

Q1. Which of the following industry categories best describes the type of business your company is engaged in?																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Engineering and Construction	11%	12%	10%	14%	11%	11%	15%	15%	12%	10%	100%	0%	0%	0%	0%	0%	0%	0%	11%	21%	6%	
Food and Beverage	8%	9%	6%	6%	7%	5%	4%	12%	12%	9%	0%	100%	0%	0%	0%	0%	0%	0%	8%	5%	6%	
Financial	6%	5%	8%	6%	6%	6%	9%	5%	8%	1%	0%	0%	100%	0%	0%	0%	0%	0%	5%	5%	14%	
Manufacturing	14%	17%	17%	18%	16%	7%	19%	18%	9%	25%	0%	0%	100%	0%	0%	0%	0%	0%	13%	20%	15%	
Retail	12%	10%	8%	11%	10%	13%	11%	8%	8%	10%	0%	0%	0%	0%	100%	0%	0%	0%	13%	8%	10%	
Service	23%	21%	20%	39%	25%	27%	20%	22%	25%	20%	0%	0%	0%	0%	0%	100%	0%	0%	25%	17%	18%	
Wholesale and Distribution	7%	8%	5%	7%	5%	8%	9%	3%	3%	10%	0%	0%	0%	0%	0%	100%	0%	0%	9%	8%	3%	
Nonprofit	9%	8%	15%	N/A	N/A	12%	7%	5%	14%	4%	0%	0%	0%	0%	0%	0%	100%	0%	7%	8%	15%	
Tourism	3%	2%	3%	N/A	N/A	4%	0%	3%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	1%	3%	
Technology	2%	3%	4%	N/A	N/A	4%	0%	3%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%	2%	3%	2%	
Health Care	5%	6%	4%	N/A	N/A	3%	5%	5%	5%	9%	0%	0%	0%	0%	0%	0%	0%	0%	5%	4%	7%	

  

Q2. As you think about the current business or economic conditions in New York State, as compared to one year ago, would you say they are considerably better, a little better, about the same, a little worse, or considerably worse?																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Considerably better	3%	3%	4%	6%	2%	2%	4%	0%	6%	2%	7%	3%	1%	2%	3%	2%	3%	0%	4%	3%	1%	
A little better	14%	14%	19%	23%	7%	13%	12%	18%	17%	14%	15%	10%	16%	16%	8%	11%	8%	22%	14%	9%	15%	
About the same	30%	24%	24%	32%	10%	33%	34%	32%	26%	31%	26%	33%	38%	23%	27%	34%	36%	37%	28%	30%	41%	
A little worse	35%	37%	34%	23%	30%	35%	26%	37%	37%	37%	36%	38%	34%	39%	44%	33%	38%	22%	37%	37%	28%	
Considerably worse	18%	22%	20%	16%	50%	18%	24%	13%	14%	15%	16%	18%	13%	20%	19%	19%	18%	14%	18%	21%	15%	

  

Q3. Looking forward from today through next year, that is, the entire 2025 year, how would you describe your expectations for the economy in New York State?																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Considerably better	5%	2%	3%	5%	5%	4%	12%	5%	5%	4%	7%	5%	9%	8%	8%	4%	5%	4%	6%	4%	5%	
A little better	26%	16%	16%	31%	35%	27%	27%	30%	29%	20%	26%	23%	19%	31%	21%	26%	29%	25%	25%	33%		
About the same	34%	28%	26%	24%	17%	37%	32%	38%	30%	36%	33%	38%	44%	27%	38%	34%	49%	29%	35%	39%	24%	
A little worse	26%	35%	36%	26%	20%	25%	20%	20%	26%	33%	23%	33%	16%	28%	21%	25%	15%	29%	23%	25%	33%	
Considerably worse	9%	20%	18%	15%	23%	8%	8%	7%	10%	7%	11%	3%	13%	5%	13%	11%	5%	10%	11%	7%	5%	

  

Q4. Now thinking specifically about your industry, how would you describe the current business or economic conditions in New York State, as compared with one year ago?																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Considerably better	3%	2%	4%	7%	5%	3%	1%	3%	6%	3%	5%	3%	0%	4%	0%	3%	4%	2%	1%	5%		
A little better	13%	13%	17%	21%	12%	16%	16%	12%	11%	10%	18%	5%	9%	15%	13%	12%	8%	14%	13%	9%	14%	
About the same	33%	25%	25%	34%	14%	35%	32%	35%	29%	40%	25%	28%	50%	30%	24%	39%	41%	45%	32%	37%	38%	
A little worse	35%	39%	35%	24%	29%	31%	31%	33%	39%	36%	33%	50%	31%	34%	46%	31%	36%	20%	37%	33%	36%	
Considerably worse	15%	22%	19%	13%	40%	15%	19%	17%	15%	11%	20%	15%	9%	18%	17%	13%	13%	16%	16%	20%	8%	

  

Q5. And looking forward from today through next year, how would you describe your expectations for your industry here in New York State?																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Considerably better	5%	2%	4%	9%	6%	3%	8%	7%	6%	4%	10%	3%	0%	7%	3%	6%	8%	8%	5%	1%	7%	
A little better	22%	16%	19%	28%	34%	28%	23%	25%	20%	18%	25%	18%	16%	27%	29%	17%	26%	12%	23%	21%	21%	
About the same	34%	33%	28%	29%	20%	31%	36%	40%	34%	35%	31%	28%	47%	32%	25%	43%	33%	37%	33%	38%	31%	
A little worse	29%	33%	34%	22%	21%	27%	26%	22%	27%	33%	23%	40%	19%	30%	32%	26%	28%	27%	28%	28%	33%	
Considerably worse	11%	17%	15%	12%	18%	11%	7%	7%	13%	10%	11%	13%	19%	4%	11%	8%	5%	16%	11%	12%	8%	

Q6. Now thinking specifically about your company, what are your expectations for revenue through the end of the year 2025? Do you believe your revenue will...?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Grow substantially	4%	2%	3%	7%	3%	3%	5%	7%	5%	2%	8%	5%	6%	4%	2%	3%	3%	3%	3%	3%	6%
Grow moderately	34%	27%	35%	40%	31%	41%	36%	23%	36%	31%	28%	33%	56%	39%	24%	35%	28%	33%	30%	36%	47%
Stay about the same	41%	38%	35%	31%	31%	38%	41%	48%	39%	37%	41%	28%	22%	38%	45%	43%	56%	45%	43%	41%	31%
Decrease moderately	19%	26%	23%	18%	23%	16%	15%	22%	18%	24%	16%	28%	16%	19%	23%	17%	13%	18%	21%	18%	15%
Decrease substantially	3%	7%	5%	4%	12%	2%	3%	0%	2%	5%	7%	8%	0%	0%	6%	1%	0%	2%	3%	3%	1%

  

Q7. Continuing to focus on your company, please think quickly about profitability. Between today and the end of the calendar year 2025, do you expect your profits to...?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Grow substantially	2%	2%	2%	4%	3%	2%	3%	3%	3%	2%	2%	5%	3%	5%	2%	2%	3%	0%	2%	1%	5%
Grow moderately	26%	19%	24%	30%	22%	29%	32%	20%	31%	18%	21%	28%	56%	26%	21%	27%	26%	18%	25%	29%	31%
Stay about the same	41%	36%	38%	32%	34%	42%	36%	52%	39%	41%	41%	18%	28%	43%	35%	43%	44%	63%	39%	42%	36%
Decrease moderately	27%	33%	29%	27%	14%	25%	26%	22%	23%	32%	31%	40%	13%	24%	34%	27%	28%	16%	29%	24%	26%
Decrease substantially	3%	10%	8%	7%	28%	3%	3%	3%	3%	7%	5%	10%	0%	1%	8%	3%	0%	2%	4%	4%	2%

  

Q8. Businesses and the executives that direct them strive to enhance profitability in many ways. Through which of the following strategies do you plan to MOST enhance your company's profitability over the next year? Please select ONE.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Market/demand growth	38%	32%	33%	32%	43%	41%	39%	38%	36%	42%	43%	33%	63%	42%	24%	33%	41%	33%	36%	45%	39%
Cost reduction	24%	20%	22%	15%	24%	26%	28%	22%	20%	21%	23%	9%	26%	37%	20%	26%	25%	24%	25%	23%	
Price increase	22%	31%	30%	36%	16%	20%	15%	20%	29%	24%	26%	28%	13%	14%	27%	28%	28%	15%	27%	14%	16%
New technology	7%	9%	8%	8%	7%	8%	9%	5%	5%	7%	3%	5%	9%	11%	5%	8%	3%	8%	5%	8%	11%
Other	9%	8%	7%	9%	11%	6%	8%	15%	9%	8%	7%	10%	6%	7%	6%	12%	3%	19%	8%	8%	10%

  

Q9. And thinking about challenges that your company faces, which of the following are you concerned with? Please check ALL that apply.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Existing U.S. competition	18%	18%	20%	19%	20%	18%	15%	22%	14%	21%	25%	18%	16%	19%	21%	10%	34%	15%	17%	28%	17%
Governmental regulation	61%	65%	63%	65%	59%	59%	65%	52%	67%	60%	62%	43%	88%	68%	63%	62%	53%	54%	57%	64%	71%
Taxation	55%	57%	57%	56%	59%	50%	62%	50%	61%	53%	56%	38%	63%	70%	63%	59%	76%	21%	58%	57%	47%
Foreign competition	7%	9%	8%	8%	7%	3%	7%	5%	7%	13%	3%	8%	0%	22%	8%	2%	8%	4%	8%	9%	3%
Energy costs	40%	46%	54%	47%	27%	39%	39%	35%	45%	40%	26%	48%	22%	45%	48%	45%	50%	31%	41%	41%	37%
Risk management	20%	22%	19%	22%	19%	17%	23%	22%	26%	18%	28%	13%	28%	16%	15%	21%	8%	21%	15%	22%	36%
Adverse economic conditions	50%	58%	65%	56%	65%	51%	53%	47%	58%	34%	39%	50%	59%	44%	56%	55%	50%	52%	53%	51%	47%
Health care costs	55%	58%	59%	55%	50%	59%	64%	48%	56%	52%	61%	40%	44%	62%	48%	50%	55%	63%	54%	63%	62%
Global political instability	16%	27%	18%	20%	14%	20%	8%	17%	16%	11%	15%	18%	16%	22%	18%	13%	18%	8%	16%	12%	16%
Rising supplier costs	48%	56%	60%	70%	47%	41%	50%	57%	54%	49%	44%	63%	3%	49%	65%	43%	66%	38%	50%	38%	47%
Human resources	42%	44%	48%	52%	35%	44%	43%	42%	45%	37%	48%	38%	56%	45%	32%	40%	34%	50%	37%	54%	57%
Cash flow	27%	32%	27%	24%	37%	22%	28%	20%	26%	35%	18%	30%	3%	26%	23%	30%	34%	33%	30%	25%	17%
Ability to obtain suitable financing	11%	17%	10%	7%	9%	11%	8%	13%	14%	9%	10%	10%	3%	8%	6%	12%	11%	27%	12%	8%	10%
Your supply chain	19%	25%	36%	N/A	N/A	16%	24%	18%	21%	19%	21%	28%	0%	27%	23%	14%	24%	13%	19%	18%	17%
U.S. trade agreements	15%	N/A	N/A	N/A	N/A	13%	14%	17%	15%	17%	8%	23%	0%	30%	23%	11%	21%	10%	16%	9%	16%
U.S. political instability	25%	N/A	N/A	N/A	N/A	29%	20%	17%	25%	30%	20%	20%	9%	23%	23%	28%	21%	40%	27%	21%	24%

Q10. Please indicate which of the following are major areas of concentration for your company now and through 2025. Please check ALL that apply.																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Expansion of existing markets	49%	47%	50%	49%	48%	51%	51%	56%	47%	43%	61%	40%	56%	52%	40%	48%	57%	38%	46%	57%	61%	
Growth in existing products	55%	45%	51%	50%	47%	58%	60%	46%	54%	53%	46%	55%	63%	62%	62%	56%	70%	46%	56%	58%	53%	
Entry into new markets	25%	26%	24%	25%	26%	22%	27%	28%	34%	17%	25%	18%	19%	34%	18%	24%	30%	23%	20%	38%	33%	
New product lines	21%	24%	23%	25%	22%	19%	21%	19%	18%	28%	3%	33%	9%	28%	48%	14%	24%	17%	23%	21%	16%	
Acquisition of new businesses	14%	10%	10%	14%	11%	16%	15%	14%	17%	10%	12%	10%	19%	13%	18%	14%	5%	15%	7%	21%	31%	
Technology innovation	31%	29%	29%	32%	25%	28%	29%	26%	39%	32%	34%	20%	41%	46%	20%	23%	19%	46%	26%	37%	41%	
Construction of new locations	8%	7%	8%	7%	8%	10%	7%	7%	8%	8%	12%	8%	0%	4%	15%	4%	5%	21%	5%	13%	16%	
Internal restructuring	23%	26%	29%	28%	26%	23%	18%	26%	20%	27%	22%	23%	16%	17%	25%	22%	19%	33%	22%	21%	32%	
Other	6%	9%	9%	9%	8%	5%	8%	7%	6%	5%	2%	10%	6%	7%	5%	9%	5%	8%	7%	3%	5%	

  

Q11. Do you intend to invest between today through 2025 in any fixed assets for your company designed to do each of the following?																						
Q11A. Meet growing demand, reduce costs or enhance productivity																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Yes	58%	50%	55%	55%	41%	65%	49%	55%	61%	53%	70%	50%	56%	70%	51%	55%	50%	55%	49%	55%	80%	
No	29%	31%	26%	23%	37%	24%	33%	33%	30%	34%	21%	34%	41%	17%	29%	27%	39%	34%	34%	21%	15%	
Not sure	14%	19%	19%	22%	22%	11%	17%	13%	10%	14%	9%	16%	3%	13%	20%	18%	11%	11%	17%	9%	5%	

  

Q11B. Respond to climate change (e.g., fuel switching, energy efficiency, renewable generation, etc.)																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Yes	14%	12%	17%	15%	N/A	14%	8%	18%	18%	13%	13%	23%	0%	17%	12%	15%	0%	21%	11%	16%	19%	
No	67%	71%	64%	64%	N/A	71%	77%	65%	57%	74%	68%	62%	90%	69%	63%	68%	81%	56%	71%	61%	64%	
Not sure	18%	18%	18%	21%	N/A	15%	15%	18%	25%	13%	18%	15%	10%	14%	25%	17%	19%	23%	18%	23%	17%	

  

Q12. Now thinking about the people that work for your company, between today and the end of 2025, do you plan to...?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Substantially increase your workforce	0%	2%	3%	5%		0%	1%	0%	0%	1%	2%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	
Moderately increase your workforce	29%	27%	30%	39%		32%	34%	19%	33%	23%	33%	13%	34%	34%	13%	29%	29%	40%	25%	27%	47%	
Remain about the same	62%	61%	59%	51%		60%	61%	66%	58%	67%	59%	64%	59%	58%	73%	65%	66%	51%	66%	64%	43%	
Decrease your workforce	9%	11%	9%	5%		8%	4%	16%	8%	9%	7%	23%	6%	7%	13%	6%	5%	9%	9%	9%	9%	

  

Q13. As you consider all aspects of doing business in New York State, do you think the business conditions in New York State are getting better, staying the same or getting worse?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Getting better	4%	4%	N/A	N/A	N/A	6%	3%	3%	4%	3%	5%	8%	3%	1%	0%	3%	6%	8%	5%	0%	2%	
Staying the same	30%	29%	N/A	N/A	N/A	31%	28%	45%	25%	28%	23%	33%	28%	35%	25%	24%	28%	52%	28%	28%	36%	
Getting worse	66%	67%	N/A	N/A	N/A	63%	69%	52%	71%	68%	72%	59%	69%	64%	75%	74%	67%	40%	67%	72%	62%	

  

Q14. And how about in your local area, are business conditions getting better, staying the same or getting worse in your local area?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Getting better	7%	8%	N/A	N/A	N/A	8%	8%	7%	10%	5%	7%	8%	19%	4%	5%	6%	0%	10%	7%	4%	7%	
Staying the same	46%	45%	N/A	N/A	N/A	50%	43%	52%	44%	51%	41%	46%	38%	56%	36%	47%	55%	52%	43%	47%	54%	
Getting worse	47%	47%	N/A	N/A	N/A	42%	49%	41%	46%	45%	52%	46%	44%	40%	59%	47%	45%	38%	50%	49%	39%	

Q15. Of the following, what would you like to see the Governor and Legislature of New York focus on? Please check ALL that apply.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Personal Income Tax Reform	53%	59%	51%	52%	48%	49%	62%	49%	56%	50%	51%	32%	75%	47%	57%	57%	74%	26%	55%	55%	47%
Business Income Tax Reform	54%	61%	54%	54%	53%	50%	59%	46%	59%	56%	57%	32%	63%	62%	63%	58%	68%	23%	58%	61%	37%
Estate Tax Reform	27%	35%	24%	29%	23%	25%	31%	19%	30%	30%	25%	16%	28%	27%	23%	34%	39%	13%	29%	27%	20%
Sales Tax Reform	31%	36%	25%	25%	23%	24%	35%	26%	34%	40%	23%	32%	34%	22%	43%	35%	50%	11%	35%	28%	21%
Infrastructure Development	41%	44%	38%	44%	40%	42%	39%	42%	45%	30%	51%	18%	44%	40%	27%	39%	34%	64%	35%	45%	59%
Energy Infrastructure	30%	37%	32%	26%	23%	32%	28%	33%	30%	24%	26%	39%	22%	30%	23%	32%	32%	28%	29%	28%	33%
Business Development Incentives	39%	47%	40%	41%	45%	37%	36%	40%	48%	36%	36%	34%	44%	45%	35%	41%	42%	36%	39%	43%	37%
Ethics Reform	20%	34%	26%	28%	26%	28%	18%	14%	15%	16%	20%	16%	16%	11%	15%	28%	16%	23%	20%	15%	21%
Spending Cuts	56%	60%	51%	48%	47%	51%	66%	53%	58%	59%	44%	61%	81%	68%	55%	56%	68%	38%	55%	55%	58%
Workforce Development	35%	48%	41%	43%	31%	38%	43%	30%	41%	27%	39%	18%	38%	42%	22%	30%	29%	60%	29%	35%	57%
Climate Change	17%	15%	16%	17%	N/A	16%	14%	21%	17%	16%	11%	24%	6%	10%	15%	19%	13%	23%	18%	11%	17%
Affordable Housing	27%	N/A	N/A	N/A	N/A	27%	20%	23%	41%	17%	18%	26%	22%	25%	15%	31%	21%	57%	26%	22%	33%
The migrant influx	35%	N/A	N/A	N/A	N/A	34%	39%	30%	44%	26%	31%	21%	47%	29%	35%	40%	53%	23%	37%	34%	29%
Crime	43%	N/A	N/A	N/A	N/A	43%	47%	51%	48%	33%	44%	37%	56%	32%	43%	49%	58%	34%	44%	43%	40%
Other	13%	17%	14%	16%	18%	8%	12%	9%	17%	22%	15%	18%	6%	16%	13%	9%	11%	26%	14%	15%	9%

Q16. Now, thinking specifically about New York and the relationship between the state government and businesses like yours, overall would you say the government of the State of New York is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	1%	2%	1%	2%	1%	1%	0%	0%	0%	2%	0%	3%	0%	0%	0%	1%	0%	0%	1%	0%	0%
Good	10%	9%	10%	10%	11%	13%	5%	11%	15%	8%	10%	13%	3%	7%	8%	5%	33%	11%	10%	9%	
Fair	32%	35%	27%	31%	30%	31%	27%	40%	34%	34%	31%	42%	28%	36%	27%	32%	27%	33%	31%	30%	35%
Poor	57%	55%	62%	57%	58%	54%	68%	49%	51%	55%	59%	42%	69%	58%	67%	60%	68%	35%	57%	60%	56%

Q17. How confident are you in the ability of the government of the State of New York to improve the business climate for businesses like yours here in New York State over the next year? Are you:																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very confident	1%	1%	1%	1%	2%	1%	1%	2%	2%	2%	2%	5%	0%	0%	2%	0%	0%	2%	2%	1%	0%
Somewhat confident	14%	13%	16%	17%	18%	19%	9%	12%	17%	9%	16%	11%	3%	10%	12%	13%	5%	30%	13%	11%	14%
Not very confident	40%	38%	38%	41%	36%	35%	41%	46%	43%	45%	33%	51%	34%	40%	37%	43%	39%	46%	41%	33%	44%
Not at all confident	44%	47%	45%	40%	44%	46%	49%	40%	38%	44%	49%	32%	63%	51%	52%	42%	55%	24%	44%	54%	42%

Q18. Will these parts of the state's "Climate Leadership and Community Protection Act" (CLCPA) (focused on Green House Gas (GHG) emissions reductions and renewable energy) positively or negatively impact your business?

Q18A. Eliminating fossil fuel emissions from heating/cooling in most new construction (starting in 2026)																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	2%	N/A	N/A	N/A	N/A	1%	1%	0%	2%	5%	2%	3%	0%	3%	2%	2%	0%	2%	3%	1%	1%
Somewhat Positive	6%	N/A	N/A	N/A	N/A	9%	4%	11%	7%	2%	15%	5%	3%	4%	2%	5%	0%	12%	6%	7%	7%
Positive Impact	8%	7%	N/A	N/A	N/A	10%	5%	11%	9%	7%	17%	8%	3%	7%	4%	7%	0%	14%	9%	8%	8%
Somewhat Negative	20%	N/A	N/A	N/A	N/A	19%	21%	25%	16%	19%	28%	22%	22%	23%	12%	17%	24%	16%	17%	25%	24%
Very Negative	35%	N/A	N/A	N/A	N/A	29%	35%	30%	37%	45%	32%	32%	38%	33%	45%	42%	43%	19%	35%	30%	34%
Negative Impact	55%	56%	N/A	N/A	N/A	48%	56%	55%	53%	64%	60%	54%	60%	56%	57%	59%	67%	35%	52%	55%	58%
No impact	29%	26%	N/A	N/A	N/A	34%	33%	30%	26%	22%	20%	19%	28%	33%	25%	27%	27%	40%	31%	30%	27%
Don't know	8%	11%	N/A	N/A	N/A	9%	6%	5%	11%	7%	3%	19%	9%	4%	7%	9%	5%	12%	8%	7%	7%

Q18B. Requiring zero-emission (light duty) and reduced emission (heavy duty) vehicles starting with the 2025 model year																					
	Total	Region										Industry						Company Size			
		2023 Total*	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	2%	N/A	N/A	N/A	N/A	1%	3%	0%	1%	3%	0%	3%	3%	1%	3%	1%	0%	2%	3%	0%	1%
Somewhat Positive	4%	N/A	N/A	N/A	N/A	5%	3%	5%	4%	1%	3%	0%	1%	3%	5%	0%	12%	3%	3%	6%	
<b>Positive Impact</b>	<b>6%</b>	<b>7%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>6%</b>	<b>6%</b>	<b>5%</b>	<b>5%</b>	<b>4%</b>	<b>3%</b>	<b>6%</b>	<b>3%</b>	<b>2%</b>	<b>6%</b>	<b>6%</b>	<b>0%</b>	<b>14%</b>	<b>6%</b>	<b>3%</b>	<b>7%</b>
Somewhat Negative	20%	N/A	N/A	N/A	N/A	23%	17%	18%	19%	21%	17%	27%	22%	16%	23%	19%	14%	18%	29%	22%	
Very Negative	45%	N/A	N/A	N/A	N/A	38%	53%	46%	45%	49%	63%	43%	44%	48%	57%	54%	21%	47%	41%	41%	
<b>Negative Impact</b>	<b>65%</b>	<b>60%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>61%</b>	<b>70%</b>	<b>64%</b>	<b>64%</b>	<b>70%</b>	<b>80%</b>	<b>70%</b>	<b>60%</b>	<b>70%</b>	<b>73%</b>	<b>64%</b>	<b>73%</b>	<b>35%</b>	<b>65%</b>	<b>70%</b>	<b>63%</b>
No impact	22%	23%	N/A	N/A	N/A	25%	22%	25%	18%	21%	12%	14%	31%	22%	19%	25%	16%	40%	22%	21%	23%
Don't know	7%	11%	N/A	N/A	N/A	7%	3%	7%	13%	5%	5%	11%	6%	5%	2%	6%	11%	12%	7%	7%	7%
*Different wording in 2023																					
Q18C. Requiring that large-scale GHG emissions sources (including power plants and petroleum and natural gas) must purchase "allowances" for GHG emissions (starting in 2025)																					
	Total	Region										Industry						Company Size			
		2023 Total*	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	1%	N/A	N/A	N/A	N/A	1%	0%	0%	1%	3%	0%	1%	2%	1%	2%	0%	2%	2%	0%	0%	
Somewhat Positive	5%	N/A	N/A	N/A	N/A	6%	6%	4%	8%	6%	7%	3%	0%	5%	2%	7%	0%	11%	6%	1%	7%
<b>Positive Impact</b>	<b>6%</b>	<b>4%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>7%</b>	<b>6%</b>	<b>4%</b>	<b>9%</b>	<b>9%</b>	<b>7%</b>	<b>6%</b>	<b>0%</b>	<b>6%</b>	<b>4%</b>	<b>8%</b>	<b>0%</b>	<b>13%</b>	<b>8%</b>	<b>1%</b>	<b>7%</b>
Somewhat Negative	18%	N/A	N/A	N/A	N/A	17%	17%	23%	18%	11%	22%	22%	19%	22%	16%	15%	16%	14%	16%	22%	15%
Very Negative	35%	N/A	N/A	N/A	N/A	28%	40%	34%	36%	43%	34%	30%	41%	41%	48%	31%	43%	18%	34%	41%	35%
<b>Negative Impact</b>	<b>53%</b>	<b>48%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>45%</b>	<b>57%</b>	<b>57%</b>	<b>54%</b>	<b>54%</b>	<b>56%</b>	<b>52%</b>	<b>60%</b>	<b>63%</b>	<b>64%</b>	<b>46%</b>	<b>59%</b>	<b>32%</b>	<b>50%</b>	<b>63%</b>	<b>50%</b>
No impact	24%	25%	N/A	N/A	N/A	32%	25%	21%	15%	22%	24%	22%	31%	16%	17%	26%	24%	34%	25%	21%	26%
Don't know	17%	23%	N/A	N/A	N/A	17%	13%	18%	22%	15%	14%	22%	9%	14%	16%	20%	16%	20%	17%	15%	17%
*Different wording in 2023																					
Q18D. GHG "performance standards" for existing buildings (NYC effective in 2024, under consideration statewide)																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	1%	N/A	N/A	N/A	N/A	1%	0%	0%	1%	1%	2%	0%	0%	2%	2%	0%	2%	1%	1%	1%	
Somewhat Positive	7%	N/A	N/A	N/A	N/A	7%	6%	5%	11%	6%	15%	5%	3%	3%	0%	7%	0%	9%	8%	1%	7%
<b>Positive Impact</b>	<b>8%</b>	<b>6%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>8%</b>	<b>6%</b>	<b>5%</b>	<b>12%</b>	<b>7%</b>	<b>17%</b>	<b>5%</b>	<b>3%</b>	<b>3%</b>	<b>2%</b>	<b>9%</b>	<b>0%</b>	<b>11%</b>	<b>9%</b>	<b>2%</b>	<b>8%</b>
Somewhat Negative	21%	N/A	N/A	N/A	N/A	18%	21%	23%	17%	16%	25%	19%	16%	21%	33%	16%	22%	16%	19%	22%	26%
Very Negative	35%	N/A	N/A	N/A	N/A	32%	33%	34%	32%	45%	25%	30%	44%	45%	40%	34%	44%	28%	35%	36%	33%
<b>Negative Impact</b>	<b>56%</b>	<b>54%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>50%</b>	<b>54%</b>	<b>57%</b>	<b>49%</b>	<b>61%</b>	<b>50%</b>	<b>49%</b>	<b>60%</b>	<b>66%</b>	<b>73%</b>	<b>50%</b>	<b>66%</b>	<b>44%</b>	<b>54%</b>	<b>58%</b>	<b>59%</b>
No impact	22%	21%	N/A	N/A	N/A	30%	26%	16%	19%	21%	20%	14%	28%	16%	21%	27%	22%	28%	22%	25%	21%
Don't know	14%	19%	N/A	N/A	N/A	12%	14%	21%	20%	10%	12%	32%	9%	15%	4%	15%	11%	16%	14%	15%	12%
Q18E. Requiring onsite EV charging for fleets, employees and/or customers (pending)																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	2%	N/A	N/A	N/A	N/A	2%	1%	0%	0%	3%	0%	5%	0%	2%	1%	0%	7%	2%	0%	2%	
Somewhat Positive	9%	N/A	N/A	N/A	N/A	13%	7%	13%	13%	2%	14%	5%	16%	5%	7%	9%	3%	14%	9%	7%	14%
<b>Positive Impact</b>	<b>11%</b>	<b>9%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>15%</b>	<b>8%</b>	<b>13%</b>	<b>13%</b>	<b>5%</b>	<b>14%</b>	<b>10%</b>	<b>16%</b>	<b>5%</b>	<b>9%</b>	<b>10%</b>	<b>3%</b>	<b>21%</b>	<b>11%</b>	<b>7%</b>	<b>16%</b>
Somewhat Negative	18%	N/A	N/A	N/A	N/A	16%	15%	27%	16%	16%	22%	24%	13%	22%	16%	18%	14%	16%	15%	28%	20%
Very Negative	45%	N/A	N/A	N/A	N/A	41%	57%	36%	42%	50%	49%	32%	44%	51%	54%	43%	64%	23%	49%	38%	39%
<b>Negative Impact</b>	<b>63%</b>	<b>58%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>57%</b>	<b>72%</b>	<b>63%</b>	<b>58%</b>	<b>66%</b>	<b>71%</b>	<b>56%</b>	<b>57%</b>	<b>73%</b>	<b>70%</b>	<b>61%</b>	<b>78%</b>	<b>39%</b>	<b>64%</b>	<b>66%</b>	<b>59%</b>
No impact	19%	21%	N/A	N/A	N/A	23%	19%	18%	20%	15%	14%	19%	19%	16%	14%	20%	14%	30%	19%	22%	16%
Don't know	7%	12%	N/A	N/A	N/A	5%	0%	7%	9%	13%	2%	14%	9%	5%	7%	8%	6%	9%	7%	6%	8%

Q18F. Requiring that new or renewed environmental permits avoid "disproportionate impacts" on "disadvantaged communities"																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	1%	N/A	N/A	N/A	N/A	3%	0%	0%	0%	2%	2%	0%	0%	2%	1%	0%	7%	2%	0%	1%	
Somewhat Positive	9%	N/A	N/A	N/A	N/A	7%	4%	7%	13%	12%	8%	19%	6%	8%	4%	6%	5%	11%	7%	8%	15%
<b>Positive Impact</b>	<b>10%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>10%</b>	<b>4%</b>	<b>7%</b>	<b>13%</b>	<b>14%</b>	<b>10%</b>	<b>19%</b>	<b>6%</b>	<b>8%</b>	<b>6%</b>	<b>7%</b>	<b>5%</b>	<b>18%</b>	<b>9%</b>	<b>8%</b>	<b>16%</b>
Somewhat Negative	15%	N/A	N/A	N/A	N/A	13%	19%	13%	20%	12%	20%	16%	13%	13%	12%	16%	16%	16%	18%	14%	
Very Negative	27%	N/A	N/A	N/A	N/A	24%	32%	25%	26%	31%	31%	22%	38%	33%	30%	25%	35%	18%	28%	27%	
<b>Negative Impact</b>	<b>42%</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>37%</b>	<b>51%</b>	<b>38%</b>	<b>46%</b>	<b>43%</b>	<b>51%</b>	<b>38%</b>	<b>51%</b>	<b>46%</b>	<b>42%</b>	<b>41%</b>	<b>51%</b>	<b>34%</b>	<b>44%</b>	<b>41%</b>	<b>41%</b>
No impact	28%	N/A	N/A	N/A	N/A	33%	29%	34%	22%	20%	25%	24%	31%	26%	35%	28%	24%	23%	29%	24%	
Don't know	20%	N/A	N/A	N/A	N/A	19%	15%	21%	19%	23%	14%	19%	13%	19%	18%	23%	19%	25%	18%	19%	

Q19. Will these legislative proposals positively or negatively impact your business?

Q19A. Prohibiting businesses from engaging in "unfair" or "abusive" practices and allowing third party lawsuits and class actions for punitive damages.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	4%	N/A	N/A	N/A	N/A	5%	4%	2%	7%	2%	7%	8%	3%	0%	5%	5%	3%	5%	5%	3%	
Somewhat Positive	12%	N/A	N/A	N/A	N/A	14%	12%	7%	12%	14%	7%	14%	6%	19%	5%	18%	8%	7%	13%	11%	14%
Somewhat Negative	16%	N/A	N/A	N/A	N/A	16%	12%	19%	13%	19%	20%	11%	22%	18%	18%	16%	16%	10%	15%	12%	19%
Very Negative	22%	N/A	N/A	N/A	N/A	16%	25%	21%	30%	23%	29%	19%	28%	23%	21%	18%	24%	12%	18%	34%	27%
No Impact	25%	N/A	N/A	N/A	N/A	25%	27%	28%	19%	20%	20%	30%	16%	23%	25%	21%	35%	34%	28%	18%	22%
Don't know	21%	N/A	N/A	N/A	N/A	25%	19%	23%	20%	22%	17%	19%	25%	16%	26%	22%	14%	32%	21%	21%	15%

Q19B. Adopting a state "anti-trust" law based on alleged "abuse" of dominant market position, rather than on restriction of competition that harms consumers.

Q19B. Adopting a state "anti-trust" law based on alleged "abuse" of dominant market position, rather than on restriction of competition that harms consumers.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	3%	N/A	N/A	N/A	N/A	2%	1%	2%	5%	2%	5%	3%	0%	1%	7%	2%	0%	5%	3%	3%	4%
Somewhat Positive	15%	N/A	N/A	N/A	N/A	14%	10%	7%	22%	16%	12%	16%	13%	15%	14%	18%	8%	10%	15%	19%	13%
Somewhat Negative	15%	N/A	N/A	N/A	N/A	17%	15%	14%	10%	16%	20%	14%	28%	15%	14%	13%	16%	7%	12%	14%	25%
Very Negative	13%	N/A	N/A	N/A	N/A	12%	12%	9%	15%	15%	10%	11%	25%	14%	14%	11%	16%	10%	12%	15%	16%
No Impact	28%	N/A	N/A	N/A	N/A	28%	34%	39%	20%	24%	29%	27%	13%	30%	26%	26%	38%	32%	31%	25%	25%
Don't know	27%	N/A	N/A	N/A	N/A	26%	27%	29%	27%	26%	24%	30%	22%	25%	25%	30%	22%	37%	27%	25%	18%

Q19C. Allowing individuals rather than the Department of Labor to bring lawsuits for alleged violations of State Labor Law.

Q19C. Allowing individuals rather than the Department of Labor to bring lawsuits for alleged violations of State Labor Law.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very Positive	2%	N/A	N/A	N/A	N/A	3%	0%	0%	2%	2%	3%	0%	0%	1%	2%	2%	0%	2%	1%	3%	2%
Somewhat Positive	5%	N/A	N/A	N/A	N/A	1%	8%	4%	4%	9%	3%	5%	0%	8%	2%	8%	3%	2%	6%	4%	5%
Somewhat Negative	20%	N/A	N/A	N/A	N/A	23%	21%	23%	12%	20%	14%	22%	25%	20%	19%	21%	24%	20%	17%	22%	26%
Very Negative	38%	N/A	N/A	N/A	N/A	36%	38%	42%	44%	36%	53%	38%	44%	46%	39%	30%	38%	20%	35%	47%	43%
No Impact	17%	N/A	N/A	N/A	N/A	19%	18%	18%	14%	11%	17%	8%	6%	11%	21%	18%	27%	24%	20%	16%	9%
Don't know	19%	N/A	N/A	N/A	N/A	18%	15%	14%	23%	21%	10%	27%	25%	13%	18%	20%	8%	32%	21%	8%	15%

Q20. Which of the following industry sectors do you think will have a positive impact on the economic vitality of your region in the next three to five years?

Q20. Which of the following industry sectors do you think will have a positive impact on the economic vitality of your region in the next three to five years?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Education	39%	45%	N/A	N/A	N/A	38%	44%	46%	34%	32%	46%	24%	44%	38%	38%	36%	41%	51%	40%	38%	38%
Tourism	40%	42%	N/A	N/A	N/A	36%	35%	41%	57%	30%	32%	70%	41%	21%	43%	48%	29%	46%	40%	35%	44%
Technology	55%	54%	N/A	N/A	N/A	68%	56%	44%	49%	51%	59%	41%	66%	56%	45%	51%	62%	69%	53%	65%	57%
Transportation	21%	26%	N/A	N/A	N/A	21%	24%	17%	26%	17%	31%	19%	19%	18%	23%	19%	21%	13%	21%	21%	19%
Medical	39%	37%	N/A	N/A	N/A	30%	49%	50%	36%	49%	44%	24%	50%	42%	30%	37%	38%	44%	39%	46%	36%
Green and sustainable energy	15%	22%	N/A	N/A	N/A	19%	10%	19%	18%	11%	19%	22%	9%	4%	9%	15%	23%	16%	13%	14%	
Manufacturing	41%	39%	N/A	N/A	N/A	36%	49%	41%	47%	35%	49%	22%	38%	69%	36%	32%	53%	46%	40%	48%	36%
Cannabis	14%	17%	N/A	N/A	N/A	12%	13%	24%	17%	16%	8%	24%	13%	8%	9%	20%	9%	23%	14%	13%	13%
Other	6%	6%	N/A	N/A	N/A	4%	6%	7%	10%	1%	5%	8%	13%	6%	5%	7%	0%	8%	7%	7%	4%

Q21. And thinking about the efforts of the federal government, overall would you say the federal government is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	2%	1%	1%	3%	4%	3%	0%	2%	1%	2%	3%	5%	3%	0%	2%	1%	0%	0%	2%	1%	2%
Good	12%	11%	13%	13%	20%	15%	11%	14%	10%	11%	15%	11%	3%	12%	9%	10%	3%	29%	11%	11%	15%
Fair	41%	32%	32%	34%	47%	39%	39%	41%	47%	41%	43%	55%	34%	47%	36%	35%	42%	37%	42%	36%	40%
Poor	45%	56%	53%	51%	29%	43%	50%	43%	42%	45%	38%	29%	59%	41%	53%	54%	55%	34%	45%	51%	43%

  

Q22. How confident are you in the ability of the federal government to improve the business climate for businesses like yours here in New York over the next year? Are you:																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very confident	7%	1%	1%	1%	4%	7%	11%	7%	5%	6%	7%	5%	9%	5%	10%	6%	18%	5%	7%	7%	9%
Somewhat confident	28%	12%	17%	19%	27%	29%	31%	25%	32%	22%	27%	21%	25%	33%	26%	35%	16%	32%	28%	30%	28%
Not very confident	39%	40%	37%	35%	37%	41%	35%	46%	37%	39%	27%	50%	41%	38%	40%	35%	53%	32%	39%	39%	38%
Not at all confident	25%	47%	45%	45%	32%	23%	24%	23%	25%	33%	39%	24%	25%	23%	24%	23%	13%	32%	26%	24%	24%

  

Q23. Turning to your impressions of the local workforce. Is there an ample supply of local workers that are appropriately trained for your employment needs?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Yes	19%	13%	14%	13%	28%	24%	8%	18%	14%	20%	7%	32%	19%	12%	18%	21%	16%	24%	20%	19%	19%
No	76%	80%	82%	79%	61%	69%	86%	81%	82%	74%	92%	66%	81%	86%	77%	69%	76%	66%	73%	79%	79%
Don't know	5%	7%	4%	8%	11%	7%	6%	2%	3%	6%	2%	3%	0%	1%	5%	10%	8%	10%	6%	1%	2%

  

Q24. How would you rate the overall efforts in your area to promote workforce development?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	2%	N/A	N/A	N/A	N/A	1%	4%	2%	0%	2%	0%	0%	0%	3%	0%	1%	5%	2%	2%	0%	2%
Good	20%	N/A	N/A	N/A	N/A	19%	17%	18%	16%	30%	10%	16%	16%	19%	18%	24%	16%	32%	21%	20%	16%
Only fair	38%	N/A	N/A	N/A	N/A	44%	39%	42%	33%	29%	47%	37%	48%	36%	44%	29%	32%	44%	35%	39%	45%
Poor	33%	N/A	N/A	N/A	N/A	30%	36%	30%	40%	32%	34%	32%	23%	37%	30%	36%	42%	17%	32%	38%	34%
Don't know	8%	N/A	N/A	N/A	N/A	7%	4%	9%	11%	7%	8%	16%	13%	5%	9%	10%	5%	5%	11%	3%	2%

  

Q25. Who do you think plays the biggest role when it comes to workforce development?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Your own company	32%	N/A	N/A	N/A	N/A	32%	26%	42%	30%	33%	25%	38%	32%	38%	29%	32%	45%	20%	29%	38%	41%
Major employers	8%	N/A	N/A	N/A	N/A	14%	6%	4%	8%	5%	7%	0%	23%	1%	5%	8%	16%	10%	7%	8%	13%
State government	8%	N/A	N/A	N/A	N/A	5%	14%	4%	9%	8%	2%	11%	3%	12%	0%	5%	11%	20%	6%	14%	9%
Local community college/trade school	31%	N/A	N/A	N/A	N/A	28%	32%	26%	28%	35%	36%	30%	35%	33%	40%	27%	24%	28%	35%	23%	20%
Business groups	6%	N/A	N/A	N/A	N/A	6%	7%	7%	9%	5%	7%	3%	8%	3%	11%	3%	10%	6%	6%	4%	7%
Other	7%	N/A	N/A	N/A	N/A	8%	4%	11%	10%	7%	14%	8%	3%	3%	10%	8%	0%	8%	7%	11%	5%
Don't know	7%	N/A	N/A	N/A	N/A	7%	11%	7%	6%	8%	10%	11%	0%	4%	12%	8%	3%	5%	9%	1%	6%

  

Q26. How likely would you and your company be to actively participate in a workforce development partnership program involving local educational institutions, local or state government and companies like yours?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very likely	26%	N/A	N/A	N/A	N/A	31%	24%	24%	32%	22%	29%	19%	16%	37%	22%	17%	13%	55%	19%	32%	47%
Somewhat likely	38%	N/A	N/A	N/A	N/A	33%	42%	44%	34%	36%	45%	28%	48%	40%	38%	35%	34%	28%	36%	47%	40%
Not very likely	16%	N/A	N/A	N/A	N/A	18%	13%	9%	13%	21%	14%	33%	13%	11%	16%	24%	10%	19%	19%	12%	8%
Not at all likely	13%	N/A	N/A	N/A	N/A	14%	15%	15%	10%	10%	3%	14%	23%	5%	17%	22%	13%	3%	16%	7%	5%
Don't know	8%	N/A	N/A	N/A	N/A	3%	7%	9%	10%	10%	9%	6%	0%	7%	7%	9%	16%	5%	10%	3%	1%

Q27. Please indicate with which, if any, of the following you are currently having difficulty. Please select ALL that apply.																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruiting to fill open positions	66%	75%	75%	78%	N/A	59%	71%	73%	72%	65%	86%	53%	71%	75%	49%	60%	70%	70%	58%	82%	81%	
Retaining existing employees	25%	33%	38%	36%	N/A	24%	19%	24%	30%	27%	31%	25%	23%	25%	14%	25%	22%	23%	19%	30%	41%	
Neither	31%	21%	22%	18%	N/A	35%	28%	25%	23%	29%	10%	44%	29%	19%	47%	35%	30%	30%	38%	18%	16%	

Q28. Please indicate which of the following have you done to recruit/retain. Please check ALL that apply.

Q28A. Increased wages																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruit	64%	67%	72%	88%	N/A	65%	65%	71%	63%	60%	69%	44%	80%	77%	59%	55%	63%	69%	54%	78%	88%	
Retain	82%	83%	85%	86%	N/A	80%	83%	84%	82%	80%	85%	75%	93%	88%	81%	76%	82%	85%	79%	88%	91%	
Not applicable	9%	7%	7%	58%	N/A	7%	10%	5%	10%	15%	7%	14%	0%	4%	9%	14%	8%	8%	12%	4%	1%	

Q28B. Offered bonuses																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruit	29%	33%	37%	39%	N/A	33%	33%	43%	26%	23%	33%	11%	50%	35%	24%	32%	19%	26%	20%	40%	55%	
Retain	61%	67%	65%	58%	N/A	64%	60%	67%	58%	59%	78%	54%	80%	59%	53%	54%	62%	63%	57%	67%	75%	
Not applicable	34%	25%	26%	N/A	N/A	27%	36%	28%	37%	37%	17%	41%	13%	35%	40%	37%	35%	37%	39%	26%	17%	

Q28C. Designed flexible work hours																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruit	40%	43%	53%	51%	N/A	44%	40%	44%	43%	35%	32%	47%	63%	37%	38%	34%	30%	59%	34%	53%	55%	
Retain	65%	71%	75%	66%	N/A	67%	60%	61%	68%	66%	53%	69%	80%	59%	64%	58%	70%	85%	64%	67%	70%	
Not applicable	31%	25%	19%	N/A	N/A	28%	37%	37%	25%	32%	42%	22%	17%	40%	33%	37%	30%	8%	33%	26%	25%	

Q28D. Designed flexible work location																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruit	22%	24%	35%	24%	N/A	33%	23%	15%	28%	14%	19%	6%	67%	13%	16%	25%	14%	41%	14%	31%	45%	
Retain	33%	41%	54%	37%	N/A	42%	35%	24%	41%	25%	32%	8%	77%	21%	19%	35%	22%	72%	27%	39%	51%	
Not applicable	64%	57%	44%	N/A	N/A	54%	65%	74%	55%	73%	68%	89%	17%	78%	76%	61%	78%	28%	71%	59%	45%	

Q28E. Offered referral bonuses to existing employees																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Recruit	29%	33%	40%	36%	N/A	35%	31%	30%	24%	27%	33%	11%	40%	37%	28%	31%	16%	21%	16%	50%	61%	
Retain	22%	26%	24%	23%	N/A	30%	19%	25%	15%	24%	28%	0%	37%	21%	16%	26%	16%	21%	14%	33%	43%	
Not applicable	62%	54%	53%	N/A	N/A	53%	60%	66%	69%	63%	55%	89%	47%	56%	67%	58%	73%	72%	76%	43%	27%	

Q29. Based on the job applicants that you have seen over the last couple of years, how would you assess those job applicants on the following skills or attributes?

Q29A. Technical skills																						
	Total	Region										Industry							Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Excellent	3%	3%	N/A	N/A	N/A	3%	3%	5%	5%	1%	0%	6%	3%	0%	5%	0%	10%	4%	3%	2%		
Good	27%	29%	N/A	N/A	N/A	38%	24%	22%	22%	28%	22%	28%	38%	17%	28%	31%	17%	41%	26%	27%	32%	
Fair	40%	39%	N/A	N/A	N/A	37%	39%	42%	45%	33%	48%	42%	45%	34%	36%	38%	39%	36%	35%	55%	44%	
Poor	20%	21%	N/A	N/A	N/A	11%	25%	25%	23%	25%	26%	17%	7%	42%	14%	25%	5%	23%	14%	16%		
Not applicable	10%	9%	N/A	N/A	N/A	10%	10%	5%	6%	13%	3%	8%	7%	7%	12%	12%	19%	8%	12%	1%	6%	



Q29B. Verbal skills																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	2%	3%	N/A	N/A	N/A	1%	1%	7%	0%	1%	0%	5%	0%	1%	3%	3%	0%	3%	3%	2%	0%
Good	26%	32%	N/A	N/A	N/A	32%	30%	25%	17%	26%	12%	32%	41%	20%	22%	29%	24%	40%	26%	22%	31%
Fair	44%	42%	N/A	N/A	N/A	40%	42%	43%	51%	46%	56%	32%	34%	54%	44%	37%	41%	43%	44%	43%	45%
Poor	22%	18%	N/A	N/A	N/A	21%	18%	23%	28%	19%	29%	24%	21%	20%	27%	23%	22%	10%	20%	32%	22%
Not applicable	6%	5%	N/A	N/A	N/A	7%	8%	2%	3%	8%	3%	5%	3%	4%	3%	8%	14%	5%	7%	1%	1%

  

Q29C. Writing skills																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	2019 Total	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	1%	1%	N/A	N/A	N/A	1%	3%	2%	0%	0%	0%	3%	0%	0%	1%	0%	5%	1%	1%	0%	0%
Good	14%	18%	N/A	N/A	N/A	17%	15%	13%	9%	14%	5%	23%	24%	7%	15%	14%	11%	18%	16%	7%	13%
Fair	42%	39%	N/A	N/A	N/A	41%	46%	39%	48%	44%	49%	34%	38%	48%	39%	38%	49%	44%	43%	41%	46%
Poor	33%	30%	N/A	N/A	N/A	34%	24%	34%	38%	31%	39%	26%	34%	35%	36%	34%	22%	28%	27%	49%	38%
Not applicable	11%	11%	N/A	N/A	N/A	7%	11%	13%	5%	12%	7%	14%	3%	10%	10%	13%	19%	5%	13%	3%	3%

  

Q29D. Initiative																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	1%	2%	N/A	N/A	N/A	1%	1%	4%	1%	1%	0%	6%	0%	0%	3%	2%	0%	3%	2%	0%	1%
Good	19%	20%	N/A	N/A	N/A	25%	17%	22%	13%	19%	17%	25%	24%	15%	20%	23%	11%	26%	20%	16%	21%
Fair	38%	40%	N/A	N/A	N/A	40%	37%	25%	44%	36%	41%	19%	48%	42%	32%	34%	46%	46%	34%	45%	47%
Poor	36%	33%	N/A	N/A	N/A	29%	37%	47%	38%	35%	39%	47%	24%	39%	39%	33%	30%	23%	37%	38%	29%
Not applicable	5%	5%	N/A	N/A	N/A	5%	8%	2%	5%	8%	3%	3%	3%	3%	5%	7%	14%	3%	7%	0%	2%

  

Q29E. Work ethic																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	2%	4%	N/A	N/A	N/A	2%	1%	4%	1%	1%	2%	5%	0%	0%	5%	2%	0%	5%	3%	1%	1%
Good	24%	18%	N/A	N/A	N/A	31%	19%	20%	18%	25%	15%	35%	45%	17%	17%	26%	16%	36%	25%	18%	25%
Fair	38%	35%	N/A	N/A	N/A	38%	36%	30%	51%	31%	42%	19%	28%	44%	34%	38%	46%	44%	33%	45%	48%
Poor	31%	38%	N/A	N/A	N/A	24%	35%	45%	27%	35%	39%	38%	24%	35%	41%	27%	24%	13%	32%	36%	25%
Not applicable	5%	5%	N/A	N/A	N/A	5%	8%	2%	2%	7%	2%	3%	3%	4%	3%	7%	14%	3%	6%	0%	0%

  

Q29F. Realistic about compensation																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	1%	1%	N/A	N/A	N/A	0%	1%	2%	1%	0%	0%	0%	1%	3%	2%	0%	0%	1%	0%	0%	0%
Good	16%	17%	N/A	N/A	N/A	17%	17%	20%	15%	18%	10%	22%	24%	17%	12%	18%	22%	13%	17%	12%	16%
Fair	41%	41%	N/A	N/A	N/A	46%	40%	28%	41%	33%	40%	33%	45%	44%	36%	36%	50%	60%	38%	52%	44%
Poor	36%	36%	N/A	N/A	N/A	31%	36%	46%	39%	39%	48%	39%	28%	34%	41%	37%	17%	23%	36%	34%	40%
Not applicable	6%	6%	N/A	N/A	N/A	6%	6%	4%	3%	10%	2%	6%	3%	3%	7%	8%	11%	5%	7%	1%	0%

  

Q29G. Professionalism																					
	Total	Region										Industry							Company Size		
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Excellent	3%	3%	N/A	N/A	N/A	3%	3%	4%	0%	1%	0%	3%	4%	0%	5%	3%	0%	8%	3%	3%	1%
Good	24%	24%	N/A	N/A	N/A	27%	27%	29%	18%	23%	19%	35%	39%	17%	15%	27%	24%	33%	26%	16%	26%
Fair	45%	46%	N/A	N/A	N/A	41%	44%	43%	52%	46%	47%	38%	39%	54%	44%	43%	46%	46%	40%	57%	53%
Poor	22%	21%	N/A	N/A	N/A	21%	20%	21%	28%	21%	31%	22%	14%	24%	29%	20%	16%	10%	23%	24%	19%
Not applicable	6%	6%	N/A	N/A	N/A	8%	7%	4%	2%	8%	3%	3%	4%	6%	7%	8%	14%	3%	8%	0%	1%

Q30. Would these labor-related measures positively or negatively impact your business?																						
Q30A. Lessening Unemployment Insurance taxes																						
	Total	2023 Total*	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	31%	33%	N/A	N/A	N/A	29%	30%	32%	33%	35%	26%	30%	20%	37%	29%	33%	41%	23%	35%	25%	25%	
Somewhat positive	47%	41%	N/A	N/A	N/A	47%	44%	59%	38%	47%	53%	41%	53%	44%	58%	41%	43%	45%	43%	54%	53%	
Somewhat negative	1%	3%	N/A	N/A	N/A	0%	1%	0%	4%	0%	2%	8%	0%	0%	2%	2%	0%	0%	1%	3%	2%	
Very negative	1%	4%	N/A	N/A	N/A	1%	0%	2%	1%	1%	2%	3%	0%	1%	2%	0%	0%	0%	1%	0%	0%	
No impact	20%	19%	N/A	N/A	N/A	23%	24%	7%	24%	17%	17%	19%	27%	17%	10%	24%	16%	33%	20%	18%	20%	
*Different wording in 2023																						
Q30B. Repealing the state's weekly pay mandate for manual workers																						
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	11%	11%	N/A	N/A	N/A	11%	6%	19%	6%	16%	12%	11%	13%	6%	12%	12%	11%	5%	9%	14%	13%	
Somewhat positive	20%	17%	N/A	N/A	N/A	20%	23%	17%	14%	23%	19%	17%	13%	23%	19%	19%	36%	18%	19%	19%	21%	
Somewhat negative	4%	3%	N/A	N/A	N/A	3%	3%	0%	5%	4%	5%	3%	3%	3%	9%	3%	0%	0%	4%	4%	2%	
Very negative	2%	5%	N/A	N/A	N/A	3%	1%	2%	3%	1%	5%	0%	3%	1%	2%	1%	0%	3%	1%	3%	2%	
No impact	64%	64%	N/A	N/A	N/A	63%	67%	63%	72%	56%	59%	69%	67%	67%	58%	65%	53%	75%	66%	60%	62%	
Q30C. Increased workers' compensation benefits																						
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	2%	2%	N/A	N/A	N/A	3%	1%	0%	1%	1%	3%	0%	3%	0%	1%	0%	0%	3%	2%	1%	1%	
Somewhat positive	7%	9%	N/A	N/A	N/A	5%	3%	19%	6%	7%	5%	9%	3%	9%	3%	8%	8%	15%	8%	8%	6%	
Somewhat negative	38%	32%	N/A	N/A	N/A	35%	36%	42%	41%	37%	40%	31%	50%	43%	42%	38%	33%	30%	38%	30%	46%	
Very negative	28%	35%	N/A	N/A	N/A	27%	33%	17%	26%	38%	38%	26%	23%	37%	27%	24%	33%	13%	26%	38%	26%	
No impact	25%	23%	N/A	N/A	N/A	31%	27%	23%	25%	17%	14%	34%	20%	11%	27%	29%	25%	40%	26%	22%	21%	
Q30D. Increased "disability benefits" for non-work-related injuries																						
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	1%	N/A	N/A	N/A	N/A	2%	1%	2%	1%	1%	4%	0%	3%	0%	0%	1%	0%	3%	2%	1%	1%	
Somewhat positive	10%	N/A	N/A	N/A	N/A	12%	4%	13%	9%	7%	4%	11%	7%	14%	5%	11%	8%	13%	9%	13%	9%	
Somewhat negative	32%	N/A	N/A	N/A	N/A	32%	34%	36%	26%	28%	30%	22%	53%	30%	37%	30%	32%	30%	31%	26%	44%	
Very negative	34%	N/A	N/A	N/A	N/A	29%	41%	29%	37%	45%	47%	39%	33%	42%	36%	32%	32%	13%	33%	42%	28%	
No impact	22%	N/A	N/A	N/A	N/A	25%	19%	21%	27%	18%	16%	28%	3%	13%	22%	26%	27%	43%	25%	17%	17%	
Q30E. "Advanced scheduling mandates" - If an employer deviates from the advanced schedule, they will have to pay the employee a premium																						
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	0%	1%	N/A	N/A	N/A	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	
Somewhat positive	2%	2%	N/A	N/A	N/A	2%	3%	2%	0%	1%	0%	6%	0%	1%	2%	3%	0%	0%	2%	1%	1%	
Somewhat negative	21%	19%	N/A	N/A	N/A	22%	21%	29%	16%	19%	16%	14%	47%	20%	24%	20%	19%	29%	22%	16%	21%	
Very negative	51%	48%	N/A	N/A	N/A	46%	46%	42%	64%	56%	61%	64%	47%	53%	47%	46%	50%	39%	45%	63%	59%	
No impact	26%	30%	N/A	N/A	N/A	30%	29%	27%	20%	24%	23%	17%	7%	26%	27%	31%	31%	32%	31%	19%	20%	
Q30F. Employee benefits for independent contractors																						
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Region					Industry							Company Size				
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very positive	1%	2%	N/A	N/A	N/A	1%	1%	0%	2%	3%	7%	0%	0%	0%	2%	2%	0%	3%	1%	4%	0%	
Somewhat positive	5%	5%	N/A	N/A	N/A	5%	4%	4%	3%	6%	7%	6%	7%	0%	2%	6%	6%	3%	5%	5%	3%	
Somewhat negative	18%	15%	N/A	N/A	N/A	16%	19%	18%	20%	15%	22%	3%	23%	23%	11%	14%	23%	28%	17%	13%	24%	
Very negative	41%	37%	N/A	N/A	N/A	41%	36%	41%	48%	38%	33%	49%	43%	43%	51%	40%	37%	38%	40%	38%	44%	
No impact	35%	42%	N/A	N/A	N/A	37%	40%	38%	26%	39%	31%	43%	27%	34%	37%	38%	34%	30%	37%	39%	28%	

Q31. Thinking of Environmental, Social, and Governance (ESG), would you say ESG policies and/or practices are:																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
A part of your company's mission; ESG is a priority for your company	15%	N/A	N/A	N/A	N/A	19%	7%	19%	20%	12%	7%	13%	13%	20%	7%	14%	5%	30%	11%	14%	29%
Important but not a priority for your company	36%	N/A	N/A	N/A	N/A	36%	46%	37%	31%	31%	43%	37%	39%	34%	31%	41%	24%	45%	35%	34%	42%
Isn't something your company really thinks about	48%	N/A	N/A	N/A	N/A	45%	47%	44%	49%	57%	50%	50%	48%	46%	63%	45%	71%	25%	54%	51%	29%
Q32. Which, if any, of the following is your company doing related to ESG? Please check ALL that apply.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Setting goals to reduce your environmental impact	19%	N/A	N/A	N/A	N/A	20%	11%	16%	23%	21%	10%	38%	14%	30%	9%	18%	11%	13%	14%	22%	33%
Improving your supply chain sustainability	14%	N/A	N/A	N/A	N/A	17%	11%	11%	11%	20%	8%	19%	3%	30%	12%	9%	21%	3%	12%	12%	21%
Using AI to automate the reporting of emissions data	2%	N/A	N/A	N/A	N/A	3%	3%	0%	3%	0%	2%	3%	3%	3%	2%	1%	0%	3%	0%	1%	9%
Using renewable energy sources	20%	N/A	N/A	N/A	N/A	24%	13%	20%	20%	17%	14%	27%	17%	24%	21%	17%	11%	23%	15%	18%	39%
Increasing recycling	45%	N/A	N/A	N/A	N/A	38%	40%	45%	46%	54%	47%	51%	28%	49%	40%	40%	50%	41%	47%	39%	43%
Energy efficient upgrades	44%	N/A	N/A	N/A	N/A	49%	35%	47%	46%	38%	49%	49%	31%	56%	34%	37%	53%	44%	39%	50%	59%
Going paperless	33%	N/A	N/A	N/A	N/A	37%	31%	22%	40%	26%	25%	27%	45%	27%	28%	39%	37%	31%	29%	36%	45%
Computer virtualization	8%	N/A	N/A	N/A	N/A	8%	10%	7%	14%	4%	8%	0%	10%	3%	7%	10%	5%	13%	5%	14%	13%
Using Sustainable or Green IT practices	12%	N/A	N/A	N/A	N/A	13%	14%	16%	11%	12%	14%	8%	17%	11%	5%	12%	3%	18%	11%	11%	20%
Something else	4%	N/A	N/A	N/A	N/A	4%	4%	2%	7%	1%	2%	11%	0%	3%	2%	2%	0%	15%	4%	4%	3%
None of the above	27%	N/A	N/A	N/A	N/A	26%	38%	31%	25%	23%	29%	27%	45%	21%	36%	31%	26%	13%	31%	27%	17%
Q33. On another topic, 'Artificial Intelligence (AI)', how familiar are you with Artificial Intelligence?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very familiar	15%	N/A	N/A	N/A	N/A	23%	6%	18%	12%	13%	3%	13%	16%	15%	14%	14%	18%	22%	12%	14%	26%
Somewhat familiar	57%	N/A	N/A	N/A	N/A	54%	63%	45%	66%	55%	51%	50%	65%	59%	56%	58%	50%	63%	56%	61%	63%
Not very familiar	20%	N/A	N/A	N/A	N/A	16%	21%	23%	15%	21%	36%	24%	19%	13%	20%	21%	24%	10%	22%	24%	7%
Not at all familiar	8%	N/A	N/A	N/A	N/A	6%	11%	14%	7%	11%	10%	13%	0%	13%	10%	7%	8%	5%	10%	1%	3%
Q34. Does your company/business utilize AI?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Yes	37%	N/A	N/A	N/A	N/A	46%	29%	41%	44%	27%	22%	26%	61%	42%	24%	33%	22%	66%	29%	45%	66%
No	60%	N/A	N/A	N/A	N/A	51%	68%	50%	55%	71%	75%	74%	32%	56%	69%	65%	78%	32%	68%	54%	33%
Don't know	3%	N/A	N/A	N/A	N/A	3%	3%	9%	1%	1%	3%	0%	6%	1%	7%	2%	0%	2%	3%	1%	1%
Q35. [If company utilizes AI] In which, if any, of these has AI helped your company? Please check ALL that apply.																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Efficiency	76%	N/A	N/A	N/A	N/A	78%	76%	83%	70%	65%	77%	60%	95%	70%	86%	73%	63%	74%	67%	88%	84%
Growth	15%	N/A	N/A	N/A	N/A	12%	10%	17%	25%	13%	8%	20%	11%	23%	36%	11%	0%	7%	15%	21%	11%
Consumer outreach	36%	N/A	N/A	N/A	N/A	39%	38%	39%	25%	43%	15%	50%	26%	30%	50%	27%	38%	44%	41%	44%	25%
None of these	14%	N/A	N/A	N/A	N/A	13%	14%	9%	23%	9%	23%	20%	5%	13%	7%	16%	13%	22%	18%	3%	12%
Q36. How concerned are you that government regulation will hinder your ability to utilize AI?																					
	Total	Region										Industry						Company Size			
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
Very concerned	8%	N/A	N/A	N/A	N/A	6%	11%	9%	12%	4%	9%	5%	23%	4%	9%	9%	5%	3%	9%	7%	8%
Somewhat concerned	22%	N/A	N/A	N/A	N/A	29%	16%	20%	24%	15%	14%	5%	42%	23%	23%	21%	16%	28%	20%	26%	25%
Not very concerned	45%	N/A	N/A	N/A	N/A	42%	50%	51%	38%	51%	45%	57%	35%	46%	37%	41%	65%	53%	41%	50%	55%
Not at all concerned	24%	N/A	N/A	N/A	N/A	23%	23%	20%	26%	30%	33%	32%	0%	26%	32%	29%	14%	18%	30%	18%	11%

Q37. If significant government regulation is placed on AI, do you feel it will help, hurt, or have no impact on your company?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Help	11%	N/A	N/A	N/A	N/A	13%	9%	13%	9%	11%	12%	6%	10%	6%	11%	16%	8%	12%	11%	8%	12%	
Hurt	29%	N/A	N/A	N/A	N/A	35%	30%	27%	32%	16%	16%	20%	58%	30%	23%	31%	28%	22%	22%	36%	45%	
No impact	60%	N/A	N/A	N/A	N/A	51%	61%	60%	59%	73%	72%	74%	32%	64%	66%	53%	64%	66%	67%	55%	43%	
Q38. Turning to one final topic, how familiar are you with the term, D.E.I., which stands for diversity, equity, and inclusion? Are you...																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Very familiar	62%	N/A	N/A	N/A	N/A	72%	57%	64%	63%	55%	54%	39%	77%	56%	56%	64%	53%	95%	54%	63%	87%	
Somewhat familiar	26%	N/A	N/A	N/A	N/A	21%	25%	25%	29%	29%	34%	39%	19%	27%	25%	28%	32%	0%	30%	33%	8%	
Not too familiar	7%	N/A	N/A	N/A	N/A	3%	8%	7%	4%	8%	5%	11%	3%	11%	14%	5%	5%	0%	8%	4%	5%	
Not at all familiar	5%	N/A	N/A	N/A	N/A	3%	10%	4%	4%	4%	7%	11%	0%	4%	5%	4%	8%	2%	6%	0%	0%	
Don't know	1%	N/A	N/A	N/A	N/A	0%	0%	0%	0%	4%	0%	0%	0%	1%	0%	0%	3%	2%	1%	0%	0%	
Q39. DEI is used to describe policies and programs that encourage the participation and representation of different groups of people, such as those of different ages, races, ethnicities, abilities, disabilities, genders, religions, cultures, and sexual orientations. Does your company currently offer DEI training or education to its employees?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Yes	33%	N/A	N/A	N/A	N/A	46%	25%	33%	28%	28%	28%	9%	45%	28%	21%	34%	11%	83%	24%	39%	66%	
No	62%	N/A	N/A	N/A	N/A	51%	68%	62%	67%	68%	67%	83%	52%	67%	74%	64%	79%	18%	71%	58%	33%	
Don't know	5%	N/A	N/A	N/A	N/A	2%	7%	5%	5%	4%	5%	9%	3%	6%	5%	2%	11%	0%	6%	3%	1%	
Q40. [If offer DEI training] Is this training required or optional?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Required	67%	N/A	N/A	N/A	N/A	55%	72%	72%	79%	74%	69%	0%	57%	89%	67%	72%	100%	55%	64%	70%	70%	
Optional	19%	N/A	N/A	N/A	N/A	26%	22%	17%	13%	9%	19%	67%	21%	0%	33%	14%	0%	33%	24%	17%	14%	
Both	14%	N/A	N/A	N/A	N/A	20%	6%	11%	8%	17%	13%	33%	21%	11%	0%	14%	0%	12%	12%	13%	16%	
Q41. Would you say DEI policies and/or practices are:																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
A part of your company's mission; DEI is a priority for your company	20%	N/A	N/A	N/A	N/A	28%	16%	19%	20%	16%	11%	9%	23%	9%	11%	18%	3%	76%	15%	18%	41%	
Important but not a priority for your company	31%	N/A	N/A	N/A	N/A	33%	29%	25%	32%	27%	35%	36%	39%	35%	27%	37%	18%	10%	29%	41%	33%	
Isn't something your company really thinks about	49%	N/A	N/A	N/A	N/A	39%	56%	57%	48%	57%	54%	55%	39%	55%	62%	45%	79%	15%	56%	41%	27%	
Q42. [If DEI is mission/priority] Which, if any, of the following are reasons your company engages in DEI policies and/or practices? Please check ALL that apply.																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Positive impacts on financial performance	33%	N/A	N/A	N/A	N/A	44%	50%	30%	20%	8%	17%	100%	29%	0%	0%	53%	0%	32%	33%	36%	31%	
Attracting more diverse talent	79%	N/A	N/A	N/A	N/A	79%	90%	90%	73%	69%	83%	100%	86%	83%	50%	74%	100%	82%	77%	93%	77%	
Increasing retention among diverse talent	68%	N/A	N/A	N/A	N/A	77%	60%	70%	73%	62%	67%	100%	57%	83%	50%	79%	100%	75%	65%	79%	69%	
Increasing employee retention overall	64%	N/A	N/A	N/A	N/A	67%	60%	40%	73%	69%	17%	100%	29%	17%	83%	74%	100%	75%	65%	57%	66%	
Attracting employees overall	74%	N/A	N/A	N/A	N/A	74%	80%	70%	73%	69%	67%	100%	71%	83%	67%	79%	100%	71%	72%	71%	77%	
Increased satisfaction among investors and/or other stakeholders	40%	N/A	N/A	N/A	N/A	49%	60%	20%	27%	38%	17%	33%	57%	17%	17%	32%	0%	64%	47%	21%	40%	
Q43. Finally, just a few questions about you and your company. Do you think your company will be in business in New York ten years from today or not?																						
	Total	Region					Industry										Company Size					
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Yes	60%	56%	67%	59%	61%	71%	60%	62%	61%	43%	53%	60%	81%	54%	60%	56%	45%	85%	54%	71%	76%	
No	18%	18%	13%	14%	14%	10%	17%	15%	25%	24%	19%	23%	13%	17%	21%	29%	29%	5%	22%	13%	8%	
Don't know	22%	26%	20%	27%	25%	19%	24%	24%	15%	33%	28%	17%	6%	29%	22%	23%	26%	10%	24%	16%	16%	

Q44. If you had it all to do all over again, considering all factors, would you locate your business in New York or someplace else?																						
	Total	Region										Industry						Company Size				
		2023 Total	2022 Total	2021 Total	2020 Total	2019 Total	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
New York	43%	45%	38%	35%	36%	32%	32%	48%	40%	39%	35%	47%	26%	29%	50%	48%	30%	78%	43%	33%	51%	
Someplace else	57%	55%	53%	55%	52%	64%	68%	52%	60%	61%	65%	53%	74%	71%	50%	52%	70%	23%	57%	67%	49%	
Q45. Please select your gender:																						
	Total	Region										Industry						Company Size				
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
Male	74%	78%	77%	78%	70%	73%	75%	78%	75%	73%	76%	70%	90%	84%	70%	75%	84%	56%	70%	80%	84%	
Female	26%	22%	23%	22%	30%	27%	25%	22%	25%	27%	24%	30%	10%	16%	30%	25%	16%	44%	30%	20%	16%	
Q46. How would you describe your race/ethnicity?																						
	Total	Region										Industry						Company Size				
		2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100	
White	96%	95%	95%	94%	94%	96%	97%	100%	93%	97%	95%	87%	96%	97%	95%	98%	97%	98%	96%	95%	96%	
African-American	1%	1%	0%	1%	1%	1%	0%	0%	2%	0%	0%	3%	0%	1%	0%	0%	0%	1%	0%	0%	0%	
Hispanic	1%	0%	2%	1%	1%	1%	0%	0%	2%	1%	2%	3%	0%	0%	4%	0%	0%	3%	1%	1%	0%	
Asian	1%	1%	1%	1%	1%	1%	1%	0%	2%	0%	4%	6%	0%	0%	0%	0%	3%	0%	1%	4%	1%	
Other	1%	3%	2%	3%	3%	1%	1%	0%	0%	1%	0%	0%	4%	1%	2%	1%	0%	0%	1%	0%	2%	