gender?



18. Are you interested in speaking further about your experiences working at a Hardee's or Carl's Jr. location?

