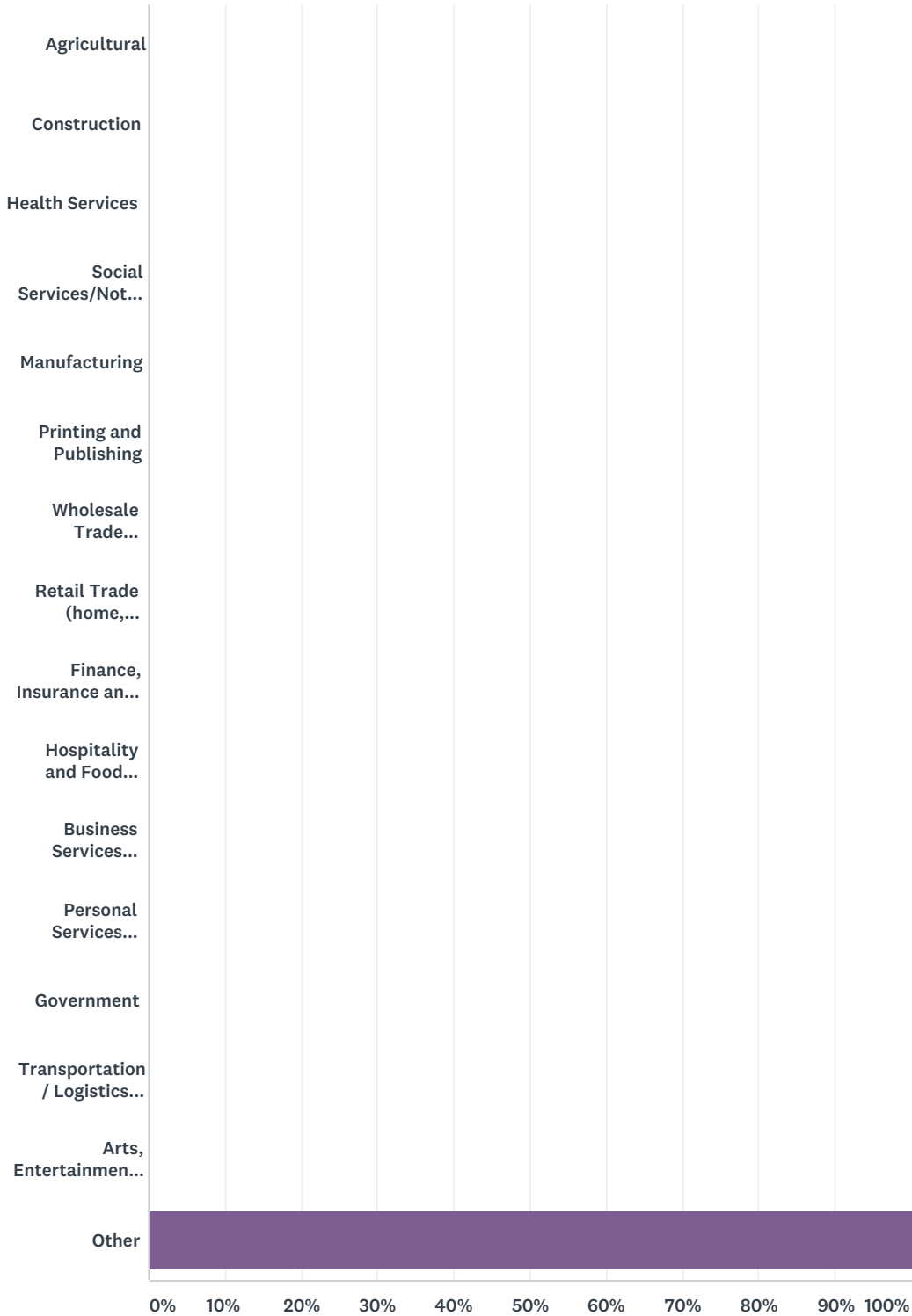


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 24 Skipped: 0



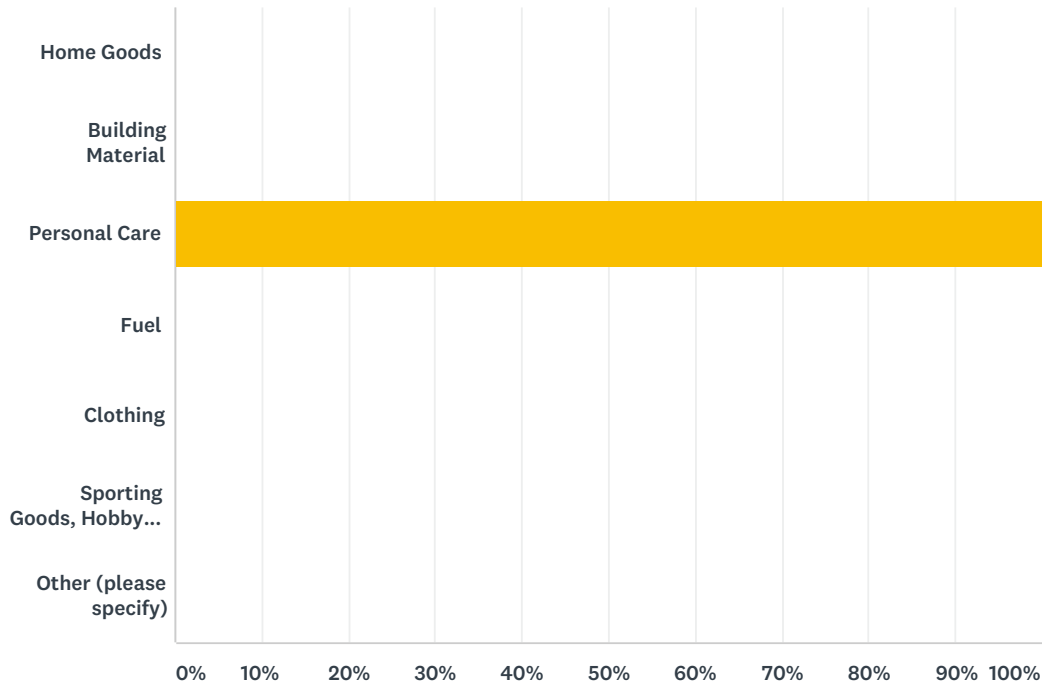
ANSWER CHOICES	RESPONSES
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Waukesha County Business Survey 2017

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...)	0.00%	0
Arts, Entertainment, Recreation	0.00%	0
Other	100.00%	24
TOTAL		24

Q8 Retail Trade

Answered: 1 Skipped: 23

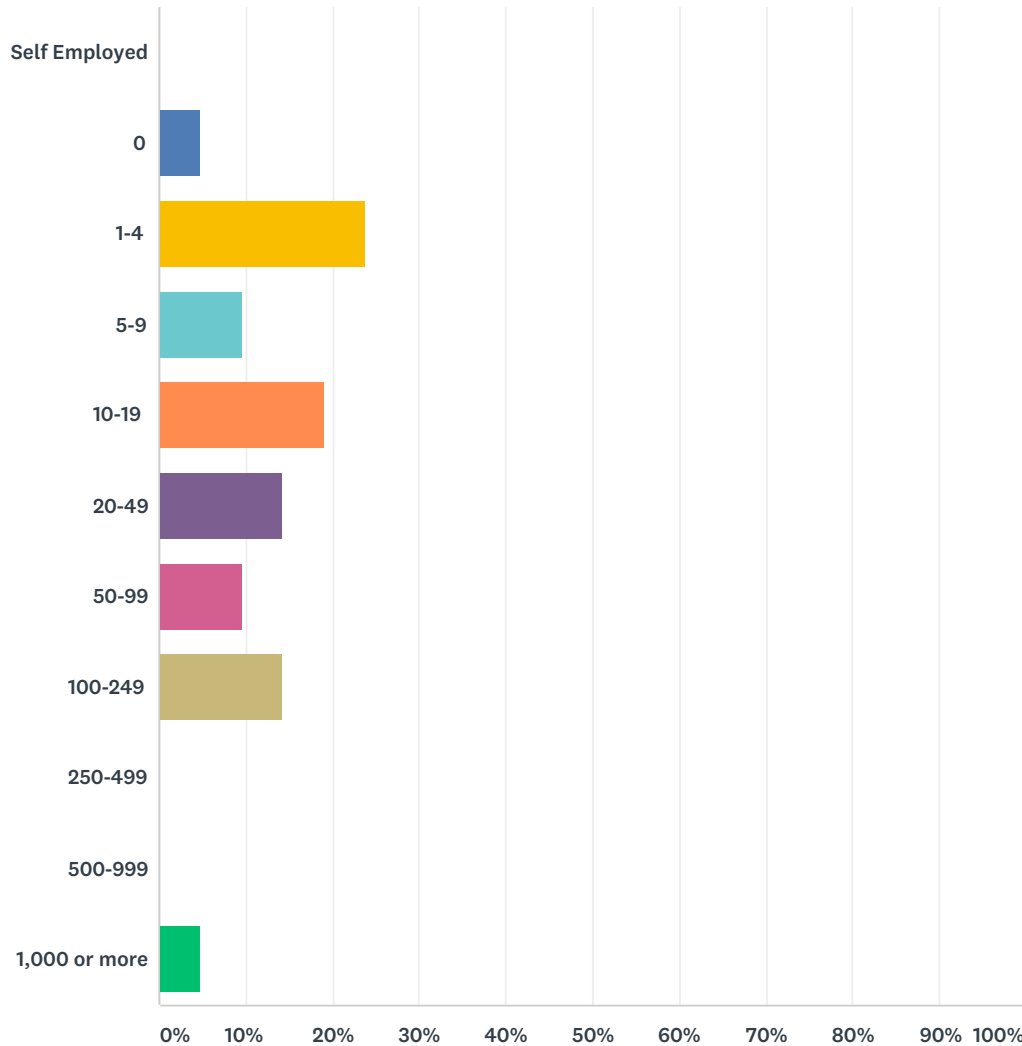


ANSWER CHOICES	RESPONSES
Home Goods	0.00% 0
Building Material	0.00% 0
Personal Care	100.00% 1
Fuel	0.00% 0
Clothing	0.00% 0
Sporting Goods, Hobby, Music, Books	0.00% 0
Other (please specify)	0.00% 0
TOTAL	1

#	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: 21 Skipped: 3



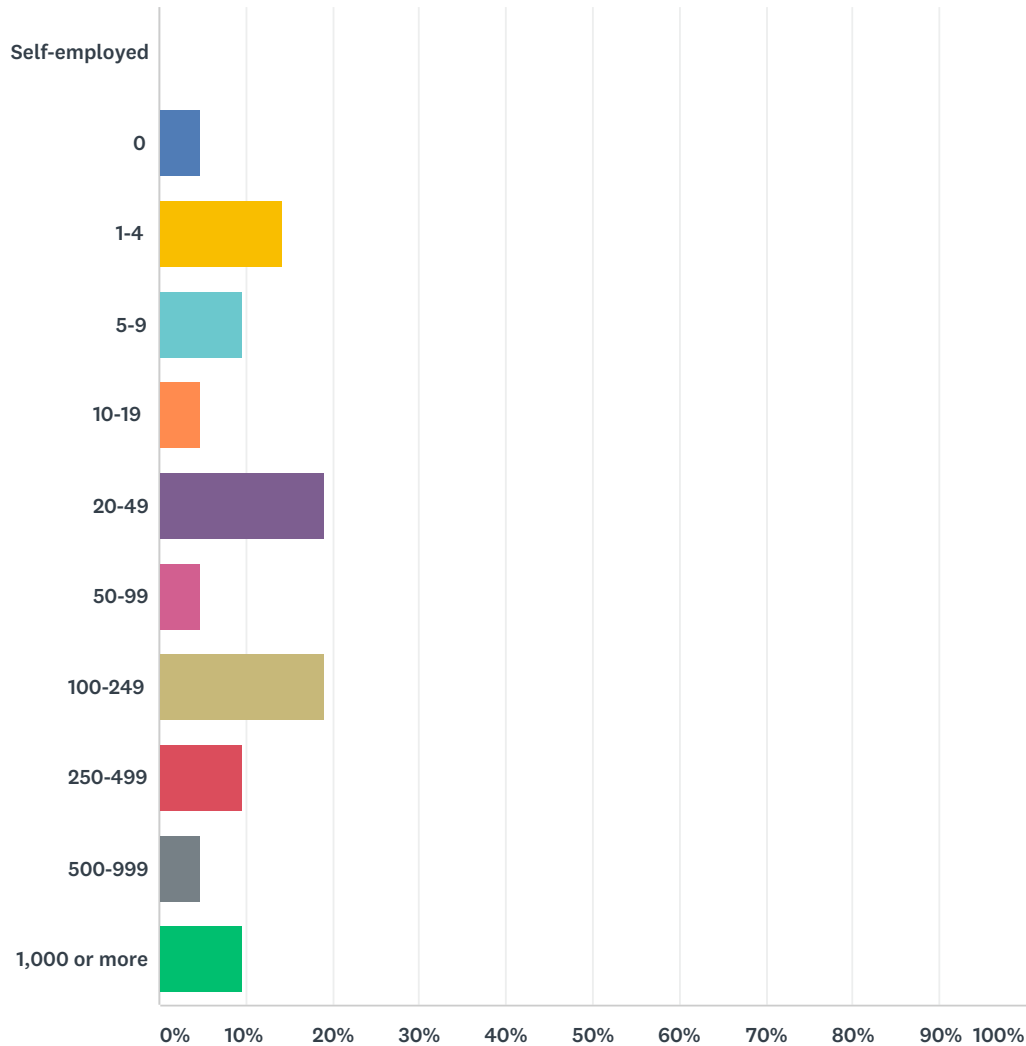
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	4.76%	1
1-4	23.81%	5
5-9	9.52%	2
10-19	19.05%	4
20-49	14.29%	3
50-99	9.52%	2
100-249	14.29%	3
250-499	0.00%	0

Waukesha County Business Survey 2017

500-999	0.00%	0
1,000 or more	4.76%	1
TOTAL		21

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

Answered: 21 Skipped: 3



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	4.76%	1
1-4	14.29%	3
5-9	9.52%	2
10-19	4.76%	1
20-49	19.05%	4
50-99	4.76%	1
100-249	19.05%	4
250-499	9.52%	2

Waukesha County Business Survey 2017

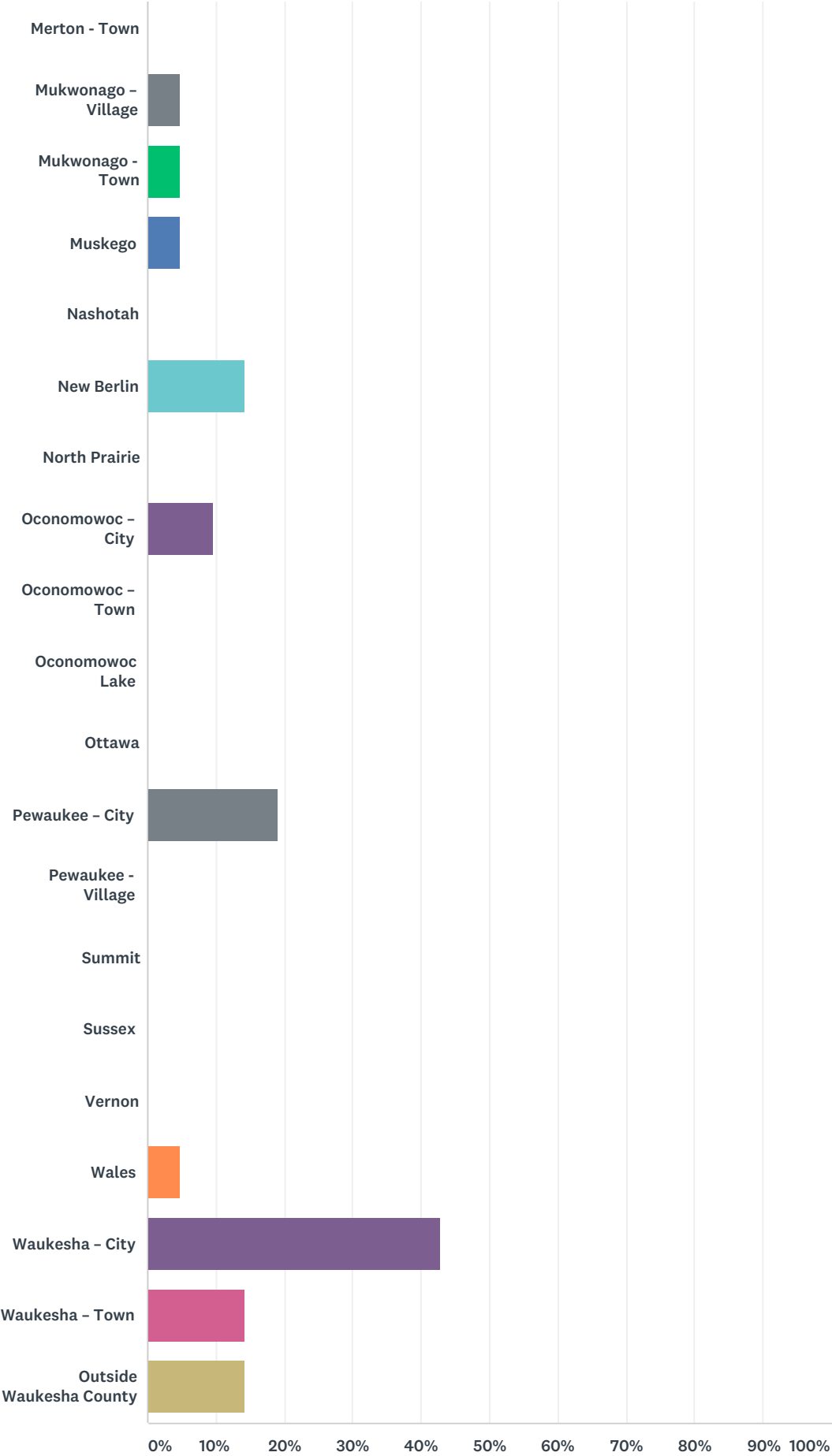
500-999	4.76%	1
1,000 or more	9.52%	2
TOTAL		21

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

Answered: 21 Skipped: 3



Waukesha County Business Survey 2017



Waukesha County Business Survey 2017

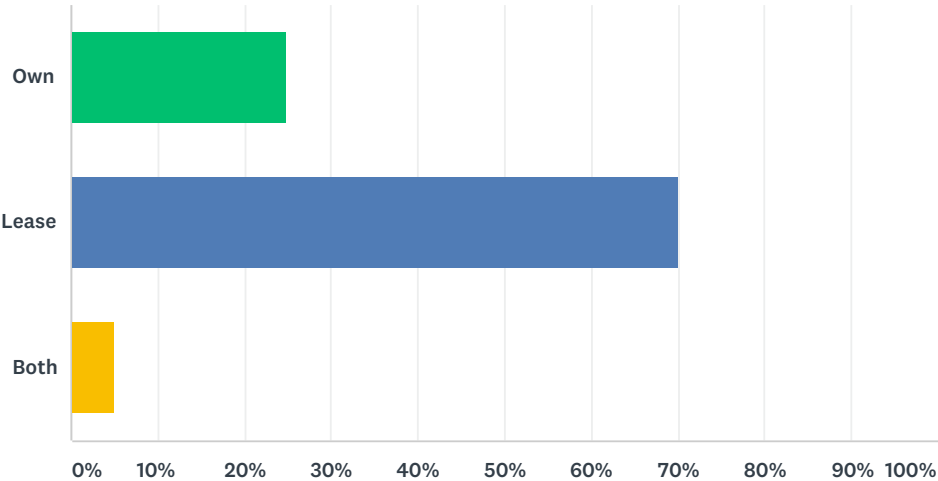
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	19.05%	4
Brookfield - Town	9.52%	2
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	4.76%	1
Delafield - Town	4.76%	1
Dousman	4.76%	1
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	4.76%	1
Genesee	0.00%	0
Hartland	4.76%	1
Lac La Belle	0.00%	0
Lannon	0.00%	0
Lisbon	0.00%	0
Menomonee Falls	9.52%	2
Merton – Village	0.00%	0
Merton - Town	0.00%	0
Mukwonago – Village	4.76%	1
Mukwonago - Town	4.76%	1
Muskego	4.76%	1
Nashotah	0.00%	0
New Berlin	14.29%	3
North Prairie	0.00%	0
Oconomowoc – City	9.52%	2
Oconomowoc – Town	0.00%	0
Oconomowoc Lake	0.00%	0
Ottawa	0.00%	0
Pewaukee – City	19.05%	4
Pewaukee - Village	0.00%	0
Summit	0.00%	0
Sussex	0.00%	0
Vernon	0.00%	0

Waukesha County Business Survey 2017

Wales	4.76%	1
Waukesha – City	42.86%	9
Waukesha – Town	14.29%	3
Outside Waukesha County	14.29%	3
Total Respondents: 21		

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

Answered: 20 Skipped: 4



ANSWER CHOICES	RESPONSES	
Own	25.00%	5
Lease	70.00%	14
Both	5.00%	1
TOTAL		20

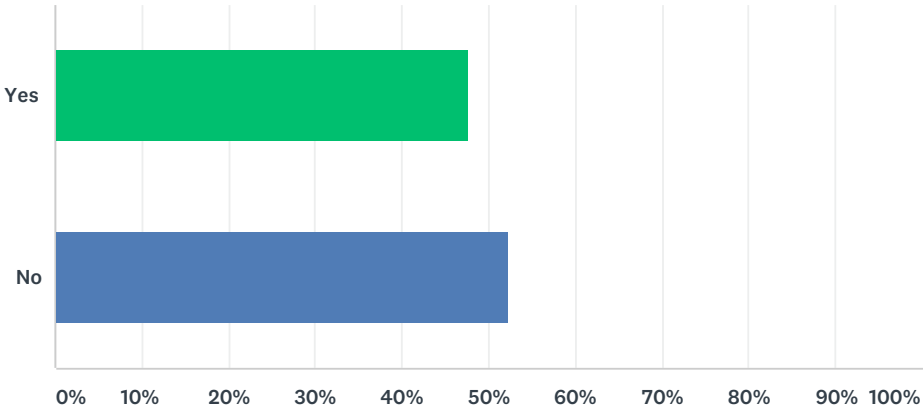
Q39 12. What percent of your facility's square footage are you currently utilizing?

Answered: 21 Skipped: 3

#	RESPONSES	DATE
1	90	8/16/2017 10:51 AM
2	100	8/15/2017 8:38 PM
3	100%	8/15/2017 3:42 PM
4	100	8/15/2017 2:59 PM
5	18,000	8/15/2017 1:39 PM
6	50	8/15/2017 1:01 PM
7	136 off season/40,000 on event location	8/15/2017 12:06 PM
8	100	8/15/2017 9:35 AM
9	100	8/15/2017 8:51 AM
10	90	8/9/2017 4:00 PM
11	50	8/8/2017 6:12 PM
12	75%	8/8/2017 2:09 PM
13	14,000	8/8/2017 12:30 PM
14	100%	8/8/2017 12:19 PM
15	100	8/8/2017 12:08 PM
16	30	8/8/2017 12:05 PM
17	15,000	8/8/2017 8:59 AM
18	100	8/8/2017 8:51 AM
19	100%	8/8/2017 8:30 AM
20	100	8/8/2017 8:24 AM
21	Not sure	8/8/2017 7:37 AM

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

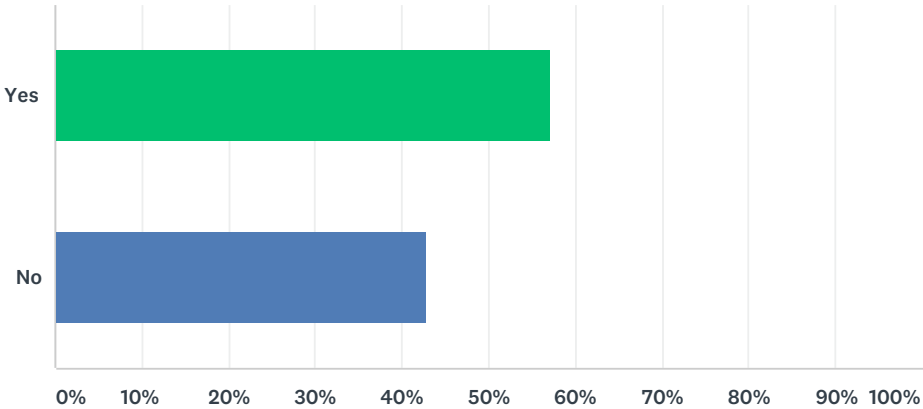
Answered: 21 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	47.62%	10
No	52.38%	11
TOTAL		21

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

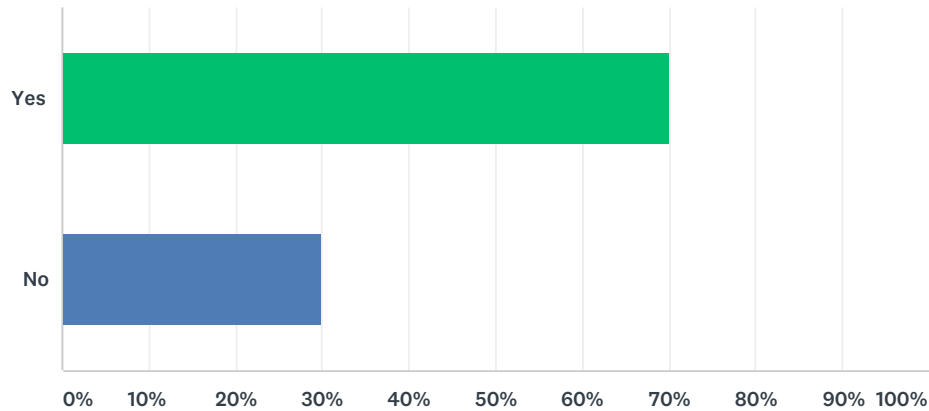
Answered: 21 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	57.14%	12
No	42.86%	9
TOTAL		21

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

Answered: 20 Skipped: 4

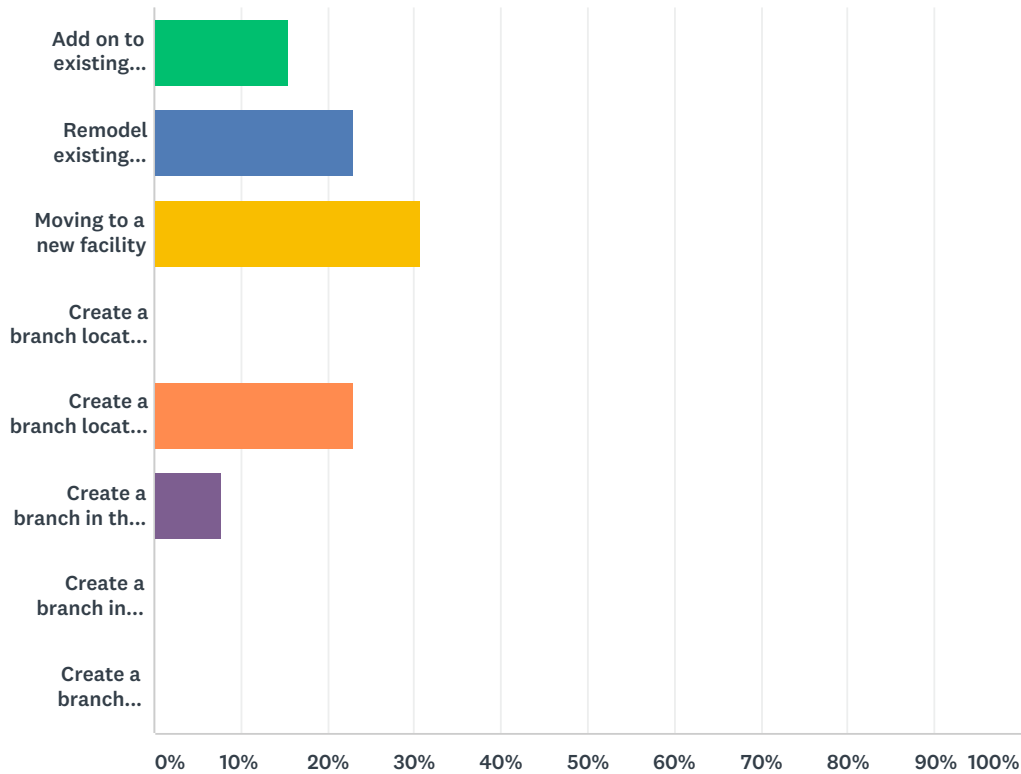


ANSWER CHOICES	RESPONSES	
Yes	70.00%	14
No	30.00%	6
TOTAL		20

#	PLEASE DESCRIBE	DATE
1	We're hoping to grow internally, as we are land-locked with our currently rented facility, allowing more businesses to be a part/showcased through our event and continue marketing Waukesha County as a whole through our event.	8/15/2017 12:10 PM
2	Thru acquisition	8/9/2017 4:00 PM
3	Adding employees	8/8/2017 6:12 PM
4	Grow college student enrollment; increase number of program offerings	8/8/2017 12:30 PM
5	plan to open other offices throughout Wisconsin in next 2-5 years.	8/8/2017 12:19 PM
6	New programs	8/8/2017 12:06 PM
7	more accounts	8/8/2017 8:25 AM

Q43 Which best describes your business expansion plans?

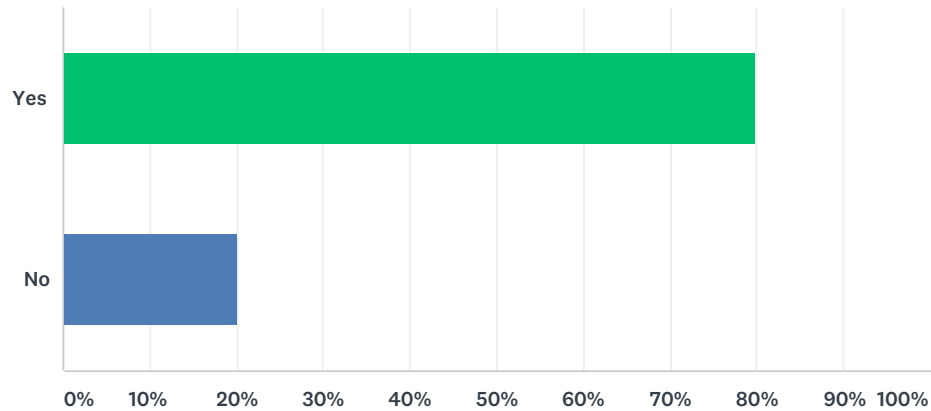
Answered: 13 Skipped: 11



ANSWER CHOICES	RESPONSES	
Add on to existing facility	15.38%	2
Remodel existing facility	23.08%	3
Moving to a new facility	30.77%	4
Create a branch location in Waukesha County	0.00%	0
Create a branch location in the Region (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	23.08%	3
Create a branch in the State	7.69%	1
Create a branch in another State	0.00%	0
Create a branch Internationally	0.00%	0
TOTAL		13

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

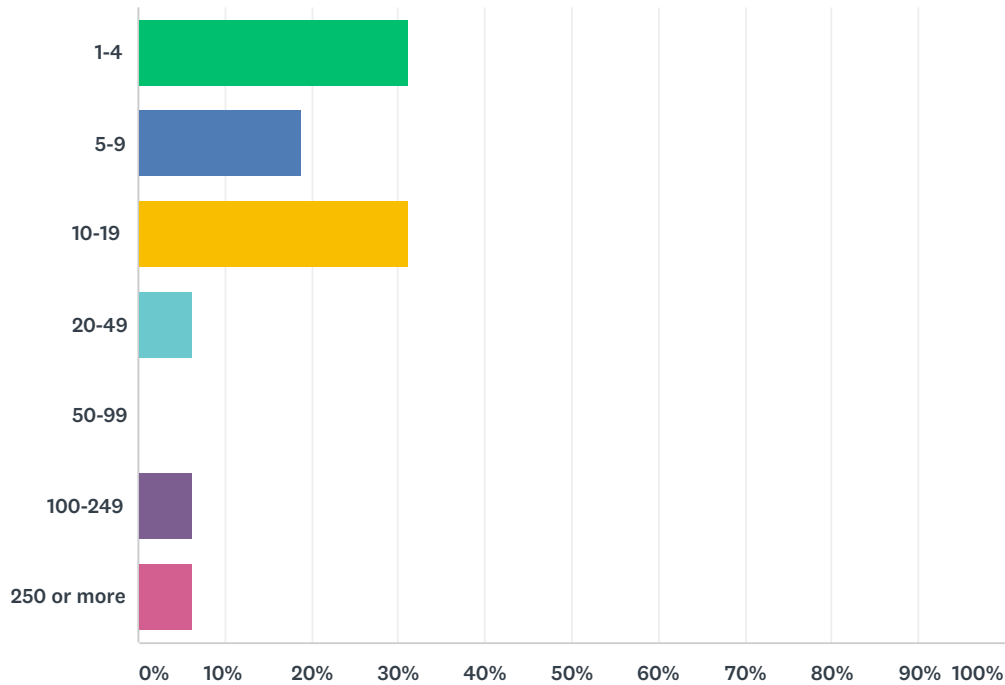
Answered: 20 Skipped: 4



ANSWER CHOICES		RESPONSES	
Yes		80.00%	16
No		20.00%	4
TOTAL			20

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

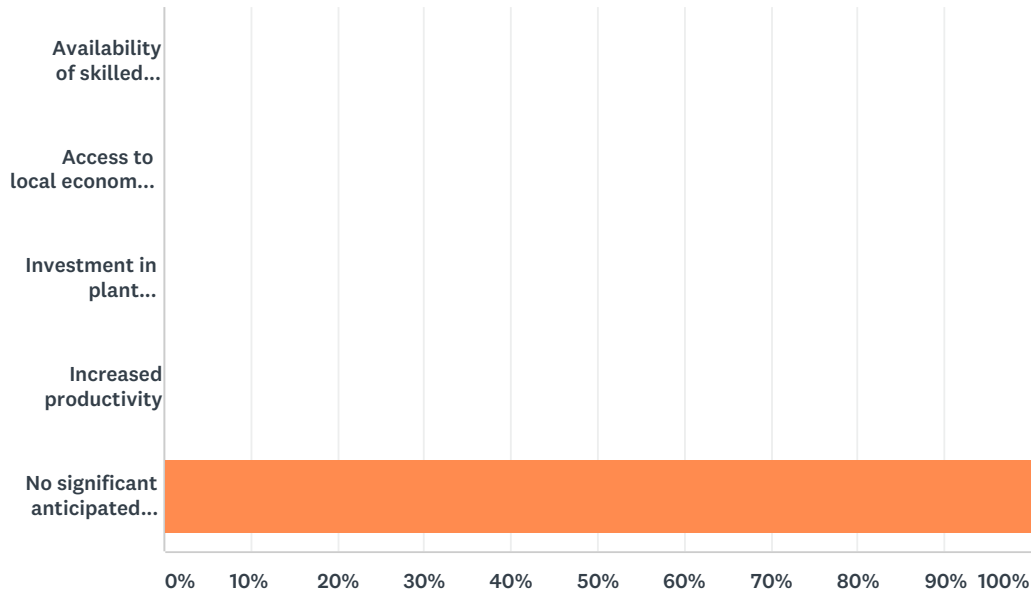
Answered: 16 Skipped: 8



ANSWER CHOICES	RESPONSES	
1-4	31.25%	5
5-9	18.75%	3
10-19	31.25%	5
20-49	6.25%	1
50-99	0.00%	0
100-249	6.25%	1
250 or more	6.25%	1
TOTAL		16

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

Answered: 3 Skipped: 21

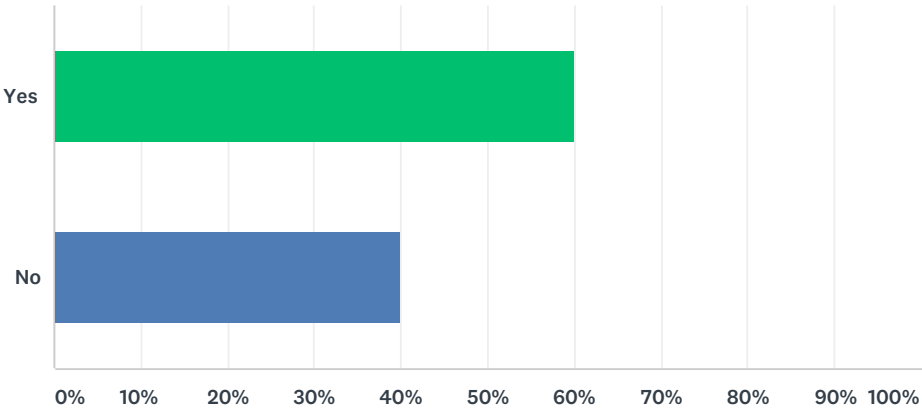


ANSWER CHOICES	RESPONSES	
Availability of skilled workers	0.00%	0
Access to local economic development grants, loans, and/or assistance	0.00%	0
Investment in plant efficiency and / or automation	0.00%	0
Increased productivity	0.00%	0
No significant anticipated growth in business	100.00%	3
TOTAL		3

#	OTHER (PLEASE SPECIFY)	DATE
1	we believe we have our business plan covered and it is a conscious effort to remain the same size	8/15/2017 3:03 PM

Q47 17. Is staff recruitment impacting your business?

Answered: 20 Skipped: 4

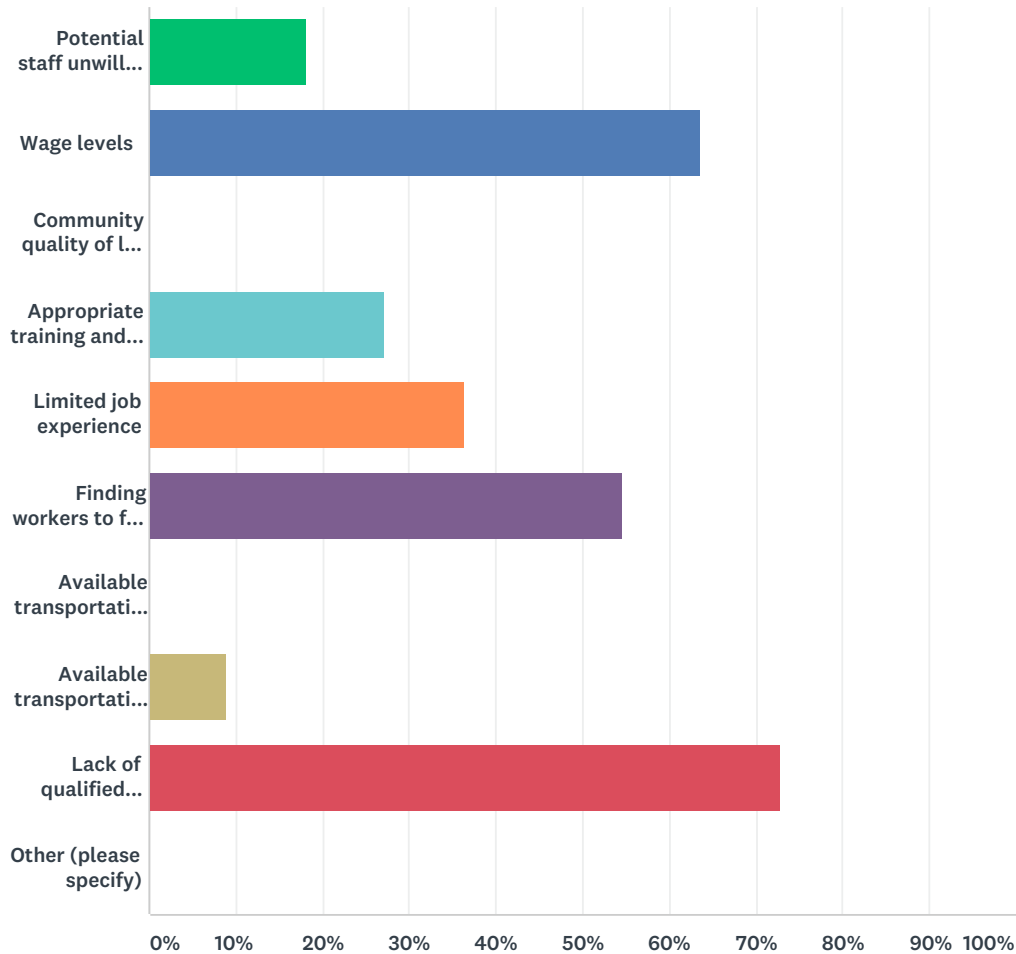


ANSWER CHOICES		RESPONSES	
Yes		60.00%	12
No		40.00%	8
TOTAL			20

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

Select All that Apply →

Answered: 11 Skipped: 13



ANSWER CHOICES	RESPONSES	
Potential staff unwilling to relocate	18.18%	2
Wage levels	63.64%	7
Community quality of life amenities (parks, culture, entertainment...)	0.00%	0
Appropriate training and / or education	27.27%	3
Limited job experience	36.36%	4
Finding workers to fit the business culture	54.55%	6
Available transportation to work	0.00%	0
Available transportation to work	9.09%	1
Lack of qualified applicants	72.73%	8
Other (please specify)	0.00%	0

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Total Respondents: 11		
#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q49 18. What are the top three emerging or new training needs, technology, or workforce skills will be needed in your industry sector in the future?

Answered: 12 Skipped: 12

ANSWER CHOICES	RESPONSES	
1	100.00%	12
2	83.33%	10
3	75.00%	9

#	1	DATE
1	Additional technology training	8/16/2017 10:56 AM
2	experience	8/15/2017 3:05 PM
3	Construction Project Management	8/15/2017 1:40 PM
4	customer service support	8/15/2017 1:06 PM
5	Willingness to Adapt	8/15/2017 12:17 PM
6	computer training	8/15/2017 9:36 AM
7	Engineering skills	8/9/2017 4:01 PM
8	Health Care Management	8/8/2017 12:32 PM
9	Machine Operators (CNC, Lathe, etc.)	8/8/2017 12:20 PM
10	Technology changes	8/8/2017 12:07 PM
11	workforce development of basic carpentry, electric, electronic skilsets	8/8/2017 8:54 AM
12	Workers managing their career portfolio & path	8/8/2017 8:39 AM

#	2	DATE
1	New software implementations	8/16/2017 10:56 AM
2	committment to our profession	8/15/2017 3:05 PM
3	IT	8/15/2017 1:40 PM
4	Promotional Sales	8/15/2017 1:06 PM
5	Holding a High Standard of Guest Service/Excellence	8/15/2017 12:17 PM
6	Communication skills	8/9/2017 4:01 PM
7	Nursing	8/8/2017 12:32 PM
8	Industry specific knowledge (food manufacturing, etc.)	8/8/2017 12:20 PM
9	Instill in tomorrow's workforce the desire to grow ith a company in lieu of changiong jobs for advancement	8/8/2017 8:54 AM
10	Talent identifying with the needs of business	8/8/2017 8:39 AM

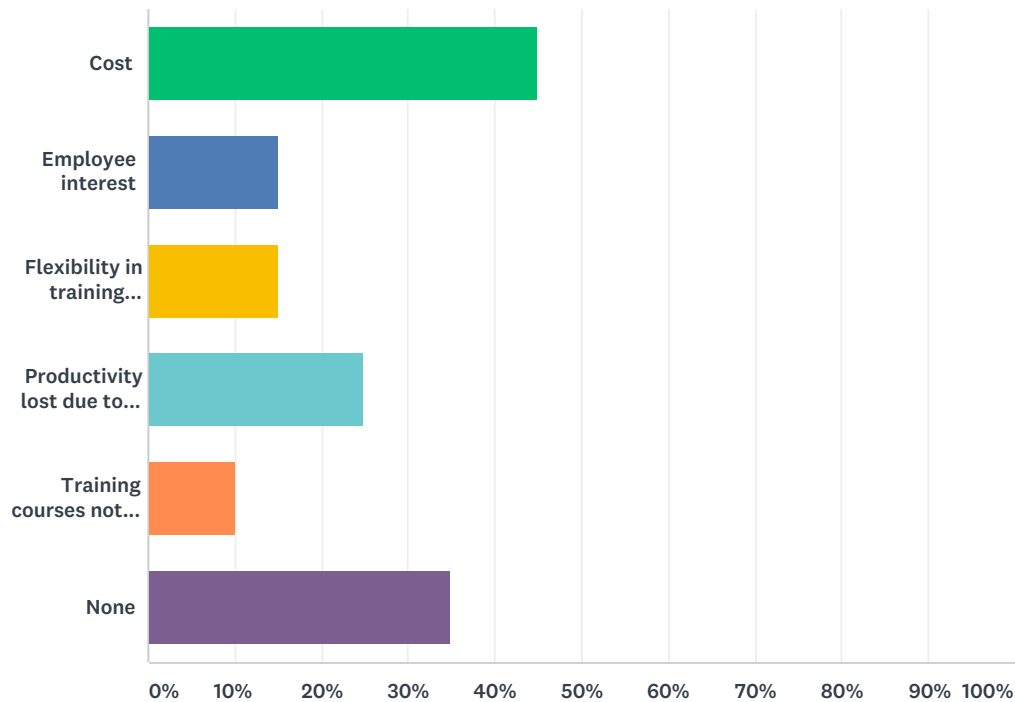
#	3	DATE
1	Leadership and communication skills	8/16/2017 10:56 AM
2	REVIT software capabilities	8/15/2017 3:05 PM
3	Customer Service	8/15/2017 1:40 PM
4	Creativity to Change and Offer Ideas	8/15/2017 12:17 PM

Waukesha County Business Survey 2017

5	Financial skills	8/9/2017 4:01 PM
6	Professional Counseling	8/8/2017 12:32 PM
7	Computer literacy	8/8/2017 12:20 PM
8	Ready trained basic maintenance prospective employees	8/8/2017 8:54 AM
9	Business understanding the importance of EVP's	8/8/2017 8:39 AM

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

Answered: 20 Skipped: 4

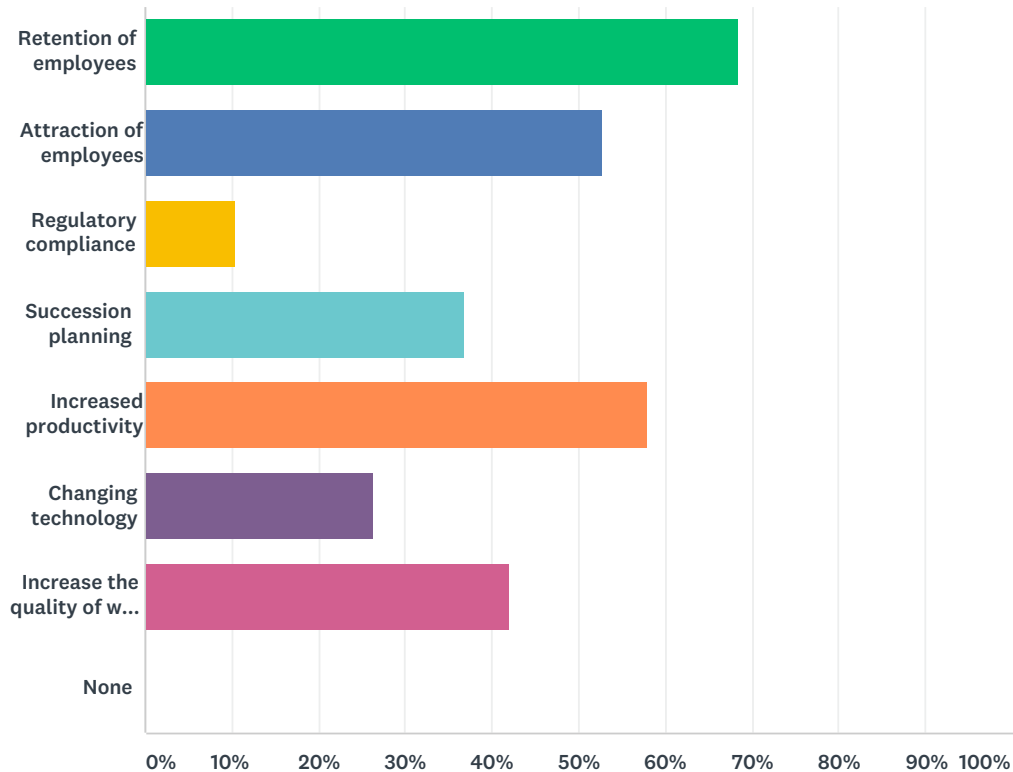


ANSWER CHOICES		RESPONSES	
Cost		45.00%	9
Employee interest		15.00%	3
Flexibility in training delivery (e.g., time and location)		15.00%	3
Productivity lost due to time off the job		25.00%	5
Training courses not available for my business needs		10.00%	2
None		35.00%	7
Total Respondents: 20			

#	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: 19 Skipped: 5

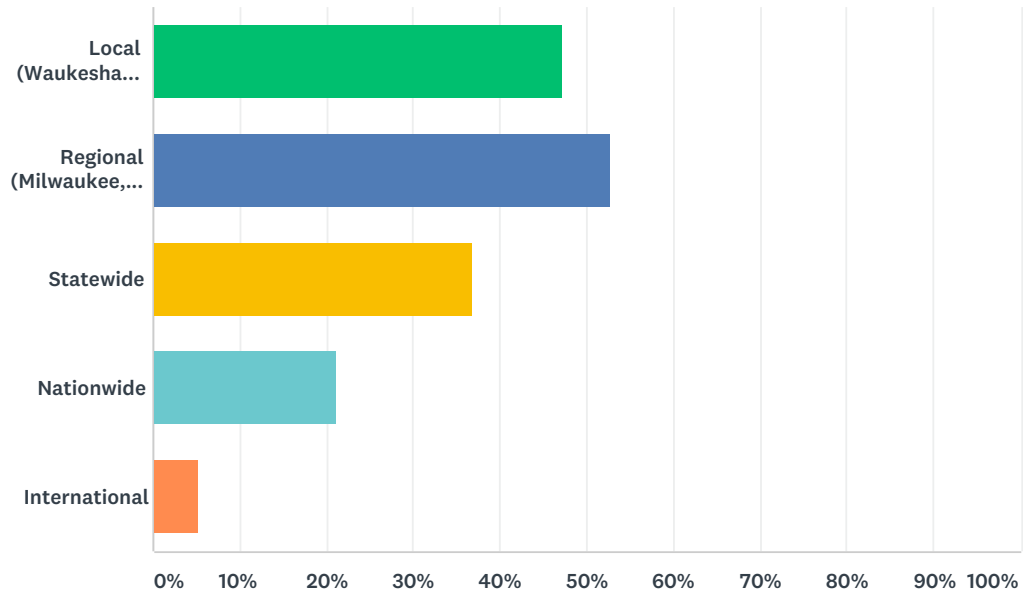


ANSWER CHOICES	RESPONSES	
Retention of employees	68.42%	13
Attraction of employees	52.63%	10
Regulatory compliance	10.53%	2
Succession planning	36.84%	7
Increased productivity	57.89%	11
Changing technology	26.32%	5
Increase the quality of work product	42.11%	8
None	0.00%	0
Total Respondents: 19		

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

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

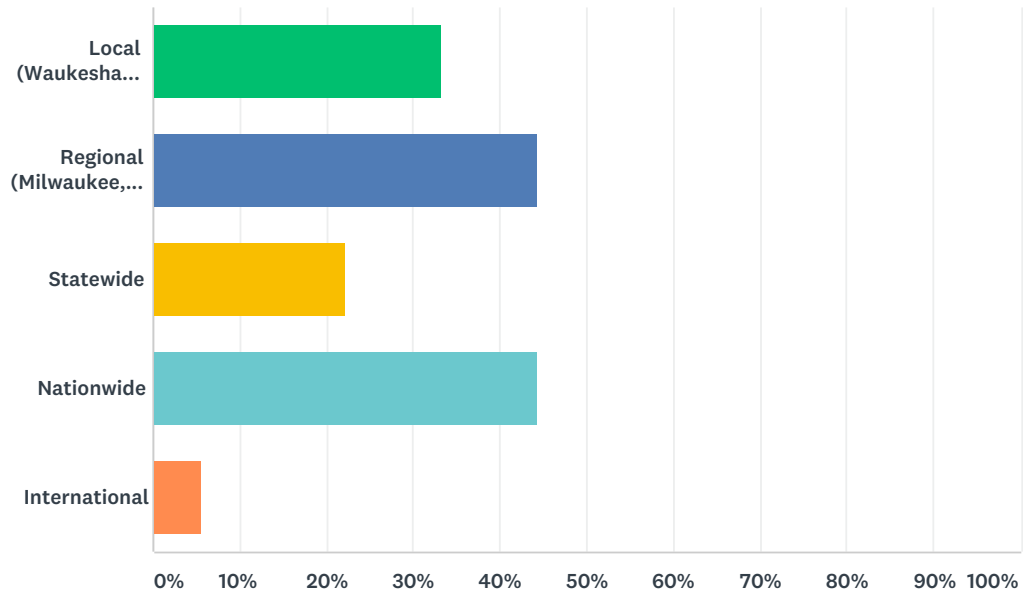
Answered: 19 Skipped: 5



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	47.37%	9
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	52.63%	10
Statewide	36.84%	7
Nationwide	21.05%	4
International	5.26%	1
Total Respondents: 19		

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

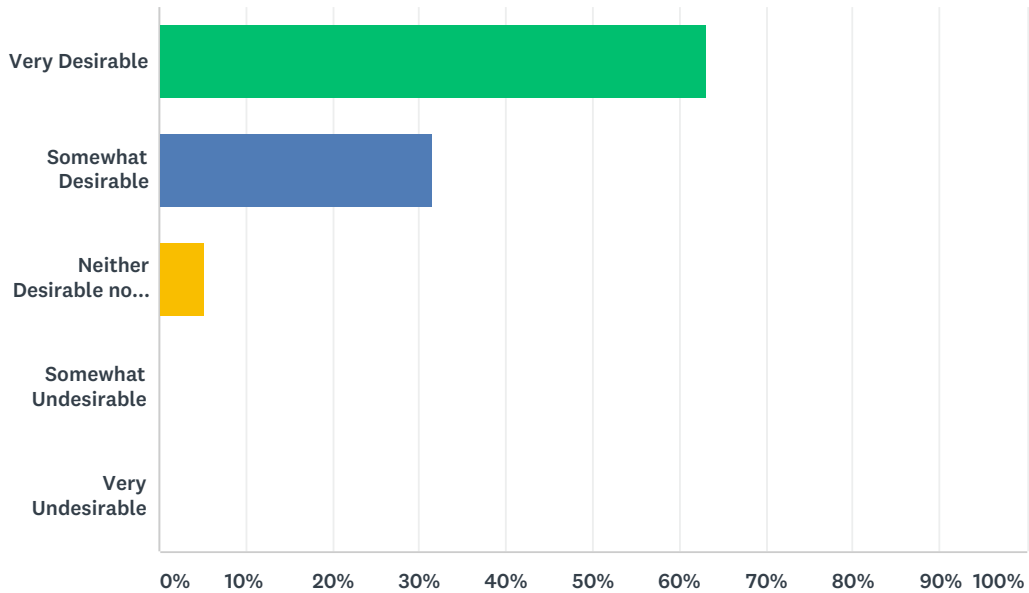
Answered: 18 Skipped: 6



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	33.33%	6
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	44.44%	8
Statewide	22.22%	4
Nationwide	44.44%	8
International	5.56%	1
Total Respondents: 18		

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

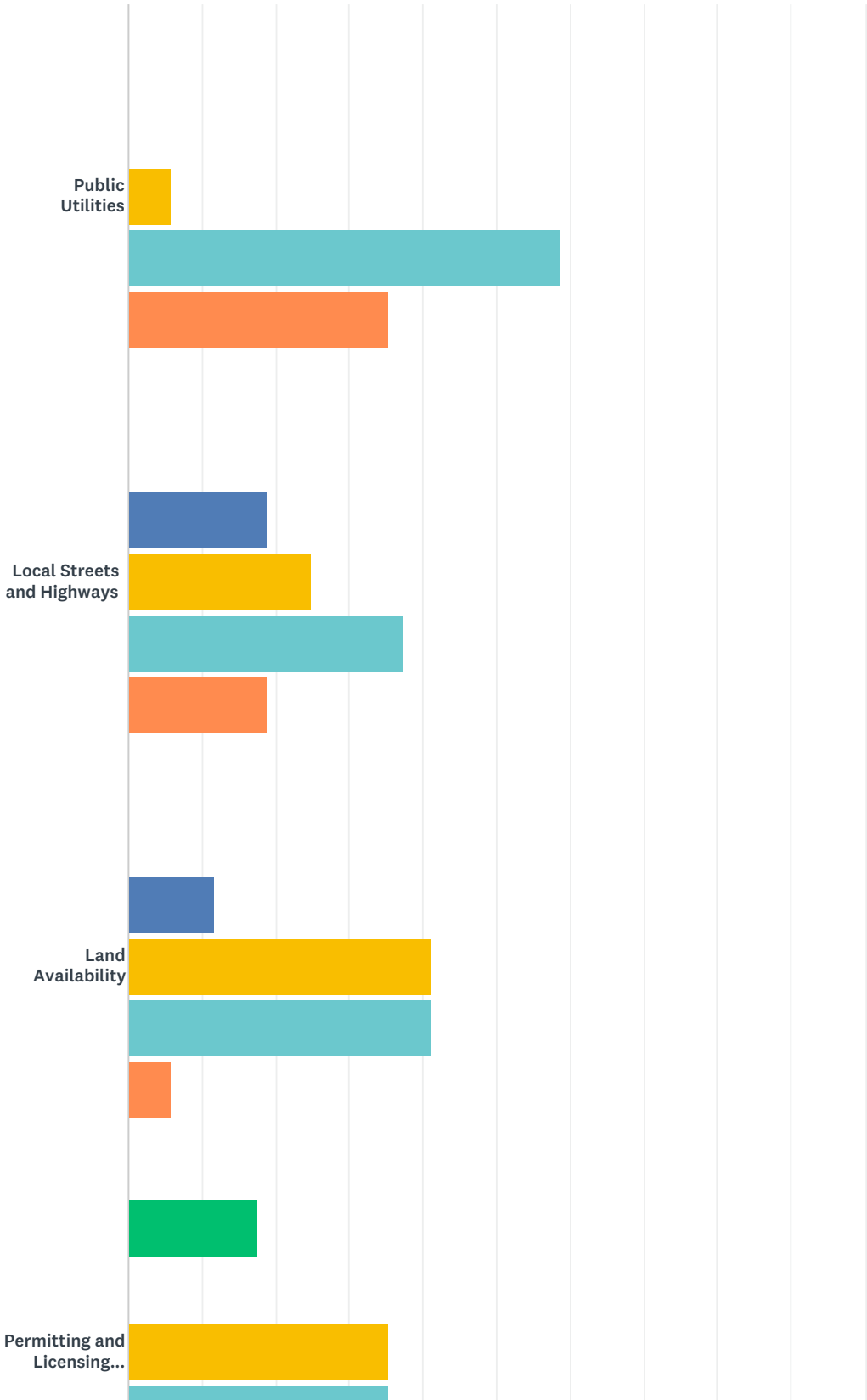
Answered: 19 Skipped: 5



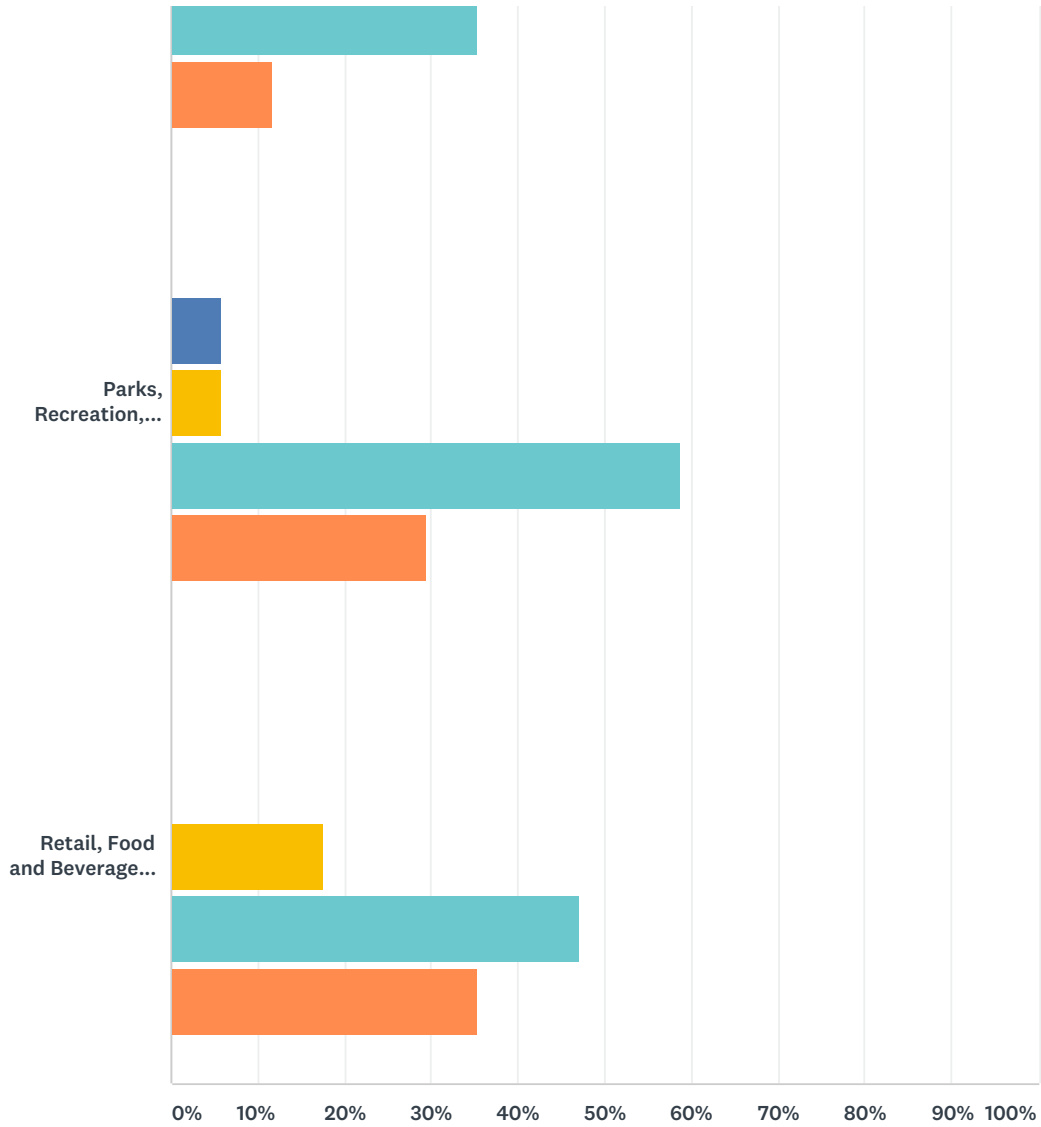
ANSWER CHOICES	RESPONSES	
Very Desirable	63.16%	12
Somewhat Desirable	31.58%	6
Neither Desirable nor Undesirable	5.26%	1
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		19

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

Answered: 17 Skipped: 7



Waukesha County Business Survey 2017

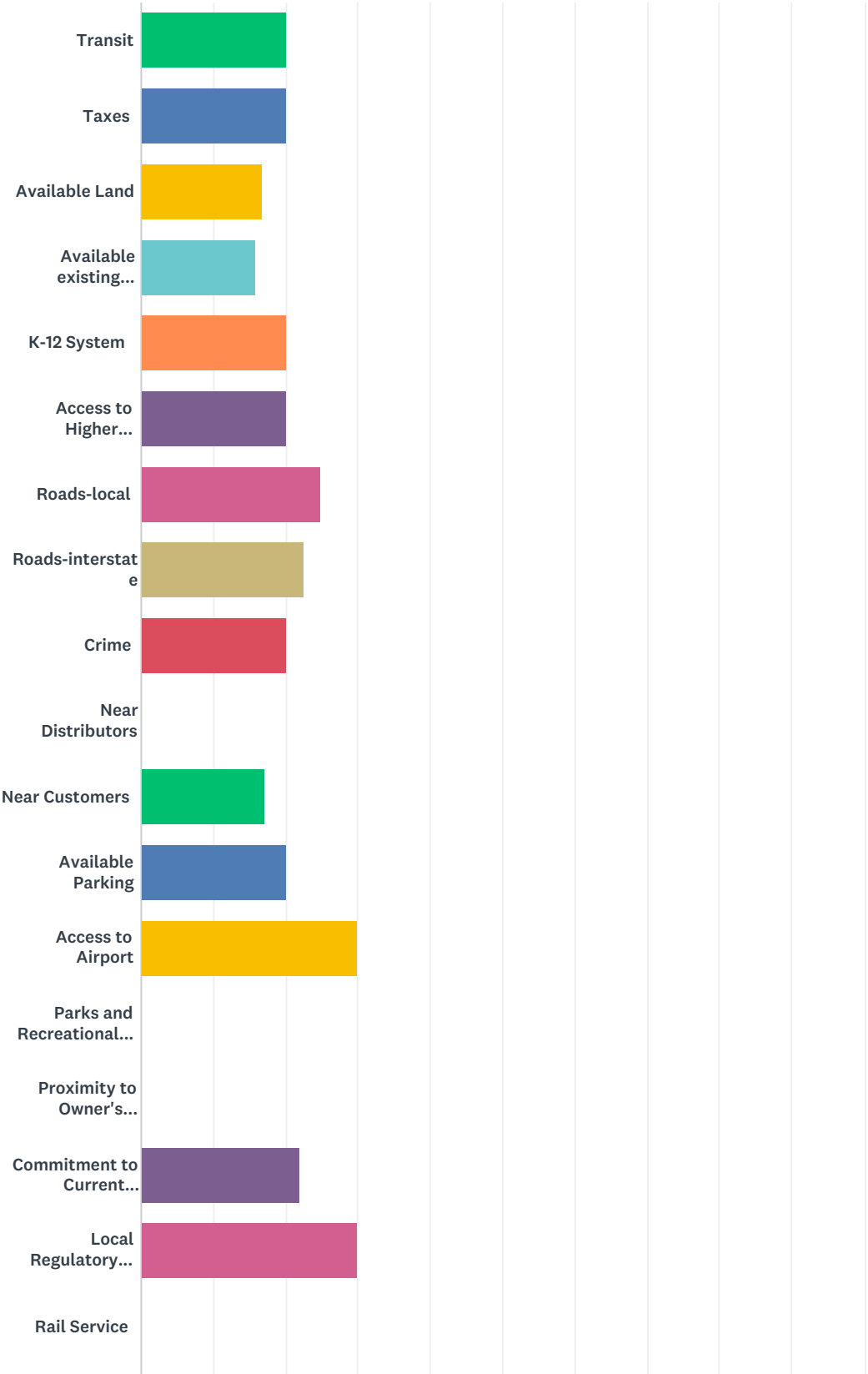


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

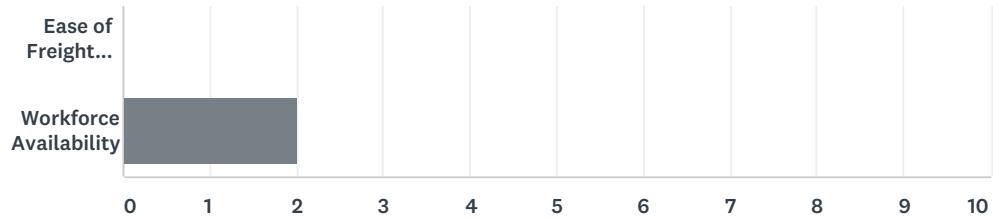
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	0.00% 0	0.00% 0	5.88% 1	58.82% 10	35.29% 6	17
Local Streets and Highways	0.00% 0	18.75% 3	25.00% 4	37.50% 6	18.75% 3	16
Land Availability	0.00% 0	11.76% 2	41.18% 7	41.18% 7	5.88% 1	17
Permitting and Licensing Assistance	17.65% 3	0.00% 0	35.29% 6	35.29% 6	11.76% 2	17
Parks, Recreation, Cultural Amenities	0.00% 0	5.88% 1	5.88% 1	58.82% 10	29.41% 5	17
Retail, Food and Beverage Services	0.00% 0	0.00% 0	17.65% 3	47.06% 8	35.29% 6	17

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: 16 Skipped: 8



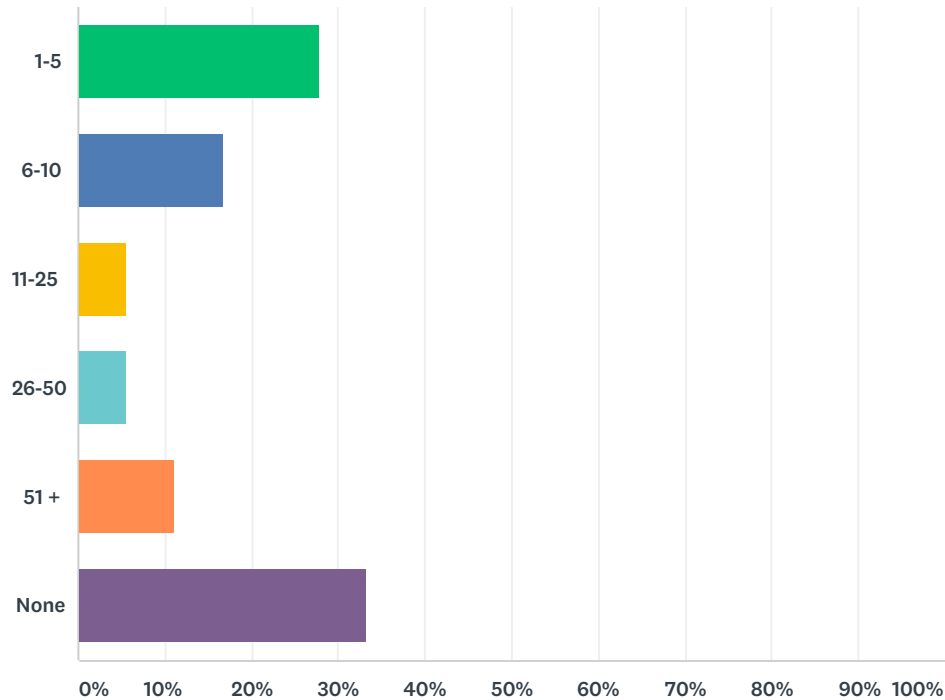
Waukesha County Business Survey 2017



	FIRST CHOICE	SECOND CHOICE	THIRD CHOICE	TOTAL	WEIGHTED AVERAGE
Transit	0.00% 0	100.00% 1	0.00% 0	1	2.00
Taxes	33.33% 1	33.33% 1	33.33% 1	3	2.00
Available Land	33.33% 1	66.67% 2	0.00% 0	3	1.67
Available existing building	60.00% 3	20.00% 1	20.00% 1	5	1.60
K-12 System	0.00% 0	100.00% 1	0.00% 0	1	2.00
Access to Higher Education	33.33% 1	33.33% 1	33.33% 1	3	2.00
Roads-local	0.00% 0	50.00% 1	50.00% 1	2	2.50
Roads-interstate	0.00% 0	75.00% 3	25.00% 1	4	2.25
Crime	50.00% 1	0.00% 0	50.00% 1	2	2.00
Near Distributors	0.00% 0	0.00% 0	0.00% 0	0	0.00
Near Customers	57.14% 4	14.29% 1	28.57% 2	7	1.71
Available Parking	33.33% 1	33.33% 1	33.33% 1	3	2.00
Access to Airport	0.00% 0	0.00% 0	100.00% 1	1	3.00
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	20.00% 1	40.00% 2	40.00% 2	5	2.20
Local Regulatory Environment	0.00% 0	0.00% 0	100.00% 1	1	3.00
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	42.86% 3	14.29% 1	42.86% 3	7	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?

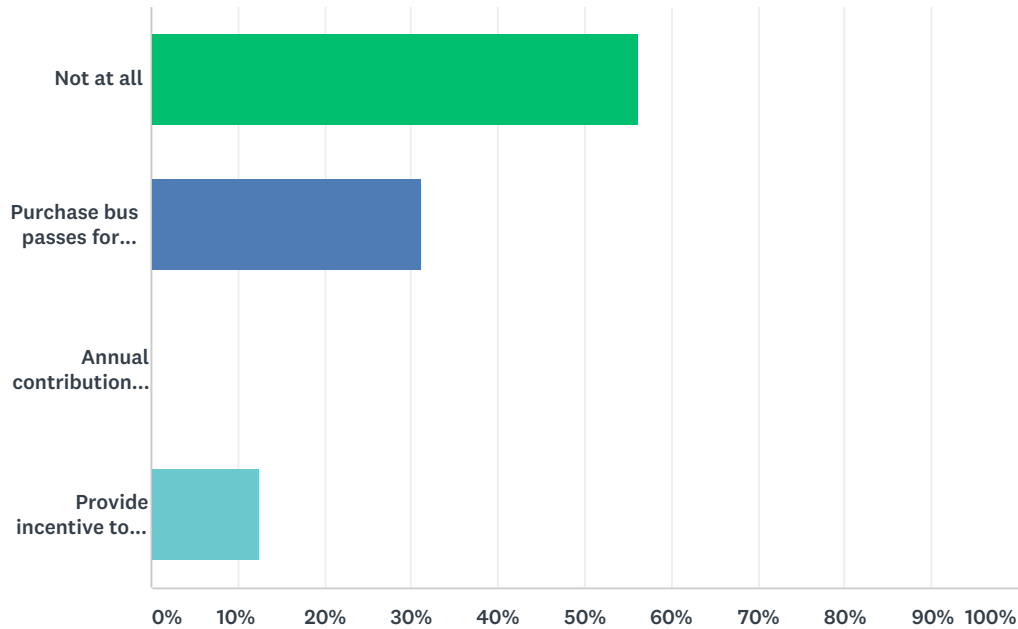
Answered: 18 Skipped: 6



ANSWER CHOICES	RESPONSES	
1-5	27.78%	5
6-10	16.67%	3
11-25	5.56%	1
26-50	5.56%	1
51 +	11.11%	2
None	33.33%	6
TOTAL		18

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

Answered: 16 Skipped: 8

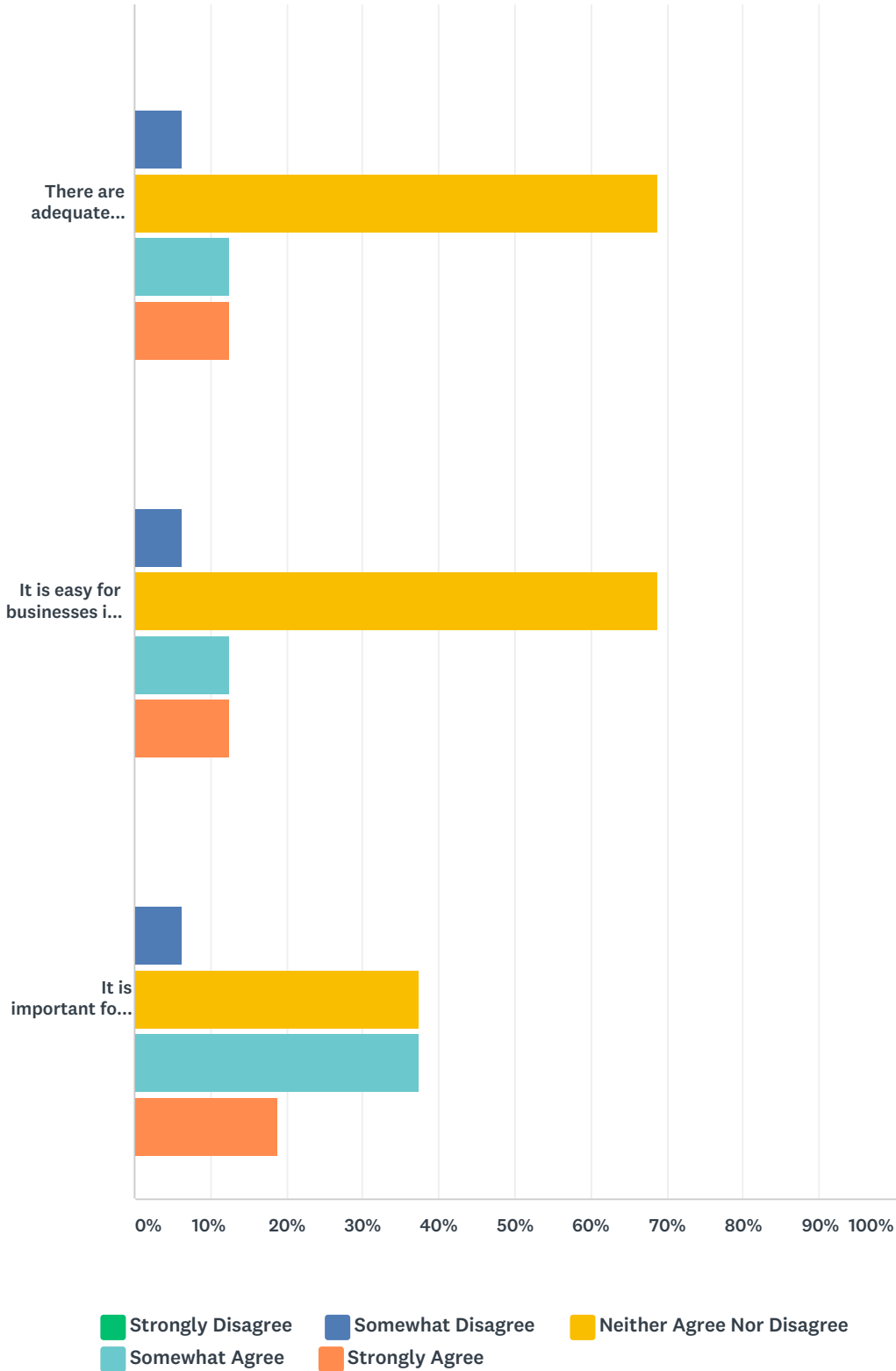


ANSWER CHOICES	RESPONSES	
Not at all	56.25%	9
Purchase bus passes for employees	31.25%	5
Annual contribution for operating costs	0.00%	0
Provide incentive to employees who do not drive	12.50%	2
TOTAL		16

#	OTHER (PLEASE SPECIFY)	DATE
1	Shared busing with other private schools has been considered	8/15/2017 8:44 PM

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

Answered: 16 Skipped: 8

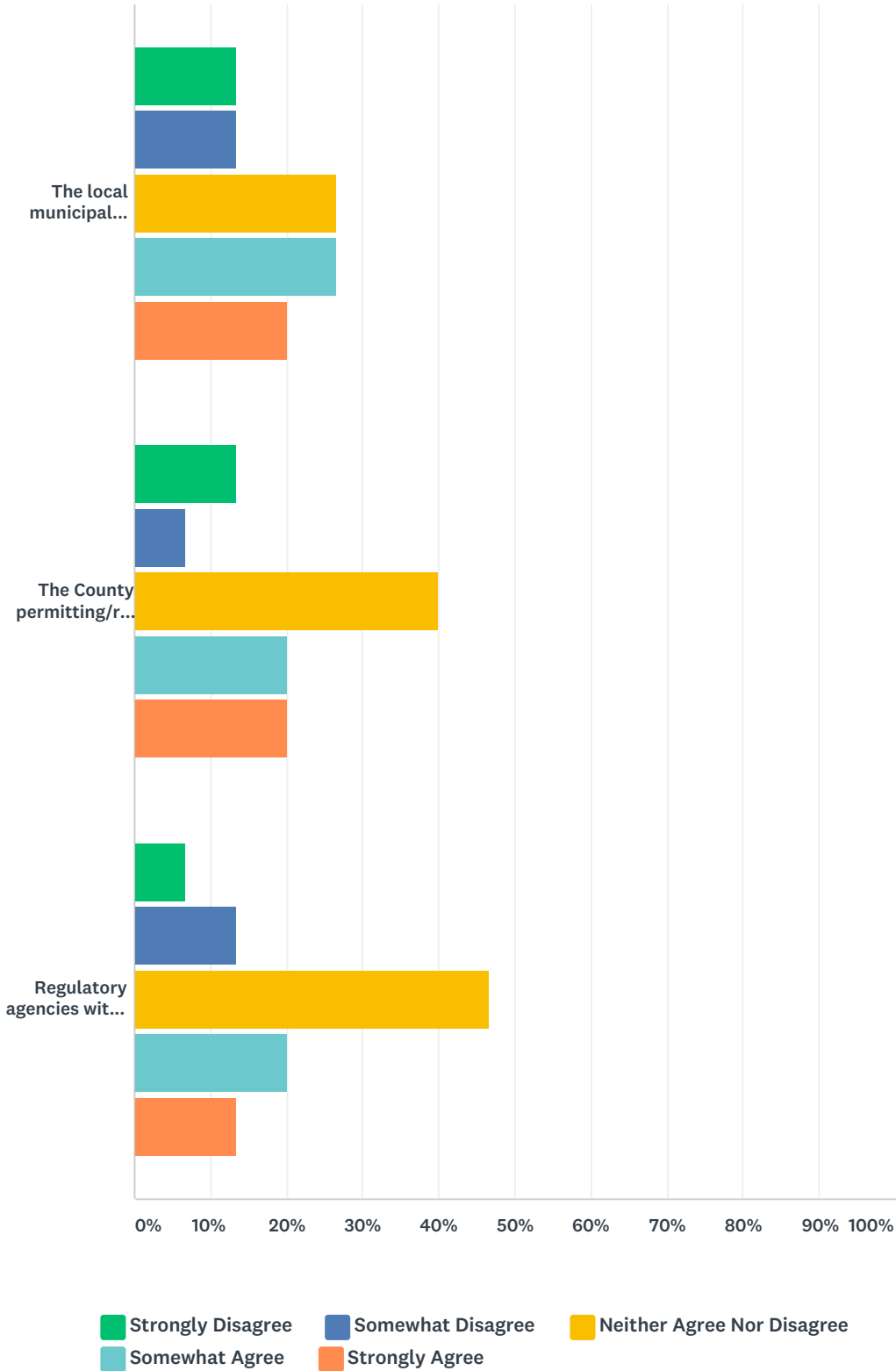


Waukesha County Business Survey 2017

	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	6.25% 1	68.75% 11	12.50% 2	12.50% 2	16
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	6.25% 1	68.75% 11	12.50% 2	12.50% 2	16
It is important for businesses to have access to Interest rate subsidized funding to support job retention and job growth.	0.00% 0	6.25% 1	37.50% 6	37.50% 6	18.75% 3	16

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

Answered: 15 Skipped: 9



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.	13.33% 2	13.33% 2	26.67% 4	26.67% 4	20.00% 3	15
The County permitting/review staff are helpful and cooperative.	13.33% 2	6.67% 1	40.00% 6	20.00% 3	20.00% 3	15
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	6.67% 1	13.33% 2	46.67% 7	20.00% 3	13.33% 2	15

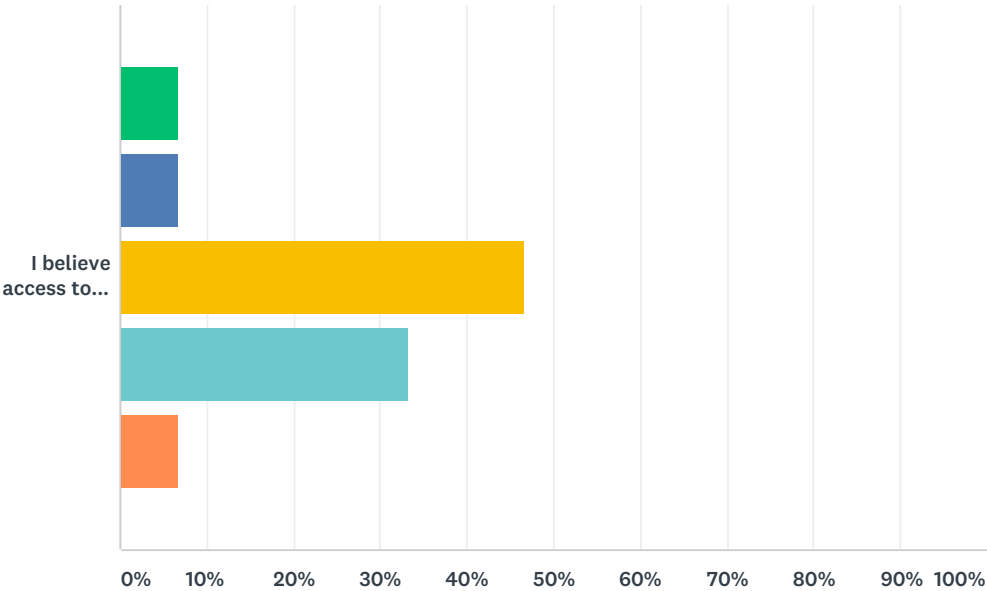
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 2 Skipped: 22

#	RESPONSES	DATE
1	Waukesha County Business Alliance and Center For Growth were key to us getting the branch open.	8/8/2017 12:26 PM
2	Recent experiences with both Waukesha city as well as county permitting agencies show them to be slow, argumentative, and non-conducive to mutually beneficial discussions. Waukesha City and County Planning Commissions should be outsourced with a directive to protect the Community's best interests while working to prompt decisions. Current employees in these depts. work with a sense of job entitlement. Horrible....	8/8/2017 9:37 AM

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

Answered: 15 Skipped: 9



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.	6.67% 1	6.67% 1	46.67% 7	33.33% 5	6.67% 1	15

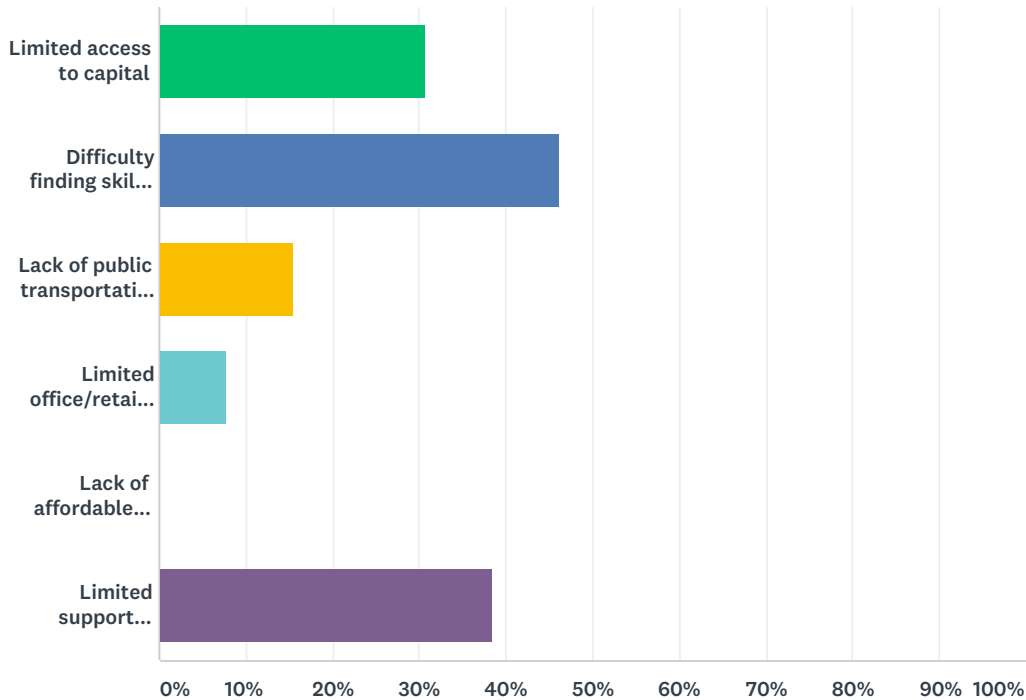
Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 16 Skipped: 8

#	RESPONSES	DATE
1	1960	8/16/2017 11:01 AM
2	2016	8/15/2017 9:58 PM
3	1903	8/15/2017 8:45 PM
4	2014	8/15/2017 3:11 PM
5	1984	8/15/2017 1:44 PM
6	1989	8/15/2017 1:09 PM
7	1978	8/9/2017 4:04 PM
8	2016	8/8/2017 6:15 PM
9	1949	8/8/2017 2:16 PM
10	1865	8/8/2017 12:35 PM
11	in Waukesha: 2017; overall: 1967	8/8/2017 12:27 PM
12	1965	8/8/2017 12:12 PM
13	1997	8/8/2017 10:37 AM
14	1978	8/8/2017 9:37 AM
15	1961	8/8/2017 9:04 AM
16	1977	8/8/2017 8:34 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: 13 Skipped: 11



ANSWER CHOICES		RESPONSES	
Limited access to capital		30.77%	4
Difficulty finding skilled workforce		46.15%	6
Lack of public transportation options		15.38%	2
Limited office/retail space options		7.69%	1
Lack of affordable housing		0.00%	0
Limited support resources (incubators, mentors, counseling, etc.)		38.46%	5
Total Respondents: 13			

#	OTHER (PLEASE SPECIFY)	DATE
1	Competition Online Market in Higher Education	8/8/2017 12:35 PM

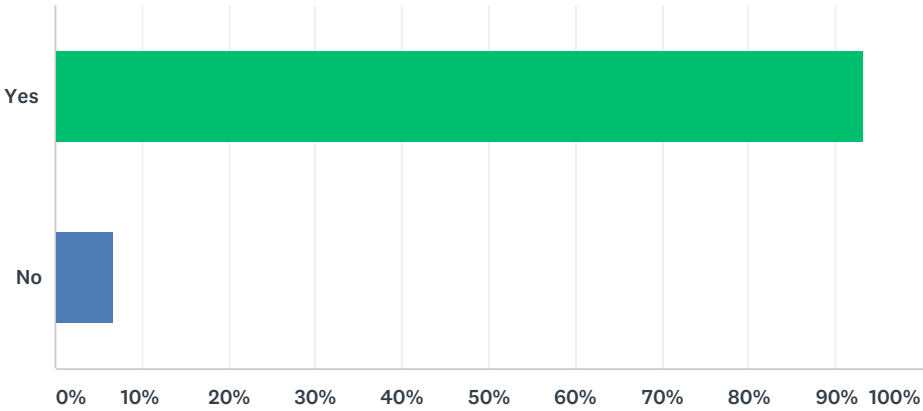
Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 8 Skipped: 16

#	RESPONSES	DATE
1	Identification of possible new location sites	8/16/2017 11:02 AM
2	None	8/15/2017 9:59 PM
3	Wisconsin Lutheran high school is partnering with WCTC to ensure more students are getting skills that matter to the workforce in our community.	8/15/2017 8:47 PM
4	Transportation and guidance	8/8/2017 12:27 PM
5	none	8/8/2017 12:12 PM
6	Workforce development & training. Talent attraction to Waukesha county	8/8/2017 10:39 AM
7	Trained entry-level workforce with basic mechanical skillsets.	8/8/2017 9:38 AM
8	finding work force	8/8/2017 8:36 AM

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

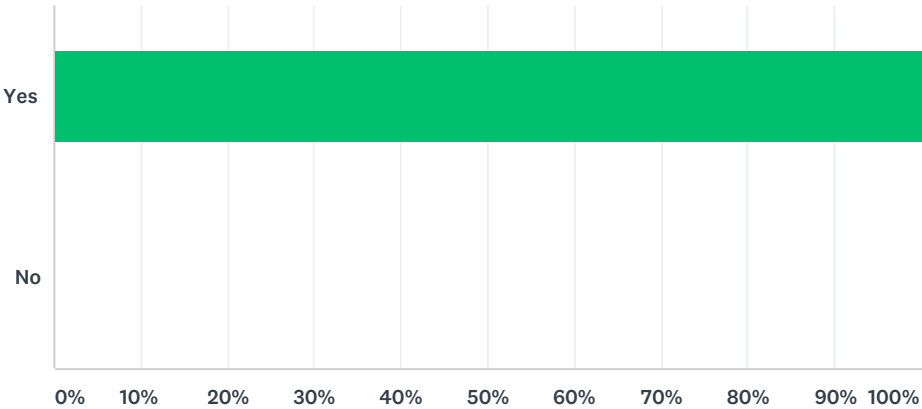
Answered: 15 Skipped: 9



ANSWER CHOICES		RESPONSES	
Yes		93.33%	14
No		6.67%	1
TOTAL			15

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

Answered: 15 Skipped: 9



ANSWER CHOICES		RESPONSES	
Yes		100.00%	15
No		0.00%	0
TOTAL			15