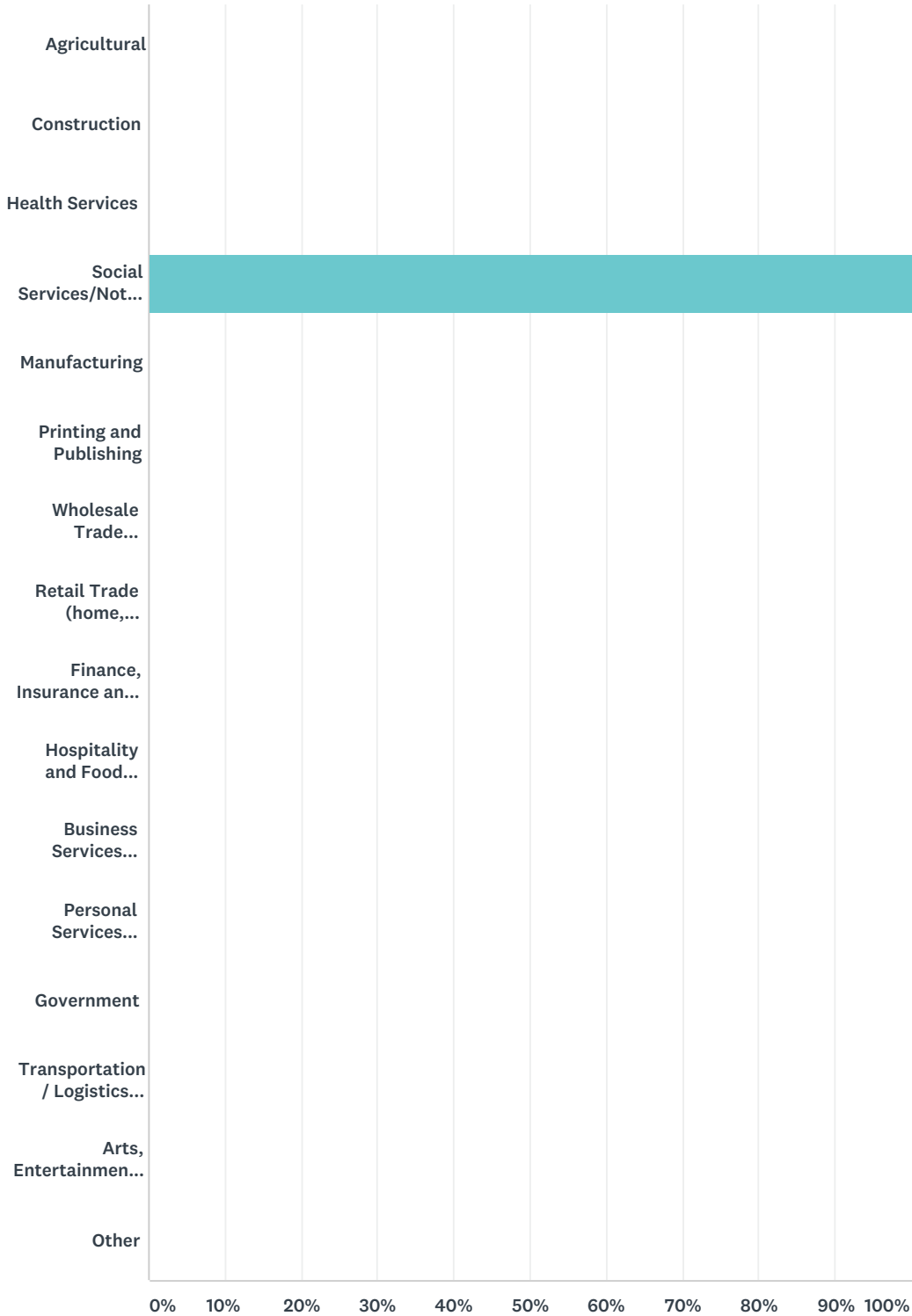


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 12 Skipped: 0



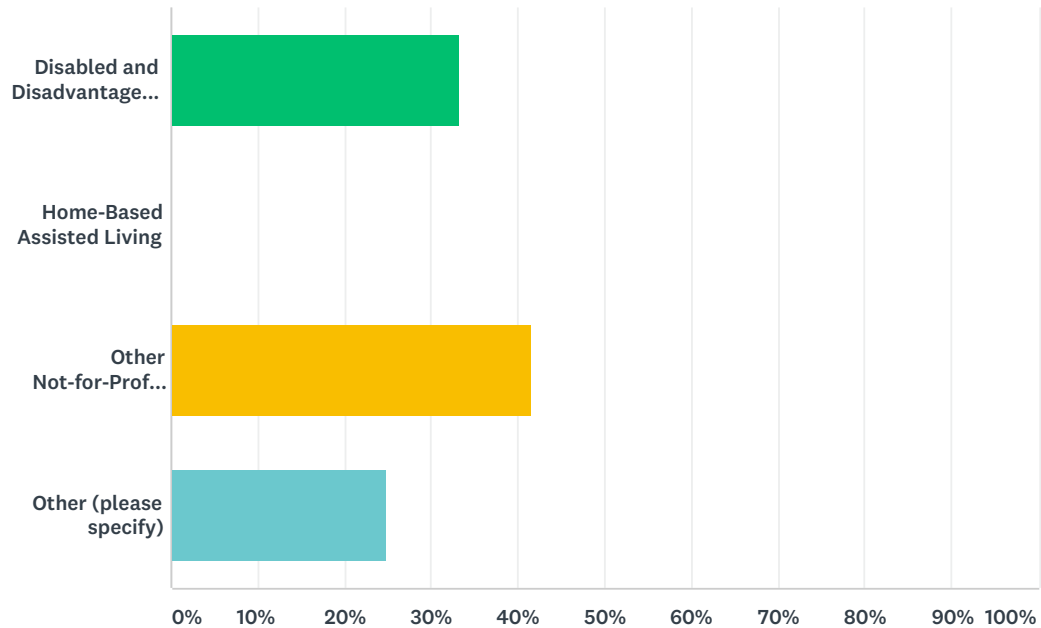
ANSWER CHOICES	RESPONSES
----------------	-----------

# Waukesha County Business Survey 2017

Agricultural	0.00%	0
Construction	0.00%	0
Health Services	0.00%	0
Social Services/Not-for-Profit	100.00%	12
Manufacturing	0.00%	0
Printing and Publishing	0.00%	0
Wholesale Trade (wholesale merchandise, goods, products...)	0.00%	0
Retail Trade (home, personal, recreation, building goods....)	0.00%	0
Finance, Insurance and Real Estate	0.00%	0
Hospitality and Food Service	0.00%	0
Business Services (businesses serving businesses)	0.00%	0
Personal Services (businesses serving individuals)	0.00%	0
Government	0.00%	0
Transportation / Logistics (trucking, warehousing...)	0.00%	0
Arts, Entertainment, Recreation	0.00%	0
Other	0.00%	0
TOTAL		12

## Q5 Social Services

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Disabled and Disadvantaged Services	33.33%	4
Home-Based Assisted Living	0.00%	0
Other Not-for-Profit Organization	41.67%	5
Other (please specify)	25.00%	3
TOTAL		12

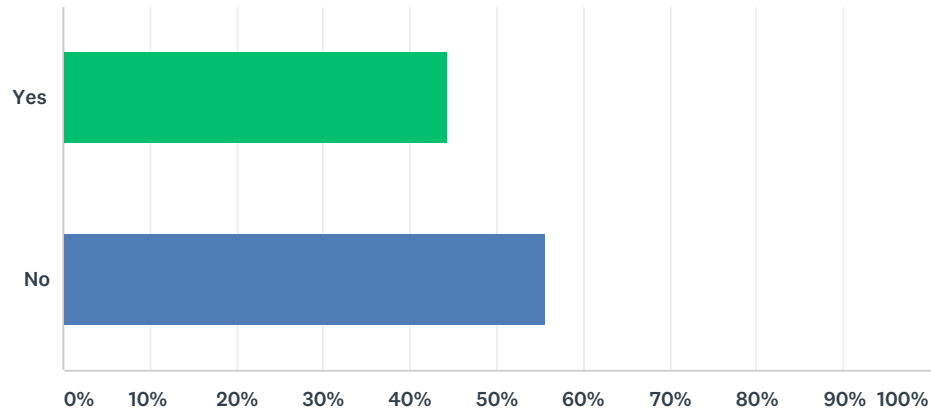
**Q18 3. If HEALTH SERVICES AND SOCIAL SERVICES/NOT-FOR-PROFIT is selected...In the next three years, can you identify your top three potential talent needs?**

Answered: 7 Skipped: 5

ANSWER CHOICES	RESPONSES	
1	100.00%	7
2	85.71%	6
3	71.43%	5

Q19 Have you experienced difficulty attracting and/or retaining employees?

Answered: 9   Skipped: 3

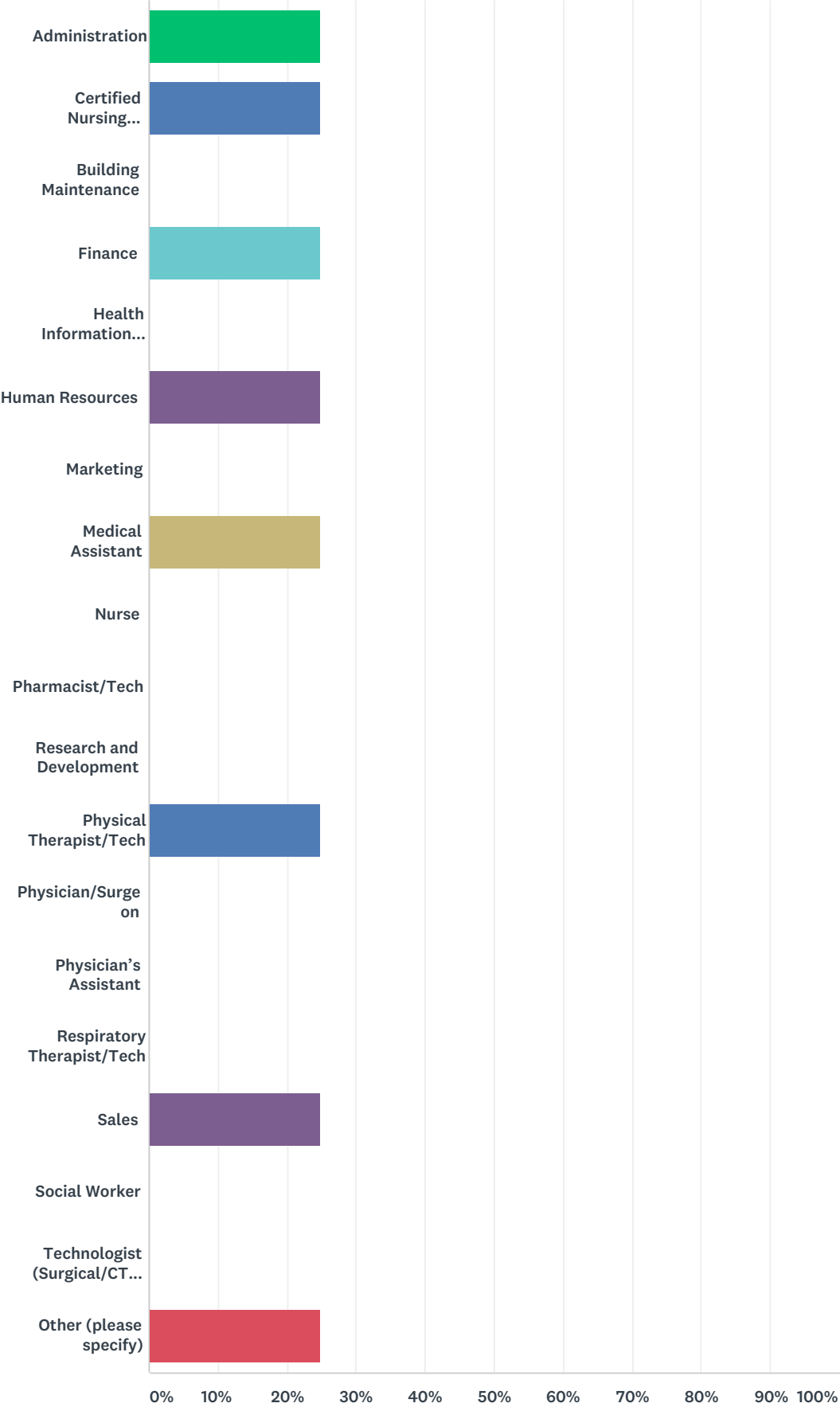


ANSWER CHOICES		RESPONSES	
Yes		44.44%	4
No		55.56%	5
TOTAL			9

**Q20 What specific positions has your business experienced difficulty in filling or retaining? (Select all that apply)**

Answered: 4   Skipped: 8

Waukesha County Business Survey 2017

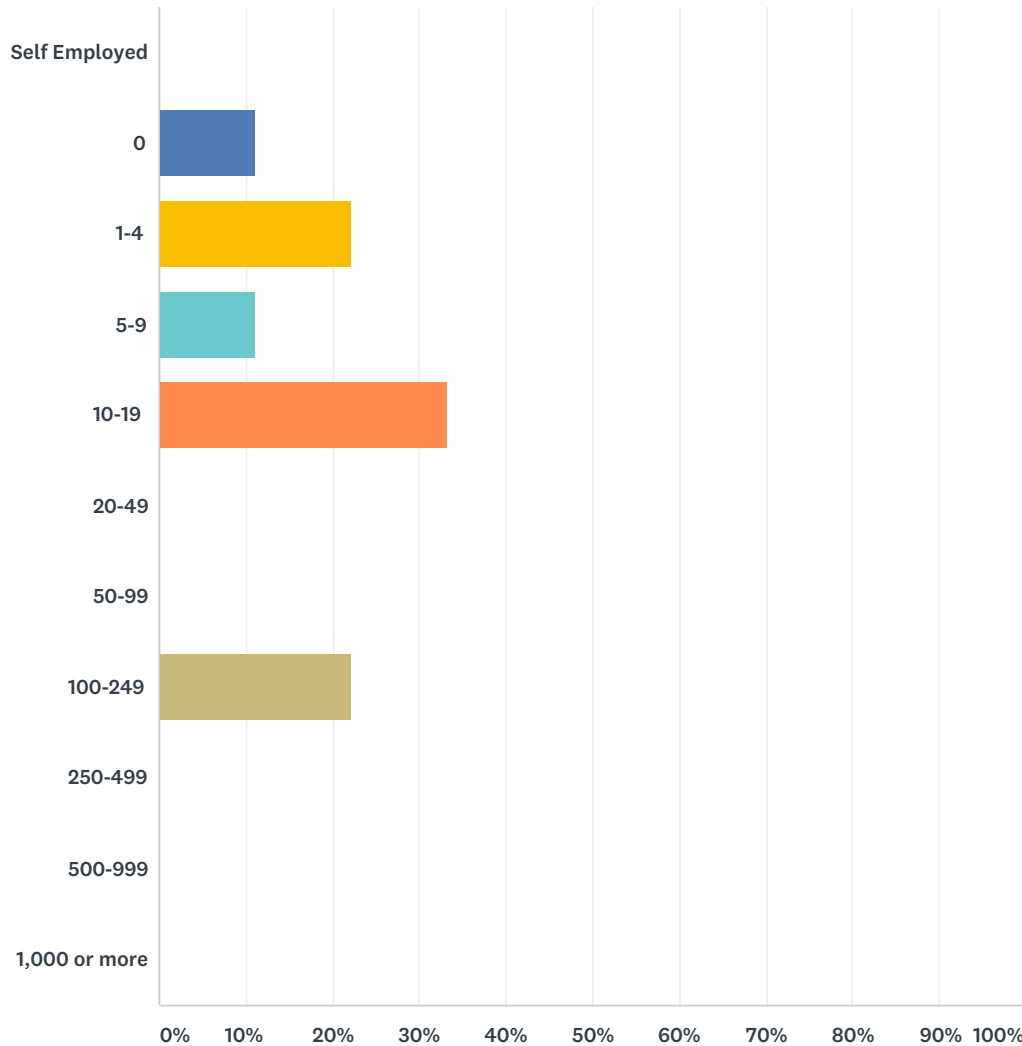


# Waukesha County Business Survey 2017

Administration	25.00%	1
Certified Nursing Assistant	25.00%	1
Building Maintenance	0.00%	0
Finance	25.00%	1
Health Information Technology	0.00%	0
Human Resources	25.00%	1
Marketing	0.00%	0
Medical Assistant	25.00%	1
Nurse	0.00%	0
Pharmacist/Tech	0.00%	0
Research and Development	0.00%	0
Physical Therapist/Tech	25.00%	1
Physician/Surgeon	0.00%	0
Physician's Assistant	0.00%	0
Respiratory Therapist/Tech	0.00%	0
Sales	25.00%	1
Social Worker	0.00%	0
Technologist (Surgical/CT/Radiologic/MRI)	0.00%	0
Other (please specify)	25.00%	1
Total Respondents: 4		

### Q35 9. Workforce (Expansion, Retention, Recruitment)a. What is the total number of employees you employ in Waukesha County?

Answered: 9 Skipped: 3



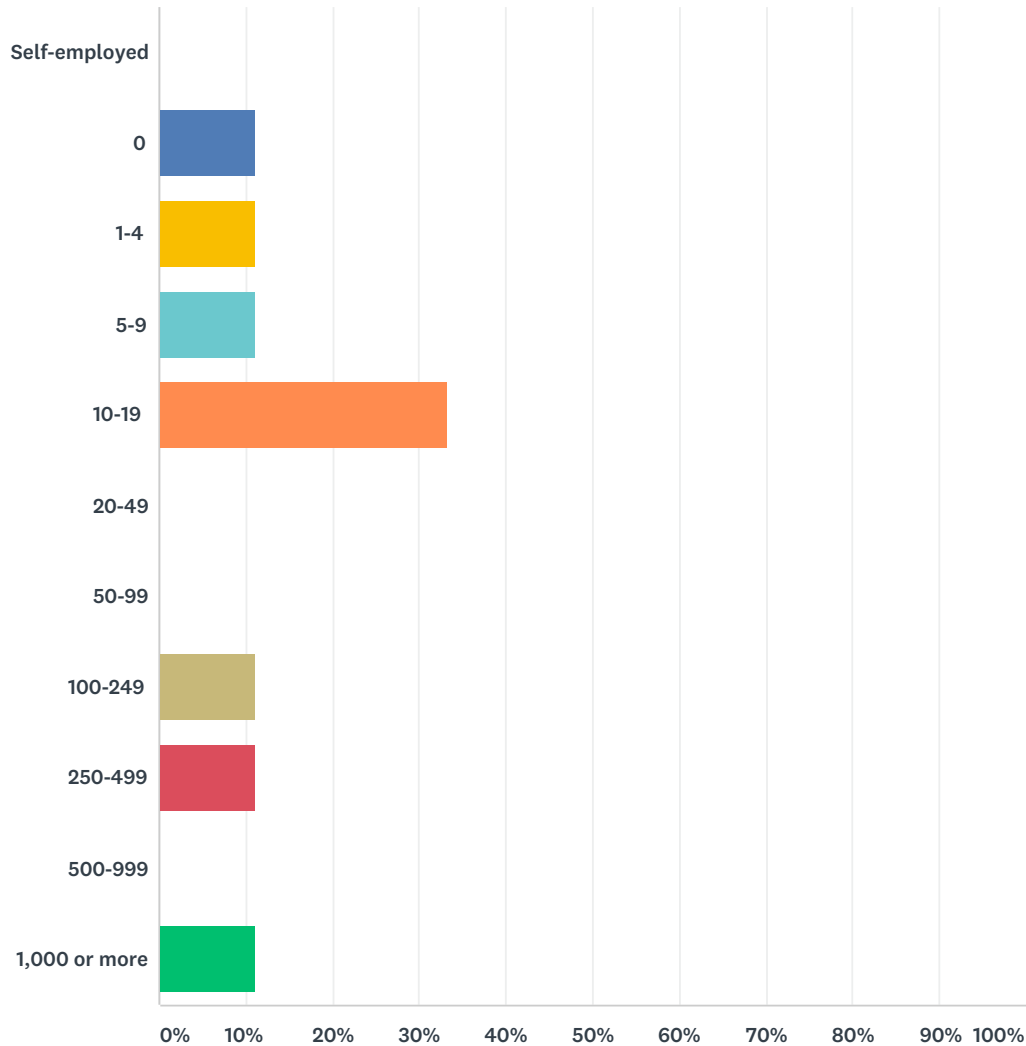
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	11.11%	1
1-4	22.22%	2
5-9	11.11%	1
10-19	33.33%	3
20-49	0.00%	0
50-99	0.00%	0
100-249	22.22%	2
250-499	0.00%	0

Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		9

## Q36 b. What is the total number of employees you employ worldwide (including Waukesha County)?

Answered: 9 Skipped: 3



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	11.11%	1
1-4	11.11%	1
5-9	11.11%	1
10-19	33.33%	3
20-49	0.00%	0
50-99	0.00%	0
100-249	11.11%	1
250-499	11.11%	1

## Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	11.11%	1
TOTAL		9

Q37 10. Please identify your Business location(s) in Waukesha County.  
(Check all that apply)

Answered: 9    Skipped: 3



Waukesha County Business Survey 2017



# Waukesha County Business Survey 2017

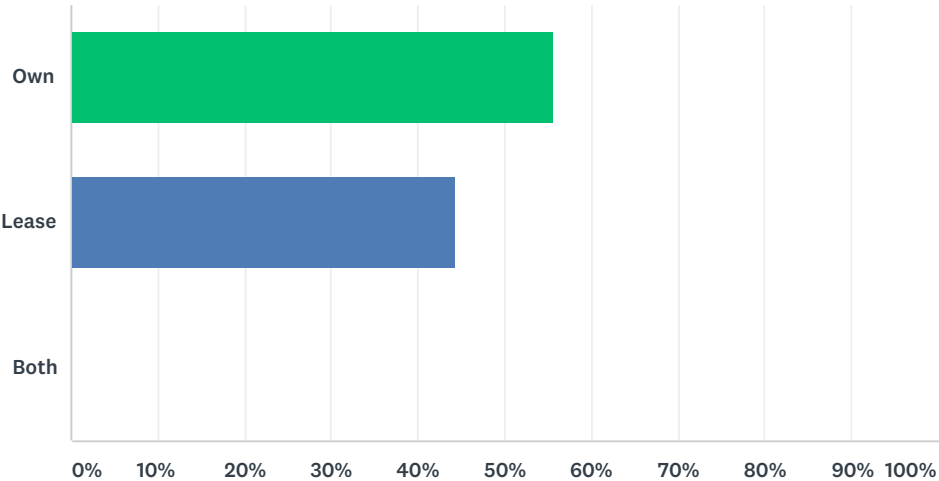
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	0.00%	0
Brookfield - Town	0.00%	0
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	0.00%	0
Delafield - Town	11.11%	1
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	11.11%	1
Merton – Village	0.00%	0
Merton - Town	0.00%	0
Mukwonago – Village	0.00%	0
Mukwonago - Town	0.00%	0
Muskego	0.00%	0
Nashotah	0.00%	0
New Berlin	0.00%	0
North Prairie	0.00%	0
Oconomowoc – City	0.00%	0
Oconomowoc – Town	11.11%	1
Oconomowoc Lake	0.00%	0
Ottawa	0.00%	0
Pewaukee – City	0.00%	0
Pewaukee - Village	0.00%	0
Summit	0.00%	0
Sussex	0.00%	0
Vernon	0.00%	0

## Waukesha County Business Survey 2017

Wales	0.00%	0
Waukesha – City	55.56%	5
Waukesha – Town	0.00%	0
Outside Waukesha County	22.22%	2
Total Respondents: 9		

Q38 PHYSICAL SPECIFICATION AND FUTURE PLANS11. Do you own or lease your current business location?

Answered: 9 Skipped: 3



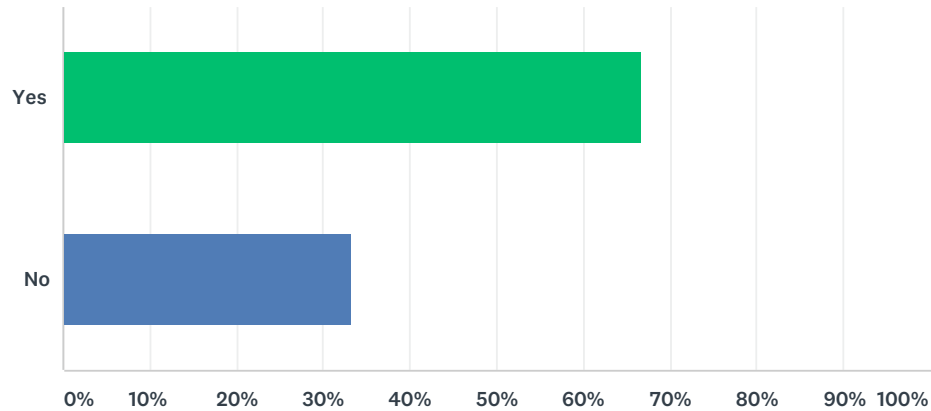
ANSWER CHOICES	RESPONSES	
Own	55.56%	5
Lease	44.44%	4
Both	0.00%	0
TOTAL		9

**Q39 12. What percent of your facility's square footage are you currently utilizing?**

Answered: 9   Skipped: 3

Q40 13. Do you own or lease sufficient property to allow for expansion of your facility at this location?

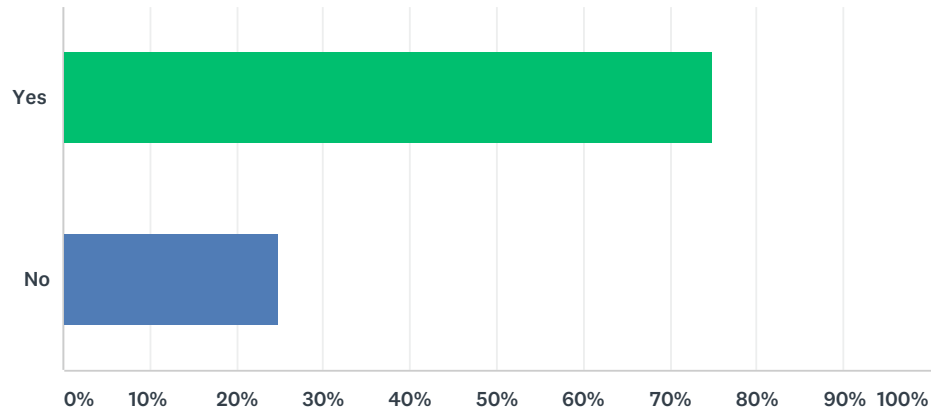
Answered: 9    Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	66.67%	6
No	33.33%	3
TOTAL		9

Q41 14. Are there technological innovations that you plan to put in place within the next two years?

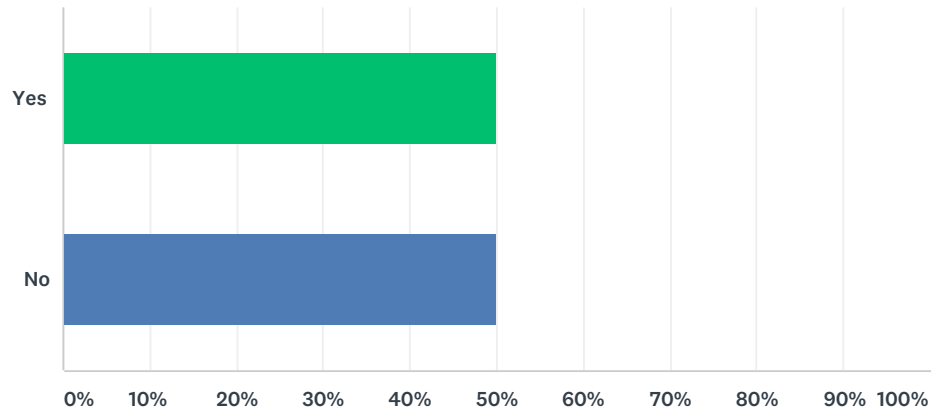
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	75.00%	6
No	25.00%	2
TOTAL		8

Q42 15. Do you plan to expand your business in the next three years?

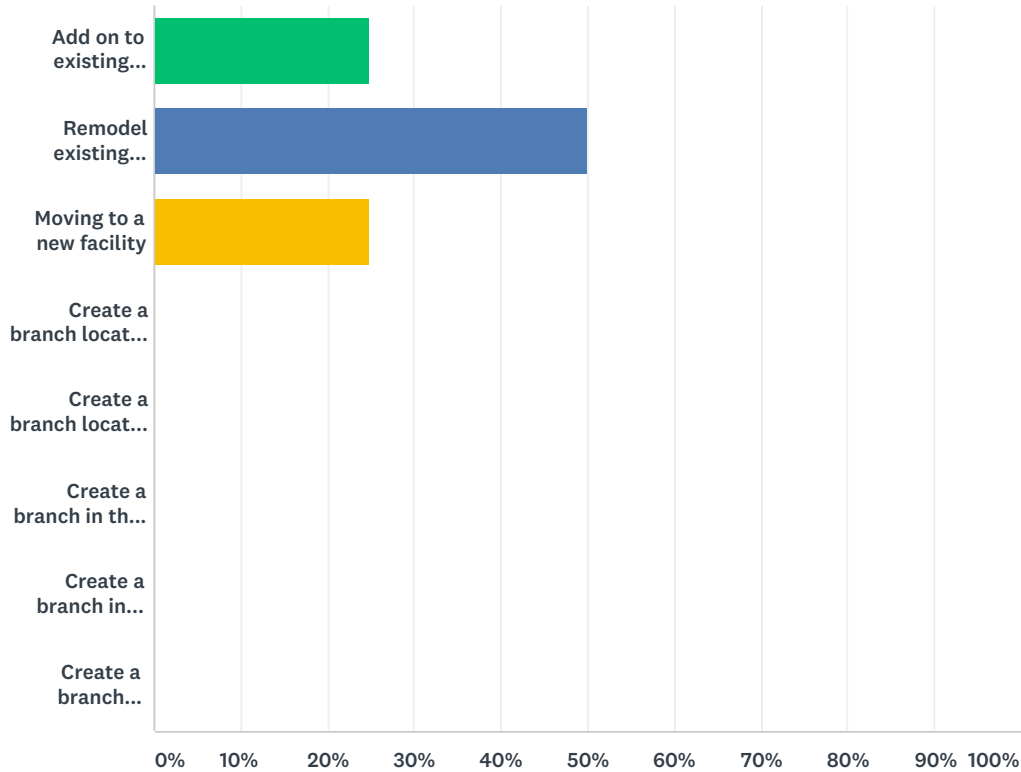
Answered: 8    Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		50.00%	4
No		50.00%	4
TOTAL			8

## Q43 Which best describes your business expansion plans?

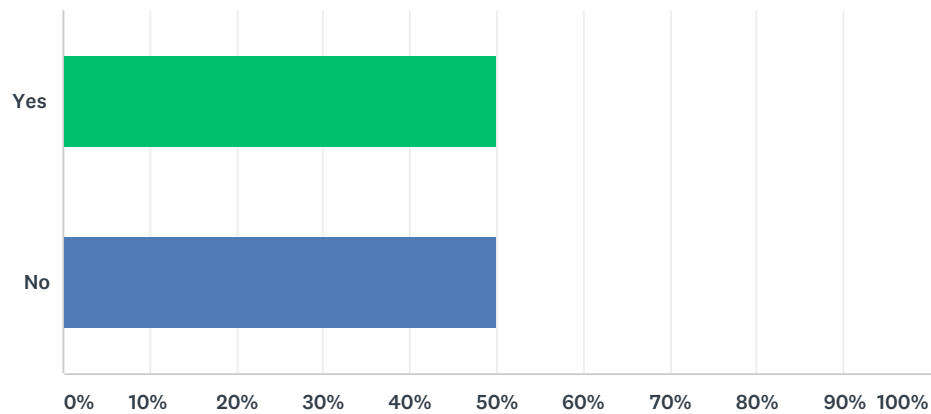
Answered: 4 Skipped: 8



ANSWER CHOICES	RESPONSES	
Add on to existing facility	25.00%	1
Remodel existing facility	50.00%	2
Moving to a new facility	25.00%	1
Create a branch location in Waukesha County	0.00%	0
Create a branch location in the Region (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	0.00%	0
Create a branch in the State	0.00%	0
Create a branch in another State	0.00%	0
Create a branch Internationally	0.00%	0
<b>TOTAL</b>		<b>4</b>

Q44 16. Do you plan to expand your workforce in the next three years?

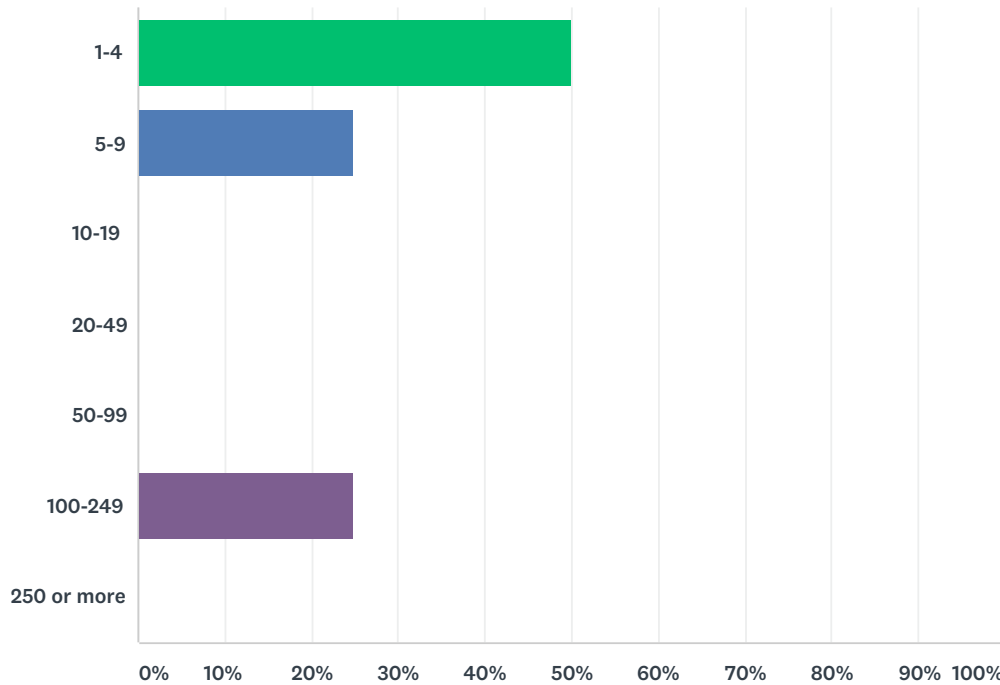
Answered: 8    Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		50.00%	4
No		50.00%	4
TOTAL			8

# Q45 How many employees do you expect to hire in the next three years?

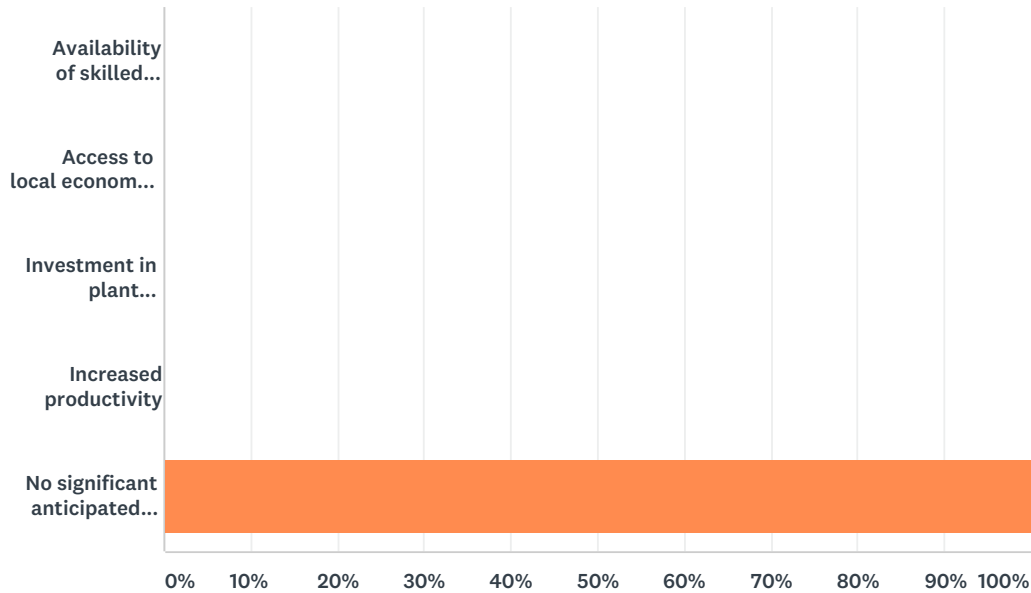
Answered: 4 Skipped: 8



ANSWER CHOICES	RESPONSES	
1-4	50.00%	2
5-9	25.00%	1
10-19	0.00%	0
20-49	0.00%	0
50-99	0.00%	0
100-249	25.00%	1
250 or more	0.00%	0
TOTAL		4

## Q46 What is the primary reason your workforce will not be expanding in the next three years?

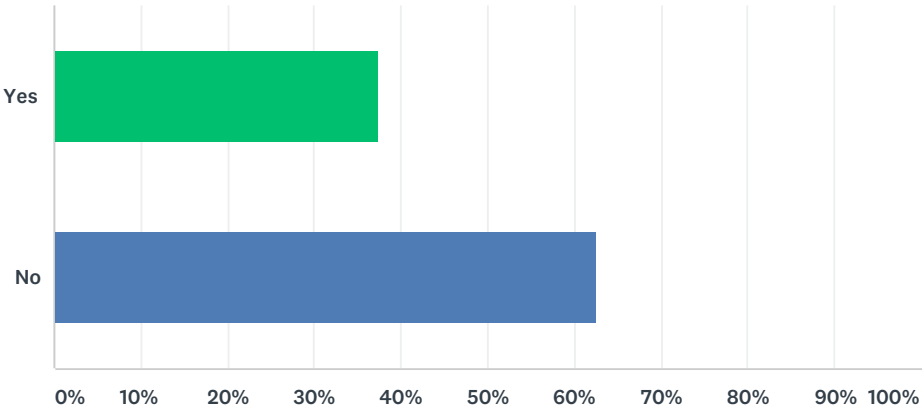
Answered: 2 Skipped: 10



ANSWER CHOICES	RESPONSES	
Availability of skilled workers	0.00%	0
Access to local economic development grants, loans, and/or assistance	0.00%	0
Investment in plant efficiency and / or automation	0.00%	0
Increased productivity	0.00%	0
No significant anticipated growth in business	100.00%	2
<b>TOTAL</b>		<b>2</b>

Q47 17. Is staff recruitment impacting your business?

Answered: 8    Skipped: 4

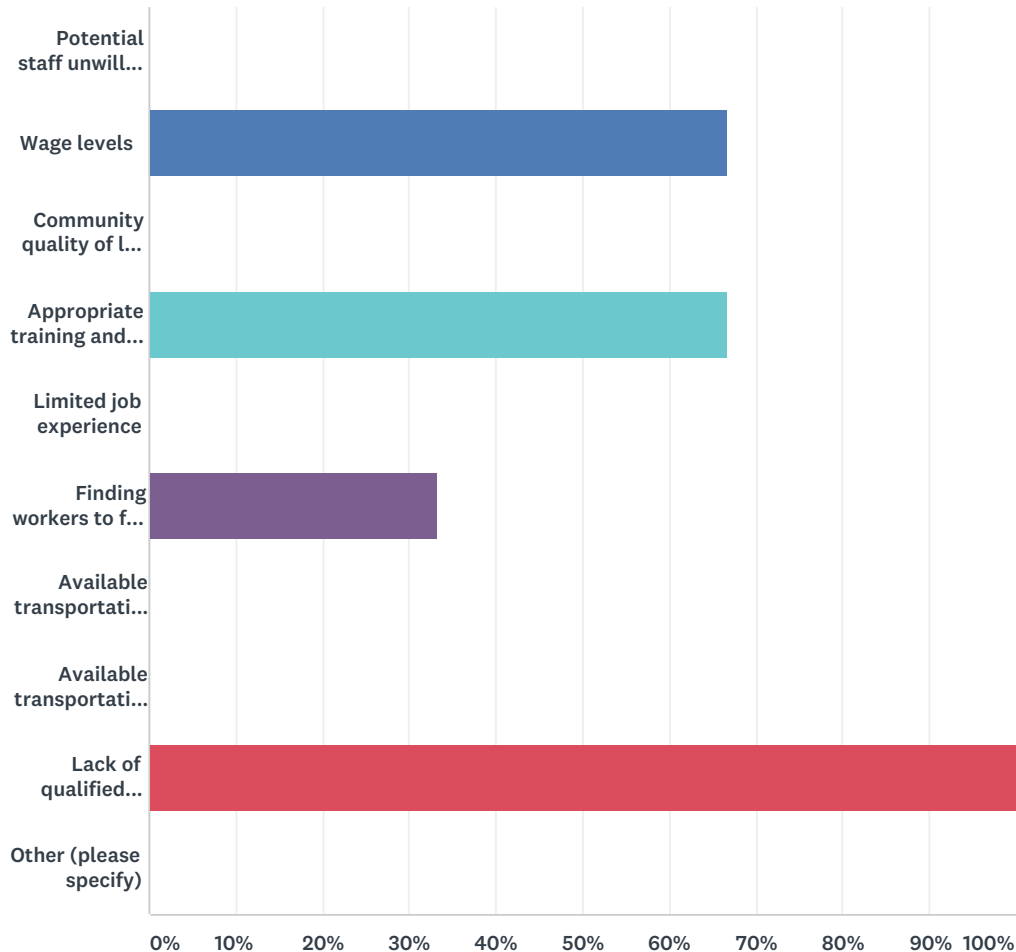


ANSWER CHOICES		RESPONSES	
Yes		37.50%	3
No		62.50%	5
TOTAL			8

## Q48 What are the main challenges for staff recruitment by your business?

### Select All that Apply →

Answered: 3 Skipped: 9



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	0.00%	0
Wage levels	66.67%	2
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	66.67%	2
Limited job experience	0.00%	0
Finding workers to fit the business culture	33.33%	1
Available transportation to work	0.00%	0
Available transportation to work	0.00%	0
Lack of qualified applicants	100.00%	3
Other (please specify)	0.00%	0

Total Respondents: 3	
----------------------	--

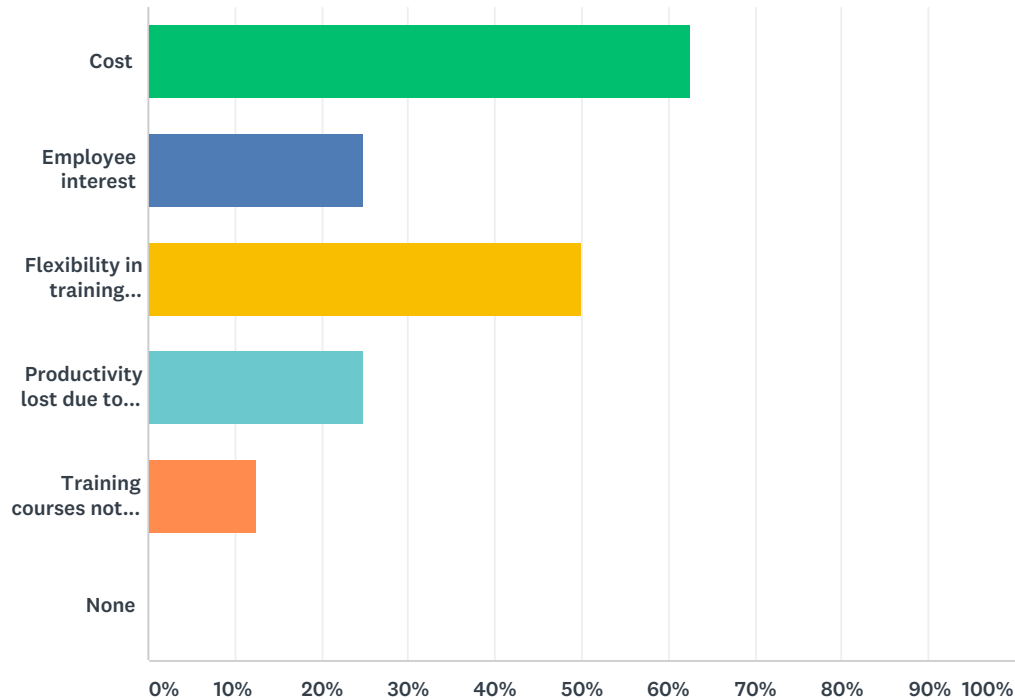
Q49 18. What are the top three emerging or new training needs, technology, or workforce skills will be needed in your industry sector in the future?

Answered: 7    Skipped: 5

ANSWER CHOICES	RESPONSES	
1	100.00%	7
2	85.71%	6
3	71.43%	5

## Q50 19. What barriers does your business face when providing training for employees? (Select all that apply)

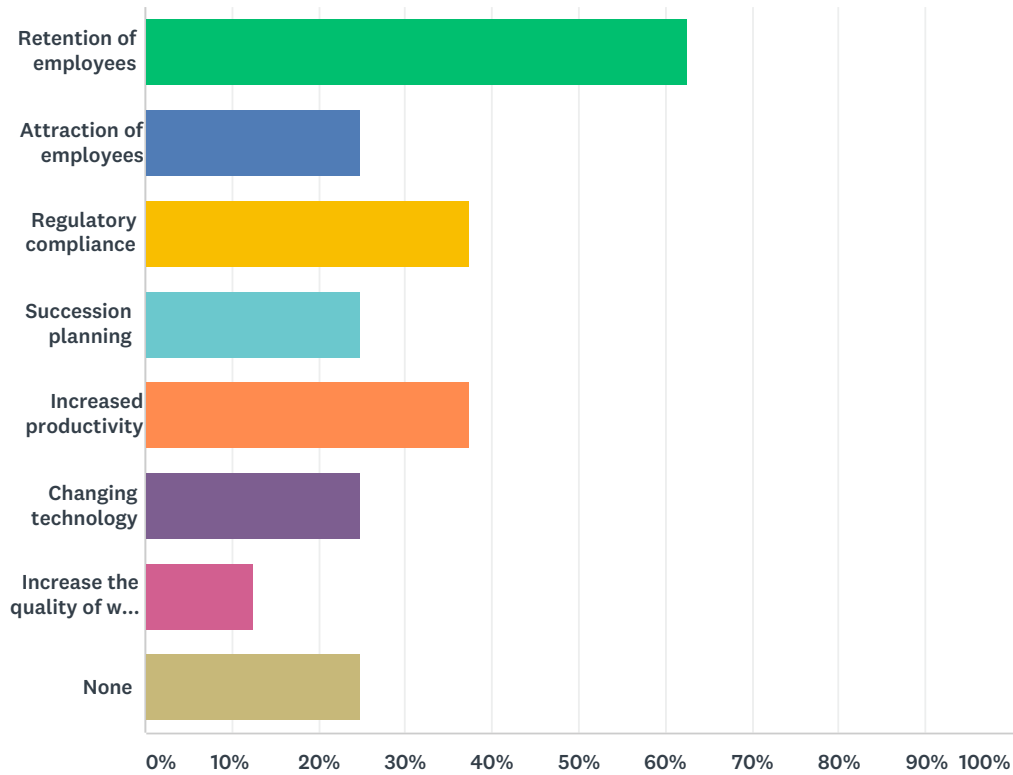
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
Cost	62.50%	5
Employee interest	25.00%	2
Flexibility in training delivery (e.g., time and location)	50.00%	4
Productivity lost due to time off the job	25.00%	2
Training courses not available for my business needs	12.50%	1
None	0.00%	0
Total Respondents: 8		

## Q51 20. What are the primary factors driving your investment in training? (Select all that apply)

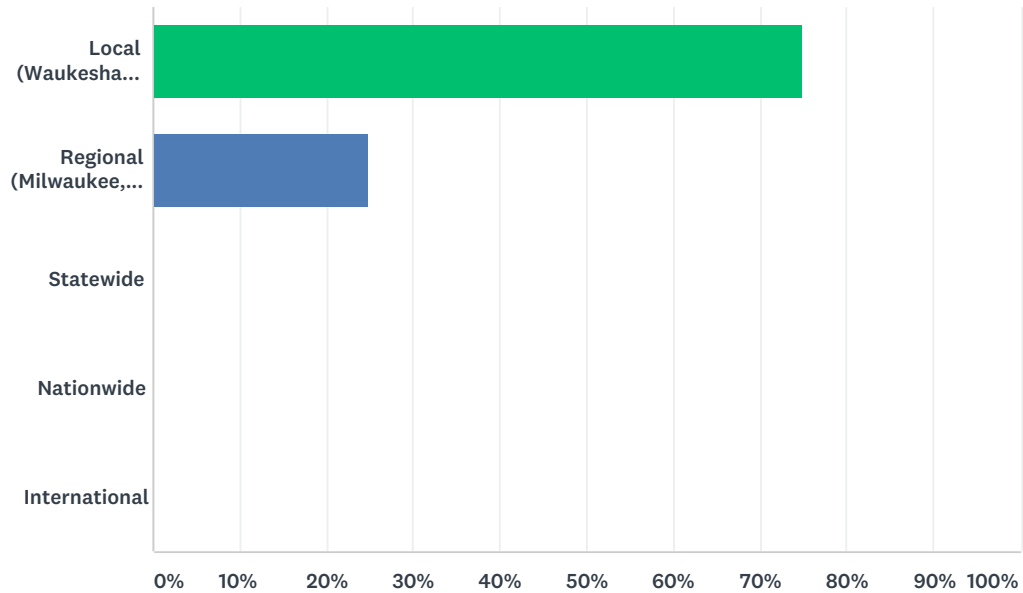
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
Retention of employees	62.50%	5
Attraction of employees	25.00%	2
Regulatory compliance	37.50%	3
Succession planning	25.00%	2
Increased productivity	37.50%	3
Changing technology	25.00%	2
Increase the quality of work product	12.50%	1
None	25.00%	2
Total Respondents: 8		

## Q52 21. Where are your major business customers or clients located? (Check all that apply)

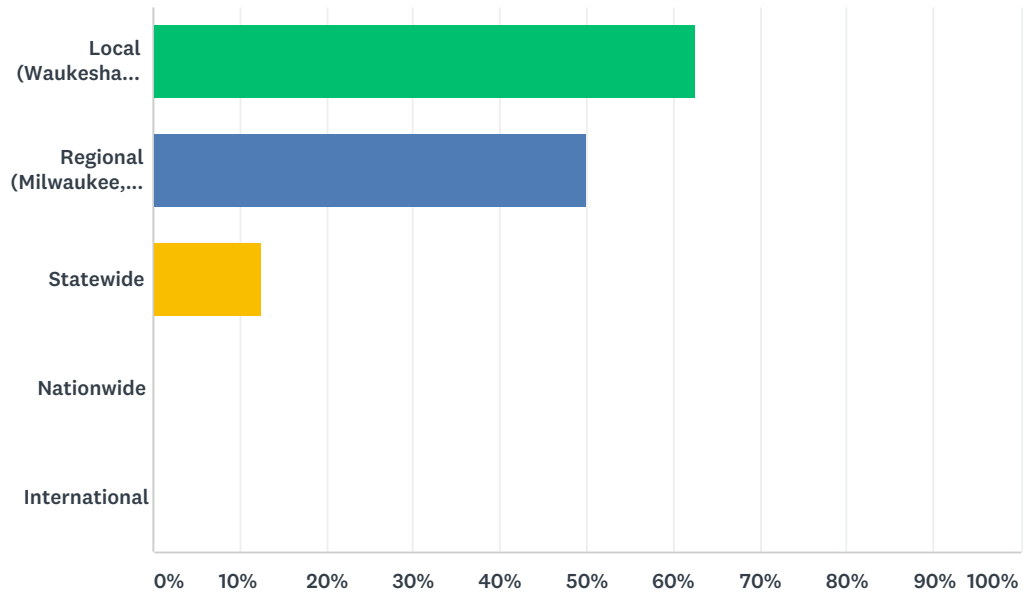
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	75.00%	6
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	25.00%	2
Statewide	0.00%	0
Nationwide	0.00%	0
International	0.00%	0
Total Respondents: 8		

## Q53 22. Where are your major suppliers located? (Check all that apply)

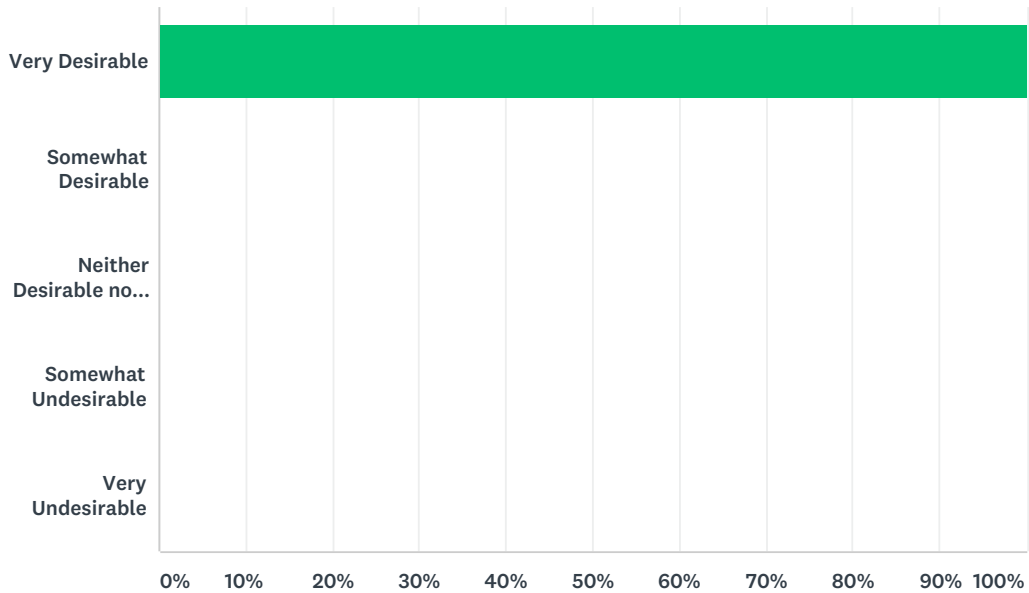
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	62.50%	5
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	50.00%	4
Statewide	12.50%	1
Nationwide	0.00%	0
International	0.00%	0
Total Respondents: 8		

## Q54 23. How do you consider Waukesha County as a place to do business?

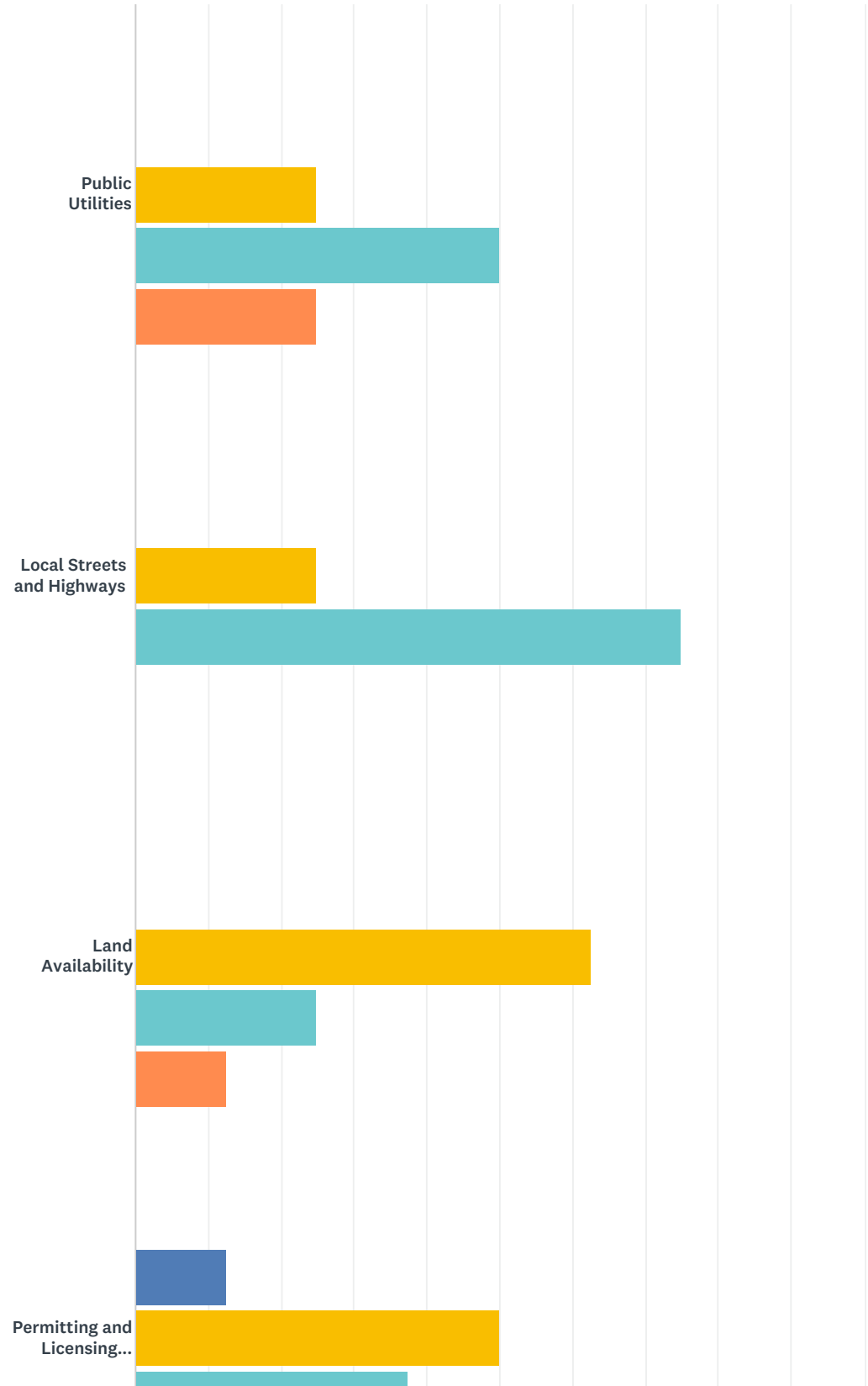
Answered: 8 Skipped: 4



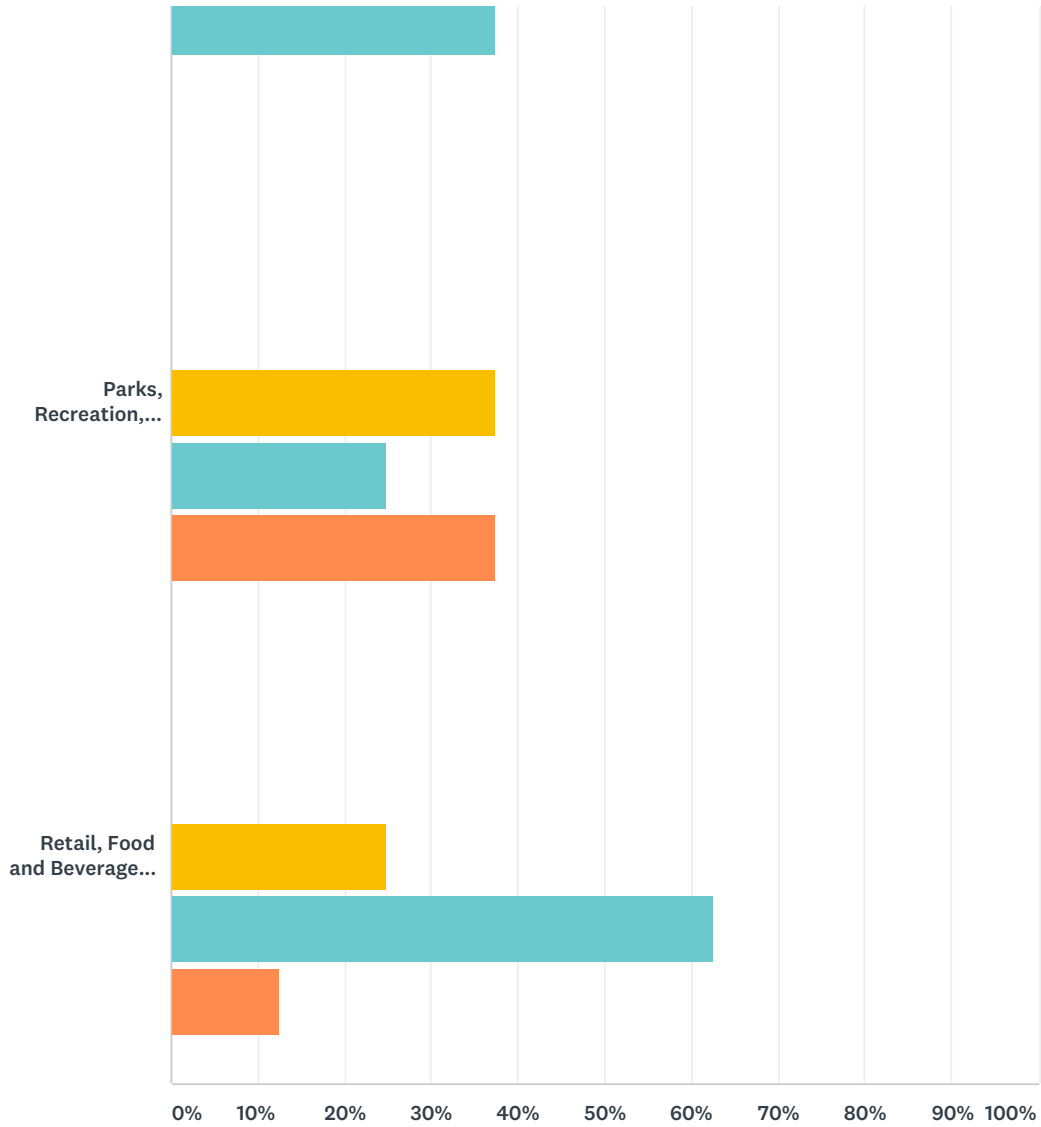
ANSWER CHOICES	RESPONSES	
Very Desirable	100.00%	8
Somewhat Desirable	0.00%	0
Neither Desirable nor Undesirable	0.00%	0
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		8

Q55 24. How do you rate the following services in the municipality your business is located?

Answered: 8    Skipped: 4



# Waukesha County Business Survey 2017

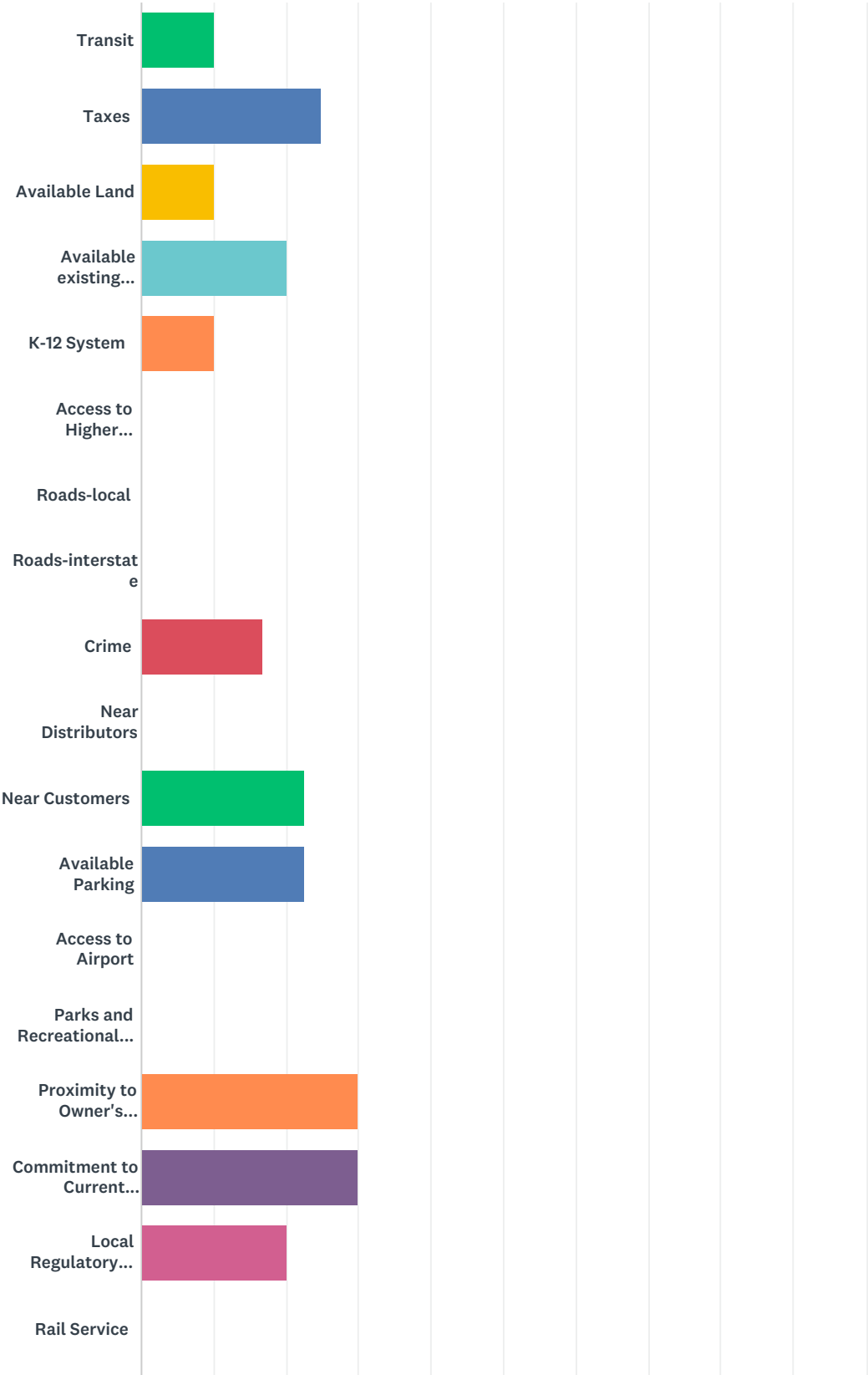


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

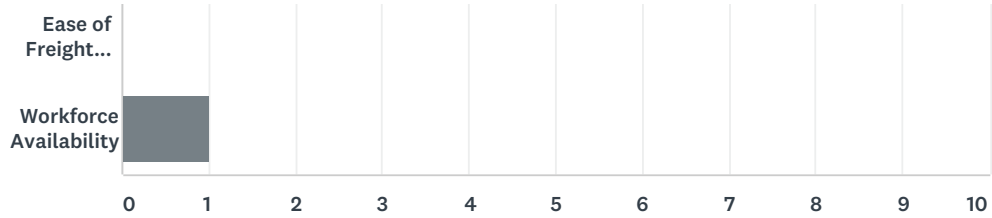
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	0.00% 0	25.00% 2	50.00% 4	25.00% 2	8
Local Streets and Highways	0.00% 0	0.00% 0	25.00% 2	75.00% 6	0.00% 0	8
Land Availability	0.00% 0	0.00% 0	62.50% 5	25.00% 2	12.50% 1	8
Permitting and Licensing Assistance	0.00% 0	12.50% 1	50.00% 4	37.50% 3	0.00% 0	8
Parks, Recreation, Cultural Amenities	0.00% 0	0.00% 0	37.50% 3	25.00% 2	37.50% 3	8
Retail, Food and Beverage Services	0.00% 0	0.00% 0	25.00% 2	62.50% 5	12.50% 1	8

Q56 25. If you were going to relocate your business, please choose the top three factors that would be most important (1 most important).

Answered: 8    Skipped: 4



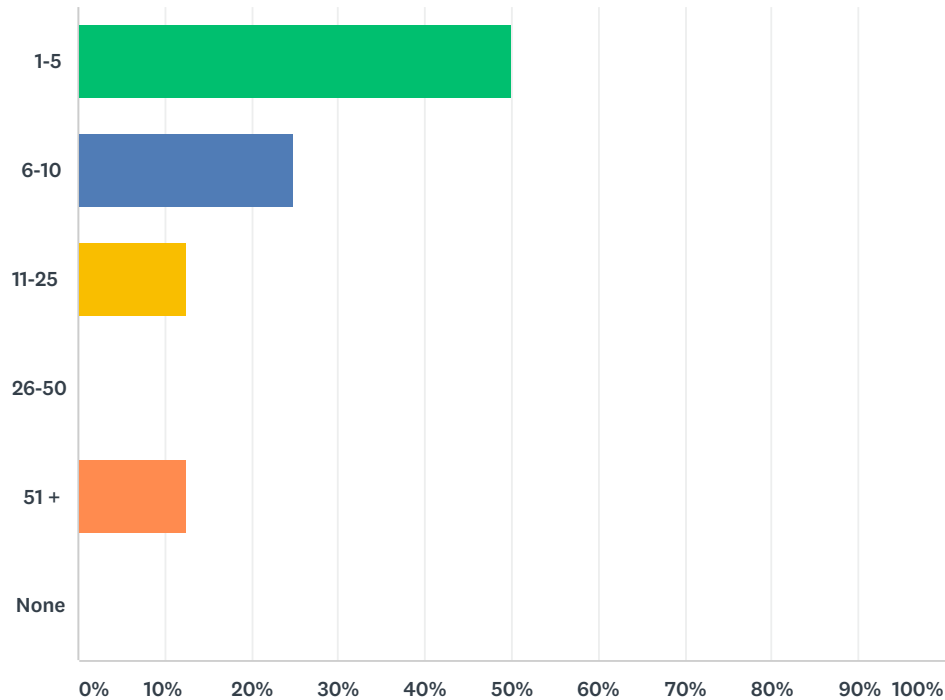
# Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	100.00% 2	0.00% 0	0.00% 0	2	1.00
Taxes	0.00% 0	50.00% 1	50.00% 1	2	2.50
Available Land	100.00% 1	0.00% 0	0.00% 0	1	1.00
Available existing building	0.00% 0	100.00% 1	0.00% 0	1	2.00
K-12 System	100.00% 1	0.00% 0	0.00% 0	1	1.00
Access to Higher Education	0.00% 0	0.00% 0	0.00% 0	0	0.00
Roads-local	0.00% 0	0.00% 0	0.00% 0	0	0.00
Roads-interstate	0.00% 0	0.00% 0	0.00% 0	0	0.00
Crime	33.33% 1	66.67% 2	0.00% 0	3	1.67
Near Distributors	0.00% 0	0.00% 0	0.00% 0	0	0.00
Near Customers	25.00% 1	25.00% 1	50.00% 2	4	2.25
Available Parking	25.00% 1	25.00% 1	50.00% 2	4	2.25
Access to Airport	0.00% 0	0.00% 0	0.00% 0	0	0.00
Parks and Recreational Opportunities	0.00% 0	0.00% 0	0.00% 0	0	0.00
Proximity to Owner's Residence	0.00% 0	0.00% 0	100.00% 1	1	3.00
Commitment to Current Location	0.00% 0	0.00% 0	100.00% 1	1	3.00
Local Regulatory Environment	0.00% 0	100.00% 1	0.00% 0	1	2.00
Rail Service	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ease of Freight Movement	0.00% 0	0.00% 0	0.00% 0	0	0.00
Workforce Availability	100.00% 1	0.00% 0	0.00% 0	1	1.00

**Q57 26. If a bus line were provided near your business, what is the estimated number of employees/customers that would use that service?**

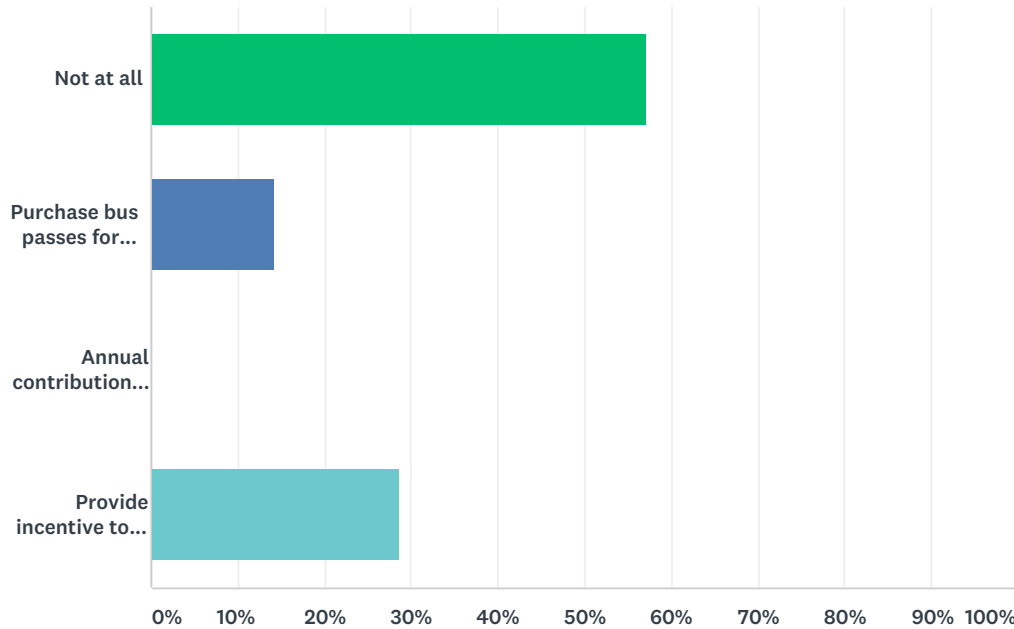
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES	
1-5	50.00%	4
6-10	25.00%	2
11-25	12.50%	1
26-50	0.00%	0
51 +	12.50%	1
None	0.00%	0
<b>TOTAL</b>		<b>8</b>

## Q58 27. How willing are you to be a financial partner in providing transit for your business needs?

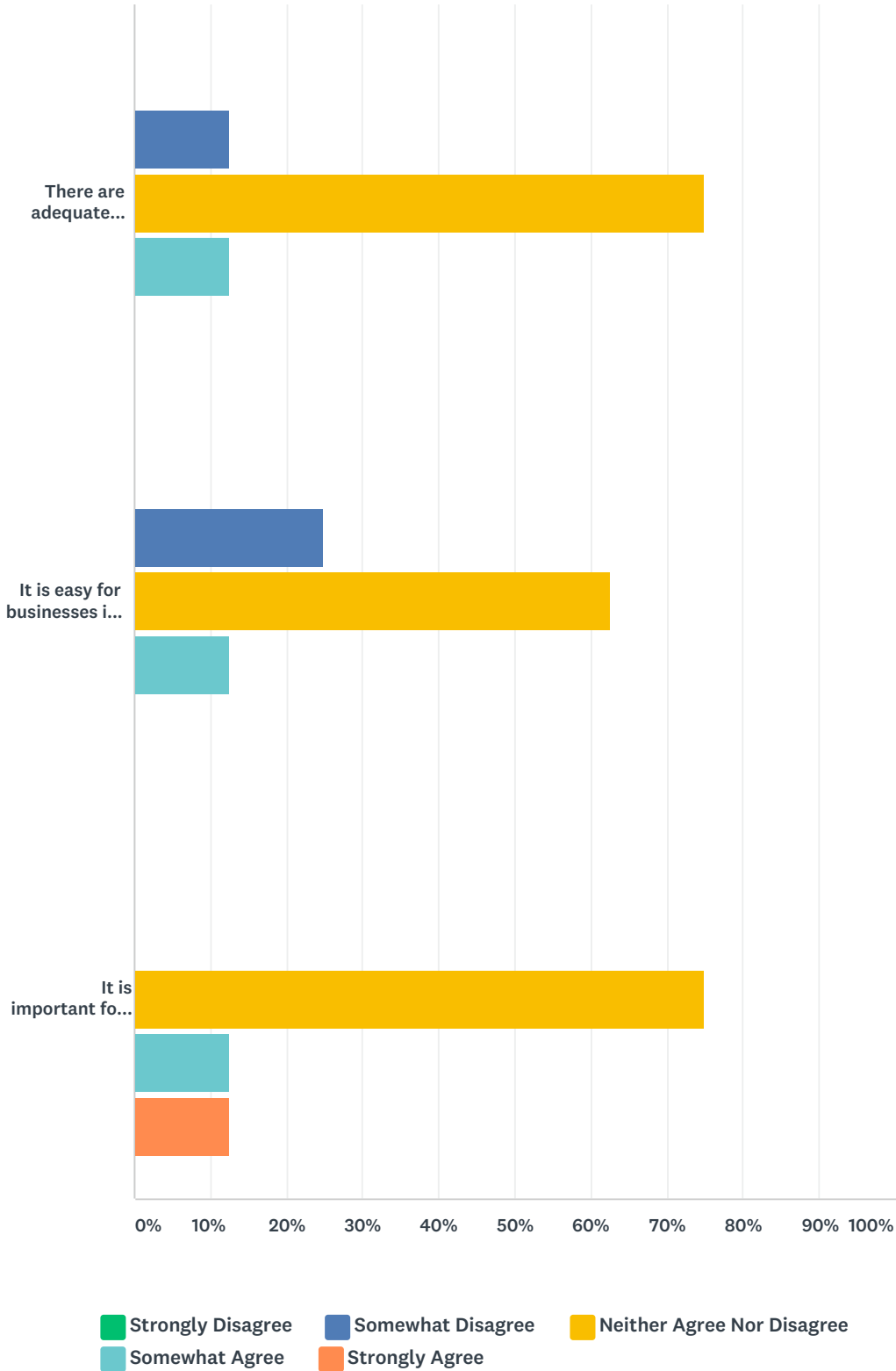
Answered: 7 Skipped: 5



ANSWER CHOICES	RESPONSES	
Not at all	57.14%	4
Purchase bus passes for employees	14.29%	1
Annual contribution for operating costs	0.00%	0
Provide incentive to employees who do not drive	28.57%	2
TOTAL		7

Q59 FINANCIAL AND BUSINESS STARTUP ASSISTANCE28. Please indicate the extent to which you agree with the following?

Answered: 8 Skipped: 4

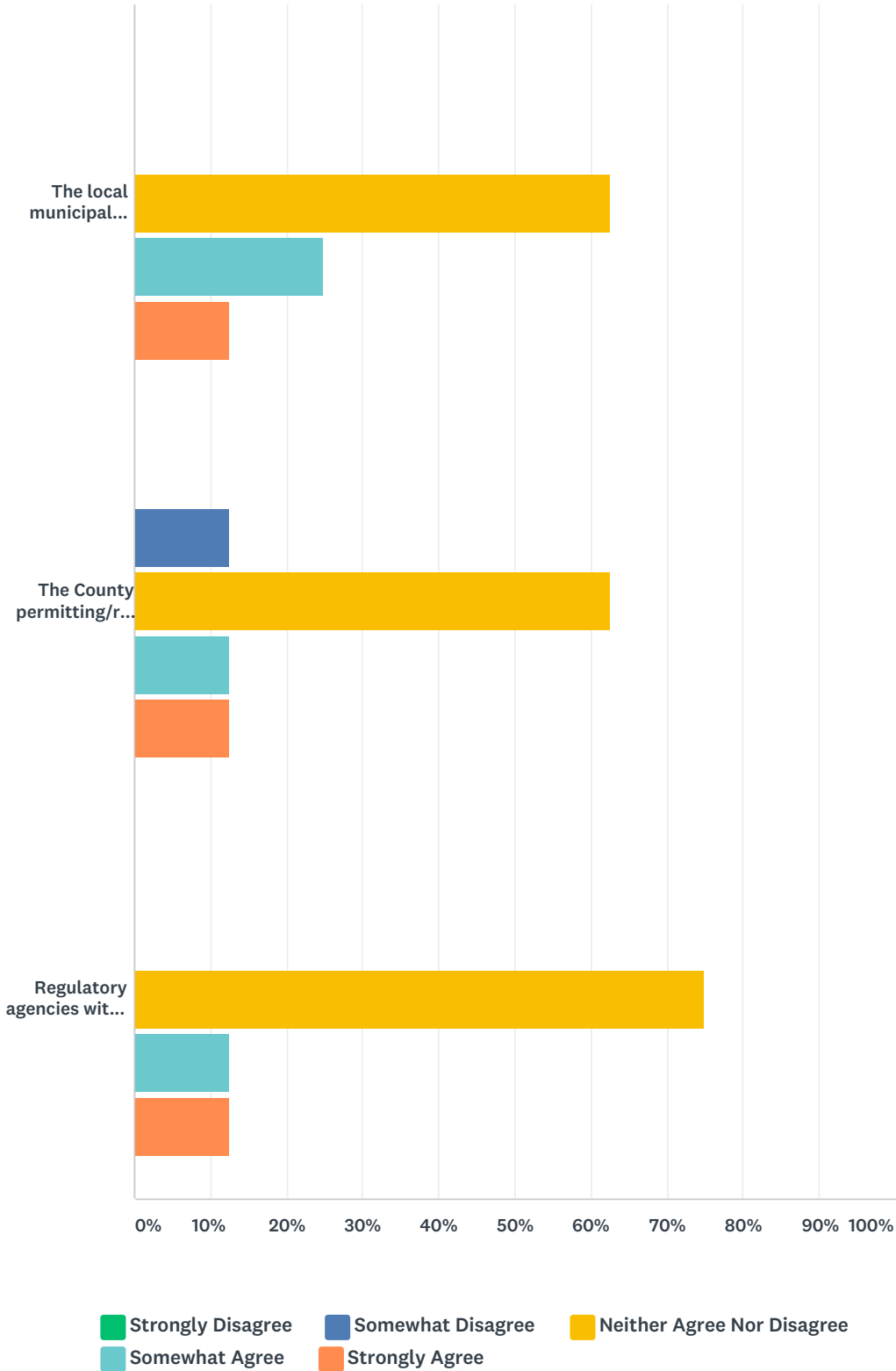


# Waukesha County Business Survey 2017

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
There are adequate financial resources available to assist business in Waukesha County.	0.00% 0	12.50% 1	75.00% 6	12.50% 1	0.00% 0	8
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	25.00% 2	62.50% 5	12.50% 1	0.00% 0	8
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	0.00% 0	0.00% 0	75.00% 6	12.50% 1	12.50% 1	8

Q60 29. Please indicate the extent to which you agree with the following statements:

Answered: 8    Skipped: 4



# Waukesha County Business Survey 2017

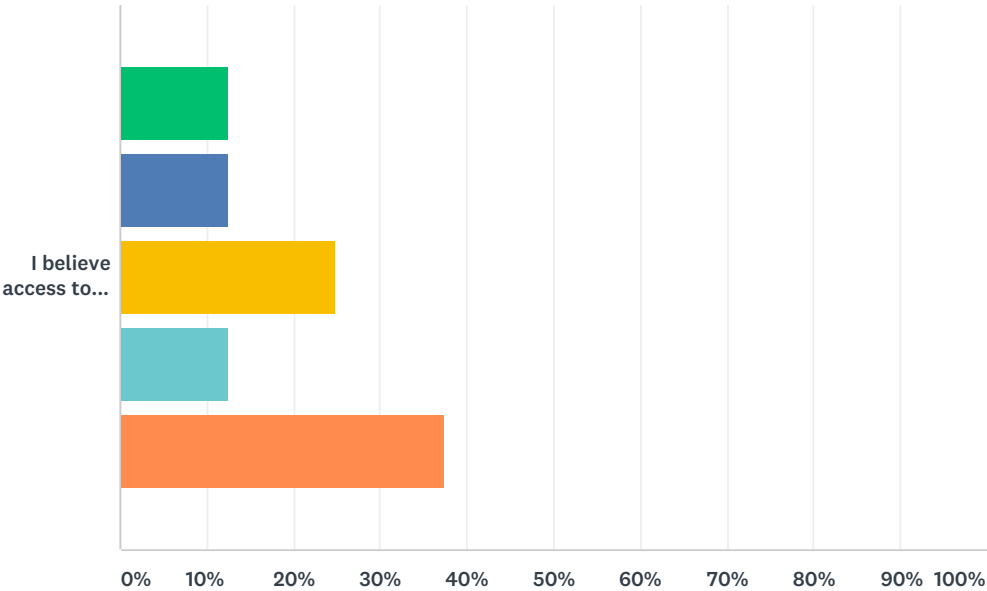
	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
The local municipal permitting/review staff are helpful and cooperative.	0.00% 0	0.00% 0	62.50% 5	25.00% 2	12.50% 1	8
The County permitting/review staff are helpful and cooperative.	0.00% 0	12.50% 1	62.50% 5	12.50% 1	12.50% 1	8
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	0.00% 0	75.00% 6	12.50% 1	12.50% 1	8

**Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.**

Answered: 0   Skipped: 12

Q62 WORKFORCE HOUSING30. Please indicate the extent to which you agree with the following statement:

Answered: 8 Skipped: 4



Strongly Disagree    Somewhat Disagree    Neither Agree Nor Disagree  
Somewhat Agree    Strongly Agree

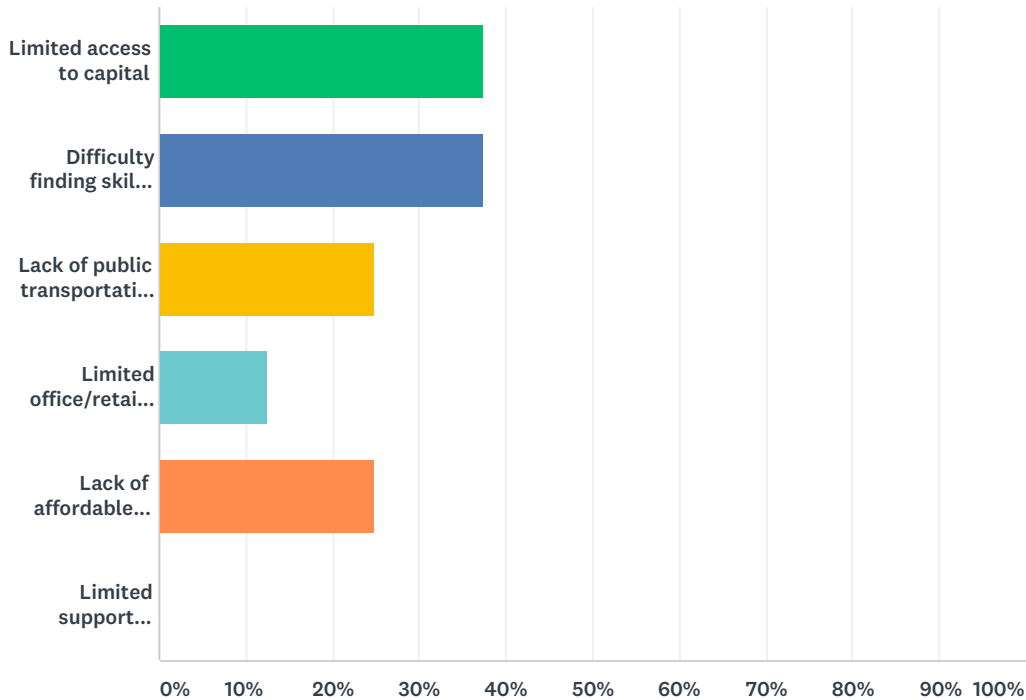
	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
I believe access to affordable housing is an issue in attracting and retaining employees in Waukesha County.	12.50% 1	12.50% 1	25.00% 2	12.50% 1	37.50% 3	8

**Q63 ECONOMIC VISIONING31. In what year was your business started?**

Answered: 8   Skipped: 4

## Q64 32. What do you consider to be the primary challenges you faced in starting or growing your business? (Check all that apply)

Answered: 8 Skipped: 4



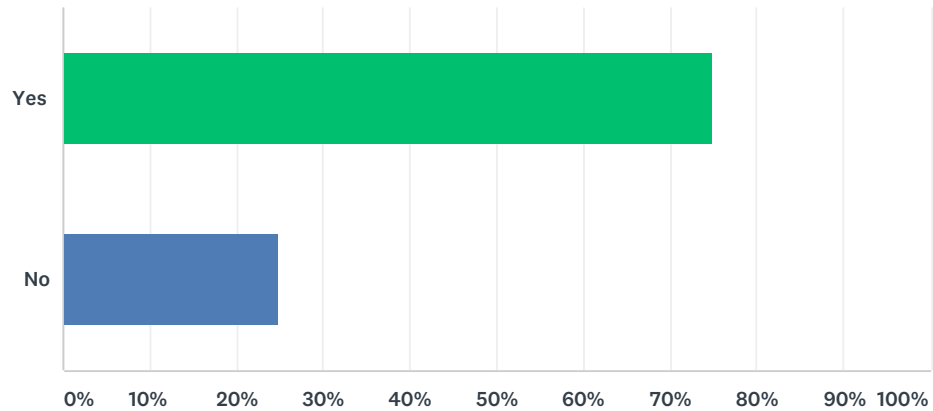
ANSWER CHOICES	RESPONSES	
Limited access to capital	37.50%	3
Difficulty finding skilled workforce	37.50%	3
Lack of public transportation options	25.00%	2
Limited office/retail space options	12.50%	1
Lack of affordable housing	25.00%	2
Limited support resources (incubators, mentors, counseling, etc.)	0.00%	0
Total Respondents: 8		

Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 4   Skipped: 8

Q66 34. Have your sales grown in the last year?

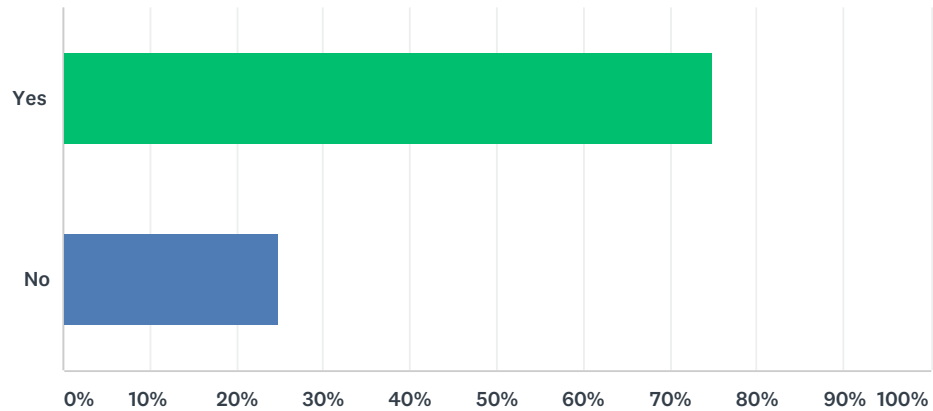
Answered: 8 Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		75.00%	6
No		25.00%	2
TOTAL			8

Q67 35. Do you project sales to grow in the coming year?

Answered: 8    Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		75.00%	6
No		25.00%	2
TOTAL			8