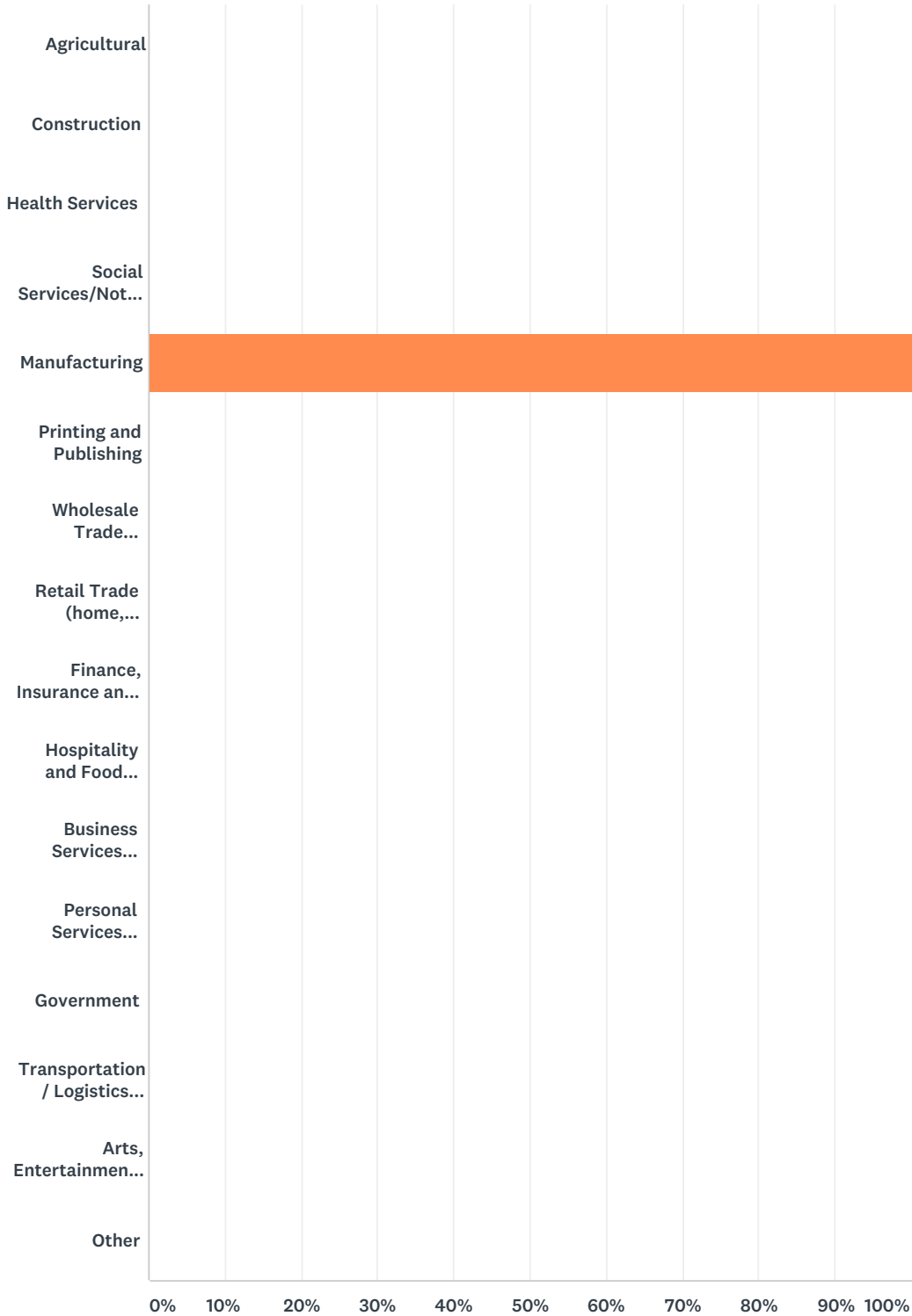


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 43 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	0.00%	0
Manufacturing	100.00%	43
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		43

## Q24 5. If CONSTRUCTION, MANUFACTURING AND SKILLED TRADES is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 41 Skipped: 2

ANSWER CHOICES	RESPONSES	
1	100.00%	41
2	92.68%	38
3	82.93%	34

#	1	DATE
1	General Business Specialists	8/16/2017 7:44 PM
2	gear cutting machinists	8/16/2017 9:04 AM
3	Plant floor chemical compounders	8/16/2017 8:18 AM
4	Desgin Engineer	8/15/2017 1:23 PM
5	CAD/CAM	8/15/2017 1:17 PM
6	Food Safety Leader	8/15/2017 9:17 AM
7	service techs	8/15/2017 9:16 AM
8	machine operators	8/15/2017 8:42 AM
9	PLASTIC INJECTION MOLDING SET UP TECH	8/15/2017 8:23 AM
10	Welding	8/15/2017 8:18 AM
11	Fluid Power	8/14/2017 3:02 PM
12	Engineering	8/14/2017 8:55 AM
13	Refrigeration Engineers	8/11/2017 12:39 PM
14	Electro-Mechanical Technician Experienced	8/10/2017 1:16 PM
15	Chemical processing	8/10/2017 9:18 AM
16	motivated new entry hires willing to work a full week	8/9/2017 5:47 PM
17	Welder	8/9/2017 10:46 AM
18	Skilled machine operators	8/8/2017 4:31 PM
19	Production Technicians	8/8/2017 3:50 PM
20	installation	8/8/2017 3:24 PM
21	Sales/Marketing	8/8/2017 2:38 PM
22	Reliable operations employees	8/8/2017 1:31 PM
23	Machine Operators	8/8/2017 1:01 PM
24	extrusion operators	8/8/2017 12:35 PM
25	Manual machinist	8/8/2017 12:35 PM
26	Blanchard grinding operators	8/8/2017 12:12 PM
27	Machinery knowledge	8/8/2017 12:11 PM
28	Tool Makers	8/8/2017 11:57 AM

# Waukesha County Business Survey 2017

29	Electronics Technicians	8/8/2017 11:12 AM
30	unskilled labor	8/8/2017 10:41 AM
31	level one machine operators	8/8/2017 9:43 AM
32	Assembly - Shipping/Receiving	8/8/2017 8:46 AM
33	Set-up, spray	8/8/2017 8:40 AM
34	carpenters	8/8/2017 8:31 AM
35	yes	8/8/2017 8:30 AM
36	Replacement professionals	8/8/2017 7:47 AM
37	Machinist	8/8/2017 7:35 AM
38	Tool And Die Apprentices	8/8/2017 7:16 AM
39	CNC Machinist	8/8/2017 7:15 AM
40	machine operator	8/8/2017 7:11 AM
41	programming	8/8/2017 7:05 AM
#	2	DATE
1	night shift employees	8/16/2017 9:04 AM
2	Plant floor chemical packaging	8/16/2017 8:18 AM
3	CNC Machinist	8/15/2017 1:23 PM
4	Tool & Die Makers	8/15/2017 1:17 PM
5	Production employees trained for food manufacturing	8/15/2017 9:17 AM
6	Road crew installers	8/15/2017 9:16 AM
7	machine operators	8/15/2017 8:42 AM
8	PLASTIC INJECTION MOLDING PROCESS TECH	8/15/2017 8:23 AM
9	Laser/WaterJet Operator	8/15/2017 8:18 AM
10	Soft Skills	8/14/2017 3:02 PM
11	Sales	8/14/2017 8:55 AM
12	Material Handlers	8/11/2017 12:39 PM
13	3D Design Technician	8/10/2017 1:16 PM
14	Maintenance	8/10/2017 9:18 AM
15	mfg technicians with STEM knowledge skills	8/9/2017 5:47 PM
16	Machinist	8/9/2017 10:46 AM
17	Skilled assemblers	8/8/2017 4:31 PM
18	Engineers	8/8/2017 3:50 PM
19	project management	8/8/2017 3:24 PM
20	Shipping Receiving	8/8/2017 2:38 PM
21	Maintenance technicians	8/8/2017 1:31 PM
22	Customer Support	8/8/2017 1:01 PM
23	entry level packer/inspectors	8/8/2017 12:35 PM
24	Manual machinist	8/8/2017 12:35 PM
25	Machinery operation	8/8/2017 12:11 PM
26	Machinists	8/8/2017 11:57 AM
27	Firmware Engineers	8/8/2017 11:12 AM

# Waukesha County Business Survey 2017

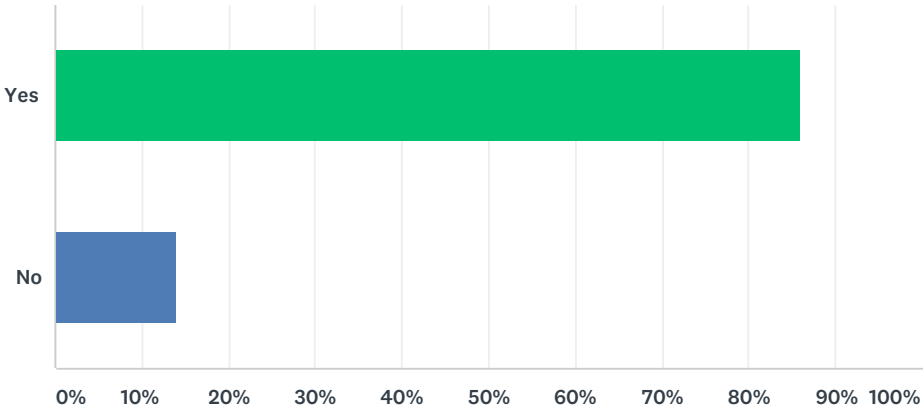
28	engineers	8/8/2017 10:41 AM
29	cnc programing and set up	8/8/2017 9:43 AM
30	Application Sales	8/8/2017 8:46 AM
31	Installer	8/8/2017 8:40 AM
32	trades persons	8/8/2017 8:31 AM
33	Engineering skills	8/8/2017 7:47 AM
34	Saw Operators	8/8/2017 7:35 AM
35	Tool and Die Makers	8/8/2017 7:16 AM
36	Mechanical Technician (machine builder)	8/8/2017 7:15 AM
37	line leader	8/8/2017 7:11 AM
38	manufacturing- panel wirer	8/8/2017 7:05 AM
#	3	DATE
1	gear shaping machinists	8/16/2017 9:04 AM
2	Warehousing	8/16/2017 8:18 AM
3	CNC programmer	8/15/2017 1:23 PM
4	CNC/EDM Machine Operators	8/15/2017 1:17 PM
5	Customer service (office)	8/15/2017 9:17 AM
6	Inspectors	8/15/2017 9:16 AM
7	machine operators	8/15/2017 8:42 AM
8	TOOL AND DIE	8/15/2017 8:23 AM
9	Fabricating	8/15/2017 8:18 AM
10	Automation	8/14/2017 3:02 PM
11	Manufacturing	8/14/2017 8:55 AM
12	Production Workers	8/11/2017 12:39 PM
13	Welder MIG/TIG Experienced	8/10/2017 1:16 PM
14	programming	8/10/2017 9:18 AM
15	Technitians	8/9/2017 10:46 AM
16	General laborers	8/8/2017 4:31 PM
17	Sourcing	8/8/2017 3:50 PM
18	mid-level management	8/8/2017 3:24 PM
19	Brakepress, Welder	8/8/2017 2:38 PM
20	operations management	8/8/2017 1:31 PM
21	Sales	8/8/2017 1:01 PM
22	Cnc machinist	8/8/2017 12:35 PM
23	Automation Mechanics	8/8/2017 11:57 AM
24	Skilled Trades	8/8/2017 11:12 AM
25	robotics	8/8/2017 10:41 AM
26	parts loaders	8/8/2017 9:43 AM
27	Administrative - Billing/Purchasing	8/8/2017 8:46 AM
28	Installerr, set-up	8/8/2017 8:40 AM
29	Additive manufacturing	8/8/2017 7:47 AM

## Waukesha County Business Survey 2017

30	Maintenance	8/8/2017 7:35 AM
31	Tool and Die designers	8/8/2017 7:16 AM
32	Electrical technician	8/8/2017 7:15 AM
33	manufacturing supervisor	8/8/2017 7:11 AM
34	engineering	8/8/2017 7:05 AM

Q25 Have you experienced difficulty attracting and/or retaining employees?

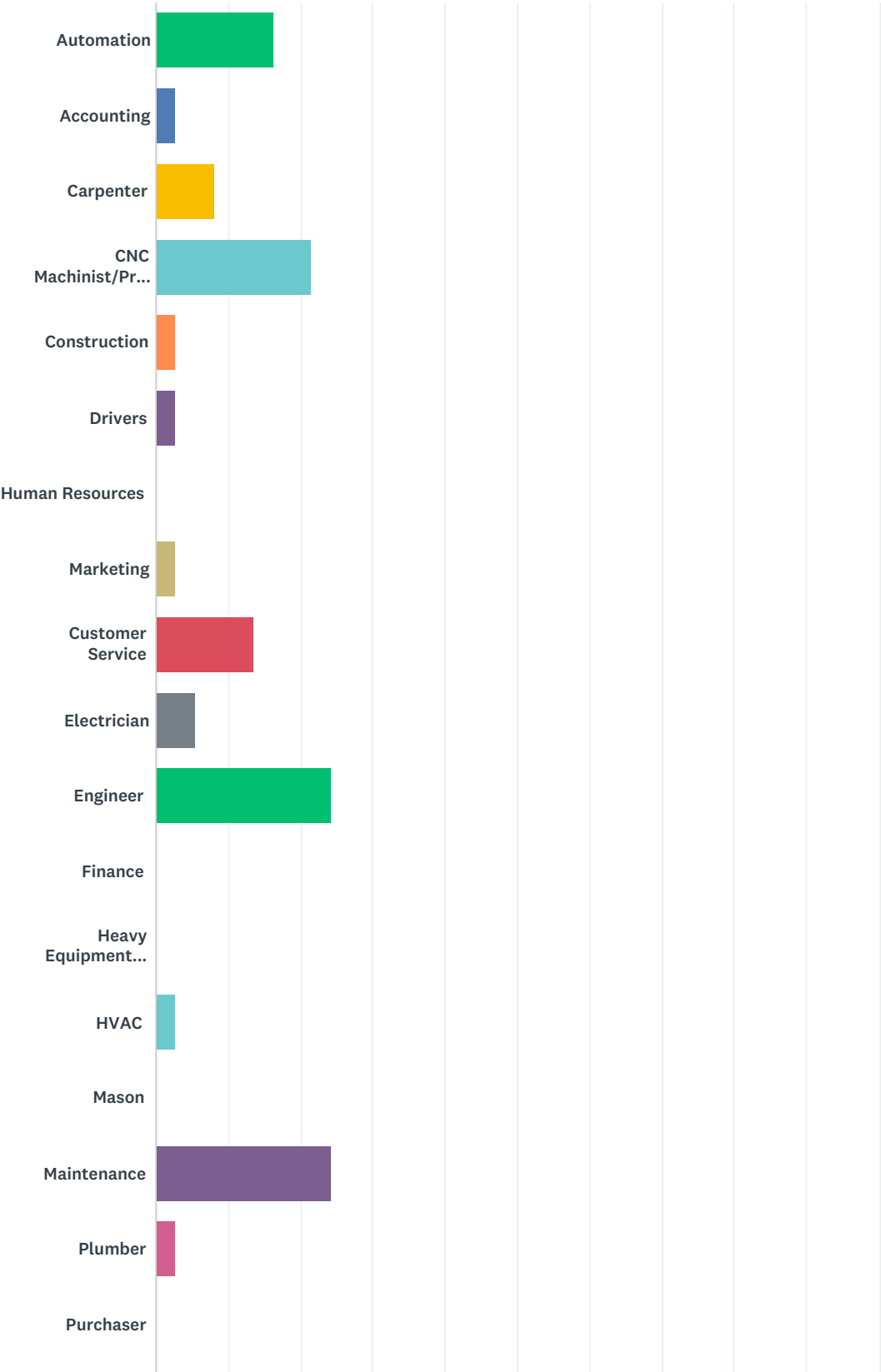
Answered: 43 Skipped: 0



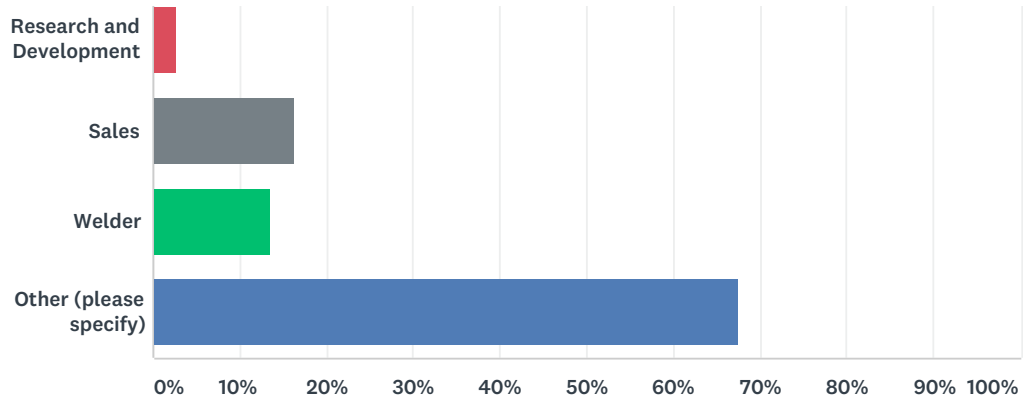
ANSWER CHOICES	RESPONSES	
Yes	86.05%	37
No	13.95%	6
TOTAL		43

Q26 What specific positions has your business experienced difficulty in filling or retaining? (Select All that Apply)

Answered: 37    Skipped: 6



# Waukesha County Business Survey 2017



ANSWER CHOICES	RESPONSES	
Automation	16.22%	6
Accounting	2.70%	1
Carpenter	8.11%	3
CNC Machinist/Programmer	21.62%	8
Construction	2.70%	1
Drivers	2.70%	1
Human Resources	0.00%	0
Marketing	2.70%	1
Customer Service	13.51%	5
Electrician	5.41%	2
Engineer	24.32%	9
Finance	0.00%	0
Heavy Equipment Operator	0.00%	0
HVAC	2.70%	1
Mason	0.00%	0
Maintenance	24.32%	9
Plumber	2.70%	1
Purchaser	0.00%	0
Research and Development	2.70%	1
Sales	16.22%	6
Welder	13.51%	5
Other (please specify)	67.57%	25
Total Respondents: 37		

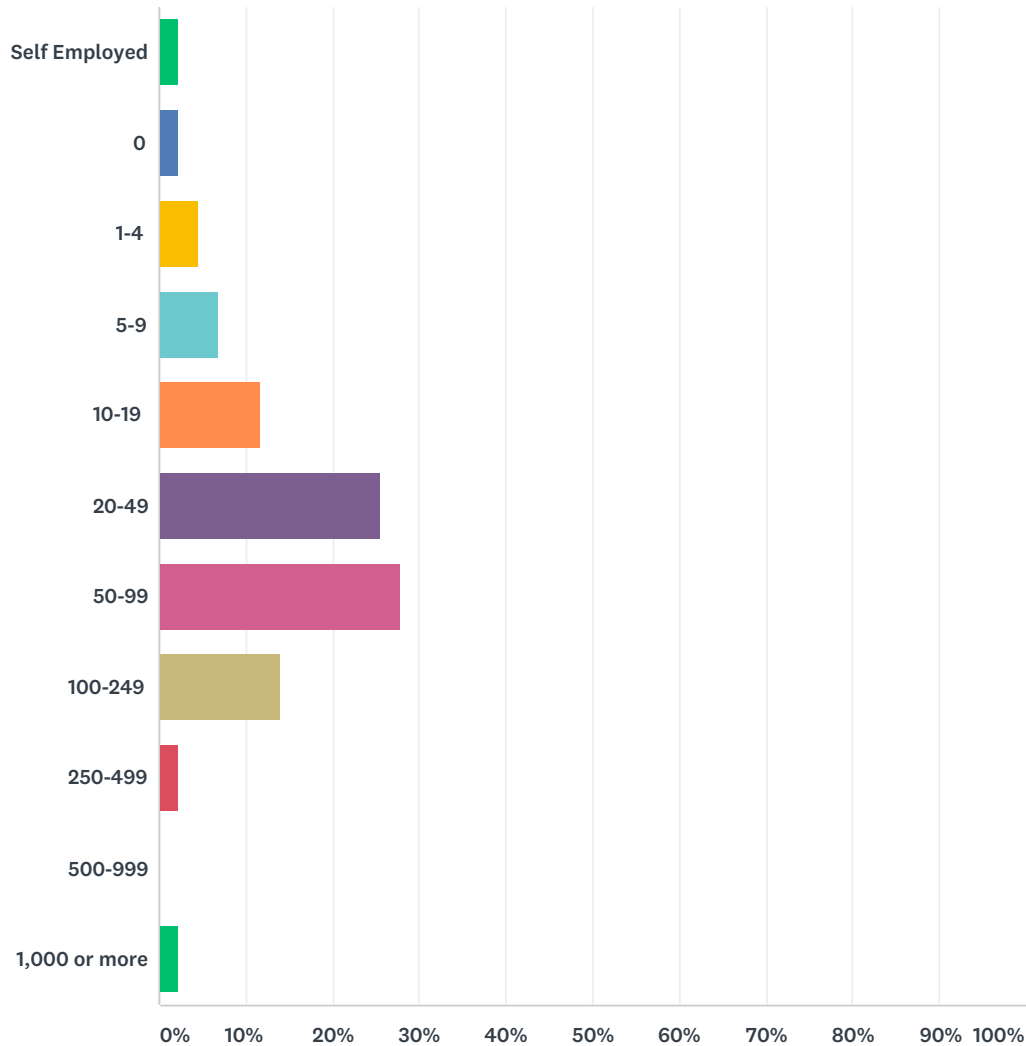
#	OTHER (PLEASE SPECIFY)	DATE
1	gear cutting machinists, night shift employees	8/16/2017 9:05 AM

# Waukesha County Business Survey 2017

2	Plant floor operators	8/16/2017 8:20 AM
3	Tool & Die Makers	8/15/2017 1:18 PM
4	Food Processing	8/15/2017 9:19 AM
5	QA Inspectors	8/15/2017 8:21 AM
6	Manufacturing Positions with enough experience and skills to qualify for the jobs	8/10/2017 1:18 PM
7	chemical operator	8/10/2017 9:23 AM
8	Technitians - Machinists	8/9/2017 10:46 AM
9	Skilled electronics machines operator	8/8/2017 4:32 PM
10	shipping receiving	8/8/2017 2:38 PM
11	operations employees	8/8/2017 1:32 PM
12	Tube Laser Operators	8/8/2017 1:02 PM
13	extrusion operator	8/8/2017 12:36 PM
14	Manual machinist	8/8/2017 12:35 PM
15	Machine operator - precision grinding	8/8/2017 12:13 PM
16	Job shop & machine know-how	8/8/2017 12:12 PM
17	Electronics Technician	8/8/2017 11:13 AM
18	general manufacturing	8/8/2017 10:41 AM
19	level one machine operators	8/8/2017 9:44 AM
20	Production - Assembly	8/8/2017 8:48 AM
21	Manufacturing cast polymer	8/8/2017 8:42 AM
22	assembly people	8/8/2017 8:30 AM
23	Saw Operators	8/8/2017 7:36 AM
24	machine/line operator	8/8/2017 7:12 AM
25	programming	8/8/2017 7:06 AM

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

Answered: 43 Skipped: 0



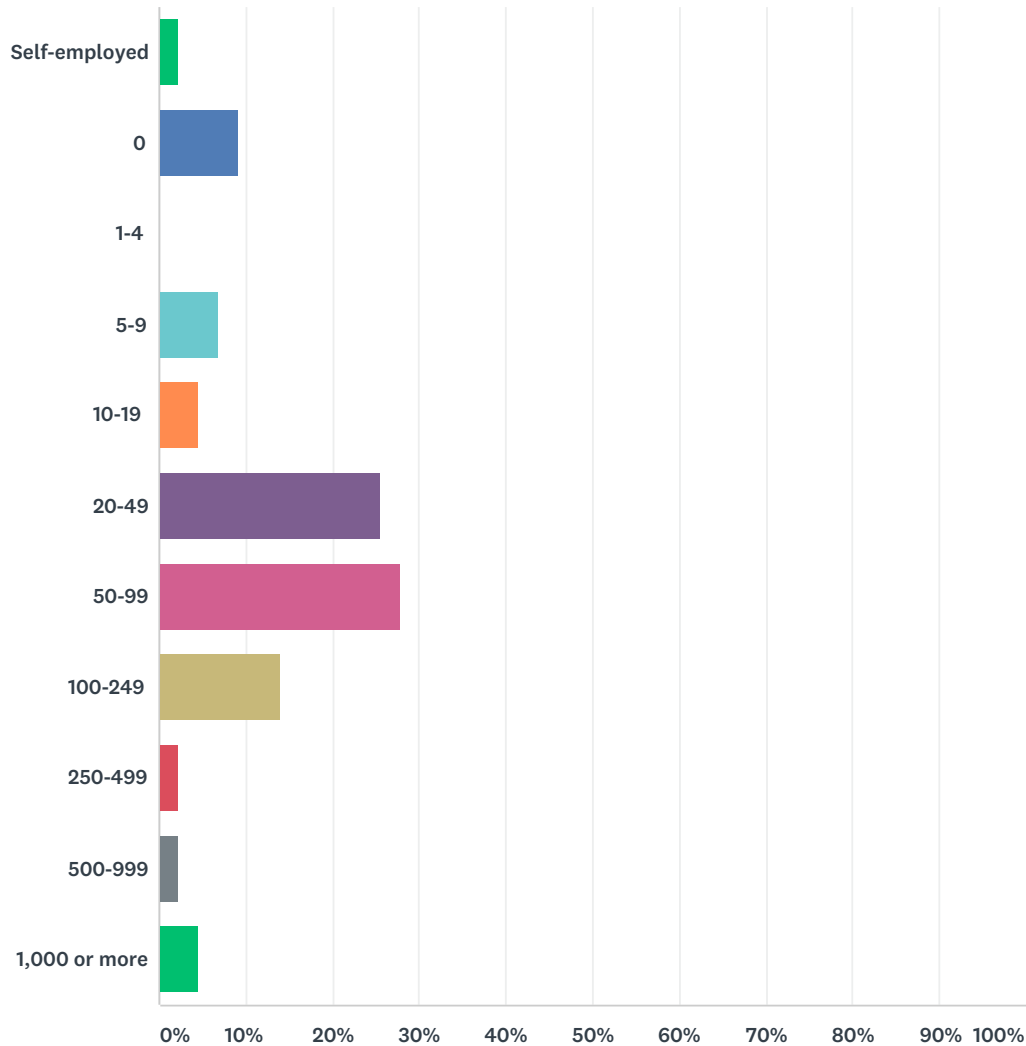
ANSWER CHOICES	RESPONSES	
Self Employed	2.33%	1
0	2.33%	1
1-4	4.65%	2
5-9	6.98%	3
10-19	11.63%	5
20-49	25.58%	11
50-99	27.91%	12
100-249	13.95%	6
250-499	2.33%	1

## Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	2.33%	1
TOTAL		43

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

Answered: 43 Skipped: 0



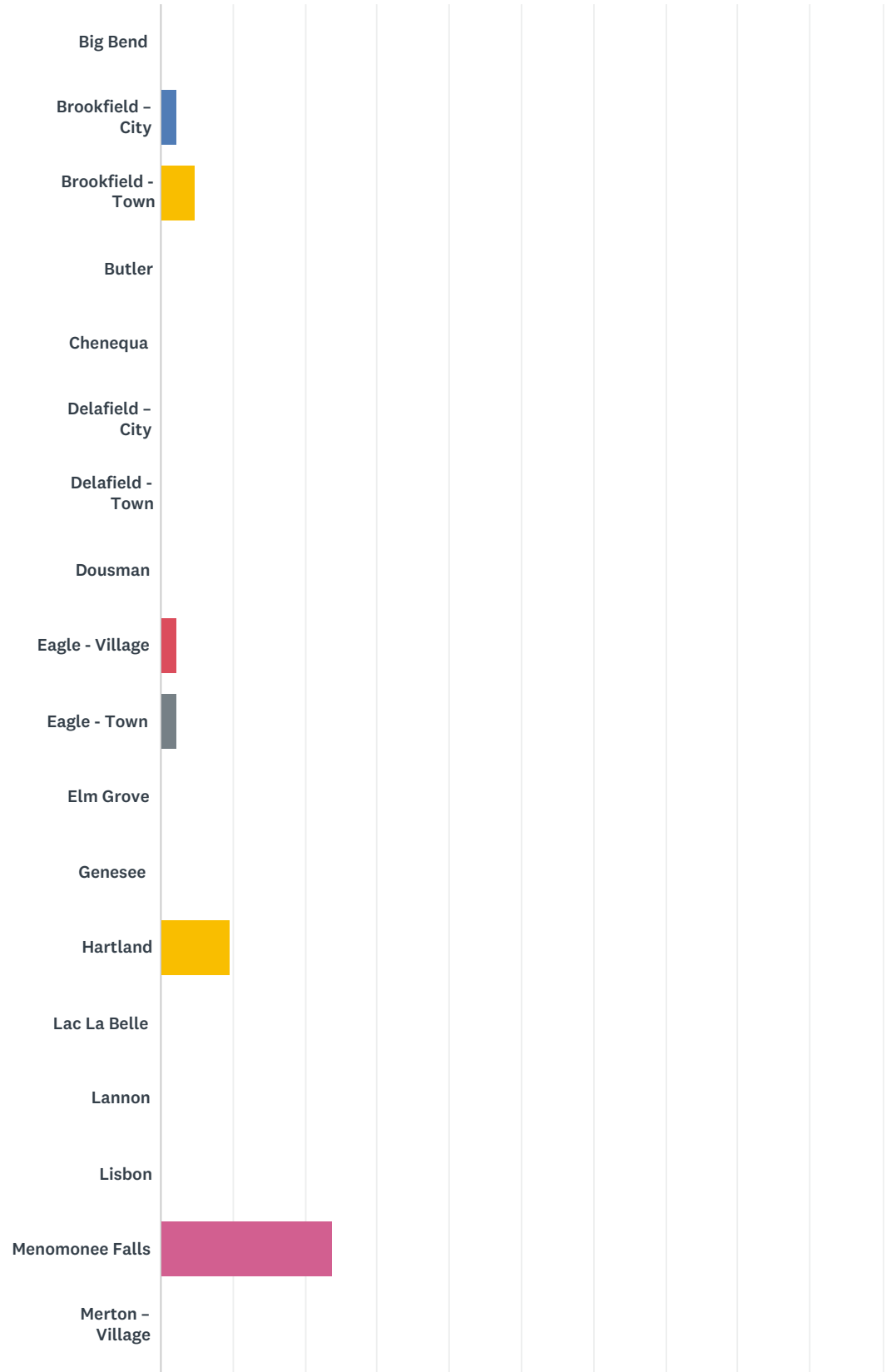
ANSWER CHOICES	RESPONSES	
Self-employed	2.33%	1
0	9.30%	4
1-4	0.00%	0
5-9	6.98%	3
10-19	4.65%	2
20-49	25.58%	11
50-99	27.91%	12
100-249	13.95%	6
250-499	2.33%	1

## Waukesha County Business Survey 2017

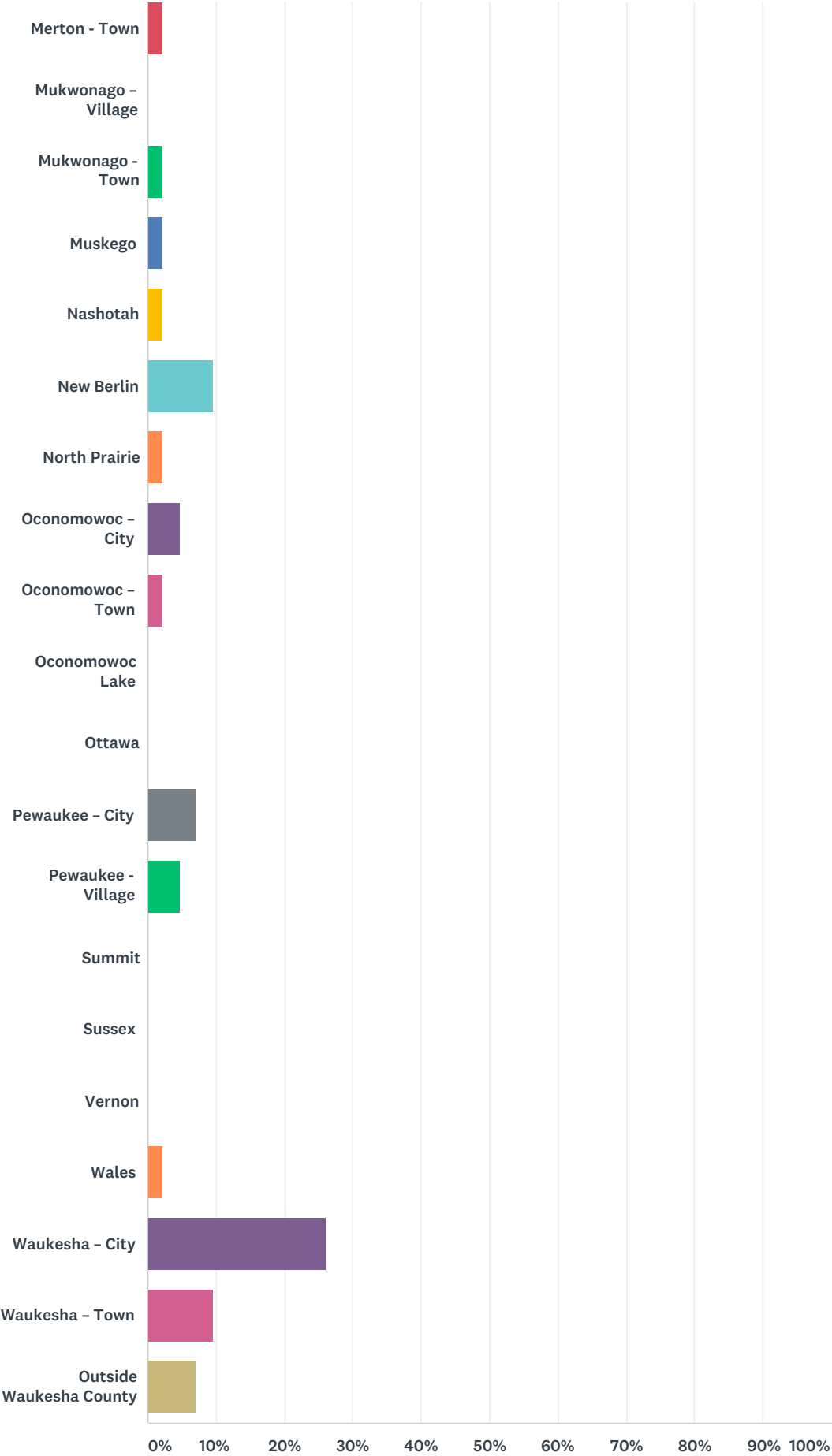
500-999	2.33%	1
1,000 or more	4.65%	2
TOTAL		43

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

Answered: 42    Skipped: 1



Waukesha County Business Survey 2017



# Waukesha County Business Survey 2017

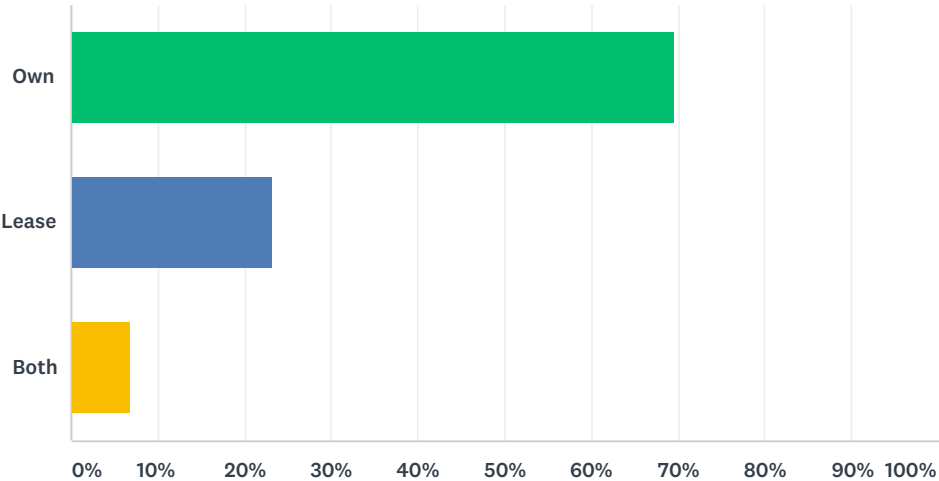
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	2.38%	1
Brookfield - Town	4.76%	2
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	0.00%	0
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	2.38%	1
Eagle - Town	2.38%	1
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	9.52%	4
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	23.81%	10
Merton – Village	0.00%	0
Merton - Town	2.38%	1
Mukwonago – Village	0.00%	0
Mukwonago - Town	2.38%	1
Muskego	2.38%	1
Nashotah	2.38%	1
New Berlin	9.52%	4
North Prairie	2.38%	1
Oconomowoc – City	4.76%	2
Oconomowoc – Town	2.38%	1
Oconomowoc Lake	0.00%	0
Ottawa	0.00%	0
Pewaukee – City	7.14%	3
Pewaukee - Village	4.76%	2
Summit	0.00%	0
Sussex	0.00%	0
Vernon	0.00%	0

## Waukesha County Business Survey 2017

Wales	2.38%	1
Waukesha – City	26.19%	11
Waukesha – Town	9.52%	4
Outside Waukesha County	7.14%	3
Total Respondents: 42		

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

Answered: 43 Skipped: 0



ANSWER CHOICES	RESPONSES	
Own	69.77%	30
Lease	23.26%	10
Both	6.98%	3
TOTAL		43

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

Answered: 42 Skipped: 1

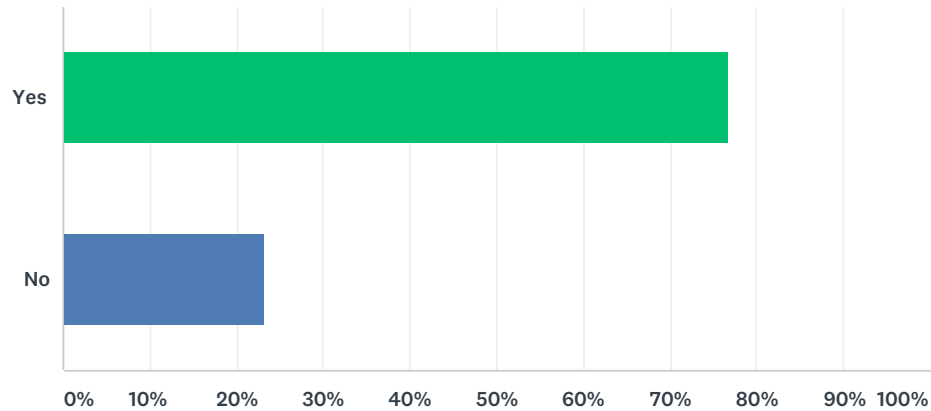
#	RESPONSES	DATE
1	7,500	8/16/2017 7:46 PM
2	100.00	8/16/2017 9:06 AM
3	100%	8/16/2017 8:21 AM
4	65	8/16/2017 6:19 AM
5	100	8/15/2017 1:27 PM
6	100%	8/15/2017 1:19 PM
7	80%	8/15/2017 9:20 AM
8	75%	8/15/2017 9:18 AM
9	100	8/15/2017 8:44 AM
10	33250	8/15/2017 8:24 AM
11	100	8/15/2017 8:22 AM
12	100	8/14/2017 3:04 PM
13	50000	8/14/2017 8:56 AM
14	80	8/10/2017 1:19 PM
15	100	8/10/2017 9:24 AM
16	100	8/9/2017 5:49 PM
17	20,000 sq/ft	8/9/2017 10:47 AM
18	100	8/8/2017 4:33 PM
19	50	8/8/2017 3:51 PM
20	30	8/8/2017 3:26 PM
21	100	8/8/2017 2:39 PM
22	100	8/8/2017 1:32 PM
23	85	8/8/2017 1:04 PM
24	100%	8/8/2017 12:37 PM
25	100	8/8/2017 12:36 PM
26	70 percent	8/8/2017 12:14 PM
27	33,000	8/8/2017 12:13 PM
28	85%	8/8/2017 11:59 AM
29	100	8/8/2017 11:14 AM
30	80	8/8/2017 10:42 AM
31	100	8/8/2017 9:45 AM
32	65%	8/8/2017 8:49 AM
33	65	8/8/2017 8:43 AM
34	80	8/8/2017 8:33 AM

## Waukesha County Business Survey 2017

35	100%	8/8/2017 8:32 AM
36	100%	8/8/2017 8:32 AM
37	N/a	8/8/2017 7:48 AM
38	90	8/8/2017 7:37 AM
39	100	8/8/2017 7:17 AM
40	80	8/8/2017 7:16 AM
41	100	8/8/2017 7:13 AM
42	100%	8/8/2017 7:07 AM

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

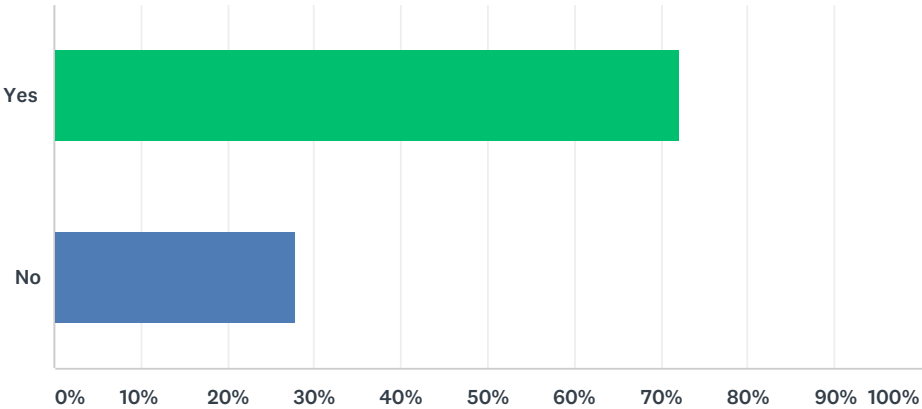
Answered: 43 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		76.74%	33
No		23.26%	10
TOTAL			43

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

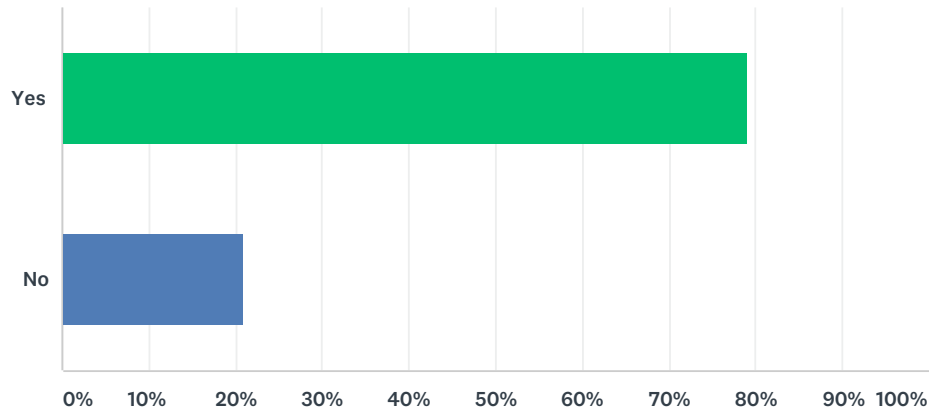
Answered: 43 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		72.09%	31
No		27.91%	12
TOTAL			43

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

Answered: 43 Skipped: 0

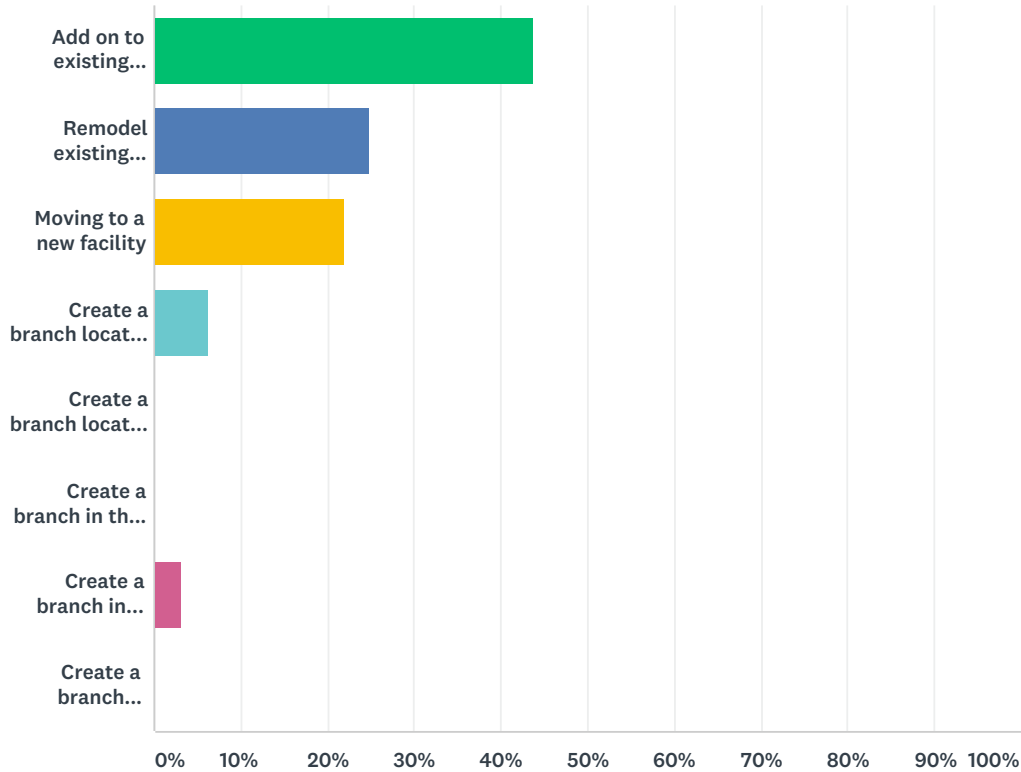


ANSWER CHOICES	RESPONSES	
Yes	79.07%	34
No	20.93%	9
TOTAL		43

#	PLEASE DESCRIBE	DATE
1	Connecting manufacturers with the best resources to enable them to take advantage of the latest trends	8/16/2017 7:48 PM
2	PEOPLE+MACHINES	8/16/2017 6:20 AM
3	new product release for a New market sector	8/15/2017 1:28 PM
4	Growth in Aluminum Casting & Machining	8/15/2017 1:20 PM
5	possible add on and additional equipment	8/15/2017 8:46 AM
6	Acquire a bigger bldg/more space	8/15/2017 8:23 AM
7	Larger market share	8/14/2017 3:05 PM
8	Slow Growth only	8/10/2017 1:20 PM
9	add to multishift hours, facility expansion	8/9/2017 5:51 PM
10	More qualified help creates more business potential	8/9/2017 10:48 AM
11	competitor attrition	8/8/2017 12:14 PM
12	Add metal melting operations	8/8/2017 12:14 PM
13	More automation to increase capital utilization	8/8/2017 12:00 PM
14	Considerable international growth	8/8/2017 11:14 AM
15	new product lines	8/8/2017 10:43 AM
16	depending on economy	8/8/2017 9:46 AM
17	We will expand as sales continue to increase	8/8/2017 8:50 AM
18	add product lines	8/8/2017 8:32 AM
19	Increase customer base - diversify	8/8/2017 7:37 AM
20	Looking for larger building, 100,000 Square feet or larger	8/8/2017 7:19 AM

## Q43 Which best describes your business expansion plans?

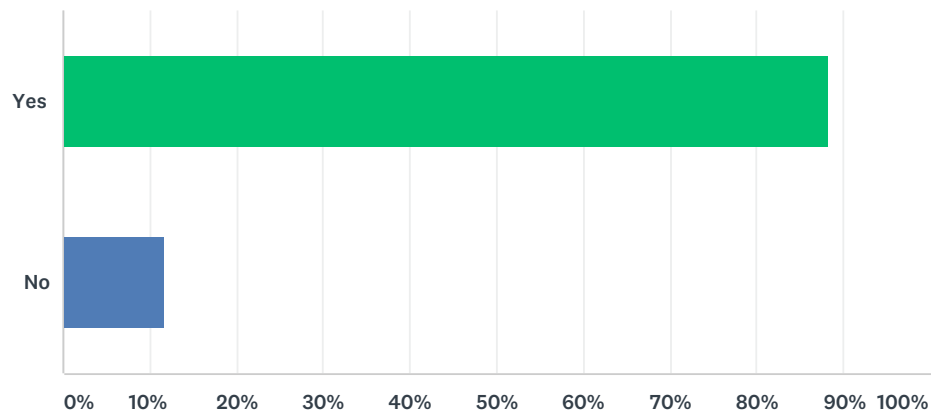
Answered: 32   Skipped: 11



ANSWER CHOICES	RESPONSES	
Add on to existing facility	43.75%	14
Remodel existing facility	25.00%	8
Moving to a new facility	21.88%	7
Create a branch location in Waukesha County	6.25%	2
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	3.13%	1
Create a branch Internationally	0.00%	0
<b>TOTAL</b>		<b>32</b>

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

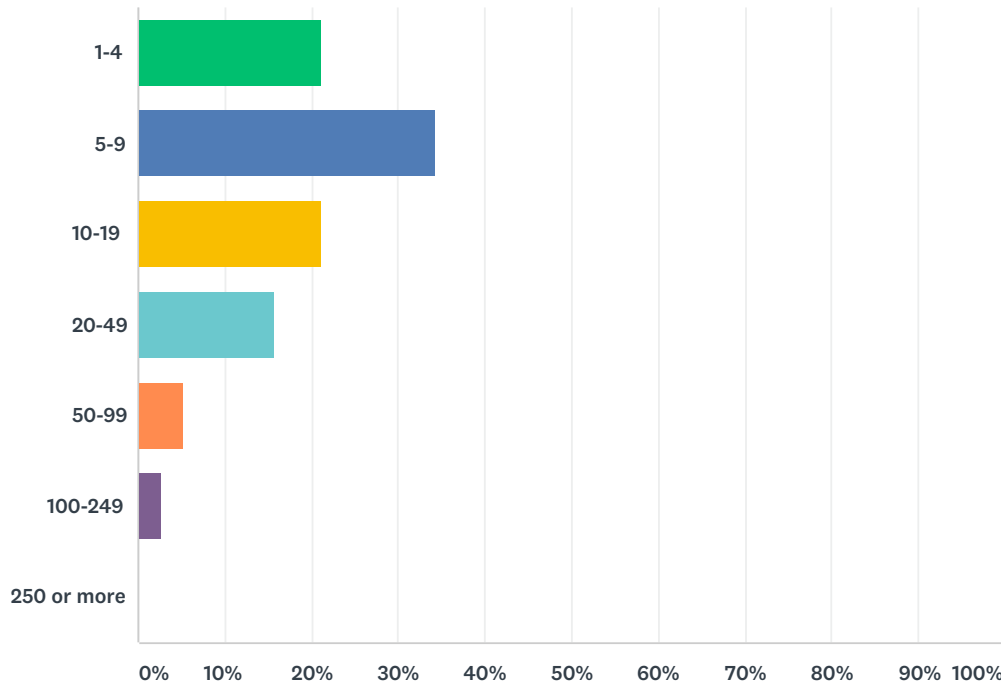
Answered: 43    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		88.37%	38
No		11.63%	5
TOTAL			43

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

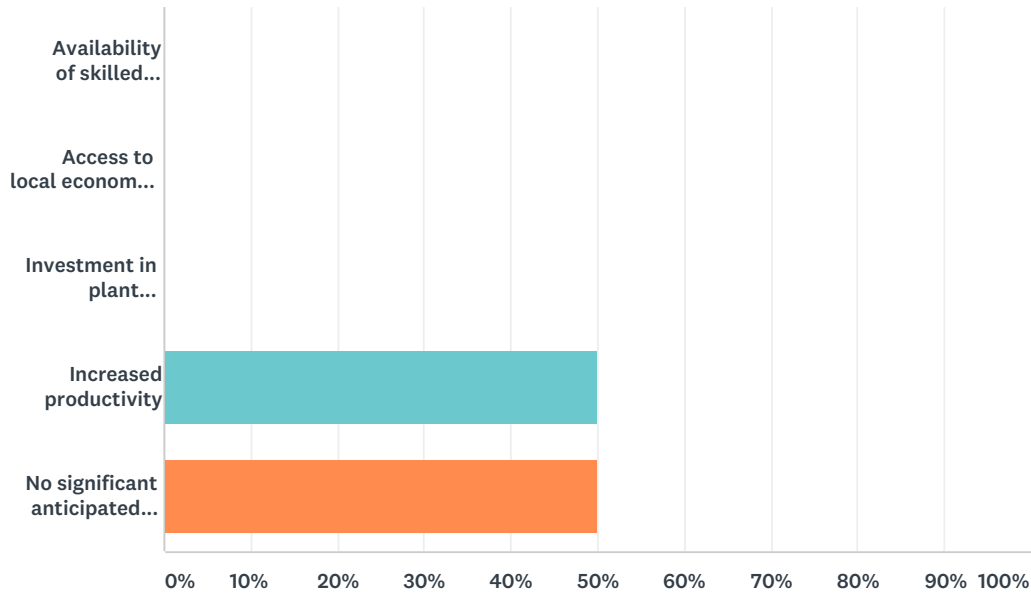
Answered: 38 Skipped: 5



ANSWER CHOICES	RESPONSES	
1-4	21.05%	8
5-9	34.21%	13
10-19	21.05%	8
20-49	15.79%	6
50-99	5.26%	2
100-249	2.63%	1
250 or more	0.00%	0
TOTAL		38

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

Answered: 2 Skipped: 41

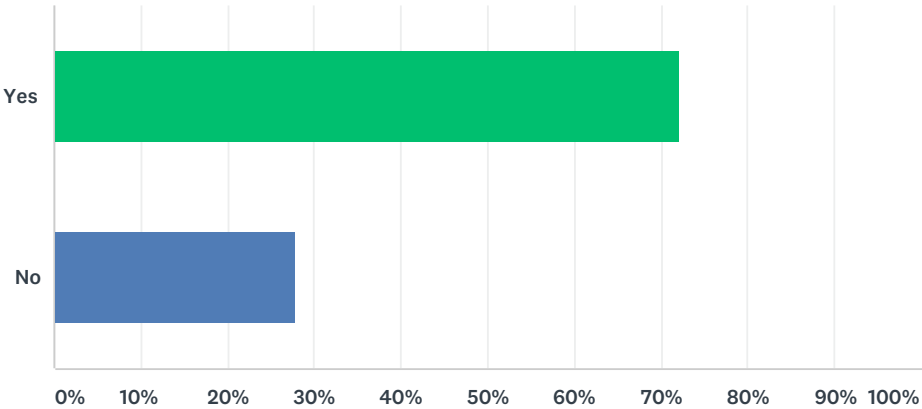


ANSWER CHOICES	RESPONSES	
Availability of skilled workers	0.00%	0
Access to local economic development grants, loans, and/or assistance	0.00%	0
Investment in plant efficiency and / or automation	0.00%	0
Increased productivity	50.00%	1
No significant anticipated growth in business	50.00%	1
<b>TOTAL</b>		<b>2</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Right now we are bldging locked, no current availablity for growth	8/15/2017 8:25 AM
2	begin to utilize national distribution networks	8/8/2017 8:35 AM
3	lack of leadership and incompetence of ownership	8/8/2017 8:34 AM

Q47 17. Is staff recruitment impacting your business?

Answered: 43 Skipped: 0

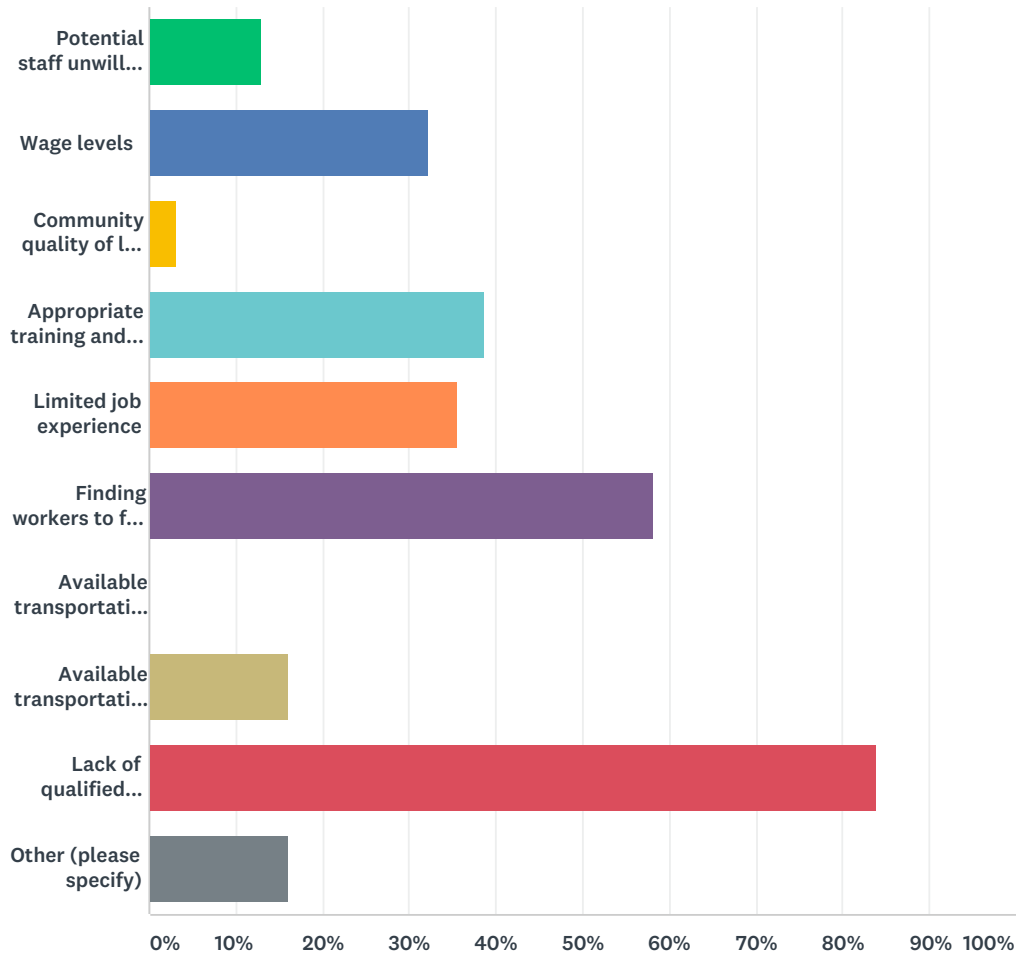


ANSWER CHOICES		RESPONSES	
Yes		72.09%	31
No		27.91%	12
TOTAL			43

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

Select All that Apply →

Answered: 31 Skipped: 12



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	12.90%	4
Wage levels	32.26%	10
Community quality of life amenities (parks, culture, entertainment...)	3.23%	1
Appropriate training and / or education	38.71%	12
Limited job experience	35.48%	11
Finding workers to fit the business culture	58.06%	18
Available transportation to work	0.00%	0
Available transportation to work	16.13%	5
Lack of qualified applicants	83.87%	26
Other (please specify)	16.13%	5

## Waukesha County Business Survey 2017

Total Respondents: 31		
#	OTHER (PLEASE SPECIFY)	DATE
1	Finding applicants who actually want to work, most post resumes to meet unemployment requirements	8/15/2017 8:27 AM
2	Health Insurance	8/8/2017 3:27 PM
3	Cyclical sales	8/8/2017 12:16 PM
4	people that want to work / to many getting govt hand outs why work?	8/8/2017 9:47 AM
5	we offer way below market salaries and way below market benefits = only the deadbeats stay and the good leave ASAP	8/8/2017 8:35 AM

## 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: 39 Skipped: 4

ANSWER CHOICES	RESPONSES	
1	100.00%	39
2	87.18%	34
3	71.79%	28

#	1	DATE
1	Connected Devices	8/16/2017 7:51 PM
2	cnc machinists	8/16/2017 9:24 AM
3	More experience with automation and computer controlled equipment	8/16/2017 8:23 AM
4	MATH	8/16/2017 6:25 AM
5	5 axis machining	8/15/2017 1:29 PM
6	Factory Automation	8/15/2017 1:21 PM
7	Desire to learn new skills	8/15/2017 9:28 AM
8	skilled mechanics	8/15/2017 9:20 AM
9	set up machinists	8/15/2017 8:49 AM
10	robotics (welding)	8/15/2017 8:28 AM
11	ROBOTICS	8/15/2017 8:26 AM
12	Engineering	8/14/2017 3:49 PM
13	Fluid Power	8/14/2017 3:06 PM
14	Refrigerations knowledge	8/11/2017 12:44 PM
15	Capable hardworking people	8/10/2017 1:21 PM
16	chemistry	8/10/2017 9:25 AM
17	Lean mfg process knowhow	8/9/2017 6:05 PM
18	Technical education (electronics)	8/8/2017 3:53 PM
19	electrical	8/8/2017 3:27 PM
20	ERP	8/8/2017 2:41 PM
21	automation	8/8/2017 1:35 PM
22	CNC Machine Operators	8/8/2017 1:08 PM
23	Electromechanical skill sets	8/8/2017 1:07 PM
24	Machining	8/8/2017 12:39 PM
25	Blanchard grinder training	8/8/2017 12:17 PM
26	Electronics	8/8/2017 11:16 AM
27	robotics maintenance	8/8/2017 10:44 AM
28	programming	8/8/2017 9:48 AM

# Waukesha County Business Survey 2017

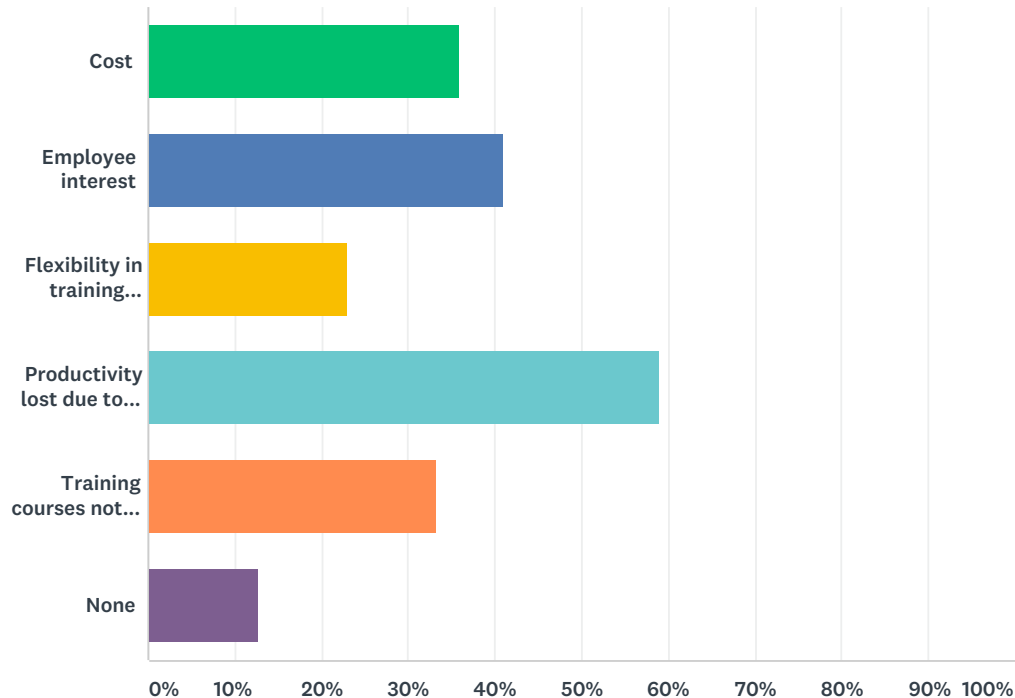
29	mechanical aptitude - not new	8/8/2017 8:52 AM
30	Spraying of our coating	8/8/2017 8:47 AM
31	engineering orientated sales people	8/8/2017 8:37 AM
32	skilled carpenters willing to travel	8/8/2017 8:36 AM
33	experience	8/8/2017 8:34 AM
34	Additive	8/8/2017 7:49 AM
35	machining technology	8/8/2017 7:39 AM
36	automation application	8/8/2017 7:29 AM
37	3-D printing of metal components	8/8/2017 7:21 AM
38	electromechanical training	8/8/2017 7:15 AM
39	panel wiring	8/8/2017 7:10 AM
#	2	DATE
1	Robotics	8/16/2017 7:51 PM
2	gear cutting machinists	8/16/2017 9:24 AM
3	MECHANICAL SKILL	8/16/2017 6:25 AM
4	sanitary welding	8/15/2017 1:29 PM
5	Information Technology	8/15/2017 1:21 PM
6	Food Safety Knowledge	8/15/2017 9:28 AM
7	Electrical experience	8/15/2017 9:20 AM
8	machine operators	8/15/2017 8:49 AM
9	laser operating	8/15/2017 8:28 AM
10	INJECTION MOLDING SET UP	8/15/2017 8:26 AM
11	CAD Designers/drafting	8/14/2017 3:49 PM
12	Soft Skills	8/14/2017 3:06 PM
13	Electrical knowledge	8/11/2017 12:44 PM
14	chemical processors	8/10/2017 9:25 AM
15	Lean learning associates training	8/9/2017 6:05 PM
16	Quality knowledge	8/8/2017 3:53 PM
17	technical	8/8/2017 3:27 PM
18	data acquisition	8/8/2017 1:35 PM
19	Estimators	8/8/2017 1:08 PM
20	Automation Communication	8/8/2017 1:07 PM
21	Basic "go to work" skills	8/8/2017 12:17 PM
22	Engineering	8/8/2017 11:16 AM
23	engineers	8/8/2017 10:44 AM
24	robotics	8/8/2017 9:48 AM
25	Fiberglass knowledge	8/8/2017 8:47 AM
26	not millennials (for sales) as they tend to believe an email is a sales call	8/8/2017 8:37 AM
27	electrical engineers	8/8/2017 8:36 AM
28	PLC	8/8/2017 8:34 AM
29	3D design	8/8/2017 7:49 AM

# Waukesha County Business Survey 2017

30	work ethic	8/8/2017 7:39 AM
31	electrical	8/8/2017 7:29 AM
32	Mechanical Design	8/8/2017 7:21 AM
33	english as second language	8/8/2017 7:15 AM
34	programming	8/8/2017 7:10 AM
#	3	DATE
1	Additive Manufacturing	8/16/2017 7:51 PM
2	people who want a manufacturing job	8/16/2017 9:24 AM
3	WILLING TO WORK IN MANUFACTURING	8/16/2017 6:25 AM
4	ERP efficiencies	8/15/2017 1:29 PM
5	Sales/Marketing	8/15/2017 1:21 PM
6	Pride in product produced	8/15/2017 9:28 AM
7	welding experience	8/15/2017 9:20 AM
8	machine repair	8/15/2017 8:49 AM
9	water jet operating	8/15/2017 8:28 AM
10	TOOL AND DIE	8/15/2017 8:26 AM
11	Automation	8/14/2017 3:06 PM
12	CDL:	8/11/2017 12:44 PM
13	customer service	8/10/2017 9:25 AM
14	sales	8/8/2017 3:27 PM
15	leadership	8/8/2017 1:35 PM
16	Advanced Manufacturing	8/8/2017 1:07 PM
17	shop floor training (blue prints/mic's/etc.	8/8/2017 12:17 PM
18	Skilled Trades	8/8/2017 11:16 AM
19	automation	8/8/2017 10:44 AM
20	set up	8/8/2017 9:48 AM
21	commonsense and better rounded (practical) education	8/8/2017 8:37 AM
22	robotic knowledge	8/8/2017 8:34 AM
23	Remote work	8/8/2017 7:49 AM
24	younger workforce intersted in manufacturing	8/8/2017 7:39 AM
25	machining programming (mastercam)	8/8/2017 7:29 AM
26	Tool and Die making	8/8/2017 7:21 AM
27	plc automation	8/8/2017 7:15 AM
28	engineering	8/8/2017 7:10 AM

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

Answered: 39 Skipped: 4

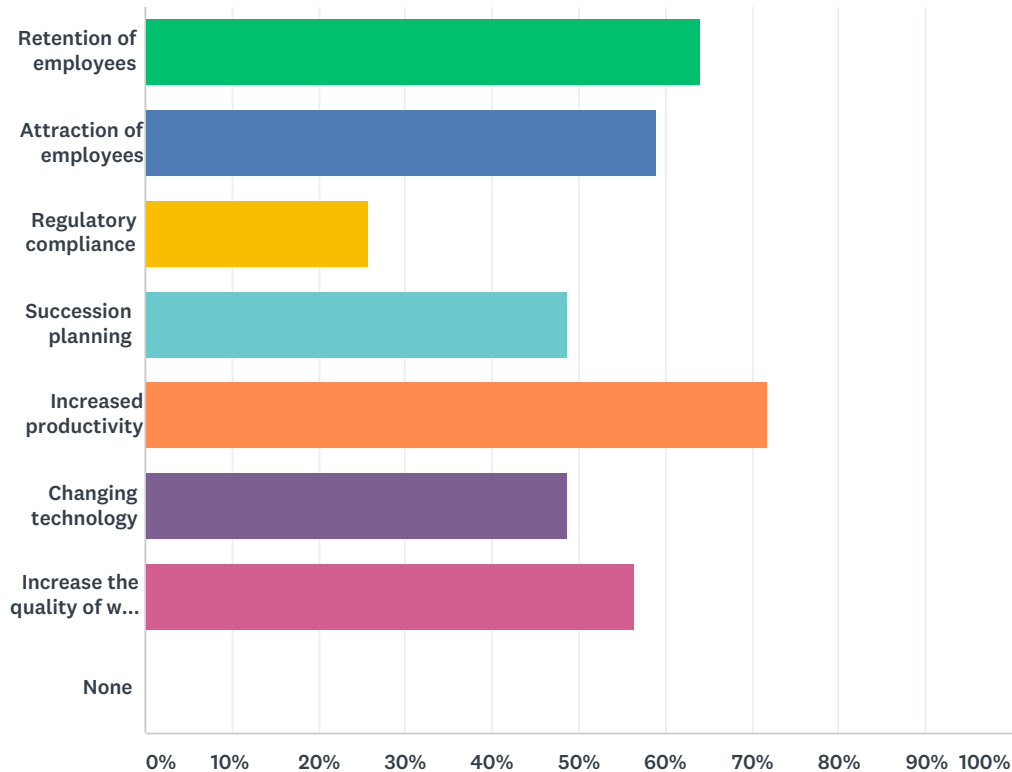


ANSWER CHOICES	RESPONSES	
Cost	35.90%	14
Employee interest	41.03%	16
Flexibility in training delivery (e.g., time and location)	23.08%	9
Productivity lost due to time off the job	58.97%	23
Training courses not available for my business needs	33.33%	13
None	12.82%	5
Total Respondents: 39		

#	OTHER (PLEASE SPECIFY)	DATE
1	Complexity of food manufacturing today requires interest and dedication.	8/15/2017 9:30 AM
2	having multiple shifts and locations	8/15/2017 8:29 AM
3	Rigid technical schools agenda w/o a real understanding to provide benefit to client for success.	8/9/2017 6:08 PM
4	Erratic sales	8/8/2017 12:18 PM
5	company ownership does believe in it, doesn't plan for it when there's no other options	8/8/2017 8:38 AM

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

Answered: 39 Skipped: 4

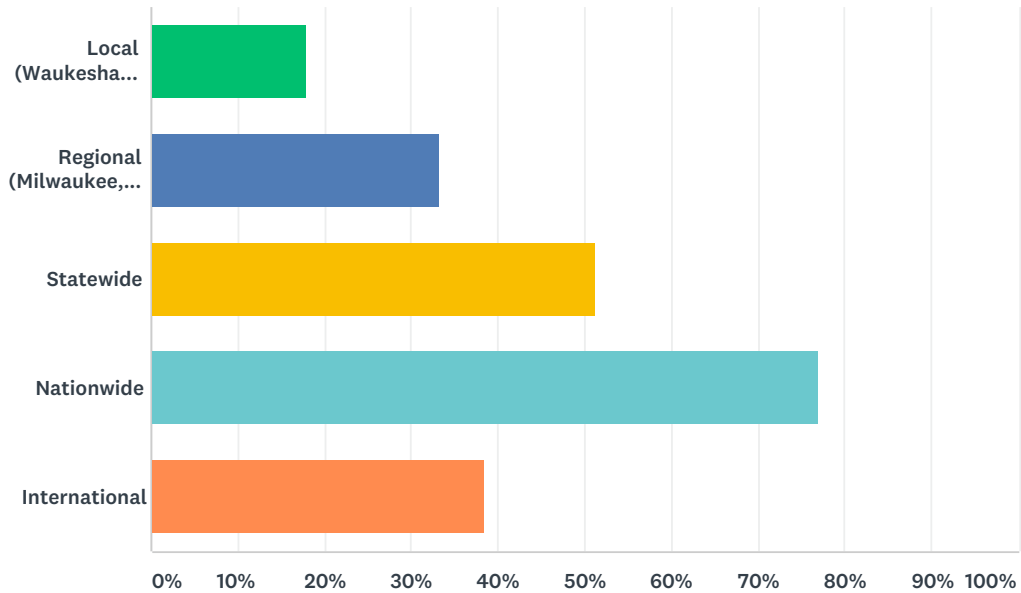


ANSWER CHOICES		RESPONSES	
Retention of employees		64.10%	25
Attraction of employees		58.97%	23
Regulatory compliance		25.64%	10
Succession planning		48.72%	19
Increased productivity		71.79%	28
Changing technology		48.72%	19
Increase the quality of work product		56.41%	22
None		0.00%	0
Total Respondents: 39			

#	OTHER (PLEASE SPECIFY)	DATE
1	ownership doesn't believe in it	8/8/2017 8:39 AM

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

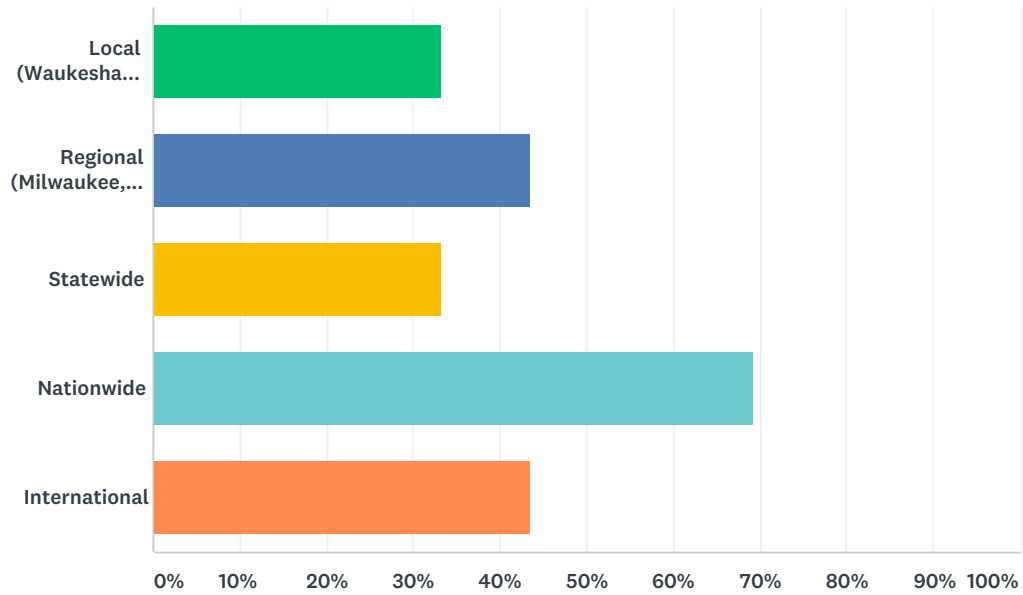
Answered: 39 Skipped: 4



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	17.95%	7
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	33.33%	13
Statewide	51.28%	20
Nationwide	76.92%	30
International	38.46%	15
Total Respondents: 39		

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

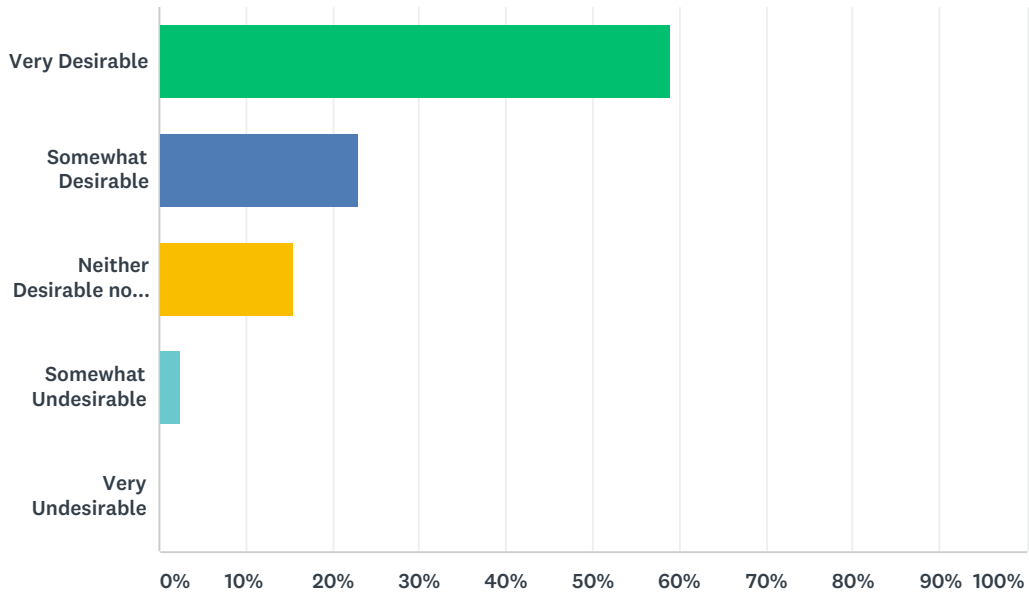
Answered: 39 Skipped: 4



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	33.33%	13
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	43.59%	17
Statewide	33.33%	13
Nationwide	69.23%	27
International	43.59%	17
Total Respondents: 39		

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

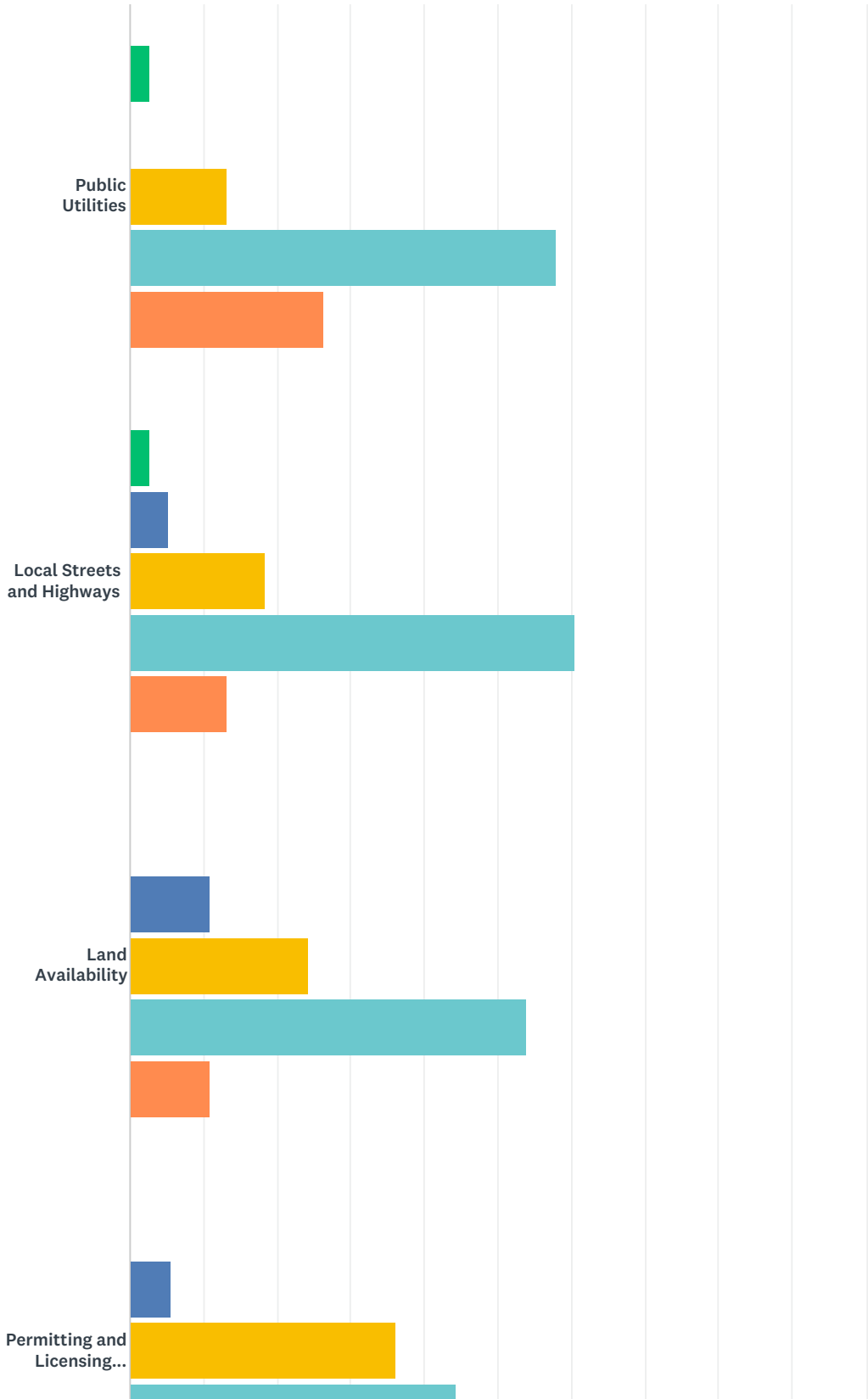
Answered: 39 Skipped: 4



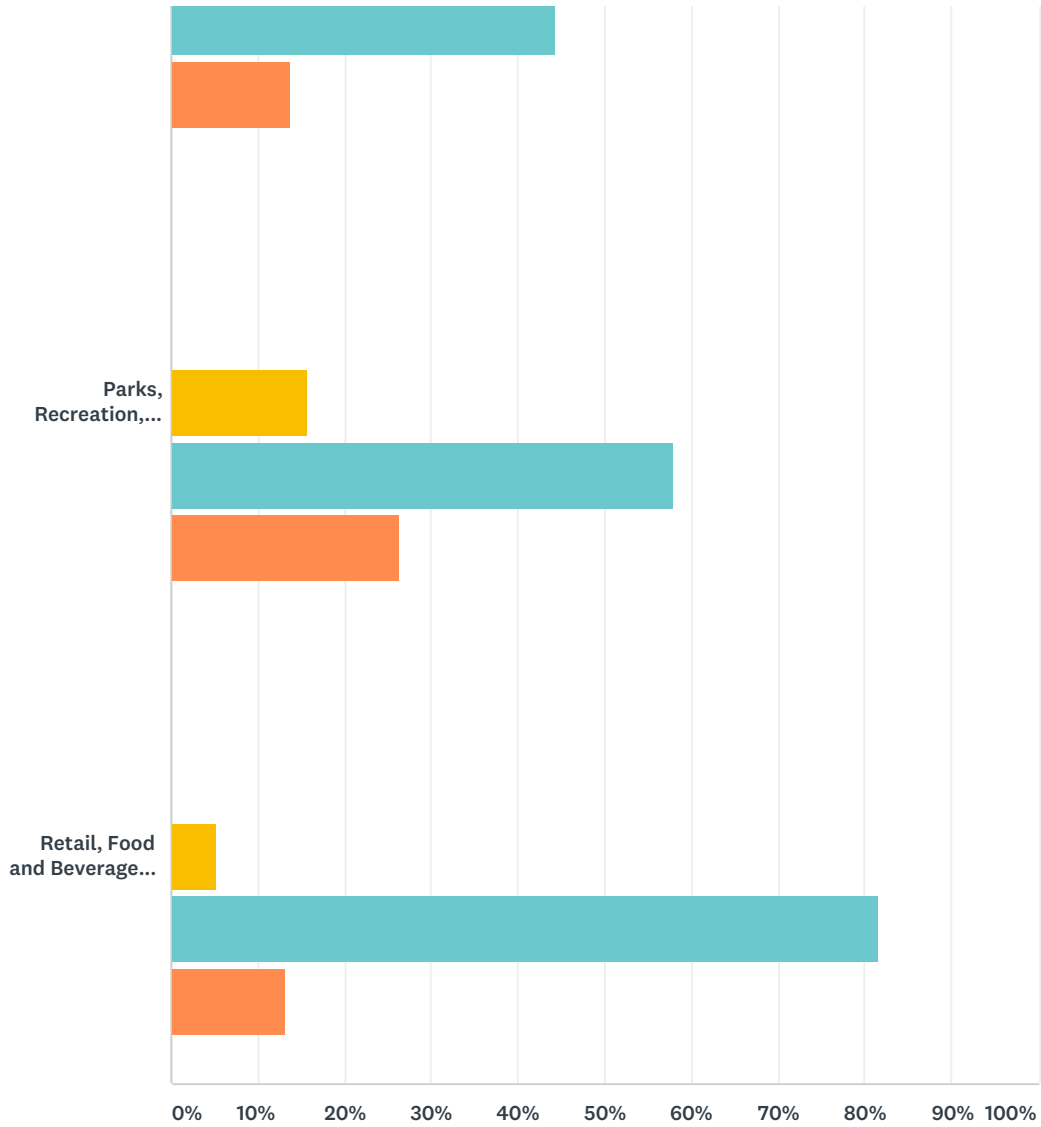
ANSWER CHOICES	RESPONSES	
Very Desirable	58.97%	23
Somewhat Desirable	23.08%	9
Neither Desirable nor Undesirable	15.38%	6
Somewhat Undesirable	2.56%	1
Very Undesirable	0.00%	0
TOTAL		39

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

Answered: 38 Skipped: 5



# Waukesha County Business Survey 2017

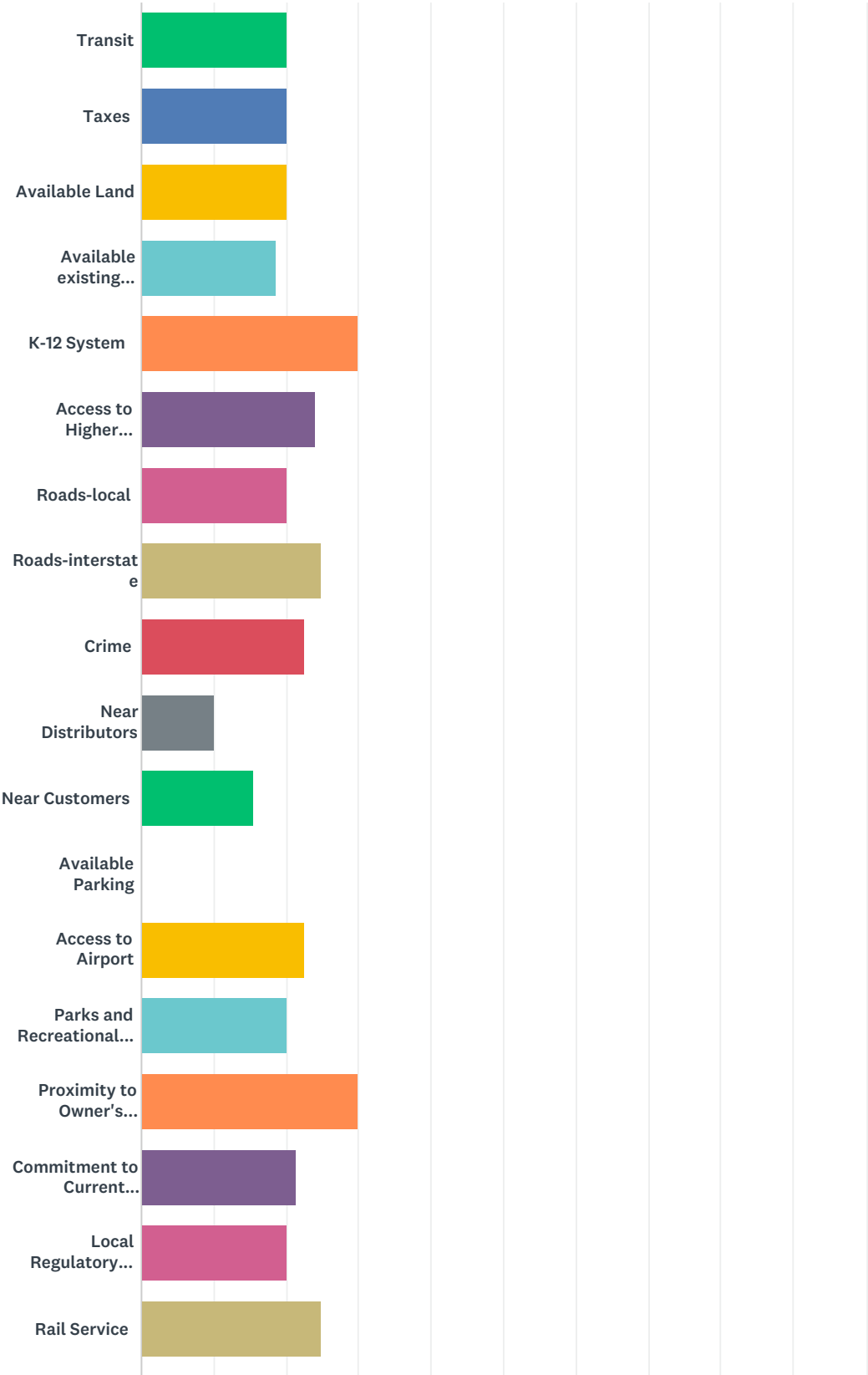


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

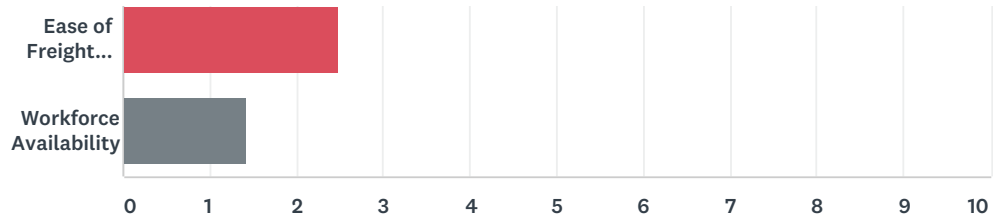
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	2.63% 1	0.00% 0	13.16% 5	57.89% 22	26.32% 10	38
Local Streets and Highways	2.63% 1	5.26% 2	18.42% 7	60.53% 23	13.16% 5	38
Land Availability	0.00% 0	10.81% 4	24.32% 9	54.05% 20	10.81% 4	37
Permitting and Licensing Assistance	0.00% 0	5.56% 2	36.11% 13	44.44% 16	13.89% 5	36
Parks, Recreation, Cultural Amenities	0.00% 0	0.00% 0	15.79% 6	57.89% 22	26.32% 10	38
Retail, Food and Beverage Services	0.00% 0	0.00% 0	5.26% 2	81.58% 31	13.16% 5	38

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: 34    Skipped: 9



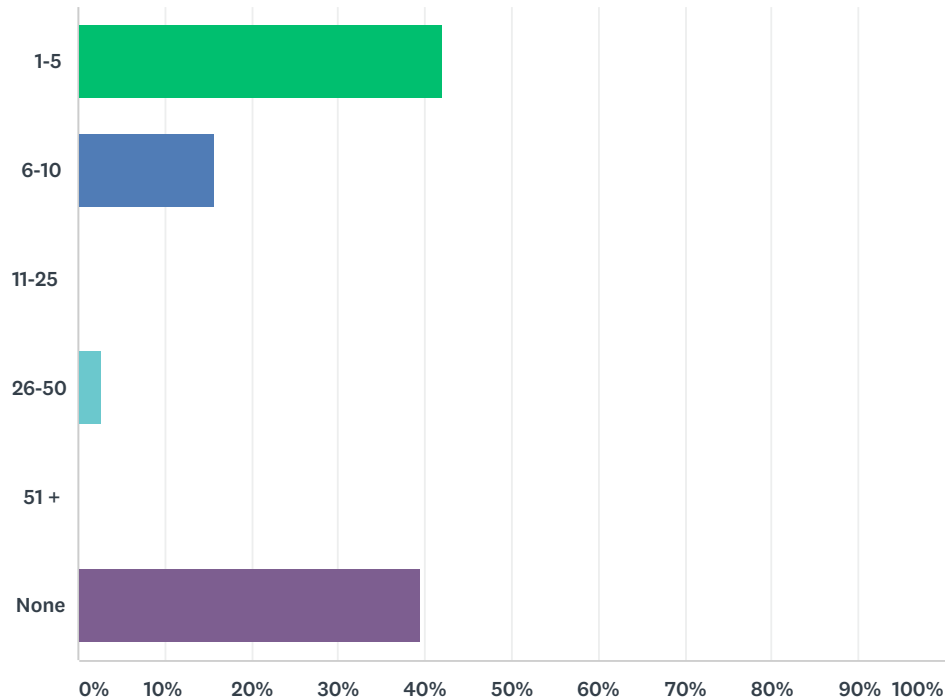
# Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	0.00% 0	100.00% 2	0.00% 0	2	2.00
Taxes	33.33% 4	33.33% 4	33.33% 4	12	2.00
Available Land	20.00% 1	60.00% 3	20.00% 1	5	2.00
Available existing building	28.57% 2	57.14% 4	14.29% 1	7	1.86
K-12 System	0.00% 0	0.00% 0	100.00% 2	2	3.00
Access to Higher Education	20.00% 1	20.00% 1	60.00% 3	5	2.40
Roads-local	0.00% 0	100.00% 1	0.00% 0	1	2.00
Roads-interstate	16.67% 1	16.67% 1	66.67% 4	6	2.50
Crime	25.00% 1	25.00% 1	50.00% 2	4	2.25
Near Distributors	100.00% 1	0.00% 0	0.00% 0	1	1.00
Near Customers	63.64% 7	18.18% 2	18.18% 2	11	1.55
Available Parking	0.00% 0	0.00% 0	0.00% 0	0	0.00
Access to Airport	0.00% 0	75.00% 3	25.00% 1	4	2.25
Parks and Recreational Opportunities	0.00% 0	100.00% 1	0.00% 0	1	2.00
Proximity to Owner's Residence	0.00% 0	0.00% 0	100.00% 3	3	3.00
Commitment to Current Location	42.86% 3	0.00% 0	57.14% 4	7	2.14
Local Regulatory Environment	33.33% 1	33.33% 1	33.33% 1	3	2.00
Rail Service	0.00% 0	50.00% 1	50.00% 1	2	2.50
Ease of Freight Movement	0.00% 0	50.00% 3	50.00% 3	6	2.50
Workforce Availability	63.16% 12	31.58% 6	5.26% 1	19	1.42

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

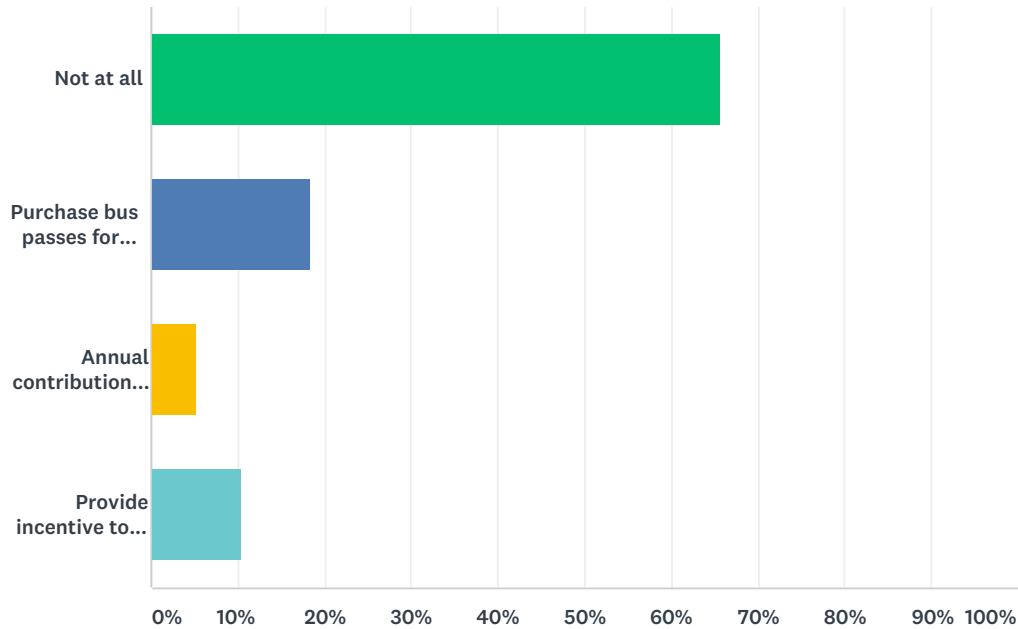
Answered: 38 Skipped: 5



ANSWER CHOICES	RESPONSES	
1-5	42.11%	16
6-10	15.79%	6
11-25	0.00%	0
26-50	2.63%	1
51 +	0.00%	0
None	39.47%	15
<b>TOTAL</b>		<b>38</b>

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

Answered: 38 Skipped: 5

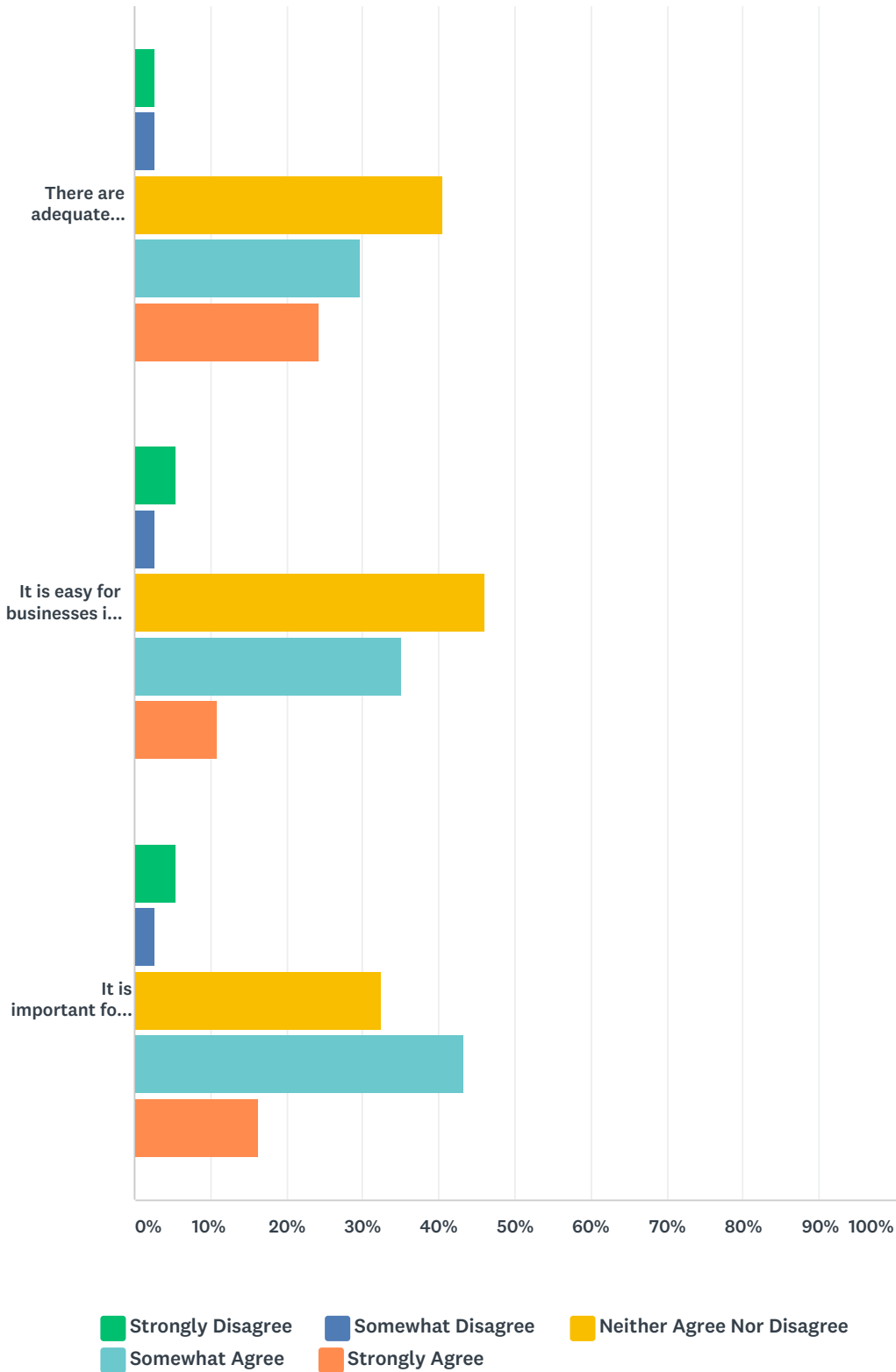


ANSWER CHOICES		RESPONSES	
Not at all		65.79%	25
Purchase bus passes for employees		18.42%	7
Annual contribution for operating costs		5.26%	2
Provide incentive to employees who do not drive		10.53%	4
TOTAL			38

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

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

Answered: 37 Skipped: 6

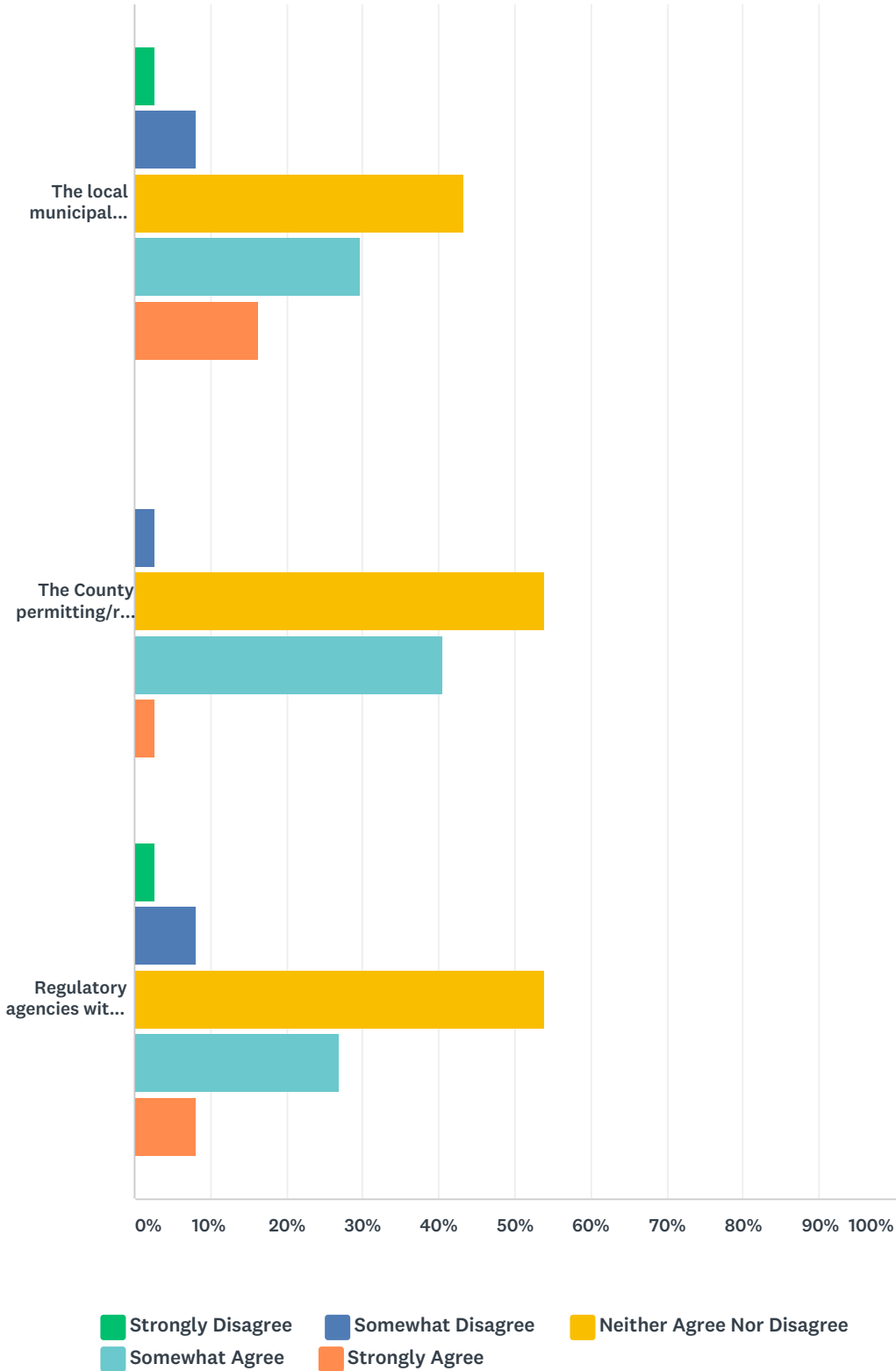


# Waukesha County Business Survey 2017

	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.	2.70% 1	2.70% 1	40.54% 15	29.73% 11	24.32% 9	37
It is easy for businesses in Waukesha County to identify available financial assistance resources.	5.41% 2	2.70% 1	45.95% 17	35.14% 13	10.81% 4	37
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	5.41% 2	2.70% 1	32.43% 12	43.24% 16	16.22% 6	37

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

Answered: 37    Skipped: 6



# 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.	2.70% 1	8.11% 3	43.24% 16	29.73% 11	16.22% 6	37
The County permitting/review staff are helpful and cooperative.	0.00% 0	2.70% 1	54.05% 20	40.54% 15	2.70% 1	37
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	2.70% 1	8.11% 3	54.05% 20	27.03% 10	8.11% 3	37

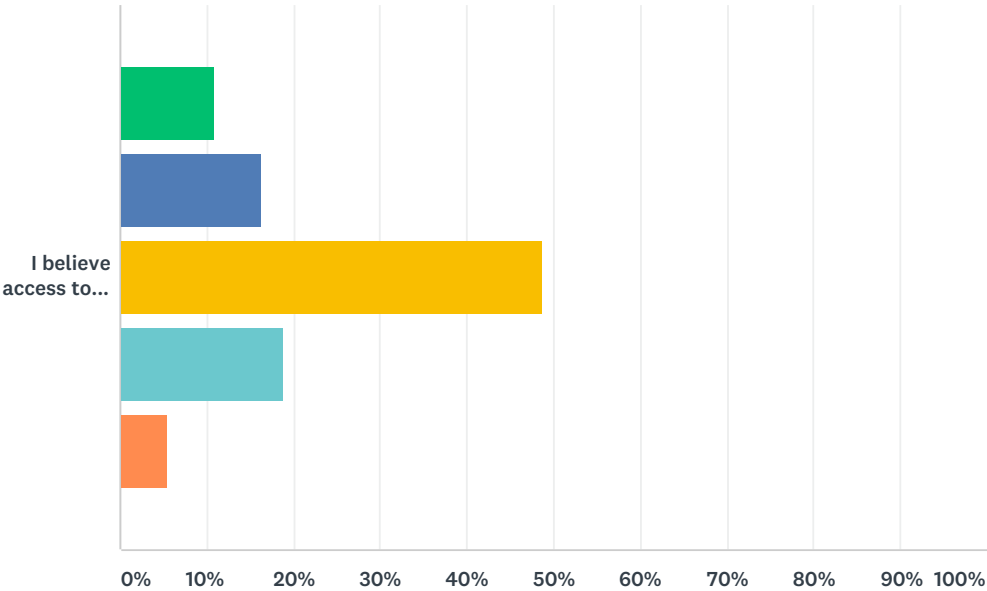
## Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 5   Skipped: 38

#	RESPONSES	DATE
1	The City of Waukesha truly values its industrial base and serves businesses very well. Thank you City of Waukesha!	8/16/2017 8:29 AM
2	It could be improved to make it easy to do business	8/15/2017 9:25 AM
3	As a mfg site real estate owner we must deal directly with the WDNR who provides no less than complete bias with total lack of support for any change relating to any land in the State of WI.	8/9/2017 6:23 PM
4	The Mayor, Community Development, Engineering Division and Utility Dept of the City of New Berlin have been outstanding in supporting and assisting with our growth and expansion	8/8/2017 1:42 PM
5	I'm not in Waukesha County - This survey should not put to much weight on my opinions.	8/8/2017 1:11 PM

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

Answered: 37 Skipped: 6



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.	10.81% 4	16.22% 6	48.65% 18	18.92% 7	5.41% 2	37

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

Answered: 38 Skipped: 5

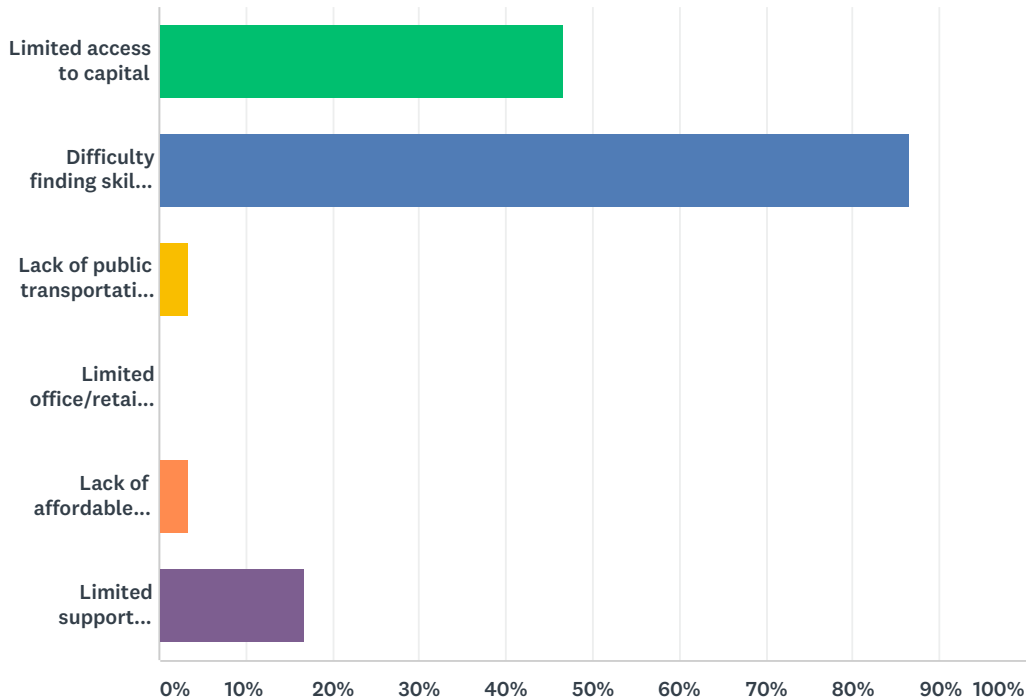
#	RESPONSES	DATE
1	1988	8/16/2017 7:55 PM
2	1955	8/16/2017 8:30 AM
3	1987	8/16/2017 6:30 AM
4	1932	8/15/2017 1:37 PM
5	1994	8/15/2017 1:32 PM
6	1986	8/15/2017 9:48 AM
7	1953	8/15/2017 9:26 AM
8	1981	8/15/2017 8:54 AM
9	1968	8/15/2017 8:34 AM
10	1977	8/15/2017 8:28 AM
11	2016	8/14/2017 3:54 PM
12	1976	8/14/2017 3:10 PM
13	1893	8/10/2017 9:28 AM
14	1946	8/9/2017 6:24 PM
15	1985	8/9/2017 11:05 AM
16	1988	8/8/2017 4:39 PM
17	2002	8/8/2017 3:58 PM
18	2001	8/8/2017 3:30 PM
19	2006	8/8/2017 1:43 PM
20	1957	8/8/2017 1:14 PM
21	1987	8/8/2017 1:11 PM
22	1977	8/8/2017 12:46 PM
23	1951	8/8/2017 12:23 PM
24	1994	8/8/2017 12:21 PM
25	1985	8/8/2017 11:19 AM
26	1977	8/8/2017 10:48 AM
27	2000	8/8/2017 9:53 AM
28	2000	8/8/2017 8:59 AM
29	1982	8/8/2017 8:55 AM
30	1981	8/8/2017 8:54 AM
31	1974	8/8/2017 8:43 AM
32	1959	8/8/2017 8:37 AM
33	2016	8/8/2017 7:53 AM
34	1966	8/8/2017 7:43 AM
35	1973	8/8/2017 7:39 AM

## Waukesha County Business Survey 2017

36	1942	8/8/2017 7:31 AM
37	1975	8/8/2017 7:19 AM
38	1987	8/8/2017 7:13 AM

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

Answered: 30 Skipped: 13



ANSWER CHOICES	RESPONSES	
Limited access to capital	46.67%	14
Difficulty finding skilled workforce	86.67%	26
Lack of public transportation options	3.33%	1
Limited office/retail space options	0.00%	0
Lack of affordable housing	3.33%	1
Limited support resources (incubators, mentors, counseling, etc.)	16.67%	5
Total Respondents: 30		

#	OTHER (PLEASE SPECIFY)	DATE
1	Ability to effectively promote our services	8/16/2017 7:56 PM
2	Market and economic conditions	8/16/2017 8:30 AM
3	In 1986 and throughout our first twenty years we had no problem finding people who were eager to work and took pride in the results of their efforts. The world has changed and it has become increasingly difficult to find people who truly want to work in manufacturing.	8/15/2017 9:54 AM
4	Unknown	8/15/2017 8:35 AM
5	Advise those seeking incubators to earn / invest as individuals before they seek public support, tell them to remember to garage startups now famous today. your are looking at one here.	8/9/2017 6:27 PM
6	The lack of interest on the part of Waukesha County companies/Manufactures to give other Waukesha County companies an opportunity to do business.	8/8/2017 1:17 PM

## Waukesha County Business Survey 2017

7	Government costs/regulations	8/8/2017 12:24 PM
8	cash flow	8/8/2017 8:44 AM
9	None	8/8/2017 7:53 AM
10	Out grew the current building and will move out of the area to find available space	8/8/2017 7:32 AM

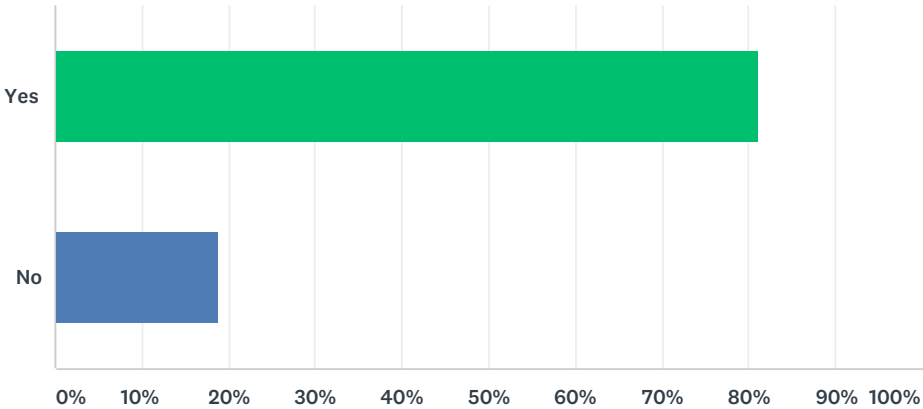
# Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 27    Skipped: 16

#	RESPONSES	DATE
1	Being a part of discussions about the future of manufacturing	8/16/2017 7:57 PM
2	TIF funding	8/16/2017 8:31 AM
3	SCHOOLS NEED TO OFFER MANUFACTURING AS A OPTION MAYBE A PRISON PROGRAM	8/16/2017 6:33 AM
4	Low Interest Long term financing, Tax Relief, Training Grants/Dollars, Skilled Employee's.....not in any particular order!	8/15/2017 1:41 PM
5	Promotion of Waukesha county to potential workers outside the state	8/15/2017 1:38 PM
6	Finding people trained to work in food processing facilities.	8/15/2017 9:55 AM
7	workforce training for skilled jobs	8/15/2017 9:27 AM
8	employee availability	8/15/2017 8:54 AM
9	Job training for in the Chemical field	8/10/2017 9:29 AM
10	Permitting and approval from City of Waukesha Planning Commission. we have the finance, we have the site, we just will need timely approvals to expand.	8/9/2017 6:29 PM
11	Understanding the programs available to our business to help us grow.	8/8/2017 3:59 PM
12	buy a building	8/8/2017 3:31 PM
13	Financial as well as additional business opportunities, especially from Waukesha county companies.	8/8/2017 1:18 PM
14	N/A	8/8/2017 1:12 PM
15	Skilled trade education	8/8/2017 12:47 PM
16	Like Foxconn/Firserv/Steele/Bucks/etc., I want the state (WEDC) to fund a good chunk of my costs. That is a level playing field for "All Businesses".	8/8/2017 12:26 PM
17	Financing	8/8/2017 12:22 PM
18	Subsidies to help build and/or acquire bigger facilities. More technically trained workforce.	8/8/2017 11:20 AM
19	\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$	8/8/2017 9:54 AM
20	Finding skilled, motivated and responsible employees	8/8/2017 9:01 AM
21	do not know	8/8/2017 8:56 AM
22	none	8/8/2017 8:55 AM
23	None	8/8/2017 7:53 AM
24	Not sure at this time	8/8/2017 7:44 AM
25	We will be moving or building a new building in the area. with limited space available will look in other areas.	8/8/2017 7:33 AM
26	easy licensing process faster and simpler tax credits information on funding sources in the county	8/8/2017 7:21 AM
27	universal education in the trades	8/8/2017 7:14 AM

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

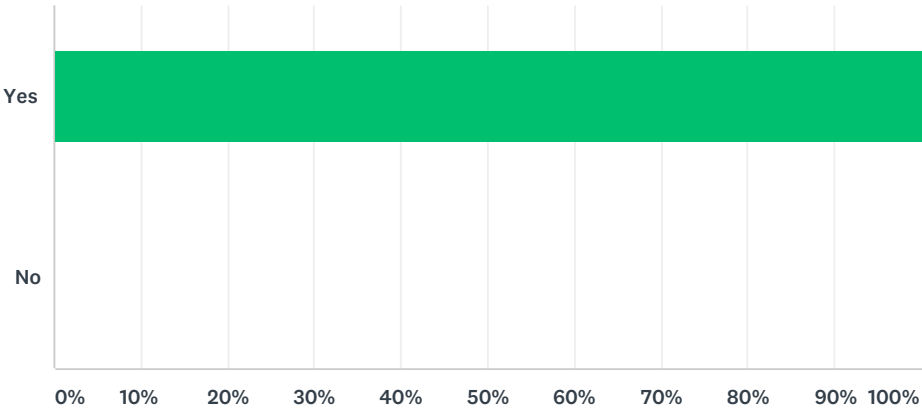
Answered: 37    Skipped: 6



ANSWER CHOICES		RESPONSES	
Yes		81.08%	30
No		18.92%	7
TOTAL			37

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

Answered: 37    Skipped: 6



ANSWER CHOICES		RESPONSES	
Yes		100.00%	37
No		0.00%	0
TOTAL			37