



As you leave your position at Deschutes County, we believe you have a unique perspective regarding employment in your position, department and with the County. Deschutes County is committed to continuous improvement of its support of employees in their positions, and we encourage you to help us learn more about your experiences as an employee by completing the attached separation questionnaire before or after your last day of employment. Your individual responses will not be attributed specifically to you, and your honesty is greatly appreciated and your opinions are highly valued. Your feedback provides insight into Deschutes County's employment practices and the factors that may lead to an employee's decision to leave employment.

The results of questionnaires received will be summarized and provided to Deschutes County administrative leadership on a quarterly basis. Individual responses will not be given to supervisors, managers or departments.

The survey should take anywhere from 10-25 minutes depending on how much feedback you would like to offer. Once complete, please forward your questionnaire to Human Resources via one of the following options:

- Email: Send questionnaire as an attachment to humanresources@deschutes.org
- Fax (please include a cover sheet): 541-330-4626
- Mail: Deschutes County Human Resources Department
Attn: Separation Questionnaire
PO BOX 6005
Bend, OR 97708-6005

We encourage you to schedule an in-person meeting with a Human Resources representative to further discuss your feedback provided via the separation questionnaire. To request an in-person meeting, please contact Deschutes County Human Resources at 541-388-6553.

Thank you for taking time to give us your comments and feedback. We wish you the best in your future endeavors.

Sincerely,

Jason Bavuso, PHR, SHRM-CP
Human Resources Analyst