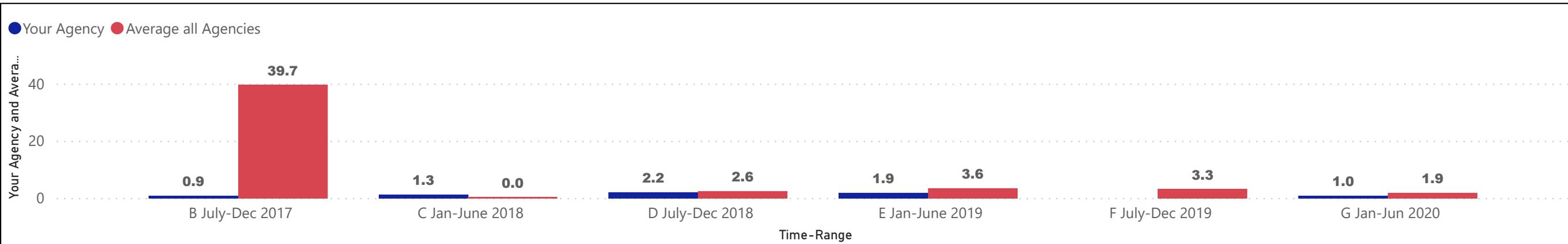


BACKGROUND INFORMATION

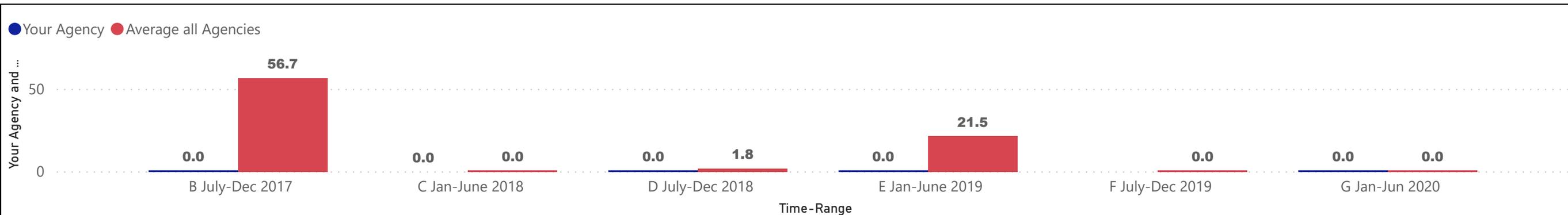
Data were collected from 6 participating organizations, representing several counties in California - both Northern and Southern. The charts below represents a summary of data collected during the period of January-June 2020 and compares it with data from past reporting periods. Each chart shows your Organization's performance in blue, and the average performance of all participating agencies in red.

Employee Turnover



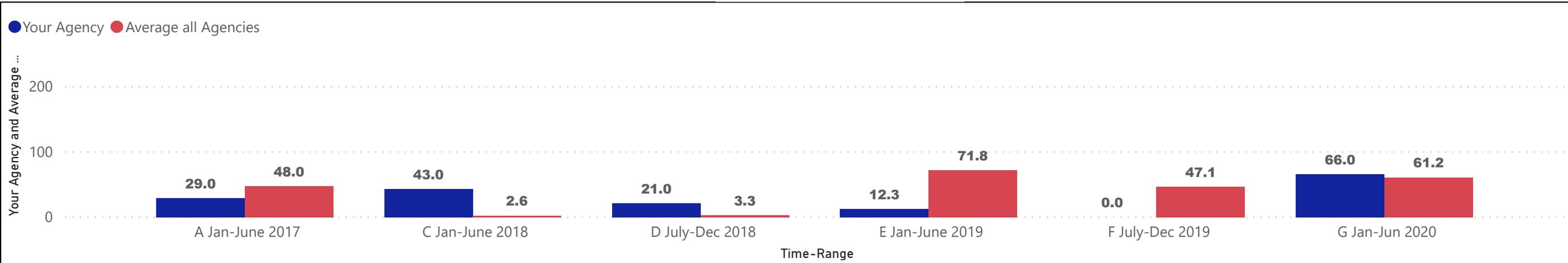
Employee Turnover Summary: This section shows the number of reportable work-related injuries per full-time equivalent employee during the respective reporting period. High frequencies of employee injuries are generally indicative of poor safety procedures and oversight, and low staff morale.

Work Related Injuries



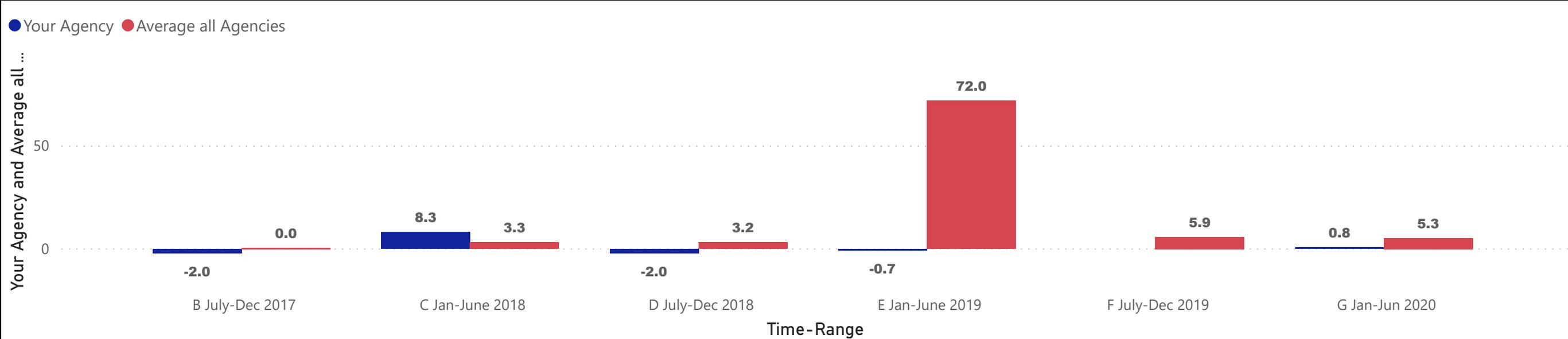
Work-Related Injuries Summary: This section shows the number of reportable work-related injuries per full-time equivalent employee during the respective reporting period. High frequencies of employee injuries are generally indicative of poor safety procedures and oversight, and low staff morale.

Operating Days of Cash



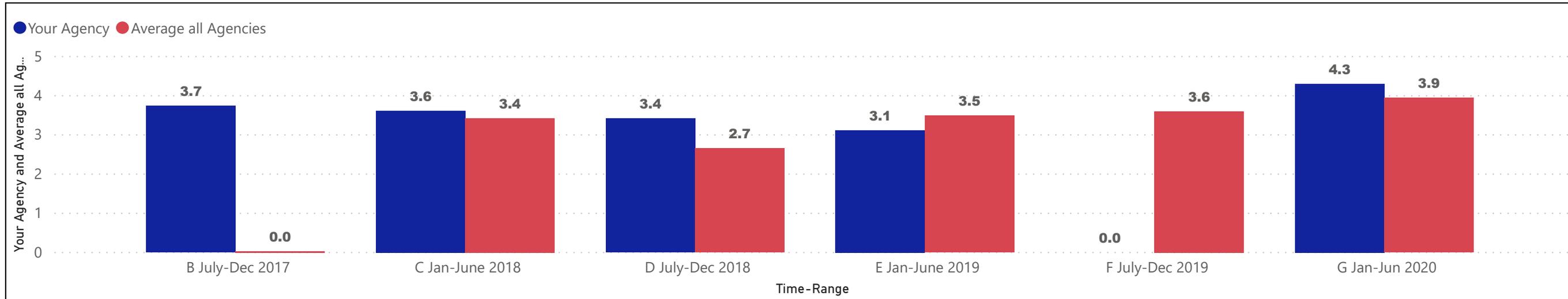
Days of Cash Summary: This benchmark compares how many operating days of cash your organization has in comparison to others. Higher levels of operating cash indicate financial stability as well as the ability to operate and meet financial obligations in the event of revenue interruptions.

Net Revenue



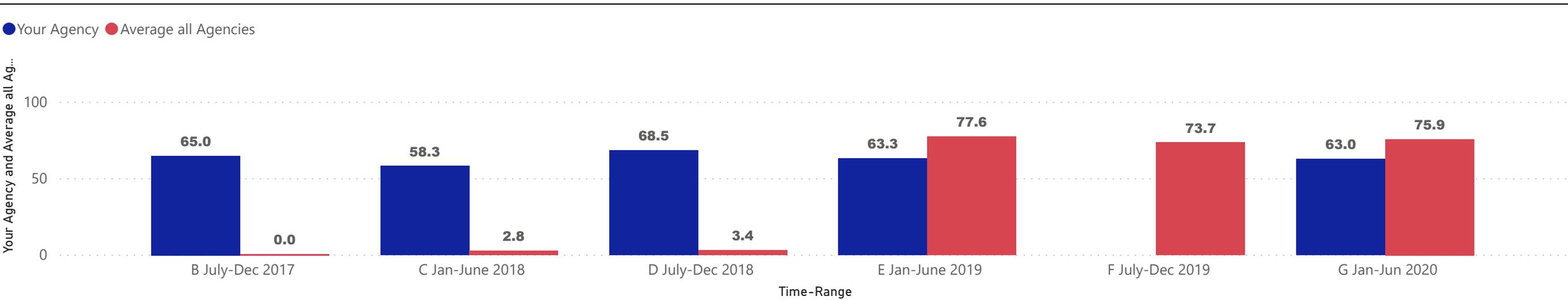
Net Revenue Summary: This benchmark compares your percentage of net revenue to other organizations. Higher percentages of net revenue indicate that you have a low cost structure and that your organization has the financial resources to invest in programs and infrastructure improvements and to increase compensation levels for employees.

Average Employee Survey Scores (4.0 = Max Score)



Employee Satisfaction Summary: These scores were based on a standardized survey given to your staff. The survey has 15 statements related to employee satisfaction and the employees were asked to score each one from a 0 to 4 with a 4 indicating that they strongly agree with the statement. The maximum score for this benchmark is 4.0.

Governing Board Attendance (100% = Max Score)



Governing Board Attendance Rates Summary: This section represents the attendance of the Directors of your Governing Board at mandatory meetings. The maximum score is 100%.