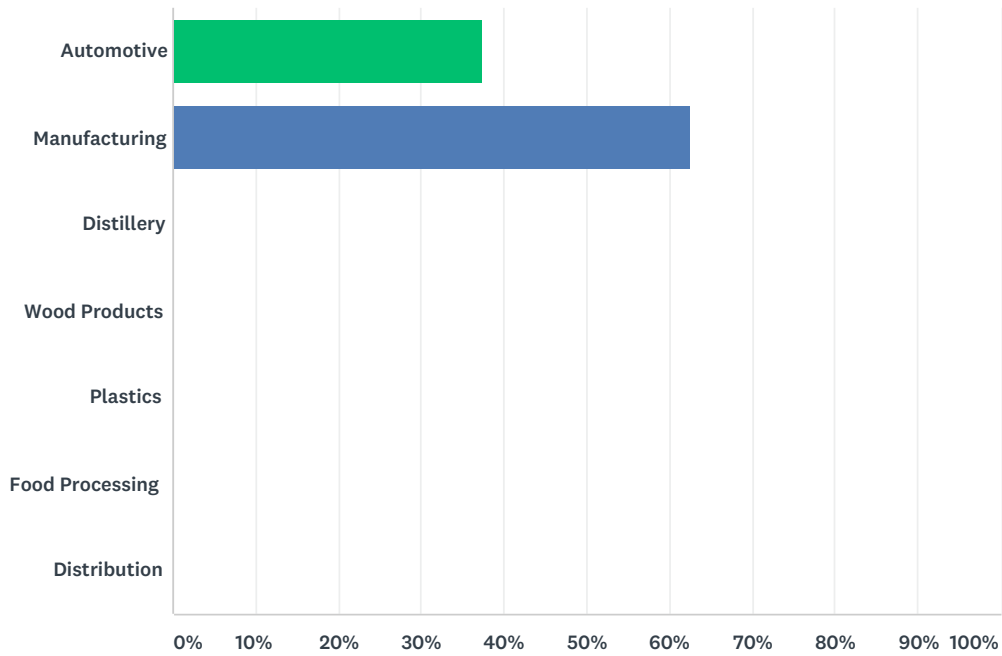


Q1 Type of business:

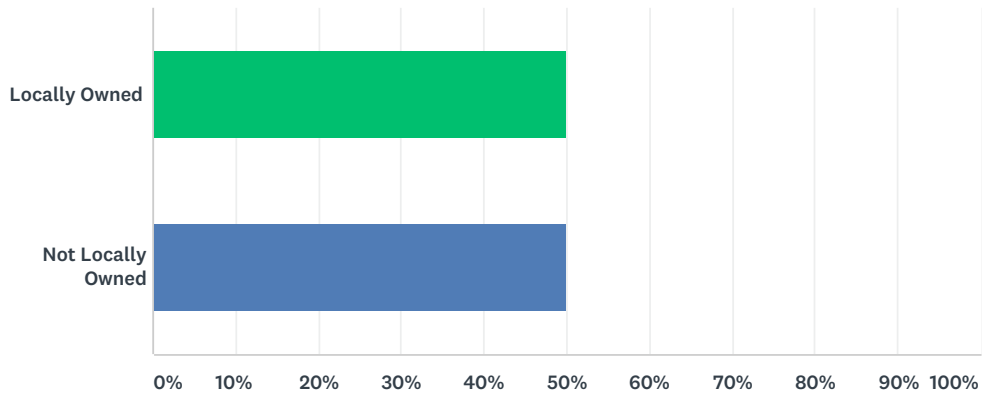
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Automotive	37.50%	3
Manufacturing	62.50%	5
Distillery	0.00%	0
Wood Products	0.00%	0
Plastics	0.00%	0
Food Processing	0.00%	0
Distribution	0.00%	0
TOTAL		8

Q2 Business ownership:

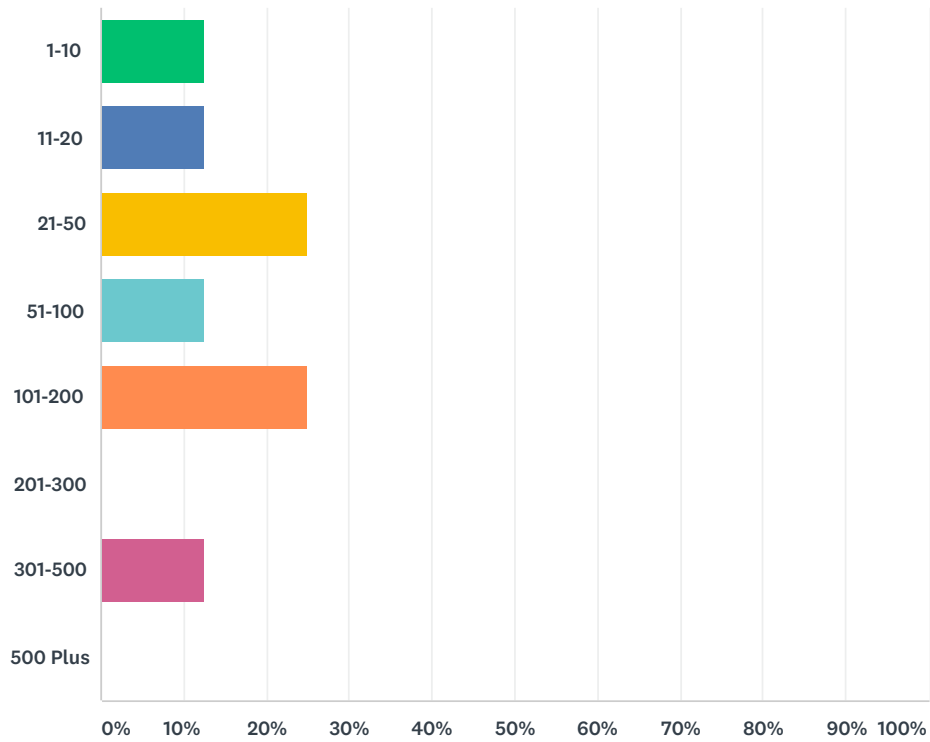
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Locally Owned	50.00%	4
Not Locally Owned	50.00%	4
TOTAL		8

Q3 Number of full-time hourly employees on site:

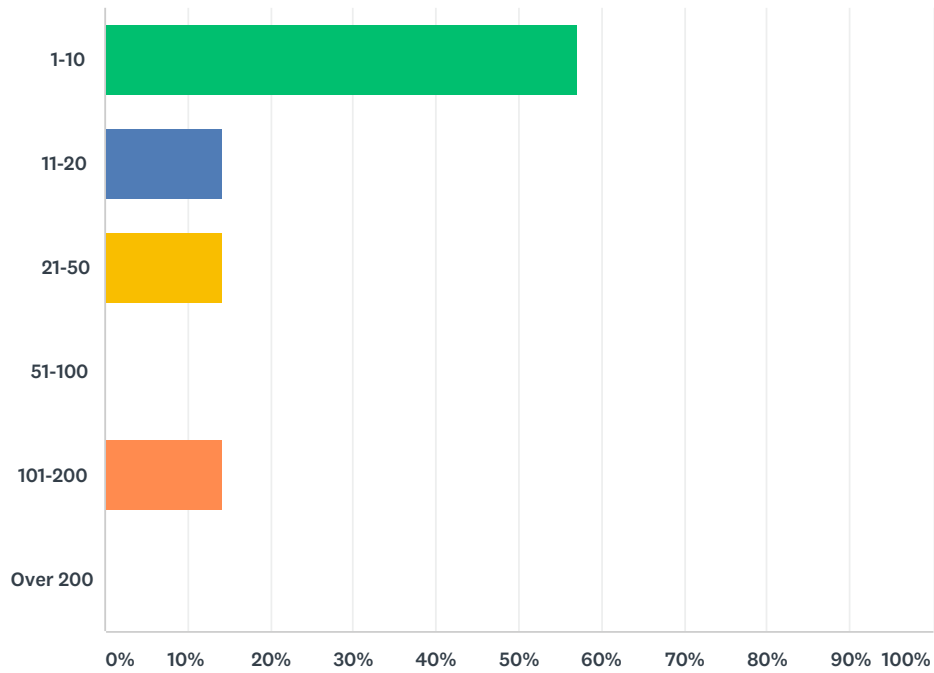
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10	12.50%	1
11-20	12.50%	1
21-50	25.00%	2
51-100	12.50%	1
101-200	25.00%	2
201-300	0.00%	0
301-500	12.50%	1
500 Plus	0.00%	0
TOTAL		8

Q4 Number of full-time salaried employees on site:

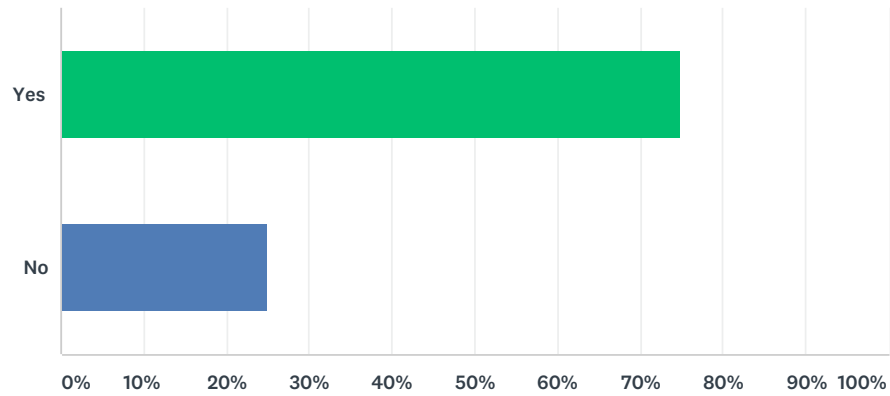
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
1-10	57.14%	4
11-20	14.29%	1
21-50	14.29%	1
51-100	0.00%	0
101-200	14.29%	1
Over 200	0.00%	0
TOTAL		7

Q5 Do you use temporary employees?

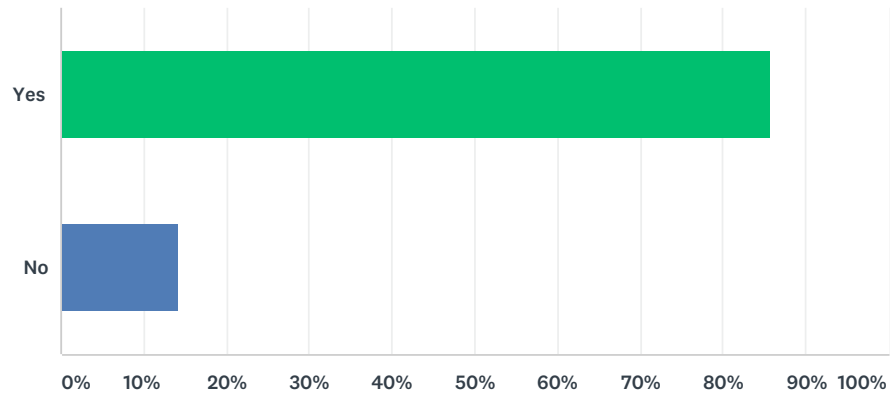
Answered: 8 Skipped: 0



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

Q6 If "YES", do you hire through a "temp-to-hire" program?

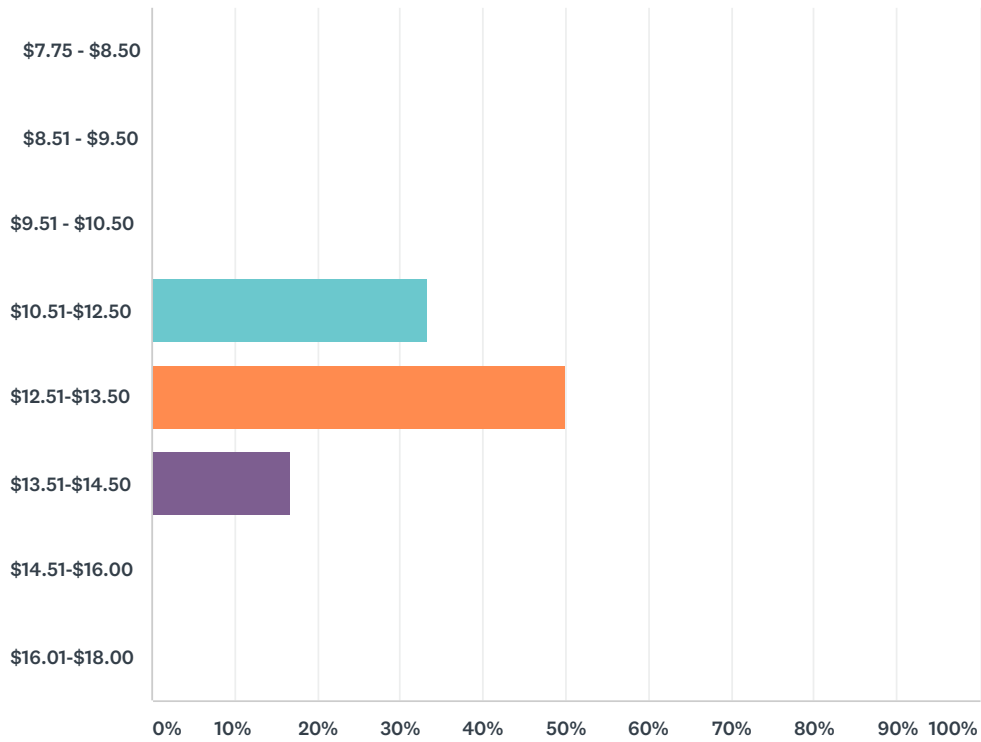
Answered: 7 Skipped: 1



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

Q7 What is you wage for temporary workers?

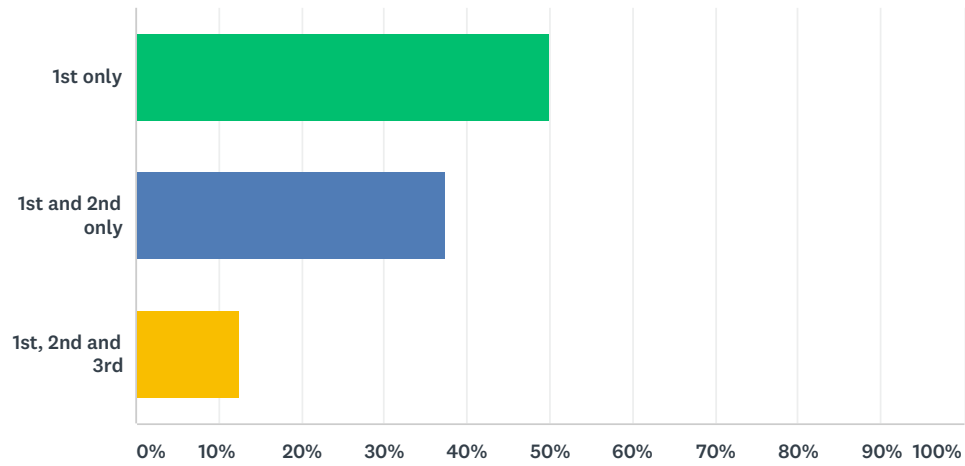
Answered: 6 Skipped: 2



ANSWER CHOICES	RESPONSES
\$7.75 - \$8.50	0.00% 0
\$8.51 - \$9.50	0.00% 0
\$9.51 - \$10.50	0.00% 0
\$10.51-\$12.50	33.33% 2
\$12.51-\$13.50	50.00% 3
\$13.51-\$14.50	16.67% 1
\$14.51-\$16.00	0.00% 0
\$16.01-\$18.00	0.00% 0
TOTAL	6

Q8 How many shifts do you run?

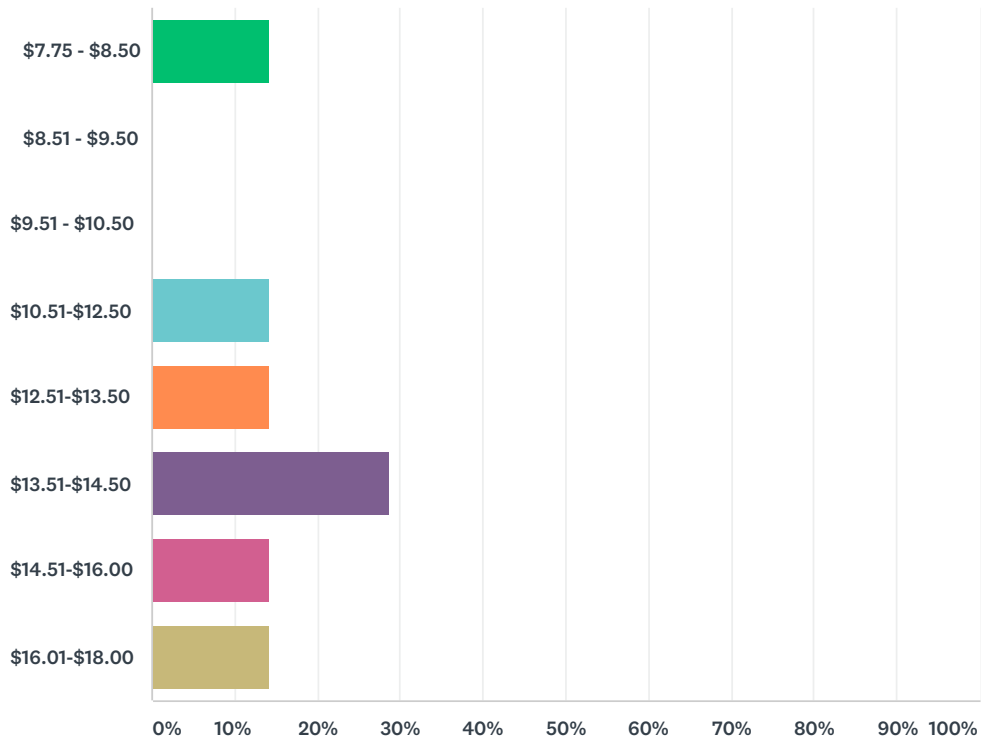
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1st only	50.00%	4
1st and 2nd only	37.50%	3
1st, 2nd and 3rd	12.50%	1
TOTAL		8

Q9 Your average full-time hourly production starting rate is:

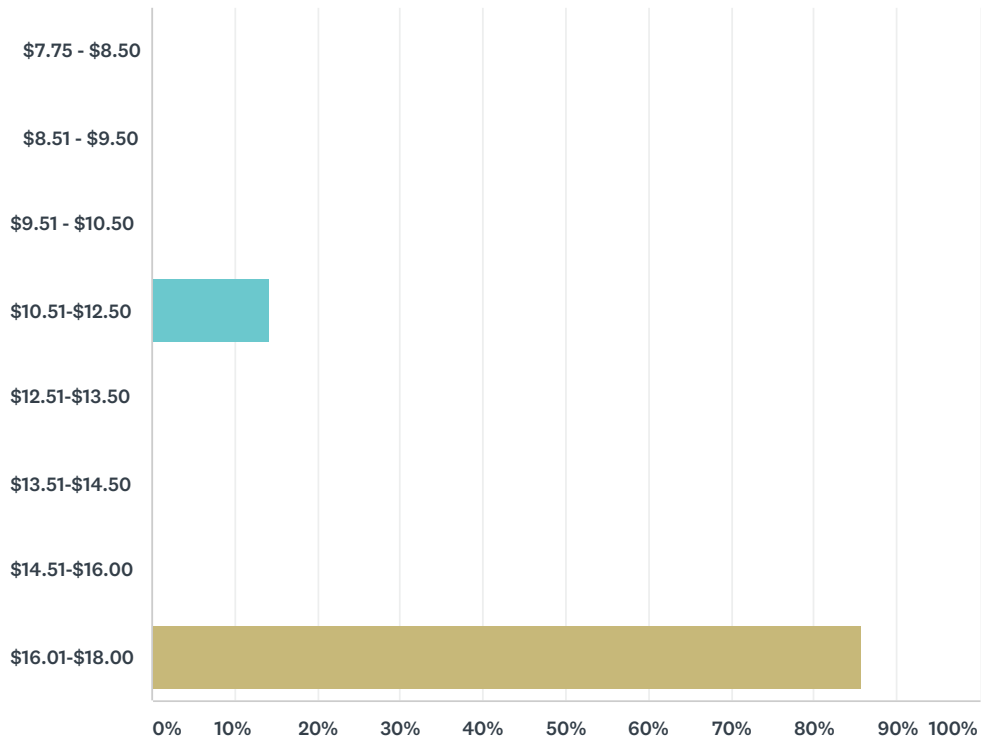
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES
\$7.75 - \$8.50	14.29% 1
\$8.51 - \$9.50	0.00% 0
\$9.51 - \$10.50	0.00% 0
\$10.51-\$12.50	14.29% 1
\$12.51-\$13.50	14.29% 1
\$13.51-\$14.50	28.57% 2
\$14.51-\$16.00	14.29% 1
\$16.01-\$18.00	14.29% 1
TOTAL	7

Q10 Your full-time production top out rate is:

Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES
\$7.75 - \$8.50	0.00% 0
\$8.51 - \$9.50	0.00% 0
\$9.51 - \$10.50	0.00% 0
\$10.51-\$12.50	14.29% 1
\$12.51-\$13.50	0.00% 0
\$13.51-\$14.50	0.00% 0
\$14.51-\$16.00	0.00% 0
\$16.01-\$18.00	85.71% 6
TOTAL	7

Q11 How many do you employ of the following:

Answered: 8 Skipped: 0

ANSWER CHOICES	RESPONSES	
Electricians	37.50%	3
Press	37.50%	3
Machine Operators	87.50%	7
Maintenance	75.00%	6
Material Handlers	50.00%	4
Quality Technicians	87.50%	7
Shipping/Receiving	50.00%	4
Supervisors	75.00%	6
Tool & Die Makers	50.00%	4
Welders	25.00%	2
Truck Drivers	50.00%	4

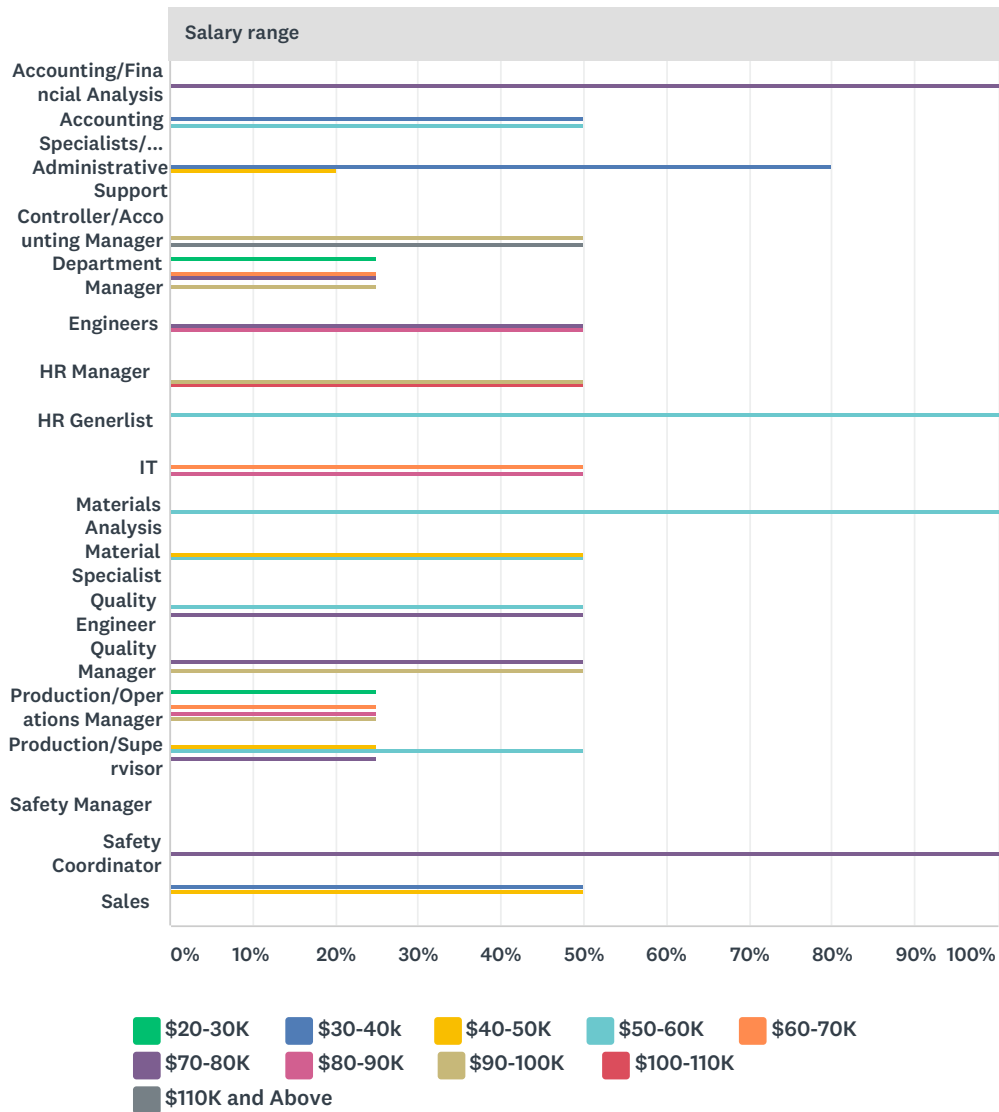
Q12 Hourly wage for the following:

Answered: 6 Skipped: 2

ANSWER CHOICES	RESPONSES	
Electricians	33.33%	2
Press	33.33%	2
Machine Operators	100.00%	6
Maintenance	66.67%	4
Material Handlers	66.67%	4
Quality Technicians	66.67%	4
Shipping/Receiving	33.33%	2
Supervisors	50.00%	3
Tool & Die Makers	50.00%	3
Welders	16.67%	1
Truck Drivers	33.33%	2

Q13 Please check annual salary range for each that apply

Answered: 6 Skipped: 2

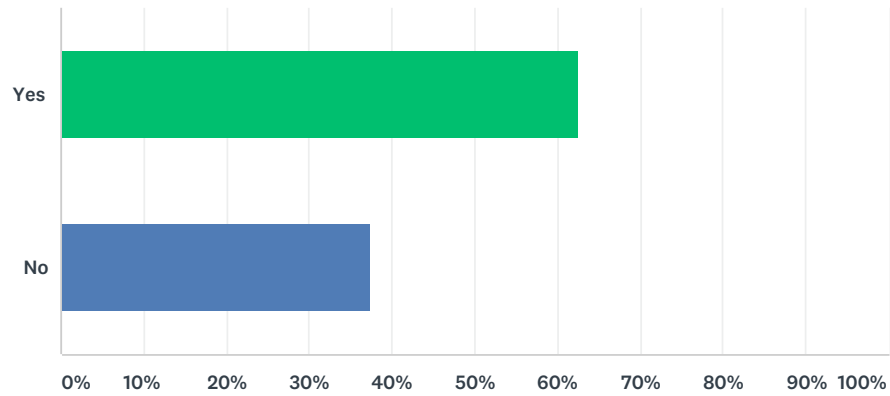


Salary range											
	\$20-30K	\$30-40K	\$40-50K	\$50-60K	\$60-70K	\$70-80K	\$80-90K	\$90-100K	\$100-110K	\$110K AND ABOVE	TOTAL
Accounting/Financial Analysis	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Accounting Specialists/Clerical	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Administrative Support	0.00% 0	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Controller/Accounting Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0
Department Manager	25.00% 1	0.00% 0	0.00% 0	0.00% 0	25.00% 1	25.00% 1	0.00% 0	25.00% 1	0.00% 0	0.00% 0	0.00% 0
Engineers	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0

HR Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0
HR Generlist	0.00% 0	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
IT	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	0.00% 0
Materials Analysis	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Material Specialist	0.00% 0	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Quality Engineer	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Quality Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 1	0.00% 0	50.00% 1	0.00% 0	0.00% 0
Production/Operations Manager	25.00% 1	0.00% 0	0.00% 0	0.00% 0	25.00% 1	0.00% 0	25.00% 1	25.00% 1	0.00% 0	0.00% 0
Production/Supervisor	0.00% 0	0.00% 0	25.00% 1	50.00% 2	0.00% 0	25.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Safety Manager	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Safety Coordinator	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Sales	0.00% 0	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Q14 Do you offer more than one health plan?

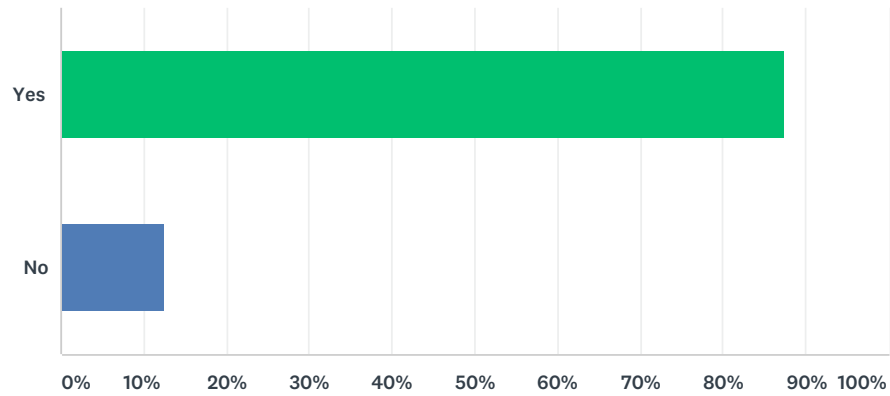
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.50%	5
No	37.50%	3
TOTAL		8

Q15 Do you pay for health coverage for your employees?

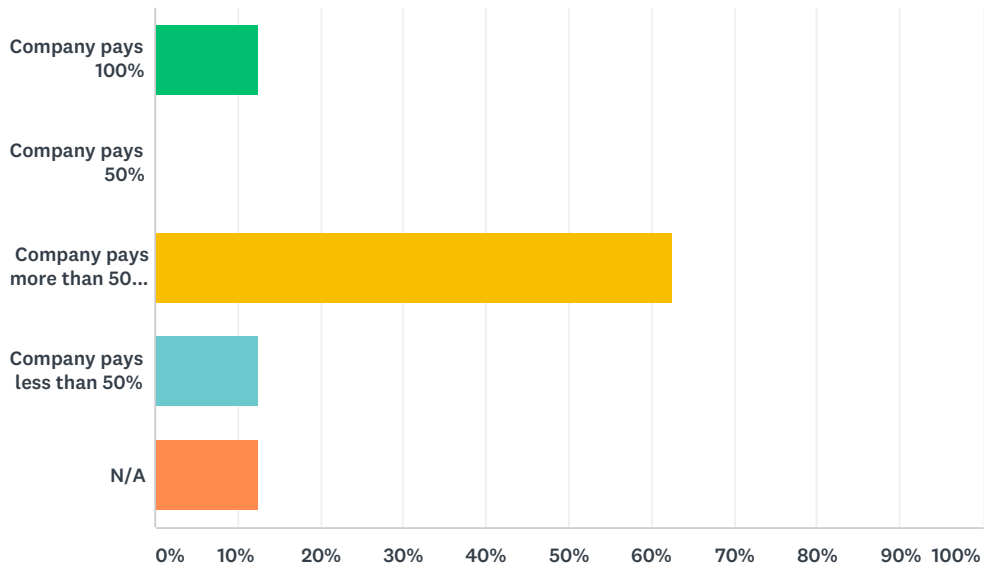
Answered: 8 Skipped: 0



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

Q16 Health coverage for your employees:

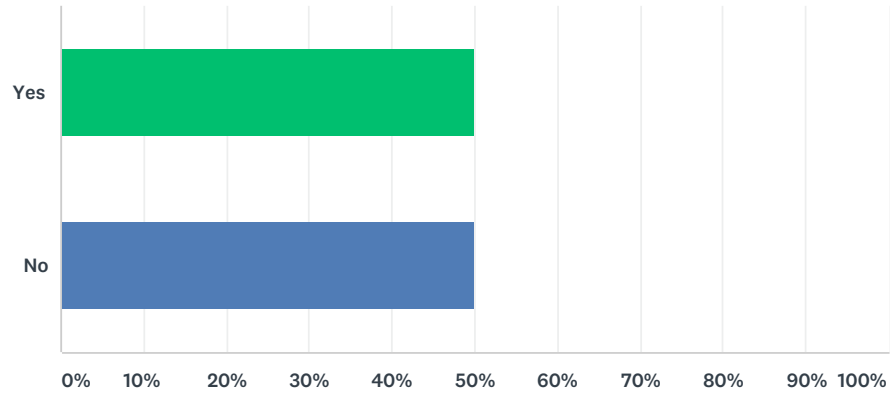
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Company pays 100%	12.50%	1
Company pays 50%	0.00%	0
Company pays more than 50% but less than 100%	62.50%	5
Company pays less than 50%	12.50%	1
N/A	12.50%	1
TOTAL		8

Q17 Do you pay for employee family health coverage?

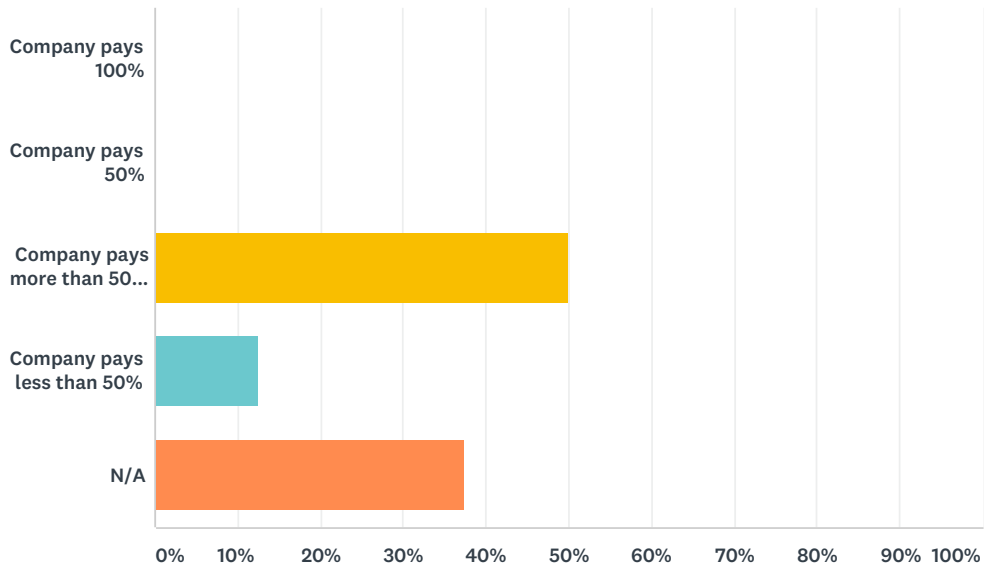
Answered: 8 Skipped: 0



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

Q18 Family health coverage:

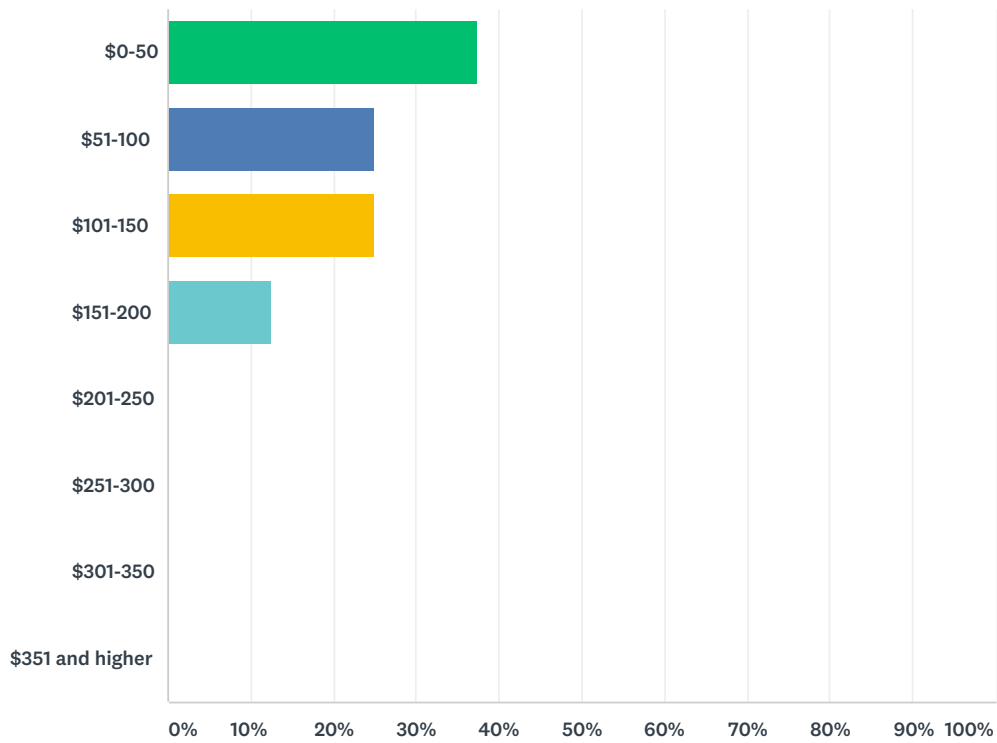
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Company pays 100%	0.00%	0
Company pays 50%	0.00%	0
Company pays more than 50% but less than 100%	50.00%	4
Company pays less than 50%	12.50%	1
N/A	37.50%	3
TOTAL		8

Q19 What is the average monthly cost to the employee for a premium plan?

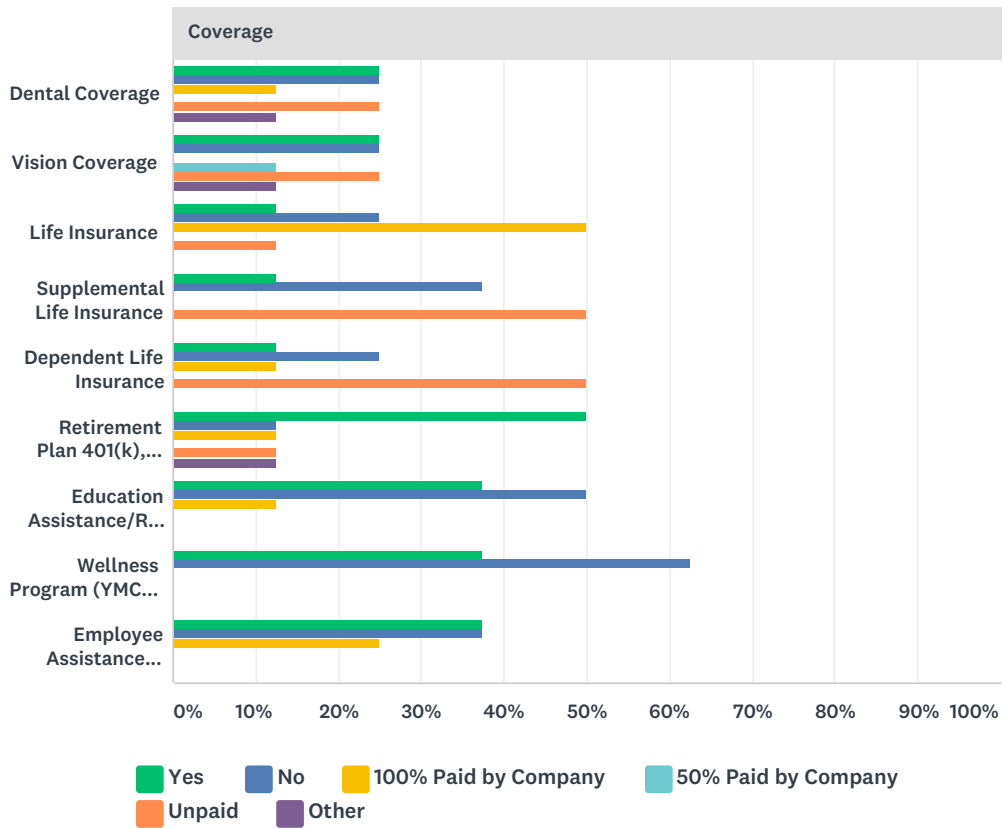
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
\$0-50	37.50% 3
\$51-100	25.00% 2
\$101-150	25.00% 2
\$151-200	12.50% 1
\$201-250	0.00% 0
\$251-300	0.00% 0
\$301-350	0.00% 0
\$351 and higher	0.00% 0
TOTAL	8

Q20 Please check “Yes” “ No” “ 100% Paid by Company” “50% Paid by Company” “Unpaid” “Other”.

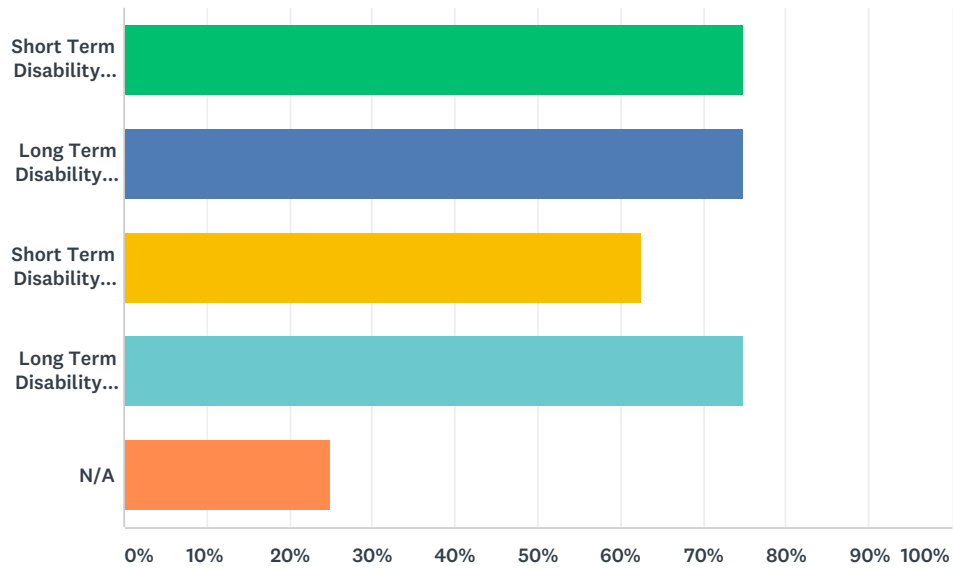
Answered: 8 Skipped: 0



Coverage	YES	NO	100% PAID BY COMPANY	50% PAID BY COMPANY	UNPAID	OTHER	TOTAL
Dental Coverage	25.00% 2	25.00% 2	12.50% 1	0.00% 0	25.00% 2	12.50% 1	8
Vision Coverage	25.00% 2	25.00% 2	0.00% 0	12.50% 1	25.00% 2	12.50% 1	8
Life Insurance	12.50% 1	25.00% 2	50.00% 4	0.00% 0	12.50% 1	0.00% 0	8
Supplemental Life Insurance	12.50% 1	37.50% 3	0.00% 0	0.00% 0	50.00% 4	0.00% 0	8
Dependent Life Insurance	12.50% 1	25.00% 2	12.50% 1	0.00% 0	50.00% 4	0.00% 0	8
Retirement Plan 401(k), IRA, etc	50.00% 4	12.50% 1	12.50% 1	0.00% 0	12.50% 1	12.50% 1	8
Education Assistance/Reimbursement	37.50% 3	50.00% 4	12.50% 1	0.00% 0	0.00% 0	0.00% 0	8
Wellness Program (YMCA, Health Club, etc)	37.50% 3	62.50% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8
Employee Assistance Program	37.50% 3	37.50% 3	25.00% 2	0.00% 0	0.00% 0	0.00% 0	8

Q21 You offer: (check all that apply)

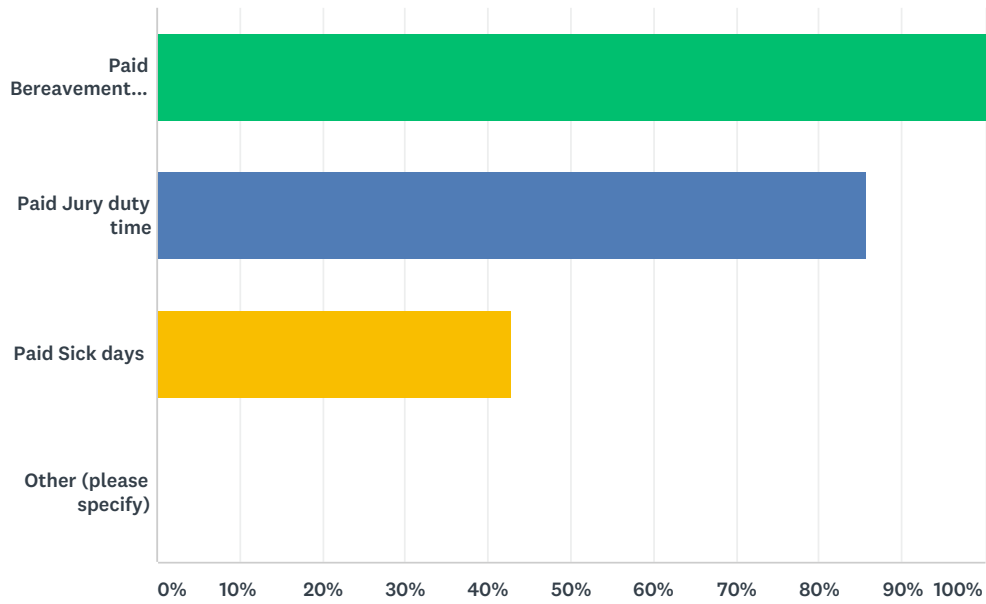
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Short Term Disability Insurance For Salaried	75.00%	6
Long Term Disability Insurance For Salaried	75.00%	6
Short Term Disability Insurance For Hourly	62.50%	5
Long Term Disability Insurance for Hourly	75.00%	6
N/A	25.00%	2
Total Respondents: 8		

Q22 You offer: (check all that apply)

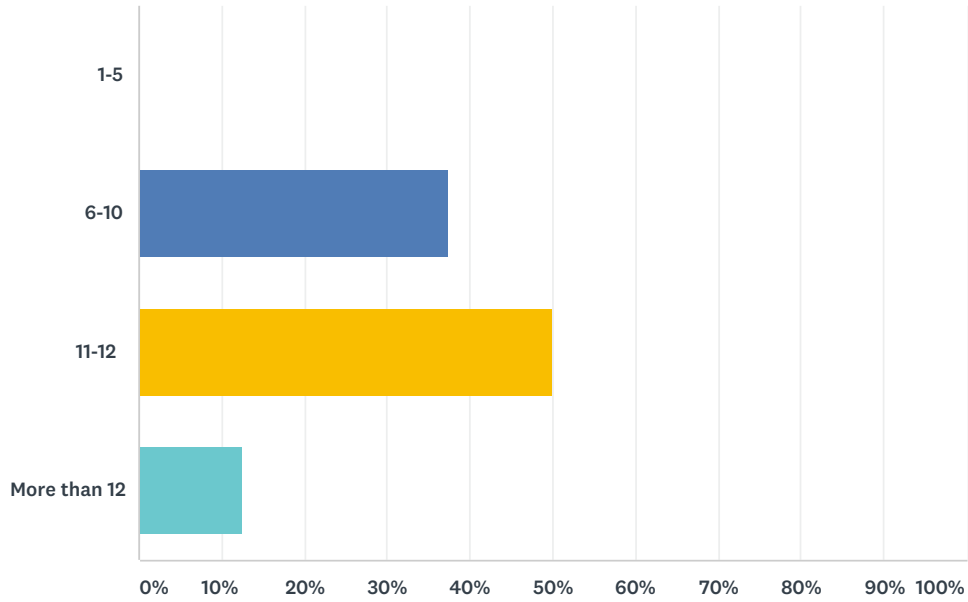
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Paid Bereavement leave	100.00%	7
Paid Jury duty time	85.71%	6
Paid Sick days	42.86%	3
Other (please specify)	0.00%	0
Total Respondents: 7		

Q23 How many paid holidays do you have?

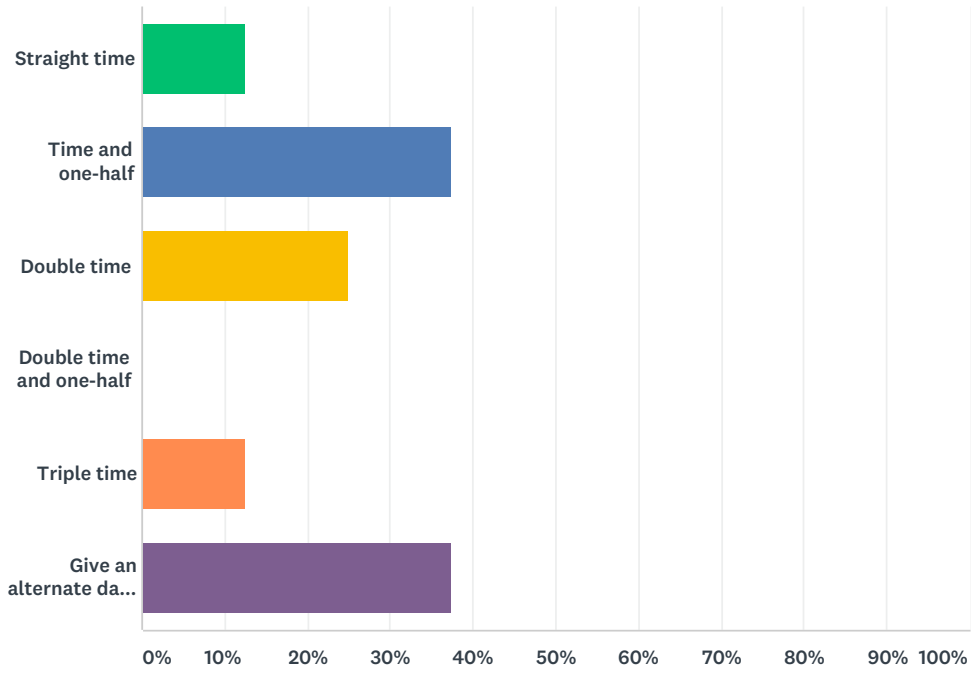
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-5	0.00%	0
6-10	37.50%	3
11-12	50.00%	4
More than 12	12.50%	1
TOTAL		8

Q24 In addition to holiday pay, what does your organization's employees receive for working on a company observed holiday? (Check all that apply)

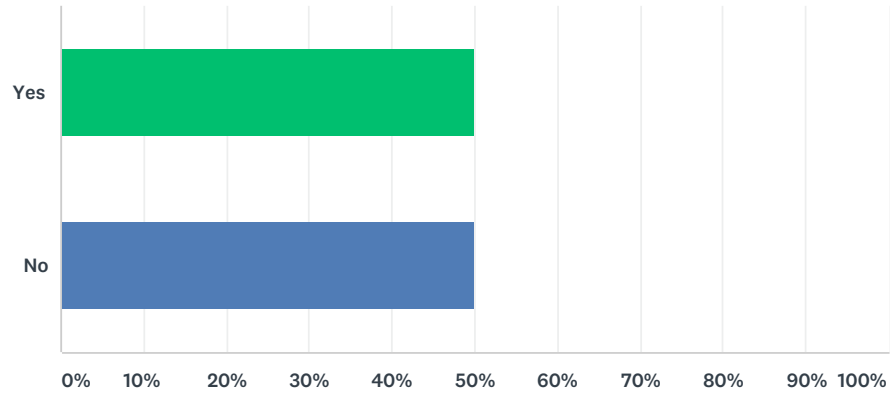
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Straight time	12.50% 1
Time and one-half	37.50% 3
Double time	25.00% 2
Double time and one-half	0.00% 0
Triple time	12.50% 1
Give an alternate day off	37.50% 3
Total Respondents: 8	

Q25 Is there paid vacation before one (1) year of service?

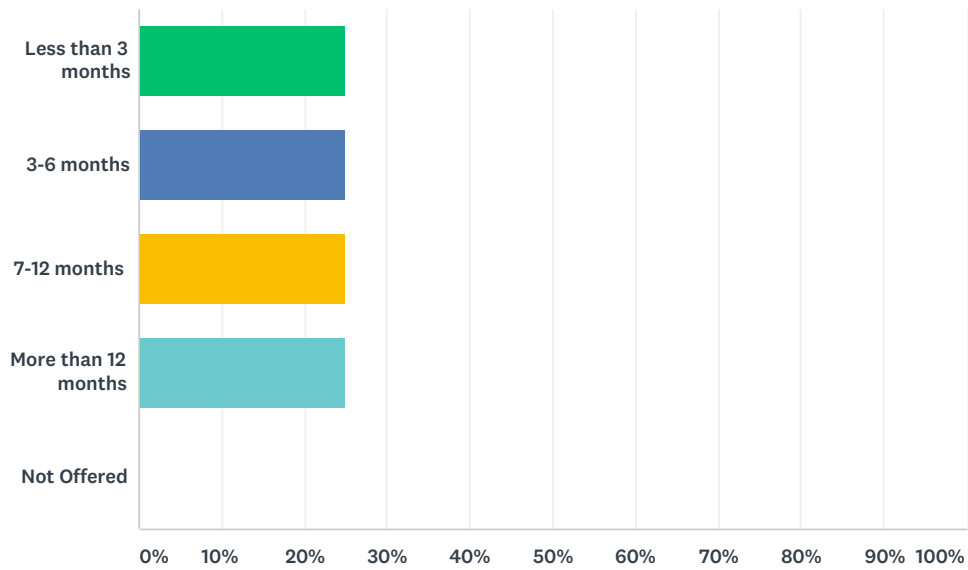
Answered: 8 Skipped: 0



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

Q26 For the bulk of your organization's workforce, how many months does it take to qualify for one (1) week of vacation?

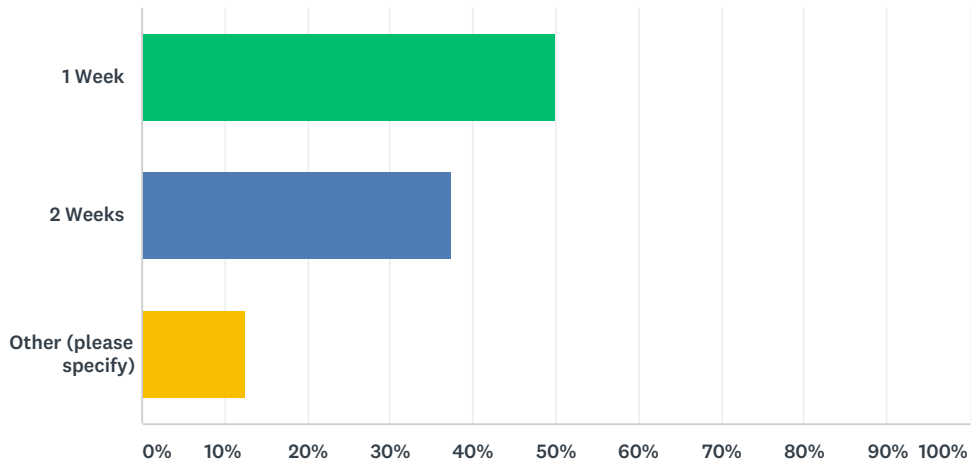
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Less than 3 months	25.00% 2
3-6 months	25.00% 2
7-12 months	25.00% 2
More than 12 months	25.00% 2
Not Offered	0.00% 0
TOTAL	8

Q27 How much vacation is paid after one (1) year?

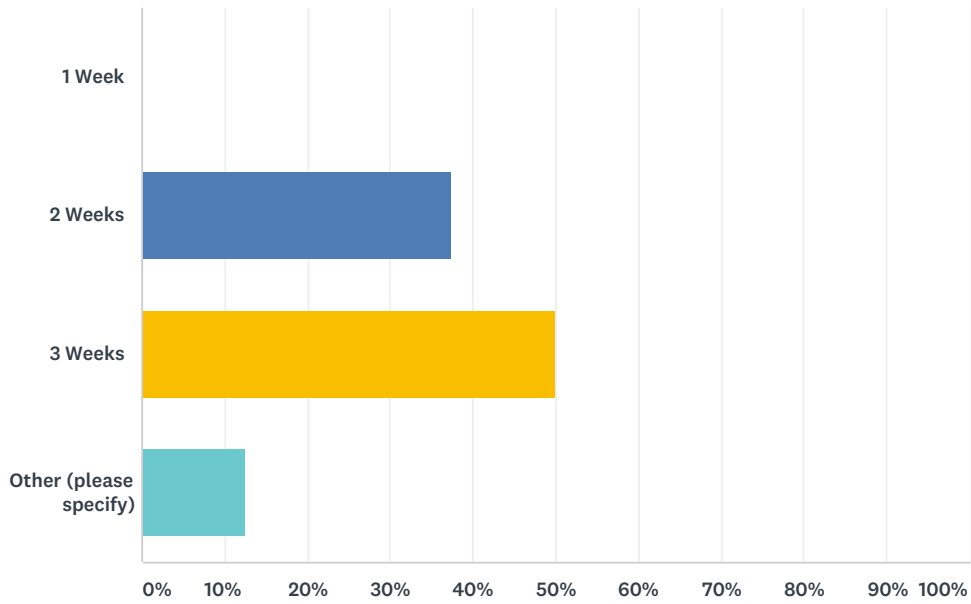
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 Week	50.00%	4
2 Weeks	37.50%	3
Other (please specify)	12.50%	1
TOTAL		8

Q28 How much paid vacation after three (3) to five (5) years?

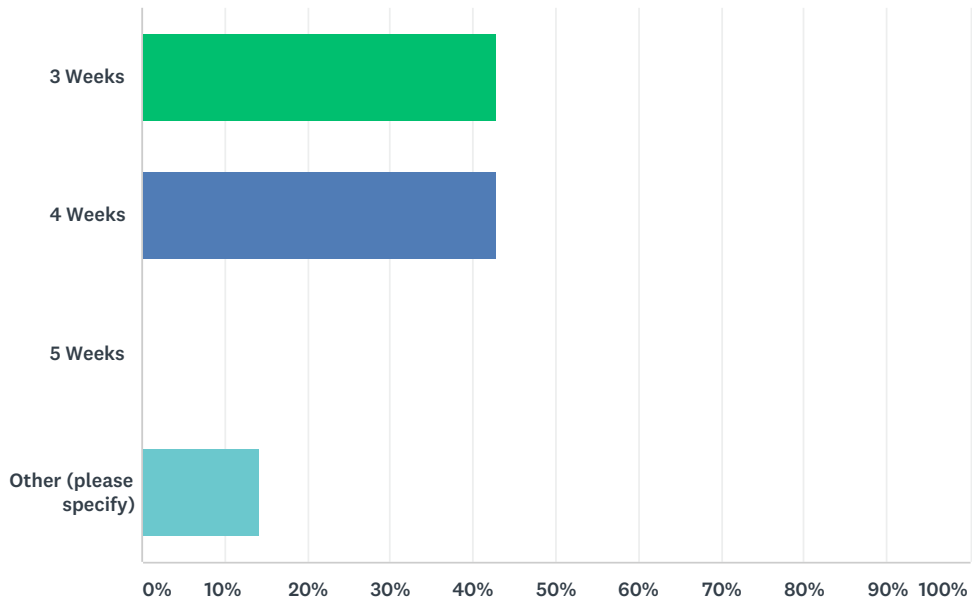
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 Week	0.00%	0
2 Weeks	37.50%	3
3 Weeks	50.00%	4
Other (please specify)	12.50%	1
TOTAL		8

Q29 How much paid vacation after ten (10) years?

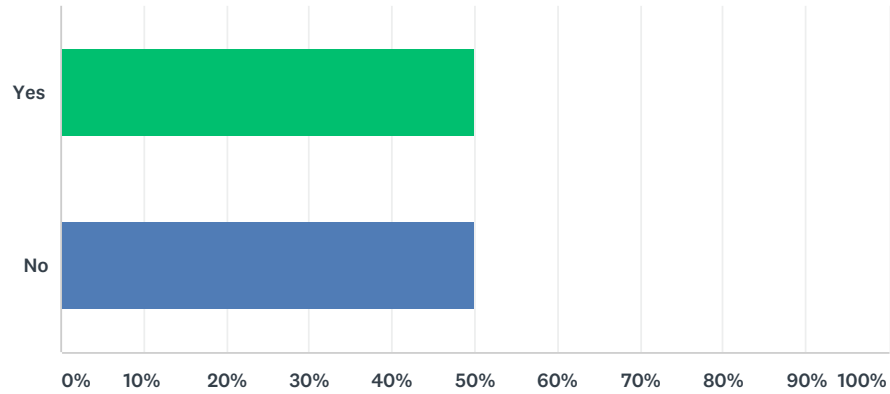
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
3 Weeks	42.86%	3
4 Weeks	42.86%	3
5 Weeks	0.00%	0
Other (please specify)	14.29%	1
TOTAL		7

Q30 Do you allow employees personal days off?

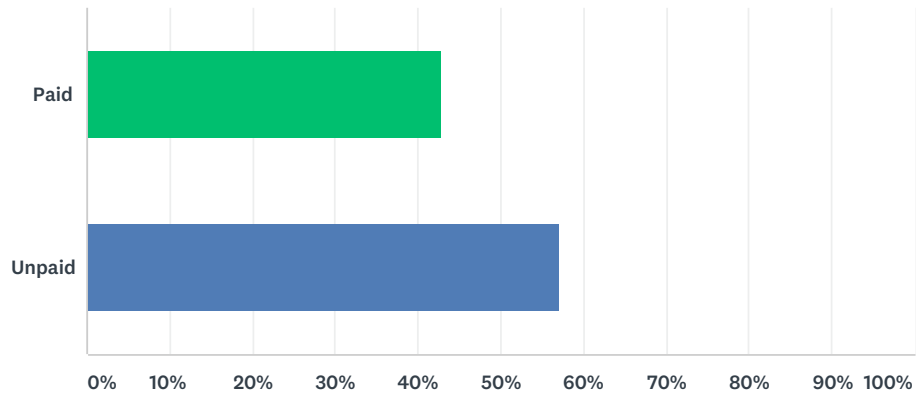
Answered: 8 Skipped: 0



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

Q31 Are personal days:

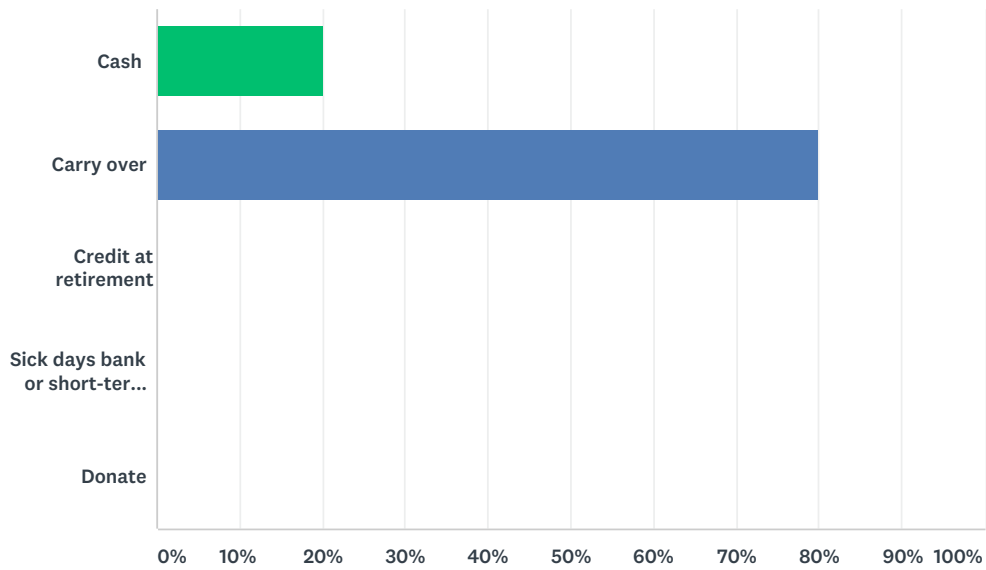
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Paid	42.86%	3
Unpaid	57.14%	4
TOTAL		7

Q32 Does your vacation plan permit employees to convert unused vacation days to:

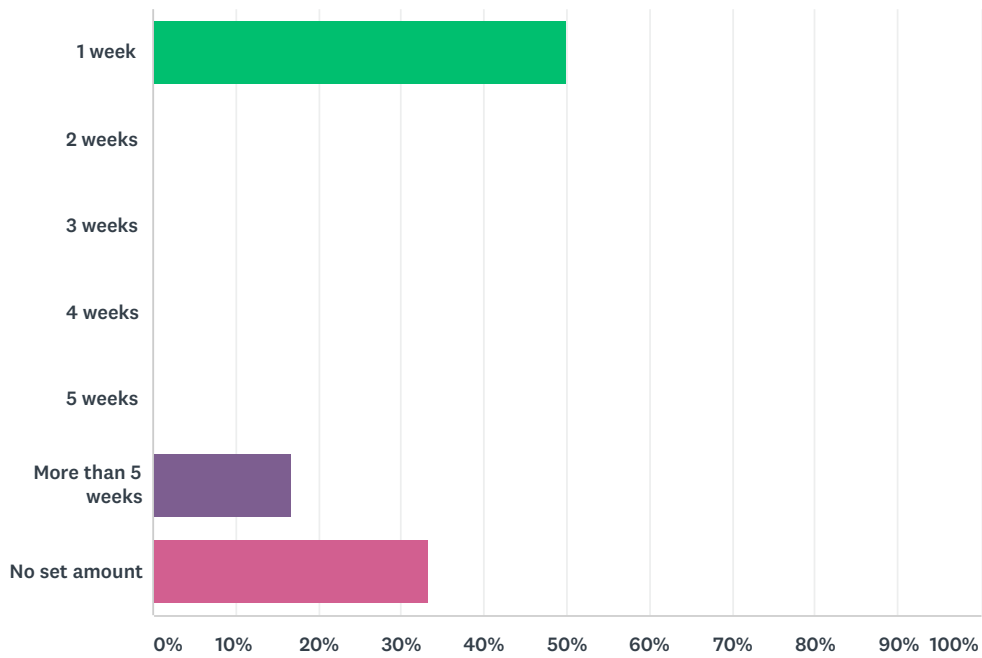
Answered: 5 Skipped: 3



ANSWER CHOICES	RESPONSES	
Cash	20.00%	1
Carry over	80.00%	4
Credit at retirement	0.00%	0
Sick days bank or short-term disability	0.00%	0
Donate	0.00%	0
TOTAL		5

Q33 What is the maximum amount of vacation days an employee can carry over?

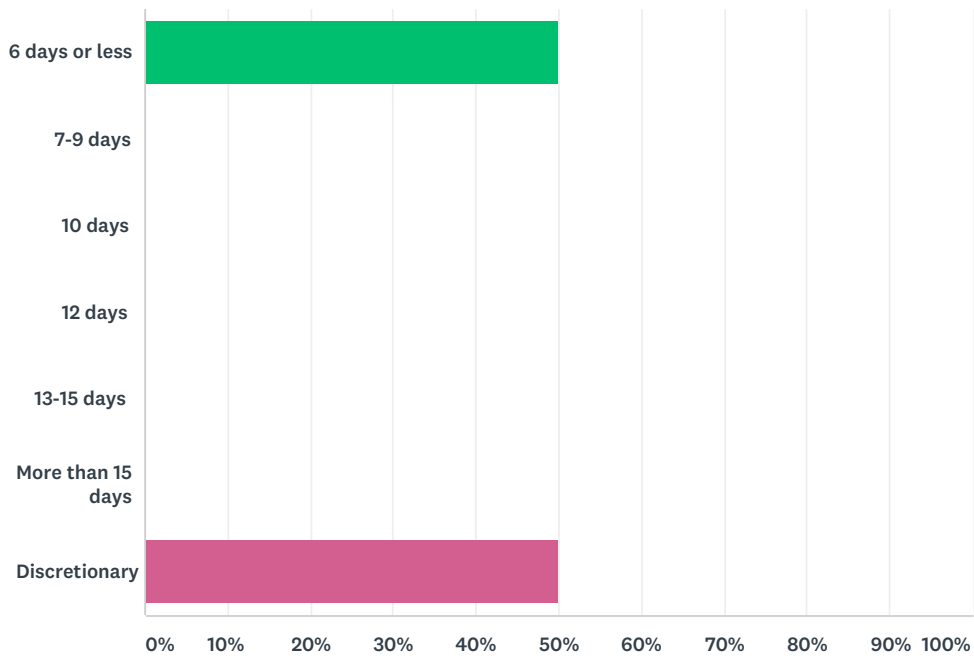
Answered: 6 Skipped: 2



ANSWER CHOICES	RESPONSES	
1 week	50.00%	3
2 weeks	0.00%	0
3 weeks	0.00%	0
4 weeks	0.00%	0
5 weeks	0.00%	0
More than 5 weeks	16.67%	1
No set amount	33.33%	2
TOTAL		6

Q34 For the bulk of your organization's workforce, how many paid sick days are granted per year?

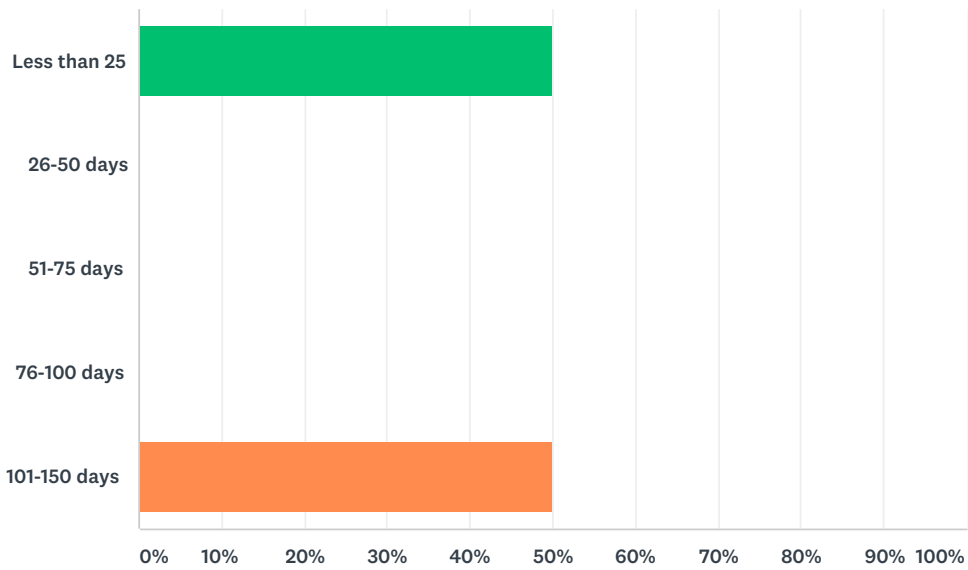
Answered: 4 Skipped: 4



ANSWER CHOICES	RESPONSES	
6 days or less	50.00%	2
7-9 days	0.00%	0
10 days	0.00%	0
12 days	0.00%	0
13-15 days	0.00%	0
More than 15 days	0.00%	0
Discretionary	50.00%	2
TOTAL		4

Q35 What is the maximum number of sick days an employee can accumulate?

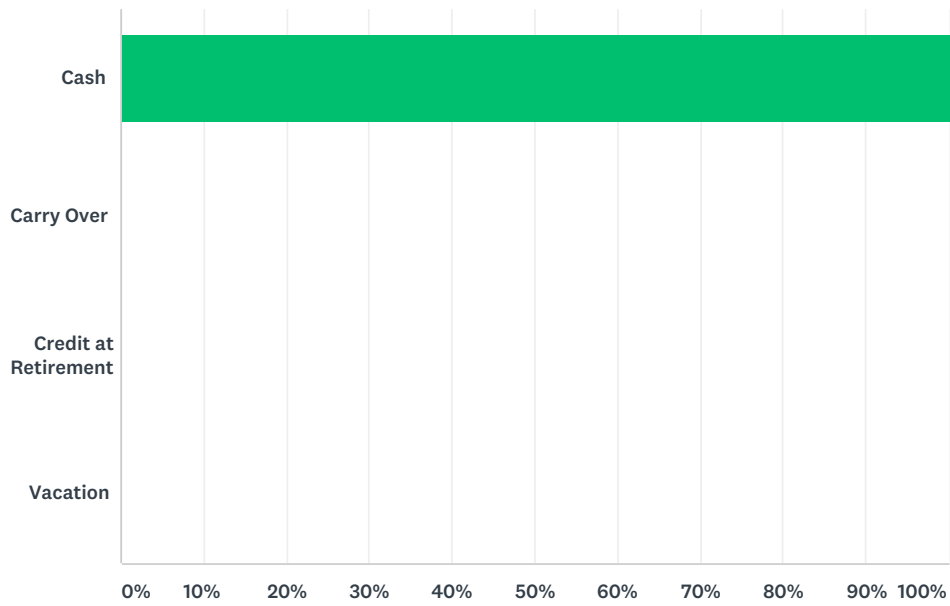
Answered: 2 Skipped: 6



ANSWER CHOICES	RESPONSES	
Less than 25	50.00%	1
26-50 days	0.00%	0
51-75 days	0.00%	0
76-100 days	0.00%	0
101-150 days	50.00%	1
TOTAL		2

Q36 Does your organization's sick leave plan permit employees to convert unused sick leave to:

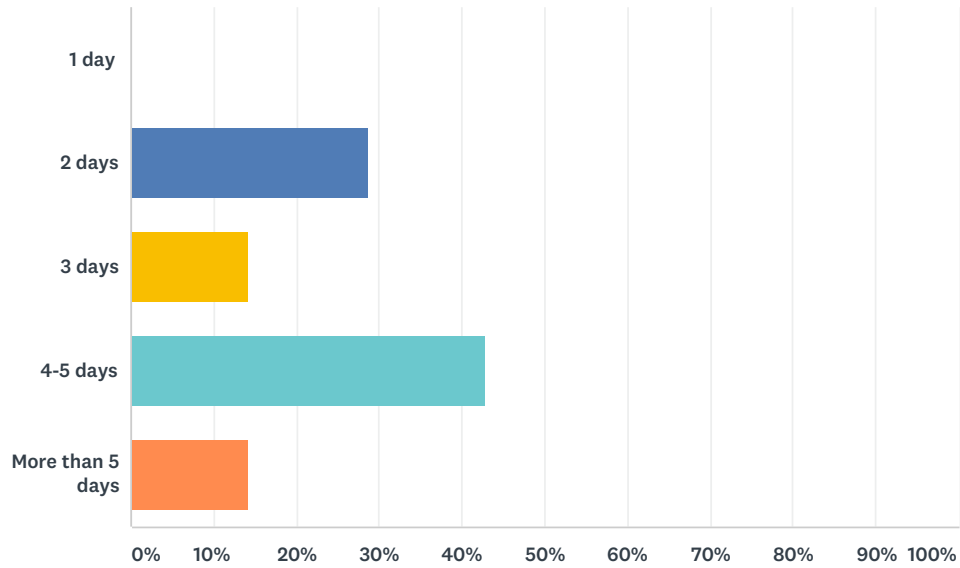
Answered: 1 Skipped: 7



ANSWER CHOICES	RESPONSES	
Cash	100.00%	1
Carry Over	0.00%	0
Credit at Retirement	0.00%	0
Vacation	0.00%	0
TOTAL		1

Q37 How many paid days off does your organization grant for bereavement for immediate family?

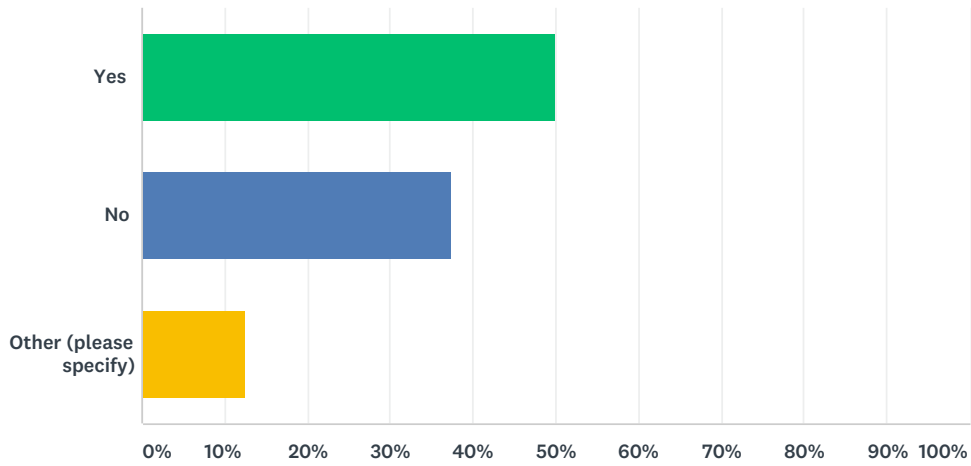
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
1 day	0.00%	0
2 days	28.57%	2
3 days	14.29%	1
4-5 days	42.86%	3
More than 5 days	14.29%	1
TOTAL		7

Q38 Do you have a bonus plan in place for all employees?

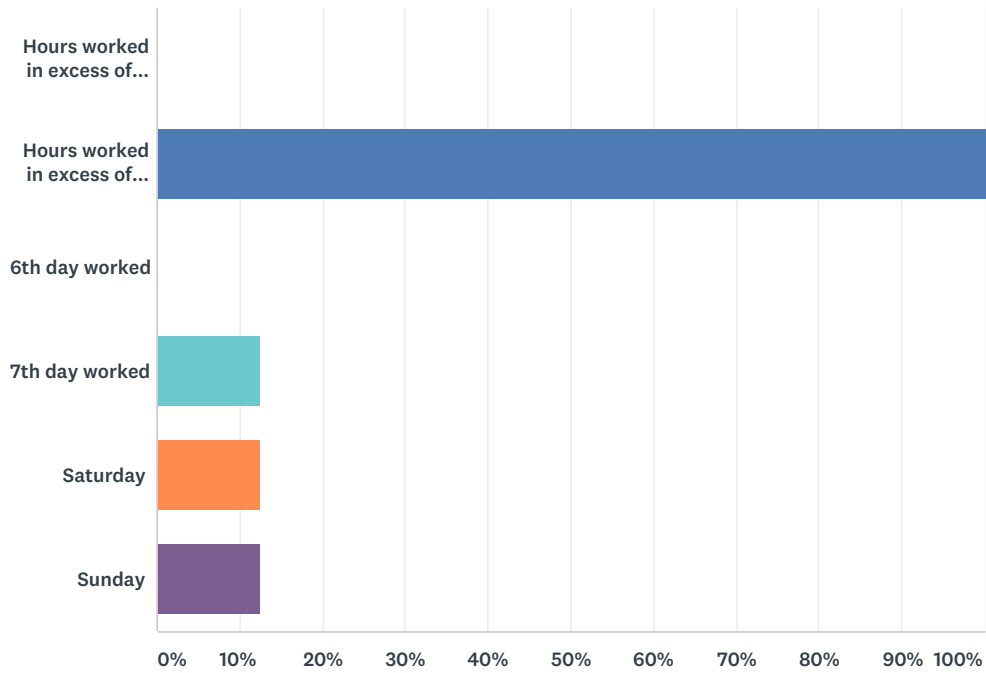
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.00%	4
No	37.50%	3
Other (please specify)	12.50%	1
TOTAL		8

Q39 What overtime does your organization pay? (check all that apply)

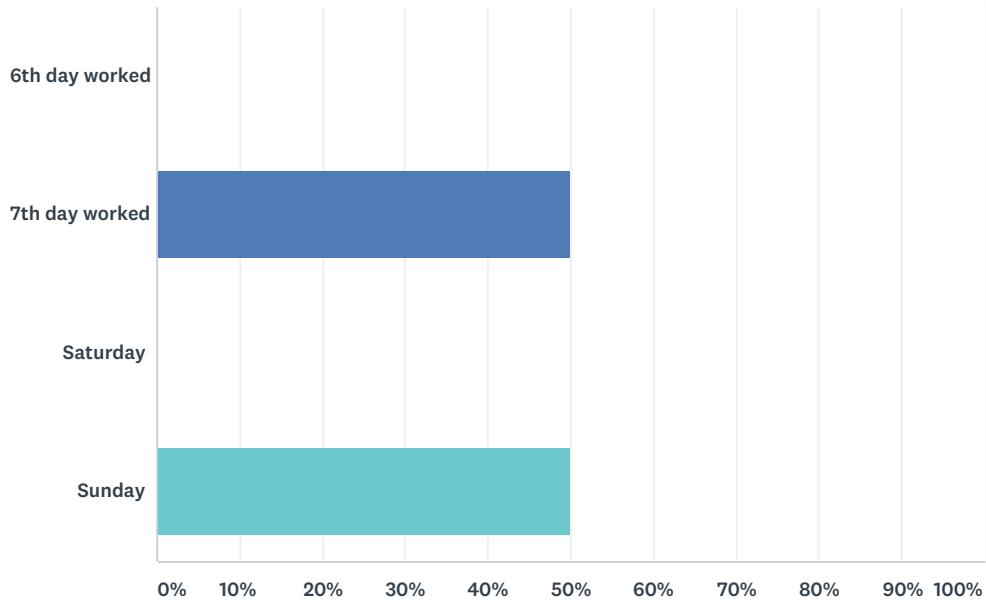
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Hours worked in excess of 8 hours in a day	0.00% 0
Hours worked in excess of 40 hours in a week	100.00% 8
6th day worked	0.00% 0
7th day worked	12.50% 1
Saturday	12.50% 1
Sunday	12.50% 1
Total Respondents: 8	

Q40 What double time pay does your organization provide? (check all that apply)

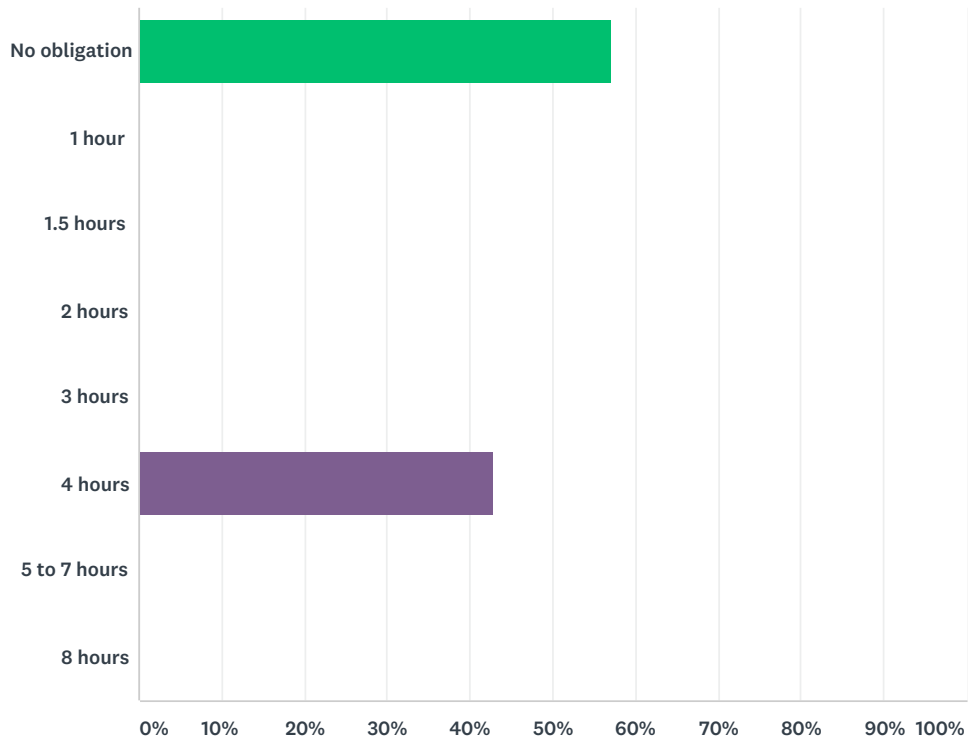
Answered: 4 Skipped: 4



ANSWER CHOICES	RESPONSES
6th day worked	0.00% 0
7th day worked	50.00% 2
Saturday	0.00% 0
Sunday	50.00% 2
Total Respondents: 4	

Q41 What call-in pay does your organization provide?

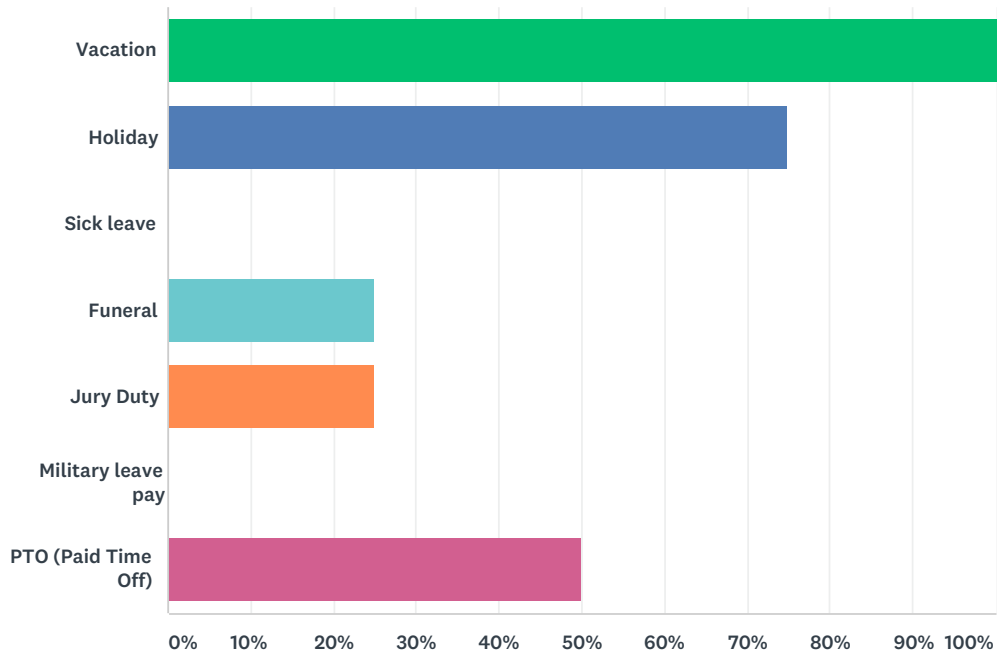
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES
No obligation	57.14% 4
1 hour	0.00% 0
1.5 hours	0.00% 0
2 hours	0.00% 0
3 hours	0.00% 0
4 hours	42.86% 3
5 to 7 hours	0.00% 0
8 hours	0.00% 0
TOTAL	7

Q42 Check any/all of the following that your organization includes as hours worked towards calculation of overtime:

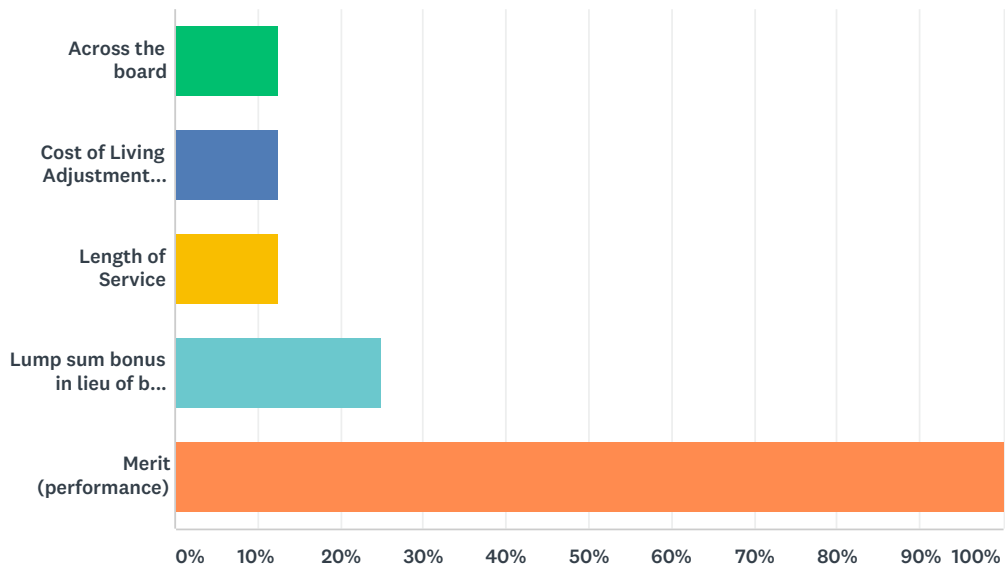
Answered: 4 Skipped: 4



ANSWER CHOICES	RESPONSES	
Vacation	100.00%	4
Holiday	75.00%	3
Sick leave	0.00%	0
Funeral	25.00%	1
Jury Duty	25.00%	1
Military leave pay	0.00%	0
PTO (Paid Time Off)	50.00%	2
Total Respondents: 4		

Q43 What types of salary increases are usually granted? (check all that apply)

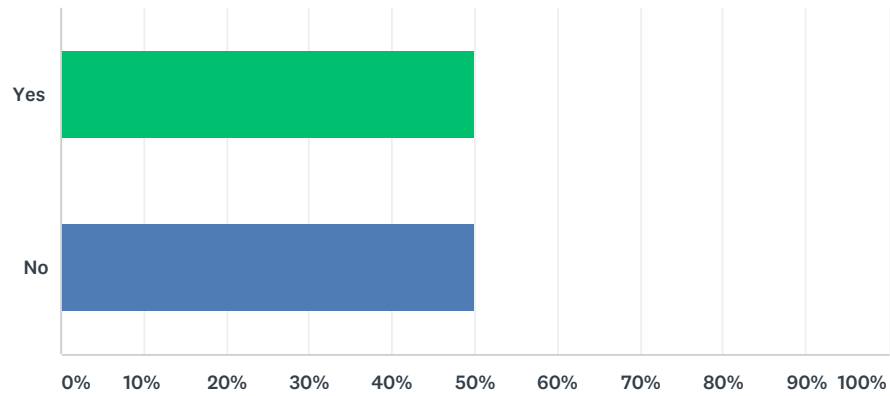
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Across the board	12.50%	1
Cost of Living Adjustment (COLA)	12.50%	1
Length of Service	12.50%	1
Lump sum bonus in lieu of base pay increase	25.00%	2
Merit (performance)	100.00%	8
Total Respondents: 8		

Q44 Does your organization provide an annual bonus for employees?

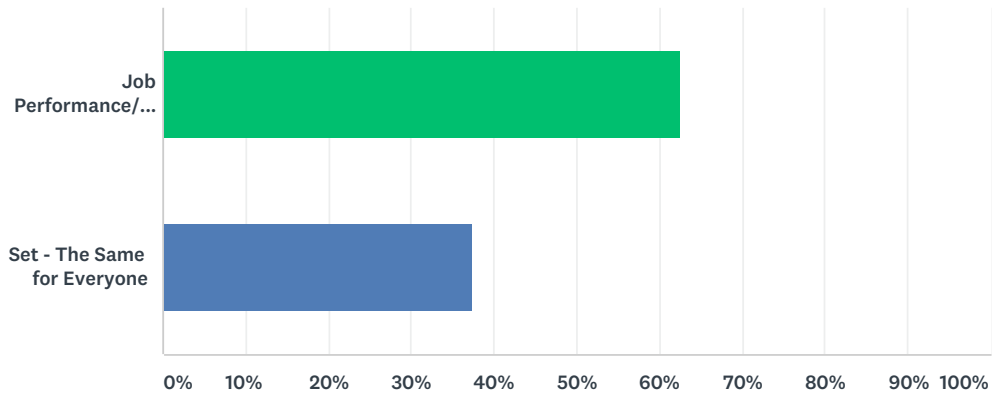
Answered: 8 Skipped: 0



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

Q45 Wage increases are:

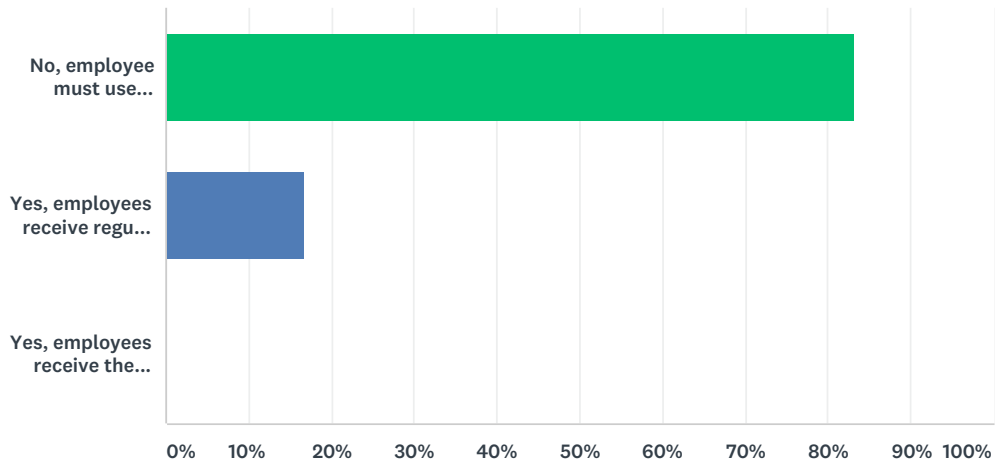
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Job Performance/Merit Based	62.50%	5
Set - The Same for Everyone	37.50%	3
TOTAL		8

Q46 Does your organization grant paid leave for military reserve duty?

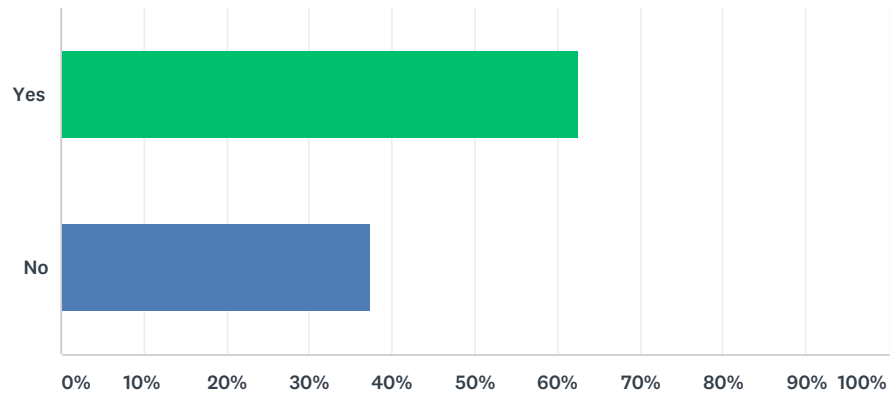
Answered: 6 Skipped: 2



ANSWER CHOICES	RESPONSES	
No, employee must use vacation	83.33%	5
Yes, employees receive regular wages plus they keep compensation provided by the armed forces	16.67%	1
Yes, employees receive the difference in compensation provided by the armed forces and their regular wages	0.00%	0
TOTAL		6

Q47 Do you conduct background checks?

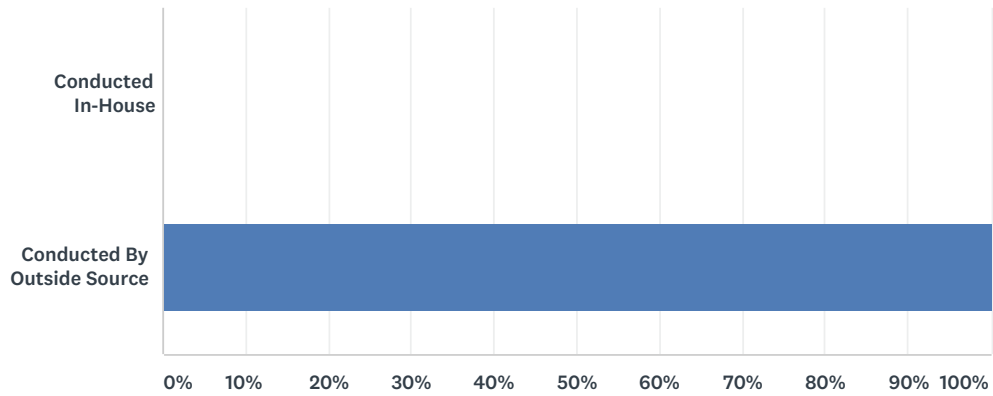
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.50%	5
No	37.50%	3
TOTAL		8

Q48 If you conduct background checks, they are:

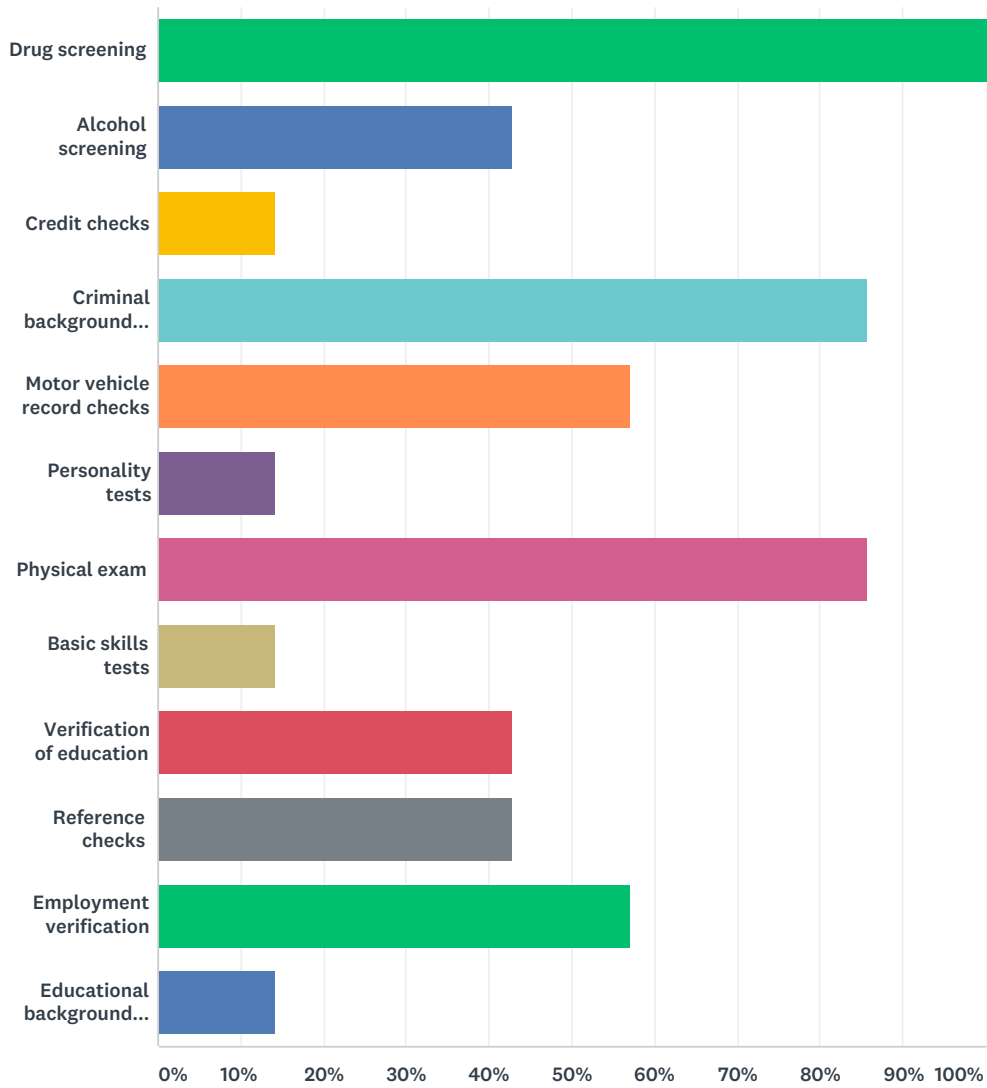
Answered: 6 Skipped: 2



ANSWER CHOICES	RESPONSES	
Conducted In-House	0.00%	0
Conducted By Outside Source	100.00%	6
TOTAL		6

Q49 Which pre-employment screenings do you regularly conduct? (check all that apply)

Answered: 7 Skipped: 1

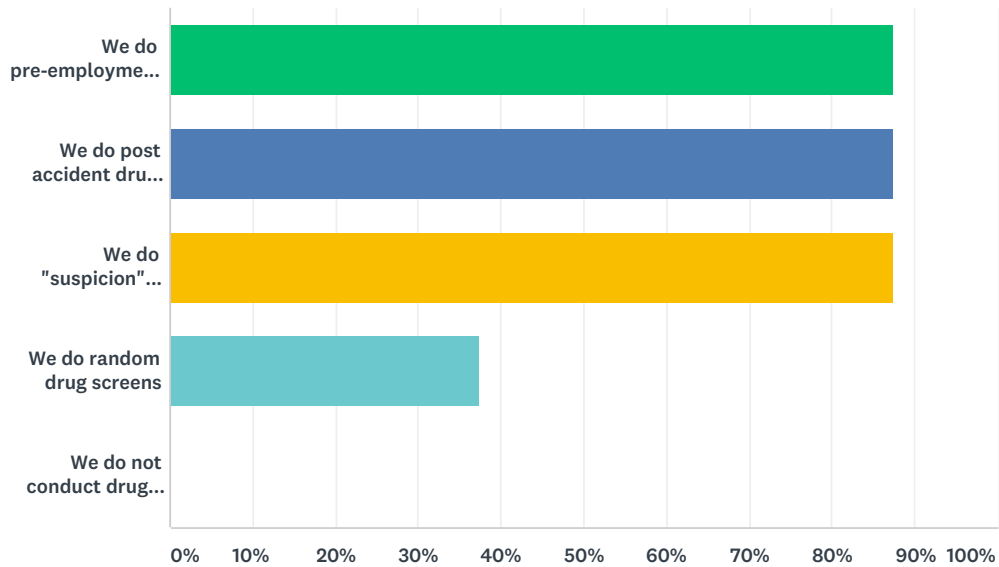


ANSWER CHOICES	RESPONSES	
Drug screening	100.00%	7
Alcohol screening	42.86%	3
Credit checks	14.29%	1
Criminal background checks	85.71%	6
Motor vehicle record checks	57.14%	4
Personality tests	14.29%	1
Physical exam	85.71%	6
Basic skills tests	14.29%	1
Verification of education	42.86%	3

Reference checks	42.86%	3
Employment verification	57.14%	4
Educational background check	14.29%	1
Total Respondents: 7		

Q50 Drug screens: (check all that apply)

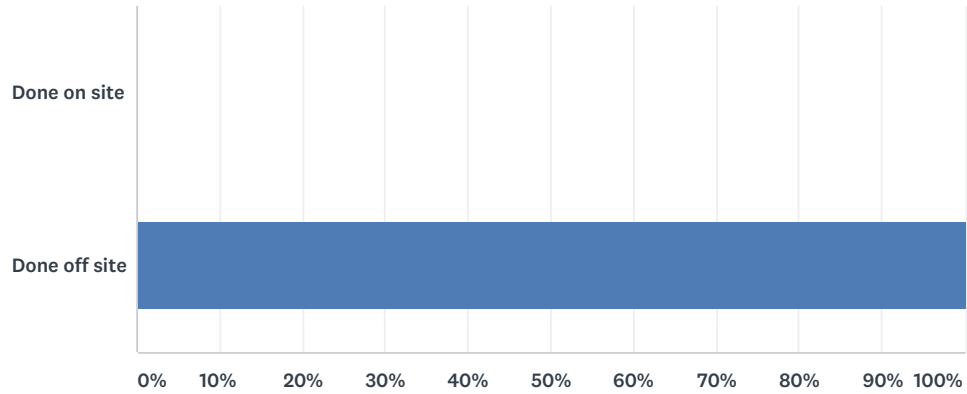
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
We do pre-employment drug screens	87.50% 7
We do post accident drug screens	87.50% 7
We do "suspicion" drug screens	87.50% 7
We do random drug screens	37.50% 3
We do not conduct drug screens	0.00% 0
Total Respondents: 8	

Q51 If you do drug screens, are they:

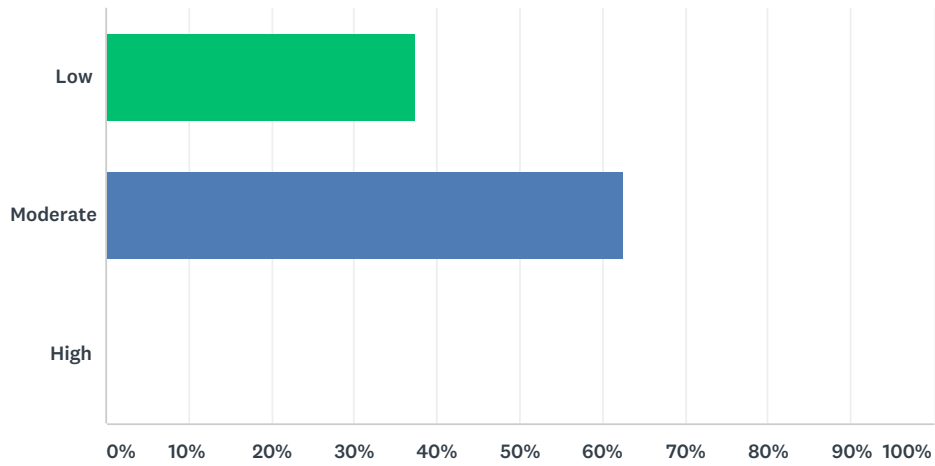
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Done on site	0.00%	0
Done off site	100.00%	8
TOTAL		8

Q52 How would you rate your turnover?

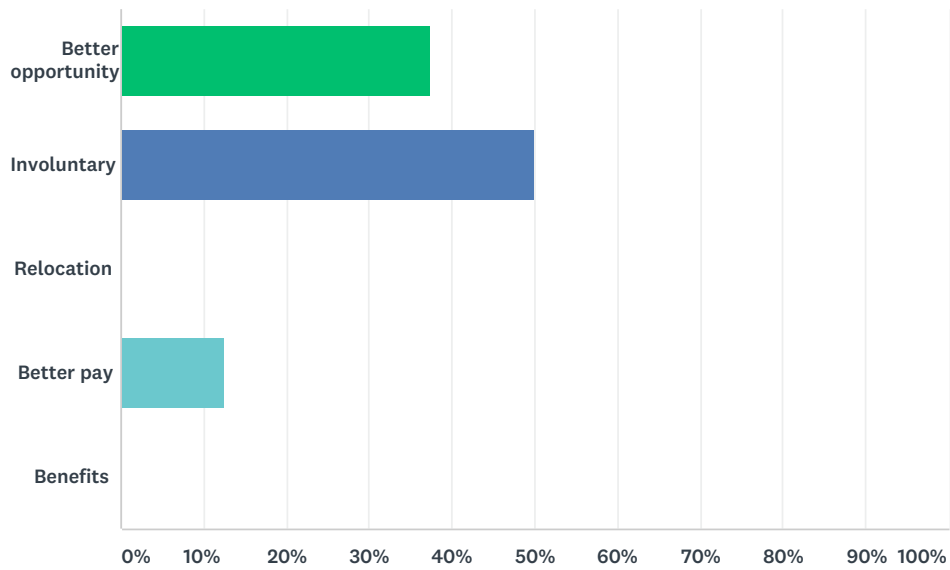
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Low	37.50%	3
Moderate	62.50%	5
High	0.00%	0
TOTAL		8

Q53 Of the following, which is the most frequent reason why employees leave your company?

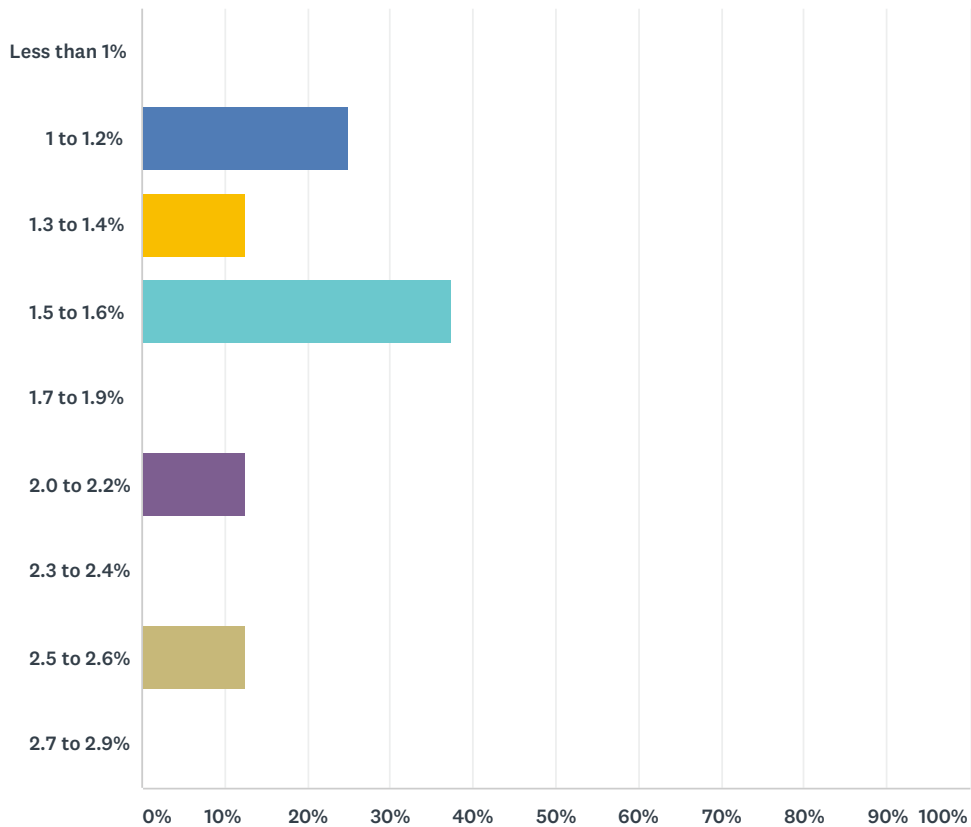
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Better opportunity	37.50%	3
Involuntary	50.00%	4
Relocation	0.00%	0
Better pay	12.50%	1
Benefits	0.00%	0
TOTAL		8

Q54 What is your organization's absenteeism rate? Job absence is defined as unscheduled absence. It does not include long-term absences after the first four days; vacations, holidays or other scheduled leave; or absences of less than a full day. Absenteeism rate = number of worker days lost through absence x 100 (Avg. # of employees during year) x (___ workdays)

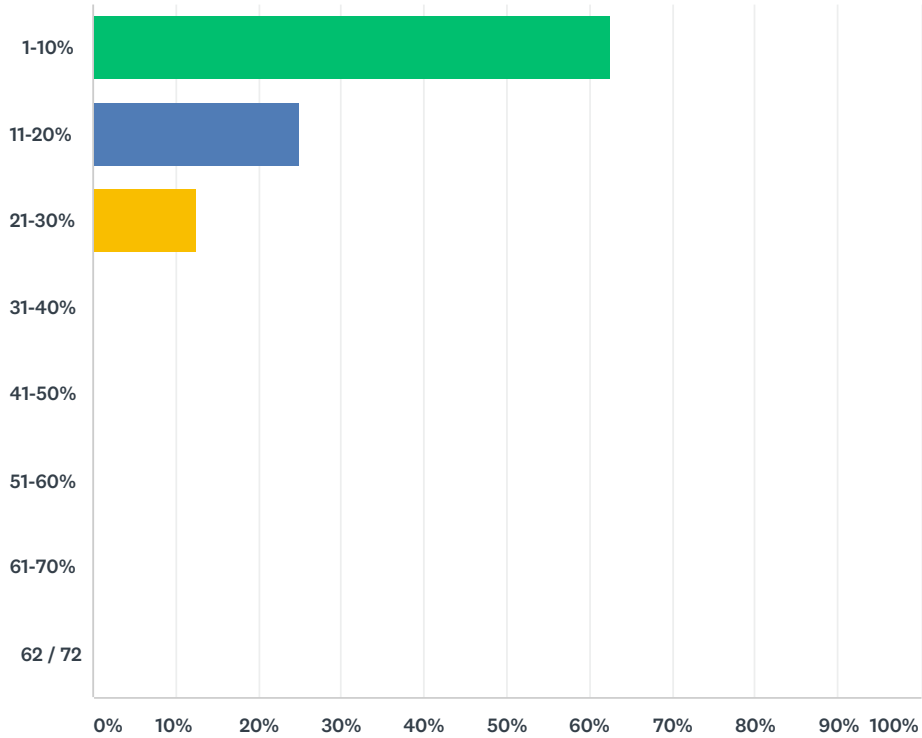
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1%	0.00%	0
1 to 1.2%	25.00%	2
1.3 to 1.4%	12.50%	1
1.5 to 1.6%	37.50%	3
1.7 to 1.9%	0.00%	0
2.0 to 2.2%	12.50%	1
2.3 to 2.4%	0.00%	0
2.5 to 2.6%	12.50%	1
2.7 to 2.9%	0.00%	0
TOTAL		8

Q55 What is your organization's overall turnover rate? (Please use the formula noted below) Number of employees who left during previous calendar year (# employed 1/1 + # employed 12/31) / 2

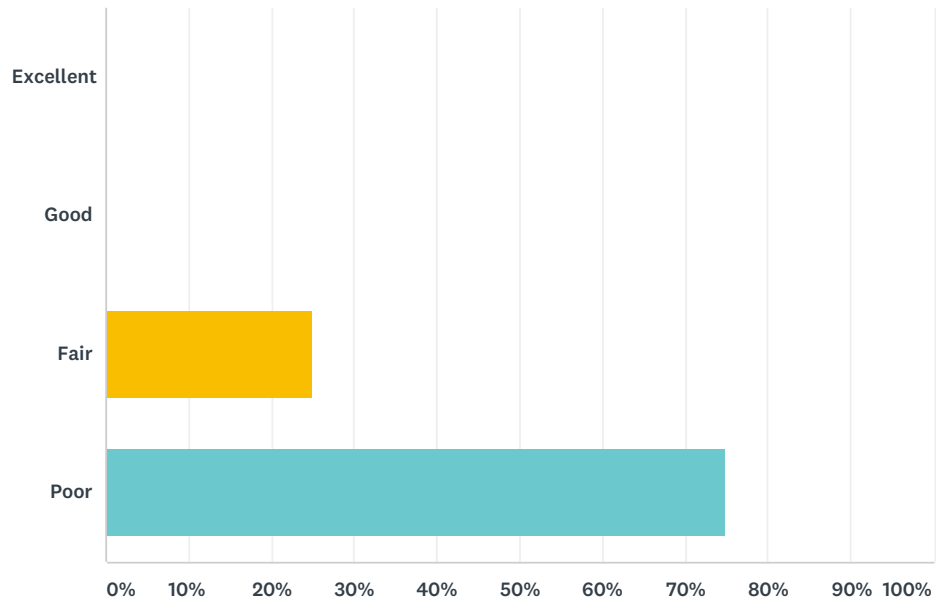
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-10%	62.50%	5
11-20%	25.00%	2
21-30%	12.50%	1
31-40%	0.00%	0
41-50%	0.00%	0
51-60%	0.00%	0
61-70%	0.00%	0
62 / 72	0.00%	0
TOTAL		8

Q56 Would you rate the availability of skilled labor:

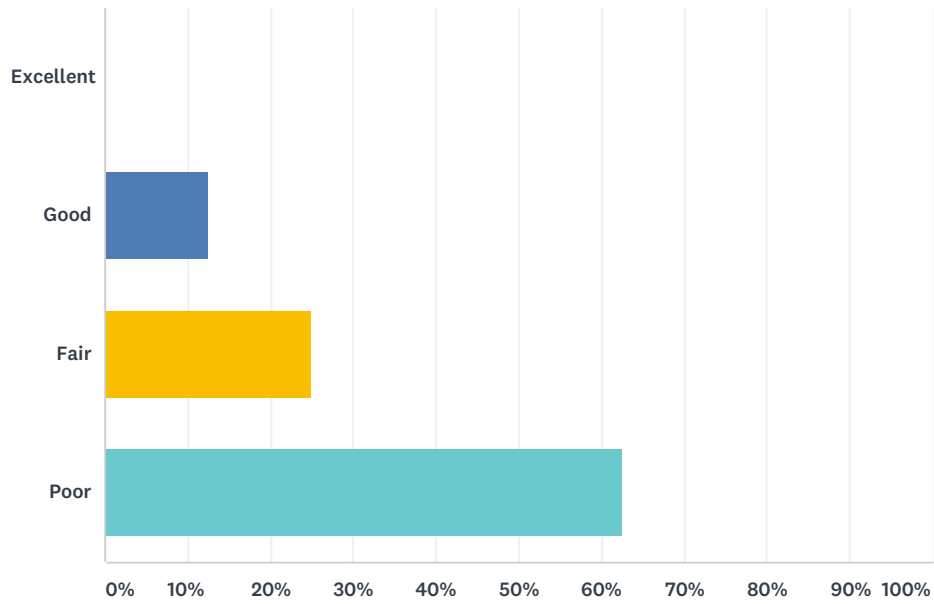
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	0.00%	0
Fair	25.00%	2
Poor	75.00%	6
TOTAL		8

Q57 Would you rate the availability of unskilled labor:

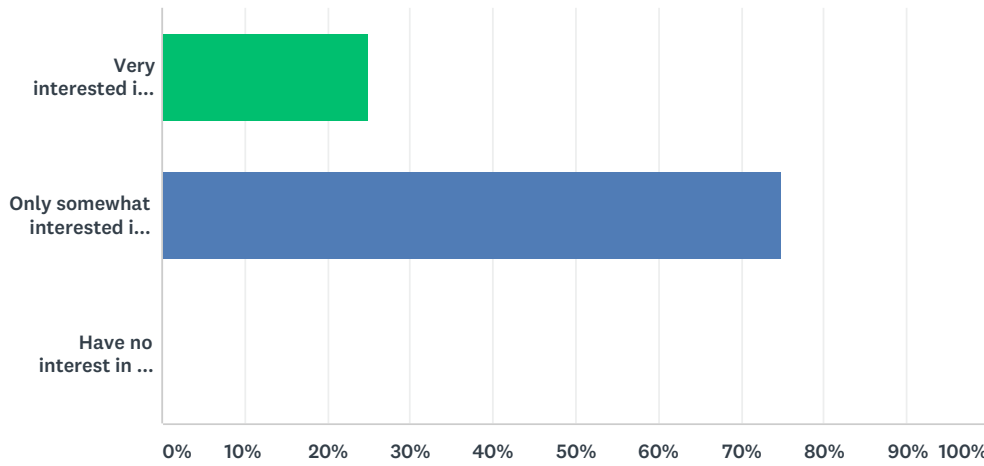
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Good	12.50%	1
Fair	25.00%	2
Poor	62.50%	5
TOTAL		8

Q58 When you interview applicants are they:

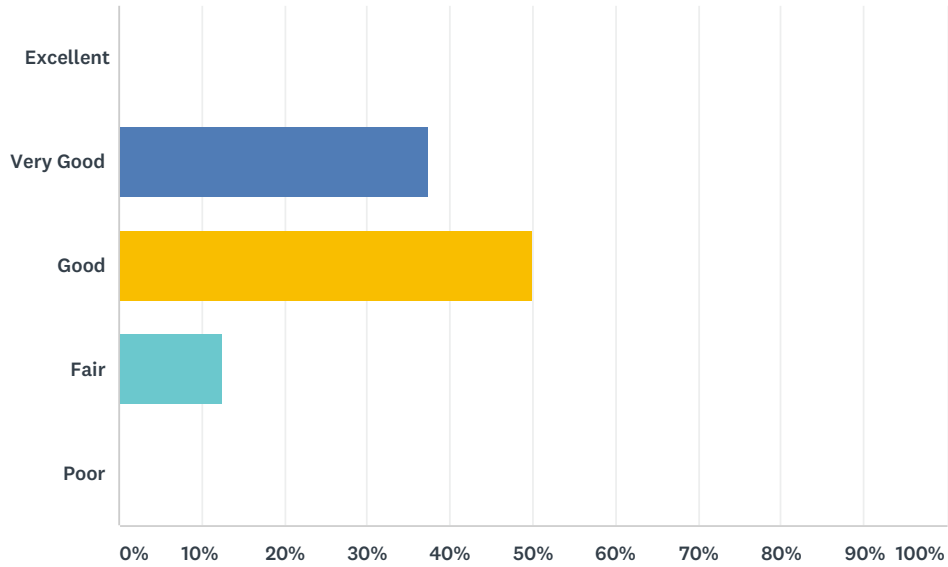
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very interested in the job and looking for work	25.00%	2
Only somewhat interested in the job	75.00%	6
Have no interest in the job - appear not wanting to work	0.00%	0
TOTAL		8

Q59 Would you say the overall morale of your workforce is:

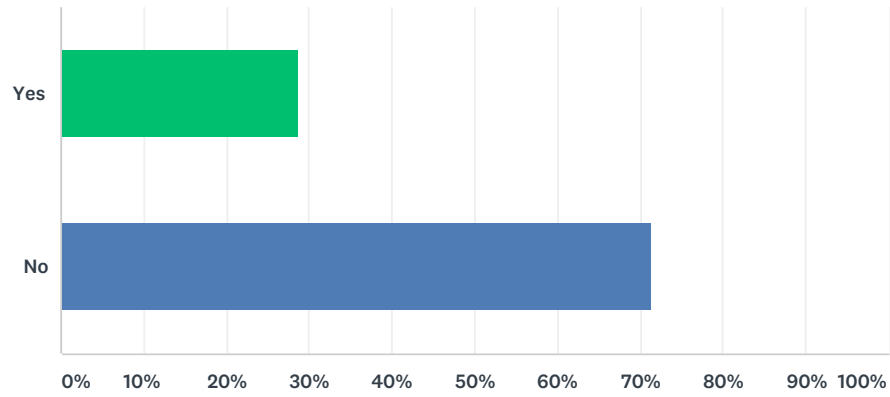
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	0.00%	0
Very Good	37.50%	3
Good	50.00%	4
Fair	12.50%	1
Poor	0.00%	0
TOTAL		8

Q60 Have your workers' compensation premiums increased during the past year?

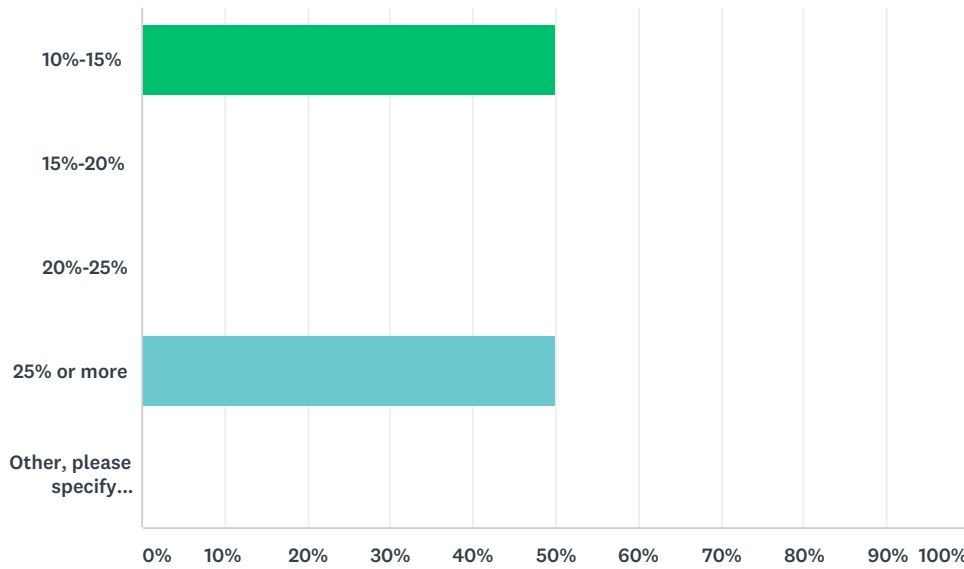
Answered: 7 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	28.57%	2
No	71.43%	5
TOTAL		7

Q61 By what percentage have the premiums increased?

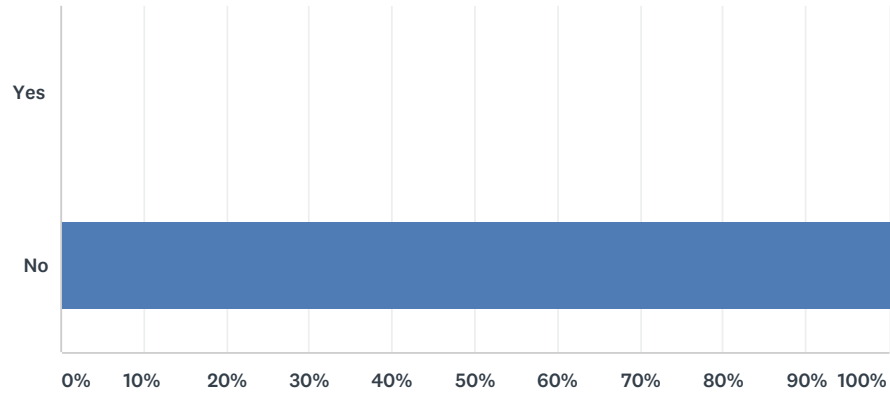
Answered: 2 Skipped: 6



ANSWER CHOICES	RESPONSES	
10%-15%	50.00%	1
15%-20%	0.00%	0
20%-25%	0.00%	0
25% or more	50.00%	1
Other, please specify _____	0.00%	0
TOTAL		2

Q62 Does your organization have a union(s)?

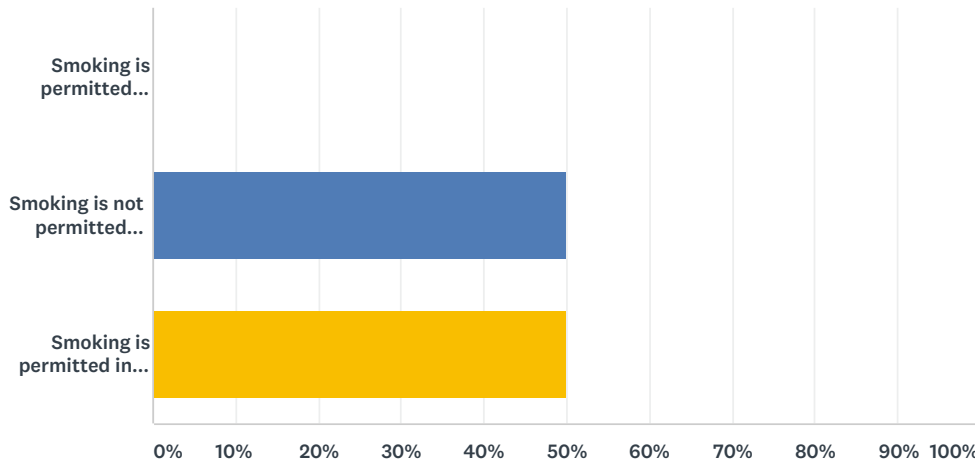
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	8
TOTAL		8

Q63 What is your organization's policy on smoking?

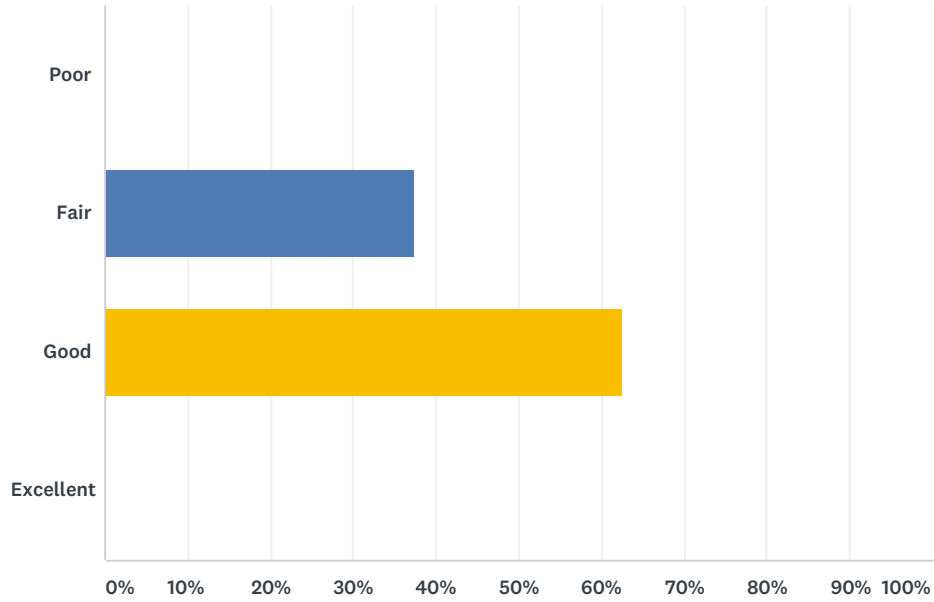
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Smoking is permitted everywhere	0.00%	0
Smoking is not permitted anywhere inside the building	50.00%	4
Smoking is permitted in designated areas or rooms	50.00%	4
TOTAL		8

Q64 How would you rate this survey?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Poor	0.00%	0
Fair	37.50%	3
Good	62.50%	5
Excellent	0.00%	0
TOTAL		8

Q65 Do you have any comments?

Answered: 1 Skipped: 7