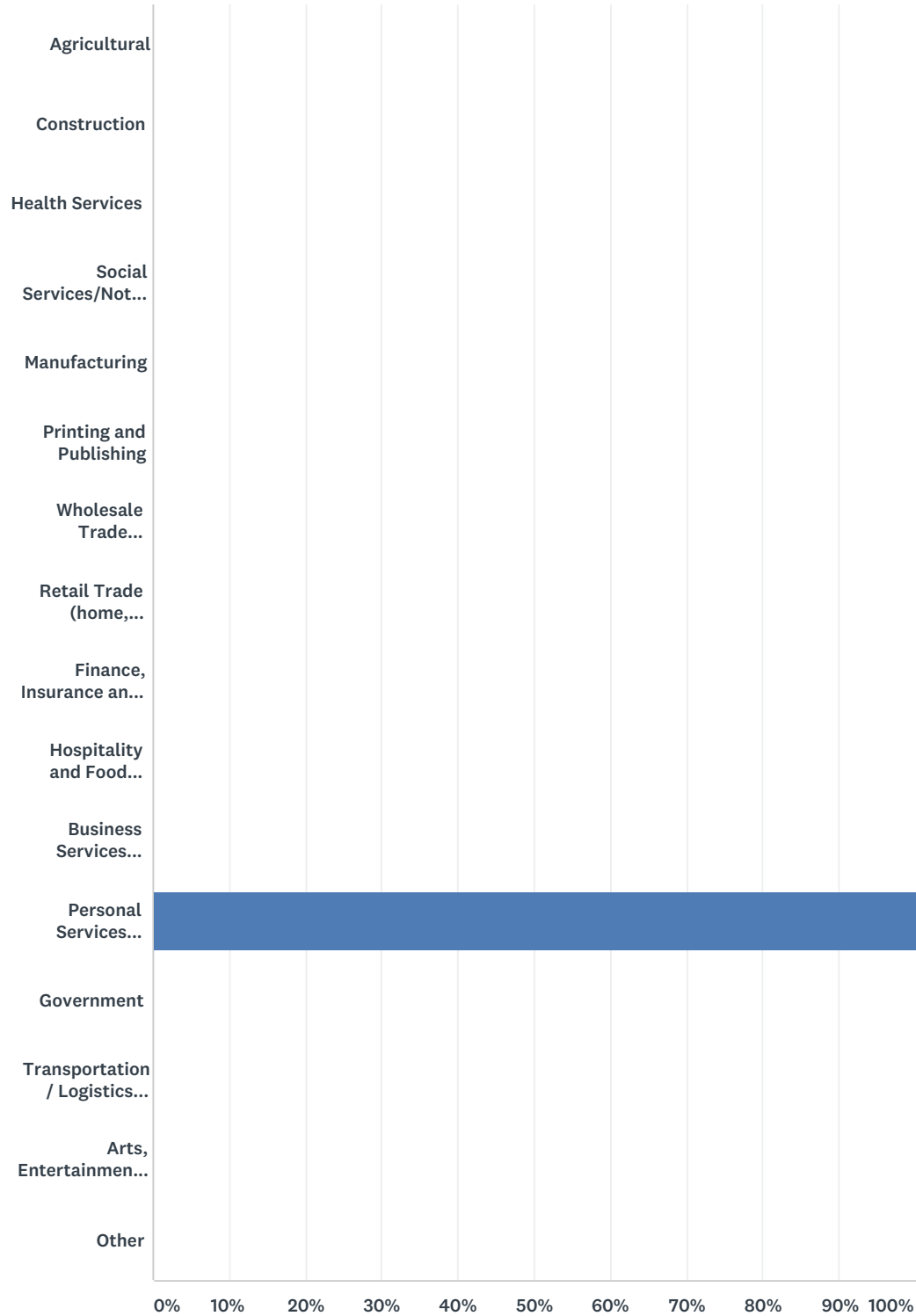


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 5 Skipped: 0



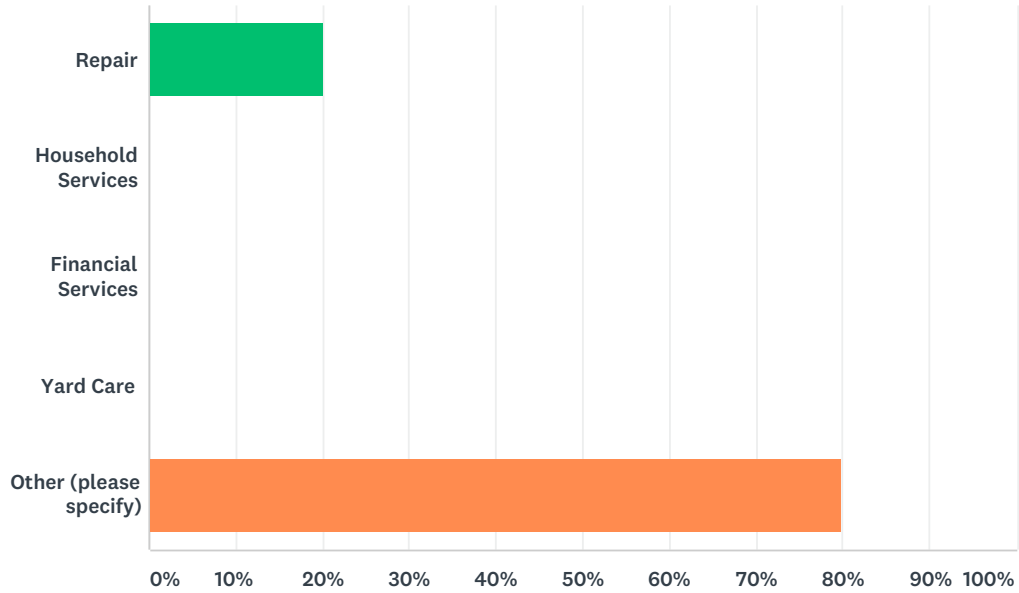
ANSWER CHOICES	RESPONSES
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Waukesha County Business Survey 2017

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....)	0.00%	0
Finance, Insurance and Real Estate	0.00%	0
Hospitality and Food Service	0.00%	0
Business Services (businesses serving businesses)	0.00%	0
Personal Services (businesses serving individuals)	100.00%	5
Government	0.00%	0
Transportation / Logistics (trucking, warehousing...)	0.00%	0
Arts, Entertainment, Recreation	0.00%	0
Other	0.00%	0
TOTAL		5

Q12 Personal Services

Answered: 5 Skipped: 0

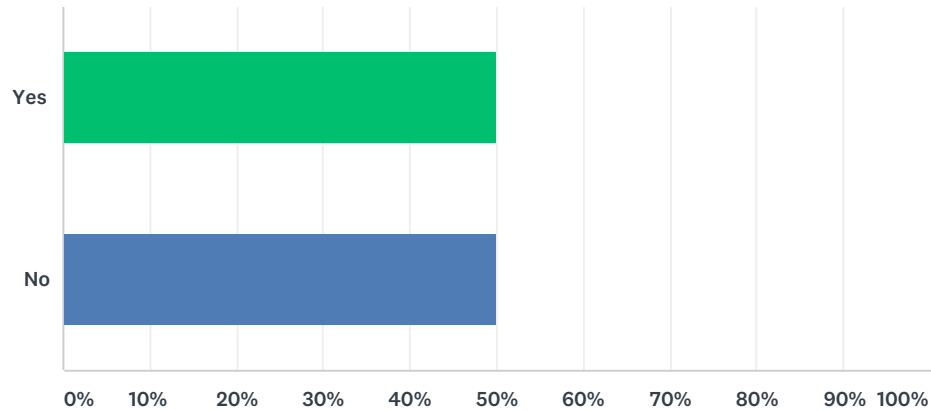


ANSWER CHOICES	RESPONSES
Repair	20.00% 1
Household Services	0.00% 0
Financial Services	0.00% 0
Yard Care	0.00% 0
Other (please specify)	80.00% 4
TOTAL	5

#	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

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

Answered: 4 Skipped: 1

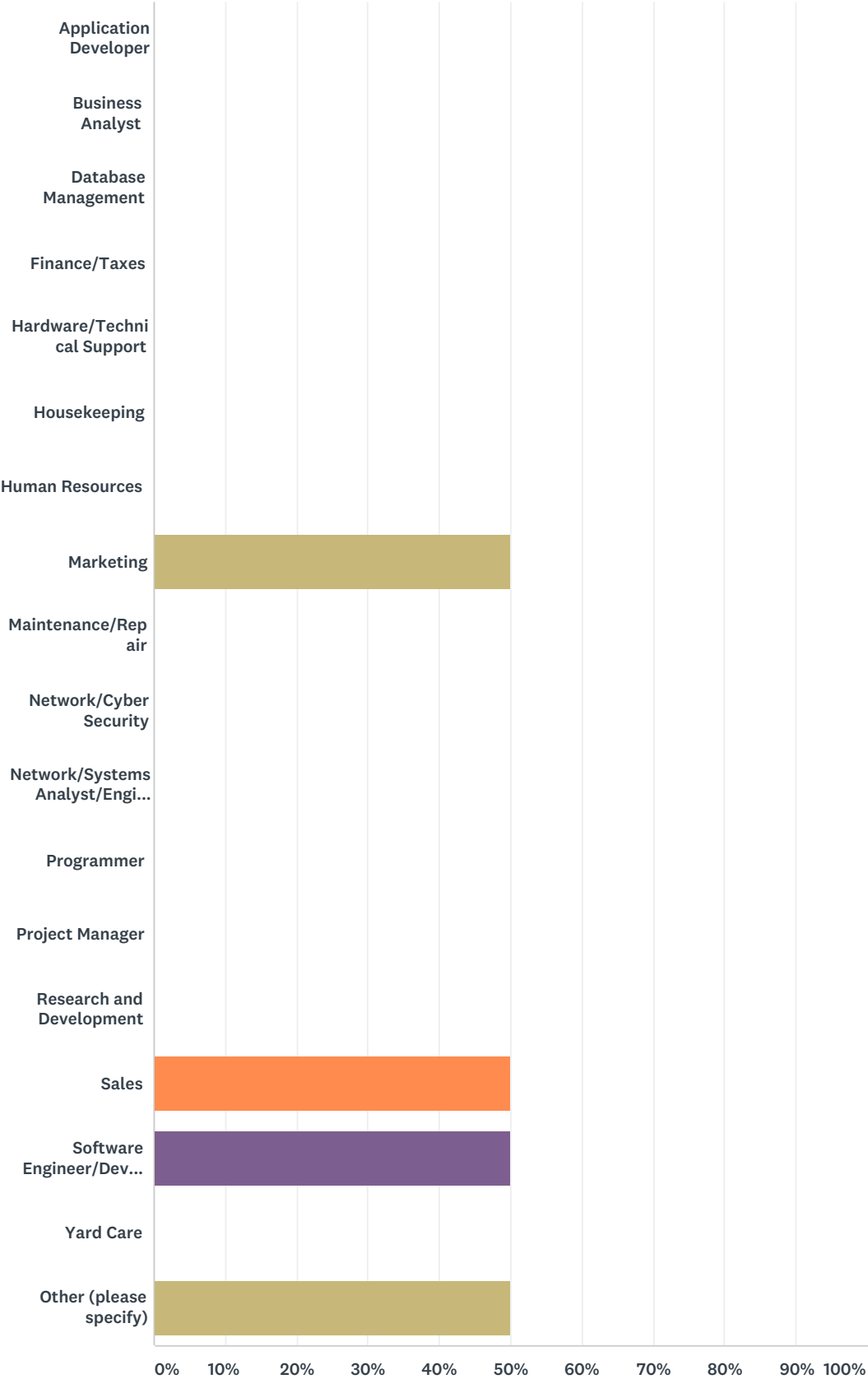


ANSWER CHOICES	RESPONSES	
Yes	50.00%	2
No	50.00%	2
TOTAL		4

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

Answered: 2 Skipped: 3

Waukesha County Business Survey 2017



ANSWER CHOICES	RESPONSES
Application Developer	0.00%0

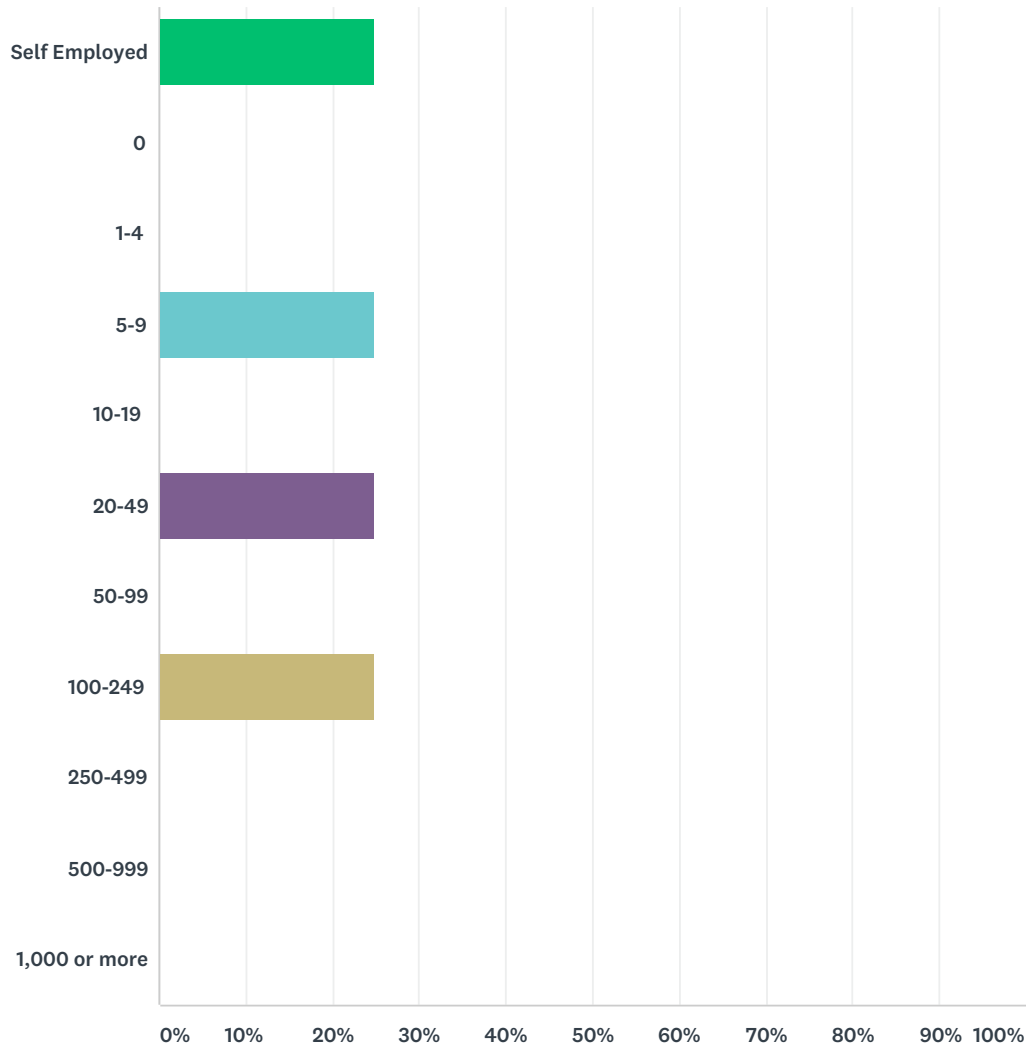
Waukesha County Business Survey 2017

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

#	OTHER (PLEASE SPECIFY)	DATE
1	Teachers	8/8/2017 12:07 PM

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

Answered: 4 Skipped: 1



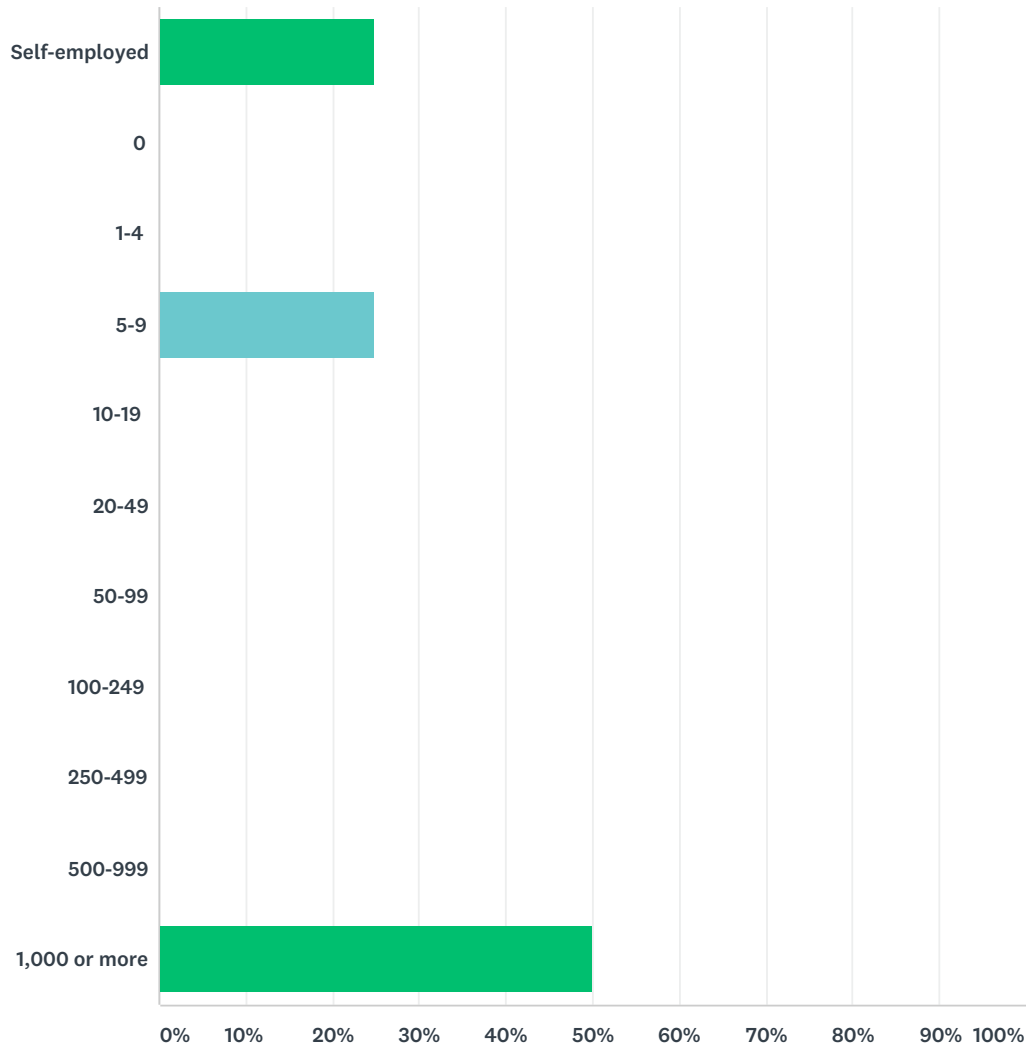
ANSWER CHOICES	RESPONSES	
Self Employed	25.00%	1
0	0.00%	0
1-4	0.00%	0
5-9	25.00%	1
10-19	0.00%	0
20-49	25.00%	1
50-99	0.00%	0
100-249	25.00%	1
250-499	0.00%	0

Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		4

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

Answered: 4 Skipped: 1



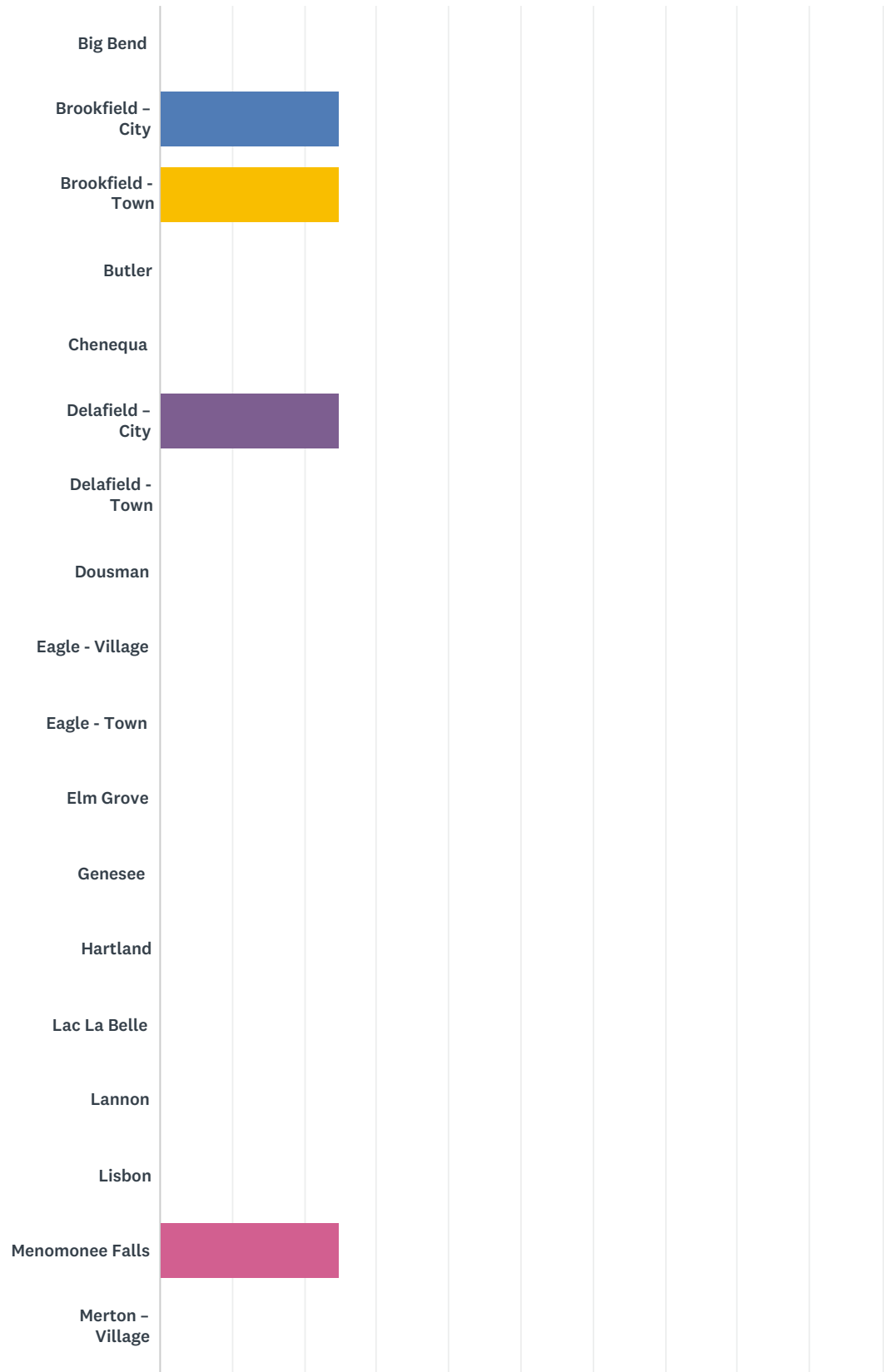
ANSWER CHOICES	RESPONSES	
Self-employed	25.00%	1
0	0.00%	0
1-4	0.00%	0
5-9	25.00%	1
10-19	0.00%	0
20-49	0.00%	0
50-99	0.00%	0
100-249	0.00%	0
250-499	0.00%	0

Waukesha County Business Survey 2017

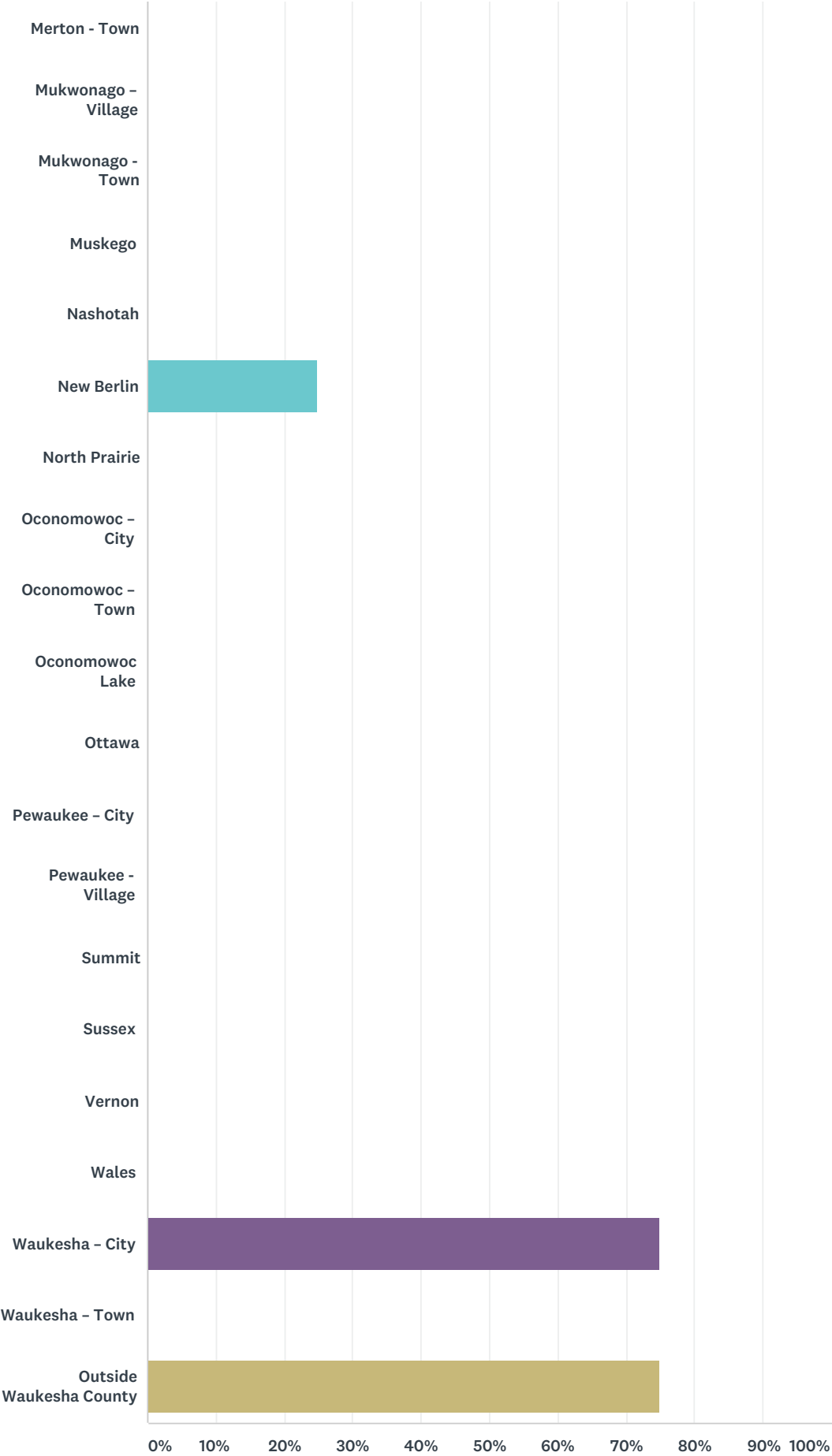
500-999	0.00%	0
1,000 or more	50.00%	2
TOTAL		4

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

Answered: 4 Skipped: 1



Waukesha County Business Survey 2017



Waukesha County Business Survey 2017

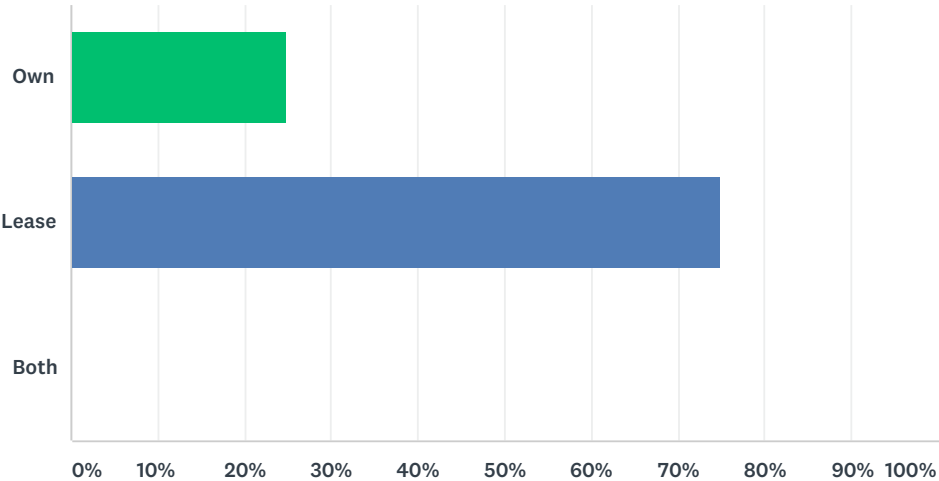
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	25.00%	1
Brookfield - Town	25.00%	1
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	25.00%	1
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	25.00%	1
Merton – Village	0.00%	0
Merton - Town	0.00%	0
Mukwonago – Village	0.00%	0
Mukwonago - Town	0.00%	0
Muskego	0.00%	0
Nashotah	0.00%	0
New Berlin	25.00%	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	0.00%	0
Vernon	0.00%	0

Waukesha County Business Survey 2017

Wales	0.00%	0
Waukesha – City	75.00%	3
Waukesha – Town	0.00%	0
Outside Waukesha County	75.00%	3
Total Respondents: 4		

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

Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Own	25.00%	1
Lease	75.00%	3
Both	0.00%	0
TOTAL		4

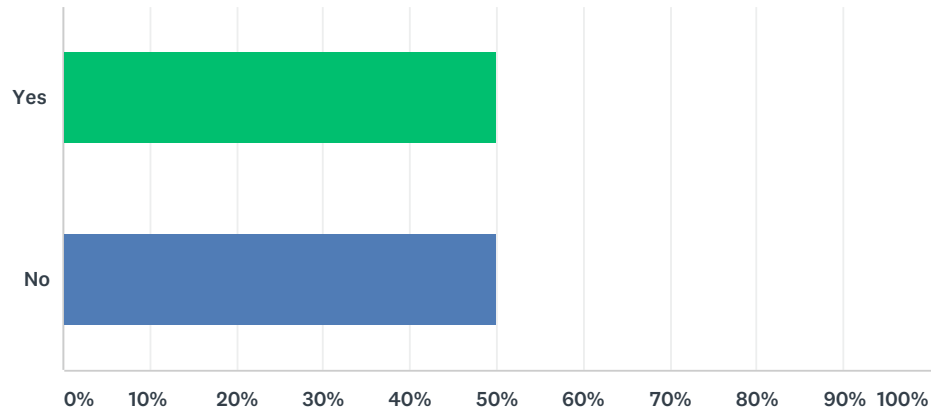
Q39 12. What percent of your facility's square footage are you currently utilizing?

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	100%	8/15/2017 3:34 PM
2	1100 sq feet	8/15/2017 12:05 PM
3	100%	8/8/2017 12:09 PM
4	100	8/8/2017 8:31 AM

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

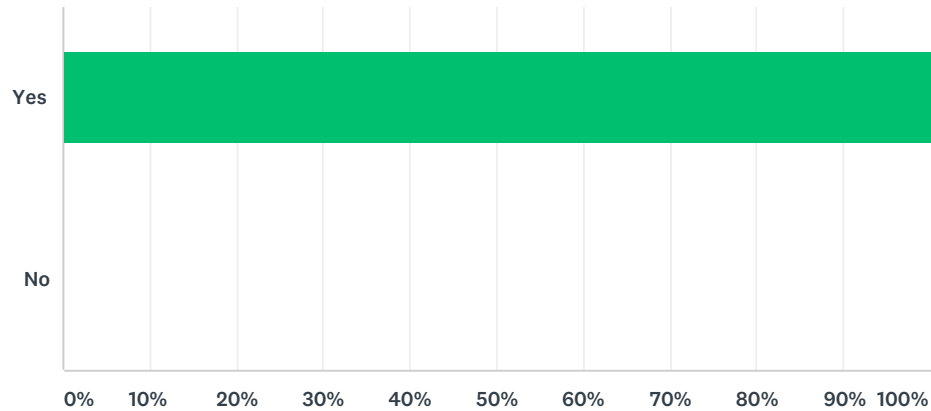
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	50.00%	2
No	50.00%	2
TOTAL		4

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

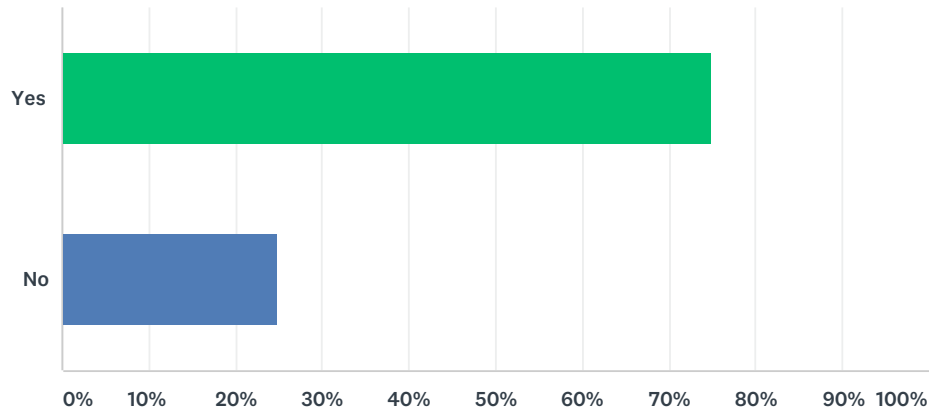
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	100.00%	4
No	0.00%	0
TOTAL		4

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

Answered: 4 Skipped: 1

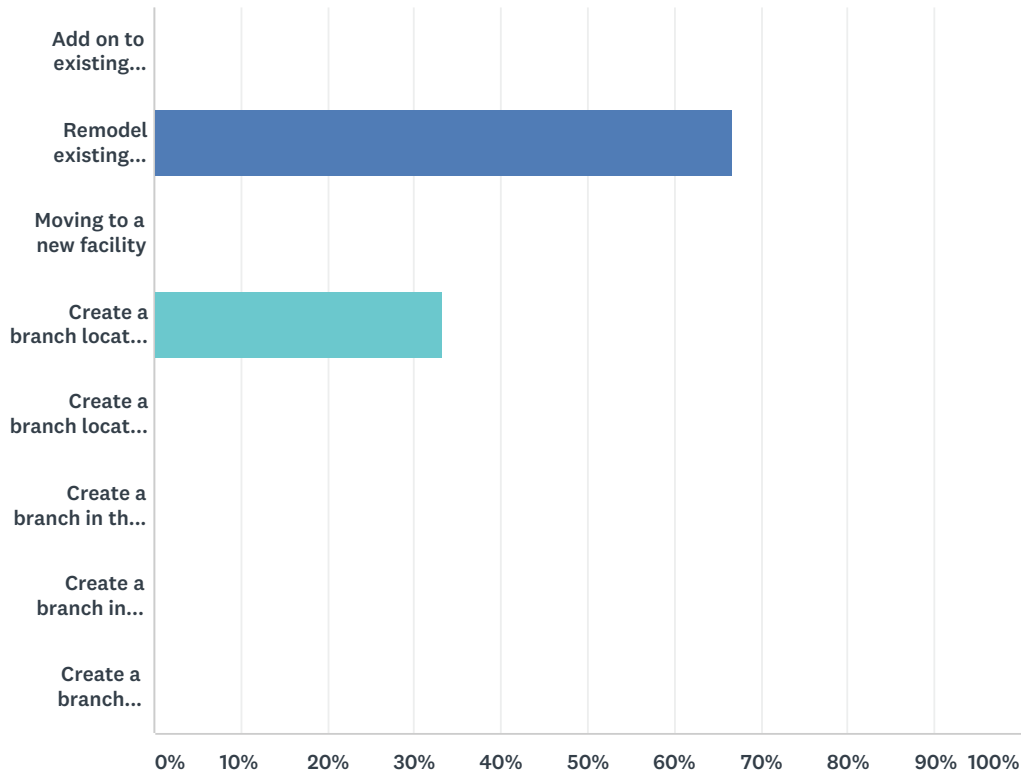


ANSWER CHOICES	RESPONSES	
Yes	75.00%	3
No	25.00%	1
TOTAL		4

#	PLEASE DESCRIBE	DATE
1	Grow sales staff	8/15/2017 3:35 PM
2	We plan to maximize our enrollment capacity	8/8/2017 12:10 PM
3	Business growth	8/8/2017 8:31 AM

Q43 Which best describes your business expansion plans?

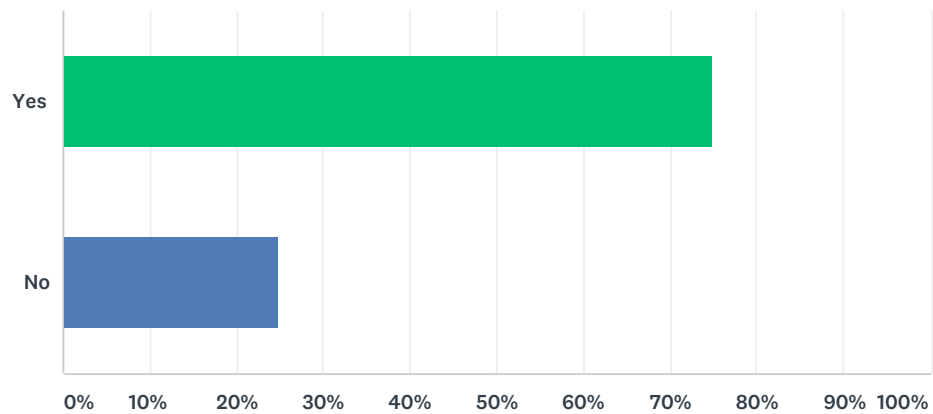
Answered: 3 Skipped: 2



ANSWER CHOICES	RESPONSES	
Add on to existing facility	0.00%	0
Remodel existing facility	66.67%	2
Moving to a new facility	0.00%	0
Create a branch location in Waukesha County	33.33%	1
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		3

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

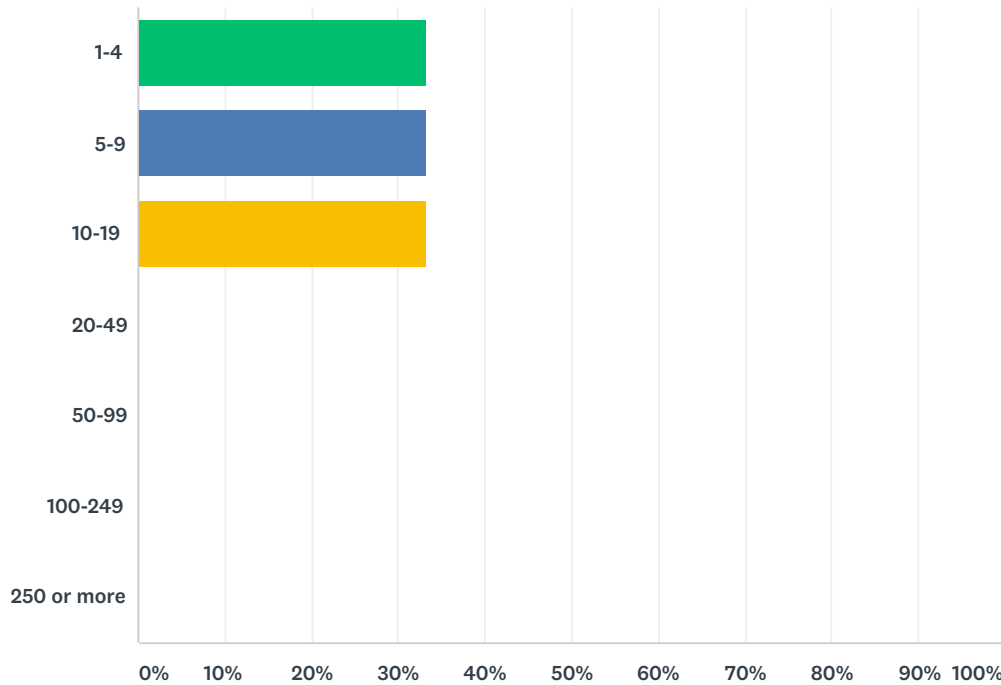
Answered: 4 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		75.00%	3
No		25.00%	1
TOTAL			4

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

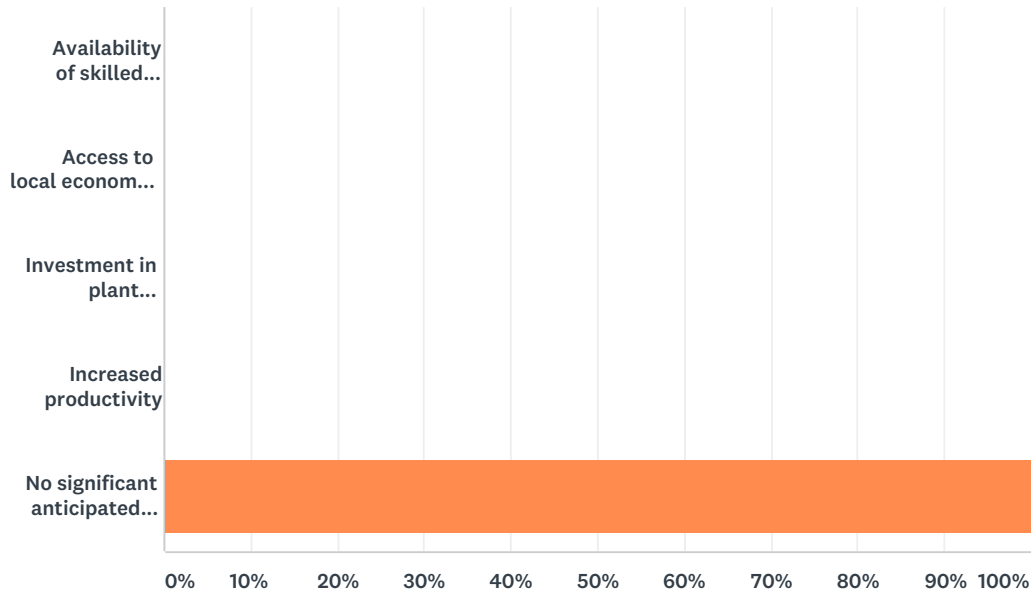
Answered: 3 Skipped: 2



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

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

Answered: 1 Skipped: 4

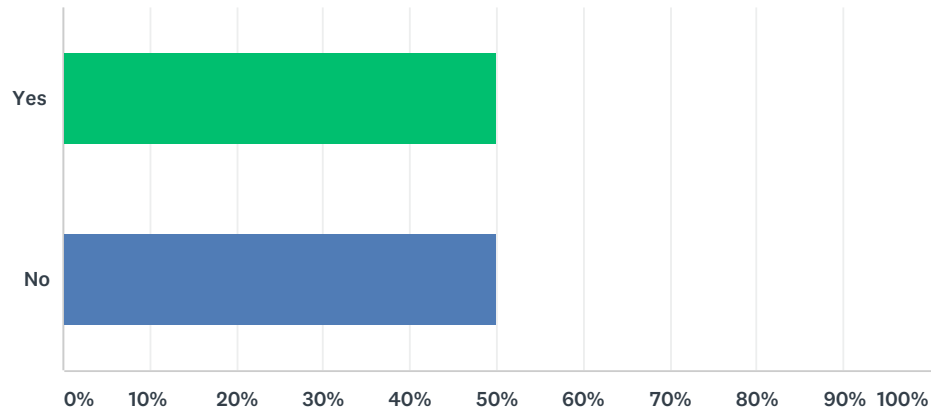


ANSWER CHOICES		RESPONSES	
Availability of skilled workers		0.00%	0
Access to local economic development grants, loans, and/or assistance		0.00%	0
Investment in plant efficiency and / or automation		0.00%	0
Increased productivity		0.00%	0
No significant anticipated growth in business		100.00%	1
TOTAL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

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

Q47 17. Is staff recruitment impacting your business?

Answered: 4 Skipped: 1

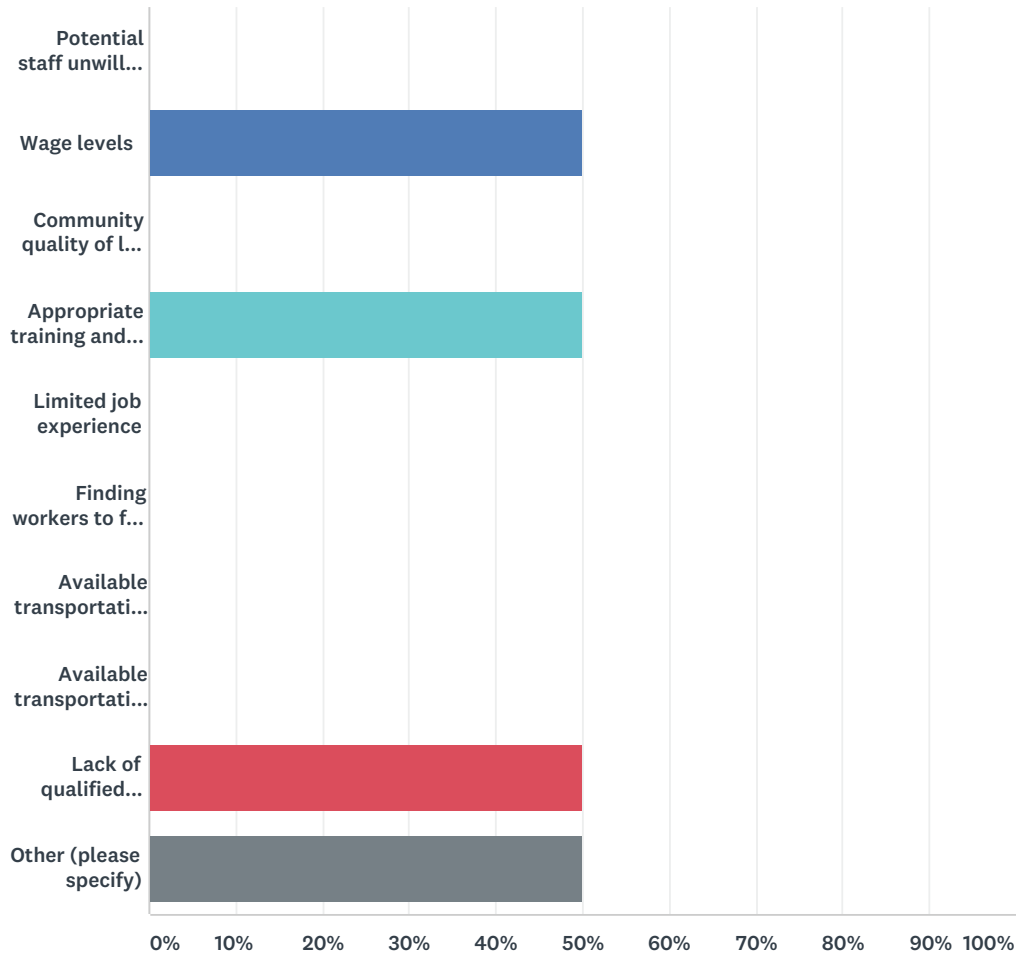


ANSWER CHOICES		RESPONSES	
Yes		50.00%	2
No		50.00%	2
TOTAL			4

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

Select All that Apply →

Answered: 2 Skipped: 3



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	0.00%	0
Wage levels	50.00%	1
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	50.00%	1
Limited job experience	0.00%	0
Finding workers to fit the business culture	0.00%	0
Available transportation to work	0.00%	0
Available transportation to work	0.00%	0
Lack of qualified applicants	50.00%	1
Other (please specify)	50.00%	1

Waukesha County Business Survey 2017

Total Respondents: 2

#	OTHER (PLEASE SPECIFY)	DATE
1	We hire licensed real estate sales associates	8/15/2017 3:37 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: 3 Skipped: 2

ANSWER CHOICES		RESPONSES	
1		100.00%	3
2		33.33%	1
3		33.33%	1

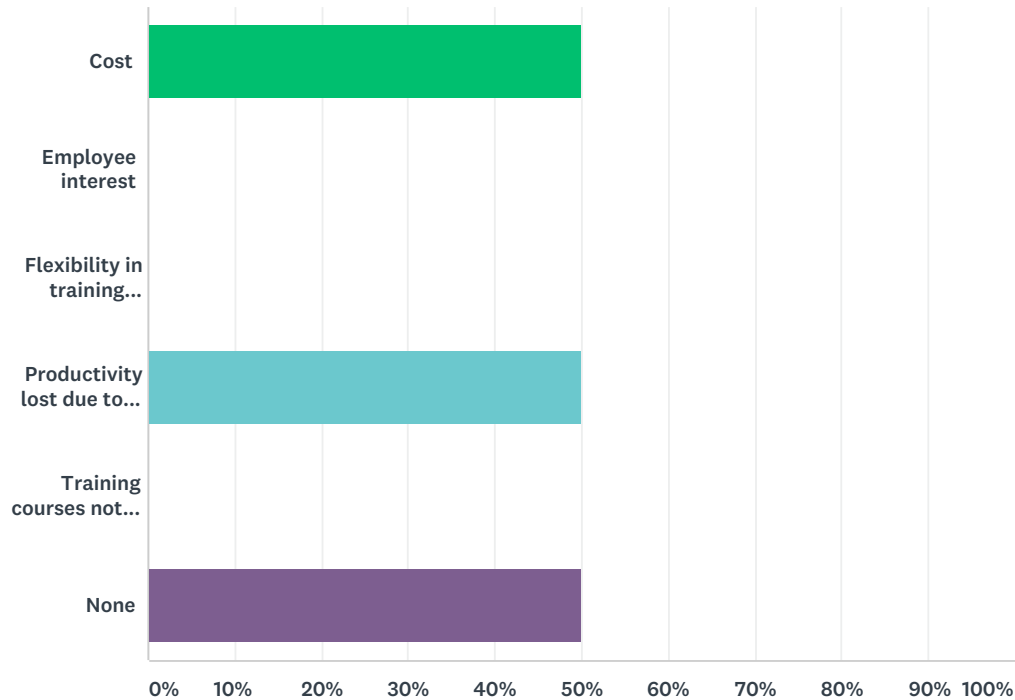
#	1	DATE
1	Sales	8/15/2017 12:06 PM
2	Early Childhood Education	8/8/2017 12:12 PM
3	Specialized Job Developers	8/8/2017 8:32 AM

#	2	DATE
1	Technology	8/15/2017 12:06 PM

#	3	DATE
1	Marketing	8/15/2017 12:06 PM

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

Answered: 4 Skipped: 1

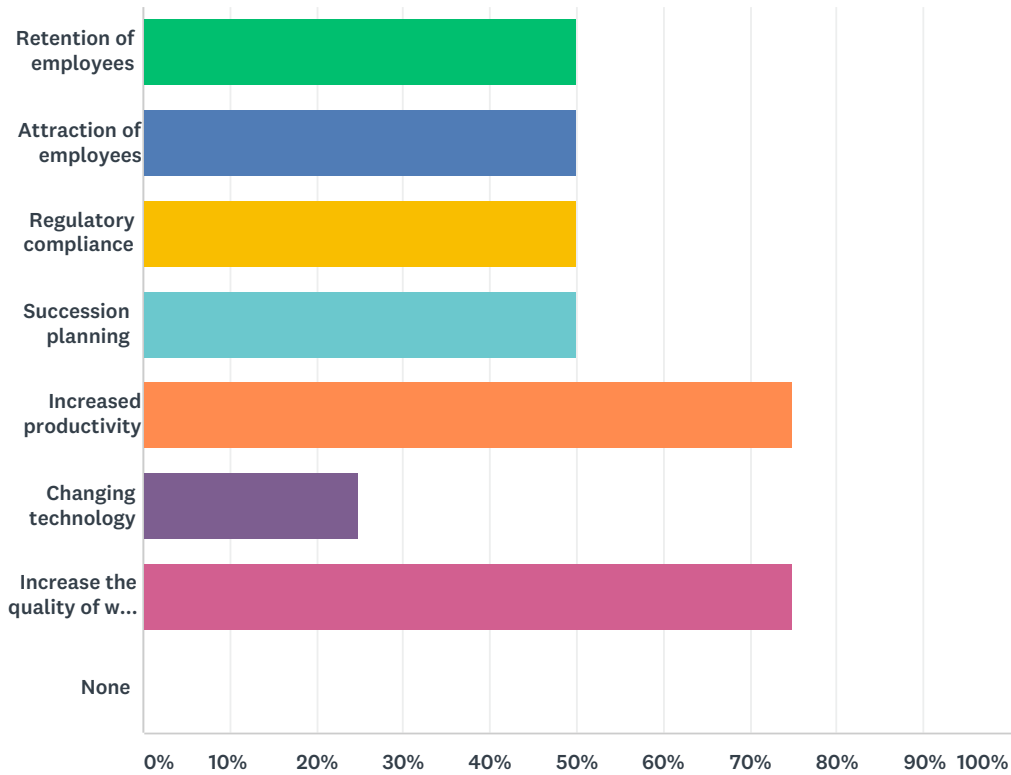


ANSWER CHOICES	RESPONSES	
Cost	50.00%	2
Employee interest	0.00%	0
Flexibility in training delivery (e.g., time and location)	0.00%	0
Productivity lost due to time off the job	50.00%	2
Training courses not available for my business needs	0.00%	0
None	50.00%	2
Total Respondents: 4		

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

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

Answered: 4 Skipped: 1

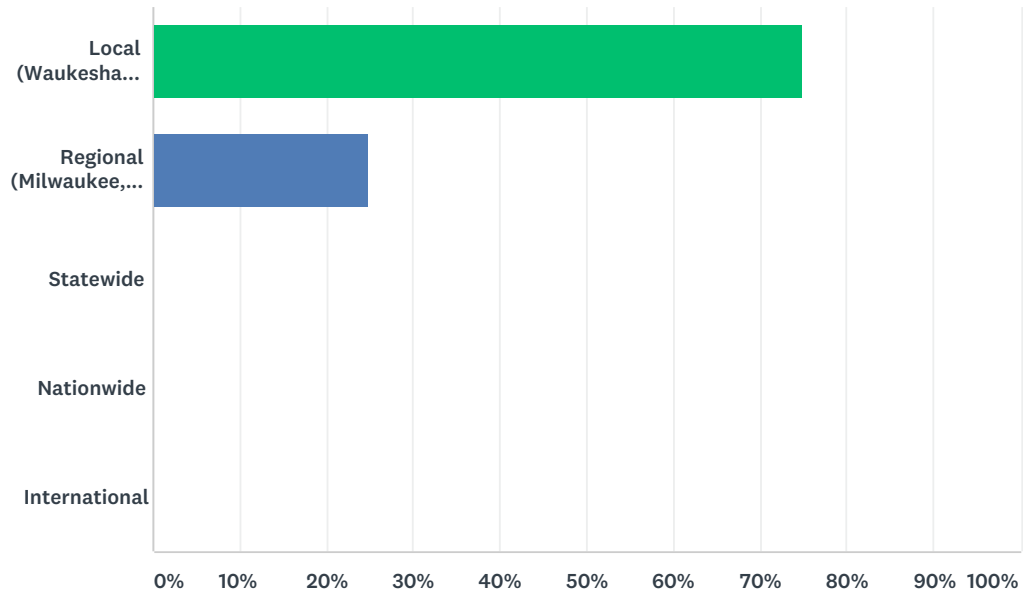


ANSWER CHOICES	RESPONSES	
Retention of employees	50.00%	2
Attraction of employees	50.00%	2
Regulatory compliance	50.00%	2
Succession planning	50.00%	2
Increased productivity	75.00%	3
Changing technology	25.00%	1
Increase the quality of work product	75.00%	3
None	0.00%	0
Total Respondents: 4		

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

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

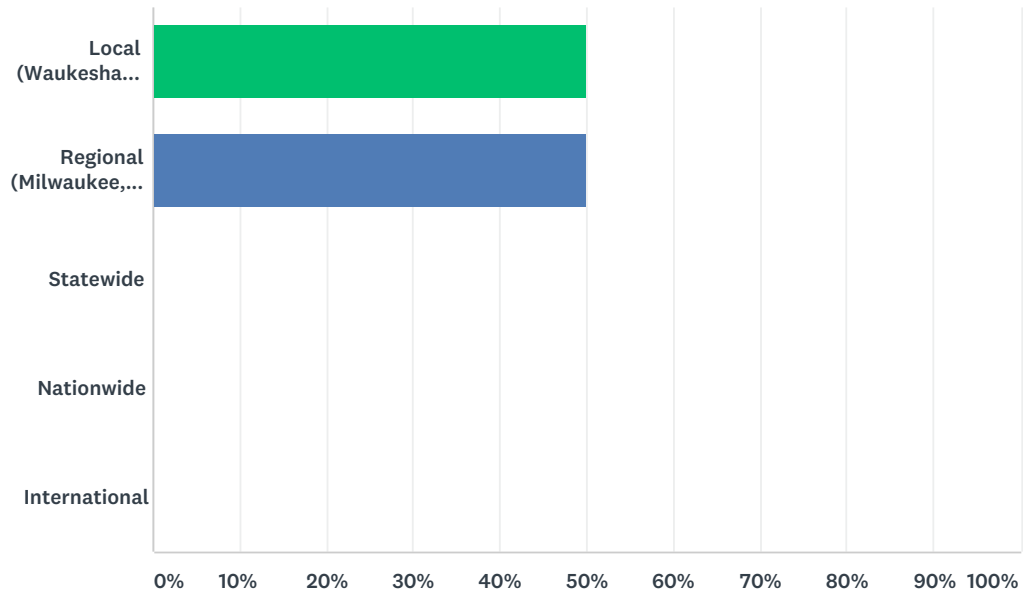
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	75.00%	3
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	25.00%	1
Statewide	0.00%	0
Nationwide	0.00%	0
International	0.00%	0
Total Respondents: 4		

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

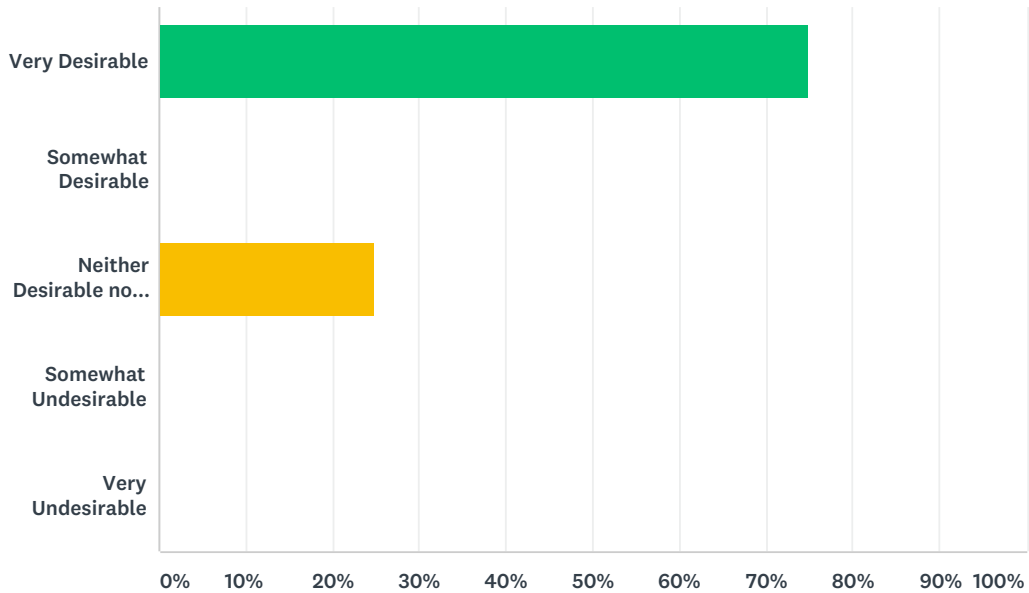
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	50.00%	2
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	50.00%	2
Statewide	0.00%	0
Nationwide	0.00%	0
International	0.00%	0
Total Respondents: 4		

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

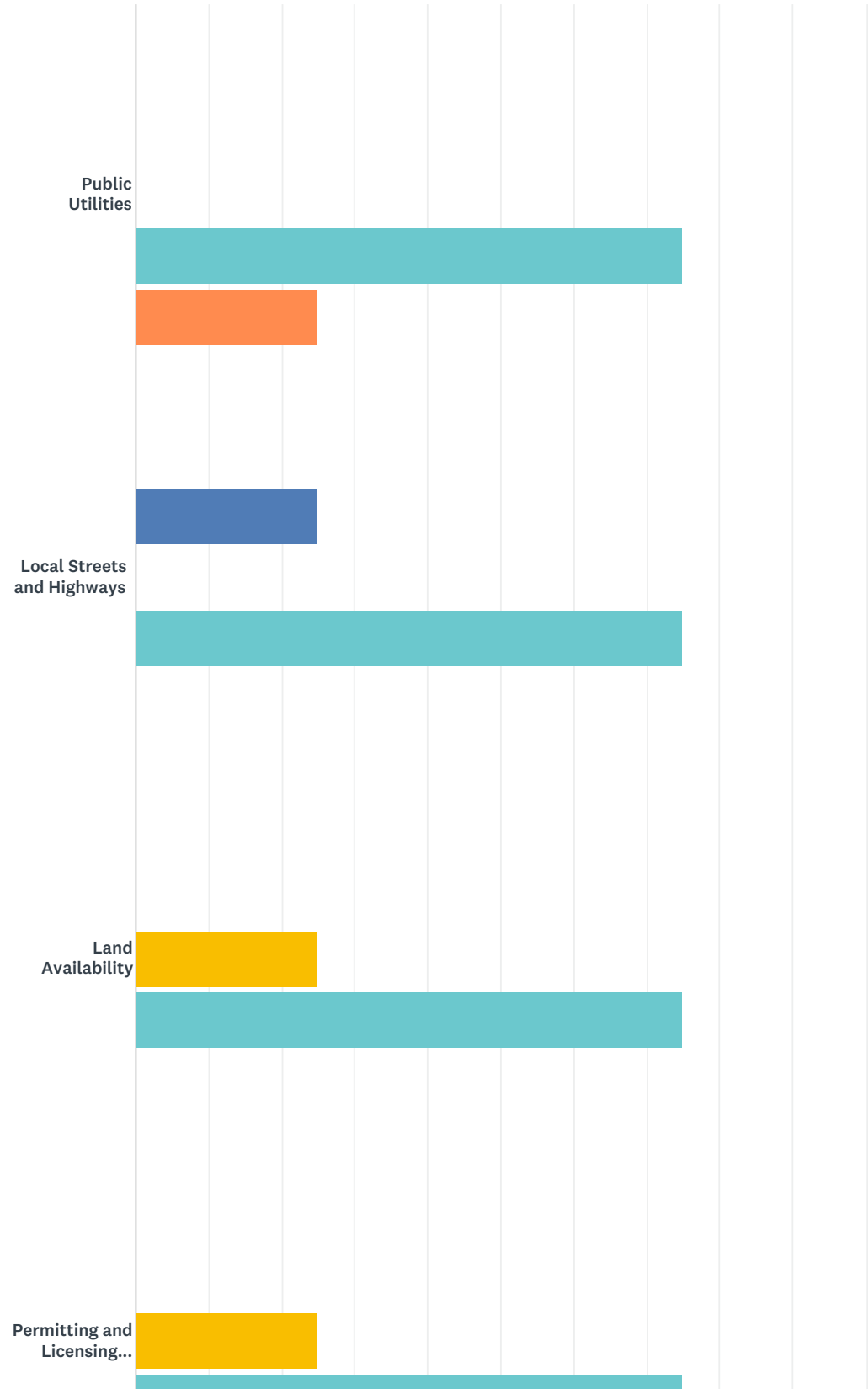
Answered: 4 Skipped: 1



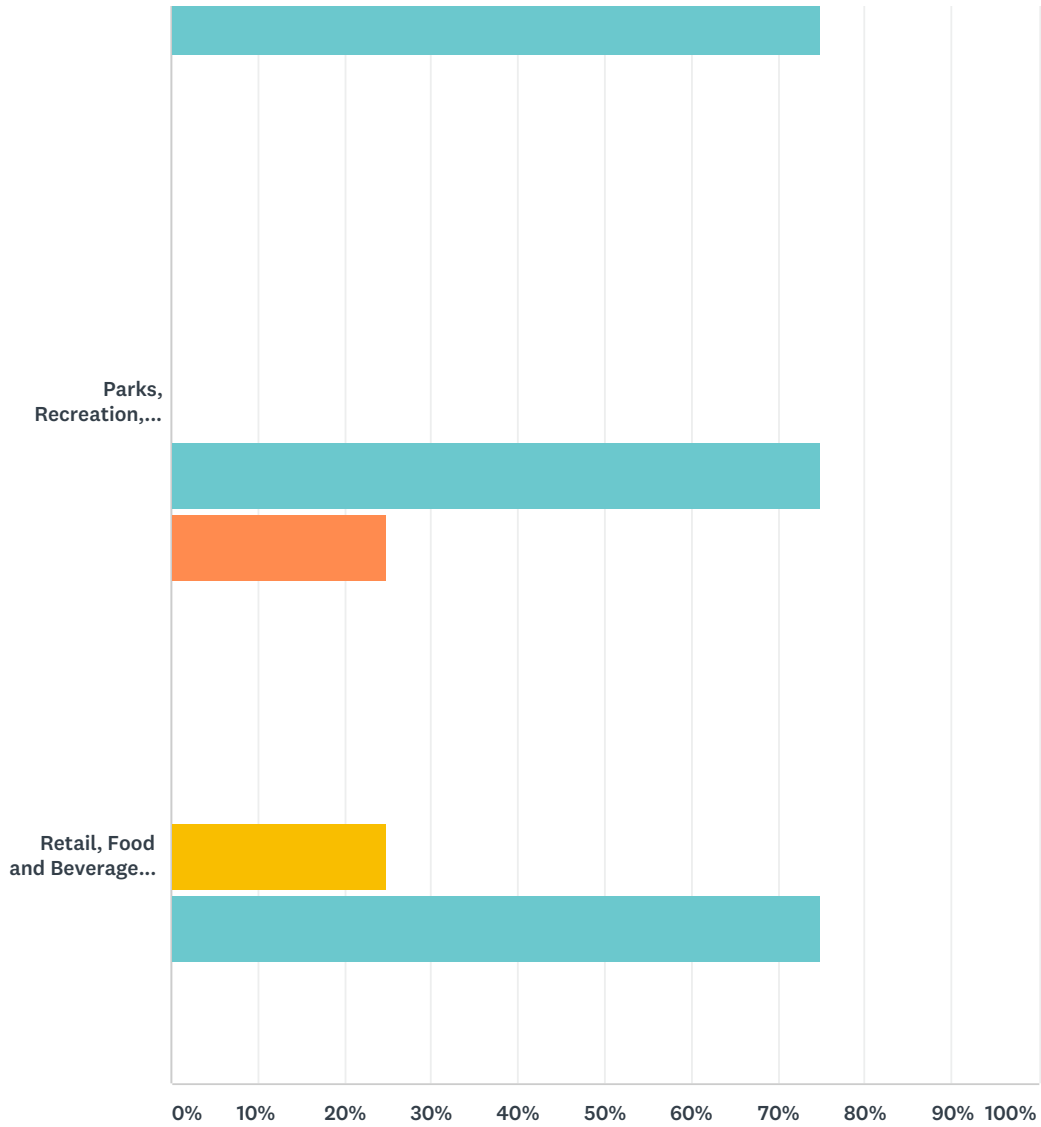
ANSWER CHOICES	RESPONSES	
Very Desirable	75.00%	3
Somewhat Desirable	0.00%	0
Neither Desirable nor Undesirable	25.00%	1
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		4

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

Answered: 4 Skipped: 1



Waukesha County Business Survey 2017

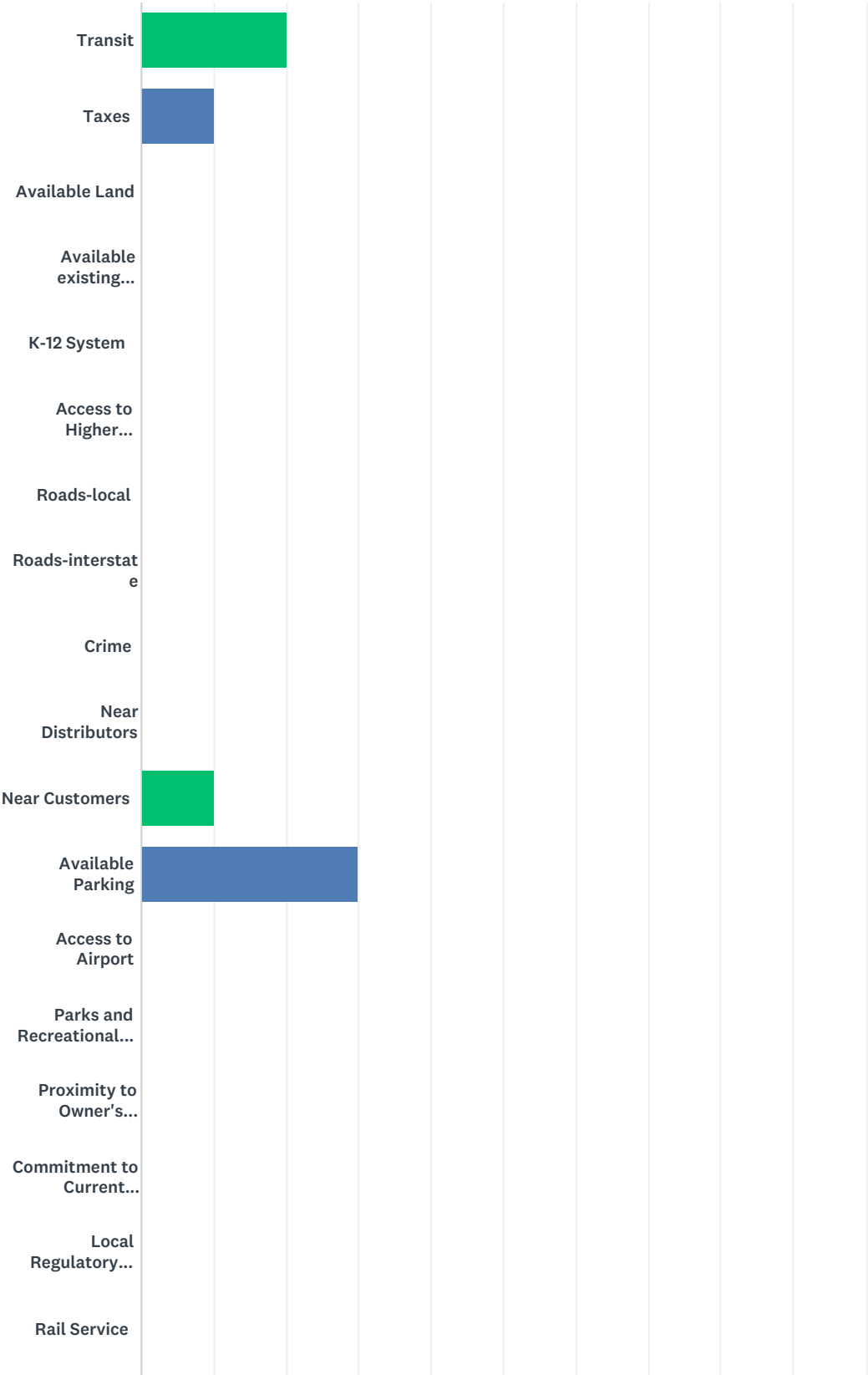


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

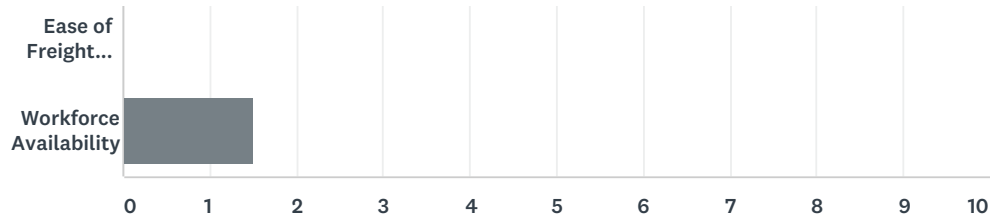
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	0.00% 0	0.00% 0	75.00% 3	25.00% 1	4
Local Streets and Highways	0.00% 0	25.00% 1	0.00% 0	75.00% 3	0.00% 0	4
Land Availability	0.00% 0	0.00% 0	25.00% 1	75.00% 3	0.00% 0	4
Permitting and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

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: 3 Skipped: 2



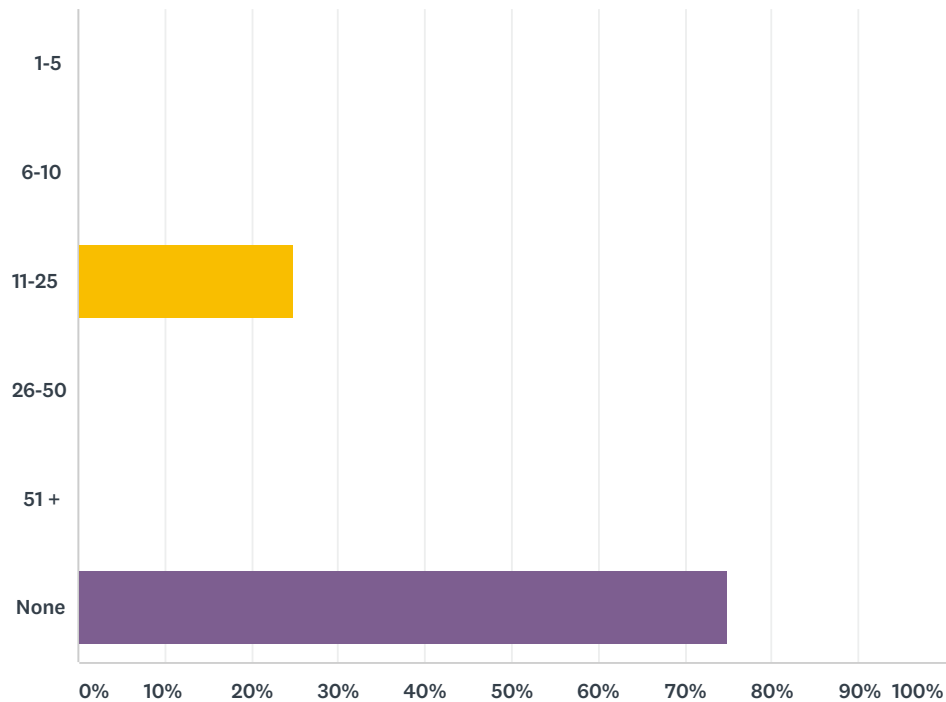
Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	0.00% 0	100.00% 1	0.00% 0	1	2.00
Taxes	100.00% 1	0.00% 0	0.00% 0	1	1.00
Available Land	0.00% 0	0.00% 0	0.00% 0	0	0.00
Available existing building	0.00% 0	0.00% 0	0.00% 0	0	0.00
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	100.00% 1	0.00% 0	0.00% 0	1	1.00
Available Parking	0.00% 0	0.00% 0	100.00% 2	2	3.00
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	0.00% 0	0.00% 0	0.00% 0	0	0.00
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	0.00% 0	0.00% 0	0	0.00
Workforce Availability	50.00% 1	50.00% 1	0.00% 0	2	1.50

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

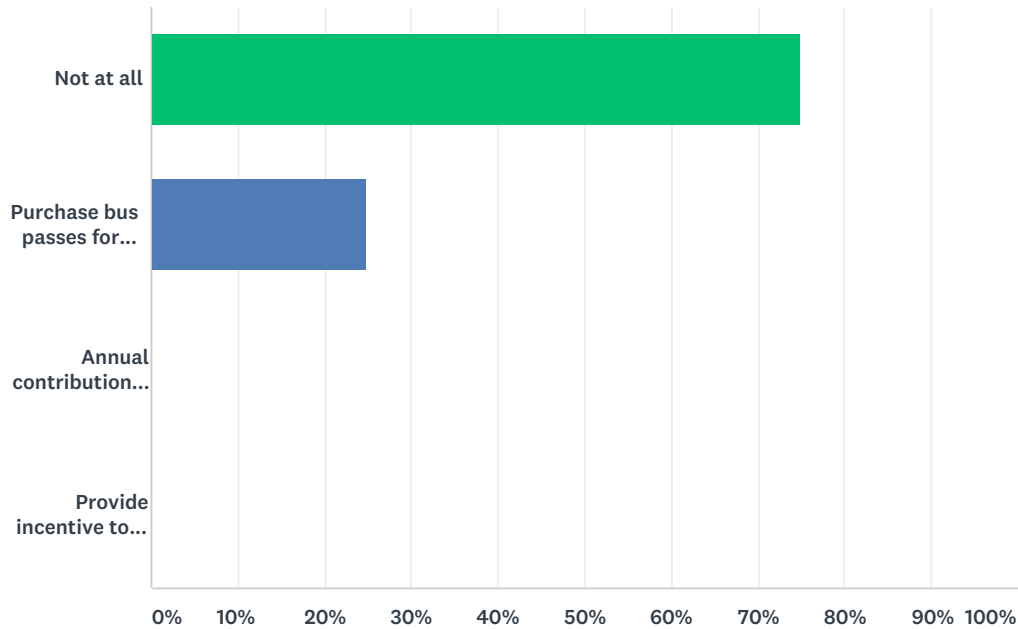
Answered: 4 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-5	0.00%	0
6-10	0.00%	0
11-25	25.00%	1
26-50	0.00%	0
51 +	0.00%	0
None	75.00%	3
TOTAL		4

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

Answered: 4 Skipped: 1

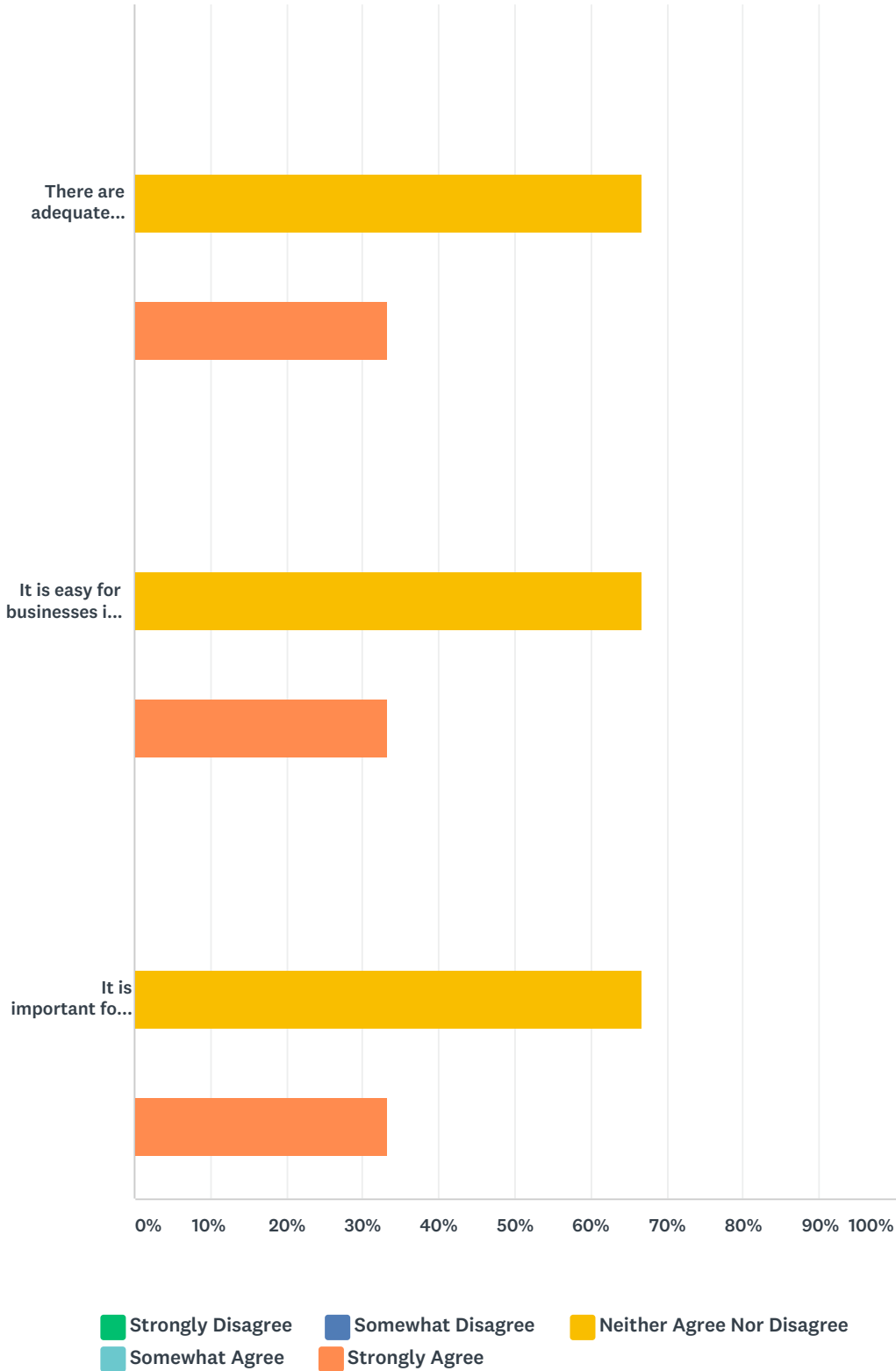


ANSWER CHOICES		RESPONSES	
Not at all		75.00%	3
Purchase bus passes for employees		25.00%	1
Annual contribution for operating costs		0.00%	0
Provide incentive to employees who do not drive		0.00%	0
TOTAL			4

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

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

Answered: 3 Skipped: 2

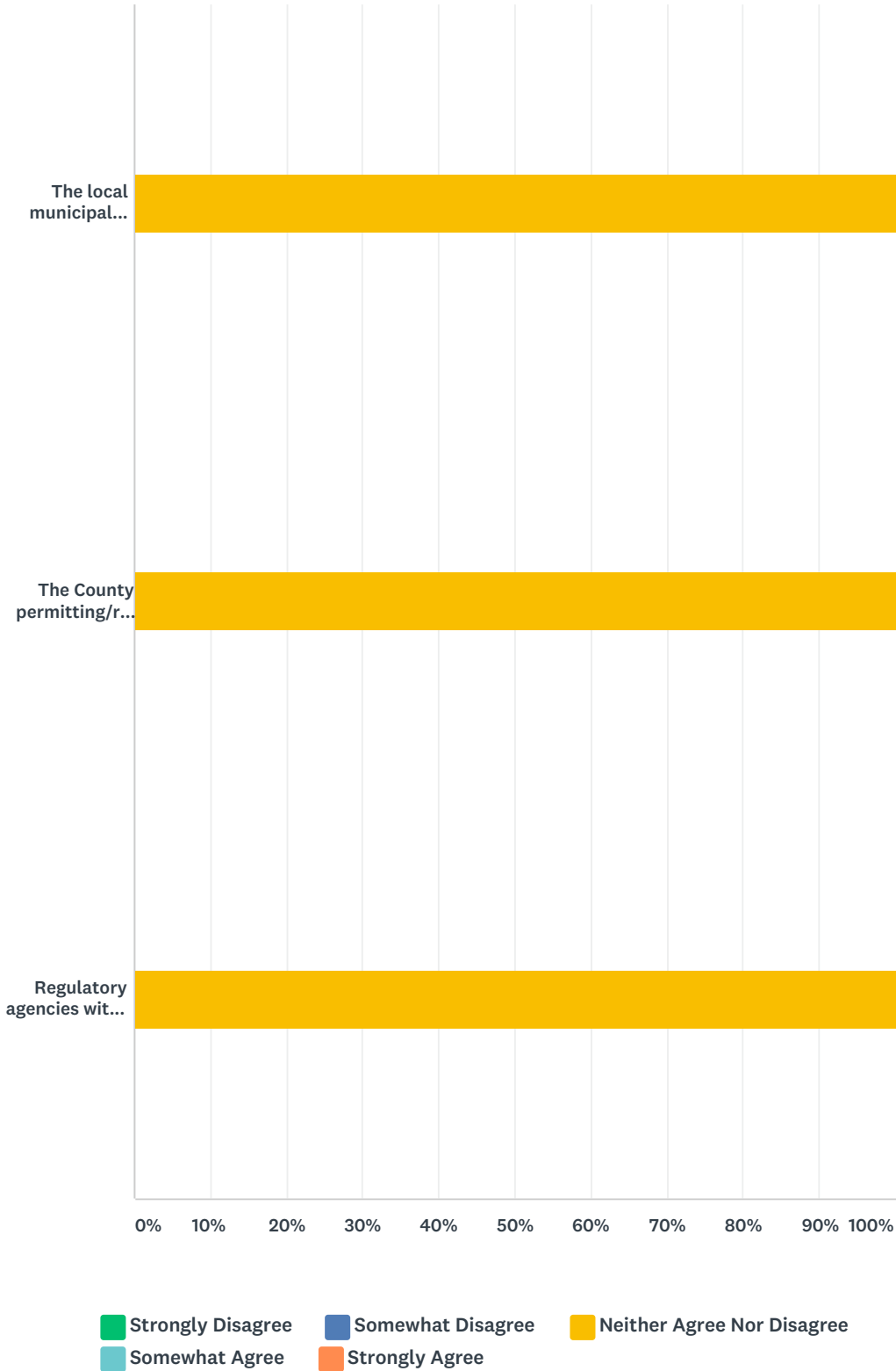


Waukesha County Business Survey 2017

	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	66.67% 2	0.00% 0	33.33% 1	3
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3
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	66.67% 2	0.00% 0	33.33% 1	3

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

Answered: 3 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	0.00% 0	100.00% 3	0.00% 0	0.00% 0	3
The County permitting/review staff are helpful and cooperative.	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	3
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	3

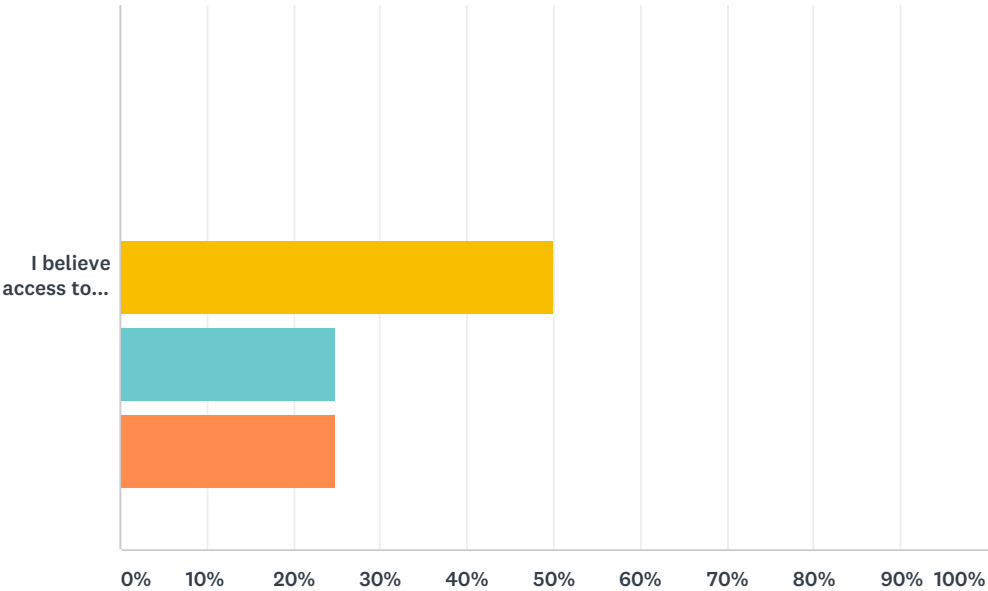
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 0 Skipped: 5

#	RESPONSES	DATE
	There are no responses.	

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

Answered: 4 Skipped: 1



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.	0.00% 0	0.00% 0	50.00% 2	25.00% 1	25.00% 1	4

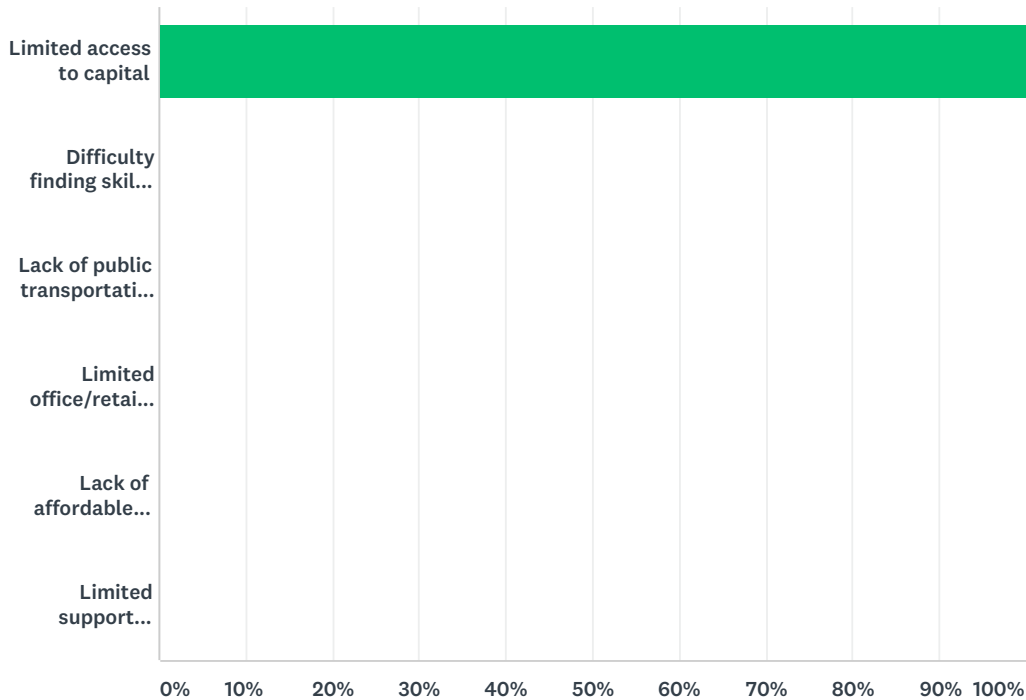
Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 4 Skipped: 1

#	RESPONSES	DATE
1	1946	8/15/2017 3:40 PM
2	2013	8/15/2017 12:09 PM
3	1975	8/8/2017 12:20 PM
4	1999	8/8/2017 8:36 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: 1 Skipped: 4



ANSWER CHOICES	RESPONSES	
Limited access to capital	100.00%	1
Difficulty finding skilled workforce	0.00%	0
Lack of public transportation options	0.00%	0
Limited office/retail space options	0.00%	0
Lack of affordable housing	0.00%	0
Limited support resources (incubators, mentors, counseling, etc.)	0.00%	0
Total Respondents: 1		

#	OTHER (PLEASE SPECIFY)	DATE
1	Customers	8/15/2017 12:09 PM
2	I dont know	8/8/2017 12:21 PM

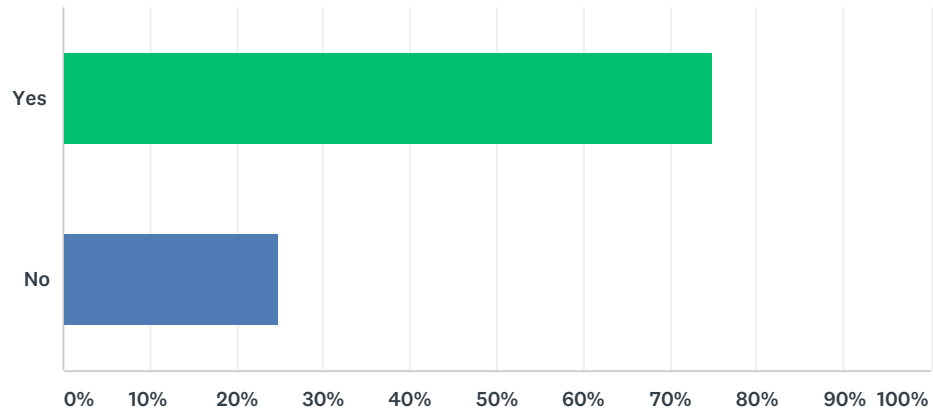
Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 3 Skipped: 2

#	RESPONSES	DATE
1	I'm not planning on expanding	8/15/2017 12:10 PM
2	Networking and Marketing	8/8/2017 12:21 PM
3	NA	8/8/2017 8:36 AM

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

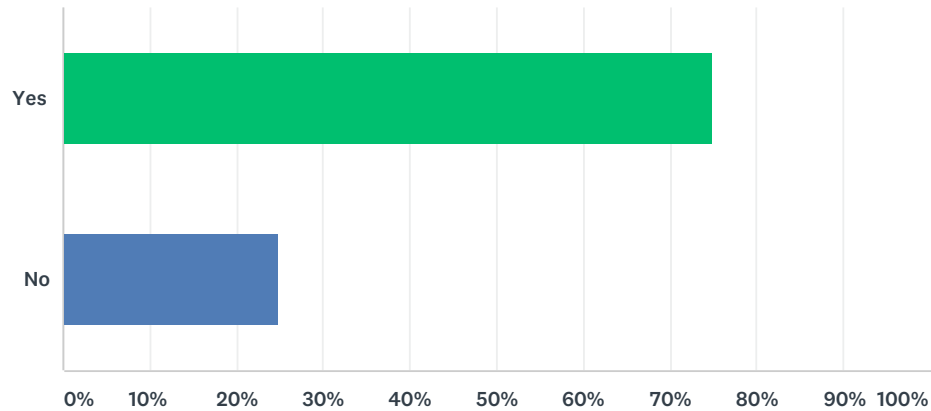
Answered: 4 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		75.00%	3
No		25.00%	1
TOTAL			4

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

Answered: 4 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		75.00%	3
No		25.00%	1
TOTAL			4