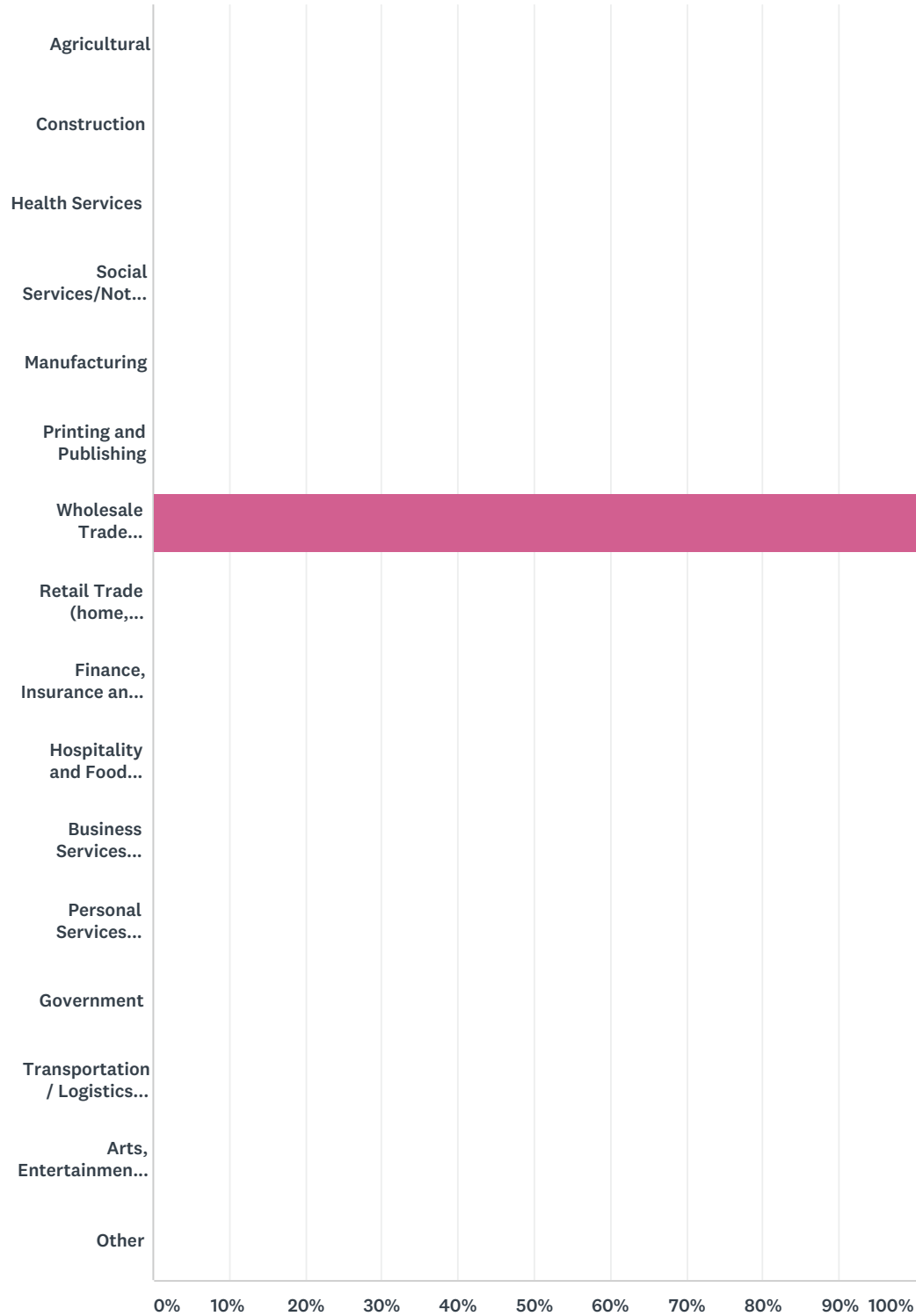


Q1 GENERAL INFORMATION1. Select the Business Sector that best describes your business.

Answered: 4 Skipped: 0



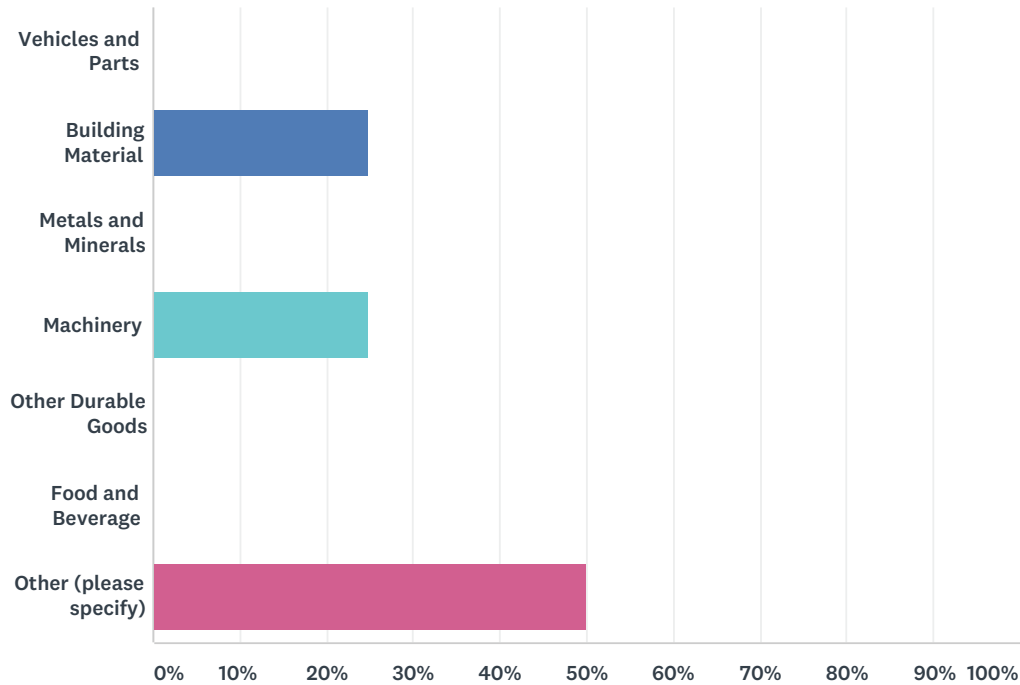
ANSWER CHOICES	RESPONSES
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Waukesha County Business Survey 2017

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...)	100.00%	4
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		4

Q7 Wholesale Trade

Answered: 4 Skipped: 0

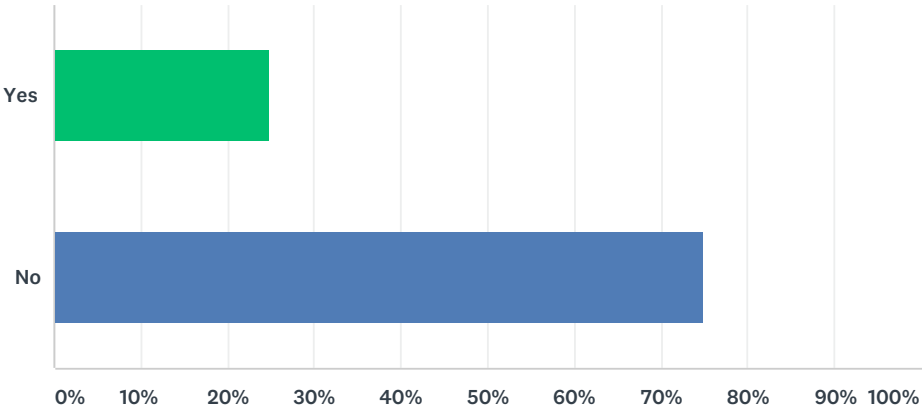


ANSWER CHOICES	RESPONSES	
Vehicles and Parts	0.00%	0
Building Material	25.00%	1
Metals and Minerals	0.00%	0
Machinery	25.00%	1
Other Durable Goods	0.00%	0
Food and Beverage	0.00%	0
Other (please specify)	50.00%	2
TOTAL		4

#	OTHER (PLEASE SPECIFY)	DATE
1	lighting and design	8/15/2017 12:12 PM
2	Contractors tools and equipment,supplies.	8/9/2017 7:49 AM

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

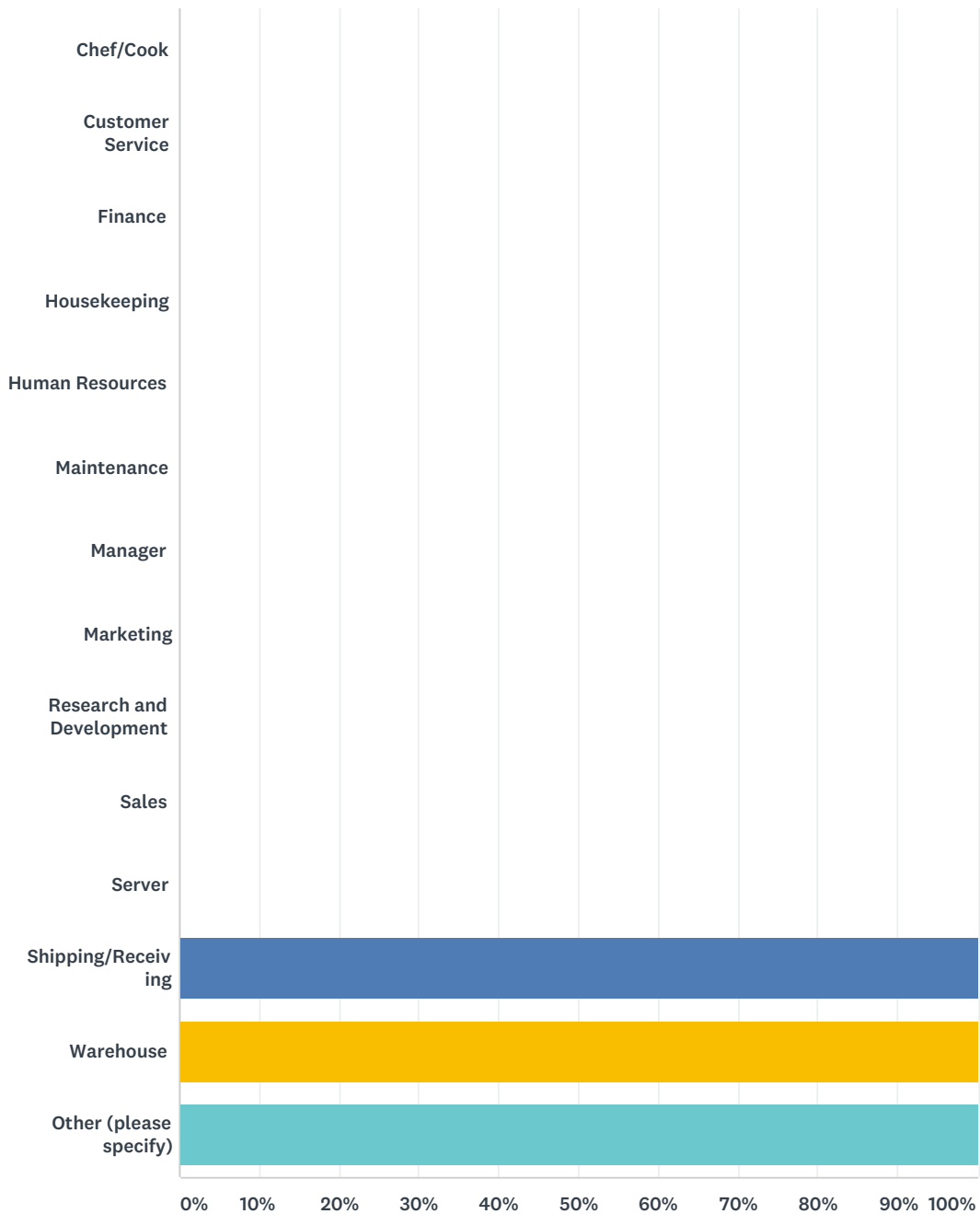
Answered: 4 Skipped: 0



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

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

Answered: 1 Skipped: 3



ANSWER CHOICES	RESPONSES	
Chef/Cook	0.00%	0
Customer Service	0.00%	0
Finance	0.00%	0
Housekeeping	0.00%	0

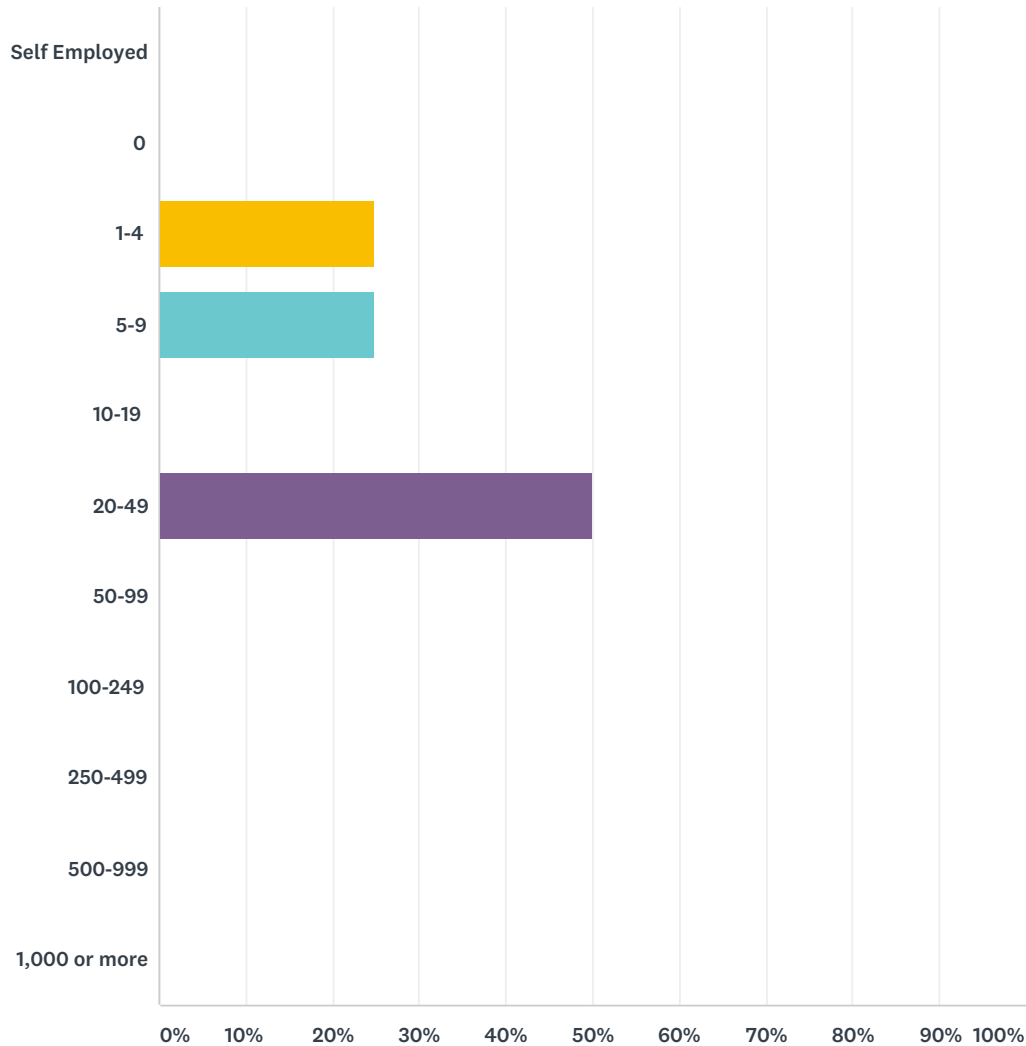
Waukesha County Business Survey 2017

Human Resources	0.00%	0
Maintenance	0.00%	0
Manager	0.00%	0
Marketing	0.00%	0
Research and Development	0.00%	0
Sales	0.00%	0
Server	0.00%	0
Shipping/Receiving	100.00%	1
Warehouse	100.00%	1
Other (please specify)	100.00%	1
Total Respondents: 1		

#	OTHER (PLEASE SPECIFY)	DATE
1	Repair technician	8/9/2017 7:52 AM

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

Answered: 4 Skipped: 0



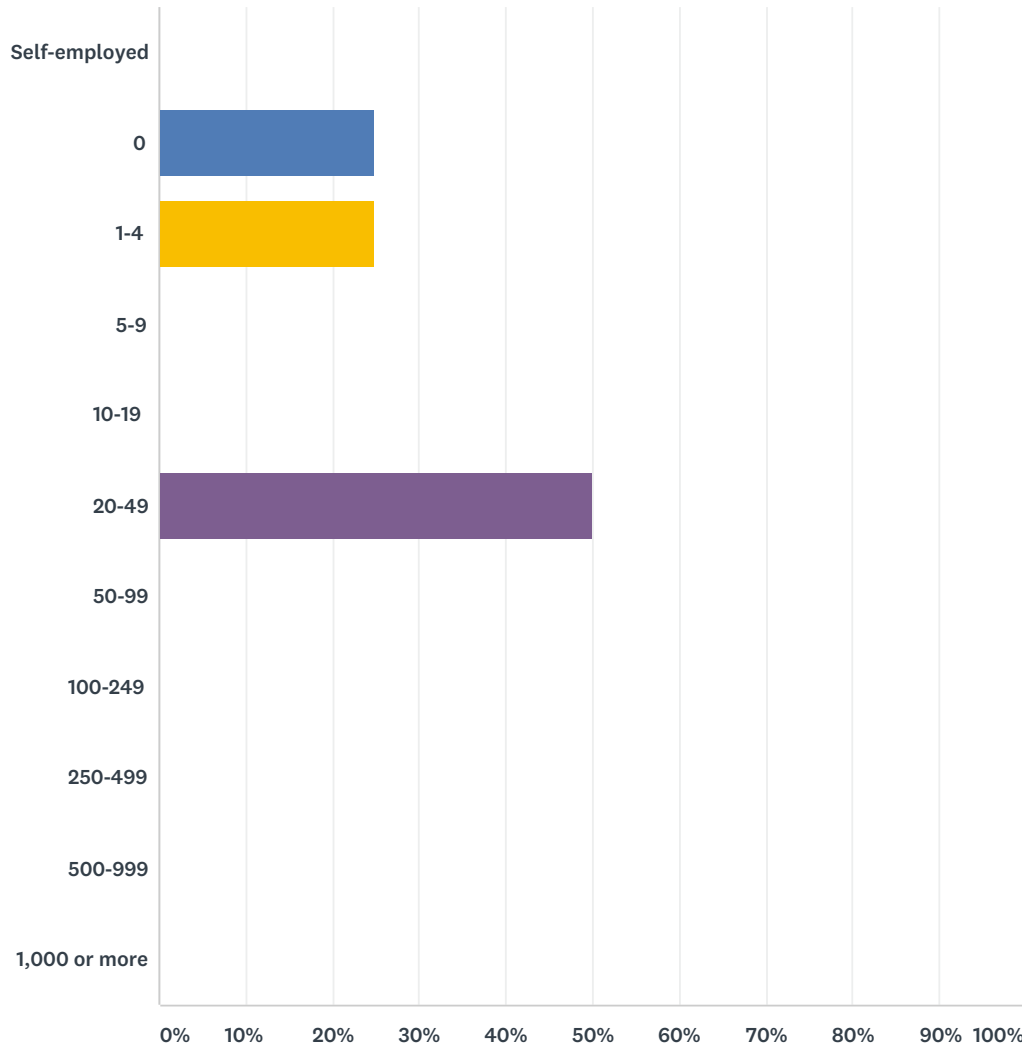
ANSWER CHOICES	RESPONSES	
Self Employed	0.00%	0
0	0.00%	0
1-4	25.00%	1
5-9	25.00%	1
10-19	0.00%	0
20-49	50.00%	2
50-99	0.00%	0
100-249	0.00%	0
250-499	0.00%	0

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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: 0



ANSWER CHOICES	RESPONSES	
Self-employed	0.00%	0
0	25.00%	1
1-4	25.00%	1
5-9	0.00%	0
10-19	0.00%	0
20-49	50.00%	2
50-99	0.00%	0
100-249	0.00%	0
250-499	0.00%	0

Waukesha County Business Survey 2017

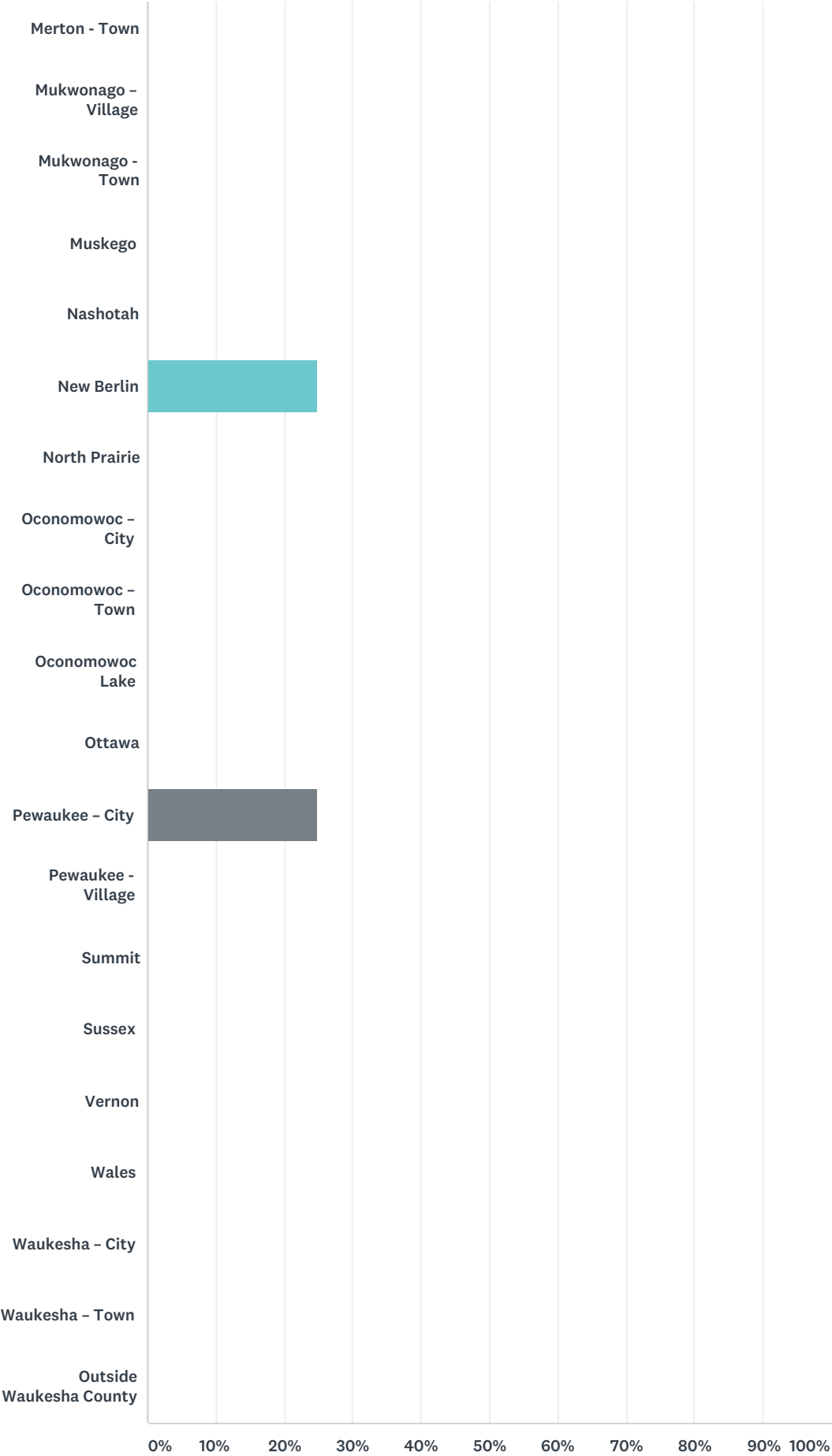
500-999	0.00%	0
1,000 or more	0.00%	0
TOTAL		4

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

Answered: 4 Skipped: 0



Waukesha County Business Survey 2017



Waukesha County Business Survey 2017

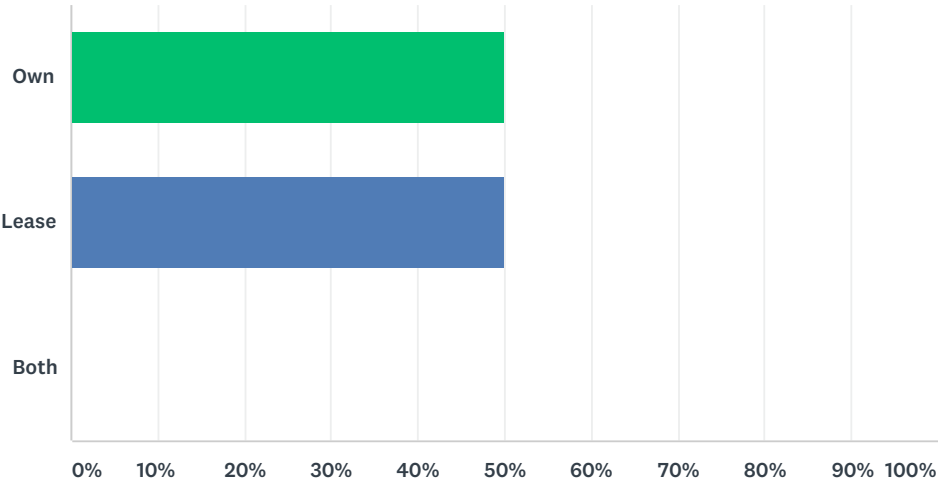
ANSWER CHOICES	RESPONSES	
Big Bend	0.00%	0
Brookfield – City	25.00%	1
Brookfield - Town	25.00%	1
Butler	0.00%	0
Chenequa	0.00%	0
Delafield – City	0.00%	0
Delafield - Town	0.00%	0
Dousman	0.00%	0
Eagle - Village	0.00%	0
Eagle - Town	0.00%	0
Elm Grove	0.00%	0
Genesee	0.00%	0
Hartland	0.00%	0
Lac La Belle	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	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	25.00%	1
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	0.00%	0
Waukesha – Town	0.00%	0
Outside Waukesha County	0.00%	0
Total Respondents: 4		

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

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Own	50.00%	2
Lease	50.00%	2
Both	0.00%	0
TOTAL		4

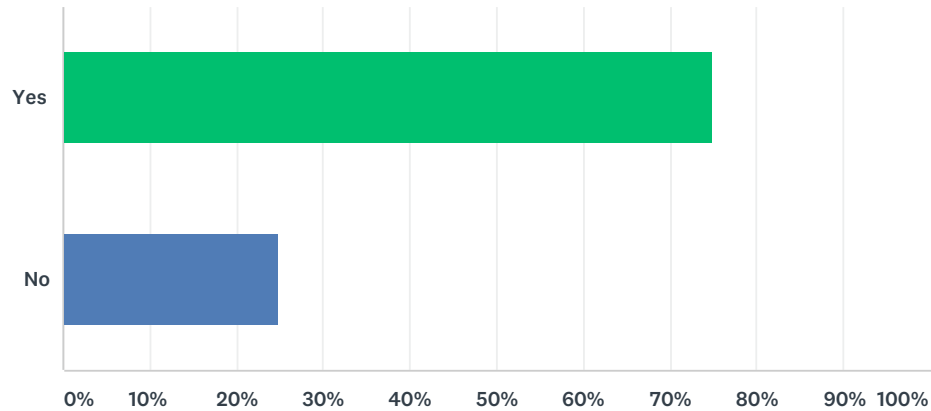
Q39 12. What percent of your facility's square footage are you currently utilizing?

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	2700	8/15/2017 12:16 PM
2	85	8/14/2017 6:07 PM
3	All	8/9/2017 7:54 AM
4	100	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?

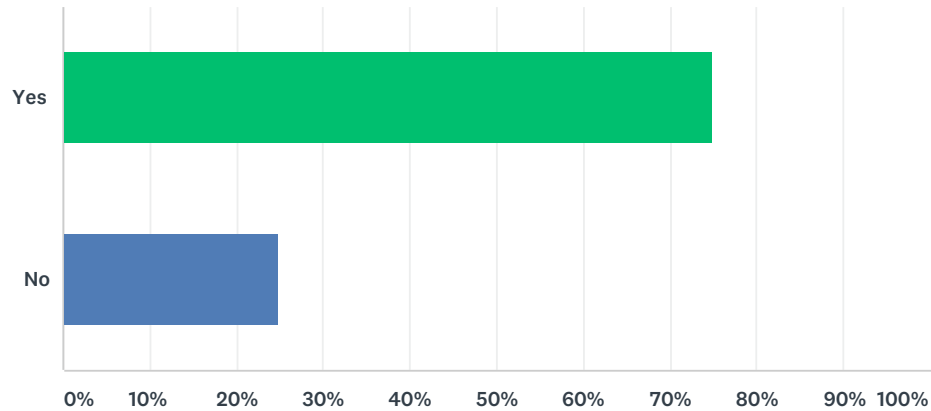
Answered: 4 Skipped: 0



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

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

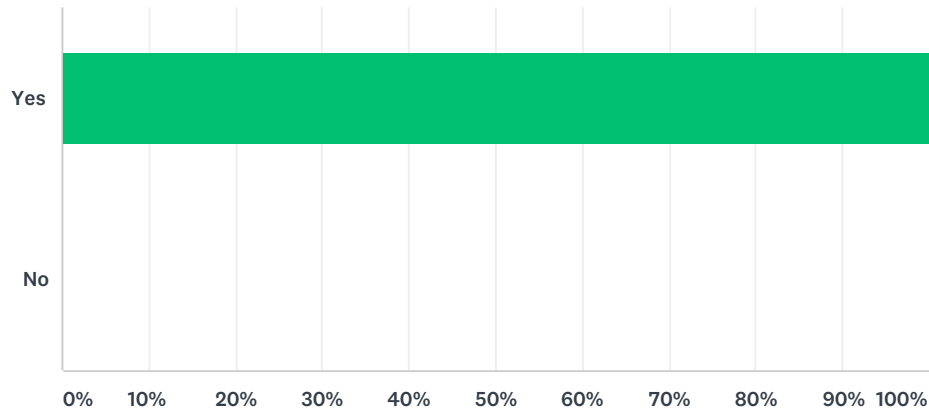
Answered: 4 Skipped: 0



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

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

Answered: 3 Skipped: 1

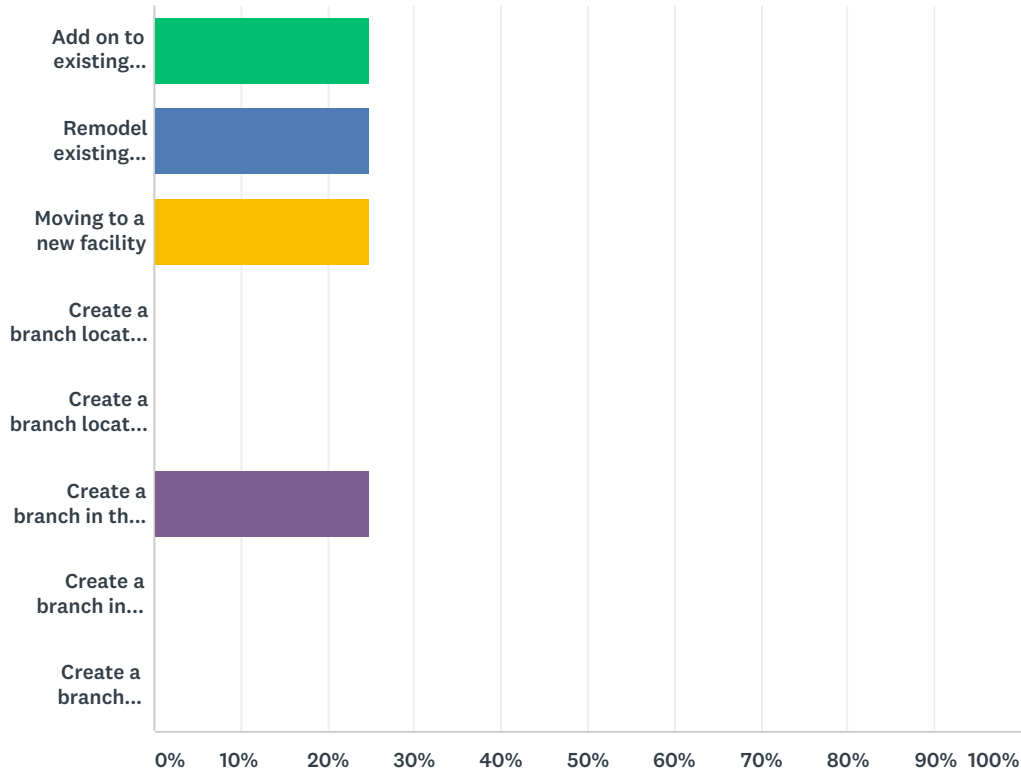


ANSWER CHOICES	RESPONSES
Yes	100.00% 3
No	0.00% 0
TOTAL	3

#	PLEASE DESCRIBE	DATE
1	not big scale. 1-2 more employees	8/15/2017 12:16 PM
2	We are growing	8/9/2017 7:56 AM
3	new software	8/8/2017 7:38 AM

Q43 Which best describes your business expansion plans?

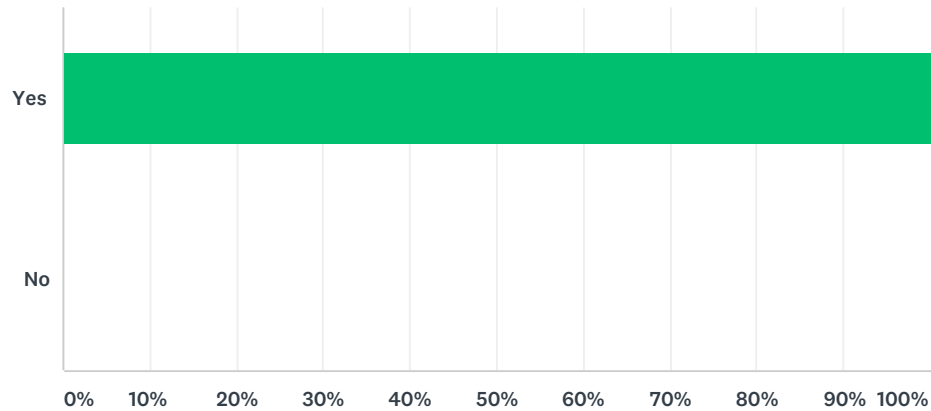
Answered: 4 Skipped: 0



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

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

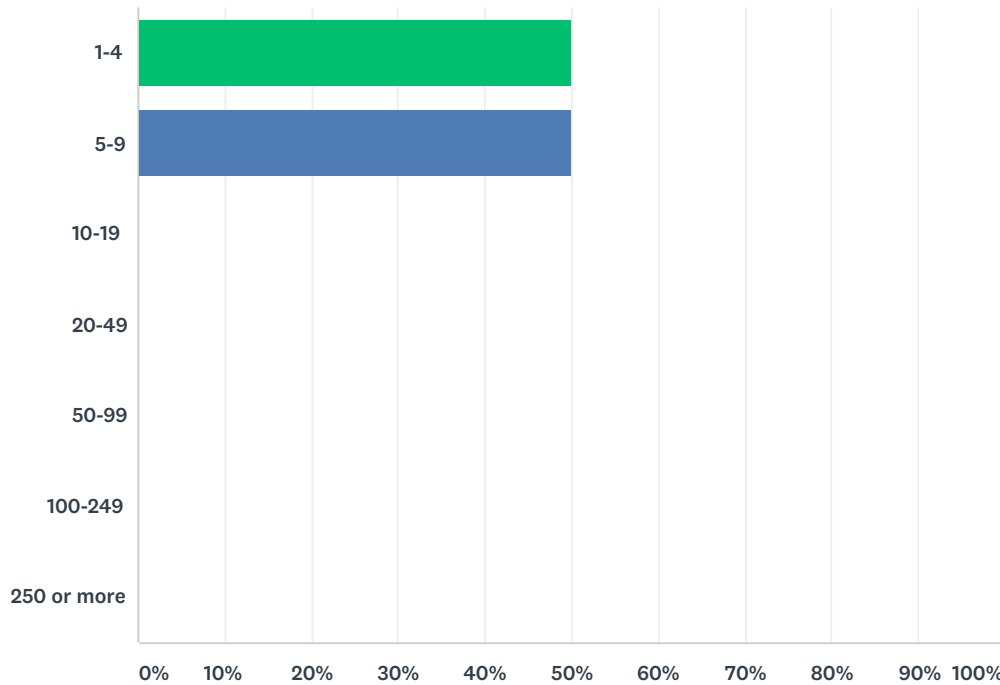
Answered: 4 Skipped: 0



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

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

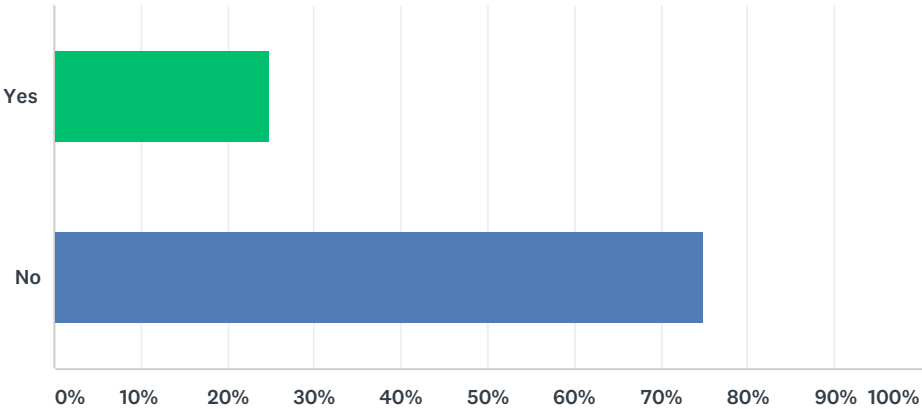
Answered: 4 Skipped: 0



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

Q47 17. Is staff recruitment impacting your business?

Answered: 4 Skipped: 0

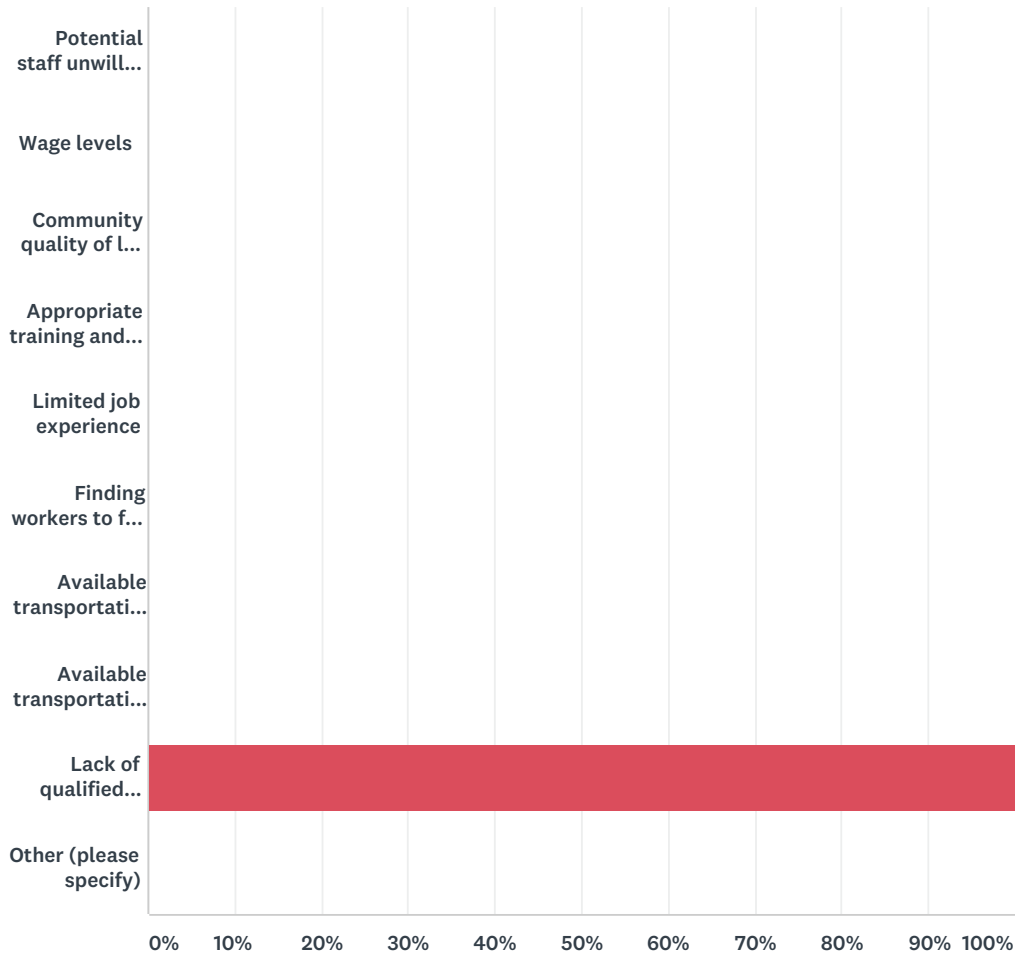


ANSWER CHOICES		RESPONSES	
Yes		25.00%	1
No		75.00%	3
TOTAL			4

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

Select All that Apply →

Answered: 1 Skipped: 3



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	0.00%	0
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	100.00%	1
Other (please specify)	0.00%	0

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Total Respondents: 1		
#	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: 3 Skipped: 1

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

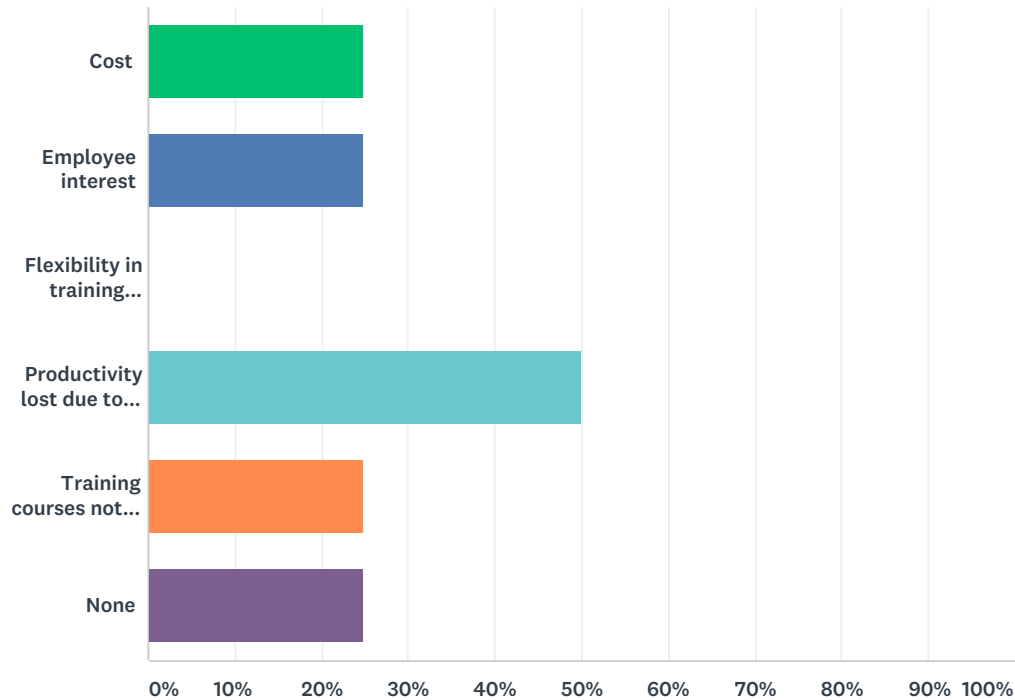
#	1	DATE
1	lighting professional	8/15/2017 12:19 PM
2	Data management	8/14/2017 6:09 PM
3	Use of excel	8/9/2017 8:00 AM

#	2	DATE
1	lighting design	8/15/2017 12:19 PM
2	Basic math functionality	8/14/2017 6:09 PM
3	Work ethic	8/9/2017 8:00 AM

#	3	DATE
1	controls professional	8/15/2017 12:19 PM
2	Common sense	8/9/2017 8:00 AM

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

Answered: 4 Skipped: 0

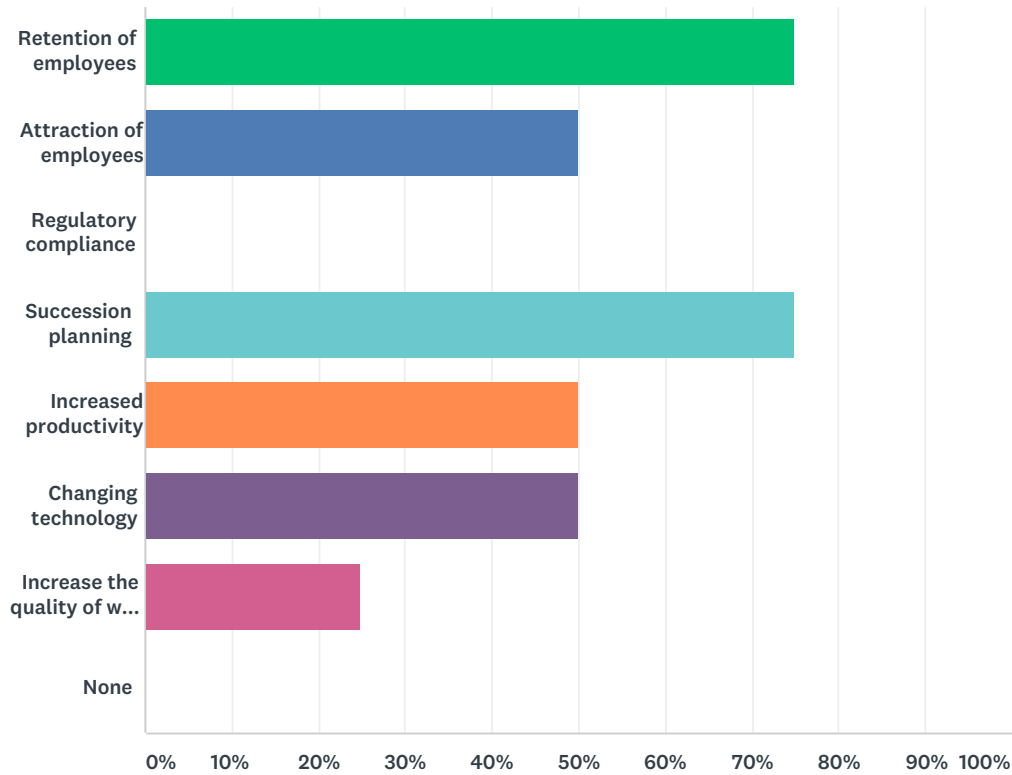


ANSWER CHOICES	RESPONSES	
Cost	25.00%	1
Employee interest	25.00%	1
Flexibility in training delivery (e.g., time and location)	0.00%	0
Productivity lost due to time off the job	50.00%	2
Training courses not available for my business needs	25.00%	1
None	25.00%	1
Total Respondents: 4		

#	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: 0

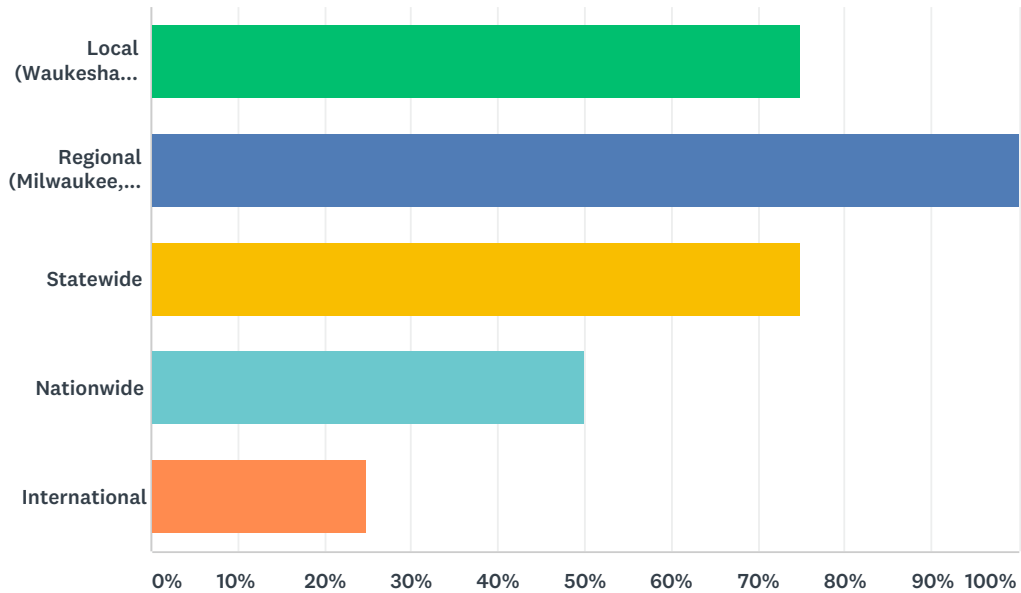


ANSWER CHOICES	RESPONSES	
Retention of employees	75.00%	3
Attraction of employees	50.00%	2
Regulatory compliance	0.00%	0
Succession planning	75.00%	3
Increased productivity	50.00%	2
Changing technology	50.00%	2
Increase the quality of work product	25.00%	1
None	0.00%	0
Total Respondents: 4		

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

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

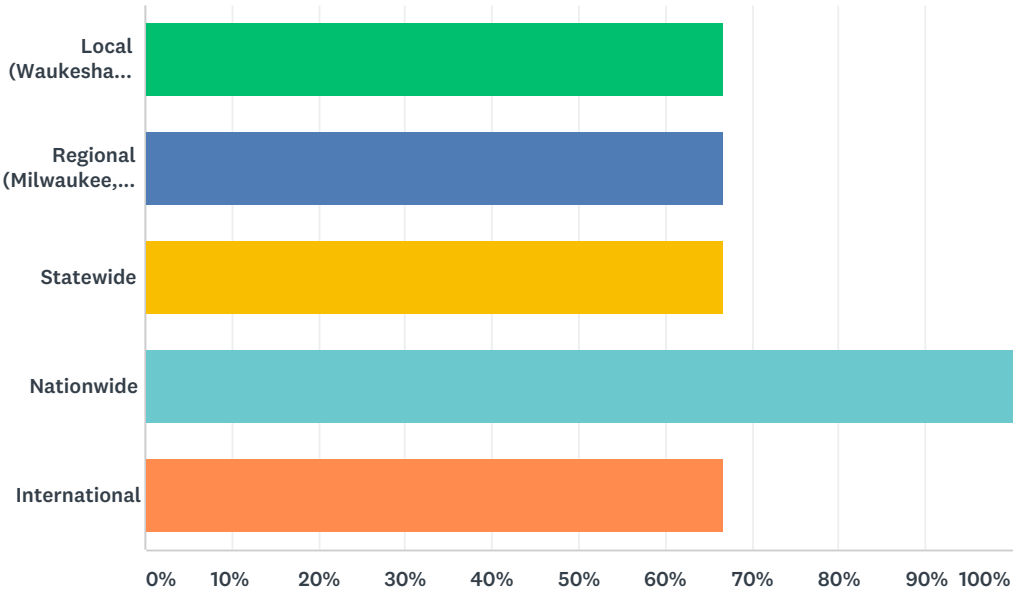
Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	75.00%	3
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	100.00%	4
Statewide	75.00%	3
Nationwide	50.00%	2
International	25.00%	1
Total Respondents: 4		

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

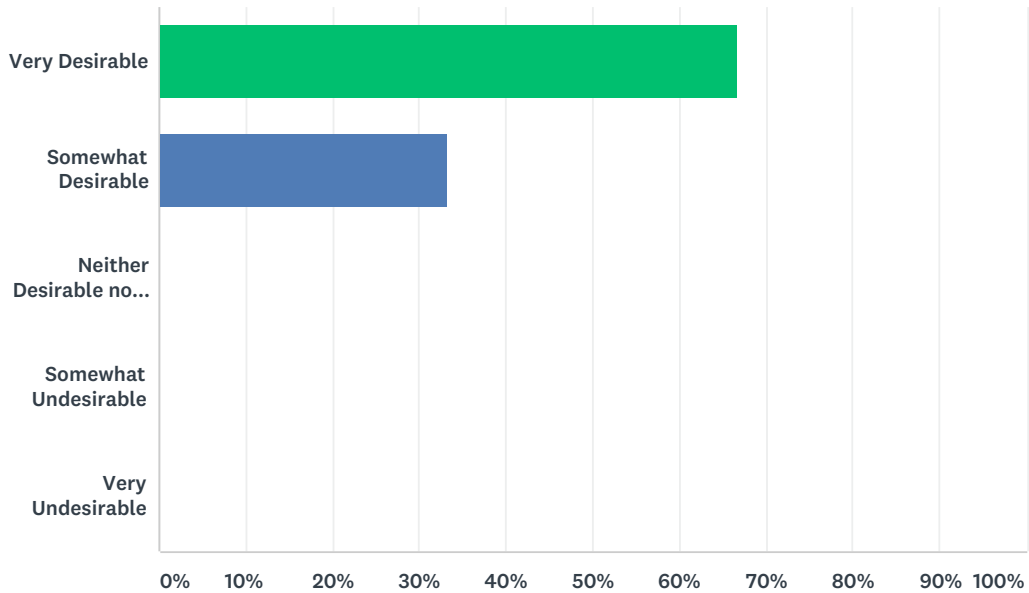
Answered: 3 Skipped: 1



ANSWER CHOICES	RESPONSES	
Local (Waukesha County)	66.67%	2
Regional (Milwaukee, Racine, Kenosha, Washington, Ozaukee & Walworth Counties)	66.67%	2
Statewide	66.67%	2
Nationwide	100.00%	3
International	66.67%	2
Total Respondents: 3		

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

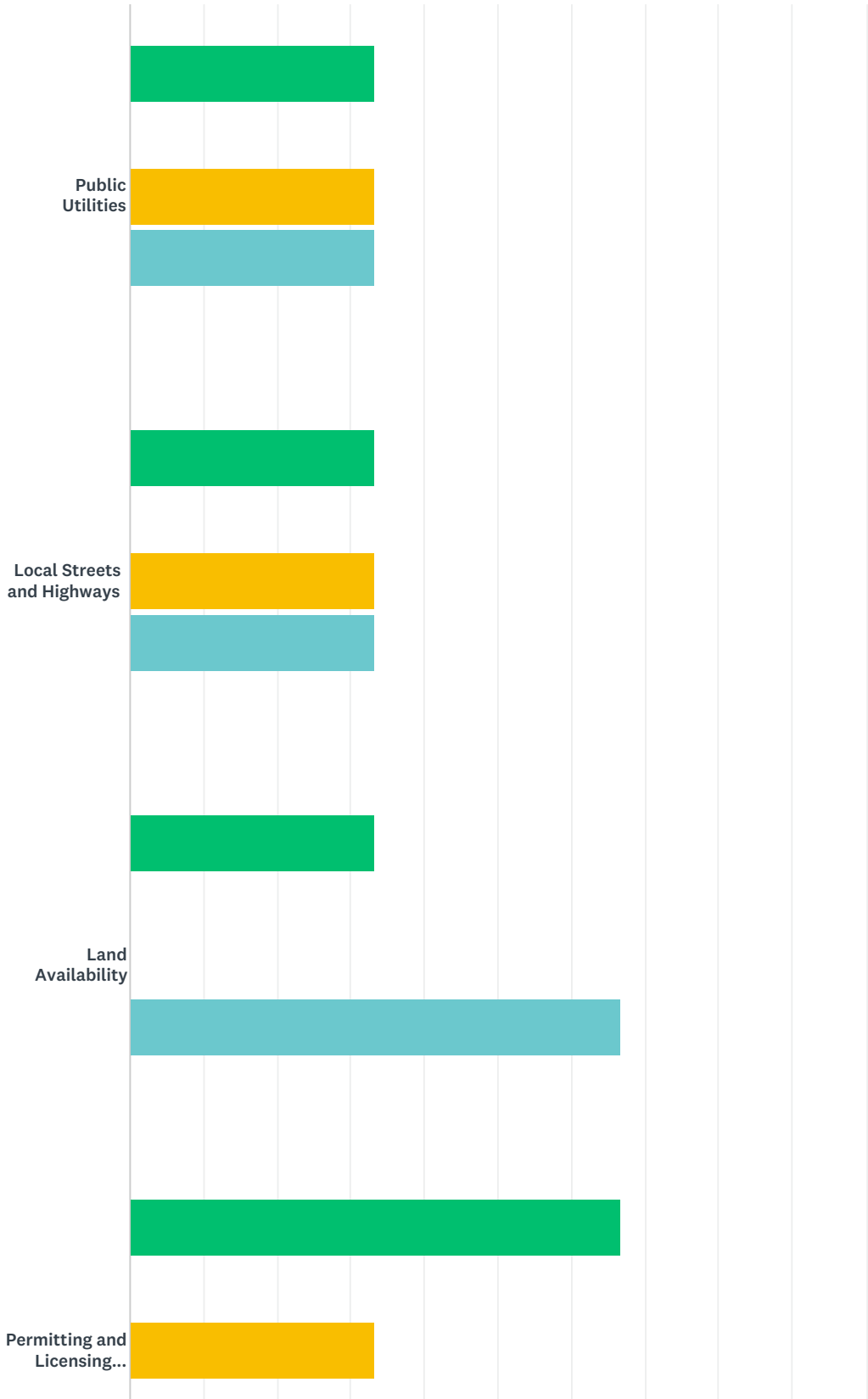
Answered: 3 Skipped: 1



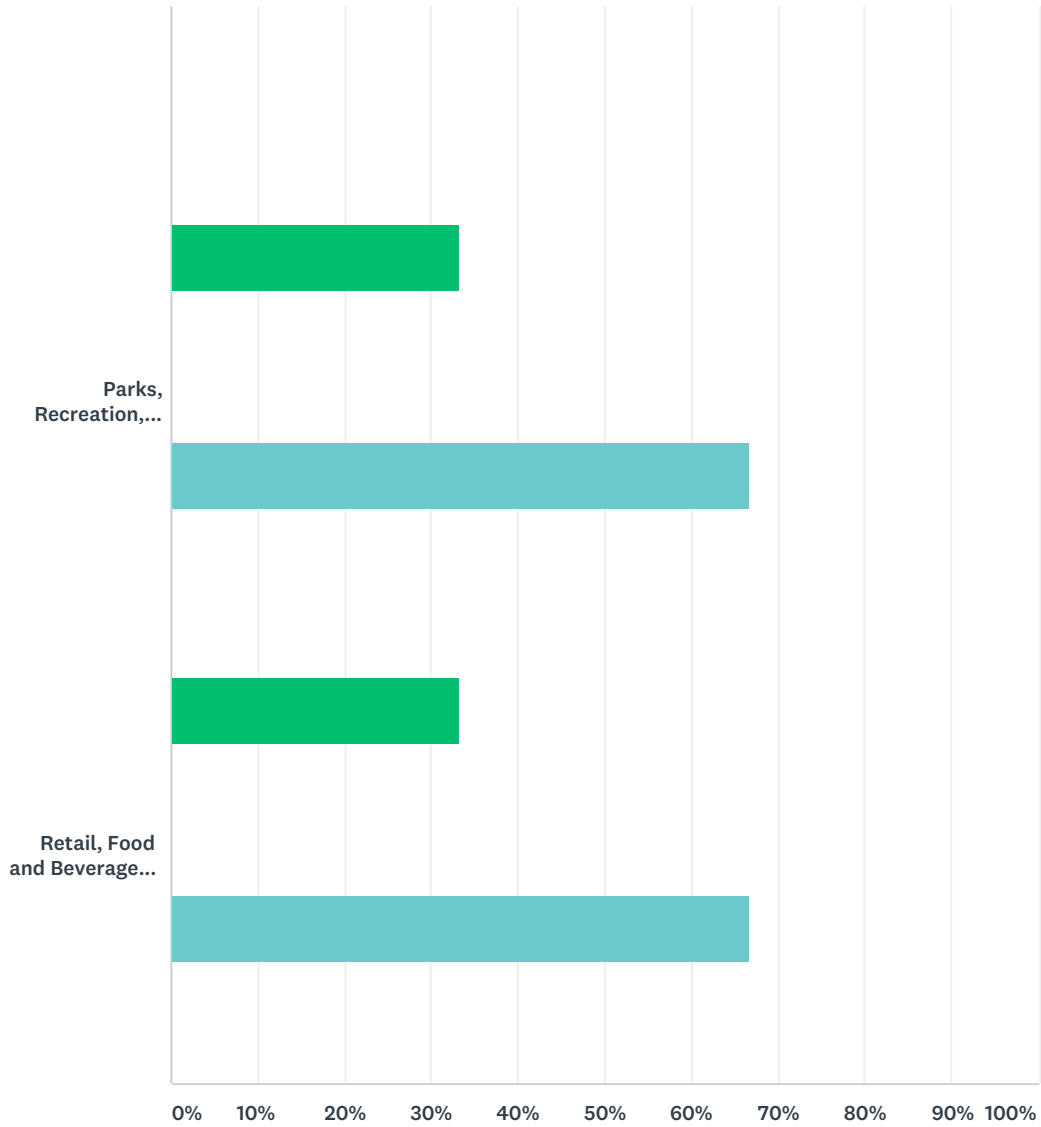
ANSWER CHOICES	RESPONSES	
Very Desirable	66.67%	2
Somewhat Desirable	33.33%	1
Neither Desirable nor Undesirable	0.00%	0
Somewhat Undesirable	0.00%	0
Very Undesirable	0.00%	0
TOTAL		3

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

Answered: 3 Skipped: 1



Waukesha County Business Survey 2017

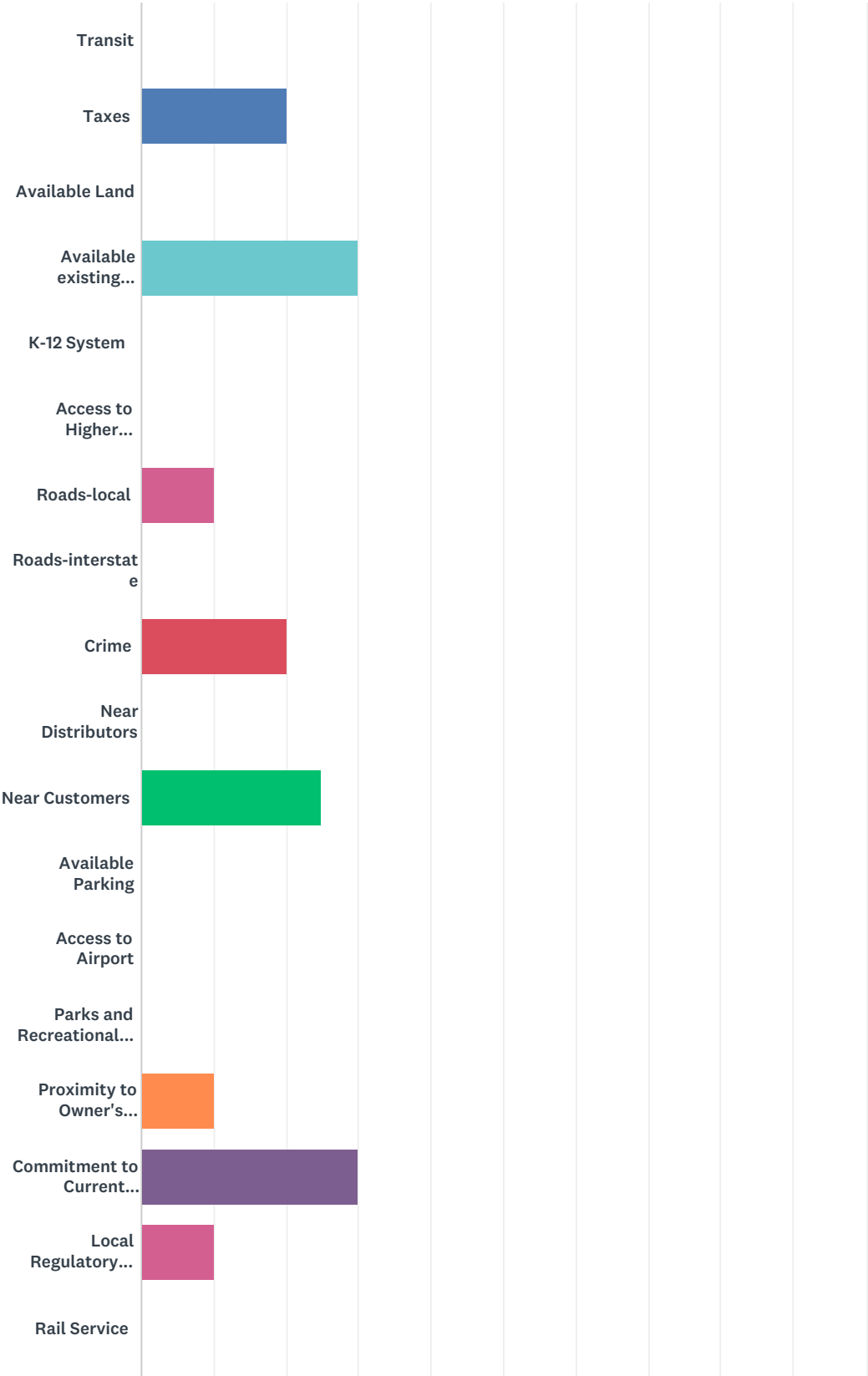


■ Very Unsatisfied
 ■ Unsatisfied
 ■ Neither Satisfied nor Dissatisfied
 ■ Satisfied
 ■ Very Satisfied

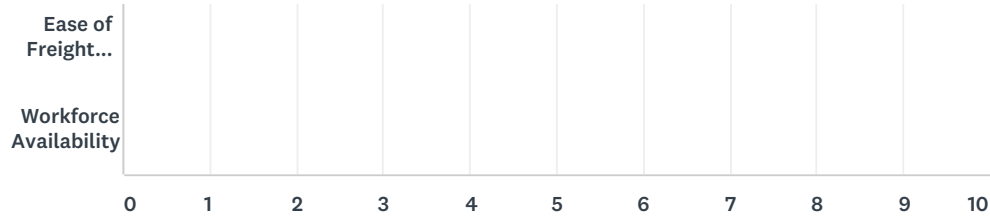
	VERY UNSATISFIED	UNSATISFIED	NEITHER SATISFIED NOR DISSATISFIED	SATISFIED	VERY SATISFIED	TOTAL
Public Utilities	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	3
Local Streets and Highways	33.33% 1	0.00% 0	33.33% 1	33.33% 1	0.00% 0	3
Land Availability	33.33% 1	0.00% 0	0.00% 0	66.67% 2	0.00% 0	3
Permitting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



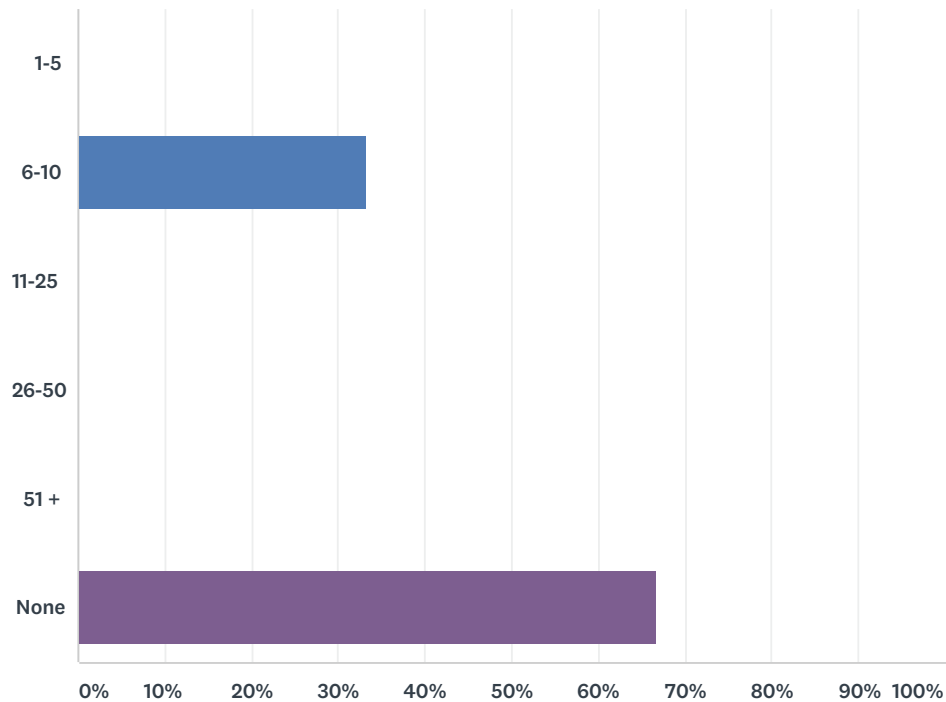
Waukesha County Business Survey 2017



	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	0.00% 0	0.00% 0	0.00% 0	0	0.00
Available existing building	0.00% 0	0.00% 0	100.00% 1	1	3.00
K-12 System	0.00% 0	0.00% 0	0.00% 0	0	0.00
Access to Higher Education	0.00% 0	0.00% 0	0.00% 0	0	0.00
Roads-local	100.00% 1	0.00% 0	0.00% 0	1	1.00
Roads-interstate	0.00% 0	0.00% 0	0.00% 0	0	0.00
Crime	0.00% 0	100.00% 1	0.00% 0	1	2.00
Near Distributors	0.00% 0	0.00% 0	0.00% 0	0	0.00
Near Customers	0.00% 0	50.00% 1	50.00% 1	2	2.50
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	100.00% 1	0.00% 0	0.00% 0	1	1.00
Commitment to Current Location	0.00% 0	0.00% 0	100.00% 1	1	3.00
Local Regulatory Environment	100.00% 1	0.00% 0	0.00% 0	1	1.00
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	0.00% 0	0.00% 0	0	0.00

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

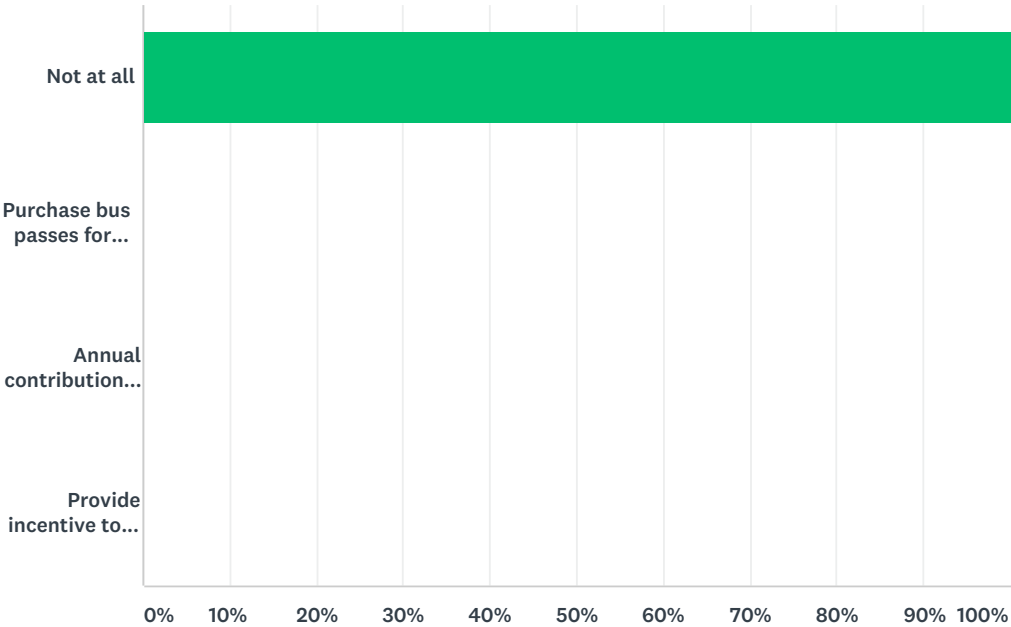
Answered: 3 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-5	0.00%	0
6-10	33.33%	1
11-25	0.00%	0
26-50	0.00%	0
51 +	0.00%	0
None	66.67%	2
TOTAL		3

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

Answered: 3 Skipped: 1



ANSWER CHOICES		RESPONSES	
Not at all		100.00%	3
Purchase bus passes for employees		0.00%	0
Annual contribution for operating costs		0.00%	0
Provide incentive to employees who do not drive		0.00%	0
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: 2 Skipped: 2

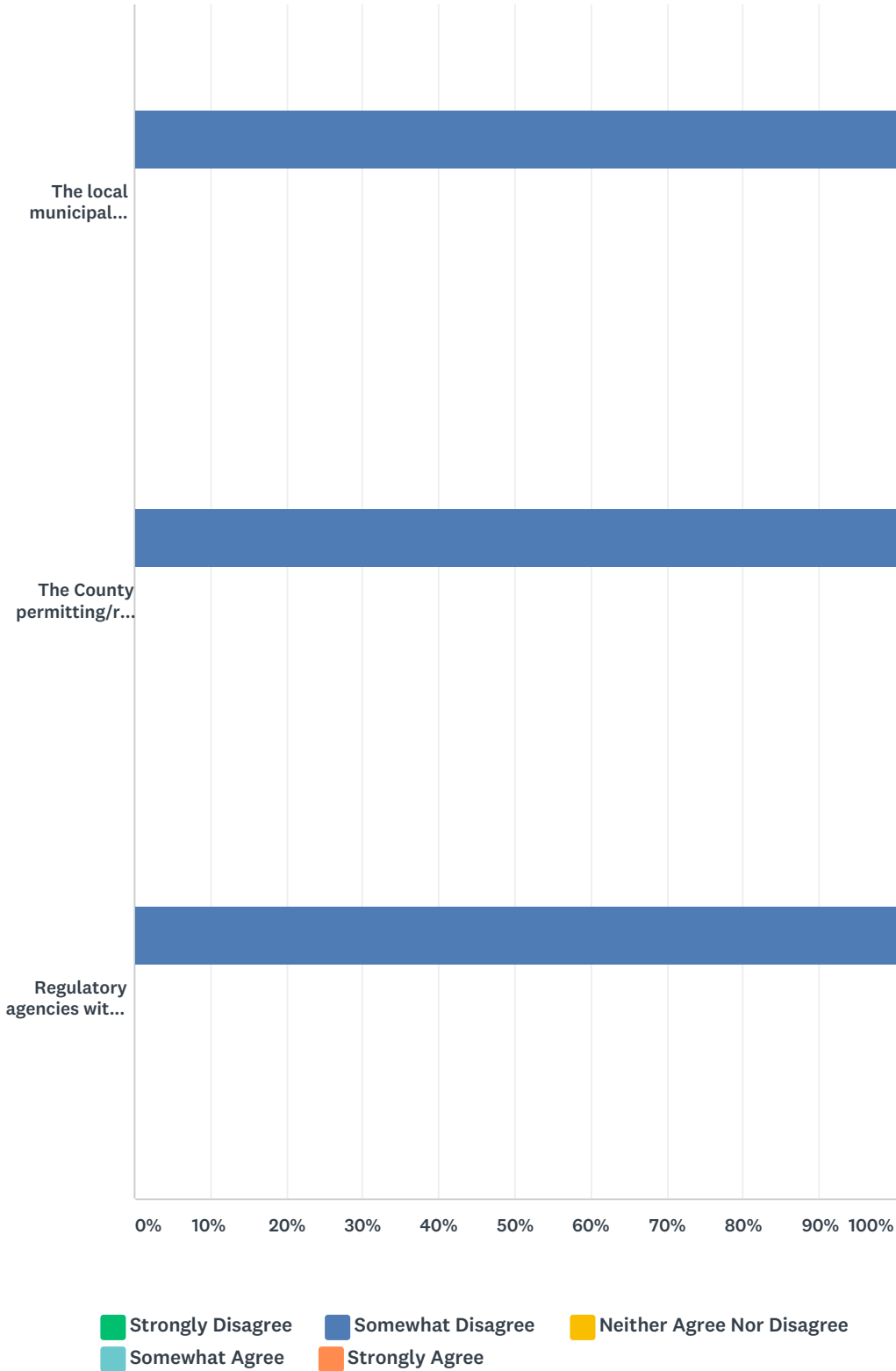


Waukesha County Business Survey 2017

	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	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2
It is easy for businesses in Waukesha County to identify available financial assistance resources.	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	2
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	100.00% 2	0.00% 0	0.00% 0	2

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

Answered: 2 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	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2
The County permitting/review staff are helpful and cooperative.	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2
Regulatory agencies within Waukesha County, and its municipalities, coordinate well on permitting processes.	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	2

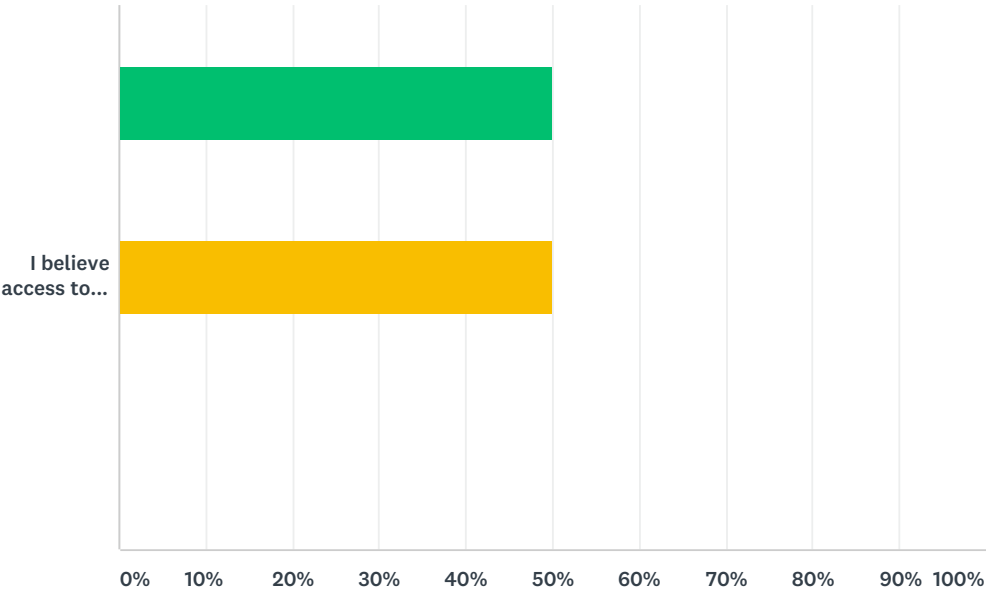
Q61 Any additional feedback you would like to provide about your experiences with local municipal and/or County permitting/review staff.

Answered: 1 Skipped: 3

#	RESPONSES	DATE
1	Cost to add on to our building is restricting us to add on. Cost of municipal useless regulations. We have operated for over 50 years without a retention pond, and we have drainage rights for our run off water. New add on will also require us to sprinkler cold storage	8/9/2017 8:15 AM

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

Answered: 2 Skipped: 2



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.	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	2

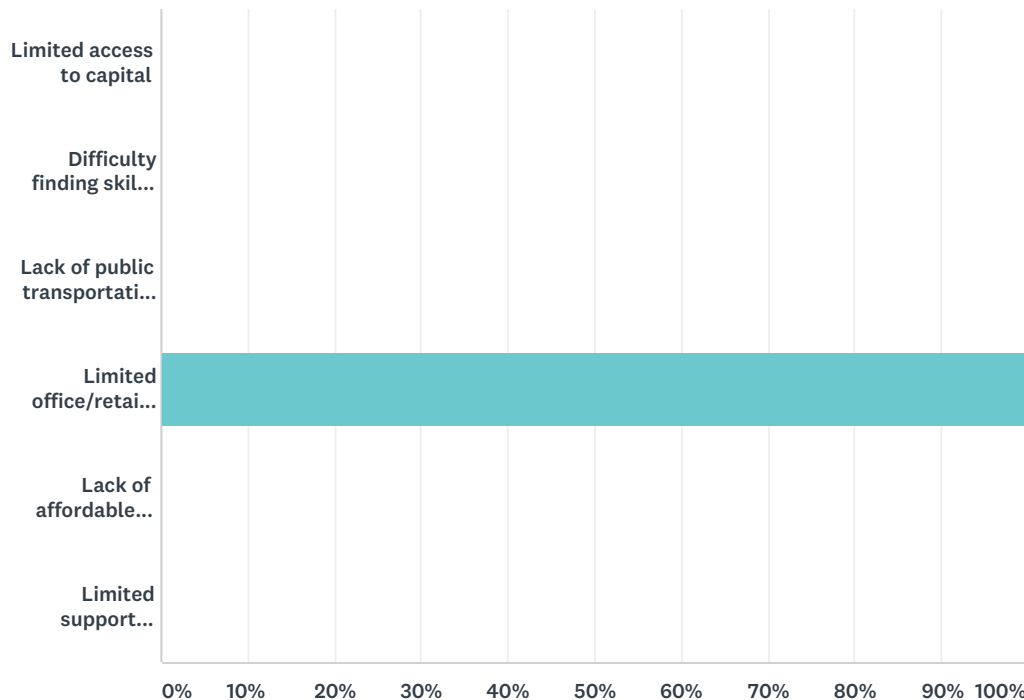
Q63 ECONOMIC VISIONING31. In what year was your business started?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	1986	8/14/2017 6:12 PM
2	1964	8/9/2017 8:16 AM
3	1979	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: 2 Skipped: 2



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

#	OTHER (PLEASE SPECIFY)	DATE
1	Finding Customers!	8/14/2017 6:13 PM
2	Senseless municipal requirements	8/9/2017 8:19 AM

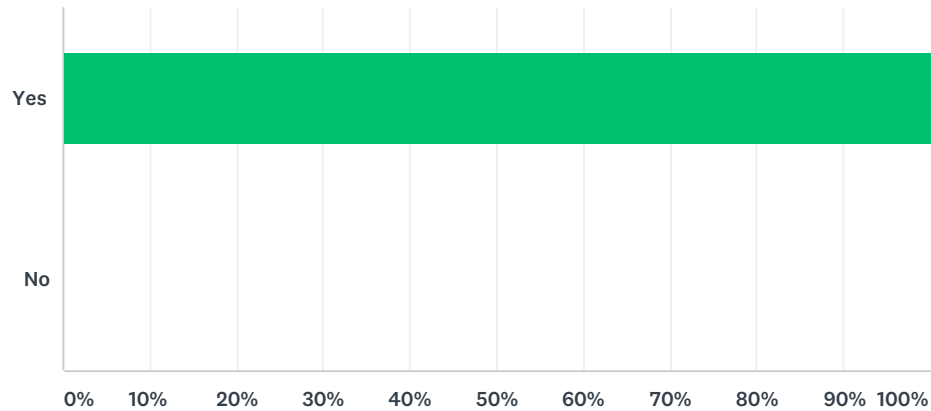
Q65 33. If you plan to expand your business in Waukesha County in the next 3 years, what assistance do you think you will need?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	None	8/14/2017 6:13 PM
2	Variances or changes from municipal requirements	8/9/2017 8:20 AM
3	people	8/8/2017 7:46 AM

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

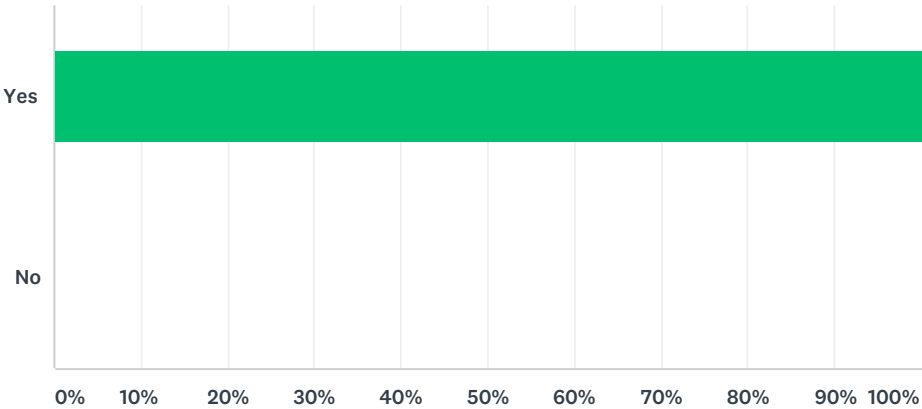
Answered: 3 Skipped: 1



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: 1



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