

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

Answered: 3 Skipped: 0



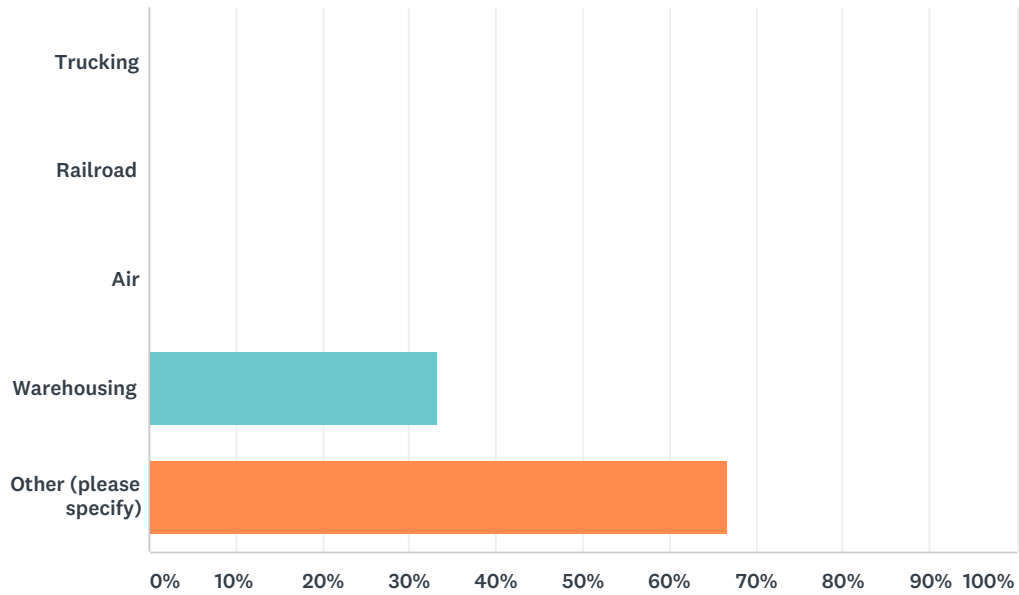
ANSWER CHOICES	RESPONSES
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Waukesha County Business Survey 2017

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)	0.00%	0
Government	0.00%	0
Transportation / Logistics (trucking, warehousing...)	100.00%	3
Arts, Entertainment, Recreation	0.00%	0
Other	0.00%	0
TOTAL		3

Q13 Transportation/Logistics

Answered: 3 Skipped: 0



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

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

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

Answered: 3 Skipped: 0

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

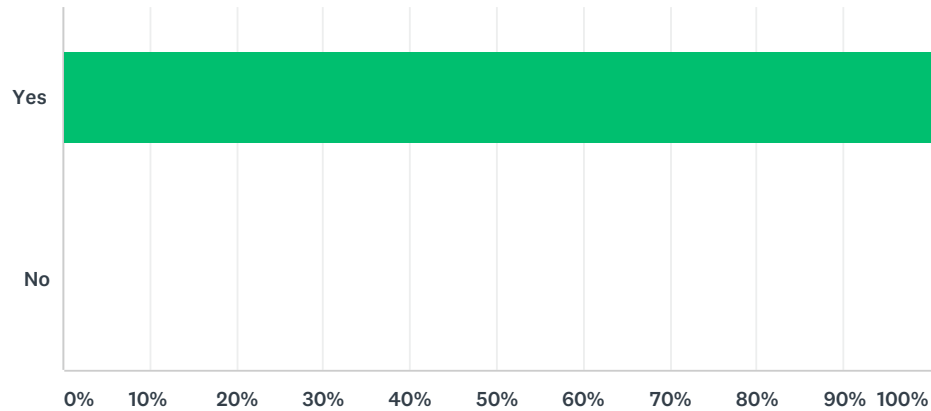
#	1	DATE
1	Drivers	8/16/2017 9:05 AM
2	Warehouse Selectors	8/15/2017 11:20 AM
3	trailer techs	8/15/2017 10:18 AM

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

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

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

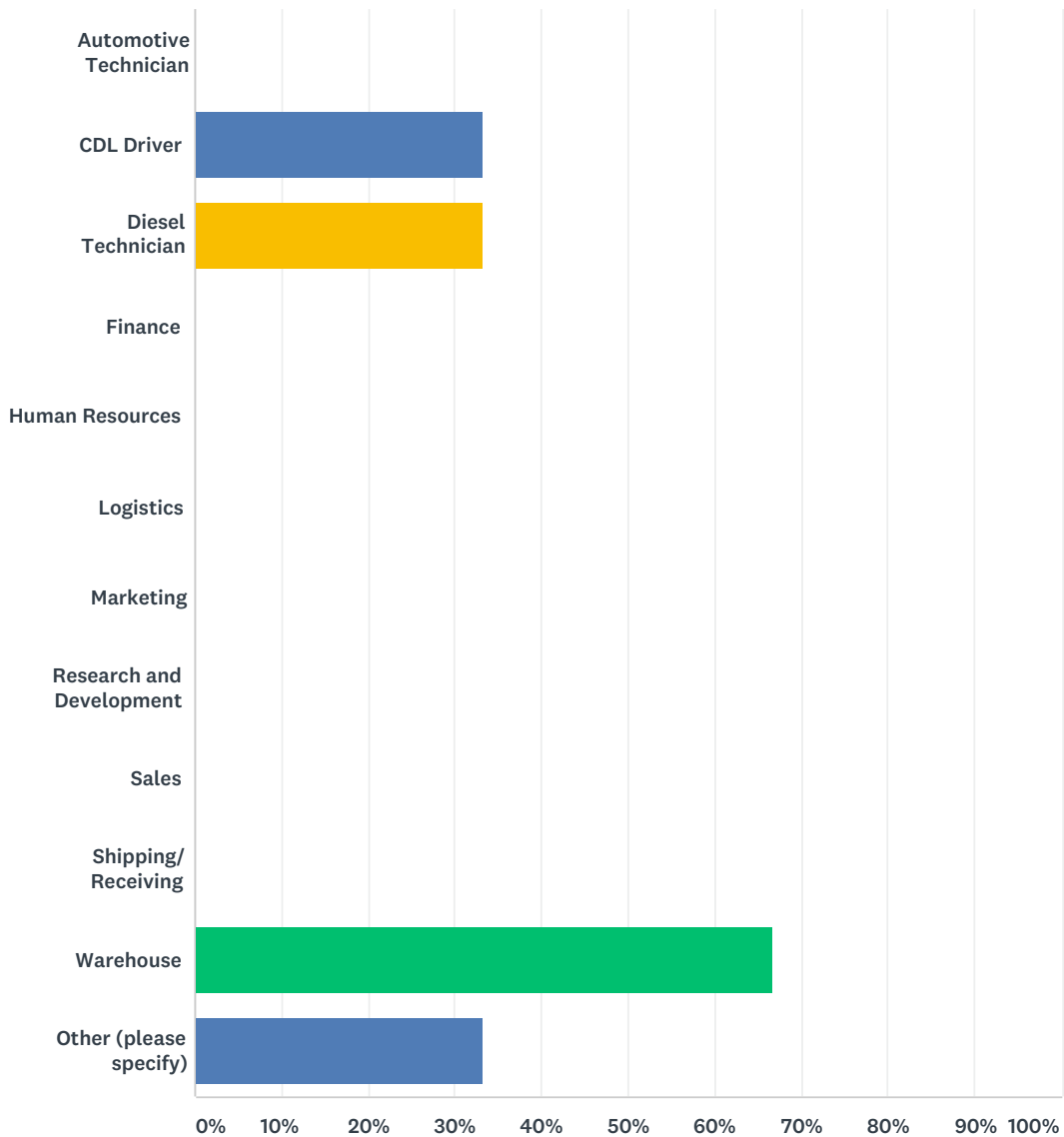
Answered: 3 Skipped: 0



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

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

Answered: 3 Skipped: 0



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

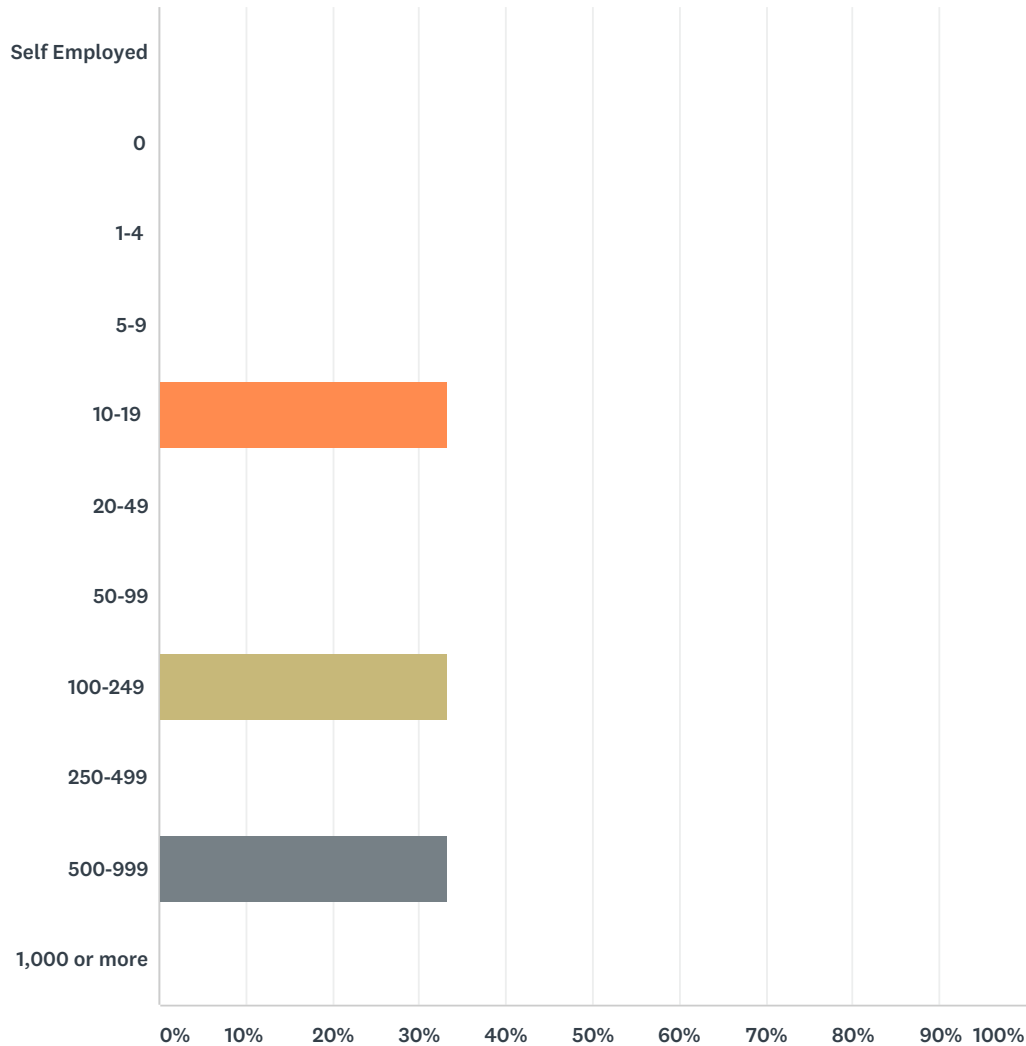
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Research and Development	0.00%	0
Sales	0.00%	0
Shipping/ Receiving	0.00%	0
Warehouse	66.67%	2
Other (please specify)	33.33%	1
Total Respondents: 3		

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

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

Answered: 3 Skipped: 0



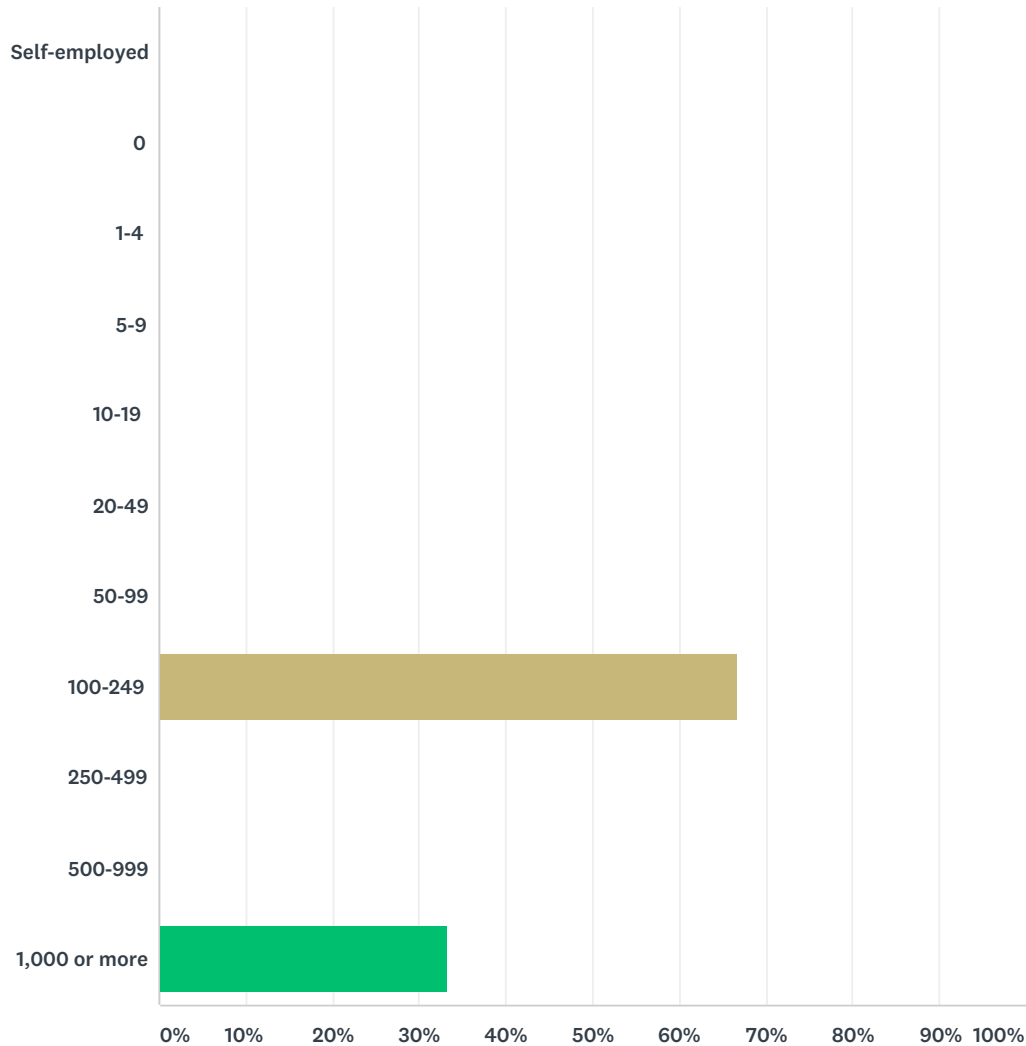
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	0.00%	0
10-19	33.33%	1
20-49	0.00%	0
50-99	0.00%	0
100-249	33.33%	1
250-499	0.00%	0

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500-999	33.33%	1
1,000 or more	0.00%	0
TOTAL		3

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

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	0.00%	0
1-4	0.00%	0
5-9	0.00%	0
10-19	0.00%	0
20-49	0.00%	0
50-99	0.00%	0
100-249	66.67%	2
250-499	0.00%	0

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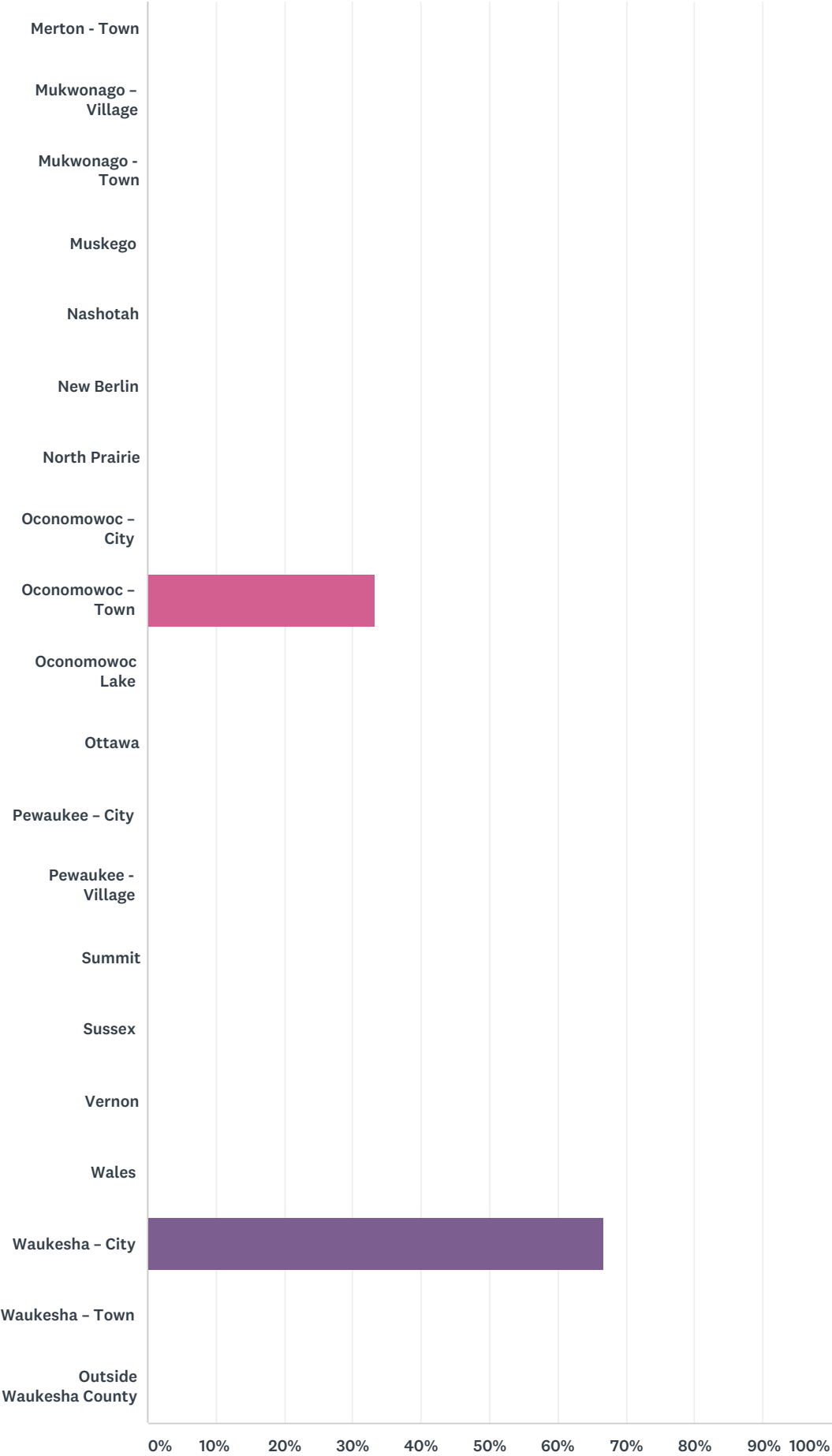
500-999	0.00%	0
1,000 or more	33.33%	1
TOTAL		3

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

Answered: 3 Skipped: 0

Big Bend										
Brookfield – City										
Brookfield - Town										
Butler										
Chenequa										
Delafield – City										
Delafield - Town										
Dousman										
Eagle - Village										
Eagle - Town										
Elm Grove										
Genesee										
Hartland										
Lac La Belle										
Lannon										
Lisbon										
Menomonee Falls										
Merton – Village										

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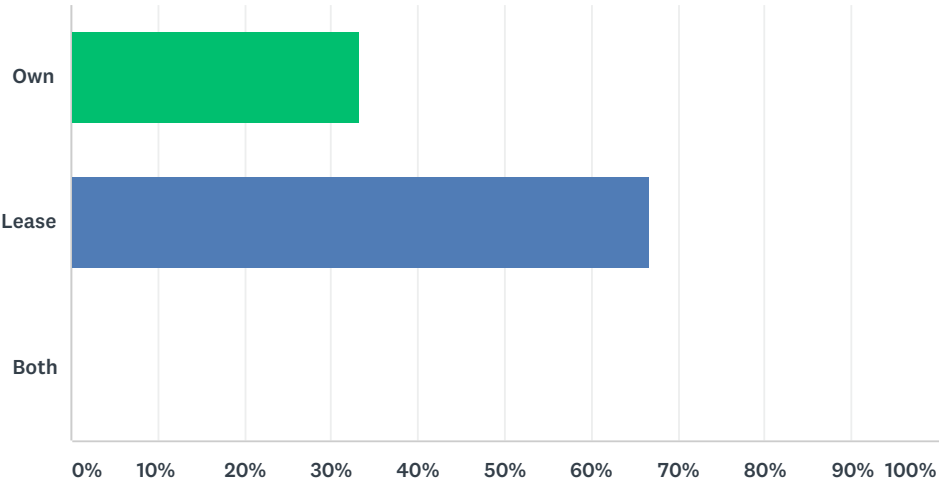
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	0.00%	0
Brookfield - Town	0.00%	0
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	0.00%	0
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	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	0.00%	0
Oconomowoc – City	0.00%	0
Oconomowoc – Town	33.33%	1
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

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Wales	0.00%	0
Waukesha – City	66.67%	2
Waukesha – Town	0.00%	0
Outside Waukesha County	0.00%	0
Total Respondents: 3		

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

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Own	33.33%	1
Lease	66.67%	2
Both	0.00%	0
TOTAL		3

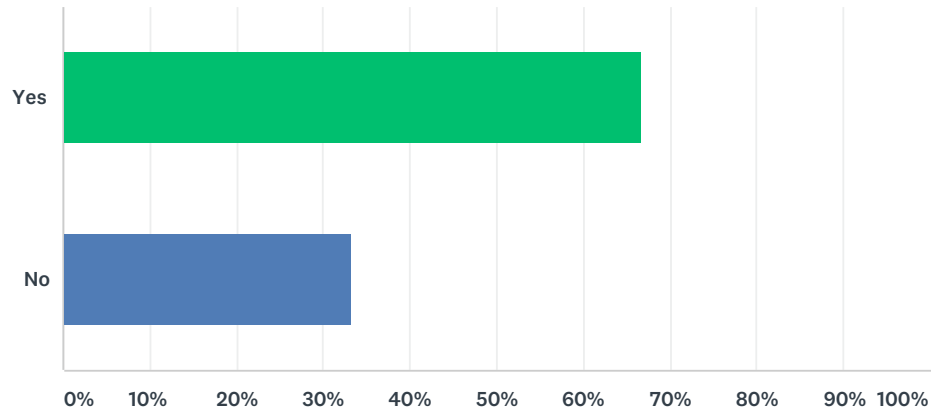
Q39 12. What percent of your facility's square footage are you currently utilizing?

Answered: 3 Skipped: 0

#	RESPONSES	DATE
1	75%	8/16/2017 9:07 AM
2	100%	8/15/2017 11:21 AM
3	100	8/15/2017 10:20 AM

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

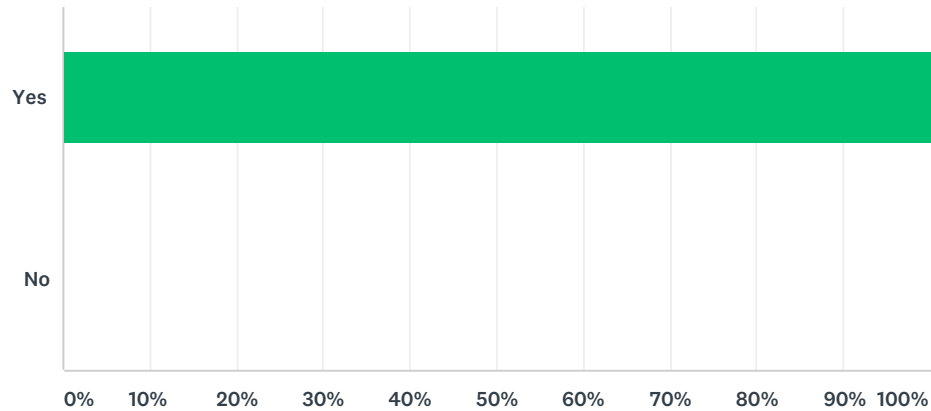
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	66.67%	2
No	33.33%	1
TOTAL		3

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

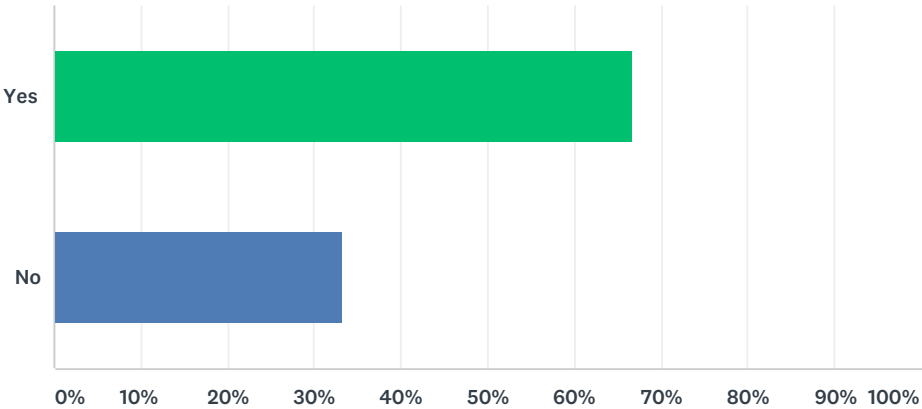
Answered: 3 Skipped: 0



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

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

Answered: 3 Skipped: 0

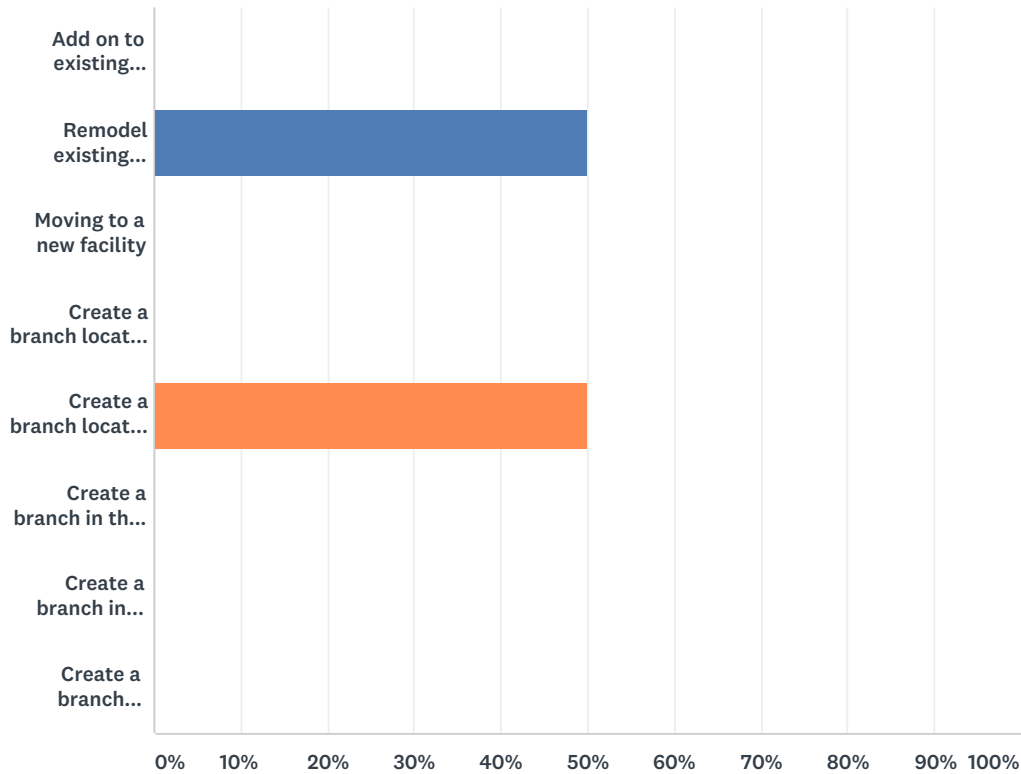


ANSWER CHOICES		RESPONSES	
Yes		66.67%	2
No		33.33%	1
TOTAL			3

#	PLEASE DESCRIBE	DATE
	There are no responses.	

Q43 Which best describes your business expansion plans?

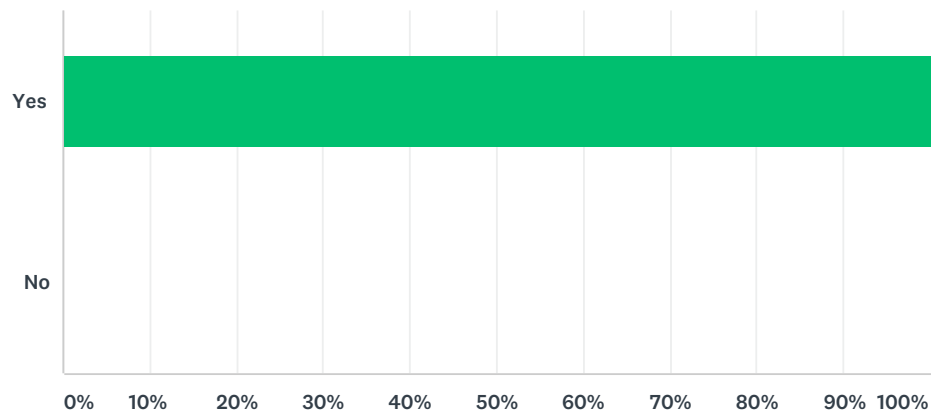
Answered: 2 Skipped: 1



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

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

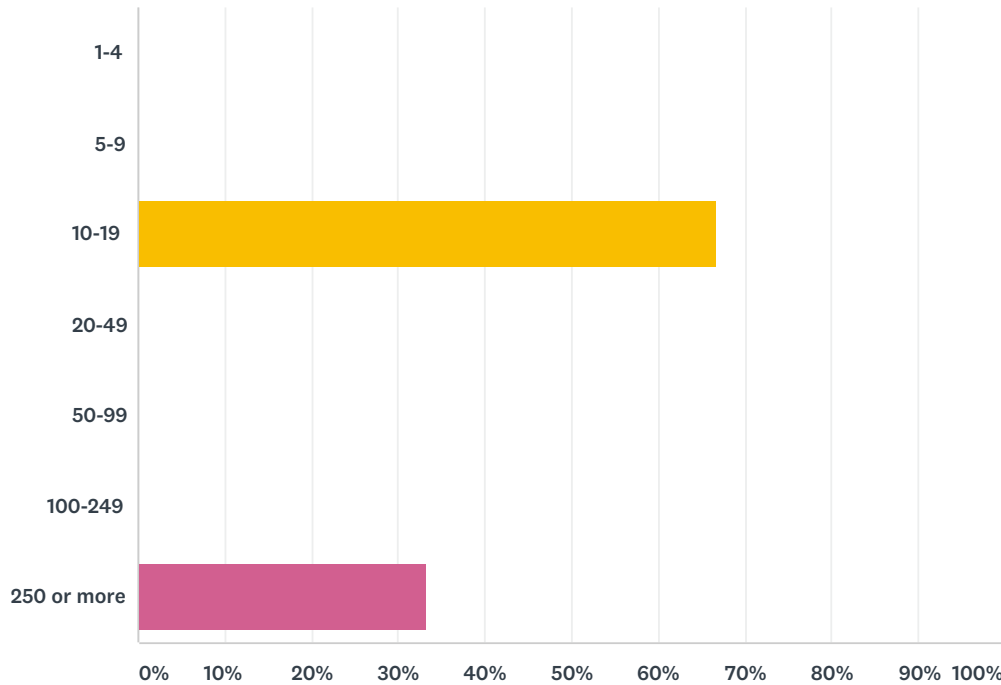
Answered: 3 Skipped: 0



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

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

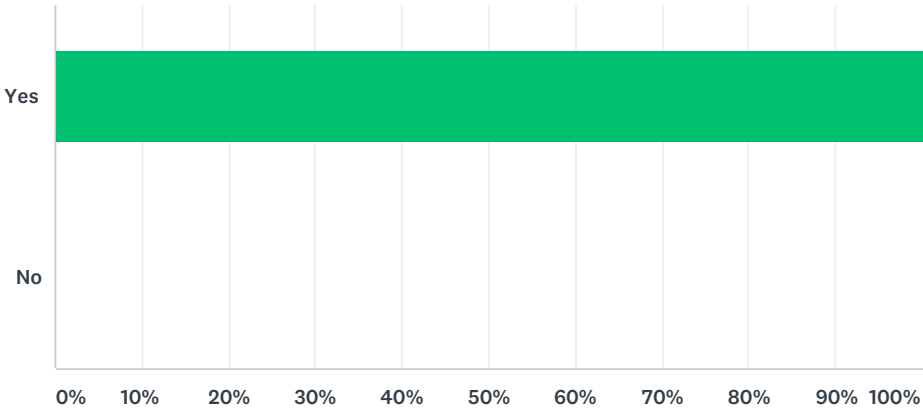
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-4	0.00%	0
5-9	0.00%	0
10-19	66.67%	2
20-49	0.00%	0
50-99	0.00%	0
100-249	0.00%	0
250 or more	33.33%	1
TOTAL		3

Q47 17. Is staff recruitment impacting your business?

Answered: 3 Skipped: 0

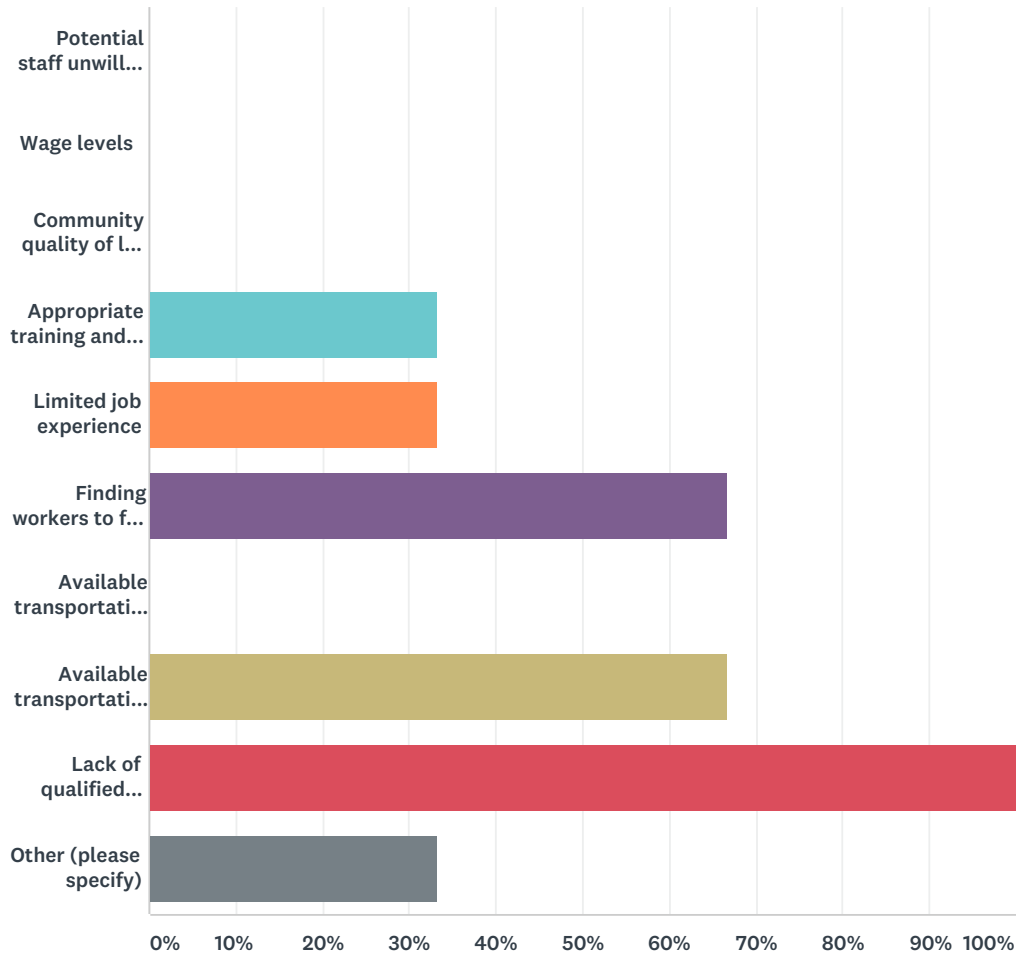


ANSWER CHOICES		RESPONSES	
Yes		100.00%	3
No		0.00%	0
TOTAL			3

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

Select All that Apply →

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	0.00%	0
Wage levels	0.00%	0
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	33.33%	1
Limited job experience	33.33%	1
Finding workers to fit the business culture	66.67%	2
Available transportation to work	0.00%	0
Available transportation to work	66.67%	2
Lack of qualified applicants	100.00%	3
Other (please specify)	33.33%	1

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Total Respondents: 3		
#	OTHER (PLEASE SPECIFY)	DATE
1	Applicants able to pass a drug screen and background check	8/15/2017 11:23 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: 2 Skipped: 1

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

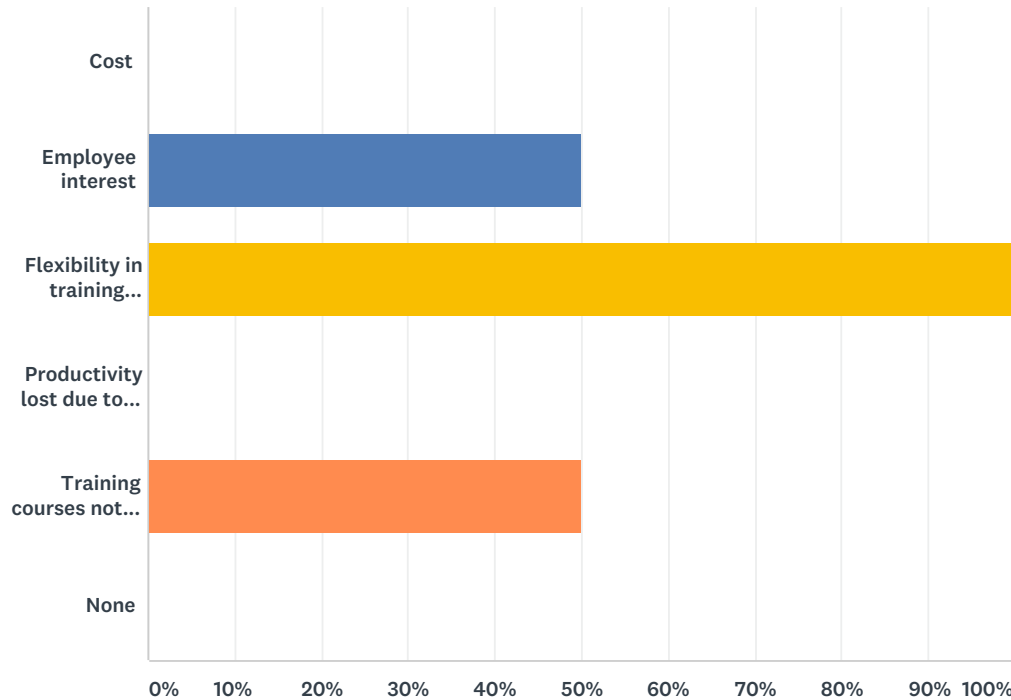
#	1	DATE
1	More technical skills for mechanics	8/16/2017 9:11 AM
2	welding skills	8/15/2017 10:25 AM

#	2	DATE
1	12 volt light systems	8/15/2017 10:25 AM

#	3	DATE
1	air brake systems	8/15/2017 10:25 AM

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

Answered: 2 Skipped: 1

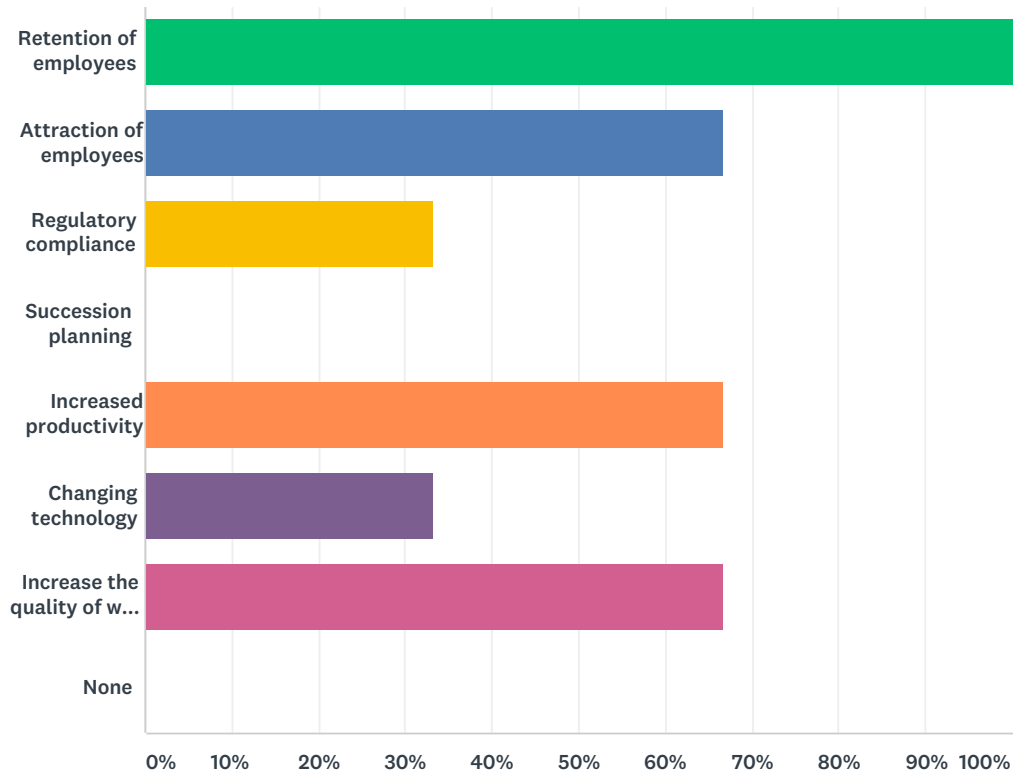


ANSWER CHOICES	RESPONSES	
Cost	0.00%	0
Employee interest	50.00%	1
Flexibility in training delivery (e.g., time and location)	100.00%	2
Productivity lost due to time off the job	0.00%	0
Training courses not available for my business needs	50.00%	1
None	0.00%	0
Total Respondents: 2		

#	OTHER (PLEASE SPECIFY)	DATE
1	Goverenment over regulation	8/16/2017 9:11 AM

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

Answered: 3 Skipped: 0

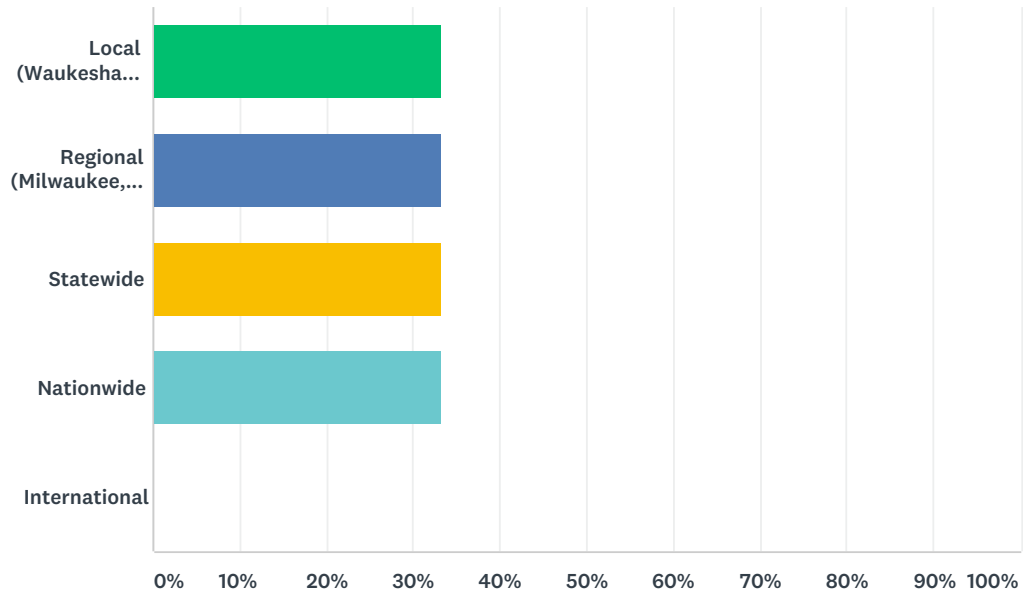


ANSWER CHOICES	RESPONSES	
Retention of employees	100.00%	3
Attraction of employees	66.67%	2
Regulatory compliance	33.33%	1
Succession planning	0.00%	0
Increased productivity	66.67%	2
Changing technology	33.33%	1
Increase the quality of work product	66.67%	2
None	0.00%	0
Total Respondents: 3		

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

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

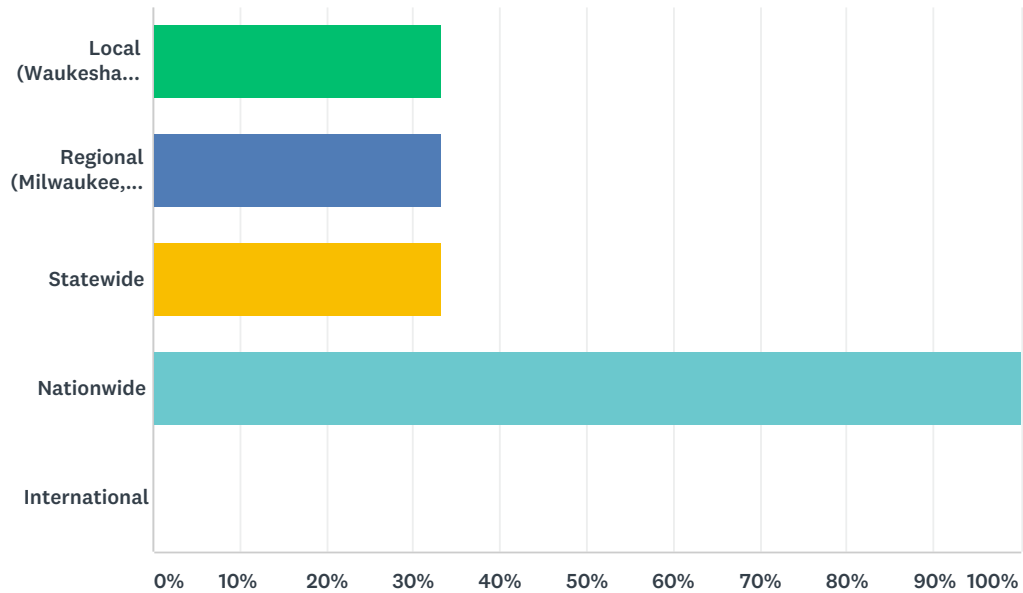
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	33.33%	1
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	33.33%	1
Statewide	33.33%	1
Nationwide	33.33%	1
International	0.00%	0
Total Respondents: 3		

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

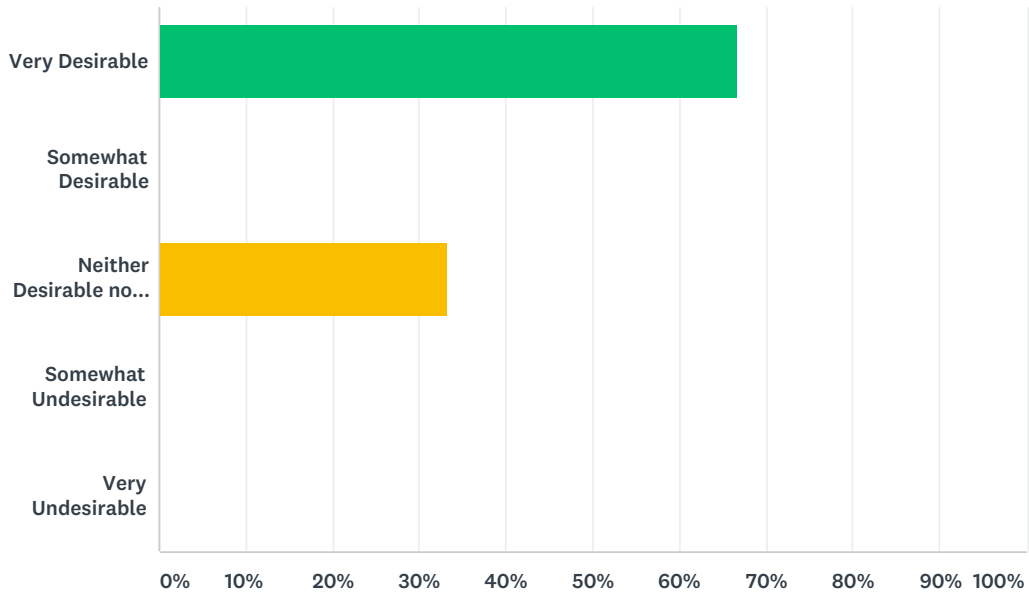
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	33.33%	1
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	33.33%	1
Statewide	33.33%	1
Nationwide	100.00%	3
International	0.00%	0
Total Respondents: 3		

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

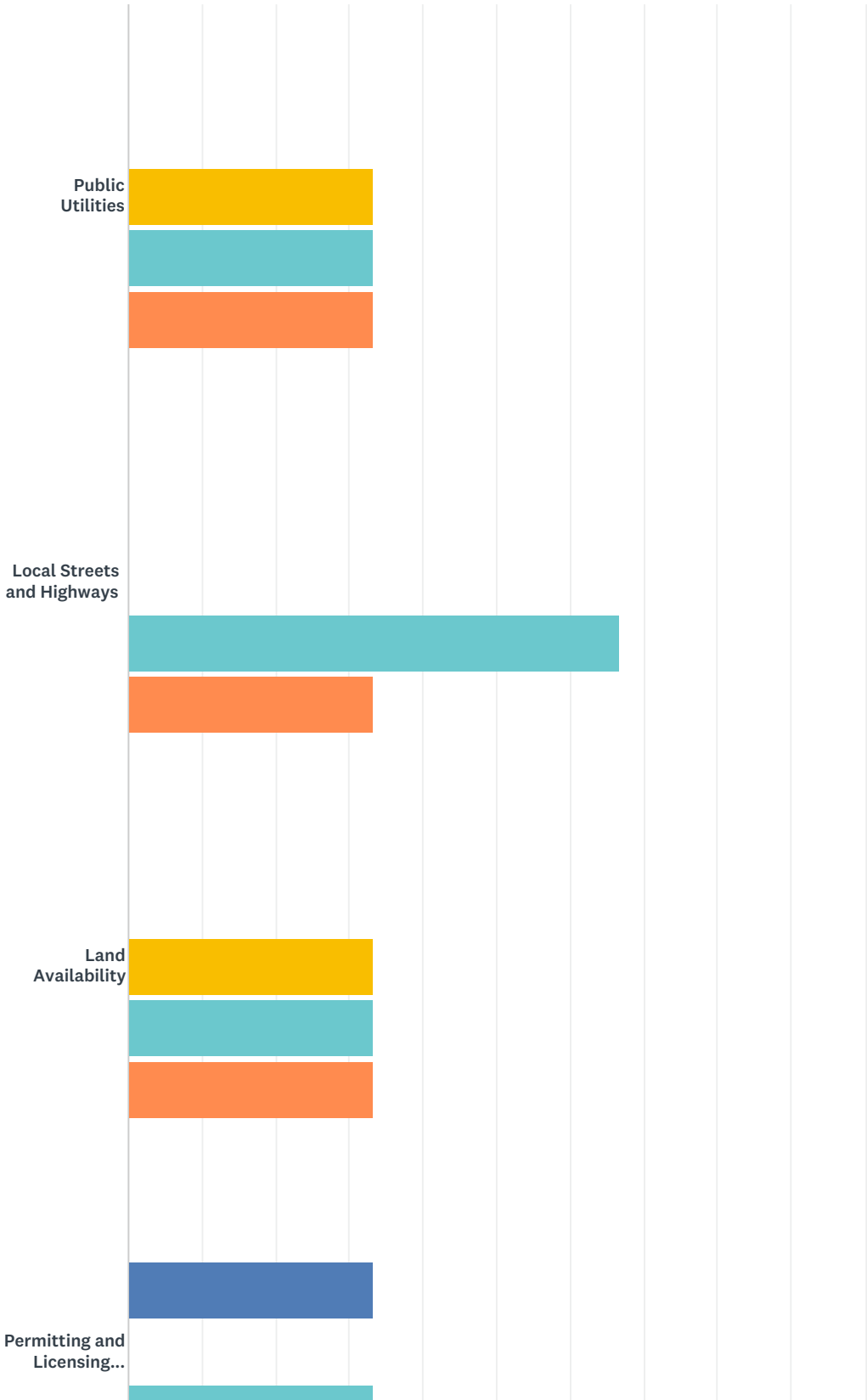
Answered: 3 Skipped: 0



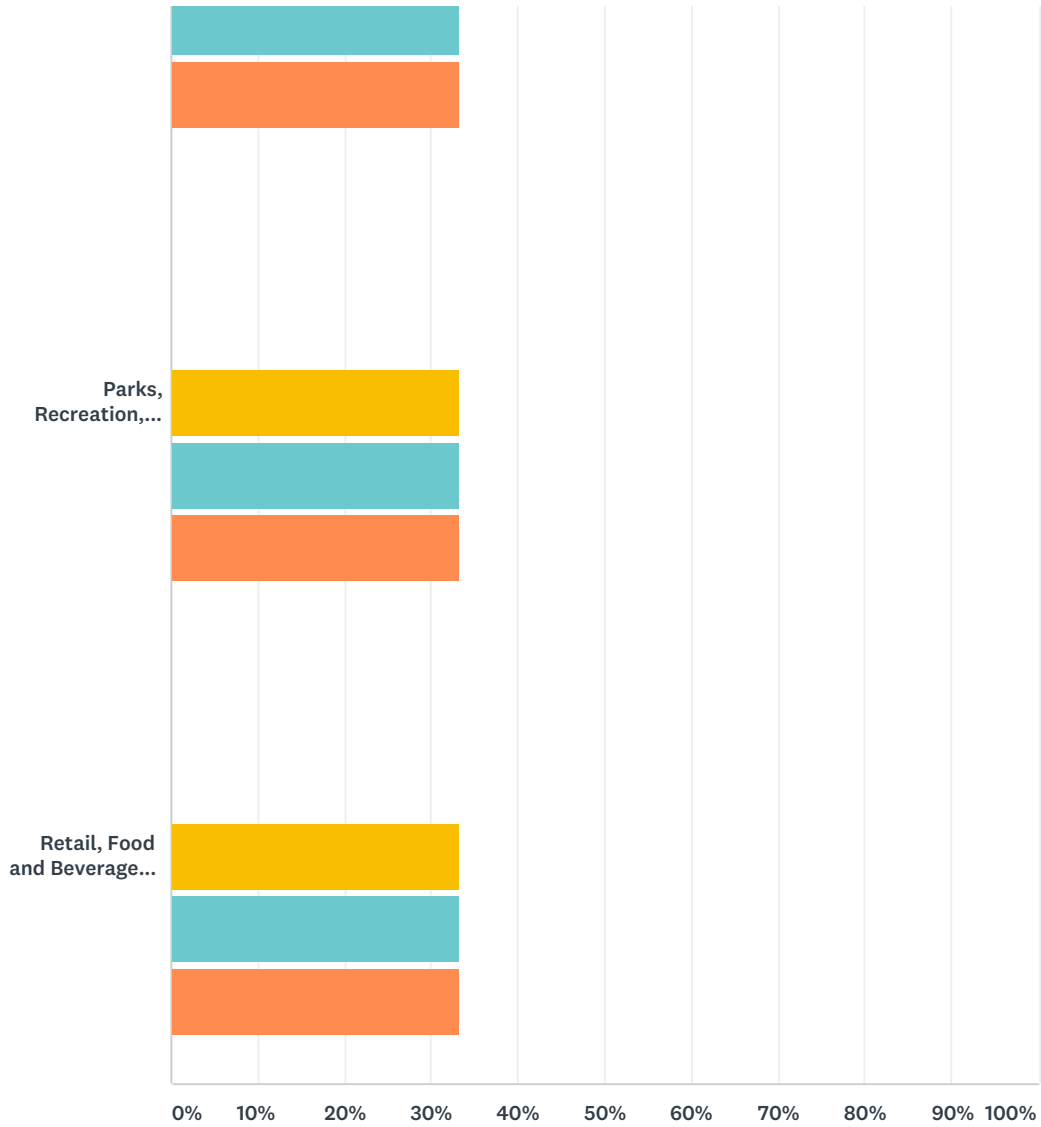
ANSWER CHOICES	RESPONSES	
Very Desirable	66.67%	2
Somewhat Desirable	0.00%	0
Neither Desirable nor Undesirable	33.33%	1
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		3

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

Answered: 3 Skipped: 0



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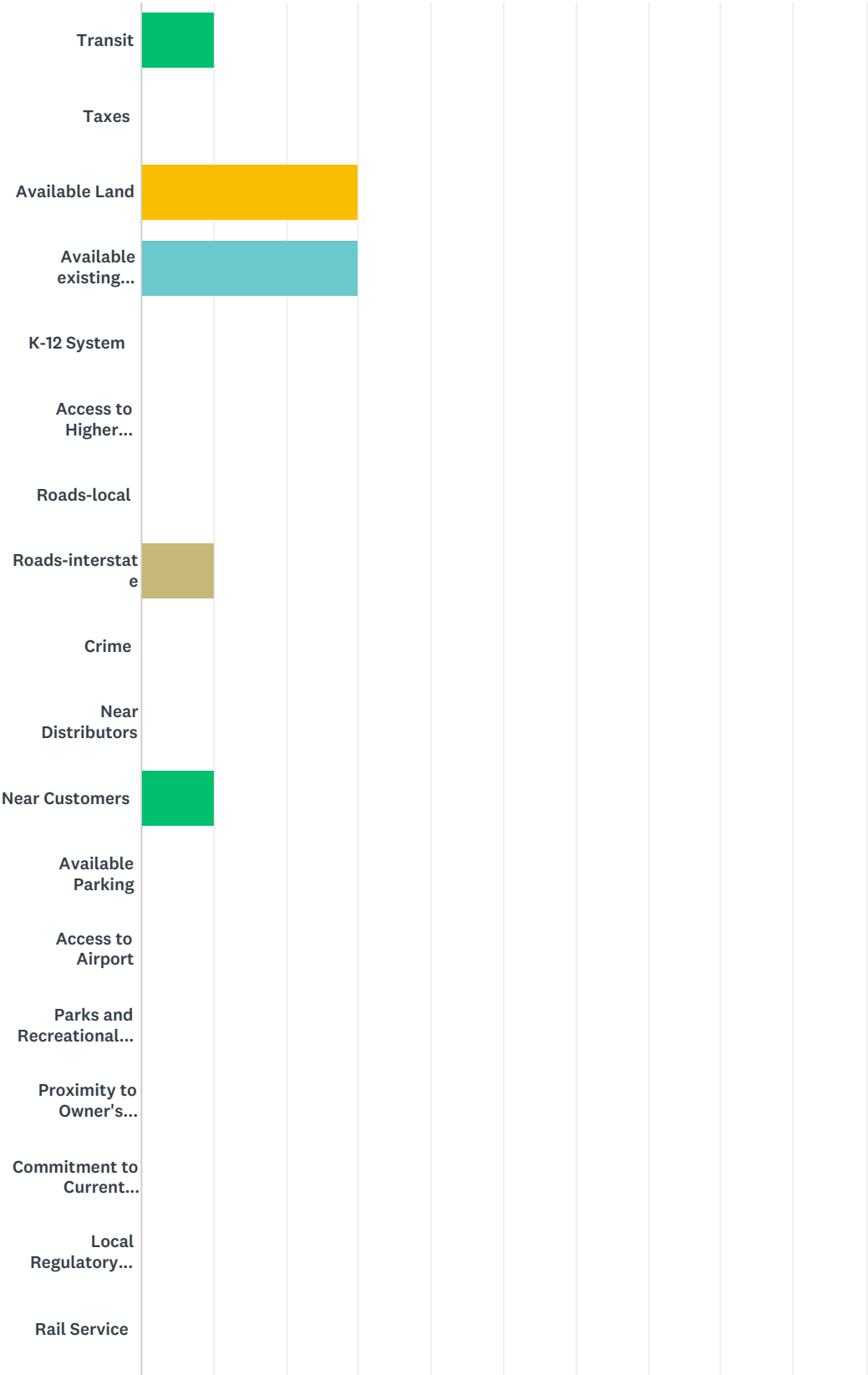


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

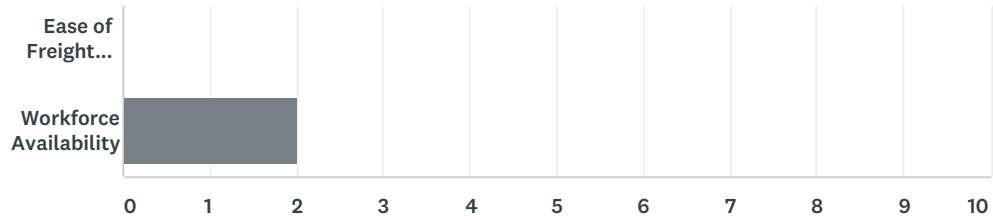
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3
Local Streets and Highways	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	3
Land Availability	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3
Permitting and Licensing Assistance	0.00% 0	33.33% 1	0.00% 0	33.33% 1	33.33% 1	3
Parks, Recreation, Cultural Amenities	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3
Retail, Food and Beverage Services	0.00% 0	0.00% 0	33.33% 1	33.33% 1	33.33% 1	3

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: 0



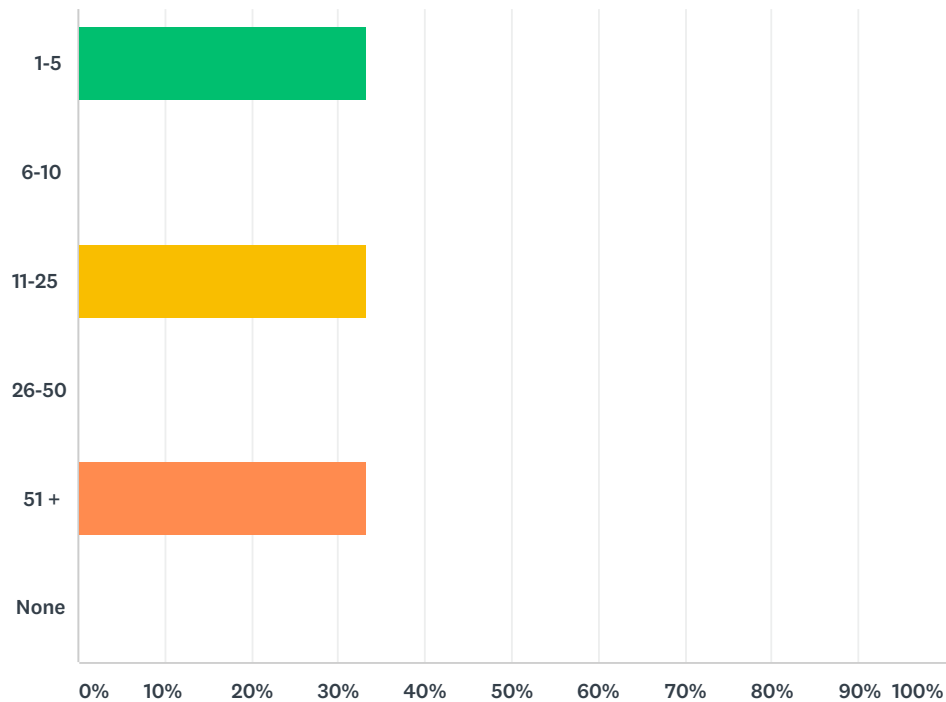
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	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	100.00% 1	0.00% 0	0.00% 0	1	1.00
Taxes	0.00% 0	0.00% 0	0.00% 0	0	0.00
Available Land	0.00% 0	0.00% 0	100.00% 1	1	3.00
Available existing building	0.00% 0	0.00% 0	100.00% 1	1	3.00
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	100.00% 1	0.00% 0	0.00% 0	1	1.00
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	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	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	0.00% 0	100.00% 3	0.00% 0	3	2.00

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

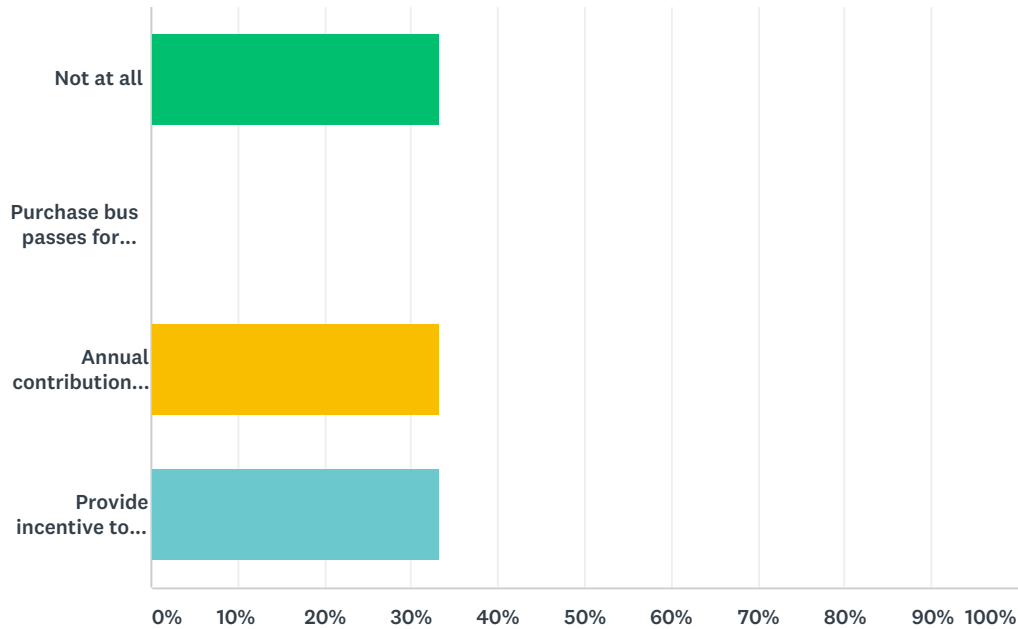
Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	33.33%	1
6-10	0.00%	0
11-25	33.33%	1
26-50	0.00%	0
51 +	33.33%	1
None	0.00%	0
TOTAL		3

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

Answered: 3 Skipped: 0

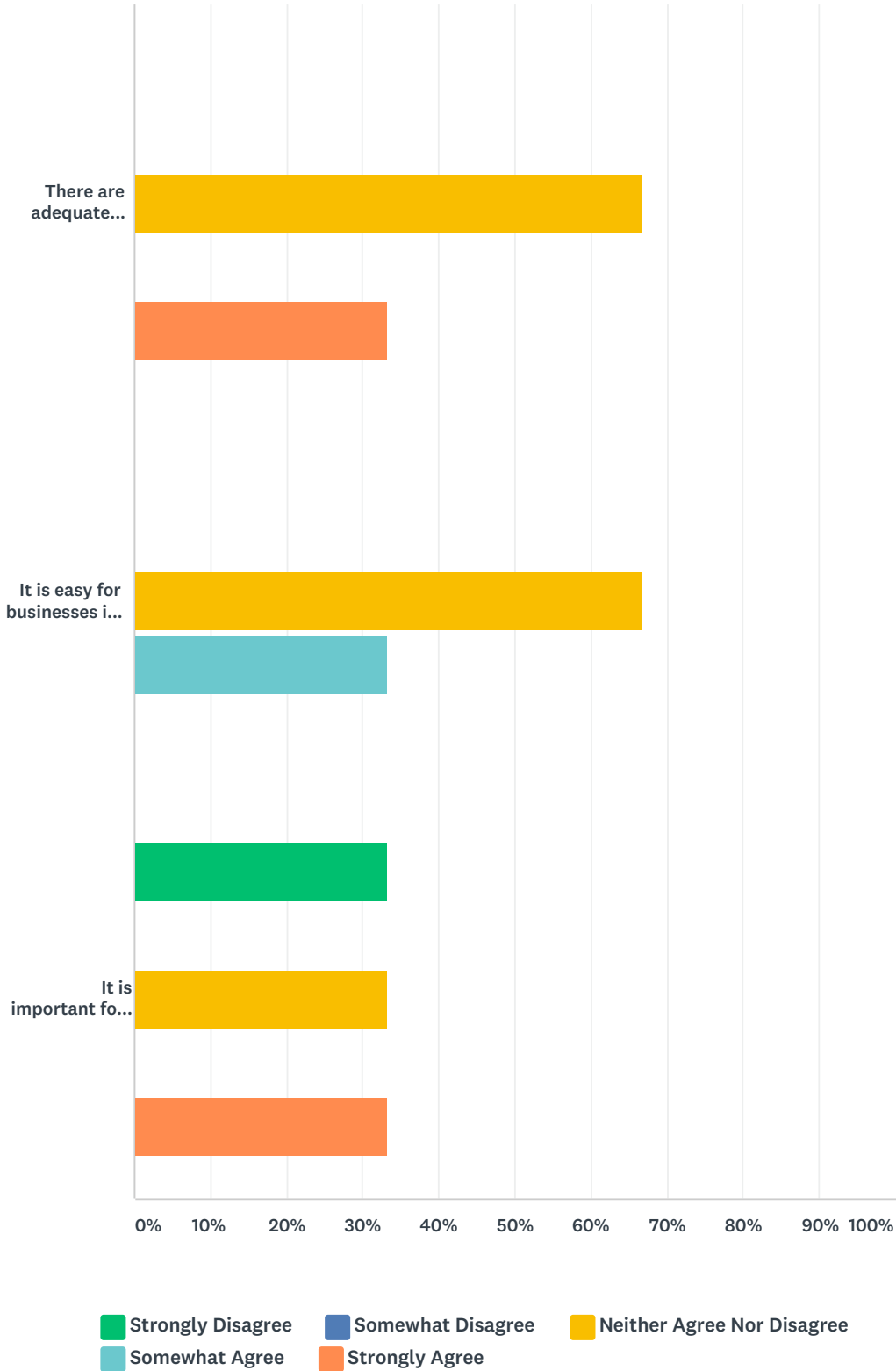


ANSWER CHOICES		RESPONSES	
Not at all		33.33%	1
Purchase bus passes for employees		0.00%	0
Annual contribution for operating costs		33.33%	1
Provide incentive to employees who do not drive		33.33%	1
TOTAL			3

#	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: 0

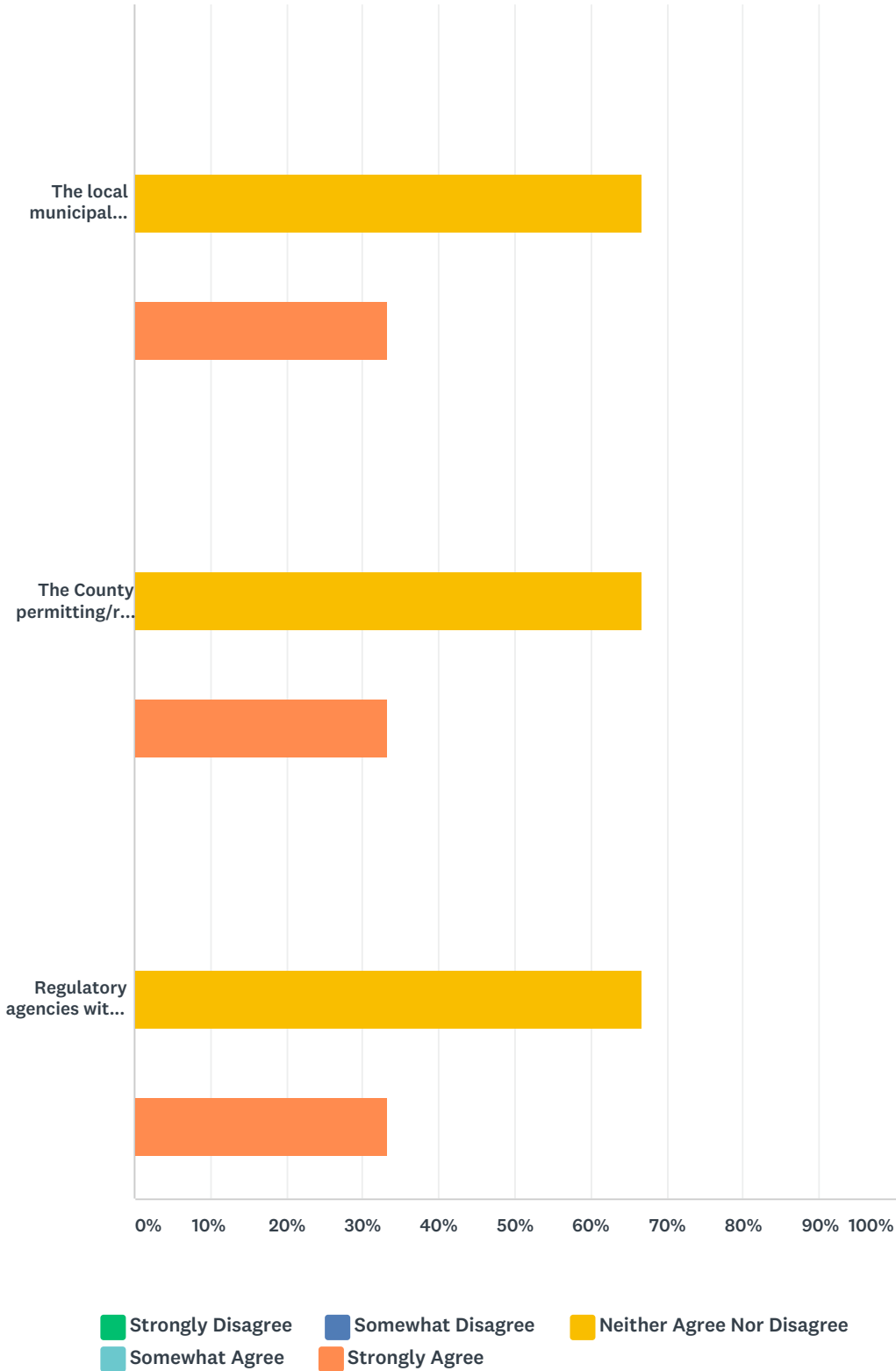


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	STRONGLY DISAGREE	SOMEWHAT DISAGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT AGREE	STRONGLY AGREE	TOTAL
There are adequate financial resources available to assist business in Waukesha County.	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	3
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	3

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

Answered: 3 Skipped: 0



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	66.67% 2	0.00% 0	33.33% 1	3
The County permitting/review staff are helpful and cooperative.	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3

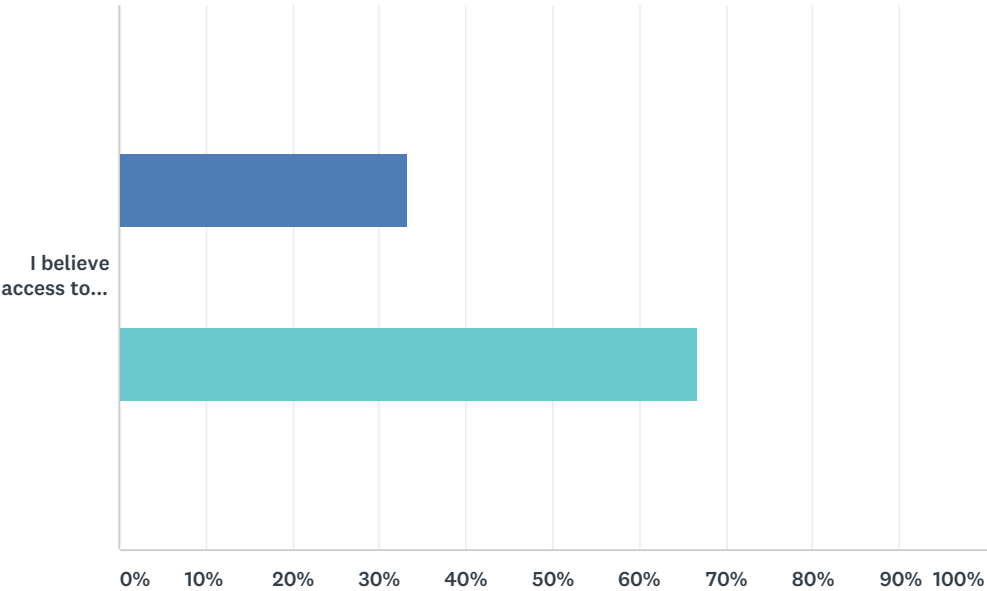
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 0 Skipped: 3

#	RESPONSES	DATE
	There are no responses.	

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

Answered: 3 Skipped: 0



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	33.33% 1	0.00% 0	66.67% 2	0.00% 0	3

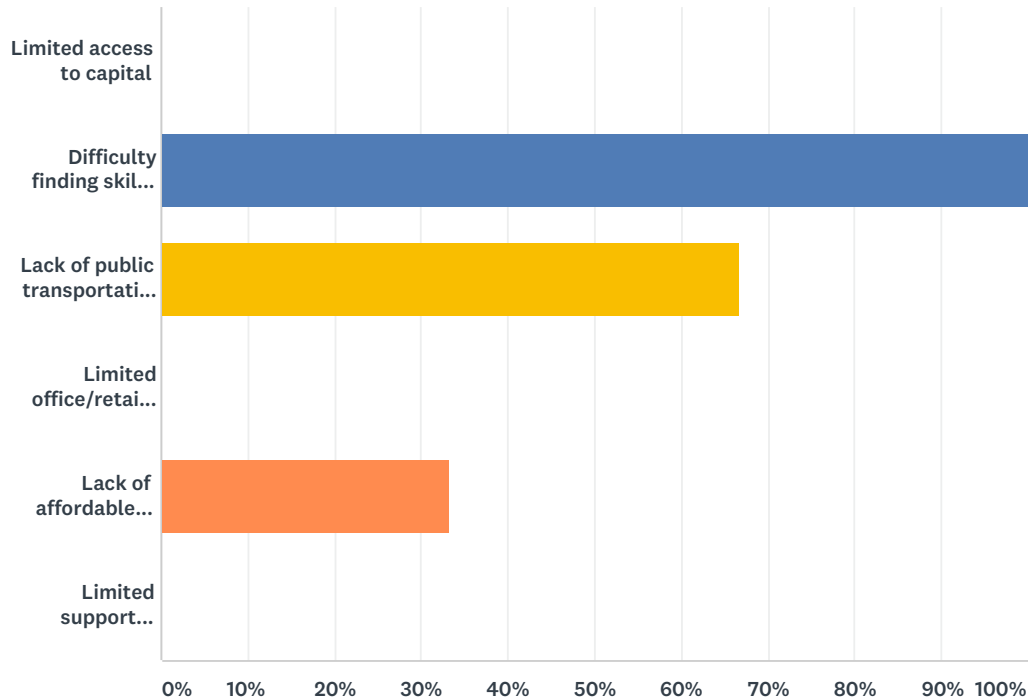
Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 3 Skipped: 0

#	RESPONSES	DATE
1	1941	8/16/2017 9:17 AM
2	Here at this location it was over 14 years ago	8/15/2017 11:27 AM
3	1976	8/15/2017 10:28 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: 3 Skipped: 0



ANSWER CHOICES		RESPONSES	
Limited access to capital		0.00%	0
Difficulty finding skilled workforce		100.00%	3
Lack of public transportation options		66.67%	2
Limited office/retail space options		0.00%	0
Lack of affordable housing		33.33%	1
Limited support resources (incubators, mentors, counseling, etc.)		0.00%	0
Total Respondents: 3			

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

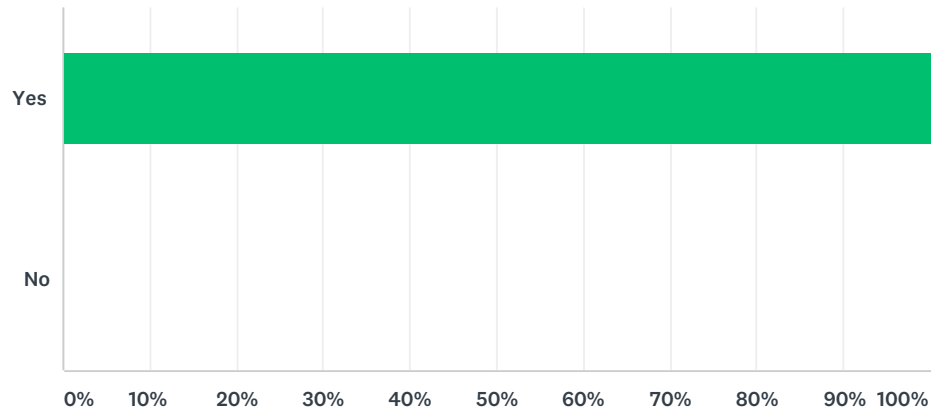
Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 2 Skipped: 1

#	RESPONSES	DATE
1	Recruiting employees	8/16/2017 9:18 AM
2	We do not need the financial assistance, just reasonable rules on expanding the building. We have 9 other locations we can/could expend in	8/15/2017 10:29 AM

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

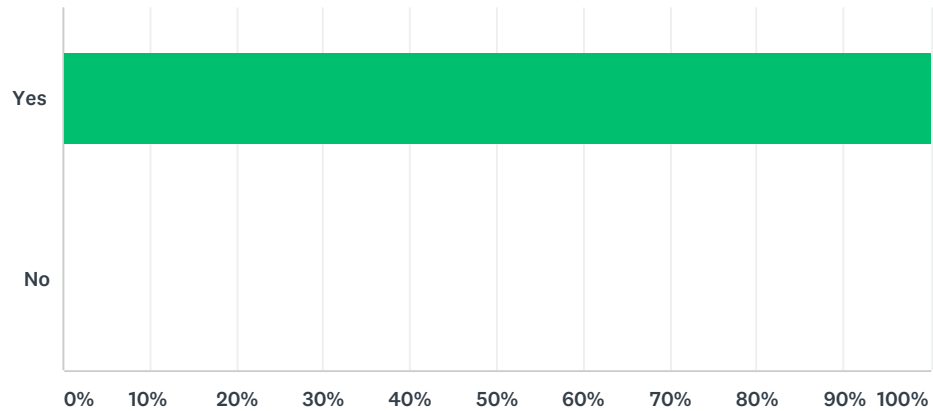
Answered: 3 Skipped: 0



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

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

Answered: 3 Skipped: 0



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