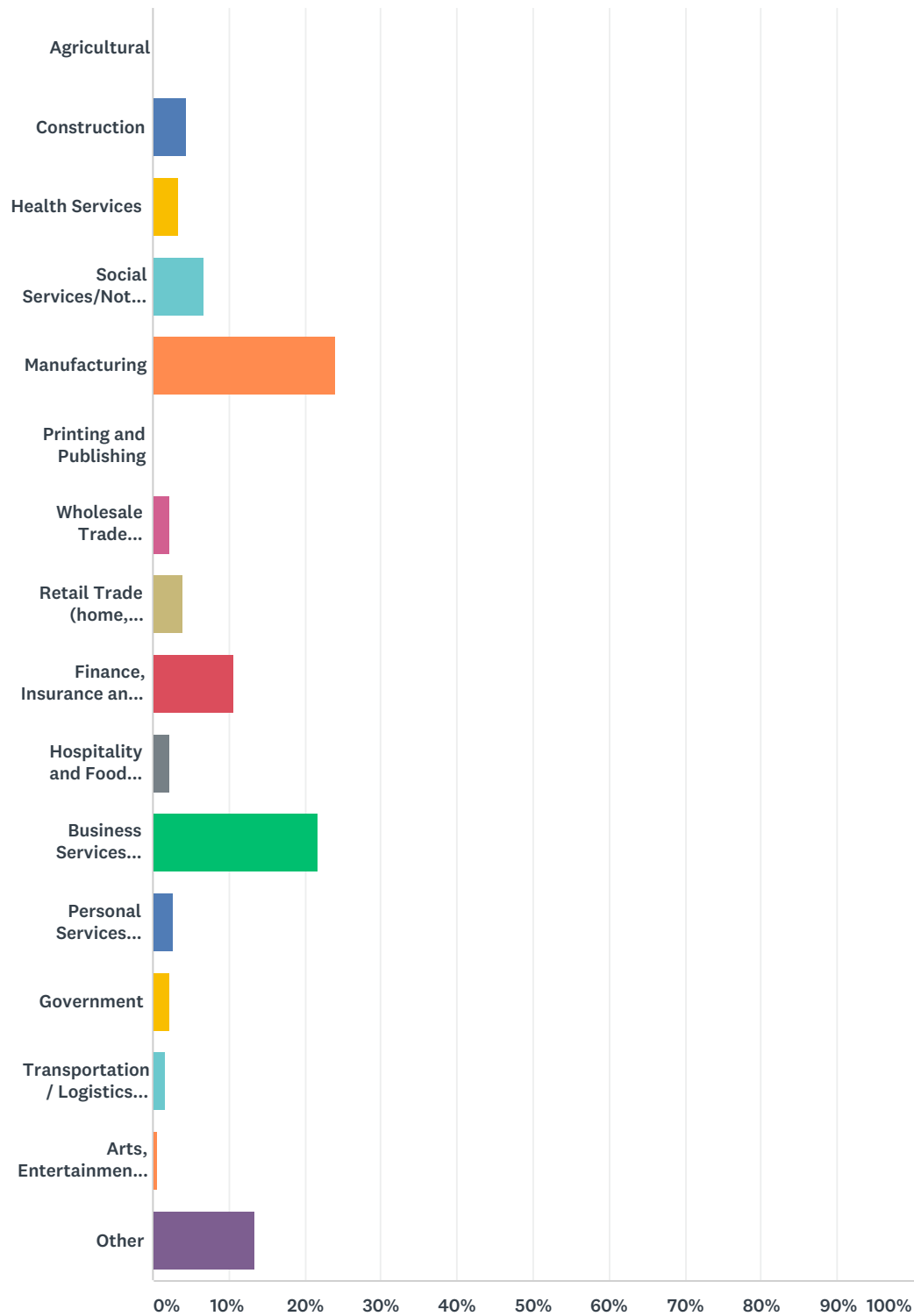


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 179 Skipped: 1



ANSWER CHOICES	RESPONSES
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# Waukesha County Business Survey 2017

Agricultural	0.00%	0
Construction	4.47%	8
Health Services	3.35%	6
Social Services/Not-for-Profit	6.70%	12
Manufacturing	24.02%	43
Printing and Publishing	0.00%	0
Wholesale Trade (wholesale merchandise, goods, products...)	2.23%	4
Retail Trade (home, personal, recreation, building goods....)	3.91%	7
Finance, Insurance and Real Estate	10.61%	19
Hospitality and Food Service	2.23%	4
Business Services (businesses serving businesses)	21.79%	39
Personal Services (businesses serving individuals)	2.79%	5
Government	2.23%	4
Transportation / Logistics (trucking, warehousing...)	1.68%	3
Arts, Entertainment, Recreation	0.56%	1
Other	13.41%	24
TOTAL		179

Q2 Agricultural

Answered: 0    Skipped: 180

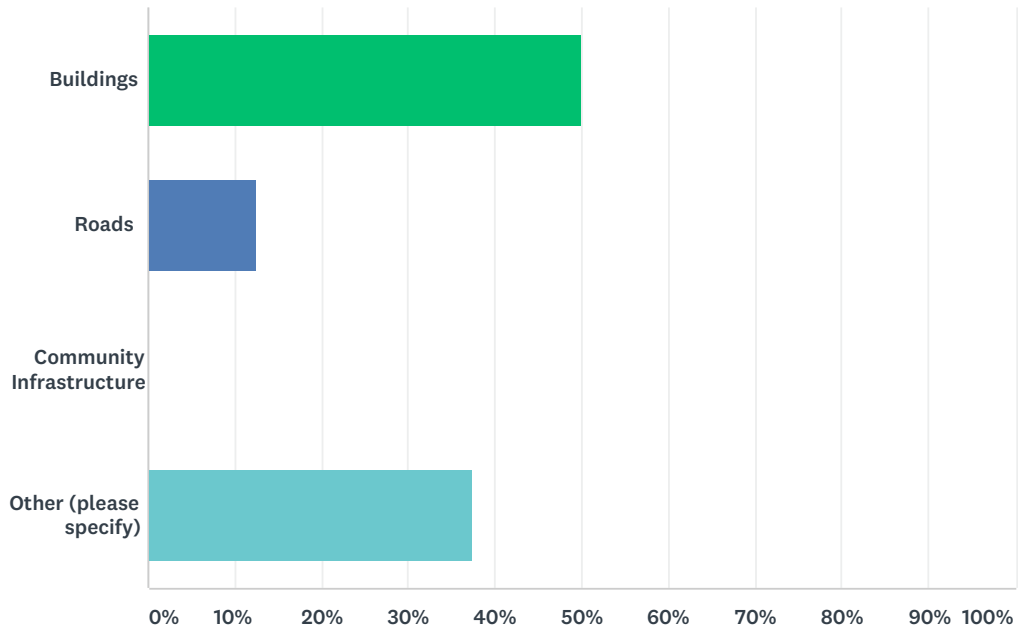
 No matching responses.

ANSWER CHOICES	RESPONSES	
Dairy	0.00%	0
Crop Production	0.00%	0
Orchard	0.00%	0
Greenhouse/Nursery	0.00%	0
Other (please specify)	0.00%	0
TOTAL		0

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

## Q3 Construction

Answered: 8   Skipped: 172

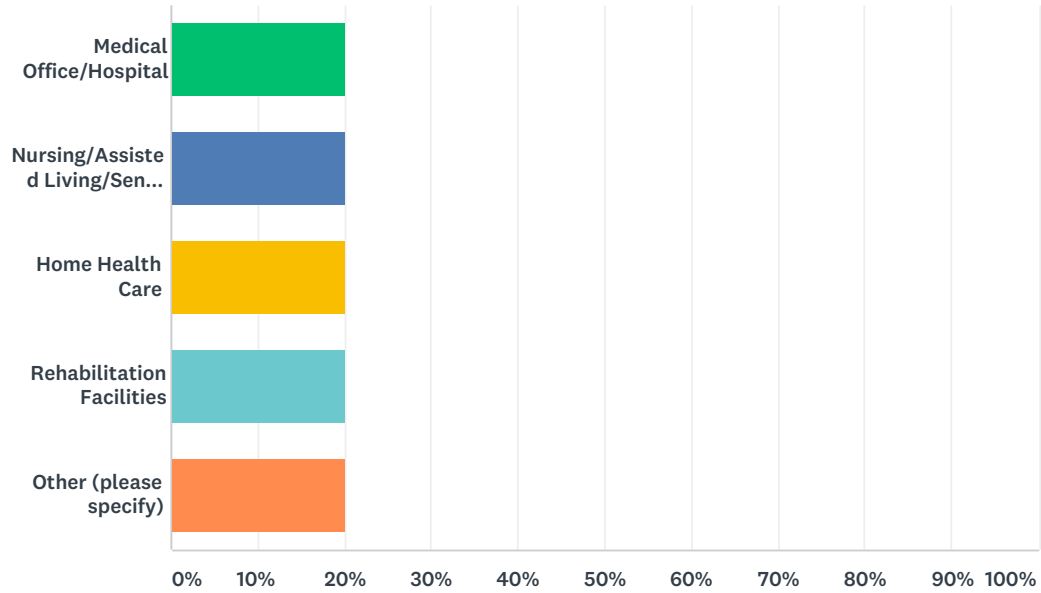


ANSWER CHOICES		RESPONSES	
Buildings		50.00%	4
Roads		12.50%	1
Community Infrastructure		0.00%	0
Other (please specify)		37.50%	3
TOTAL			8

#	OTHER (PLEASE SPECIFY)	DATE
1	Landscape	8/12/2017 10:37 AM
2	Asphalt and concrete paving	8/8/2017 3:30 PM
3	HVAC Company	8/8/2017 11:33 AM

## Q4 Health Services

Answered: 5   Skipped: 175

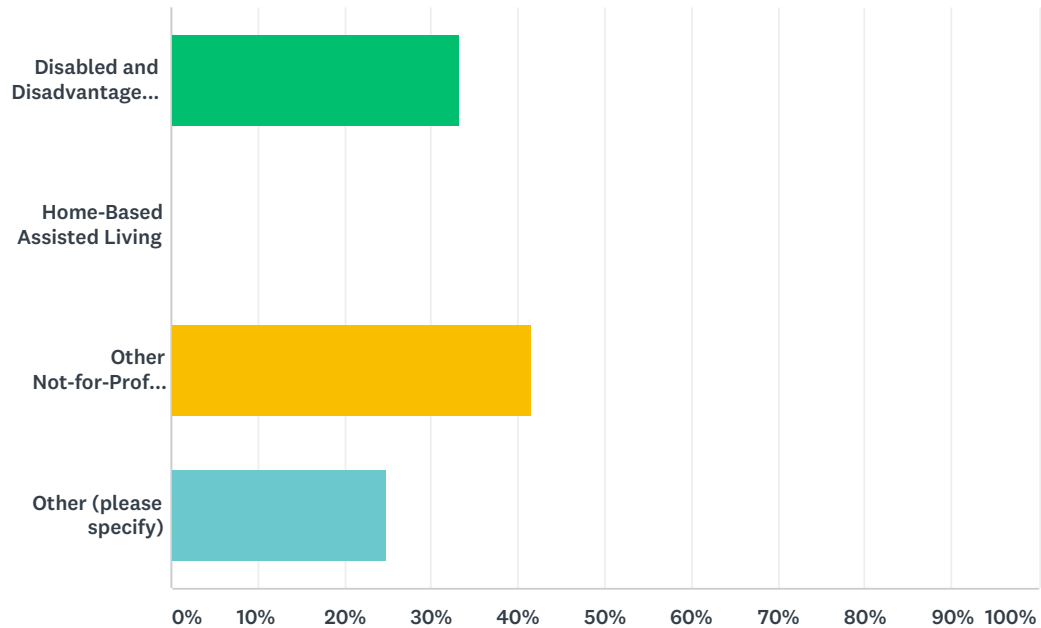


ANSWER CHOICES		RESPONSES	
Medical Office/Hospital		20.00%	1
Nursing/Assisted Living/Senior Living		20.00%	1
Home Health Care		20.00%	1
Rehabilitation Facilities		20.00%	1
Other (please specify)		20.00%	1
TOTAL			5

#	OTHER (PLEASE SPECIFY)	DATE
1	Medical Spa and office	8/8/2017 12:09 PM

## Q5 Social Services

Answered: 12 Skipped: 168

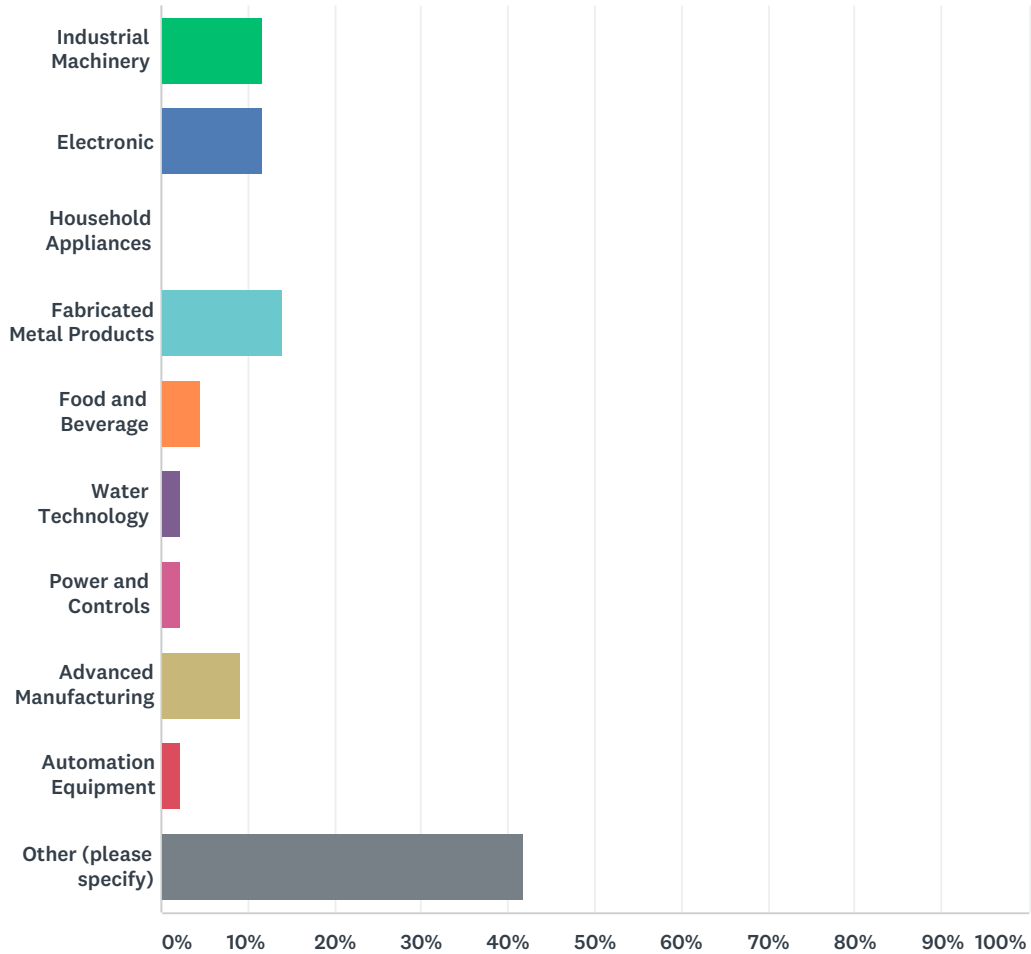


ANSWER CHOICES	RESPONSES	
Disabled and Disadvantaged Services	33.33%	4
Home-Based Assisted Living	0.00%	0
Other Not-for-Profit Organization	41.67%	5
Other (please specify)	25.00%	3
TOTAL		12

#	OTHER (PLEASE SPECIFY)	DATE
1	Basic needs, Food, Shelter, Utilities	8/16/2017 10:51 AM
2	domestic violence, sexual assault, child abuse, trafficking	8/16/2017 8:44 AM
3	educational	8/15/2017 8:32 AM

## Q6 Manufacturing

Answered: 43 Skipped: 137



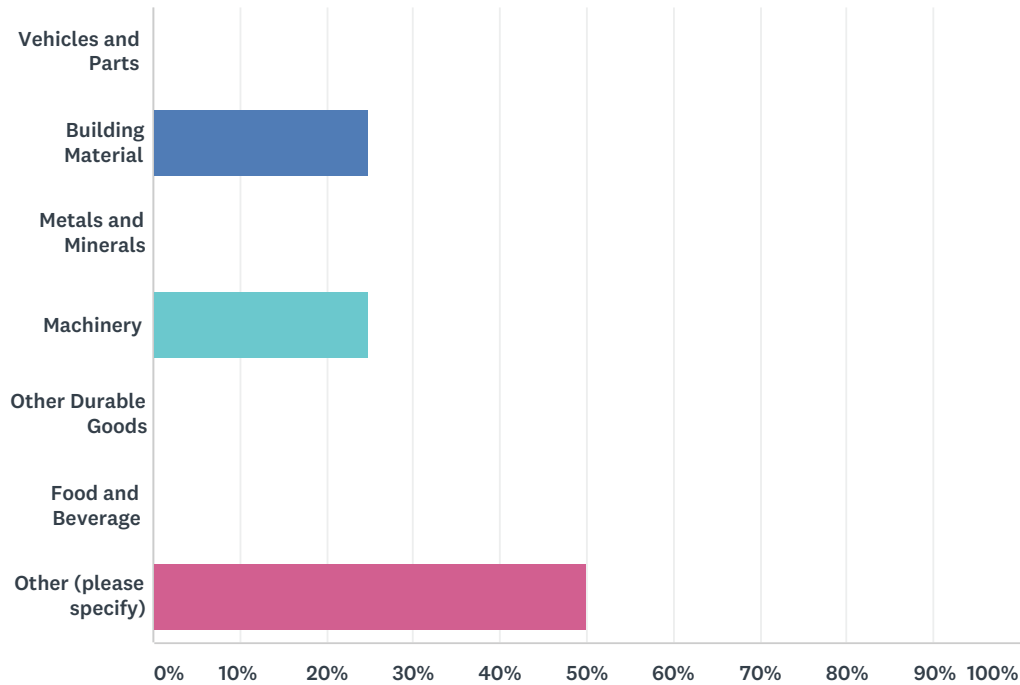
ANSWER CHOICES	RESPONSES	
Industrial Machinery	11.63%	5
Electronic	11.63%	5
Household Appliances	0.00%	0
Fabricated Metal Products	13.95%	6
Food and Beverage	4.65%	2
Water Technology	2.33%	1
Power and Controls	2.33%	1
Advanced Manufacturing	9.30%	4
Automation Equipment	2.33%	1
Other (please specify)	41.86%	18
<b>TOTAL</b>		<b>43</b>

# Waukesha County Business Survey 2017

#	OTHER (PLEASE SPECIFY)	DATE
1	Private Public Partnership	8/16/2017 7:43 PM
2	job shop gear manufacturer	8/16/2017 9:00 AM
3	Chemicals for the construction industry	8/16/2017 8:16 AM
4	CUTTING TOOLS	8/16/2017 6:17 AM
5	Tooling, Dies, Molds, Castings, Machining	8/15/2017 1:16 PM
6	PLASTICS	8/15/2017 8:22 AM
7	General Assembly- Commercial Refrigeration	8/11/2017 12:38 PM
8	polymers	8/10/2017 9:17 AM
9	commercial vehicle & mobile equipment occupant seating	8/9/2017 5:38 PM
10	Hydraulic remanufacturing	8/9/2017 10:45 AM
11	plastic extrusion	8/8/2017 12:35 PM
12	Welding wire manufacturing	8/8/2017 12:10 PM
13	buffing pads	8/8/2017 10:40 AM
14	Modular Marine Docks	8/8/2017 8:43 AM
15	Cast polymer	8/8/2017 8:39 AM
16	industrial products	8/8/2017 8:29 AM
17	Machined Plastic Parts	8/8/2017 7:34 AM
18	packaging materials	8/8/2017 7:10 AM

## Q7 Wholesale Trade

Answered: 4 Skipped: 176

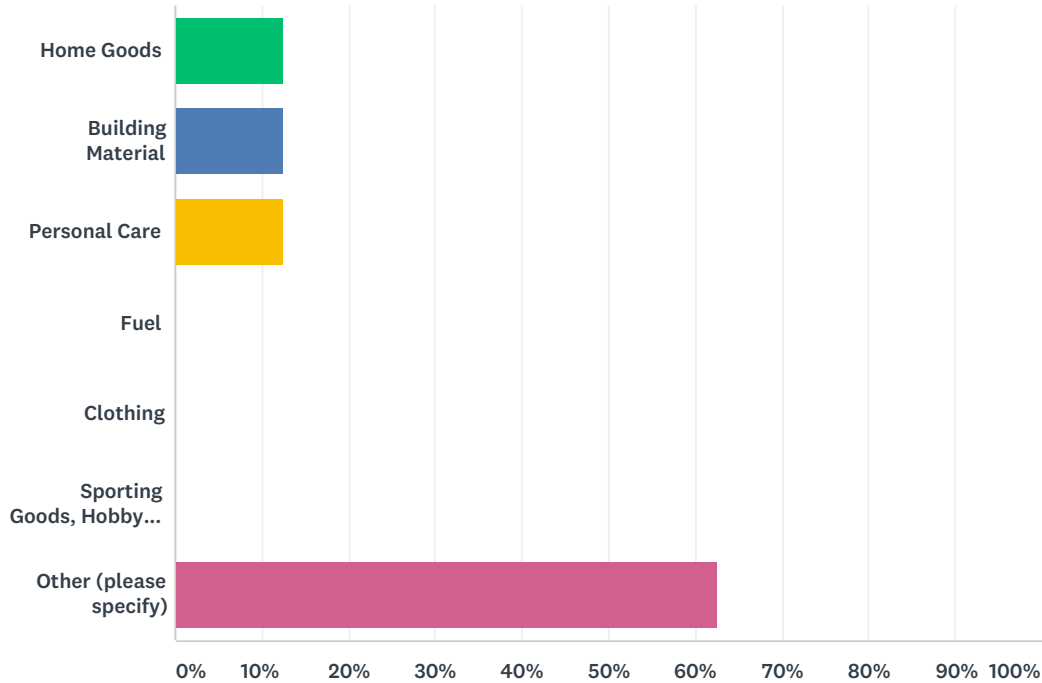


ANSWER CHOICES	RESPONSES	
Vehicles and Parts	0.00%	0
Building Material	25.00%	1
Metals and Minerals	0.00%	0
Machinery	25.00%	1
Other Durable Goods	0.00%	0
Food and Beverage	0.00%	0
Other (please specify)	50.00%	2
<b>TOTAL</b>		<b>4</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	lighting and design	8/15/2017 12:12 PM
2	Contractors tools and equipment,supplies.	8/9/2017 7:49 AM

## Q8 Retail Trade

Answered: 8 Skipped: 172

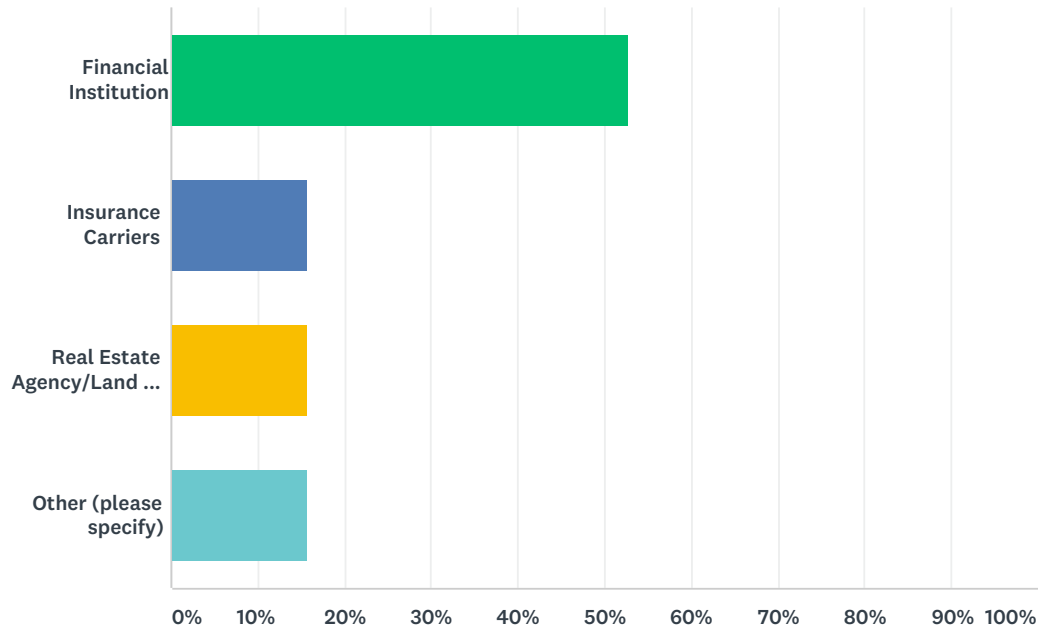


ANSWER CHOICES	RESPONSES
Home Goods	12.50% 1
Building Material	12.50% 1
Personal Care	12.50% 1
Fuel	0.00% 0
Clothing	0.00% 0
Sporting Goods, Hobby, Music, Books	0.00% 0
Other (please specify)	62.50% 5
<b>TOTAL</b>	<b>8</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Janitorial,Shipping,Restaurant disposables and automotive liquids	8/23/2017 10:01 AM
2	Rec room products	8/8/2017 3:10 PM
3	grocery	8/8/2017 1:06 PM
4	JEWELRY	8/8/2017 9:32 AM
5	Retail hardware	8/8/2017 8:43 AM

## Q9 Finance, Insurance and Real Estate

Answered: 19   Skipped: 161

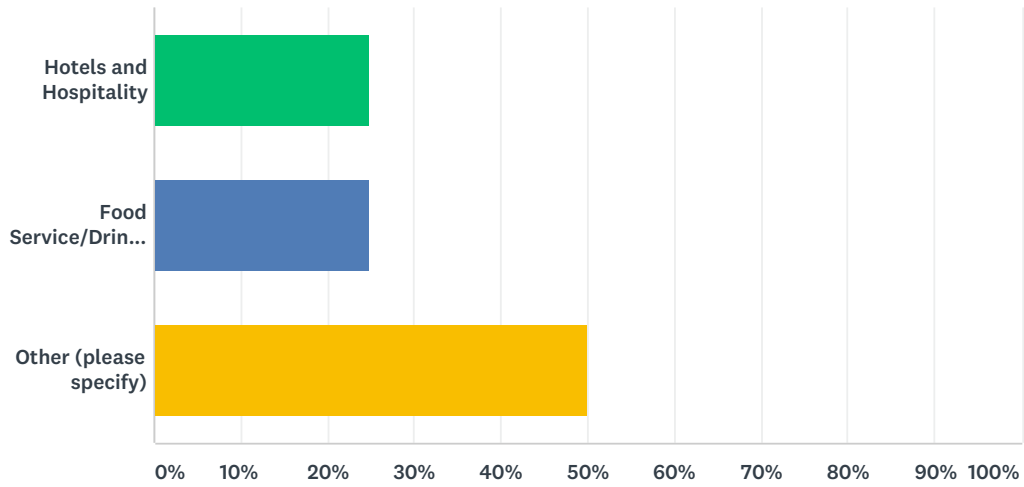


ANSWER CHOICES	RESPONSES	
Financial Institution	52.63%	10
Insurance Carriers	15.79%	3
Real Estate Agency/Land and Building Development	15.79%	3
Other (please specify)	15.79%	3
<b>TOTAL</b>		<b>19</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Actuarial and Employee Benefit Consulting	8/15/2017 8:28 AM
2	Bank	8/12/2017 11:11 AM
3	financial planner	8/8/2017 9:33 AM

## Q10 Hospitality and Food Service

Answered: 4 Skipped: 176

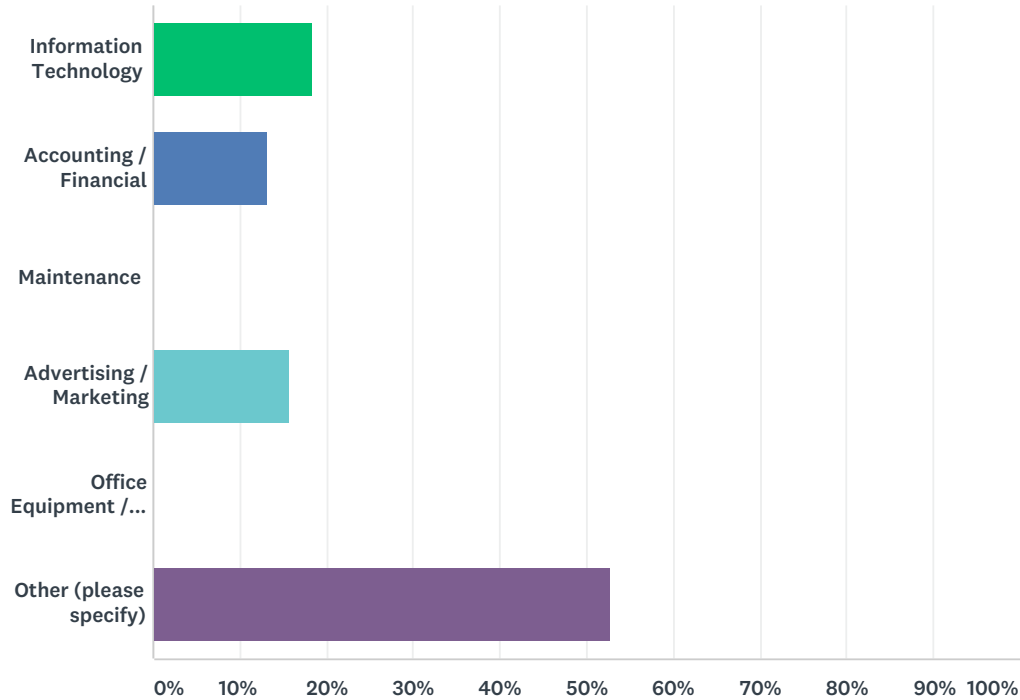


ANSWER CHOICES	RESPONSES
Hotels and Hospitality	25.00% 1
Food Service/Drinking Establishment	25.00% 1
Other (please specify)	50.00% 2
TOTAL	4

#	OTHER (PLEASE SPECIFY)	DATE
1	Banquets and catering	8/9/2017 8:27 AM
2	Private Social Club	8/8/2017 12:17 PM

## Q11 Business Services

Answered: 38 Skipped: 142



ANSWER CHOICES	RESPONSES	
Information Technology	18.42%	7
Accounting / Financial	13.16%	5
Maintenance	0.00%	0
Advertising / Marketing	15.79%	6
Office Equipment / Furnishing	0.00%	0
Other (please specify)	52.63%	20
<b>TOTAL</b>		<b>38</b>

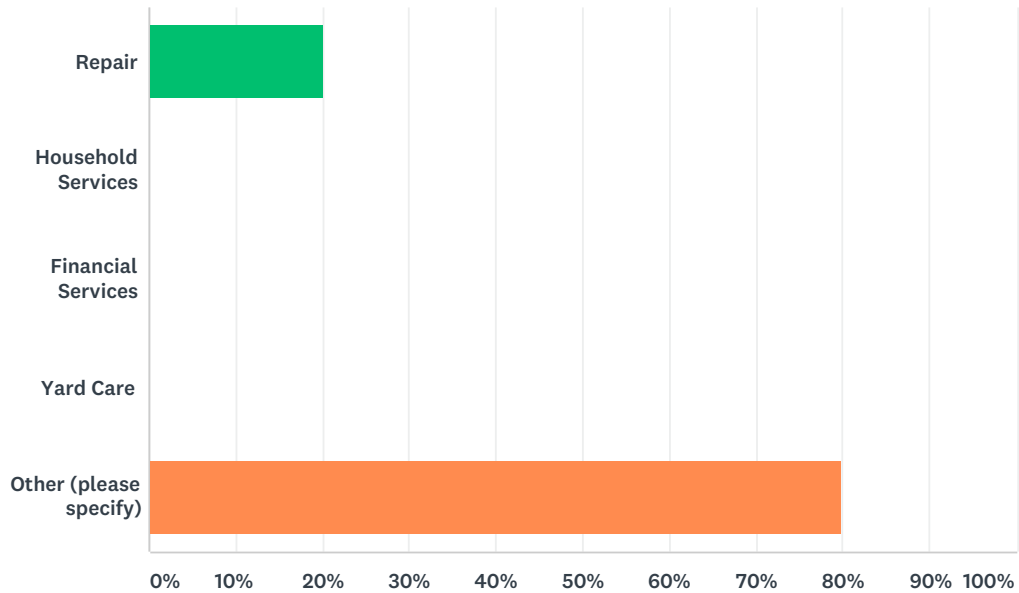
#	OTHER (PLEASE SPECIFY)	DATE
1	sales and sales management training, customer service training	8/15/2017 7:05 PM
2	Payroll, Human Resources, Benefits	8/15/2017 4:16 PM
3	industrial supplies	8/15/2017 3:47 PM
4	Consulting	8/15/2017 8:56 AM
5	Sustainability consulting /communication	8/15/2017 8:35 AM
6	Professional Development	8/9/2017 5:05 PM
7	Executive Coaching & Talent Management	8/9/2017 10:44 AM
8	Manufacturing	8/9/2017 7:00 AM
9	Coaching	8/8/2017 5:05 PM

# Waukesha County Business Survey 2017

10	Data Science	8/8/2017 1:52 PM
11	Human Capital / Human Resources	8/8/2017 12:37 PM
12	Accounting, Advisory & Technology	8/8/2017 12:23 PM
13	Business Coaching and Training	8/8/2017 12:15 PM
14	Business Coaching & Consulting	8/8/2017 12:03 PM
15	Engineering	8/8/2017 11:16 AM
16	employment/staffing	8/8/2017 7:53 AM
17	Pest Control	8/8/2017 7:41 AM
18	Real Estate and Real Estate Investment	8/8/2017 7:41 AM
19	Employee Recognition, Promotional Items	8/8/2017 7:29 AM
20	legal	8/8/2017 7:15 AM

## Q12 Personal Services

Answered: 5   Skipped: 175

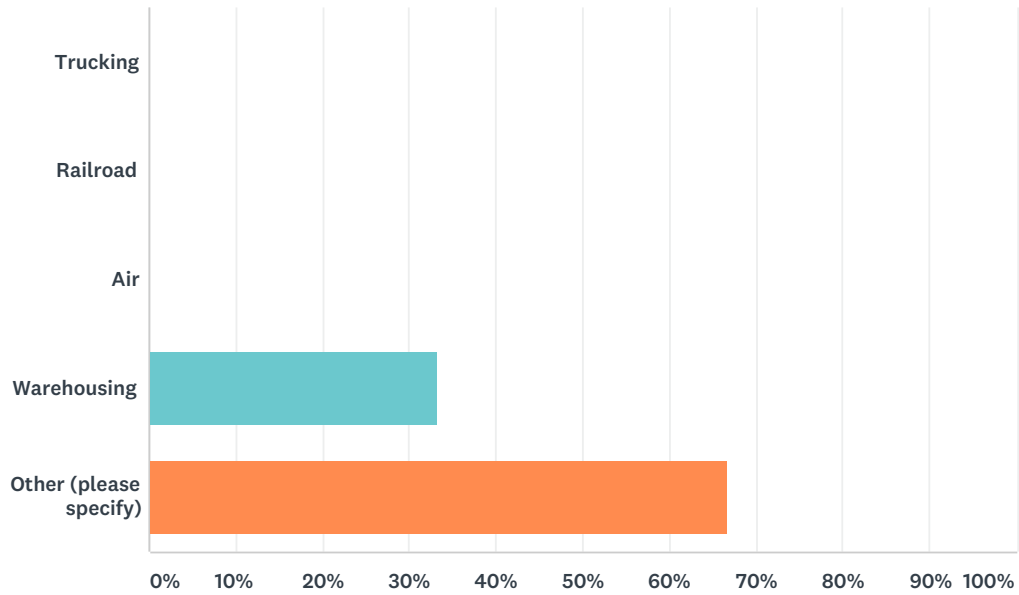


ANSWER CHOICES	RESPONSES
Repair	20.00% 1
Household Services	0.00% 0
Financial Services	0.00% 0
Yard Care	0.00% 0
Other (please specify)	80.00% 4
<b>TOTAL</b>	<b>5</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Real Estate	8/15/2017 3:32 PM
2	Coaching	8/15/2017 12:04 PM
3	Private Early Education Services	8/8/2017 12:05 PM
4	Employment Readiness	8/8/2017 8:29 AM

## Q13 Transportation/Logistics

Answered: 3   Skipped: 177

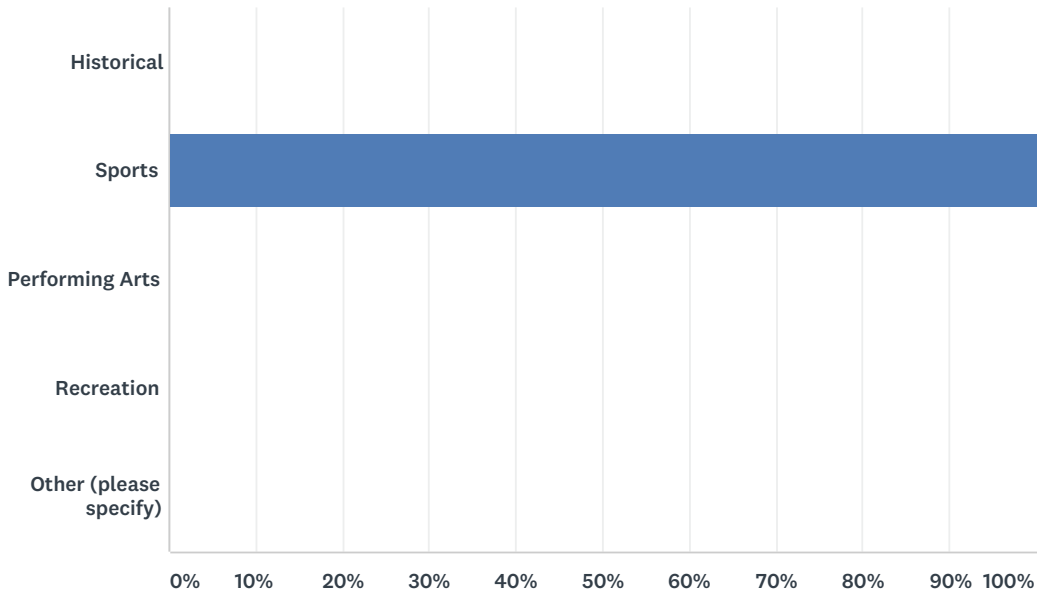


ANSWER CHOICES	RESPONSES
Trucking	0.00% 0
Railroad	0.00% 0
Air	0.00% 0
Warehousing	33.33% 1
Other (please specify)	66.67% 2
TOTAL	3

#	OTHER (PLEASE SPECIFY)	DATE
1	Bus	8/16/2017 9:05 AM
2	semi-trailer dealer	8/15/2017 10:17 AM

Q14 Arts, Entertainment, Recreation

Answered: 1    Skipped: 179



ANSWER CHOICES		RESPONSES	
Historical		0.00%	0
Sports		100.00%	1
Performing Arts		0.00%	0
Recreation		0.00%	0
Other (please specify)		0.00%	0
TOTAL			1

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

## Q15 WORKFORCE DEVELOPMENT2. If FINANCIAL SERVICES, INSURANCE, AND REAL ESTATE is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 14    Skipped: 166

ANSWER CHOICES	RESPONSES	
1	100.00%	14
2	92.86%	13
3	78.57%	11

#	1	DATE
1	leadership	8/16/2017 10:37 AM
2	Intelligent Employees	8/15/2017 2:16 PM
3	Actuarial	8/15/2017 8:29 AM
4	Tellers	8/12/2017 11:11 AM
5	mortgage loan lender -- origination	8/10/2017 2:15 PM
6	Investment/wealth advisors	8/9/2017 10:13 AM
7	Sales and leasing agents	8/8/2017 5:24 PM
8	Call Center Representatives	8/8/2017 4:30 PM
9	Commercial Bankers	8/8/2017 3:08 PM
10	Young Credit Analyst	8/8/2017 1:25 PM
11	Skilled labor	8/8/2017 12:34 PM
12	Recruiting	8/8/2017 12:11 PM
13	new representatives	8/8/2017 9:34 AM
14	Commercial Lenders	8/8/2017 9:15 AM

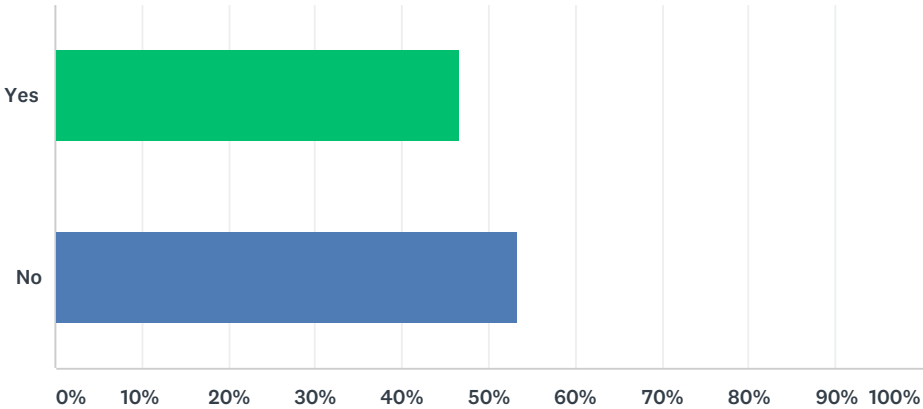
#	2	DATE
1	sales	8/16/2017 10:37 AM
2	Innovative Employees	8/15/2017 2:16 PM
3	Marketing	8/15/2017 8:29 AM
4	Bankers	8/12/2017 11:11 AM
5	commercial lenders	8/10/2017 2:15 PM
6	Associate wealth advisors	8/9/2017 10:13 AM
7	Research and analytics	8/8/2017 5:24 PM
8	IT Developers	8/8/2017 4:30 PM
9	Insurance Sales	8/8/2017 3:08 PM
10	IT	8/8/2017 1:25 PM
11	industrial land	8/8/2017 12:34 PM
12	Sales	8/8/2017 12:11 PM
13	Loan Analysis and Processing	8/8/2017 9:15 AM

# Waukesha County Business Survey 2017

#	3	DATE
1	Loyal Employees	8/15/2017 2:16 PM
2	IT	8/15/2017 8:29 AM
3	Lenders	8/12/2017 11:11 AM
4	information technology services	8/10/2017 2:15 PM
5	Marketing	8/8/2017 5:24 PM
6	Clerical	8/8/2017 4:30 PM
7	Wealth Management Sales	8/8/2017 3:08 PM
8	Tellers	8/8/2017 1:25 PM
9	new industrial buildings	8/8/2017 12:34 PM
10	Training	8/8/2017 12:11 PM
11	Deposit Gatherers	8/8/2017 9:15 AM

Q16 Have you experienced difficulty attracting and/or retaining employees?

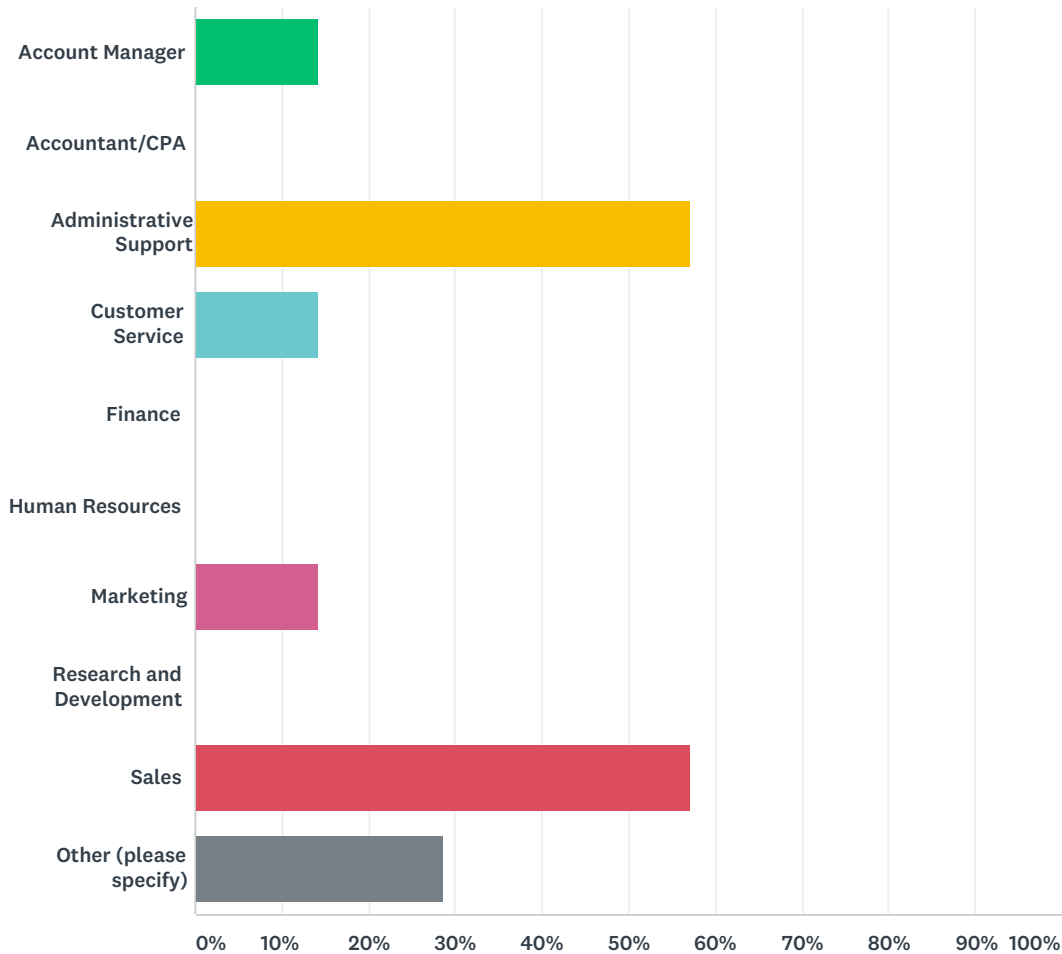
Answered: 15 Skipped: 165



ANSWER CHOICES	RESPONSES	
Yes	46.67%	7
No	53.33%	8
TOTAL		15

## Q17 What specific positions has your business experienced difficulty in filling or retaining? (Select all that apply)

Answered: 7 Skipped: 173



ANSWER CHOICES	RESPONSES	
Account Manager	14.29%	1
Accountant/CPA	0.00%	0
Administrative Support	57.14%	4
Customer Service	14.29%	1
Finance	0.00%	0
Human Resources	0.00%	0
Marketing	14.29%	1
Research and Development	0.00%	0
Sales	57.14%	4
Other (please specify)	28.57%	2

## Waukesha County Business Survey 2017

Total Respondents: 7

#	OTHER (PLEASE SPECIFY)	DATE
1	office help	8/15/2017 8:29 AM
2	IT Developers	8/8/2017 4:30 PM

### 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: 11   Skipped: 169

ANSWER CHOICES	RESPONSES	
1	100.00%	11
2	81.82%	9
3	72.73%	8

#	1	DATE
1	Communicator	8/16/2017 10:58 AM
2	Speech-Language Pathologists	8/15/2017 11:52 AM
3	CBRF Certified Caregivers	8/15/2017 10:38 AM
4	Stamina/Endurance	8/15/2017 10:11 AM
5	data management	8/9/2017 1:44 PM
6	Nursing	8/8/2017 3:13 PM
7	Receptionist	8/8/2017 12:29 PM
8	Trained and Certified Occupational Therapists	8/8/2017 12:23 PM
9	Early Childhood educators	8/8/2017 8:59 AM
10	Caregivers - certified and non certified	8/8/2017 8:41 AM
11	Finance	8/8/2017 8:31 AM

#	2	DATE
1	Spanish speaking or translator	8/16/2017 10:58 AM
2	Physical Therapists	8/15/2017 11:52 AM
3	Communication Skills	8/15/2017 10:11 AM
4	Physician	8/8/2017 3:13 PM
5	Maintenance	8/8/2017 12:29 PM
6	Trained and Certified Physical Therapists	8/8/2017 12:23 PM
7	Maintanence	8/8/2017 8:59 AM
8	Nurses	8/8/2017 8:41 AM
9	Case management/human services	8/8/2017 8:31 AM

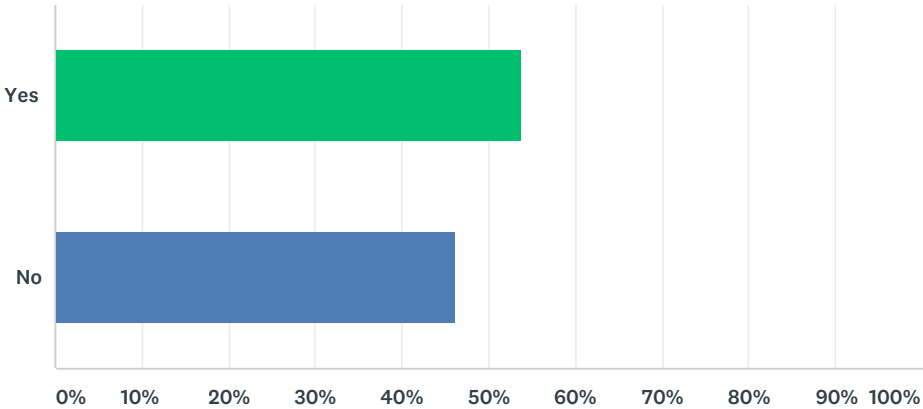
#	3	DATE
1	knowledge of social services	8/16/2017 10:58 AM
2	Physical Therapist Assistants	8/15/2017 11:52 AM
3	Perseverance	8/15/2017 10:11 AM
4	Advanced Practitioner	8/8/2017 3:13 PM
5	Supervisor for volunteers	8/8/2017 12:29 PM
6	Trained and Certified Social Workers/Psych Counselors	8/8/2017 12:23 PM

## Waukesha County Business Survey 2017

7	Office staff	8/8/2017 8:41 AM
8	fundraising	8/8/2017 8:31 AM

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

Answered: 13 Skipped: 167

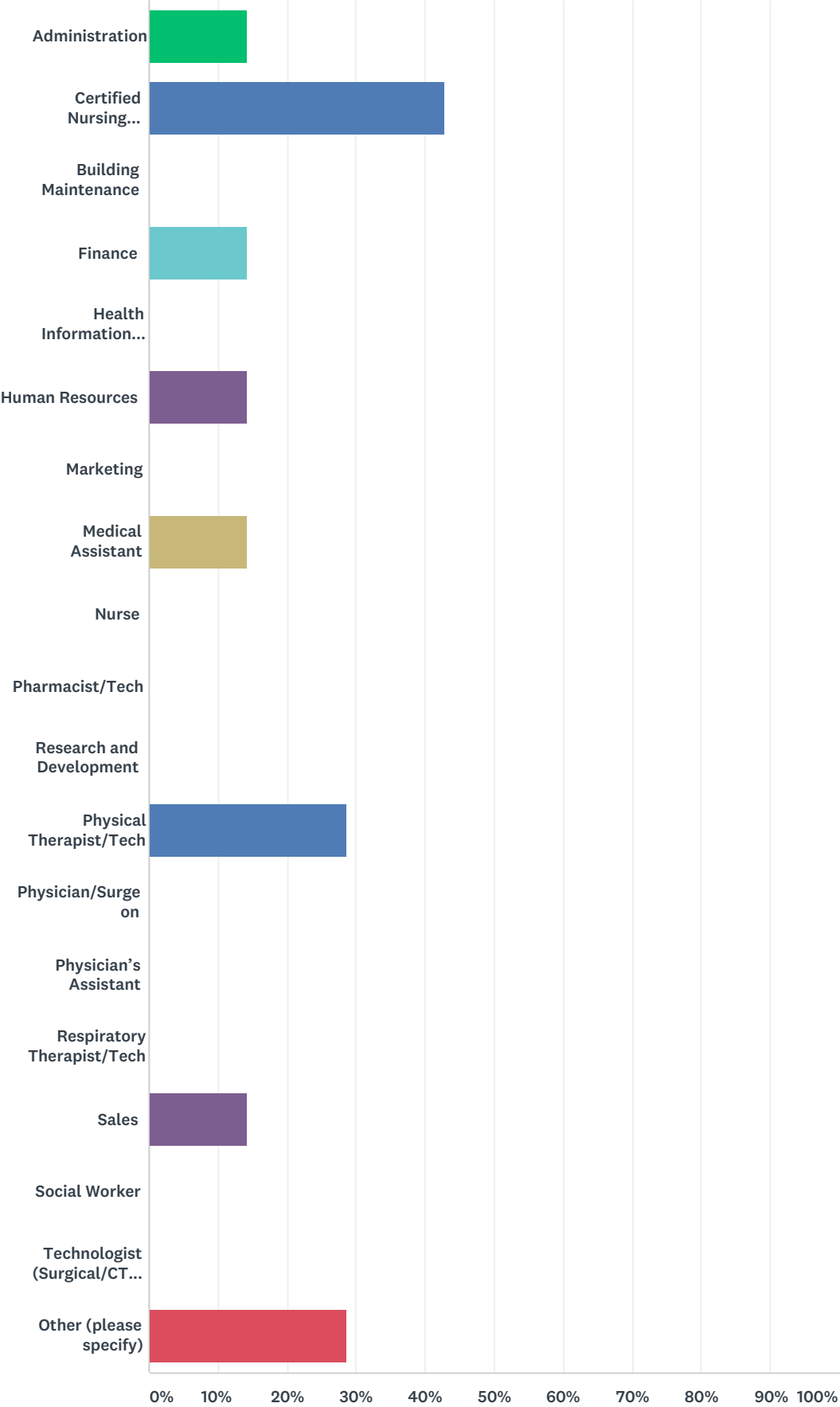


ANSWER CHOICES	RESPONSES	
Yes	53.85%	7
No	46.15%	6
TOTAL		13

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

Answered: 7   Skipped: 173

Waukesha County Business Survey 2017



# Waukesha County Business Survey 2017

Administration	14.29%	1
Certified Nursing Assistant	42.86%	3
Building Maintenance	0.00%	0
Finance	14.29%	1
Health Information Technology	0.00%	0
Human Resources	14.29%	1
Marketing	0.00%	0
Medical Assistant	14.29%	1
Nurse	0.00%	0
Pharmacist/Tech	0.00%	0
Research and Development	0.00%	0
Physical Therapist/Tech	28.57%	2
Physician/Surgeon	0.00%	0
Physician's Assistant	0.00%	0
Respiratory Therapist/Tech	0.00%	0
Sales	14.29%	1
Social Worker	0.00%	0
Technologist (Surgical/CT/Radiologic/MRI)	0.00%	0
Other (please specify)	28.57%	2
Total Respondents: 7		

#	OTHER (PLEASE SPECIFY)	DATE
1	Speech-Language Pathologist	8/15/2017 11:52 AM
2	Occupational Therapists, Psych Counselors	8/8/2017 12:24 PM

## Q21 4. If BUSINESS SERVICES AND PERSONAL SERVICES is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 39 Skipped: 141

ANSWER CHOICES	RESPONSES	
1	100.00%	39
2	94.87%	37
3	82.05%	32

#	1	DATE
1	Application Developers	8/16/2017 9:40 AM
2	Administrative	8/15/2017 7:06 PM
3	Sales	8/15/2017 4:23 PM
4	Field Technicians	8/15/2017 3:47 PM
5	skilled sales	8/15/2017 3:33 PM
6	nope	8/15/2017 1:52 PM
7	CyberSecurity	8/15/2017 1:49 PM
8	Network Engineer	8/15/2017 12:30 PM
9	Sales	8/15/2017 12:04 PM
10	Clerical Support	8/15/2017 8:56 AM
11	Entry Level	8/11/2017 7:00 AM
12	Network Engineer level 2	8/10/2017 8:29 AM
13	Leadership Succession	8/9/2017 5:07 PM
14	Accountants - all levels	8/9/2017 1:12 PM
15	Office Administration/Executive Assistant	8/9/2017 10:45 AM
16	Graphic Design	8/9/2017 8:07 AM
17	Verbal Communication Skills	8/9/2017 7:01 AM
18	technicians	8/8/2017 8:10 PM
19	accounting	8/8/2017 5:05 PM
20	Graphic Designer	8/8/2017 3:21 PM
21	Data Scientists	8/8/2017 1:53 PM
22	Payroll	8/8/2017 1:47 PM
23	IT	8/8/2017 1:35 PM
24	skilled labor	8/8/2017 1:01 PM
25	Human Resources	8/8/2017 12:38 PM
26	Accounting and Financial	8/8/2017 12:24 PM
27	marketing professionals	8/8/2017 12:13 PM
28	Professional Teaching Staff	8/8/2017 12:05 PM

# Waukesha County Business Survey 2017

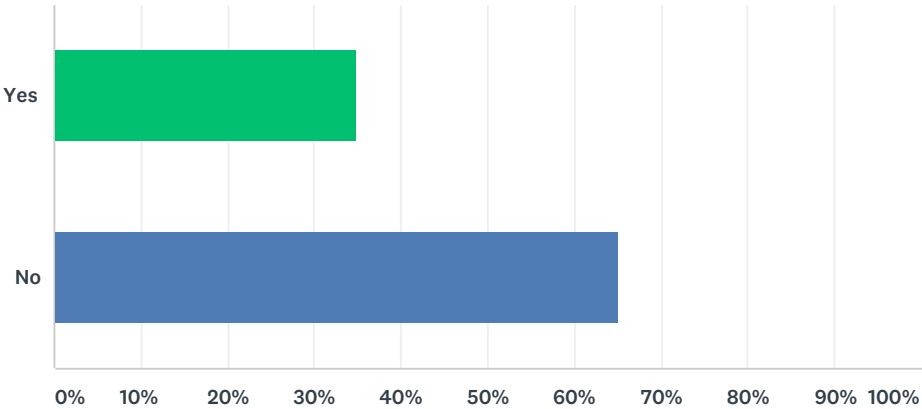
29	Group Facilitators	8/8/2017 12:04 PM
30	Sales Manager	8/8/2017 11:17 AM
31	Developers	8/8/2017 11:17 AM
32	programming	8/8/2017 9:57 AM
33	Digital Marketing	8/8/2017 8:45 AM
34	Specialized Job Developers	8/8/2017 8:30 AM
35	Machinists	8/8/2017 7:54 AM
36	Project Manager	8/8/2017 7:43 AM
37	Route Sales & Service Technicians	8/8/2017 7:42 AM
38	Administrative Assistants	8/8/2017 7:30 AM
39	new lawyers	8/8/2017 7:16 AM
#	2	DATE
1	Senior Technical Support Analyst	8/16/2017 9:40 AM
2	Outside Sales person	8/15/2017 7:06 PM
3	Human Resources	8/15/2017 4:23 PM
4	Shop Technicians	8/15/2017 3:47 PM
5	technology	8/15/2017 3:33 PM
6	IoT (Internet of Things)	8/15/2017 1:49 PM
7	Help Desk Anaylst	8/15/2017 12:30 PM
8	Marketing	8/15/2017 12:04 PM
9	Sales	8/15/2017 8:56 AM
10	IT	8/11/2017 7:00 AM
11	Help Desk Manager	8/10/2017 8:29 AM
12	Technology	8/9/2017 5:07 PM
13	marketing assistant	8/9/2017 1:12 PM
14	Talent Management Specialist	8/9/2017 10:45 AM
15	Copywriting	8/9/2017 8:07 AM
16	Process Improvement	8/9/2017 7:01 AM
17	sales	8/8/2017 8:10 PM
18	clerical	8/8/2017 5:05 PM
19	Front-end Developer	8/8/2017 3:21 PM
20	Database Architects	8/8/2017 1:53 PM
21	Human Resources	8/8/2017 1:47 PM
22	Social Media	8/8/2017 1:35 PM
23	innovative trend setters	8/8/2017 1:01 PM
24	Sales / Business Development	8/8/2017 12:38 PM
25	Technology	8/8/2017 12:24 PM
26	graphic designers	8/8/2017 12:13 PM
27	Assistant Teachers	8/8/2017 12:05 PM
28	Business Coaches	8/8/2017 12:04 PM
29	Project Manager	8/8/2017 11:17 AM

# Waukesha County Business Survey 2017

30	Project Leaders	8/8/2017 11:17 AM
31	management	8/8/2017 9:57 AM
32	Customer Service	8/8/2017 8:45 AM
33	Office Services	8/8/2017 7:54 AM
34	Office Manager	8/8/2017 7:43 AM
35	Route Service Assistants	8/8/2017 7:42 AM
36	Graphic Designer	8/8/2017 7:30 AM
37	administrative support staff	8/8/2017 7:16 AM
#	3	DATE
1	Account Managers	8/16/2017 9:40 AM
2	Inside sales person	8/15/2017 7:06 PM
3	IT	8/15/2017 4:23 PM
4	Field Sales Rep	8/15/2017 3:47 PM
5	New low-voltage cabling technolgy	8/15/2017 1:49 PM
6	Client Manager	8/15/2017 12:30 PM
7	Tech	8/15/2017 12:04 PM
8	Customer Service	8/11/2017 7:00 AM
9	Help Desk level 3	8/10/2017 8:29 AM
10	Marketing	8/9/2017 5:07 PM
11	IT assistant	8/9/2017 1:12 PM
12	Digital media developer	8/9/2017 8:07 AM
13	Time Management	8/9/2017 7:01 AM
14	management	8/8/2017 8:10 PM
15	sales	8/8/2017 5:05 PM
16	Content Specialist	8/8/2017 3:21 PM
17	Business Development	8/8/2017 1:53 PM
18	Finance	8/8/2017 1:47 PM
19	Project Management	8/8/2017 1:35 PM
20	more qualified leads	8/8/2017 1:01 PM
21	Software Engineers	8/8/2017 12:24 PM
22	creative writers	8/8/2017 12:13 PM
23	Support	8/8/2017 12:04 PM
24	Entry level engineers	8/8/2017 11:17 AM
25	Cloud Architects	8/8/2017 11:17 AM
26	print production	8/8/2017 9:57 AM
27	Volunteers	8/8/2017 8:45 AM
28	Shipping/Receiving Warehouse personnel	8/8/2017 7:54 AM
29	Executive Assistant	8/8/2017 7:43 AM
30	Client Service Representatives	8/8/2017 7:42 AM
31	IT Professionals	8/8/2017 7:30 AM
32	vendors	8/8/2017 7:16 AM

Q22 Have you experienced difficulty attracting and/or retaining employees?

Answered: 40 Skipped: 140

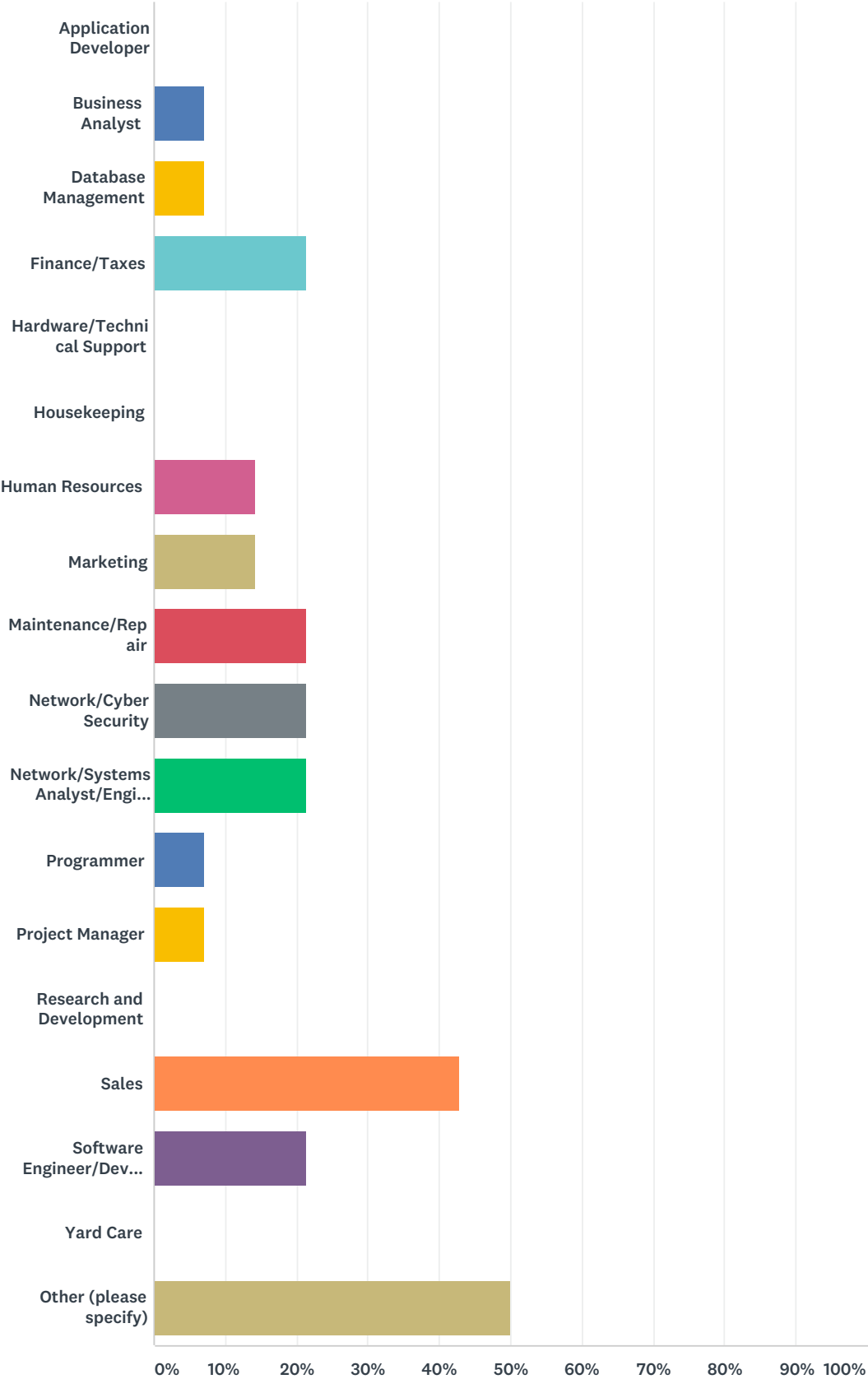


ANSWER CHOICES	RESPONSES	
Yes	35.00%	14
No	65.00%	26
TOTAL		40

**Q23 What specific positions has your business experienced difficulty in filling or retaining?**

Answered: 14   Skipped: 166

Waukesha County Business Survey 2017



ANSWER CHOICES	RESPONSES	
Application Developer	0.00%	0

# Waukesha County Business Survey 2017

Business Analyst	7.14%	1
Database Management	7.14%	1
Finance/Taxes	21.43%	3
Hardware/Technical Support	0.00%	0
Housekeeping	0.00%	0
Human Resources	14.29%	2
Marketing	14.29%	2
Maintenance/Repair	21.43%	3
Network/Cyber Security	21.43%	3
Network/Systems Analyst/Engineer	21.43%	3
Programmer	7.14%	1
Project Manager	7.14%	1
Research and Development	0.00%	0
Sales	42.86%	6
Software Engineer/Developer	21.43%	3
Yard Care	0.00%	0
Other (please specify)	50.00%	7
Total Respondents: 14		

#	OTHER (PLEASE SPECIFY)	DATE
1	welding	8/15/2017 4:25 PM
2	Admin/clerical support	8/11/2017 7:01 AM
3	Graphic Design, Production	8/9/2017 8:08 AM
4	Payroll Specialist	8/8/2017 1:48 PM
5	Teachers	8/8/2017 12:07 PM
6	Machinists	8/8/2017 7:55 AM
7	Heat Remediation Technician	8/8/2017 7:43 AM

## 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: 49 Skipped: 131

ANSWER CHOICES		RESPONSES	
1		100.00%	49
2		91.84%	45
3		83.67%	41

#	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	unskilled laborer	8/15/2017 12:04 PM
7	Food Safety Leader	8/15/2017 9:17 AM
8	service techs	8/15/2017 9:16 AM
9	machine operators	8/15/2017 8:42 AM
10	PLASTIC INJECTION MOLDING SET UP TECH	8/15/2017 8:23 AM
11	Welding	8/15/2017 8:18 AM
12	Fluid Power	8/14/2017 3:02 PM
13	Engineering	8/14/2017 8:55 AM
14	Qualified personnel	8/12/2017 10:39 AM
15	Refrigeration Engineers	8/11/2017 12:39 PM
16	Electro-Mechanical Technician Experienced	8/10/2017 1:16 PM
17	Chemical processing	8/10/2017 9:18 AM
18	motivated new entry hires willing to work a full week	8/9/2017 5:47 PM
19	Need more skilled labor	8/9/2017 11:47 AM
20	Welder	8/9/2017 10:46 AM
21	Superintendents	8/9/2017 10:00 AM
22	Skilled machine operators	8/8/2017 4:31 PM
23	Production Technicians	8/8/2017 3:50 PM
24	Human Resaources	8/8/2017 3:31 PM
25	installation	8/8/2017 3:24 PM
26	Sales/Marketing	8/8/2017 2:38 PM
27	Reliable operations employees	8/8/2017 1:31 PM
28	Machine Operators	8/8/2017 1:01 PM

# Waukesha County Business Survey 2017

29	extrusion operators	8/8/2017 12:35 PM
30	Manual machinist	8/8/2017 12:35 PM
31	Blanchard grinding operators	8/8/2017 12:12 PM
32	Machinery knowledge	8/8/2017 12:11 PM
33	Tool Makers	8/8/2017 11:57 AM
34	Service technicians	8/8/2017 11:34 AM
35	Electronics Technicians	8/8/2017 11:12 AM
36	unskilled labor	8/8/2017 10:41 AM
37	level one machine operators	8/8/2017 9:43 AM
38	Assembly - Shipping/Receiving	8/8/2017 8:46 AM
39	Set-up, spray	8/8/2017 8:40 AM
40	carpenters	8/8/2017 8:31 AM
41	yes	8/8/2017 8:30 AM
42	Project Managers	8/8/2017 8:27 AM
43	Replacement professionals	8/8/2017 7:47 AM
44	Machinist	8/8/2017 7:35 AM
45	Carpenters	8/8/2017 7:20 AM
46	Tool And Die Apprentices	8/8/2017 7:16 AM
47	CNC Machinist	8/8/2017 7:15 AM
48	machine operator	8/8/2017 7:11 AM
49	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	skilled laborer	8/15/2017 12:04 PM
6	Production employees trained for food manufacturing	8/15/2017 9:17 AM
7	Road crew installers	8/15/2017 9:16 AM
8	machine operators	8/15/2017 8:42 AM
9	PLASTIC INJECTION MOLDING PROCESS TECH	8/15/2017 8:23 AM
10	Laser/WaterJet Operator	8/15/2017 8:18 AM
11	Soft Skills	8/14/2017 3:02 PM
12	Sales	8/14/2017 8:55 AM
13	Long -term employees (more than 1 day to week)	8/12/2017 10:39 AM
14	Material Handlers	8/11/2017 12:39 PM
15	3D Design Technician	8/10/2017 1:16 PM
16	Maintenance	8/10/2017 9:18 AM
17	mfg technicians with STEM knowledge skills	8/9/2017 5:47 PM
18	Machinist	8/9/2017 10:46 AM
19	Office Administration	8/9/2017 10:00 AM

# Waukesha County Business Survey 2017

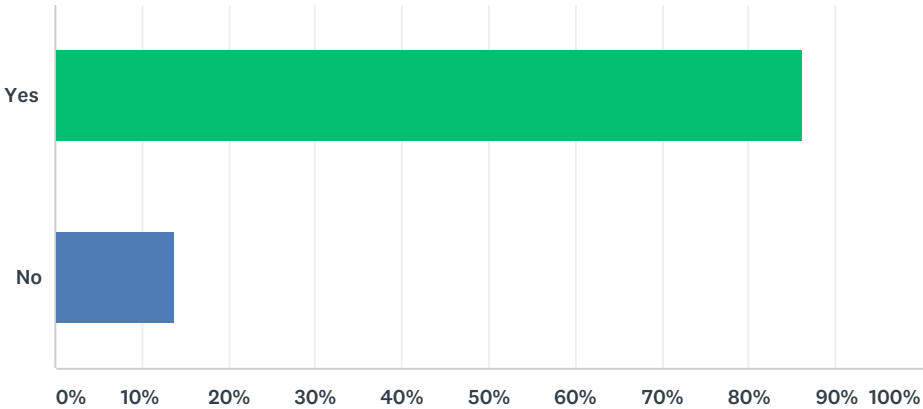
20	Skilled assemblers	8/8/2017 4:31 PM
21	Engineers	8/8/2017 3:50 PM
22	CDL drivers	8/8/2017 3:31 PM
23	project management	8/8/2017 3:24 PM
24	Shipping Receiving	8/8/2017 2:38 PM
25	Maintenance technicians	8/8/2017 1:31 PM
26	Customer Support	8/8/2017 1:01 PM
27	entry level packer/inspectors	8/8/2017 12:35 PM
28	Manual machinist	8/8/2017 12:35 PM
29	Machinery operation	8/8/2017 12:11 PM
30	Machinists	8/8/2017 11:57 AM
31	Installation technicians	8/8/2017 11:34 AM
32	Firmware Engineers	8/8/2017 11:12 AM
33	engineers	8/8/2017 10:41 AM
34	cnc programing and set up	8/8/2017 9:43 AM
35	Application Sales	8/8/2017 8:46 AM
36	Installer	8/8/2017 8:40 AM
37	trades persons	8/8/2017 8:31 AM
38	Superintendents	8/8/2017 8:27 AM
39	Engineering skills	8/8/2017 7:47 AM
40	Saw Operators	8/8/2017 7:35 AM
41	Tapers	8/8/2017 7:20 AM
42	Tool and Die Makers	8/8/2017 7:16 AM
43	Mechanical Technician (machine builder)	8/8/2017 7:15 AM
44	line leader	8/8/2017 7:11 AM
45	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	mechanics	8/15/2017 12:04 PM
6	Customer service (office)	8/15/2017 9:17 AM
7	Inspectors	8/15/2017 9:16 AM
8	machine operators	8/15/2017 8:42 AM
9	TOOL AND DIE	8/15/2017 8:23 AM
10	Fabricating	8/15/2017 8:18 AM
11	Automation	8/14/2017 3:02 PM
12	Manufacturing	8/14/2017 8:55 AM
13	No personal issues that prevent working an entire day	8/12/2017 10:39 AM
14	Production Workers	8/11/2017 12:39 PM

# Waukesha County Business Survey 2017

15	Welder MIG/TIG Experienced	8/10/2017 1:16 PM
16	programming	8/10/2017 9:18 AM
17	Technitians	8/9/2017 10:46 AM
18	Estimating	8/9/2017 10:00 AM
19	General laborers	8/8/2017 4:31 PM
20	Sourcing	8/8/2017 3:50 PM
21	Pavers	8/8/2017 3:31 PM
22	mid-level management	8/8/2017 3:24 PM
23	Brakepress, Welder	8/8/2017 2:38 PM
24	operations management	8/8/2017 1:31 PM
25	Sales	8/8/2017 1:01 PM
26	Cnc machinist	8/8/2017 12:35 PM
27	Automation Mechanics	8/8/2017 11:57 AM
28	Customer service representatives	8/8/2017 11:34 AM
29	Skilled Trades	8/8/2017 11:12 AM
30	robotics	8/8/2017 10:41 AM
31	parts loaders	8/8/2017 9:43 AM
32	Administrative - Billing/Purchasing	8/8/2017 8:46 AM
33	Installerr, set-up	8/8/2017 8:40 AM
34	Estimators	8/8/2017 8:27 AM
35	Additive manufacturing	8/8/2017 7:47 AM
36	Maintenance	8/8/2017 7:35 AM
37	Project Managers	8/8/2017 7:20 AM
38	Tool and Die designers	8/8/2017 7:16 AM
39	Electrical technician	8/8/2017 7:15 AM
40	manufacturing supervisor	8/8/2017 7:11 AM
41	engineering	8/8/2017 7:05 AM

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

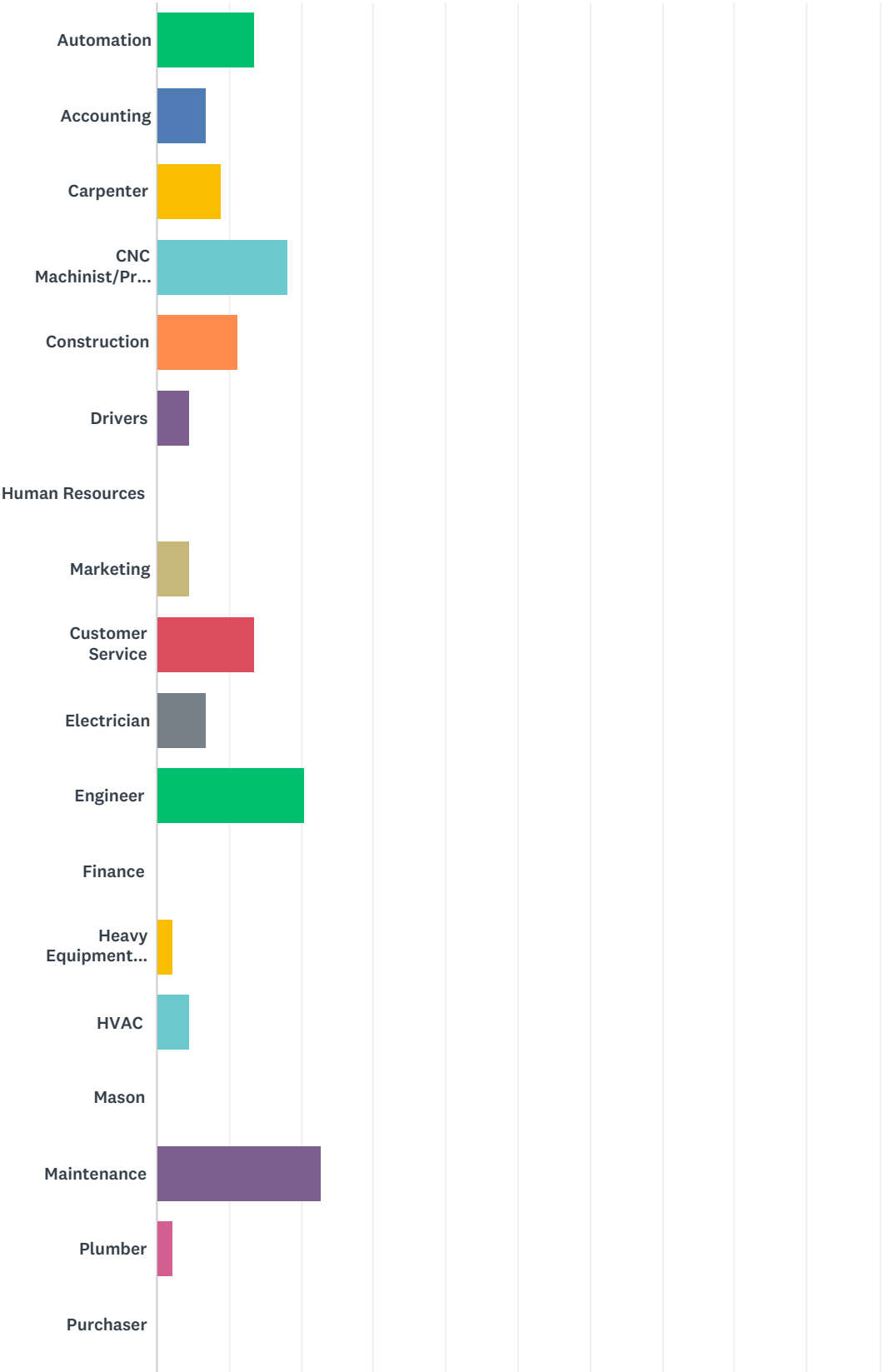
Answered: 51    Skipped: 129



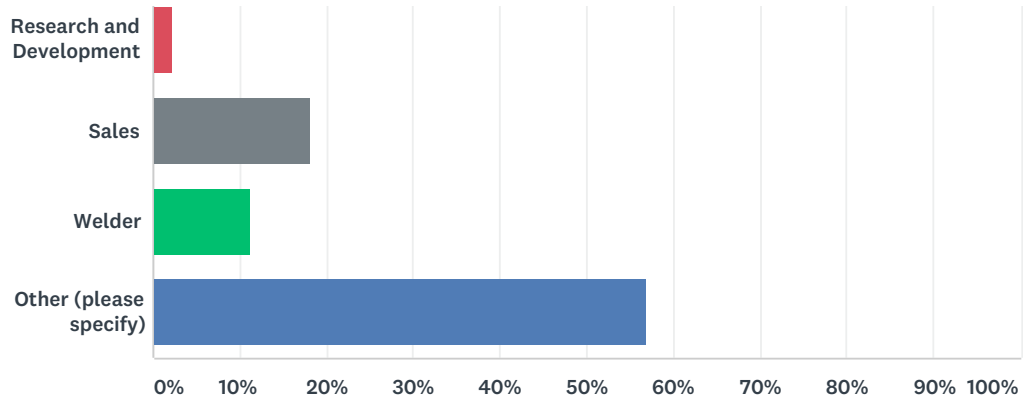
ANSWER CHOICES	RESPONSES	
Yes	86.27%	44
No	13.73%	7
TOTAL		51

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

Answered: 44    Skipped: 136



# Waukesha County Business Survey 2017



ANSWER CHOICES	RESPONSES	
Automation	13.64%	6
Accounting	6.82%	3
Carpenter	9.09%	4
CNC Machinist/Programmer	18.18%	8
Construction	11.36%	5
Drivers	4.55%	2
Human Resources	0.00%	0
Marketing	4.55%	2
Customer Service	13.64%	6
Electrician	6.82%	3
Engineer	20.45%	9
Finance	0.00%	0
Heavy Equipment Operator	2.27%	1
HVAC	4.55%	2
Mason	0.00%	0
Maintenance	22.73%	10
Plumber	2.27%	1
Purchaser	0.00%	0
Research and Development	2.27%	1
Sales	18.18%	8
Welder	11.36%	5
Other (please specify)	56.82%	25
Total Respondents: 44		

#	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

## Q27 6. If RETAIL TRADE, WHOLESALE TRADE, HOSPITALITY, AND FOOD SERVICES is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 15   Skipped: 165

ANSWER CHOICES	RESPONSES
1	100.00% 15
2	93.33% 14
3	86.67% 13

#	1	DATE
1	Sales person	8/23/2017 10:02 AM
2	Floor Manager	8/18/2017 6:24 AM
3	Sales	8/15/2017 1:06 PM
4	lighting professional	8/15/2017 12:14 PM
5	Sales	8/14/2017 6:06 PM
6	Kitchen staff	8/9/2017 8:28 AM
7	sales	8/9/2017 7:56 AM
8	Salespeople	8/9/2017 7:51 AM
9	Good Sales people	8/8/2017 3:10 PM
10	Retaining Employees	8/8/2017 3:03 PM
11	meat manager	8/8/2017 2:13 PM
12	Skilled Chefs	8/8/2017 12:34 PM
13	SALES	8/8/2017 9:32 AM
14	Managers	8/8/2017 8:44 AM
15	good sales people	8/8/2017 7:37 AM

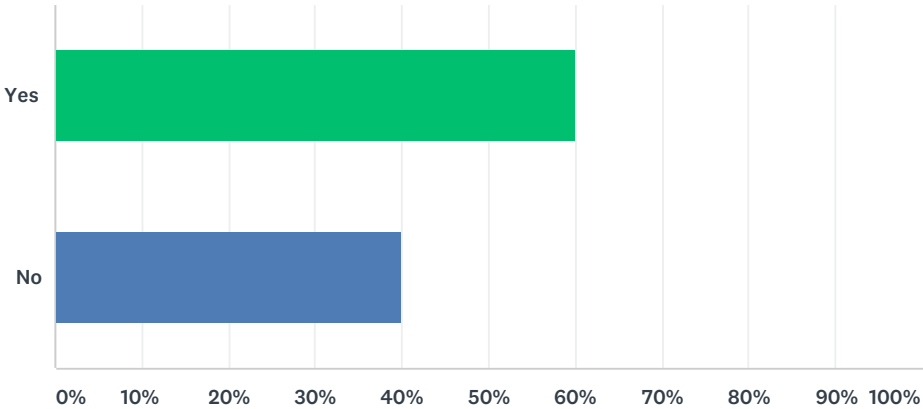
#	2	DATE
1	Delivery driver	8/23/2017 10:02 AM
2	Baristas	8/18/2017 6:24 AM
3	Floral Design	8/15/2017 1:06 PM
4	office manager	8/15/2017 12:14 PM
5	Engineering	8/14/2017 6:06 PM
6	Servers	8/9/2017 8:28 AM
7	service	8/9/2017 7:56 AM
8	Repair technician	8/9/2017 7:51 AM
9	Good Ecommerce person	8/8/2017 3:10 PM
10	Finding Employees in Waukesha County	8/8/2017 3:03 PM
11	baker	8/8/2017 2:13 PM
12	Dining Room Managers	8/8/2017 12:34 PM

# Waukesha County Business Survey 2017

13	Cashiers	8/8/2017 8:44 AM
14	warehouse help	8/8/2017 7:37 AM
#	3	DATE
1	Warehouse	8/23/2017 10:02 AM
2	Catering Manager	8/18/2017 6:24 AM
3	Delivery	8/15/2017 1:06 PM
4	projects labor force	8/15/2017 12:14 PM
5	Marketing	8/14/2017 6:06 PM
6	Bartenders	8/9/2017 8:28 AM
7	customer service	8/9/2017 7:56 AM
8	IT marketing	8/9/2017 7:51 AM
9	Good warehouse help	8/8/2017 3:10 PM
10	perishable manager	8/8/2017 2:13 PM
11	Marketing Staff	8/8/2017 12:34 PM
12	Floor Associates	8/8/2017 8:44 AM
13	inside support	8/8/2017 7:37 AM

Q28 Have you experienced difficulty attracting and/or retaining employees?

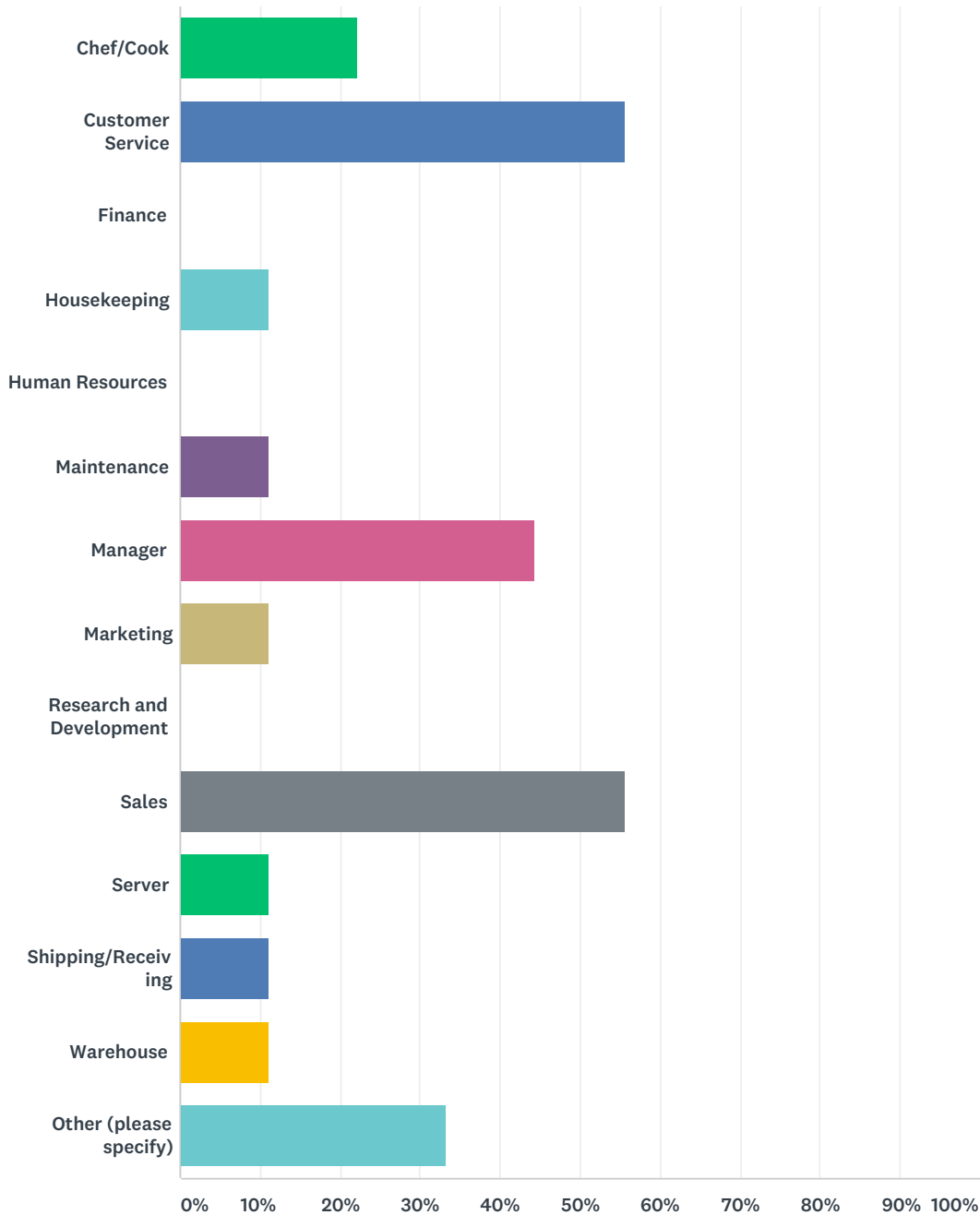
Answered: 15 Skipped: 165



ANSWER CHOICES	RESPONSES	
Yes	60.00%	9
No	40.00%	6
TOTAL		15

## Q29 What specific positions has your business experienced difficulty in filling or retaining? (Select All that Apply)

Answered: 9 Skipped: 171



ANSWER CHOICES	RESPONSES	
Chef/Cook	22.22%	2
Customer Service	55.56%	5
Finance	0.00%	0
Housekeeping	11.11%	1

# Waukesha County Business Survey 2017

Human Resources	0.00%	0
Maintenance	11.11%	1
Manager	44.44%	4
Marketing	11.11%	1
Research and Development	0.00%	0
Sales	55.56%	5
Server	11.11%	1
Shipping/Receiving	11.11%	1
Warehouse	11.11%	1
Other (please specify)	33.33%	3
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	Repair technician	8/9/2017 7:52 AM
2	butchers, seafood specialist, floral	8/8/2017 2:13 PM
3	Cashier	8/8/2017 8:45 AM

## Q30 7. If TRANSPORTATION AND LOGISTICS is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 3   Skipped: 177

ANSWER CHOICES		RESPONSES	
1		100.00%	3
2		100.00%	3
3		100.00%	3

#	1	DATE
1	Drivers	8/16/2017 9:05 AM
2	Warehouse Selectors	8/15/2017 11:20 AM
3	trailer techs	8/15/2017 10:18 AM

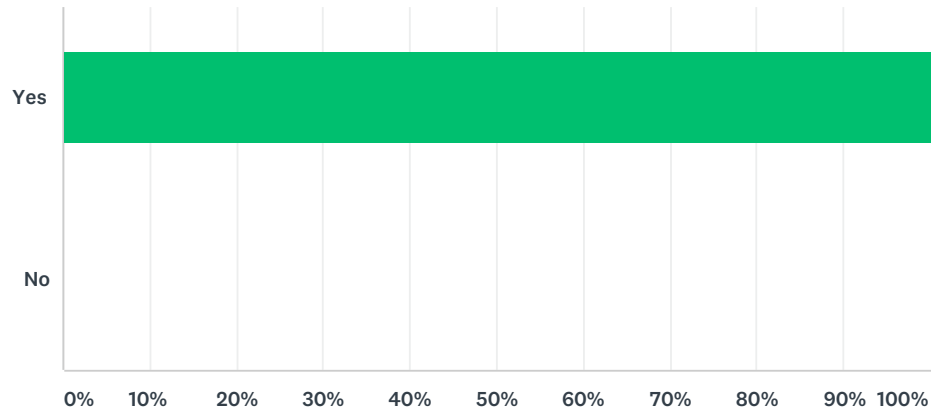
#	2	DATE
1	Mechanics	8/16/2017 9:05 AM
2	Truck Drivers	8/15/2017 11:20 AM
3	parts counter employees	8/15/2017 10:18 AM

#	3	DATE
1	Cleaners	8/16/2017 9:05 AM
2	Management	8/15/2017 11:20 AM
3	warehouse	8/15/2017 10:18 AM

Q31 Have you experienced difficulty attracting and/or retaining employees?

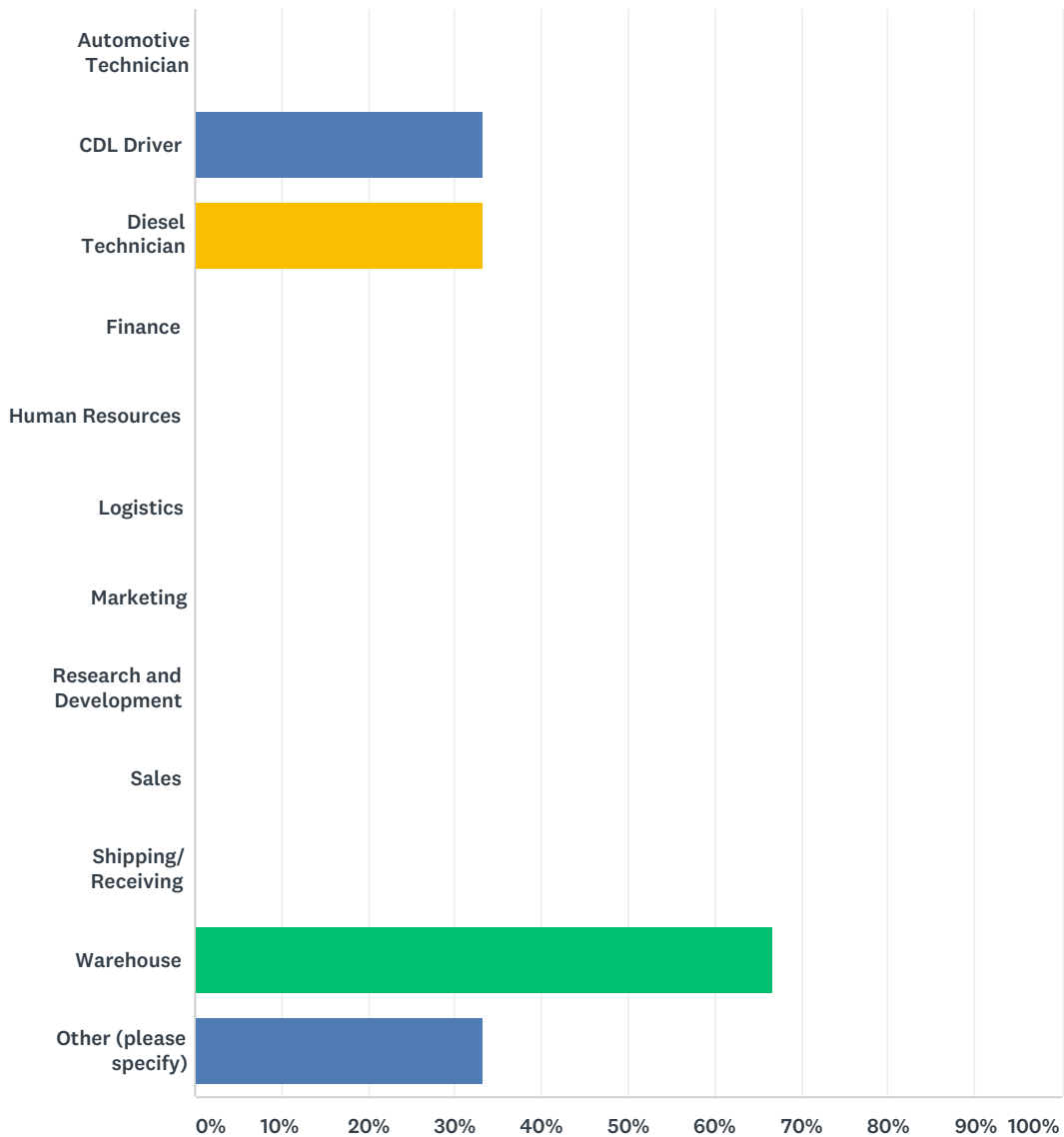
Answered: 3 Skipped: 177



ANSWER CHOICES	RESPONSES	
Yes	100.00%	3
No	0.00%	0
TOTAL		3

### Q32 What specific positions has your business experienced difficulty in filling or retaining? (Select All that Apply)

Answered: 3 Skipped: 177



ANSWER CHOICES	RESPONSES	
Automotive Technician	0.00%	0
CDL Driver	33.33%	1
Diesel Technician	33.33%	1
Finance	0.00%	0
Human Resources	0.00%	0
Logistics	0.00%	0
Marketing	0.00%	0

# Waukesha County Business Survey 2017

Research and Development	0.00%	0
Sales	0.00%	0
Shipping/ Receiving	0.00%	0
Warehouse	66.67%	2
Other (please specify)	33.33%	1
Total Respondents: 3		

#	OTHER (PLEASE SPECIFY)	DATE
1	trailer techs	8/15/2017 10:19 AM

### Q33 8. If OTHER is selected...In the next three years, can you identify your top three potential talent needs?

Answered: 0   Skipped: 180

ANSWER CHOICES	RESPONSES
1	0.00% 0
2	0.00% 0
3	0.00% 0

#	1	DATE
	There are no responses.	
#	2	DATE
	There are no responses.	
#	3	DATE
	There are no responses.	

Q34 Have you experienced difficulty attracting and/or retaining employees?

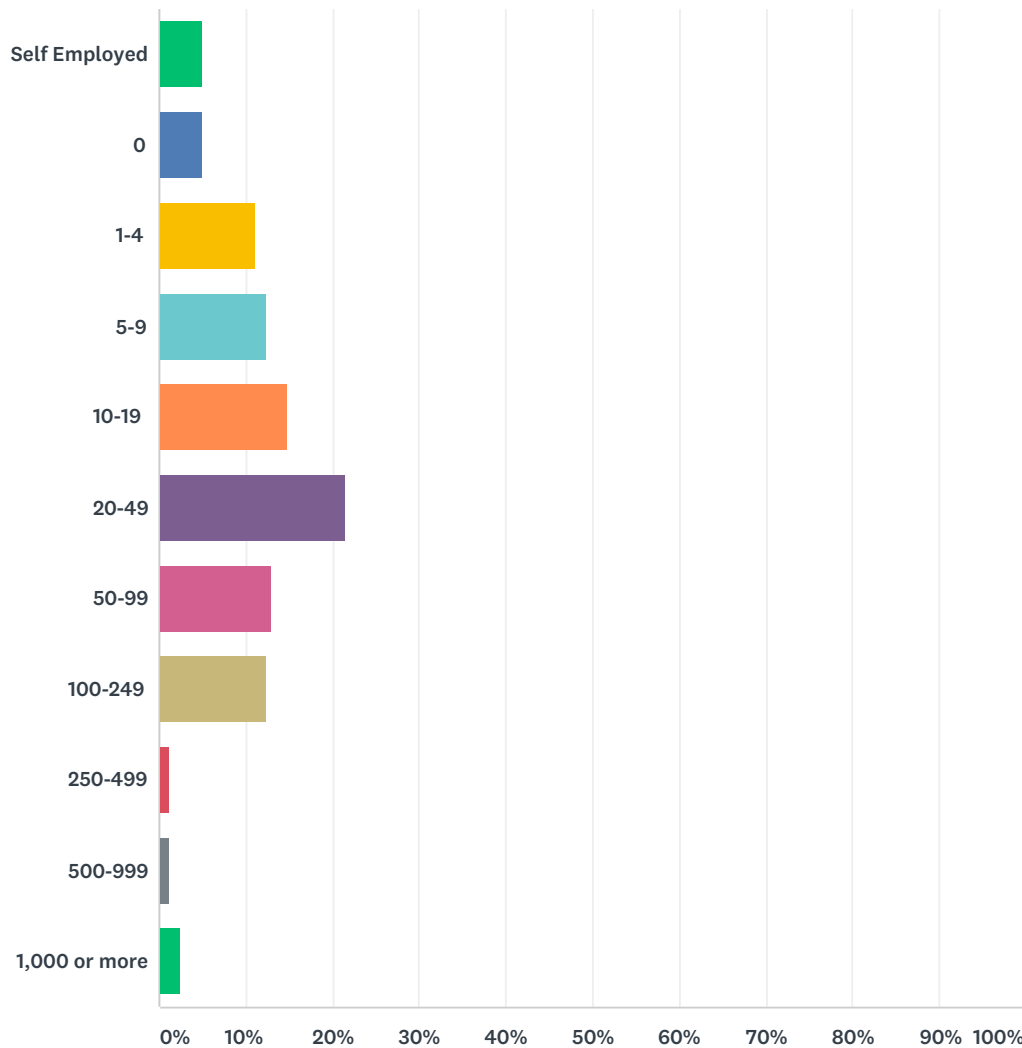
Answered: 0    Skipped: 180

 No matching responses.

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

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

Answered: 162 Skipped: 18



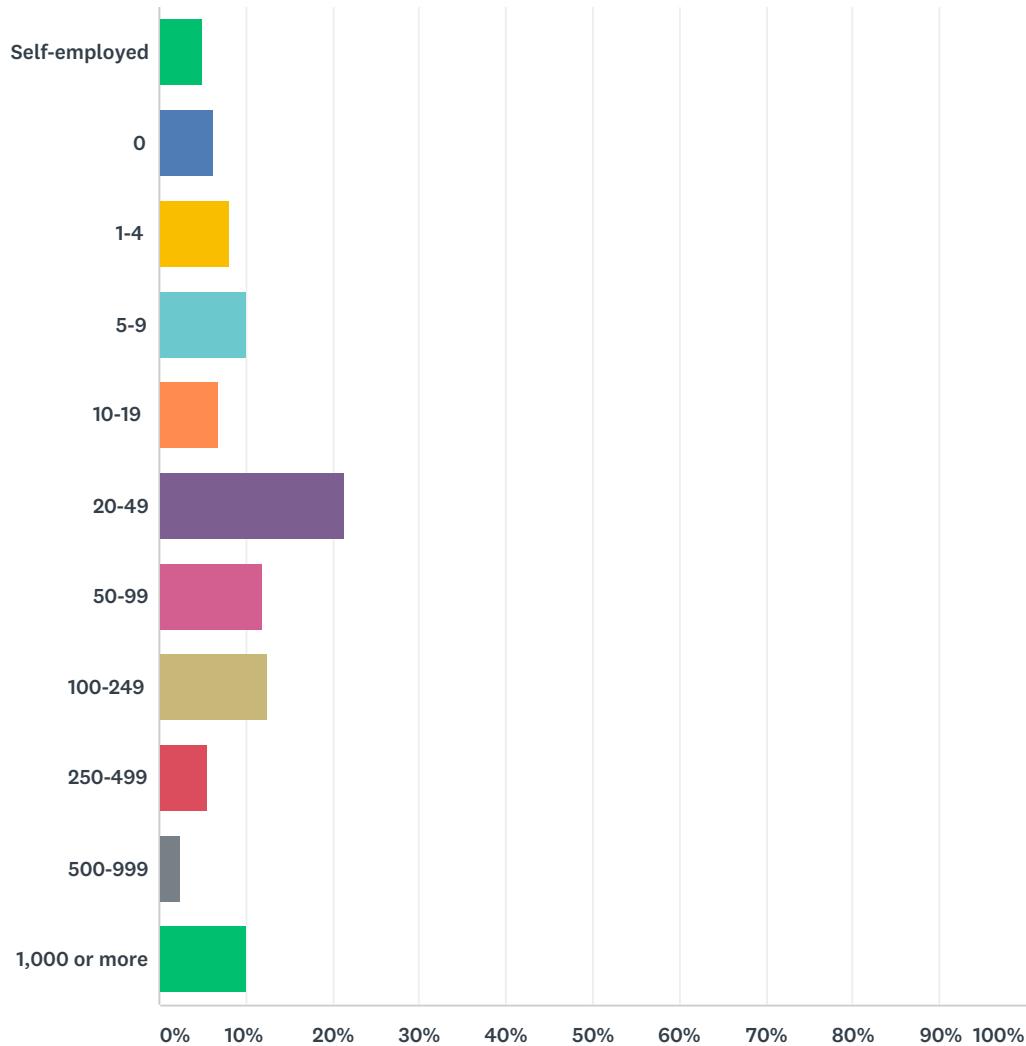
ANSWER CHOICES	RESPONSES	
Self Employed	4.94%	8
0	4.94%	8
1-4	11.11%	18
5-9	12.35%	20
10-19	14.81%	24
20-49	21.60%	35
50-99	12.96%	21
100-249	12.35%	20
250-499	1.23%	2

## Waukesha County Business Survey 2017

500-999	1.23%	2
1,000 or more	2.47%	4
TOTAL		162

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

Answered: 160 Skipped: 20



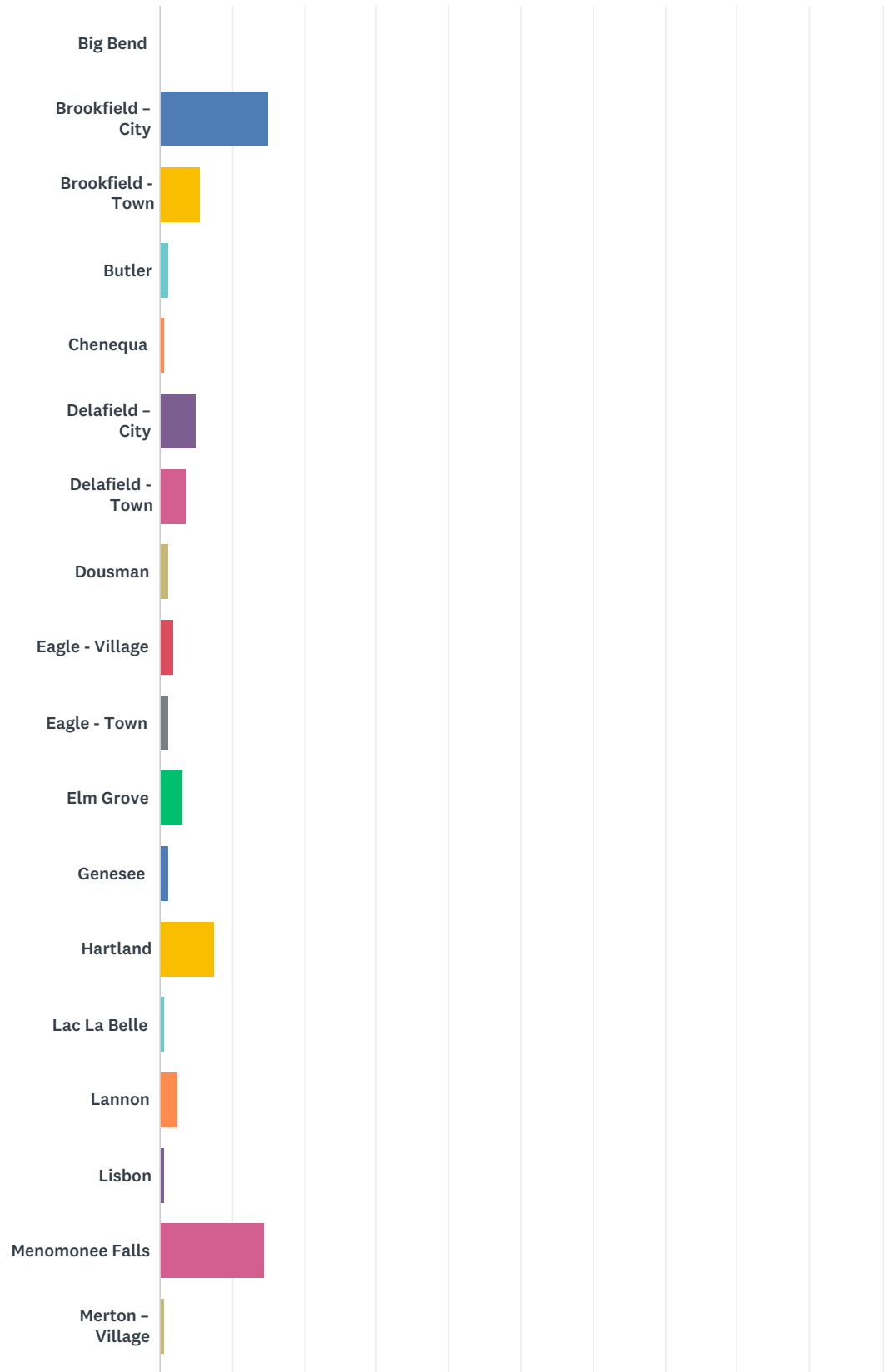
ANSWER CHOICES	RESPONSES	
Self-employed	5.00%	8
0	6.25%	10
1-4	8.13%	13
5-9	10.00%	16
10-19	6.88%	11
20-49	21.25%	34
50-99	11.88%	19
100-249	12.50%	20
250-499	5.63%	9

Waukesha County Business Survey 2017

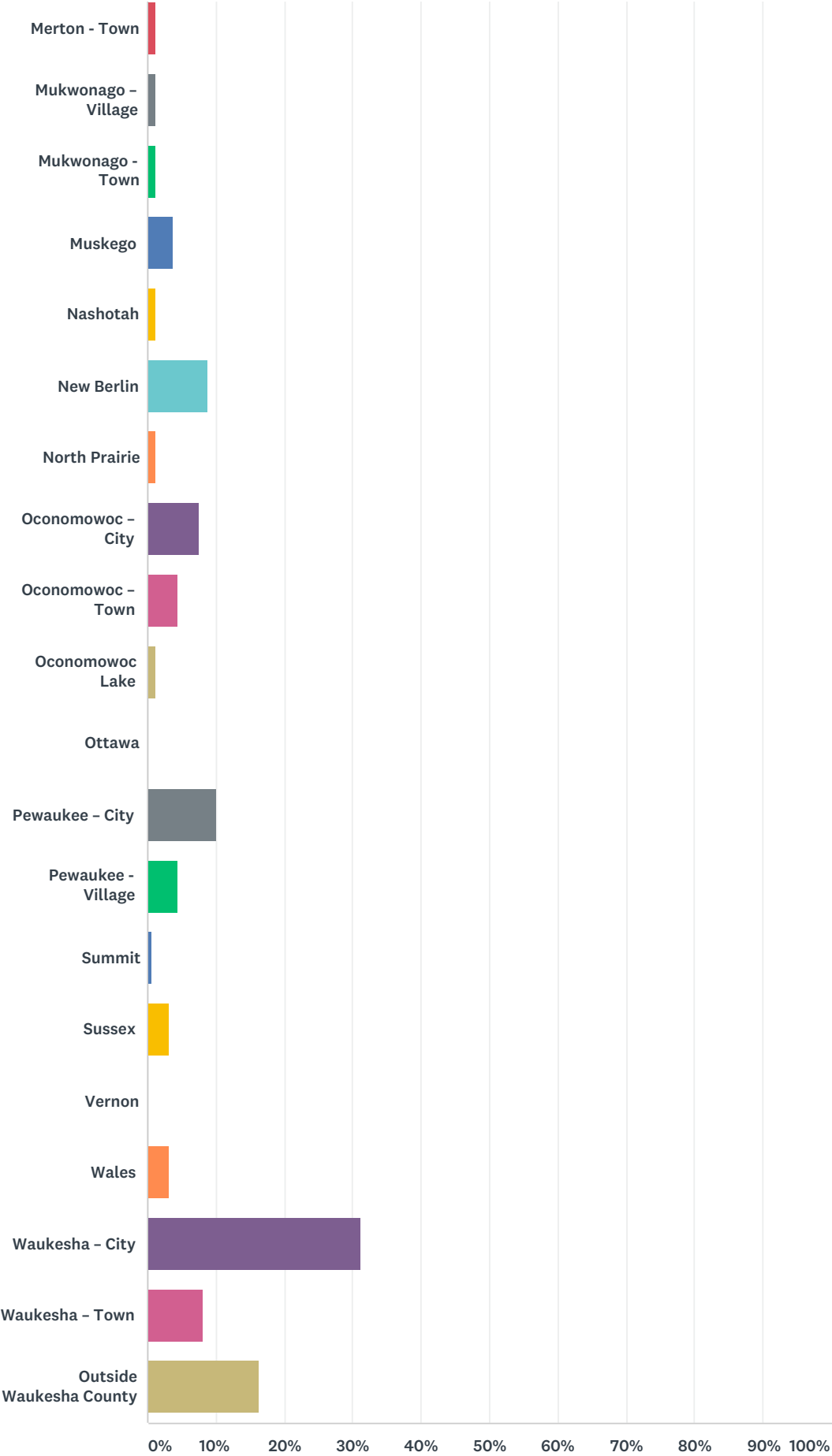
500-999	2.50%	4
1,000 or more	10.00%	16
TOTAL		160

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

Answered: 160    Skipped: 20



Waukesha County Business Survey 2017



# Waukesha County Business Survey 2017

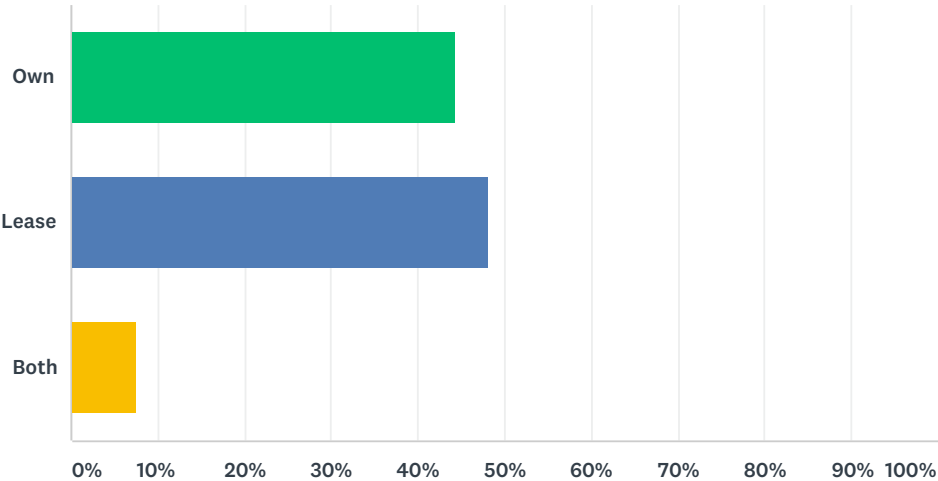
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	15.00%	24
Brookfield - Town	5.63%	9
Butler	1.25%	2
Chenequa	0.63%	1
Delafield – City	5.00%	8
Delafield - Town	3.75%	6
Dousman	1.25%	2
Eagle - Village	1.88%	3
Eagle - Town	1.25%	2
Elm Grove	3.13%	5
Genesee	1.25%	2
Hartland	7.50%	12
Lac La Belle	0.63%	1
Lannon	2.50%	4
Lisbon	0.63%	1
Menomonee Falls	14.37%	23
Merton – Village	0.63%	1
Merton - Town	1.25%	2
Mukwonago – Village	1.25%	2
Mukwonago - Town	1.25%	2
Muskego	3.75%	6
Nashotah	1.25%	2
New Berlin	8.75%	14
North Prairie	1.25%	2
Oconomowoc – City	7.50%	12
Oconomowoc – Town	4.38%	7
Oconomowoc Lake	1.25%	2
Ottawa	0.00%	0
Pewaukee – City	10.00%	16
Pewaukee - Village	4.38%	7
Summit	0.63%	1
Sussex	3.13%	5
Vernon	0.00%	0

## Waukesha County Business Survey 2017

Wales	3.13%	5
Waukesha – City	31.25%	50
Waukesha – Town	8.13%	13
Outside Waukesha County	16.25%	26
Total Respondents: 160		

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

Answered: 160 Skipped: 20



ANSWER CHOICES	RESPONSES	
Own	44.38%	71
Lease	48.13%	77
Both	7.50%	12
TOTAL		160

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

Answered: 157 Skipped: 23

#	RESPONSES	DATE
1	All	8/23/2017 10:03 AM
2	100% of Waukesha and Genesee Depot, 75% Wales	8/18/2017 6:26 AM
3	7,500	8/16/2017 7:46 PM
4	100	8/16/2017 11:01 AM
5	90	8/16/2017 10:51 AM
6	100	8/16/2017 10:39 AM
7	80	8/16/2017 9:41 AM
8	75%	8/16/2017 9:07 AM
9	100.00	8/16/2017 9:06 AM
10	100%	8/16/2017 8:21 AM
11	65	8/16/2017 6:19 AM
12	100	8/15/2017 8:38 PM
13	100%	8/15/2017 7:07 PM
14	?	8/15/2017 4:26 PM
15	100%	8/15/2017 3:54 PM
16	100%	8/15/2017 3:42 PM
17	100%	8/15/2017 3:34 PM
18	100	8/15/2017 2:59 PM
19	90	8/15/2017 2:17 PM
20	90	8/15/2017 1:53 PM
21	100%	8/15/2017 1:50 PM
22	18,000	8/15/2017 1:39 PM
23	100	8/15/2017 1:27 PM
24	100%	8/15/2017 1:19 PM
25	100	8/15/2017 1:07 PM
26	50	8/15/2017 1:01 PM
27	100	8/15/2017 12:35 PM
28	100	8/15/2017 12:31 PM
29	2700	8/15/2017 12:16 PM
30	136 off season/40,000 on event location	8/15/2017 12:06 PM
31	100	8/15/2017 12:06 PM
32	1100 sq feet	8/15/2017 12:05 PM
33	100	8/15/2017 11:53 AM
34	100%	8/15/2017 11:21 AM

# Waukesha County Business Survey 2017

35	100	8/15/2017 10:20 AM
36	100 percent	8/15/2017 10:12 AM
37	100	8/15/2017 9:35 AM
38	80%	8/15/2017 9:20 AM
39	75%	8/15/2017 9:18 AM
40	100%	8/15/2017 8:57 AM
41	100	8/15/2017 8:51 AM
42	100	8/15/2017 8:44 AM
43	500	8/15/2017 8:36 AM
44	100	8/15/2017 8:33 AM
45	90%	8/15/2017 8:30 AM
46	33250	8/15/2017 8:24 AM
47	100	8/15/2017 8:22 AM
48	100%	8/15/2017 8:21 AM
49	85	8/14/2017 6:07 PM
50	100	8/14/2017 3:04 PM
51	50000	8/14/2017 8:56 AM
52	33	8/12/2017 11:13 AM
53	8000	8/12/2017 10:40 AM
54	100%	8/11/2017 7:02 AM
55	100%	8/10/2017 2:16 PM
56	80	8/10/2017 1:19 PM
57	100	8/10/2017 9:24 AM
58	75	8/10/2017 8:31 AM
59	100	8/9/2017 5:49 PM
60	20	8/9/2017 5:08 PM
61	90	8/9/2017 4:00 PM
62	100	8/9/2017 1:45 PM
63	85%	8/9/2017 1:13 PM
64	100%	8/9/2017 11:48 AM
65	20,000 sq/ft	8/9/2017 10:47 AM
66	100	8/9/2017 10:45 AM
67	83%	8/9/2017 10:14 AM
68	100%	8/9/2017 10:02 AM
69	100	8/9/2017 8:15 AM
70	All	8/9/2017 7:54 AM
71	80	8/9/2017 7:02 AM
72	100	8/8/2017 8:11 PM
73	50	8/8/2017 6:12 PM
74	100%	8/8/2017 5:25 PM
75	100	8/8/2017 5:05 PM

# Waukesha County Business Survey 2017

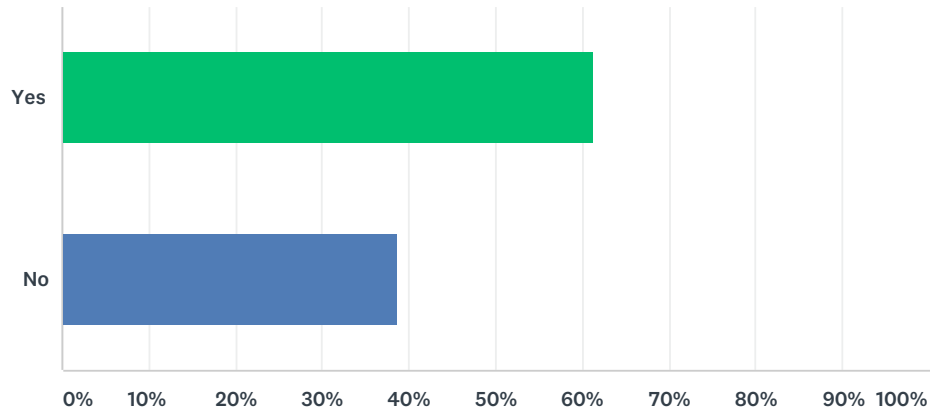
76	100	8/8/2017 4:33 PM
77	80%	8/8/2017 4:31 PM
78	50	8/8/2017 3:51 PM
79	100%	8/8/2017 3:32 PM
80	30	8/8/2017 3:26 PM
81	33	8/8/2017 3:22 PM
82	100%	8/8/2017 3:14 PM
83	90%	8/8/2017 3:11 PM
84	100	8/8/2017 3:10 PM
85	100	8/8/2017 3:04 PM
86	100	8/8/2017 2:39 PM
87	100%	8/8/2017 2:14 PM
88	75%	8/8/2017 2:09 PM
89	100%	8/8/2017 1:54 PM
90	20	8/8/2017 1:49 PM
91	100	8/8/2017 1:36 PM
92	100	8/8/2017 1:32 PM
93	65%	8/8/2017 1:26 PM
94	10,000	8/8/2017 1:04 PM
95	85	8/8/2017 1:04 PM
96	4000	8/8/2017 12:39 PM
97	100%	8/8/2017 12:38 PM
98	100%	8/8/2017 12:37 PM
99	100	8/8/2017 12:36 PM
100	17	8/8/2017 12:36 PM
101	All	8/8/2017 12:30 PM
102	14,000	8/8/2017 12:30 PM
103	100%	8/8/2017 12:30 PM
104	90	8/8/2017 12:26 PM
105	30%: 100 perecent; 70%: 50 percent	8/8/2017 12:25 PM
106	100%	8/8/2017 12:19 PM
107	80%	8/8/2017 12:14 PM
108	70 percent	8/8/2017 12:14 PM
109	33,000	8/8/2017 12:13 PM
110	65%	8/8/2017 12:12 PM
111	100%	8/8/2017 12:09 PM
112	100	8/8/2017 12:08 PM
113	20%	8/8/2017 12:05 PM
114	30	8/8/2017 12:05 PM
115	85%	8/8/2017 11:59 AM
116	100	8/8/2017 11:35 AM

# Waukesha County Business Survey 2017

117	80 - 85%	8/8/2017 11:18 AM
118	85	8/8/2017 11:18 AM
119	100	8/8/2017 11:14 AM
120	80	8/8/2017 10:42 AM
121	100	8/8/2017 10:14 AM
122	100%	8/8/2017 9:57 AM
123	100	8/8/2017 9:45 AM
124	all	8/8/2017 9:35 AM
125	8000	8/8/2017 9:35 AM
126	75%	8/8/2017 9:17 AM
127	100%	8/8/2017 9:00 AM
128	15,000	8/8/2017 8:59 AM
129	100	8/8/2017 8:51 AM
130	65%	8/8/2017 8:49 AM
131	9200 sq ft	8/8/2017 8:47 AM
132	1000	8/8/2017 8:46 AM
133	100	8/8/2017 8:45 AM
134	65	8/8/2017 8:43 AM
135	80	8/8/2017 8:33 AM
136	15	8/8/2017 8:32 AM
137	100%	8/8/2017 8:32 AM
138	100%	8/8/2017 8:32 AM
139	100	8/8/2017 8:31 AM
140	100%	8/8/2017 8:30 AM
141	100	8/8/2017 8:28 AM
142	100	8/8/2017 8:24 AM
143	1092	8/8/2017 7:56 AM
144	N/a	8/8/2017 7:48 AM
145	5	8/8/2017 7:45 AM
146	?	8/8/2017 7:44 AM
147	100%	8/8/2017 7:40 AM
148	Not sure	8/8/2017 7:37 AM
149	100	8/8/2017 7:37 AM
150	90	8/8/2017 7:37 AM
151	100%	8/8/2017 7:30 AM
152	30	8/8/2017 7:27 AM
153	75	8/8/2017 7:17 AM
154	100	8/8/2017 7:17 AM
155	80	8/8/2017 7:16 AM
156	100	8/8/2017 7:13 AM
157	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?

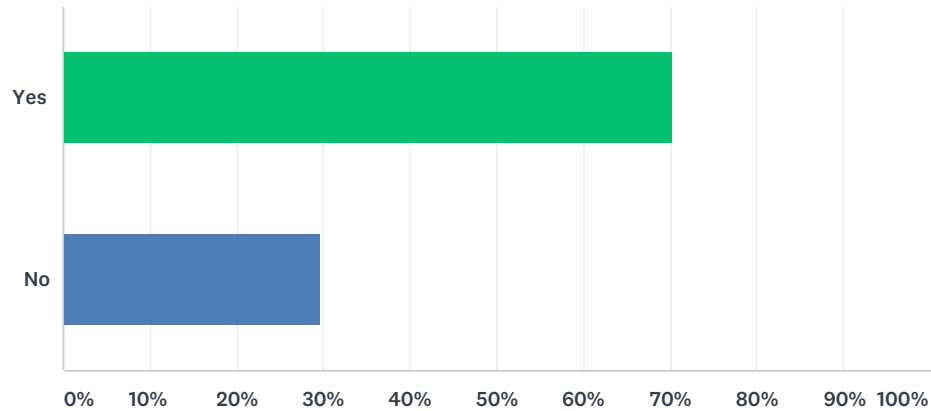
Answered: 160 Skipped: 20



ANSWER CHOICES	RESPONSES	
Yes	61.25%	98
No	38.75%	62
TOTAL		160

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

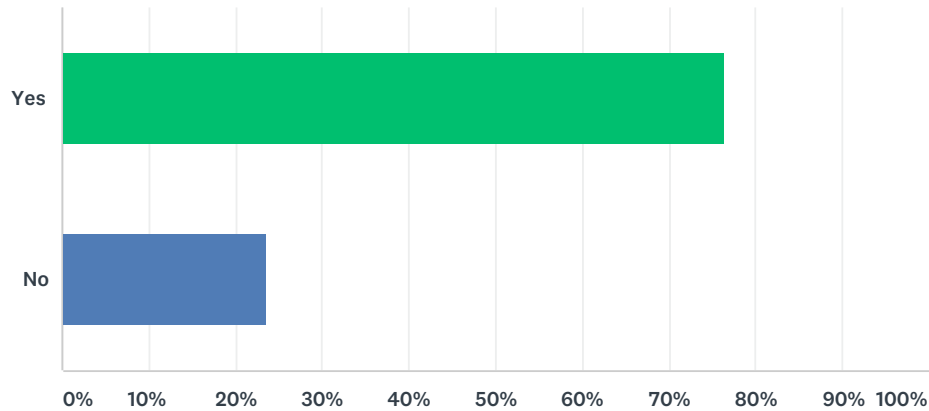
Answered: 158    Skipped: 22



ANSWER CHOICES		RESPONSES	
Yes		70.25%	111
No		29.75%	47
TOTAL			158

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

Answered: 156 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	76.28%	119
No	23.72%	37
TOTAL		156

#	PLEASE DESCRIBE	DATE
1	Employees	8/23/2017 10:04 AM
2	Catering, Espresso Bar	8/18/2017 6:26 AM
3	Connecting manufacturers with the best resources to enable them to take advantage of the latest trends	8/16/2017 7:48 PM
4	Increase number of People to service more clients	8/16/2017 9:42 AM
5	PEOPLE+MACHINES	8/16/2017 6:20 AM
6	increase employees and expand services throughout all of wisconsin	8/15/2017 4:27 PM
7	Grow sales staff	8/15/2017 3:35 PM
8	I would imagine that we will hire again in the next three years	8/15/2017 1:54 PM
9	As our services expand we will need more people and more space	8/15/2017 1:51 PM
10	new product release for a New market sector	8/15/2017 1:28 PM
11	Growth in Aluminum Casting & Machining	8/15/2017 1:20 PM
12	Add more staff	8/15/2017 12:36 PM
13	Acquire additional clients	8/15/2017 12:32 PM
14	not big scale. 1-2 more employees	8/15/2017 12:16 PM
15	We're hoping to grow internally, as we are land-locked with our currently rented facility,allowing more businesses to be a part/showcased through our event and continue marketing Waukesha County as a whole through our event.	8/15/2017 12:10 PM
16	cannot due to labor shortage!	8/15/2017 12:07 PM
17	We are looking to grow both companies. (Greenfield Rehab and Rehab Resources)	8/15/2017 11:54 AM
18	possible add on and additional equipment	8/15/2017 8:46 AM
19	growth in same business lines - not facilities	8/15/2017 8:31 AM

## Waukesha County Business Survey 2017

20	Acquire a bigger bldg/more space	8/15/2017 8:23 AM
21	Larger market share	8/14/2017 3:05 PM
22	we plan on expanding lending both commercial and residential	8/10/2017 2:17 PM
23	Slow Growth only	8/10/2017 1:20 PM
24	add to multishift hours, facility expansion	8/9/2017 5:51 PM
25	Thru acquisition	8/9/2017 4:00 PM
26	More qualified help creates more business potential	8/9/2017 10:48 AM
27	Revenue Growth and Potentially 1 staff member	8/9/2017 10:46 AM
28	We are growing	8/9/2017 7:56 AM
29	Adding more employees and expanding into other states.	8/9/2017 7:03 AM
30	Adding employees	8/8/2017 6:12 PM
31	Increase office space and personnel to meet demand	8/8/2017 1:54 PM
32	I am in start-up mode & expect to grow online services	8/8/2017 1:37 PM
33	Acquire new banks in markets we do not currently serve	8/8/2017 1:27 PM
34	Yes, once we outgrow this space.	8/8/2017 1:05 PM
35	Grow college student enrollment; increase number of program offerings	8/8/2017 12:30 PM
36	Organic Growth and Acquisition	8/8/2017 12:27 PM
37	Expansion of OT, Counseling Services	8/8/2017 12:26 PM
38	plan to open other offices throughout Wisconsin in next 2-5 years.	8/8/2017 12:19 PM
39	competitor attrition	8/8/2017 12:14 PM
40	Add metal melting operations	8/8/2017 12:14 PM
41	We plan to maximize our enrollment capacity	8/8/2017 12:10 PM
42	Additional Staff	8/8/2017 12:06 PM
43	New programs	8/8/2017 12:06 PM
44	More automation to increase capital utilization	8/8/2017 12:00 PM
45	Considerable international growth	8/8/2017 11:14 AM
46	new product lines	8/8/2017 10:43 AM
47	depending on economy	8/8/2017 9:46 AM
48	attract new representatives	8/8/2017 9:35 AM
49	We will expand as sales continue to increase	8/8/2017 8:50 AM
50	Revamp the store to add 14sqft to add product	8/8/2017 8:49 AM
51	I have an office in West Bend and an office in Menomonee Falls and would like to open an office in Oconomowoc soon.	8/8/2017 8:46 AM
52	add product lines	8/8/2017 8:32 AM
53	Business growth	8/8/2017 8:31 AM
54	more accounts	8/8/2017 8:25 AM
55	new software	8/8/2017 7:38 AM
56	Increase customer base - diversify	8/8/2017 7:37 AM
57	Building Expansion - Additional staff	8/8/2017 7:31 AM
58	Need the Town and Village to back the project. And be willing to raise taxes.	8/8/2017 7:28 AM
59	Looking for larger building, 100,000 Square feet or larger	8/8/2017 7:19 AM

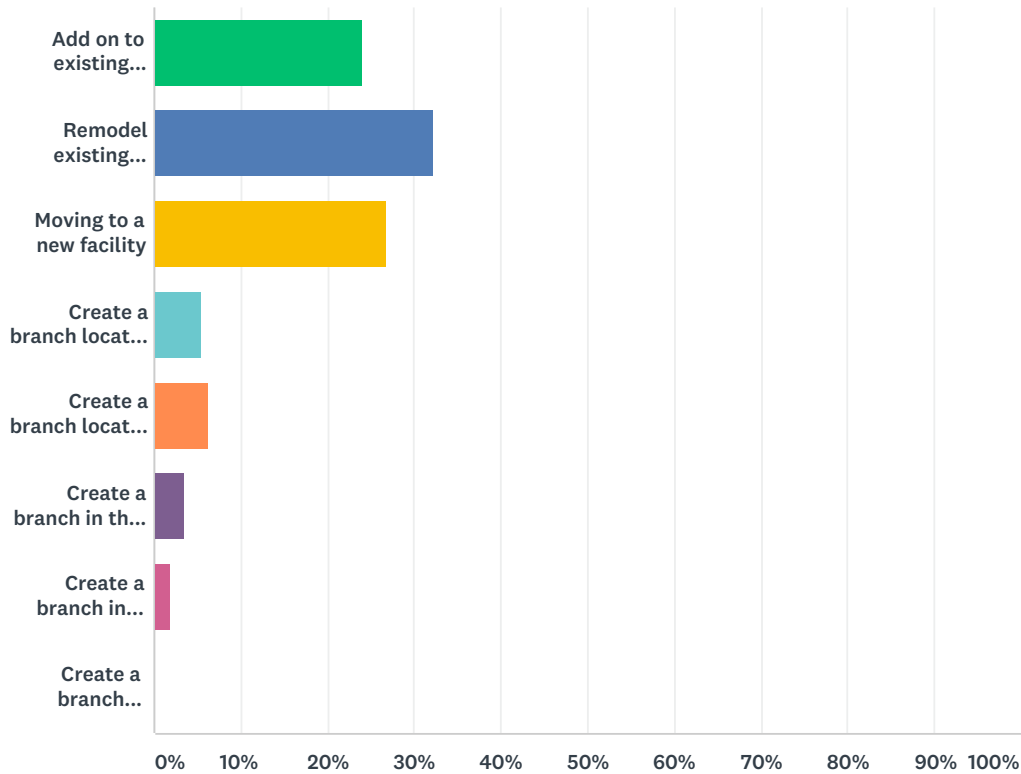
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60	add more attorneys	8/8/2017 7:17 AM
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## Q43 Which best describes your business expansion plans?

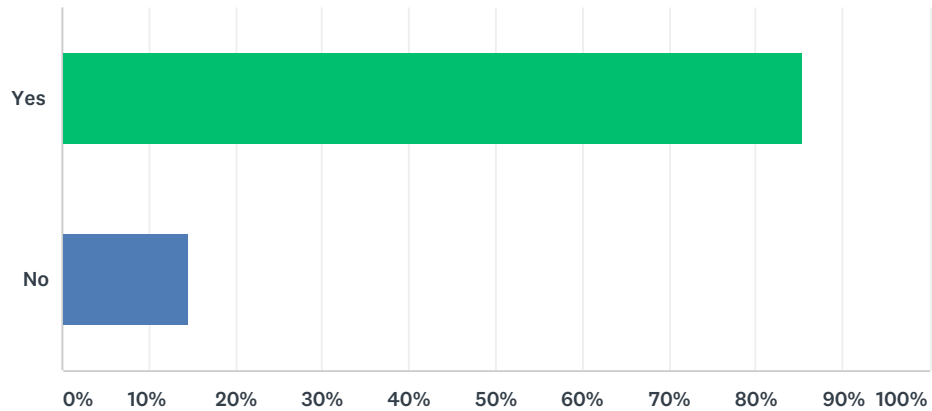
Answered: 112 Skipped: 68



ANSWER CHOICES	RESPONSES	
Add on to existing facility	24.11%	27
Remodel existing facility	32.14%	36
Moving to a new facility	26.79%	30
Create a branch location in Waukesha County	5.36%	6
Create a branch location in the Region (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	6.25%	7
Create a branch in the State	3.57%	4
Create a branch in another State	1.79%	2
Create a branch Internationally	0.00%	0
<b>TOTAL</b>		<b>112</b>

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

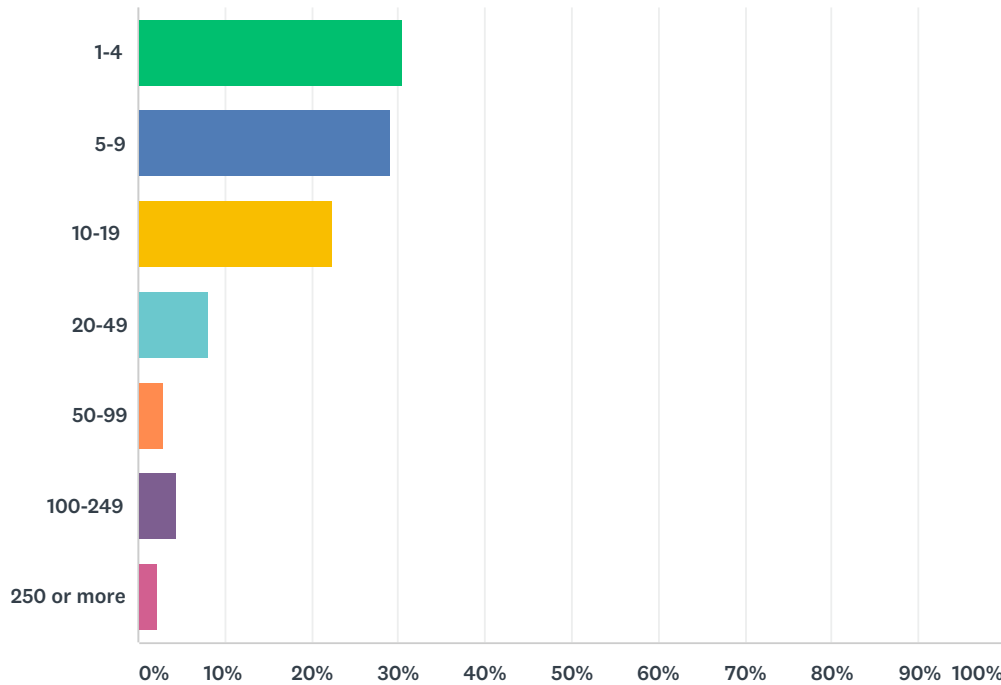
Answered: 157    Skipped: 23



ANSWER CHOICES		RESPONSES	
Yes		85.35%	134
No		14.65%	23
TOTAL			157

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

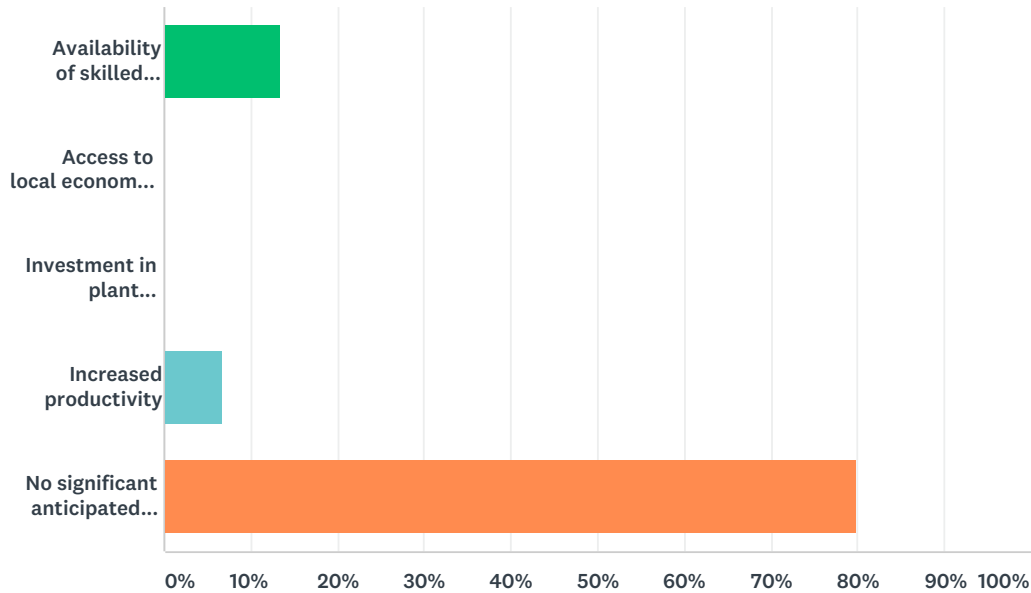
Answered: 134 Skipped: 46



ANSWER CHOICES	RESPONSES	
1-4	30.60%	41
5-9	29.10%	39
10-19	22.39%	30
20-49	8.21%	11
50-99	2.99%	4
100-249	4.48%	6
250 or more	2.24%	3
TOTAL		134

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

Answered: 15 Skipped: 165

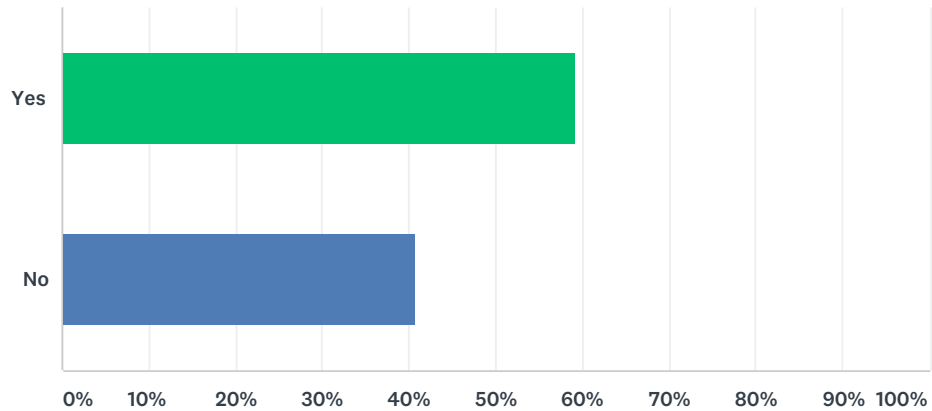


ANSWER CHOICES	RESPONSES	
Availability of skilled workers	13.33%	2
Access to local economic development grants, loans, and/or assistance	0.00%	0
Investment in plant efficiency and / or automation	0.00%	0
Increased productivity	6.67%	1
No significant anticipated growth in business	80.00%	12
<b>TOTAL</b>		<b>15</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	we believe we have our business plan covered and it is a conscious effort to remain the same size	8/15/2017 3:03 PM
2	Right now we are bldging locked, no current availability for growth	8/15/2017 8:25 AM
3	Regulation associated with employees	8/15/2017 8:22 AM
4	no funds fro additional staff	8/9/2017 1:45 PM
5	because am self-employed	8/8/2017 9:36 AM
6	totally staffed at this point	8/8/2017 9:01 AM
7	begin to utilize national distribution networks	8/8/2017 8:35 AM
8	lack of leadership and incompetence of ownership	8/8/2017 8:34 AM

Q47 17. Is staff recruitment impacting your business?

Answered: 157    Skipped: 23

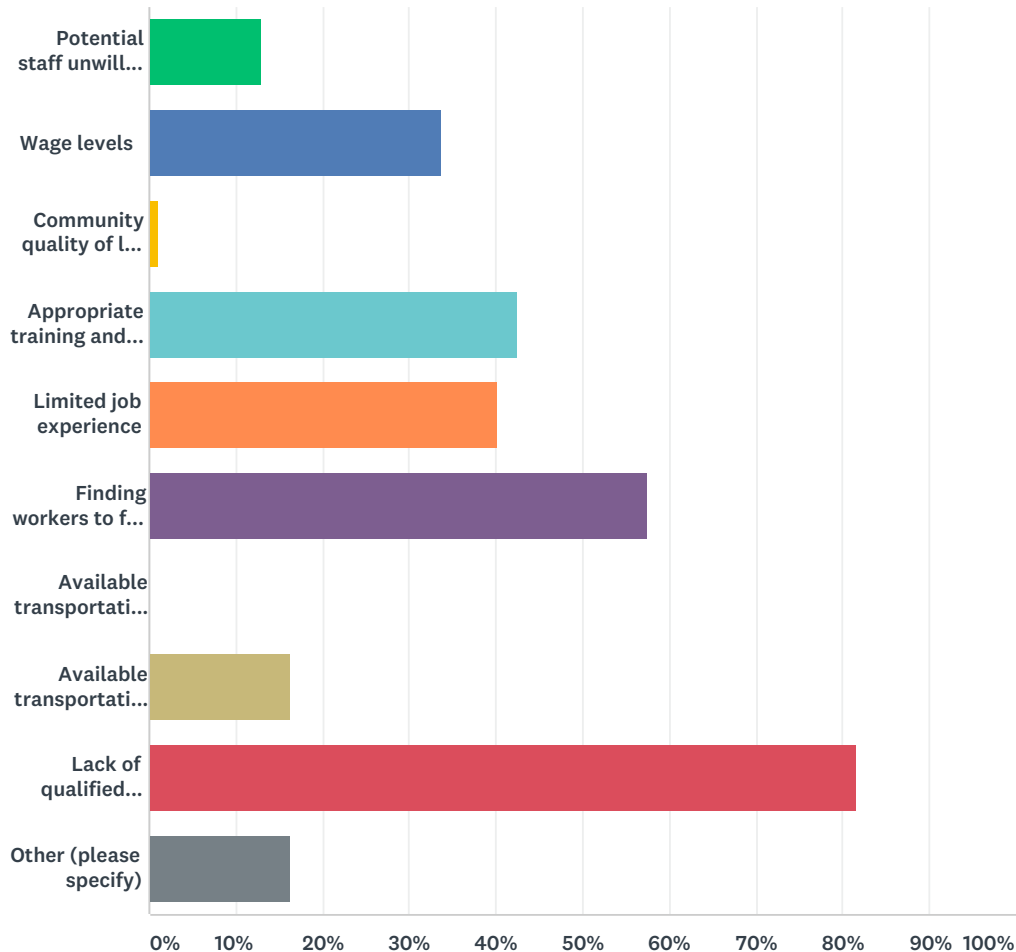


ANSWER CHOICES		RESPONSES	
Yes		59.24%	93
No		40.76%	64
TOTAL			157

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

### Select All that Apply →

Answered: 92 Skipped: 88



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	13.04%	12
Wage levels	33.70%	31
Community quality of life amenities (parks, culture, entertainment...)	1.09%	1
Appropriate training and / or education	42.39%	39
Limited job experience	40.22%	37
Finding workers to fit the business culture	57.61%	53
Available transportation to work	0.00%	0
Available transportation to work	16.30%	15
Lack of qualified applicants	81.52%	75
Other (please specify)	16.30%	15

# Waukesha County Business Survey 2017

Total Respondents: 92

#	OTHER (PLEASE SPECIFY)	DATE
1	We hire licensed real estate sales associates	8/15/2017 3:37 PM
2	willingness to travel	8/15/2017 12:08 PM
3	Applicants able to pass a drug screen and background check	8/15/2017 11:23 AM
4	Many applicants have records that are unacceptable to employ	8/15/2017 10:42 AM
5	Need people with a work ethic.	8/15/2017 8:32 AM
6	Finding applicants who actually want to work, most post resumes to meet unemployment requirements	8/15/2017 8:27 AM
7	Dedication to the work. Everyone wants a high paying position and doesn't want to work. Or they state they are qualified to get the higher wage and find out they have no clue about the position.	8/12/2017 10:43 AM
8	Health Insurance	8/8/2017 3:27 PM
9	Rapid growth outpacing recruitment	8/8/2017 3:16 PM
10	Location	8/8/2017 3:05 PM
11	high school kids don't seem to have to work, most go to college instead of learning trade	8/8/2017 2:16 PM
12	Cyclical sales	8/8/2017 12:16 PM
13	people that want to work / to many getting govt hand outs why work?	8/8/2017 9:47 AM
14	Many candidates do not have auto insurance and I am unable to hire them if they do not.	8/8/2017 8:48 AM
15	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: 117   Skipped: 63

ANSWER CHOICES	RESPONSES
1	100.00% 117
2	86.32% 101
3	70.94% 83

#	1	DATE
1	Sales	8/23/2017 10:07 AM
2	Manager skills	8/18/2017 6:29 AM
3	Connected Devices	8/16/2017 7:51 PM
4	Tolerance	8/16/2017 11:07 AM
5	Additional technology training	8/16/2017 10:56 AM
6	Business Analysts	8/16/2017 9:43 AM
7	cnc machinists	8/16/2017 9:24 AM
8	More technical skills for mechanics	8/16/2017 9:11 AM
9	More experience with automation and computer controlled equipment	8/16/2017 8:23 AM
10	MATH	8/16/2017 6:25 AM
11	soft skills - be on time	8/15/2017 4:30 PM
12	forklift technicians	8/15/2017 3:56 PM
13	experience	8/15/2017 3:05 PM
14	Keeping up with the latest technology	8/15/2017 1:54 PM
15	Construction Project Management	8/15/2017 1:40 PM
16	5 axis machining	8/15/2017 1:29 PM
17	Factory Automation	8/15/2017 1:21 PM
18	customer service support	8/15/2017 1:06 PM
19	lighting professional	8/15/2017 12:19 PM
20	Willingness to Adapt	8/15/2017 12:17 PM
21	More qualified candidates (more licensed PT,PTA,SLP, OT)	8/15/2017 12:10 PM
22	R & D of equipment for meeting regulations	8/15/2017 12:09 PM
23	Sales	8/15/2017 12:06 PM
24	Approved CBRF training in our area	8/15/2017 10:43 AM
25	welding skills	8/15/2017 10:25 AM
26	Common sense	8/15/2017 10:13 AM
27	computer training	8/15/2017 9:36 AM
28	Desire to learn new skills	8/15/2017 9:28 AM

# Waukesha County Business Survey 2017

29	skilled mechanics	8/15/2017 9:20 AM
30	set up machinists	8/15/2017 8:49 AM
31	computer skills	8/15/2017 8:37 AM
32	IT	8/15/2017 8:33 AM
33	robotics (welding)	8/15/2017 8:28 AM
34	ROBOTICS	8/15/2017 8:26 AM
35	Data management	8/14/2017 6:09 PM
36	Engineering	8/14/2017 3:49 PM
37	Fluid Power	8/14/2017 3:06 PM
38	sales training	8/12/2017 11:15 AM
39	Hardscape construction	8/12/2017 10:46 AM
40	Refrigerations knowledge	8/11/2017 12:44 PM
41	IT Infrastructure (new technology)	8/11/2017 7:04 AM
42	network technology	8/10/2017 2:19 PM
43	Capable hardworking people	8/10/2017 1:21 PM
44	chemistry	8/10/2017 9:25 AM
45	network engineers that can communicate wth clients	8/10/2017 8:33 AM
46	Lean mfg process knowhow	8/9/2017 6:05 PM
47	Strategic thinking	8/9/2017 5:10 PM
48	Engineering skills	8/9/2017 4:01 PM
49	accountants	8/9/2017 1:16 PM
50	Willing and able to perform physical work	8/9/2017 11:50 AM
51	Internet Data Analytics	8/9/2017 10:47 AM
52	Attracting younger clients	8/9/2017 10:15 AM
53	online project management	8/9/2017 8:12 AM
54	Use of excel	8/9/2017 8:00 AM
55	Project Management	8/9/2017 7:04 AM
56	Advanced analytic processing	8/8/2017 5:26 PM
57	engaged employees	8/8/2017 5:06 PM
58	Customer Service	8/8/2017 4:33 PM
59	Technical education (electronics)	8/8/2017 3:53 PM
60	CDL drivers	8/8/2017 3:34 PM
61	electrical	8/8/2017 3:27 PM
62	SEO specialization	8/8/2017 3:24 PM
63	Computer Skills	8/8/2017 3:17 PM
64	Overall technology	8/8/2017 3:14 PM
65	Computer skills	8/8/2017 3:13 PM
66	ERP	8/8/2017 2:41 PM
67	online grocery program	8/8/2017 2:17 PM
68	Data Science	8/8/2017 1:56 PM
69	IT	8/8/2017 1:39 PM

# Waukesha County Business Survey 2017

70	automation	8/8/2017 1:35 PM
71	Teller Training	8/8/2017 1:29 PM
72	CNC Machine Operators	8/8/2017 1:08 PM
73	software expertise	8/8/2017 1:07 PM
74	Electromechanical skill sets	8/8/2017 1:07 PM
75	Chef Skills	8/8/2017 12:43 PM
76	Machining	8/8/2017 12:39 PM
77	training skilled labor for water utility work	8/8/2017 12:34 PM
78	Health Care Management	8/8/2017 12:32 PM
79	computer	8/8/2017 12:32 PM
80	Improve Technical Professional Skills	8/8/2017 12:29 PM
81	Occupational Advances	8/8/2017 12:28 PM
82	Machine Operators (CNC, Lathe, etc.)	8/8/2017 12:20 PM
83	Blanchard grinder training	8/8/2017 12:17 PM
84	Early Childhood Education	8/8/2017 12:12 PM
85	Facilitation skills	8/8/2017 12:08 PM
86	Technology changes	8/8/2017 12:07 PM
87	how to use a tablet for invoicing	8/8/2017 11:39 AM
88	Sales	8/8/2017 11:20 AM
89	Leveraging the cloud	8/8/2017 11:20 AM
90	Electronics	8/8/2017 11:16 AM
91	robotics maintenance	8/8/2017 10:44 AM
92	programming	8/8/2017 9:48 AM
93	Cybersecurity	8/8/2017 9:19 AM
94	E.C.Education	8/8/2017 9:02 AM
95	workforce development of basic carpentry, electric, electronic skilsets	8/8/2017 8:54 AM
96	Management	8/8/2017 8:52 AM
97	mechanical aptitude - not new	8/8/2017 8:52 AM
98	Dementia training to effectively assist seniors with this illness	8/8/2017 8:50 AM
99	digital marketing	8/8/2017 8:48 AM
100	Spraying of our coating	8/8/2017 8:47 AM
101	Workers managing their career portfolio & path	8/8/2017 8:39 AM
102	engineering orientated sales people	8/8/2017 8:37 AM
103	skilled carpenters willing to travel	8/8/2017 8:36 AM
104	experience	8/8/2017 8:34 AM
105	database management	8/8/2017 8:33 AM
106	Specialized Job Developers	8/8/2017 8:32 AM
107	BIM Integration into project planning	8/8/2017 8:31 AM
108	Social Skills	8/8/2017 7:57 AM
109	Additive	8/8/2017 7:49 AM
110	Digital Marketing	8/8/2017 7:48 AM

# Waukesha County Business Survey 2017

111	machining technology	8/8/2017 7:39 AM
112	IT	8/8/2017 7:32 AM
113	ability to work with a variety of people -- those with dementia, homeless, those with mental illness, etc.	8/8/2017 7:31 AM
114	automation application	8/8/2017 7:29 AM
115	3-D printing of metal components	8/8/2017 7:21 AM
116	electromechanical training	8/8/2017 7:15 AM
117	panel wiring	8/8/2017 7:10 AM
#	2	DATE
1	CDL driver	8/23/2017 10:07 AM
2	General Manager skills	8/18/2017 6:29 AM
3	Robotics	8/16/2017 7:51 PM
4	Calm reaction	8/16/2017 11:07 AM
5	New software implementations	8/16/2017 10:56 AM
6	Chief Information Officer skills	8/16/2017 9:43 AM
7	gear cutting machinists	8/16/2017 9:24 AM
8	MECHANICAL SKILL	8/16/2017 6:25 AM
9	on boarding - mentoring at new job	8/15/2017 4:30 PM
10	software diagnostic skills	8/15/2017 3:56 PM
11	commitment to our profession	8/15/2017 3:05 PM
12	vendor and industry certification	8/15/2017 1:54 PM
13	IT	8/15/2017 1:40 PM
14	sanitary welding	8/15/2017 1:29 PM
15	Information Technology	8/15/2017 1:21 PM
16	Promotional Sales	8/15/2017 1:06 PM
17	lighting design	8/15/2017 12:19 PM
18	Holding a High Standard of Guest Service/Excellence	8/15/2017 12:17 PM
19	Better access to internet, stronger/faster wi-fi connections	8/15/2017 12:10 PM
20	more technology for field support	8/15/2017 12:09 PM
21	Technology	8/15/2017 12:06 PM
22	Approved CBRF Administrator training in our area	8/15/2017 10:43 AM
23	12 volt light systems	8/15/2017 10:25 AM
24	Lack of entitlement	8/15/2017 10:13 AM
25	Food Safety Knowledge	8/15/2017 9:28 AM
26	Electrical experience	8/15/2017 9:20 AM
27	machine operators	8/15/2017 8:49 AM
28	communication skills	8/15/2017 8:37 AM
29	laser operating	8/15/2017 8:28 AM
30	INJECTION MOLDING SET UP	8/15/2017 8:26 AM
31	Basic math functionality	8/14/2017 6:09 PM
32	CAD Designers/drafting	8/14/2017 3:49 PM

# Waukesha County Business Survey 2017

33	Soft Skills	8/14/2017 3:06 PM
34	enhanced marketing	8/12/2017 11:15 AM
35	How to operate landscape construction equipment	8/12/2017 10:46 AM
36	Electrical knowledge	8/11/2017 12:44 PM
37	Customer Service	8/11/2017 7:04 AM
38	internal information systems	8/10/2017 2:19 PM
39	chemical processors	8/10/2017 9:25 AM
40	SysAdmins that can communicate with clients	8/10/2017 8:33 AM
41	Lean learning associates training	8/9/2017 6:05 PM
42	Decision making	8/9/2017 5:10 PM
43	Communication skills	8/9/2017 4:01 PM
44	Math skills	8/9/2017 11:50 AM
45	Potential clients having the necessary licensing	8/9/2017 10:15 AM
46	remote office capability	8/9/2017 8:12 AM
47	Work ethic	8/9/2017 8:00 AM
48	Execution	8/9/2017 7:04 AM
49	Marketing	8/8/2017 5:26 PM
50	leadership deveklopment	8/8/2017 5:06 PM
51	Soft Skills	8/8/2017 4:33 PM
52	Quality knowledge	8/8/2017 3:53 PM
53	working with the the mind set of the millennials	8/8/2017 3:34 PM
54	techinical	8/8/2017 3:27 PM
55	Videography	8/8/2017 3:24 PM
56	Ability to operate advance technology	8/8/2017 3:17 PM
57	Training programs for young people	8/8/2017 3:14 PM
58	chef	8/8/2017 2:17 PM
59	Technology Assessment	8/8/2017 1:56 PM
60	Evolving Social Media	8/8/2017 1:39 PM
61	data acquisition	8/8/2017 1:35 PM
62	Credit Training	8/8/2017 1:29 PM
63	Estimators	8/8/2017 1:08 PM
64	digital media technology	8/8/2017 1:07 PM
65	Automation Communication	8/8/2017 1:07 PM
66	Computer Skills	8/8/2017 12:43 PM
67	continuous public works safety training	8/8/2017 12:34 PM
68	Nursing	8/8/2017 12:32 PM
69	Use of Technology	8/8/2017 12:29 PM
70	Physical Therapy Advances	8/8/2017 12:28 PM
71	Industry specific knowledge (food manufacturing, etc.)	8/8/2017 12:20 PM
72	Basic "go to work" skills	8/8/2017 12:17 PM
73	People skills	8/8/2017 12:08 PM

# Waukesha County Business Survey 2017

74	how to gps dispatch	8/8/2017 11:39 AM
75	Entry Level Engineering	8/8/2017 11:20 AM
76	Digital Transformation	8/8/2017 11:20 AM
77	Engineering	8/8/2017 11:16 AM
78	engineers	8/8/2017 10:44 AM
79	robotics	8/8/2017 9:48 AM
80	Mobile delivery	8/8/2017 9:19 AM
81	Computer skills	8/8/2017 9:02 AM
82	Instill in tomorrow's workforce the desire to grow ith a company in lieu of changiong jobs for advancement	8/8/2017 8:54 AM
83	Computer	8/8/2017 8:52 AM
84	Transportation for seniors - need drivers with clear driving records	8/8/2017 8:50 AM
85	Fiberglass knowledge	8/8/2017 8:47 AM
86	Talent identifying with the needs of business	8/8/2017 8:39 AM
87	not millennials (for sales) as they tend to believe an email is a sales call	8/8/2017 8:37 AM
88	electrical engineers	8/8/2017 8:36 AM
89	PLC	8/8/2017 8:34 AM
90	HR management/supervision	8/8/2017 8:33 AM
91	Carpenters	8/8/2017 8:31 AM
92	Strong work ethic	8/8/2017 7:57 AM
93	3D design	8/8/2017 7:49 AM
94	Cyber Security	8/8/2017 7:48 AM
95	work ethic	8/8/2017 7:39 AM
96	Graphics	8/8/2017 7:32 AM
97	keep up with the technology that people are using	8/8/2017 7:31 AM
98	electrical	8/8/2017 7:29 AM
99	Mechanical Design	8/8/2017 7:21 AM
100	english as second language	8/8/2017 7:15 AM
101	programming	8/8/2017 7:10 AM
#	3	DATE
1	Collection	8/23/2017 10:07 AM
2	Catering Skills	8/18/2017 6:29 AM
3	Additive Manufacturing	8/16/2017 7:51 PM
4	Understanding	8/16/2017 11:07 AM
5	Leadership and communication skills	8/16/2017 10:56 AM
6	Cyber Security	8/16/2017 9:43 AM
7	people who want a manufacturing job	8/16/2017 9:24 AM
8	WILLING TO WORK IN MANUFACTURING	8/16/2017 6:25 AM
9	transportation	8/15/2017 4:30 PM
10	Industrial sales skills	8/15/2017 3:56 PM
11	REVIT software capabilities	8/15/2017 3:05 PM

# Waukesha County Business Survey 2017

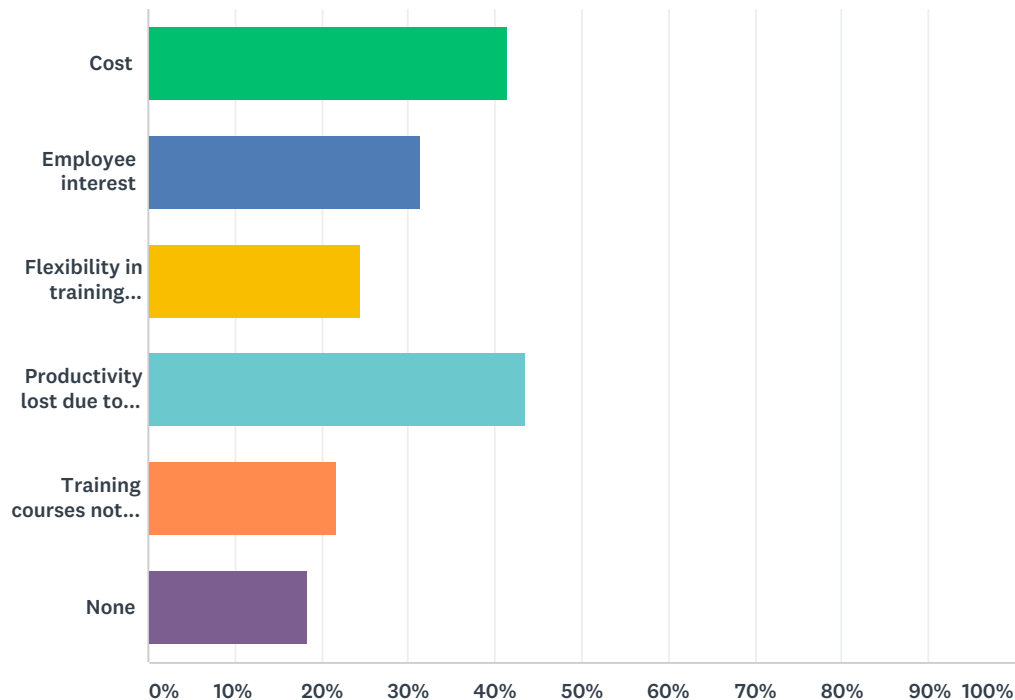
12	Customer Service	8/15/2017 1:54 PM
13	Customer Service	8/15/2017 1:40 PM
14	ERP efficiencies	8/15/2017 1:29 PM
15	Sales/Marketing	8/15/2017 1:21 PM
16	controls professional	8/15/2017 12:19 PM
17	Creativity to Change and Offer Ideas	8/15/2017 12:17 PM
18	Giving therapists more tech skills resulting in fewer help desk requests.	8/15/2017 12:10 PM
19	Marketing	8/15/2017 12:06 PM
20	air brake systems	8/15/2017 10:25 AM
21	Perseverance	8/15/2017 10:13 AM
22	Pride in product produced	8/15/2017 9:28 AM
23	welding experience	8/15/2017 9:20 AM
24	machine repair	8/15/2017 8:49 AM
25	sales skills	8/15/2017 8:37 AM
26	water jet operating	8/15/2017 8:28 AM
27	TOOL AND DIE	8/15/2017 8:26 AM
28	Automation	8/14/2017 3:06 PM
29	leadership coaching	8/12/2017 11:15 AM
30	Use of measuring devices	8/12/2017 10:46 AM
31	CDL:	8/11/2017 12:44 PM
32	Work Ethic	8/11/2017 7:04 AM
33	sales training	8/10/2017 2:19 PM
34	customer service	8/10/2017 9:25 AM
35	End User training on security - it exists but people aren't paying for it	8/10/2017 8:33 AM
36	Artificial Intelligence	8/9/2017 5:10 PM
37	Financial skills	8/9/2017 4:01 PM
38	Common sense	8/9/2017 8:00 AM
39	Implimentation	8/9/2017 7:04 AM
40	Sales agents	8/8/2017 5:26 PM
41	team building	8/8/2017 5:06 PM
42	IT Coding	8/8/2017 4:33 PM
43	IT	8/8/2017 3:34 PM
44	sales	8/8/2017 3:27 PM
45	App development	8/8/2017 3:24 PM
46	Service Quality Experience	8/8/2017 3:17 PM
47	Sales skills (EQ)	8/8/2017 3:14 PM
48	Business Analyst	8/8/2017 1:56 PM
49	Tax law changes	8/8/2017 1:39 PM
50	leadership	8/8/2017 1:35 PM
51	ability to work within the culture	8/8/2017 1:07 PM
52	Advanced Manufacturing	8/8/2017 1:07 PM

## Waukesha County Business Survey 2017

53	Professionalism/Strong Work ethic/Communication skills/Initiative	8/8/2017 12:43 PM
54	succession planning	8/8/2017 12:34 PM
55	Professional Counseling	8/8/2017 12:32 PM
56	Communication	8/8/2017 12:29 PM
57	Advances in Animal Therapy Acceptance	8/8/2017 12:28 PM
58	Computer literacy	8/8/2017 12:20 PM
59	shop floor training (blue prints/mic's/etc.	8/8/2017 12:17 PM
60	in home selling	8/8/2017 11:39 AM
61	Wastewater Operators	8/8/2017 11:20 AM
62	Software Development	8/8/2017 11:20 AM
63	Skilled Trades	8/8/2017 11:16 AM
64	automation	8/8/2017 10:44 AM
65	set up	8/8/2017 9:48 AM
66	Ready trained basic maintenance prospective employees	8/8/2017 8:54 AM
67	Customer Service	8/8/2017 8:52 AM
68	Caregiver skills training - proper meal prep, best cleaning practices	8/8/2017 8:50 AM
69	Business understanding the importance of EVP's	8/8/2017 8:39 AM
70	commonsense and better rounded (practical) education	8/8/2017 8:37 AM
71	robotic knowledge	8/8/2017 8:34 AM
72	Sales/fundraising	8/8/2017 8:33 AM
73	Robotics	8/8/2017 8:31 AM
74	Manufacturing knowledge	8/8/2017 7:57 AM
75	Remote work	8/8/2017 7:49 AM
76	Writing	8/8/2017 7:48 AM
77	younger workforce intersted in manufacturing	8/8/2017 7:39 AM
78	Programmer	8/8/2017 7:32 AM
79	bullying and how to deal with it	8/8/2017 7:31 AM
80	machining programming (mastercam)	8/8/2017 7:29 AM
81	Tool and Die making	8/8/2017 7:21 AM
82	plc automation	8/8/2017 7:15 AM
83	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: 147 Skipped: 33



ANSWER CHOICES	RESPONSES	
Cost	41.50%	61
Employee interest	31.29%	46
Flexibility in training delivery (e.g., time and location)	24.49%	36
Productivity lost due to time off the job	43.54%	64
Training courses not available for my business needs	21.77%	32
None	18.37%	27
Total Respondents: 147		

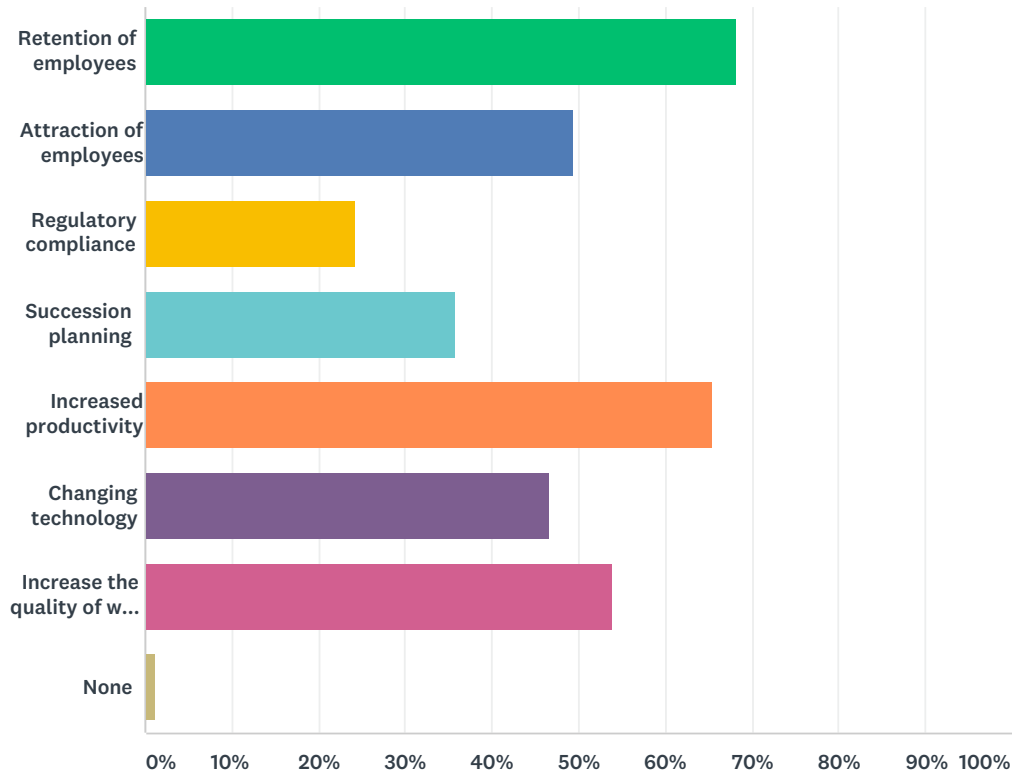
#	OTHER (PLEASE SPECIFY)	DATE
1	Goverenment over regulation	8/16/2017 9:11 AM
2	on boarding and training take time and money.	8/15/2017 1:57 PM
3	Employee retention once training is completed. two-sided loyalty	8/15/2017 1:55 PM
4	Complexity of food manufacturing today requires interest and dedication.	8/15/2017 9:30 AM
5	having multiple shifts and locations	8/15/2017 8:29 AM
6	Rigid technical schools agenda w/o a real understanding to provide benefit to client for success.	8/9/2017 6:08 PM
7	We need the employee to have the skills b4 hiring.	8/8/2017 3:35 PM
8	Erratic sales	8/8/2017 12:18 PM

## Waukesha County Business Survey 2017

9	Degreed classes that amount to something	8/8/2017 8:53 AM
10	company ownership does believe in it, doesn't plan for it when there's no other options	8/8/2017 8:38 AM
11	Hard to get all part time folks to do training. Makes team building difficult too. And communication.	8/8/2017 7:32 AM

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

Answered: 148 Skipped: 32

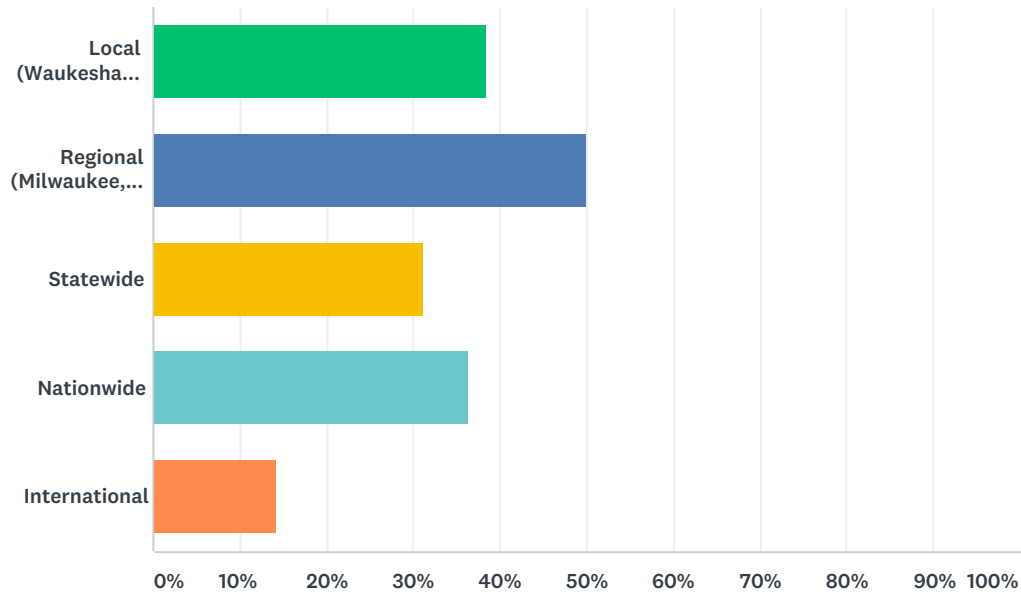


ANSWER CHOICES	RESPONSES	
Retention of employees	68.24%	101
Attraction of employees	49.32%	73
Regulatory compliance	24.32%	36
Succession planning	35.81%	53
Increased productivity	65.54%	97
Changing technology	46.62%	69
Increase the quality of work product	54.05%	80
None	1.35%	2
Total Respondents: 148		

#	OTHER (PLEASE SPECIFY)	DATE
1	Job-site safety	8/15/2017 1:56 PM
2	we do little to no training - no money for it	8/9/2017 1:46 PM
3	Knowledge of products, services	8/8/2017 8:54 AM
4	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)

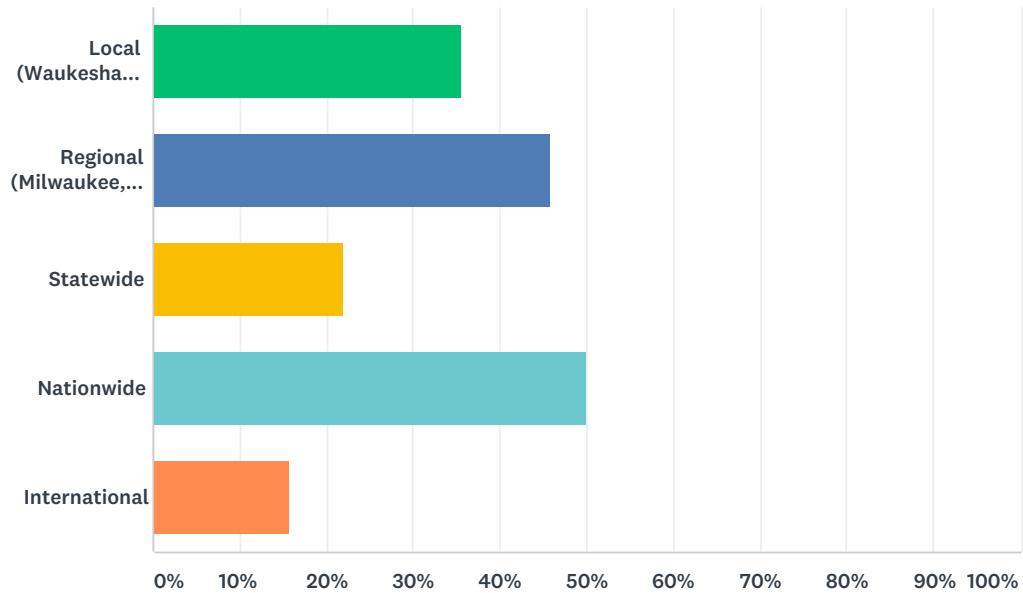
Answered: 148 Skipped: 32



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	38.51%	57
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	50.00%	74
Statewide	31.08%	46
Nationwide	36.49%	54
International	14.19%	21
Total Respondents: 148		

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

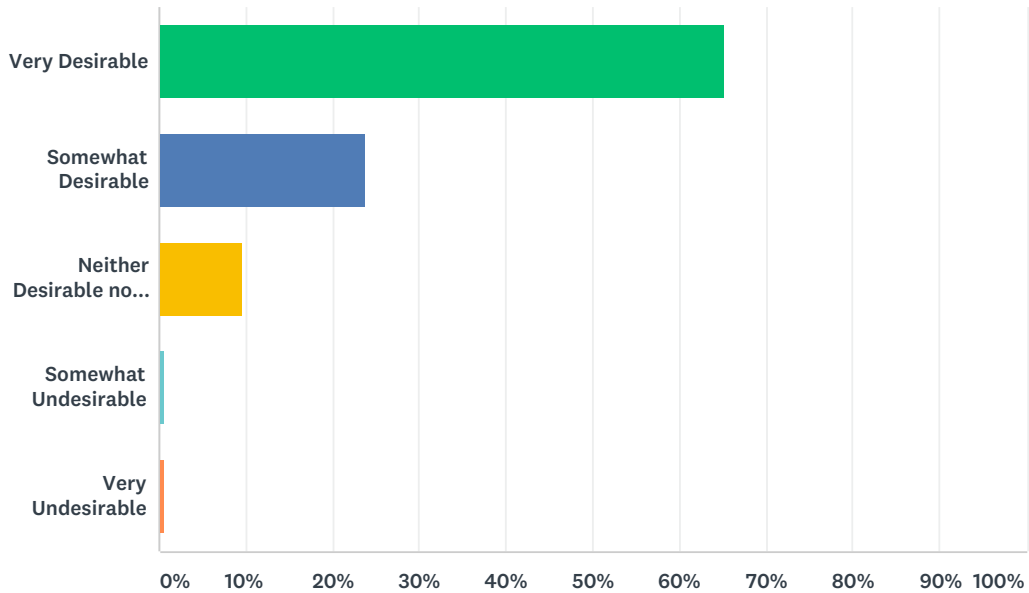
Answered: 146 Skipped: 34



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	35.62%	52
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	45.89%	67
Statewide	21.92%	32
Nationwide	50.00%	73
International	15.75%	23
Total Respondents: 146		

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

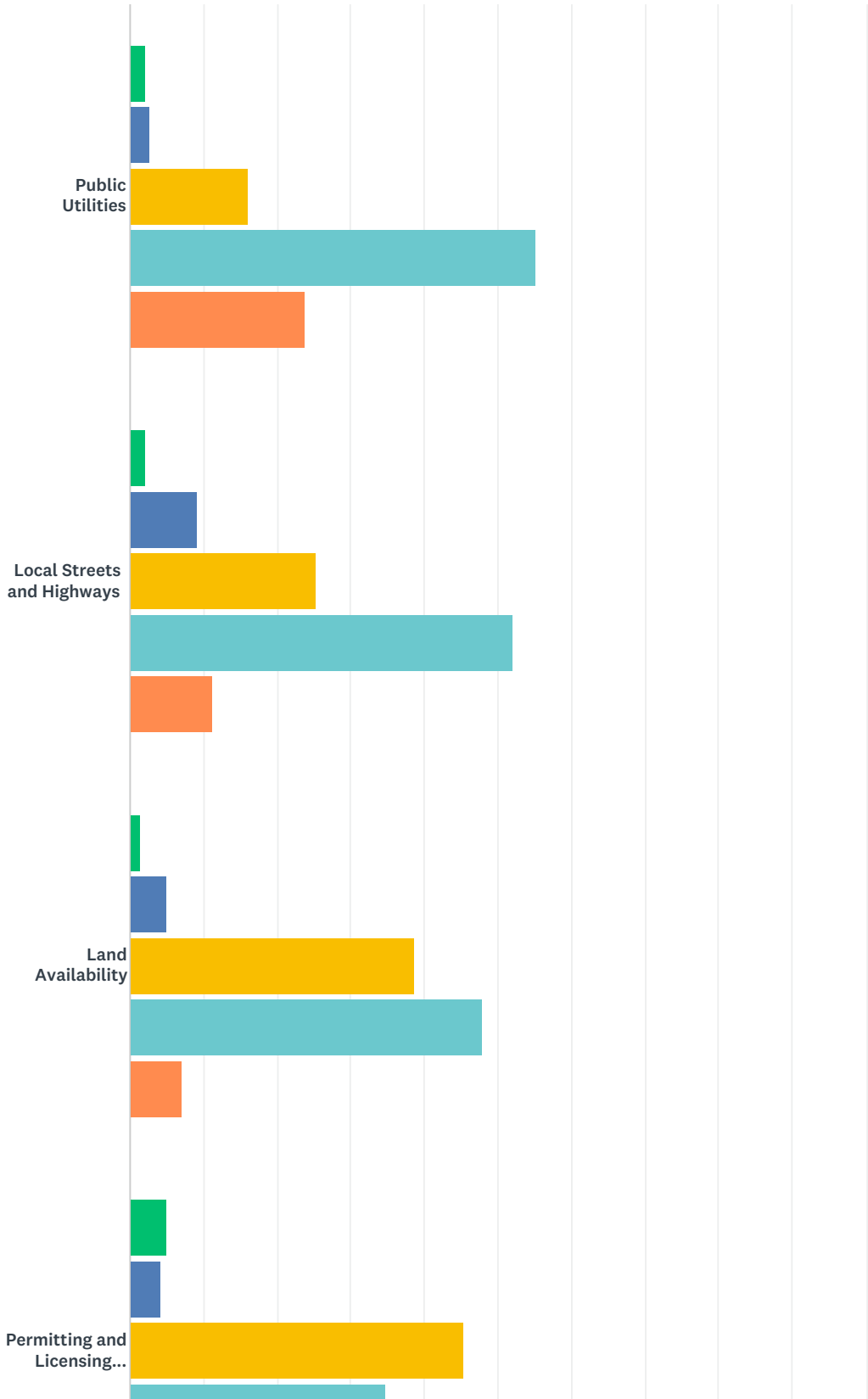
Answered: 147 Skipped: 33



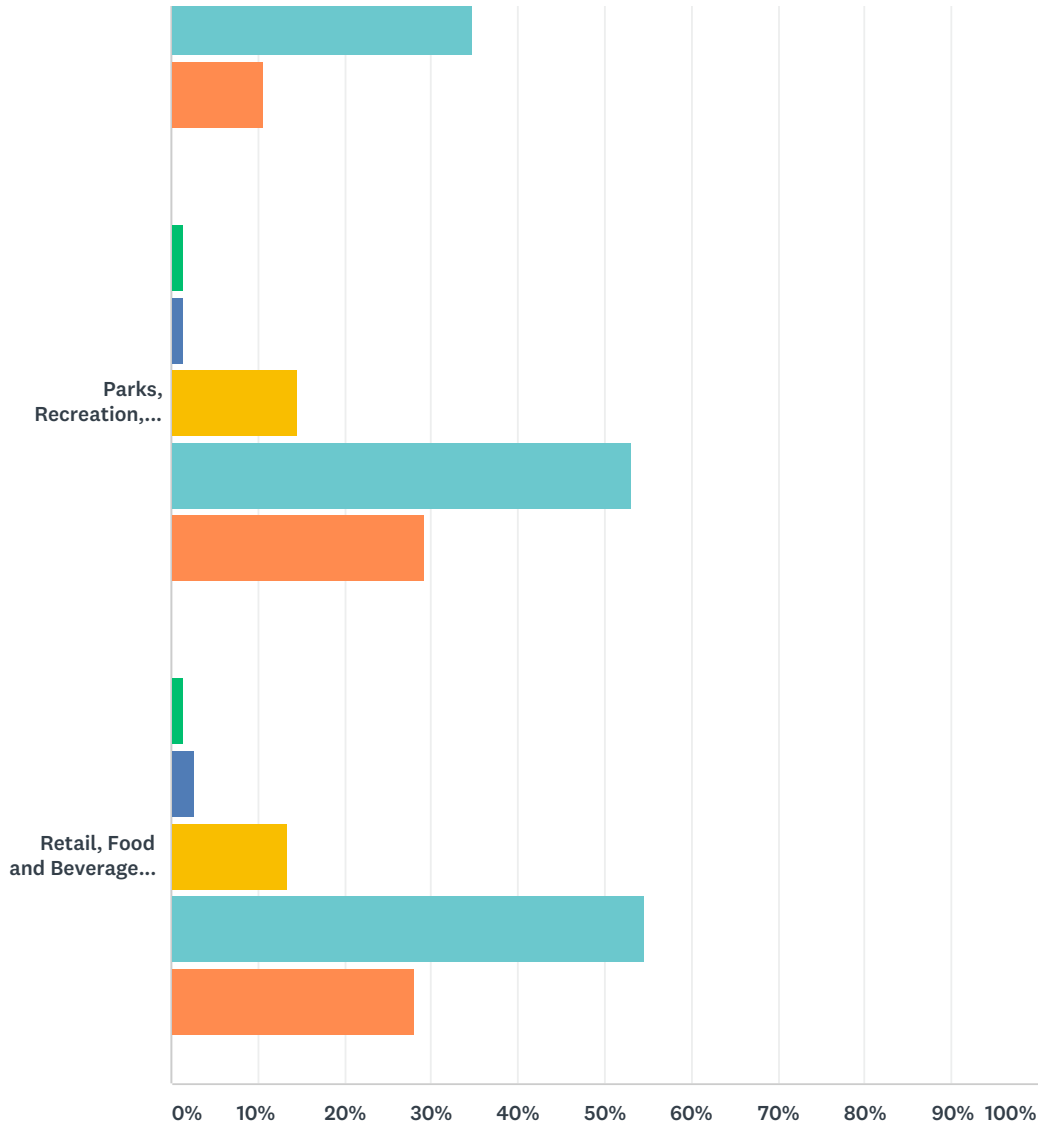
ANSWER CHOICES	RESPONSES	
Very Desirable	65.31%	96
Somewhat Desirable	23.81%	35
Neither Desirable nor Undesirable	9.52%	14
Somewhat Undesirable	0.68%	1
Very Undesirable	0.68%	1
TOTAL		147

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

Answered: 143    Skipped: 37



# Waukesha County Business Survey 2017

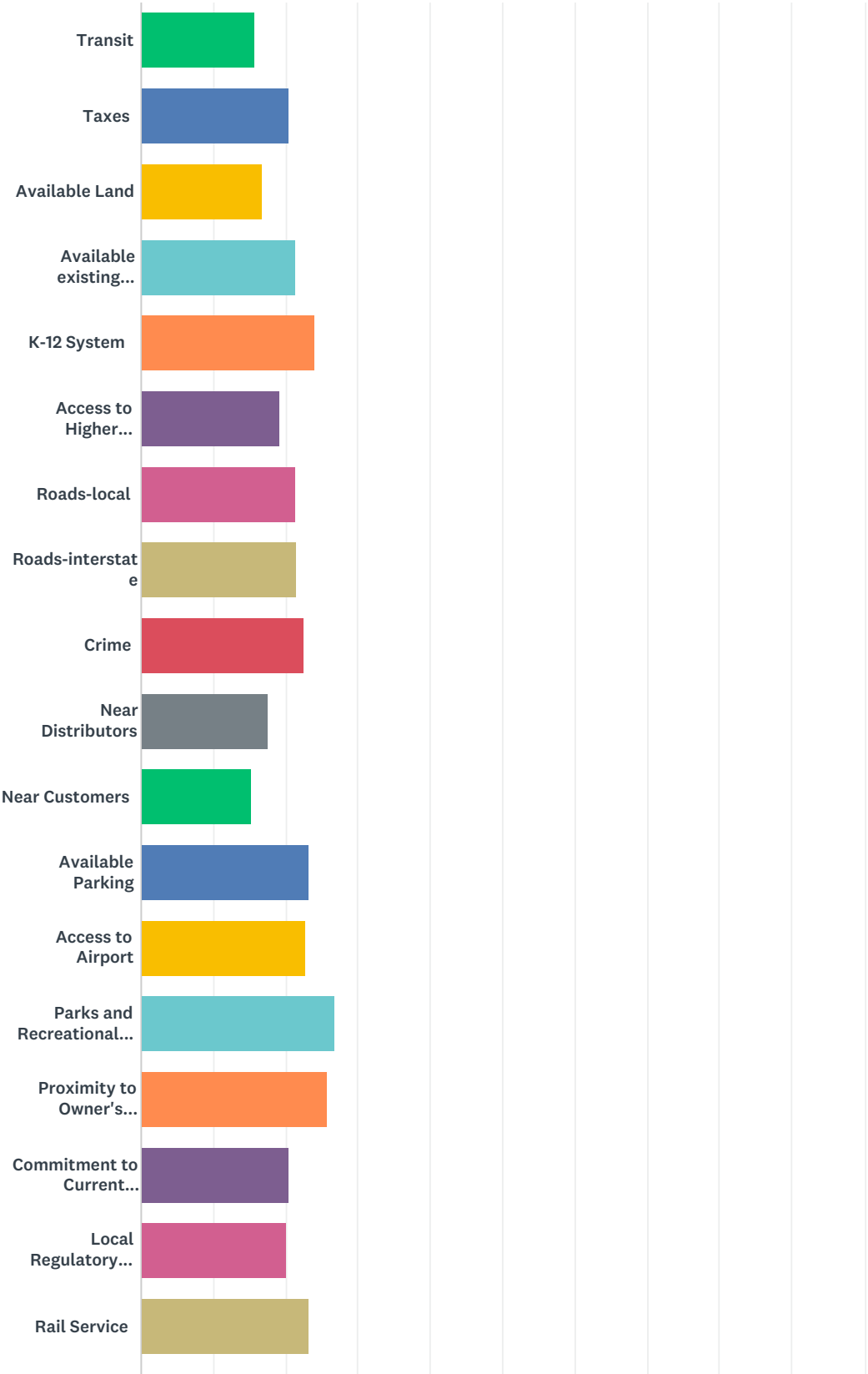


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

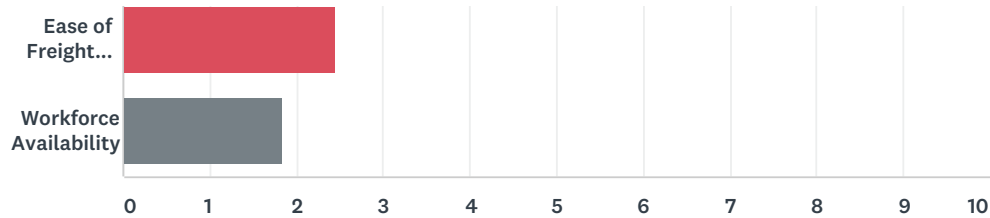
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	2.10% 3	2.80% 4	16.08% 23	55.24% 79	23.78% 34	143
Local Streets and Highways	2.11% 3	9.15% 13	25.35% 36	52.11% 74	11.27% 16	142
Land Availability	1.41% 2	4.93% 7	38.73% 55	47.89% 68	7.04% 10	142
Permitting and Licensing Assistance	4.96% 7	4.26% 6	45.39% 64	34.75% 49	10.64% 15	141
Parks, Recreation, Cultural Amenities	1.40% 2	1.40% 2	14.69% 21	53.15% 76	29.37% 42	143
Retail, Food and Beverage Services	1.40% 2	2.80% 4	13.29% 19	54.55% 78	27.97% 40	143

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: 131    Skipped: 49



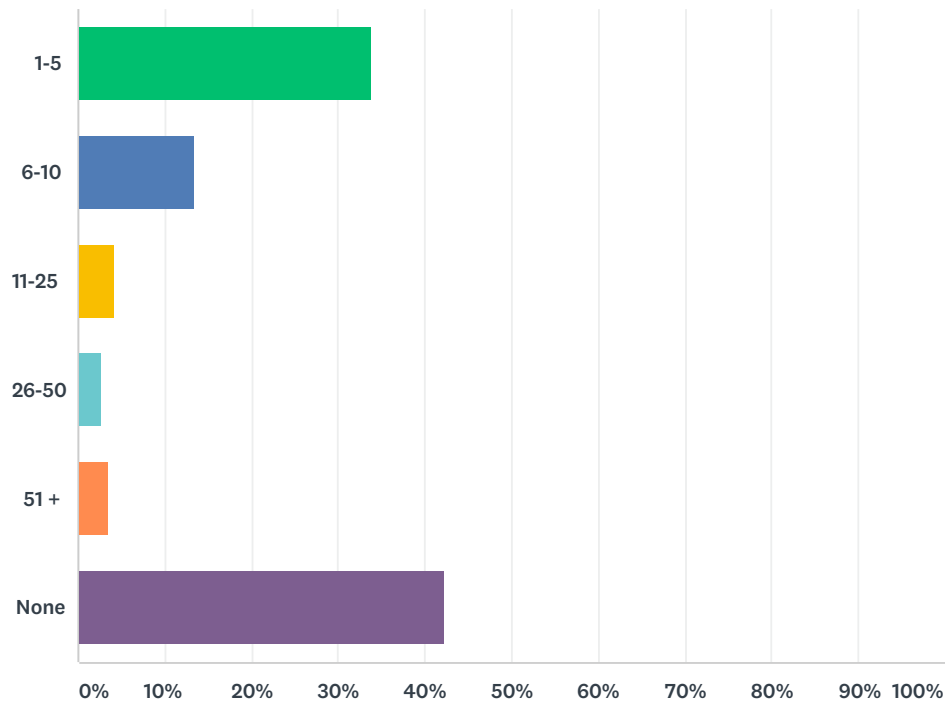
# Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	44.44% 4	55.56% 5	0.00% 0	9	1.56
Taxes	31.25% 10	31.25% 10	37.50% 12	32	2.06
Available Land	46.67% 7	40.00% 6	13.33% 2	15	1.67
Available existing building	23.81% 5	38.10% 8	38.10% 8	21	2.14
K-12 System	20.00% 1	20.00% 1	60.00% 3	5	2.40
Access to Higher Education	38.46% 5	30.77% 4	30.77% 4	13	1.92
Roads-local	25.00% 2	37.50% 3	37.50% 3	8	2.13
Roads-interstate	20.00% 5	44.00% 11	36.00% 9	25	2.16
Crime	18.52% 5	37.04% 10	44.44% 12	27	2.26
Near Distributors	50.00% 2	25.00% 1	25.00% 1	4	1.75
Near Customers	61.40% 35	24.56% 14	14.04% 8	57	1.53
Available Parking	20.83% 5	25.00% 6	54.17% 13	24	2.33
Access to Airport	0.00% 0	71.43% 5	28.57% 2	7	2.29
Parks and Recreational Opportunities	0.00% 0	33.33% 1	66.67% 2	3	2.67
Proximity to Owner's Residence	14.29% 2	14.29% 2	71.43% 10	14	2.57
Commitment to Current Location	40.74% 11	14.81% 4	44.44% 12	27	2.04
Local Regulatory Environment	30.00% 3	40.00% 4	30.00% 3	10	2.00
Rail Service	0.00% 0	66.67% 2	33.33% 1	3	2.33
Ease of Freight Movement	0.00% 0	55.56% 5	44.44% 4	9	2.44
Workforce Availability	39.73% 29	36.99% 27	23.29% 17	73	1.84

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

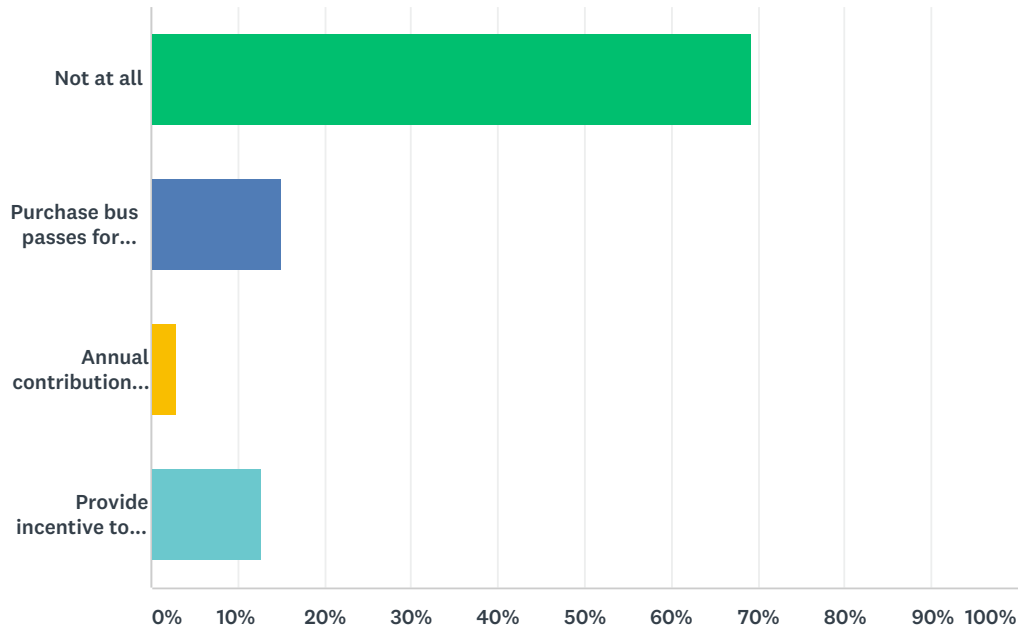
Answered: 142 Skipped: 38



ANSWER CHOICES	RESPONSES	
1-5	33.80%	48
6-10	13.38%	19
11-25	4.23%	6
26-50	2.82%	4
51 +	3.52%	5
None	42.25%	60
TOTAL		142

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

Answered: 133 Skipped: 47

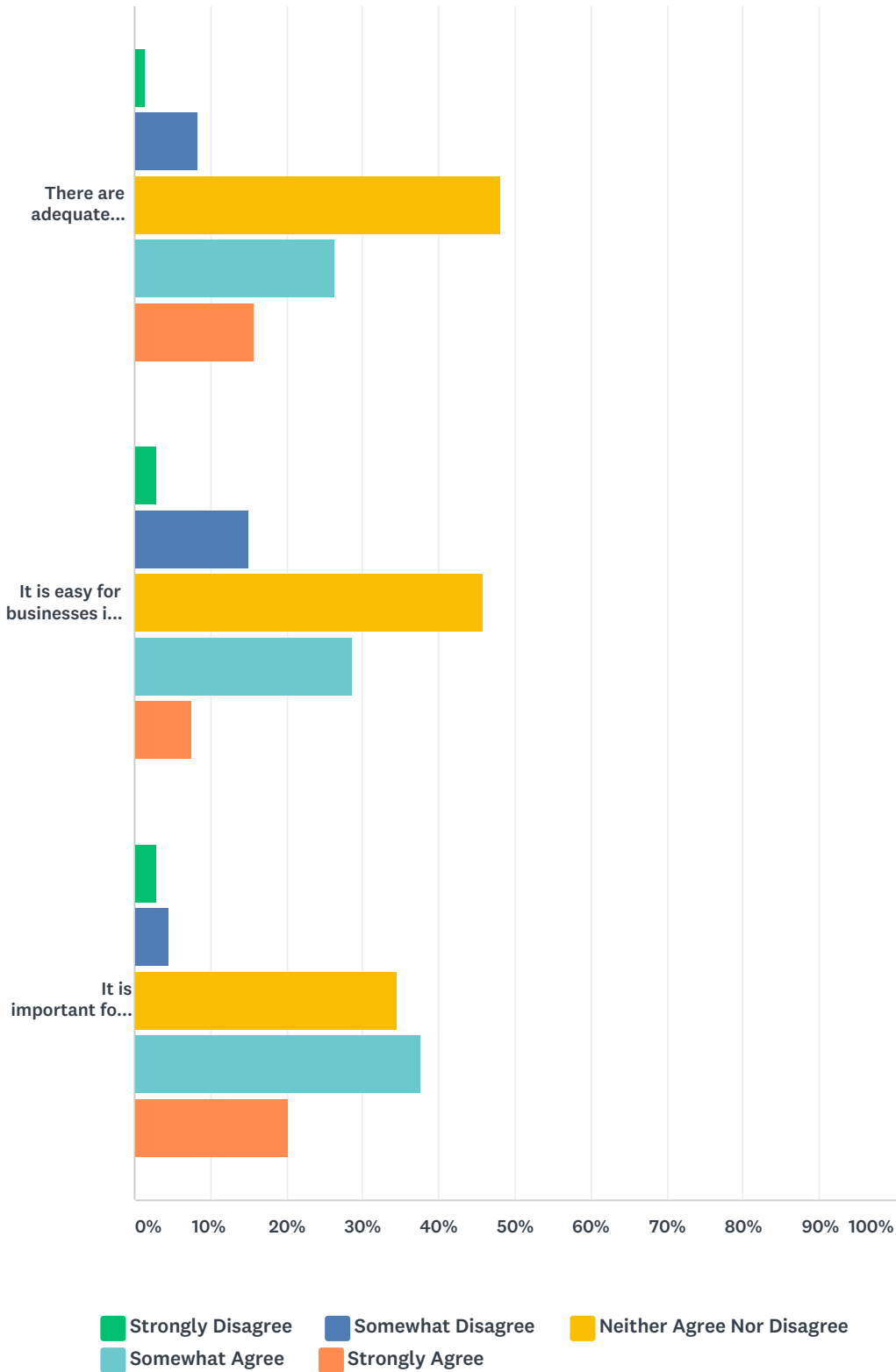


ANSWER CHOICES	RESPONSES	
Not at all	69.17%	92
Purchase bus passes for employees	15.04%	20
Annual contribution for operating costs	3.01%	4
Provide incentive to employees who do not drive	12.78%	17
<b>TOTAL</b>		<b>133</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Shared busing with other private schools has been considered	8/15/2017 8:44 PM
2	Open to consideration of a shared cost perhaps	8/11/2017 7:07 AM
3	Possible based on system - we travel to clients and reimburse mileage, could be benefical to use transit system for our employees to travel to clients	8/9/2017 1:37 PM
4	We pay for our employees gas.	8/9/2017 7:08 AM
5	Transportation is provided for customers when it is needed to ensure contiunity of care	8/8/2017 3:32 PM
6	Help subsidize client use of transit	8/8/2017 12:31 PM
7	Federal Funding does not allow	8/8/2017 9:05 AM
8	Not sure, don't have the funds currently. But would be willing to do what I can.	8/8/2017 9:00 AM
9	We provide services to seniors where they live so the bus line would need to take the employee/caregiver directly to the senior's residence so public transportation does not help our situation.	8/8/2017 8:56 AM

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

Answered: 133 Skipped: 47

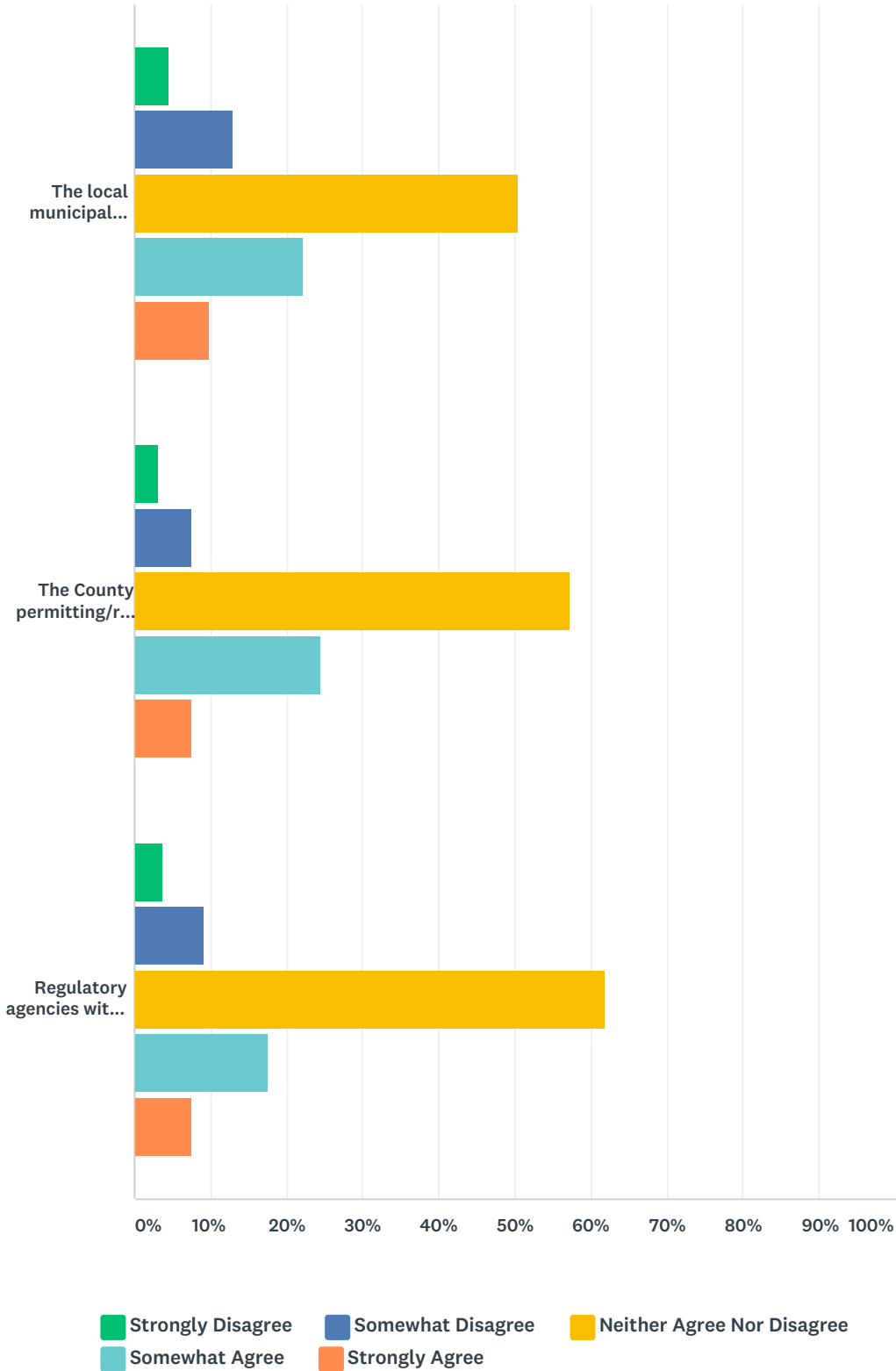


# Waukesha County Business Survey 2017

	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.	1.50% 2	8.27% 11	48.12% 64	26.32% 35	15.79% 21	133
It is easy for businesses in Waukesha County to identify available financial assistance resources.	3.01% 4	15.04% 20	45.86% 61	28.57% 38	7.52% 10	133
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	3.01% 4	4.51% 6	34.59% 46	37.59% 50	20.30% 27	133

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

Answered: 131    Skipped: 49



# 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.	4.58% 6	12.98% 17	50.38% 66	22.14% 29	9.92% 13	131
The County permitting/review staff are helpful and cooperative.	3.05% 4	7.63% 10	57.25% 75	24.43% 32	7.63% 10	131
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	3.82% 5	9.16% 12	61.83% 81	17.56% 23	7.63% 10	131

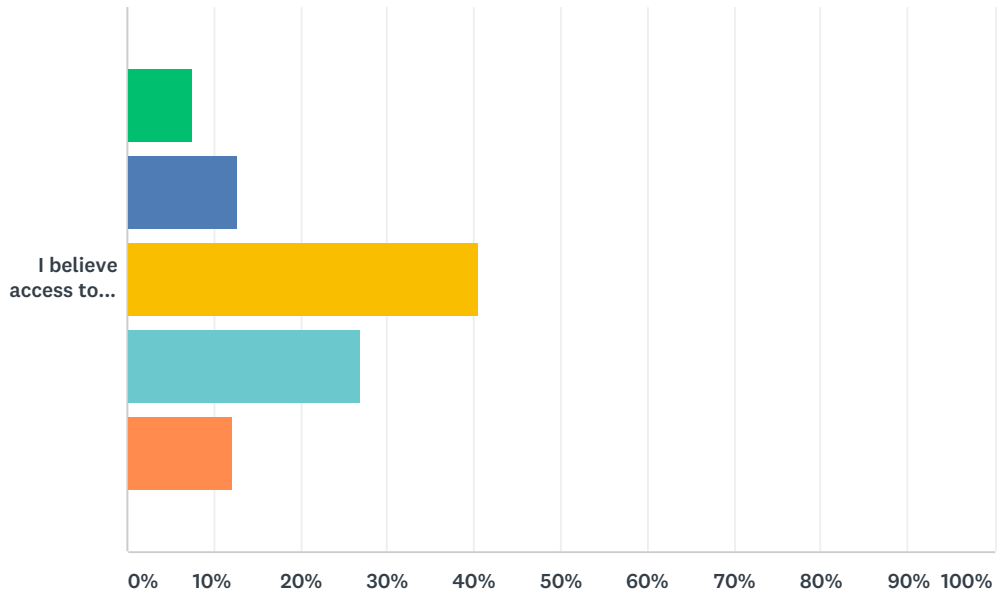
## Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 13   Skipped: 167

#	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	We have not used the permitting process	8/15/2017 1:59 PM
3	It could be improved to make it easy to do business	8/15/2017 9:25 AM
4	never worked with them	8/15/2017 8:39 AM
5	I have had no contact	8/12/2017 10:50 AM
6	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
7	Cost to add on to our building is restricting us to add on. Cost of municipal useless regulations. We have operated for over 50 years without a retention pond, and we have drainage rights for our run off water. New add on will also require us to sprinkler cold storage	8/9/2017 8:15 AM
8	Have not worked with anyone in this area	8/8/2017 1:44 PM
9	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
10	I'm not in Waukesha County - This survey should not put to much weight on my opinions.	8/8/2017 1:11 PM
11	Waukesha County Business Alliance and Center For Growth were key to us getting the branch open.	8/8/2017 12:26 PM
12	Recent experiences with both Waukesha city as well as county permitting agencies show them to be slow, argumentative, and non-conducive to mutually beneficial discussions. Waukesha City and County Planning Commissions should be outsourced with a directive to protect the Community's best interests while working to prompt decisions. Current employees in these depts. work with a sense of job entitlement. Horrible....	8/8/2017 9:37 AM
13	The only contact I had is with Menomonee Falls Village and employees there are friendly and helpful.	8/8/2017 8:58 AM

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

Answered: 133 Skipped: 47



■ 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.	7.52% 10	12.78% 17	40.60% 54	27.07% 36	12.03% 16	133

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

Answered: 136 Skipped: 44

#	RESPONSES	DATE
1	2016	8/23/2017 10:14 AM
2	2012	8/18/2017 6:34 AM
3	1988	8/16/2017 7:55 PM
4	1894	8/16/2017 11:14 AM
5	1960	8/16/2017 11:01 AM
6	2001	8/16/2017 9:52 AM
7	1941	8/16/2017 9:17 AM
8	1955	8/16/2017 8:30 AM
9	1987	8/16/2017 6:30 AM
10	2016	8/15/2017 9:58 PM
11	1903	8/15/2017 8:45 PM
12	1982	8/15/2017 7:13 PM
13	2009	8/15/2017 4:34 PM
14	1962	8/15/2017 3:59 PM
15	1946	8/15/2017 3:40 PM
16	2014	8/15/2017 3:11 PM
17	1987	8/15/2017 2:25 PM
18	2010	8/15/2017 2:04 PM
19	1993	8/15/2017 2:00 PM
20	1984	8/15/2017 1:44 PM
21	1932	8/15/2017 1:37 PM
22	1994	8/15/2017 1:32 PM
23	1989	8/15/2017 1:09 PM
24	1980	8/15/2017 12:44 PM
25	2003	8/15/2017 12:40 PM
26	1998	8/15/2017 12:13 PM
27	1967	8/15/2017 12:13 PM
28	2013	8/15/2017 12:09 PM
29	Here at this location it was over 14 years ago	8/15/2017 11:27 AM
30	1990	8/15/2017 10:47 AM
31	1976	8/15/2017 10:28 AM
32	2007	8/15/2017 10:15 AM
33	1986	8/15/2017 9:48 AM
34	1953	8/15/2017 9:26 AM
35	2010	8/15/2017 9:01 AM

# Waukesha County Business Survey 2017

36	1981	8/15/2017 8:54 AM
37	1942	8/15/2017 8:39 AM
38	1992	8/15/2017 8:39 AM
39	1968	8/15/2017 8:34 AM
40	1977	8/15/2017 8:28 AM
41	1986	8/14/2017 6:12 PM
42	2016	8/14/2017 3:54 PM
43	1976	8/14/2017 3:10 PM
44	2004	8/12/2017 11:20 AM
45	1988	8/12/2017 10:51 AM
46	1975	8/11/2017 7:08 AM
47	1927	8/10/2017 2:23 PM
48	1893	8/10/2017 9:28 AM
49	2010	8/10/2017 8:38 AM
50	1946	8/9/2017 6:24 PM
51	1997	8/9/2017 5:15 PM
52	1978	8/9/2017 4:04 PM
53	1982	8/9/2017 1:53 PM
54	1949	8/9/2017 1:38 PM
55	1981	8/9/2017 11:53 AM
56	1985	8/9/2017 11:05 AM
57	1999	8/9/2017 10:51 AM
58	1996	8/9/2017 10:19 AM
59	1927	8/9/2017 10:06 AM
60	2013	8/9/2017 8:35 AM
61	2017	8/9/2017 8:18 AM
62	1964	8/9/2017 8:16 AM
63	2014	8/9/2017 7:14 AM
64	2013	8/8/2017 8:15 PM
65	2016	8/8/2017 6:15 PM
66	1923	8/8/2017 5:30 PM
67	1988	8/8/2017 4:39 PM
68	1988	8/8/2017 4:37 PM
69	2002	8/8/2017 3:58 PM
70	2013	8/8/2017 3:39 PM
71	1997	8/8/2017 3:33 PM
72	2001	8/8/2017 3:30 PM
73	2013	8/8/2017 3:27 PM
74	1991	8/8/2017 3:22 PM
75	1970	8/8/2017 3:21 PM
76	1986	8/8/2017 2:23 PM

# Waukesha County Business Survey 2017

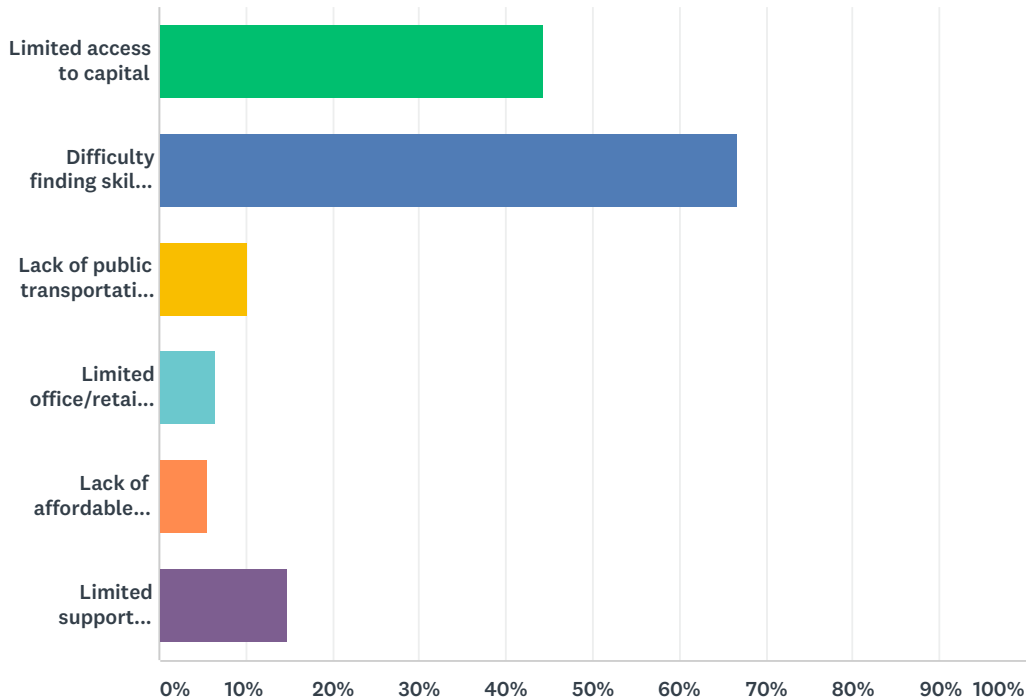
77	1949	8/8/2017 2:16 PM
78	1995	8/8/2017 2:12 PM
79	2013	8/8/2017 2:00 PM
80	2016	8/8/2017 1:45 PM
81	2006	8/8/2017 1:43 PM
82	1933	8/8/2017 1:35 PM
83	1957	8/8/2017 1:14 PM
84	1987	8/8/2017 1:11 PM
85	2006	8/8/2017 1:10 PM
86	1890	8/8/2017 12:52 PM
87	1977	8/8/2017 12:46 PM
88	1986	8/8/2017 12:43 PM
89	1971	8/8/2017 12:39 PM
90	1865	8/8/2017 12:35 PM
91	1987	8/8/2017 12:35 PM
92	1960	8/8/2017 12:34 PM
93	2004	8/8/2017 12:32 PM
94	in Waukesha: 2017; overall: 1967	8/8/2017 12:27 PM
95	1951	8/8/2017 12:23 PM
96	1994	8/8/2017 12:21 PM
97	1981	8/8/2017 12:20 PM
98	1975	8/8/2017 12:20 PM
99	2004	8/8/2017 12:12 PM
100	1965	8/8/2017 12:12 PM
101	2006	8/8/2017 11:44 AM
102	2008	8/8/2017 11:25 AM
103	1994	8/8/2017 11:23 AM
104	1985	8/8/2017 11:19 AM
105	1977	8/8/2017 10:48 AM
106	1997	8/8/2017 10:37 AM
107	2000	8/8/2017 9:53 AM
108	1978	8/8/2017 9:37 AM
109	1918	8/8/2017 9:23 AM
110	1966	8/8/2017 9:07 AM
111	1961	8/8/2017 9:04 AM
112	1993	8/8/2017 9:01 AM
113	2000	8/8/2017 8:59 AM
114	2010	8/8/2017 8:58 AM
115	1982	8/8/2017 8:55 AM
116	1981	8/8/2017 8:54 AM
117	1993	8/8/2017 8:52 AM

# Waukesha County Business Survey 2017

118	1974	8/8/2017 8:43 AM
119	1959	8/8/2017 8:37 AM
120	1999	8/8/2017 8:36 AM
121	1981	8/8/2017 8:35 AM
122	1911	8/8/2017 8:34 AM
123	1977	8/8/2017 8:34 AM
124	2017	8/8/2017 8:02 AM
125	2016	8/8/2017 7:53 AM
126	1983	8/8/2017 7:51 AM
127	1979	8/8/2017 7:46 AM
128	1991	8/8/2017 7:46 AM
129	1966	8/8/2017 7:43 AM
130	1974	8/8/2017 7:39 AM
131	1973	8/8/2017 7:39 AM
132	1983	8/8/2017 7:36 AM
133	1942	8/8/2017 7:31 AM
134	1908	8/8/2017 7:22 AM
135	1975	8/8/2017 7:19 AM
136	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: 108 Skipped: 72



ANSWER CHOICES	RESPONSES	
Limited access to capital	44.44%	48
Difficulty finding skilled workforce	66.67%	72
Lack of public transportation options	10.19%	11
Limited office/retail space options	6.48%	7
Lack of affordable housing	5.56%	6
Limited support resources (incubators, mentors, counseling, etc.)	14.81%	16
Total Respondents: 108		

#	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	There is little incentive to employ people at all. When you are small the risk and expense is all on you.	8/15/2017 2:07 PM
4	Taxes	8/15/2017 2:01 PM
5	Ability to attract new clients	8/15/2017 12:45 PM
6	Did not start the business	8/15/2017 12:13 PM
7	Customers	8/15/2017 12:09 PM

## Waukesha County Business Survey 2017

8	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
9	we are a non-profit dependent on donations.	8/15/2017 8:40 AM
10	there are organizations claiming to help businesses, but really provide little support	8/15/2017 8:40 AM
11	Unknown	8/15/2017 8:35 AM
12	Finding Customers!	8/14/2017 6:13 PM
13	Finding new clients	8/10/2017 8:39 AM
14	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
15	Senseless municipal requirements	8/9/2017 8:19 AM
16	TAXES ARE TOO COMPLICATED TO PAY AND TOO HIGH, INSURANCE COSTS....ESPECIALLY HEALTH INSURANCE.	8/9/2017 7:17 AM
17	Web based - no real issues	8/8/2017 1:45 PM
18	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
19	lack of talent in workforce	8/8/2017 12:40 PM
20	Competition Online Market in Higher Education	8/8/2017 12:35 PM
21	Government costs/regulations	8/8/2017 12:24 PM
22	I dont know	8/8/2017 12:21 PM
23	getting new clients - new business	8/8/2017 12:20 PM
24	cash flow	8/8/2017 8:44 AM
25	None	8/8/2017 7:53 AM
26	The library isn't easy to get to for all residents.	8/8/2017 7:40 AM
27	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: 83    Skipped: 97

#	RESPONSES	DATE
1	Financial	8/23/2017 10:16 AM
2	I will seek advice from food service/coffee shop owners who have experience in the mobile coffee/catering arena.	8/18/2017 6:36 AM
3	Being a part of discussions about the future of manufacturing	8/16/2017 7:57 PM
4	Identification of possible new location sites	8/16/2017 11:02 AM
5	Recruiting employees	8/16/2017 9:18 AM
6	TIF funding	8/16/2017 8:31 AM
7	SCHOOLS NEED TO OFFER MANUFACTURING AS A OPTION MAYBE A PRISON PROGRAM	8/16/2017 6:33 AM
8	None	8/15/2017 9:59 PM
9	Wisconsin Lutheran high school is partnering with WCTC to ensure more students are getting skills that matter to the workforce in our community.	8/15/2017 8:47 PM
10	skilled technicians	8/15/2017 3:59 PM
11	I'd be excited if i could just get garbage and recycling picked up. Once you are identified as a small business things cost more.	8/15/2017 2:09 PM
12	We have plans in place for training our existing employees and our focus will be to hire good people which we believe we can teach, mentor, and train to continue to service our growing customer base. Access to funds, not by bowering money but keeping more of what we have earned would really help us train more of our employees, and hire more people.	8/15/2017 2:05 PM
13	Low Interest Long term financing, Tax Relief, Training Grants/Dollars, Skilled Employee's.....not in any particular order!	8/15/2017 1:41 PM
14	Promotion of Waukesha county to potential workers outside the state	8/15/2017 1:38 PM
15	none	8/15/2017 12:45 PM
16	access to skilled an unskilled workforce that is willing to travel nationwide.	8/15/2017 12:14 PM
17	None	8/15/2017 12:13 PM
18	I'm not planning on expanding	8/15/2017 12:10 PM
19	We do not need the financial assistance, just reasonable rules on expanding the building. We have 9 other locations we can/could expend in	8/15/2017 10:29 AM
20	None, gov should stay out of the private business sector.	8/15/2017 10:16 AM
21	Finding people trained to work in food processing facilities.	8/15/2017 9:55 AM
22	workforce training for skilled jobs	8/15/2017 9:27 AM
23	employee availability	8/15/2017 8:54 AM
24	qualified, focused workers at all levels access to low interest loans	8/15/2017 8:41 AM
25	None	8/14/2017 6:13 PM
26	community support	8/12/2017 11:23 AM
27	Better employee access to employees that want to work. If there was grants or funding to send my employees to training classes that would be an assistance and maybe a factor to retain employees.	8/12/2017 10:53 AM

## Waukesha County Business Survey 2017

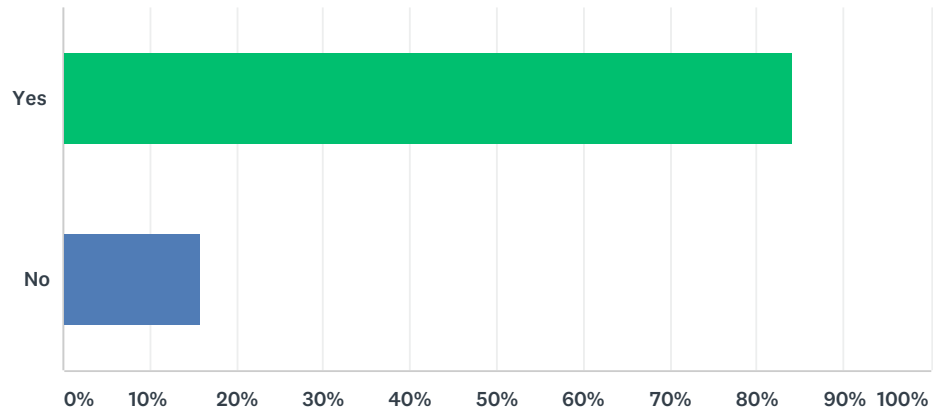
28	Staffing; job fairs sponsored by public agencies are too expensive for small businesses.	8/11/2017 7:09 AM
29	none	8/10/2017 2:24 PM
30	Job training for in the Chemical field	8/10/2017 9:29 AM
31	Possible we might need financing help but we hope not	8/10/2017 8:39 AM
32	Permitting and approval from 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
33	Networking Opportunities, and Speaking Opportunities	8/9/2017 10:52 AM
34	None	8/9/2017 10:19 AM
35	Financial backing, hospitality workforce, skilled!	8/9/2017 8:36 AM
36	Variances or changes from municipal requirements	8/9/2017 8:20 AM
37	Growth mentoring	8/9/2017 8:19 AM
38	Need to improve the broken health care system. Costs are too high and bringing on more employees is extremely difficult because of it.	8/9/2017 7:18 AM
39	Rent / lease assistance.	8/8/2017 4:38 PM
40	Understanding the programs available to our business to help us grow.	8/8/2017 3:59 PM
41	buy a building	8/8/2017 3:31 PM
42	Cooperation from city	8/8/2017 3:26 PM
43	None	8/8/2017 3:22 PM
44	n/a	8/8/2017 2:23 PM
45	Access to capital	8/8/2017 2:00 PM
46	None, self financed.	8/8/2017 1:36 PM
47	Financial as well as additional business opportunities, especially from Waukesha county companies.	8/8/2017 1:18 PM
48	N/A	8/8/2017 1:12 PM
49	Not Applicable	8/8/2017 12:53 PM
50	Skilled trade education	8/8/2017 12:47 PM
51	none	8/8/2017 12:40 PM
52	financial	8/8/2017 12:35 PM
53	Site identification	8/8/2017 12:35 PM
54	Potential permit processing	8/8/2017 12:33 PM
55	Transportation and guidance	8/8/2017 12:27 PM
56	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
57	Financing	8/8/2017 12:22 PM
58	staffing agency	8/8/2017 12:21 PM
59	Networking and Marketing	8/8/2017 12:21 PM
60	Financial Resources, Good access to transportation	8/8/2017 12:13 PM
61	none	8/8/2017 12:12 PM
62	Small business funding and the county to take Lien filing seriously and enforce the states rules that are not followed by 99% of builders. In addition more focus on workforce developement and not paying unemployment for habitual offenders and not paying for people who dont want to work	8/8/2017 11:47 AM
63	Subsidies to help build and/or acquire bigger facilities. More technically trained workforce.	8/8/2017 11:20 AM
64	Workforce development & training. Talent attraction to Waukesha county	8/8/2017 10:39 AM

# Waukesha County Business Survey 2017

65	\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$	8/8/2017 9:54 AM
66	Trained entry-level workforce with basic mecganical skillsets.	8/8/2017 9:38 AM
67	None	8/8/2017 9:24 AM
68	Working Capital, workforce	8/8/2017 9:02 AM
69	Finding skilled, motivated and responsible employees	8/8/2017 9:01 AM
70	Training and recruiting caregivers for senior home care.	8/8/2017 9:00 AM
71	do not know	8/8/2017 8:56 AM
72	none	8/8/2017 8:55 AM
73	locating affordable office space	8/8/2017 8:36 AM
74	NA	8/8/2017 8:36 AM
75	finding work force	8/8/2017 8:36 AM
76	no plans to do that	8/8/2017 8:35 AM
77	Better and more expansive bussing services.	8/8/2017 8:03 AM
78	None	8/8/2017 7:53 AM
79	people	8/8/2017 7:46 AM
80	Not sure at this time	8/8/2017 7:44 AM
81	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
82	easy licensing process faster and simpler tax credits information on funding sources in the county	8/8/2017 7:21 AM
83	universal education in the trades	8/8/2017 7:14 AM

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

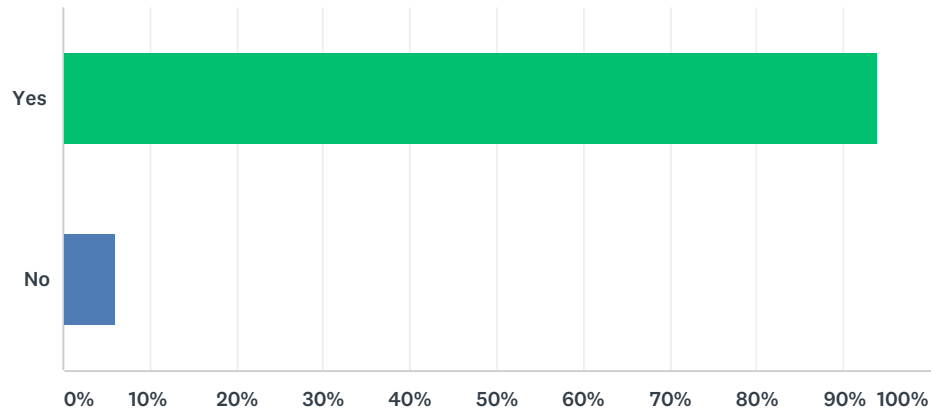
Answered: 132 Skipped: 48



ANSWER CHOICES		RESPONSES	
Yes		84.09%	111
No		15.91%	21
TOTAL			132

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

Answered: 130    Skipped: 50



ANSWER CHOICES		RESPONSES	
Yes		93.85%	122
No		6.15%	8
TOTAL			130