Siena College Research Institute In Partnership with The Business Council of New York State, Inc., UHY Advisors, Inc. and Hudson Valley Economic Development Corporation October 10 - January 24, 2024

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Q1. Which of the following industry categories best describes the type of	busine	ss your	compar	y is en	gaged ir	1?		Region								Indust	trv					Cor	npany S	170
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &		1		illuusi	Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Engineering and Construction	12%	10%	14%	11%	13%	12%	10%	12%	11%	11%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	14%	14%
Food and Beverage	9%	6%	6%	7%	7%	6%	12%	8%	9%	6%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	9%	3%
Financial	5%	8%	6%	6%	6%	6%	5%	3%	4%	3%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	4%	5%	7%
Manufacturing	17%	17%	18%	16%	19%	10%	22%	16%	14%	29%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	15%	27%	10%
Retail	10%	8%	11%	10%	13%	5%	8%	19%	10%	12%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	12%	9%	7%
Service	21%	20%	39%	25%	34%	31%	19%	14%	31%	12%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	24%	18%	14%
Wholesale and Distribution	8%	5%	7%	5%	8%	3%	10%	10%	5%	14%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	9%	10%	0%
Nonprofit	8%	15%	N/A	N/A	N/A	15%	5%	5%	6%	4%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	7%	0%	17%
Tourism	2%	3%	N/A	N/A	N/A	3%	0%	3%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	1%	1%	4%
Technology	3%	4%	N/A	N/A	N/A	4%	2%	0%	4%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	3%	2%	3%
Health Care	6%	4%	N/A	N/A	N/A	6%	6%	10%	3%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	4%	6%	20%
Q2. As you think about the current business or economic conditions in Ne	w York	State,	as comp	ared to	one ye	ar ago, w	ould you sa	<u> </u>	re conside	rably bette	r, a little b	etter, ab	out the sam	e, a littl	e worse	or consi Indust		se?				C	npany S	
	-	2022	2021	2020	2019	Comit-1	Central/	Region	NA:-I	Western	F== 0	road o	1	l		ınaust	Wholesale	1			Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Capital	Mohawk	Finger Lakes	Mid- Hudson	Western	Eng & Constr	Food &	Financial	Manu	Pota:	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Care	Less than 50	100	than 100
Considerable house						Region						Bev												
Considerably better	3%	4%	6%	2%	3%	3%	2%	7%	4%	2%	6%	2%	0%	2%	3%	2%	6%	2%	0%	7%	0%	4%	3%	0%
A little better	14%	19%	23%	7%	14%	15%	11%	16%	14%	14%	10%	16%	14%	9%	10%	15%	17%	21%	33%	7%	14%	15%	10%	13%
About the same	24%	24%	32%	10%	47%	24%	30%	29%	25%	21%	32%	20%	21%	29%	16%	25%	21%	26%	0%	33%	19%	25%	23%	21%
A little worse	37%	34%	23%	30%	26%	45%	33%	26%	38%	37%	26%	44%	46%	37%	36%	37%	38%	38%	44%	40%	32%	35%	38%	40%
Considerably worse	22%	20%	16%	50%	10%	14%	23%	22%	20%	26%	25%	18%	18%	23%	34%	21%	17%	13%	22%	13%	35%	21%	26%	26%
Q3. Looking forward from today through next year, that is, the entire 202	4 vear.	. how w	ould vo	u descr	ibe vou	r expecta	tions for the	e econor	nv in New	York State	?	I		<u> </u>							l			
	,,,,,,,				, , , , , ,			Region	,							Indust	try					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Considerably bottom	20/	3%	5%	5%	2%	3%	1%	3%	1%	2%	4%	4%	0%	0%	0%	2%	0%	6%	0%	7%	0%	3%	0%	0%
Considerably better	2%														4.00/	15%								
A little better	16%	16%	31%	35%	17%	17%	18%	19%	17%	13%	15%	12%	18%	20%	10%	13/0	19%	23%	11%	7%	14%	18%	10%	11%
•		_						19% 30%	17% 28%	13% 24%	15% 22%		18% 21%	20% 31%	28%	28%	19% 32%	23% 19%	11% 22%		14% 27%	18% 26%		11% 29%
A little better About the same	16%	16%	31%	35%	17%	17%	18%					12%	1							7%			10%	
A little better	16% 28%	16% 26%	31% 24%	35% 17%	17% 38%	17% 26%	18% 33%	30%	28%	24%	22%	12% 32%	21%	31%	28%	28%	32%	19%	22%	7% 40%	27%	26%	10% 30%	29%
A little better About the same A little worse	16% 28% 35%	16% 26% 36%	31% 24% 26%	35% 17% 20%	17% 38% 34%	17% 26% 34%	18% 33% 34%	30% 29%	28% 34%	24% 41%	22% 34%	12% 32% 34%	21% 46%	31% 33%	28% 36%	28% 33%	32% 36%	19% 40%	22% 33%	7% 40% 33%	27% 30%	26% 33%	10% 30% 43%	29% 40%
A little better About the same A little worse	16% 28% 35% 20%	16% 26% 36% 18%	31% 24% 26% 15%	35% 17% 20% 23%	17% 38% 34% 9%	17% 26% 34% 20%	18% 33% 34% 13%	30% 29% 19% ork State	28% 34% 20%	24% 41% 20%	22% 34% 25%	12% 32% 34% 18%	21% 46%	31% 33%	28% 36%	28% 33% 23%	32% 36% 13%	19% 40%	22% 33%	7% 40% 33%	27% 30%	26% 33% 20%	10% 30% 43% 18%	29% 40% 20%
A little better About the same A little worse Considerably worse	16% 28% 35% 20%	16% 26% 36% 18%	31% 24% 26% 15% busines	35% 17% 20% 23% s or ecc	17% 38% 34% 9%	17% 26% 34% 20%	18% 33% 34% 13% s in New Yo	30% 29% 19% rk State Region	28% 34% 20% , as compa	24% 41% 20% red with or	22% 34% 25% ne year ago	12% 32% 34% 18%	21% 46%	31% 33%	28% 36%	28% 33%	32% 36% 13%	19% 40%	22% 33%	7% 40% 33%	27% 30% 30%	26% 33% 20%	10% 30% 43% 18%	29% 40% 20%
A little better About the same A little worse Considerably worse	16% 28% 35% 20%	16% 26% 36% 18% current	31% 24% 26% 15% busines:	35% 17% 20% 23% s or ecc	17% 38% 34% 9% onomic o	17% 26% 34% 20% conditions	18% 33% 34% 13% s in New Yo	30% 29% 19% rk State Region Finger	28% 34% 20% , as compai	24% 41% 20% red with or	22% 34% 25% ne year ago	12% 32% 34% 18% Prood &	21% 46% 14%	31% 33% 16%	28% 36% 26%	28% 33% 23% Indust	32% 36% 13% try Wholesale	19% 40% 11%	22% 33% 33% 33%	7% 40% 33% 13%	27% 30% 30% Health	26% 33% 20% Cor Less than	10% 30% 43% 18%	29% 40% 20% ize More
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ	16% 28% 35% 20% De the C	16% 26% 36% 18% current 2022 Total	31% 24% 26% 15% busines 2021 Total	35% 17% 20% 23% s or ecc 2020 Total	17% 38% 34% 9% nomic o	17% 26% 34% 20% condition: Capital Region	18% 33% 34% 13% s in New Yo Central/ Mohawk	30% 29% 19% ork State Region Finger Lakes	28% 34% 20% , as compar	24% 41% 20% red with or Western NY	22% 34% 25% ne year ago Eng & Constr	12% 32% 34% 18% 2? Food & Bev	21% 46% 14% Financial	31% 33% 16% Manu	28% 36% 26% Retail	28% 33% 23% Indust	32% 36% 13% try Wholesale & Dist	19% 40% 11% Nonprofit	22% 33% 33% Tourism	7% 40% 33% 13%	27% 30% 30% Health Care	26% 33% 20% Cor Less than 50	10% 30% 43% 18% npany S 50 to 100	29% 40% 20% ize More than 100
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better	16% 28% 35% 20% De the o	16% 26% 36% 18% current 2022 Total 4%	31% 24% 26% 15% busines: 2021 Total 7%	35% 17% 20% 23% 5 or ecc 2020 Total 5%	17% 38% 34% 9% nomic of 2019 Total 2%	17% 26% 34% 20% condition: Capital Region 3%	18% 33% 34% 13% s in New Yo Central/ Mohawk 0%	30% 29% 19% rk State Region Finger Lakes 4%	28% 34% 20% , as compai Mid- Hudson 3%	24% 41% 20% red with or Western NY 1%	22% 34% 25% ne year ago Eng & Constr 4%	12% 32% 34% 18% ? Food & Bev 4%	21% 46% 14% Financial 0%	31% 33% 16% Manu 0%	28% 36% 26% Retail 0%	28% 33% 23% Indust Service 2%	32% 36% 13% try Wholesale & Dist 2%	19% 40% 11% Nonprofit 4%	22% 33% 33% Tourism 11%	7% 40% 33% 13% Tech 13%	27% 30% 30% Health Care 0%	26% 33% 20% Cor Less than 50 4%	10% 30% 43% 18% npany S 50 to 100 0%	29% 40% 20% ize More than 100
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better	16% 28% 35% 20% De the c Total 2% 13%	16% 26% 36% 18% current 2022 Total 4% 17%	31% 24% 26% 15% busines: 2021 Total 7% 21%	35% 17% 20% 23% 3 or ecc 2020 Total 5% 12%	17% 38% 34% 9% nomic c 2019 Total 2% 15%	17% 26% 34% 20% condition: Capital Region 3% 13%	18% 33% 34% 13% s in New Yo Central/ Mohawk 0% 15%	30% 29% 19% rk State Region Finger Lakes 4% 15%	28% 34% 20% , as compar Mid- Hudson 3% 14%	24% 41% 20% red with or Western NY 1% 11%	22% 34% 25% ne year ago Eng & Constr 4% 15%	12% 32% 34% 18% ? Food & Bev 4% 16%	21% 46% 14% Financial 0% 14%	31% 33% 16% Manu 0% 10%	28% 36% 26% Retail 0% 12%	28% 33% 23% Indust Service 2% 10%	32% 36% 13% try Wholesale & Dist 2% 11%	19% 40% 11% Nonprofit 4% 17%	22% 33% 33% Tourism 11% 22%	7% 40% 33% 13% Tech 13% 27%	27% 30% 30% Health Care 0% 11%	26% 33% 20% Cor Less than 50 4% 14%	10% 30% 43% 18% mpany S 50 to 100 0% 12%	29% 40% 20% ize More than 100 0% 10%
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better About the same	16% 28% 35% 20% De the C Total 2% 13% 25%	16% 26% 36% 18% current 2022 Total 4% 17% 25%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34%	35% 17% 20% 23% 3 or ecc 2020 Total 5% 12% 14%	17% 38% 34% 9% nomic o 2019 Total 2% 15% 39%	17% 26% 34% 20% condition: Capital Region 3% 13% 27%	18% 33% 34% 13% s in New Yo Central/ Mohawk 0% 15% 29%	30% 29% 19% rk State Region Finger Lakes 4% 15% 23%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20%	24% 41% 20% red with or Western NY 1% 11% 27%	22% 34% 25% ne year ago Eng & Constr 4% 15% 29%	12% 32% 34% 18% Proof & Bev 4% 16% 18%	21% 46% 14% Financial 0% 14% 14%	31% 33% 16% Manu 0% 10% 25%	28% 36% 26% Retail 0% 12% 24%	28% 33% 23% Indust Service 2% 10% 29%	32% 36% 13% try Wholesale & Dist 2% 11% 32%	19% 40% 11% Nonprofit 4% 17% 28%	22% 33% 33% Tourism 11% 22% 0%	7% 40% 33% 13% Tech 13% 27% 33%	27% 30% 30% Health Care 0% 11% 8%	26% 33% 20% Cor Less than 50 4% 14% 25%	10% 30% 43% 18% mpany S 50 to 100 0% 12% 26%	29% 40% 20% ize More than 100 0% 10%
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better About the same A little worse	16% 28% 35% 20% De the C Total 2% 13% 25% 39%	16% 26% 36% 18% current 2022 Total 4% 17% 25% 35%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34% 24%	35% 17% 20% 23% 3 or ecc 2020 Total 5% 12% 14% 29%	17% 38% 34% 9% nomic of 2019 Total 2% 15% 39% 33%	17% 26% 34% 20% condition: Capital Region 3% 13% 27% 40%	18% 33% 34% 13% s in New Yo Central/ Mohawk 0% 15% 29% 33%	30% 29% 19% rk State Region Finger Lakes 4% 15% 23% 36%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20% 45%	24% 41% 20% red with or Western NY 1% 11% 27% 39%	22% 34% 25% ne year ago Eng & Constr 4% 15% 29% 26%	12% 32% 34% 18% Proof & Bev 4% 16% 18% 40%	21% 46% 14% Financial 0% 14% 14% 46%	31% 33% 16% Manu 0% 10% 25% 47%	28% 36% 26% Retail 0% 12% 24% 31%	28% 33% 23% Indust Service 2% 10% 29% 40%	32% 36% 13% try Wholesale & Dist 2% 11% 32% 43%	19% 40% 11% Nonprofit 4% 17% 28% 40%	22% 33% 33% 33% Tourism 11% 22% 0% 56%	7% 40% 33% 13% Tech 13% 27% 33% 13%	27% 30% 30% Health Care 0% 11% 8% 41%	26% 33% 20% Cor Less than 50 4% 14% 25% 37%	10% 30% 43% 18% 18% snpany S 50 to 100 0% 12% 26% 40%	29% 40% 20% ize More than 100 0% 10% 16% 50%
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better About the same	16% 28% 35% 20% De the C Total 2% 13% 25%	16% 26% 36% 18% current 2022 Total 4% 17% 25%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34%	35% 17% 20% 23% 3 or ecc 2020 Total 5% 12% 14%	17% 38% 34% 9% nomic o 2019 Total 2% 15% 39%	17% 26% 34% 20% condition: Capital Region 3% 13% 27%	18% 33% 34% 13% s in New Yo Central/ Mohawk 0% 15% 29%	30% 29% 19% rk State Region Finger Lakes 4% 15% 23%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20%	24% 41% 20% red with or Western NY 1% 11% 27%	22% 34% 25% ne year ago Eng & Constr 4% 15% 29%	12% 32% 34% 18% Proof & Bev 4% 16% 18%	21% 46% 14% Financial 0% 14% 14%	31% 33% 16% Manu 0% 10% 25%	28% 36% 26% Retail 0% 12% 24%	28% 33% 23% Indust Service 2% 10% 29%	32% 36% 13% try Wholesale & Dist 2% 11% 32%	19% 40% 11% Nonprofit 4% 17% 28%	22% 33% 33% Tourism 11% 22% 0%	7% 40% 33% 13% Tech 13% 27% 33%	27% 30% 30% Health Care 0% 11% 8%	26% 33% 20% Cor Less than 50 4% 14% 25%	10% 30% 43% 18% mpany S 50 to 100 0% 12% 26%	29% 40% 20% ize More than 100 0% 10%
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better About the same A little worse Considerably worse	16% 28% 35% 20% Total 2% 13% 25% 39% 22%	16% 26% 36% 18% 2022 Total 4% 17% 25% 35% 19%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34% 24% 13%	35% 17% 20% 23% 5 or ecc 2020 Total 5% 12% 14% 29% 40%	17% 38% 34% 9% 2019 Total 2% 15% 39% 33% 11%	17% 26% 34% 20% condition: Capital Region 3% 13% 27% 40%	18% 33% 34% 13% Central/ Mohawk 0% 15% 29% 22%	30% 29% 19% rk State Region Finger Lakes 4% 15% 23% 36% 22%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20% 45% 19%	24% 41% 20% red with or Western NY 1% 11% 27% 39%	22% 34% 25% ne year ago Eng & Constr 4% 15% 29% 26%	12% 32% 34% 18% Proof & Bev 4% 16% 18% 40%	21% 46% 14% Financial 0% 14% 14% 46%	31% 33% 16% Manu 0% 10% 25% 47%	28% 36% 26% Retail 0% 12% 24% 31%	28% 33% 23% Indust Service 2% 10% 29% 40%	32% 36% 13% try Wholesale & Dist 2% 11% 32% 43%	19% 40% 11% Nonprofit 4% 17% 28% 40%	22% 33% 33% 33% Tourism 11% 22% 0% 56%	7% 40% 33% 13% Tech 13% 27% 33% 13%	27% 30% 30% Health Care 0% 11% 8% 41%	26% 33% 20% Cor Less than 50 4% 14% 25% 37%	10% 30% 43% 18% 18% snpany S 50 to 100 0% 12% 26% 40%	29% 40% 20% ize More than 100 0% 10% 16% 50%
A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better About the same A little worse	16% 28% 35% 20% Total 2% 13% 25% 39% 22%	16% 26% 36% 18% 2022 Total 4% 17% 25% 35% 19%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34% 24% 13%	35% 17% 20% 23% 5 or ecc 2020 Total 5% 12% 14% 29% 40%	17% 38% 34% 9% 2019 Total 2% 15% 39% 33% 11%	17% 26% 34% 20% condition: Capital Region 3% 13% 27% 40%	18% 33% 34% 13% Central/ Mohawk 0% 15% 29% 22%	30% 29% 19% rk State Region Finger Lakes 4% 15% 23% 36% 22%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20% 45% 19%	24% 41% 20% red with or Western NY 1% 11% 27% 39%	22% 34% 25% ne year ago Eng & Constr 4% 15% 29% 26%	12% 32% 34% 18% Proof & Bev 4% 16% 18% 40%	21% 46% 14% Financial 0% 14% 14% 46%	31% 33% 16% Manu 0% 10% 25% 47%	28% 36% 26% Retail 0% 12% 24% 31%	28% 33% 23% Indust Service 2% 10% 29% 40% 19%	32% 36% 13% Wholesale & Dist 2% 11% 32% 43% 13%	19% 40% 11% Nonprofit 4% 17% 28% 40%	22% 33% 33% 33% Tourism 11% 22% 0% 56%	7% 40% 33% 13% Tech 13% 27% 33% 13%	27% 30% 30% Health Care 0% 11% 8% 41%	26% 33% 20% Cor Less than 50 4% 14% 25% 37% 20%	10% 30% 43% 18% 18% 50 to 100 0% 12% 26% 40% 22%	29% 40% 20% ize More than 100 0% 10% 16% 50% 24%
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A little better About the same A little worse Considerably worse Q4. Now thinking specifically about your industry, how would you describ Considerably better A little better A bout the same A little worse Considerably worse Q5. And looking forward from today through the next year, how would you Considerably better	16% 28% 35% 20% Total 2% Total 22% Total 22%	16% 26% 36% 18% 2022 Total 4% 17% 25% 35% 19% 2022 Total 4%	31% 24% 26% 15% busines: 2021 Total 7% 21% 34% 24% 13% ur expect	35% 17% 20% 23% 23% 2020 Total 5% 29% 40% 20% 20% 20% Total 6%	17% 38% 34% 9% 2019 Total 2% 15% 39% 33% 11% 2019 Total 2019 2019 2019 2019	17% 26% 34% 20% condition: Capital Region 3% 13% 40% 17% condition: Capital Region 3% 43% 40% 17% Capital Region 3%	18% 33% 34% 13% 13% Sin New Yo Central/ Mohawk 0% 29% 33% 22% y here in New Central/ Mohawk 0%	30% 29% 19% 1st State Region Finger Lakes 4% 15% 23% 36% 22% Ew York Region Finger Lakes 4%	28% 34% 20% , as compai Mid- Hudson 3% 14% 20% 45% 19% State? Mid- Hudson 2%	24% 41% 20% red with or Western NY 11% 27% 39% 22% Western NY 11%	22% 34% 25% ne year agc Eng & Constr 4% 15% 29% 26% 25% Eng & Constr 4%	12% 32% 34% 18% Food & Bev 4% 16% 40% 22% Food & Bev 2%	21% 46% 14% Financial 0% 14% 46% 25%	31% 33% 16% Manu 0% 10% 25% 47% 19%	28% 36% 26% Retail 0% 12% 24% 31% 33% Retail 0%	28% 33% 23% Indust Service 2% 10% 29% 40% 19% Indust Service 1%	32% 36% 13% try Wholesale & Dist 2% 11% 32% 43% 13% try Wholesale & Dist 0%	19% 40% 11% Nonprofit 4% 17% 28% 40% 11% Nonprofit 9%	22% 33% 33% Tourism 11% 22% 56% 511%	7% 40% 33% 13% 13% Tech 13% 7% 13% 13%	27% 30% 30% Health Care 0% 11% 41% Health Care	26% 33% 20% Cor Less than 50 4% 14% 25% 20% Cor Less than 50 3%	10% 30% 43% 18% 18% 50 to 100 0% 12% 26% 40% 22% suppose to the control of the contr	29% 40% 20% ize More than 100 16% 50% 24% ize More than 100 3%
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UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

The seminate of the content of the c	Q6. Now thinking specifically about your company, what are	e your expectations	for reve	nue thr	ough th	e end o	tne yea	2024? Do y	you belie	eve your re	venue will	?													
Mary									Region								Indus	try					Con		ize
18			2022	2021	2020	2019	Capital		Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
Part Separate Se		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Separate plane pla	Grow substantially	2%	3%	7%	3%	3%	3%	1%	4%	2%	1%	4%	2%	0%	1%	2%	0%	4%	7%	0%	7%	0%	2%	1%	4%
Part	Grow moderately	27%	35%	40%	31%	38%	31%	36%	27%	22%	22%	25%	20%	39%	25%	22%	28%	28%	33%	33%	53%	24%	27%	29%	34%
Part	Stay about the same	38%	35%	31%	31%	36%	39%	43%	32%	44%	34%	40%	38%	32%	34%	31%	45%	28%	43%	44%	33%	41%	37%	36%	37%
Communicy for for any year company, please think quishly shoot preficiency with the property of the property	Decrease moderately	26%	23%	18%	23%	19%	26%	13%	27%	26%	34%	28%	32%	18%	33%	33%	20%	36%	15%	22%	7%	19%	25%	32%	21%
Part	Decrease substantially	7%	5%	4%	12%	5%	2%	7%	10%	6%	9%	3%	8%	11%	6%	12%	7%	4%	2%	0%	0%	16%	9%	2%	3%
Part	•																								
Part	Q7. Continuing to focus on your company, please think quick	kly about profitabili	ty. Betv	veen to	day and	the end	of the ca	alendar yea	r 2024, d	lo you expe	ect your pr	ofits to?		•			•	•	•			•			
Part	, , , , , , , , , , , , , , , , , , , ,	<u> </u>	ĺ					<u> </u>									Indus	trv					Con	npany S	ize
1700 Marchattenthalfy 1700 Mg 1201 Mg			2022	2021	2020	2019	Capital	Central/		Mid-	Western	Eng &	Food &					Wholesale				Health			
1200 1 200 1		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
The protective protect	Grow substantially			4%	3%	2%		1%	3%	2%	3%	3%	2%	0%	2%	2%	0%	2%		0%	13%	0%	2%	2%	1%
Part			_										_												
Second content of the content of t	,		_		_												_								
15 15 15 15 15 15 15 15	,																_								
Buttieness and the executives that direct them strive to enhance profitability in wear browney. Through which of the Following strategies by our but to More Region Mo	•			_						1															
Part	Decrease substantially	10%	8%	7%	28%	26%	3%	10%	11%	9%	12%	4%	16%	14%	9%	18%	11%	6%	2%	0%	0%	16%	11%	4%	10%
Part					<u> </u>	L				<u> </u>				<u> </u>			<u> </u>					l		J	
202 203	Q8. Businesses and the executives that direct them strive to	enhance profitabili	ty in ma	any way	s. Throu	igh whi	ch of the	tollowing st			an to MOS	enhance	your com	any's prot	itability	over th			lect ONE.						
Marie Mari	 		2000	2000	2000	20:1				1					1		Indus			1	1				
Market (Market) 43% 33									_	I		-		l			l			l	١				
Controduction 20% 22% 57% 24% 23% 24% 23% 24% 24% 24% 24% 24% 25% 24%				_																					
1 1 1 1 1 1 1 1 1 1	Market/demand growth									1															39%
Note	Cost reduction	20%		15%	24%		19%	16%	21%	21%	26%	18%	22%	7%			13%	26%	24%	22%		27%	19%		16%
Second S	Price increase	31%	30%	36%	16%	17%	28%	32%	26%	34%	36%	48%	32%	41%	34%	19%	38%	39%	7%	11%	13%	16%	32%	38%	26%
Please indicate which of the following are major areas of concentration from the following area major area for following area for following area major area for following area for following area major area for following area for following area major area for following ar	New technology	9%	8%	8%	7%	8%	11%	9%	4%	9%	7%	4%	6%	15%	13%	5%	7%	7%	9%	11%	20%	11%	9%	9%	9%
Part	Other	8%	7%	9%	11%	13%	7%	12%	6%	8%	6%	4%	6%	0%	7%	9%	11%	4%	16%	0%	0%	16%	7%	5%	11%
Part																									
Part Car	Q9. Please indicate which of the following are major areas c	of concentration for	your co	mpany	now and	throug	h 2024. F	lease check	ALL tha	at apply.															
Spansion of existing markets A78 504 678									Region								Indus	try					Con	npany S	ize
Spansion of existing markets A78 504 678			2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
Second Process Second Pr		Total	Total	Total	Total	Total	Region	Mohawk		Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care		100	than 100
2006 1 2006 2 2 2 2 2 2 2 2 2	Expansion of existing markets									1									•						
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New particular 19 19 19 19 19 19 19 1				50%	47%	50%	50%	45%	45%	40%	45%	33%	39%	74%	46%	40%	40%	64%				46%	44%		1070
Construction of new businesses 10% 10% 10% 14% 11% 12% 13% 8% 4% 13% 8% 5% 4% 15% 5% 5% 5% 5% 15% 11% 14% 07% 33% 6% 8% 9% 20% 2		26%								1									33%	67%	67%				28%
Pechnology innovation 29% 29% 32% 25% 29% 36% 21% 22% 36% 37% 37% 28% 38%	-		24%	25%	26%	26%	24%	26%	17%	28%	30%	27%	30%	19%	33%	11%	24%	38%	33% 23%	67% 44%	67% 47%	9%	23%	33%	
Construction of new locations	New product lines	24%	24% 23%	25% 25%	26% 22%	26% 22%	24% 17%	26% 23%	17% 28%	28% 26%	30% 32%	27% 9%	30% 24%	19% 19%	33% 36%	11% 38%	24% 13%	38% 47%	33% 23% 19%	67% 44% 11%	67% 47% 47%	9% 14%	23% 23%	33% 27%	23%
Secondary Seco	New product lines Acquisition of new businesses	24% 10%	24% 23% 10%	25% 25% 14%	26% 22% 11%	26% 22% 12%	24% 17% 13%	26% 23% 8%	17% 28% 4%	28% 26% 13%	30% 32% 8%	27% 9% 5%	30% 24% 4%	19% 19% 15%	33% 36% 5%	11% 38% 5%	24% 13% 15%	38% 47% 11%	33% 23% 19% 14%	67% 44% 11% 0%	67% 47% 47% 33%	9% 14% 6%	23% 23% 8%	33% 27% 9%	23% 20%
Other 9% 9% 9% 9% 8% 6% 9% 2% 7% 10% 8% 3% 13% 4% 6% 15% 12% 4% 14% 0% 0% 11% 10% 8% 14% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	New product lines Acquisition of new businesses Technology innovation	24% 10% 29%	24% 23% 10% 29%	25% 25% 14% 32%	26% 22% 11% 25%	26% 22% 12% 29%	24% 17% 13% 36%	26% 23% 8% 21%	17% 28% 4% 22%	28% 26% 13% 30%	30% 32% 8% 33%	27% 9% 5% 28%	30% 24% 4% 33%	19% 19% 15% 63%	33% 36% 5% 34%	11% 38% 5% 20%	24% 13% 15% 22%	38% 47% 11% 16%	33% 23% 19% 14% 33%	67% 44% 11% 0% 33%	67% 47% 47% 33% 73%	9% 14% 6% 26%	23% 23% 8% 25%	33% 27% 9% 38%	23% 20% 41%
120 120	New product lines Acquisition of new businesses Technology innovation Construction of new locations	24% 10% 29% 7%	24% 23% 10% 29% 8%	25% 25% 14% 32% 7%	26% 22% 11% 25% 8%	26% 22% 12% 29% 8%	24% 17% 13% 36% 10%	26% 23% 8% 21% 9%	17% 28% 4% 22% 4%	28% 26% 13% 30% 7%	30% 32% 8% 33% 5%	27% 9% 5% 28% 23%	30% 24% 4% 33% 7%	19% 19% 15% 63% 7%	33% 36% 5% 34% 1%	11% 38% 5% 20% 5%	24% 13% 15% 22% 6%	38% 47% 11% 16% 0%	33% 23% 19% 14% 33% 12%	67% 44% 11% 0% 33% 0%	67% 47% 47% 33% 73% 7%	9% 14% 6% 26% 6%	23% 23% 8% 25% 5%	33% 27% 9% 38% 2%	23% 20% 41% 19%
1	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring	24% 10% 29% 7% 26%	24% 23% 10% 29% 8% 29%	25% 25% 14% 32% 7% 28%	26% 22% 11% 25% 8% 26%	26% 22% 12% 29% 8% 27%	24% 17% 13% 36% 10% 32%	26% 23% 8% 21% 9% 25%	17% 28% 4% 22% 4% 28%	28% 26% 13% 30% 7% 20%	30% 32% 8% 33% 5% 26%	27% 9% 5% 28% 23% 23%	30% 24% 4% 33% 7% 26%	19% 19% 15% 63% 7% 26%	33% 36% 5% 34% 1% 21%	11% 38% 5% 20% 5% 35%	24% 13% 15% 22% 6% 27%	38% 47% 11% 16% 0% 16%	33% 23% 19% 14% 33% 12% 35%	67% 44% 11% 0% 33% 0% 22%	67% 47% 47% 33% 73% 7% 20%	9% 14% 6% 26% 6% 31%	23% 23% 8% 25% 5% 24%	33% 27% 9% 38% 2% 31%	23% 20% 41% 19% 29%
1	New product lines Acquisition of new businesses Technology innovation Construction of new locations	24% 10% 29% 7% 26%	24% 23% 10% 29% 8% 29%	25% 25% 14% 32% 7% 28%	26% 22% 11% 25% 8% 26%	26% 22% 12% 29% 8% 27%	24% 17% 13% 36% 10% 32%	26% 23% 8% 21% 9% 25%	17% 28% 4% 22% 4% 28%	28% 26% 13% 30% 7% 20%	30% 32% 8% 33% 5% 26%	27% 9% 5% 28% 23% 23%	30% 24% 4% 33% 7% 26%	19% 19% 15% 63% 7% 26%	33% 36% 5% 34% 1% 21%	11% 38% 5% 20% 5% 35%	24% 13% 15% 22% 6% 27%	38% 47% 11% 16% 0% 16%	33% 23% 19% 14% 33% 12% 35%	67% 44% 11% 0% 33% 0% 22%	67% 47% 47% 33% 73% 7% 20%	9% 14% 6% 26% 6% 31%	23% 23% 8% 25% 5% 24%	33% 27% 9% 38% 2% 31%	23% 20% 41% 19% 29%
2022 2021 2020 2021	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other	24% 10% 29% 7% 26% 9%	24% 23% 10% 29% 8% 29% 9%	25% 25% 14% 32% 7% 28% 9%	26% 22% 11% 25% 8% 26% 8%	26% 22% 12% 29% 8% 27% 6%	24% 17% 13% 36% 10% 32% 9%	26% 23% 8% 21% 9% 25% 2%	17% 28% 4% 22% 4% 28% 7%	28% 26% 13% 30% 7% 20%	30% 32% 8% 33% 5% 26%	27% 9% 5% 28% 23% 23%	30% 24% 4% 33% 7% 26%	19% 19% 15% 63% 7% 26%	33% 36% 5% 34% 1% 21%	11% 38% 5% 20% 5% 35%	24% 13% 15% 22% 6% 27%	38% 47% 11% 16% 0% 16%	33% 23% 19% 14% 33% 12% 35%	67% 44% 11% 0% 33% 0% 22%	67% 47% 47% 33% 73% 7% 20%	9% 14% 6% 26% 6% 31%	23% 23% 8% 25% 5% 24%	33% 27% 9% 38% 2% 31%	23% 20% 41% 19% 29%
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Q10B. Respond to climate change (e.g., fuel switching, energy efficiency, renewable generation, etc.) 1	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance produce.	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50%	24% 23% 10% 29% 8% 29% 9% or your c 2022 Total 55%	25% 25% 14% 32% 7% 28% 9% compan	26% 22% 11% 25% 8% 26% 8% y design 2020 Total 41%	26% 22% 12% 29% 8% 27% 6% ed to de 2019 Total 51%	24% 17% 13% 36% 10% 32% 9% Capital Region 51%	26% 23% 8% 21% 9% 25% 2% the followi	17% 28% 4% 22% 4% 288% 7% Region Finger Lakes 53%	28% 26% 13% 30% 7% 20% 10% Mid- Hudson 52%	30% 32% 8% 33% 5% 26% 8% Western NY 50%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61%	30% 24% 4% 33% 7% 26% 13% Food & Bev 59%	19% 19% 15% 63% 7% 26% 4% Financial	33% 36% 5% 34% 1% 21% 6% Manu 54%	11% 38% 5% 20% 5% 35% 15% Retail 40%	24% 13% 15% 22% 6% 27% 12% Indus Service 40%	38% 47% 11% 16% 0% 16% 4% try Wholesale & Dist 55%	33% 23% 19% 14% 33% 12% 35% 14% Nonprofit 47%	67% 44% 11% 0% 33% 0% 22% 0% Tourism 63%	67% 47% 47% 33% 73% 7% 20% 0% Tech 50%	9% 14% 6% 26% 6% 31% 11% Health Care 52%	23% 23% 8% 25% 5% 24% 10% Cor Less than 50	33% 27% 9% 38% 2% 31% 8% snpany S 50 to 100 69%	23% 20% 41% 19% 29% 1% iize More than 100 61%
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Total Total Total Total Total Total Region Mohawk Lakes Hudson NY Constr Bev Financial Manu Retail Service & Dist Nonprofit Tourism Tech Care 50 100 than 100 tes 12% 17% 15% 17% 15% 17% 15% 15% 17% 15% 11% 17% 27% 11% 11% 7% 8% 0% 20% 29% 13% 6% 10% 14% 15% No 10% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance prod Yes No Not sure	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50% 31% 19%	24% 23% 10% 29% 8% 29% 9% or your co 2022 Total 55% 26% 19%	25% 25% 14% 32% 7% 28% 9% compan 2021 Total 55% 23% 22%	26% 22% 11% 25% 8% 26% 8% 269 Total 41% 37% 22%	26% 22% 12% 29% 8% 27% 6% ed to de 2019 Total 51% 30%	24% 17% 13% 36% 10% 32% 9% co each of Capital Region 51% 32%	26% 23% 8% 21% 9% 25% 2% the followi Central/ Mohawk 48% 29%	17% 28% 4% 22% 4% 288% 7% ng? Region Finger Lakes 53% 30% 17%	28% 26% 13% 30% 7% 20% 10% Mid-Hudson 52% 31% 16%	30% 32% 8% 33% 5% 26% 8% Western NY 50% 32%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61% 20%	30% 24% 4% 33% 7% 26% 13% Food & Bev 59% 20%	19% 19% 15% 63% 7% 26% 4% Financial 50% 38%	33% 36% 5% 34% 1% 21% 6% Manu 54% 31%	11% 38% 5% 20% 5% 35% 15% Retail 40% 40%	24% 13% 15% 22% 6% 12% 112% 1ndus Service 40% 23%	38% 47% 11% 16% 0% 16% 4% try Wholesale & Dist 55% 27% 18%	33% 23% 19% 14% 33% 12% 35% 14% Nonprofit 47% 38%	67% 44% 11% 0% 33% 0% 0% 0% Tourism 63% 13%	67% 47% 47% 33% 73% 7% 20% 0% Tech 50% 21%	9% 14% 6% 26% 6% 31% 11% Health Care 52% 30%	23% 23% 8% 25% 24% 10% Cor Less than 50 44% 36% 20%	33% 27% 9% 38% 2% 31% 8% so pany S 50 to 100 69% 19% 11%	23% 20% 41% 19% 29% 1% iize More than 100 61% 20%
res 12% 17% 15% N/A N/A 12% 15% 7% 15% 11% 17% 27% 11% 11% 7% 8% 0% 20% 29% 13% 6% 10% 14% 15% No 71% 64% 64% N/A N/A 69% 70% 75% 72% 73% 65% 51% 74% 80% 74% 78% 77% 58% 57% 53% 67% 73% 74% 60%	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance prod Yes No Not sure	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50% 31% 19%	24% 23% 10% 29% 8% 29% 9% or your c 2022 Total 55% 26% 19% able ge	25% 25% 14% 32% 7% 28% 9% compan 2021 Total 55% 23% 22%	26% 22% 11% 25% 8% 26% 8% y design 2020 Total 41% 37% 22% n, etc.)	26% 22% 12% 29% 8% 27% 6% ed to d 2019 Total 51% 30% 19%	24% 17% 13% 36% 9% 0 each of Capital Region 51% 32% 17%	26% 23% 8% 8% 21% 9% 25% 2% the followi Central/ Mohawk 48% 29% 23%	17% 28% 4% 22% 4% 28% 7% ng? Region Finger Lakes 53% 30% 17%	28% 26% 13% 30% 7% 20% 10% Mid- Hudson 52% 31%	30% 32% 8% 33% 5% 26% 8% Western NY 50% 32% 18%	27% 9% 5% 28% 23% 33% Eng & Constr 61% 20%	30% 24% 4% 33% 7% 26% 13% Food & Bev 59% 20% 22%	19% 19% 15% 63% 7% 26% 4% Financial 50% 38%	33% 36% 5% 34% 1% 21% 6% Manu 54% 31%	11% 38% 5% 20% 5% 35% 15% Retail 40% 40%	24% 13% 15% 22% 6% 12% 112% 1ndus Service 40% 23%	38% 47% 11% 16% 0% 16% 4% try Wholesale & Dist 55% 27% 18%	33% 23% 19% 14% 33% 12% 35% 14% Nonprofit 47% 38%	67% 44% 11% 0% 33% 0% 0% 0% Tourism 63% 13%	67% 47% 47% 33% 73% 7% 20% 0% Tech 50% 21%	9% 14% 6% 26% 6% 31% 11% Health Care 52% 30% 18%	23% 23% 8% 25% 5% 5% 10% Cor Less than 50 44% 36% 20%	33% 27% 9% 38% 2% 31% 8% solution of the second of	23% 20% 41% 19% 29% 1% iize More than 100 61% 20% 19%
No 71% 64% 64% N/A N/A 69% 70% 75% 72% 73% 65% 51% 74% 80% 74% 78% 77% 58% 57% 53% 67% 73% 74% 60%	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance prod Yes No Not sure	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50% 31% 19%	24% 23% 10% 29% 8% 29% 9% r your c 2022 Total 55% 26% 19% able ge	25% 25% 14% 32% 7% 28% 9% compan 2021 Total 55% 23% 22%	26% 22% 11% 25% 8% 26% 8% 2020 Total 41% 37% 22% n, etc.)	26% 22% 12% 29% 8% 27% 6% ed to d 2019 Total 51% 30% 19%	24% 17% 13% 36% 10% 32% 9% Capital Region 51% 32% 17% Capital	26% 23% 8% 21% 9% 25% 2% the followi Central/ Mohawk 48% 29% 23%	17% 28% 4% 22% 4% 28% 7% Region Finger Lakes 53% 30% 17% Region Finger	28% 26% 13% 30% 7% 20% 10% Mid- Hudson 52% 31% 16%	30% 32% 8% 33% 5% 26% 8% Western NY 50% 32% 18%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61% 20% 19%	30% 24% 4% 33% 7% 26% 13% Food & Bev 59% 20% 22%	19% 19% 15% 63% 7% 26% 4% Financial 50% 38% 12%	33% 36% 5% 34% 1% 21% 6% Manu 54% 31% 15%	11% 38% 5% 20% 5% 35% 15% Retail 40% 40% 21%	24% 13% 15% 22% 6% 12% 12% Indus Service 40% 37% 23%	38% 47% 11% 16% 0% 16% 4% Wholesale	33% 23% 19% 14% 33% 12% 35% 14% Nonprofit 47% 38% 16%	67% 44% 11% 0% 33% 0% 22% 0% Tourism 63% 13% 25%	67% 47% 47% 33% 73% 0% 0%	9% 14% 6% 26% 6% 11% 11% Health Care 52% 30% 18%	23% 23% 8% 25% 5% 24% 10% Corr Less than 50 44% 36% 20%	33% 27% 9% 38% 2% 31% 8% so to 100 69% 19% 11%	23% 20% 41% 19% 29% 1% More than 100 61% 20% 19%
	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance produce to the produce costs or enhance produce cos	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50% 31% 19%	24% 23% 10% 29% 8% 29% 9% rr your c 2022 Total 19% able ge 2022 Total	25% 25% 14% 32% 7% 28% 9% compan com	26% 22% 11% 25% 8% 8% 8% 26% 8% 2020 Total 41% 37% 22% 2020 Total	26% 22% 12% 29% 8% 27% 6% Constitution of the	24% 179% 139% 36% 10% 32% 9% co each of Capital Region 179% Capital Region	26% 23% 8% 21% 9% 25% 2% the followi Central/ Mohawk 48% 29% 23%	17% 28% 4% 22% 4% 28% 7% Region Finger Lakes 53% 30% 17% Region Finger	28% 26% 13% 30% 20% 10% Mid-Hudson 16% Mid-Hudson	30% 32% 8% 33% 5% 26% 8% Western NY 50% 32% 18%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61% 19% Eng & Constr	30% 24% 4% 33% 7% 26% 13% Food & Bev 20% 22%	19% 19% 15% 63% 7% 26% 4% Financial	33% 36% 5% 34% 1% 21% 6% Manu 54% 31% 15%	11% 38% 5% 20% 5% 15% 15% Retail 40% 40% 21%	24% 13% 15% 22% 6% 27% 12% Indus Service 40% 23% Indus Service	38% 47% 11% 6% 6% 6% 4% 4% Wholesale 55% 27% 18% Wholesale 8 Dist	33% 23% 19% 19% 14% 33% 12% 35% 14% Nonprofit 47% 38% 16%	67% 44% 11% 0% 33% 0% 22% 0% Tourism 63% 13% 25%	67% 47% 47% 33% 73% 0% Tech 50% 21% 29%	9% 14% 6% 26% 31% 11% Health Care 52% 18%	23% 23% 8% 25% 5% 24% 10% Cor Less than 50 44% 20%	33% 27% 9% 38% 2% 31% 8% 8% 100 100 11%	23% 20% 41% 19% 29% 1% iize More than 100 iize More than 100
Not sure 18% 18% 21% N/A N/A 19% 15% 18% 13% 16% 17% 22% 15% 9% 19% 14% 23% 22% 14% 33% 28% 17% 13% 25% 15	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance prod Yes No Not sure Q10B. Respond to climate change (e.g., fuel switching, energy	24% 10% 29% 7% 26% 9% in any fixed assets for ductivity Total 50% 31% 19% rgy efficiency, renew Total 12%	24% 23% 10% 29% 8% 8% 9% 9v 10v 10v 10v 10v 10v 10v 10v 10v 10v 10	25% 25% 14% 32% 7% 9%	26% 22% 11% 25% 8% 8% 26% 8% y design Total 41% 37% 22% 2020 Total N/A	26% 22% 12% 29% 8% 6% ed to d 51% 30% 19% 2019 Total N/A	24% 179% 139% 36% 9% 0 each of Capital Region 51% 32% 179% Capital Region 51% 32% 179%	26% 23% 8% 21% 9% 25% 2% the followi Central/ Mohawk 48% 23% Central/ Mohawk 15%	17% 28% 4% 22% 4% 28% 7% Region Finger Lakes 53% 30% 17% Region Finger Lakes 7%	28% 26% 13% 30% 20% 10% Mid-Hudson 52% 31% 16% Mid-Hudson 15%	30% 32% 8% 33% 5% 26% 8% Western NY 50% 18% Western NY 11%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61% 20% 19% Eng & Constr 17%	30% 24% 4% 33% 26% 13% Food & Bev 59% 22% Food & Bev 22%	19% 19% 15% 63% 7% 26% 4% Financial 50% 12%	33% 36% 5% 34% 1% 6% Manu 54% 31% 15%	11% 38% 5% 20% 35% 15% Retail 40% 21% Retail 7%	24% 13% 15% 22% 6% 27% 12% Indus Service 40% 23% Indus Service 8%	38% 47% 11% 16% 0% 16% 4% wholesale 55% 27% 18% try Wholesale 8 Dist 0%	33% 23% 19% 19% 33% 12% 35% 14% Nonprofit 47% 38% 16% Nonprofit 20%	67% 44% 11% 0% 33% 0% 22% 0% Tourism 63% 13% 25% Tourism 29%	67% 47% 47% 33% 73% 0% Tech 50% 21% 29%	9% 14% 6% 26% 31% 11% Health Care 52% 30% 18%	23% 23% 8% 25% 5% 24% 10% Cor Less than 50 44% 36% 20% Cor Less than 50 10%	33% 27% 9% 38% 38% 2% 31% 8% 8% 100 69% 11% 11%	23% 20% 41% 199% 1% 1% iize More than 100 61% 20% 19%
	New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other Q10. Do you intend to invest between today through 2024 in Q10A. Meet growing demand, reduce costs or enhance prod Yes No Not sure Q10B. Respond to climate change (e.g., fuel switching, energy) Yes No	24% 10% 29% 7% 26% 9% 10	24% 23% 10% 29% 8% 29% 9 r your c 2022 Total 55% 19% 26% 19% 2022 2022 1704 17% 64%	25% 25% 14% 32% 28% 9% 	26% 22% 11% 25% 8% 26% 8% 26% 8% 2020 Total 41% 37% 22% 2020 Total N/A	26% 22% 12% 29% 6% 2019 Total 51% 30% 19% 2019 Total N/A N/A	24% 17% 13% 36% 9% Capital Region 51% 32% 17% Capital Region 51% 32% 17%	26% 23% 8% 21% 9% 25% 2% Central/ Mohawk 48% 29% 23% Central/ Mohawk 15% 70%	17% 28% 4% 4% 22% 4% 28% 7% Region Finger Lakes 53% 30% 17% Region 77%	28% 26% 13% 30% 7% 20% 10% Mid-Hudson 52% 31% 16% Mid-Hudson 15% 72%	30% 32% 8% 33% 5% 26% 8% Western NY 50% 32% 18% Western NY 11% 73%	27% 9% 5% 28% 23% 23% 3% Eng & Constr 61% 20% 19% Eng & Constr 17% 65%	30% 24% 4% 33% 7% 26% 13% Food & Bev 59% 20% 22%	19% 19% 15% 63% 7% 26% 4% Financial 50% 38% 12% Financial 11% 74%	33% 36% 5% 34% 21% 6% Manu 15% Manu 11% 80%	11% 38% 5% 20% 35% 15% Retail 40% 21%	24% 13% 15% 22% 6% 27% 12% Indus: Service 40% 37% 23% Indus: Service 8% 78%	38% 47% 11% 16% 0% 16% 4% Wholesale & Dist 55% 27% 18% Wholesale & Dist 55% 77%	33% 23% 19% 14% 33% 12% 35% 14% Nonprofit 47% 38% 16% Nonprofit 20% 58%	67% 44% 11% 0% 33% 0% 22% 0% Tourism 63% 13% 25% Tourism 29% 57%	67% 47% 47% 33% 7% 20% 0% Tech 50% 21% 29%	9% 14% 6% 26% 6% 31% 11% Health Care 52% 30% 18% Health Care 6% 67%	23% 23% 8% 25% 5% 24% 10% Cor Less than 50 44% 36% 20% Cor Less than 50 10% 73%	33% 27% 9% 38% 2% 8% 8% 8% 100 100 69% 11% 11%	23% 20% 41% 19% 29% 1% ize More than 100 61% 20% 19% ize More than 100 15% 60%

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation October 10 - January 24, 2024 585 Upstate New York CEOs

Q11. Now thinking about the people that work for your o	company, petween toda	ay and t	ne end	or 2024	, ao you	ı pıan to	. r	D- :									·					_		**
		2022	2021	2020	2019	Capital	Central/	Region Finger	Mid-	Western	F== 0	Food 0			1	Indus	Wholesale		1		Health		npany S 50 to	More
	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	Less than 50	100	than 10
Substantially increase your workforce	2%	3%	5%	2%	1%	2%	2%	1%	1%	1%	2%	0%	0%	1%	0%	2%	0%	4%	0%	0%	6%	1%	0%	6%
Moderately increase your workforce	27%	30%	39%	25%	29%	34%	23%	31%	26%	24%	36%	26%	37%	27%	21%	31%	21%	20%	22%	36%	14%	26%	30%	36%
Remain about the same	61%	59%	51%	62%	57%	60%	67%	55%	62%	57%	58%	63%	52%	61%	63%	57%	62%	71%	56%	64%	64%	62%	57%	51%
Decrease your workforce	11%	9%	5%	10%	12%	5%	7%	13%	11%	18%	5%	11%	11%	11%	16%	9%	17%	4%	22%	0%	17%	11%	13%	7%
Decrease your worklorce	11/0	370	370	1070	12/0	370	770	13/0	11/0	1070	370	11/0	11/0	11/0	1070	370	17/0	470	22/0	070	1770	11/0	13/0	770
Q12. And thinking about challenges that your company fa	faces, which of the follo	wing ar	e you co	ncerne	d with?	Please ch	neck ALL tha	at apply.									•		1			1		
								Region								Indus	try						npany S	Size
I		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism		Care	50	100	than 10
Governmental regulation	65%	63%	65%	59%	65%	60%	64%	62%	67%	65%	65%	77%	89%	61%	61%	64%	55%	58%	67%	53%	81%	60%	73%	80%
Adverse economic conditions	58%	65%	56%	65%	44%	66%	61%	49%	52%	56%	45%	52%	85%	60%	68%	57%	55%	67%	67%	53%	50%	57%	58%	67%
Health care costs	58%	59%	55%	50%	66%	55%	60%	49%	73%	60%	62%	48%	33%	71%	50%	58%	55%	58%	67%	53%	69%	57%	64%	50%
Taxation	57%	57%	56%	59%	58%	51%	61%	46%	61%	67%	59%	58%	52%	64%	70%	59%	66%	20%	78%	60%	44%	58%	65%	46%
Rising supplier costs	56%	60%	70%	47%	34%	49%	64%	61%	51%	59%	67%	71%	26%	56%	75%	50%	55%	33%	67%	40%	67%	59%	52%	47%
Energy costs	46%	54%	47%	27%	22%	42%	47%	41%	51%	42%	42%	65%	19%	45%	50%	47%	53%	40%	78%	27%	33%	46%	50%	40%
Human resources	44%	48%	52%	35%	45%	47%	42%	42%	41%	44%	50%	38%	48%	53%	32%	45%	23%	56%	56%	13%	58%	40%	58%	54%
Cash flow	32%	27%	24%	37%	29%	33%	34%	27%	29%	35%	21%	40%	19%	34%	45%	32%	13%	38%	22%	33%	44%	33%	27%	29%
Global political instability	27%	18%	20%	14%	12%	25%	20%	30%	30%	29%	30%	19%	41%	32%	34%	27%	30%	11%	22%	33%	8%	26%	30%	33%
Your supply chain	25%	36%	N/A	N/A	N/A	19%	23%	28%	23%	34%	33%	27%	0%	36%	29%	18%	32%	11%	22%	27%	19%	26%	23%	21%
Risk management	22%	19%	22%	19%	22%	20%	24%	18%	22%	22%	32%	19%	33%	13%	20%	21%	17%	22%	44%	27%	22%	19%	30%	27%
Existing U.S. competition	18%	20%	19%	20%	24%	17%	23%	20%	16%	20%	21%	17%	19%	20%	14%	15%	32%	9%	22%	53%	3%	17%	23%	17%
Ability to obtain suitable financing	17%	10%	7%	9%	8%	18%	16%	14%	14%	18%	21%	8%	19%	15%	21%	15%	4%	31%	22%	20%	17%	19%	15%	11%
Foreign competition	9%	8%	8%	7%	9%	5%	9%	17%	5%	14%	8%	8%	0%	29%	4%	2%	9%	0%	0%	33%	3%	9%	14%	4%
Q13. As you consider all aspects of doing business in Nev	w York State. do you th	nk the l	ousines	conditi	ions in N	New York	State are g	etting b	etter, stavir	ng the sam	e or gettin	g worse?								1				
								Region								Indus	trv					Cor	npany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
1	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Getting better	4%	N/A	N/A	N/A	N/A	5%	2%	6%	3%	6%	3%	4%	0%	1%	0%	5%	9%	7%	11%	13%	3%	5%	1%	3%
Staying the same	29%	N/A			N/A	32%	30%	38%	32%	22%	26%	33%	41%	29%	20%	25%	34%	40%	_	_	29%	31%	22%	32%
Getting worse				N/A															11%	40%				
	67%		N/A	N/A				56%	1				59%	70%	80%	70%			11% 78%	40%		1		
	67%	N/A	N/A	N/A N/A	N/A	63%	68%	56%	65%	71%	71%	63%	59%	70%	80%	70%	57%	53%	11% 78%	40%	69%	64%	77%	65%
		N/A	N/A	N/A	N/A	63%	68%		1				59%	70%	80%	70%				_		1		
Q14. And how about in your local area, are business cond		N/A	N/A	N/A	N/A	63%	68%	1?	65%				59%	70%	80%		57%			_		64%	77%	65%
		N/A taying t	N/A he sam	N/A e or get	N/A ting wo	63% rse in you	68% ur local area	? Region	65%	71%	71%	63%	59%	70%	80%	70%	57% try			_	69%	64% Cor	77% mpany S	65% Size
	nditions getting better, s	N/A taying t	N/A he sam	N/A or get	N/A ting wo	63% rse in you Capital	68% Ir local area Central/	Region	65% Mid-	71% Western	71% Eng &	63% Food &				Indus	57% try Wholesale	53%	78%	47%	69% Health	Cor Less than	77% mpany S 50 to	65% Size More
Q14. And how about in your local area, are business cond	nditions getting better, s	N/A taying t 2022 Total	N/A he same 2021 Total	N/A or get 2020 Total	N/A ting wo 2019 Total	63% rse in you Capital Region	68% Ir local area Central/ Mohawk	Region Finger Lakes	Mid- Hudson	71% Western NY	71% Eng & Constr	Food & Bev	Financial	Manu	Retail	Indus	57% try Wholesale & Dist	53% Nonprofit	78%	47% Tech	69% Health Care	Cor Less than 50	77% mpany S 50 to 100	65% Size More than 10
Q14. And how about in your local area, are business cond	nditions getting better, s Total 8%	N/A taying t 2022 Total N/A	he same 2021 Total N/A	N/A e or get 2020 Total N/A	ting wo	capital Region 8%	68% Ir local area Central/ Mohawk 12%	Region Finger Lakes	Mid- Hudson 5%	71% Western NY 9%	71% Eng & Constr 5%	63% Food & Bev 15%	Financial 7%	Manu 6%	Retail 0%	Indus Service 8%	try Wholesale & Dist 11%	Nonprofit 7%	Tourism 22%	47% Tech 20%	Health Care	64% Cor Less than 50 10%	77% npany S 50 to 100 2%	65% Size More than 10 7%
Q14. And how about in your local area, are business cond Getting better Staying the same	Total 8% 45%	taying t 2022 Total N/A N/A	N/A he sam 2021 Total N/A N/A	or get 2020 Total N/A N/A	ting wo 2019 Total N/A N/A	63% rse in you Capital Region 8% 46%	Central/ Mohawk 12% 46%	Region Finger Lakes 8% 52%	Mid- Hudson 5% 47%	71% Western NY 9% 44%	71% Eng & Constr 5% 41%	Food & Bev 15% 46%	Financial 7% 44%	Manu 6% 51%	Retail 0% 44%	Indus Service 8% 43%	try Wholesale & Dist 11% 49%	53% Nonprofit	78% Tourism 22% 11%	47% Tech 20% 47%	69% Health Care 6% 31%	Cor Less than 50 10% 45%	77% mpany S 50 to 100 2% 48%	65% Size More than 10 7% 42%
Q14. And how about in your local area, are business cond	nditions getting better, s Total 8%	N/A taying t 2022 Total N/A	he same 2021 Total N/A	N/A e or get 2020 Total N/A	ting wo	capital Region 8%	68% Ir local area Central/ Mohawk 12%	Region Finger Lakes	Mid- Hudson 5%	71% Western NY 9%	71% Eng & Constr 5%	63% Food & Bev 15%	Financial 7%	Manu 6%	Retail 0% 44%	Indus Service 8%	try Wholesale & Dist 11%	Nonprofit 7%	Tourism 22%	47% Tech 20%	Health Care	64% Cor Less than 50 10%	77% npany S 50 to 100 2%	65% Size More than 10 7%
Q14. And how about in your local area, are business cond Getting better Staying the same Getting worse	Total 8% 45% 47%	N/A taying t 2022 Total N/A N/A N/A	N/A he sam 2021 Total N/A N/A N/A	N/A cor get 2020 Total N/A N/A N/A	N/A ting wo 2019 Total N/A N/A N/A	Capital Region 8% 46% 47%	Central/ Mohawk 12% 46% 43%	Region Finger Lakes 8% 52% 39%	Mid- Hudson 5% 47% 48%	71% Western NY 9% 44% 47%	71% Eng & Constr 5% 41% 55%	Food & Bev 15% 46% 40%	Financial 7% 44% 48%	Manu 6% 51% 43%	Retail 0% 44% 56%	Indus Service 8% 43%	try Wholesale & Dist 11% 49%	53% Nonprofit	78% Tourism 22% 11%	47% Tech 20% 47%	69% Health Care 6% 31%	Cor Less than 50 10% 45%	77% mpany S 50 to 100 2% 48%	65% Size More than 10 7% 42%
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Q14. And how about in your local area, are business cond Getting better Staying the same Getting worse Q15. For each of the following, indicate whether it is an a Q15A. New York State government Asset Detriment No effect	Total See to doing business Total 9% 81% 11%	taying t 2022 Total N/A N/A N/A N/A N/A N/A N/A N/A N/A 2022 2022 Total N/A	N/A he sam 2021 Total N/A N/A York, a 2021 Total N/A N/A N/A 2021 Total Total N/A N/A N/A	N/A e or get 2020 Total N/A N/A detrime 2020 Total N/A N/A N/A N/A 2020 Total Total N/A N/A N/A N/A	N/A ting wo 2019 Total N/A N/A N/A N/A N/A N/A 2019 Total N/A N/A 2019 Total N/A N/A N/A N/A N/A	capital Region 13% 76% 11% Capital Region 14% 76% 11% 11% 11% 11% 11% 11% 11% 11% 11% 1	Central/ Mohawk 12% 46% 43% ly doesn't h Central/ Mohawk 5% 89% 5% Central/ Mohawk	Region Finger Lakes 8% 52% 39% Finger Region Finger Lakes 11% 76% 13% Region Finger Lakes	Mid- Hudson 5% 47% 48% effect one v Mid- Hudson 4% 76% 20%	71% Western NY 9% 44% 47% vay or and Western NY 8% 84% 9%	Fing & Constr 5% 41% 55% ther. Pleas Constr 14% 75% 11% Eng & Constr Con	Food & Bev 15% 46% 40% Food & Bev 11% 74% 15% Food & Bev 15% 45% 45% 45% 45% 46% 46% 46% 46% 46% 46% 46% 46% 46% 46	Financial 7% 44% 48% NE respon Financial 4% 85% 11%	Manu 6% 51% 43% se per r Manu 2% 89% 9%	Retail 0% 44% 56% 0w. Retail 4% 91% 5%	Indus: Service 8% 43% 49% Indus: Service 4% 84% 12% Indus: Indus: Service	try Wholesale & Dist 11% 49% 40% Wholesale & Dist 119% 19% Wholesale & Dist Ty Wholesale & Dist	Nonprofit 7% 60% 33% Nonprofit 25% 66% 9%	78% Tourism 22% 11% 67% Tourism 11% 89% 0%	Tech 20% 33% Tech 27% 53% 20% Tech Tech Tech Tech Tech 27% 55% 20% Tech Tech Tech Tech Tech Tech Tech Tech	Health Care 6% 31% 63% Health Care 8% 83% 8% Health Care	Cor Less than 50 10% 45% 46% Cor Less than 50 10% 77% 13%	77% 100 2% 48% 49% 100 2% 100 2% 100 2% 2% 8% 100 8% 50 to 100 100 2% 50 to 100 10	65% More than 10 7% 42% 51% Size More than 10 9% 88% 3%
Q14. And how about in your local area, are business cond Getting better Staying the same Getting worse Q15. For each of the following, indicate whether it is an a Q15A. New York State government Asset Detriment No effect Q15B. Local government	Total See See Total See See See See See See See See See Se	N/A taying t t	N/A he sam 2021 Total N/A N/A N/A York, a 2021 Total N/A Total N/A N/A N/A N/A	N/A e or get 2020 Total N/A N/A N/A Other Color of the color o	N/A ting wo 2019 Total N/A N/A N/A Total N/A N/A 2019 Total N/A N/A N/A N/A	capital Region 8% 46% 47% 13% 13% 13% 11% 12% 12% 12% 12% 12% 13% 11% 12% 12% 12% 12% 12% 12% 12% 12% 12	central/Mohawk 12% 46% 43% ly doesn't h Central/Mohawk 5% 89% 5% Central/Mohawk 25%	Region Finger Lakes 8% 52% 39% Region Finger Lakes 11% 13% Region Finger Lakes	Mid- Hudson 5% 47% 48% effect one v Mid- Hudson 4% 76% 20%	71% Western NY 9% 44% 47% way or and Western NY 8% 84% 9% Western NY 19%	Fing & Constr 5% 41% 55% ther. Pleas Eng & Constr 14% 75% 11% Eng & Constr 14% 75% 11% Eng & Constr 15% 11% Eng & Constr 15% 11% 11% 11% 11% 11% 11% 11% 11% 11%	Food & Bev 11% 74% 15% Food & Bev 24%	Financial 7% 44% 48% NE respon Financial 4% 85% 11% Financial 7%	Manu 6% 51% 43% 43% 8se per r Manu 2% 89% 9% Manu 25%	Retail 0% 44% 56% 50% Retail 20% Retail 20%	Indus Service 8% 43% 49% Indus Service 4% 12% Indus Service 15%	try Wholesale & Dist 11% 49% 40% Wholesale & Dist 119% 70% 199% try Wholesale & Dist 15%	Nonprofit 7% 60% 33%	Tourism 22% 11% 67% Tourism 11% 89% 0% Tourism 33%	Tech 20% 33% Tech 27% 53% 20% Tech 13%	Health Care 6% 31% 63% Health Care 8% 83% 8% Health Care 22%	Cor Less than 50 10% 45% 46% Cor Less than 50 10% 77% 13%	77% 100 2% 48% 49% 100 2% 8% 100 2% 8% 100 2% 8% 100 20% 20% 2	65% More than 10 7% 42% 51% Size More than 10 9% 88% 3% Wore than 10 25%
Q14. And how about in your local area, are business cond Getting better Staying the same Getting worse Q15. For each of the following, indicate whether it is an a Q15A. New York State government Asset Detriment No effect	Total See to doing business Total 9% 81% 11%	taying t 2022 Total N/A N/A N/A N/A N/A N/A N/A N/A N/A 2022 2022 Total N/A	N/A he sam 2021 Total N/A N/A York, a 2021 Total N/A N/A N/A 2021 Total Total N/A N/A N/A	N/A e or get 2020 Total N/A N/A detrime 2020 Total N/A N/A N/A N/A 2020 Total Total N/A N/A N/A N/A	N/A ting wo 2019 Total N/A N/A N/A N/A N/A N/A 2019 Total N/A N/A 2019 Total N/A N/A N/A N/A N/A	capital Region 13% 76% 11% Capital Region 14% 76% 11% 11% 11% 11% 11% 11% 11% 11% 11% 1	Central/ Mohawk 12% 46% 43% ly doesn't h Central/ Mohawk 5% 89% 5% Central/ Mohawk	Region Finger Lakes 8% 52% 39% Finger Region Finger Lakes 11% 76% 13% Region Finger Lakes	Mid- Hudson 5% 47% 48% effect one v Mid- Hudson 4% 76% 20%	71% Western NY 9% 44% 47% vay or and Western NY 8% 84% 9%	Fing & Constr 5% 41% 55% ther. Pleas Constr 14% 75% 11% Eng & Constr Con	Food & Bev 15% 46% 40% Food & Bev 11% 74% 15% Food & Bev 15% 45% 45% 45% 45% 46% 46% 46% 46% 46% 46% 46% 46% 46% 46	Financial 7% 44% 48% NE respon Financial 4% 85% 11%	Manu 6% 51% 43% se per r Manu 2% 89% 9%	Retail 0% 44% 56% 0w. Retail 4% 91% 5%	Indus: Service 8% 43% 49% Indus: Service 4% 84% 12% Indus: Indus: Service	try Wholesale & Dist 11% 49% 40% Wholesale & Dist 119% 19% Wholesale & Dist Ty Wholesale & Dist	Nonprofit 7% 60% 33% Nonprofit 25% 66% 9%	78% Tourism 22% 11% 67% Tourism 11% 89% 0%	Tech 20% 33% Tech 27% 53% 20% Tech Tech Tech Tech Tech 27% 55% 20% Tech Tech Tech Tech Tech Tech Tech Tech	Health Care 6% 31% 63% Health Care 8% 83% 8% Health Care	Cor Less than 50 10% 45% 46% Cor Less than 50 10% 77% 13%	77% 100 2% 48% 49% 100 2% 100 2% 100 2% 2% 8% 100 8% 50 to 100 100 2% 50 to 100 10	65% More than 10 7% 42% 51% Size More than 10 9% 88% 3%

In Partnership with The Business Council of New York State, Inc.,

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

Q15C. New York's culture	1																							
								Region		1						Indust							npany S	
		2022		2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	_		Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	24%	N/A	N/A	N/A	N/A	31%	18%	22%	27%	18%	31%	23%	30%	19%	20%	20%	15%	50%	25%	27%	23%	24%	15%	36%
Detriment	42%	N/A	N/A	N/A	N/A	34%	48%	44%	34%	48%	51%	40%	33%	41%	44%	43%	45%	25%	63%	27%	51%	39%	50%	47%
No effect	34%	N/A	N/A	N/A	N/A	34%	33%	33%	39%	34%	18%	36%	37%	40%	35%	38%	40%	25%	13%	47%	26%	38%	35%	17%
				<u> </u>																				
Q15D. New York's transportation systems	1					ı		D!			ı					landa at						C		n:
		2022	2021	2020	2019	C!4-1	C	Region		14/4	F 0	F40	ı	1	1 1	Indust			ı		1114-		npany S	
	Total	Total	Total	Total	Total	Capital	Central/ Mohawk	Finger Lakes	Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 10
A4	23%	_		_		Region						_		23%				-	_					
Asset		N/A	N/A	N/A	N/A	26%	21%	25%	20%	22%	32%	23%	19%		15%	24%	26%	18%	33%	20%	19%	21%	27%	29%
Detriment	26%	N/A	N/A	N/A	N/A	27%	27%	15%	26%	29%	25%	21%	22%	21%	_	25%	19%	55%	44%	33%	33%	26%	26%	26%
No effect	51%	N/A	N/A	N/A	N/A	47%	52%	59%	54%	49%	43%	55%	59%	56%	67%	51%	55%	27%	22%	47%	47%	54%	46%	46%
O1FF New York's energy systems		l	I .	l	l .									l					l	l	l .			l
Q15E. New York's energy systems						1		Region								Indust	try					Cor	npany S	Sizo
		2022	2021	2020	2019	Capital	Central/		Mid-	Western	Fma e	road o	l	1	1 1	maust			1	1	Health			
	Te4-1						Mohawk	Finger			Eng &	Food &	Einamais!	Man	Poto!!	Consider	Wholesale	Nonzafit	Toursiess	Took				More than 10
A	Total	Total	Total	Total	Total	Region		Lakes	Hudson	NY 170/	Constr	Bev	Financial			Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	
Asset	14%	N/A	N/A	N/A	N/A	17%	12%	10%	8%	17%	19%	11%	11%	16%	11%	8%	9%	28%	11%	13%	14%	13%	14%	14%
Detriment	47%	N/A	N/A	N/A	N/A	39%	48%	49%	46%	53%	56%	46%	30%	47%	49%	55%	47%	37%	56%	20%	33%	46%	46%	46%
No effect	40%	N/A	N/A	N/A	N/A	44%	40%	41%	46%	30%	25%	43%	59%	37%	40%	37%	45%	35%	33%	67%	53%	41%	40%	39%
OASS New Yearly advertised and an including an artist	K 13 11 E-	<u> </u>		<u> </u>	<u> </u>		<u> </u>												<u> </u>					<u> </u>
Q15F. New York's educational systems including pre-school,	K-12 and Higher Ed	1	1	1	1	1		Dagian			l					lan el cont	ham .					Con	npany S	Ci=a
		2022	2021	2020	2019	Capital	Central/	Region		14/4	F 0	F40	ı	1		Indust			ı		Health		50 to	
	Total	Total		Total	Total	Region	Mohawk	Finger Lakes	Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Care	Less than 50	100	More than 10
Asset	31%	N/A	N/A	N/A	N/A	37%	33%	34%	18%	30%	37%	33%	33%	37%	18%	23%	21%	48%	22%	53%	31%	27%	29%	50%
Detriment	34%	N/A	N/A	N/A	N/A	31%	26%	37%	35%	42%	35%	31%	44%	31%	33%	40%	36%	32%	33%	7%	25%	35%	38%	26%
No effect	35%	N/A	N/A	N/A	N/A	32%	41%	30%	47%	28%	28%	35%	22%	32%	49%	36%	43%	20%	44%	40%	44%	38%	33%	24%
No effect	33%	IN/A	IN/A	IN/A	N/A	32%	41%	30%	4/70	26%	2870	33%	22%	32%	49%	30%	43%	20%	44%	40%	44%	36%	33%	24%
Q15G. New York's healthcare system			1			l .	I			l	l	1	l	1					I		l .			l
Q250 Hell Folk of hearthful e system								Region	1							Indust	trv					Cor	npany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	Total		Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	17%	N/A	N/A	N/A	N/A	19%	15%	18%	19%	14%	23%	14%	22%	7%	13%	18%	11%	36%	11%	20%	20%	19%	4%	21%
Detriment	48%	N/A	N/A	N/A	N/A	41%	61%	44%	54%	49%	46%	57%	41%	56%	54%	45%	36%	41%	33%	40%	63%	49%	53%	40%
No effect	35%	N/A	N/A	N/A	N/A	40%	24%	38%	27%	37%	31%	29%	37%	36%	33%	38%	53%	23%	56%	40%	17%	32%	42%	39%
No effect	35%	IV/ A	IN/A	IN/A	IN/A	4070	2470	3670	2770	3770	31/0	2370	3770	30%	3370	3070	3370	23/0	30%	4070	1770	32/0	42/0	3370
Q15H. New York's workforce	ı		1		<u> </u>		I.		1		l		l	1			l		I.					<u> </u>
								Region								Indust	try					Cor	npany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	26%	N/A	N/A	N/A	N/A	31%	20%	31%	25%	24%	28%	19%	37%	20%	16%	23%	22%	48%	33%	64%	23%	24%	22%	35%
Detriment	51%	N/A	N/A	N/A	N/A	45%	59%	45%	46%	55%	55%	67%	44%	58%	58%	48%	39%	36%	56%	7%	57%	50%	58%	45%
No effect	23%	N/A	N/A	N/A	N/A	24%	20%	24%	29%	21%	17%	15%	19%	22%	25%	29%	39%	16%	11%	29%	20%	25%	19%	20%
																								.,.
Q15I. The quality of life in New York	U		•			•	•					•									•			
								Region								Indust	try					Cor	npany S	Size
	1	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	<u> </u>	More
	1			T-4-1	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
	Total	Total	Total	Total	TOTAL	REGION																		
Asset					_			_														44%	40%	41%
Asset Detriment	43%	N/A	N/A	N/A	N/A	47%	53%	42%	42%	40%	43%	43%	33%	54%	35%	40%	26%	64%	78%	53%	33%	44% 30%	40% 24%	41% 29%
Asset Detriment No effect					_			_							35% 35%							44% 30% 25%	40% 24% 36%	41% 29% 30%

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation October 10 - January 24, 2024

Q15J. Crime in New York	-	1	1		1	1																		•
		2022	2024	2020	2010			Region		I		1- 10	1	1		Indus		1	1	1	I		mpany S	
	l	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &	,				Wholesale				Health	Less than		More
	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu		Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	2%	N/A	N/A	N/A	N/A	2%	1%	1%	3%	2%	3%	0%	0%	1%	2%	4%	2%	0%	0%	7%	0%	2%	2%	1%
Detriment	68%	N/A	N/A	N/A	N/A	69%	68%	74%	60%	70%	69%	61%	78%	62%	83%	70%	61%	70%	78%	60%	67%	67%	72%	68%
No effect	30%	N/A	N/A	N/A	N/A	28%	30%	25%	37%	28%	28%	39%	22%	37%	15%	26%	37%	30%	22%	33%	33%	31%	26%	31%
Q15K. Housing affordability in New York						l .								I	l	<u> </u>			I .	l	L		لـــــا	
Q15K Housing anorousiney in New York								Region								Indus	try					Cor	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	12%	N/A	N/A	N/A	N/A	8%	20%	11%	4%	19%	11%	25%	7%	13%	11%	8%	13%	11%	11%	7%	14%	10%	17%	14%
Detriment	60%	N/A	N/A	N/A	N/A	66%	49%	58%	77%	39%	58%	50%	63%	52%	59%	62%	49%	80%	67%	67%	69%	62%	50%	63%
No effect	29%	N/A	N/A	N/A	N/A	26%	31%	31%	18%	41%	31%	25%	30%	35%	30%	30%	38%	9%	22%	27%	17%	29%	33%	23%
Q15L. New York's natural resources		1	1		1																			
		2022	2024	2020	2010	Comit-1	Combus!	Region	84:4	Mosto	Eng C	Food 0	1	1	1	Indus		1	1		Usalt!		mpany S	
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/ Mohawk	Finger Lakes	Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 10
Asset	E20/	N/A	N/A	N/A	N/A	59%	67%	52%	36%	45%	46%	69%	48%	46%	48%	49%	47%	74%	89%	47%	50%	53%	48%	59%
Detriment	7%	N/A	N/A	N/A N/A	N/A	59%	4%	6%	11%	45% 5%	15%	10%	48%	46%	48% 5%	10%	0%	2%	11%	0%	8%	53% 7%	48% 5%	59% 4%
	41%	_	N/A	N/A		37%	29%	42%	53%	50%	38%	21%	4%	_	46%	41%	53%	2%	0%	53%	42%	40%	47%	36%
No effect	41%	N/A	N/A	N/A	N/A	3/%	29%	42%	55%	50%	38%	21%	48%	49%	46%	41%	53%	23%	0%	53%	42%	40%	4/%	36%
Q15M. New York's tourist attractions	l					ı							I	<u> </u>	<u> </u>	l .			I	<u> </u>	ı		ш_	ı
								Region								Indus	try					Cor	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Asset	48%	N/A	N/A	N/A	N/A	53%	53%	44%	47%	38%	42%	60%	48%	32%	48%	50%	43%	70%	100%	40%	53%	48%	37%	66%
Detriment	3%	N/A	N/A	N/A	N/A	2%	3%	4%	3%	4%	8%	6%	0%	2%	2%	3%	0%	5%	0%	0%	6%	2%	4%	3%
No effect	48%	N/A	N/A	N/A	N/A	45%	44%	52%	50%	57%	51%	33%	52%	66%	50%	46%	57%	25%	0%	60%	42%	49%	59%	31%
Q15N. Local permitting processes		ı	ı		1	1					1													
		2000	2024	2020	2010			Region		I		I- 10	1	1		Indus				1			mpany S	
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/ Mohawk	Finger Lakes	Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 10
Asset	8%	N/A	N/A	N/A	N/A	10%	9%	14%	3%	7%	9%	19%	0%	6%	7%	3%	4%	19%	22%	0%	6%	9%	4%	6%
Detriment	55%	N/A	N/A	N/A	N/A	59%	51%	38%	64%	63%	65%	48%	59%	54%	60%	67%	33%	53%	67%	50%	31%	52%	59%	65%
	37%	N/A	N/A	N/A	N/A	31%	40%	48%	33%	31%	26%	33%	41%	40%	33%	30%	62%	28%	11%	50%	64%	38%	36%	29%
No effect	3/%	N/A	N/A	N/A	N/A	31%	40%	48%	33%	31%	26%	33%	41%	40%	33%	30%	62%	28%	11%	50%	64%	38%	36%	29%
Q16. Of the following, what would you like to see the Governor ar	nd Legislature	of New	York fo	cus on?	Please	check AL	L that apply	1.	l .	1			<u>l</u>				I.				1			1
-								Region								Indus	try					Cor	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	_	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Business Income Tax Reform	61%	54%	54%	53%	52%	54%	59%	60%	68%	67%	62%	57%	44%	69%	61%	66%	70%	30%	67%	67%	64%	61%	66%	56%
Spending Cuts	60%	51%	48%	47%	53%	58%	63%	51%	54%	74%	58%	65%	52%	75%	64%	58%	65%	34%	89%	40%	53%	58%	71%	59%
Personal Income Tax Reform	59%	51%	52%	48%	50%	56%	60%	63%	62%	60%	52%	43%	70%	60%	59%	68%	67%	34%	56%	67%	67%	56%	68%	63%
Workforce Development	48%	41%	43%	31%	N/A	53%	44%	42%	39%	54%	58%	41%	48%	56%	43%	40%	30%	73%	44%	27%	61%	46%	54%	57%
Business Development Incentives	47%	40%	41%	45%	36%	45%	44%	39%	51%	51%	49%	35%	56%	48%	45%	49%	43%	50%	44%	40%	44%	47%	46%	46%
Infrastructure Development	44%	38%	44%	40%	42%	49%	46%	32%	48%	38%	63%	37%	52%	28%	34%	52%	37%	61%	33%	53%	25%	45%	41%	43%
	37%	32%	26%	23%	24%	43%	31%	31%	33%	37%	40%	43%	26%	33%	30%	43%	33%	43%	33%	33%	28%	38%	26%	37%
Energy Infrastructure		25%	25%	23%	25%	28%	37%	36%	34%	39%	34%	31%	26%	35%	48%	40%	46%	18%	44%	40%	31%	38%	26%	31%
Energy Infrastructure Sales Tax Reform	36%	_									_			220/	440/	420/	220/	400/	220/	220/		33%	45%	30%
	36% 35%	24%	29%	23%	24%	31%	35%	31%	39%	38%	28%	49%	26%	33%	41%	42%	33%	18%	33%	33%	33%	33%	45%	3070
Sales Tax Reform		_	29% 28%	23% 26%	24% 28%	31% 37%	35% 39%	31% 29%	39% 32%	38% 35%	28% 26%	49% 33%	26%	34%	34%	38%	33%	30%	33%	33%	42%	36%	32%	29%
Sales Tax Reform Estate Tax Reform	35%	24%			_							_	1	_						_			_	_
Sales Tax Reform Estate Tax Reform Ethics Reform	35% 34%	24% 26% 14%	28%	26%	28%	37%	39%	29%	32%	35%	26%	33%	26%	34%	34%	38%	33%	30%	33%	33%	42%	36%	32%	29%

In Partnership with The Business Council of New York State, Inc.,

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

1								Region								Indust	rv					Co	mpany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &				iiiuusi	Wholesale		1		Health	Less than	<u> </u>	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Excellent	2%	1%	2%	1%	1%	1%	1%	4%	0%	4%	0%	6%	0%	1%	0%	0%	7%	2%	0%	7%	0%	2%	0%	0%
Good	9%	10%	10%	11%	5%	13%	5%	8%	7%	10%	15%	4%	11%	7%	5%	7%	7%	16%	11%	33%	3%	9%	5%	9%
Fair	35%	27%	31%	30%	25%	35%	33%	42%	41%	29%	28%	37%	30%	36%	35%	30%	39%	55%	33%	13%	42%	34%	37%	36%
Poor	55%	62%	57%	58%	66%	52%	61%	46%	52%	57%	57%	53%	59%	56%	60%	63%	48%	27%	56%	47%	56%	55%	58%	55%
POOT	33%	02%	3/%	36%	00%	32%	01%	40%	32%	37%	3/70	33%	39%	30%	00%	03%	46%	2/70	30%	4/70	30%	33%	36%	33%
Q18. How confident are you in the ability of the government of the Sta	te of Nev	v York t	o impro	ve the l	ousiness	climate	for business	ses like y	ours here	in New Yo	rk State ove	er the nex	t year? Are	you:				ı				ı		
								Region								Indust	ry					Coi	mpany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Very confident	1%	1%	1%	2%	1%	1%	1%	3%	0%	3%	0%	2%	0%	0%	0%	0%	9%	2%	0%	7%	0%	2%	0%	0%
Somewhat confident	13%	16%	17%	18%	12%	14%	11%	24%	13%	11%	18%	16%	11%	12%	11%	9%	9%	27%	11%	20%	8%	15%	6%	13%
Not very confident	38%	38%	41%	36%	40%	40%	40%	35%	43%	33%	29%	33%	37%	42%	33%	43%	33%	50%	11%	47%	39%	37%	42%	33%
Not at all confident	47%	45%	40%	44%	45%	45%	48%	39%	43%	53%	52%	49%	52%	45%	56%	48%	50%	20%	78%	27%	53%	46%	52%	54%
Q19. To what extent will these actions under the state's "Climate Lead	ership an	d Comn	nunity P	rotectio	on Act"	(CLCPA) (focused on	Green H	ouse Gas (GHG) emis	sions reduc	tions and	renewable	energy) impac	t vour bus	iness?							
Q19A. Elimination of fossil fuel emissions from heating/cooling in mos						, ,																		
-								Region								Indust	ry					Coi	mpany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Positive	7%	N/A	N/A	N/A	N/A	6%	4%	4%	9%	7%	16%	2%	4%	4%	2%	5%	11%	12%	0%	13%	8%	8%	3%	7%
Negative	56%	N/A	N/A	N/A	N/A	46%	63%	52%	49%	72%	69%	65%	54%	55%	62%	61%	53%	41%	33%	27%	42%	53%	68%	57%
No impact	26%	N/A	N/A	N/A	N/A	37%	22%	32%	26%	17%	8%	25%	27%	27%	27%	24%	24%	32%	56%	47%	33%	29%	20%	19%
Don't know	11%	N/A	N/A	N/A	N/A	11%	11%	12%	15%	4%	8%	8%	15%	14%	9%	10%	11%	15%	11%	13%	17%	11%	9%	16%
																	-							
Q19B. Requirements for zero-emission (light duty) and reduced emission	n (heavy	duty) v	ehicles			!			l.				l				<u> </u>	l .	ı		l			
<u></u>		,						Region								Indust	rv					Coi	mpany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Positive	7%	N/A	N/A	N/A	N/A	8%	3%	7%	7%	7%	12%	6%	0%	4%	4%	3%	11%	14%	0%	_	8%	8%	4%	7%
Negative	60%	N/A	N/A	N/A	N/A	49%		_						470			11/0							
	23%	N/A	N/A						E 70/		710/	CEO/	420/	620/	CON/		620/	420/		20%				
No impact	_	IN/A		NI/A	_		62%	57%	57%	75%	71%	65%	42%	62%	69%	61%	62%	43%	67%	40%	47%	57%	70%	59%
Don't know	11%			N/A	N/A	31%	24%	27%	23%	13%	12%	19%	38%	19%	18%	26%	20%	31%	67% 33%	40% 27%	47% 31%	57% 24%	70% 18%	23%
		N/A	N/A	N/A N/A	_														67%	40%	47%	57%	70%	
			N/A	N/A	N/A N/A	31% 12%	24% 11%	27%	23%	13%	12%	19%	38%	19%	18%	26%	20%	31%	67% 33%	40% 27%	47% 31%	57% 24%	70% 18%	23%
Q19C. The system in which large-scale GHG emissions sources must pu	chase "a		N/A	N/A	N/A N/A	31% 12%	24% 11%	27% 9%	23%	13%	12%	19%	38%	19%	18%	26% 10%	20% 7%	31%	67% 33%	40% 27%	47% 31%	57% 24% 11%	70% 18% 8%	23% 10%
Q19C. The system in which large-scale GHG emissions sources must pu	chase "a	llowanc	N/A es" for	N/A GHG em	N/A N/A nissions	31% 12% (starting	24% 11% in 2025)	27% 9% Region	23% 13%	13% 5%	12% 5%	19% 10%	38%	19%	18%	26%	20% 7%	31%	67% 33%	40% 27%	47% 31% 14%	57% 24% 11%	70% 18% 8% mpany S	23% 10% Size
Q19C. The system in which large-scale GHG emissions sources must pu		llowanc 2022	N/A es" for 2021	N/A GHG em	N/A N/A nissions 2019	31% 12% (starting Capital	24% 11% in 2025)	27% 9% Region Finger	23% 13% Mid-	13% 5% Western	12% 5% Eng &	19% 10% Food &	38% 19%	19% 15%	18% 9%	26% 10% Indust	20% 7% ry Wholesale	31% 12%	67% 33% 0%	40% 27% 13%	47% 31% 14% Health	57% 24% 11% Con Less than	70% 18% 8% mpany S	23% 10% Size More
	Total	llowand 2022 Total	N/A es" for 2021 Total	N/A GHG em 2020 Total	N/A N/A nissions 2019 Total	31% 12% (starting Capital Region	24% 11% in 2025) Central/ Mohawk	27% 9% Region Finger Lakes	23% 13% Mid- Hudson	13% 5% Western NY	12% 5% Eng & Constr	19% 10% Food & Bev	38% 19% Financial	19% 15% Manu	18% 9% Retail	26% 10% Indust	20% 7% ry Wholesale & Dist	31% 12% Nonprofit	67% 33% 0% Tourism	40% 27% 13% Tech	47% 31% 14% Health Care	57% 24% 11% Col Less than 50	70% 18% 8% mpany S 50 to 100	23% 10% Size More than 100
Positive	Total	2022 Total	N/A es" for 2021 Total N/A	N/A GHG em 2020 Total N/A	N/A N/A nissions 2019 Total N/A	31% 12% (starting Capital Region 6%	24% 11% in 2025) Central/ Mohawk 1%	27% 9% Region Finger Lakes 3%	23% 13% Mid- Hudson 3%	13% 5% Western NY 5%	12% 5% Eng & Constr 5%	19% 10% Food & Bev 4%	38% 19% Financial 4%	19% 15% Manu 3%	18% 9% Retail 0%	26% 10% Indust Service 3%	20% 7% ry Wholesale & Dist 7%	31% 12% Nonprofit 10%	67% 33% 0% Tourism 0%	40% 27% 13% Tech 7%	47% 31% 14% Health Care 6%	57% 24% 11% Coi Less than 50 4%	70% 18% 8% mpany S 50 to 100 2%	23% 10% Size More than 100 7%
	Total 4% 48%	2022 Total N/A N/A	N/A es" for 2021 Total N/A N/A	N/A GHG em 2020 Total N/A N/A	N/A N/A nissions 2019 Total N/A N/A	31% 12% (starting Capital Region 6% 41%	24% 11% in 2025) Central/ Mohawk 1% 51%	27% 9% Region Finger Lakes 3% 43%	23% 13% Mid- Hudson 3% 40%	13% 5% Western NY 5% 63%	12% 5% Eng & Constr 5% 60%	19% 10% Food & Bev 4% 40%	38% 19% Financial 4% 42%	19% 15% Manu 3% 54%	18% 9% Retail 0% 45%	26% 10% Indust Service 3% 51%	20% 7% rry Wholesale & Dist 7% 49%	31% 12% Nonprofit 10% 36%	67% 33% 0% Tourism 0% 33%	40% 27% 13% Tech 7% 33%	47% 31% 14% Health Care 6% 42%	57% 24% 11% Con Less than 50 4% 45%	70% 18% 8% 8% 50 to 100 2% 59%	23% 10% Size More than 100 7% 49%
Positive	Total	2022 Total	N/A es" for 2021 Total N/A	N/A GHG em 2020 Total N/A	N/A N/A nissions 2019 Total N/A	31% 12% (starting Capital Region 6%	24% 11% in 2025) Central/ Mohawk 1%	27% 9% Region Finger Lakes 3%	23% 13% Mid- Hudson 3%	13% 5% Western NY 5%	12% 5% Eng & Constr 5%	19% 10% Food & Bev 4%	38% 19% Financial 4%	19% 15% Manu 3%	18% 9% Retail 0%	26% 10% Indust Service 3%	20% 7% ry Wholesale & Dist 7%	31% 12% Nonprofit 10%	67% 33% 0% Tourism 0%	40% 27% 13% Tech 7%	47% 31% 14% Health Care 6%	57% 24% 11% Coi Less than 50 4%	70% 18% 8% mpany S 50 to 100 2%	23% 10% Size More than 100 7%
Positive Negative	Total 4% 48%	2022 Total N/A N/A	N/A es" for 2021 Total N/A N/A	N/A GHG em 2020 Total N/A N/A	N/A N/A nissions 2019 Total N/A N/A	31% 12% (starting Capital Region 6% 41%	24% 11% in 2025) Central/ Mohawk 1% 51%	27% 9% Region Finger Lakes 3% 43%	23% 13% Mid- Hudson 3% 40%	13% 5% Western NY 5% 63%	12% 5% Eng & Constr 5% 60%	19% 10% Food & Bev 4% 40%	38% 19% Financial 4% 42%	19% 15% Manu 3% 54%	18% 9% Retail 0% 45%	26% 10% Indust Service 3% 51%	20% 7% rry Wholesale & Dist 7% 49%	31% 12% Nonprofit 10% 36%	67% 33% 0% Tourism 0% 33%	40% 27% 13% Tech 7% 33%	47% 31% 14% Health Care 6% 42%	57% 24% 11% Con Less than 50 4% 45%	70% 18% 8% 8% 50 to 100 2% 59%	23% 10% Size More than 100 7% 49%
Positive Negative No impact	Total 4% 48% 25%	2022 Total N/A N/A N/A	N/A es" for the ses of	N/A GHG em 2020 Total N/A N/A N/A	N/A N/A nissions 2019 Total N/A N/A N/A	31% 12% (starting Capital Region 6% 41% 32%	24% 11% in 2025) Central/ Mohawk 1% 51% 26%	27% 9% Region Finger Lakes 3% 43% 30%	23% 13% Mid- Hudson 3% 40% 29%	13% 5% Western NY 5% 63% 11%	12% 5% Eng & Constr 5% 60% 18%	19% 10% Food & Bev 4% 40% 21%	38% 19% Financial 4% 42% 31%	19% 15% Manu 3% 54% 19%	18% 9% Retail 0% 45% 16%	26% 10% Indust Service 3% 51% 29%	20% 7% 7% Wholesale & Dist 7% 49% 24%	31% 12% Nonprofit 10% 36% 29%	67% 33% 0% Tourism 0% 33% 44%	40% 27% 13% Tech 7% 33% 33%	47% 31% 14% Health Care 6% 42% 33%	57% 24% 11% Col Less than 50 4% 45% 26%	70% 18% 8% mpany S 50 to 100 2% 59% 24%	23% 10% Size More than 100 7% 49% 19%
Positive Negative No impact	Total 4% 48% 25% 23%	Z022 Total N/A N/A N/A N/A	es" for control of the control of th	N/A GHG em 2020 Total N/A N/A N/A N/A	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A	31% 12% (starting Capital Region 6% 41% 32% 22%	24% 11% in 2025) Central/ Mohawk 1% 51% 26%	27% 9% Region Finger Lakes 3% 43% 30%	23% 13% Mid- Hudson 3% 40% 29%	13% 5% Western NY 5% 63% 11%	12% 5% Eng & Constr 5% 60% 18%	19% 10% Food & Bev 4% 40% 21%	38% 19% Financial 4% 42% 31%	19% 15% Manu 3% 54% 19%	18% 9% Retail 0% 45% 16%	26% 10% Indust Service 3% 51% 29%	20% 7% 7% Wholesale & Dist 7% 49% 24%	31% 12% Nonprofit 10% 36% 29%	67% 33% 0% Tourism 0% 33% 44%	40% 27% 13% Tech 7% 33% 33%	47% 31% 14% Health Care 6% 42% 33%	57% 24% 11% Col Less than 50 4% 45% 26%	70% 18% 8% mpany S 50 to 100 2% 59% 24%	23% 10% Size More than 100 7% 49% 19%
Positive Negative No impact Don't know	Total 4% 48% 25% 23%	Z022 Total N/A N/A N/A N/A	es" for control of the control of th	N/A GHG em 2020 Total N/A N/A N/A N/A	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A	31% 12% (starting Capital Region 6% 41% 32% 22%	24% 11% in 2025) Central/ Mohawk 1% 51% 26%	27% 9% Region Finger Lakes 3% 43% 30%	23% 13% Mid- Hudson 3% 40% 29%	13% 5% Western NY 5% 63% 11%	12% 5% Eng & Constr 5% 60% 18%	19% 10% Food & Bev 4% 40% 21%	38% 19% Financial 4% 42% 31%	19% 15% Manu 3% 54% 19%	18% 9% Retail 0% 45% 16%	26% 10% Indust Service 3% 51% 29%	20% 7% rry Wholesale & Dist 7% 49% 24% 20%	31% 12% Nonprofit 10% 36% 29%	67% 33% 0% Tourism 0% 33% 44%	40% 27% 13% Tech 7% 33% 33%	47% 31% 14% Health Care 6% 42% 33%	57% 24% 11% Col Less than 50 4% 45% 26%	70% 18% 8% mpany S 50 to 100 2% 59% 24%	23% 10% Size More than 100 7% 49% 19% 25%
Positive Negative No impact Don't know	Total 4% 48% 25% 23%	Z022 Total N/A N/A N/A N/A	es" for control of the control of th	N/A GHG em 2020 Total N/A N/A N/A N/A	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A	31% 12% (starting Capital Region 6% 41% 32% 22%	24% 11% in 2025) Central/ Mohawk 1% 51% 26%	27% 9% Region Finger Lakes 3% 43% 30% 24%	23% 13% Mid- Hudson 3% 40% 29%	13% 5% Western NY 5% 63% 11%	12% 5% Eng & Constr 5% 60% 18%	19% 10% Food & Bev 4% 40% 21%	38% 19% Financial 4% 42% 31%	19% 15% Manu 3% 54% 19%	18% 9% Retail 0% 45% 16%	26% 10% Indust Service 3% 51% 29% 17%	20% 7% rry Wholesale & Dist 7% 49% 24% 20%	31% 12% Nonprofit 10% 36% 29%	67% 33% 0% Tourism 0% 33% 44%	40% 27% 13% Tech 7% 33% 33%	47% 31% 14% Health Care 6% 42% 33%	57% 24% 11% Col Less than 50 4% 45% 26%	70% 18% 8% 8% 50 to 100 2% 59% 24% 14%	23% 10% Size More than 100 7% 49% 19% 25%
Positive Negative No impact Don't know	Total 4% 48% 25% 23% ve in 202	2022 Total N/A N/A N/A N/A N/A	es" for es" for es" for es" for es" for es es" for es	N/A GHG em 2020 Total N/A N/A N/A N/A Oderation 2020	N/A N/A N/A N/A 2019 Total N/A N/A N/A N/A N/A Statew 2019	31% 12% (starting Capital Region 6% 41% 22% ide) Capital	24% 11% in 2025) Central/ Mohawk 1% 51% 26% 23%	Region Finger Lakes 3% 43% 30% 24%	23% 13% Mid- Hudson 3% 40% 29% 28%	13% 5% Western NY 5% 63% 11% 21%	12% 5% Eng & Constr 5% 60% 18% 17%	19% 10% Food & Bev 4% 21% 35%	38% 19% Financial 4% 42% 31% 23%	19% 15% Manu 3% 54% 19% 23%	18% 9% Retail 0% 45% 16% 38%	26% 10% Indust Service 3% 51% 29% 17%	20% 7% Wholesale & Dist 7% 49% 24% 20%	31% 12% Nonprofit 10% 36% 29% 26%	67% 33% 0% Tourism 0% 33% 44% 22%	40% 27% 13% Tech 7% 33% 27%	47% 31% 14% Health Care 6% 42% 33% 19%	57% 24% 11% Coil Less than 50 4% 45% 26% 26% Coil Less than	70% 18% 8% 50 to 100 2% 59% 24% 14%	23% 10% More than 100 7% 49% 19% 25%
Positive Negative No impact Don't know Q19D. GHG "performance standards" for existing buildings (NYC effect	Total 4% 48% 25% 23% ve in 202	Z022 Total N/A N/A N/A N/A N/A 2022 Total	n/A es" for 1 2021 Total N/A N/A N/A N/A Total 2021 Total	N/A GHG em 2020 Total N/A N/A N/A N/A N/A Ceration 2020 Total	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A N/A Total Statew 2019 Total	31% 12% (starting Capital Region 6% 41% 32% 22% ide) Capital Region	24% 11% in 2025) Central/ Mohawk 1% 51% 26% 23%	Region Finger Lakes 3% 43% 30% 24% Region Finger Lakes	23% 13% Mid- Hudson 3% 40% 29% 28%	13% 5% Western NY 5% 63% 11% 21% Western NY	12% 5% Eng & Constr 5% 60% 18% 17%	19% 10% Food & Bev 4% 21% 35% Food & Bev	38% 19% Financial 4% 42% 31% 23%	19% 15% Manu 3% 54% 19% 23%	18% 9% Retail 0% 45% 16% 38%	26% 10% Indust Service 3% 51% 29% 17% Indust Service	20% 7% Wholesale & Dist 7% 49% 24% 20% wholesale & Dist	31% 12% Nonprofit 10% 36% 29% 26%	67% 33% 0% Tourism 0% 33% 44% 22% Tourism	40% 27% 13% Tech 7% 33% 27%	47% 31% 14% Health Care 6% 42% 33% 19% Health Care	57% 24% 11% Col Less than 50 4% 26% 26% Col Less than 50	70% 18% 8% 50 to 100 2% 59% 24% 14% mpany S	23% 10% iize More than 100 7% 49% 19% 25% iize More than 100
Positive Negative No impact Don't know Q19D. GHG "performance standards" for existing buildings (NYC effect	Total 4% 48% 25% 23% ve in 202 Total 6%	Z022 Total N/A	N/A es" for e 2021 Total N/A N/A N/A N/A Total Total N/A	N/A GHG em 2020 Total N/A N/A N/A N/A Total N/A N/A N/A N/A N/A	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A N/A N/A Statew 2019 Total N/A	31% 12% (starting Capital Region 6% 41% 32% 22% ide) Capital Region 8%	24% 11% in 2025) Central/ Mohawk 1% 51% 26% 23%	Region Finger Lakes 3% 43% 24% Region Finger Lakes	23% 13% Mid-Hudson 3% 40% 29% 28% Mid-Hudson 4%	13% 5% Western NY 5% 63% 21% Western NY 5%	12% 5% Eng & Constr 5% 60% 17% Eng & Constr 17%	19% 10% Food & Bev 4% 40% 21% 35% Food & Bev 0%	38% 19% Financial 4% 424 23% Financial 0%	19% 15% Manu 3% 54% 19% 23%	Retail 0% 45% 38% Retail 2%	26% 10% Indust Service 3% 51% 29% 17% Indust Service 3%	20% 7% Wholesale & Dist 7% 49% 20% Try Wholesale & Dist 777 Wholesale & Dist 776	31% 12% Nonprofit 10% 36% 29% 26%	67% 33% 0% Tourism 0% 33% 44% 22% Tourism 0%	40% 27% 13% Tech 7% 33% 27% Tech 7%	47% 31% 14% Health Care 6% 42% 33% 19% Health Care 6%	57% 24% 11% Col Less than 50 4% 45% 26% 26% Col Less than 50 5%	70% 18% 8% 50 to 100 2% 59% 24% 14% mpany S 50 to 100 50 to	23% 10% Nore than 10(7% 49% 19% 25% More than 10(7%)
Positive Negative No impact Don't know Q19D. GHG "performance standards" for existing buildings (NYC effect	Total 4% 48% 25% 23% ve in 202 Total 6% 54%	Z022 Total N/A N/A N/A N/A 24, under	N/A es" for e 2021 Total N/A N/A N/A N/A Total Total N/A N/A	N/A GHG em 2020 Total N/A N/A N/A N/A N/A N/A Reration 2020 Total N/A N/A	N/A	31% 12% (starting Capital Region 6% 41% 32% 22% ide) Capital Region 8% 49%	24% 11% in 2025) Central/ Mohawk 1% 51% 26% 23% Central/ Mohawk 4% 56%	Region Finger Lakes 3% 24% Region Finger Lakes 57%	23% 13% Mid- Hudson 3% 40% 29% 28% Mid- Hudson 4% 48%	13% 5% Western NY 5% 63% 11% 21% Western NY 5% 65%	12% 5% Eng & Constr 5% 60% 18% 17% Eng & Constr 17% 58%	19% 10% Food & Bev 4% 40% 21% 35% Food & Bev 0% 50%	38% 19% Financial 4% 42% 31% 23% Financial 0% 62%	19% 15% Manu 3% 54% 19% 23% Manu 5% 61%	Retail 0% 45% 38% Retail 2% 64%	26% 10% Indust Service 3% 51% 29% 17% Indust Service 3% 55%	20% 7% wholesale	31% 12% Nonprofit 10% 36% 29% 26% Nonprofit 12% 44%	67% 33% 0% Tourism 0% 33% 44% 22% Tourism 0% 67%	## Tech 7% 33% 27%	47% 31% 14% Health Care 6% 42% 33% 19% Health Care 6% 47%	57% 24% 11% Col Less than 50 4% 45% 26% 26% Col Less than 50 Less than 50	70% 18% 8% 50 to 100 2% 59% 24% 14% 50 to 100 5 to 100 5 to 100 5 to	23% 10% 10% More than 10(7% 49% 19% 25% More than 10(7% 49%
Positive Negative No impact Don't know Q19D. GHG "performance standards" for existing buildings (NYC effect	Total 4% 48% 25% 23% ve in 202 Total 6%	Z022 Total N/A	N/A es" for e 2021 Total N/A N/A N/A N/A Total Total N/A	N/A GHG em 2020 Total N/A N/A N/A N/A Total N/A N/A N/A N/A N/A	N/A N/A N/A nissions 2019 Total N/A N/A N/A N/A N/A N/A Statew 2019 Total N/A	31% 12% (starting Capital Region 6% 41% 32% 22% ide) Capital Region 8%	24% 11% in 2025) Central/ Mohawk 1% 51% 26% 23%	Region Finger Lakes 3% 43% 24% Region Finger Lakes	23% 13% Mid-Hudson 3% 40% 29% 28% Mid-Hudson 4%	13% 5% Western NY 5% 63% 21% Western NY 5%	12% 5% Eng & Constr 5% 60% 17% Eng & Constr 17%	19% 10% Food & Bev 4% 40% 21% 35% Food & Bev 0%	38% 19% Financial 4% 42% 23% Financial 0%	19% 15% Manu 3% 54% 19% 23%	Retail 0% 45% 38% Retail 2%	26% 10% Indust Service 3% 51% 29% 17% Indust Service 3%	20% 7% Wholesale & Dist 7% 49% 20% Try Wholesale & Dist 777 Wholesale & Dist 776	31% 12% Nonprofit 10% 36% 29% 26%	67% 33% 0% Tourism 0% 33% 44% 22% Tourism 0%	40% 27% 13% Tech 7% 33% 27% Tech 7%	47% 31% 14% Health Care 6% 42% 33% 19% Health Care 6%	57% 24% 11% Col Less than 50 4% 45% 26% 26% Col Less than 50 5%	70% 18% 8% 50 to 100 2% 59% 24% 14% mpany S 50 to 100 50 to	23% 10% Nore than 10(7% 49% 19% 25% More than 10(7%)

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation October 10 - January 24, 2024

Q19E. Requirements for onsite EV charging for fleets, employe	ees and/or custom	ers (pe	nding)																					
								Region								Indust	try					Cor	npany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Positive	9%	N/A	N/A	N/A	N/A	11%	9%	9%	8%	10%	20%	2%	12%	6%	4%	8%	7%	17%	22%	13%	8%	9%	4%	12%
Negative	58%	N/A	N/A	N/A	N/A	45%	63%	63%	53%	70%	58%	65%	42%	68%	69%	54%	67%	36%	56%	27%	56%	56%	71%	49%
No impact	21%	N/A	N/A	N/A	N/A	29%	16%	21%	26%	13%	17%	10%	35%	15%	16%	26%	18%	38%	22%	27%	25%	23%	18%	20%
Don't know	12%	N/A	N/A	N/A	N/A	15%	12%	7%	13%	8%	5%	23%	12%	11%	11%	12%	9%	10%	0%	33%	11%	11%	7%	19%
Q20. And thinking about the efforts of the federal governmen	nt, overall would yo	ou say t	he fede	ral gove	rnment	is doing	an excellen	, 0 ,	fair or pooi	r job of cre	eating a bu	siness clin	nate in whi	ch com	oanies li									
								Region						,		Indust							npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Excellent	1%	1%	3%	4%	12%	2%	0%	4%	0%	0%	3%	4%	0%	1%	0%	1%	0%	0%	0%	0%	0%	1%	1%	1%
Good	11%	13%	13%	20%	27%	12%	7%	14%	10%	11%	11%	8%	7%	11%	9%	9%	11%	19%	0%	20%	11%	12%	6%	10%
Fair	32%	32%	34%	47%	32%	35%	35%	32%	35%	31%	36%	31%	37%	37%	27%	31%	33%	47%	33%	20%	14%	34%	30%	30%
Poor	56%	53%	51%	29%	25%	51%	57%	50%	55%	58%	50%	56%	56%	51%	64%	60%	56%	35%	67%	60%	75%	54%	62%	59%
																								L
Q21. How confident are you in the ability of the federal gover	rnment to improve	the bu	siness c	limate f	or busin	esses lik	e yours here		York over	the next y	ear? Are y	ou:												
			<u> </u>			ļ		Region					1			Indust					1		npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Very confident	1%	1%	1%	4%	7%	1%	0%	3%	0%	2%	0%	4%	0%	0%	0%	1%	4%	0%	0%	0%	0%	1%	0%	0%
Somewhat confident	12%	17%	19%	27%	30%	13%	11%	18%	13%	9%	17%	10%	4%	15%	4%	12%	9%	21%	0%	27%	11%	13%	8%	11%
Not very confident	40%	37%	35%	37%	42%	38%	47%	38%	42%	38%	36%	37%	46%	41%	48%	39%	40%	56%	22%	20%	22%	41%	39%	33%
Not at all confident	47%	45%	45%	32%	19%	48%	43%	41%	45%	51%	47%	49%	50%	45%	48%	48%	47%	23%	78%	53%	67%	44%	54%	56%
																							ш	1
Q22. On another topic, "Disruptive Technologies", innovation	s that significantly	alter th	ne way t	hat con	sumers,	industri	es, or busin	esses op	erate. How	familiar a	are you wit	h Disrupti	ve Technol	logies?										
								Region								Indust	try					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Very familiar	12%	N/A	N/A	N/A	N/A	13%	11%	10%	13%	15%	8%	6%	31%	19%	7%	11%	2%	2%	56%	47%	0%	9%	21%	11%
Somewhat familiar	37%	N/A	N/A	N/A	N/A	40%	43%	30%	37%	36%	38%	35%	46%	35%	29%	44%	32%	35%	33%	33%	40%	34%	37%	50%
Not very familiar	30%	N/A	N/A	N/A	N/A	34%	27%	32%	27%	24%	28%	38%	15%	21%	39%	28%	32%	42%	11%	20%	40%	33%	27%	24%
Not at all familiar	21%	N/A	N/A	N/A	N/A	13%	19%	28%	23%	24%	27%	21%	8%	24%	25%	18%	34%	21%	0%	0%	20%	24%	15%	14%
																								1
Q23. Which of the following disruptive technologies do you cu	urrently use or do	you see	your co	mpany	using in	the near	future? Ple	ease sele	ct ONE res	ponse per	row.													
Q23A. Social media																								
								Region								Indust	try					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Currently use	74%	N/A	N/A	N/A	N/A	84%	73%	65%	69%	71%	56%	79%	84%	72%	77%	74%	58%	93%	100%	80%	81%	71%	74%	87%
Future use	7%	N/A	N/A	N/A	N/A	5%	7%	11%	4%	8%	8%	6%	4%	8%	2%	9%	11%	2%	0%	0%	8%	7%	8%	3%
No plans to use	20%	N/A	N/A	N/A	N/A	11%	21%	24%	27%	21%	36%	15%	12%	21%	21%	18%	31%	5%	0%	20%	11%	22%	18%	10%
																								1
Q23B. Artificial intelligence (AI) and machine learning																								
								Region								Indust	try					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Currently use	14%	N/A	N/A	N/A	N/A	18%	6%	11%	17%	15%	8%	11%	24%	13%	9%	17%	4%	10%	56%	60%	3%	12%	13%	23%
Future use	36%	N/A	N/A	N/A	N/A	41%	42%	20%	36%	37%	33%	28%	64%	35%	18%	38%	33%	45%	33%	27%	47%	30%	47%	48%
No plans to use	51%	N/A	N/A	N/A	N/A	41%	53%	69%	48%	47%	59%	62%	12%	52%	73%	44%	62%	45%	11%	13%	50%	58%	40%	29%
·																								1
Q23C. 5G and Improved Connectivity				•	•								•	•						•				
								Region								Indust	trv					Cor	npany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	57%	55%	N/A	N/A	N/A	63%	52%	57%	59%	58%	61%	50%	71%	60%	44%	62%	51%	48%	78%	73%	49%	54%	61%	62%
Future use	25%	28%	N/A	N/A	N/A	22%	27%	19%	24%	27%	26%	27%	29%	20%	22%	26%	22%	31%	22%	13%	34%	25%	29%	24%
No plans to use	18%	17%	N/A	N/A	N/A	15%	21%	24%	17%	15%	13%	23%	0%	20%	33%	12%	27%	21%	0%	13%	17%	21%	10%	15%
ino piano to use	16%	1/70	IV/A	IN/A	IN/A	1370	Z170	Z470	1/70	1370	1370	4370	U%	20%	J370	1270	Z / 70	Z170	U%	1370	1/70	Z170	1070	1370

In Partnership with The Business Council of New York State, Inc.,

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

Q23D. The Internet of things (computing devices embedded in everyday	av object:	د)						303	Upstate N															
Arabi The internet of things fromputing devices embedded in everythe	Jy Objects	<u>,, </u>						Region	ı							Indus	try					Con	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	48%	39%	N/A	N/A	N/A	55%	47%	45%	50%	42%	49%	39%	72%	37%	47%	58%	38%	36%	67%	67%	53%	46%	46%	57%
Future use	20%	27%	N/A	N/A	N/A	17%	22%	23%	16%	24%	29%	28%	12%	29%	18%	14%	18%	19%	11%	7%	17%	18%	30%	20%
No plans to use	31%	34%	N/A	N/A	N/A	28%	31%	32%	34%	33%	22%	33%	16%	34%	35%	28%	44%	45%	22%	27%	31%	36%	24%	23%
																							i	ı
Q23E. The cloud																								
								Region								Indus							npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	_	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	75%	81%	N/A	N/A	N/A	82%	76%	66%	72%	76%	75%	62%	83%	74%	67%	75%	62%	93%	100%	93%	80%	70%	84%	84%
Future use	9%	9%	N/A	N/A	N/A	7%	7%	10%	11%	10%	11%	11%	8%	10%	5%	13%	11%	2%	0%	0%	9%	10%	8%	9%
No plans to use	16%	10%	N/A	N/A	N/A	11%	17%	24%	17%	14%	14%	28%	8%	16%	27%	13%	27%	5%	0%	7%	11%	20%	9%	7%
					<u> </u>																			
Q23F. Advanced robotics		1	1	1	ı						1													
	$+\!-\!$	2000			20:0			Region		I	 	1	1	1	1	Indus	, -		1	1	I		npany S	
		2022	2021	2020	2019	Capital		Finger	Mid-	Western	Eng &	Food &	Fi	l.,	D	c :	Wholesale	N "		.	Health	Less than	50 to	More
	Total		Total	Total	Total	Region		Lakes	Hudson	NY	Constr	Bev	Financial			Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	6%	8%	N/A	N/A	N/A	6%	5%	4%	6%	8%	11%	2%	8%	16%	2%	1%	2%	2%	0%	13%	11%	5%	8%	10%
Future use	19%	16%	N/A	N/A	N/A	20%	24%	17%	17%	21%	19%	29%	8%	34%	9%	14%	13%	21%	11%	7%	17%	13%	33%	31%
No plans to use	75%	75%	N/A	N/A	N/A	74%	70%	79%	78%	71%	70%	69%	83%	50%	89%	85%	84%	76%	89%	80%	71%	82%	59%	59%
Q23G. Autonomous or near autonomous vehicles	$\overline{}$	1	1	1	1	1		D '								to door	•					C		
	$-\!$	2022	2021	2020	2019	Capital	C	Region	Mid-	14/4	r 0	Food &	1	1	1	Indus	Wholesale	1	ı		Health	Less than	npany S 50 to	More
	Total		Total	Total	Total	Region	Central/ Mohawk	Finger Lakes	Hudson	Western NY	Eng & Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	1%	1%	N/A	N/A	N/A	1%	1%	1%	2%	2%	3%	2%	0%	1%	4%	0%	2%	0%	0%	0%	0%	1%	2%	3%
Future use	14%	15%	N/A	N/A	N/A	14%	14%	11%	16%	12%	24%	15%	20%	14%	9%	10%	18%	7%	11%	27%	8%	9%	19%	35%
No plans to use	85%	84%	N/A	N/A	N/A	85%	84%	87%	82%	86%	73%	83%	80%	85%	88%	90%	80%	93%	89%	73%	92%	90%	79%	62%
The plants to doc	- 0370	0.70	,,,	,,,	,,,	0370	0.70	0770	0270	0070	7570	0070	0070	0570	0070	3070	0070	3370	0370	7570	32,0	3070	7370	0270
Q23H. 3-D Printing			1	1		ı	l .	ı				1						ı	l	1	l.			
								Region	1							Indus	trv					Con	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	9%	12%	N/A	N/A	N/A	12%	10%	9%	7%	8%	10%	2%	0%	26%	0%	5%	2%	19%	0%	20%	6%	6%	14%	13%
Future use	20%	17%	N/A	N/A	N/A	19%	20%	19%	19%	23%	27%	28%	13%	24%	18%	15%	16%	24%	33%	33%	3%	18%	24%	25%
No plans to use	71%	72%	N/A	N/A	N/A	69%	70%	73%	74%	69%	63%	70%	88%	51%	82%	80%	82%	57%	67%	47%	92%	76%	62%	62%
																								1
Q23I. Renewable energy						•			•	•	•						•	•						
								Region								Indus	try					Con	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	19%	19%	N/A	N/A	N/A	21%	17%	18%	21%	13%	19%	22%	20%	22%	16%	17%	9%	17%	33%	47%	14%	16%	17%	34%
Future use	31%	42%	N/A	N/A	N/A	34%	37%	20%	31%	30%	37%	39%	28%	32%	18%	31%	33%	29%	22%	20%	28%	31%	38%	22%
No plans to use	51%	39%	N/A	N/A	N/A	45%	47%	62%	47%	57%	44%	39%	52%	46%	65%	51%	58%	54%	44%	33%	58%	53%	46%	44%
																							┰┚	
Q23J. Cyber security					_																			
								Region	l							Indus	try					Con	npany S	ize
		2022	2021	2020	2019	Capital	-	Finger	Mid-	Western	Eng &	Food &					Wholesale		1		Health	Less than	50 to	More
	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu		Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Currently use	67%	70%	N/A	N/A	N/A	71%	66%	63%	60%	73%	67%	41%	96%	73%	59%	69%	49%	69%	44%	93%	83%	59%	78%	88%
Future use	16%	16%	N/A	N/A	N/A	16%	15%	14%	18%	16%	21%	24%	4%	15%	13%	16%	16%	19%	44%	7%	6%	19%	13%	4%
No plans to use	17%	14%	N/A	N/A	N/A	13%	19%	23%	22%	11%	13%	35%	0%	12%	29%	15%	36%	12%	11%	0%	11%	22%	9%	7%
																							[]	

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Q23K. Digital analytics																								
								Region								Indus	try					Co	mpany S	ŝize
		2022	2021	2020	2019	Capital		Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total	_	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu		Service	& Dist	Nonprofit	Tourism	_	Care	50	100	than 100
Currently use	36%	42%	N/A	N/A	N/A	38%	29%	30%	44%	36%	24%	28%	54%	34%	41%	41%	20%	45%	56%	60%	28%	30%	41%	55%
Future use	26%	33%	N/A	N/A	N/A	29%	28%	26%	20%	29%	27%	26%	25%	24%	13%	26%	31%	31%	33%	33%	36%	23%	37%	29%
No plans to use	38%	25%	N/A	N/A	N/A	33%	43%	44%	36%	36%	49%	46%	21%	42%	46%	33%	49%	24%	11%	7%	36%	47%	22%	16%
Q23L. Chat GPT		<u> </u>	<u> </u>	l	<u> </u>	<u> </u>	I					I	I	<u> </u>			l	1		<u> </u>		1		
								Region								Indus	try					Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Currently use	17%	N/A	N/A	N/A	N/A	20%	15%	13%	23%	18%	10%	9%	38%	20%	7%	20%	9%	26%	44%	53%	6%	13%	27%	26%
Future use	26%	N/A	N/A	N/A	N/A	35%	22%	25%	19%	26%	30%	26%	42%	19%	19%	28%	21%	36%	11%	27%	31%	24%	27%	32%
No plans to use	56%	N/A	N/A	N/A	N/A	45%	63%	62%	58%	57%	60%	65%	21%	60%	74%	52%	70%	38%	44%	20%	64%	62%	47%	42%
Q23M. Blockchain technology		1	l .										Į.					l						1
azom biominim realmongy								Region								Indus	try					Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Currently use	4%	N/A	N/A	N/A	N/A	6%	6%	1%	3%	1%	2%	4%	4%	3%	6%	2%	0%	5%	22%	7%	8%	3%	2%	12%
Future use	15%	N/A	N/A	N/A	N/A	17%	16%	14%	13%	17%	5%	11%	56%	11%	7%	18%	18%	12%	0%	47%	19%	10%	29%	24%
No plans to use	81%	N/A	N/A	N/A	N/A	77%	79%	84%	84%	82%	94%	85%	40%	86%	87%	80%	82%	83%	78%	47%	72%	87%	69%	65%
Q23N. Virtual reality							l .						l .					l						
Q25H. VII Calley								Region								Indus	try					Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Currently use	6%	N/A	N/A	N/A	N/A	10%	3%	7%	3%	3%	13%	4%	8%	5%	2%	4%	2%	2%	22%	7%	14%	5%	4%	12%
Future use	20%	N/A	N/A	N/A	N/A	25%	16%	14%	26%	19%	23%	9%	25%	20%	16%	24%	11%	36%	11%	27%	8%	13%	31%	33%
No plans to use	74%	N/A	N/A	N/A	N/A	65%	81%	79%	71%	78%	64%	87%	67%	74%	82%	71%	87%	62%	67%	67%	78%	82%	65%	55%
Q24. Do you tend to see these disruptive technologies more as an oppo	rtunity f	for your	husines	s or as a	a threat	to your l	husiness?					l	l					1		l				1
at 1 Do you tend to see these disturbine technologies more as an oppo	1	l jour	1	1	1	lo you.		Region								Indus	trv					Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total		Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Opportunity	70%	80%	N/A	N/A	N/A	78%	80%	61%	72%	62%	61%	59%	92%	77%	55%	70%	59%	88%	78%	87%	67%	65%	76%	87%
Threat	28%	20%	N/A	N/A	N/A	21%	18%	38%	26%	35%	38%	32%	8%	19%	43%	30%	36%	9%	22%	13%	33%	33%	23%	13%
Don't know/Refused	2%	N/A	N/A	N/A	N/A	1%	2%	2%	2%	3%	2%	9%	0%	4%	2%	0%	5%	2%	0%	0%	0%	3%	1%	0%
Q25. Did the COVID-19 pandemic result in an increase in the use of disri	untivo t		aine for				as in the us	. of diam	unativo a och		معاطانا المصا				nuêcīMa			nalasias?					Ш	1
Q25. Did the COVID-19 pandenne result in an increase in the use of distr	uptive to	ecinioro;	gies ioi	your co	ппрапу,	a uecrea	ise iii tile us	Region	uptive teci	illologies,	or ulu it ila	ve no mi	Jack on you	п сопіра	iliyat s	Indus	•	ilologies:				Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Increase	40%	52%	N/A	N/A	N/A	43%	41%	35%	37%	41%	31%	53%	48%	25%	38%	40%	29%	59%	67%	53%	53%	36%	50%	47%
Decrease	4%	2%	N/A	N/A	N/A	4%	2%	3%	8%	8%	6%	4%	4%	3%	4%	6%	2%	0%	0%	7%	8%	4%	5%	6%
No impact	55%	46%	N/A	N/A	N/A	53%	55%	61%	54%	50%	63%	43%	48%	69%	59%	53%	67%	39%	33%	40%	39%	59%	45%	46%
Don't know/Refused	1%	N/A	N/A	N/A	N/A	1%	1%	1%	2%	1%	0%	0%	0%	3%	0%	1%	2%	2%	0%	0%	0%	1%	0%	1%
Q26. Turning to your impressions of the local workforce. Is there an am	ole surr	ly of loc	al work	ors that	t are an	nronriato	ly trained fo	or vous s	mploymor	nt needs?		<u> </u>	<u> </u>	1	<u> </u>			<u> </u>	<u> </u>	<u> </u>		<u> </u>	ш	
220. Turning to your impressions of the local workforce. Is there an am	pie supp	,, y UI 100	Lar WUIK	crs tridi	с аге ар	propriate	iy trameu i	Region	inproymer	ii neeus!						Indus	try					Co	mpany S	Size
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More
	Total		Total	Total	Total	Region		Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Yes	13%		13%	28%	21%	15%	11%	14%	15%	10%	9%	6%	20%	5%	16%	14%	16%	17%	22%	47%	17%	15%	6%	17%
No	80%	82%	79%	61%	71%	79%	80%	83%	78%	82%	89%	86%	64%	92%	75%	78%	73%	73%	78%	40%	78%	77%	89%	80%
Don't know	7%	4%	8%	11%	8%	6%	10%	3%	7%	8%	2%	8%	16%	3%	9%	8%	11%	10%	0%	13%	6%	9%	4%	3%

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Q27. Please indicate with which, if any, of the following you are current	tly havin	g difficu	ity. Fied	ise seie	CL ALL U	at app.y	•																	
								Region								Indust							npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale		1		Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Recruiting to fill open positions	75%	75%	78%	N/A	N/A	79%	76%	76%	68%	74%	92%	73%	60%	79%	65%	71%	69%	73%	78%	47%	89%	68%	89%	90%
Retaining existing employees	33%	38%	36%	N/A	N/A	31%	33%	27%	27%	40%	32%	25%	28%	30%	35%	32%	18%	46%	33%	27%	61%	29%	33%	51%
Neither	21%	22%	18%	N/A	N/A	16%	19%	20%	26%	21%	8%	23%	36%	17%	22%	21%	31%	22%	22%	47%	8%	25%	11%	9%
																							1	
Q28. Please indicate which of the following have you done to recruit/r	etain. Ple	ase che	ck ALL t	hat app	ly.																			
Q28A. Increased wages																								
								Region								Indust		1					npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Recruit	67%	72%	88%	N/A	N/A	72%	65%	67%	64%	66%	83%	62%	71%	69%	56%	57%	67%	78%	78%	50%	86%	59%	83%	93%
Retain	83%	85%	86%	N/A	N/A	78%	82%	86%	86%	87%	83%	79%	88%	86%	81%	83%	86%	78%	89%	79%	86%	81%	86%	91%
Not applicable	7%	7%	58%	N/A	N/A	6%	8%	9%	6%	6%	2%	6%	4%	4%	11%	9%	9%	15%	0%	14%	6%	9%	3%	1%
																							ш	
Q28B. Offered bonuses																								
								Region					1			Indust							npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &		l	l_		Wholesale		l		Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu		Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Recruit	33%	37%	39%	N/A	N/A	35%	28%	29%	29%	39%	46%	18%	21%	35%	29%	38%	25%	23%	11%	31%	48%	25%	45%	53%
Retain	67%	65%	58%	N/A	N/A	68%	66%	59%	68%	71%	76%	69%	67%	61%	71%	67%	86%	45%	44%	69%	76%	65%	74%	72%
Not applicable	25%	26%	N/A	N/A	N/A	24%	23%	34%	22%	21%	14%	26%	33%	27%	21%	23%	11%	55%	56%	23%	15%	29%	15%	13%
																							ш	
Q28C. Designed flexible work hours					,	,																		
								Region						,		Indust							npany S	
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu		Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Recruit	43%	53%	51%	N/A	N/A	48%	36%	41%	53%	38%	42%	53%	57%	34%	40%	42%	17%	53%	44%	53%	73%	40%	44%	63%
Retain	71%	75%	66%	N/A	N/A	70%	64%	81%	72%	75%	64%	68%	74%	65%	70%	72%	72%	75%	67%	67%	91%	71%	68%	75%
Not applicable	25%	19%	N/A	N/A	N/A	24%	29%	19%	23%	22%	27%	18%	22%	33%	24%	27%	22%	25%	33%	27%	6%	23%	30%	22%
																							ш	
Q28D. Designed flexible work location																								
								Region								Indust						Cor	npany S	
		2022	2021	2020	2019	Capital	Central/	Finger		Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Recruit	24%	35%	24%	N/A	N/A	26%	16%	16%	32%	28%	250/				15%	26%	4%					18%	200/	54%
Retain	41%	54%	37%	/-				1070	32%	2070	25%	9%	65%	10%	13/0	2070	470	35%	13%	47%	33%	10/0	20%	
Not applicable	57%		3//0	N/A	N/A	50%	35%	40%	42%	41%	38%	9% 21%	65% 78%	10% 22%	33%	52%	40%	35% 55%	13% 25%	47% 60%	33% 43%	38%	36%	60%
	3770	44%	N/A	N/A N/A	N/A N/A	50% 47%							1											60% 35%
	3770	44%			_		35%	40%	42%	41%	38%	21%	78%	22%	33%	52%	40%	55%	25%	60%	43%	38%	36%	
Q28E. Offered referral bonuses to existing employees	3770	44%			_		35%	40% 60%	42% 55%	41%	38%	21%	78%	22%	33%	52% 48%	40% 60%	55%	25%	60%	43%	38% 60%	36% 64%	35%
Q28E. Offered referral bonuses to existing employees	3776		N/A	N/A	N/A	47%	35% 65%	40% 60% Region	42% 55%	41% 55%	38% 56%	21% 76%	78%	22%	33%	52%	40% 60%	55%	25%	60%	43% 53%	38% 60% Cor	36% 64% mpany S	35% Size
Q28E. Offered referral bonuses to existing employees	3776	2022			_		35% 65% Central/	40% 60%	42% 55%	41%	38%	21%	78%	22%	33%	52% 48%	40% 60%	55%	25%	60%	43%	38% 60%	36% 64% mpany S	35%
Q28E. Offered referral bonuses to existing employees	Total	2022 Total	N/A 2021 Total	N/A 2020 Total	N/A 2019 Total	47% Capital Region	35% 65% Central/ Mohawk	40% 60% Region Finger Lakes	42% 55% Mid- Hudson	41% 55% Western NY	38% 56% Eng & Constr	21% 76% Food & Bev	78% 13% Financial	22% 78% Manu	33% 63% Retail	52% 48% Indust	40% 60% try Wholesale & Dist	55% 45% Nonprofit	25% 75% Tourism	60% 33% Tech	43% 53% Health Care	38% 60% Cor Less than 50	36% 64% npany S 50 to 100	35% Size More than 10
Recruit	Total	2022 Total 40%	N/A 2021 Total 36%	N/A 2020 Total N/A	N/A 2019 Total N/A	47% Capital Region 30%	35% 65% Central/ Mohawk 37%	Region Finger Lakes 27%	42% 55% Mid- Hudson 32%	41% 55% Western NY 41%	38% 56% Eng & Constr 33%	21% 76% Food & Bev 34%	78% 13% Financial 45%	22% 78% Manu 39%	33% 63% Retail 20%	52% 48% Indust Service 33%	40% 60% try Wholesale & Dist 24%	55% 45% Nonprofit 23%	25% 75%	60% 33% Tech 38%	43% 53% Health Care 45%	38% 60% Cor Less than 50 19%	36% 64% mpany S 50 to 100 46%	35% Size More than 10
	Total 33% 26%	2022 Total 40% 24%	N/A 2021 Total 36% 23%	2020 Total N/A N/A	2019 Total N/A N/A	47% Capital Region	35% 65% Central/ Mohawk	Region Finger Lakes 27% 23%	42% 55% Mid- Hudson	41% 55% Western NY 41% 32%	38% 56% Eng & Constr	21% 76% Food & Bev	78% 13% Financial	22% 78% Manu 39% 24%	33% 63% Retail 20% 20%	52% 48% Indust	40% 60% try Wholesale & Dist	55% 45% Nonprofit	25% 75% Tourism	60% 33% Tech 38% 23%	43% 53% Health Care	38% 60% Cor Less than 50	36% 64% npany S 50 to 100 46% 28%	35% Size More than 10
Recruit	Total	2022 Total 40% 24%	N/A 2021 Total 36%	N/A 2020 Total N/A	N/A 2019 Total N/A	47% Capital Region 30%	35% 65% Central/ Mohawk 37%	Region Finger Lakes 27%	42% 55% Mid- Hudson 32%	41% 55% Western NY 41%	38% 56% Eng & Constr 33%	21% 76% Food & Bev 34%	78% 13% Financial 45%	22% 78% Manu 39%	33% 63% Retail 20%	52% 48% Indust Service 33%	40% 60% try Wholesale & Dist 24%	55% 45% Nonprofit 23%	25% 75% Tourism 22%	60% 33% Tech 38%	43% 53% Health Care 45%	38% 60% Cor Less than 50 19%	36% 64% mpany S 50 to 100 46%	35% Size More than 10
Recruit Retain Not applicable	Total 33% 26% 54%	2022 Total 40% 24% 53%	N/A 2021 Total 36% 23% N/A	2020 Total N/A N/A N/A	N/A 2019 Total N/A N/A N/A	47% Capital Region 30% 25% 59%	35% 65% Central/ Mohawk 37% 25% 45%	Region Finger Lakes 27% 23% 63%	42% 55% Mid- Hudson 32% 29% 49%	41% 55% Western NY 41% 32% 49%	38% 56% Eng & Constr 33% 29% 54%	21% 76% Food & Bev 34% 28%	78% 13% Financial 45% 18%	22% 78% Manu 39% 24%	33% 63% Retail 20% 20%	52% 48% Indust Service 33% 33%	40% 60% try Wholesale & Dist 24% 16%	55% 45% Nonprofit 23% 18%	25% 75% Tourism 22% 11%	60% 33% Tech 38% 23%	43% 53% Health Care 45% 38%	38% 60% Cor Less than 50 19% 20%	36% 64% npany S 50 to 100 46% 28%	35% Size More than 10 73% 45%
Recruit Retain	Total 33% 26% 54%	2022 Total 40% 24% 53%	N/A 2021 Total 36% 23% N/A	2020 Total N/A N/A N/A	N/A 2019 Total N/A N/A N/A	47% Capital Region 30% 25% 59%	35% 65% Central/ Mohawk 37% 25% 45%	Region Finger Lakes 27% 23% 63%	42% 55% Mid- Hudson 32% 29% 49%	41% 55% Western NY 41% 32% 49%	38% 56% Eng & Constr 33% 29% 54%	21% 76% Food & Bev 34% 28%	78% 13% Financial 45% 18%	22% 78% Manu 39% 24%	33% 63% Retail 20% 20%	52% 48% Indust Service 33% 33%	40% 60% try Wholesale & Dist 24% 16%	55% 45% Nonprofit 23% 18%	25% 75% Tourism 22% 11%	60% 33% Tech 38% 23%	43% 53% Health Care 45% 38%	38% 60% Cor Less than 50 19% 20%	36% 64% npany S 50 to 100 46% 28%	35% Size More than 10 73% 45%
Recruit Retain Not applicable	Total 33% 26% 54%	2022 Total 40% 24% 53%	N/A 2021 Total 36% 23% N/A	2020 Total N/A N/A N/A	N/A 2019 Total N/A N/A N/A	47% Capital Region 30% 25% 59%	35% 65% Central/ Mohawk 37% 25% 45%	Region Finger Lakes 27% 23% 63%	42% 55% Mid- Hudson 32% 29% 49%	41% 55% Western NY 41% 32% 49%	38% 56% Eng & Constr 33% 29% 54%	21% 76% Food & Bev 34% 28%	78% 13% Financial 45% 18%	22% 78% Manu 39% 24%	33% 63% Retail 20% 20%	52% 48% Indust Service 33% 33% 52%	40% 60% wholesale & Dist 24% 16% 64%	55% 45% Nonprofit 23% 18%	25% 75% Tourism 22% 11%	60% 33% Tech 38% 23%	43% 53% Health Care 45% 38%	38% 60% Cor Less than 50 19% 20% 66%	36% 64% mpany S 50 to 100 46% 28% 44%	35% Size More than 10 73% 45% 19%
Recruit Retain Not applicable Q29. Based on the job applicants that you have seen over the last cou	Total 33% 26% 54%	2022 Total 40% 24% 53%	2021 Total 36% 23% N/A	2020 Total N/A N/A N/A	N/A 2019 Total N/A N/A N/A Sess those	Capital Region 30% 25% 59%	35% 65% Central/ Mohawk 37% 25% 45%	Region Finger Lakes 27% 23% 63% he follow	42% 55% Mid- Hudson 32% 29% 49%	41% 55% Western NY 41% 32% 49%	38% 56% Eng & Constr 33% 29% 54%	76% Food & Bev 34% 28% 50%	78% 13% Financial 45% 18%	22% 78% Manu 39% 24%	33% 63% Retail 20% 20%	52% 48% Indust Service 33% 33%	40% 60% wholesale & Dist 24% 16% 64%	55% 45% Nonprofit 23% 18%	25% 75% Tourism 22% 11%	60% 33% Tech 38% 23%	43% 53% Health Care 45% 38% 38%	38% 60% Cor Less than 50 19% 20% 66%	36% 64% mpany S 50 to 100 46% 28% 44%	35% Silze More than 10 73% 45% 19%
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In Partnership with The Business Council of New York State, Inc.,

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

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		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale			l	Health			More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Excellent	3%	N/A	N/A	N/A	2%	4%	2%	6%	2%	2%	2%	7%	4%	2%	6%	3%	0%	3%	0%	7%	0%	4%	0%	1%
Good	32%	N/A	N/A	N/A	27%	34%	30%	40%	28%	26%	38%	20%	26%	22%	24%	33%	42%	56%	44%	27%	43%	34%	25%	39%
Fair	42%	N/A	N/A	N/A	44%	45%	42%	36%	47%	46%	35%	48%	35%	58%	35%	44%	27%	36%	44%	40%	37%	36%	57%	48%
Poor	18%	N/A	N/A	N/A	22%	11%	21%	16%	19%	21%	25%	24%	26%	14%	26%	13%	24%	3%	0%	7%	17%	20%	16%	10%
Not applicable	5%	N/A	N/A	N/A	5%	7%	4%	3%	4%	6%	0%	2%	9%	4%	9%	7%	7%	3%	11%	20%	3%	7%	2%	1%
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		2022	-	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial		Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Excellent	1%	N/A	N/A	N/A	1%	1%	1%	4%	1%	0%	2%	2%	0%	1%	2%	1%	0%	3%	0%	7%	0%	2%	0%	1%
Good	18%	N/A	N/A	N/A	17%	19%	17%	25%	17%	15%	24%	9%	26%	13%	18%	19%	18%	31%	0%	13%	21%	18%	14%	28%
Fair	39%	N/A	N/A	N/A	41%	45%	38%	36%	40%	40%	35%	42%	39%	44%	27%	38%	36%	41%	67%	47%	41%	36%	45%	45%
Poor	30%	N/A	N/A	N/A	34%	24%	33%	26%	33%	35%	34%	38%	26%	32%	36%	30%	27%	18%	11%	13%	35%	31%	35%	23%
Not applicable	11%	N/A	N/A	N/A	7%	11%	11%	9%	9%	10%	5%	9%	9%	10%	16%	12%	20%	8%	22%	20%	3%	14%	5%	3%
Q29D. Initiative																								
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	[2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Excellent	2%	N/A	N/A	N/A	2%	4%	3%	3%	0%	2%	5%	2%	5%	2%	2%	3%	0%	5%	0%	0%	0%	3%	1%	1%
Good	20%	N/A	N/A	N/A	21%	24%	21%	17%	16%	17%	19%	28%	41%	16%	18%	16%	11%	39%	11%	27%	9%	21%	12%	25%
Fair	40%	N/A	N/A	N/A	40%	42%	36%	39%	46%	36%	44%	33%	18%	30%	35%	48%	32%	47%	44%	40%	60%	35%	42%	55%
Poor	33%	N/A	N/A	N/A	32%	24%	35%	36%	36%	40%	32%	37%	27%	48%	36%	28%	48%	5%	44%	13%	29%	35%	43%	16%
Not applicable	5%	N/A	N/A	N/A	5%	7%	5%	4%	2%	4%	0%	0%	9%	3%	9%	7%	9%	3%	0%	20%	3%	7%	1%	1%
Q29E. Work ethic																								
								Region								Indus	try					Cor	npany S	Size
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	Total							1 -1						l	Retail	Service								
Excellent	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Netali	SCIVICC	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
	4%	N/A	Total N/A	Total N/A	Total 2%	Region 4%	Mohawk 7%	6%	Hudson 1%	NY 4%	Constr 5%	Bev 2%	Financial 13%	Manu 2%	6%	4%	& Dist 2%	Nonprofit 5%	Tourism 11%	Tech 7%	Care 0%	50 5%	100 0%	4%
Good					_			_						_										
Good Fair	4%	N/A	N/A	N/A	2%	4%	7%	6%	1%	4%	5%	2%	13%	2%	6%	4%	2%	5%	11%	7%	0%	5%	0%	4%
	4% 18%	N/A N/A	N/A N/A	N/A N/A	2% 26%	4% 22%	7% 16%	6% 24%	1% 17%	4% 12%	5% 20%	2% 22%	13% 22%	2% 15%	6% 15%	4% 18%	2% 11%	5% 36%	11% 11%	7% 27%	0% 12%	5% 21%	0% 9%	4% 19%
Fair Poor	4% 18% 35%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	2% 26% 37%	4% 22% 32%	7% 16% 35%	6% 24% 29%	1% 17% 38%	4% 12% 37%	5% 20% 34%	2% 22% 38%	13% 22% 30%	2% 15% 30%	6% 15% 24%	4% 18% 34%	2% 11% 38%	5% 36% 49%	11% 11% 33%	7% 27% 33%	0% 12% 44%	5% 21% 31%	0% 9% 41%	4% 19% 45%
Fair	4% 18% 35% 38%	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	2% 26% 37% 29%	4% 22% 32% 36%	7% 16% 35% 36%	6% 24% 29% 39%	1% 17% 38% 42%	4% 12% 37% 43%	5% 20% 34% 41%	2% 22% 38% 38%	13% 22% 30% 26%	2% 15% 30% 49%	6% 15% 24% 44%	4% 18% 34% 37%	2% 11% 38% 42%	5% 36% 49% 8%	11% 11% 33% 44%	7% 27% 33% 20%	0% 12% 44% 41%	5% 21% 31% 36%	0% 9% 41% 49%	4% 19% 45% 30%
Fair Poor	4% 18% 35% 38%	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	2% 26% 37% 29%	4% 22% 32% 36%	7% 16% 35% 36%	6% 24% 29% 39% 3%	1% 17% 38% 42% 2%	4% 12% 37% 43%	5% 20% 34% 41%	2% 22% 38% 38%	13% 22% 30% 26%	2% 15% 30% 49%	6% 15% 24% 44%	4% 18% 34% 37% 7%	2% 11% 38% 42% 7%	5% 36% 49% 8%	11% 11% 33% 44%	7% 27% 33% 20%	0% 12% 44% 41%	5% 21% 31% 36% 6%	0% 9% 41% 49% 1%	4% 19% 45% 30% 1%
Fair Poor Not applicable	4% 18% 35% 38%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	2% 26% 37% 29% 5%	4% 22% 32% 36% 7%	7% 16% 35% 36% 7%	6% 24% 29% 39% 3% Region	1% 17% 38% 42% 2%	4% 12% 37% 43% 3%	5% 20% 34% 41% 0%	2% 22% 38% 38% 0%	13% 22% 30% 26%	2% 15% 30% 49%	6% 15% 24% 44%	4% 18% 34% 37%	2% 11% 38% 42% 7%	5% 36% 49% 8%	11% 11% 33% 44%	7% 27% 33% 20%	0% 12% 44% 41% 3%	5% 21% 31% 36% 6%	0% 9% 41% 49% 1%	4% 19% 45% 30% 1%
Fair Poor Not applicable	4% 18% 35% 38% 5%	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	2% 26% 37% 29% 5%	4% 22% 32% 36% 7%	7% 16% 35% 36% 7%	6% 24% 29% 39% 3% Region Finger	1% 17% 38% 42% 2% Mid-	4% 12% 37% 43% 3% Western	5% 20% 34% 41% 0%	2% 22% 38% 38% 0%	13% 22% 30% 26% 9%	2% 15% 30% 49% 3%	6% 15% 24% 44% 11%	4% 18% 34% 37% 7%	2% 11% 38% 42% 7% try Wholesale	5% 36% 49% 8% 3%	11% 11% 33% 44% 0%	7% 27% 33% 20% 13%	0% 12% 44% 41% 3% Health	5% 21% 31% 36% 6% Cor Less than	0% 9% 41% 49% 1%	4% 19% 45% 30% 1% Size More
Fair Poor Not applicable Q29F. Realistic about compensation	4% 18% 35% 38% 5%	N/A N/A N/A N/A N/A N/A Total	N/A N/A N/A N/A N/A N/A Total	N/A N/A N/A N/A N/A N/A TOTAL	2% 26% 37% 29% 5% 2019 Total	4% 22% 32% 36% 7% Capital Region	7% 16% 35% 36% 7% Central/ Mohawk	6% 24% 29% 39% 3% Region Finger Lakes	1% 17% 38% 42% 2% Mid-Hudson	4% 12% 37% 43% 3% Western NY	5% 20% 34% 41% 0% Eng & Constr	2% 22% 38% 38% 0% Food & Bev	13% 22% 30% 26% 9%	2% 15% 30% 49% 3%	6% 15% 24% 44% 11%	4% 18% 34% 37% 7% Indus	2% 11% 38% 42% 7% try Wholesale & Dist	5% 36% 49% 8% 3%	11% 11% 33% 44% 0%	7% 27% 33% 20% 13%	0% 12% 44% 41% 3% Health Care	5% 21% 31% 36% 6% Cor Less than 50	0% 9% 41% 49% 1% mpany S 50 to 100	4% 19% 45% 30% 1% Size More than 100
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Fair Poor Not applicable Q29F. Realistic about compensation Excellent Good Fair Poor Not applicable Q29G. Professionalism Excellent Good	4% 18% 35% 38% 5% Total 1% 41% 41% 46% 24% 46% 21%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	2% 26% 37% 29% 5% 2019 Total 1% 23% 41% 5% 2019 Total 3% 26% 47% 19%	4% 22% 32% 36% 7% Capital Region 1% 21% 40% 31% 7% Capital Region 3% 46% 46% 17%	7% 16% 35% 36% 7% Central/ Mohawk 1% 15% 38% 7% Central/ Mohawk 2% 47% 22%	6% 24% 29% 3% 3% Region Finger Lakes 1% 4% 4% Region Finger Lakes 4% 4% 4%	1% 17% 38% 42% 2% Mid-Hudson 0% 18% 39% 39% 3% Mid-Hudson 2% 46% 46% 28%	### 4% 12% 37% 43% 3% 3% 43% 3% 45% 45% 45% 45% 45% 45% 45% 45% 45% 45	5% 20% 34% 41% 0% Eng & Constr 0% 11% 42% 2% Eng & Constr 2% 35%	2% 22% 38% 38% 0% 	13% 22% 30% 26% 9% Financial 0% 9% 43% 9% Financial 4% 39% 30% 17%	2% 15% 30% 49% 3% Manu 2% 41% 44% Manu 2% 41% 53% 53% 52%	6% 15% 24% 44% 11% Retail 2% 13% 38% 11% Retail 16% 38% 27%	4% 18% 34% 37% 7% Indus Service 1% 16% 40% 8% Indus Service 5% 24% 48% 18%	2% 11% 38% 42% 7% try Wholesale & Dist 0% 20% 31% 42% 7% Wholesale & Dist 0% 61% 18%	5% 36% 49% 8% 3% Nonprofit 0% 32% 47% 18% 3% Nonprofit 5% 54% 55%	11% 11% 33% 44% 10% Tourism 0% 33% 11% 56% 0% Tourism 11% 22% 44% 11%	7% 27% 33% 20% 13% 	0% 12% 44% 41% 3% Health Care 0% 9% 44% 3% Health Care 0% 26% 50% 21%	5% 21% 31% 36% 6% Cor Less than 50 1% 37% 8% Cor Less than 4% 25% 41% 23%	0% 9% 41% 49% 1% 50 to 100 0% 20% 41% 0% 50 to 100 100 17% 60% 20%	4% 19% 45% 30% 1% 1% Size More than 100 0% 12% 58% 1% Size More than 100 1% 29% 54% 13%
Fair Poor Not applicable Q29F. Realistic about compensation Excellent Good Fair Poor Not applicable Q29G. Professionalism Excellent Good Fair	4% 18% 35% 38% 5% Total 1% 17% 41% 36% 6% Total 34% 44%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	2% 26% 37% 29% 5% 2019 Total 1% 23% 41% 30% 5%	4% 22% 32% 36% 7% Capital Region 1% 21% 40% 31% 7% Capital 40% 32% 40% 40% 40% 40% 40% 40% 40% 40% 40% 40	7% 16% 35% 36% 7% Central/ Mohawk 1% 15% 38% 39% 7% Central/ Mohawk 25% 47%	6% 24% 29% 39% 3% Region Finger 1% 16% 42% 44% Region Finger Lakes 4% 30% 43%	1% 17% 38% 42% 2% Mid- Hudson 0% 18% 39% 39% 3% Mid- Hudson 2% 6 20% 46%	4% 12% 37% 43% 3% Western NY 1% 10% 49% 35% 4% Western NY 4% 19% 49%	5% 20% 34% 41% 0% Eng & Constr 0% 11% 42% 45% 2% Eng & Costr 2% 32% 35%	2% 22% 38% 38% 0% Food & Bev 23% 45% 32% 0% Food & Bev 27% 33%	13% 22% 30% 26% 9% Financial 0% 9% 43% 39% Financial 4% 39% 30%	2% 15% 30% 49% 3% Manu 2% 41% 44% Manu 2% 41% 53%	6% 15% 24% 44% 11% Retail 2% 13% 36% 11% Retail 7% 16% 38%	4% 18% 34% 37% 7% Indus Service 1% 16% 40% 35% 8% Indus Service 24% 48%	2% 11% 38% 42% 7% try Wholesale 8 03% 42% 7% wholesale 16% 61%	5% 36% 49% 8% 3% Nonprofit 0% 32% 47% 18% 3% Nonprofit 5% 33%	11% 11% 33% 44% 0% Tourism 0% 33% 11% 56% 0% Tourism 11% 22% 44%	7% 27% 33% 20% 13% Tech 0% 7% 13% Tech 0% 20% 53%	0% 12% 44% 41% 3% Health Care 0% 9% 44% 44% 3% Health Care 0% 50%	5% 21% 31% 36% 6% Cor Less than 50 17% 38% 37% 8% Cor Less than 50 4% 41%	0% 9% 41% 49% 1% 50 to 0% 20% 41% 0% 50 to 100 100 100 100 100 100 100 100 100 10	4% 19% 45% 30% 1% Size More than 100 0% 12% 58% 28% 1% Size More than 100 1% 54%

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UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

October 10 - January 24, 2024

								262	Upstate Ne	ew York CE	US													
Q30. To what extent would these labor-related measures impact your bu	usiness	,																						
Q30A. Relief on Unemployment Insurance taxes																								
								Region								Indust	try					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Very positive	33%	N/A	N/A	N/A	N/A	36%	33%	36%	27%	31%	40%	43%	27%	27%	35%	34%	36%	24%	67%	33%	26%	34%	34%	28%
Somewhat positive	41%	N/A	N/A	N/A	N/A	33%	45%	41%	43%	52%	41%	34%	64%	52%	29%	39%	43%	39%	33%	27%	46%	40%	44%	50%
Somewhat negative	3%	N/A	N/A	N/A	N/A	3%	0%	4%	1%	7%	3%	6%	0%	2%	10%	2%	0%	0%	0%	7%	3%	3%	5%	3%
Very negative	4%	N/A	N/A	N/A	N/A	1%	3%	4%	4%	5%	3%	9%	0%	3%	12%	2%	0%	3%	0%	0%	0%	5%	1%	1%
No impact	19%	N/A	N/A	N/A	N/A	26%	19%	14%	25%	5%	13%	9%	9%	16%	14%	23%	20%	34%	0%	33%	26%	19%	15%	18%
· · · ·			,																				1	
Q30B. Repealing the state's weekly pay mandate for manual workers																	I .	1						
								Region								Indust	trv					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Very positive	11%	N/A	N/A	N/A	N/A	10%	10%	20%	7%	10%	14%	19%	0%	11%	12%	8%	7%	13%	11%	7%	8%	9%	16%	9%
Somewhat positive	17%	N/A	N/A	N/A	N/A	19%	14%	17%	15%	22%	25%	23%	5%	17%	24%	15%	14%	11%	33%	13%	6%	17%	20%	14%
Somewhat negative	3%	N/A	N/A	N/A	N/A	2%	2%	6%	4%	3%	2%	4%	5%	6%	6%	2%	2%	0%	0%	0%	6%	3%	5%	5%
Very negative	5%	N/A	N/A	N/A	N/A	4%	7%	3%	6%	8%	5%	6%	0%	4%	6%	3%	7%	8%	0%	13%	8%	6%	1%	3%
No impact	64%	N/A	N/A	N/A	N/A	65%	67%	55%	69%	57%	54%	48%	90%	62%	51%	73%	70%	68%	56%	67%	72%	65%	57%	70%
Teo impace	0470	III/A	14/74	11//	11/73	0370	0770	3370	0370	3770	3470	4070	3070	02/0	31/0	7370	7070	0070	3070	0770	7270	03/0	3770	7070
Q30C. Increased workers' compensation benefits									l			1		1		l .		1						
250c. mercused workers compensation serients								Region								Indust	trv					Cor	npany S	ize
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &				IIIuus	Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100
Very positive	2%	N/A	N/A	N/A	N/A	1%	1%	1%	1%	3%	5%	0%	0%	0%	2%	1%	0%	3%	0%	0%	8%	2%	2%	0%
Somewhat positive	9%	N/A	N/A	N/A	N/A	9%	3%	7%	12%	13%	6%	10%	5%	3%	17%	12%	5%	14%	0%	20%	6%	9%	9%	8%
Somewhat positive	32%	N/A	N/A	N/A	N/A	33%	34%	30%	21%	34%	27%	40%	48%	37%	31%	26%	36%	28%	44%	20%	31%	30%	40%	33%
Very negative	35%	N/A	N/A	N/A	N/A	27%	40%	36%	43%	34%	43%	35%	33%	42%	37%	36%	30%	22%	56%	20%	17%	33%	39%	39%
No impact	23%	N/A	N/A	N/A	N/A	29%	22%	25%	23%	14%	19%	15%	14%	18%	13%	25%	30%	33%	0%	40%	39%	26%	11%	20%
No impact	23/0	IN/A	IN/A	IN/A	N/A	25/0	22/0	23/0	23/0	14/0	13/0	13/0	14/0	10/0	13/0	23/0	30%	33/0	070	40/0	35/0	20/0	11/0	20/6
Q30D. "Advanced scheduling mandates" - If an employer deviates from the	ho adv	ancod co	hodulo	thou w	till bayo	to nov th	ao omployo	o a prom	ium	l		1		1		l		ı						
Q30D. Advanced scriedding mandates - If all employer deviates from	lile auv	anceu so	lieuuie,	tiley w	/III IIave	to pay ti	ie employe	Region	iluili							Indust	tru.					Cor	npany S	izo
	+	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &				IIIuus	Wholesale				Health	Less than	50 to	More
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10
Very positive	1%	N/A	N/A	N/A	N/A	0%	0%	0%	1%	0%	0%	4%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Somewhat positive	2%	N/A	N/A	N/A	N/A	2%	1%	1%	1%	6%	5%	0%	0%	0%	4%	3%	2%	3%	0%	0%	3%	2%	2%	0%
Somewhat negative	19%	N/A	N/A	N/A	N/A	27%	13%	16%	14%	23%	19%	21%	10%	25%	15%	17%	14%	18%	11%	20%	31%	17%	21%	27%
	48%	N/A	N/A	N/A	N/A	38%	53%	51%	58%	48%	53%	62%	57%	43%	55%	45%	45%	37%	78%	40%	44%	47%	54%	51%
Very negative No impact	30%	N/A	N/A	N/A	N/A N/A	33%	33%	31%	26%	23%	23%	13%	33%	33%	26%	35%	38%	42%	11%	40%	22%	33%	23%	22%
No impact	30%	IN/A	IN/A	N/A	N/A	33%	33%	31%	20%	23%	23%	15%	33%	33%	20%	33%	36%	4270	1170	40%	2270	33%	23%	22%
Q30E. Employee benefits for independent contractors		I .							l .	l .		1		1		l .		l .						
Q30E. Employee benefits for independent contractors	1				1			Region								Indust	tru.					Cor	npany S	izo
	+	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &				lliuus	Wholesale	1			Health	Less than	50 to	More
	Total						Mohawk						Financi-1	Man	Doto"	Comis-		Nonne	Tauria	Tool	Care		100	
Vome monitive	Total 2%	Total N/A	Total N/A	Total N/A	Total N/A	Region 2%		Lakes	Hudson	NY 1%	Constr 3%	Bev 2%	Financial 0%	Manu 0%	Retail 2%	Service 3%	& Dist	Nonprofit 0%	Tourism 11%	Tech 0%	Care 3%	50 2%	100	than 10 5%
Very positive	5%		,	-			1%	1%	4%			_												
Somewhat positive		N/A	N/A	N/A	N/A	6%	4%	6%	7%	4%	10%	4%	0%	0%	4%	7%	0%	22%	0%	7%	0%	6%	3%	3%
Somewhat negative	15%	N/A	N/A	N/A	N/A	15%	14%	10%	12%	15%	21%	20%	29%	10%	13%	16%	10%	16%	0%	7%	14%	13%	18%	23%
Very negative	37%	N/A	N/A	N/A	N/A	32%	39%	35%	41%	38%	37%	36%	43%	36%	32%	37%	36%	24%	78%	27%	47%	38%	37%	29%
No impact	42%	N/A	N/A	N/A	N/A	45%	41%	47%	36%	42%	30%	38%	29%	53%	49%	38%	52%	38%	11%	60%	36%	42%	41%	41%
					1	I	1	I	l	l		1	1		1	ĺ	1	1	1	l	1		.	

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Q31. Which of the following industry sectors do you think will have a pr	nsitiva in	nnact c	n the er	onomic	vitality	of your "	egion in the		Upstate Ne			annly														
Q31. WHICH OF the following industry sectors do you think will have a pr	ositive iii	Region Industry													Cor	Size										
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More		
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10		
Education	45%	N/A	N/A	N/A	N/A	43%	41%	49%	57%	41%	54%	43%	46%	32%	47%	45%	50%	50%	22%	53%	53%	45%	46%	46%		
Tourism	42%	N/A	N/A	N/A	N/A	39%	32%	43%	45%	43%	33%	72%	54%	35%	39%	37%	26%	58%	89%	40%	31%	44%	39%	39%		
Technology	54%	N/A	N/A	N/A	N/A	63%	70%	42%	56%	48%	56%	45%	67%	59%	53%	53%	48%	50%	44%	93%	50%	50%	61%	67%		
Transportation	26%	N/A	N/A	N/A	N/A	25%	22%	23%	34%	34%	31%	28%	17%	28%	20%	28%	24%	29%	0%	47%	17%	27%	29%	16%		
Medical	37%	N/A	N/A	N/A	N/A	39%	34%	34%	37%	43%	34%	26%	50%	39%	31%	38%	24%	45%	0%	47%	61%	35%	40%	39%		
Green and sustainable energy	22%	N/A	N/A	N/A	N/A	27%	20%	18%	22%	20%	25%	19%	13%	24%	14%	22%	21%	29%	33%	27%	19%	22%	20%	22%		
Manufacturing	39%	N/A	N/A	N/A	N/A	38%	44%	42%	35%	45%	44%	26%	29%	61%	39%	32%	60%	24%	11%	47%	25%	38%	43%	35%		
Cannabis	17%	N/A	N/A	N/A	N/A	17%	25%	14%	13%	16%	18%	19%	17%	18%	12%	16%	14%	26%	22%	13%	19%	18%	18%	16%		
Other	6%	N/A	N/A	N/A	N/A	2%	6%	8%	7%	7%	3%	4%	13%	6%	6%	6%	2%	8%	11%	7%	3%	6%	4%	6%		
																					Ī					
Q32. Turning to another topic, immigration, looking back over the past	20 years	or so, d	lo you ti	hink mig	grants r	esettling	in New Yor	k has be	en more of	a benefit,	or more of	a burden	to the stat	te?												
								Region			Indus						try					Company Size				
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More		
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 10		
Benefit	44%	N/A	N/A	N/A	N/A	49%	46%	45%	42%	39%	33%	58%	35%	55%	35%	38%	47%	53%	44%	60%	42%	44%	40%	49%		
Burden	56%	N/A	N/A	N/A	N/A	51%	54%	55%	58%	61%	67%	42%	65%	45%	65%	62%	53%	48%	56%	40%	58%	56%	60%	51%		
	1																				1					
Q33. Currently, would you describe the recent influx of migrants coming	to New	York as	s a majo	r proble	em for I	New York	, a minor pr	roblem f	or New Yor	k or not re	eally a prob	lem for N	ew York at	all?												
								Region								Indus	try					Cor	mpany S	Size		
	1	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More		
	Total	Total	Total	Total	Total	Region	1	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100		
Major	63%	N/A	N/A	N/A	N/A	59%	65%	51%	70%	64%	69%	64%	79%	58%	65%	66%	58%	55%	67%	53%	61%	61%	71%	64%		
Minor	27%	N/A	N/A	N/A	N/A	30%	23%	35%	26%	24%	25%	26%	17%	30%	29%	25%	24%	30%	11%	33%	33%	28%	23%	29%		
Not a problem	10%	N/A	N/A	N/A	N/A	11%	12%	14%	4%	11%	6%	11%	4%	12%	5%	9%	18%	15%	22%	13%	6%	12%	5%	7%		
																					1					
Q34. Do you think recent migrants to New York could supply businesses	like you	ırs with	needed	worke	rs or no	t?	•	•	•	•			•			•		•			-					
								Region								Indus	try					Cor	mpany S	Size		
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than 50 to More				
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100		
Yes, migrants could supply needed workers	46%	N/A	N/A	N/A	N/A	46%	49%	55%	46%	39%	48%	64%	21%	60%	37%	34%	40%	57%	67%	71%	31%	41%	51%	64%		
No, migrants could not supply needed workers	54%	N/A	N/A	N/A	N/A	54%	51%	45%	54%	61%	52%	36%	79%	40%	63%	66%	60%	43%	33%	29%	69%	59%	49%	36%		
,	.,.	,	,	,	,	0.,,,	0 = 7.	10,1	U 1,72	02/1											1 1		10,12			
Q35. Overall, do you think New Yorkers should accept new migrants an	work t	o assimi	ilate the	em into	New Yo	rk. OR N	ew Yorkers	have alr	eady done	enough fo	r new migr	ants and	should now	work t	o slow t	he flow o	of migrants to	New York?								
<u> </u>								Region		Indu											Company Size					
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More		
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100		
New Yorkers should accept and work to assimilate new migrants	39%	N/A	N/A	N/A	N/A	49%	41%	48%	30%	33%	37%	45%	21%	45%	35%	34%	36%	54%	44%	53%	40%	41%	30%	43%		
New Yorkers have already done enough for new migrants and should																										
slow the flow	61%	N/A	N/A	N/A	N/A	51%	59%	52%	70%	67%	63%	55%	79%	55%	65%	66%	64%	46%	56%	47%	60%	59%	70%	57%		
olow the new																					1					
Q36. Finally, just a few questions about you and your company. Do you	think vo	ur com	oanv wi	ll be in l	busines	in New	York ten ve	ars from	today or n	ot?																
<u></u>	1		,,				, , ,	Region	,							Indus	trv					Cor	mpany S	Size		
	1	2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than		More		
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100		
Yes	56%	67%	59%	61%	56%	64%	53%	59%	62%	49%	54%	49%	75%	52%	40%	55%	60%	83%	78%	60%	50%	51%	66%	71%		
No	18%	13%	14%	14%	17%	11%	12%	22%	22%	20%	19%	21%	8%	15%	20%	25%	13%	0%	11%	20%	25%	22%	10%	7%		
Don't know	26%	20%	27%	25%	27%	25%	35%	19%	16%	30%	27%	30%	17%	33%	40%	19%	27%	18%	11%	20%	25%	27%	25%	21%		
	20/0	20/0	21/0	23/0	21/0	23/0	33/0	13/0	10/0	3070	21/0	30/0	1//0	33/0	70/0	1370	21/0	10/0	11/0	20/0	23/0	21/0	23/0	21/0		
Q37. If you had it all to do all over again, considering all factors, would	ou locat	te vour	husines	s in Nev	w York	r somen	lace else?	1	1	1		1	1	1	1		1	1	1	1		1		1		
actions, would	, Ju 10ca	-c your	-45/1163	J 146V		. 30mep		Region				Industry											Company Size			
	-	2022	2021	2020	2019	Capital	Central/	Western	Eng &											Company Size Less than 50 to More						
	Total			Total		_	Mohawk	Finger	Mid-	NY	_		Einancial	Man	Petail	Sarvice		Nonrof:+	Tourism	Took		50	100			
Nov. York	Total 45%	Total 38%	Total 35%		Total	Region		Lakes	Hudson		Constr	Bev 4F9/	Financial	Manu		Service	& Dist	Nonprofit 81%	Tourism 44%		Care		_	than 100		
New York	45% 55%	53%	35% 55%	36%	32%	55%	36%	51%	51%	34%	44%	45%	45%	32%	45%	46%	41%	81%		40%	47%	47%	35%	50%		
Someplace else													EEO/	COO!	EEO/	E 40/	E00/	100/	F C 0/	COC		E 20/				
	3370	10%	11%	52% 12%	64% 4%	45%	64%	49%	49%	66%	56%	55%	55%	68%	55%	54%	59%	19%	56%	60%	53%	53%	65%	50%		

In Partnership with The Business Council of New York State, Inc.,

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation

Q38. Please select your gender:																											
, ,						Region						Industry												Company Size			
	Total	2022 Total	2021 Total	2020 Total		Capital Region	Central/ Mohawk	_	Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech		Less than 50		More than 10			
Male	78%	_	78%	70%	74%	70%	85%	84%	89%	80%	84%	85%	91%	83%	76%	80%	86%	48%	50%	93%	67%	75%	89%	84%			
Female	22%	23%	22%	30%	21%	30%	15%	16%	11%	20%	16%	15%	9%	17%	24%	20%	14%	53%	50%	7%	33%	25%	11%	16%			
Q39. How would you describe your race/ethnicity?										ļ				1	1												
						Region						Industry									•	Company Size					
		2022	2021	2020		Capital		_	1	Western		Food &					Wholesale					Less than		More			
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100			
White	95%	95%	94%	94%	90%	94%	99%	91%	97%	95%	100%	98%	91%	96%	98%	96%	95%	88%	88%	80%	92%	96%	96%	86%			
African-American	1%	0%	1%	1%	1%	1%	0%	3%	0%	1%	0%	0%	0%	0%	0%	2%	0%	8%	0%	7%	0%	1%	1%	3%			
Hispanic	0%	2%	1%	1%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	3%	0%	0%	0%	1%	0%	0%			
Asian	1%	1%	1%	1%	1%	1%	0%	3%	1%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	7%	6%	0%	1%	3%			
Other	3%	2%	3%	3%	1%	4%	1%	3%	1%	3%	0%	0%	9%	4%	2%	2%	5%	3%	13%	7%	3%	2%	2%	8%			
																							1				
Q40. Approximately how many employees do you have in all	New York State lo	cations																									
											Industry										Company Size						
		2022	2021	2020	2019	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale				Health	Less than	50 to	More			
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	Nonprofit	Tourism	Tech	Care	50	100	than 100			
Less than 50	69%	58%	60%	68%	62%	71%	65%	64%	75%	65%	63%	79%	58%	63%	76%	76%	79%	69%	56%	73%	43%	100%	0%	0%			
50 to 100	18%	15%	18%	13%	16%	15%	22%	16%	15%	26%	21%	17%	21%	29%	15%	15%	21%	0%	11%	13%	17%	0%	100%	0%			
More than 100	13%	19%	23%	19%	18%	15%	13%	19%	10%	9%	16%	4%	21%	8%	9%	9%	0%	31%	33%	13%	40%	0%	0%	100%			