

CB 360 Org
Sample org

Feedback Report
1/3/2011

About This Survey

Sample org, 1/3/2011

This multi-rater survey is designed to assist your organization in assessing and developing its effectiveness. As an aggregated report of the perceptions of the members of the organization, it is intended to:

- Help your organization identify its strengths and areas for improvement
- Enable the leaders of the organization to better understand collective perspectives
- Serve as a quantitative baseline for the organization's progress over time
- Catalyze constructive discussions about how the organization can be more effective
- Demonstrate that the organization is open to feedback and committed to continuous improvement

Rater Groups That Provided Feedback

Rater Group	# of Respondents (n)	# Invited to Participate
Marketing	2	2
Finance	3	4

About The Rating Scale

Scale Option	Assigned Value
NA	0
Strongly disagree	1
Agree	2
Neutral	3
Agree	4
Strongly agree	5

Organizational Competency Profile

The Competency Profile radar chart below shows scores with each rating group across all Competencies. Radar charts are useful in easily spotting gaps between Rater groups' ratings of an organization. More favorable scores fall toward the outside of the chart.



Competency Summary

Summary of all competency groups sorted by Rater group.


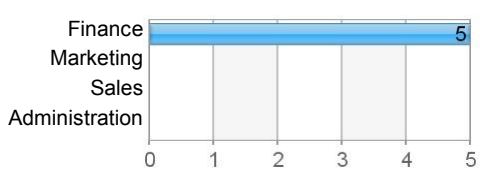

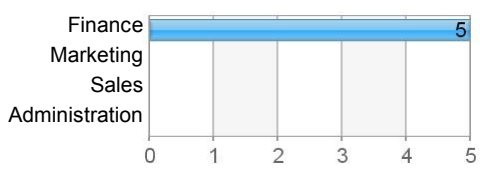
Culture	<table border="1"><thead><tr><th>Department</th><th>Score</th></tr></thead><tbody><tr><td>Finance</td><td>4.1</td></tr><tr><td>Marketing</td><td></td></tr><tr><td>Sales</td><td></td></tr><tr><td>Administration</td><td></td></tr></tbody></table>	Department	Score	Finance	4.1	Marketing		Sales		Administration	
Department	Score										
Finance	4.1										
Marketing											
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Fairness	<table border="1"><thead><tr><th>Department</th><th>Score</th></tr></thead><tbody><tr><td>Finance</td><td>3.3</td></tr><tr><td>Marketing</td><td></td></tr><tr><td>Sales</td><td></td></tr><tr><td>Administration</td><td></td></tr></tbody></table>	Department	Score	Finance	3.3	Marketing		Sales		Administration	
Department	Score										
Finance	3.3										
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Administration											
Politics	<table border="1"><thead><tr><th>Department</th><th>Score</th></tr></thead><tbody><tr><td>Finance</td><td>4.5</td></tr><tr><td>Marketing</td><td></td></tr><tr><td>Sales</td><td></td></tr><tr><td>Administration</td><td></td></tr></tbody></table>	Department	Score	Finance	4.5	Marketing		Sales		Administration	
Department	Score										
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Learning	<table border="1"><thead><tr><th>Department</th><th>Score</th></tr></thead><tbody><tr><td>Finance</td><td>3.7</td></tr><tr><td>Marketing</td><td></td></tr><tr><td>Sales</td><td></td></tr><tr><td>Administration</td><td></td></tr></tbody></table>	Department	Score	Finance	3.7	Marketing		Sales		Administration	
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Individual Survey Items


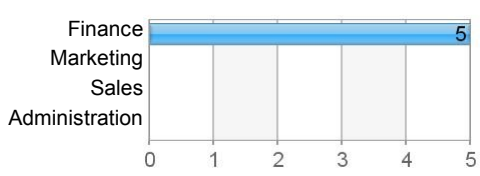

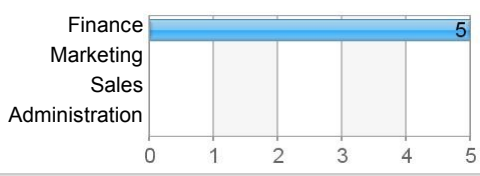
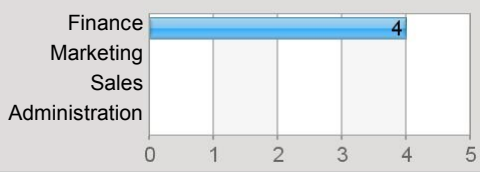
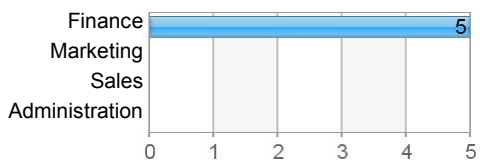
Sample org, 1/3/2011


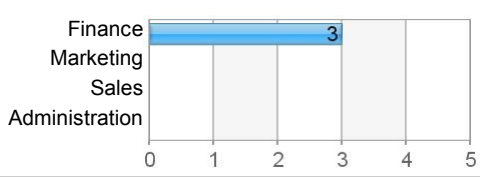
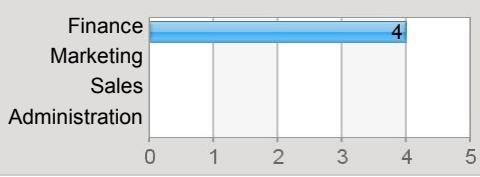
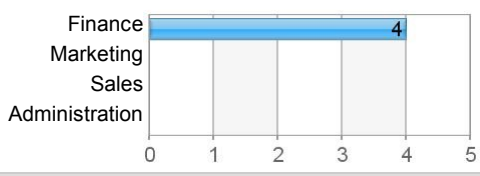
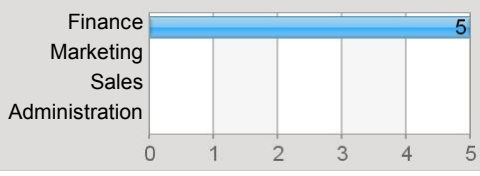
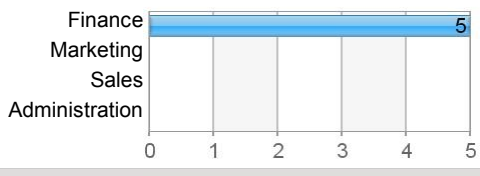
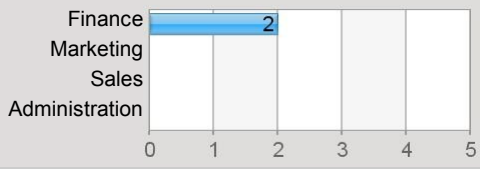
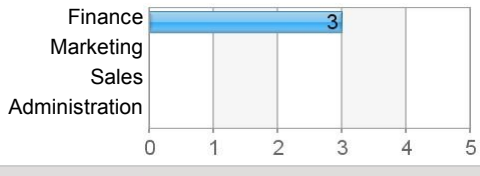
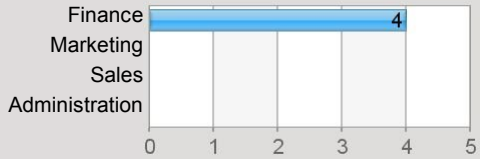
Graphs below show ratings on each survey item, sorted by Rater Group

Survey Item	Responses by Rater Group																				
<p>Culture</p> <p>1. Is more concerned with performance than with politics</p>	<table border="1"> <thead> <tr> <th>Rater Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>1</td> <td>2</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Rater Group	Hi	Lo	n	Finance	5	1	2	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Culture</p> <p>4. Appropriately rewards people for admitting mistakes</p>	<table border="1"> <thead> <tr> <th>Rater Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Rater Group	Hi	Lo	n	Finance	4	4	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Culture</p> <p>5. Effectively sanctions peoples who claim too much credit</p>	<table border="1"> <thead> <tr> <th>Rater Group</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Rater Group	Hi	Lo	n	Finance	4	4	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Culture 9. Appropriately recognizes and rewards people for their contributions</p>		<table border="1"> <thead> <tr> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Hi	Lo	n	4	4	1			0			0			0
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<p>Culture 10. Is constituted by people who step up to take the blame when they make mistakes</p>		<table border="1"> <thead> <tr> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Hi	Lo	n	5	5	1			0			0			0
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<p>Culture 11. Takes a constructive approach to internal critics</p>		<table border="1"> <thead> <tr> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> <tr> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>	Hi	Lo	n	5	5	1			0			0			0
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<p>Fairness</p> <p>13. Treats all individuals in a consistent and fair manner</p>	<table border="1"> <thead> <tr> <th>Department</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Department	Hi	Lo	n	Finance	4	4	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Fairness</p> <p>14. Holds members of different groups to the same standards</p>	<table border="1"> <thead> <tr> <th>Department</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Department	Hi	Lo	n	Finance	3	3	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Fairness</p> <p>15. Is able to separate the person from the problem</p>	<table border="1"> <thead> <tr> <th>Department</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Department	Hi	Lo	n	Finance	3	3	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Fairness</p> <p>17. Gives people the benefit of the doubt</p>	<table border="1"> <thead> <tr> <th>Department</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Department	Hi	Lo	n	Finance	3	3	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Fairness</p> <p>20. Admits mistakes when people have not received due credit or have been unfairly blamed</p>	<table border="1"> <thead> <tr> <th>Department</th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Sales</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Administration</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Department	Hi	Lo	n	Finance	4	4	1	Marketing	0	0	0	Sales	0	0	0	Administration	0	0	0
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<p>Politics</p> <p>21. Confronts external reality head on, regardless of internal politics</p>	 <table border="1" data-bbox="1360 136 1463 310"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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<p>Politics</p> <p>22. Promotes people based on their talents and their achievements, not because of organizational politics</p>	 <table border="1" data-bbox="1360 319 1463 493"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	5	5	1	Marketing			0	Sales			0	Administration			0
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<p>Politics</p> <p>23. Encourages constructive discussion and debate</p>	 <table border="1" data-bbox="1360 501 1463 676"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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<p>Politics</p> <p>24. Encourages people to take risks without disproportionate fear of failure</p>	 <table border="1" data-bbox="1360 684 1463 858"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	5	5	1	Marketing			0	Sales			0	Administration			0
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<p>Politics</p> <p>25. Does not suffer from long-running, dysfunctional feuds</p>	 <table border="1" data-bbox="1360 867 1463 1041"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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<p>Politics</p> <p>26. Does not rewrite history in order to take credit and/or avoid blame</p>	 <table border="1" data-bbox="1360 1050 1463 1213"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	5	5	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>27. Is willing to take a step back in order to take two steps forward</p>	 <table border="1" data-bbox="1360 136 1463 310"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	3	3	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>28. Truth speaks to power here</p>	 <table border="1" data-bbox="1360 319 1463 493"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	3	3	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>29. There are no "undiscussable issues here"</p>	 <table border="1" data-bbox="1360 501 1463 676"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>30. Examines its mistakes in order to learn from them</p>	 <table border="1" data-bbox="1360 684 1463 858"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>31. Is willing to re-examine and re-consider basic assumptions</p>	 <table border="1" data-bbox="1360 867 1463 1041"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	5	5	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>32. Gives people the right amount and kind of developmental feedback</p>	 <table border="1" data-bbox="1360 1050 1463 1224"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>5</td> <td>5</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	5	5	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>33. Does not rationalize poor results by blaming them on the situation or on other people, groups, or organizations</p>	 <table border="1" data-bbox="1360 1232 1463 1407"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>2</td> <td>2</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	2	2	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>34. Admits mistakes and endeavors to learn from them</p>	 <table border="1" data-bbox="1360 1415 1463 1589"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>3</td> <td>3</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	3	3	1	Marketing			0	Sales			0	Administration			0
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<p>Learning</p> <p>35. Assesses itself in addition to assessing its leaders and staff</p>	 <table border="1" data-bbox="1360 1598 1463 1772"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Finance</td> <td>4</td> <td>4</td> <td>1</td> </tr> <tr> <td>Marketing</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Sales</td> <td></td> <td></td> <td>0</td> </tr> <tr> <td>Administration</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Finance	4	4	1	Marketing			0	Sales			0	Administration			0
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10 Highest Rated Items

This report shows average weighted ratings for each of the top 10 rated items in the review.

	Top 10 Items	Administration	Sales	Marketing	Finance
1.	Learning Gives people the right amount and kind of developmental feedback	0.0	0.0	0.0	5.0
2.	Learning Is willing to re-examine and re-consider basic assumptions	0.0	0.0	0.0	5.0
3.	Politics Does not rewrite history in order to take credit and/or avoid blame	0.0	0.0	0.0	5.0
4.	Politics Encourages people to take risks without disproportionate fear of failure	0.0	0.0	0.0	5.0
5.	Politics Promotes people based on their talents and their achievements, not because of organizational politics	0.0	0.0	0.0	5.0
6.	Culture Takes a constructive approach to external critics	0.0	0.0	0.0	5.0
7.	Culture Takes a constructive approach to internal critics	0.0	0.0	0.0	5.0
8.	Culture Is constituted by people who step up to take the blame when they make mistakes	0.0	0.0	0.0	5.0
9.	Culture Has leadership that sets a good example in accepting blame and sharing credit	0.0	0.0	0.0	5.0
10.	Culture Is more concerned with finding solutions than in assigning blame	0.0	0.0	0.0	5.0

10 Lowest Rated Items

This report shows average weighted ratings for each of the bottom 10 rated items in the review.

	Bottom 10 Items	Administration	Sales	Marketing	Finance
1.	Fairness Does not scapegoat individuals or members of certain groups	0.0	0.0	0.0	2.0
2.	Learning Does not rationalize poor results by blaming them on the situation or on other people, groups, or organizations	0.0	0.0	0.0	2.0
3.	Culture Has a culture of problem solving rather than of finger pointing	0.0	0.0	0.0	2.5
4.	Culture Is more concerned with performance than with politics	0.0	0.0	0.0	3.0
5.	Fairness Holds members of different groups to the same standards	0.0	0.0	0.0	3.0
6.	Fairness Is able to separate the person from the problem	0.0	0.0	0.0	3.0
7.	Fairness Gives people the benefit of the doubt	0.0	0.0	0.0	3.0
8.	Fairness Rewards and recognizes people for their contributions	0.0	0.0	0.0	3.0
9.	Learning Is willing to take a step back in order to take two steps forward	0.0	0.0	0.0	3.0
10.	Learning Truth speaks to power here	0.0	0.0	0.0	3.0

Additional Comments

All respondents are asked to provide open-ended commentary. The comments below are presented exactly as they were entered by respondents.

Culture: Comments

Finance:

No Response.

Marketing:

No Response.

Sales:

No Response.

Administration:

No Response.

Fairness: Comments

Finance:

No Response.

Marketing:

No Response.

Sales:

No Response.

Administration:

No Response.

Learning: Comments

Finance:

No Response.

Marketing:

No Response.

Sales:

No Response.

Administration:

No Response.

Politics: Comments

Finance:

No Response.

Marketing:

No Response.

Sales:

No Response.

Administration:

No Response.