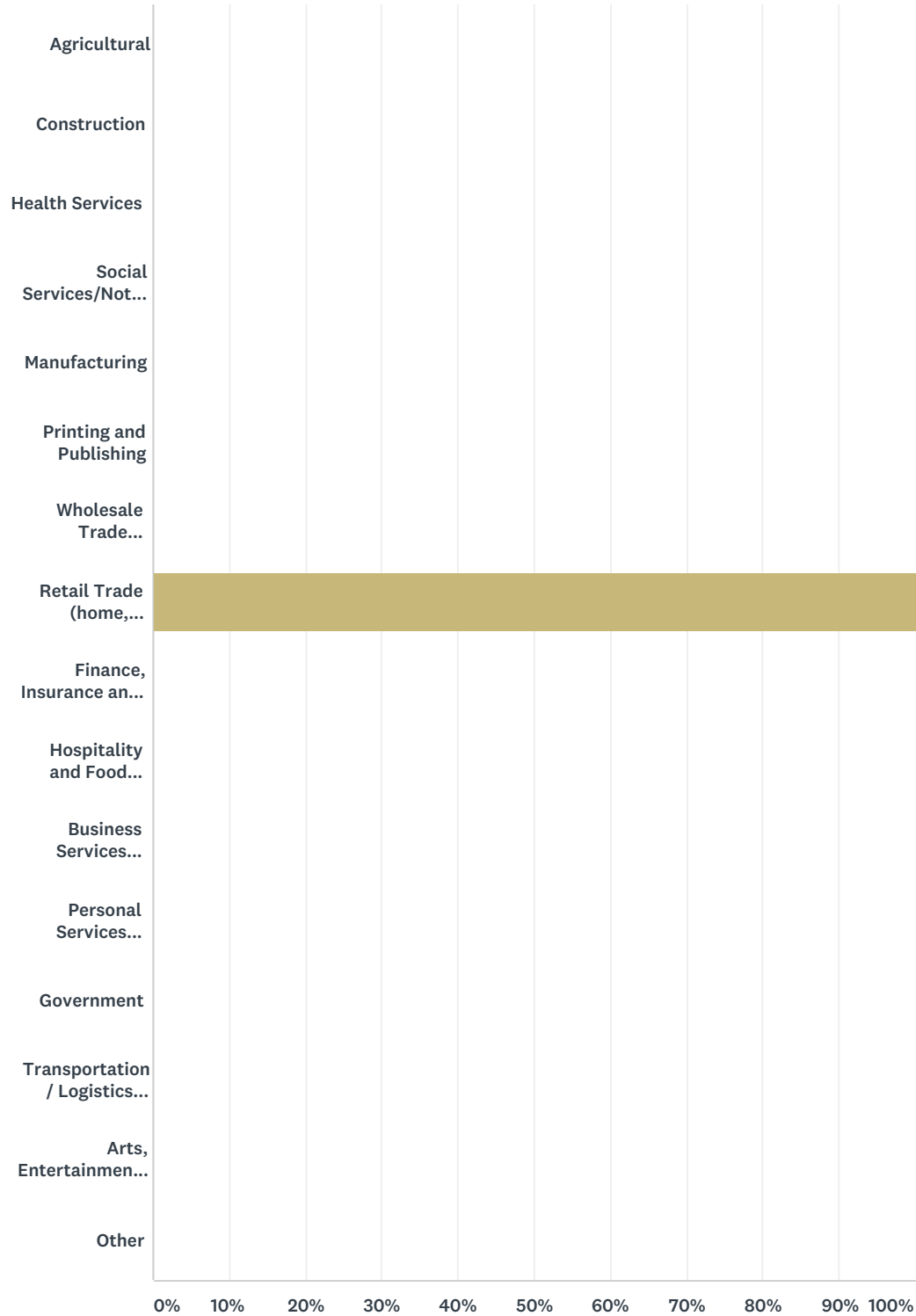


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 7 Skipped: 0



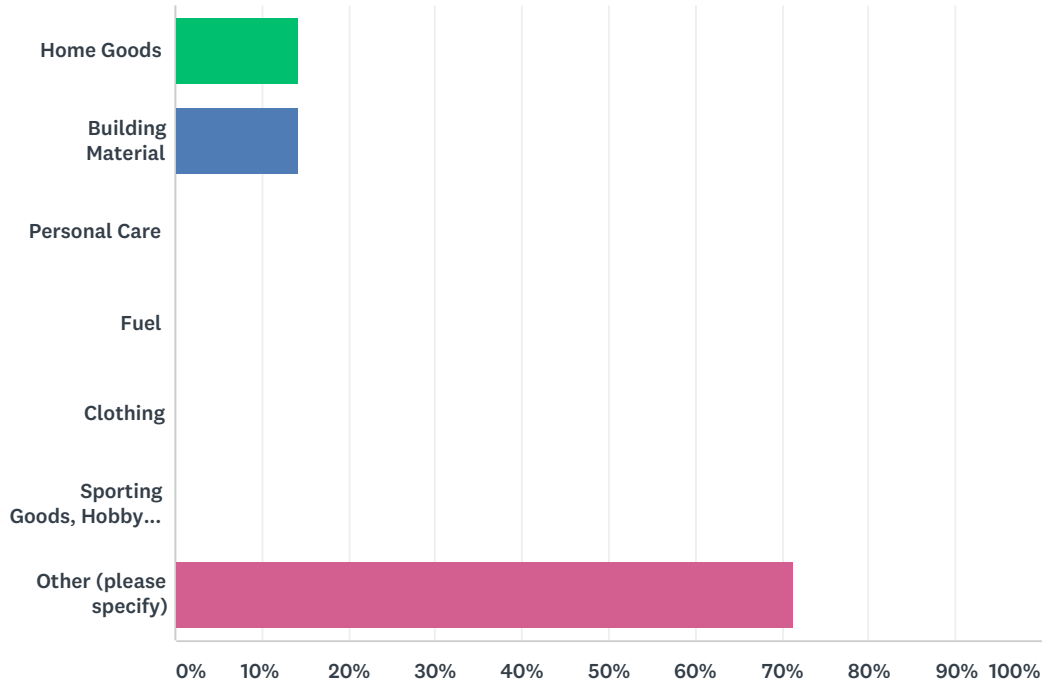
ANSWER CHOICES	RESPONSES
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Waukesha County Business Survey 2017

Agricultural	0.00%	0
Construction	0.00%	0
Health Services	0.00%	0
Social Services/Not-for-Profit	0.00%	0
Manufacturing	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....)	100.00%	7
Finance, Insurance and Real Estate	0.00%	0
Hospitality and Food Service	0.00%	0
Business Services (businesses serving businesses)	0.00%	0
Personal Services (businesses serving individuals)	0.00%	0
Government	0.00%	0
Transportation / Logistics (trucking, warehousing...)	0.00%	0
Arts, Entertainment, Recreation	0.00%	0
Other	0.00%	0
TOTAL		7

Q8 Retail Trade

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Home Goods	14.29%	1
Building Material	14.29%	1
Personal Care	0.00%	0
Fuel	0.00%	0
Clothing	0.00%	0
Sporting Goods, Hobby, Music, Books	0.00%	0
Other (please specify)	71.43%	5
TOTAL		7

#	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

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: 7 Skipped: 0

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

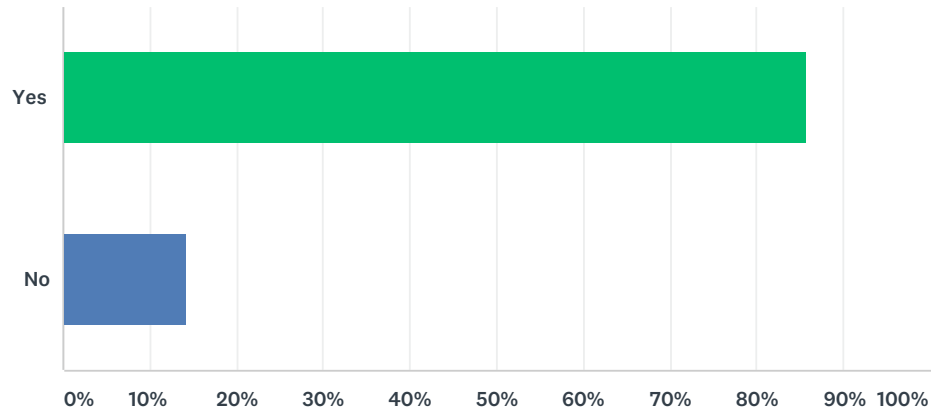
#	1	DATE
1	Sales person	8/23/2017 10:02 AM
2	Sales	8/15/2017 1:06 PM
3	sales	8/9/2017 7:56 AM
4	Good Sales people	8/8/2017 3:10 PM
5	meat manager	8/8/2017 2:13 PM
6	SALES	8/8/2017 9:32 AM
7	Managers	8/8/2017 8:44 AM

#	2	DATE
1	Delivery driver	8/23/2017 10:02 AM
2	Floral Design	8/15/2017 1:06 PM
3	service	8/9/2017 7:56 AM
4	Good Ecommerce person	8/8/2017 3:10 PM
5	baker	8/8/2017 2:13 PM
6	Cashiers	8/8/2017 8:44 AM

#	3	DATE
1	Warehouse	8/23/2017 10:02 AM
2	Delivery	8/15/2017 1:06 PM
3	customer service	8/9/2017 7:56 AM
4	Good warehouse help	8/8/2017 3:10 PM
5	perishable manager	8/8/2017 2:13 PM
6	Floor Associates	8/8/2017 8:44 AM

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

Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		85.71%	6
No		14.29%	1
TOTAL			7

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

Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Chef/Cook	16.67%	1
Customer Service	66.67%	4
Finance	0.00%	0
Housekeeping	0.00%	0

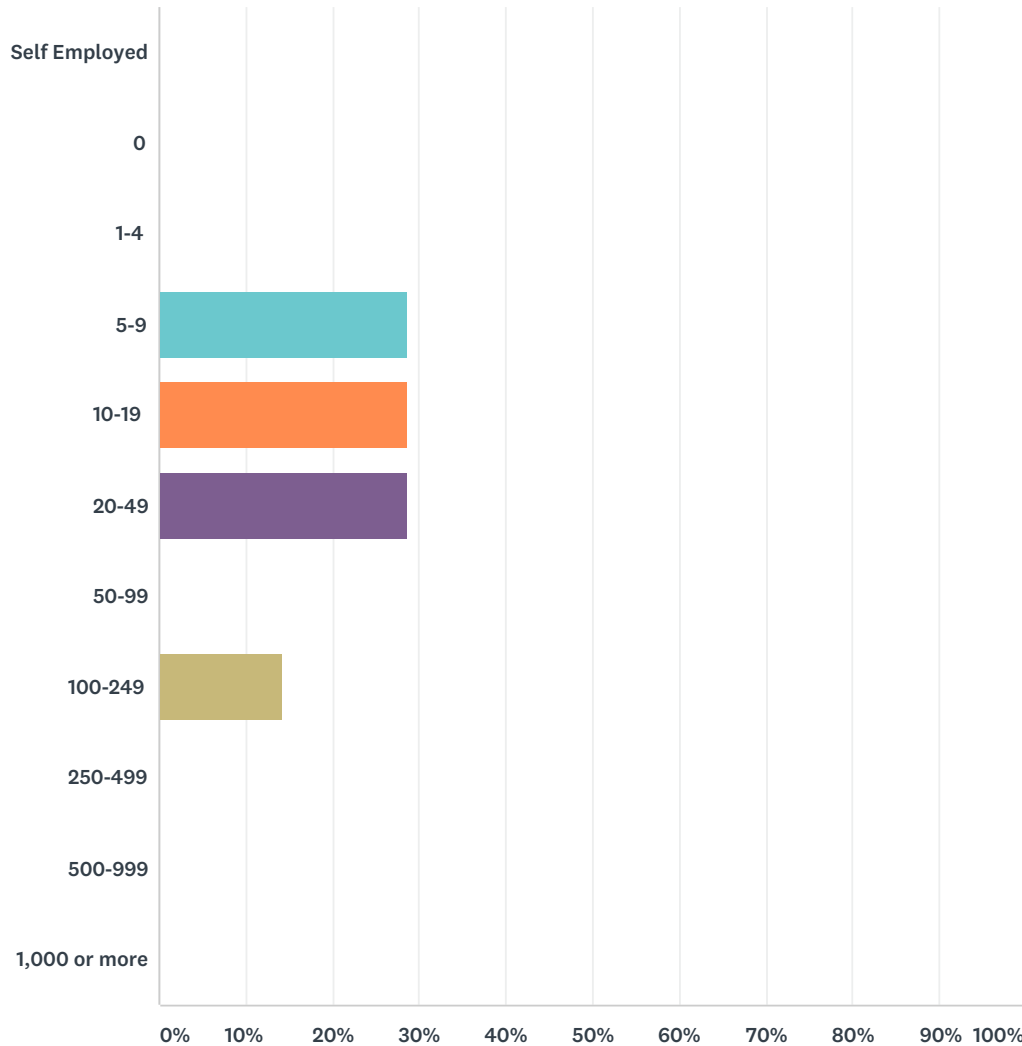
Waukesha County Business Survey 2017

Human Resources	0.00%	0
Maintenance	0.00%	0
Manager	50.00%	3
Marketing	0.00%	0
Research and Development	0.00%	0
Sales	83.33%	5
Server	0.00%	0
Shipping/Receiving	0.00%	0
Warehouse	0.00%	0
Other (please specify)	33.33%	2
Total Respondents: 6		

#	OTHER (PLEASE SPECIFY)	DATE
1	butchers, seafood specialist, floral	8/8/2017 2:13 PM
2	Cashier	8/8/2017 8:45 AM

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

Answered: 7 Skipped: 0



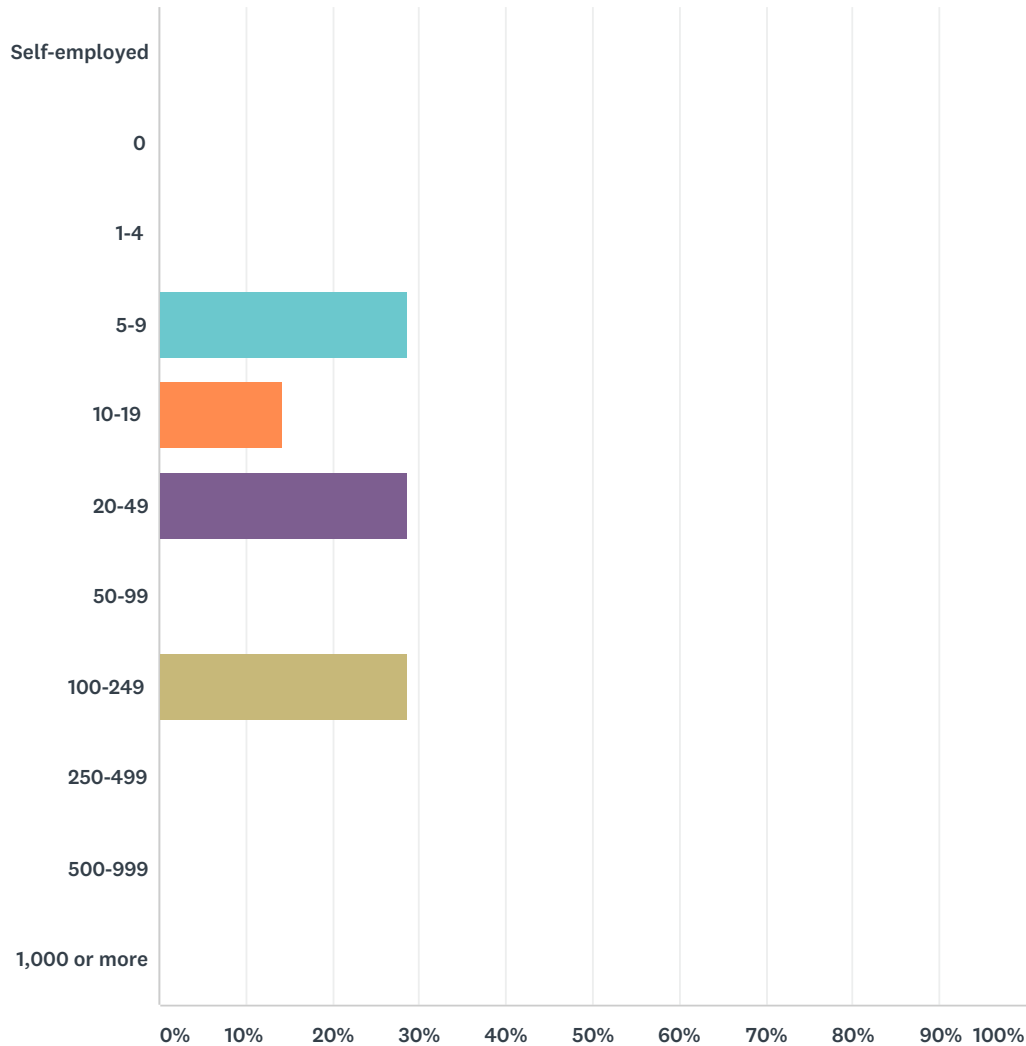
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	28.57%	2
10-19	28.57%	2
20-49	28.57%	2
50-99	0.00%	0
100-249	14.29%	1
250-499	0.00%	0

Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		7

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

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	28.57%	2
10-19	14.29%	1
20-49	28.57%	2
50-99	0.00%	0
100-249	28.57%	2
250-499	0.00%	0

Waukesha County Business Survey 2017

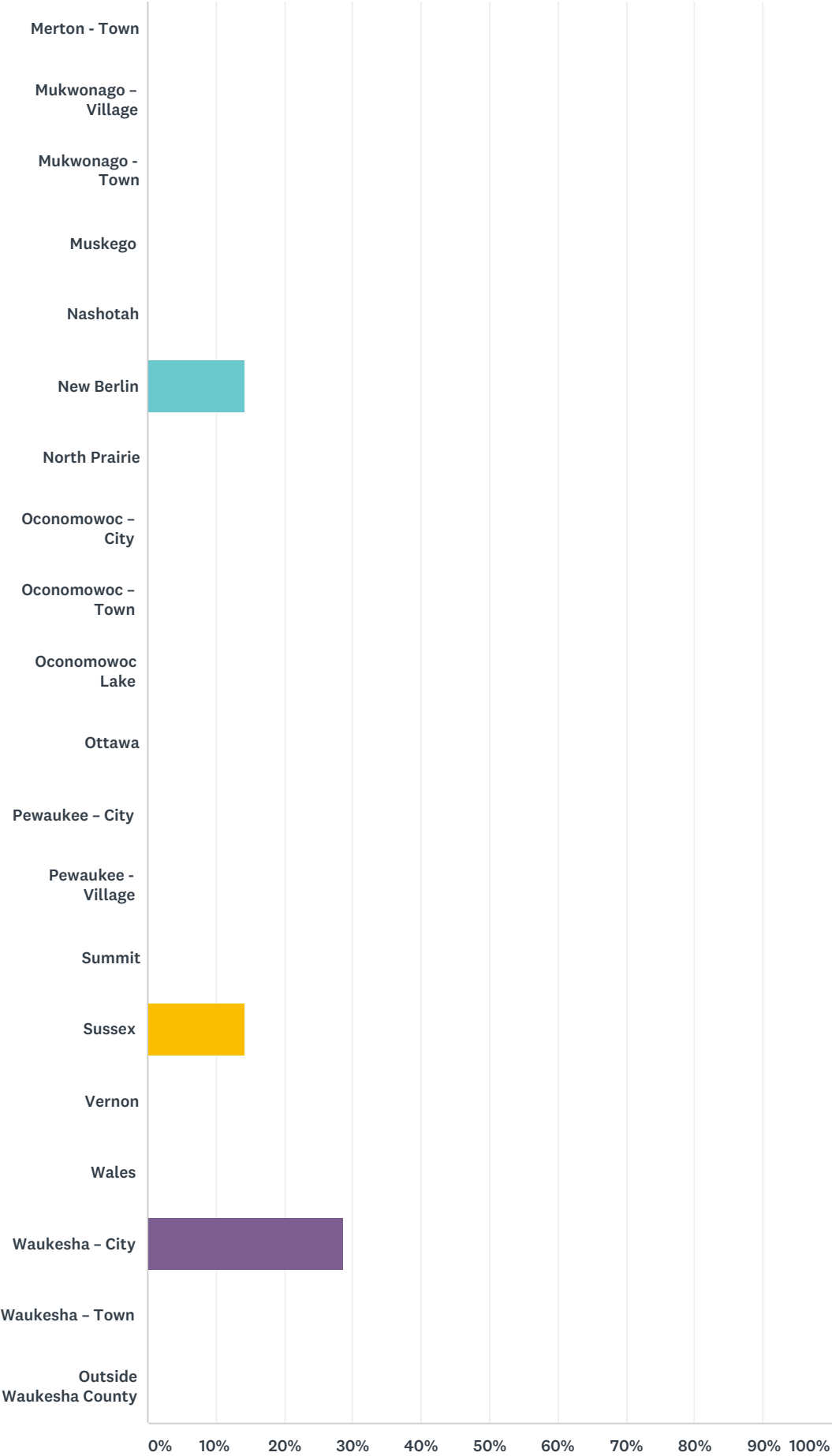
500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		7

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

Answered: 7 Skipped: 0



Waukesha County Business Survey 2017



Waukesha County Business Survey 2017

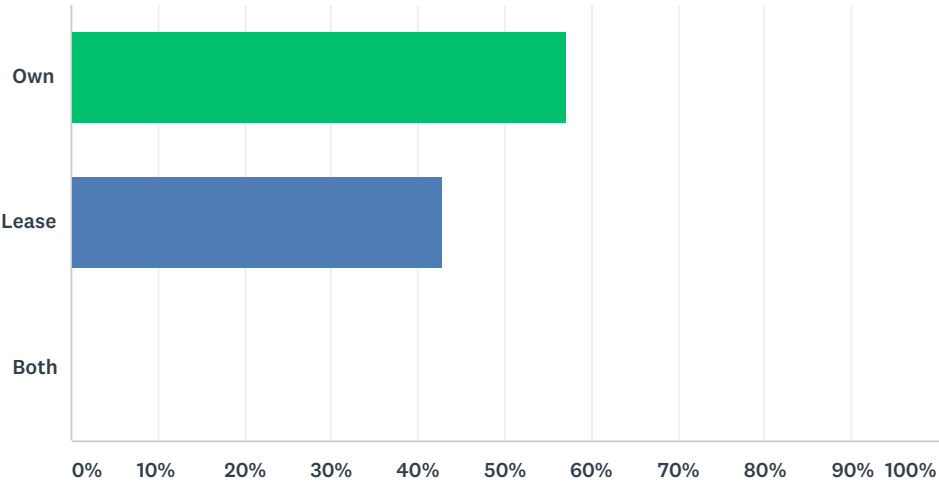
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	14.29%	1
Brookfield - Town	0.00%	0
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	14.29%	1
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	28.57%	2
Merton – Village	0.00%	0
Merton - Town	0.00%	0
Mukwonago – Village	0.00%	0
Mukwonago - Town	0.00%	0
Muskego	0.00%	0
Nashotah	0.00%	0
New Berlin	14.29%	1
North Prairie	0.00%	0
Oconomowoc – City	0.00%	0
Oconomowoc – Town	0.00%	0
Oconomowoc Lake	0.00%	0
Ottawa	0.00%	0
Pewaukee – City	0.00%	0
Pewaukee - Village	0.00%	0
Summit	0.00%	0
Sussex	14.29%	1
Vernon	0.00%	0

Waukesha County Business Survey 2017

Wales	0.00%	0
Waukesha – City	28.57%	2
Waukesha – Town	0.00%	0
Outside Waukesha County	0.00%	0
Total Respondents: 7		

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

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Own	57.14%	4
Lease	42.86%	3
Both	0.00%	0
TOTAL		7

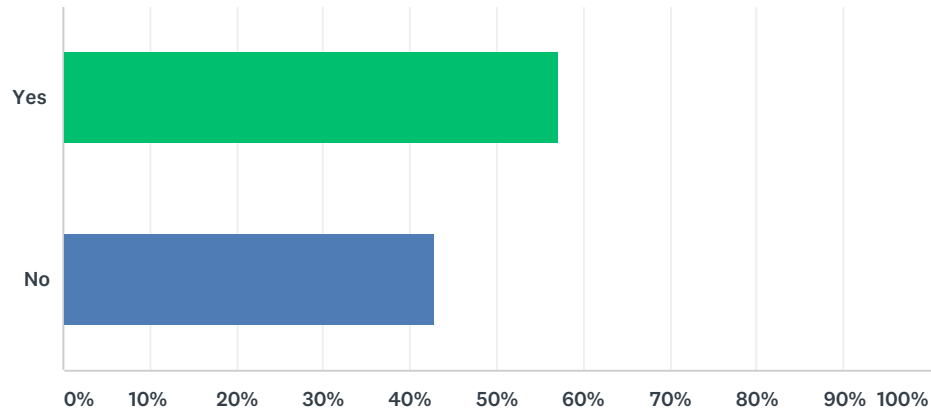
Q39 12. What percent of your facility's square footage are you currently utilizing?

Answered: 7 Skipped: 0

#	RESPONSES	DATE
1	All	8/23/2017 10:03 AM
2	100	8/15/2017 1:07 PM
3	100	8/9/2017 8:15 AM
4	90%	8/8/2017 3:11 PM
5	100%	8/8/2017 2:14 PM
6	8000	8/8/2017 9:35 AM
7	9200 sq ft	8/8/2017 8:47 AM

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

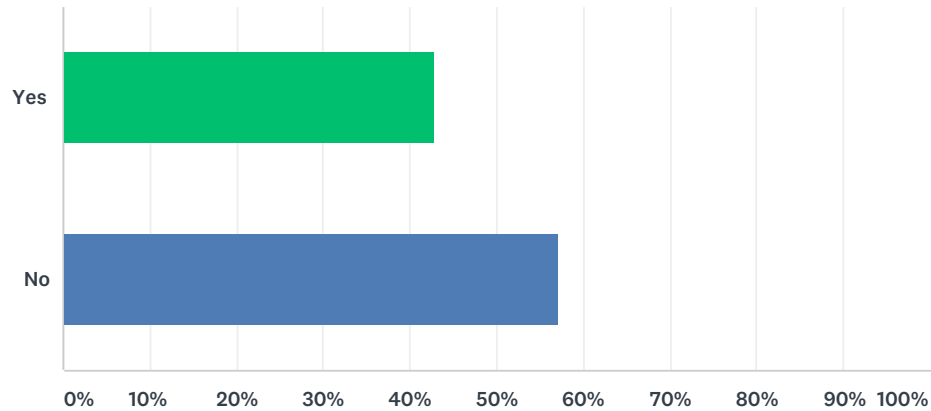
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.14%	4
No	42.86%	3
TOTAL		7

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

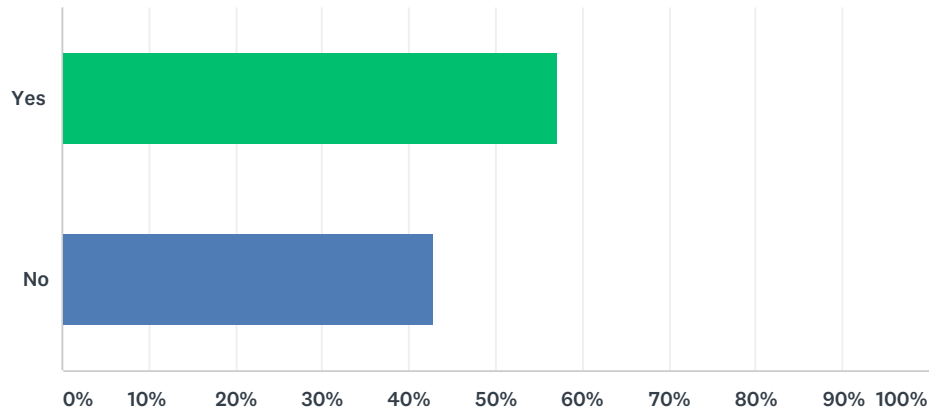
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	42.86%	3
No	57.14%	4
TOTAL		7

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

Answered: 7 Skipped: 0

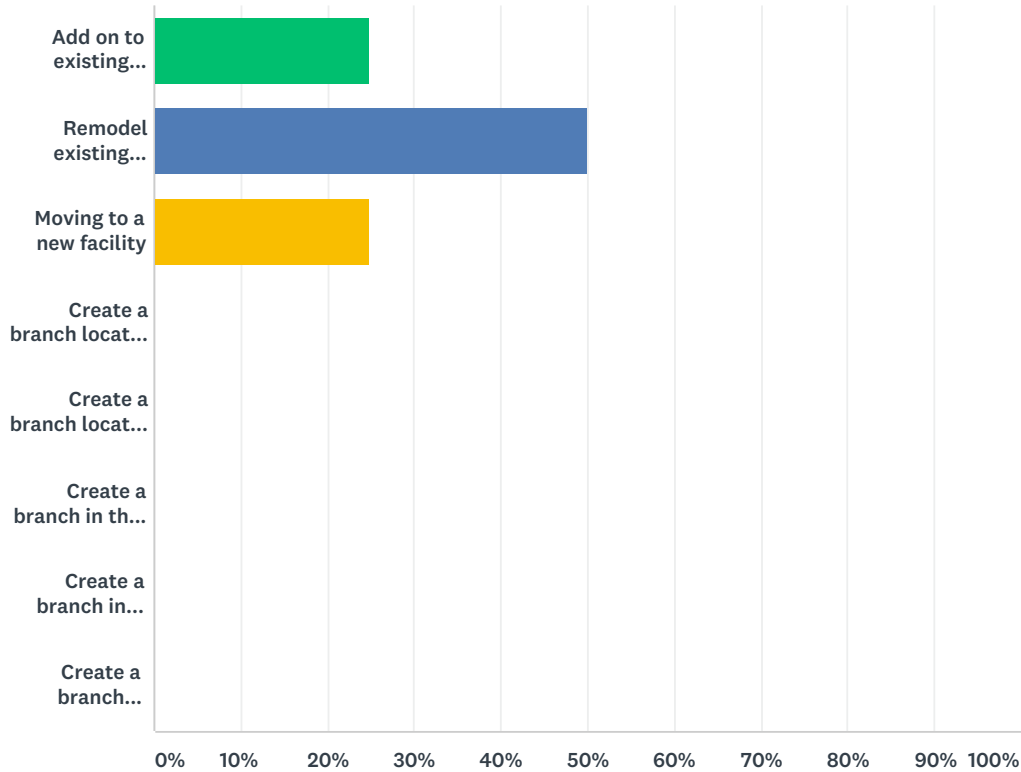


ANSWER CHOICES		RESPONSES	
Yes		57.14%	4
No		42.86%	3
TOTAL			7

#	PLEASE DESCRIBE	DATE
1	Employees	8/23/2017 10:04 AM
2	Revamp the store to add 14sqft to add product	8/8/2017 8:49 AM

Q43 Which best describes your business expansion plans?

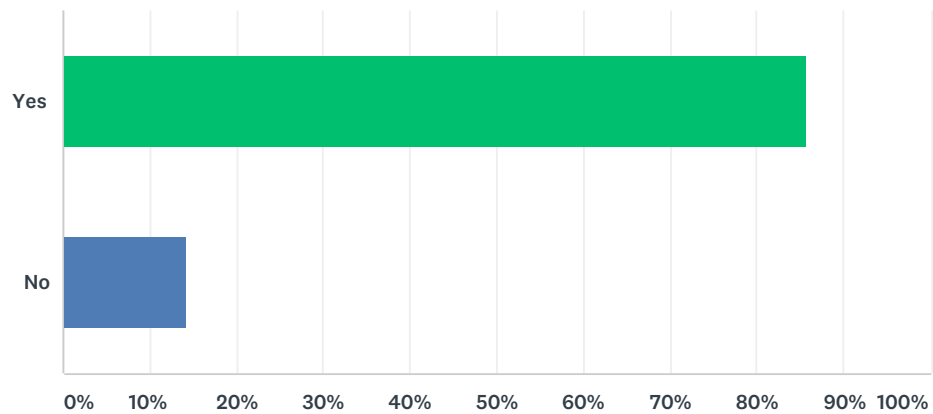
Answered: 4 Skipped: 3



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

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

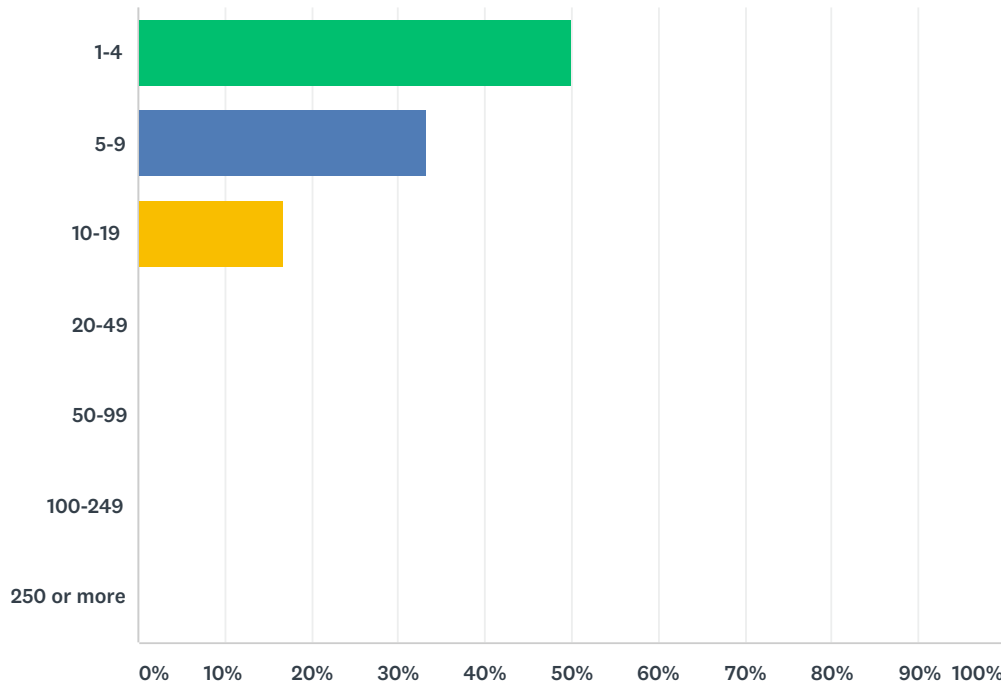
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		85.71%	6
No		14.29%	1
TOTAL			7

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

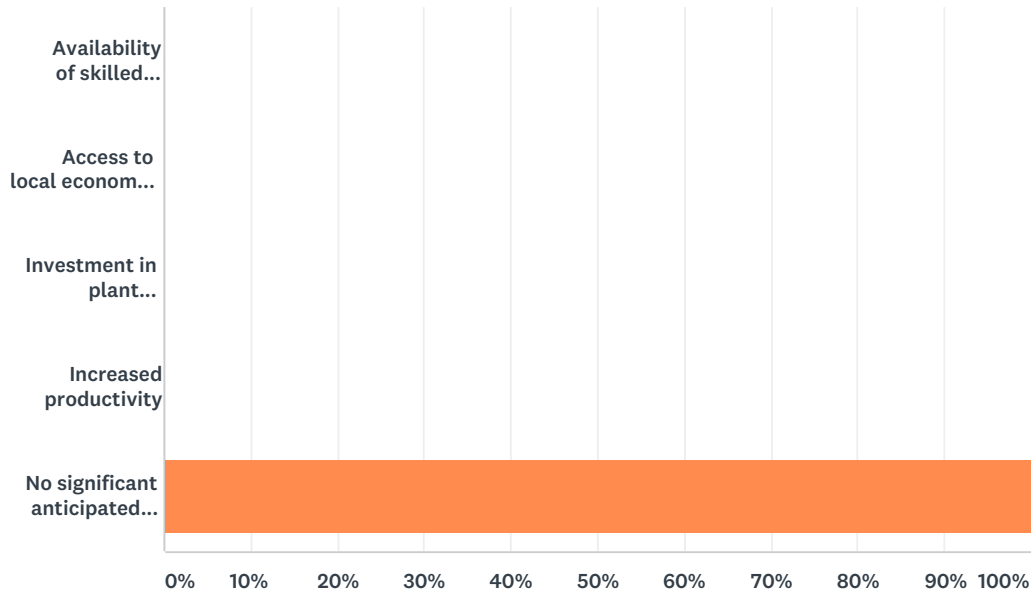
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-4	50.00%	3
5-9	33.33%	2
10-19	16.67%	1
20-49	0.00%	0
50-99	0.00%	0
100-249	0.00%	0
250 or more	0.00%	0
TOTAL		6

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

Answered: 1 Skipped: 6

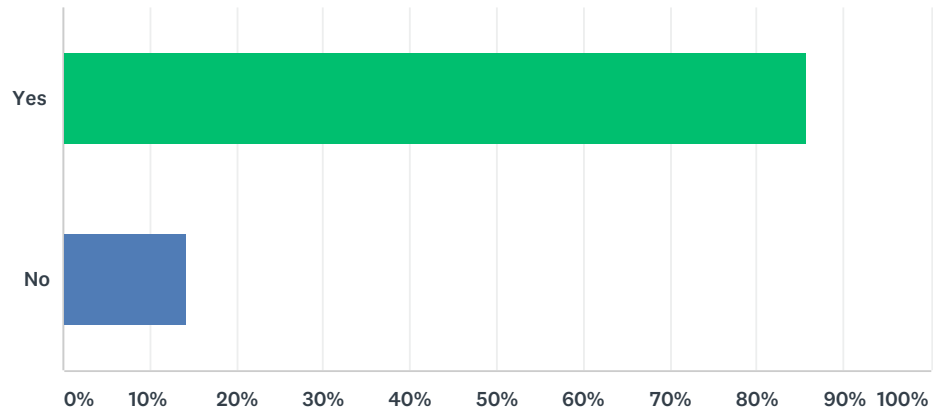


ANSWER CHOICES		RESPONSES	
Availability of skilled workers		0.00%	0
Access to local economic development grants, loans, and/or assistance		0.00%	0
Investment in plant efficiency and / or automation		0.00%	0
Increased productivity		0.00%	0
No significant anticipated growth in business		100.00%	1
TOTAL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

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

Q47 17. Is staff recruitment impacting your business?

Answered: 7 Skipped: 0

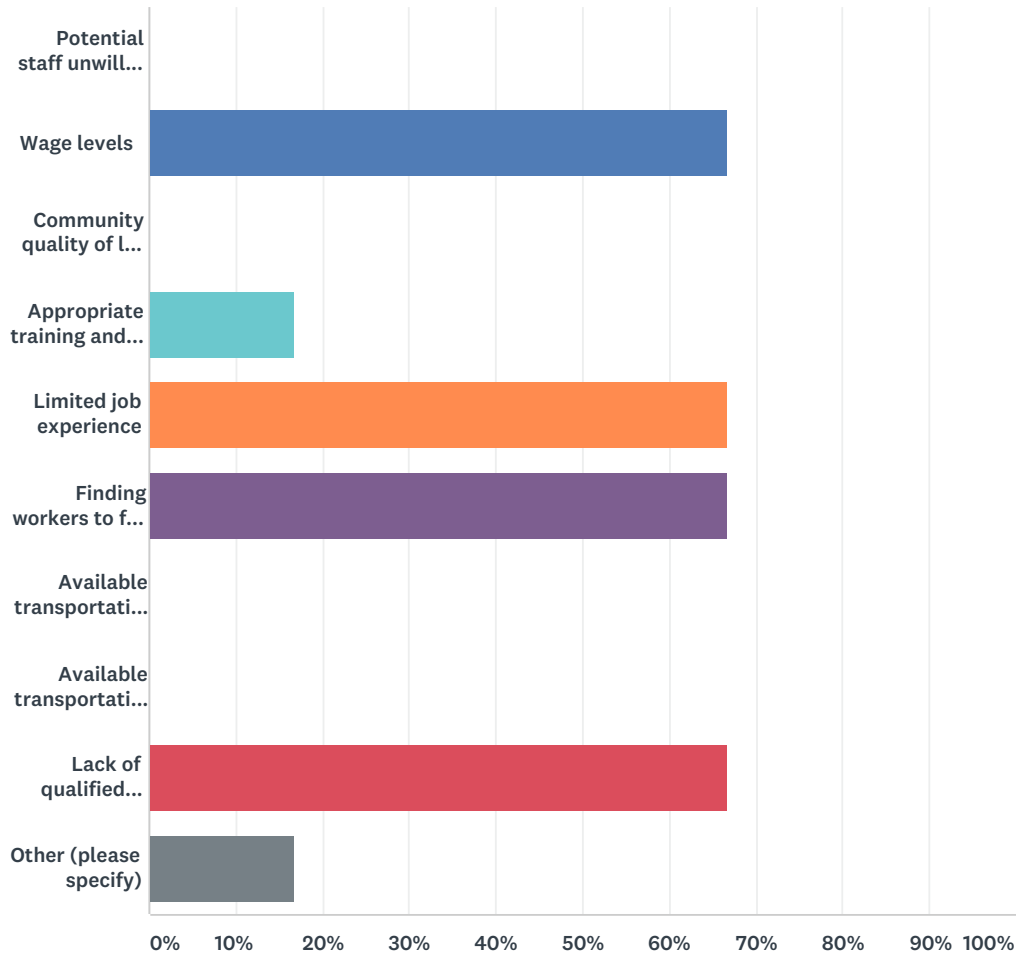


ANSWER CHOICES		RESPONSES	
Yes		85.71%	6
No		14.29%	1
TOTAL			7

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

Select All that Apply →

Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	0.00%	0
Wage levels	66.67%	4
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	16.67%	1
Limited job experience	66.67%	4
Finding workers to fit the business culture	66.67%	4
Available transportation to work	0.00%	0
Available transportation to work	0.00%	0
Lack of qualified applicants	66.67%	4
Other (please specify)	16.67%	1

Waukesha County Business Survey 2017

Total Respondents: 6		
#	OTHER (PLEASE SPECIFY)	DATE
1	high school kids don't seem to have to work, most go to college instead of learning trade	8/8/2017 2:16 PM

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: 4 Skipped: 3

ANSWER CHOICES		RESPONSES	
1		100.00%	4
2		75.00%	3
3		50.00%	2

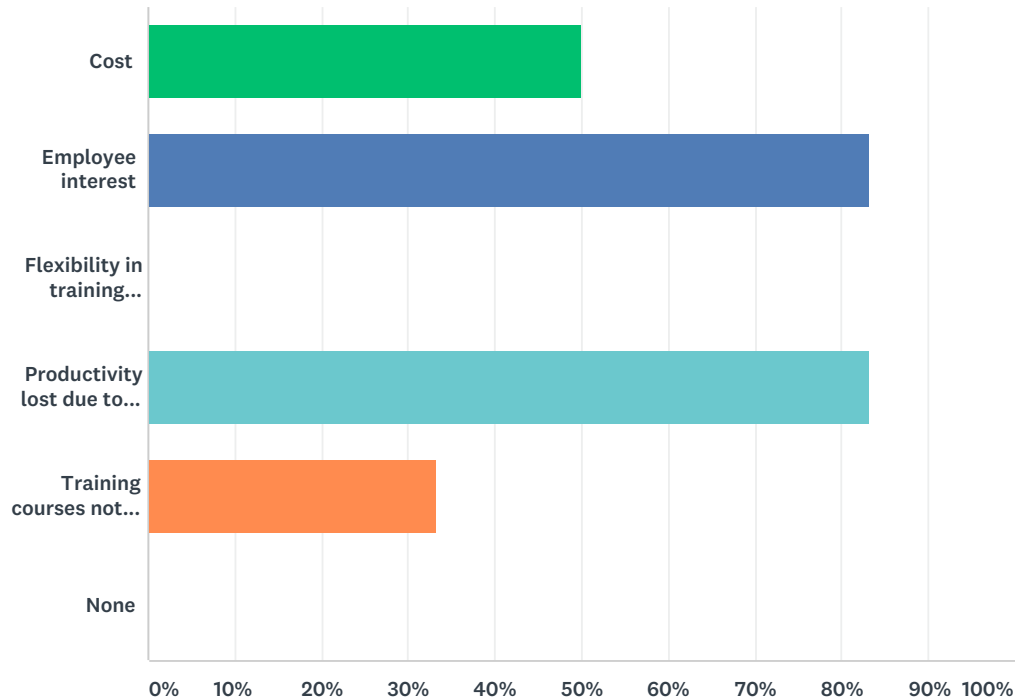
#	1	DATE
1	Sales	8/23/2017 10:07 AM
2	Computer skills	8/8/2017 3:13 PM
3	online grocery program	8/8/2017 2:17 PM
4	Management	8/8/2017 8:52 AM

#	2	DATE
1	CDL driver	8/23/2017 10:07 AM
2	chef	8/8/2017 2:17 PM
3	Computer	8/8/2017 8:52 AM

#	3	DATE
1	Collection	8/23/2017 10:07 AM
2	Customer Service	8/8/2017 8:52 AM

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

Answered: 6 Skipped: 1

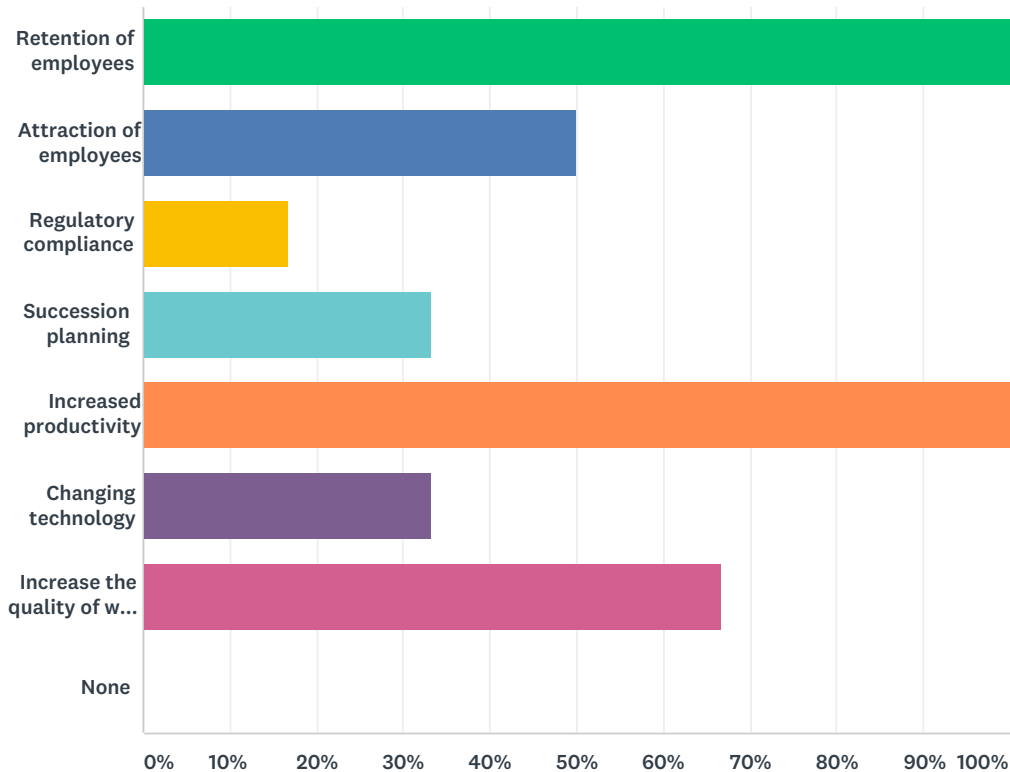


ANSWER CHOICES		RESPONSES	
Cost		50.00%	3
Employee interest		83.33%	5
Flexibility in training delivery (e.g., time and location)		0.00%	0
Productivity lost due to time off the job		83.33%	5
Training courses not available for my business needs		33.33%	2
None		0.00%	0
Total Respondents: 6			

#	OTHER (PLEASE SPECIFY)	DATE
1	Degreed classes that amount to something	8/8/2017 8:53 AM

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

Answered: 6 Skipped: 1

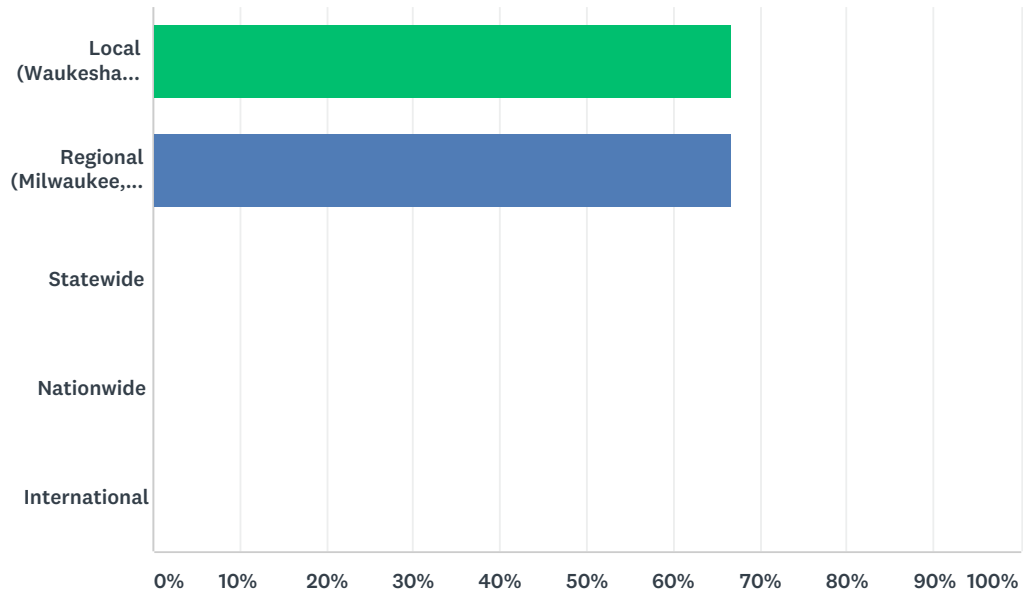


ANSWER CHOICES	RESPONSES	
Retention of employees	100.00%	6
Attraction of employees	50.00%	3
Regulatory compliance	16.67%	1
Succession planning	33.33%	2
Increased productivity	100.00%	6
Changing technology	33.33%	2
Increase the quality of work product	66.67%	4
None	0.00%	0
Total Respondents: 6		

#	OTHER (PLEASE SPECIFY)	DATE
1	Knowledge of products, services	8/8/2017 8:54 AM

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

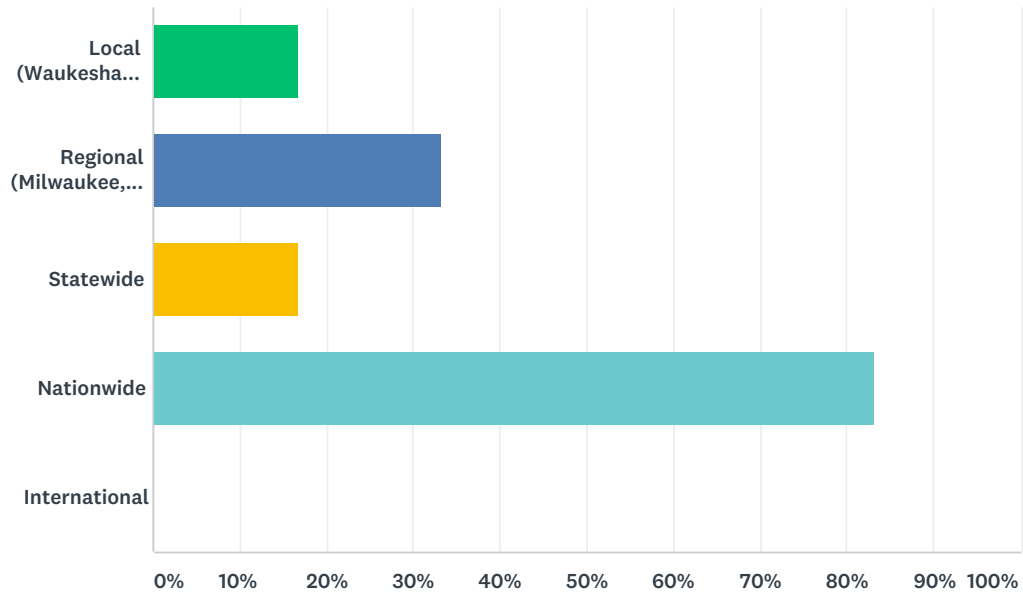
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	66.67%	4
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	66.67%	4
Statewide	0.00%	0
Nationwide	0.00%	0
International	0.00%	0
Total Respondents: 6		

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

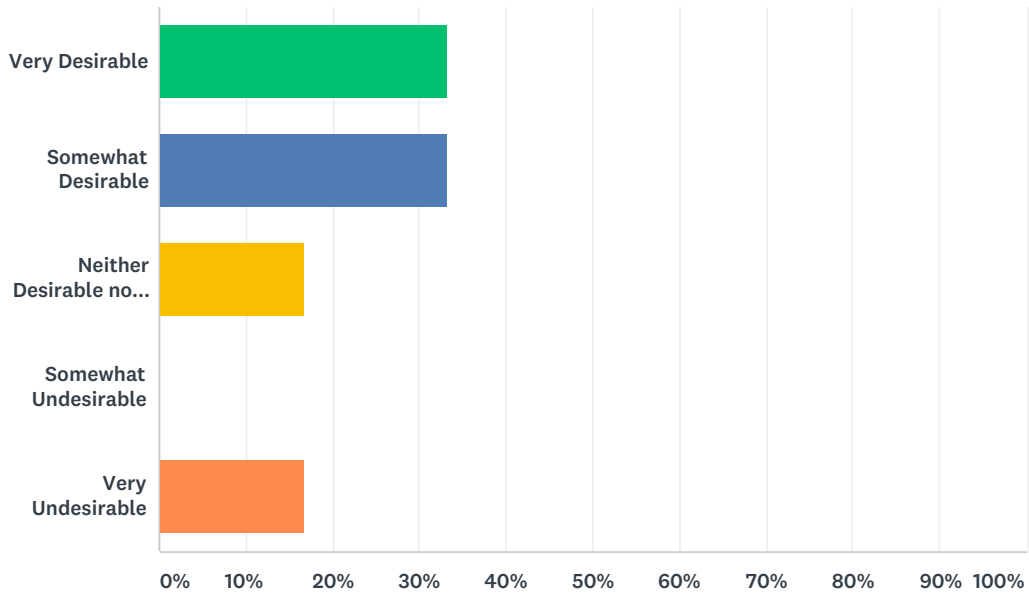
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	16.67%	1
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	33.33%	2
Statewide	16.67%	1
Nationwide	83.33%	5
International	0.00%	0
Total Respondents: 6		

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

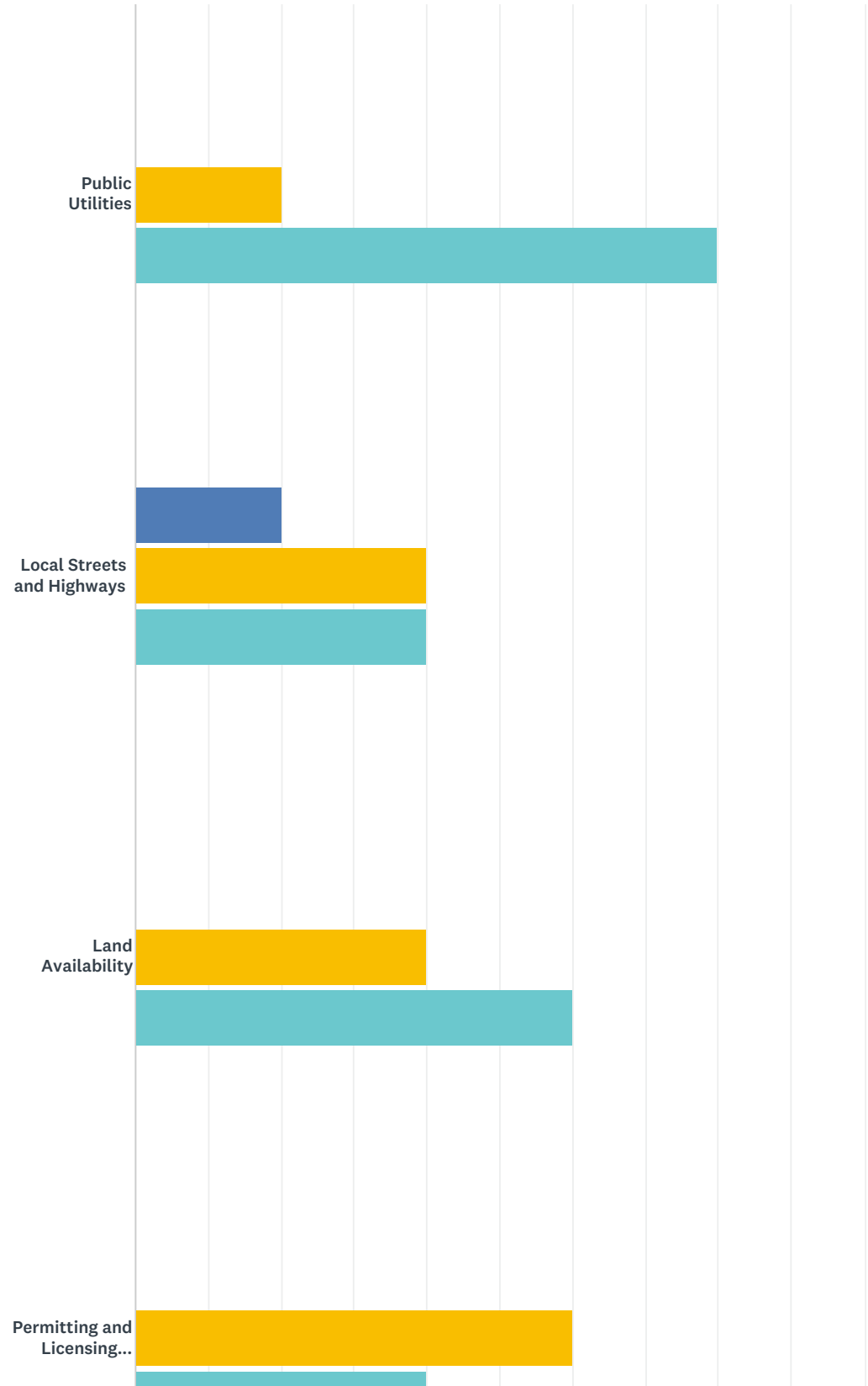
Answered: 6 Skipped: 1



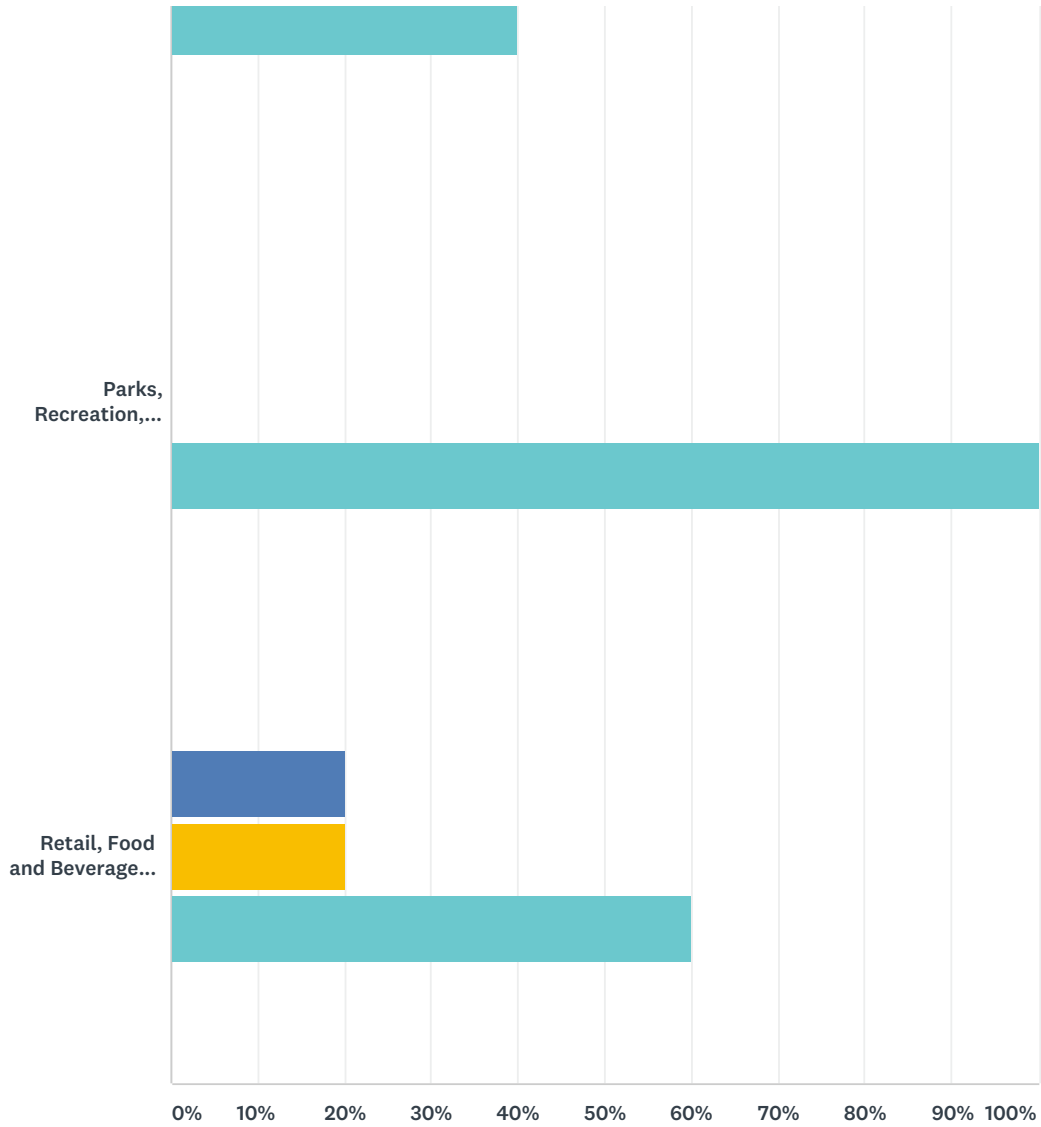
ANSWER CHOICES	RESPONSES	
Very Desirable	33.33%	2
Somewhat Desirable	33.33%	2
Neither Desirable nor Undesirable	16.67%	1
Somewhat Undesirable	0.00%	0
Very Undesirable	16.67%	1
TOTAL		6

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

Answered: 5 Skipped: 2



Waukesha County Business Survey 2017

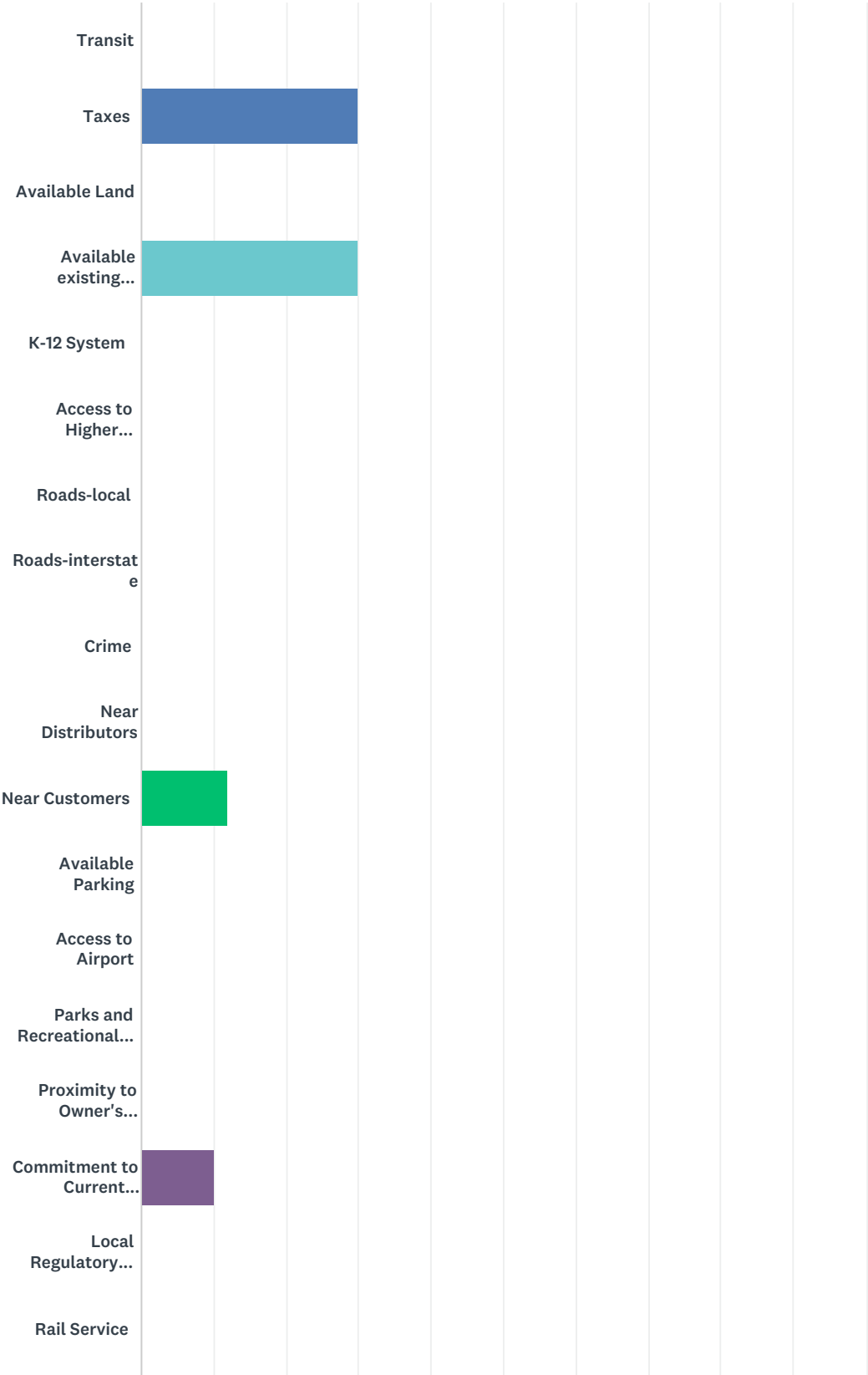


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

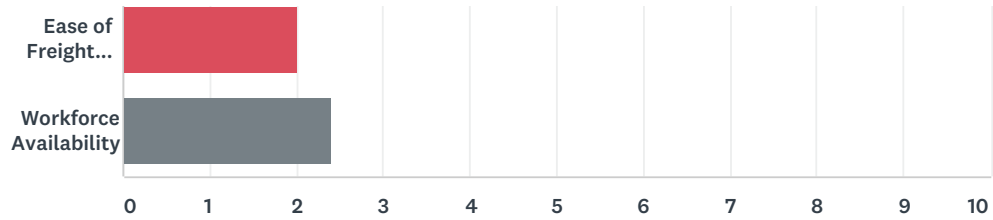
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5
Local Streets and Highways	0.00% 0	20.00% 1	40.00% 2	40.00% 2	0.00% 0	5
Land Availability	0.00% 0	0.00% 0	40.00% 2	60.00% 3	0.00% 0	5
Permitting and Licensing Assistance	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
Parks, Recreation, Cultural Amenities	0.00% 0	0.00% 0	0.00% 0	100.00% 5	0.00% 0	5
Retail, Food and Beverage Services	0.00% 0	20.00% 1	20.00% 1	60.00% 3	0.00% 0	5

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: 5 Skipped: 2



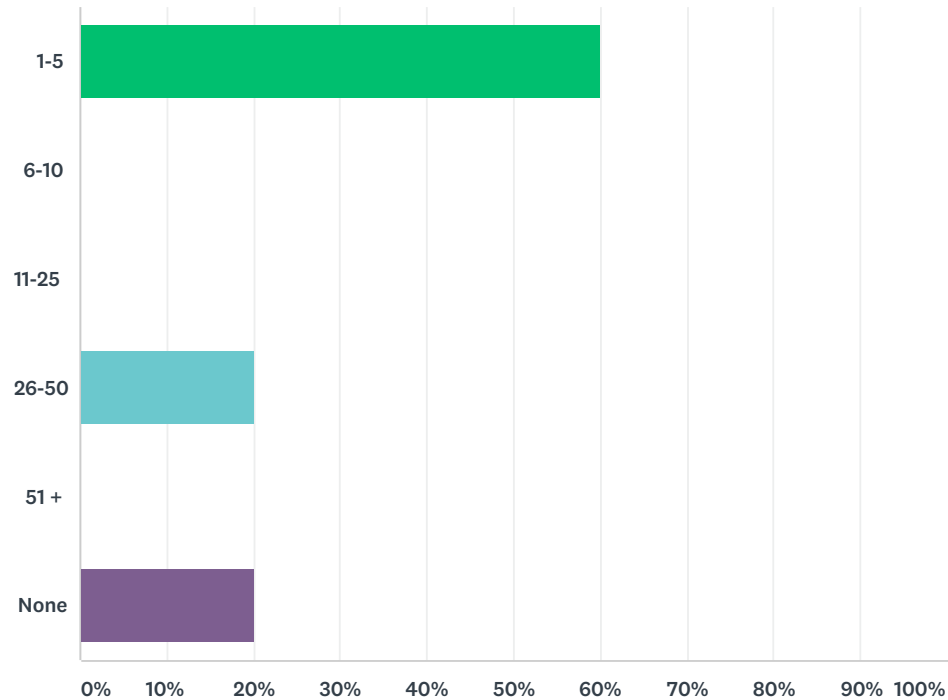
Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	0.00% 0	0.00% 0	0.00% 0	0	0.00
Taxes	0.00% 0	0.00% 0	100.00% 2	2	3.00
Available Land	0.00% 0	0.00% 0	0.00% 0	0	0.00
Available existing building	0.00% 0	0.00% 0	100.00% 1	1	3.00
K-12 System	0.00% 0	0.00% 0	0.00% 0	0	0.00
Access to Higher Education	0.00% 0	0.00% 0	0.00% 0	0	0.00
Roads-local	0.00% 0	0.00% 0	0.00% 0	0	0.00
Roads-interstate	0.00% 0	0.00% 0	0.00% 0	0	0.00
Crime	0.00% 0	0.00% 0	0.00% 0	0	0.00
Near Distributors	0.00% 0	0.00% 0	0.00% 0	0	0.00
Near Customers	80.00% 4	20.00% 1	0.00% 0	5	1.20
Available Parking	0.00% 0	0.00% 0	0.00% 0	0	0.00
Access to Airport	0.00% 0	0.00% 0	0.00% 0	0	0.00
Parks and Recreational Opportunities	0.00% 0	0.00% 0	0.00% 0	0	0.00
Proximity to Owner's Residence	0.00% 0	0.00% 0	0.00% 0	0	0.00
Commitment to Current Location	100.00% 1	0.00% 0	0.00% 0	1	1.00
Local Regulatory Environment	0.00% 0	0.00% 0	0.00% 0	0	0.00
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	0.00% 0	60.00% 3	40.00% 2	5	2.40

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

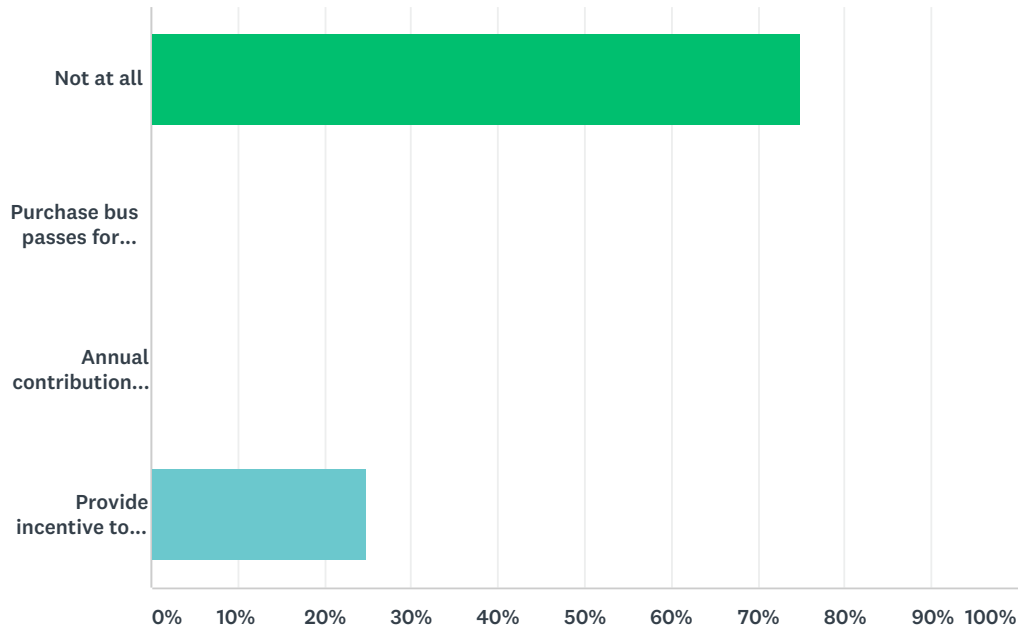
Answered: 5 Skipped: 2



ANSWER CHOICES	RESPONSES	
1-5	60.00%	3
6-10	0.00%	0
11-25	0.00%	0
26-50	20.00%	1
51 +	0.00%	0
None	20.00%	1
TOTAL		5

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

Answered: 4 Skipped: 3

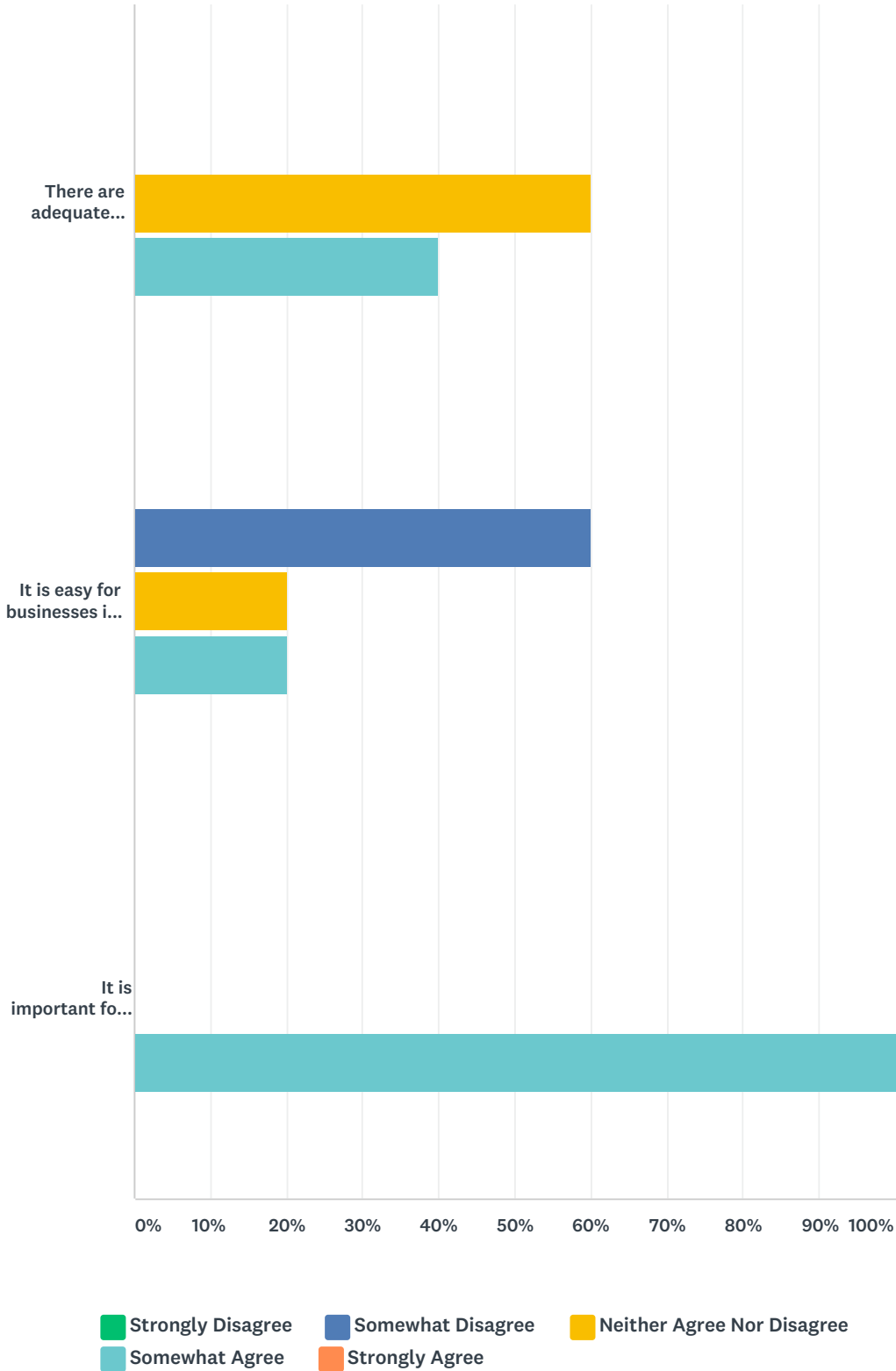


ANSWER CHOICES		RESPONSES	
Not at all		75.00%	3
Purchase bus passes for employees		0.00%	0
Annual contribution for operating costs		0.00%	0
Provide incentive to employees who do not drive		25.00%	1
TOTAL			4

#	OTHER (PLEASE SPECIFY)	DATE
1	Not sure, don't have the funds currently. But would be willing to do what I can.	8/8/2017 9:00 AM

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

Answered: 5 Skipped: 2

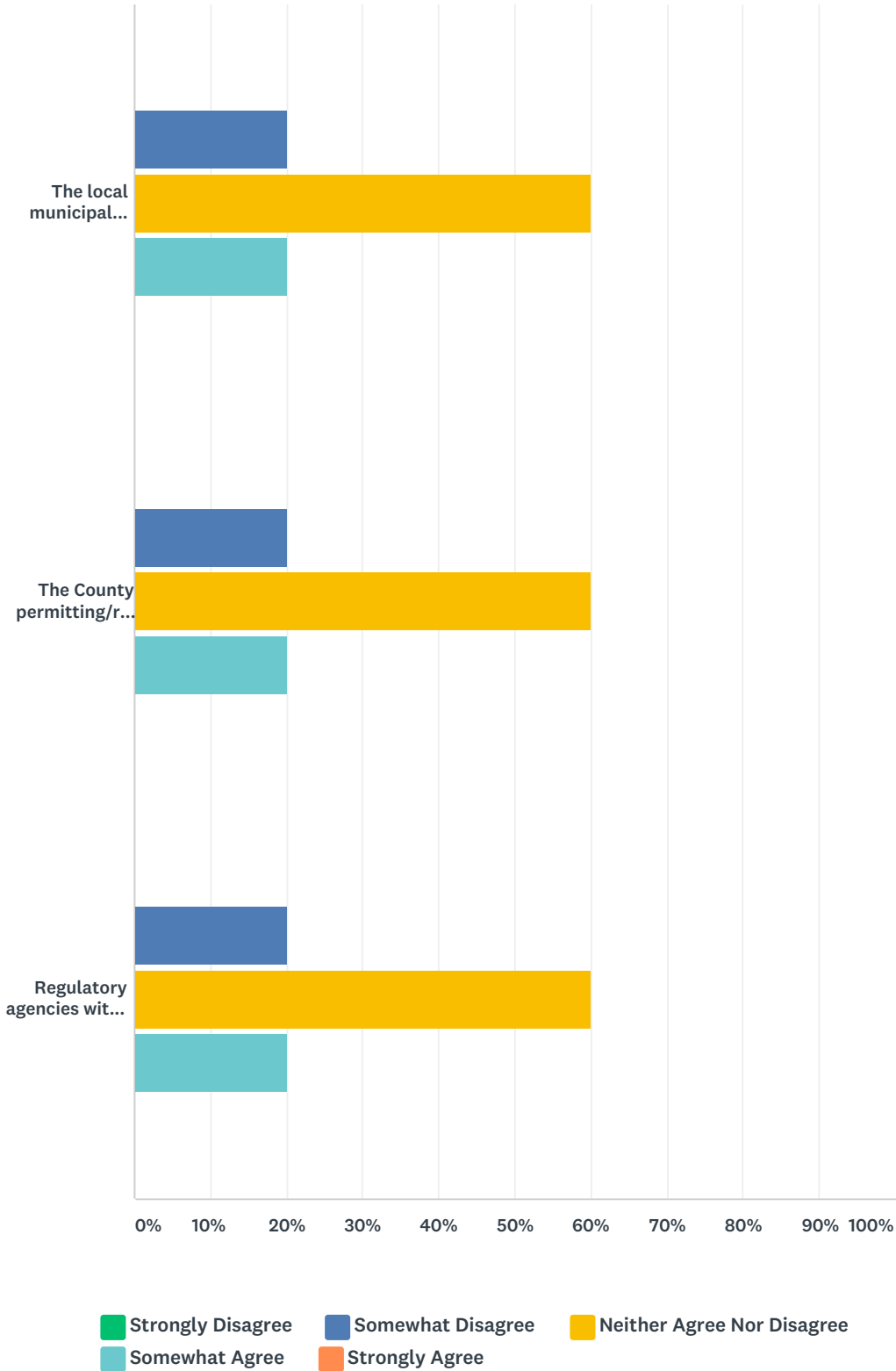


Waukesha County Business Survey 2017

	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	0.00% 0	60.00% 3	40.00% 2	0.00% 0	5
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	60.00% 3	20.00% 1	20.00% 1	0.00% 0	5
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	0.00% 0	0.00% 0	0.00% 0	100.00% 5	0.00% 0	5

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

Answered: 5 Skipped: 2



Waukesha County Business Survey 2017

	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
The local municipal permitting/review staff are helpful and cooperative.	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
The County permitting/review staff are helpful and cooperative.	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	20.00% 1	60.00% 3	20.00% 1	0.00% 0	5

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

Answered: 0 Skipped: 7

#	RESPONSES	DATE
	There are no responses.	