Q1. Which of the following industry categories bes	t describes the type of pusiness y		mpany	15 chigage		gion							Indust	try				C	npany	Size		Revenue	,	Rucino	ss After P	Panda~
	2020 2	019 C	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and			indus	Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than		More than	Dusines	3 Alter P	Taken
	Total To	otal R	Region	Hudson	Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing R	etail Servic	e Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive	to
ngineering and Construction	11% 1		17%	6%	11%	12%	7%	15%	100%	0%	0%	0%	0% 0%	0%	0%	0%	0%	12%	17%	10%	5%	15%	14%	8%	15%	79
od and Beverage			3%	9%	8%	7%	10%	5%	0%	100%	0%		0% 0%	0%	0%	0%	0%	8%	14%	3%	10%	8%	6%	6%	7%	12
nancial	6% 6		10%	9%	3%	5%	5%	4%	0%	0%	100%		0% 0%	0%	0%	0%	0%	5%	4%	10%	6%	4%	7%	7%	6%	09
anufacturing	16% 1		9%	10%	14%	16%	22%	25%	0%	0%	0%		0% 0%	0%	0%	0%	0%	15%	25%	15%	8%	19%	21%	15%	17%	19
tail	10% 1		10%	8%	13%	9%	9%	10%	0%	0%	0%		00% 0%	0%	0%	0%	0%	11%	9%	6%	9%	11%	10%	9%	10%	13
rvice	25% 3		25%	32%	25%	24%	24%	19%	0%	0%	0%		0% 100%		0%	0%	0%		12%	22%	35%	26%	16%	27%	23%	24
holesale and Distribution			5%	3%	5%	7%	3%	5%	0%	0%	0%		0% 0%	100%	0%	0%	0%	5%	6% 3%	1%	1% 9%	5%	7% 4%	4%	5%	55
ntertainment/Tourism ealth/Human Services	6% (7% (4% 8%	3% 7%	11% 6%	5% 7%	9% 5%	2% 8%	0%	0%	0%		0% 0% 0% 0%	0%	100%	100%	0%	5% 4%	3%	7% 18%	9% 7%	3% 4%	4%	4% 8%	6% 7%	8
ofessional Services	7% 0		8% 9%	13%	3%	7%	5%	8% 7%	0%	0%	0%		0% 0%	0%	0%	0%	100%	4%	3% 7%	9%	9%	4%	8%	8% 11%	7% 5%	7
Diessional Services		576	5%	1570	370	0/0	370	170	0%	0%	0%	0/6	0% 0%	0%	0%	0%	100%	//0	170	370	5/0	470	676	11/0	376	F '
. As you think about the current business or eco	anomic conditions in New York St	ate as	compar	ed to on	e vear ago.	that is, bef	ore the C	oronaviru	s pandemic, would y	you say they	are conside	erably better, a little	better, abou	t the same, a little	worse, or considera	bly worse?		·					11	1 1		L
						gion			, , , , , , , , , , , , , , , , , , ,				Indust			.,		Co	npany	Size		Revenue		Busine	ss After P	Panden
	2020 2	019 C	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than		More than			Take
	Total T	otal R	Region	Hudson	Mohawk	Tier	Lakes	NY	Construction	Beverage	Financial	Manufacturing Re	etail Servic	e Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive	t
nsiderably better	2%	3%	2%	3%	2%	1%	2%	3%	3%	1%	2%	2%	5% 3%	4%	0%	0%	1%	2%	2%	2%	1%	3%	2%	5%	1%	1
ttle better	7% 1	4%	5%	11%	8%	4%	8%	8%	3%	9%	8%	6% 2	20% 5%	6%	3%	3%	14%	9%	8%	3%	9%	8%	6%	12%	6%	2
out the same	10% 4	7%	12%	8%	16%	8%	7%	10%	13%	7%	8%	11% 1	10%	15%	7%	7%	12%	11%	13%	10%	9%	11%	11%	11%	13%	2
ttle worse	30% 2		30%	31%	38%	25%	29%	23%	35%	34%	35%		30% 27%	33%	22%	30%	19%	29%	30%	30%	25%	32%	30%	32%	31%	1
nsiderably worse	50% 1	.0%	50%	47%	36%	62%	54%	57%	47%	49%	48%	49% 3	33% 55%	42%	68%	61%	53%	50%	48%	55%	57%	45%	50%	41%	50%	7
						L																I				L
. Looking forward from today through the end o	of the year, that is, the entire 202	1 year	, how w	ould you			ations for	the econo	my in New York Sta	ate?																
						gion				1		r	Indust	Wholesale and					npany			Revenue		Busines	ss After P	Pander
	2020 20 Total To				Central/ Mohawk	Southern Tier	Finger Lakes	Western NY	Engineering and Construction	Food and Beverage	Financial	Manufacturing R	etail Servic		Entertainment/ Tourism	Health/Human Services	Professional Services	Less than 50	50 to 100	More than 100	Less than \$2.5 million	\$2.5 - less than \$5 million	More than \$5 million	Stronger	Survive	Таке
nsiderably better	5% 2		6%	9%	4%	2%	5%	5%	5%	7%	8%		6% 6%	6%	2%	1%	9%	6%	3%	6%	\$2.5 million 6%	55 million 7%	\$5 million 4%	10%	3%	
ittle better	35% 1		38%	38%	4%	39%	30%	31%	26%	24%	8% 44%		26% 42%		46%	34%	9% 44%		3% 26%	38%	38%	35%	4%	46%	31%	1
out the same	17% 3		16%	13%	20%	13%	17%	15%	20%	17%	14%		28% 12%		19%	20%	10%		18%	18%	17%	13%	19%	14%	17%	1
ttle worse	20% 3		17%	20%	24%	20%	21%	21%	22%	20%	16%		18% 21%		19%	18%	19%		22%	18%	18%	22%	21%	18%	24%	1
nsiderably worse	23% 9		22%	20%	15%	26%	28%	27%	26%	33%	17%		22% 19%		15%	27%	17%		31%	20%	21%	23%	25%	12%	24%	5
inderably worse	25/0	,,,,	22/0	2070	15/10	20/0	2070	2776	2070	3370	1770	2070 2	270 1570	2570	1370	2770	2770		51/0	20/0	21/0	2070	2570	1270	2470	
I. Now thinking specifically about your industry,	how would you describe the cur	ent bu	usiness c	or econor	mic conditic	ons in New	York State	e as comp	ared with one year	ago, that is I	pefore the (COVID-19 pandemic?					1						,			
•••••						gion							Indust	try				Co	npany	Size		Revenue		Busine	ss After P	Panden
	2020 2	019 C	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional	Less	50 to	More	Less than	\$2.5 - less than	More than			Taker
	Total To		Region	Hudson	Mohawk	Tier	Lakes	NY	Construction	Beverage		Manufacturing Re	etail Servic	e Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger		te
nsiderably better	5% 2		6%	6%	4%	3%	4%	2%	2%	4%	2%		4%	4%	3%	1%	8%	5%	5%	5%	5%	5%	5%	10%	2%	1
ittle better	12% 1		11%	15%	12%	11%	12%	11%	6%	8%	13%		21% 15%		5%	6%	13%	12%	8%	13%	10%	14%	12%	22%	8%	2
out the same	14% 3		15%	13%	18%	11%	13%	13%	14%	7%	21%		20% 18%		2%	8%	14%	16%	13%	9%	12%	16%	13%		16%	4
ittle worse	29% 3		30%	26%	30%	26%	33%	27%	41%	29%	46%		15% 23%		20%	34%	30%		39%	32%	27%	25%	34%	27%	35%	1
nsiderably worse	40% 1	.1%	38%	39%	35%	50%	38%	46%	38%	53%	19%	37% 3	33% 40%	35%	69%	51%	35%	41%	35%	42%	46%	40%	37%	27%	39%	8
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				w would		se your exp	pectations	s for your	industry here in Nev	N YORK?			Indust						npany	Cina		Revenue		Dusing	ss After P	Dender
	end of the year, that is, the entire	2021	year, nu															C0/	iipaily.			Revenue		Busilie	S AILEI F	Taker
				Mid	Reg Control/	Ŭ.	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health /Human	Drofossional	Loss	E0 to	More		¢2 E loss than	More then			
	2020 20	019 C	Capital		Central/	Southern		Western	Engineering and		Einancial	Manufacturing R	atail Sarvic	Wholesale and	Entertainment/	Health/Human	Professional		50 to	More than 100	Less than			Stronger	Jurvivo	
	2020 20 Total To	019 C otal R	Capital Region	Hudson	Central/ Mohawk	Southern Tier	Lakes	NY	Construction	Beverage	Financial		etail Servic	e Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million		Survive	
nsiderably better	2020 24 Total To 6% 2	019 C otal R 2%	Capital Region 8%	Hudson 8%	Central/ Mohawk 6%	Southern Tier 7%	Lakes 6%	NY 3%	Construction 5%	Beverage 8%	5%	5%	7% 6%	e Distribution 4%	Tourism 5%	Services 6%	Services 14%	than 50 7%	100 4%	than 100 6%	\$2.5 million 8%	\$5 million 5%	\$5 million 6%	14%	2%	(
nsiderably better ittle better	2020 2/ Total To 6% 2/ 34% 1	019 C otal R 2%	Capital Region 8% 31%	Hudson 8% 37%	Central/ Mohawk 6% 37%	Southern Tier 7% 34%	Lakes 6% 32%	NY 3% 34%	Construction 5% 26%	Beverage 8% 25%	5% 37%	5% 2 28% 2	7% 6% 29% 41%	Distribution 4% 38%	Tourism 5% 39%	Services 6% 31%	Services 14% 40%	than 50 7% 34%	100 4% 27%	than 100 6% 36%	\$2.5 million 8% 36%	\$5 million 5% 35%	\$5 million 6% 30%	14% 49%	2% 28%	1
nsiderably better ttle better out the same	2020 24 Total To 6% 2	019 C otal R 2% 6%	Capital Region 8% 31% 20%	Hudson 8% 37% 20%	Central/ Mohawk 6% 37% 23%	Southern Tier 7% 34% 16%	Lakes 6% 32% 21%	NY 3%	Construction 5%	Beverage 8%	5%	5% 2 28% 2 24% 2	7% 6% 29% 41% 29% 21%	e Distribution 4% 38% 21%	Tourism 5%	Services 6%	Services 14%	than 50 7% 34% 20%	100 4%	than 100 6% 36% 18%	\$2.5 million 8%	\$5 million 5%	\$5 million 6%	14%	2%	1
nsiderably better title better out the same title worse	2020 2 Total TT 6% 2 34% 1 20% 3 21% 3	019 C otal R 2% 6% 3%	Capital Region 8% 31%	Hudson 8% 37%	Central/ Mohawk 6% 37%	Southern Tier 7% 34%	Lakes 6% 32%	NY 3% 34% 19%	Construction 5% 26% 15%	Beverage 8% 25% 21%	5% 37% 27%	5% 2 28% 2 24% 2 21% 1	7% 6% 29% 41% 29% 21%	e Distribution 4% 38% 21%	Tourism 5% 39% 17%	Services 6% 31% 20%	Services 14% 40% 8%	than 50 7% 34% 20%	100 4% 27% 23%	than 100 6% 36%	\$2.5 million 8% 36% 18%	\$5 million 5% 35% 20%	\$5 million 6% 30% 22%	14% 49% 14%	2% 28% 25%	(1 1 1
nsiderably better ittle better out the same ittle worse nsiderably worse	2020 22 Totai T 6% 2 34% 1 20% 3 21% 3 18% 1	019 C otal R 2% 6% 3% 3%	Capital Region 8% 31% 20% 22% 19%	Hudson 8% 37% 20% 17% 19%	Central/ Mohawk 6% 37% 23% 22% 12%	Southern Tier 7% 34% 16% 21% 22%	Lakes 6% 32% 21% 20% 20%	NY 3% 34% 19% 25% 19%	Construction 5% 26% 15% 31% 24%	Beverage 8% 25% 21% 21%	5% 37% 27% 24%	5% 2 28% 2 24% 2 21% 1	7% 6% 29% 41% 29% 21% 17% 17%	e Distribution 4% 38% 21% 29%	Tourism 5% 39% 17% 17%	Services 6% 31% 20% 24%	Services 14% 40% 8% 22%	than 50 7% 34% 20% 21%	100 4% 27% 23% 24%	than 100 6% 36% 18% 23%	\$2.5 million 8% 36% 18% 19%	\$5 million 5% 35% 20% 21%	\$5 million 6% 30% 22% 24%	14% 49% 14% 17%	2% 28% 25% 26%	1 1 1
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insiderably better little better Jout the same little worse Insiderably worse	2020 2 Total T 34% 1 20% 3 34% 1 20% 3 18% 1 4, what are your expectations for 2020 2	019 C otal R 2% 6% 3% 3% 3% revenu	Capital Region 31% 20% 22% 19% ue throug Capital	Hudson 8% 37% 20% 17% 19% ugh the er Mid-	Central/ Mohawk 6% 23% 22% 12% mod of the ye Re Central/	Southern Tier 7% 34% 16% 21% 22% ear 2021? D sgion Southern	Lakes 6% 32% 21% 20% 20% 20% 50 you bel Finger	NY 3% 34% 19% 25% 19% ieve your	Construction 5% 26% 15% 31% 24% revenue will? Engineering and	Beverage 8% 25% 21% 21% 25%	5% 37% 27% 24% 8%	5% 28% 2 24% 2 21% 1 22% 1	7% 6% 29% 41% 29% 21% 17% 17% 18% 15%	e Distribution 4% 38% 21% 29% 8% try Wholesale and	Tourism 5% 39% 17% 22%	Services 6% 31% 20% 24% 20% Health/Human	Services 14% 40% 8% 22% 16% Professional	than 50 7% 34% 20% 21% 18% Cor Less	100 4% 27% 23% 24% 22% 50 to	than 100 6% 36% 18% 23% 17% Size More	\$2.5 million 8% 36% 18% 19% 19% Less than	\$5 million 5% 35% 20% 21% 18% Revenue \$2.5 - less than	\$5 million 6% 30% 22% 24% 19% More than	14% 49% 14% 17% 6% Busines	2% 28% 25% 26% 18% ss After P	Taker
nsiderably better ittle better out the same ittle worse sidderably worse . Now thinking specifically about your company	2020 2 Total T 34% 1 20% 3 21% 3 18% 1 18% 1 18% 1 20% 2 20% 2 18% 1 18% 18% 1 18% 18% 18% 18% 18% 18% 18% 18% 18% 18%	019 C otal R 2% 6% 3% 3% 7% 3% 7% 019 C019 C otal R	Capital Region 8% 31% 20% 22% 19% ue throug Capital Region	Hudson 8% 37% 20% 17% 19% ugh the er Mid-Hudson	Central/ Mohawk 6% 37% 23% 22% 12% 12% 12% Central/ Mohawk	Southern Tier 7% 34% 16% 21% 22% ear 2021? D sgion Southern Tier	Lakes 6% 32% 21% 20% 20% 20% 50 you bel Finger Lakes	NY 3% 34% 19% 25% 19% lieve your Western NY	Construction 5% 26% 15% 31% 24% revenue will? Engineering and Construction	Beverage 8% 25% 21% 21% 25%	5% 37% 27% 24% 8% Financial	5% 2 28% 2 24% 2 21% 1 22% 1 Manufacturing R	7% 6% 29% 41% 29% 21% 17% 17% 18% 15% Indust etail Servic	e Distribution 4% 38% 21% 29% 8% try try Wholesale and Distribution	Tourism 5% 39% 17% 22% Entertainment/ Tourism	Services 6% 31% 20% 24% 20%	Services 14% 40% 8% 22% 16% Professional Services	than 50 7% 34% 20% 21% 18% Cor Less than 50	100 4% 27% 23% 24% 22% 50 to 100	than 100 6% 36% 18% 23% 17% Size More than 100	\$2.5 million 8% 36% 18% 19% 19% Less than \$2.5 million	\$5 million 5% 35% 20% 21% 18% Revenue \$2.5 - less than \$5 million	\$5 million 6% 30% 22% 24% 19% Nore than \$5 million	14% 49% 14% 17% 6% Busines Stronger	2% 28% 25% 26% 18% ss After P Survive	C 1 1 5 Pander Taker t
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Giole partical instability 1/4 1/2 1/3 <	Moderately increase your workforce Remain about the same Decrease your workforce Q12. And thinking about challenges that your company faces, which of th Existing U.S. competition Governmental regulation Taxation Foreign competition Energy costs Risk management	2% 1% 25% 299 62% 579 10% 129 e 100 2020 201 Total Total 20% 249 59% 659 59% 589 75% 9% 27% 229 19% 229	5 2% 6 25% 6 62% 6 10% are you co are you co g Capita all Region 6 6 59% 6 59% 6 57% 5 4% 6 24% 6 18%	3% 30% 58% 9% 9% 10 Nid- n Hudson 26% 53% 55% 55% 30% 19%	3% 24% 63% 10% vith? R Central/ Mohawk 18% 56% 62% 62% 6% 26% 19%	4% 1% 25% 23% 60% 65% 11% 11% Southern Finger Tier Lakes 11% 16% 64% 56% 62% 59% 8% 8% 44% 24%	0% 26% 63% 11% Western NY 27% 64% 56% 9% 19% 21%	2% 27% 56% 15% Engineering and Construction 18% 68% 74% 4% 32% 28%	1% 22% 62% 14% Food and Beverage 21% 61% 63% 7% 41% 12%	0% 26% 63% 11% Financial 19% 75% 73% 2% 2%	4% 27% 61% 8% 8% 21% 64% 64% 64% 64% 24% 36% 14%	2% 3% 22% 27% 67% 60% 9% 10% Industr 8 51% 77% 52% 4% 4% 23% 23% 10% 19%	0% 19% 7% 4% Wholesale and Distribution 40% 65% 71% 8% 33% 15%	3% 25% 63% 8% Entertainment/ Tourism 9% 48% 50% 2% 36% 26%	3% 27% 62% 8% Health/Human Services 10% 48% 13% 0% 13% 0% 32%	0% 20% 70% 11% Professional Services 19% 57% 47% 0% 10%	2% 39 25% 21' 65% 62' 8% 14' Compa Less 50 than 50 10 20% 16' 55% 68' 60% 66' 7% 69 29% 30' 17% 19'	% % % % % % % % % % % % % % % % % % %	4% 2 30% 2: 51% 6: 15% 1: re More Less aan 100 \$2.5 r 24% 1: 65% 44 48% 5: 5% 7 23% 2: 29% 1:	% 1% 1% 5% 2% 2% sithan \$2 million 3 8% 9% 2% 2% 5% 6% 4% 2%	2% 28% 60% 9% Revenue 2.5 - less than \$5 million 23% 57% 61% 7% 30% 20%	3% 26% 61% 11% More than \$5 million 21% 68% 63% 7% 27% 23%	4% 40% 54% 2% Busine Stronger 24% 49% 52% 6% 18% 21%	1% 19% 70% 10% ess After F 8wrvive 18% 65% 62% 7% 30% 17%	0% 10% 55% 35% Pandemic Taken large toll 21% 64% 69% 12% 44% 22%
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Human resources Main Mark	Moderately increase your workforce Remain about the same Decrease your workforce Q12. And thinking about challenges that your company faces, which of th Existing U.S. competition Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs	2% 1% 25% 29 62% 577 10% 129 e following e 2020 201 Total Tota 20% 249 59% 568 7% 9% 27% 229 19% 229 55% 449 50% 669	5 2% 6 25% 6 62% 6 10% are you co 9 Capita Region 6 22% 6 59% 6 59% 6 59% 6 24% 6 18% 6 63% 6 50%	3% 30% 58% 9% 9% 000cerned v Hid- n Hudson 26% 53% 55% 55% 55% 55% 9% 69% 54%	3% 24% 63% 10% with? Ref Central/ Mohawk 18% 62% 6% 62% 6% 26% 64% 45%	4% 1% 25% 23% 60% 65% 11% 11% 11% 11% 5outhern Finger 11% 16% 64% 55% 64% 55% 64% 55% 64% 55% 64% 25% 16% 66% 64% 55% 66% 64%	0% 26% 63% 11% Western NY 27% 64% 56% 9% 19% 21% 68% 49%	2% 2% 56% 15% Engineering and Construction 18% 68% 74% 4% 22% 28% 68% 56%	1% 22% 62% 14% 7% 61% 63% 63% 7% 41% 12% 62% 46%	0% 26% 63% 11% Financial 19% 75% 73% 2% 11% 25% 70% 41%	4% 27% 61% 8% 21% 64% 64% 64% 24% 26% 14% 64% 55%	2% 3% 22% 27% 67% 60% 9% 10% Industr Retail Service 22% 22% 58% 51% 77% 52% 4% 4% 34% 23% 12% 19% 61% 64%	0% 19% 77% 4% Wholesale and Distribution 40% 65% 71% 8% 33% 15% 69% 52%	3% 25% 63% 8% Tourism 9% 48% 50% 2% 2% 26% 74% 29%	3% 27% 62% 8% Health/Human Services 10% 48% 13% 0% 14% 32% 68% 56%	0% 20% 70% 11% Services 19% 57% 47% 0% 10% 16% 16% 42%	2% 39 25% 21' 65% 62' 8% 14' Compa Less 50 than 50 10 20% 16' 55% 68' 60% 66' 29% 30' 17% 19' 67% 69' 46% 61'	%	4% 2 30% 2: 51% 6! 15% 1: 15% 1: 15% 1: 16% 4! 48% 5: 5% 7 23% 2! 29% 1: 64% 7: 64% 3:	Stan \$2. is than \$3. is than \$3. is than \$5.	2% 28% 60% 9% Revenue 2.5 - less than \$5 million 23% 57% 61% 7% 30% 20% 63% 57%	3% 26% 61% 11% More than \$5 million 21% 68% 63% 7% 27% 23% 55% 57%	4% 40% 54% 2% Busine Stronger 24% 49% 52% 6% 18% 6%	1% 19% 70% 10% ess After P 8 8 8 8 6 5% 6 5% 6 2% 7% 30% 6 7% 5 3%	0% 10% 55% 35% 2andemic Taken large toll 21% 64% 69% 12% 44% 22% 81% 51%
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Ability to obtain suitable financing 9% 8% 8% 11% 8% 5% 7% 12% 9% 7% 5% 7% 9% 13% 6% 9% 4% 10% 9% 8% 12% 6% 8% 7% 6% 24% U.S. trade agreements 11% 1% 3% 13% 10% 3% 2% 3% 3% 11% 16% 9% 11% 14% 9% 13% 10% 3% 2% 3% 11% 16% 9% 10% 11% 14% 9% 13% 11% 10% 9% 13% 10% 11% 10% 14% 9% 13% 11% 10% 11% 14% 9% 13% 11% </td <td>Moderately increase your workforce Remain about the same Decrease your workforce Q12. 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Note at all confident 18% N/A 14% 17% 15% 27% 20% 13% 24% 17	Somewhat confident Not very confident Not at all confident Q20. How satisfied have you been with the federal government's 2020 m Very satisfied Somewhat satisfied Not too satisfied Not too satisfied Q21. How confident are you about the federal government's manageme Very confident Somewhat confident Somewhat confident	4%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7	6% 24% 40% 30% 6 Capital 1 Region 7% 30% 24% 39% 9 pandem 9 Capital 1 Region 11% 6 Capital 1 Region 11%	4% 34% 31% 31% D-19 pane Mid- Hudson 7% 23% 25% 45% ik moving Kido- Hudson 15% 48%	31% 36% 28% demic? Reg Central/ Mohawk 10% 35% 27% 29% forward? Reg Central/ Mohawk 10%	27% 35% 34% ion Southern Tier 9% 40% 19% 32% ion Southern Tier 17% 30%	3% 4 26% 2 40% 3 32% 3 Finger We Lakes 1 9% 4 35% 2 23% 3 33% 3 33% 4 Finger We Lakes 1 5% 2 43% 3	% 28% % 30% % 40% tern Engineering ann Construction 6 13% % 23% w 25% tern Engineering ann Y Construction 6 6 6% % 38%	24% 29% 43% 43% 5% 28% 28% 33% 33% 4 Food and Beverage 12% 29%	23% 46% 28% Financial 8% 44% 20% 28% Financial 7% 48%	21% 2 40% 4 38% 3 38% 3 15% 3 22% 4 27% 2 27% 2 27% 2 38% 3 Manufacturing Re 4% 6 36% 4	!% (1% 2 0% 3 7% 2 Inc 8% 3 6% 2 9% 2 2% 4 inc 1 stail See 12% 4	6% 0% 27% 20% 27% 39% 99% 41% dustry Wholesale and Distribution 7% 11% 22% 24% 33% 28% the second seco	5% 36% 43% 16% Entertainment/ Tourism 9% 22% 24% 45% Entertainment/ Tourism 10% 55%	4% :: 49% : 49% : 26% : 20% : Health/Human Prof. 58*0/21% : 40% : 40% : Health/Human Prof. Services Se 16% : 47% :	13% 4% 22% 2.7% 39% 3.7% 16% 3.2% essional Less truices than 50 3% 8% 15% 3.1% 16% 2.3% 51% 3.1% cessional Less truices than 50 51% 3.8% 4.3% 1.4% Struices than 50 than 51 1.4% Struices than 51 3.8% 4.3%	24% 30% 30% 45% 0 50 tr 11% 32% 29% 27% 0 50 tr 0 7% 32% 32%	30% 30% 38% 25% 9 More than 100 6% 32% 36% 9 More than 100 6% 13% 13% 48% 48%	30% 36% 29% 29% Less than \$2.5 million 26% 25% 41% Less than \$2.5 million 14% 42%	35% 35% 8evenue \$2.5 - less than \$5 million 9% 34% 24% 33% Revenue \$2.5 - less than \$5 million 9% 44%	38% 33% More than 55 million 9% 34% 23% 34% 34% 34%	35% 21% Busine Stronger 6% 28% 22% 44% Busine Stronger 15% 49%	35% ss After Pa Survive 9% 36% 27% 29% 1 ss After Pa 1 Survive 9% 41%	ndemic aken large toll 13% 27% 23% 37% 37% aken large toll 3% 24%
	Somewhat confident Not very confident Not at all confident Q20. How satisfied have you been with the federal government's 2020 m Very satisfied Somewhat satisfied Not too satisfied Q21. How confident are you about the federal government's manageme Very confident Somewhat confident Not too confident	4%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7	6% 24% 40% 30% 6 the COV 9 Capital 1 Region 7% 30% 24% 39% 9 pandem 9 pandem 1 Region 1 Region 1 Region 1 % 31%	4% 34% 32% 31% D-19 panc Mid- Hudson 7% 23% 45% 45% Mid- Hudson 15% 48% 21%	31% 36% 28% demic? Reg Central/ Mohawk 10% 35% 27% 29% 29% Central/ Mohawk 10% 45% 30%	27% 35% 34% Southern Tier 9% 40% 19% 32% Southern Tier 17% 30% 26%	3% 4 26% 2 40% 3 32% 3 32% 3 Finger We Lakes 1 9% 6 35% 2 23% 3 33% 3 33% 3 5% 2 43% 3 33% 3	% 28% % 30% % 30% % 40% term Engineering and Construction 6 13% % 23% % 25% term Engineering and Construction 6 6% 38% 31%	24% 29% 43% 43% 5% 28% 33% 33% 33% 5% 5% 28% 5% 28% 5% 5% 28% 5% 5% 5% 28% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5%	23% 46% 28% 28% 44% 20% 28% 28% Financial 7% 48% 33%	21% 2 40% 4 38% 3 87% 3 21 27% 27% 2 27% 2 27% 2 40% 6 36% 3 36% 3	!% (1% 2 0% 3 7% 2 Inc stail See 2% 4 2% 4 stail See stail See 1nc 1nc stail See 2% 4 5% 2	6% 0% 20% 20% 7% 39% 99% 41% ustry Wholesale and Distribution 28% 37% 23% 28% ustry Wholesale and Wholesale and Distribution 8% 2% 005 2% 005 45%	5% 36% 43% 16% Entertainment/ Tourism 9% 22% 24% 24% 24% 24% 5% 5% 28%	4% :: 49% :: 26% :: 20% : Health/Human Prof. Services Se 6% : 133% : 40% : Health/Human Prof. Services Se 16% : 47% : 24% :	13% 4% 22% 27% 32% 27% 39% 37% 16% 32% cessional Less than 50 31% 8% 13% 15% 31% 16% 23% 8% 21% 11% 31% 12% 11% 38% 43% 17% 30%	24% 30% 30% 45% 30% 45% 30% 50 tr 11% 32% 29% 27% 50 tr 100 7% 32% 32% 34%	30% 30% 38% 38% 25% 25% 0 More than 100 6% 5 32% 6 36% 9 More than 100 13% 4 48% 5 23%	30% 36% 29% 40% 52.5 million 8% 25% 41% 41% 41% 42% 28%	35% 35% Revenue \$2.5 - less than \$5 million 9% 34% 24% 32% Revenue \$2.5 - less than \$5 million 9% 44% 30%	38% 33% More than \$5 million 9% 34% 23% 34% More than \$5 million 9% 41% 30%	35% 21% Busine Stronger 6% 28% 22% 44% Busine Stronger 15% 49% 23%	35% ss After Pa ss After Pa 9% 36% 27% 29% ss After Pa ss After Pa 1 Survive 9% 41% 34%	ndemic aken large toll 13% 27% 23% 37% 37% aken large toll 3% 24% 31%
	Somewhat confident Not very confident Not at all confident Q20. How satisfied have you been with the federal government's 2020 m Very satisfied Somewhat satisfied Not too satisfied Q21. How confident are you about the federal government's manageme Very confident Somewhat confident Not too confident	4%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7%, 7	6% 24% 40% 30% 6 the COV 9 Capital 1 Region 7% 30% 24% 39% 9 pandem 9 pandem 1 Region 1 Region 1 Region 1 % 31%	4% 34% 32% 31% D-19 panc Mid- Hudson 7% 23% 45% 45% Mid- Hudson 15% 48% 21%	31% 36% 28% demic? Reg Central/ Mohawk 10% 35% 27% 29% 29% Central/ Mohawk 10% 45% 30%	27% 35% 34% Southern Tier 9% 40% 19% 32% Southern Tier 17% 30% 26%	3% 4 26% 2 40% 3 32% 3 32% 3 Finger We Lakes 1 9% 6 35% 2 23% 3 33% 3 33% 3 5% 2 43% 3 33% 3	% 28% % 30% % 30% % 40% term Engineering and Construction 6 13% % 23% % 25% term Engineering and Construction 6 6% 38% 31%	24% 29% 43% 43% 5% 28% 33% 33% 33% 5% 5% 28% 5% 28% 5% 5% 28% 5% 5% 5% 28% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5%	23% 46% 28% 28% 44% 20% 28% 28% Financial 7% 48% 33%	21% 2 40% 4 38% 3 87% 3 21 27% 27% 2 27% 2 27% 2 40% 6 36% 3 36% 3	!% (1% 2 0% 3 7% 2 Inc stail See 2% 4 2% 4 stail See stail See 1nc 1nc stail See 2% 4 5% 2	6% 0% 20% 20% 7% 39% 99% 41% ustry Wholesale and Distribution 28% 37% 23% 28% ustry Wholesale and Wholesale and Distribution 8% 2% 005 2% 005 45%	5% 36% 43% 16% Entertainment/ Tourism 9% 22% 24% 24% 24% 24% 5% 5% 28%	4% :: 49% :: 26% :: 20% : Health/Human Prof. Services Se 6% : 133% : 40% : Health/Human Prof. Services Se 16% : 24% :	13% 4% 22% 27% 32% 27% 39% 37% 16% 32% cessional Less than 50 31% 8% 13% 15% 31% 16% 23% 8% 21% 11% 31% 12% 11% 38% 43% 17% 30%	24% 30% 30% 45% 30% 45% 30% 50 tr 11% 32% 29% 27% 50 tr 100 7% 32% 32% 34%	30% 30% 38% 38% 25% 25% 0 More than 100 6% 5 32% 6 36% 9 More than 100 13% 4 48% 5 23%	30% 36% 29% 40% 52.5 million 8% 25% 41% 41% 41% 42% 28%	35% 35% Revenue \$2.5 - less than \$5 million 9% 34% 24% 32% Revenue \$2.5 - less than \$5 million 9% 44% 30%	38% 33% More than \$5 million 9% 34% 23% 34% More than \$5 million 9% 41% 30%	35% 21% Busine Stronger 6% 28% 22% 44% Busine Stronger 15% 49% 23%	35% ss After Pa ss After Pa 9% 36% 27% 29% ss After Pa ss After Pa 1 Survive 9% 41% 34%	ndemic aken large toll 13% 27% 23% 37% 37% aken large toll 3% 24% 31%

Q22. Thinking specifically about your immediate geographic area, includ	ding yours	anda		counties i			climate i	mproving a	staving the same or		, ,													-	
Q22. Thinking specifically about your minediate geographic area, includ	uning yours	and ac	Jacent c	ouncies, is		gion	chinater	inproving, s	staying the same of	worsening			Industry	v				Col	mpany	Size		Revenue		Busine	ss After Pandemic
	2020	2019	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional	Less	50 to	More	Less than	\$2.5 - less than	More than		Taken lar
	Total		Region		Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100		\$2.5 million	\$5 million	\$5 million		Survive toll
Improving	11%		8%	15%	14%	10%	10%	9%	7%	13%	8%	6%	7% 14%	13%	10%	10%	17%	11%	4%	11%	13%	11%	8%	19%	7% 2%
Staying the same		53%			53%	37%	46%		45%	43%	57%	48%	56% 45%	40%	59%	48%	53%		45%		48%	48%	49%	60%	48% 17%
Worsening	41%	32%	36%	32%	33%	53%	44%	53%	48%	44%	34%	46%	37% 41%	47%	31%	42%	30%	41%	50%	39%	39%	41%	43%	21%	46% 81%
Q23. Which of the following industry sectors do you think will have a po	ositivo imr	act on	the eco	nomic vit:	ality of your	geographi	c area int	the next thr	an to five vears?					1	1										
Q25. Which of the following industry sectors do you think will have a po	Jaicive imp	accon	the ecol	ionne vita	Re	gion	c area int	ine next th	ee to live years:				Industry	v				Co	mpany	Size		Revenue		Busine	ss After Pandemic
	2020	2019	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and			industri	Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than	Jusine	Taken lar
	Total		Region		Mohawk	Tier	Lakes	NY	Construction	Beverage	Financial	Manufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive toll
Education	15%	23%	14%	10%	10%	30%	12%	18%	23%	5%	17%	14%	12% 16%	23%	7%	13%	12%	14%	19%	15%	5%	25%	15%	15%	17% 5%
Tourism		20%	16%	10%	28%	19%	27%	24%	12%	30%	13%	21%	28% 21%	15%	57%	24%	9%	23%	13%	20%	31%	21%	16%	19%	23% 30%
Technology		17%	31%	21%	20%	6%	14%	14%	18%	12%	25%	17%	33% 20%	21%	3%	12%	13%	19%	16%	19%	15%	19%	19%	25%	15% 12%
Transportation	3%	4%	2%	4%	3%	5%	2%	2%	5%	7%	3%	4%	4% 1%	4%	0%	1%	1%	2%	3%	5%	1%	3%	5%	2%	4% 3%
Medical Green and sustainable energy	15% 9%	14% 4%	13% 11%	21% 17%	11% 5%	9% 12%	16% 6%	20% 4%	11% 11%	8% 11%	20% 12%	14% 4%	9% 15% 2% 11%	11% 2%	14%	26% 10%	29% 17%	14% 9%	20% 11%	17% 7%	16% 13%	10% 6%	18% 8%	12% 12%	16% 18% 8% 6%
Manufacturing	9%		6%	5%	13%	12%	13%		11%	11%	2%	4%	6% 9%	15%	2%	3%	9%	9% 10%	11%	11%	13%	9%	8%	9%	10% 12%
Other	8%			12%	9%	6%	8%		10%	8%	8%	10%	6% 7%	9%	7%	10%	8%	8%	7%	7%	9%	8%	8%	6%	8% 14%
																			.,.						
Q24. Turning to your impressions of the local workforce. Is there an amp	ple supply	/ of loc	al worke	rs that ar	e appropria	tely traine	d for you	r employme	ent needs?				1	1	1										
					Re	gion							Industry						mpany			Revenue		Busine	ss After Pandemic
			Capital		Central/	Southern			Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than	,	Taken lar
	Total				Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive toll
Yes	28%				18%	22%	26%	35%	22%	24%	34%	18%	23% 26%	43%	34%	30%	49%	28%	24%	27%	26%	28%	28%	31%	24% 30%
No Don't know	61% 11%				73% 8%	70% 8%	63% 11%	54% 11%	74% 4%	62% 14%	49% 16%	73% 9%	68% 60% 8% 14%	49% 9%	48% 17%	52% 17%	41%		66% 10%	68% 5%	56% 17%	62% 9%	65% 7%	60% 9%	64% 56% 12% 14%
	1170	070	1470	1370	670	070	1170	11%	476	1470	10%	376	870 1470	376	1776	1776	1170	1270	10%	376	1770	3%	170	370	12/0 14/0
Q25. What types of workers are you having the most difficulty recruiting	ng?				1	1	1					1				1								I	
	Ť I	-		-	Re	gion							Industry	Y				Co	mpany	Size		Revenue		Busine	ss After Pandemic
	2020	2019	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional	Less	50 to	More	Less than	\$2.5 - less than	More than		Taken lar
	Total		Region		Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million		Survive toll
Unskilled	28%		27%	17%	32%	24%	34%		16%	48%	8%	39%	32% 26%	31%	43%	26%	8%	27%	25%	36%	25%	29%	30%	25%	31% 29%
Semi-skilled		N/A			60%	60%	54%		55%	68%	23%	67%	69% 47%	74%	55%	54%	42%		63%	50%	57%	55%	56%	54%	57% 57%
Skilled	50%	N/A N/A			55%	55%	52%		70%	47%	33% 71%	55%	47% 52% 15% 44%	24%	33%	52%	48%		56% 34%	48%	52%	49%	50%	49% 38%	51% 52%
Professional	3470	IN/A	5770	40%	27%	36%	33%	2070	30%	11%	/1/0	26%	13/0 44/0	12%	21%	41%	62%	29%	3470	45%	32%	31%	36%	3070	30% 31%
Q26. Do you feel the local workforce, in general, has access to training f	for releva	nt skill:	s that vo	ur compa	ny will need	l in five vea	ars?					1	I I	1	1	1									
	T		1			gion							Industry	Y				Co	mpany	Size		Revenue		Busine	ss After Pandemic
	2020	2019	Capital	Mid-	Central/	Southern	Finger	Western	Engineering and	Food and				Wholesale and	Entertainment/	Health/Human	Professional		50 to		Less than	\$2.5 - less than	More than		Taken lar
	Total		Region		Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive toll
Yes, for all positions	22%				16%	16%	25%	25%	23%	22%	26%	13%	18% 24%	30%	30%	18%	27%	24%	16%	19%	28%	20%	20%	23%	22% 20%
Yes, for some, but not all positions	54%			55% 27%	53% 30%	56%	53%	50%	53% 23%	45% 34%	61%	55% 32%	57% 52% 25% 24%	38%	49% 21%	75% 7%	56% 17%	49%	63%	61%	48% 24%	51% 29%	58% 22%	56% 21%	53% 48%
NO	24%	N/A	17%	21%	30%	28%	23%	24%	23%	34%	13%	32%	25% 24%	32%	21%	1%	1/%	27%	21%	20%	24%	29%	22%	21%	25% 32%
Q27. Which of the following most closely matches your company:	ł			·	1		1																		
																									ss After Pandemic
	0000				Re	gion							Industry	v				Col	mpany	Size		Revenue		Busine	
	2020	2019	Capital	Mid-	Re Central/	gion Southern	Finger	Western	Engineering and	Food and			Industry	y Wholesale and	Entertainment/	Health/Human	Professional		mpany 50 to		Less than	Revenue \$2.5 - less than	More than	Busine	Taken lar
	Total	Total	Region	Hudson	Central/ Mohawk	Southern Tier	Lakes	NY	Engineering and Construction		Financial	Manufacturing	Retail Service		Entertainment/ Tourism	Health/Human Services	Services	Less than 50	50 to 100	More than 100	Less than \$2.5 million		More than \$5 million	Stronger	Taken lar Survive toll
Active internal program to encourage employee growth and		Total	Region		Central/	Southern					Financial 56%	Manufacturing 51%		Wholesale and	,			Less	50 to	More		\$2.5 - less than			Taken lar
Active internal program to encourage employee growth and development	Total 51%	Total N/A	Region 57%	Hudson 54%	Central/ Mohawk 48%	Southern Tier 62%	Lakes 43%	NY 46%	Construction 56%	Beverage 47%	56%	51%	Retail Service	Wholesale and Distribution 51%	Tourism 44%	Services 45%	Services 53%	Less than 50 45%	50 to 100 67%	More than 100 64%	\$2.5 million 43%	\$2.5 - less than \$5 million 49%	\$5 million 58%	Stronger 62%	Survive Taken lar 47% 37%
	Total 51%	Total N/A	Region	Hudson	Central/ Mohawk	Southern Tier	Lakes	NY	Construction	Beverage		Ű	Retail Service	Wholesale and Distribution	Tourism	Services	Services	Less than 50	50 to 100	More than 100	\$2.5 million	\$2.5 - less than \$5 million	\$5 million	Stronger	Taken lar Survive toll
development Encourages employee growth and development through outside sources	Total 51%	Total N/A N/A	Region 57% 26%	Hudson 54% 24%	Central/ Mohawk 48% 28%	Southern Tier 62% 28%	Lakes 43% 29%	NY 46% 32%	Construction 56% 27%	Beverage 47% 32%	56% 30%	51%	Retail Service 55% 49% 16% 31%	Wholesale and Distribution 51% 15%	Tourism 44% 28%	Services 45% 36%	Services 53% 30%	Less than 50 45% 29%	50 to 100 67% 23%	More than 100 64% 25%	\$2.5 million 43% 31%	\$2.5 - less than \$5 million 49% 30%	\$5 million 58% 24%	Stronger 62% 23%	Survive Taken lar toll 47% 37% 31% 29%
development	Total 51%	Total N/A N/A	Region 57%	Hudson 54%	Central/ Mohawk 48%	Southern Tier 62%	Lakes 43%	NY 46%	Construction 56%	Beverage 47%	56%	51%	Retail Service	Wholesale and Distribution 51%	Tourism 44%	Services 45%	Services 53%	Less than 50 45%	50 to 100 67%	More than 100 64%	\$2.5 million 43%	\$2.5 - less than \$5 million 49%	\$5 million 58%	Stronger 62%	Survive Taken lar 47% 37%
development Encourages employee growth and development through outside sources Does not have active processes in place	Total 51%	Total N/A N/A	Region 57% 26%	Hudson 54% 24%	Central/ Mohawk 48% 28%	Southern Tier 62% 28%	Lakes 43% 29%	NY 46% 32%	Construction 56% 27%	Beverage 47% 32%	56% 30%	51%	Retail Service 55% 49% 16% 31%	Wholesale and Distribution 51% 15%	Tourism 44% 28%	Services 45% 36%	Services 53% 30%	Less than 50 45% 29%	50 to 100 67% 23%	More than 100 64% 25%	\$2.5 million 43% 31%	\$2.5 - less than \$5 million 49% 30%	\$5 million 58% 24%	Stronger 62% 23%	Survive Taken lar toll 47% 37% 31% 29%
development Encourages employee growth and development through outside sources	Total 51% es 28% 21%	Total N/A N/A N/A	Region 57% 26% 17%	Hudson 54% 24% 21%	Central/ Mohawk 48% 28% 25% Re	Southern Tier 62% 28% 10% gion	Lakes 43% 29% 28%	NY 46% 32% 22%	Construction 56% 27% 17%	Beverage 47% 32% 22%	56% 30%	51%	Retail Service 55% 49% 16% 31%	Wholesale and Distribution 51% 15% 34%	Tourism 44% 28% 28%	Services 45% 36% 19%	Services 53% 30% 18%	Less than 50 45% 29% 26% Co	50 to 100 67% 23% 10%	More than 100 64% 25% 11% Size	\$2.5 million 43% 31% 27%	\$2.5 - less than \$5 million 49% 30% 21% Revenue	\$5 million 58% 24% 18%	Stronger 62% 23% 15%	Survive Taken lar toll 47% 37% 31% 29% 22% 34% ss After Pandemic
development Encourages employee growth and development through outside sources Does not have active processes in place	Total 51% 28% 21% 21% 2200	Total N/A N/A N/A 2019	Region 57% 26% 17% Capital	Hudson 54% 24% 21% Mid-	Central/ Mohawk 48% 28% 25% Re Central/	Southern Tier 62% 28% 10% gion Southern	Lakes 43% 29% 28% Finger	NY 46% 32% 22% Western	Construction 56% 27% 17% Engineering and	Beverage 47% 32% 22% Food and	56% 30% 15%	51% 30% 19%	Retail Service 55% 49% 16% 31% 29% 20%	Wholesale and Distribution 51% 15% 34% Wholesale and	Tourism 44% 28% 28% Entertainment/	Services 45% 36% 19% Health/Human	Services 53% 30% 18% Professional	Less than 50 45% 29% 26% Coi Less	50 to 100 67% 23% 10% 50 to	More than 100 64% 25% 11% Size More	\$2.5 million 43% 31% 27% Less than	\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than	\$5 million 58% 24% 18% More than	Stronger 62% 23% 15% Busine	Survive Taken lar toll 47% 37% 31% 29% 22% 34% ss After Pandemic Taken lar
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company:	Total 51% es 28% 21% 2 2020 Total	Total N/A N/A N/A 2019 Total	Region 57% 26% 17% Capital Region	Hudson 54% 24% 21% Mid- Hudson	Central/ Mohawk 48% 28% 25% Re Central/ Mohawk	Southern Tier 62% 28% 10% gion Southern Tier	Lakes 43% 29% 28% Finger Lakes	NY 46% 32% 22% Western NY	Construction 56% 27% 17% Engineering and Construction	Beverage 47% 32% 22% Food and Beverage	56% 30% 15% Financial	51% 30% 19% Manufacturing	Retail Service 55% 49% 16% 31% 29% 20% Industry Retail	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution	Tourism 44% 28% 28% Entertainment/ Tourism	Services 45% 36% 19% Health/Human Services	Services 53% 30% 18% Professional Services	Less than 50 45% 29% 26% 26% Cor Less than 50	50 to 100 67% 23% 10% 50 to 100	More than 100 64% 25% 11% Size More than 100	\$2.5 million 43% 31% 27% Less than \$2.5 million	\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than \$5 million	\$5 million 58% 24% 18% More than \$5 million	Stronger 62% 23% 15% Busine Stronger	Survive Taken lar toll 47% 37% 31% 29% 22% 34% ss After Pandemic Survive toll
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development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned	Total 51% 28% 21% 21% 200 Total 57% 24% 19% 2020 Total 57% 24% 19% 2020	Total N/A N/A N/A 2019 Total N/A N/A N/A velopme 2019	Region 57% 26% 17% Capital Region 62% 23% 15% capital Capital	Hudson 54% 24% 21% Mid- Hudson 57% 24% 18% syour com Mid-	Central/ Mohawk 48% 28% 25% 25% Central/ Mohawk 55% 25% 20% Re 20% Re 20% Re 20%	Southern Tier 10% 28% 10% 3000 gion Southern Tier 52% 28% 19% 29% Southern 52% 28% 19% Southern 52% 28%	Lakes 43% 29% 28% 28% 57% 24% 19% 57%	NY 46% 32% 22% Western NY 53% 23% 24% Western	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and	Beverage 47% 32% 22% Food and Beverage 56% 29% 15%	56% 30% 15% Financial 64% 21% 15%	51% 30% 19% 	Retail Service 55% 49% 16% 31% 29% 20% retail Service 55% 52% 6% 26% 38% 23% Industry	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Mistribution 66% 13% 21% Wholesale and Mistribution	Tourism 44% 28% 28% Entertainment/ 54% 35% 11% Entertainment/	Services 45% 36% 19% Health/Human Services 57% 42% 1%	Services 53% 30% 18% Professional Services 57% 26% 18%	Less than 50 45% 29% 26% Co Less 23% 26% Co Less	50 to 100 67% 23% 10% 10% 50 to 72% 9% 9% 50 to 50 to	More than 100 64% 25% 11% Size More than 100 68% 28% 3% 3% Size More	\$2.5 million 43% 31% 27% Less than \$2.5 million 41% 28% 31% 31%	\$2.5 - less than \$5 million 49% 21% Revenue \$2.5 - less than \$5 million 63% 22% 15% Revenue \$2.5 - less than	\$5 million 58% 24% 18% More than \$5 million 65% 22% 14% More than	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Busine	Taken lar sourvive Taken lar sourvive 47% 37% 31% 29% 22% 34% 28 34% Stafter Pandemic Taken lar sourvive 56% 31% 24% 24% 20% 45% ss After Pandemic Taken lar
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growtle	Total 51% 28% 21% 7000 7000 7000 7000 7000 19% 1000 7000 <td>Total N/A N/A N/A 2019 Total N/A N/A N/A N/A 2019 Total Z019</td> <td>Region 57% 26% 17% Capital Region 62% 23% 15% eent does Capital Region</td> <td>Hudson 54% 24% 21% Mid- Hudson 57% 24% 18% syour com Mid- Hudson</td> <td>Central/ Mohawk 48% 28% 25% 25% Central/ Mohawk 55% 20% 20% Central/ Central/ Mohawk</td> <td>Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% ? gion Southern Tier</td> <td>Lakes 43% 29% 28% 28% 57% 24% 19% Finger Lakes</td> <td>NY 46% 32% 22% </td> <td>Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction</td> <td>Beverage 47% 32% 22% Food and Beverage 56% 29% 15% Food and Beverage</td> <td>56% 30% 15% Financial 64% 21% 15% Financial</td> <td>51% 30% 19% 55% 23% 22% Manufacturing</td> <td>Retail Service 55% 49% 16% 31% 29% 20% retail Service 55% 52% 38% 23% 38% 23% retail Gervice Service 55% 9% 26% 38% 23% retail Gervice</td> <td>Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution</td> <td>Tourism 44% 28% 28% 28% Image: second second</td> <td>Services 45% 36% 19% Health/Human Services 57% 42% 1% Health/Human Services</td> <td>Services 53% 30% 18% Professional S7% 26% 18% Professional Services</td> <td>Less than 50 45% 29% 26% Co Less than 50 51% 23% 26% Co Less than 50</td> <td>50 to 100 67% 23% 10% 10% 50 to 100 72% 20% 9% 9% 50 to 100</td> <td>More than 100 64% 25% 11% Size More than 100 68% 28% 3% 3% Size More than 100</td> <td>\$2.5 million 43% 31% 27% Less than \$2.5 million 41% 28% 31% 31% Less than \$2.5 million</td> <td>\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than \$5 million Revenue \$2.5 - less than \$22% 15%</td> <td>\$5 million \$8% 24% 18% 18% 55 million 65% 22% 14% More than \$5 million</td> <td>Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Busine Stronger</td> <td>Taken lar volspan="2">tol 47% 21% 31% 29% 22% 34% 2 34% 5 5 56% 31% 24% 24% 20% 45% 20% 45% ss After Pandemic Taken lar Survive tol</td>	Total N/A N/A N/A 2019 Total N/A N/A N/A N/A 2019 Total Z019	Region 57% 26% 17% Capital Region 62% 23% 15% eent does Capital Region	Hudson 54% 24% 21% Mid- Hudson 57% 24% 18% syour com Mid- Hudson	Central/ Mohawk 48% 28% 25% 25% Central/ Mohawk 55% 20% 20% Central/ Central/ Mohawk	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% ? gion Southern Tier	Lakes 43% 29% 28% 28% 57% 24% 19% Finger Lakes	NY 46% 32% 22% 	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction	Beverage 47% 32% 22% Food and Beverage 56% 29% 15% Food and Beverage	56% 30% 15% Financial 64% 21% 15% Financial	51% 30% 19% 55% 23% 22% Manufacturing	Retail Service 55% 49% 16% 31% 29% 20% retail Service 55% 52% 38% 23% 38% 23% retail Gervice Service 55% 9% 26% 38% 23% retail Gervice	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution	Tourism 44% 28% 28% 28% Image: second	Services 45% 36% 19% Health/Human Services 57% 42% 1% Health/Human Services	Services 53% 30% 18% Professional S7% 26% 18% Professional Services	Less than 50 45% 29% 26% Co Less than 50 51% 23% 26% Co Less than 50	50 to 100 67% 23% 10% 10% 50 to 100 72% 20% 9% 9% 50 to 100	More than 100 64% 25% 11% Size More than 100 68% 28% 3% 3% Size More than 100	\$2.5 million 43% 31% 27% Less than \$2.5 million 41% 28% 31% 31% Less than \$2.5 million	\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than \$5 million Revenue \$2.5 - less than \$22% 15%	\$5 million \$8% 24% 18% 18% 55 million 65% 22% 14% More than \$5 million	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Busine Stronger	Taken lar volspan="2">tol 47% 21% 31% 29% 22% 34% 2 34% 5 5 56% 31% 24% 24% 20% 45% 20% 45% ss After Pandemic Taken lar Survive tol
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growtl Internally developed training	Total 51% 28% 21% 21% 200 Total 57% 24% 19% th and deve Total 74%	Total N/A N/A N/A 2019 Total N/A N/A N/A 2019 Total N/A	Region 57% 26% 17% Capital Region 62% 23% 15% sent does Capital Region 74%	Hudson 54% 24% 21% Mid- Hudson 57% 24% 18% your com Mid- Hudson 76%	Central/ Mohawk 48% 28% 25% Central/ Mohawk 55% 25% 20% Re 20% Re Central/ Mohawk 72%	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% 9% 9% Southern Tier 77%	Lakes 43% 29% 28% 28% 57% 24% 19% 19% Finger Lakes 71%	NY 46% 32% 22% Western NY 53% 23% 24% Western NY 76%	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction 73%	Beverage 47% 32% 22% Food and Beverage 56% 29% 15% Food and Beverage 75%	56% 30% 15% Financial 64% 21% 15% Financial	51% 30% 19% 55% 23% 22% Manufacturing 82%	Retail Service 55% 49% 16% 31% 29% 20% 55% 52% 6% 26% 38% 23% Industry Retail Service 80% 6% 80% 6%	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution 7 Wholesale and Distribution 78%	Tourism 44% 28% 28% 28% Intertainment/ 54% 35% 11% Entertainment/ Tourism 81%	Services 45% 36% 19% Health/Human Services 5% 42% 1% Health/Human Services 73%	Services 53% 30% 18% Professional Services 57% 26% 18% Professional Services 66%	Less than 50 45% 29% 26% Co Less 26% 23% 26% 26% Co Less than 50 69%	50 to 100 67% 23% 10% 10% 50 to 100 72% 20% 9% 9% 50 to 100 86%	More than 100 64% 25% 11% Size More than 100 68% 28% 3% Size More than 100 82%	\$2.5 million 43% 31% 27% 27% 41% 28% 31% 31% 41% 28% 31% 52.5 million 66%	\$2.5 - less than \$5 million 49% 21% 74% 82.5 - less than 55 million 55 million 55% 75%	\$5 million \$8% 24% 18% 18% 55 million 65% 22% 14% More than \$5 million 78%	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Busine Stronger 68% 24% 8% 9 9 68 24% 8% 9 9 79%	Taken lar volume Taken lar volume 47% 37% 31% 29% 31% 29% 31% 29% 31% 29% ss After Pandemic Taken lar 24% 26% 31% 24% 24% 20% 45% ss After Pandemic Taken lar Volume ss After Volume Taken lar Volume ss After Volume Taken lar Volume Survive toll 72% 6.7%
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growth Internally developed training Outsourced training	Total 51% 28% 21% 2000 Total 57% 24% 19% 2020 Total 74% 58%	Total N/A N/A N/A N/A Z019 Total N/A N/A N/A Z019 Total N/A N/A N/A N/A	Region 57% 26% 17% Capital Region 62% 23% 15% sent does Capital Region 74% 63%	Hudson 54% 24% 21%	Central/ Mohawk 28% 25% 25% Central/ Mohawk 55% 25% 20% 20% Central/ Mohawk 55% 57%	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% ? gion Southern Tier	Lakes 43% 29% 28% 57% 24% 19% Finger Lakes 71% 56%	NY 46% 32% 22% Western NY 53% 23% 24% Western NY 56% 60%	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction	Beverage 47% 32% 22% 22% 22% 15% Food and Beverage 56% 29%	56% 30% 15% Financial 64% 21% 15% Financial 75% 80%	51% 30% 19% 55% 23% 22% Manufacturing	Retail Service 55% 49% 16% 31% 29% 20% retail Service 55% 52% 6% 26% 38% 23% retail Service 80% Service 80% Service 80% Gé%	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution	Tourism 44% 28% 28% 28% Image: second	Services 45% 36% 19% Health/Human Services 57% 42% 1% Health/Human Services	Services 53% 30% 18% Professional S7% 26% 18% Professional Services	Less than 50 45% 29% 26% Co Less than 50 51% 23% 26% Co Less than 50 69% 54%	50 to 100 67% 23% 10% 23% 50 to 100 72% 20% 9% 9% 9% 50 to 100 86% 68%	More than 100 64% 25% 11% Size More than 100 68% 3% Size More than 100 82% 72%	\$2.5 million 43% 31% 27% Less than \$2.5 million 41% 28% 31% 31% Less than \$2.5 million	\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than \$5 million Revenue \$2.5 - less than \$22% 15%	\$5 million 58% 24% 18% 18% More than 55 million 55% 22% 14% More than \$5 million 55 million 55 million	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Stronger 79%	Taken lar solution 47% 20% 31% 2.9% 22% 3.4% 28 3.4% Softer Pandemic 10% 56% 3.1% 24% 2.4% 20% 4.5% 20% 4.5% 20% 4.5% 20% 4.5% 20% 4.5% 20% 4.5% 20% 4.5% 20% 6.7% 54% 3.8%
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growtl Internally developed training Outsourced training Mentorships	Total 51% 28% 21% 21% 200 Total 57% 24% 19% th and deve Total 74%	Total N/A N/A N/A Z019 Total N/A N/A N/A V/A Z019 Total N/A N/A N/A N/A	Region 57% 26% 17% Capital Region 62% 23% 15% eent does Capital Region 63% 39%	Hudson 54% 24% 21% Mid-Hudson 57% 24% I8% your com Mid-Hudson 76% 54%	Central/ Mohawk 48% 28% 25% Central/ Mohawk 55% 25% 20% Re 20% Re Central/ Mohawk 72%	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% 19% 300 Southern Tier 77% 600 34%	Lakes 43% 29% 28% 57% 24% 19% 57% 24% 57% 24% 57% 24% 57% 24% 19%	NY 46% 32% 22% Western NY 53% 23% 24% Western NY 76%	Construction \$6% 27% 17% Engineering and Construction 57% 22% 11% Engineering and Construction 73% 62%	Beverage 47% 32% 22% Food and Beverage 56% 29% 15% Food and Beverage 75% 42% 35%	56% 30% 15% Financial 64% 21% 15% Financial	51% 30% 19% 55% 23% 22% Manufacturing 82% 53%	Retail Service 55% 49% 16% 31% 29% 20% 29% 20% 29% 39% 20% 39% 20% 23% 20% 23%	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution 7% 39%	Tourism 44% 28% 28% 28% 1000000000000000000000000000000000000	Services 45% 36% 19% Health/Human Services 57% 42% 1% Health/Human Services 73% 73% 73% 73%	Services 53% 30% 18% Professional Services 57% 26% 18% Professional Services 69% 61%	Less than 50 45% 29% 26% Co Less 26% 23% 26% 26% Co Less than 50 69%	50 to 100 67% 23% 10% 10% 50 to 100 72% 20% 9% 9% 50 to 100 86%	More than 100 64% 25% 11% Size More than 100 68% 28% 3% Size More than 100 82%	\$2.5 million 43% 31% 27% 27% \$2.5 million 41% 28% 31% 31% \$2.5 million 66% 53%	\$2.5 - less than \$5 million 49% 30% 21% Revenue \$2.5 - less than \$5 million 76% \$5%	\$5 million \$8% 24% 18% 18% 55 million 65% 22% 14% More than \$5 million 78%	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Busine Stronger 79% 72% 47%	Taken lar volume Taken lar volume 47% 37% 31% 29% 31% 29% 31% 29% 31% 29% ss After Pandemic Taken lar 24% 26% 31% 24% 24% 20% 45% ss After Pandemic Taken lar Volume ss After Volume Taken lar Volume ss After Volume Taken lar Volume Survive toll 72% 6.7%
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growth Internally developed training Outsourced training	Total 51% 28% 21% 2 2 200 Total 57% 24% 19% 2000 Total 57% 24% 19% 2000 Total 58% 39% 49% 33%	Total N/A N/A N/A N/A 2019 Total N/A N/A N/A V/A N/A N/A	Region 57% 26% 17% Capital Region 62% 23% 15% Capital Region 62% 23% 15% Capital Region 74% 63% 39% 52%	Hudson 54% 24% 21% Mid-Hudson 57% 24% 18% your com Mid-Hudson 76% 54% 47%	Central/ Mohawk 48% 25% 25% Central/ Mohawk 55% 25% 20% 20% Central/ Re Central/ Mohawk 72% 57% 38%	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% 28% 19% Southern Tier 77% 60%	Lakes 43% 29% 28% 57% 24% 19% Finger Lakes 71% 56%	NY 46% 32% 22% Western NY 53% 23% 24% Western NY 76% 60% 37% 47% 32%	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction 73% 62% 43%	Beverage 47% 32% 22% 22% 22% 15% Food and Beverage 56% 29%	56% 30% 15% Financial 64% 21% 15% Financial 75% 80% 44%	51% 30% 19% 55% 23% 22% Manufacturing 82% 53% 33%	Retail Service 55% 49% 16% 31% 29% 20% 29% 20% 29% 39% 20% 39% 20% 23% 20% 23%	Wholesale and Distribution 51% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution 78% 39% 22%	Tourism 44% 28% 28% 28% Intertainment/ 54% 35% 11% Entertainment/ Tourism 81% 81% 54% 52%	Services 45% 36% 19% Health/Human Services 57% 42%	Services 53% 30% 18% Professional Services 57% 26% Professional Services 59% 69% 61% 57%	Less 45% 29% 26% Cox 51% 23% 23% 26% Cox 65% 69% 54% 36% 43% 22%	50 to 100 67% 23% 10% 50 to 100 72% 20% 9% 9% 9% 9% 9% 50 to 100 86% 68% 43% 57% 42%	More than 100 64% 25% 11% Size More than 100 68% 28% 3% Size More than 100 82% 72%	\$2.5 million 43% 31% 27% 27% 27% 28% 31% 31% 31% 28% 31% 28% 31% 40%	\$2.5 - less than \$5 million 49% 21% 21% Revenue \$2.5 - less than \$5 million 63% 22% 15% Revenue \$2.5 - less than \$5 million 76% 59% 37%	\$5 million 5% 24% 18% 18% 55 million 65% 22% 14% More than \$5 million 78% 63% 33%	Stronger 62% 23% 15% Busine Stronger 68% 24% 8% Stronger 79% 72% 47% 58% 40%	Taken lar volspan="2">1 47% 37% 47% 37% 31% 29% 22% 34% 2 34% 5 56% 24% 24% 20% 45% 20% 45% 20% 45% 20% 67% 54% 38%
development Encourages employee growth and development through outside sources Does not have active processes in place Q28. Which of the following most closely matches your company: The next generation of leadership is already here We will hire from outside the company for the next generation of leadership Not concerned Q29. Which of the following methods of or support for employee growth Internally developed training Outsourced training Mentorships Reimbursement or paying for training	Total 51% 28% 21% 21% 700 700 19% 19% 2020 704 57% 24% 19% 2020 704% 2020 704% 98% 39%	Total N/A N/A N/A N/A 2019 Total N/A N/A N/A V/A N/A N/A	Region 57% 26% 17% Capital Region 62% 23% 15% Capital Region 62% 23% 15% Capital Region 74% 63% 39% 52%	Hudson 54% 24% 21% Mid-Hudson 57% 24% 18% your com Mid-Hudson 76% 54% 44%	Central/ Mohawk 48% 28% 25% 25% 25% 25% 20% 20% 20% 20% 20% 25% 25% 25% 38% 47%	Southern Tier 62% 28% 10% Southern Tier 52% 28% 19% ? gion Southern Tier 77% 60% 34% 56%	Lakes 43% 29% 28% 28% Finger Lakes 57% 24% 19% 19% 56% 71% 56% 39% 48%	NY 46% 32% 22% western NY 53% 23% 24% western NY 76% 60% 37%	Construction 56% 27% 17% Engineering and Construction 67% 22% 11% Engineering and Construction 73% 62% 43%	Beverage 47% 32% 22% 56% 29% 15% Food and Beverage 56% 29% 15% 75% 42% 35% 36%	56% 30% 15% Financial 64% 21% 15% 15% Financial 75% 80% 44% 69%	51% 30% 19% 23% 23% 22% Manufacturing 82% 53% 33% 55%	Retail Service 55% 49% 16% 31% 29% 20% 7 1000 8 20% 7 1000 8 55% 55% 52% 6% 26% 38% 23% 8 6% 40% 62% 42% 62% 39% 45%	Wholesale and Distribution 51% 15% 15% 34% Wholesale and Distribution 66% 13% 21% Wholesale and Distribution 68% 39% 39% 22% 41%	Tourism 44% 28% 28% Entertainment/ Tourism 54% 35% 11% Entertainment/ Tourism 81% 54% 52% 37%	Services 45% 36% 19% Health/Human Services 57% 42% 1% Health/Human Services 73% 79% 42% 54%	Services 53% 30% 18% Professional Services 57% 26% 18% Professional Services 60% 61% 57% 44%	Less than 50 26% 26% 26% Less than 50 51% 23% 26% 26% 26% 26% 43%	50 to 100 67% 23% 10% 50 to 100 72% 20% 9% 50 to 100 86% 68% 68% 43% 57%	More than 100 64% 25% 11% Size More than 100 68% 3% Size More than 100 82% 72% 66%	\$2.5 million 43% 31% 27% 27% 41% 28% 31% 31% 41% 28% 31%	\$2.5 - less than \$5 million 49% 21% 21% Revenue \$2.5 - less than \$5 million 63% 22% 15% Revenue \$2.5 - less than \$5 million 76% 59% 37% 52%	55 million 58% 24% 18% 18% More than 55 million 55% 22% 14% More than 55 million 78% 63% 56%	Stronger 62% 23% 15% 15% Busine Stronger 68% 24% 8% Stronger 79% 72% 47% 58%	Taken lar survive total difference 47% 37% 31% 29% 22% 34% 22% 34% start Faren lar Survive 20% 45% 24% 24% 20% 45% 20% 65% 31% 24% 20% 65% 31% 24% 24% 24% 25% 65% 35% 63% 35% 34%

Q30A. Would you say COVID-19 has increased, decreased, or had	I no impact on: Dem	and for vo	our produc	ct(s)/service	(s)																		
					gion						Industry						mpany S			Revenue		Business	After Pandemic
	2020 2019			Central/		Finger West						Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than			Taken lar
Increased	Total Total 32% N/A			Mohawk 37%	Tier 27%	Lakes N 31% 24		Beverage 1 26%	Financial M 34%	Manufacturing 21%	Retail Service 54% 36%	Distribution 28%	Tourism 26%	Services 42%	Services 44%	than 50 31%	100 30%	than 100 37%	\$2.5 million 33%	\$5 million 30%	\$5 million 32%		rvive toll 9% 9%
Decreased	51% N/A			47%	61%	47% 54		62%	34%	57%	32% 46%	60%	71%	42%	53%		56%	51%	53%	48%	52%		8% 84%
No impact	17% N/A					22% 22		12%	29%	22%	15% 18%	13%	3%	15%	3%		14%	12%	14%	21%	16%		3% 7%
Q30B. Would you say COVID-19 has increased, decreased, or had n	no impact on: Your r	evenue		Pa	gion						Industry	,				60	mpany S	ize		Revenue		Business	After Pandemic
	2020 2019	Capital	Mid-	Central/		Finger West	ern Engineering and	Food and			industr	Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than	Busiliess	Taken lar
	Total Tota	I Region	Hudson		Tier	Lakes N	Construction			Aanufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100		\$2.5 million	\$5 million	\$5 million	Stronger Su	rvive toll
Increased	20% N/A		19%	_		24% 17		21%	22%	19%	38% 18%	24%	14%	12%	29%	19%		22%	15%	22%	22%		.5% 0%
Decreased	67% N/A			62% 16%	78% 12%	67% 66 10% 17		68% 11%	52% 26%	67% 13%	52% 68% 10% 14%	65% 11%	81% 5%	78%	61% 10%	68% 14%	64%	65%	74% 11%	65% 13%	63% 16%		9% 98% 7% 2%
No impact	13% N/A	15%	11%	16%	12%	10% 17	6 19%	11%	26%	13%	10% 14%	11%	5%	10%	10%	14%	13%	13%	11%	13%	16%	13%	.7% 2%
Q30C. Would you say COVID-19 has increased, decreased, or had n	no impact on: Your r	rofitabilit	ty									1		1									1
					gion						Industry		r		1		mpany S			Revenue		Business	After Pandemic
	2020 2019			Central/		Finger West						Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than \$2.5 million	\$2.5 - less than	More than		Taken lar
Increased	Total Tota 18% N/A				Tier 9%	Lakes N 16% 15		Beverage 1 12%	Financial M 24%	Manufacturing 15%	Retail Service 36% 18%	Distribution 22%	Tourism 10%	Services 9%	Services 29%	than 50 18%	100 18%	than 100 21%	\$2.5 million 15%	\$5 million 22%	\$5 million 18%	Stronger Su 34%	rvive toll .1% 1%
Decreased	66% N/A				73%	68% 73		68%	55%	68%	51% 65%	62%	81%	79%	54%	67%		64%	73%	66%	62%		1% 97%
No impact	16% N/A	14%	17%	17%	18%	17% 12	6 16%	19%	21%	17%	13% 17%	16%	9%	12%	17%	15%	18%	15%	12%	12%	20%	18%	.8% 2%
Q30D. Would you say COVID-19 has increased, decreased, or had r	no impact on: The si	ze of your	r workfor		-1						ter durater					6-		No.		0		Dusiness	After Pandemic
	2020 2019	Capital	Mid-	Central/	gion Southern	Finger West	ern Engineering and	Food and			Industry	Wholesale and	Entertainment/	Health/Human	Professional		mpany S 50 to	More	Less than	Revenue \$2.5 - less than	More than	Dusiness	Taken lar
	Total Tota		Hudson		Tier	Lakes N	Construction			Aanufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100		\$2.5 million	\$5 million	\$5 million		rvive toll
Increased	11% N/A			11%	6%	10% 10		12%	10%	12%	13% 12%	7%	3%	10%	18%	11%		11%	9%	15%	10%		6% 2%
Decreased	48% N/A				55% 39%	48% 52 43% 38		63% 25%	33% 57%	45% 43%	43% 44%	41% 52%	76%	60% 30%	34%	45% 44%	47% 42%	60% 30%	48% 43%	47%	50% 41%		8% 76%
No impact	41% N/A	41%	41%	40%	39%	43% 38	6 38%	25%	57%	43%	43% 44%	52%	21%	30%	48%	44%	42%	30%	43%	38%	41%	41%	6% 22%
Q30E. Would you say COVID-19 has increased, decreased, or had n	no impact on: Your (ost of doi	ing busine	ess	1 1								1									l	
				Re	gion						Industry	1		1	ġ.		mpany S			Revenue		Business	After Pandemic
	2020 2019			Central/		Finger West						Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than			Taken lar
Increased	Total Tota 75% N/A		Hudson 66%			Lakes N 78% 77		Beverage 1 85%	Financial M 64%	Nanufacturing 80%	Retail Service 81% 66%	Distribution 81%	Tourism 77%	Services 78%	Services 65%	than 50 72%		than 100 79%	\$2.5 million 68%	\$5 million 77%	\$5 million 77%	71% Stronger	rvive toll 4% 85%
Decreased	9% N/A			5%	12%	7% 99		7%	14%	7%	4% 10%	6%	11%	9%	14%	9%	9%	10%	9%	9%	9%		4% 83% 8% 7%
No impact	17% N/A		21%	15%	20%	15% 14	6 15%	8%	22%	13%	14% 24%	13%	12%	13%	21%	19%	13%	11%	23%	14%	14%	18%	.7% 8%
Q31. Did you receive any federal funds to assist you in either keepi	ping your business or	pen or to a	adapt to C				- 1				Industry												After Pandemic
	2020 2019	Capital	Mid-	Central/	gion Southern	Finger West	ern Engineering and	f Food and			Industry	Wholesale and	Entertainment/	Health/Human	Professional		mpany S 50 to	More	Less than	Revenue \$2.5 - less than	More than	Business	Taken lar
	Total Tota					Lakes N		Beverage	Financial M	Aanufacturing	Retail Service	Distribution	Tourism	Services	Services	than 50	100		\$2.5 million	\$5 million	\$5 million	Stronger Su	
Yes	75% N/A			81%	78%	70% 78		81%	45%	77%	76% 72%	81%	81%	82%	69%		84%	61%	73%	81%	72%		7% 74%
No	25% N/A	27%	29%	19%	22%	30% 22	6 18%	19%	55%	23%	24% 28%	19%	19%	18%	31%	22%	16%	39%	27%	19%	28%	28%	3% 26%
Q32A. Please indicate whether you have made each of the following	ving operational char	ges in sne	cific resp	onse to COV	ID-19: Increa	sed ability for	employees to work at	thome															
Q32A. Please indicate whether you have made each of the following	ing operational change	ges in spe	cine resp			sed ability for	employees to work a	chome			Industry												After Pandemic
				ĸe	gion						muusu	/				Co	mpany S	Size		Revenue		Business	
	2020 2019			Central/	Southern	Finger West						Wholesale and	Entertainment/	Health/Human	Professional	Less	50 to	More	Less than	\$2.5 - less than			Taken lar
	Total Tota	I Region	Hudson	Central/ Mohawk	Southern Tier	Lakes N	Construction	Beverage		Nanufacturing	Retail Service	Distribution	Tourism	Services	Services	Less than 50	50 to 100	More than 100	\$2.5 million	\$2.5 - less than \$5 million	\$5 million	Stronger Su	rvive toll
Already made this change	Total Tota 57% N/A	I Region 67%	Hudson 68%	Central/ Mohawk 46%	Southern Tier 53%	Lakes N 53% 56	Construction	Beverage 1 23%	93%	58%	Retail Service	Distribution 44%	Tourism 52%	Services 82%	Services 84%	Less than 50 48%	50 to 100 62%	More than 100 85%	\$2.5 million 48%	\$2.5 - less than \$5 million 56%	\$5 million 64%	Stronger Su 72%	rvive toll
Plan to make this change within 6 months	Total Total 57% N/A 1% N/A	I Region 67% 1%	68%	Central/ Mohawk 46% 0%	Southern Tier 53% 1%	Lakes N 53% 56 1% 19	Construction 55%	Beverage 1 23% 0%	93% 0%	58% 1%	Retail Service 21% 63% 2% 0%	Distribution 44% 2%	Tourism	Services 82% 0%	Services 84% 0%	Less than 50 48% 0%	50 to 100 62% 0%	More than 100 85% 1%	\$2.5 million 48% 0%	\$2.5 - less than \$5 million 56% 1%	\$5 million 64% 0%	Stronger SL 72% 1 0% 1	rvive toll i0% 41% 1% 1%
Plan to make this change within 6 months Do not plan to make this change	Total Tota 57% N/A 1% N/A 42% N/A	I Region 67% 1% 32%	Hudson 68% 0% 32%	Central/ Mohawk 46% 0% 54%	Southern Tier 53% 1% 46%	Lakes N 53% 56 1% 19 46% 43	Construction 6 55% 6 0% 6 45%	Beverage 1 23%	93%	58%	Retail Service	Distribution 44%	Tourism 52% 0%	Services 82%	Services 84%	Less than 50 48% 0%	50 to 100 62%	More than 100 85%	\$2.5 million 48%	\$2.5 - less than \$5 million 56%	\$5 million 64%	Stronger SL 72% 1 0% 1	rvive toll
Plan to make this change within 6 months	Total Tota 57% N/A 1% N/A 42% N/A	I Region 67% 1% 32%	Hudson 68% 0% 32%	Central/ Mohawk 46% 0% 54%	Southern Tier 53% 1% 46% ID-19: Reduce	Lakes N 53% 56 1% 19 46% 43	Construction 6 55% 6 0% 6 45%	Beverage 1 23% 0%	93% 0%	58% 1%	Retail Service 21% 63% 2% 0% 77% 37%	Distribution 44% 2% 53%	Tourism 52% 0%	Services 82% 0%	Services 84% 0%	Less than 50 48% 0% 51%	50 to 100 62% 0% 38%	More than 100 85% 1% 14%	\$2.5 million 48% 0%	\$2.5 - less than \$5 million 56% 1% 43%	\$5 million 64% 0%	Stronger Su 72% 2 0% 2 28% 4	toll 00% 41% 1% 1% 9% 58%
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Q32F. Please indicate whether you have made each of the following	g operational o	hanges in s	pecific resp	onse to COV	/ID-19: Redu	ced workforce																	
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	Total			on Mohawk		Lakes NY	Construction		Financial	Manufacturing	Retail Servi		Tourism	Services	Services	than 50		an 100 \$2		\$5 million	\$5 million	Stronger Surv	
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Plan to keep this indefinitely	43% N/A			31%	33%		46%	27%	71%	50%	41%		50%	43%	10%	45%	39%	54%	29		56%	44%	36%	40%	43%	47%
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Q33. How significant a financial impact did COVID-19 related safety n	neasures (PPE, ph	vsical space r	nodificatio			cts, etc.) h	ave on yo	ur business?																1		
	2020 2010	Contral		Regio		Finance		Facility of the second	Fred at 1			<u> </u>	Industry		Fortantalana 11	the state (the se	Desfauria 1		oany Size			Revenue		Busin	ess After	1
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Very significant	26% N/A			24%	31%	24%	23%	13%	32%	14%	21%	32%	25%	13%	43%	54%	28%		25% 44		23%	23%	30%	24%	22%	48%
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Not too significant	30% N/A			33%	32%		27%	37%	25%	46%	36%		25%	48%	22%	11%	19%		9% 15		30%	32%	28%	28%	34%	19%
Not at all significant	8% N/A	12% :	12%	7%	1%	6%	8%	7%	6%	14%	4%	6%	13%	7%	2%	3%	10%	10%	5% 49	% :	10%	7%	7%	8%	9%	4%
Q34A. During the pandemic period, how difficult was it for your comp	pany to obtain INT	ERNAL profe	ssional IT	assistance	·e?							L									-					
gour burng the paraente period, now annear was it to your com		Entrice prote		Regio									Industry					Com	oany Size			Revenue		Busin	ess After	Pandemic
	2020 2019	Capital 1	Mid- Ce	entral/ S	Southern	Finger \	Western	Engineering and	Food and					Wholesale and	Entertainment/	Health/Human	Professional		0 to Mo	ore Les	ess than \$2.	2.5 - less than	More than			Taken large
	Total Total			ohawk	Tier	Lakes	NY	Construction	Beverage	Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services					\$5 million	\$5 million	Stronger	Survive	toll
Very difficult Somewhat difficult	2% N/A 6% N/A			3% 7%	3% 9%	4% 8%	1% 4%	2%	6% 8%	0%	2%	4% 4%	1% 4%	0%	2%	2%	3%		2% 29 5% 10		2% 6%	2% 4%	2% 7%	2% 4%	1%	6% 8%
Not too difficult	24% N/A			25%	27%		4%	27%	17%	25%	24%	4% 30%	23%	26%	23%	17%	28%		28% 28		17%	4% 24%	28%	4% 23%	27%	8%
Not at all difficult	29% N/A			25%	25%		29%	32%	21%	45%	34%		24%	33%	14%	32%	37%	23%			15%	33%	37%	36%	26%	25%
Not applicable	39% N/A	30% 4	45%	40%	37%	40%	38%	34%	49%	20%	36%	33%	48%	31%	50%	32%	31%	48%	14	!% !	58%	37%	26%	35%	39%	44%
Q34B. During the pandemic period, how difficult was it for your comp																										
Q34B. During the pandemic period, how difficult was it for your comp	pany to obtain OU	ISOURCED p	rotessiona	Regio									Industry					Com	oany Size			Revenue		Bucin	ess After	Pandamic
	2020 2019	Capital 1	Mid- Ce			Finger \	Western	Engineering and	Food and				maasay	Wholesale and	Entertainment/	Health/Human	Professional		0 to Mo	ore Les		2.5 - less than	More than	busin		Taken large
	Total Total			ohawk	Tier	Lakes	NY	Construction	Beverage	Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services					\$5 million	\$5 million	Stronger	Survive	toll
Very difficult	3% N/A			3%	1%	2%	4%	3%	1%	5%	1%	3%	3%	0%	0%	3%	6%		4% 49		2%	3%	3%	2%	2%	6%
Somewhat difficult Not too difficult	11% N/A 24% N/A			13% 28%	10% 25%		14% 29%	7% 28%	14% 19%	13% 25%	10% 26%	14% 31%	7% 24%	14% 26%	16% 22%	16% 14%	9% 19%	12% 23%	8% 89 14% 20		16% 21%	10% 24%	8% 26%	9% 23%	11% 26%	13% 17%
Not at all difficult	27% N/A			27%	28%		24%	31%	16%	29%	34%	21%	24%	43%	20%	31%	33%		14% 28		17%	33%	32%	33%	26%	18%
Not applicable	35% N/A			30%	36%		31%	31%	49%	29%	30%	31%	42%	17%	42%	36%	34%		40		44%	30%	32%	33%	34%	46%
Q35. Which of the following do you most expect to be true of your bu	usiness when the p	andemic is n	no longer a										Industry					C				D		Duralia	ess After	De un el e una l e
	2020 2019	Capital I	Mid- Ce	Regionation Regionatio Regionationationationationationationationat		Finger \	Western	Engineering and	Food and				industry	Wholesale and	Entertainment/	Health/Human	Professional		oany Size 0 to Mo	ore Les		Revenue	More than	BUSIN	ess After	Taken large
	Total Total		udson M	ohawk	Tier	Lakes	NY	Construction	Beverage	Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services	than 50		100 \$2.5	5 million	\$5 million	\$5 million	Stronger	Survive	toll
Stronger				2004			30%	27%	32%	46%							570/				35%	37%	38%	100%	0%	0%
Survive	37% N/A			39%	35%						34%	32%		33%	27%	41%	57%								100%	0%
	50% N/A	49%	39%	48%	50%	54%	55%	65%	45%	54%	50%	50%	46%	51%	55%	48%	31%	51%	69% 40)%	46%	51%	52%	0%		
Taken large toll		49%	39%			54%							46%					51%)%		51% 12%	10%	0% 0%	0%	100%
	50% N/A 14% N/A	49% 3 13% 3	39% 14%	48% 13%	50% 14%	54% 14%	55% 15%	65% 8%	45% 23%	54% 0%	50% 16%	50%	46%	51%	55%	48%	31%	51%	69% 40)%	46%					100%
Taken large toll	50% N/A 14% N/A	49% 3 13% 3	39% 14%	48% 13%	50% 14% ustry, abou	54% 14%	55% 15%	65% 8%	45% 23%	54% 0%	50% 16%	50% 18%	46%	51%	55%	48%	31%	51% ! 16%	69% 40)%	46% 20%	12% Revenue	10%	0%		
Taken large toll	50% N/A 14% N/A to the COVID-19 2020 2019	49% 3 13% 2 pandemic too Capital	39% 14% o strict for Mid- Ce	48% 13% your indu Regio	50% 14% ustry, abou on Southern	54% 14% ut right for Finger	55% 15% r your ind Western	65% 8% ustry, or not strict of Engineering and	45% 23% enough for Food and	54% 0% /our industr	50% 16% r y?	50% 18%	46% 13% Industry	51% 16% Wholesale and	55% 18% Entertainment/	48% 11% Health/Human	31% 13% Professional	51% ! 16% Com Less 5	9% 40 4% 99 0 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	0% /	46% 20% ess than \$2	12% Revenue 2.5 - less than	10% More than	0% Busin	0% ess After	Pandemic Taken large
Taken large toll Q36. Were the New York State restrictions on businesses in response	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total	49% 3 13% 2 pandemic too Capital Region Hu	39% 14% o strict for Mid- udson M	48% 13% your indu Regio entral/ S ohawk	50% 14% ustry, abou on Southern Tier	54% 14% ut right for Finger Lakes	55% 15% r your ind Western NY	65% 8% ustry, or not strict Engineering and Construction	45% 23% enough for Food and Beverage	54% 0% your industr	50% 16% Y? Manufacturing	50% 18% Retail	46% 13% Industry Service	51% 16% Wholesale and Distribution	55% 18% Entertainment/ Tourism	48% 11% Health/Human Services	31% 13% Professional Services	51% ! 16% Com Less 5 than 50	9% 40 4% 99 0 to Mo 100 than	0% 4 % 2 0re Les 100 \$2.5	46% 20% ess than 5 million	12% Revenue 2.5 - less than \$5 million	10% More than \$5 million	0% Busin Stronger	0% ess After Survive	Pandemic Taken large toll
Taken large toll	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total 40% N/A	49% 3 13% 2 Dandemic too Capital M Region Hu 36% 3	39% 14% o strict for Mid- udson M 37%	48% 13% your indu Regio entral/ S ohawk 41%	50% 14% ustry, abou on Southern Tier 46%	54% 14% ut right for Finger V Lakes 45%	55% 15% r your inde Western NY 35%	65% 8% ustry, or not strict of Engineering and	45% 23% enough for Food and Beverage 55%	54% 0% /our industr	50% 16% r y?	50% 18% Retail 46%	46% 13% Industry Service 36%	51% 16% Wholesale and	55% 18% Entertainment/ Tourism 48%	48% 11% Health/Human Services 24%	31% 13% Professional	51% ! 16% Less 5 than 50 40%	9% 40 4% 99 5000 Size 0 to Mo 100 than 11% 38	0% 4 % 2 0re Les 100 \$2.5	46% 20% ess than 5 million 43%	12% Revenue 2.5 - less than	10% More than	0% Busin Stronger 30%	0% ess After Survive 38%	Pandemic Taken large
Taken large toll Q36. Were the New York State restrictions on businesses in response	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total	49% : 13% : pandemic too Capital I Region Hu 36% : 61% !	39% 14% o strict for Mid- ce udson 37% 58%	48% 13% your indu Regio entral/ S ohawk	50% 14% ustry, abou on Southern Tier	54% 14% ut right for Finger V Lakes 45%	55% 15% r your ind Western NY	65% 8% ustry, or not strict of Engineering and Construction 42%	45% 23% enough for Food and Beverage	54% 0% your industr Financial 40%	50% 16% Y? Manufacturing 39%	50% 18% Retail	46% 13% Industry Service 36%	51% 16% Wholesale and Distribution 42%	55% 18% Entertainment/ Tourism	48% 11% Health/Human Services	31% 13% Professional Services 30%	51% 1 16% 1 Less 5 than 50 40% 4 58% 1	9% 40 4% 99 5000 Size 0 to Mo 100 than 11% 38	0% 4 % 2 bore Less 100 \$2.5 % 4	46% 20% ess than 5 million	12% Revenue 2.5 - less than \$5 million 35%	10% More than \$5 million 41%	0% Busin Stronger	0% ess After Survive	Pandemic Taken large toll 72%
Taken large toll Q36. Were the New York State restrictions on businesses in response Too strict About right Not strict enough	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total 40% N/A 58% N/A 2% N/A	49% : 13% : pandemic too Capital I Region Hu 36% : 61% !	39% 14% o strict for Mid- ce udson 37% 58%	48% 13% your indu Regio entral/ S ohawk 41% 58%	50% 14% ustry, abou on Southern Tier 46% 51%	54% 14% ut right for Lakes 45% 54%	55% 15% r your inde Western NY 35% 63%	65% 8% ustry, or not strict of Engineering and Construction 42% 56%	45% 23% enough for Food and Beverage 55% 42%	54% 0% your industi Financial 40% 60%	50% 16% 'y? Manufacturing 39% 61%	50% 18% Retail 46% 54%	46% 13% Industry Service 36% 61%	51% 16% Wholesale and Distribution 42% 53%	55% 18% Entertainment/ Tourism 48% 48%	48% 11% Health/Human Services 24% 67%	31% 13% Professional Services 30% 66%	51% 1 16% 1 Less 5 than 50 40% 4 58% 1	9% 40 4% 99 5000 Size 0 to Mo 100 than 11% 38 66% 59	0% 4 % 2 bore Less 100 \$2.5 % 4	46% 20% 5 million 43% 56%	12% Revenue 2.5 - less than \$5 million 35% 63%	10% More than \$5 million 41% 56%	0% Busin Stronger 30% 67%	0% ess After Survive 38% 60%	Pandemic Taken large toll 72% 24%
Taken large toll Q36. Were the New York State restrictions on businesses in response Too strict About right	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total 40% N/A 58% N/A 2% N/A	49% : 13% : pandemic too Capital I Region Hu 36% : 61% !	39% 14% o strict for Mid- ce udson 37% 58%	48% 13% your indu Regi entral/ 5 0 hawk 41% 58% 1%	50% 14% ustry, abou on Southern Tier 46% 51% 3%	54% 14% ut right for Finger Lakes 45% 54%	55% 15% r your inde Western NY 35% 63%	65% 8% ustry, or not strict of Engineering and Construction 42% 56%	45% 23% enough for Food and Beverage 55% 42%	54% 0% your industi Financial 40% 60%	50% 16% 'y? Manufacturing 39% 61%	50% 18% Retail 46% 54% 0%	46% 13% Industry Service 36% 61% 3%	51% 16% Wholesale and Distribution 42% 53%	55% 18% Entertainment/ Tourism 48% 48%	48% 11% Health/Human Services 24% 67%	31% 13% Professional Services 30% 66%	51% 9 16% 0 Less 5 than 50 40% 4 58% 9 2% 0	9% 40 4% 99 0 to Mo 100 than 11% 38 66% 59 3% 39	0% 4 % 2 bore Less 100 \$2.5 % 4	46% 20% 5 million 43% 56% 2%	12% Revenue 2.5 - less than \$5 million 35% 63% 2%	10% More than \$5 million 41% 56%	0% Busin Stronger 30% 67% 3%	0% ess After 38% 60% 2%	Pandemic Taken large toll 72% 24% 4%
Taken large toll Q36. Were the New York State restrictions on businesses in response Too strict About right Not strict enough	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total 40% N/A 58% N/A 2% N/A leave mandate?	49% : 13% : Dandemic too Capital H Region Hu 36% : 61% ! 3%	39% 14% o strict for Mid- Ce udson M 37% 58% 4%	48% 13% your indu Regie entral/ \$ ohawk 41% 58% 1% Regie	50% 14% ustry, about on Southern Tier 46% 51% 3%	54% 14% ut right for Finger \Lakes 45% 54% 2%	55% 15% Your ind Western NY 35% 63% 2%	65% 8% ustry, or not strict of Engineering and Construction 42% 56% 2%	45% 23% enough for y Food and Beverage 55% 42% 3%	54% 0% your industi Financial 40% 60%	50% 16% 'y? Manufacturing 39% 61%	50% 18% Retail 46% 54% 0%	46% 13% Industry Service 36% 61%	51% 16% Wholesale and Distribution 42% 53% 4%	55% 18% Entertainment/ Tourism 48% 48%	48% 11% Health/Human Services 24% 67% 9%	31% 13% Professional Services 30% 66% 4%	51% 9 16% 0 Less 5 than 50 4 2% 9 2% 0	39% 40 4% 99 50any Size 1 0 to Moo 100 than 11% 38 36% 59 33% 39 50any Size 5	Image: 100 bit with the second seco	46% 20% 5 million 43% 56% 2%	12% Revenue 2.5 - less than 35% 63% 2% Revenue	10% More than \$5 million 41% 56% 3%	0% Busin Stronger 30% 67% 3%	0% ess After Survive 38% 60%	Pandemic Taken large toll 72% 24% 4% Pandemic
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Taken large toll Q36. Were the New York State restrictions on businesses in response Too strict About right Not strict enough Q37. How has your company prepared for New York State's new sick	50% N/A 14% N/A to the COVID-19 2020 2019 Total Total 40% N/A 58% N/A 2% N/A leave mandate?	49% 3 13% 2 bandemic too Capital M Region Hu 36% 3 61% 2 3% 2% Capital M Region Hu	33% 14% o strict for Mid- ceudson M 37% 58% 4% Mid- Ceudson M	48% 13% your indu Regie entral/ \$ ohawk 41% 58% 1% Regie entral/ \$	50% 14% ustry, abou on Southern Tier 46% 51% 3% 3% on Southern	54% 14% Finger \ Lakes 45% 54% 2% Finger \ Finger \	55% 15% r your ind Western NY 35% 63% 2% Western	65% 8% ustry, or not strict (Construction 42% 56% 2% Engineering and	45% 23% enough for y Food and Beverage 55% 42% 3%	54% 0% Financial 40% 60% 0%	50% 16% ry? Manufacturing 39% 61% 1%	50% 18% Retail 46% 54% 0%	46% 13% Industry Service 36% 61% 3% Industry	51% 16% Wholesale and Distribution 42% 53% 4% Wholesale and	55% 18% Entertainment/ Tourism 48% 48% 4% Entertainment/	48% 11% Health/Human Services 24% 67% 9% Health/Human	31% 13% Professional Services 30% 66% 4%	51% 1 16% 1 16% 1 Less 5 than 50 40% 40% 4 2% 1 Less 5 than 50 1 than 50 1 than 50 1 than 50 1	99 40 4% 99 bany Size 0 0 to Mo 100 than 11% 38 66% 59 33% 39 bany Size 0 0 to Mo	% // % // pre Less 100 \$2.5 8% // 9% // pre Less pre Less pre Less pre Less pre Less	46% 20% 30% 43% 5 million 43% 56% 2% 5 ss than \$2	12% Revenue 2.5 - less than \$5 million 35% 63% 2% Revenue 2.5 - less than	10% More than \$5 million 41% 56% 3% More than	0% Busin Stronger 30% 67% 3%	0% ess After 38% 60% 2% ess After	Pandemic Taken large toll 72% 24% 4% Pandemic Taken large
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Taken large toll Q36. Were the New York State restrictions on businesses in response Too strict About right Not strict enough Q37. How has your company prepared for New York State's new sick Eliminated or reduced other categories of paid time off Eliminated our "paid time off" approach/returned to traditional	50% N/A 14% N/A 14% N/A 2020 2019 Total Total 40% N/A 58% N/A 2% N/A 2% N/A 2% N/A 2% N/A 2% Z20 2019 Total Total Total Total	49% :: 13% :: sandemic toc : Capital H 36% : 61% : 3% : Capital H 14% :	33% 14% o strict for Mid- Ce udson M 37% 58% 4% Mid- Ce udson M 14%	48% 13% your indu Regie entral/ S ohawk 41% 58% 1% Regie entral/ S ohawk	50% 14% ustry, abou on Southern Tier 46% 51% 3% 3% on Southern Tier	54% 14% Finger Lakes 54% 54% 2% Finger Kinger Lakes	55% 15% western NY 35% 63% 2% Western NY	65% 8% ustry, or not strict of Engineering and 2% 55% 2% Engineering and Construction	45% 23% enough for v Food and Beverage 55% 42% 3% Food and Beverage	54% 0% Financial 40% 60% 0% Financial	50% 16% y? Manufacturing 39% 61% 1% Manufacturing	50% 18% 8 46% 54% 0% 8 Retail	46% 13% Industry Service 36% 61% 3% Industry Service	51% 16% Wholesale and Distribution 42% 53% 4% Wholesale and Distribution	55% 18% Entertainment/ Tourism 48% 4% Entertainment/ Tourism	48% 11% Health/Human Services 24% 67% 9% Health/Human Services	31% 13% Professional Services 30% 66% 4% Professional Services	51% 3 16% 1 Less 5 than 50 40% 2% 2 Less 5 than 50 14%	39% 40 4% 99 bany Size 0 0 to Mod 100 than 11% 38 66% 59 33% 39 bany Size 0 0 to Mod 000 than	% ////////////////////////////////////	46% 20% 5 million 43% 56% 2% 5 million \$2. 5 million \$2. 5 million	12% Revenue 2.5 - less than \$5 million 35% 63% 2% Revenue 2.5 - less than \$5 million	10% More than \$5 million 41% 56% 3% 3% More than \$5 million	0% Busin Stronger 30% 67% 3% Busin Stronger	0% ess After 38% 60% 2% ess After Survive	Pandemic Taken large toll 72% 24% 4% Pandemic Taken large toll
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Ves Total T Yes 61% 1 No 14% 1 Don't know 25% 2 Q40. If you had it all to do all over again, considering all factors, would you locate 2020 2 New York Someplace else 52% 2 Q41. How likely do you think it is that the U.S.economy will be in recession between 2020 2	2019 Tota 56% 27% 27% 27% 2019 Tota 32% 64%	9 Capita al Regior 6 66% 6 12% 6 21% ar busines	n Hudso 64% 16% 20%	Central/ Mohawk 60% 13%	Southern Tier	Finger																	L'			
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Yes 61% 0 No 14% 2 Don't know 25% 2 Q40. If you had it all to do all over again, considering all factors, would you locate No 100 to the second	56% 17% 27% e you 2019 Tota 32% 64%	6 66% 6 12% 6 21% Ir busines	64% 16% 20%	60% 13%		Lakes		Engineering and Construction	Beverage	Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services	than 50			\$2.5 million	\$2.5 - less than \$5 million	\$5 million	Stronger		Taken large toll
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Q40. If you had it all to do all over again, considering all factors, would you locate Q40. If you had it all to do all over again, considering all factors, would you locate 2020 2020 2020 1001 3606 2020 2020 2020 2020 2020 2020 2020 2020 2020 2020 2020 2020	2019 Tota 32% 64%	ır busines		269/	14%	12%	16%	18%	11%	5%	18%	18%	16%	11%	5%	5%	9%		11%	5%	17%	14%	11%	4%	13%	44%
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New York 36% Someplace else 52% Don't know 12% Q41. How likely do you think it is that the U.S.economy will be in recession betwee Image: Control of the second sec	32% 64%						Western	Engineering and	Food and					Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than	1		Taken large
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Don't know 12% Q41. How likely do you think it is that the U.S.economy will be in recession betwee 2020 2					33% 58%	32% 49%	43% 50%	62%	33% 53%	39% 56%	20%	34% 56%	39%	67%	45% 36%	28%	29%	38%	26% 64%	43% 47%	37%	57%	34% 55%	47% 41%	35% 53%	13% 76%
Q41. How likely do you think it is that the U.S.economy will be in recession betwee							8%	5%	14%	6%	14%		49%	7%	18%	14%	17%	12%		47%	42 %	4%	10%	41%	12%	10%
2020 2		12/0	10%	2170	570	1370	570	570	1-170	570	±-1/0	2070	AL /0	. /0	10/0	±-770	±770	44.70	570	11/0	/0		2070	/0		10/0
2020 2	een r	low and f	he end o	2021?	1									1												-
					gion								Industry	r				Co	mpany	Size		Revenue		Busing	ess After Pa	andemic
Total 1				Central/			Western	Engineering and	Food and					Wholesale and		Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than			Taken large
					Tier	Lakes	NY	Construction			Manufacturing		Service	Distribution	Tourism	Services	Services	than 50	100	than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive	toll
	3%				16%	19%	13%	14%	24%	16%	12%	14%	16%	11%	14%	15%	21%	17%		11%	22%	14%	12%	13%	14%	28%
	10% 32%				30%	23%	23% 40%	21%	25%	18% 33%	25% 35%	26% 42%	24% 35%	33% 24%	23% 41%	23% 38%	20%	26% 34%	26% 30%	18%	30% 30%	20%	23% 37%	19% 32%	25%	34% 29%
Not very likely 23% 4					32% 19%	35% 21%	24%	28%	35% 17%	27%	25%	42%	21%	24%	41%	20%	30%	21%	27%	39% 28%	30%	26%	26%	32%	38% 21%	29%
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	13/	470	270	578	570	170	1/0	270	070	576	270	370	370	076	270	570	470	270	170	570	270	570	270	470	270	270
Q42. Please select your gender:												1													11	
		T		Re	gion								Industry	r				Co	mpany	Size		Revenue		Busing	ess After Pa	andemic
2020 7	201	9 Capita	I Mid-				Western	Engineering and	Food and					Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than			Taken large
		al Region		n Mohawk		Lakes		Construction			Manufacturing	Retail		Distribution	Tourism	Services	Services	than 50			\$2.5 million	\$5 million	\$5 million			toll
					65%	65%	75%	82%	75%	75%	81%	67%	65%	91%	50%	52%	62%		80%	76%	57%	73%	79%	71%	69%	72%
Female 30% 2	21%	6 24%	32%	29%	35%	35%	25%	18%	25%	25%	19%	33%	35%	9%	50%	48%	38%	33%	20%	24%	43%	27%	21%	29%	31%	28%
Q43. How would you describe your race/ethnicity?																							L		<u> </u>	
Q45. Now would you describe your race/ennicity:		—		Re	gion								Industry	,				Co	mpany	Size		Revenue		Busin	ess After Pa	andemic
2020 (201	9 Capita	I Mid	Central/		Finger	Western	Engineering and	Food and					Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than			Taken large
Total T				n Mohawk	Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services	than 50		than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive	toll
White 94% 9	90%			94%	96%	92%	97%	95%	90%	91%	96%	96%		100%	95%	95%	96%	95%	95%	93%	95%	95%	94%	92%	95%	97%
	1%		1%	0%	2%	1%	1%	0%	0%	0%	1%	0%	2%	0%	0%	0%	0%	1%	0%	1%	0%	0%	1%	1%	0%	1%
Hispanic 1%				1%	0%	1%	1%	0%	4%	2%	1%	0%		0%	0%	2%	1%	1%		2%	2%	0%	1%	2%	1%	0%
Asian 1%					0%	2%	0%	0%	1%	6%	1%	1%		0%	2%	0%	0%	1%		2%	0%	1%	1%	2%	0%	0%
Other 3%	1%	2%	5%	3%	2%	5%	1%	5%	4%	2%	1%	3%	3%	0%	4%	3%	3%	2%	4%	3%	2%	4%	3%	3%	3%	2%
Q44. Approximately how many employees do you have in all New York State locat	ation																									
Q44. Approximately now many employees do you have in an New York State locat	ation	<u>"</u>		Pe	gion								Industry					6	mpany	Sizo		Revenue		Rucin	ess After Pa	andomic
2020 2	201	9 Capita	I Mid-			Finger	Western	Engineering and	Food and			1		Wholesale and	Entertainment/	Health/Human	Professional		50 to	More	Less than	\$2.5 - less than	More than	Juante		Taken large
Total T					Tier	Lakes	NY	Construction		Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services	than 50		than 100	\$2.5 million	\$5 million	\$5 million	Stronger	Survive	toll
Less than 50 68% 6	62%			77%	63%	70%	69%	67%	68%	57%	63%	76%	76%	79%	67%	43%	66%	100%	0%	0%	99%	74%	41%	61%	70%	82%
					15%	14%	11%	18%	23%	10%	19%	12%	6%	16%	8%	7%	12%		100%	0%	1%	12%	22%	12%	15%	4%
More than 100 19% :	18%	6 25%	20%	14%	22%	16%	21%	15%	9%	33%	17%	12%	17%	5%	24%	51%	22%	0%	0%	100%	0%	14%	37%	26%	15%	13%
																							L	I		
Q45. Do you offer a pension or 401K to your employees?		—		Ba	gion								Industry					6	mpany	Cine		Revenue		Rusin	ess After Pa	Iondomic
2020 1	201	9 Capita	Mid.	Central/		Finger	Western	Engineering and	Food and				muusuy	Wholesale and	Entertainment/	Health/Human	Professional		50 to		Less than	\$2.5 - less than	More than	Busine		Taken large
		al Region		n Mohawk		Lakes	NY	Construction		Financial	Manufacturing	Retail	Service	Distribution	Tourism	Services	Services	than 50			\$2.5 million	\$5 million	\$5 million	Stronger		toll
Yes 71% 8					74%	66%	78%	88%	42%	93%	88%	62%		80%	38%	77%	70%		86%	94%	44%	77%	88%	76%	73%	52%
No 28% :					26%	32%	21%	10%	56%	7%	12%	38%	34%	20%	60%	22%	28%	36%	12%	6%	56%	22%	11%	23%	26%	48%
- I	2%	1%	0%	1%	0%	2%	1%	2%	3%	0%	0%	0%	0%	0%	2%	2%	3%	1%	3%	1%	1%	1%	1%	1%	1%	1%
Don't know 1%																										
Don't know 1%																								,		
Don't know 1% Revenue: Please indicate the approximate revenue for your company.		+			gion				1			,	Industry						mpany			Revenue		Busine	ess After Pa	
Revenue: Please indicate the approximate revenue for your company.				Central/		Finger	Western NY	Engineering and	Food and	Final 1	Manufacturing		C	Wholesale and Distribution	Entertainment/ Tourism	Health/Human	Professional	Less than 50	50 to	More than 100	Less than \$2.5 million	\$2.5 - less than \$5 million	More than \$5 million	(1 -1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-		Taken large
Revenue: Please indicate the approximate revenue for your company.					Tier 27%	Lakes 39%	NY 21%	Construction 13%	Beverage 38%	Financial 29%	Manufacturing 15%	Retail 28%	Service 42%	Distribution 9%	Tourism 51%	Services 33%	Services 36%	than 50 44%	100 3%	than 100 0%	\$2.5 million 100%	\$5 million	\$5 million 0%	Stronger 28%	Survive 28%	toll 43%
Revenue: Please indicate the approximate revenue for your company.			28%	38%	21%			2011				28%		2.12		33%	30%	44%	3%	U%			U%	28%	28%	
Revenue: Please indicate the approximate revenue for your company. 2020 2 2020 2 Total Less than \$2.5 million 30% I	N/A			28%	26%	25%	46%	39%	30%	20%	34%	32%	32%	34%	19%	19%	19%	32%	28%	21%	0%	100%	0%	30%	31%	27%
Revenue: Please indicate the approximate revenue for your company.	N/A N/A	28%	28%		26% 47%	25% 37%	46% 34%	39% 47%	30% 32%	20% 51%	34% 51%	32% 41%	32% 26%	34% 57%	19% 30%	19% 48%	19% 46%	32% 24%		21% 79%	0% 0%	100% 0%	0% 100%	30% 42%	31% 42%	27% 30%