

Er

Enron's Culture

Confidential and Proprietary



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EXH063-00347

**GOVERNMENT
EXHIBIT
4125**

Crim. No. H-04-25 (S-2)



Culture Committee Status

Committee formed in late March combining Vision/Values, Diversity and Social Responsibility Task Forces

Initial group discussions centered around addressing the following issues:

PRC	Management Skills
Diversity	WorkLife Balance
Leadership Abilities	Integrity

Group chose to focus on Leadership/ Management/Diversity in addition to Social Responsibility which Kelly Kimberly was already driving

Discussions with Jeff steered us to focus on Meritocracy/Sell PRC/Diversity

Identified actions in those areas to be presented on September 6th to OTC

Management changes in August presented an opportunity to survey employees to determine what issues were most important to them and validate our action plans

"Lay It On The Line"



The objective of the survey was to understand the overall morale of the employees, the issues they see as critical, and the employee attitude towards Enron's overall image.

Demographics of who responded: Total responses 4,013 (20% of employees)

	<u>Respondents</u>		<u>Total Population</u>
Functional Responsibility	32%	Commercial	vs 12%
	68%	Non-Commercial	vs 88%
Tenure	58%	1-3 years	vs 61%
	23%	3-8 years	vs 20%
	19%	Over 8 years	vs 19%
Title	5%	VP & Above	vs 2%
	35%	Mgr to Sr. Dir.	vs 17%
	47%	Clerical / Sr. Spec.	vs 50%
	13%	Associate/Analyst	vs 11%

What Employees Like: 3,536 Comments

Other Issues: 2,267 Comments

To what extent do you agree with these statements.

Enron is a company I would invest my money in.

Lay It On The Line

60.1%

I would recommend Enron as a place to work for friends and family.

Lay It On The Line

59.1%

Pulse 2000

71.0%

High Perf. Norm 2000

61.0%

I am treated with respect.

Lay It On The Line

60.0%

Pulse 2000

73.0%

High Perf. Norm 2000

75.0%

Executive Management has a clear view of where Enron is going and how to get there.

Lay It On The Line

41.6%

Pulse 2000

61.0%

High Perf. Norm 2000

59.0%

My immediate supervisor has a clear view of where Enron is going and how to get there.

Lay It On The Line

46.6%

High Perf. Norm 2000

65.0%

I have talents and skills that Enron is not fully utilizing.

Lay It On The Line

54.7%

High Perf. Norm 2000

70.0%

Enron truly encourages people to take risks.

Lay It On The Line

47.5%

High Perf. Norm 2000

44.0%

I am committed to staying at Enron.

Lay It On The Line

64.1%

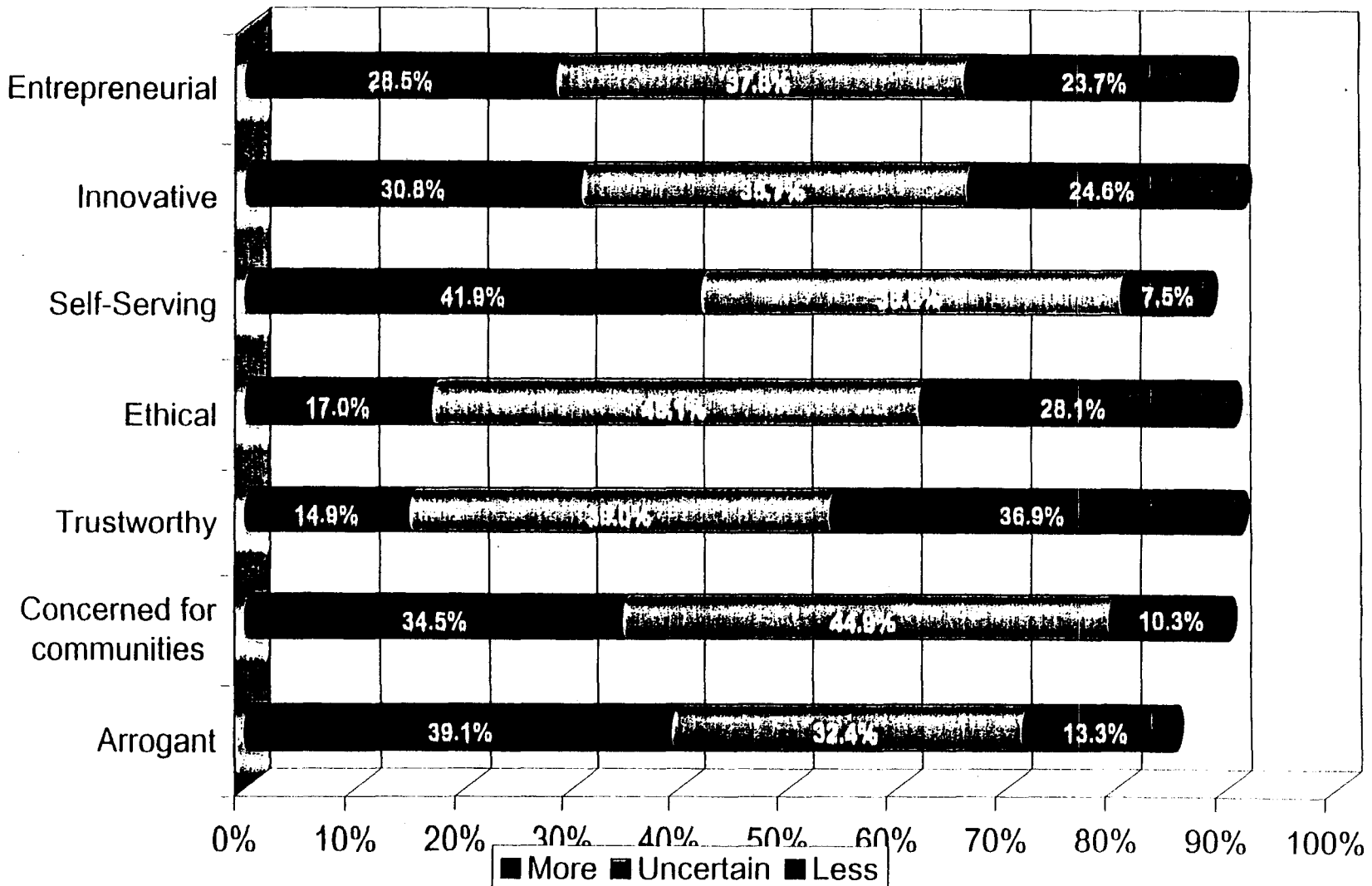
High Perf. Norm 2000

60.0%

0% 10% 20% 30% 40% 50% 60% 70% 80%

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Compared to 2001 to 2000, to what extent would you associate these attributes to Enron?



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