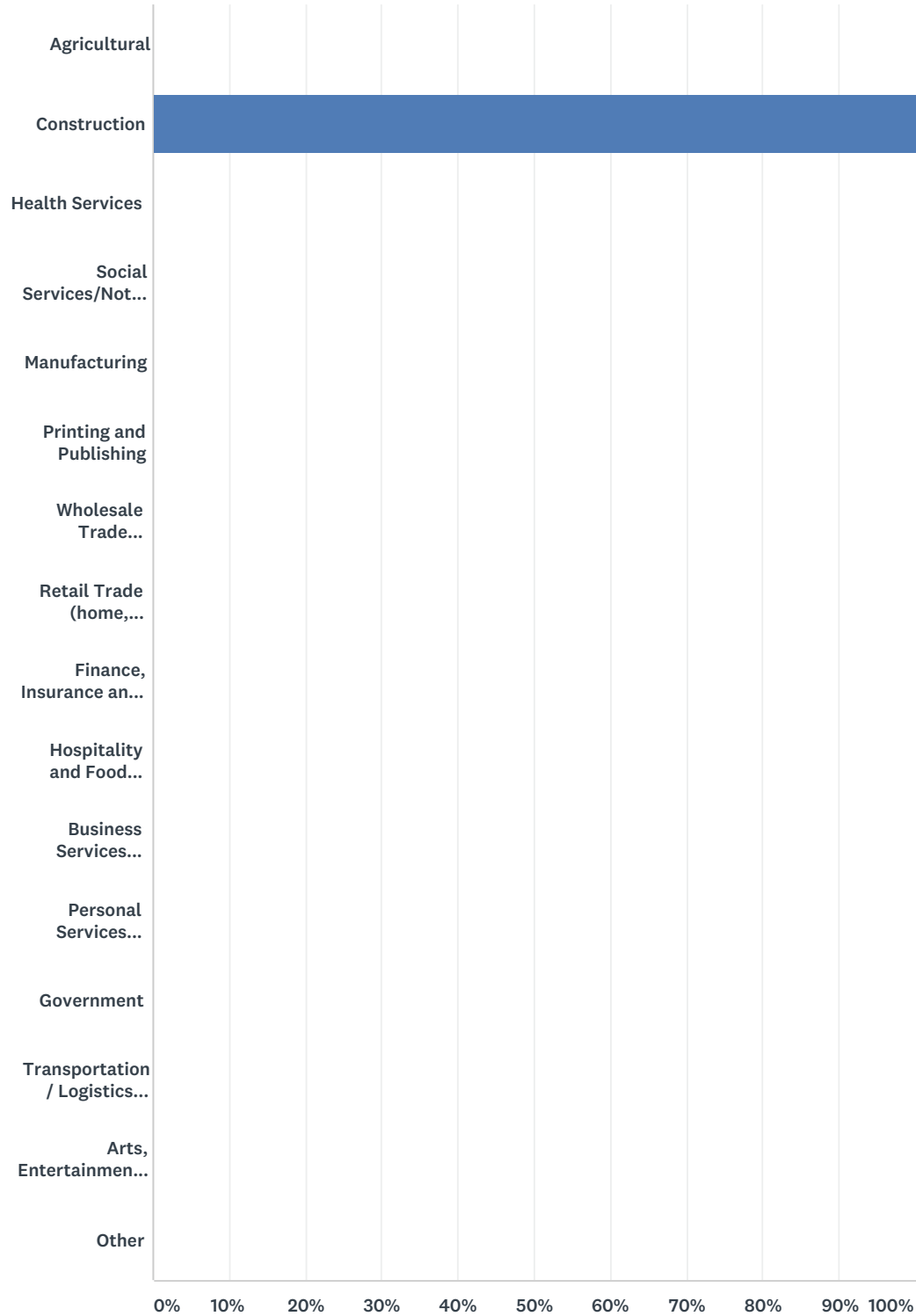


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 8 Skipped: 0



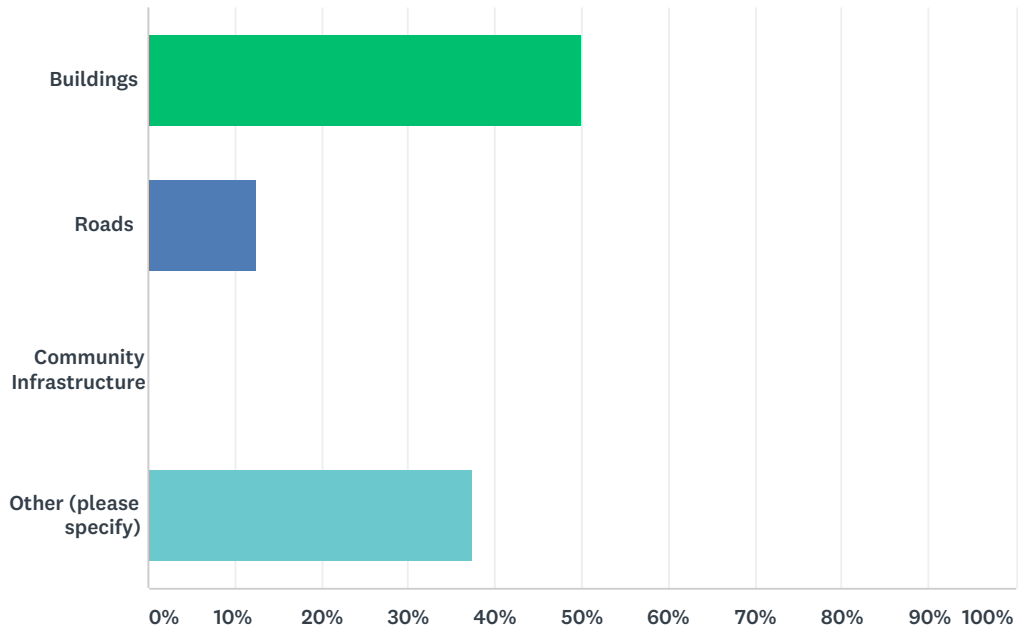
ANSWER CHOICES	RESPONSES
----------------	-----------

# Waukesha County Business Survey 2017

Agricultural	0.00%	0
Construction	100.00%	8
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)	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		8

## Q3 Construction

Answered: 8   Skipped: 0

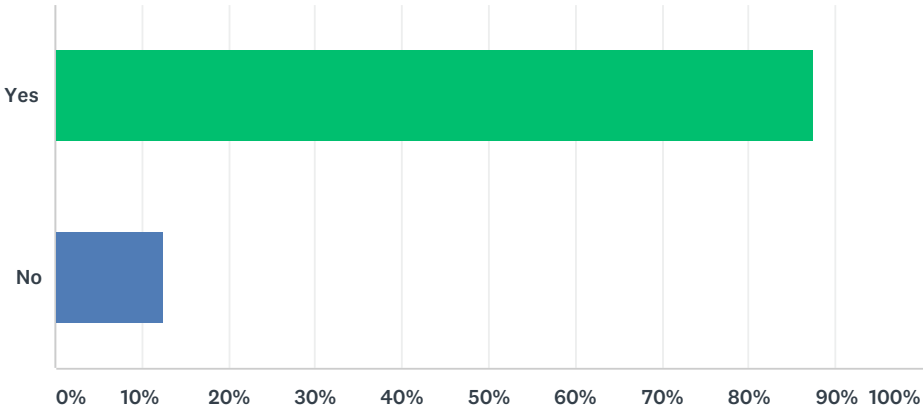


ANSWER CHOICES	RESPONSES
Buildings	50.00% 4
Roads	12.50% 1
Community Infrastructure	0.00% 0
Other (please specify)	37.50% 3
TOTAL	8

#	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

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

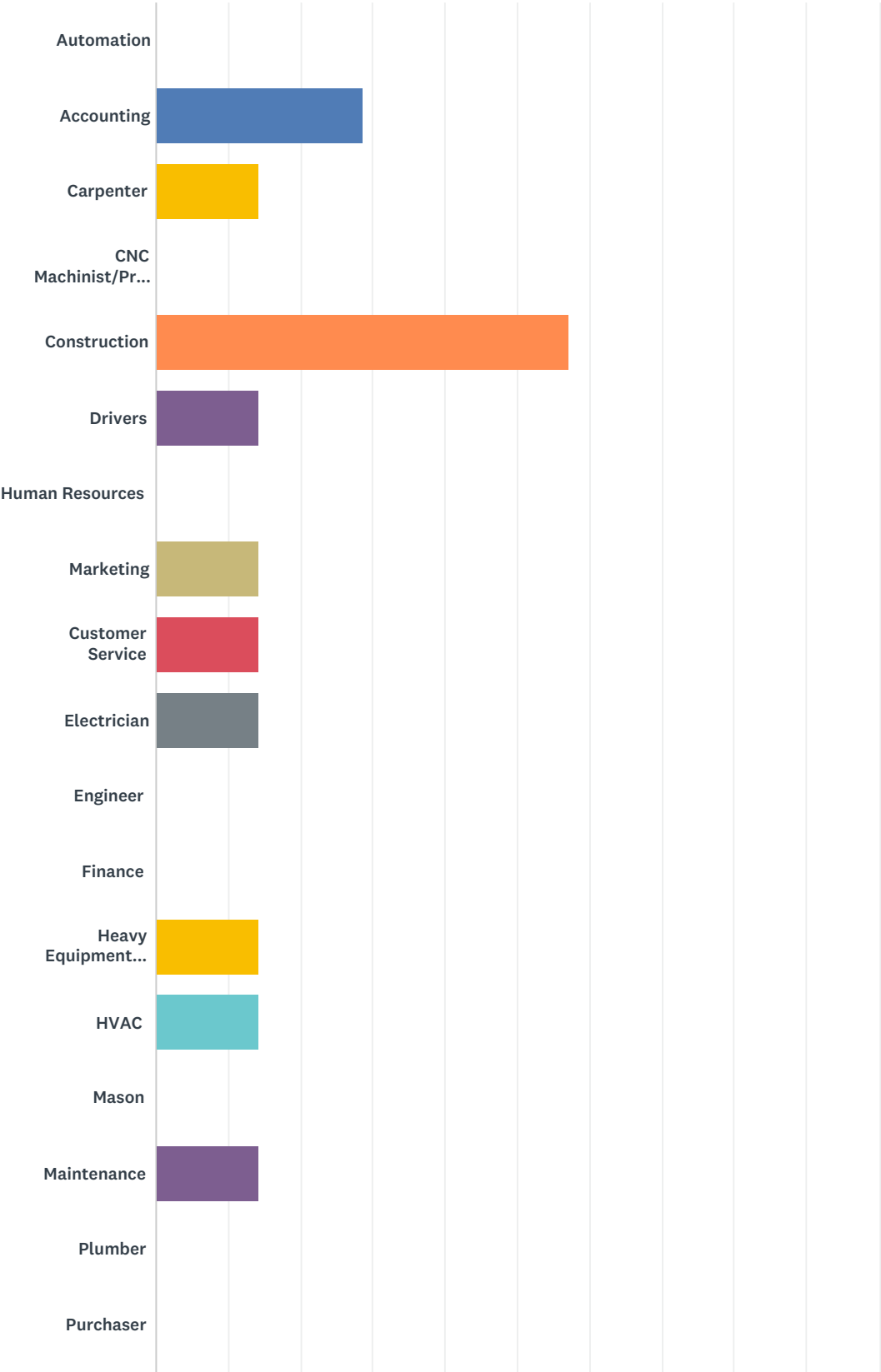
Answered: 8 Skipped: 0



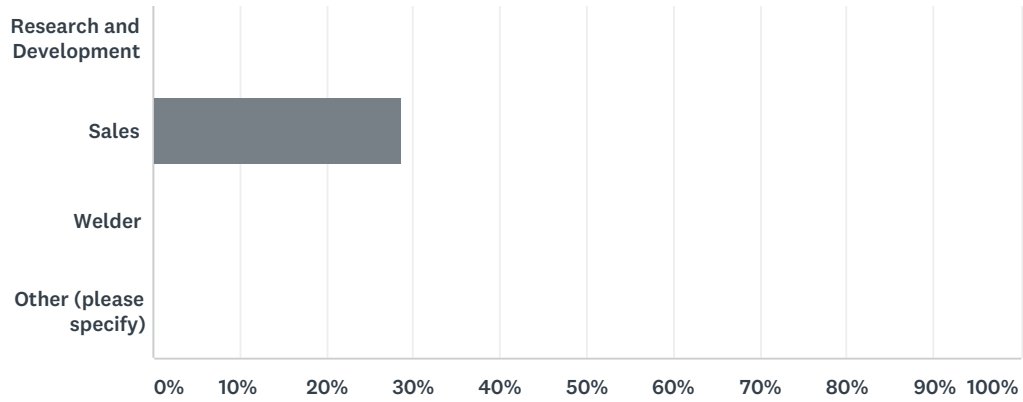
ANSWER CHOICES	RESPONSES	
Yes	87.50%	7
No	12.50%	1
TOTAL		8

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

Answered: 7   Skipped: 1



# Waukesha County Business Survey 2017

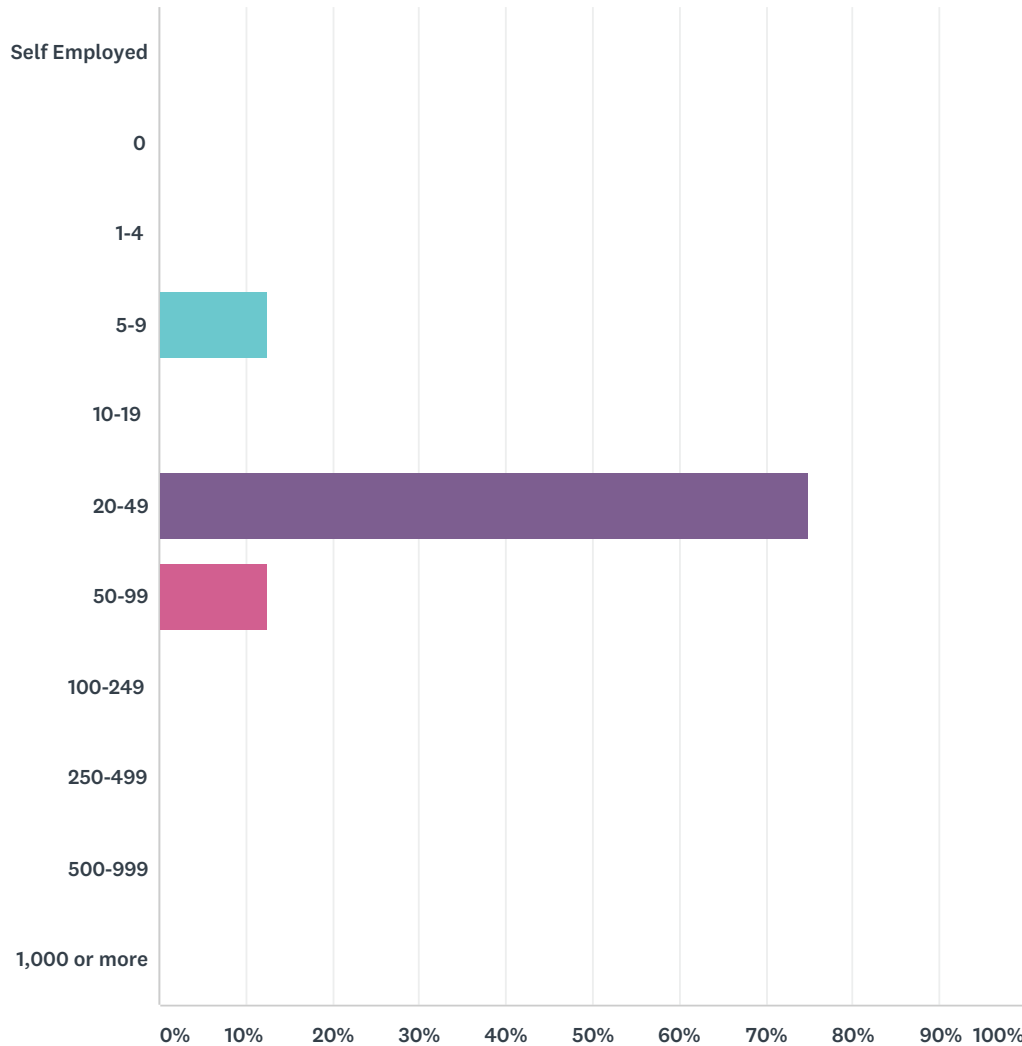


ANSWER CHOICES	RESPONSES	
Automation	0.00%	0
Accounting	28.57%	2
Carpenter	14.29%	1
CNC Machinist/Programmer	0.00%	0
Construction	57.14%	4
Drivers	14.29%	1
Human Resources	0.00%	0
Marketing	14.29%	1
Customer Service	14.29%	1
Electrician	14.29%	1
Engineer	0.00%	0
Finance	0.00%	0
Heavy Equipment Operator	14.29%	1
HVAC	14.29%	1
Mason	0.00%	0
Maintenance	14.29%	1
Plumber	0.00%	0
Purchaser	0.00%	0
Research and Development	0.00%	0
Sales	28.57%	2
Welder	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 7		

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

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

Answered: 8 Skipped: 0



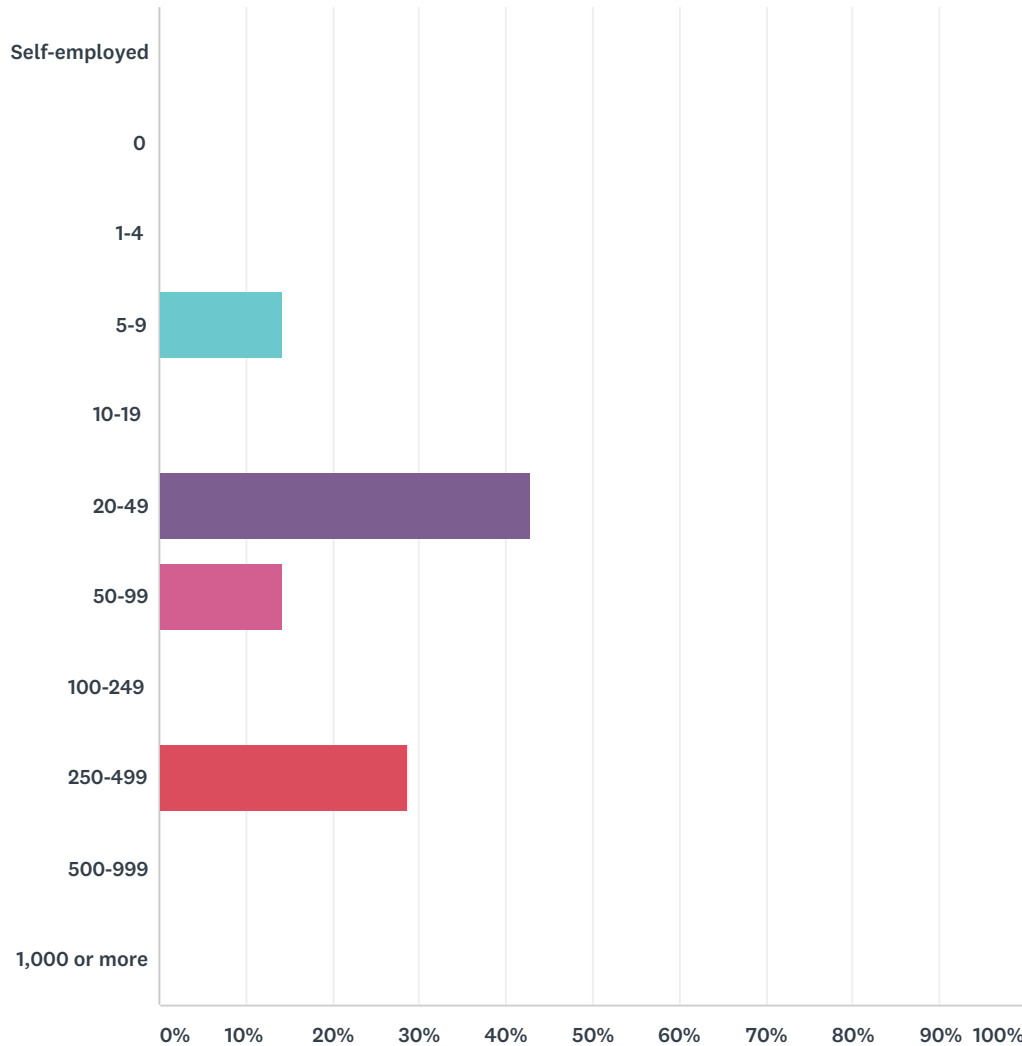
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	12.50%	1
10-19	0.00%	0
20-49	75.00%	6
50-99	12.50%	1
100-249	0.00%	0
250-499	0.00%	0

## Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		8

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

Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	14.29%	1
10-19	0.00%	0
20-49	42.86%	3
50-99	14.29%	1
100-249	0.00%	0
250-499	28.57%	2

## 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: 8    Skipped: 0



Waukesha County Business Survey 2017



# Waukesha County Business Survey 2017

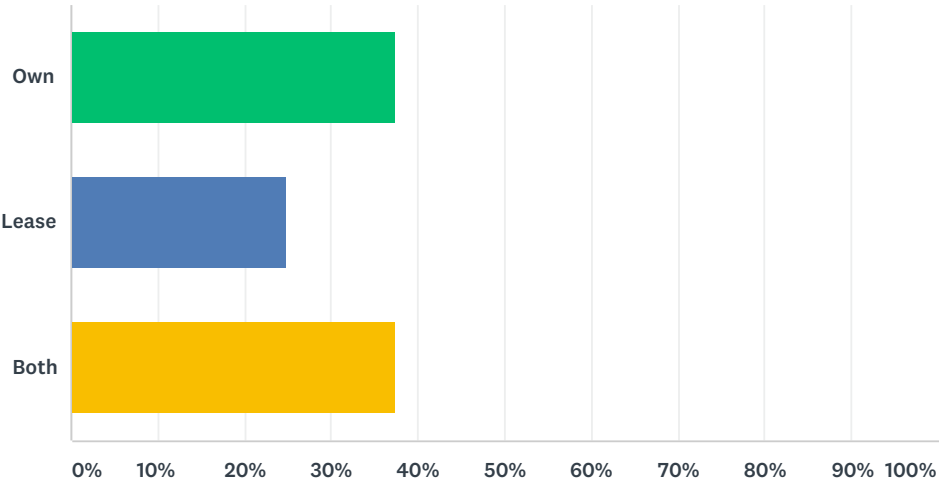
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	12.50%	1
Brookfield - Town	0.00%	0
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	12.50%	1
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	0.00%	0
Lannon	25.00%	2
Lisbon	0.00%	0
Menomonee Falls	0.00%	0
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	0.00%	0
North Prairie	12.50%	1
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	25.00%	2
Waukesha – Town	12.50%	1
Outside Waukesha County	25.00%	2
Total Respondents: 8		

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

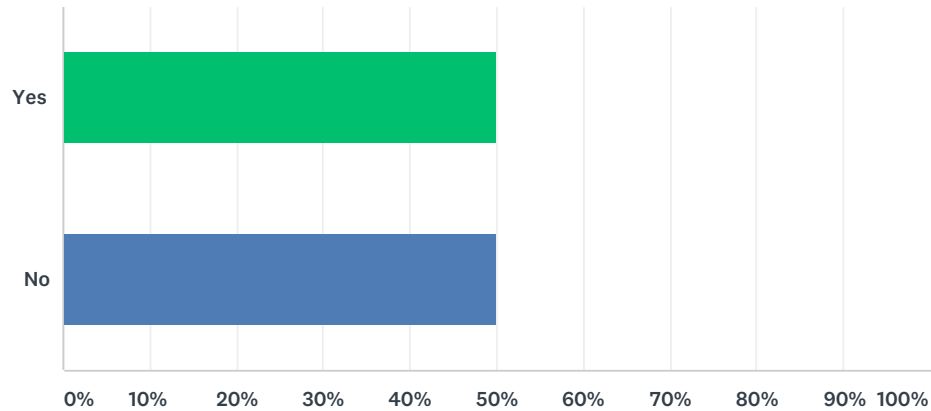
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Own	37.50%	3
Lease	25.00%	2
Both	37.50%	3
TOTAL		8

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

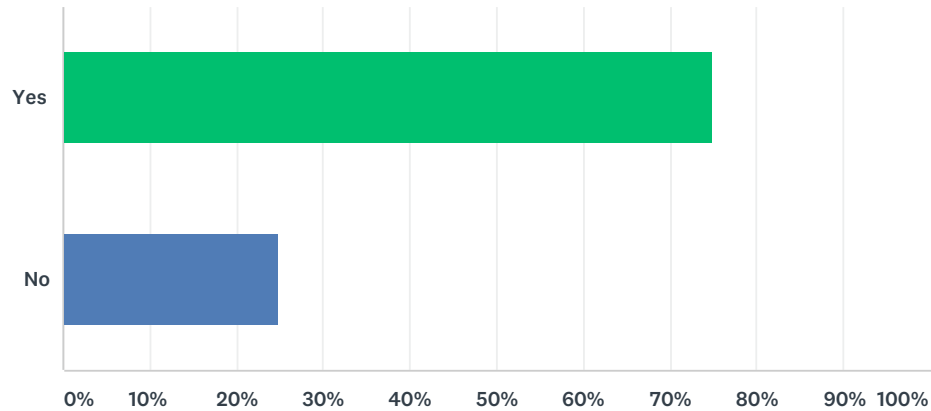
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.00%	4
No	50.00%	4
TOTAL		8

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

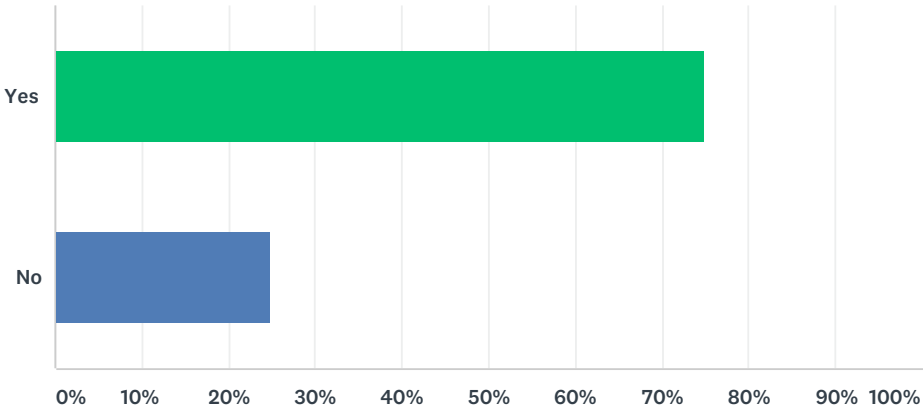
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	75.00%	6
No	25.00%	2
TOTAL		8

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

Answered: 8    Skipped: 0

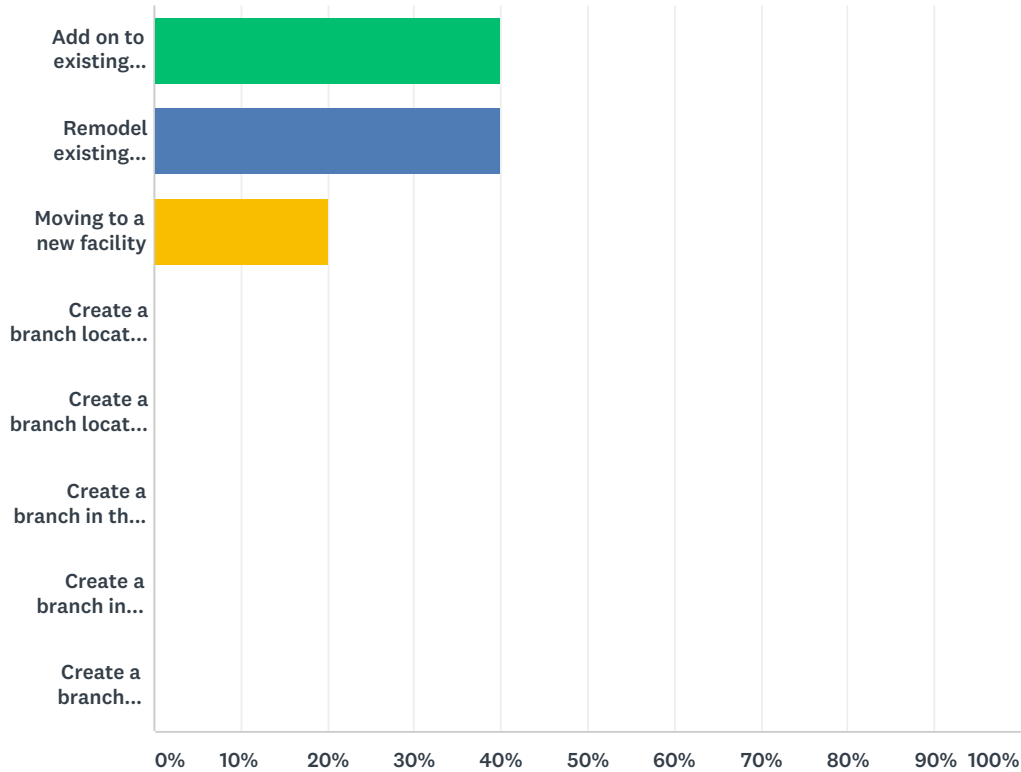


ANSWER CHOICES		RESPONSES	
Yes		75.00%	6
No		25.00%	2
TOTAL			8

#	PLEASE DESCRIBE	DATE
1	cannot due to labor shortage!	8/15/2017 12:07 PM

## Q43 Which best describes your business expansion plans?

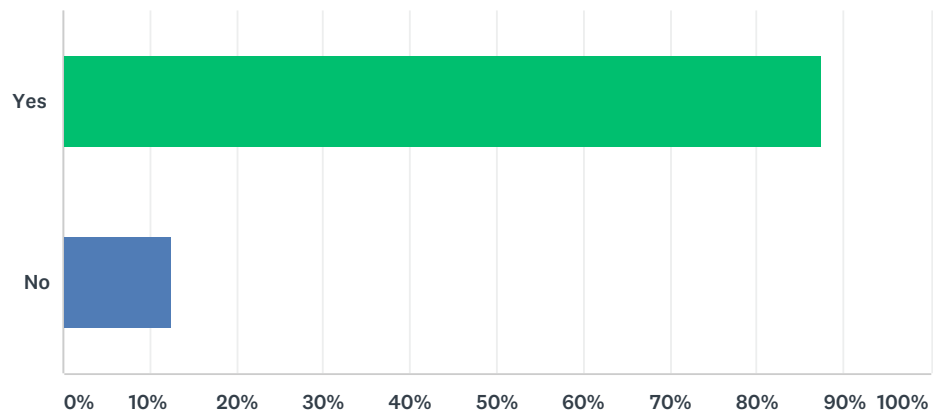
Answered: 5   Skipped: 3



ANSWER CHOICES	RESPONSES	
Add on to existing facility	40.00%	2
Remodel existing facility	40.00%	2
Moving to a new facility	20.00%	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
<b>TOTAL</b>		<b>5</b>

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

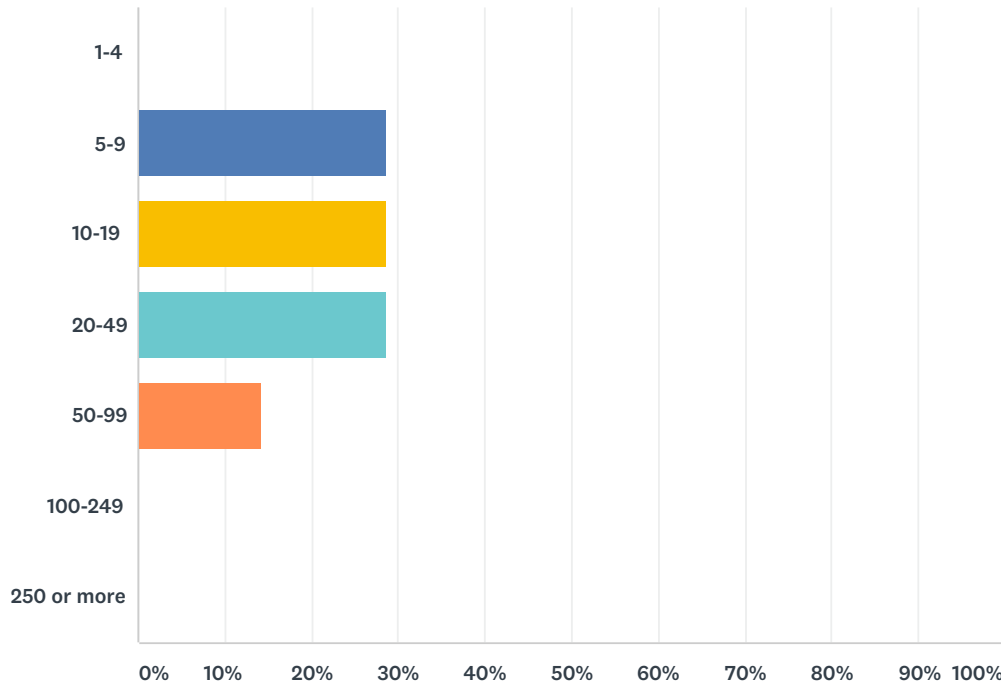
Answered: 8    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		87.50%	7
No		12.50%	1
TOTAL			8

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

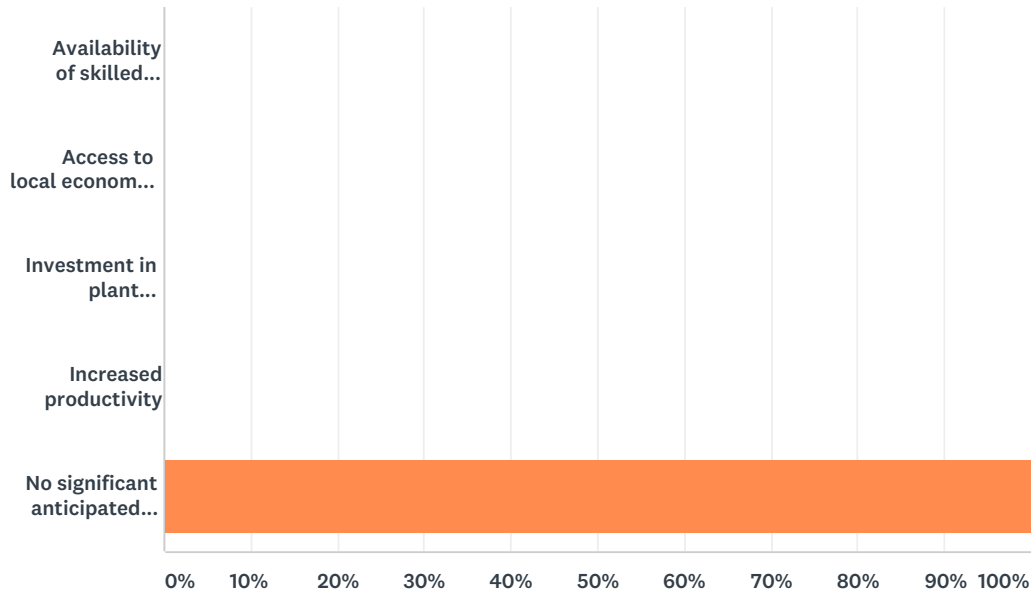
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-4	0.00%	0
5-9	28.57%	2
10-19	28.57%	2
20-49	28.57%	2
50-99	14.29%	1
100-249	0.00%	0
250 or more	0.00%	0
<b>TOTAL</b>		<b>7</b>

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

Answered: 1 Skipped: 7

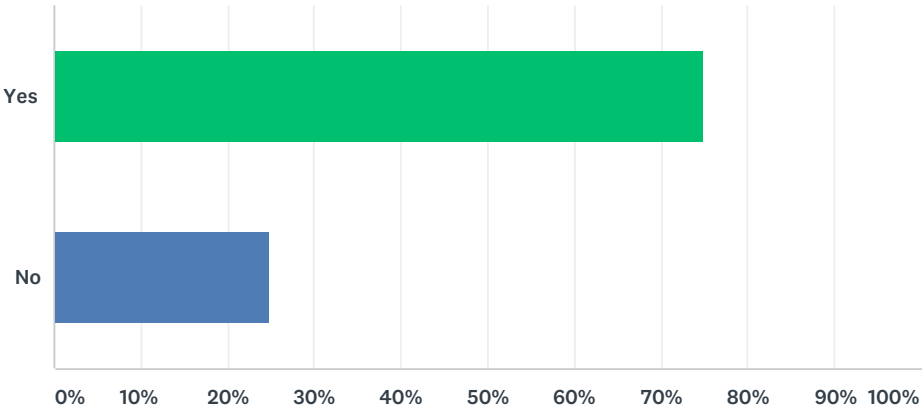


ANSWER CHOICES	RESPONSES	
Availability of skilled workers	0.00%	0
Access to local economic development grants, loans, and/or assistance	0.00%	0
Investment in plant efficiency and / or automation	0.00%	0
Increased productivity	0.00%	0
No significant anticipated growth in business	100.00%	1
<b>TOTAL</b>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

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

Q47 17. Is staff recruitment impacting your business?

Answered: 8 Skipped: 0

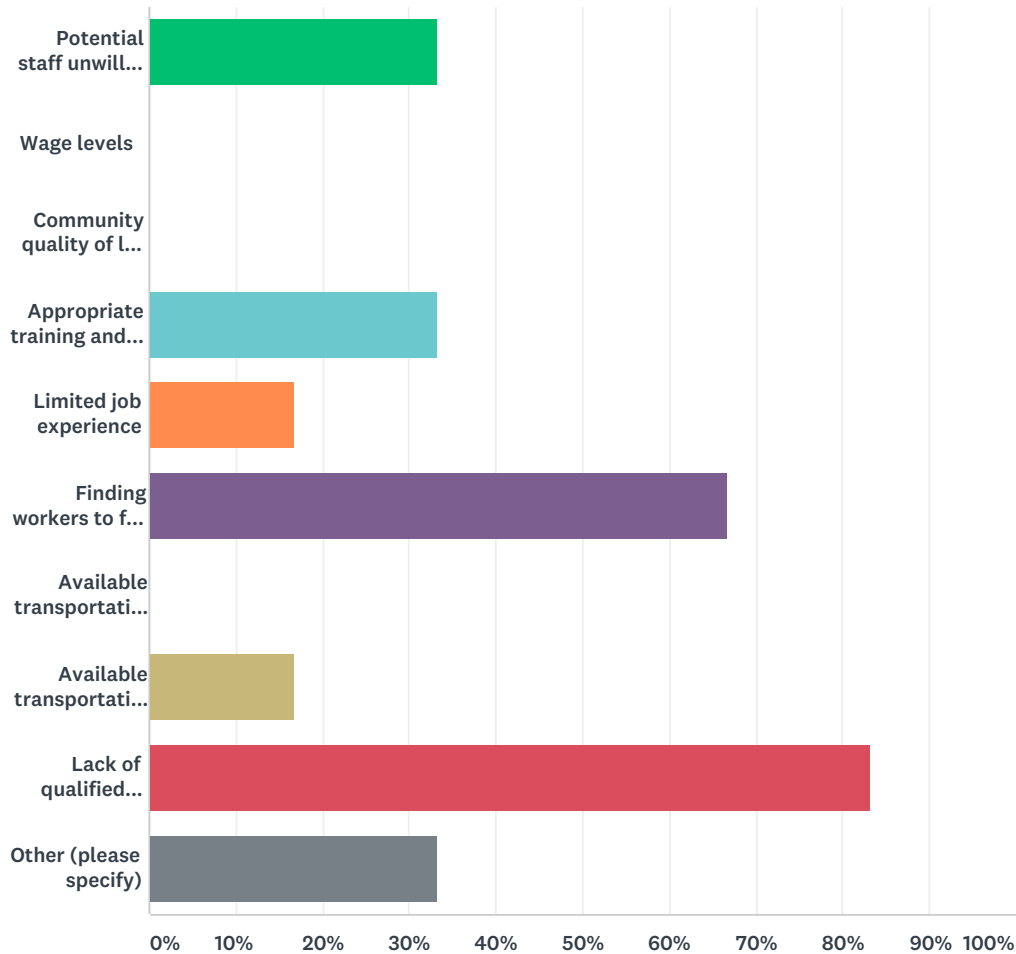


ANSWER CHOICES		RESPONSES	
Yes		75.00%	6
No		25.00%	2
TOTAL			8

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

Select All that Apply →

Answered: 6 Skipped: 2



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	33.33%	2
Wage levels	0.00%	0
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	33.33%	2
Limited job experience	16.67%	1
Finding workers to fit the business culture	66.67%	4
Available transportation to work	0.00%	0
Available transportation to work	16.67%	1
Lack of qualified applicants	83.33%	5
Other (please specify)	33.33%	2

## Waukesha County Business Survey 2017

Total Respondents: 6

#	OTHER (PLEASE SPECIFY)	DATE
1	willingness to travel	8/15/2017 12:08 PM
2	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

## 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: 6 Skipped: 2

ANSWER CHOICES	RESPONSES	
1	100.00%	6
2	100.00%	6
3	66.67%	4

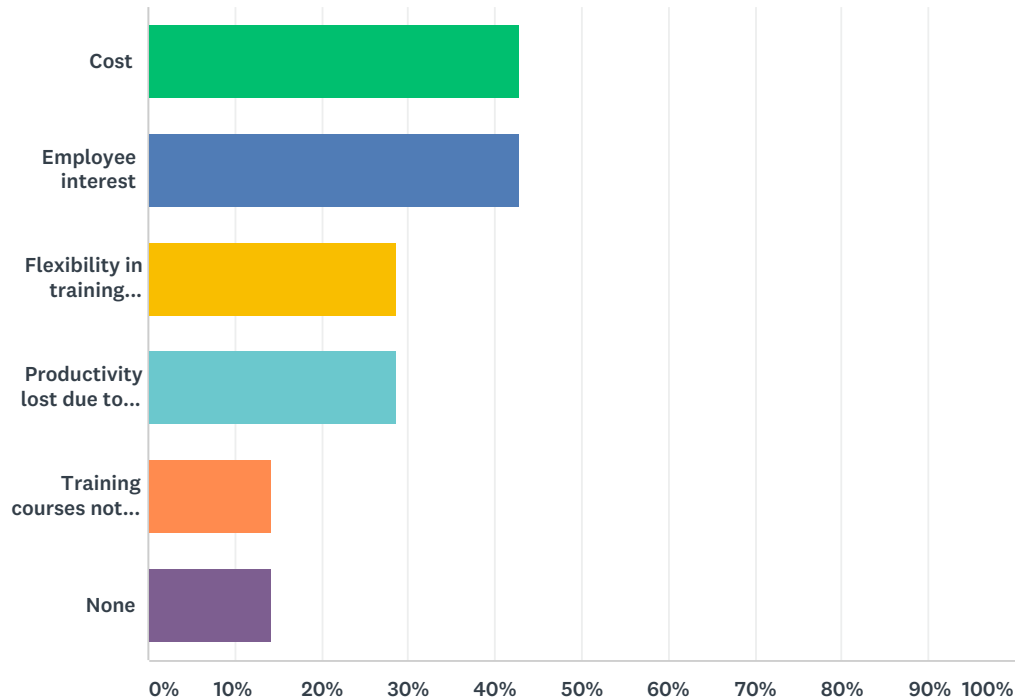
#	1	DATE
1	R & D of equipment for meeting regulations	8/15/2017 12:09 PM
2	Hardscape construction	8/12/2017 10:46 AM
3	Willing and able to perform physical work	8/9/2017 11:50 AM
4	CDL drivers	8/8/2017 3:34 PM
5	how to use a tablet for invoicing	8/8/2017 11:39 AM
6	BIM Integration into project planning	8/8/2017 8:31 AM

#	2	DATE
1	more technology for field support	8/15/2017 12:09 PM
2	How to operate landscape construction equipment	8/12/2017 10:46 AM
3	Math skills	8/9/2017 11:50 AM
4	working with the the mind set of the millennials	8/8/2017 3:34 PM
5	how to gps dispatch	8/8/2017 11:39 AM
6	Carpenters	8/8/2017 8:31 AM

#	3	DATE
1	Use of measuring devices	8/12/2017 10:46 AM
2	IT	8/8/2017 3:34 PM
3	in home selling	8/8/2017 11:39 AM
4	Robotics	8/8/2017 8:31 AM

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

Answered: 7 Skipped: 1

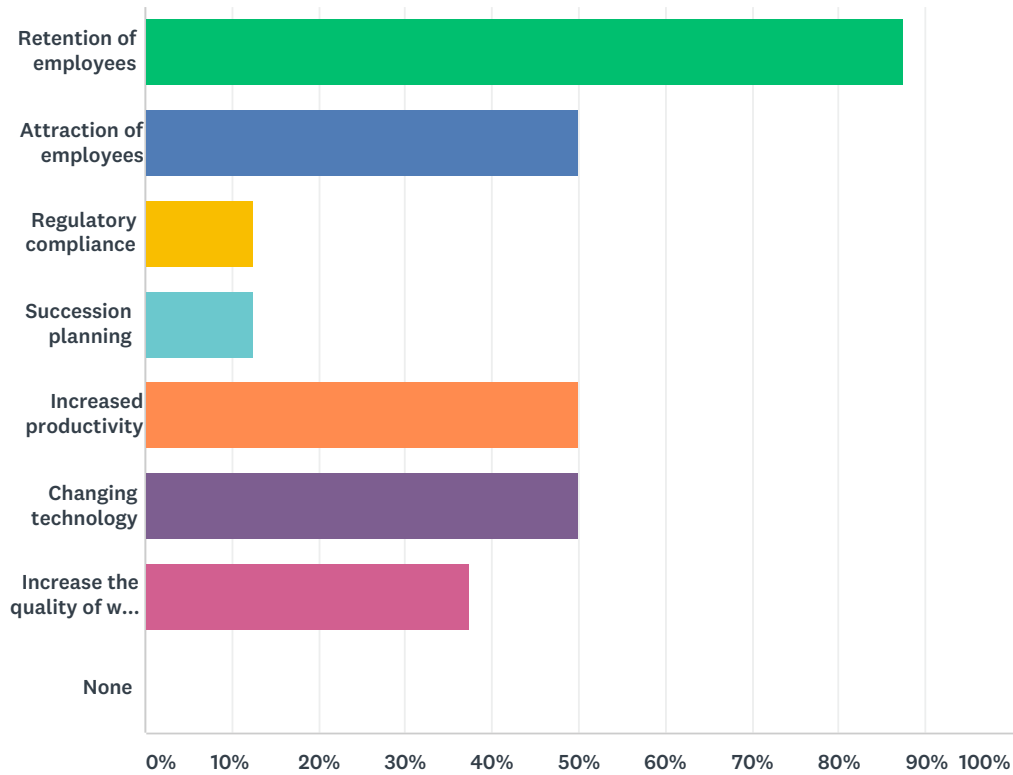


ANSWER CHOICES		RESPONSES	
Cost		42.86%	3
Employee interest		42.86%	3
Flexibility in training delivery (e.g., time and location)		28.57%	2
Productivity lost due to time off the job		28.57%	2
Training courses not available for my business needs		14.29%	1
None		14.29%	1
Total Respondents: 7			

#	OTHER (PLEASE SPECIFY)	DATE
1	We need the employee to have the skills b4 hiring.	8/8/2017 3:35 PM

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

Answered: 8 Skipped: 0

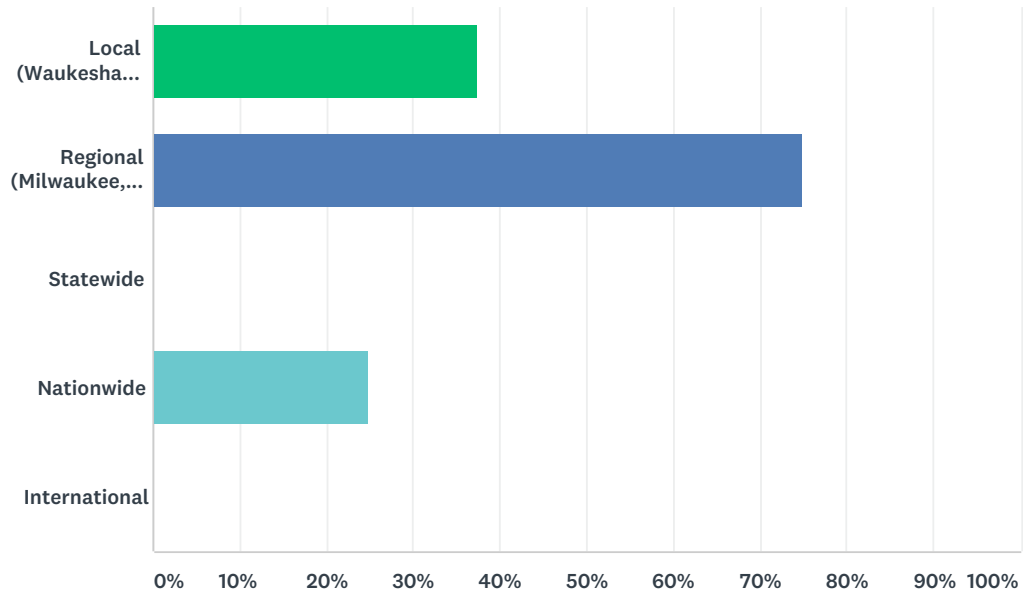


ANSWER CHOICES	RESPONSES	
Retention of employees	87.50%	7
Attraction of employees	50.00%	4
Regulatory compliance	12.50%	1
Succession planning	12.50%	1
Increased productivity	50.00%	4
Changing technology	50.00%	4
Increase the quality of work product	37.50%	3
None	0.00%	0
Total Respondents: 8		

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

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

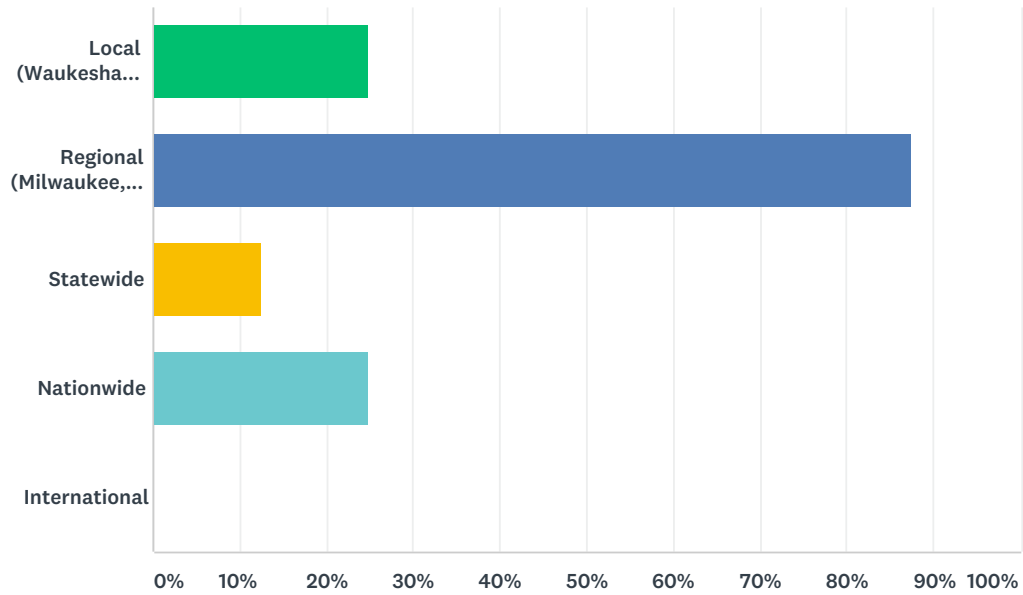
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	37.50%	3
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	75.00%	6
Statewide	0.00%	0
Nationwide	25.00%	2
International	0.00%	0
Total Respondents: 8		

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

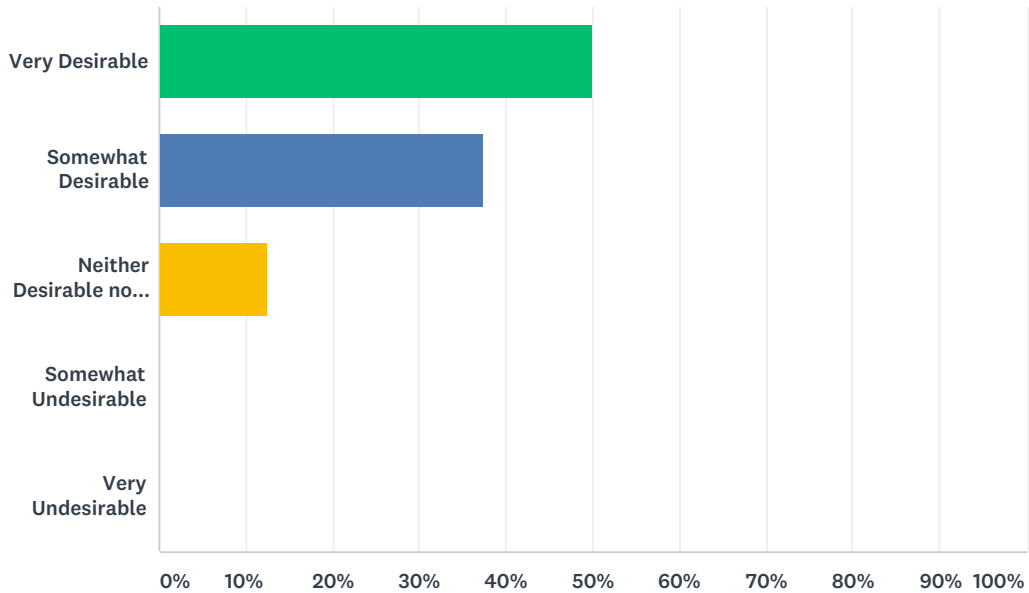
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	25.00%	2
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	87.50%	7
Statewide	12.50%	1
Nationwide	25.00%	2
International	0.00%	0
Total Respondents: 8		

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

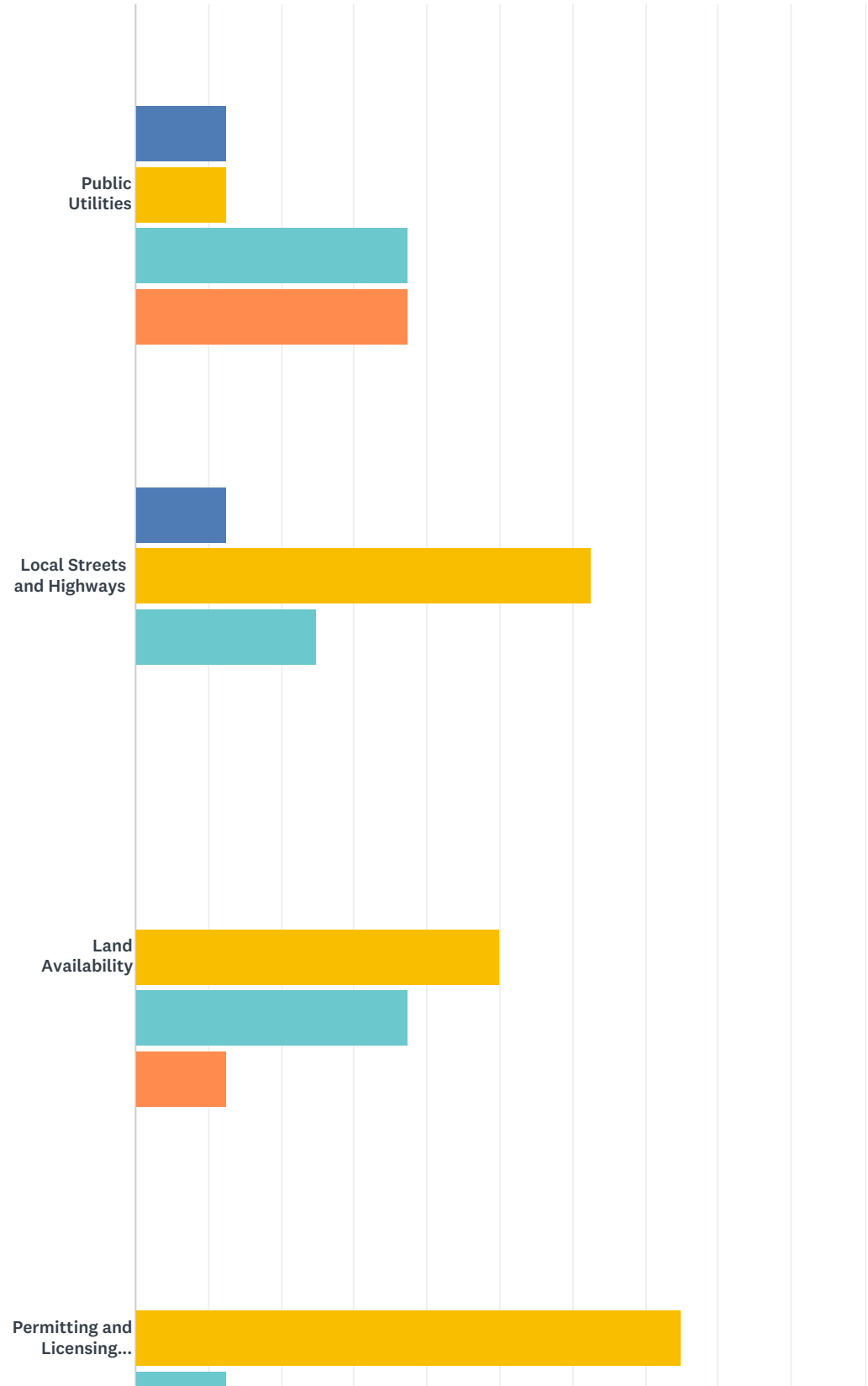
Answered: 8 Skipped: 0



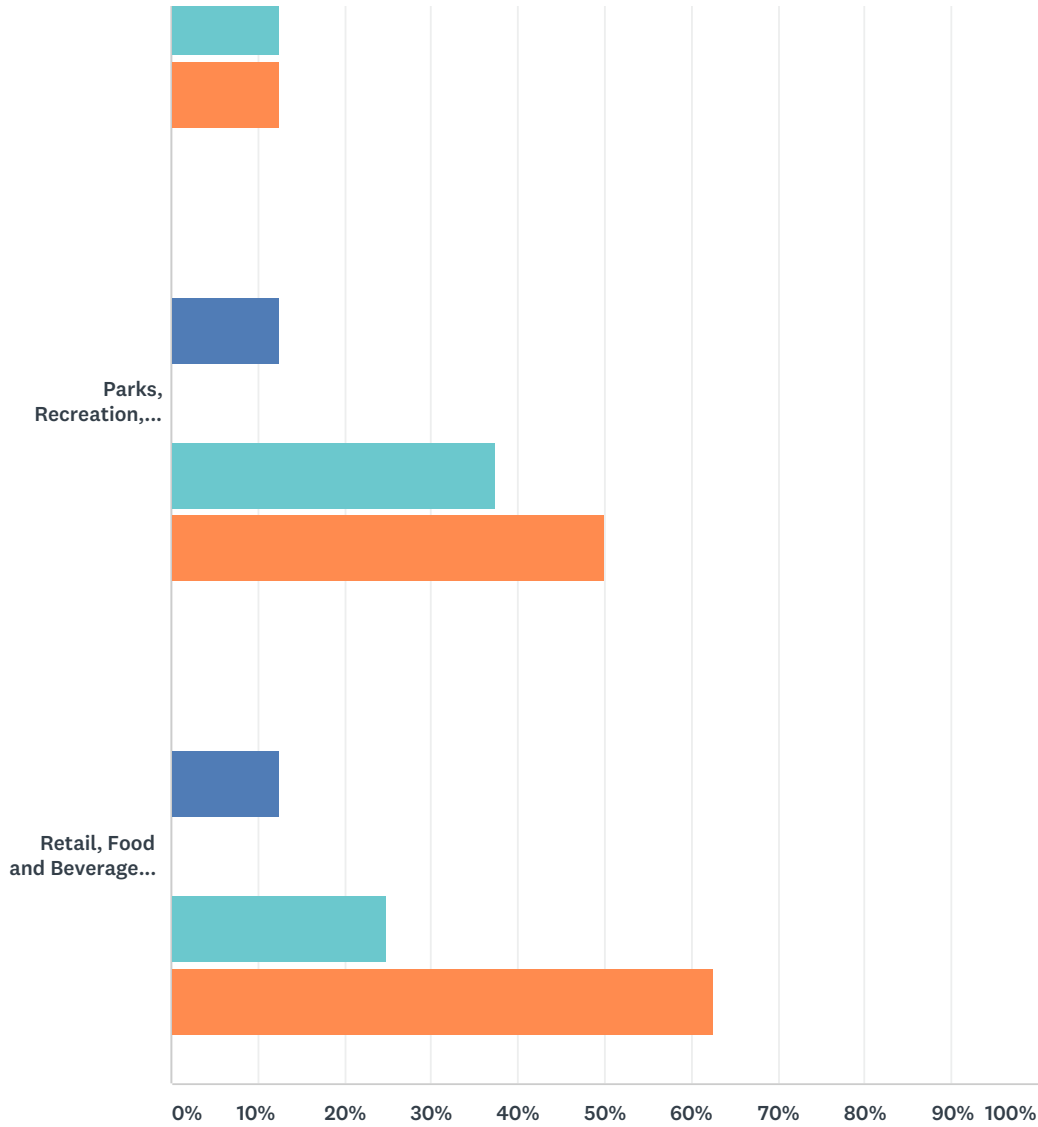
ANSWER CHOICES	RESPONSES	
Very Desirable	50.00%	4
Somewhat Desirable	37.50%	3
Neither Desirable nor Undesirable	12.50%	1
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		8

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

Answered: 8    Skipped: 0



# Waukesha County Business Survey 2017

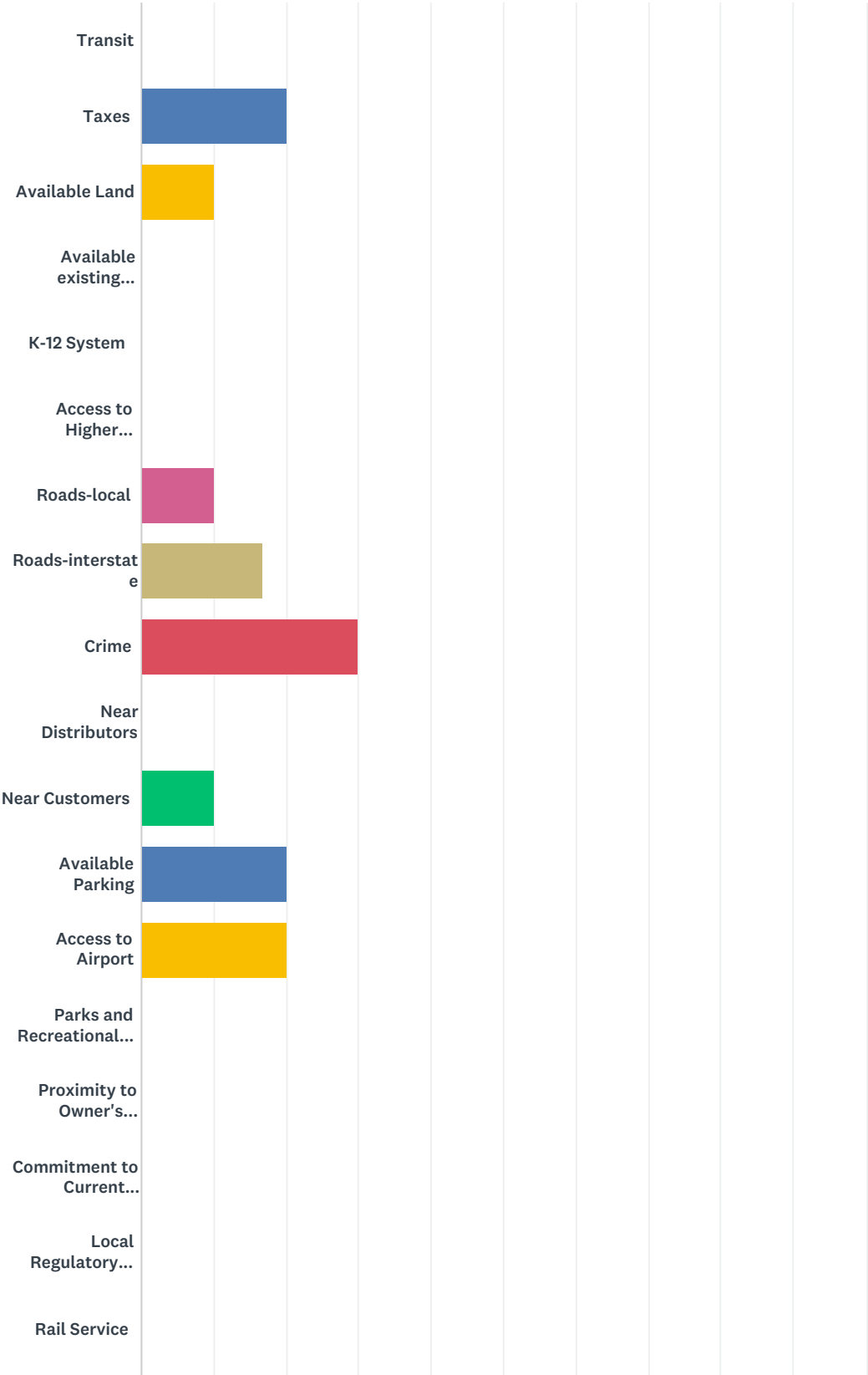


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

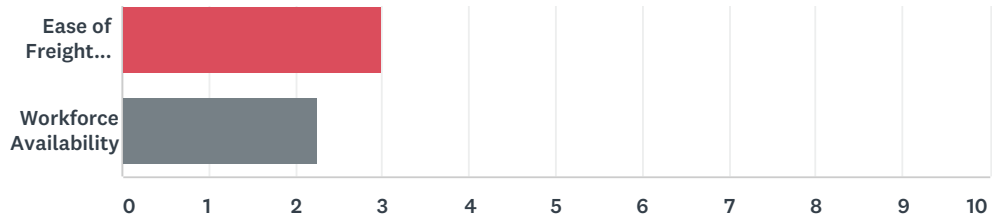
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	12.50% 1	12.50% 1	37.50% 3	37.50% 3	8
Local Streets and Highways	0.00% 0	12.50% 1	62.50% 5	25.00% 2	0.00% 0	8
Land Availability	0.00% 0	0.00% 0	50.00% 4	37.50% 3	12.50% 1	8
Permitting and Licensing Assistance	0.00% 0	0.00% 0	75.00% 6	12.50% 1	12.50% 1	8
Parks, Recreation, Cultural Amenities	0.00% 0	12.50% 1	0.00% 0	37.50% 3	50.00% 4	8
Retail, Food and Beverage Services	0.00% 0	12.50% 1	0.00% 0	25.00% 2	62.50% 5	8

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: 6    Skipped: 2



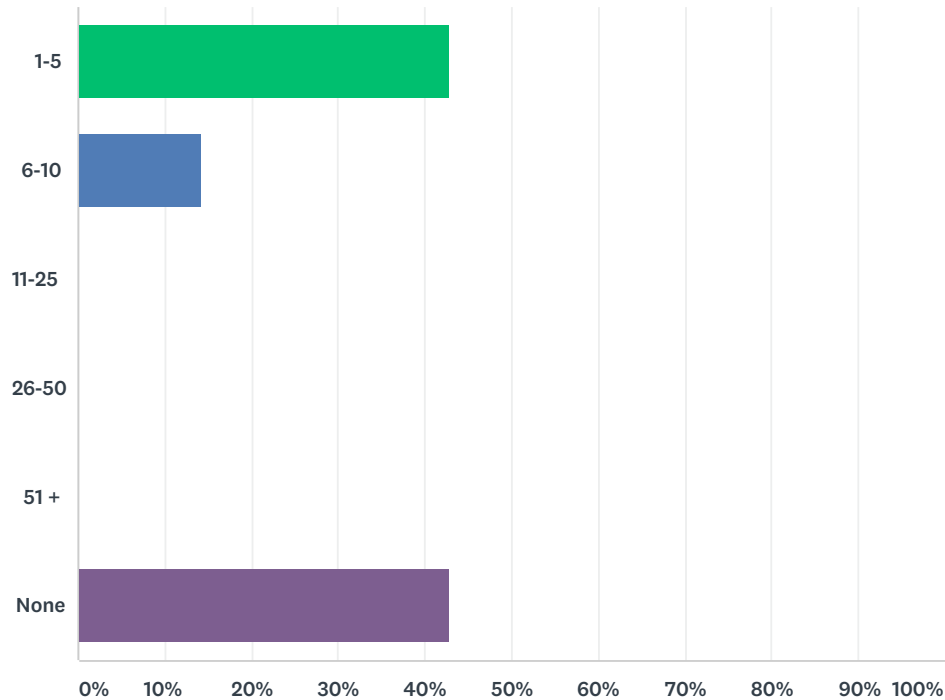
# Waukesha County Business Survey 2017



	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	100.00% 1	0.00% 0	1	2.00
Available Land	100.00% 2	0.00% 0	0.00% 0	2	1.00
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	100.00% 1	0.00% 0	0.00% 0	1	1.00
Roads-interstate	33.33% 1	66.67% 2	0.00% 0	3	1.67
Crime	0.00% 0	0.00% 0	100.00% 3	3	3.00
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	100.00% 1	0.00% 0	1	2.00
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	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	100.00% 1	1	3.00
Workforce Availability	25.00% 1	25.00% 1	50.00% 2	4	2.25

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

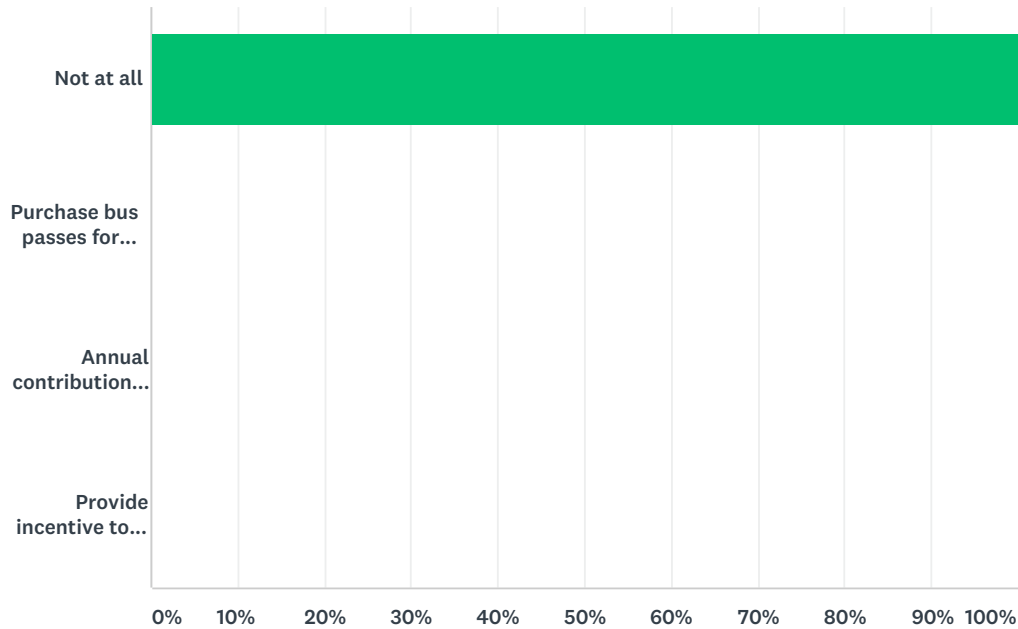
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-5	42.86%	3
6-10	14.29%	1
11-25	0.00%	0
26-50	0.00%	0
51 +	0.00%	0
None	42.86%	3
TOTAL		7

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

Answered: 7 Skipped: 1

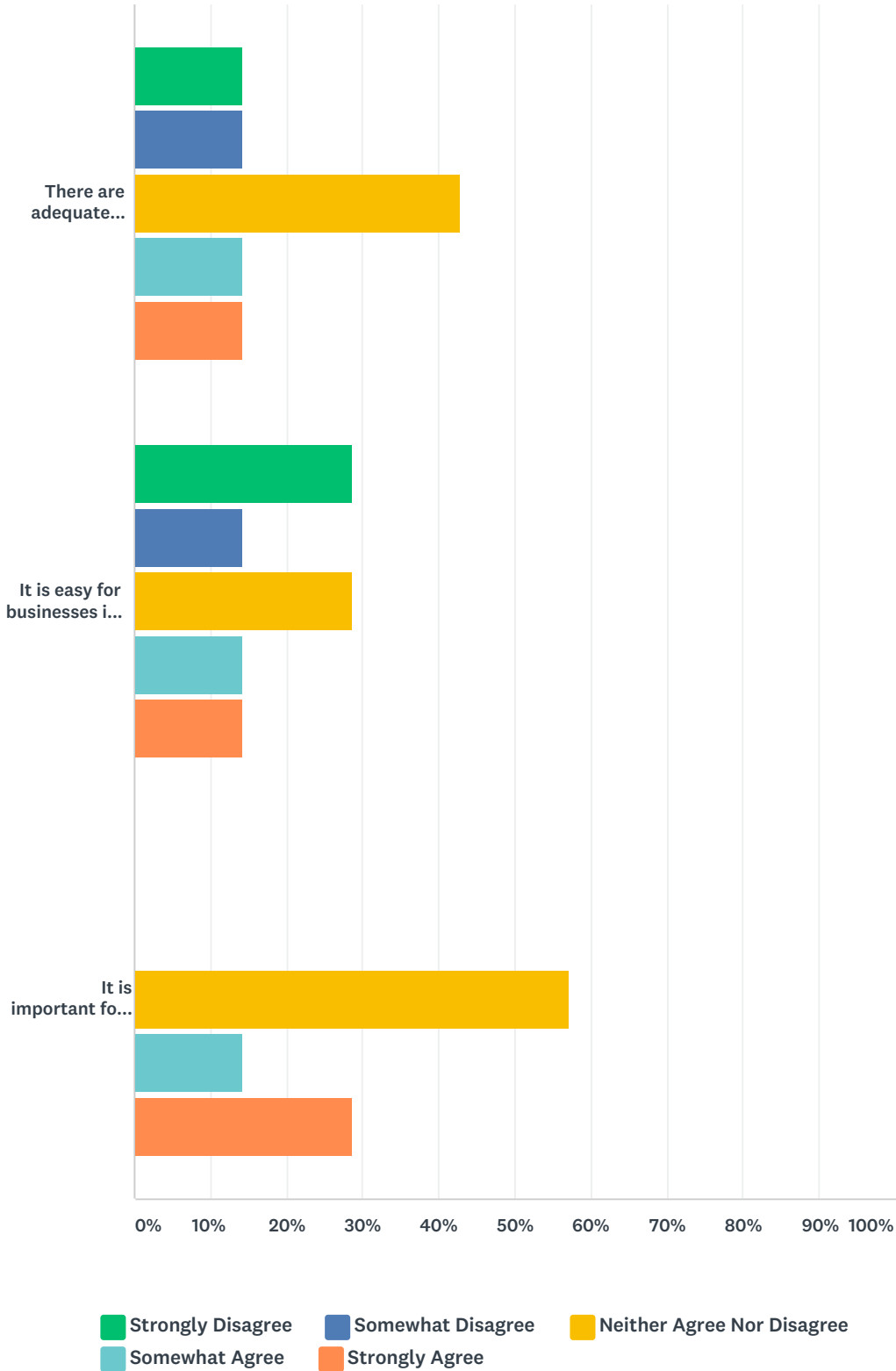


ANSWER CHOICES	RESPONSES	
Not at all	100.00%	7
Purchase bus passes for employees	0.00%	0
Annual contribution for operating costs	0.00%	0
Provide incentive to employees who do not drive	0.00%	0
<b>TOTAL</b>		<b>7</b>

#	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: 7    Skipped: 1

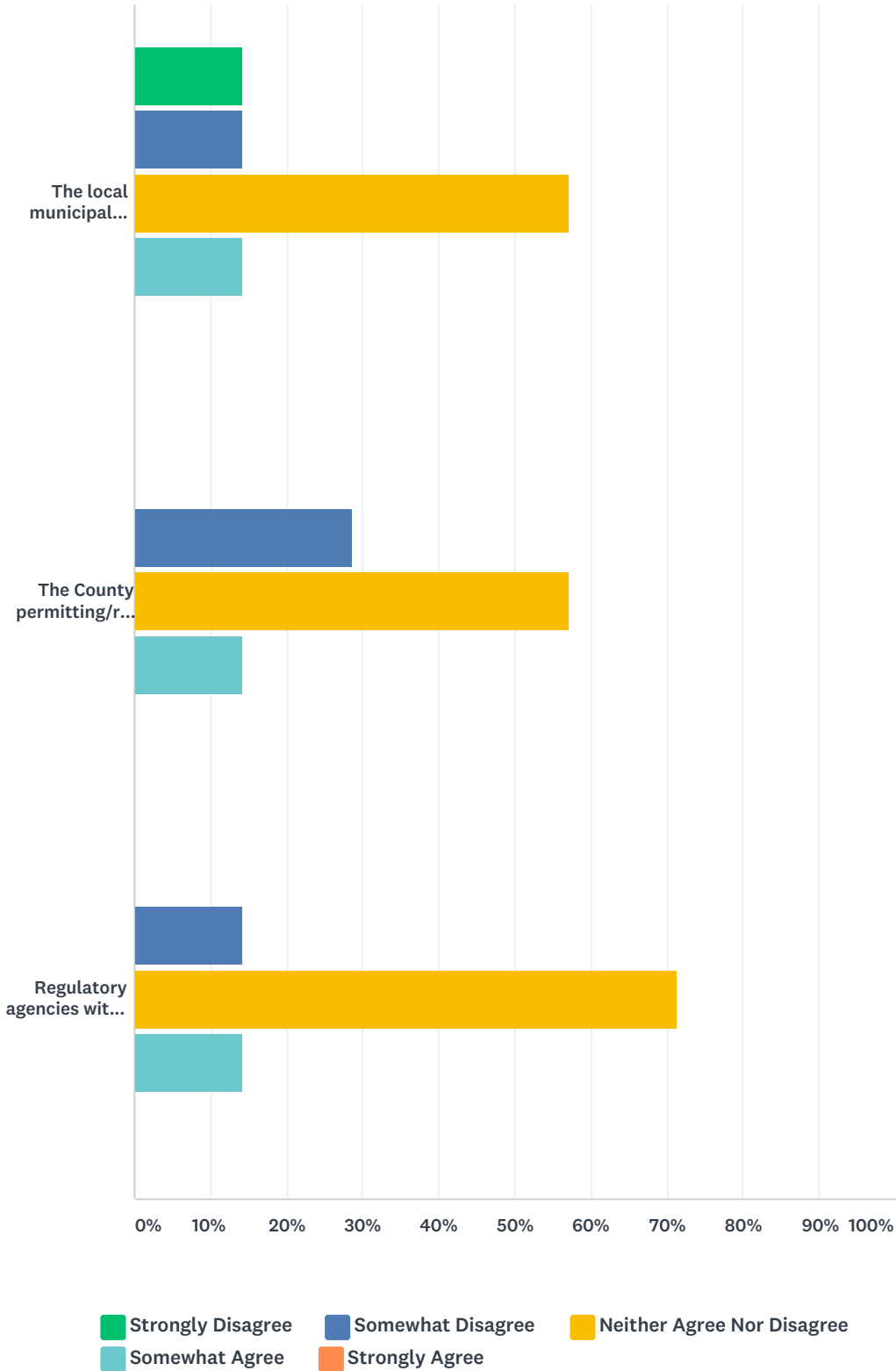


## Waukesha County Business Survey 2017

	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.	14.29% 1	14.29% 1	42.86% 3	14.29% 1	14.29% 1	7
It is easy for businesses in Waukesha County to identify available financial assistance resources.	28.57% 2	14.29% 1	28.57% 2	14.29% 1	14.29% 1	7
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	57.14% 4	14.29% 1	28.57% 2	7

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

Answered: 7    Skipped: 1



# 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.	14.29% 1	14.29% 1	57.14% 4	14.29% 1	0.00% 0	7
The County permitting/review staff are helpful and cooperative.	0.00% 0	28.57% 2	57.14% 4	14.29% 1	0.00% 0	7
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	14.29% 1	71.43% 5	14.29% 1	0.00% 0	7

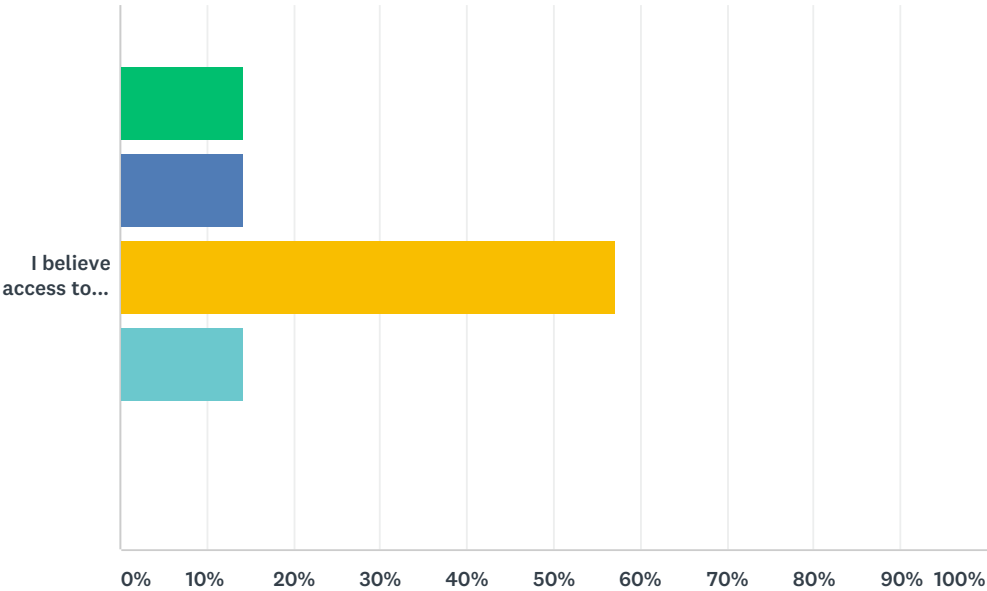
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 1   Skipped: 7

#	RESPONSES	DATE
1	I have had no contact	8/12/2017 10:50 AM

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

Answered: 7 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.	14.29% 1	14.29% 1	57.14% 4	14.29% 1	0.00% 0	7

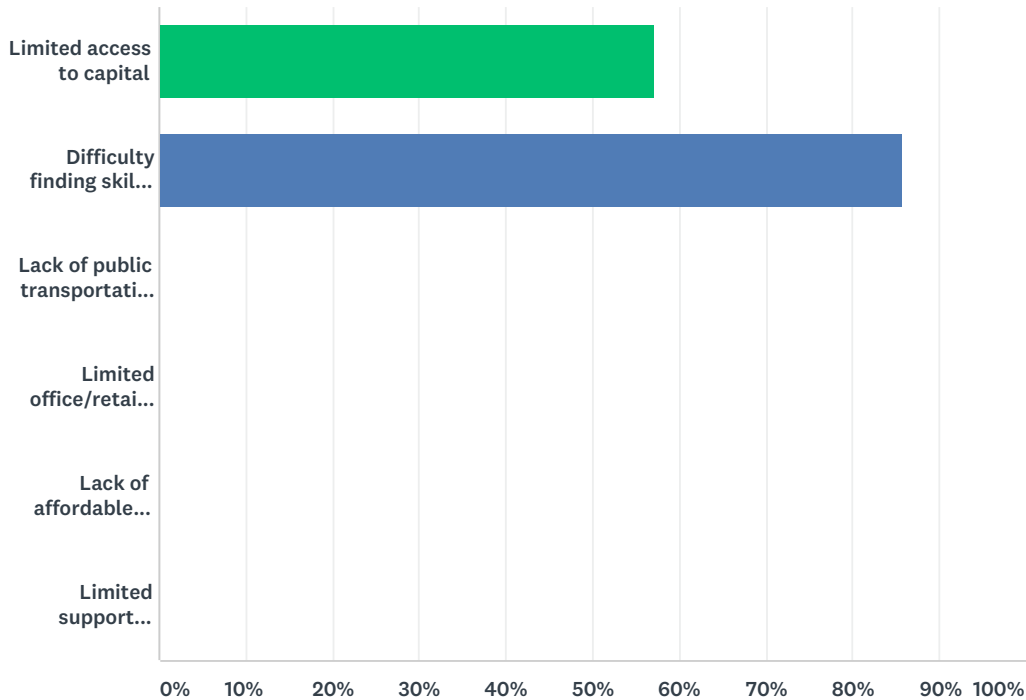
## Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	1998	8/15/2017 12:13 PM
2	1988	8/12/2017 10:51 AM
3	1981	8/9/2017 11:53 AM
4	1927	8/9/2017 10:06 AM
5	2013	8/8/2017 3:39 PM
6	2006	8/8/2017 11:44 AM
7	1911	8/8/2017 8:34 AM
8	1991	8/8/2017 7:46 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: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Limited access to capital	57.14%	4
Difficulty finding skilled workforce	85.71%	6
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: 7		

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

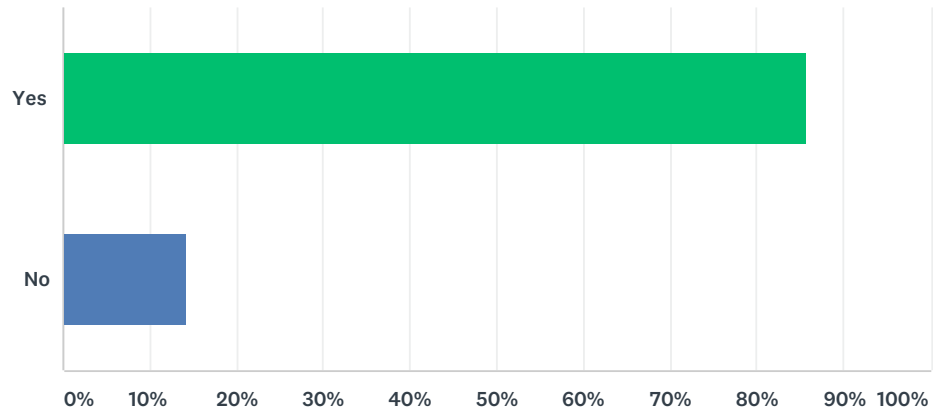
### Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 4   Skipped: 4

#	RESPONSES	DATE
1	access to skilled an unskilled workforce that is willing to travel nationwide.	8/15/2017 12:14 PM
2	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
3	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
4	no plans to do that	8/8/2017 8:35 AM

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

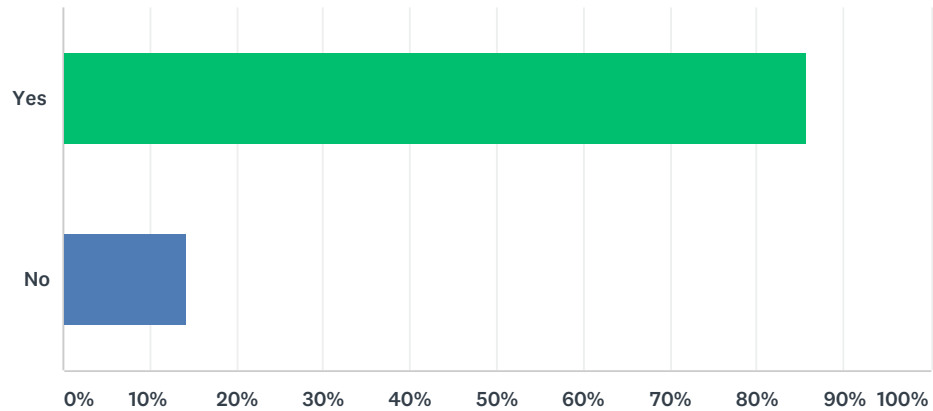
Answered: 7    Skipped: 1



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

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

Answered: 7    Skipped: 1



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