



## Staff Level of Satisfaction Survey in current situation

This results can be used during shareholders Extraordinary General Meeting held on the 4th July 2023 where all Board of Directors to be dismissed due to not acting in the best interest of the company

**Survey No.**

0002

**Would you like this survey to be completely anonymous?**

No

**Name**

Kateryna Honcharuk

**Your job title**

Project manager (vrlrlandii.ie)

### What do you think about current situation when CEO has left ?

I believe that following Voyteck's resignation, it would have been beneficial to appoint an individual or a group of people who could assume temporary responsibility for specific tasks. I have forwarded the status reports of three of my closest colleagues from Ukraine, Tetyana Malanchuk, Olena Yalandzhi, and myself, to the board of directors. However, I have not received any response thus far. These reports encompass various tasks and inquiries that currently pose challenges to my project. Unfortunately, the lack of feedback from board members hinders our ability to address these issues effectively.

I also acknowledge Voyteck's valuable presence as a team member who not only held a managerial role but also provided assistance, showed genuine interest in our affairs, and guided us through challenging situations. With Wojtek's departure, we are left with only Eva, whose emotional state is currently quite unstable due to the circumstances.

### Can you please briefly describe (if you attended) how did you feel after meeting with Board members on the 6th June 2023?

After the meeting, I was optimistic that the board of directors had acknowledged our request to bring back Voyteck and would take all necessary actions to make it happen. However, it has become apparent that no progress has been made, and we are not being kept informed about the current situation regarding Voyteck's return.

**Do you feel that situation in a workplace has become worse?**

Yes

**Do you know who is your line manager and you can go to when experience difficulties and need to answer some issues?**

Yes

**Before the CEO has resigned have you felt safe and supported in your workplace?**

Extremely safe and well supported

**How safe and supported do you feel in your workplace currently?**

Not supported

**Do you feel anxious and stressed currently in workplace?**

Yes

**How often do you feel stressed these days?**

Slightly often

**Have you had any unpleasant meetings and discussions with the representative of the Board of Directors ?**

No

**How often do you currently receive directions & feedback from the management?**

Not at all

**Do you think there is an effective communication between employees and leadership in this organization?**

No

**On a scale of 1-5, how would you assess organization current health? 1 is the lowest and 5 is the highest.**

3 / 5

### **What in your opinion could bring positive changes in the workplace?**

I suggest convening another collective meeting to address the current issues, with the main focus being on the return of Voyteck. It is crucial that we outline a clear step-by-step plan for our future actions, ensuring that everyone understands their responsibilities and timelines.

In my capacity as the project manager, I am prepared to assist the board of directors in resolving this matter.

Within my team, there are 10 dedicated volunteers working on the virlandii.ie project and all of us are eagerly awaiting positive progress in the project and the opportunity for personal growth. However, at the moment, we find ourselves in a state of anticipation.

**Do you have any other concerns that were not mentioned in this survey, that you would like to say? If yes, please put them below:**

Dear Together Razem Board of Directors,

I would also like personally, on behalf of myself and the entire team, to ask the Board of Directors to consider the various options and possibilities of Voyteck's return to the team.

He started more than 20 new projects for the Ukrainian community during the last and this year since the war began. The gratitude of the people from Ukraine and our entire projects team is the first gratitude for his work, strength and resources. We all saw that he used to live in the office, and he was always in touch with us.

And thanks to his work over the past year, I have personally heard many positive comments about the work of our TR volunteer centre from Irish, Ukrainian, Polish and other communities. They said that we are cool, and everybody knew Voyteck, and what he has done for us.

I really can't imagine where else you can find such an idea-minded person who will burn with projects, have so many ideas for new projects, be so knowledgeable in radically different areas of work and have such a wide pool of skills - technical, communication, strategic, team working, management, human resource and other else

Together Raem without Voyteck is not TR, and vice versa.

Thanks to him, I myself believed in my abilities to help people and see the best in them.

We and I ask you to return him to the team by any chance.

Thanks in advance

Best regards,  
All Together Razem Team