Hi Team,

We strongly believe that every employee at [Insert Company Name] is responsible for building and shaping the culture of our organization, not just management.

Therefore, starting (date), we will begin using [Limeade Listening](https://www.limeade.com/solutions/limeade-advanced-listening/) (formerly called TINYpulse), a leading employee feedback and engagement platform.

Limeade Listening will allow us to keep a pulse on our culture and how happy, frustrated, or burnt-out employees are. Your responses will help direct our engagement strategy and allow us to pinpoint our key focus areas to create a happy and engaged workforce.

Through Limeade Listening, we’ll ask one or more employee engagement questions periodically, and your responses are **completely anonymous**.

Limeade Listening also gives you a platform to recognize your peers through the Cheers for Peers feature; and at any time, you can leave an anonymous Suggestion for leadership on how you think we can improve our culture or create a better work environment. Please remember to be professional and provide solution-based ideas.

Please watch this [quick video](https://docs.tinypulse.com/support/solutions/articles/44001849873-commitment-to-anonymity) provided by Limeade Listening, so you know what to expect. We encourage everyone to participate, so we can continue to build a great culture together.

**What to expect?**

* You will receive an email notification about it from Limeade Listening - *All communications will come from happiness@tinypulse.com*.
* Click the link to **1. Setup your password (required), 2. Answer your survey question(s)**
* The main **3 components to the Limeade Listening platform** are:  
  1. Survey Question(s)  
  2. Cheers for Peers (sending recognition to your coworkers)  
  3. Suggestions (suggestion box)

**Convenient ways to use or access Limeade Listening:**

[iOS app](https://apps.apple.com/us/app/tinypulse-by-limeade/id1625042312) & [Android app](https://play.google.com/store/apps/details?id=com.tinyhr.tinypulse), or [Mobile Web Browser](http://app.tinypulse.com)  
[Google Chrome Extension](https://chrome.google.com/webstore/detail/tinypulse/bapegenmjdffnjoccdfmcpbacdcngnkj)

Reach out if there are any questions! Looking forward to hearing from everyone! More follow-up and details to come!

[sender’s name]