						•	CEUS, MUE +/	0.070											
Q1. Which of the following industry category	ories best	describes th	e type o	business	s your co	ompany is enga	ged in?												
					-	Region				Cluster			ompan						
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More					
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100					
Engineering and Construction	13%	15%	22%	14%	10%	8%	12%	12%	19%	15%	8%	13%	16%	11%					
Food and Beverage	7%	6%	5%	5%	10%	7%	5%	6%	7%	6%	8%	6%	11%	6%					
Financial	6%	4%	4%	8%	4%	17%	1%	3%	6%	7%	5%	5%	4%	10%					
Manufacturing	19%	19%	11%	23%	25%	2%	30%	22%	17%	18%	20%	19%	30%	11%					
Retail	13%	14%	16%	11%	13%	4%	13%	12%	9%	11%	18%	16%	7%	9%					
Service	34%	32%	33%	27%	29%	61%	26%	37%	31%	35%	35%	31%	28%	49%					
Wholesale and Distribution	8%	9%	7%	13%	8%	1%	12%	9%	10%	8%	7%	10%	4%	6%					
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%					
Q2. As you think about the current busine	ss or econ	omic condi	tions in N	ew York	State as	compared to s	ix months ago,	would you	say th	ney are co	onside	erably b	better,	a little bet	ter, abo	ut the sa	ame, a li	ttle wors	se, or
considerably worse?																			
						Region				Cluster		Co	ompan	y Size		I	Industry	,	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Considerably better	3%	3%	1%	2%	5%	3%	1%	3%	13%	0%	0%	3%	3%	0%	3%	1%	1%	3%	8%
A little better	14%	14%	13%	16%	13%	16%	15%	14%	57%	8%	0%	16%	12%	9%	19%	17%	10%	11%	15%
About the same	47%	49%	59%	38%	47%	51%	41%	44%	29%	78%	15%	45%	44%	51%	59%	38%	39%	51%	47%
A little worse	26%	27%	24%	34%	21%	17%	30%	31%	1%	13%	57%	25%	32%	29%	14%	31%	36%	25%	26%
Considerably worse	10%	8%	3%	11%	13%	12%	12%	8%	0%	1%	27%	10%	8%	11%	5%	13%	14%	10%	4%
Q3. Looking forward from today through r	next year,	that is, the	entire 20	20 year,	how wo	uld you describ	e your expecta	tions for th	ne eco	nomy in N	lew Y	ork Sta	nte?		-				
						Region				Cluster		Co	ompan	y Size		I	Industry	,	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly			NA: dalla			400	1			Retail	Service	Dist
Considerably better	20/				Lanco	westchester	IVIOIIAWK VIY	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail		
A little better	2%	1%	1%	0%	2%	3%	2%	NY 3%	High 9%	0%	Low	less 2%	2%	2%	Constr 1%	Manuf 0%	2%	3%	4%
About the same	2% 17%	1% 18%																	4% 17%
About the same			1%	0%	2%	3%	2%	3%	9%	0%	0%	2%	2%	2%	1%	0%	2%	3%	
A little worse	17%	18%	1% 16%	0% 19%	2% 20%	3% 22%	2% 16%	3% 17%	9% 64%	0% 11%	0% 1%	2% 16%	2% 19%	2% 12%	1% 20%	0% 15%	2% 13%	3% 18%	17%
	17% 38%	18% 39%	1% 16% 47%	0% 19% 33%	2% 20% 42%	3% 22% 37%	2% 16% 33%	3% 17% 30%	9% 64% 26%	0% 11% 63%	0% 1% 11%	2% 16% 39%	2% 19% 34%	2% 12% 39%	1% 20% 45%	0% 15% 38%	2% 13% 29%	3% 18% 38%	17% 38%
A little worse	17% 38% 34%	18% 39% 35%	1% 16% 47% 33%	0% 19% 33% 42%	2% 20% 42% 25%	3% 22% 37% 26%	2% 16% 33% 37%	3% 17% 30% 42%	9% 64% 26% 1%	0% 11% 63% 26%	0% 1% 11% 62%	2% 16% 39% 33%	2% 19% 34% 37%	2% 12% 39% 38%	1% 20% 45% 28%	0% 15% 38% 38%	2% 13% 29% 44%	3% 18% 38% 31%	17% 38% 36%
A little worse	17% 38% 34% 9%	18% 39% 35% 6%	1% 16% 47% 33% 3%	0% 19% 33% 42% 6%	2% 20% 42% 25% 10%	3% 22% 37% 26% 12%	2% 16% 33% 37% 12%	3% 17% 30% 42% 7%	9% 64% 26% 1% 0%	0% 11% 63% 26% 1%	0% 1% 11% 62% 26%	2% 16% 39% 33% 10%	2% 19% 34% 37% 8%	2% 12% 39% 38% 9%	1% 20% 45% 28% 5%	0% 15% 38% 38%	2% 13% 29% 44%	3% 18% 38% 31%	17% 38% 36%
A little worse Considerably worse	17% 38% 34% 9%	18% 39% 35% 6%	1% 16% 47% 33% 3%	0% 19% 33% 42% 6%	2% 20% 42% 25% 10%	3% 22% 37% 26% 12%	2% 16% 33% 37% 12%	3% 17% 30% 42% 7%	9% 64% 26% 1% 0%	0% 11% 63% 26% 1%	0% 1% 11% 62% 26%	2% 16% 39% 33% 10%	2% 19% 34% 37% 8%	2% 12% 39% 38% 9%	1% 20% 45% 28% 5%	0% 15% 38% 38% 9%	2% 13% 29% 44%	3% 18% 38% 31% 10%	17% 38% 36%
A little worse Considerably worse	17% 38% 34% 9%	18% 39% 35% 6%	1% 16% 47% 33% 3% ou descr	0% 19% 33% 42% 6%	2% 20% 42% 25% 10%	3% 22% 37% 26% 12% usiness or econ	2% 16% 33% 37% 12%	3% 17% 30% 42% 7%	9% 64% 26% 1% 0%	0% 11% 63% 26% 1% ate as cor	0% 1% 11% 62% 26%	2% 16% 39% 33% 10% ed with Cc	2% 19% 34% 37% 8% six mo	2% 12% 39% 38% 9%	1% 20% 45% 28% 5%	0% 15% 38% 38% 9%	2% 13% 29% 44% 13%	3% 18% 38% 31% 10%	17% 38% 36% 6%
A little worse Considerably worse	17% 38% 34% 9% ndustry, h	18% 39% 35% 6% ow would y	1% 16% 47% 33% 3% ou descr	0% 19% 33% 42% 6%	2% 20% 42% 25% 10%	3% 22% 37% 26% 12% usiness or econ	2% 16% 33% 37% 12% omic condition	3% 17% 30% 42% 7% s in New Y	9% 64% 26% 1% 0%	0% 11% 63% 26% 1% ate as cor	0% 1% 11% 62% 26%	2% 16% 39% 33% 10% ed with Cc	2% 19% 34% 37% 8% six mo	2% 12% 39% 38% 9% onths ago? y Size	1% 20% 45% 28% 5% Eng &	0% 15% 38% 38% 9%	2% 13% 29% 44% 13%	3% 18% 38% 31% 10%	17% 38% 36% 6%
A little worse Considerably worse	17% 38% 34% 9% ndustry, h Upstate	18% 39% 35% 6% ow would y CR, CNY,	1% 16% 47% 33% 3% ou descr	0% 19% 33% 42% 6% ibe the cu	2% 20% 42% 25% 10% Finger	3% 22% 37% 26% 12% usiness or econ Region	2% 16% 33% 37% 12% omic condition S Tier/	3% 17% 30% 42% 7% s in New Y Western	9% 64% 26% 1% 0%	0% 11% 63% 26% 1% ate as con Cluster	0% 1% 11% 62% 26%	2% 16% 39% 33% 10% cd with Cc 50 or	2% 19% 34% 37% 8% six mo 51 to	2% 12% 39% 38% 9% 9% onths ago? y Size More	1% 20% 45% 28% 5% Eng &	0% 15% 38% 38% 9%	2% 13% 29% 44% 13%	3% 18% 38% 31% 10%	17% 38% 36% 6% Wh &
A little worse Considerably worse Q4. Now thinking specifically about your in	17% 38% 34% 9% ndustry, h Upstate 2019*	18% 39% 35% 6% ow would y CR, CNY, FL, WNY*	1% 16% 47% 33% 3% ou descr Capital Region	0% 19% 33% 42% 6% ibe the cu Central NY	2% 20% 42% 25% 10% urrent bu Finger Lakes	3% 22% 37% 26% 12% usiness or econ Region Westchester	2% 16% 33% 37% 12% omic condition S Tier/ Mohawk Vly	3% 17% 30% 42% 7% s in New Y western NY	9% 64% 26% 1% 0% ork Sta	0% 11% 63% 26% 1% ate as con Cluster Middle	0% 1% 11% 62% 26% npare	2% 16% 39% 33% 10% cd with cc 50 or less	2% 19% 34% 37% 8% six mc ompan 51 to 100	2% 12% 39% 38% 9% onths ago? y Size More than 100	1% 20% 45% 28% 5% Eng & Constr	0% 15% 38% 9% Manuf	2% 13% 29% 44% 13% Industry Retail	3% 18% 38% 31% 10% Service	17% 38% 36% 6% Wh 8 Dist 8%
A little worse Considerably worse Q4. Now thinking specifically about your in Considerably better	17% 38% 34% 9% ndustry, h Upstate 2019* 2%	18% 39% 35% 6% ow would y CR, CNY, FL, WNY* 2%	1% 16% 47% 33% 3% ou descr Capital Region 2%	0% 19% 33% 42% 6% ibe the cu Central NY 0%	2% 20% 42% 25% 10% Finger Lakes 2%	3% 22% 37% 26% 12% usiness or econ Region Westchester 2%	2% 16% 33% 37% 12% omic condition S Tier/ Mohawk Vly 2%	3% 17% 30% 42% 7% s in New Y western NY 3%	9% 64% 26% 1% 0% ork Sta High	0% 11% 63% 26% 1% Ate as cor Cluster Middle 1%	0% 1% 62% 26% mpare	2% 16% 39% 33% 10% d with Cco 50 or less 3%	2% 19% 34% 37% 8% six mc pmpan 51 to 100 4%	2% 12% 39% 38% 9% onths ago? y Size More than 100 0%	1% 20% 45% 28% 5% Eng & Constr 5%	0% 15% 38% 9% 9% Manuf 2%	2% 13% 29% 44% 13% Industry Retail 1%	3% 18% 38% 31% 10% Service 2%	17% 38% 36% 6% Wh 8 Dist
A little worse Considerably worse Q4. Now thinking specifically about your in Considerably better A little better	17% 38% 34% 9% ndustry, h Upstate 2019* 2% 15%	18% 39% 35% 6% Ow would y CR, CNY, FL, WNY* 2% 15%	1% 16% 47% 33% 3% ou descr Capital Region 2% 18%	0% 19% 33% 42% 6% ibe the cu Central NY 0% 17%	2% 20% 42% 25% 10% Finger Lakes 2% 15%	3% 22% 37% 26% 12% usiness or econ Region Westchester 2% 18%	2% 16% 33% 37% 12% omic condition S Tier/ Mohawk Vly 2% 13%	3% 17% 30% 42% 7% s in New Y western NY 3% 12%	9% 64% 26% 0% ork Sta High 11% 67%	0% 11% 63% 26% 1% Ate as con Cluster Middle 1% 6%	0% 1% 11% 62% 26% npare	2% 16% 39% 33% 10% cd with Cc 50 or less 3% 16%	2% 19% 34% 37% 8% six mo ompan 51 to 100 4% 14%	2% 12% 39% 38% 9% onths ago? y Size More than 100 0% 12%	1% 20% 45% 28% 5% Eng & Constr 5% 19%	0% 15% 38% 9% 9% Manuf 2% 19%	2% 13% 29% 44% 13% Industry Retail 1% 11%	3% 18% 38% 31% 10% Service 2% 11%	17% 38% 36% 6% Wh & Dist 8% 15%
A little worse Considerably worse Q4. Now thinking specifically about your in Considerably better A little better About the same	17% 38% 34% 9% Mustry, h Upstate 2019* 2% 15% 39%	18% 39% 35% 6% Ow would y CR, CNY, FL, WNY* 2% 15% 42%	1% 16% 47% 33% 3% ou descr Capital Region 2% 18% 44%	0% 19% 33% 42% 6% ibe the cu ibe the cu Central NY 0% 17% 39%	2% 20% 42% 25% 10% wrrent bu Finger Lakes 2% 15% 41%	3% 22% 37% 26% 12% usiness or econ Region Westchester 2% 18% 41%	2% 16% 33% 37% 12% omic condition S Tier/ Mohawk Vly 2% 13% 30%	3% 17% 30% 42% 7% s in New Y western NY 3% 12% 39%	9% 64% 26% 1% 0% ork Sta High 11% 67% 22%	0% 11% 63% 26% 1% Ate as con Cluster Middle 1% 6% 6%	0% 1% 62% 26% mpare Low 0% 0% 8%	2% 16% 39% 33% 10% d with Cc 50 or less 3% 16% 39%	2% 19% 34% 37% 8% six mc ompan 51 to 100 4% 14% 42%	2% 12% 39% 38% 9% works ago? y Size More than 100 0% 12% 36%	1% 20% 45% 28% 5% Eng & Constr 5% 19% 45%	0% 15% 38% 9% 9% Manuf 2% 19% 34%	2% 13% 29% 44% 13% Industry Retail 1% 11% 34%	3% 18% 38% 31% 10% Service 2% 11% 43%	17% 38% 36% 6% Wh & Dist 8% 15% 36%

Q5. And looking forward from today throu	gh the ne	xt vear.hov	would v	ou descri	ibe vour	expectations f	or vour indust	v here in N	lew Yo	ork?									
	0	, ,	,, ,			Region		,		Cluster		C	ompan	y Size			Industr	y	
	Upstate	CR, CNY,	Capital	Central	Finger	-	S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100		Manuf	Retail	Service	Dist
Considerably better	2%	1%	1%	2%	1%	3%	1%	2%	10%	0%	0%	2%	4%	0%	6%	1%	1%	2%	2%
A little better	16%	16%	13%	16%	21%	22%	15%	16%	58%	11%	0%	16%	17%	11%	20%	19%	7%	15%	21%
About the same	37%	38%	48%	38%	33%	40%	34%	31%	31%	61%	9%	38%	34%	34%	40%	35%	32%	41%	34%
A little worse	33%	32%	32%	27%	33%	26%	34%	36%	1%	28%	56%	32%	33%	38%	27%	31%	44%	28%	40%
Considerably worse	13%	12%	6%	19%	11%	9%	16%	16%	0%	1%	35%	12%	12%	16%	7%	15%	16%	14%	4%
Q6. Now thinking specifically about your c	ompany, v	what are yo	ur expec	tations fo	or reven	ue through the	year 2020? Do	you believ	e you	r revenue	will	.?							
						Region				Cluster			ompan				Industr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Grow substantially	3%	2%	2%	2%	3%	11%	2%	1%	8%	2%	2%	3%	4%	2%	1%	2%	1%	4%	8%
Grow moderately	38%	40%	50%	33%	35%	52%	28%	36%	68%	41%	18%	33%	48%	41%	44%	39%	25%	38%	40%
Stay about the same	36%	37%	31%	41%	45%	19%	38%	35%	19%	44%	34%	39%	27%	34%	37%	40%	46%	31%	40%
Decrease moderately	19%	16%	15%	20%	10%	16%	24%	21%	3%	13%	34%	19%	18%	18%	15%	16%	21%	22%	9%
Decrease substantially	5%	5%	2%	5%	6%	2%	7%	7%	1%	0%	13%	6%	3%	5%	3%	4%	7%	5%	4%
Q7. Continuing to focus on your company,	please th	ink quickly	about pr	ofitability	. Betwe	en today and tl	he end of the c	alendar ye	ar 202	0 do you	expec	t your	profits	s to?					
						Region				Cluster		C	ompan	y Size			Industry	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Grow substantially	2%	1%	2%	2%	2%	9%	1%	0%	7%	2%	1%	3%	1%	2%	1%	1%	2%	2%	6%
Grow moderately	32%	32%	33%	27%	35%	43%	26%	33%	59%	35%	12%	31%	36%	33%	43%	37%	16%	32%	34%
Stay about the same	34%	36%	42%	33%	33%	26%	39%	34%	28%	41%	29%	34%	36%	34%	26%	35%	36%	36%	38%
Decrease moderately	26%	24%	20%	31%	23%	20%	29%	25%	6%	21%	42%	27%	25%	25%	26%	23%	37%	23%	19%
Decrease substantially	6%	6%	3%	8%	6%	2%	5%	8%	0%	1%	15%	6%	3%	6%	3%	4%	9%	7%	4%
Don't know	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Q8. Businesses and the executives that dir	ect them	strive to en	hance pr	ofitability	in man	y ways. Throug	h which of the	following	strateg	gies do yo	u pla	n to M	OST en	hance you	ir compa	ny's pro	fitabilit	y over the	next
year?																			
						Region				Cluster		C	ompan	y Size			Industry	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Market/demand growth	38%	37%	40%	30%	39%	47%	35%	37%	52%	44%	23%	40%	40%	33%	48%	31%	29%	38%	51%
			25%	25%	28%	10%	23%	24%	13%	19%	33%	23%	17%	28%	15%	25%	31%	27%	19%
Cost reduction	23%	26%	25%	2370															
Cost reduction Price increase	23% 17%	26% 16%	16%	20%	11%	17%	16%	17%	15%	16%	19%	17%	20%	12%	23%	13%	13%	12%	23%
							16% 9%	17% 9%	15% 8%	16% 7%	19% 8%	17% 6%	20% 7%	12% 12%	23% 3%	13% 17%	13% 6%	12% 6%	23% 2%
Price increase	17%	16%	16%	20%	11%	17%													
Price increase New technology	17% 8%	16% 8%	16% 4%	20% 14%	11% 9%	17% 6%	9%	9%	8%	7%	8%	6%	7%	12%	3%	17%	6%	6%	2%

Q9. Please indicate which of the following	are maio	areas of co	ncentrat	ion for w		nany now and	through 2020												
cost nease malcate which of the following						Region				Cluster		C (ompan	v Size			Industry	,	
	Upstate	CR, CNY,	Capital	Central	Finger	incelion.	S Tier/	Western		Cluster		50 or		More	Eng &	1			Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Expansion of existing markets	55%	52%	61%	45%	52%	67%	57%	47%	60%	60%	45%	55%	64%	50%	65%	55%	39%	57%	60%
Growth in existing products	50%	52%	54%	58%	48%	49%	45%	50%	57%	52%	42%	49%	54%	51%	30%	56%	55%	48%	57%
Entry into new markets	26%	25%	24%	23%	27%	36%	24%	26%	24%	28%	26%	26%	23%	32%	25%	28%	21%	30%	26%
New product lines	22%	23%	19%	20%	30%	23%	22%	23%	21%	22%	21%	23%	20%	20%	5%	30%	29%	18%	32%
Acquisition of new businesses	12%	13%	16%	17%	9%	14%	12%	10%	12%	13%	11%	7%	14%	26%	10%	11%	6%	16%	6%
Technology innovation	29%	31%	35%	30%	28%	25%	26%	29%	31%	32%	24%	23%	38%	41%	28%	31%	23%	33%	21%
Construction of new locations	8%	8%	9%	5%	8%	9%	7%	8%	12%	9%	3%	4%	10%	15%	14%	5%	7%	9%	6%
Internal restructuring	27%	28%	27%	28%	25%	25%	24%	31%	15%	29%	31%	24%	34%	32%	25%	26%	31%	29%	25%
Expansion into export markets	3%	3%	1%	8%	2%	2%	4%	5%	2%	4%	3%	3%	8%	2%	1%	9%	0%	1%	9%
Other	6%	5%	3%	2%	9%	4%	11%	6%	5%	4%	9%	7%	5%	4%	2%	3%	13%	6%	9%
Don't know	3%	2%	2%	0%	1%	1%	5%	3%	1%	3%	4%	3%	2%	2%	2%	3%	7%	2%	2%
Q10. Do you intend to invest between tod	ay throug	h 2020 in ar	ny fixed a	ssets for	your co	mpany designe	d to meet grov	ing demar	nd, red	luce costs	or er	hance	produ	ctivity?					
						Region				Cluster		Co	ompan	y Size			Industry	1	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Yes	51%	55%	64%	41%	52%	39%	49%	54%	60%	56%	41%	45%	64%	64%	60%	60%	40%	49%	45%
No	30%	27%	21%	38%	27%	34%	35%	28%	19%	27%	39%	36%	24%	16%	25%	24%	44%	29%	32%
Not sure	19%	18%	14%	22%	21%	27%	16%	17%	21%	17%	20%	20%	12%	20%	15%	15%	16%	22%	23%
Q11. Now thinking about the people that	work for y	our compai	iy,betwe	en today	and the	end of 2020, d	o you plan to	?								-			
						Region				Cluster		Co	ompan	y Size			Industry	1	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Substantially increase your workforce	1%	1%	1%	0%	3%	4%	0%	0%	3%	1%	1%	1%	3%	2%	0%	1%	0%	2%	2%
Moderately increase your workforce	29%	31%	33%	28%	27%	40%	21%	34%	43%	31%	20%	25%	40%	33%	49%	28%	20%	31%	21%
Remain about the same	57%	57%	57%	61%	58%	43%	60%	52%	51%	61%	53%	62%	42%	52%	41%	61%	62%	55%	66%
Decrease your workforce	12%	11%	8%	9%	12%	10%	18%	13%	1%	6%	26%	11%	14%	13%	9%	10%	18%	10%	9%
Don't know	1%	0%	0%	2%	0%	2%	1%	1%	2%	1%	1%	1%	1%	1%	0%	0%	0%	2%	2%

Q12. And thinking about other challenges	that your	company fa	ices, whi	ch of the	followin	g are you conc	erned with?												
						Region				Cluster		C	ompan	ıy Size		I	ndustry	'	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Existing U.S. competition	24%	23%	27%	16%	24%	26%	26%	21%	28%	26%	20%	23%	24%	30%	20%	30%	21%	20%	38%
Governmental regulation	65%	64%	64%	58%	71%	53%	78%	62%	49%	59%	80%	62%	69%	73%	58%	68%	66%	61%	57%
Taxation	58%	59%	56%	64%	61%	40%	67%	60%	54%	51%	68%	62%	56%	49%	58%	65%	62%	54%	62%
Foreign competition	9%	8%	6%	8%	9%	1%	18%	9%	8%	8%	9%	10%	13%	3%	1%	30%	7%	2%	15%
Energy costs	22%	20%	25%	19%	19%	23%	30%	14%	19%	21%	24%	24%	15%	22%	17%	23%	28%	23%	25%
Risk management	22%	24%	27%	17%	17%	16%	21%	30%	17%	25%	20%	18%	24%	33%	31%	10%	21%	23%	21%
Adverse economic conditions	44%	45%	47%	44%	44%	43%	41%	42%	26%	48%	49%	47%	41%	42%	45%	34%	54%	45%	45%
Health care costs	66%	71%	70%	83%	71%	43%	70%	65%	60%	65%	71%	65%	71%	72%	65%	71%	80%	66%	60%
Global political instability	12%	12%	13%	13%	13%	9%	12%	10%	6%	14%	12%	12%	12%	13%	15%	14%	11%	9%	17%
Rising supplier costs	34%	34%	39%	30%	35%	28%	41%	28%	27%	36%	35%	38%	28%	30%	34%	38%	53%	29%	36%
Human resources	45%	47%	53%	48%	39%	34%	50%	48%	36%	47%	47%	38%	56%	60%	52%	45%	48%	44%	38%
Cash flow	29%	28%	26%	27%	27%	36%	27%	30%	24%	28%	32%	30%	28%	26%	27%	23%	37%	36%	19%
Ability to obtain suitable financing	8%	8%	8%	11%	6%	11%	9%	7%	3%	10%	9%	9%	7%	7%	10%	6%	8%	11%	6%
U.S. trade agreements	16%	17%	16%	9%	18%	8%	23%	21%	15%	15%	18%	17%	23%	10%	7%	27%	25%	7%	38%
None of the above	1%	1%	1%	2%	1%	5%	0%	1%	2%	2%	1%	2%	1%	0%	0%	1%	0%	3%	2%
Q13. Thinking specifically about New York	and the r	elationship	between	the state	govern	ment and busi	nesses like you	rs, overall	would	you say t	he go	vernm	ent of	the State of	of New Y	'ork is do	ing an e	excellent,	, good,
fair or poor job of creating a business clim	ate in whi	ich compani	es like ye	ours will s	ucceed?	?													
						Region				Cluster		C	ompan	ıy Size		l	ndustry	,	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	1%	1%	0%	0%	1%	2%	0%	2%	3%	1%	0%	1%	1%	0%	1%	0%	1%	1%	0%
Good	5%	4%	4%	3%	3%	10%	6%	6%	11%	5%	2%	6%	5%	2%	5%	2%	8%	6%	4%
Fair	25%	25%	33%	19%	21%	29%	17%	20%	34%	34%	8%	22%	21%	33%	28%	26%	24%	26%	19%
Poor	66%	67%	61%	72%	71%	54%	76%	70%	47%	59%	86%	67%	73%	63%	65%	72%	66%	60%	74%
Don't know	3%	3%	1%	6%	4%	5%	1%	3%	4%	3%	4%	4%	1%	2%	1%	1%	1%	6%	4%

Q14. Of the following, what would you like	e to see th	e Governoi	r and Legi	islature o	f New Y	ork focus on?													
						Region				Cluster		Co	ompan	y Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Personal Income Tax Reform	50%	50%	44%	52%	48%	53%	54%	56%	53%	48%	52%	50%	55%	49%	58%	49%	51%	52%	49%
Business Income Tax Reform	52%	52%	44%	52%	58%	46%	60%	57%	55%	49%	54%	55%	54%	41%	51%	58%	57%	49%	58%
Estate Tax Reform	24%	23%	24%	13%	26%	16%	33%	27%	24%	20%	29%	23%	26%	24%	28%	24%	26%	21%	30%
Sales Tax Reform	25%	25%	21%	22%	25%	23%	32%	30%	21%	22%	30%	27%	25%	20%	22%	26%	32%	23%	28%
Infrastructure Development (roads,	42%	40%	50%	30%	34%	52%	45%	39%	41%	46%	37%	41%	48%	45%	61%	35%	37%	44%	32%
bridges, water, sewer)	4270	40%	50%	50%	5470	5270	45%	39%	41/0	40%	51/0	41/0	40/0	43%	01%	55%	5770	44 /0	52/0
Energy Infrastructure (power generation	24%	20%	27%	9%	17%	38%	22%	21%	29%	24%	21%	25%	23%	22%	35%	23%	24%	24%	17%
and transmission, natural gas)	2470	20%	2770	970	1770	3070	2270	21/0	2970	24%	21/0	2370	2370	2270	55%	2370	2470	2470	1770
Business Development Incentives	36%	33%	39%	25%	33%	52%	35%	31%	40%	36%	35%	34%	39%	43%	34%	35%	33%	41%	32%
Ethics Reform	28%	31%	37%	30%	30%	23%	26%	26%	19%	27%	32%	27%	30%	31%	31%	28%	26%	29%	23%
Spending Cuts	53%	57%	51%	48%	66%	37%	55%	61%	40%	50%	63%	58%	46%	46%	50%	63%	60%	43%	58%
Other	17%	16%	14%	22%	15%	18%	16%	15%	10%	17%	21%	16%	22%	20%	19%	15%	15%	20%	11%
Don't know	2%	2%	0%	3%	2%	3%	2%	3%	6%	1%	1%	3%	0%	1%	0%	2%	0%	3%	6%
Q15. How confident are you in the ability	of the gov	ernment of	the State	e of New	York to	improve the bu	siness climate	for busine	sses lik	ke yours h	nere in	י New ו	York o	ver the ne	xt year?	Are you:	:		
						Region				Cluster		Co	ompan	y Size			Industr	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Very confident	1%	1%	1%	3%	1%	0%	0%	2%	3%	0%	0%	1%	1%	1%	0%	1%	1%	1%	0%
Somewhat confident	12%	11%	12%	6%	8%	24%	10%	14%	24%	14%	3%	11%	14%	11%	15%	7%	11%	15%	9%
Not very confident	40%	39%	42%	41%	40%	44%	35%	33%	46%	46%	29%	40%	34%	45%	43%	41%	36%	44%	34%
Not at all confident	45%	48%	45%	48%	51%	30%	54%	49%	24%	39%	65%	45%	51%	43%	42%	50%	51%	38%	55%
Don't know	2%	1%	0%	2%	0%	2%	1%	3%	3%	0%	3%	2%	0%	0%	0%	1%	1%	2%	2%
Q16. And thinking about the efforts of the	federal g	overnment,	overall v	vould you	u say the	e federal gover	nment is doing	an excelle	nt, goo	od, fair or	poor	job of	creatir	ng a busine	ess clima	te in wh	ich com	panies lik	e
yours will succeed?																			
						Destau				Cluster		Co	ompan	y Size			Industr	/	
						Region				Ciustei									
	Upstate	CR, CNY,	Capital	Central	Finger	Region	S Tier/	Western		ciustei		50 or	51 to	More	Eng &				Wh &
	Upstate 2019*	CR, CNY, FL, WNY*	Capital Region	Central NY	Finger Lakes	Westchester	S Tier/ Mohawk Vly	Western NY	High	Middle	Low	50 or less	51 to 100	More than 100	Eng & Constr	Manuf	Retail	Service	Wh & Dist
Excellent	•		-		•		-		High 14%		Low 17%				-	Manuf 15%	Retail 20%	Service 8%	
Excellent Good	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY		Middle		less	100	than 100	Constr				Dist
Good	2019* 12%	FL, WNY* 13%	Region 11%	NY 13%	Lakes 16%	Westchester 3%	Mohawk Vly 13%	NY 12%	14%	Middle 8%	17%	less 14%	100 8%	than 100 9%	Constr 13%	15%	20%	8%	Dist 21%
Good	2019* 12% 27%	FL, WNY* 13% 29%	Region 11% 27%	NY 13% 41%	Lakes 16% 26%	Westchester 3% 19%	Mohawk Vly 13% 34%	NY 12% 29%	14% 30%	Middle 8% 26%	17% 28%	less 14% 28%	100 8% 34%	than 100 9% 21%	Constr 13% 40%	15% 30%	20% 26%	8% 20%	Dist 21% 30%
Good Fair	2019* 12% 27% 32%	FL, WNY* 13% 29% 30%	Region 11% 27% 36%	NY 13% 41% 25%	Lakes 16% 26% 25%	Westchester 3% 19% 42%	Mohawk Vly 13% 34% 33%	NY 12% 29% 30%	14% 30% 33%	Middle 8% 26% 34%	17% 28% 28%	less 14% 28% 30%	100 8% 34% 34%	than 100 9% 21% 36%	Constr 13% 40% 27%	15% 30% 35%	20% 26% 24%	8% 20% 37%	Dist 21% 30% 25%

h						•	r CEUS, MIDE +/												
Q17. How confident are you in the ability	of the fed	eral govern	ment to i	mprove t	he busir:		r businesses lik	e yours he	re in N		over t		-						
						Region				Cluster		-	ompan	,			Industr	y	•
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western					51 to		Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High		-	less	100	than 100		Manuf			Dist
Very confident	7%	7%	5%	9%	9%	5%	7%	5%	9%	4%	9%	8%	3%	4%	7%	7%	13%	4%	9%
Somewhat confident	30%	30%	29%	31%	24%	26%	37%	38%	40%	28%	28%	33%	33%	22%	38%	40%	29%	21%	30%
Not very confident	42%	43%	48%	44%	46%	41%	39%	33%	35%	48%	39%	40%	43%	50%	41%	37%	44%	48%	38%
Not at all confident	19%	19%	18%	14%	20%	24%	16%	23%	14%	18%	24%	18%	21%	23%	14%	15%	15%	24%	19%
Don't know	1%	1%	0%	2%	0%	5%	1%	2%	3%	1%	1%	1%	0%	1%	0%	1%	0%	2%	4%
Q18. Thinking specifically about your imm	ediate geo	ographic are	ea, includ	ing yours	and adj	acent counties	, is the general	business c	limate	improvir	ng, sta				ening?				
				1		Region	1	1		Cluster		-	ompan				Industr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle		less	100	than 100	Constr	Manuf			Dist
Improving	12%	12%	9%	11%	11%	17%	12%	16%	27%	13%	4%	11%	18%	14%	14%	6%	13%	14%	13%
Staying the same	53%	57%	64%	50%	60%	45%	50%	49%	64%	66%	31%	55%	46%	54%	65%	54%	42%	56%	53%
Worsening	32%	29%	24%	38%	26%	31%	35%	32%	5%	19%	61%	31%	35%	31%	19%	37%	43%	25%	32%
Don't know	3%	3%	3%	2%	3%	6%	2%	4%	3%	3%	4%	4%	1%	1%	2%	2%	2%	5%	2%
Q19. Which of the following industry sect	ors do you	think will h	nave a po	sitive im	pact on t	he economic v	itality of your a	geographic	area i	n the nex	t thre	e to fiv	/e year	s?					
						Region	-			Cluster		C	ompan	y Size			Industr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Education	23%	25%	23%	23%	27%	9%	30%	25%	23%	25%	20%	23%	19%	28%	28%	24%	26%	21%	19%
Tourism	20%	20%	23%	14%	15%	8%	16%	24%	19%	19%	23%	19%	25%	21%	14%	16%	28%	20%	13%
Technology	17%	17%	25%	16%	13%	24%	22%	11%	16%	18%	17%	17%	19%	13%	22%	16%	17%	17%	25%
Transportation	4%	3%	4%	3%	2%	4%	5%	3%	1%	5%	3%	4%	4%	2%	7%	2%	2%	3%	9%
Medical	14%	14%	8%	11%	19%	27%	10%	17%	14%	15%	13%	11%	18%	20%	13%	15%	10%	17%	9%
Green and sustainable energy	4%	3%	4%	2%	2%	13%	1%	4%	7%	4%	3%	6%	3%	2%	5%	2%	3%	6%	4%
Manufacturing	8%	9%	7%	9%	12%	4%	10%	10%	12%	7%	9%	9%	8%	6%	3%	17%	7%	6%	11%
Other	4%	5%	3%	9%	6%	4%	1%	4%	2%	4%	5%	4%	4%	5%	3%	3%	1%	6%	2%
None of the above	5%	5%	4%	13%	3%	8%	5%	4%	7%	4%	6%	7%	1%	3%	5%	6%	5%	4%	8%
Q20A. How would you rate your local area	a on each o	of the follov	ving? - Su	uitable w	orkforce														
						Region				Cluster		C	ompan	y Size			Industr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	4%	3%	2%	3%	7%	13%	2%	2%	7%	3%	5%	5%	2%	6%	3%	2%	3%	5%	8%
Good	35%	38%	35%	34%	45%	41%	28%	36%	44%	36%	28%	34%	32%	37%	31%	27%	42%	38%	34%
Fair	39%	38%	41%	36%	35%	33%	37%	39%	34%	42%	36%	39%	43%	33%	41%	46%	33%	33%	45%
Poor	20%	19%	21%	23%	9%	9%	33%	21%	12%	18%	28%	20%	21%	23%	22%	23%	21%	20%	13%
Don't know	2%	2%	1%	3%	3%	4%	0%	2%	3%	1%	3%	2%	2%	1%	2%	1%	1%	3%	0%
			T															1	1

Q20B. How would you rate your local are	a on each o	of the follow	ving? - Co	onsumer	confider	nce													
						Region				Cluster		C	ompan	ıy Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	3%	3%	3%	2%	5%	2%	2%	2%	3%	2%	3%	3%	2%	4%	5%	2%	3%	3%	0%
Good	52%	54%	59%	47%	43%	67%	35%	61%	64%	57%	39%	51%	51%	55%	48%	44%	57%	54%	64%
Fair	37%	36%	33%	45%	40%	24%	48%	30%	26%	35%	44%	38%	36%	35%	37%	40%	35%	36%	30%
Poor	5%	4%	2%	5%	4%	5%	12%	6%	3%	3%	10%	5%	10%	4%	8%	9%	3%	4%	4%
Don't know	3%	3%	3%	2%	7%	2%	2%	1%	4%	2%	4%	4%	1%	2%	2%	6%	1%	3%	2%
		of the fellow	uina) Ti		tion infr														
Q20C. How would you rate your local are	a on each d	of the follow	ving? - Ti	ransporta	tion infr					Cluster		0					100.000		
	Unstato	CR, CNY,	Capital	Central	Finger	Region	S Tier/	Western		Cluster			ompan 51 to	-	Eng &	1	Industr	/	Wh &
	Upstate 2019*	FL, WNY*	Region	NY	-	Westchester	Mohawk Vly		Ll:ah	Middle	Low	less	100	than 100	Constr	Manuf	Datail	Service	Dist
Excellent	3%	3%	2%	6%	Lakes 3%	4%	4%	NY 3%	High 6%	3%	LOW	4%	2%	3%	2%	4%	2%	3%	4%
Good	36%	40%	44%	30%	49%	28%	28%	33%	38%	35%	37%	37%	38%	34%	33%	38%	52%	27%	4 <i>%</i> 57%
	30%	39%	44%	36%	33%		45%	43%		43%	34%	41%	39%	34%	40%	38%	31%		32%
Fair	39% 19%		-		13%	46%	23%		38%		34% 23%	41%	39% 21%	26%				43%	32% 6%
Poor	_	16%	13%	23%		20%		18%	16%	18%					23%	19%	13%	25%	
Don't know	2%	2%	0%	5%	1%	2%	0%	3%	3%	1%	3%	2%	1%	2%	2%	1%	1%	3%	2%
Q20D. How would you rate your local are	a on each	of the follov	ving? - A	s an area	where b	ousiness can su	cceed												
						Region				Cluster		C	ompan	y Size			Industr	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	2%	1%	1%	0%	3%	8%	1%	1%	5%	1%	2%	3%	1%	2%	2%	1%	0%	4%	2%
Good	26%	26%	33%	23%	25%	41%	18%	20%	39%	31%	14%	27%	21%	27%	29%	18%	30%	25%	30%
Fair	48%	50%	50%	44%	47%	32%	49%	58%	42%	52%	45%	46%	51%	53%	48%	49%	49%	49%	47%
Poor	22%	20%	16%	25%	23%	16%	32%	19%	9%	16%	37%	23%	27%	17%	21%	30%	21%	21%	21%
Don't know	2%	2%	0%	8%	1%	2%	0%	2%	4%	0%	2%	2%	0%	2%	0%	2%	0%	2%	0%
Q20E. How would you rate your local are	a on each d	of the follov	ving? - As	s a place v	where co	onsumers want	to live		•										
						Region				Cluster		C	ompan	ıy Size			Industr	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	12%	10%	16%	3%	9%	28%	5%	8%	13%	11%	12%	13%	8%	13%	12%	7%	15%	14%	6%
Good	41%	44%	48%	38%	40%	40%	32%	48%	47%	45%	33%	40%	42%	44%	37%	40%	44%	42%	42%
Fair	32%	33%	29%	38%	36%	28%	35%	33%	30%	33%	33%	33%	32%	32%	37%	34%	24%	31%	40%
Poor	14%	11%	7%	19%	13%	1%	28%	10%	9%	11%	20%	14%	18%	11%	14%	19%	16%	10%	13%
Don't know	1%	1%	0%	3%	1%	2%	0%	1%	2%	0%	2%	1%	0%	1%	0%	0%	0%	2%	0%
	1	1																	

						Region				Cluster		C	ompan	y Size			ndustr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh a
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	6%	6%	7%	5%	3%	11%	4%	9%	6%	6%	6%	7%	5%	2%	9%	7%	7%	5%	4%
Good	36%	42%	41%	33%	38%	36%	26%	50%	42%	37%	33%	38%	34%	36%	33%	30%	43%	36%	49%
Fair	32%	32%	35%	33%	33%	38%	23%	28%	31%	33%	30%	29%	39%	35%	29%	37%	23%	35%	28%
Poor	22%	17%	14%	25%	23%	13%	46%	10%	16%	21%	27%	22%	22%	24%	26%	23%	26%	20%	17%
Don't know	3%	3%	2%	5%	2%	2%	1%	4%	5%	2%	4%	4%	1%	3%	3%	2%	1%	4%	2%
Q20G. How would you rate		of the fello	ving? La		ramonta	l cupport for b	usinoss												L
Q20G. How would you rate	your local area on each o		ving: - Lo	Jcal gove	menta	Region	usiness		1	Cluster		6	ompan	v Sizo			ndustr		
	Upstate	CR, CNY,	Capital	Central	Finger	Region	S Tier/	Western		Cluster			51 to	More	Eng &		nuusti	y I	Wh 8
	2019*	FL. WNY*	Region	NY	Lakes	Westchester	Mohawk Vlv	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Rotail	Service	Dist
Excellent	3%	3%	3%	5%	3%	5%	1%	2%	6%	2%	2%	3%	2%	2%	2%	3%	3%	3%	2%
Good	25%	24%	25%	33%	23%	33%	22%	17%	26%	28%	21%	23%	29%	28%	22%	23%	21%	27%	25%
Fair	42%	45%	43%	34%	49%	42%	44%	49%	48%	44%	36%	41%	39%	47%	44%	41%	44%	45%	42%
Poor	28%	27%	28%	27%	21%	18%	32%	31%	16%	24%	39%	30%	27%	22%	30%	31%	30%	23%	32%
Don't know	28%	2%	1%	2%	3%	2%	1%	2%	4%	1%	2%	2%	3%	0%	1%	1%	1%	3%	0%
Don't know	270	2/0	170	270	370	270	170	270	470	170	270	270	570	0/0	170	170	1/0	570	070
Q21. Turning to your impres	sions of the local workfo	orce. Is ther	e an amr	le supply	/ of loca	l workers that a	are appropriate	elv trained	for vo	ur emplo	vmen	t needs	s?						L
						Region				Cluster			ompan	v Size			ndustr	v	
	Upstate	CR, CNY,	Capital	Central	Finger	<u> </u>	S Tier/	Western					51 to	More	Eng &				Wh 8
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Yes	21%	21%	17%	20%	24%	27%	17%	25%	27%	21%	16%	22%	13%	24%	20%	13%	23%	22%	23%
No	71%	71%	79%	72%	63%	60%	76%	68%	64%	70%	76%	67%	86%	72%	74%	81%	70%	68%	72%
Don't know	8%	8%	4%	8%	13%	13%	7%	7%	9%	8%	8%	11%	1%	3%	6%	6%	7%	10%	6%
Q22A. Based on the job app	licants that you have see	en over the	last coup	ole of yea	rs, how	would you asse	ess those job a	oplicants o	n the f	ollowing	skills	or attr	ibutes	? - Technic	al skills	•		•	
						Region				Cluster		C	ompan	y Size			ndustr	y	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh 8
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	3%	2%	1%	0%	7%	6%	6%	2%	3%	4%	2%	4%	4%	2%	5%	2%	2%	4%	2%
Good	29%	29%	37%	20%	22%	40%	23%	28%	35%	31%	23%	27%	29%	36%	26%	13%	30%	36%	26%
Fair	38%	41%	36%	53%	41%	34%	30%	40%	35%	39%	39%	37%	36%	43%	45%	44%	34%	34%	45%
Poor	23%	22%	22%	19%	22%	10%	35%	23%	15%	19%	32%	24%	29%	17%	24%	35%	27%	17%	15%
N/A	7%	6%	4%	8%	7%	11%	5%	6%	11%	7%	4%	8%	2%	2%	0%	6%	7%	8%	11%

Q22B. Based on the job applicants that y	ou have se	en over the	last cour	ole of vea	rs. how	would vou asse			n the f	ollowing	skills	or attr	ibutes	- Verbal s	kills				
					-, -	Region				Cluster			ompan		-		Industry	v	
	Upstate	CR, CNY,	Capital	Central	Finger	Ŭ	S Tier/	Western				50 or	51 to	More	Eng &			1	Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	2%	2%	1%	0%	5%	5%	1%	3%	2%	3%	1%	3%	1%	1%	2%	0%	2%	3%	2%
Good	27%	25%	27%	31%	19%	35%	28%	24%	30%	28%	24%	28%	24%	26%	29%	19%	28%	29%	32%
Fair	44%	47%	46%	50%	46%	35%	34%	49%	44%	44%	45%	42%	48%	50%	43%	50%	38%	44%	43%
Poor	22%	21%	22%	14%	24%	14%	33%	21%	16%	21%	27%	21%	25%	22%	24%	27%	27%	17%	19%
N/A	5%	4%	3%	5%	5%	11%	4%	4%	9%	4%	4%	6%	2%	2%	1%	4%	5%	7%	4%
Q22C. Based on the job applicants that y	ou have se	en over the	last coup	ble of yea	rs, how	would you asse	ss those job ar	plicants or	n the f	ollowing	skills	or attri	ibutes?	- Writing	skills	1	1		
						Region		•		Cluster		1	ompan	•			Industr	v	
	Upstate	CR, CNY,	Capital	Central	Finger	, j	S Tier/	Western					51 to	More	Eng &			ĺ	Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	1%	1%	1%	0%	3%	2%	1%	2%	1%	2%	1%	2%	1%	1%	2%	0%	1%	2%	0%
Good	17%	15%	19%	14%	15%	24%	16%	13%	20%	17%	14%	17%	16%	15%	20%	8%	17%	18%	21%
Fair	41%	43%	46%	42%	39%	37%	30%	43%	49%	41%	37%	40%	39%	49%	37%	41%	43%	42%	43%
Poor	34%	34%	32%	36%	33%	25%	46%	36%	21%	33%	40%	32%	41%	34%	37%	44%	30%	30%	28%
N/A	7%	6%	3%	8%	9%	11%	6%	6%	9%	7%	7%	9%	4%	2%	3%	7%	8%	8%	8%
Q22D. Based on the job applicants that y	ou have se	en over the	last coup	ple of yea	rs, how	would you asse	ess those job a	pplicants o	n the f	ollowing	skills	or attr	ibutes	? - Initiativ	e				
<u> </u>						Region	• •			Cluster			ompan				Industr	v	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Excellent	2%	2%	1%	0%	3%	1%	2%	4%	2%	2%	1%	2%	1%	1%	3%	0%	2%	1%	2%
Good	21%	20%	22%	14%	23%	34%	16%	18%	22%	23%	17%	20%	19%	25%	20%	15%	17%	25%	19%
Fair	40%	43%	46%	55%	38%	36%	32%	36%	45%	40%	38%	39%	34%	46%	44%	39%	41%	40%	47%
Poor	32%	30%	30%	25%	29%	18%	46%	36%	23%	31%	39%	33%	44%	24%	31%	44%	34%	26%	30%
N/A	5%	5%		1															
	370	5%	1%	6%	6%	11%	4%	6%	8%	5%	4%	6%	2%	3%	1%	3%	6%	7%	2%
	570	5%	1%	6%	6%	11%	4%			5%	4%	6%	2%	3%	1%	3%	6%	7%	2%
Q22E. Based on the job applicants that y								6%	8%							3%	6%	7%	2%
Q22E. Based on the job applicants that y						would you asse		6%	8%			or attri	ibutes?	- Work et					2%
Q22E. Based on the job applicants that y		en over the	last coup	ble of yea	rs, how			6%	8%	ollowing		or attri	ibutes? ompan	- Work et	hic		6% Industry		
Q22E. Based on the job applicants that y	ou have se	en over the CR, CNY,	last coup Capital		rs, how	would you asse	ss those job ar S Tier/	6% oplicants or	8% the f	ollowing Cluster	skills	or attri Co 50 or	ibutes? ompan 51 to	- Work et y Size	hic Eng &		Industry		2% Wh & Dist
	ou have ser Upstate 2019*	en over the CR, CNY, FL, WNY*	last coup Capital Region	ole of yea Central NY	rs, how Finger Lakes	would you asse Region Westchester	ss those job ar	6% oplicants or Western NY	8% the fo High	ollowing Cluster Middle	skills Low	or attri Co 50 or less	ibutes? ompan 51 to 100	- Work et y Size More than 100	hic Eng & Constr	Manuf	Industry	y 	Wh & Dist
Excellent	ou have see Upstate 2019* 2%	en over the CR, CNY, FL, WNY* 2%	last coup Capital Region 0%	Central NY 0%	rs, how Finger Lakes 4%	would you asse Region Westchester 5%	ss those job ap S Tier/ Mohawk Vly 4%	6% oplicants or Western NY 3%	8% the for High 1%	ollowing Cluster Middle 4%	skills Low 1%	or attri Co 50 or less 3%	butes? ompan 51 to 100 2%	- Work et y Size More than 100 2%	hic Eng & Constr 3%	Manuf 1%	Industr Retail 2%	y Service 2%	Wh & Dist 4%
Excellent Good	ou have see Upstate 2019* 2% 26%	en over the CR, CNY, FL, WNY* 2% 26%	last coup Capital Region 0% 29%	Central NY 0% 27%	rs, how Finger Lakes 4% 26%	would you asse Region Westchester 5% 36%	ss those job ag S Tier/ Mohawk Vly 4% 23%	6% pplicants or Western NY 3% 23%	8% the for High 1% 32%	Ollowing Cluster Middle 4% 28%	skills Low 1% 21%	or attri Co 50 or less 3% 25%	ibutes? ompan 51 to 100 2% 25%	- Work et y Size More than 100 2% 33%	hic Eng & Constr 3% 23%	Manuf 1% 21%	Retail 2% 21%	y Service 2% 32%	Wh & Dist 4% 23%
Excellent Good Fair	000 have see Upstate 2019* 2% 26% 37%	en over the CR, CNY, FL, WNY* 2% 26% 40%	last coup Capital Region 0% 29% 44%	Central NY 0% 27% 41%	Finger Lakes 4% 26% 37%	would you asse Region Westchester 5% 36% 36%	ss those job ap S Tier/ Mohawk Vly 4% 23% 32%	6% oplicants or Western NY 3% 23% 38%	8% the for High 1% 32% 37%	Ollowing S Cluster Middle 4% 28% 39%	Low 1% 21% 36%	or attri C 50 or less 3% 25% 38%	butes? ompan 51 to 100 2% 25% 34%	- Work et y Size More than 100 2% 33% 40%	hic Eng & Constr 3% 23% 48%	Manuf 1% 21% 31%	Retail 2% 21% 37%	y Service 2% 32% 38%	Wh & Dist 4% 23% 45%
Excellent Good	ou have see Upstate 2019* 2% 26%	en over the CR, CNY, FL, WNY* 2% 26%	last coup Capital Region 0% 29%	Central NY 0% 27%	rs, how Finger Lakes 4% 26%	would you asse Region Westchester 5% 36%	ss those job ag S Tier/ Mohawk Vly 4% 23%	6% pplicants or Western NY 3% 23%	8% the for High 1% 32%	Ollowing Cluster Middle 4% 28%	skills Low 1% 21%	or attri Co 50 or less 3% 25%	ibutes? ompan 51 to 100 2% 25%	- Work et y Size More than 100 2% 33%	hic Eng & Constr 3% 23%	Manuf 1% 21%	Retail 2% 21%	y Service 2% 32%	Wh & Dist 4% 23%

Q22F. Based on the job applicants that yo		an over the	last cour		rs how				the f	ollowing	kille 4	or attri	hutor	- Roalistic	about o	omnens	ation		
Care is a set on the job applicants that you	a nave set			ne or year	13, 110W \	Region	as mose job al	plicality Of		Cluster	54112 (ompan				Industr		
	Upstate	CR, CNY,	Capital	Central	Finger	Region	S Tier/	Western		cluster			51 to		Eng &		muusti	/	Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	-	Manuf	Retail	Service	Dist
Excellent	1%	2%	1%	0%	2%	0%	0%	3%	2%	1%	1%	1%	1%	1%	3%	0%	3%	0%	0%
Good	23%	23%	24%	20%	21%	29%	18%	24%	23%	25%	19%	23%	20%	24%	19%	15%	19%	27%	34%
Fair	41%	41%	44%	42%	39%	42%	41%	36%	47%	43%	36%	40%	36%	50%	47%	42%	40%	40%	36%
Poor	30%	31%	27%	33%	32%	18%	38%	32%	21%	26%	40%	29%	42%	24%	30%	40%	31%	26%	26%
N/A	5%	4%	3%	5%	5%	11%	2%	6%	8%	5%	4%	6%	2%	2%	1%	3%	7%	7%	4%
Q22G. Based on the job applicants that yo	u have se	en over the	last coup	ole of yea	rs, how	would you asse	ess those job a	pplicants o	n the f	ollowing	skills	or attr	ibutes	? - Professi	ionalism				
					-	Region				Cluster			ompan				Industr	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100		Manuf		Service	Dist
Excellent	3%	3%	1%	0%	3%	7%	2%	6%	4%	3%	2%	4%	2%	2%	2%	0%	3%	4%	4%
Good	26%	26%	33%	20%	23%	30%	21%	24%	32%	29%	18%	25%	25%	28%	33%	13%	20%	31%	28%
Fair	47%	49%	44%	61%	53%	39%	48%	43%	44%	47%	50%	47%	48%	50%	49%	52%	58%	42%	42%
Poor	19%	18%	19%	13%	17%	13%	27%	23%	12%	17%	26%	19%	25%	18%	16%	29%	13%	17%	25%
N/A	5%	4%	2%	6%	4%	11%	2%	5%	7%	4%	4%	6%	1%	2%	0%	6%	6%	5%	2%
Q23A. To what extent have each of the fol	llowing im	pacted you	r busines	s' ability	to attrac		n employees? -	Availabilit	y of ho	-									
						Region				Cluster			ompan			1	Industr	/	
	Upstate	CR, CNY,	Capital	Central	-	M/aatabaatau	S Tier/	Western	11: - h	N 4: dalla			51 to		Eng &	Manue	Datail	Comico	Wh &
Significant advorse impact	2019* 5%	FL, WNY* 1%	Region 3%	NY 0%	Lakes 2%	Westchester 13%	Mohawk Vly 7%	NY 0%	High 4%	Middle 6%	Low 5%	less 5%	100 4%	than 100 6%	Constr 3%	Manuf 2%	Retail 5%	Service 5%	Dist 6%
Significant adverse impact Adverse impact	12%	6%	5% 7%	8%	2% 5%	30%	15%	4%	4% 7%	12%	5% 15%	5% 11%	4%	17%	5% 6%	10%	5% 17%	15%	6%
No impact	66%	75%	75%	75%	73%	40%	68%	76%	63%	69%	64%	69%	65%	62%	67%	77%	62%	63%	74%
Positive impact	12%	14%	10%	11%	17%	5%	9%	16%	17%	10%	12%	11%	16%	13%	15%	9%	12%	13%	13%
Significant positive impact	1%	14%	0%	0%	1%	1%	0%	3%	2%	0%	1%	1%	0%	1%	0%	0%	2%	13%	0%
Refused	4%	3%	4%	6%	2%	10%	1%	2%	7%	3%	3%	4%	3%	2%	8%	2%	2%	4%	2%
	170	0,0	.,.	0,0	270	10/0	270	270		0,0	0,0	.,.	3,0	270	0,0	270	270		_//
Q23B. To what extent have each of the fol	lowing im	pacted you	r busines	s' ability	to attrac	t and/or retair	n employees? -	Cost of ho	using	I				Į	Į	Į		Į	ļ
		i í				Region	. /			Cluster		C	ompan	y Size			Industr	/	
	Upstate	CR, CNY,	Capital	Central	Finger	~	S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Significant adverse impact	7%	2%	4%	2%	3%	24%	6%	0%	4%	9%	7%	8%	4%	8%	6%	6%	6%	6%	8%
Adverse impact	19%	13%	21%	8%	13%	39%	13%	6%	16%	20%	19%	18%	23%	19%	17%	13%	26%	25%	8%
No impact	54%	61%	61%	64%	56%	22%	60%	66%	49%	54%	55%	57%	50%	49%	53%	60%	52%	49%	58%
Positive impact	14%	17%	8%	19%	24%	4%	18%	19%	22%	11%	13%	11%	18%	20%	14%	16%	12%	13%	25%
Significant positive impact	2%	3%	1%	0%	2%	1%	1%	6%	2%	2%	2%	2%	3%	2%	1%	2%	2%	4%	0%
Refused	4%	4%	5%	8%	2%	10%	1%	2%	7%	4%	3%	5%	3%	2%	8%	3%	2%	4%	2%

0220 To what extend have each of the fa				al a hiliter	ha a hh u	•				المعمد -	.								
Q23C. To what extent have each of the fo	liowing im	pacted you	r pusines	is ability	to attrac	ct and/or retain Region	i employees? -	Availability	y or ch	Cluster	ervice		ompan	v Sizo			Industry		
	Upstate	CR, CNY,	Capital	Central	Finger	Region	S Tier/	Western		Cluster		50 or	51 to		Eng &	1	industry	/	Wh &
	2019*	FL, WNY*	Region		Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Significant adverse impact	4%	2%	2%	3%	4%	12%	4%	1%	3%	5%	3%	4%	3%	7%	5%	2%	3%	4%	4%
Adverse impact	26%	22%	24%	23%	19%	27%	27%	21%	16%	28%	29%	22%	28%	40%	17%	27%	27%	29%	13%
No impact	55%	61%	64%	59%	59%	46%	56%	61%	58%	55%	54%	59%	58%	42%	65%	56%	53%	53%	72%
Positive impact	8%	8%	4%	5%	13%	5%	12%	11%	15%	6%	8%	8%	7%	9%	5%	8%	13%	8%	6%
Significant positive impact	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Refused	6%	6%	6%	9%	5%	10%	1%	6%	8%	5%	6%	6%	5%	2%	8%	6%	2%	6%	6%
Q23D. To what extent have each of the fo	llowing im	pacted you	r busines	ss' ability	to attra	ct and/or retain	n employees? -	Cost of chi	ild care	e services	;								
						Region				Cluster		C	ompan	y Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Significant adverse impact	8%	6%	4%	5%	10%	19%	7%	6%	5%	9%	9%	9%	5%	9%	7%	10%	8%	6%	6%
Adverse impact	32%	28%	30%	36%	24%	31%	33%	25%	20%	33%	35%	28%	34%	44%	21%	31%	38%	35%	17%
No impact	49%	55%	59%	47%	55%	38%	49%	56%	59%	48%	45%	51%	52%	40%	62%	47%	45%	47%	70%
Positive impact	5%	4%	1%	2%	5%	2%	10%	7%	9%	4%	4%	5%	5%	3%	2%	5%	7%	5%	2%
Significant positive impact	0%	1%	0%	2%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%	0%	0%	1%	1%	0%
Refused	6%	6%	7%	9%	5%	10%	1%	6%	7%	6%	6%	6%	5%	3%	8%	6%	1%	6%	6%
Q24A. Switching to another topic, how big	g a problei	m do you th	ink each	of the fo	lowing a		in companies l	ike yours ir	n New		eceivi								
				1	1	Region	1	1		Cluster			ompan				Industry	/	1
	Upstate	CR, CNY,	-		Finger		S Tier/	Western				50 or		More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail		Dist
Very big problem	6%	3%	4%	0%	4%	18%	5%	3%	4%	7%	4%	6%	3%	7%	4%	3%	6%	8%	4%
Somewhat a problem	19%	18%	18%	14%	21%	28%	20%	17%	19%	19%	18%	19%	13%	21%	22%	15%	14%	22%	6%
Not very much of a problem	31%	33%	31%	39%	29%	22%	26%	37%	29%	36%	27%	30%	34%	34%	33%	30%	28%	30%	42%
Not at all a problem	39%	40%	41%	39%	39%	27%	46%	39%	41%	35%	44%	39%	48%	34%	36%	48%	43%	35%	43%
Don't know	5%	5%	5%	8%	6%	5%	4%	4%	7%	4%	6%	6%	2%	4%	5%	4%	9%	4%	6%
	L	ļ																	
Q24B. Switching to another topic, how big	g a probler	n do you th	ink each	of the fol	lowing a		in companies l	ke yours in	n New		ncoun								
	llustata		Conital	Control	Einen a	Region	C Tion/	Western		Cluster		50 or	ompan	<i>.</i>	Eng &	1	Industry	/	Wh &
	Upstate 2019*	CR, CNY, FL, WNY*	Capital Region	Central NY	Finger Lakes	Westchester	S Tier/ Mohawk Vly	NY	High	Middle	Low	less	51 to 100	than 100	Eng & Constr	Manuf	Rotail	Service	Dist
Very big problem	5%	2%	3%	2%	2%	16%	7%	3%	3%	6%	4%	6%	2%	6%	5%	3%	5%	7%	2%
Somewhat a problem	17%	17%	20%	13%	18%	24%	16%	15%	16%	19%	15%	18%	12%	20%	22%	15%	12%	18%	13%
Not very much of a problem	30%	31%	20%	33%	33%	23%	27%	32%	28%	33%	28%	29%	36%	33%	22%	27%	29%	33%	28%
· · ·		39%	41%	41%	32%	27%	38%	39%	38%	32%	42%	36%	45%	34%	32%	44%	41%	33%	42%
Not at all a problem	3/%	3970																	1
Not at all a problem Don't know	37% 11%	39% 11%	8%	13%	14%	10%	11%	11%	15%	9%	10%	13%	5%	7%	12%	11%	14%	9%	15%

Q24C. Switching to another topic, how big		n do you th	ink oach	of the fol	lowing	oo7 Opsiale N	, ,		Now	Vork2 . S	l	haracc	mont						
Q24C. Switching to another topic, now big					nowing a	Region	in companies in	ke yours in	INCW	Cluster	Exual		ompan	v Size			Industry		
	Upstate	CR, CNY,	Capital	Central	Finger	inegion	S Tier/	Western					51 to		Eng &	1			Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Very big problem	4%	2%	2%	0%	1%	11%	2%	6%	3%	4%	4%	4%	3%	3%	4%	3%	1%	5%	0%
Somewhat a problem	18%	16%	16%	19%	16%	18%	22%	17%	15%	18%	18%	18%	15%	19%	20%	15%	15%	18%	21%
Not very much of a problem	34%	37%	35%	38%	40%	33%	22%	36%	34%	36%	31%	34%	36%	36%	35%	34%	34%	36%	26%
Not at all a problem	38%	38%	40%	36%	35%	29%	46%	38%	40%	37%	38%	38%	42%	34%	35%	44%	43%	33%	45%
Don't know	7%	7%	7%	8%	7%	9%	7%	5%	7%	5%	9%	7%	4%	8%	6%	4%	7%	8%	8%
Q24D. Switching to another topic, how big	a problei	m do you th	ink each	of the fo	llowing	are for women	in companies l	ike yours ir	New	York? - B	alanci	ing woi	rk and	family				1	
					v	Region	•			Cluster		C	ompan	y Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	<u> </u>	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Very big problem	9%	7%	7%	5%	9%	22%	7%	5%	6%	11%	8%	10%	7%	7%	7%	4%	9%	14%	0%
Somewhat a problem	44%	45%	47%	48%	40%	50%	38%	46%	44%	42%	47%	41%	41%	59%	33%	37%	44%	49%	47%
Not very much of a problem	24%	27%	30%	23%	26%	13%	21%	27%	26%	27%	19%	24%	30%	20%	36%	27%	21%	21%	21%
Not at all a problem	16%	14%	9%	17%	13%	10%	27%	17%	17%	14%	18%	17%	16%	12%	14%	22%	21%	13%	17%
Don't know	7%	7%	7%	6%	11%	5%	6%	6%	8%	6%	8%	8%	7%	2%	9%	10%	5%	4%	15%
Q24E. Switching to another topic, how big	a probler	n do you th	ink each	of the fol	lowing a	are for women i	n companies li	ke yours in	New	York? - A	ge dis	crimina	ation						
						Region				Cluster		C	ompan	y Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Very big problem	4%	2%	2%	0%	1%	13%	4%	5%	5%	4%	3%	4%	3%	4%	4%	0%	2%	7%	2%
Somewhat a problem	11%	11%	11%	9%	13%	18%	11%	10%	9%	12%	12%	12%	7%	13%	9%	10%	14%	14%	8%
Not very much of a problem	35%	34%	33%	36%	39%	34%	30%	31%	35%	37%	31%	35%	31%	37%	35%	35%	28%	36%	28%
Not at all a problem	44%	46%	50%	47%	37%	28%	49%	48%	44%	41%	47%	42%	56%	41%	42%	49%	49%	38%	55%
Don't know	7%	7%	4%	8%	9%	6%	6%	6%	7%	5%	8%	7%	4%	5%	9%	6%	7%	6%	8%
Q24F. Switching to another topic, how big	a problen	n do you th	ink each	of the fol	lowing a	are for women i	n companies li	ke yours in	New '	York? - Be	eing r	especte	ed equ	ally with m	nen				
						Region				Cluster		C	ompan	y Size			Industry	/	
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Very big problem	6%	3%	4%	2%	2%	13%	9%	4%	5%	6%	5%	6%	4%	5%	6%	2%	8%	8%	2%
Somewhat a problem	22%	22%	21%	22%	25%	28%	20%	19%	18%	25%	19%	22%	13%	26%	25%	15%	16%	25%	23%
Not very much of a problem	30%	31%	30%	33%	32%	29%	21%	28%	31%	32%	26%	28%	39%	28%	34%	31%	24%	30%	25%
Not at all a problem	38%	39%	39%	39%	31%	23%	46%	45%	38%	34%	44%	38%	39%	37%	28%	47%	44%	33%	45%
Don't know	5%	6%	5%	5%	9%	6%	5%	4%	9%	4%	6%	5%	6%	4%	7%	5%	7%	4%	6%
			1		T						[Γ		

Q25A. Please tell us whether each of the f	ollowing h	nas had a po	ositive, ne	egative o	r no imp		siness? - New Y	ork State F	Paid Fa		/e law				I					
			Region							Cluster			ompan		Industry					
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or		More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist	
Significant adverse impact	12%	12%	7%	16%	14%	5%	16%	14%	8%	8%	20%	13%	13%	11%	12%	15%	12%	10%	13%	
Adverse impact	39%	41%	41%	39%	32%	20%	41%	51%	32%	37%	45%	33%	49%	50%	31%	49%	35%	39%	36%	
No impact	42%	41%	47%	38%	49%	59%	38%	28%	48%	48%	31%	48%	31%	32%	47%	32%	48%	44%	49%	
Positive impact	4%	3%	4%	6%	1%	9%	2%	4%	6%	5%	2%	4%	6%	4%	9%	2%	3%	3%	2%	
Significant positive impact	0%	0%	0%	0%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	
Don't know	2%	2%	1%	2%	3%	7%	2%	3%	5%	2%	2%	3%	1%	2%	1%	1%	2%	4%	0%	
Q25B. Please tell us whether each of the f	ollowing h	has had a po	ositive, ne	egative o	r no imp	act on your bus	siness? - Federa	al tax refor	m						-					
						Region				Cluster		C	ompan	y Size			Industry	/		
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist	
Significant adverse impact	4%	4%	4%	5%	4%	5%	1%	3%	6%	2%	4%	3%	4%	5%	2%	1%	2%	6%	0%	
Adverse impact	12%	11%	10%	9%	12%	28%	7%	11%	15%	12%	11%	13%	11%	12%	13%	9%	13%	16%	6%	
No impact	30%	30%	32%	25%	31%	29%	38%	30%	30%	35%	25%	30%	30%	33%	27%	31%	27%	33%	28%	
Positive impact	36%	37%	36%	45%	29%	26%	36%	39%	30%	38%	38%	36%	41%	35%	40%	42%	37%	29%	55%	
Significant positive impact	11%	12%	12%	13%	14%	6%	12%	11%	8%	8%	16%	12%	8%	10%	14%	13%	15%	8%	8%	
Don't know	6%	6%	6%	3%	9%	6%	5%	6%	11%	5%	5%	6%	6%	5%	4%	5%	6%	8%	4%	
Q25C. Please tell us whether each of the f	ollowing h	as had a po	sitive, ne	egative o	r no imp	act on your bus	iness? - Increa	se in the st	ate mi	inimum w	vage				-					
						Region				Cluster		C	ompan	y Size	Industry					
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NIV/	High	Middle	Low	less	100	than 100	Constr	A		Service	Dist	
Significant adverse impact	220/	220/					Wondow Viy	NY	High						Constr	Manuf	Retail	Jervice		
	22%	22%	16%	25%	23%	12%	30%	27%	8%	15%	39%	20%	22%	29%	9%	27%	Retail 30%	18%	13%	
Adverse impact	31%	31%	16% 25%	25% 33%	23% 34%	12% 26%			-		39% 28%	20% 32%	22% 34%							
Adverse impact No impact							30%	27%	8%	15%				29%	9%	27%	30%	18%	13%	
•	31%	31%	25%	33%	34%	26%	30% 27%	27% 34%	8% 32%	15% 33%	28%	32%	34%	29% 27%	9% 26%	27% 36%	30% 36%	18% 29%	13% 36%	
No impact	31% 40%	31% 40%	25% 53%	33% 38%	34% 36%	26% 55%	30% 27% 40%	27% 34% 27%	8% 32% 48%	15% 33% 46%	28% 27%	32% 40%	34% 41%	29% 27% 38%	9% 26% 59%	27% 36% 32%	30% 36% 23%	18% 29% 45%	13% 36% 49%	
No impact Positive impact	31% 40% 4%	31% 40% 5%	25% 53% 4%	33% 38% 2%	34% 36% 3%	26% 55% 2%	30% 27% 40% 1%	27% 34% 27% 8%	8% 32% 48% 5%	15% 33% 46% 4%	28% 27% 3%	32% 40% 4%	34% 41% 3%	29% 27% 38% 4%	9% 26% 59% 5%	27% 36% 32% 2%	30% 36% 23% 6%	18% 29% 45% 4%	13% 36% 49% 2%	
No impact Positive impact Significant positive impact	31% 40% 4% 1%	31% 40% 5% 0%	25% 53% 4% 0%	33% 38% 2% 2%	34% 36% 3% 0%	26% 55% 2% 1%	30% 27% 40% 1% 0%	27% 34% 27% 8% 1%	8% 32% 48% 5% 3%	15% 33% 46% 4% 0%	28% 27% 3% 0%	32% 40% 4% 1%	34% 41% 3% 1%	29% 27% 38% 4% 0%	9% 26% 59% 5% 1%	27% 36% 32% 2% 0%	30% 36% 23% 6% 1%	18% 29% 45% 4% 1%	13% 36% 49% 2% 0%	
No impact Positive impact Significant positive impact	31% 40% 4% 1% 2%	31% 40% 5% 0% 2%	25% 53% 4% 0% 1%	33% 38% 2% 2% 2%	34% 36% 3% 0% 3%	26% 55% 2% 1% 4%	30% 27% 40% 1% 0%	27% 34% 27% 8% 1%	8% 32% 48% 5% 3%	15% 33% 46% 4% 0%	28% 27% 3% 0%	32% 40% 4% 1%	34% 41% 3% 1%	29% 27% 38% 4% 0%	9% 26% 59% 5% 1%	27% 36% 32% 2% 0%	30% 36% 23% 6% 1%	18% 29% 45% 4% 1%	13% 36% 49% 2% 0%	
No impact Positive impact Significant positive impact Don't know	31% 40% 4% 1% 2%	31% 40% 5% 0% 2%	25% 53% 4% 0% 1%	33% 38% 2% 2% 2%	34% 36% 3% 0% 3%	26% 55% 2% 1% 4%	30% 27% 40% 1% 0%	27% 34% 27% 8% 1%	8% 32% 48% 5% 3%	15% 33% 46% 4% 0%	28% 27% 3% 0%	32% 40% 4% 1% 3%	34% 41% 3% 1%	29% 27% 38% 4% 0% 2%	9% 26% 59% 5% 1%	27% 36% 32% 2% 0% 2%	30% 36% 23% 6% 1%	18% 29% 45% 4% 1% 3%	13% 36% 49% 2% 0%	
No impact Positive impact Significant positive impact Don't know	31% 40% 4% 1% 2%	31% 40% 5% 0% 2%	25% 53% 4% 0% 1%	33% 38% 2% 2% 2%	34% 36% 3% 0% 3%	26% 55% 2% 1% 4% e?	30% 27% 40% 1% 0%	27% 34% 27% 8% 1%	8% 32% 48% 5% 3%	15% 33% 46% 4% 0% 1%	28% 27% 3% 0%	32% 40% 4% 1% 3%	34% 41% 3% 1% 0%	29% 27% 38% 4% 0% 2%	9% 26% 59% 5% 1%	27% 36% 32% 2% 0% 2%	30% 36% 23% 6% 1% 3%	18% 29% 45% 4% 1% 3%	13% 36% 49% 2% 0%	
No impact Positive impact Significant positive impact Don't know	31% 40% 4% 1% 2% response	31% 40% 5% 0% 2% to the incr	25% 53% 4% 0% 1% ease in th	33% 38% 2% 2% 2%	34% 36% 3% 0% 3% um wage	26% 55% 2% 1% 4% e?	30% 27% 40% 1% 0% 2%	27% 34% 27% 8% 1% 4%	8% 32% 48% 5% 3%	15% 33% 46% 4% 0% 1%	28% 27% 3% 0%	32% 40% 4% 1% 3%	34% 41% 3% 1% 0%	29% 27% 38% 4% 0% 2% y Size	9% 26% 59% 5% 1% 0%	27% 36% 32% 2% 0% 2%	30% 36% 23% 6% 1% 3%	18% 29% 45% 4% 1% 3%	13% 36% 49% 2% 0% 0%	
No impact Positive impact Significant positive impact Don't know	31% 40% 4% 1% 2% response	31% 40% 5% 0% 2% to the incr CR, CNY,	25% 53% 4% 0% 1% ease in th Capital	33% 38% 2% 2% 2% e minim	34% 36% 3% 0% 3% wm wage	26% 55% 2% 1% 4% e? Region	30% 27% 40% 1% 0% 2% S Tier/	27% 34% 27% 8% 1% 4% Western	8% 32% 48% 5% 3% 4%	15% 33% 46% 4% 0% 1% Cluster	28% 27% 3% 0% 3%	32% 40% 4% 1% 3% Co 50 or	34% 41% 3% 1% 0% 51 to	29% 27% 38% 4% 0% 2% 2% y Size More	9% 26% 59% 5% 1% 0% Eng &	27% 36% 32% 2% 0% 2%	30% 36% 23% 6% 1% 3%	18% 29% 45% 4% 1% 3%	13% 36% 49% 2% 0% 0% Wh &	
No impact Positive impact Significant positive impact Don't know Q26. What steps, if any, have you taken in	31% 40% 4% 1% 2% response Upstate 2019*	31% 40% 5% 0% 2% to the incr CR, CNY, FL, WNY*	25% 53% 4% 0% 1% ease in th Capital Region	33% 38% 2% 2% 2% Central NY	34% 36% 3% 0% 3% um wag	26% 55% 2% 1% 4% e? Region Westchester	30% 27% 40% 1% 0% 2% S Tier/ Mohawk Vly	27% 34% 27% 8% 1% 4% Western NY	8% 32% 48% 5% 3% 4% High	15% 33% 46% 4% 0% 1% Cluster Middle	28% 27% 3% 0% 3%	32% 40% 4% 1% 3% 50 or less	34% 41% 3% 1% 0% 51 to 100	29% 27% 38% 4% 0% 2% y Size More than 100	9% 26% 59% 5% 1% 0% Eng & Constr	27% 36% 32% 2% 0% 2% Manuf	30% 36% 23% 6% 1% 3% Retail	18% 29% 45% 4% 1% 3% Service	13% 36% 49% 2% 0% 0% 0% Wh & Dist	
No impact Positive impact Significant positive impact Don't know Q26. What steps, if any, have you taken in Reduced employees	31% 40% 4% 1% 2% response Upstate 2019* 23%	31% 40% 5% 0% 2% to the incr CR, CNY, FL, WNY* 22%	25% 53% 4% 0% 1% ease in th Capital Region 18%	33% 38% 2% 2% 2% Central NY 20%	34% 36% 3% 0% 3% um wagu Finger Lakes 27%	26% 55% 2% 1% 4% e? Region Westchester 10%	30% 27% 40% 1% 0% 2% S Tier/ Mohawk Vly 30%	27% 34% 27% 8% 1% 4% Western NY 25%	8% 32% 48% 5% 3% 4% High 12%	15% 33% 46% 4% 0% 1% Cluster Middle 19%	28% 27% 3% 0% 3% Low 35%	32% 40% 4% 1% 3% 50 or less 24%	34% 41% 3% 1% 0% 5% 5% 10% 24%	29% 27% 38% 4% 0% 2% y Size More than 100 24%	9% 26% 59% 5% 1% 0% Eng & Constr 8%	27% 36% 32% 2% 0% 2% Manuf 27%	30% 36% 23% 6% 1% 3% Retail 33%	18% 29% 45% 4% 1% 3% Service 18%	13% 36% 49% 2% 0% 0% 0% Wh & Dist 21%	
No impact Positive impact Significant positive impact Don't know Q26. What steps, if any, have you taken in Reduced employees Limited hours	31% 40% 4% 1% 2% response Upstate 2019* 23% 23%	31% 40% 5% 0% 2% to the incr CR, CNY, FL, WNY* 22% 24%	25% 53% 4% 0% 1% ease in th Capital Region 18% 25%	33% 38% 2% 2% 2% Central NY 20% 16%	34% 36% 3% 0% 3% um wag Finger Lakes 27% 23%	26% 55% 2% 1% 4% e? Region Westchester 10% 16%	30% 27% 40% 1% 0% 2% S Tier/ Mohawk Vly 30% 21%	27% 34% 27% 8% 1% 4% Western NY 25% 27%	8% 32% 48% 5% 3% 4% High 12% 17%	15% 33% 46% 0% 1% Cluster Middle 19% 18%	28% 27% 3% 3% 3% <u>Low</u> 35% 32%	32% 40% 4% 1% 3% 50 or less 24% 22%	34% 41% 3% 1% 0% 0% 5% 5% 5% 10% 24% 22%	29% 27% 38% 4% 0% 2% y Size More than 100 24% 29%	9% 26% 59% 5% 1% 0% 0% Eng & Constr 8% 6%	27% 36% 32% 2% 0% 2% Manuf 27% 12%	30% 36% 23% 6% 1% 3% Retail 33% 43%	18% 29% 45% 4% 1% 3% Service 18% 24%	13% 36% 49% 2% 0% 0% Wh & Dist 21% 15%	
No impact Positive impact Significant positive impact Don't know Q26. What steps, if any, have you taken in Reduced employees Limited hours Increased prices	31% 40% 4% 1% 2% response Upstate 2019* 23% 23% 23%	31% 40% 5% 0% 2% to the incr CR, CNY, FL, WNY* 22% 24% 24%	25% 53% 4% 0% 1% ease in th Capital Region 18% 25% 22%	33% 38% 2% 2% 2% 2% Central NY 20% 16% 34%	34% 36% 3% 0% 3% um wage Finger Lakes 27% 23% 17%	26% 55% 2% 1% 4% e? Region Westchester 10% 16% 18%	30% 27% 40% 1% 0% 2% 2% S Tier/ Mohawk Vly 30% 21% 18%	27% 34% 27% 8% 1% 4% Western NY 25% 27% 26%	8% 32% 48% 5% 3% 4% 4% High 12% 17% 21%	15% 33% 46% 0% 1% Cluster Middle 19% 18% 22%	28% 27% 3% 0% 3% Low 35% 32% 26% 9%	32% 40% 4% 1% 3% 50 or less 24% 22% 23% 7%	34% 41% 3% 0% 0% 51 to 100 24% 22% 24% 14%	29% 27% 38% 4% 0% 2% 2% y Size More than 100 24% 29% 28%	9% 26% 59% 5% 0% 0% Eng & Constr 8% 6%	27% 36% 32% 2% 0% 2% Manuf 2% 12% 21%	30% 36% 23% 6% 1% 3% Retail 33% 43% 30%	18% 29% 45% 4% 1% 3% Service 18% 24% 22%	13% 36% 49% 2% 0% 0% 0% Wh & Dist 21% 15% 21%	
No impact Positive impact Significant positive impact Don't know Q26. What steps, if any, have you taken in Reduced employees Limited hours Increased prices Other	31% 40% 4% 1% 2% response Upstate 2019* 23% 23% 23% 9%	31% 40% 5% 0% 2% to the incr CR, CNY, FL, WNY* 22% 24% 24% 8%	25% 53% 4% 0% 1% ease in th Capital Region 18% 25% 22% 6%	33% 38% 2% 2% 2% Central NY 20% 16% 34% 5%	34% 36% 3% 0% 3% um wage Finger Lakes 27% 23% 17% 11%	26% 55% 2% 1% 4% e? Region Westchester 10% 16% 18% 8%	30% 27% 40% 1% 0% 2% 2% S Tier/ Mohawk Vly 30% 21% 18% 16%	27% 34% 27% 8% 1% 4% 4% Vestern NY 25% 27% 26% 11%	8% 32% 48% 5% 3% 4% 4%	15% 33% 46% 0% 1% Cluster 1% 18% 22% 12%	28% 27% 3% 0% 3% Low 35% 32% 26%	32% 40% 4% 1% 3% 50 or less 24% 22% 23%	34% 41% 3% 1% 0% 0% 0% 50 51 to 100 24% 22% 24%	29% 27% 38% 4% 0% 2% 2% y Size More than 100 24% 29% 28% 14%	9% 26% 59% 5% 0% 0% Eng & Constr 8% 6% 18% 5%	27% 36% 32% 2% 0% 2% Manuf 27% 12% 21% 13%	30% 36% 23% 6% 1% 3% Modustry Retail 33% 43% 30% 8%	18% 29% 45% 4% 1% 3% Service 18% 24% 22% 11%	13% 36% 49% 2% 0% 0% 0% 0%	

Q27A. In 2019, New York adopted legislati	ion to hot	h reach zer	carbon	amission	in the		or by 2040 and	reduce are	anhou	60 02505	85 00	rcont f	rom 10		NY 2050	What im	nact do		01/0	
this legislation will have on: - The New York				CHIISSION	s in the t	section secto	n by 2040 anu	ieuuce gre	ennou	se gases	oo he	i cent l	1011115	SU IEVEIS L	Jy 2030.	wildt III	ipact do	you bell	eve	
		Region					Cluster			C	ompan	y Size	Industry							
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist	
Significant adverse impact	23%	24%	21%	28%	26%	11%	33%	24%	12%	17%	36%	25%	27%	13%	23%	30%	31%	15%	21%	
Adverse impact	31%	31%	31%	25%	28%	28%	27%	37%	29%	28%	34%	29%	28%	38%	30%	33%	30%	30%	36%	
No impact	17%	17%	18%	20%	15%	13%	15%	16%	19%	18%	13%	17%	16%	16%	12%	18%	16%	17%	23%	
Positive impact	19%	18%	19%	19%	19%	31%	19%	14%	24%	25%	9%	18%	19%	24%	25%	11%	10%	25%	17%	
Significant positive impact	3%	2%	2%	2%	2%	8%	1%	3%	5%	3%	1%	3%	1%	2%	2%	1%	5%	3%	0%	
Don't know	8%	8%	9%	6%	9%	10%	5%	7%	11%	9%	6%	8%	8%	7%	8%	7%	7%	11%	4%	
			L				L		L											
Q27B. In 2019, New York adopted legislati		h reach zero	o carbon	emissions	s in the e	electricity secto	or by 2040 and	reduce gre	enhou	se gases	85 pe	rcent f	rom 19	90 levels b	oy 2050.	What im	pact do	you beli	eve	
this legislation will have on: - Your busines	SS	1	1						1	<u>.</u>										
	11		Carribal	C	F ¹	Region	6 T ian (14/		Cluster			ompan 51 to		Industry					
	Upstate	CR, CNY,	Capital		Finger	14/	S Tier/	Western						More	Eng &		D !!	C	Wh &	
	2019*	FL, WNY*	Region		Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf		Service	Dist	
Significant adverse impact	18%	18%	15%	19%	19%	5%	30%	21%	12%	14%	26%	19%	21%	11%	19%	22%	31%	11%	19%	
Adverse impact	29%	30%	31%	27%	32%	23%	26%	28%	30%	25%	34%	31%	30%	24%	25%	38%	28%	25%	40%	
No impact	35%	35%	33%	41%	32%	40%	26%	39%	36%	39%	28%	33%	29%	46%	26%	28%	24%	44%	30%	
Positive impact	11%	9%	13%	8%	6%	18%	14%	8%	15%	14%	5%	10%	14%	12%	20%	6%	8%	12%	9%	
Significant positive impact	2%	1%	1%	2%	3%	4%	1%	0%	3%	2%	1%	2%	1%	1%	1%	1%	2%	1%	0%	
Don't know	6%	6%	7%	5%	7%	11%	4%	5%	5%	7%	6%	6%	5%	7%	8%	6%	6%	8%	2%	
					<u> </u>				L											
Q28. To what extent has your business inv	ested in e	energy effici	ency and	l/or carbo	on emiss		measures over	the past se	veral			-			1					
						Region	<i>.</i>			Cluster			ompan	-		1	Industry	/		
	Upstate	CR, CNY,	Capital		Finger		S Tier/	Western					51 to	More	Eng &				Wh&	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf		Service	Dist	
A significant amount	15%	14%	14%	11%	14%	18%	17%	14%	16%	12%	18%	13%	18%	18%	7%	20%	21%	14%	17%	
A modest amount	45%	46%	48%	52%	42%	34%	48%	44%	37%	48%	46%	42%	50%	50%	52%	53%	42%	42%	51%	
None	36%	36%	35%	36%	35%	43%	30%	38%	38%	36%	33%	41%	28%	24%	38%	27%	29%	39%	28%	
Don't know	4%	4%	3%	2%	8%	5%	5%	4%	9%	4%	3%	3%	4%	7%	2%	1%	8%	5%	4%	
Q29A. Do you support or oppose the follo	wing prop	osals? - Ins	l tituting a	State-lev	el 'singl	e paver' health	insurance syst	em											L	
						Region				Cluster		C	ompan	v Size			Industry	,		
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western					51 to	More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100		Manuf	Retail	Service	Dist	
Support	21%	18%	19%	17%	13%	31%	19%	22%	21%	23%	17%	22%	15%	22%	19%	16%	19%	27%	11%	
Oppose	63%	67%	67%	70%	66%	49%	69%	67%	58%	57%	73%	62%	72%	61%	67%	70%	66%	54%	68%	
Don't know	16%	15%	15%	13%	21%	20%	12%	11%	21%	19%	9%	16%	13%	17%	14%	14%	15%	18%	21%	
							1												<u> </u>	
			1	1	1	1	1	1	1											

Q29B. Do you support or oppose the	ne following prop	osals? - Leg	alizing th	e recreat	ional us	e of cannabis														
				Region Cluster Co					ompan		Industry									
	Upstate		Capital		-		S Tier/	Western				50 or			Eng &				Wh 8	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr		Retail		Dist	
Support	33%	35%	41%	33%	24%	39%	25%	38%	37%	35%	30%	34%	32%	33%	31%	31%	27%	40%	34%	
Oppose	55%	55%	50%	55%	67%	46%	65%	50%	51%	54%	59%	56%	54%	56%	58%	59%	63%	48%	51%	
Don't know	12%	10%	9%	13%	9%	15%	10%	12%	12%	11%	12%	11%	14%	11%	11%	10%	10%	12%	15%	
Q29C. Do you support or oppose th	ne following prop	osals? - Exp	anding t	he definit	ion of a	public works c	ontract and rec	uiring pay	ment o	of 'prevai	ling w	ages' c	on any	constructi	on work	receivin	g any le	evel of sta	ate or	
local economic development assist	••••	<u> </u>				•			-	•	Ū									
						Region				Cluster			ompan				Industr	y		
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh 8	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist	
Support	16%	15%	16%	14%	12%	20%	12%	17%	21%	16%	13%	16%	15%	17%	26%	13%	8%	18%	13%	
Oppose	67%	69%	69%	72%	69%	51%	74%	69%	56%	65%	75%	67%	71%	66%	67%	71%	69%	64%	74%	
Don't know	17%	16%	15%	14%	19%	29%	14%	15%	24%	18%	12%	18%	14%	17%	7%	16%	23%	18%	13%	
020 Do you think your compony	vill ha in husinasa		k ton vor			not2														
Q30. Do you think your company w	vill be in business	In New For	k ten yea	ars from t	ouay or					Cluster		<u> </u>			1		1			
	Unstate		Canital	Control	Einen.	Region	C Tion/	Mastan		Cluster	1		ompan	1	Eng &		Industr	Wh &		
	Upstate 2019*	CR, CNY,	Capital	Central	Finger	Westsheater	S Tier/	Western	11:	N4: dalla					-	N	Detail	Comilao	_	
N		FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100			Retail		Dist	
Yes	56%	59%	72%	52%	55%	61%	44%	51%	68%	62%	41%	50%	68%	68%	60%	42%	50%	62%	53%	
No	17%	15%	7%	14%	22%	15%	27%	19%	6%	10%	32%	22%	10%	7%	10%	23%	27%	14%	21%	
Don't know	27%	26%	21%	34%	23%	24%	28%	29%	26%	28%	27%	29%	22%	24%	31%	35%	23%	24%	26%	
Q31. If you had it all to do all over a	again. considerin	g all factors	. would v	l /ou locate	e vour bi	usiness in New	York or somep	lace else?												
			, ,			Region				Cluster		C	ompan	v Size	Industry					
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western					51 to	More	Eng &				Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist	
New York	32%	31%	39%	22%	27%	49%	23%	30%	45%	37%	18%	31%	27%	41%	33%	15%	35%	42%	26%	
Someplace else	64%	66%	59%	75%	67%	41%	72%	70%	49%	57%	81%	65%	71%	54%	62%	81%	62%	53%	72%	
Don't know	4%	3%	3%	3%	6%	10%	5%	0%	6%	6%	1%	4%	2%	6%	5%	4%	3%	4%	2%	
	170	570	370	370	0/0	10/0	370	0/0	070	0/0	170	170	270	070	370	170	370	170	2/0	
Q32. How likely do you think it is th	hat the U.S.econd	omy will be	in recess	ion betwo	een now	and the end o	f 2020?				1									
						Region				Cluster		C	ompan	y Size			Industr	y		
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &			-	Wh &	
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr		Retail	Service	Dist	
Almost certain	3%	3%	1%	3%	3%	4%	1%	5%	1%	3%	4%	3%	1%	5%	2%	2%	7%	3%	2%	
Very likely	10%	10%	11%	16%	9%	13%	5%	6%	7%	11%	11%	10%	17%	7%	13%	9%	7%	12%	4%	
Somewhat likely	32%	34%	38%	30%	29%	33%	35%	35%	29%	34%	31%	31%	32%	38%	36%	26%	24%	36%	34%	
Not very likely	40%	39%	40%	34%	40%	38%	44%	40%	42%	42%	38%	42%	34%	42%	35%	48%	45%	36%	40%	
Not at all likely	13%	14%	10%	17%	17%	8%	15%	14%	20%	8%	16%	14%	16%	7%	14%	15%	16%	10%	21%	
				-															0%	
Don't know	1%	0%	0%	0%	1%	6%	0%	0%	2%	2%	0%	1%	0%	1%	0%	0%	0%	3%	10%	

Q36. Do you offer a pension or 401K to yo	ur employ	/ees?																	
						Region						C	ompan	y Size	Industry				
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Yes	80%	84%	83%	84%	86%	56%	86%	82%	78%	81%	78%	73%	88%	93%	88%	87%	75%	78%	77%
No	18%	14%	14%	14%	12%	41%	11%	16%	21%	16%	19%	24%	8%	5%	10%	12%	22%	19%	23%
Don't know	2%	2%	3%	2%	2%	4%	2%	2%	2%	3%	3%	2%	4%	2%	2%	1%	2%	3%	0%
Q37. What, if anything, do you do with rea	gard to chi	ild care serv	vices for e	employee	s' childr	en?													
						Region				Cluster		C	ompan	y Size	Industry				
	Upstate	CR, CNY,	Capital	Central	Finger		S Tier/	Western				50 or	51 to	More	Eng &				Wh &
	2019*	FL, WNY*	Region	NY	Lakes	Westchester	Mohawk Vly	NY	High	Middle	Low	less	100	than 100	Constr	Manuf	Retail	Service	Dist
Host/sponsor employee child care	3%	3%	6%	0%	2%	2%	0%	4%	5%	2%	2%	2%	2%	6%	3%	0%	5%	4%	2%
services	5%	5%	0%	0%	270	270	0%	4%	5%	Ζ70	Z 70	270	2%	0%	3%	0%	5%	4%	270
Financially support employee child care	4%	4%	9%	0%	1%	5%	2%	5%	5%	5%	4%	3%	6%	8%	2%	2%	3%	7%	8%
services	470	470	9%	0%	1%	5%	270	5%	3%	5%	470	5%	0%	070	Ζ70	270	3%	770	0%
Help employees locate services	16%	15%	18%	11%	12%	20%	17%	18%	12%	14%	20%	14%	20%	21%	15%	13%	20%	18%	15%
None of the above	72%	74%	70%	84%	79%	52%	77%	70%	72%	72%	71%	78%	70%	62%	73%	81%	71%	68%	75%
Don't know	4%	5%	4%	5%	5%	7%	2%	5%	3%	5%	4%	4%	5%	7%	5%	2%	2%	4%	2%