

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

Answered: 39 Skipped: 0



ANSWER CHOICES

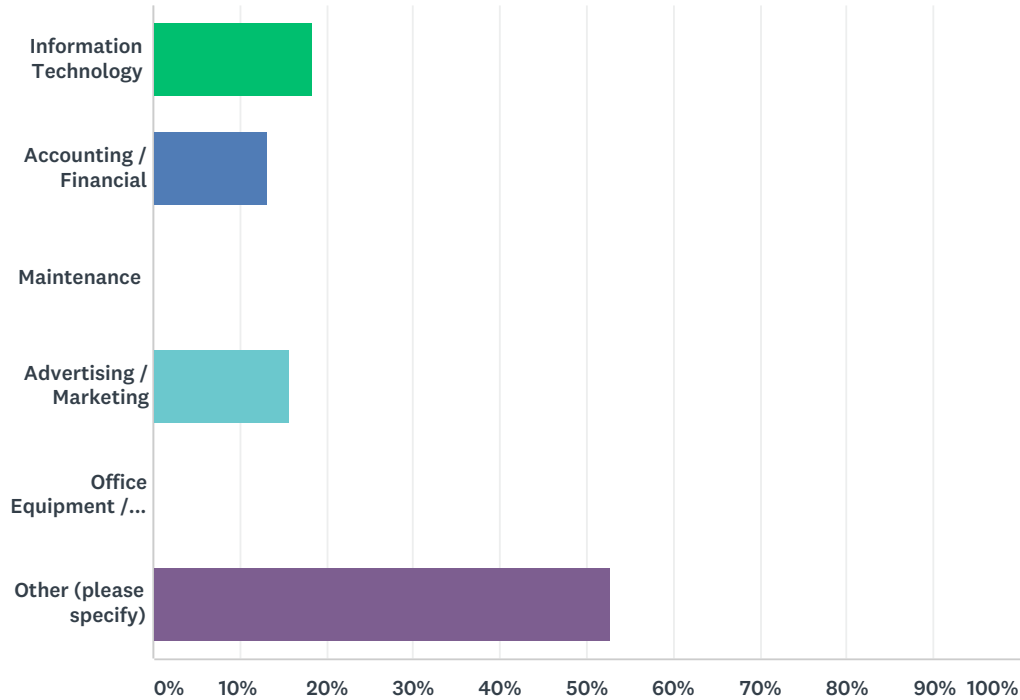
RESPONSES

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Agricultural	0.00%	0
Construction	0.00%	0
Health Services	0.00%	0
Social Services/Not-for-Profit	0.00%	0
Manufacturing	0.00%	0
Printing and Publishing	0.00%	0
Wholesale Trade (wholesale merchandise, goods, products...)	0.00%	0
Retail Trade (home, personal, recreation, building goods....)	0.00%	0
Finance, Insurance and Real Estate	0.00%	0
Hospitality and Food Service	0.00%	0
Business Services (businesses serving businesses)	100.00%	39
Personal Services (businesses serving individuals)	0.00%	0
Government	0.00%	0
Transportation / Logistics (trucking, warehousing...)	0.00%	0
Arts, Entertainment, Recreation	0.00%	0
Other	0.00%	0
TOTAL		39

Q11 Business Services

Answered: 38 Skipped: 1



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
TOTAL		38

#	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

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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

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: 35 Skipped: 4

ANSWER CHOICES	RESPONSES	
1	100.00%	35
2	97.14%	34
3	88.57%	31

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

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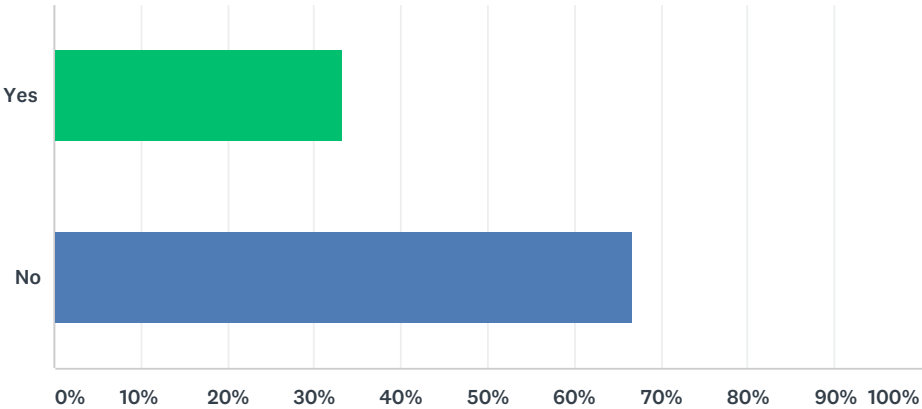
29	programming	8/8/2017 9:57 AM
30	Digital Marketing	8/8/2017 8:45 AM
31	Machinists	8/8/2017 7:54 AM
32	Project Manager	8/8/2017 7:43 AM
33	Route Sales & Service Technicians	8/8/2017 7:42 AM
34	Administrative Assistants	8/8/2017 7:30 AM
35	new lawyers	8/8/2017 7:16 AM
#	2	DATE
1	Senior Technical Support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

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34	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	Customer Service	8/11/2017 7:00 AM
8	Help Desk level 3	8/10/2017 8:29 AM
9	Marketing	8/9/2017 5:07 PM
10	IT assistant	8/9/2017 1:12 PM
11	Digital media developer	8/9/2017 8:07 AM
12	Time Management	8/9/2017 7:01 AM
13	management	8/8/2017 8:10 PM
14	sales	8/8/2017 5:05 PM
15	Content Specialist	8/8/2017 3:21 PM
16	Business Development	8/8/2017 1:53 PM
17	Finance	8/8/2017 1:47 PM
18	Project Management	8/8/2017 1:35 PM
19	more qualified leads	8/8/2017 1:01 PM
20	Software Engineers	8/8/2017 12:24 PM
21	creative writers	8/8/2017 12:13 PM
22	Support	8/8/2017 12:04 PM
23	Entry level engineers	8/8/2017 11:17 AM
24	Cloud Architects	8/8/2017 11:17 AM
25	print production	8/8/2017 9:57 AM
26	Volunteers	8/8/2017 8:45 AM
27	Shipping/Receiving Warehouse personnel	8/8/2017 7:54 AM
28	Executive Assistant	8/8/2017 7:43 AM
29	Client Service Representatives	8/8/2017 7:42 AM
30	IT Professionals	8/8/2017 7:30 AM
31	vendors	8/8/2017 7:16 AM

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

Answered: 36 Skipped: 3

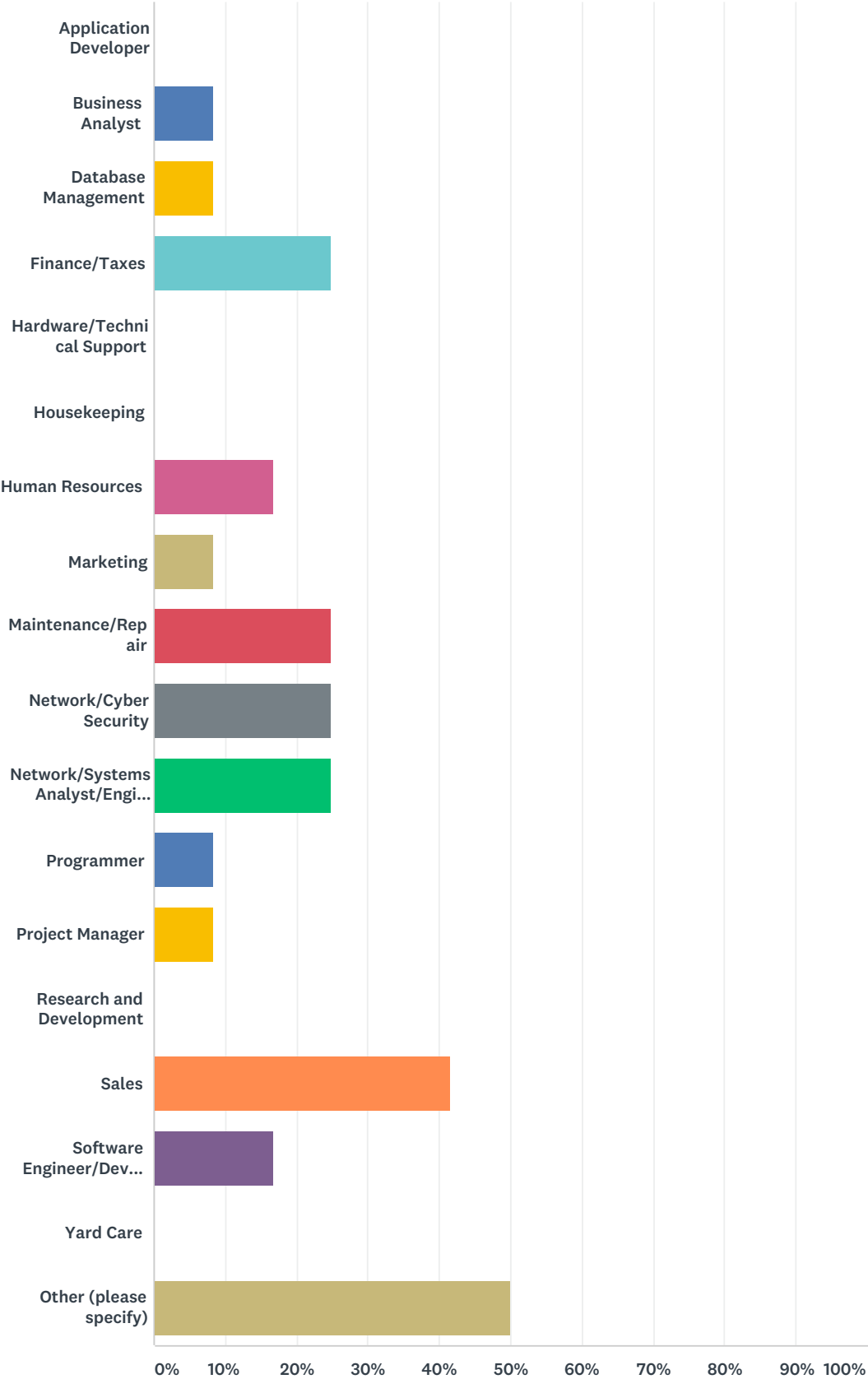


ANSWER CHOICES	RESPONSES	
Yes	33.33%	12
No	66.67%	24
TOTAL		36

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

Answered: 12 Skipped: 27

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ANSWER CHOICES	RESPONSES	
Application Developer	0.00%	0

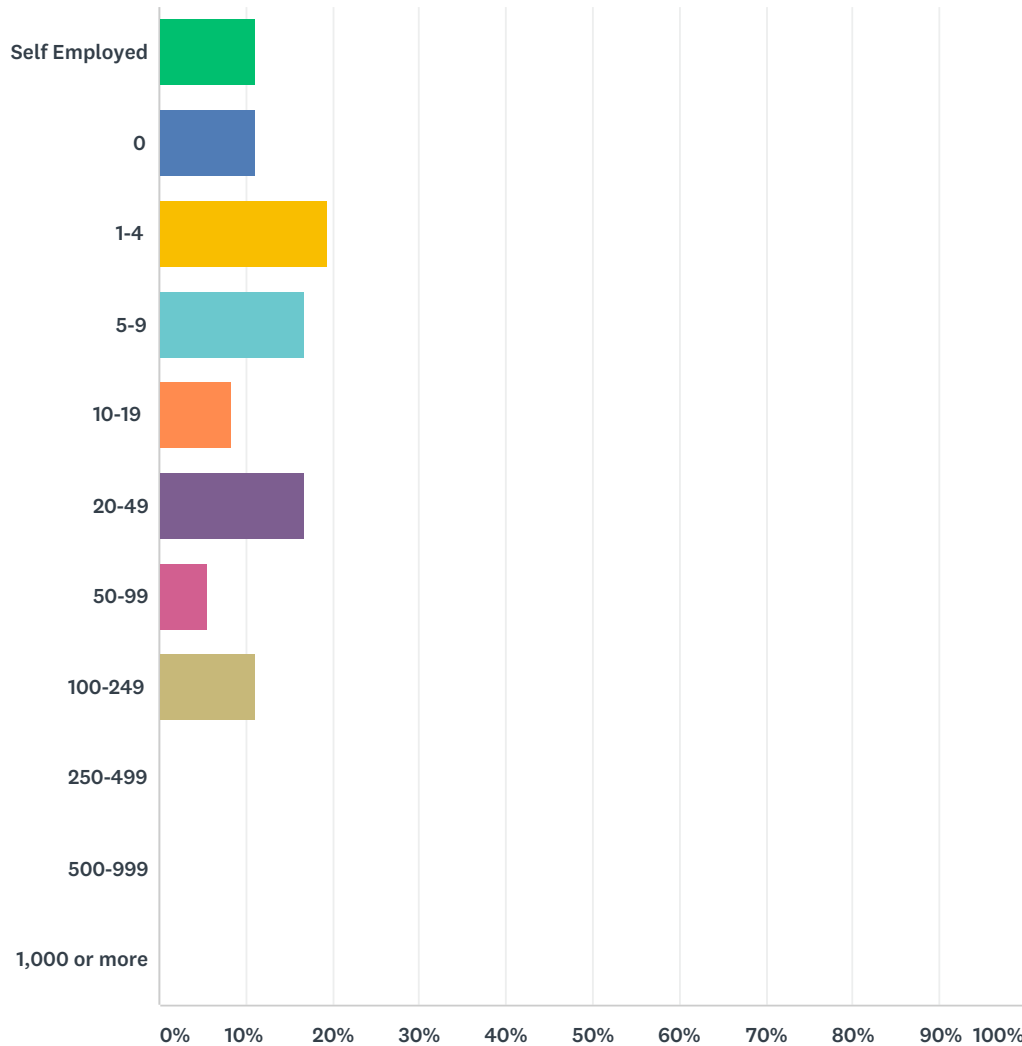
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Business Analyst	8.33%	1
Database Management	8.33%	1
Finance/Taxes	25.00%	3
Hardware/Technical Support	0.00%	0
Housekeeping	0.00%	0
Human Resources	16.67%	2
Marketing	8.33%	1
Maintenance/Repair	25.00%	3
Network/Cyber Security	25.00%	3
Network/Systems Analyst/Engineer	25.00%	3
Programmer	8.33%	1
Project Manager	8.33%	1
Research and Development	0.00%	0
Sales	41.67%	5
Software Engineer/Developer	16.67%	2
Yard Care	0.00%	0
Other (please specify)	50.00%	6
Total Respondents: 12		

#	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	Machinists	8/8/2017 7:55 AM
6	Heat Remediation Technician	8/8/2017 7:43 AM

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

Answered: 36 Skipped: 3



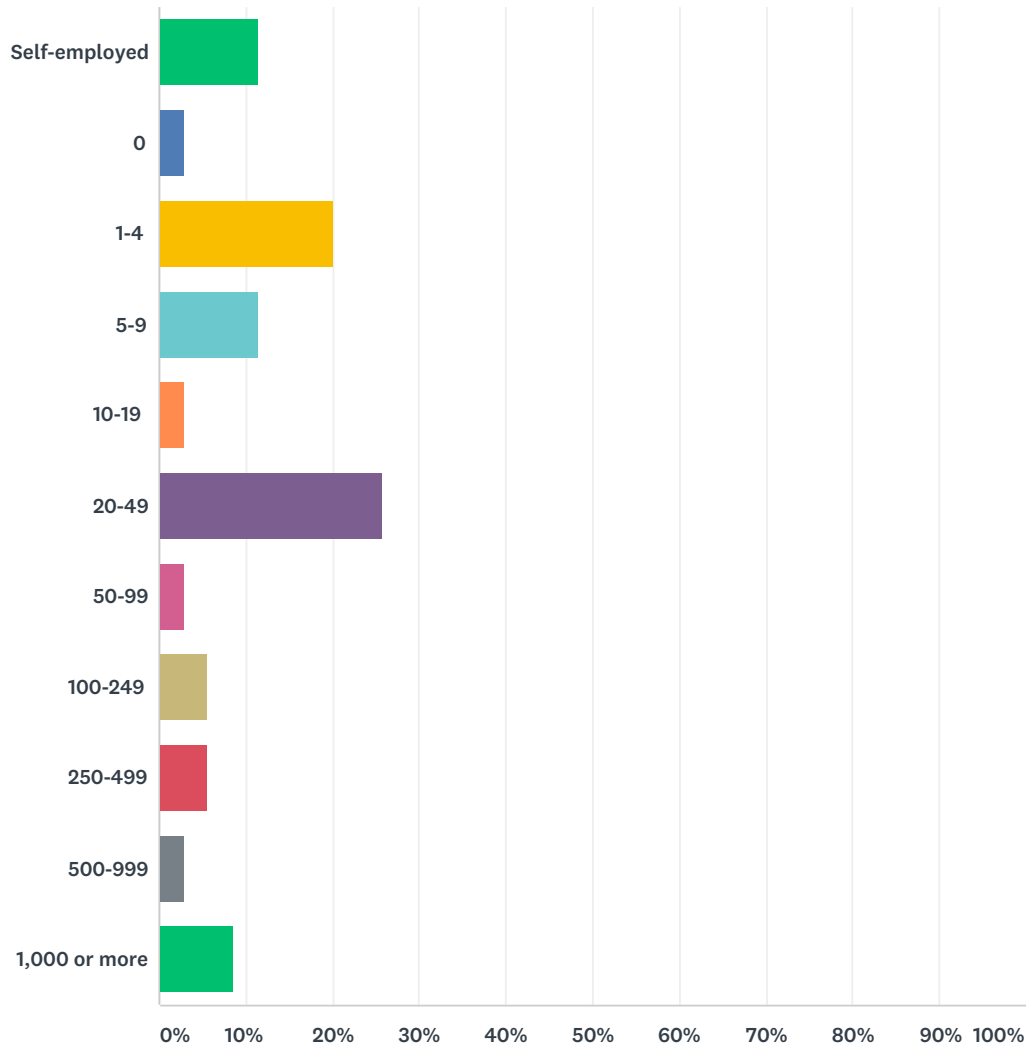
ANSWER CHOICES	RESPONSES	
Self Employed	11.11%	4
0	11.11%	4
1-4	19.44%	7
5-9	16.67%	6
10-19	8.33%	3
20-49	16.67%	6
50-99	5.56%	2
100-249	11.11%	4
250-499	0.00%	0

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500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		36

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

Answered: 35 Skipped: 4



ANSWER CHOICES	RESPONSES	
Self-employed	11.43%	4
0	2.86%	1
1-4	20.00%	7
5-9	11.43%	4
10-19	2.86%	1
20-49	25.71%	9
50-99	2.86%	1
100-249	5.71%	2
250-499	5.71%	2

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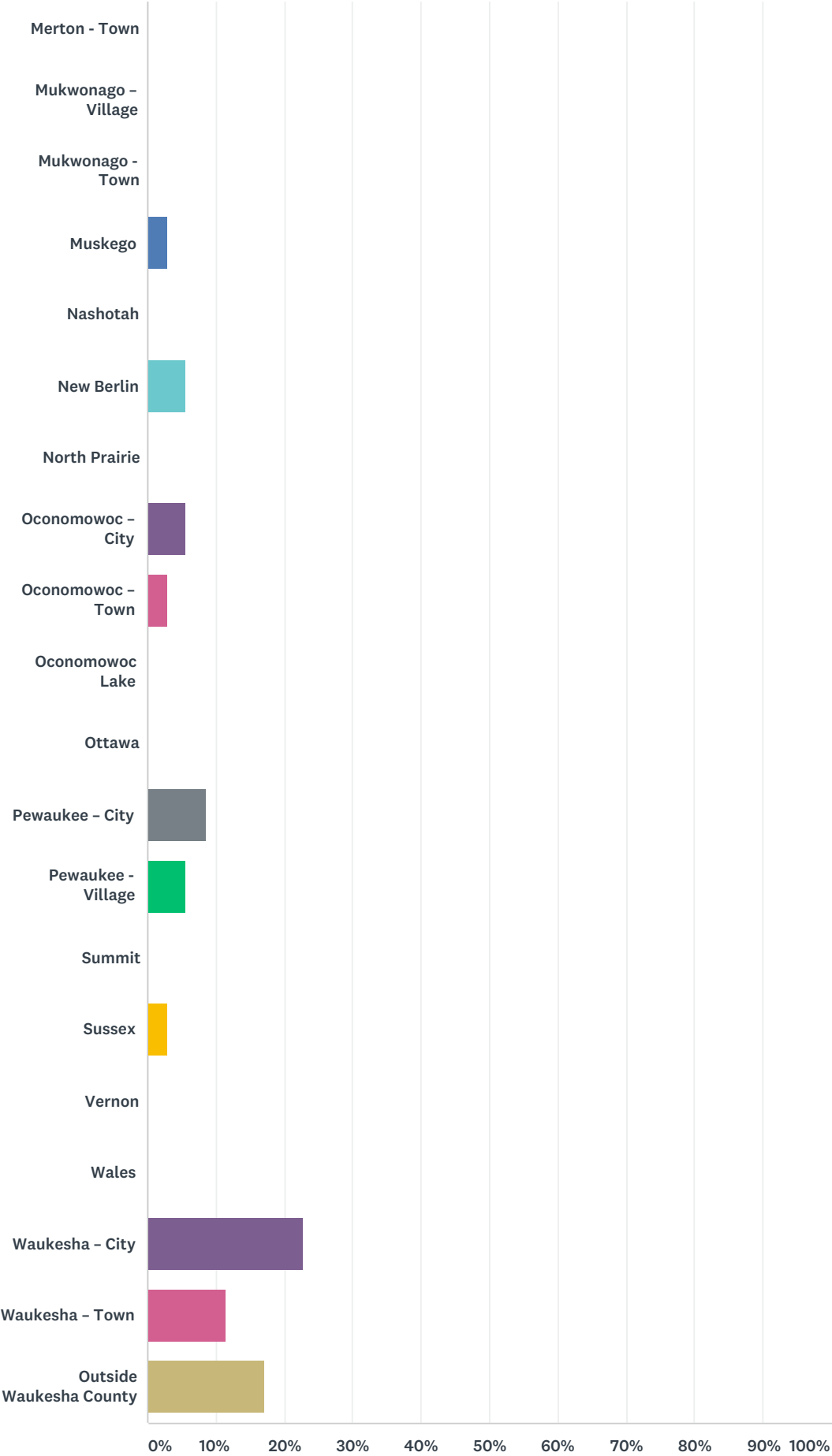
500-999	2.86%	1
1,000 or more	8.57%	3
TOTAL		35

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

Answered: 35 Skipped: 4



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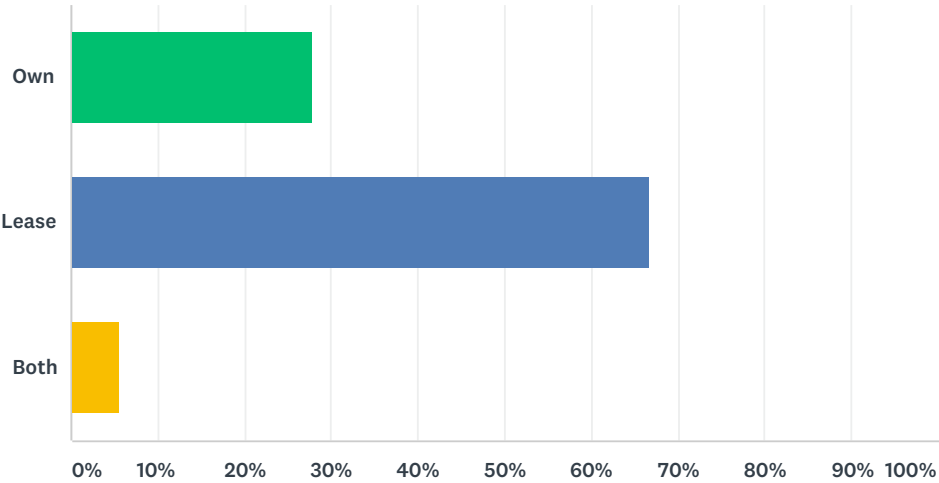
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	17.14%	6
Brookfield - Town	2.86%	1
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	2.86%	1
Delafield - Town	2.86%	1
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	5.71%	2
Genesee	0.00%	0
Hartland	2.86%	1
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	11.43%	4
Merton – Village	0.00%	0
Merton - Town	0.00%	0
Mukwonago – Village	0.00%	0
Mukwonago - Town	0.00%	0
Muskego	2.86%	1
Nashotah	0.00%	0
New Berlin	5.71%	2
North Prairie	0.00%	0
Oconomowoc – City	5.71%	2
Oconomowoc – Town	2.86%	1
Oconomowoc Lake	0.00%	0
Ottawa	0.00%	0
Pewaukee – City	8.57%	3
Pewaukee - Village	5.71%	2
Summit	0.00%	0
Sussex	2.86%	1
Vernon	0.00%	0

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Wales	0.00%	0
Waukesha – City	22.86%	8
Waukesha – Town	11.43%	4
Outside Waukesha County	17.14%	6
Total Respondents: 35		

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

Answered: 36 Skipped: 3



ANSWER CHOICES	RESPONSES	
Own	27.78%	10
Lease	66.67%	24
Both	5.56%	2
TOTAL		36

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

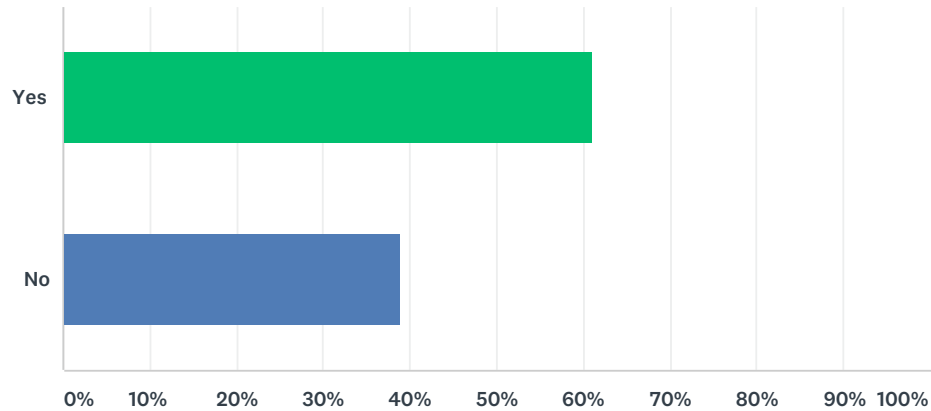
Answered: 35 Skipped: 4

#	RESPONSES	DATE
1	80	8/16/2017 9:41 AM
2	100%	8/15/2017 7:07 PM
3	?	8/15/2017 4:26 PM
4	100%	8/15/2017 3:54 PM
5	90	8/15/2017 1:53 PM
6	100%	8/15/2017 1:50 PM
7	100	8/15/2017 12:31 PM
8	100%	8/15/2017 8:57 AM
9	500	8/15/2017 8:36 AM
10	100%	8/11/2017 7:02 AM
11	75	8/10/2017 8:31 AM
12	20	8/9/2017 5:08 PM
13	85%	8/9/2017 1:13 PM
14	100	8/9/2017 10:45 AM
15	80	8/9/2017 7:02 AM
16	100	8/8/2017 8:11 PM
17	100	8/8/2017 5:05 PM
18	33	8/8/2017 3:22 PM
19	100%	8/8/2017 1:54 PM
20	20	8/8/2017 1:49 PM
21	100	8/8/2017 1:36 PM
22	10,000	8/8/2017 1:04 PM
23	4000	8/8/2017 12:39 PM
24	90	8/8/2017 12:26 PM
25	80%	8/8/2017 12:14 PM
26	20%	8/8/2017 12:05 PM
27	80 - 85%	8/8/2017 11:18 AM
28	85	8/8/2017 11:18 AM
29	100%	8/8/2017 9:57 AM
30	1000	8/8/2017 8:46 AM
31	1092	8/8/2017 7:56 AM
32	5	8/8/2017 7:45 AM
33	?	8/8/2017 7:44 AM
34	100%	8/8/2017 7:30 AM

35	75	8/8/2017 7:17 AM
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Q40 13. Do you own or lease sufficient property to allow for expansion of your facility at this location?

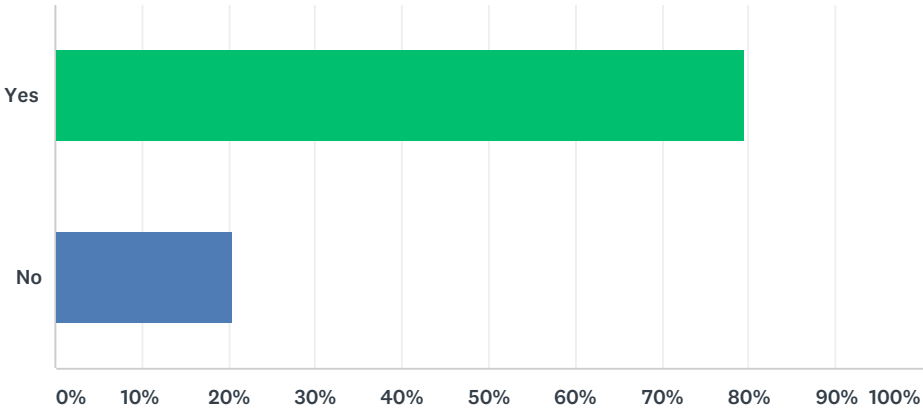
Answered: 36 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	61.11%	22
No	38.89%	14
TOTAL		36

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

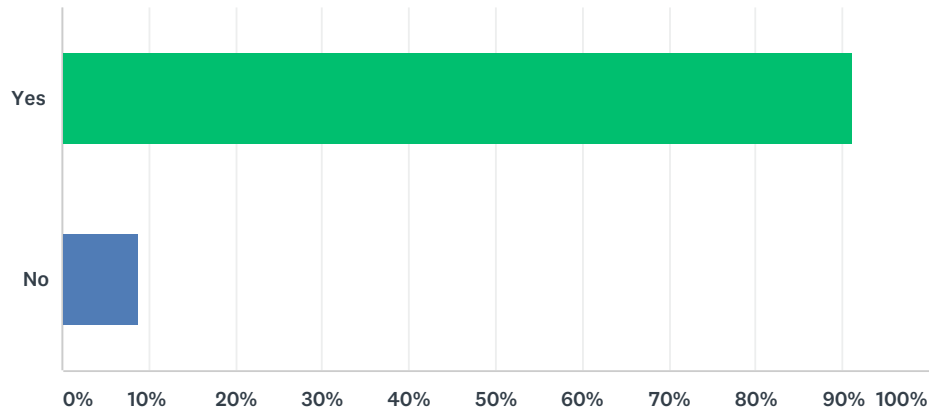
Answered: 34 Skipped: 5



ANSWER CHOICES		RESPONSES	
Yes		79.41%	27
No		20.59%	7
TOTAL			34

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

Answered: 34 Skipped: 5

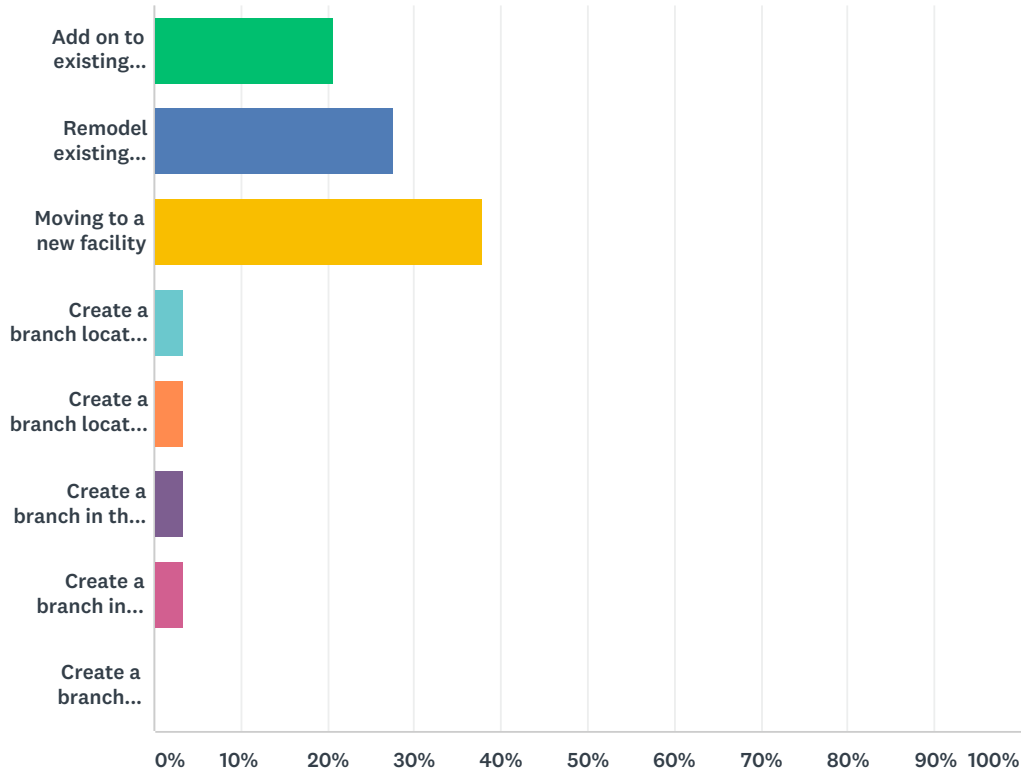


ANSWER CHOICES	RESPONSES	
Yes	91.18%	31
No	8.82%	3
TOTAL		34

#	PLEASE DESCRIBE	DATE
1	Increase number of People to service more clients	8/16/2017 9:42 AM
2	increase employees and expand services throughout all of wisconsin	8/15/2017 4:27 PM
3	I would imagine that we will hire again in the next three years	8/15/2017 1:54 PM
4	As our services expand we will need more people and more space	8/15/2017 1:51 PM
5	Acquire additional clients	8/15/2017 12:32 PM
6	Revenue Growth and Potentially 1 staff member	8/9/2017 10:46 AM
7	Adding more employees and expanding into other states.	8/9/2017 7:03 AM
8	Increase office space and personnel to meet demand	8/8/2017 1:54 PM
9	I am in start-up mode & expect to grow online services	8/8/2017 1:37 PM
10	Yes, once we outgrow this space.	8/8/2017 1:05 PM
11	Organic Growth and Acquisition	8/8/2017 12:27 PM
12	Additional Staff	8/8/2017 12:06 PM
13	Building Expansion - Additional staff	8/8/2017 7:31 AM
14	add more attorneys	8/8/2017 7:17 AM

Q43 Which best describes your business expansion plans?

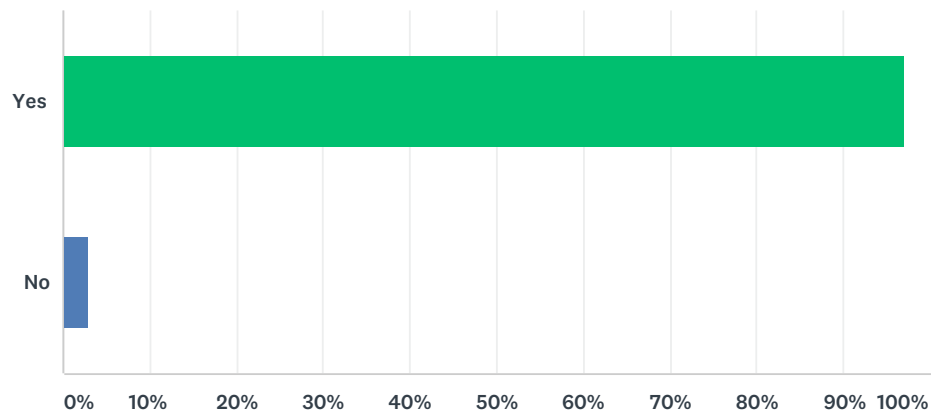
Answered: 29 Skipped: 10



ANSWER CHOICES	RESPONSES	
Add on to existing facility	20.69%	6
Remodel existing facility	27.59%	8
Moving to a new facility	37.93%	11
Create a branch location in Waukesha County	3.45%	1
Create a branch location in the Region (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	3.45%	1
Create a branch in the State	3.45%	1
Create a branch in another State	3.45%	1
Create a branch Internationally	0.00%	0
TOTAL		29

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

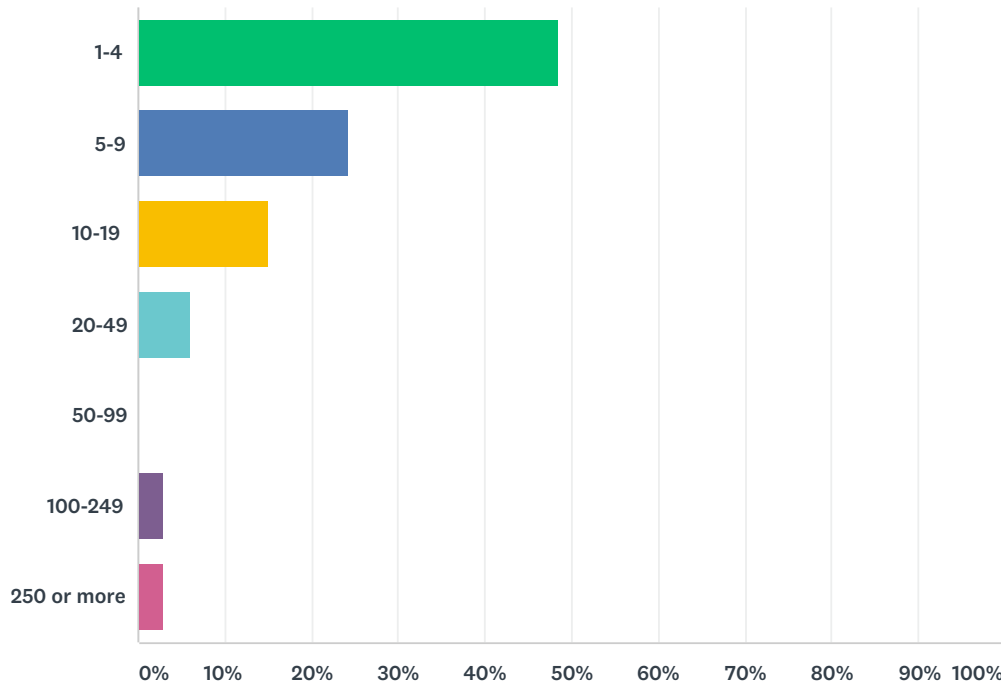
Answered: 34 Skipped: 5



ANSWER CHOICES		RESPONSES	
Yes		97.06%	33
No		2.94%	1
TOTAL			34

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

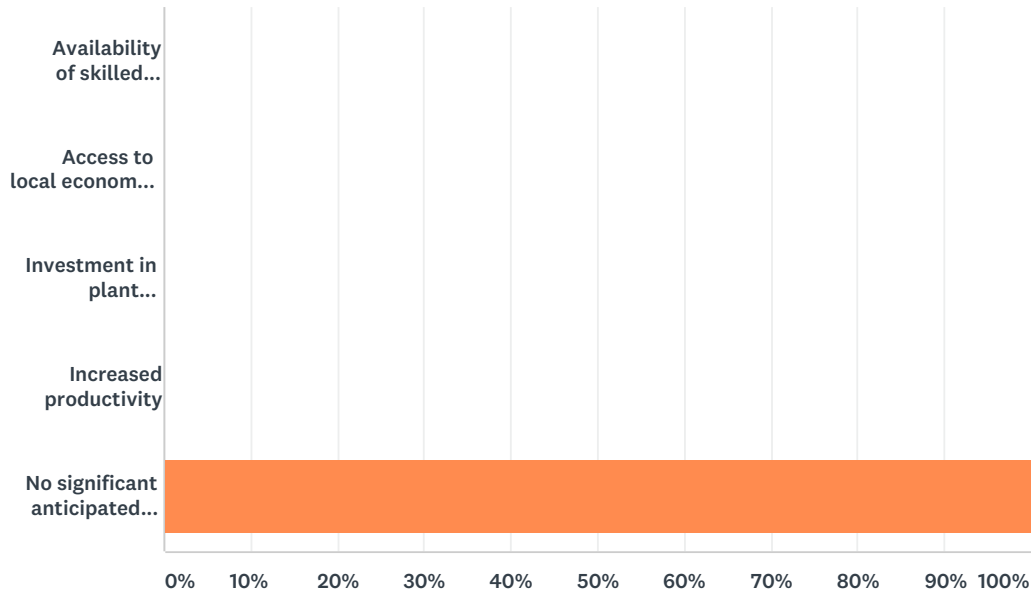
Answered: 33 Skipped: 6



ANSWER CHOICES	RESPONSES	
1-4	48.48%	16
5-9	24.24%	8
10-19	15.15%	5
20-49	6.06%	2
50-99	0.00%	0
100-249	3.03%	1
250 or more	3.03%	1
TOTAL		33

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

Answered: 1 Skipped: 38

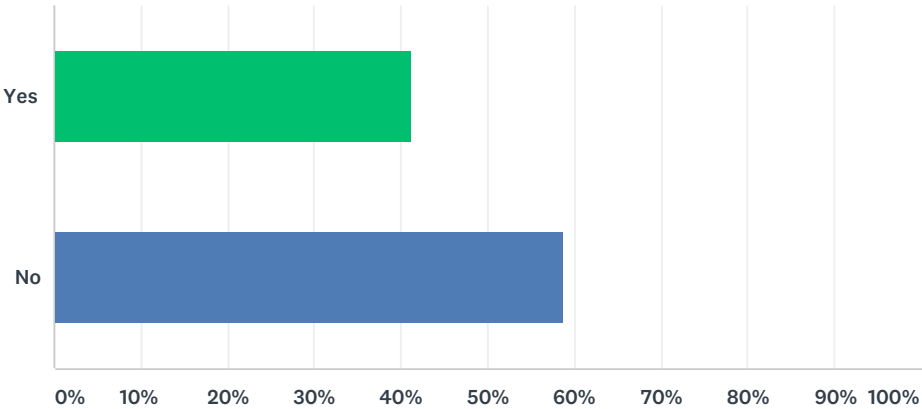


ANSWER CHOICES		RESPONSES	
Availability of skilled workers		0.00%	0
Access to local economic development grants, loans, and/or assistance		0.00%	0
Investment in plant efficiency and / or automation		0.00%	0
Increased productivity		0.00%	0
No significant anticipated growth in business		100.00%	1
TOTAL			1

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

Q47 17. Is staff recruitment impacting your business?

Answered: 34 Skipped: 5

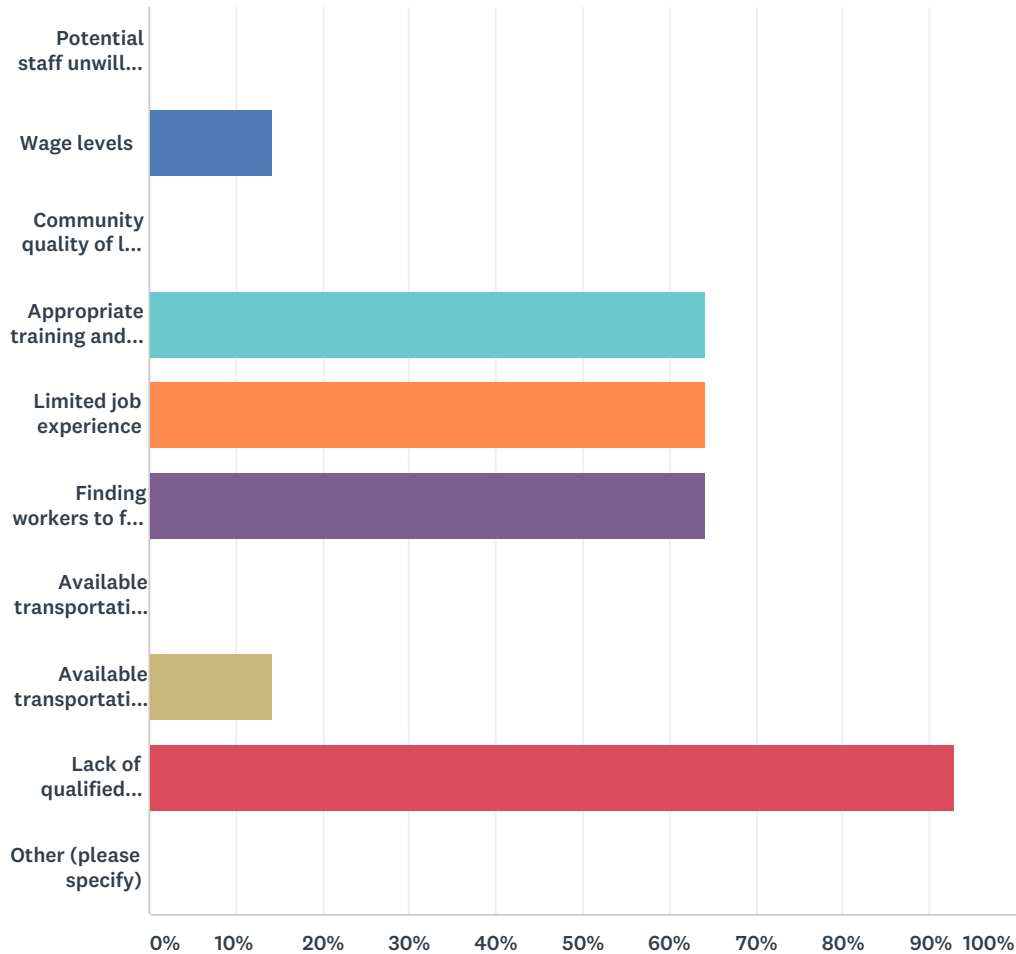


ANSWER CHOICES		RESPONSES	
Yes		41.18%	14
No		58.82%	20
TOTAL			34

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

Select All that Apply →

Answered: 14 Skipped: 25



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	0.00%	0
Wage levels	14.29%	2
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	64.29%	9
Limited job experience	64.29%	9
Finding workers to fit the business culture	64.29%	9
Available transportation to work	0.00%	0
Available transportation to work	14.29%	2
Lack of qualified applicants	92.86%	13
Other (please specify)	0.00%	0

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Total Respondents: 14		
#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

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: 24 Skipped: 15

ANSWER CHOICES	RESPONSES	
1	100.00%	24
2	87.50%	21
3	79.17%	19

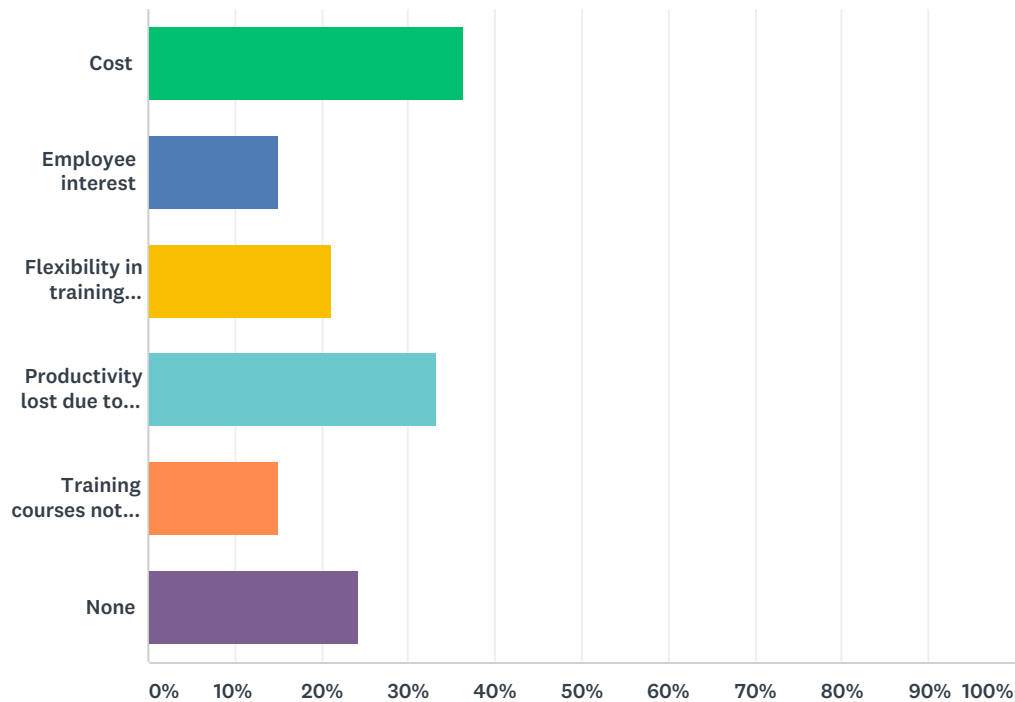
#	1	DATE
1	Business Analysts	8/16/2017 9:43 AM
2	soft skills - be on time	8/15/2017 4:30 PM
3	forklift technicians	8/15/2017 3:56 PM
4	Keeping up with the latest technology	8/15/2017 1:54 PM
5	IT Infrastructure (new technology)	8/11/2017 7:04 AM
6	network engineers that can communicate wth clients	8/10/2017 8:33 AM
7	Strategic thinking	8/9/2017 5:10 PM
8	accountants	8/9/2017 1:16 PM
9	Internet Data Analytics	8/9/2017 10:47 AM
10	online project management	8/9/2017 8:12 AM
11	Project Management	8/9/2017 7:04 AM
12	engaged employees	8/8/2017 5:06 PM
13	SEO specialization	8/8/2017 3:24 PM
14	Data Science	8/8/2017 1:56 PM
15	IT	8/8/2017 1:39 PM
16	software expertise	8/8/2017 1:07 PM
17	Improve Technical Professional Skills	8/8/2017 12:29 PM
18	Facilitation skills	8/8/2017 12:08 PM
19	Sales	8/8/2017 11:20 AM
20	Leveraging the cloud	8/8/2017 11:20 AM
21	digital marketing	8/8/2017 8:48 AM
22	Social Skills	8/8/2017 7:57 AM
23	Digital Marketing	8/8/2017 7:48 AM
24	IT	8/8/2017 7:32 AM
#	2	DATE
1	Chief Information Officer skills	8/16/2017 9:43 AM
2	on boarding - mentoring at new job	8/15/2017 4:30 PM
3	software diagnostic skills	8/15/2017 3:56 PM

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4	vendor and industry certification	8/15/2017 1:54 PM
5	Customer Service	8/11/2017 7:04 AM
6	SysAdmins that can communicate with clients	8/10/2017 8:33 AM
7	Decision making	8/9/2017 5:10 PM
8	remote office capability	8/9/2017 8:12 AM
9	Execution	8/9/2017 7:04 AM
10	leadership deveklopment	8/8/2017 5:06 PM
11	Videography	8/8/2017 3:24 PM
12	Technology Assessment	8/8/2017 1:56 PM
13	Evolving Social Media	8/8/2017 1:39 PM
14	digital media technology	8/8/2017 1:07 PM
15	Use of Technology	8/8/2017 12:29 PM
16	People skills	8/8/2017 12:08 PM
17	Entry Level Engineering	8/8/2017 11:20 AM
18	Digital Transformation	8/8/2017 11:20 AM
19	Strong work ethic	8/8/2017 7:57 AM
20	Cyber Security	8/8/2017 7:48 AM
21	Graphics	8/8/2017 7:32 AM
#	3	DATE
1	Cyber Security	8/16/2017 9:43 AM
2	transportation	8/15/2017 4:30 PM
3	Industrial sales skills	8/15/2017 3:56 PM
4	Customer Service	8/15/2017 1:54 PM
5	Work Ethic	8/11/2017 7:04 AM
6	End User training on security - it exists but people aren't paying for it	8/10/2017 8:33 AM
7	Artificial Intelligence	8/9/2017 5:10 PM
8	Implimentation	8/9/2017 7:04 AM
9	team building	8/8/2017 5:06 PM
10	App development	8/8/2017 3:24 PM
11	Business Analyst	8/8/2017 1:56 PM
12	Tax law changes	8/8/2017 1:39 PM
13	ability to work within the culture	8/8/2017 1:07 PM
14	Communication	8/8/2017 12:29 PM
15	Wastewater Operators	8/8/2017 11:20 AM
16	Software Development	8/8/2017 11:20 AM
17	Manufacturing knowledge	8/8/2017 7:57 AM
18	Writing	8/8/2017 7:48 AM
19	Programmer	8/8/2017 7:32 AM

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

Answered: 33 Skipped: 6

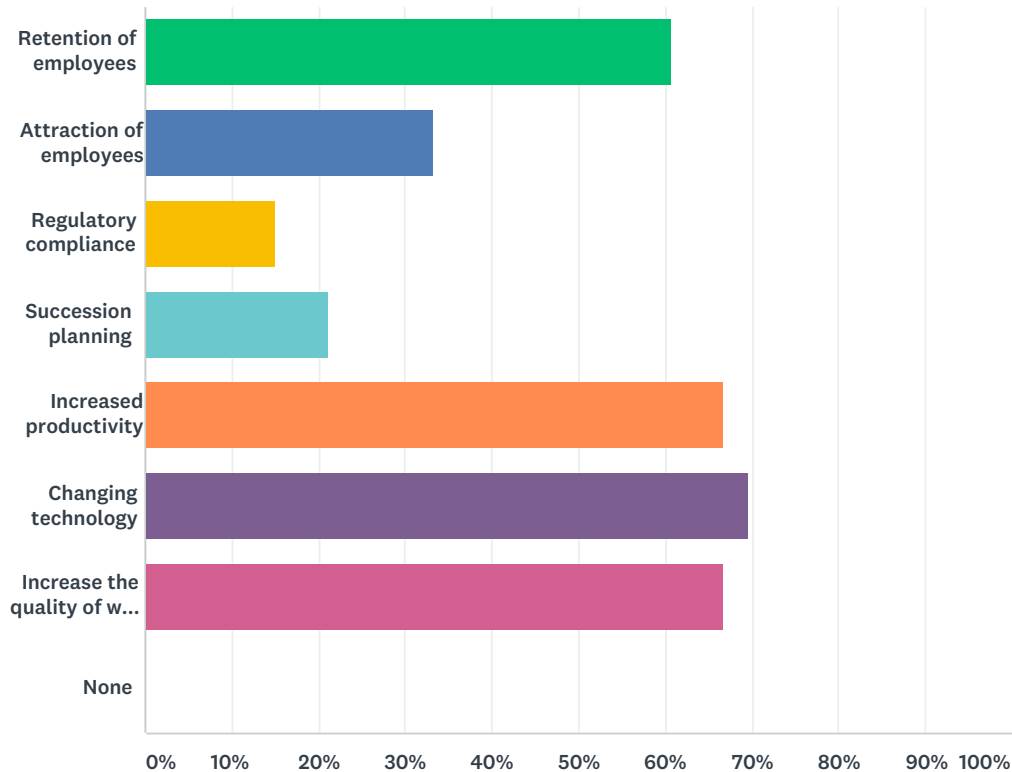


ANSWER CHOICES		RESPONSES	
Cost		36.36%	12
Employee interest		15.15%	5
Flexibility in training delivery (e.g., time and location)		21.21%	7
Productivity lost due to time off the job		33.33%	11
Training courses not available for my business needs		15.15%	5
None		24.24%	8
Total Respondents: 33			

#	OTHER (PLEASE SPECIFY)	DATE
1	on boarding and training take time and money.	8/15/2017 1:57 PM
2	Employee retention once training is completed. two-sided loyalty	8/15/2017 1:55 PM

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

Answered: 33 Skipped: 6

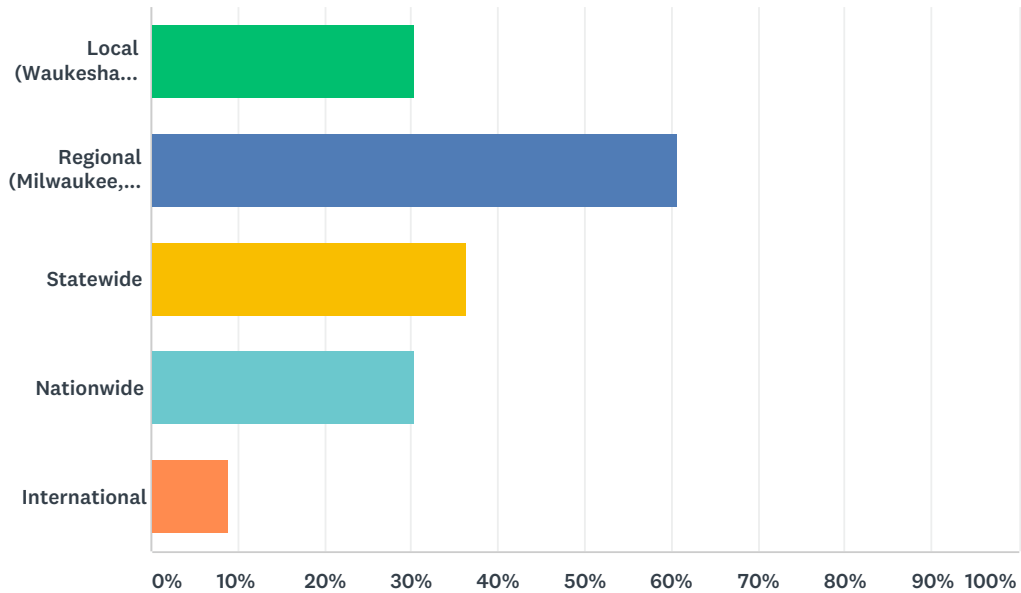


ANSWER CHOICES		RESPONSES	
Retention of employees		60.61%	20
Attraction of employees		33.33%	11
Regulatory compliance		15.15%	5
Succession planning		21.21%	7
Increased productivity		66.67%	22
Changing technology		69.70%	23
Increase the quality of work product		66.67%	22
None		0.00%	0
Total Respondents: 33			

#	OTHER (PLEASE SPECIFY)	DATE
1	Job-site safety	8/15/2017 1:56 PM

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

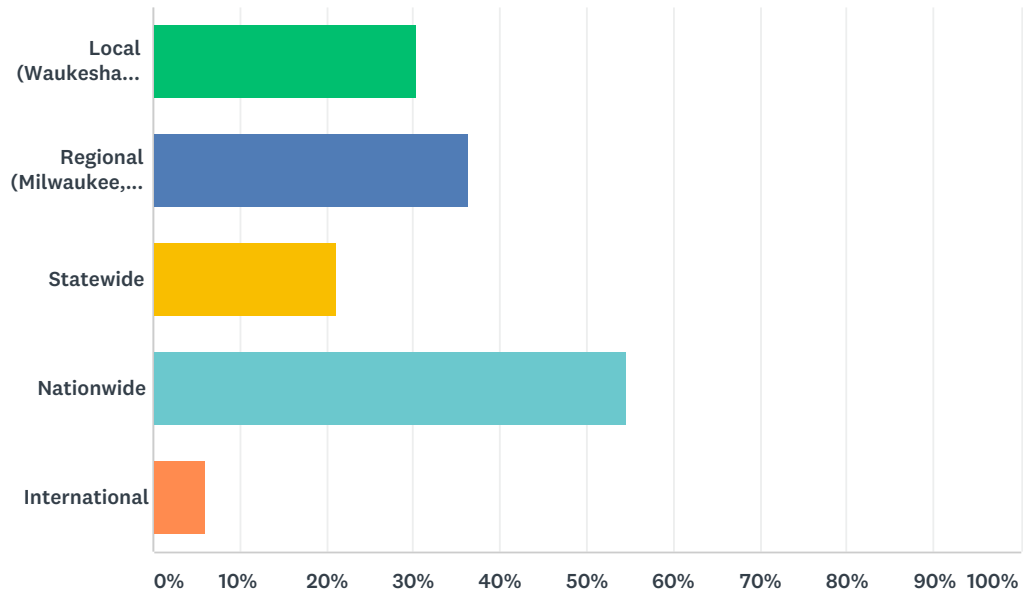
Answered: 33 Skipped: 6



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	30.30%	10
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	60.61%	20
Statewide	36.36%	12
Nationwide	30.30%	10
International	9.09%	3
Total Respondents: 33		

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

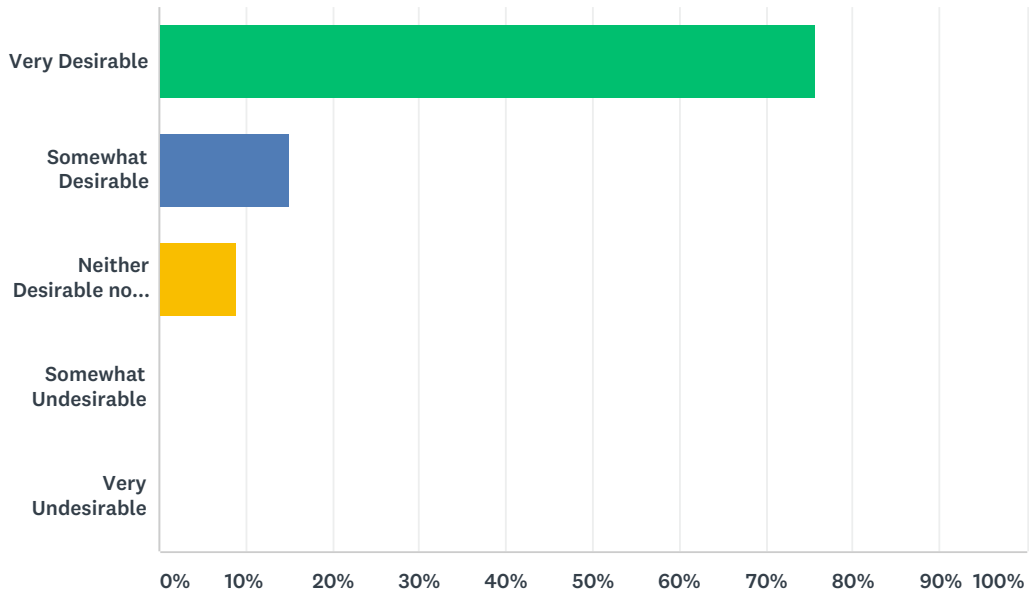
Answered: 33 Skipped: 6



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	30.30%	10
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	36.36%	12
Statewide	21.21%	7
Nationwide	54.55%	18
International	6.06%	2
Total Respondents: 33		

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

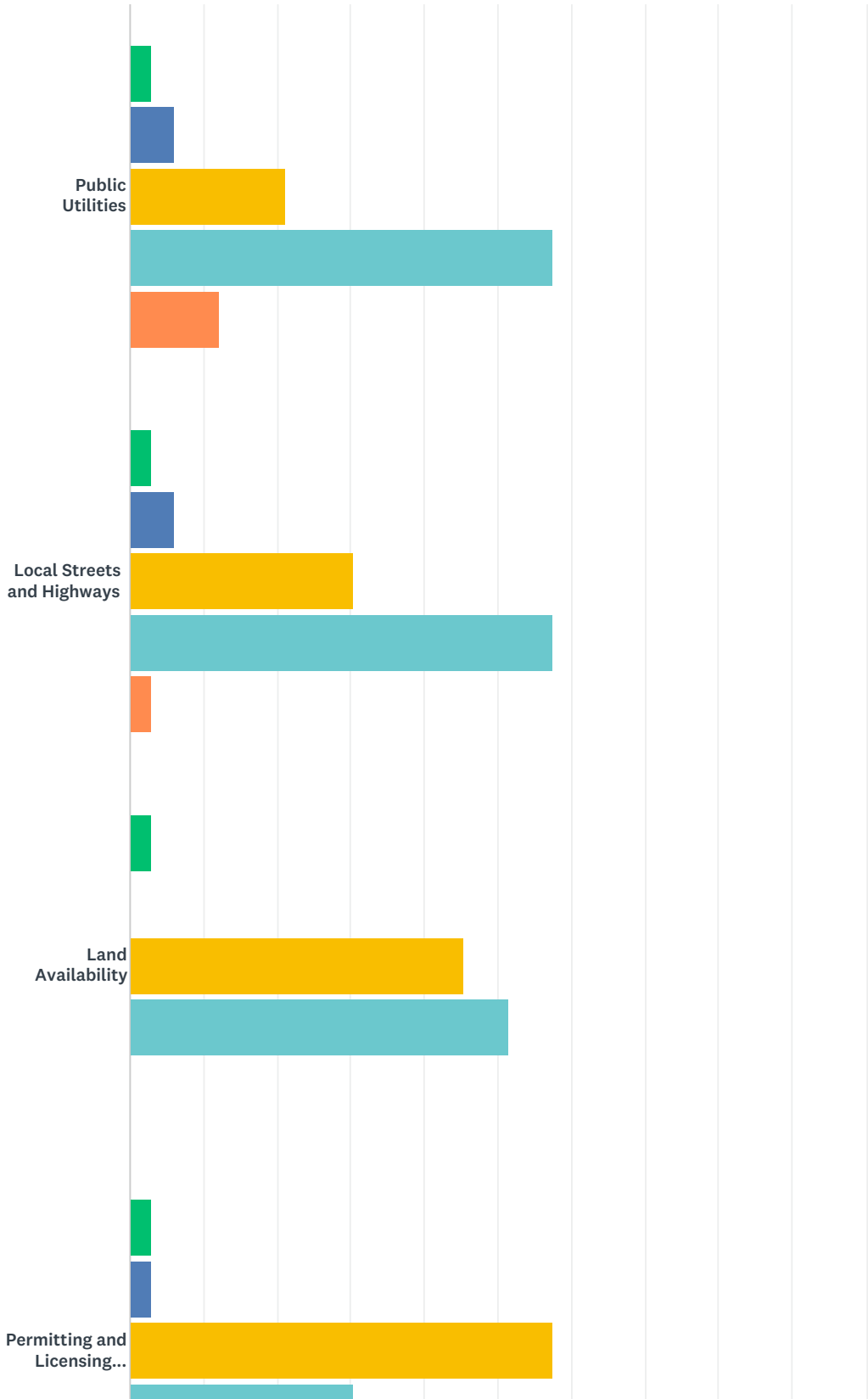
Answered: 33 Skipped: 6



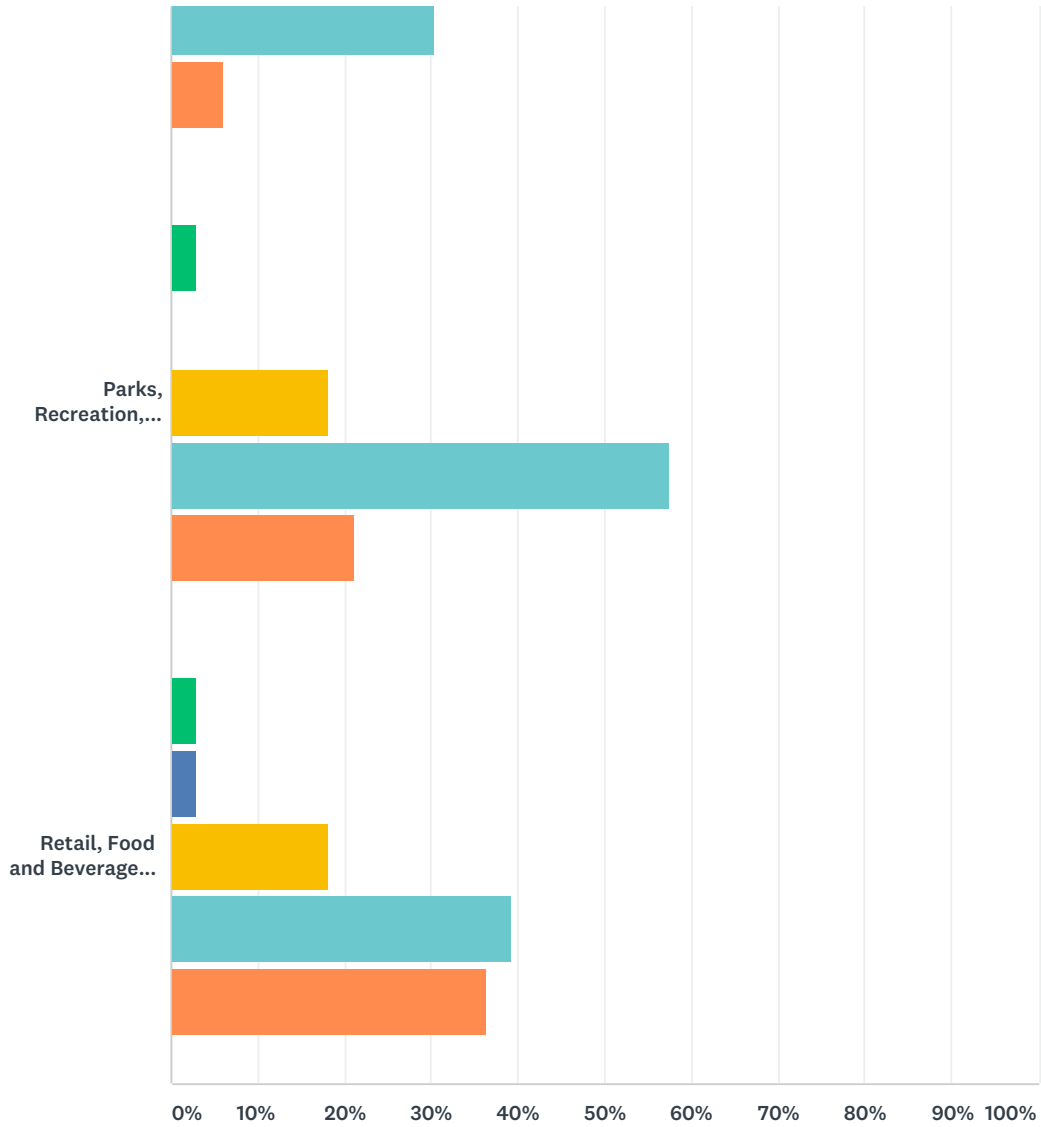
ANSWER CHOICES	RESPONSES	
Very Desirable	75.76%	25
Somewhat Desirable	15.15%	5
Neither Desirable nor Undesirable	9.09%	3
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		33

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

Answered: 33 Skipped: 6



Waukesha County Business Survey 2017

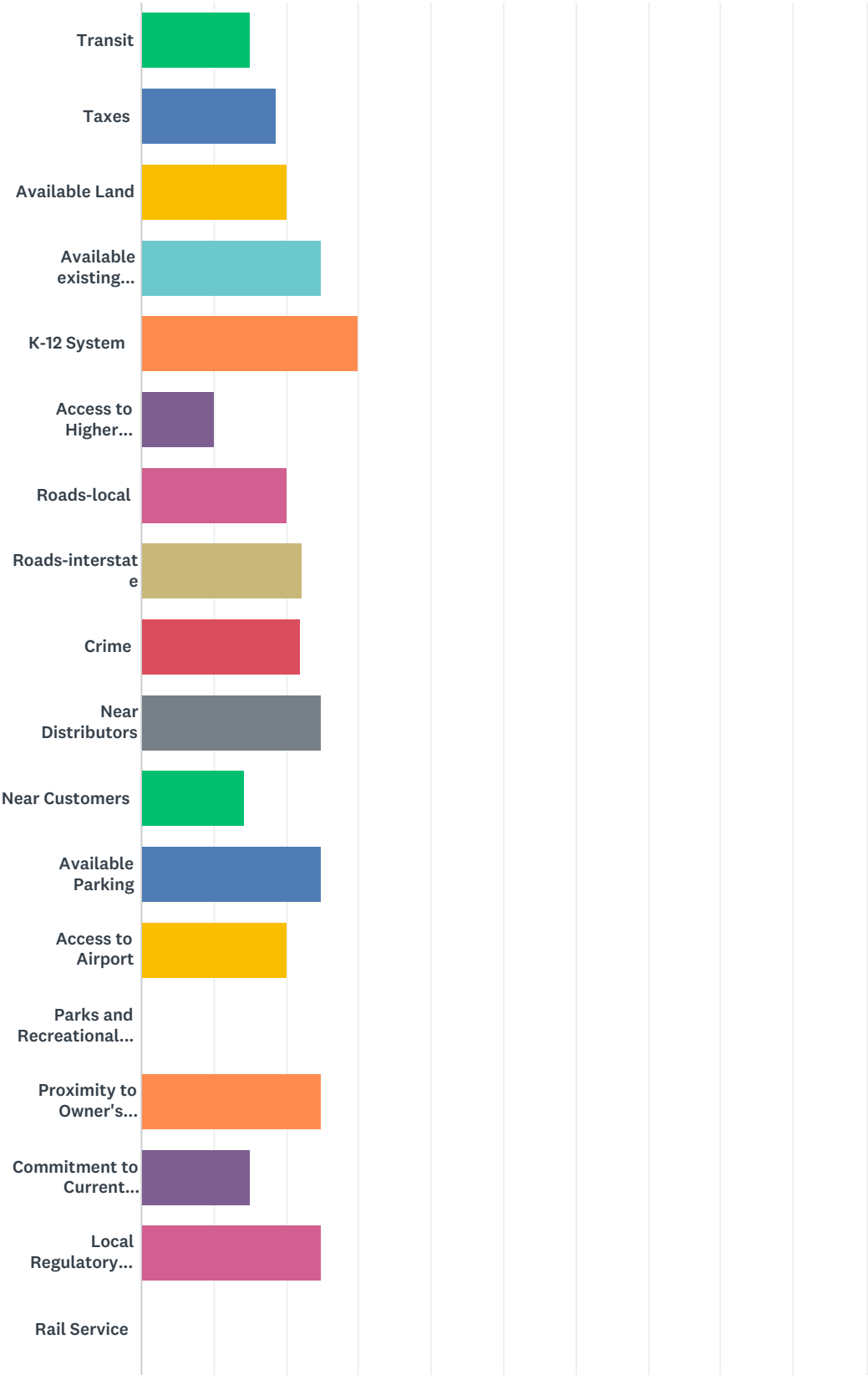


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

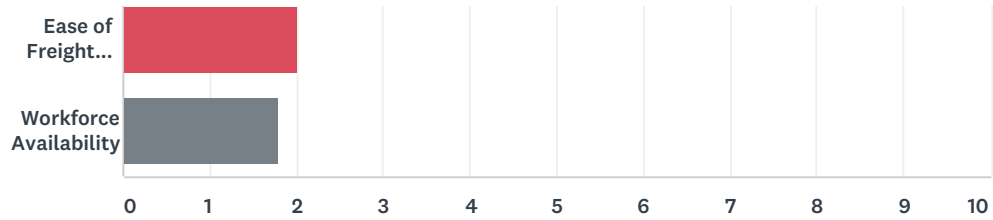
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	3.03% 1	6.06% 2	21.21% 7	57.58% 19	12.12% 4	33
Local Streets and Highways	3.03% 1	6.06% 2	30.30% 10	57.58% 19	3.03% 1	33
Land Availability	3.03% 1	0.00% 0	45.45% 15	51.52% 17	0.00% 0	33
Permitting and Licensing Assistance	3.03% 1	3.03% 1	57.58% 19	30.30% 10	6.06% 2	33
Parks, Recreation, Cultural Amenities	3.03% 1	0.00% 0	18.18% 6	57.58% 19	21.21% 7	33
Retail, Food and Beverage Services	3.03% 1	3.03% 1	18.18% 6	39.39% 13	36.36% 12	33

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: 32 Skipped: 7



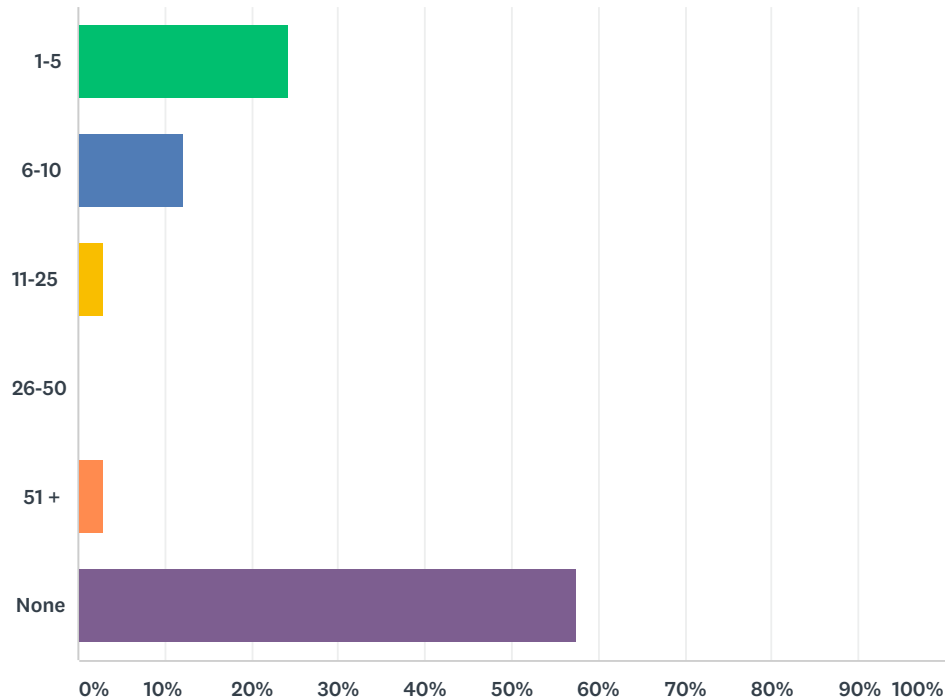
Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	50.00% 1	50.00% 1	0.00% 0	2	1.50
Taxes	42.86% 3	28.57% 2	28.57% 2	7	1.86
Available Land	0.00% 0	100.00% 1	0.00% 0	1	2.00
Available existing building	0.00% 0	50.00% 2	50.00% 2	4	2.50
K-12 System	0.00% 0	0.00% 0	100.00% 1	1	3.00
Access to Higher Education	100.00% 2	0.00% 0	0.00% 0	2	1.00
Roads-local	0.00% 0	100.00% 1	0.00% 0	1	2.00
Roads-interstate	11.11% 1	55.56% 5	33.33% 3	9	2.22
Crime	20.00% 2	40.00% 4	40.00% 4	10	2.20
Near Distributors	0.00% 0	50.00% 1	50.00% 1	2	2.50
Near Customers	64.29% 9	28.57% 4	7.14% 1	14	1.43
Available Parking	10.00% 1	30.00% 3	60.00% 6	10	2.50
Access to Airport	0.00% 0	100.00% 1	0.00% 0	1	2.00
Parks and Recreational Opportunities	0.00% 0	0.00% 0	0.00% 0	0	0.00
Proximity to Owner's Residence	12.50% 1	25.00% 2	62.50% 5	8	2.50
Commitment to Current Location	66.67% 4	16.67% 1	16.67% 1	6	1.50
Local Regulatory Environment	0.00% 0	50.00% 1	50.00% 1	2	2.50
Rail Service	0.00% 0	0.00% 0	0.00% 0	0	0.00
Ease of Freight Movement	0.00% 0	100.00% 1	0.00% 0	1	2.00
Workforce Availability	53.33% 8	13.33% 2	33.33% 5	15	1.80

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

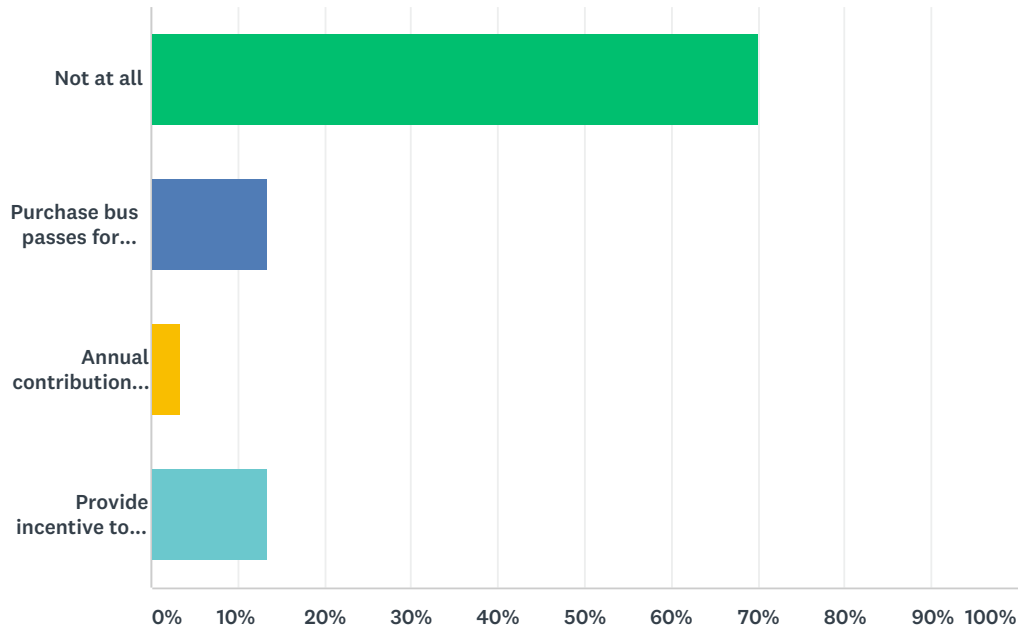
Answered: 33 Skipped: 6



ANSWER CHOICES	RESPONSES	
1-5	24.24%	8
6-10	12.12%	4
11-25	3.03%	1
26-50	0.00%	0
51 +	3.03%	1
None	57.58%	19
TOTAL		33

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

Answered: 30 Skipped: 9

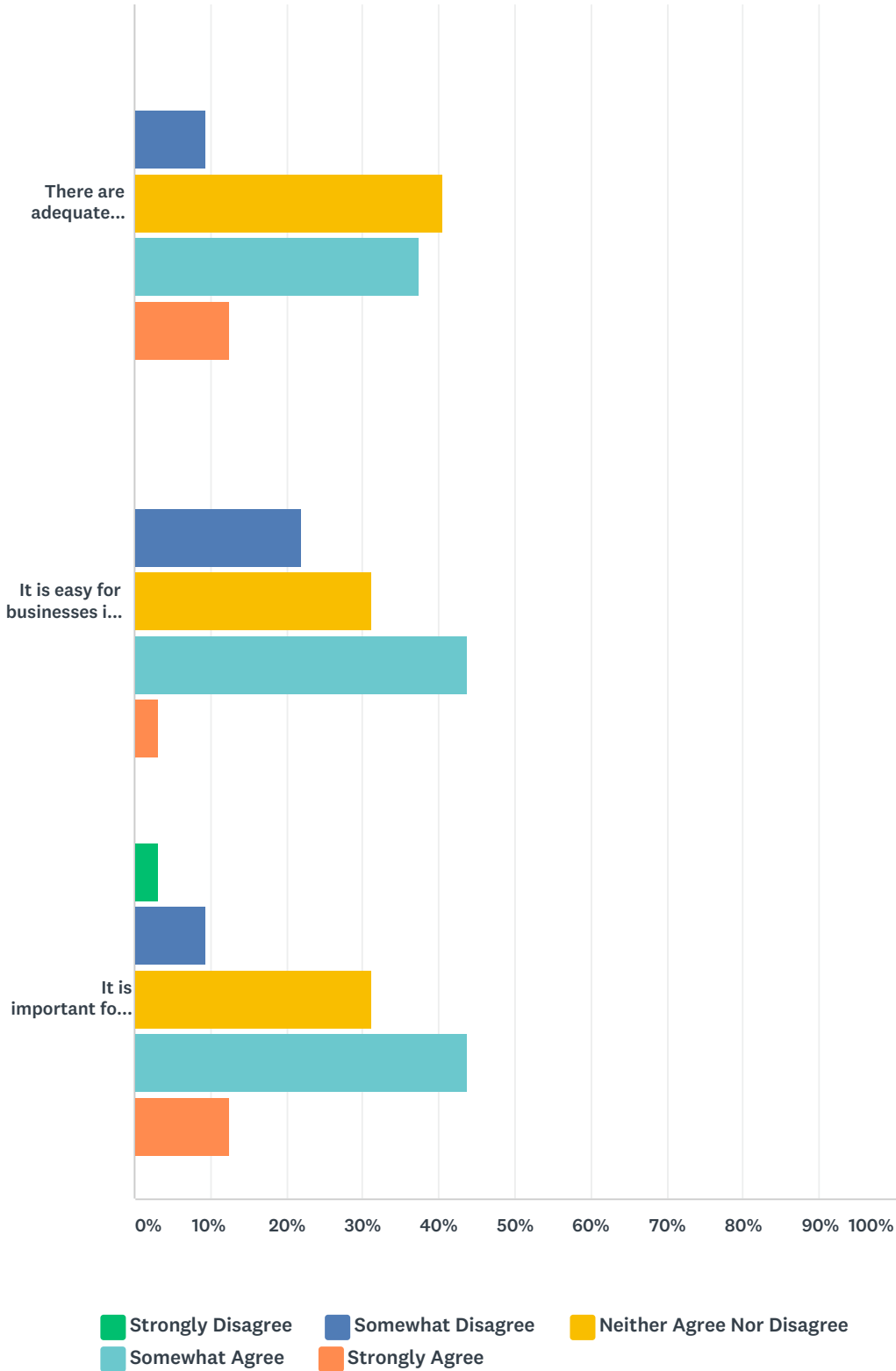


ANSWER CHOICES	RESPONSES	
Not at all	70.00%	21
Purchase bus passes for employees	13.33%	4
Annual contribution for operating costs	3.33%	1
Provide incentive to employees who do not drive	13.33%	4
TOTAL		30

#	OTHER (PLEASE SPECIFY)	DATE
1	Open to consideration of a shared cost perhaps	8/11/2017 7:07 AM
2	Possible based on system - we travel to clients and reimburse mileage, could be beneficial to use transit system for our employees to travel to clients	8/9/2017 1:37 PM
3	We pay for our employees gas.	8/9/2017 7:08 AM

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

Answered: 32 Skipped: 7

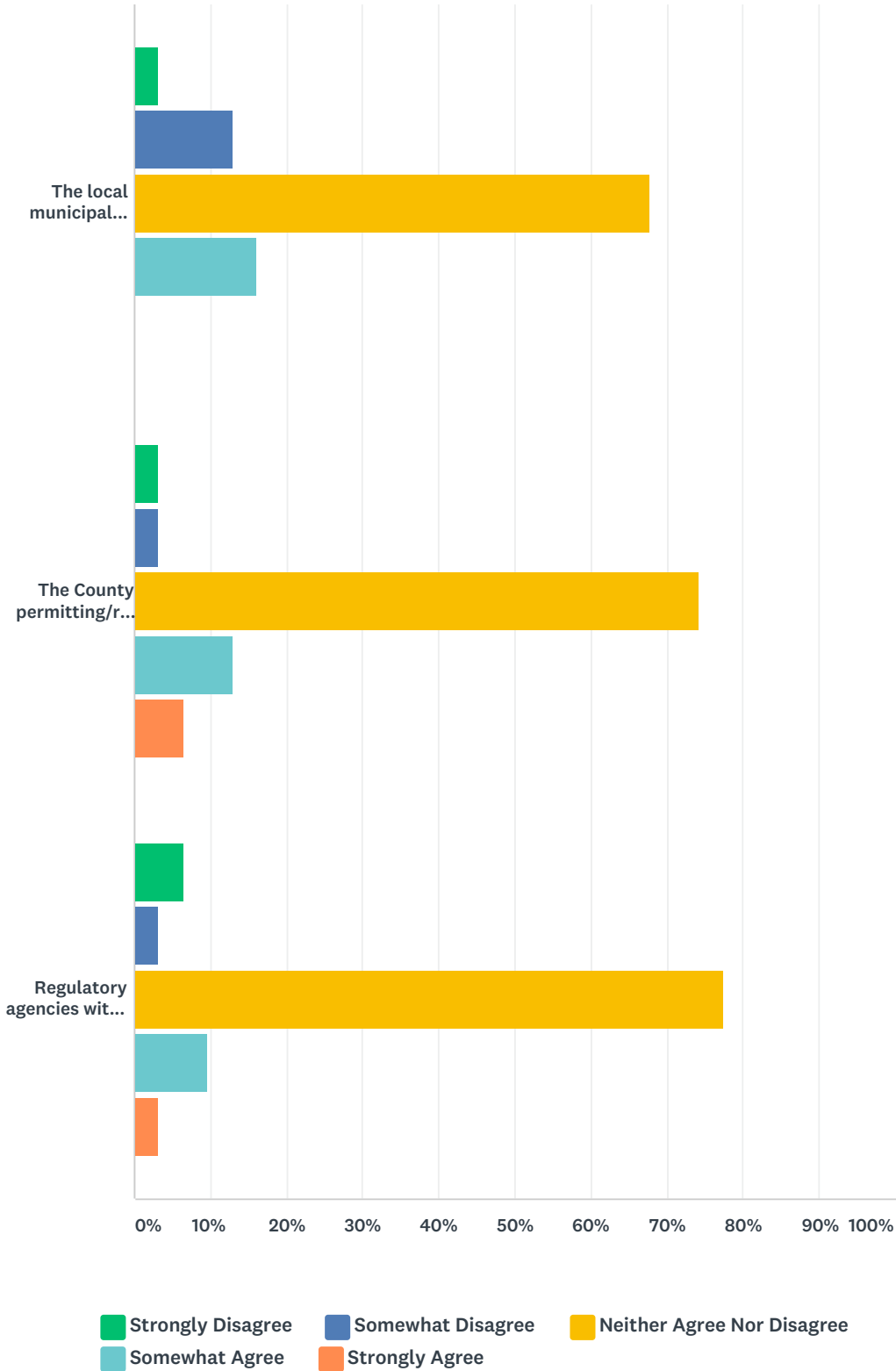


Waukesha County Business Survey 2017

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
There are adequate financial resources available to assist business in Waukesha County.	0.00% 0	9.38% 3	40.63% 13	37.50% 12	12.50% 4	32
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	21.88% 7	31.25% 10	43.75% 14	3.13% 1	32
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	3.13% 1	9.38% 3	31.25% 10	43.75% 14	12.50% 4	32

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

Answered: 31 Skipped: 8



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.	3.23% 1	12.90% 4	67.74% 21	16.13% 5	0.00% 0	31
The County permitting/review staff are helpful and cooperative.	3.23% 1	3.23% 1	74.19% 23	12.90% 4	6.45% 2	31
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	6.45% 2	3.23% 1	77.42% 24	9.68% 3	3.23% 1	31

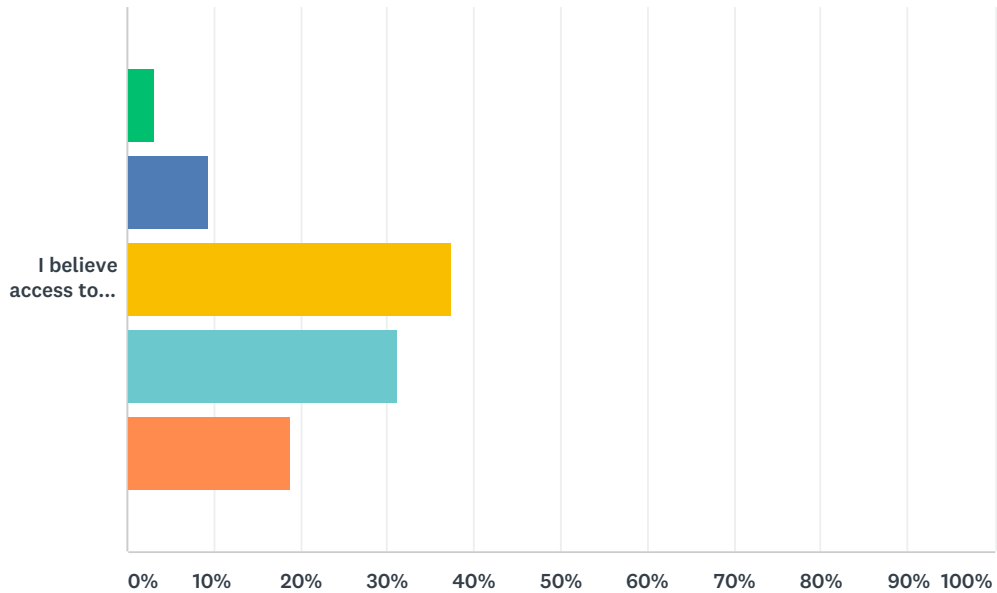
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 2 Skipped: 37

#	RESPONSES	DATE
1	We have not used the permitting process	8/15/2017 1:59 PM
2	Have not worked with anyone in this area	8/8/2017 1:44 PM

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

Answered: 32 Skipped: 7



■ 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.	3.13% 1	9.38% 3	37.50% 12	31.25% 10	18.75% 6	32

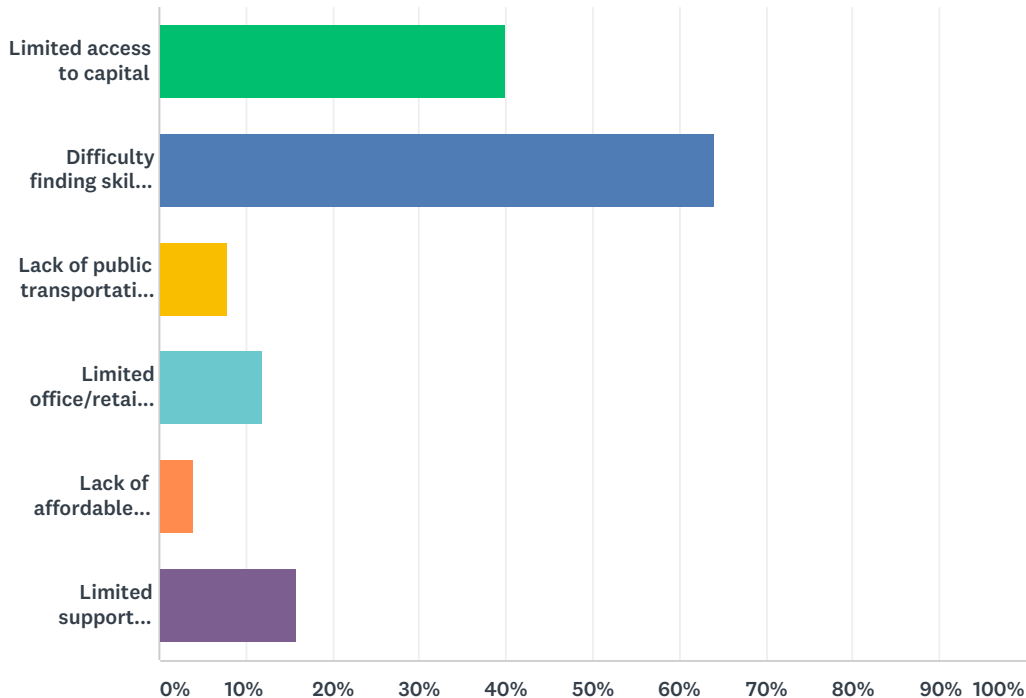
Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 32 Skipped: 7

#	RESPONSES	DATE
1	2001	8/16/2017 9:52 AM
2	1982	8/15/2017 7:13 PM
3	2009	8/15/2017 4:34 PM
4	1962	8/15/2017 3:59 PM
5	2010	8/15/2017 2:04 PM
6	1993	8/15/2017 2:00 PM
7	2003	8/15/2017 12:40 PM
8	2010	8/15/2017 9:01 AM
9	1975	8/11/2017 7:08 AM
10	2010	8/10/2017 8:38 AM
11	1997	8/9/2017 5:15 PM
12	1949	8/9/2017 1:38 PM
13	1999	8/9/2017 10:51 AM
14	2017	8/9/2017 8:18 AM
15	2014	8/9/2017 7:14 AM
16	2013	8/8/2017 8:15 PM
17	2013	8/8/2017 3:27 PM
18	1995	8/8/2017 2:12 PM
19	2013	8/8/2017 2:00 PM
20	2016	8/8/2017 1:45 PM
21	2006	8/8/2017 1:10 PM
22	1986	8/8/2017 12:43 PM
23	1960	8/8/2017 12:34 PM
24	1981	8/8/2017 12:20 PM
25	2004	8/8/2017 12:12 PM
26	2008	8/8/2017 11:25 AM
27	1994	8/8/2017 11:23 AM
28	1993	8/8/2017 8:52 AM
29	2017	8/8/2017 8:02 AM
30	1983	8/8/2017 7:51 AM
31	1983	8/8/2017 7:36 AM
32	1908	8/8/2017 7:22 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: 25 Skipped: 14



ANSWER CHOICES	RESPONSES	
Limited access to capital	40.00%	10
Difficulty finding skilled workforce	64.00%	16
Lack of public transportation options	8.00%	2
Limited office/retail space options	12.00%	3
Lack of affordable housing	4.00%	1
Limited support resources (incubators, mentors, counseling, etc.)	16.00%	4
Total Respondents: 25		

#	OTHER (PLEASE SPECIFY)	DATE
1	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
2	Taxes	8/15/2017 2:01 PM
3	Finding new clients	8/10/2017 8:39 AM
4	TAXES ARE TOO COMPLICATED TO PAY AND TOO HIGH, INSURANCE COSTS....ESPECIALLY HEALTH INSURANCE.	8/9/2017 7:17 AM
5	Web based - no real issues	8/8/2017 1:45 PM
6	getting new clients - new business	8/8/2017 12:20 PM

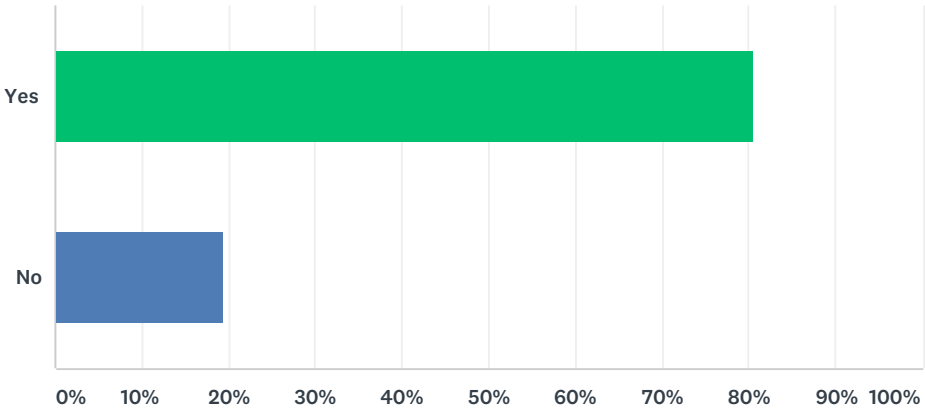
Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 13 Skipped: 26

#	RESPONSES	DATE
1	skilled technicians	8/15/2017 3:59 PM
2	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
3	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
4	Staffing; job fairs sponsored by public agencies are too expensive for small businesses.	8/11/2017 7:09 AM
5	Possible we might need financing help but we hope not	8/10/2017 8:39 AM
6	Networking Opportunities, and Speaking Opportunities	8/9/2017 10:52 AM
7	Growth mentoring	8/9/2017 8:19 AM
8	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
9	Access to capital	8/8/2017 2:00 PM
10	Site identification	8/8/2017 12:35 PM
11	staffing agency	8/8/2017 12:21 PM
12	Financial Resources, Good access to transportation	8/8/2017 12:13 PM
13	Better and more expansive bussing services.	8/8/2017 8:03 AM

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

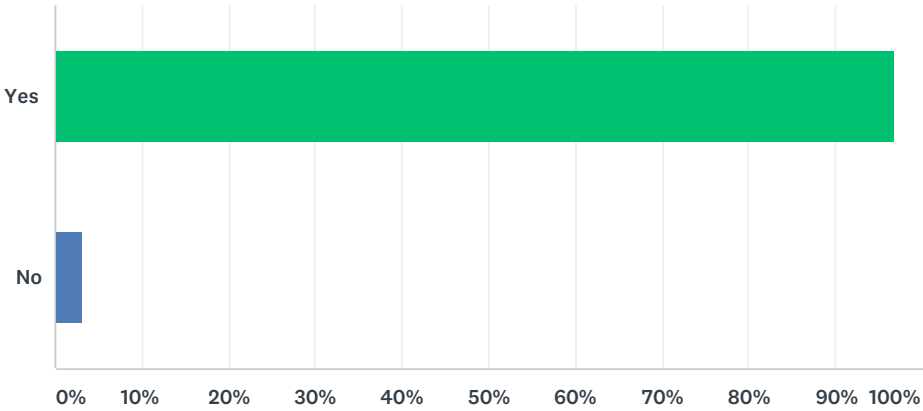
Answered: 31 Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		80.65%	25
No		19.35%	6
TOTAL			31

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

Answered: 31 Skipped: 8



ANSWER CHOICES		RESPONSES	
Yes		96.77%	30
No		3.23%	1
TOTAL			31