								Region							Industry	, –	·			Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than	1	More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
ngineering and Construction	11%	12%	10%	14%	11%	11%	15%	15%	12%	10%	100%	0%	0%	0%	0%	0%	0%	0%	11%	21%	6%
ood and Beverage	8%	9%	6%	6%	7%	5%	4%	12%	12%	9%	0%	100%	0%	0%	0%	0%	0%	0%	8%	5%	6%
inancial	6%	5%	8%	6%	6%	6%	9%	5%	8%	1%	0%	0%	100%	0%	0%	0%	0%	0%	5%	5%	14%
Vanufacturing	14%	17%	17%	18%	16%	7%	19%	18%	9%	25%	0%	0%	0%	100%	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%	0%	100%	0%	9%	8%	3%
Vonprofit	9%	8%	15%	N/A	N/A	12%	7%	5%	14%	4%	0%	0%	0%	0%	0%	0%	0%	100%	7%	8%	159
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%
leatti Care	370	070	470	IN/A	11//	370	370	370	370	370	070	070	070	070	070	070	070	070	370	470	7 70
22. As you think about the current business or economic c	onditions in New York S	tate as	compar	ed to o	ne vea	ר מפח שיחי	ıld von səv	they are	ronsiderak	ly hetter	little be	tter abou	it the same	a little	worse o	r conside	rahly worse?	1	<u> </u>		
And the state of the second se	JOHN TOTAL	, as	Jompan		yea	ago, wo	you say	Region	- Jii Jiu Ci al	, weller,	. nene be	, abol	at the saide	, a mue	Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &			inuusii y		Wholesale &		Less than	Company 3	More 1
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Considerably better	3%	3%	4%	6%	2%	2%	4%	0%	6%	2%	7%	3%	0%	1%	2%	3%	0%	4%	3%	3%	1%
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A little better	14% 30%	14%	19%	23%	7%	13% 33%	12%	18%	17%	14%	15%	10%	16%	16%	8%	11%	8%	22%	14%	9%	159
About the same		24%	24%	32%	10%		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%	289
Considerably worse	18%	22%	20%	16%	50%	18%	24%	13%	14%	15%	16%	18%	13%	20%	19%	19%	18%	14%	18%	21%	159
		L													l						
Q3. Looking forward from today through next year, that is,	, the entire 2025 year, h	ow wou	ld you d	escribe	your e	expectation	ons for the e		in New Yo	rk State?	1								1		
								Region		1			1	1	Industry					Company S	
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &	_	Less than	1	More t
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%	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%	20%	26%	33%	23%	33%	16%	28%	21%	25%	15%	29%	23%	25%	33%
					20%	25%		2070						En/							
Considerably worse	9%	20%	18%	15%	23%	25% 8%	8%	7%	10%	7%	11%	3%	13%	5%	13%	11%	5%	10%	11%	7%	5%
Considerably worse			18%	15%	23%	8%	8%	7%				3%	13%	5%	13%	11%	5%	10%	11%	7%	5%
Considerably worse Q4. Now thinking specifically about your industry, how wo			18%	15%	23%	8%	8%	7%				3%	13%	5%	13%	11%	5%	10%	11%	7%	5%
			18% siness or	15% r econo	23% omic co	8%	8%	7% State, as Region				3%	13%		13% Industry		5%	10%	11%	7% Company S	
			18%	15%	23%	8%	8%	7% State, as				3% Food &	13%				5% Wholesale &	10%	11% Less than		
		rent bus	18% siness or	15% r econo	23% omic co	8% nditions i	8% n New York	7% State, as Region	compared	with one	year ago?		13% Financial					10% Nonprofit			Size
Q4. Now thinking specifically about your industry, how wo	ould you describe the cu	rent bus	18% siness or 2022	15% r econo 2021	23% omic co 2020	8% nditions i	8% n New York Central/	7% State, as Region Finger	compared	with one	year ago? Eng &	Food &			Industry	,	Wholesale &		Less than	Company S	Size More t
Q4. Now thinking specifically about your industry, how wo	ould you describe the cur	rent bus 2023 Total	18% siness or 2022 Total	15% econo 2021 Total	23% omic co 2020 Total	8% nditions i Capital Region	8% n New York Central/ Mohawk	7% State, as Region Finger Lakes	compared Mid- Hudson	Western	year ago? Eng & Constr	Food & Bev	Financial	Manu	Industry Retail	Service	Wholesale & Dist	Nonprofit	Less than	Company S	More t
	ould you describe the cur Total	rent bus 2023 Total 2%	18% siness or 2022 Total 4%	15% r econo 2021 Total 7%	23% omic co 2020 Total 5%	8% nditions i Capital Region 3%	8% n New York Central/ Mohawk 1%	7% State, as Region Finger Lakes 3%	Compared Mid- Hudson 6%	Western NY 3%	year ago? Eng & Constr	Food & Bev 3%	Financial 0%	Manu 4%	Industry Retail	Service 4%	Wholesale & Dist 3%	Nonprofit 4%	Less than 50 2%	Company S 50 to 100 1%	More t
Q4. Now thinking specifically about your industry, how wo Considerably better A little better	Total 3% 13%	2023 Total 2% 13%	18% siness or 2022 Total 4% 17%	2021 Total 7% 21%	23% omic co 2020 Total 5% 12%	8% nditions i Capital Region 3% 16%	8% n New York Central/ Mohawk 1% 16%	7% State, as Region Finger Lakes 3% 12%	Mid- Hudson 6% 11%	Western NY 3% 10%	year ago? Eng & Constr 5% 18%	Food & Bev 3% 5%	Financial 0% 9%	Manu 4% 15%	Industry Retail 0% 13%	Service 4% 12%	Wholesale & Dist 3% 8%	Nonprofit 4% 14%	Less than 50 2% 13%	Company S 50 to 100 1% 9%	More t 100 5%
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse	Total 3% 13% 33%	2023 Total 2% 13% 25%	18% siness or 2022 Total 4% 17% 25%	2021 Total 7% 21% 34%	23% pmic co 2020 Total 5% 12% 14%	8% Capital Region 3% 16% 35%	8% n New York Central/ Mohawk 1% 16% 32%	7% State, as Region Finger Lakes 3% 12% 35%	Mid- Hudson 6% 11% 29%	Western NY 3% 10% 40%	year ago? Eng & Constr 5% 18% 25%	Food & Bev 3% 5% 28%	Financial 0% 9% 50%	Manu 4% 15% 30%	Retail 0% 13% 24%	Service 4% 12% 39%	Wholesale & Dist 3% 8% 41%	Nonprofit 4% 14% 45%	Less than 50 2% 13% 32%	Company S 50 to 100 1% 9% 37%	More t 100 5% 149 389 369
24. Now thinking specifically about your industry, how wo Considerably better About the same A little worse	Total 3% 13% 33% 35%	2023 Total 2% 13% 25% 39%	18% siness or 2022 Total 4% 17% 25% 35%	15% r econo 2021 Total 7% 21% 34% 24%	23% pmic co 2020 Total 5% 12% 14% 29%	8% Capital Region 3% 16% 35% 31%	8% n New York Central/ Mohawk 1% 16% 32% 31%	7% State, as Region Finger Lakes 3% 12% 35% 33%	Mid- Hudson 6% 11% 29% 39%	Western NY 3% 10% 40% 36%	year ago? Eng & Constr 5% 18% 25% 33%	Food & Bev 3% 5% 28% 50%	Financial 0% 9% 50% 31%	Manu 4% 15% 30% 34%	Retail 0% 13% 24% 46%	Service 4% 12% 39% 31%	Wholesale & Dist 3% 8% 41% 36%	Nonprofit 4% 14% 45% 20%	Less than 50 2% 13% 32% 37%	Company S 50 to 100 1% 9% 37% 33%	More t 100 5% 14% 38%
24. Now thinking specifically about your industry, how wo	Total 3% 13% 33% 35% 15%	2023 Total 2% 13% 25% 39% 22%	18% siness or 2022 Total 4% 17% 25% 35% 19%	15% r econo 2021 Total 7% 21% 34% 24% 13%	23% mic co 2020 Total 5% 12% 14% 29% 40%	8% nditions i Capital Region 3% 16% 35% 31% 15%	8% New York Central/ Mohawk 1% 16% 32% 31% 19%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17%	Mid- Hudson 6% 11% 29% 39%	Western NY 3% 10% 40% 36%	year ago? Eng & Constr 5% 18% 25% 33%	Food & Bev 3% 5% 28% 50%	Financial 0% 9% 50% 31%	Manu 4% 15% 30% 34%	Retail 0% 13% 24% 46%	Service 4% 12% 39% 31%	Wholesale & Dist 3% 8% 41% 36%	Nonprofit 4% 14% 45% 20%	Less than 50 2% 13% 32% 37%	Company S 50 to 100 1% 9% 37% 33%	More t 100 5% 149 389 369
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse Considerably worse	Total 3% 13% 33% 35% 15%	2023 Total 2% 13% 25% 39% 22%	18% siness or 2022 Total 4% 17% 25% 35% 19%	15% r econo 2021 Total 7% 21% 34% 24% 13%	23% mic co 2020 Total 5% 12% 14% 29% 40%	8% nditions i Capital Region 3% 16% 35% 31% 15%	8% New York Central/ Mohawk 1% 16% 32% 31% 19%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17%	Mid- Hudson 6% 11% 29% 39%	Western NY 3% 10% 40% 36%	year ago? Eng & Constr 5% 18% 25% 33%	Food & Bev 3% 5% 28% 50%	Financial 0% 9% 50% 31%	Manu 4% 15% 30% 34% 18%	Retail 0% 13% 24% 46%	Service 4% 12% 39% 31%	Wholesale & Dist 3% 8% 41% 36%	Nonprofit 4% 14% 45% 20%	Less than 50 2% 13% 32% 37%	Company S 50 to 100 1% 9% 37% 33%	ize More t 100 5% 14% 38% 36% 8%
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse Considerably worse	Total 3% 13% 33% 35% 15%	2023 Total 2% 13% 25% 39% 22%	18% siness or 2022 Total 4% 17% 25% 35% 19%	15% r econo 2021 Total 7% 21% 34% 24% 13%	23% mic co 2020 Total 5% 12% 14% 29% 40%	8% Capital Region 3% 16% 35% 31% 15%	8% New York Central/ Mohawk 1% 16% 32% 31% 19%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17% rk State? Region	Mid- Hudson 6% 11% 29% 39%	Western NY 3% 10% 40% 36% 11%	Eng & Constr 5% 18% 25% 33% 20%	Food & Bev 3% 5% 28% 50%	Financial 0% 9% 50% 31%	Manu 4% 15% 30% 34% 18%	Retail 0% 13% 24% 46% 17%	Service 4% 12% 39% 31%	Wholesale & Dist 3% 8% 41% 36%	Nonprofit 4% 14% 45% 20%	Less than 50 2% 13% 32% 37%	50 to 100 1% 9% 37% 33% 20%	More t
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same	Total 3% 13% 33% 35% 15%	2023 Total 2% 13% 25% 39% 22% our expe	18%	15% r econo 2021 Total 7% 21% 34% 24% 13%	23% omic co 2020 Total 5% 12% 14% 29% 40%	8% Capital Region 3% 16% 35% 31% 15% Capital	8% Central/ Mohawk 1% 16% 32% 31% 19%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17%	Mid- Hudson 6% 11% 29% 39% 15%	Western NY 3% 10% 40% 36%	year ago? Eng & Constr 5% 18% 25% 33%	Food & Bev 3% 5% 28% 50% 15%	Financial 0% 9% 50% 31%	Manu 4% 15% 30% 34% 18%	Retail 0% 13% 24% 46% 17%	Service 4% 12% 39% 31%	Wholesale & Dist 3% 8% 41% 36% 13%	Nonprofit 4% 14% 45% 20% 16%	Less than 50 2% 13% 32% 37% 16%	50 to 100 1% 9% 37% 33% 20%	More t 100 5% 14% 38% 36% 8% 8%
24. Now thinking specifically about your industry, how wo	Total 3% 13% 35% 15% bw would you describe y Total	2023 Total 2% 13% 25% 39% 22% our experience	18% siness of 2022 Total 4% 17% 25% 35% 19% ectation 2022 Total	15% r econo 2021 Total 7% 21% 34% 24% 13% s for year	23% pmic co 2020 Total 5% 12% 29% 40% cour index 2020 Total	8% Capital Region 3% 16% 35% 31% 15% ustry here Capital Region	8% Central/ Mohawk 1% 16% 32% 19% in New Yo central/ Mohawk	7% State, as Region Finger Lakes 3% 12% 35% 33% 17% rk State? Region Finger Lakes	Mid- Hudson 6% 11% 29% 39% 15% Mid- Hudson	with one	Eng & Constr 5% 18% 25% 33% 20% Eng & Constr	Food & Bev 3% 5% 28% 50% 15% Food & Bev	Financial 0% 9% 50% 31% 9% Financial	Manu 4% 15% 30% 34% 18%	Retail 0% 13% 24% 46% 17%	Service 4% 12% 39% 31% 13%	Wholesale & Dist 3% 8% 41% 36% 13% Wholesale & Dist	Nonprofit	Less than 50 2% 13% 32% 37% 16% Less than 50	Company S 50 to 100 1% 9% 37% 33% 20% Company S 50 to 100	More 100 5 149 389 369 8 8 100
24. Now thinking specifically about your industry, how wo	Total	2023 Total 2% 13% 25% 39% 22% our experience	18% siness or 2022 Total 4% 17% 25% 35% 19% ectation 2022 Total 4%	15% r econo 2021 Total 7% 21% 34% 24% 13% s for y 2021 Total 9%	23% pmic co 2020 Total 5% 12% 14% 29% 40% our index cour index Total 6%	8% Capital Region 3% 16% 35% 31% 15% Lastry here Capital Region 3%	8% n New York Central/ Mohawk 1% 16% 32% 31% 19% e in New Yo Central/ Mohawk 8%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17% rk State? Region Finger Lakes 7%	Mid- Hudson 6% 11% 29% 39% 15% Mid- Hudson 6%	with one	Eng & Constr 5% 18% 25% 33% 20% Eng & Constr 10%	Food & Bev 3% 5% 28% 50% 15% Food & Bev 3%	Financial 0% 9% 50% 31% 9% Financial 0%	Manu 4% 15% 30% 34% 18% Manu 7%	Retail	Service 4% 12% 39% 31% 13% Service 6%	Wholesale & Dist 3% 8% 41% 36% 13% Wholesale & Dist 8%	Nonprofit 4% 14% 45% 20% 16% Nonprofit 8%	Less than 50 2% 13% 32% 37% 16% Less than 50 5%	Company S 50 to 100 1% 9% 37% 33% 20% Company S 50 to 100 1%	More t
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse Considerably worse Q5. And looking forward from today through next year, ho Considerably better A little better	Total 3% 33% 33% 35% 15% Dow would you describe y Total 5% 22%	2023 Total 2% 13% 25% 39% 22% 20ur experience 2023 Total 2% 16%	18% 2022 Total 4% 17% 25% 35% 19% ectation 2022 Total 4% 19%	15% r econo 2021 Total 7% 21% 34% 24% 13% s for ye 2021 Total 9% 28%	23% omic co 2020 Total 5% 12% 40% 29% 40% cour index 2020 Total 6% 34%	8% Capital Region 3% 16% 35% 31% 15% Capital Region 3% 28%	8% n New York Central/ Mohawk 1% 16% 32% 31% 19% e in New Yo Central/ Mohawk 8% 23%	7% State, as Region Finger Lakes 3% 12% 35% 37% 17% rk State? Region Finger Lakes	Compared Mid-Hudson 6% 11% 29% 39% 15% Mid-Hudson 6% 20%	with one	ear ago? Eng & Constr 5% 18% 25% 33% 20% Eng & Constr 10% 25%	Food & Bev 3% 55% 18%	Financial 0% 9% 50% 31% 9% Financial 0% 16%	Manu 4% 15% 30% 34% 18% Manu 7% 27%	Retail	Service 4% 12% 39% 31% 13% Service 6% 17%	Wholesale & Dist 3% 8% 41% 36% 13% Wholesale & Dist 8% 26%	Nonprofit	Less than 50 2% 13% 32% 37% 16% Less than 50 5% 23%	Company S 50 to 100 1% 9% 37% 33% 20% Company S 50 to 100 1% 21%	More t 100 5% 14% 38% 36% 8% 8%
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse Considerably worse Q5. And looking forward from today through next year, ho Considerably better A little better A little better About the same	Total 3% 13% 33% 35% 15% Dow would you describe y Total 5% 22% 34%	2023 Total 2% 25% 39% 22% 2023 Total 2023 Total 2% 16% 33%	18% siness or 2022 Total 4% 17% 25% 35% 19% ectation 2022 Total 4% 19% 28%	15% r econor 2021 Total 7% 21% 34% 13% 24% 13% 2021 Total 9% 288% 29%	23% omic co 2020 Total 5% 12% 40% 29% 40% cour index 2020 Total 6% 34% 20%	8% Capital Region 3% 16% 35% 31% 15% Capital Region 3% 28% 31%	8% Central/ Mohawk 1% 16% 32% 31% 19% E in New Yo Central/ Mohawk 8% 23% 36%	7% State, as Region Finger Lakes 3% 12% 35% 33% 17% rk State? Region Finger Lakes 7% 25% 40%	Compared Mid-Hudson 6% 11% 29% 39% 15% Mid-Hudson 6% 20% 34%	with one	Eng & Constr 5% 18% 25% 33% 20% Eng & Constr 10% 25% 31%	Food & Bev 3% 5% 28% 50% 15% Food & Bev 3% 3% 18% 28%	Financial 0% 9% 50% 31% 9% Financial 0% 16% 47%	Manu 4% 15% 30% 34% 18% Manu 7% 27% 32%	Retail 0% 13% 24% 46% 17%	Service 4% 12% 39% 31% 13% Service 6% 17% 43%	Wholesale & Dist 3% 8% 41% 36% 13% Wholesale & Dist 8% 26% 33%	Nonprofit 4% 14% 45% 20% 16% Nonprofit 8% 12% 37%	Less than 50 2% 13% 32% 37% 16% Less than 50 5% 23% 33%	Company S 50 to 100 1% 9% 37% 33% 20% Company S 50 to 100 1% 21% 38%	More t 100 5% 14% 38% 36% 8% 8% More t 100 7% 21% 31%
Q4. Now thinking specifically about your industry, how wo Considerably better A little better About the same A little worse Considerably worse	Total 3% 33% 33% 35% 15% Dow would you describe y Total 5% 22%	2023 Total 2% 13% 25% 39% 22% 20ur experience 2023 Total 2% 16%	18% 2022 Total 4% 17% 25% 35% 19% ectation 2022 Total 4% 19%	15% r econo 2021 Total 7% 21% 34% 24% 13% s for ye 2021 Total 9% 28%	23% omic co 2020 Total 5% 12% 40% 29% 40% cour index 2020 Total 6% 34%	8% Capital Region 3% 16% 35% 31% 15% Capital Region 3% 28%	8% n New York Central/ Mohawk 1% 16% 32% 31% 19% e in New Yo Central/ Mohawk 8% 23%	7% State, as Region Finger Lakes 3% 12% 35% 37% 17% rk State? Region Finger Lakes	Compared Mid-Hudson 6% 11% 29% 39% 15% Mid-Hudson 6% 20%	with one	ear ago? Eng & Constr 5% 18% 25% 33% 20% Eng & Constr 10% 25%	Food & Bev 3% 55% 18%	Financial 0% 9% 50% 31% 9% Financial 0% 16%	Manu 4% 15% 30% 34% 18% Manu 7% 27%	Retail	Service 4% 12% 39% 31% 13% Service 6% 17%	Wholesale & Dist 3% 8% 41% 36% 13% Wholesale & Dist 8% 26%	Nonprofit	Less than 50 2% 13% 32% 37% 16% Less than 50 5% 23%	Company S 50 to 100 1% 9% 37% 33% 20% Company S 50 to 100 1% 21%	More 10 5% 38% 36% 8%

Q6. Now thinking specifically about your company, what a	e your expectations for	revenue	tnrou	gn the t	ena oi	tne year 2	2025? DO YO		your reve	nue will:	<u>' </u>										
								Region							Industry	<u> </u>				Company S	
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Grow substantially	4%	2%	3%	7%	3%	3%	5%	7%	5%	2%	8%	5%	6%	4%	2%	3%	3%	2%	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 qui	ckly about profitability.	Betweer	ı today	and th	e end o	of the cale	endar year 2	2025, do y	ou expect	your profi	ts to?										
								Region							Industry	/				Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
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Q8. Businesses and the executives that direct them strive t	o enhance profitability i	n many v	wavs. 1	hrough	which	of the fo	llowing stra	tegies do	vou plan t	o MOST e	nhance vo	our comp	any's profit	ability ov	er the n	ext vear?	Please select ON	IE.	l		l.
								Region	, p				, с р. с		Industry					Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%	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%
Other	3/0	070	7 /0	370	11/0	070	0/0	13/0	370	070	7 70	10/6	0/0	7 /0	0/6	12/0	3/0	1970	0/0	670	10/6
Q9. And thinking about challenges that your company face:	r which of the following	7 250 1/01	conco	rnod w	i+h2 Dl	aco choc	k ALL that a	nnhı						l .	l .		l		l .		1
25. And thinking about chanenges that your company face	s, which of the following	g are you	Conce	lileu w	iui: Fi	ease thet	K ALL LIIGL A	Region			1				Industry				1	Company S	ri-o.
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &	1	1	Industry	<u>'</u>	Wholesale &	1	Less than	Company	More than
	Total	Total	Total	Total	Total		Mohawk	Lakes	Hudson				Financial	Manu	Retail	Service	Dist	Name of the	50	50 to 100	100
Full-bline II C annualities		_	20%	19%	20%	Region 18%	15%	22%	14%	NY 240/	Constr	Bev	16%	19%	21%	10%	34%	Nonprofit	17%	28%	17%
Existing U.S. competition	18%	18%								21%	25%	18%						15%			
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% 5%	61%	53%	56%	38%	63%	70%	63%	59%	76%	21%	58%	57%	47%
Foreign competition	7%	9%	8%	8%	7%	3%	7%		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%
		0=0/	0.00/	1	h 1 / 4	4.00/	2 40/	4.007	240/	1 400/	240/	200/	0%	27%	23%	14%	24%	13%	19%	18%	17%
Your supply chain	19%	25%	36%	N/A	N/A	16%	24%	18%	21%	19%	21%	28%									
Your supply chain U.S. trade agreements U.S. political instability	19% 15% 25%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	15% 13% 29%	14% 20%	17%	15% 25%	19% 17% 30%	8% 20%	23%	0% 0% 9%	30%	23%	11%	21% 21% 21%	10%	16%	9% 21%	16%

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		 	<u> </u>		<u> </u>	ļ		Region		1			1		Industry					Company S	
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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 fixe	ed assets for y	our com	pany d	esigned	to do	each of th	e following	?									•	•	•		•
Q11A. Meet growing demand, reduce costs or enhance productivity																					
, , , , , , , , , , , , , , , , , , , ,								Region							Industry	,				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than	F . 1 *	More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Yes	58%	50%	55%	55%	41%	65%	49%	55%	61%	53%	70%	50%	56%	70%	51%	55%	50%	55%	49%	71%	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%
Not sure	14/0	1370	15/0	22/0	22/0	11/0	17/0	13/0	10%	14/0	370	10/6	3/0	13/0	20/6	10/0	11/0	11/0	1770	370	3/0
Q11B. Respond to climate change (e.g., fuel switching, energy efficie	ncy renewah	le genera	tion c	tc \	<u> </u>	l .	l	l l				L							l		l
QIID. Respond to climate change (e.g., ruer switching, energy enrice	licy, renewas	le genera	I	1		1		Region							Industry				1	Commonic	i
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &	1		maustry		Wholesale &		Less than	Company S	More tha
	T-4-1						Mohawk	Lakes		NY	_		Financial		D-4-!I	C	Dist	Namonafia		50 to 100	
	Total	Total	Total	Total	Total	Region			Hudson		Constr	Bev	Financial	Manu	Retail	Service		Nonprofit	50		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%
		L	L	L.,		Ļ															
Q12. Now thinking about the people that work for your company, be	etween today	and the	end of	2025, d	o you p	lan to?															
															Industry	,					
								Region								_				Company S	
		2023	2022	2021		Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total		Capital Region	Central/ Mohawk		Mid- Hudson	NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	Company S 50 to 100	
Substantially increase your workforce	0%	Total 2%	Total 3%	Total 5%		Region 0%	Mohawk 1%	Finger Lakes 0%	Hudson 0%	NY 1%	Constr 2%	Bev 0%	0%	1%	0%	Service 0%	Dist 0%	0%	50 0%	50 to 100 0%	More that 100 1%
Substantially increase your workforce Moderately increase your workforce		Total	Total	Total		Region	Mohawk	Finger Lakes	Hudson	NY	Constr	Bev				Service	Dist		50	50 to 100	More tha
	0% 29% 62%	Total 2% 27% 61%	Total 3% 30% 59%	Total 5% 39% 51%		Region 0% 32% 60%	Mohawk 1% 34% 61%	Finger Lakes 0% 19% 66%	Hudson 0% 33% 58%	NY 1% 23% 67%	2% 33% 59%	8ev 0% 13% 64%	0% 34% 59%	1% 34% 58%	0% 13% 73%	Service 0%	Dist 0% 29% 66%	0% 40% 51%	50 0%	50 to 100 0% 27% 64%	More that 100 1%
Moderately increase your workforce	0% 29%	Total 2% 27%	Total 3% 30%	Total 5% 39%		Region 0% 32%	Mohawk 1% 34%	Finger Lakes 0% 19%	0% 33%	NY 1% 23%	2% 33%	98 0% 13%	0% 34%	1% 34%	0% 13%	Service 0% 29%	Dist 0% 29%	0% 40%	50 0% 25%	50 to 100 0% 27%	More that 100 1% 47%
Moderately increase your workforce Remain about the same Decrease your workforce	0% 29% 62% 9%	Total 2% 27% 61% 11%	Total 3% 30% 59% 9%	Total 5% 39% 51% 5%		Region 0% 32% 60% 8%	Mohawk 1% 34% 61% 4%	Finger Lakes 0% 19% 66% 16%	Hudson 0% 33% 58% 8%	NY 1% 23% 67% 9%	2% 33% 59% 7%	Bev 0% 13% 64% 23%	0% 34% 59%	1% 34% 58%	0% 13% 73%	Service 0% 29% 65%	Dist 0% 29% 66%	0% 40% 51%	50 0% 25% 66%	50 to 100 0% 27% 64%	More that 100 1% 47% 43%
Moderately increase your workforce Remain about the same	0% 29% 62% 9%	Total 2% 27% 61% 11%	Total 3% 30% 59% 9%	Total 5% 39% 51% 5%	ns in Ne	Region 0% 32% 60% 8%	Mohawk 1% 34% 61% 4%	Finger Lakes 0% 19% 66% 16%	Hudson 0% 33% 58% 8%	NY 1% 23% 67% 9%	2% 33% 59% 7%	Bev 0% 13% 64% 23%	0% 34% 59%	1% 34% 58%	0% 13% 73%	Service 0% 29% 65%	Dist 0% 29% 66%	0% 40% 51%	50 0% 25% 66%	50 to 100 0% 27% 64%	More that 100 1% 47% 43%
Moderately increase your workforce Remain about the same Decrease your workforce	0% 29% 62% 9%	Total 2% 27% 61% 11%	Total 3% 30% 59% 9%	Total 5% 39% 51% 5%	ns in Ne	Region 0% 32% 60% 8%	Mohawk 1% 34% 61% 4%	Finger Lakes 0% 19% 66% 16%	Hudson 0% 33% 58% 8%	NY 1% 23% 67% 9%	2% 33% 59% 7%	Bev 0% 13% 64% 23%	0% 34% 59%	1% 34% 58% 7%	0% 13% 73%	Service 0% 29% 65% 6%	Dist 0% 29% 66%	0% 40% 51%	50 0% 25% 66%	50 to 100 0% 27% 64%	More that 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce	0% 29% 62% 9%	Total 2% 27% 61% 11%	Total 3% 30% 59% 9%	Total 5% 39% 51% 5%	as in Ne	Region 0% 32% 60% 8%	Mohawk 1% 34% 61% 4%	Finger Lakes 0% 19% 66% 16%	Hudson 0% 33% 58% 8%	NY 1% 23% 67% 9%	2% 33% 59% 7%	Bev 0% 13% 64% 23%	0% 34% 59%	1% 34% 58% 7%	0% 13% 73% 13%	Service 0% 29% 65% 6%	Dist 0% 29% 66%	0% 40% 51%	50 0% 25% 66%	50 to 100 0% 27% 64% 9%	More that 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce	0% 29% 62% 9%	Total 2% 27% 61% 11% the busi	Total 3% 30% 59% 9% ness co	Total 5% 39% 51% 5% ondition		Region 0% 32% 60% 8% w York St	Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region	Hudson 0% 33% 58% 8% r, staying t	NY 1% 23% 67% 9% he same o	Constr 2% 33% 59% 7% or getting	Bev 0% 13% 64% 23% worse?	0% 34% 59%	1% 34% 58% 7%	0% 13% 73% 13%	Service 0% 29% 65% 6%	Dist 0% 29% 66% 5%	0% 40% 51%	50 0% 25% 66% 9%	50 to 100 0% 27% 64% 9%	More that 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce	0% 29% 62% 9% a, do you think	Total 2% 27% 61% 11% the busi 2023	Total 3% 30% 59% 9% eness co	Total 5% 39% 51% 5% ondition 2021	2020	Region 0% 32% 60% 8% w York St	Mohawk 1% 34% 61% 4% Cate are get	Finger Lakes 0% 19% 66% 16% ting bette Region Finger	Hudson 0% 33% 58% 8% r, staying t	NY 1% 23% 67% 9% he same o	Constr 2% 33% 59% 7% or getting Eng &	Bev 0% 13% 64% 23% worse?	0% 34% 59% 6%	1% 34% 58% 7%	0% 13% 73% 13%	Service 0% 29% 65% 6%	Dist 0% 29% 66% 5% Wholesale &	0% 40% 51% 9%	50 0% 25% 66% 9% Less than	50 to 100 0% 27% 64% 9%	More that 100 1% 47% 43% 9% ize More that
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State,	0% 29% 62% 9% 4, do you think	Total	Total 3% 30% 59% 9% ness cc 2022 Total	Total 5% 39% 51% 5% ondition 2021 Total	2020 Total	Region 0% 32% 60% 8% w York St Capital Region	Mohawk 1% 34% 61% 4% Cate are get Central/ Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson	NY 1% 23% 67% 9% he same o Western NY	Constr 2% 33% 59% 7% r getting Eng & Constr	Bev 0% 13% 64% 23% worse?	0% 34% 59% 6% Financial	1% 34% 58% 7% Manu	0% 13% 73% 13% Industry	Service	Dist 0% 29% 66% 5% Wholesale & Dist	0% 40% 51% 9%	50 0% 25% 66% 9% Less than 50	50 to 100 0% 27% 64% 9% Company S	More the 100 1% 47% 43% 9% ize More the 100
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same	0% 29% 62% 9% , do you think Total 4% 30%	Total 2% 27% 61% 11% the busi 2023 Total 4% 29%	Total 3% 30% 59% 9% ness co 2022 Total N/A N/A	Total 5% 39% 51% 5% midition 2021 Total N/A N/A	2020 Total N/A N/A	Region 0% 32% 60% 8% Capital Region 6% 31%	Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45%	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4% 25%	NY 1% 23% 67% 9% he same of the same of th	Constr 2% 33% 59% 7% r getting Eng & Constr 5% 23%	Bev 0% 13% 64% 23% worse? Food & Bev 8% 33%	0% 34% 59% 6% Financial 3% 28%	1% 34% 58% 7% Manu 1% 35%	0% 13% 73% 13% Industry Retail 0% 25%	Service 0% 29% 65% 66% Service 3% 24%	Dist	0% 40% 51% 9% Nonprofit 8% 52%	50 0% 25% 66% 9% Less than 50 5% 28%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28%	More th: 100 1% 47% 43% 9% ize More th: 100 2% 36%
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better	0% 29% 62% 9% , do you think Total 4%	Total 2% 27% 61% 11% the busi 2023 Total 4%	Total 3% 30% 59% 9% ness co 2022 Total N/A	Total 5% 39% 51% 5% 51% Total N/A	2020 Total N/A	Region 0% 32% 60% 8% W York St Capital Region 6%	Mohawk 1% 34% 61% 4% cate are get Central/ Mohawk 3%	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3%	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4%	NY 1% 23% 67% 9% he same o Western NY 3%	Constr 2% 33% 59% 7% Find the second of the	Bev 0% 13% 64% 23% worse?	0% 34% 59% 6% Financial 3%	1% 34% 58% 7% Manu 1%	0% 13% 73% 13% Industry Retail 0%	Service 0% 29% 65% 6% Service 3%	Dist	0% 40% 51% 9% Nonprofit 8%	50 0% 25% 66% 9% Less than 50 5%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0%	More th: 100 1% 47% 43% 9% ize More th: 100 2%
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse	0% 29% 62% 9% , do you think Total 4% 30% 66%	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67%	Total 3% 30% 59% 9% ness cc 2022 Total N/A N/A	Total 5% 39% 51% 5% ondition 2021 Total N/A N/A N/A	2020 Total N/A N/A N/A	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63%	Mohawk 1% 34% 61% 4% Central/ Mohawk 3% 69%	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45%	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4% 25%	NY 1% 23% 67% 9% he same of the same of th	Constr 2% 33% 59% 7% r getting Eng & Constr 5% 23%	Bev 0% 13% 64% 23% worse? Food & Bev 8% 33%	0% 34% 59% 6% Financial 3% 28%	1% 34% 58% 7% Manu 1% 35%	0% 13% 73% 13% Industry Retail 0% 25%	Service 0% 29% 65% 66% Service 3% 24%	Dist	0% 40% 51% 9% Nonprofit 8% 52%	50 0% 25% 66% 9% Less than 50 5% 28%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28%	More th
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same	0% 29% 62% 9% , do you think Total 4% 30% 66%	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67%	Total 3% 30% 59% 9% ness cc 2022 Total N/A N/A	Total 5% 39% 51% 5% ondition 2021 Total N/A N/A N/A	2020 Total N/A N/A N/A	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63%	Mohawk 1% 34% 61% 4% Central/ Mohawk 3% 69%	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52%	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4% 25%	NY 1% 23% 67% 9% he same of the same of th	Constr 2% 33% 59% 7% r getting Eng & Constr 5% 23%	Bev 0% 13% 64% 23% worse? Food & Bev 8% 33%	0% 34% 59% 6% Financial 3% 28%	1% 34% 58% 7% Manu 1% 35% 64%	0% 13% 73% 13% Industry Retail 0% 25% 75%	Service 0% 29% 65% 6% Service 3% 24% 74%	Dist	0% 40% 51% 9% Nonprofit 8% 52%	50 0% 25% 66% 9% Less than 50 5% 28%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28% 72%	More th
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse	0% 29% 62% 9% , do you think Total 4% 30% 66%	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67%	Total	Total 5% 39% 51% 5% midition 2021 Total N/A N/A N/A	2020 Total N/A N/A N/A	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63%	Mohawk 1% 34% 611% 4% Late are get Central/ Mohawk 3% 28% 69% local area?	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52%	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4% 25% 71%	NY 1% 23% 67% 9% he same o Western NY 3% 28% 68%	Constr 2% 33% 59% 7% r getting Eng & Constr 5% 23% 72%	Bev 0% 13% 64% 23% worse? Food & Bev 8% 33% 59%	0% 34% 59% 6% Financial 3% 28%	1% 34% 58% 7% Manu 1% 35% 64%	0% 13% 73% 13% Industry Retail 0% 25%	Service 0% 29% 65% 6% Service 3% 24% 74%	Dist	0% 40% 51% 9% Nonprofit 8% 52%	50 0% 25% 66% 9% Less than 50 5% 28% 67%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28%	More th
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse	0% 29% 62% 9% , do you think Total 4% 30% 66%	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67% jing the s	Total 3% 30% 59% 9% ness cc 2022 Total N/A N/A N/A 2022	Total 5% 39% 51% 5% 51% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75	2020 Total N/A N/A N/A g wors	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63% e in your	Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52% Region Finger	Hudson 0% 33% 58% 8% r, staying t Mid- Hudson 4% 25% 71%	NY 1% 23% 67% 9% he same of Western NY 3% 28% 68%	Constr 2% 33% 59% 7% Fing etting Constr 5% 23% 72% Eng & Constr 5	Bev 0% 13% 64% 23% worse? Food & Bev 8% 33% 59%	0% 34% 59% 6% Financial 3% 28% 69%	1% 34% 58% 7% Manu 1% 35% 64%	0% 13% 73% 13% 13% Industry Retail 0% 25% 75%	Service 0% 29% 65% 6% 6% Service 3% 24% 74%	Dist	0% 40% 51% 9% Nonprofit 8% 52% 40%	50 0% 25% 66% 9% Less than 50 5% 28% 67%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28% 72% Company S	More th: 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse Q14. And how about in your local area, are business conditions getting	0% 29% 62% 9% 7, do you think Total 4% 30% 66% Total	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67% ving the s	Total	Total 5% 39% 51% 5% ondition 2021 Total N/A N/A N/A r gettin 2021 Total	2020 Total N/A N/A N/A g worsi 2020 Total	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63% e in your Capital Region	Mohawk 1% 34% 61% 4% ate are get Central/ Mohawk 3% 28% 69% Central/ Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52% Region Finger Lakes	Hudson	NY 1% 23% 67% 9% he same o Western NY 3% 28% 68%	Constr 2% 33% 59% 7% Find the second of the	Bev 0% 13% 64% 23% Sev 8% 33% 59% Food & Bev Bev	0% 34% 59% 6% Financial 3% 28% 69%	1% 34% 58% 7% Manu 1% 35% 64%	0% 13% 73% 13% Industry Retail 0% 25% 75% Industry Retail	Service	Dist	0% 40% 51% 9% Nonprofit 8% 52% 40%	50 0% 25% 66% 9% Less than 50 5% 28% 67%	50 to 100 0% 27% 64% 99% Company S 50 to 100 0% 28% 72% Company S	More than 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse Q14. And how about in your local area, are business conditions getting better	0% 29% 62% 9% Total 4% 30% 66% ng better, star	Total 2% 27% 61% 111% 11% 12023 Total 29% 67% 2023 Total 8%	Total	Total 5% 39% 51% 5% ondition 2021 Total N/A N/A N/A 1 gettin 2021 Total N/A N/A	2020 Total N/A N/A N/A g worse 2020 Total N/A	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63% c in your l Capital Region 8%	Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52% Region Finger Lakes 7%	Hudson	NY 1% 23% 67% 9% he same o Western NY 3% 28% 68% Western NY 5%	Constr 2% 33% 59% 7% Figetting Eng & Constr 5% 23% 72% Eng & Constr 7%	Bev 0% 13% 64% 23% worse? Food & Bev 8% 8 59%	0% 34% 59% 6% Financial 3% 28% 69%	1% 34% 58% 7% Manu 1% 35% 64% Manu 4%	0% 13% 73% 13% Industry Retail 0% 25% 75% Industry Retail 5%	Service 0% 29% 65% 6% 6% Service 3% 24% 74% Service 6%	Dist	0% 40% 51% 9% Nonprofit 852% 40% Nonprofit 10%	50 0% 25% 66% 9% Less than 50 5% 28% 67% Less than 50 7%	50 to 100 0% 27% 64% 9% Company S 50 to 100 0% 28% 72% Company S	More th: 100 1% 47% 43% 9%
Moderately increase your workforce Remain about the same Decrease your workforce Q13. As you consider all aspects of doing business in New York State, Getting better Staying the same Getting worse Q14. And how about in your local area, are business conditions getting	0% 29% 62% 9% 7, do you think Total 4% 30% 66% Total	Total 2% 27% 61% 11% the busi 2023 Total 4% 29% 67% ving the s	Total	Total 5% 39% 51% 5% ondition 2021 Total N/A N/A N/A r gettin 2021 Total	2020 Total N/A N/A N/A g worsi 2020 Total	Region 0% 32% 60% 8% W York St Capital Region 6% 31% 63% e in your Capital Region	Mohawk 1% 34% 61% 4% cate are get Central/ Mohawk 3% 28% 69% Central/ Mohawk	Finger Lakes 0% 19% 66% 16% ting bette Region Finger Lakes 3% 45% 52% Region Finger Lakes	Hudson	NY 1% 23% 67% 9% he same o Western NY 3% 28% 68%	Constr 2% 33% 59% 7% Find the second of the	Bev 0% 13% 64% 23% Sev 8% 33% 59% Food & Bev Bev	0% 34% 59% 6% Financial 3% 28% 69%	1% 34% 58% 7% Manu 1% 35% 64%	0% 13% 73% 13% Industry Retail 0% 25% 75% Industry Retail	Service	Dist	0% 40% 51% 9% Nonprofit 8% 52% 40%	50 0% 25% 66% 9% Less than 50 5% 28% 67%	50 to 100 0% 27% 64% 99% Company S 50 to 100 0% 28% 72% Company S	More th 100 1% 47% 43% 9% ize More th 100 2% 36% 62% More th 100 100

533 Upstate New York CEOs

Q15. Of the following, what would you like to see the G			1	1	1	T		Region							Industry					Company S	ize
		2023	2022	2021	2020	Caudad	Cambual/		NA:-I	14/	F 0	F40			maustry	1	M/h alasala 0			Company	
	Total	Total	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 tha
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%
	13/0	27,70	±-7/0	2070	20/0	3/0	12/0	570	2770	-2/0	23/0	23/0	570	20/0	2370	370	21/0	2070	2 7/0	23/0	570
216. Now, thinking specifically about New York and the ompanies like yours will succeed?	relationship between the	state go	vernme	ent and	busine	esses like y	ours, overa	all would y	you say the	e governm	ent of the	State of	New York i	s doing a	n excelle	ent, good,	, fair or poor job	of creating a	business		
								Region							Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
xcellent	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%	7%	8%	5%	33%	11%	10%	9%
air	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 govern	ment of the State of New Y	ork to i	mprove	the bu	siness	climate fo	r businesse	s like you	rs here in I	New York S	State over	r the next	year? Are	you:							
								Region							Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total		Total	- 0	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very confident	1%	1%	1%	1%	2%	1%	1%	2%	2%	2%	2%	5%	0%	0%	0%	2%	0%	0%	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	n Act"•(C	CLCPA) (focused	d on Gr	een Hous	e Gas (GHG) emission	ns reductio	ns and ren	ewable e	nergy) po	sitively or I	negativel	y impact	your bus	iness?				
Q18A. Eliminating fossil fuel emissions from heating/co	oling in most new construc	ction (sta	arting in	n 2026)																	
								Region							Industry					Company S	ize
		2023	2022		2020		Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
and the second s	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%
very Positive					N/A	9%	407	11%	7%	2%	15%	5%	3%	4%	2%	5%	0%	12%	6%	7%	7%
•	6%	N/A	N/A	N/A	IN/A	9%	4%	11/0	7 70	270	13/0	370	370	.,.	-/-	3/0	070	12/0	070	7 70	7 70
Somewhat Positive	6% 8%	N/A 7%	N/A	N/A N/A	N/A	10%	4% 5%	11%	9%	7%	17%	8%	3%	7%	4%	7%	0%	14%	9%	8%	8%
Somewhat Positive Positive Impact																					
Somewhat Positive Positive Impact Somewhat Negative	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 Positive Positive Impact Somewhat Negative Very Negative	8% 20%	7% N/A	N/A N/A	N/A N/A	N/A N/A	10% 19%	5% 21%	11% 25%	9% 16%	7% 19%	17% 28%	8% 22%	3% 22%	7% 23%	4% 12%	7% 17%	0% 24%	14% 16%	9% 17%	8% 25%	8% 24%
Very Positive Somewhat Positive Positive Impact Somewhat Negative Very Negative Negative Impact No impact	8% 20% 35%	7% N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	10% 19% 29%	5% 21% 35%	11% 25% 30%	9% 16% 37%	7% 19% 45%	17% 28% 32%	8% 22% 32%	3% 22% 38%	7% 23% 33%	4% 12% 45%	7% 17% 42%	0% 24% 43%	14% 16% 19%	9% 17% 35%	8% 25% 30%	8% 24% 34%

5%

11%

7%

3%

19%

9%

4%

9%

7%

5%

12%

8%

7%

7%

8% 11% N/A N/A N/A

Don't know

9%

6%

Q18B. Requiring zero-emission (light duty) and reduced emission (heavy	duty) veh	icles star	ting wi	th the	2025 m	odel year	•														
						. , ,		Region							Industry	,				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total*	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%	3%	0%	1%	3%	5%	0%	12%	3%	3%	6%
Positive Impact	6%	7%	N/A	N/A	N/A	6%	6%	5%	5%	4%	3%	6%	3%	2%	6%	6%	0%	14%	6%	3%	7%
Somewhat Negative	20%	N/A	N/A	N/A	N/A	23%	17%	18%	19%	21%	17%	27%	16%	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%	41%	54%	21%	47%	41%	41%
Negative Impact	65%	60%	N/A	N/A	N/A	61%	70%	64%	64%	70%	80%	70%	60%	70%	73%	64%	73%	35%	65%	70%	63%
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	r plants a	nd petrol	eum ai	nd natu	ral gas	must pu	rchase "allo	wances"	for GHG er	nissions (s	tarting in	2025)									
								Region							Industry	<i>'</i>				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total*	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very Positive	1%	N/A	N/A	N/A	N/A	1%	0%	0%	1%	3%	0%	3%	0%	1%	2%	1%	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%
Positive Impact	6%	4%	N/A	N/A	N/A	7%	6%	4%	9%	9%	7%	6%	0%	6%	4%	8%	0%	13%	8%	1%	7%
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%
Negative Impact	53%	48%	N/A	N/A	N/A	45%	57%	57%	54%	54%	56%	52%	60%	63%	64%	46%	59%	32%	50%	63%	50%
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	e in 2024,	under co	onsider	ation s	tatewic	le)	•			-		-									
								Region							Industry	,				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very Positive	1%	N/A	N/A	N/A	N/A	1%	0%	0%	1%	1%	2%	0%	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%
Positive Impact	8%	6%	N/A	N/A	N/A	8%	6%	5%	12%	7%	17%	5%	3%	3%	2%	9%	0%	11%	9%	2%	8%
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%
Negative Impact	56%	54%	N/A	N/A	N/A	50%	54%	57%	49%	61%	50%	49%	60%	66%	73%	50%	66%	44%	54%	58%	59%
No impact	22%	21%	N/A			200/	26%	4.50/				4.40/	28%	16%	21%	27%	22%	28%	22%	25%	21%
		2170		N/A	N/A	30%	26%	16%	19%	21%	20%	14%	20/0								
Don't know	14%	19%	N/A	N/A N/A	N/A N/A	12%	14%	21%	19% 20%	21% 10%	20% 12%	32%	9%	15%	4%	15%	11%	16%	14%	15%	12%
Don't know	14%															15%			14%		
Don't know Q18E. Requiring onsite EV charging for fleets, employees and/or custome		19%														15%			14%		
		19%												15%					14%		12%
		19%						21%					9%	15%	4%				14% Less than	15%	12%
		19% ng)	N/A	N/A	N/A	12%	14%	21% Region	20%	10%	12%	32%	9%	15%	4%		11%			15%	12% ize
	ers (pend	19% ng) 2023	N/A 2022	N/A 2021	N/A 2020	12% Capital	14% Central/	Region Finger	20% Mid-	10% Western	12% Eng &	32% Food &	9%	15%	4%	,	11% Wholesale &	16%	Less than	15% Company S	12% ize More than
Q18E. Requiring onsite EV charging for fleets, employees and/or custome	ers (pend	19% ng) 2023 Total	N/A 2022 Total	N/A 2021 Total	N/A 2020 Total	12% Capital Region	14% Central/ Mohawk	Region Finger Lakes	20% Mid- Hudson	10% Western NY	12% Eng & Constr	32% Food & Bev	9% Financial	15% Manu	4% Industry	Service	11% Wholesale & Dist	16% Nonprofit	Less than 50	15% Company S 50 to 100	ize More than
Q18E. Requiring onsite EV charging for fleets, employees and/or customs Very Positive	Total	ng) 2023 Total N/A	N/A 2022 Total N/A	N/A 2021 Total N/A	N/A 2020 Total N/A	12% Capital Region 2%	14% Central/ Mohawk 1%	Region Finger Lakes 0%	Mid- Hudson	Western NY 3%	12% Eng & Constr 0%	32% Food & Bev 5%	9% Financial 0%	15% Manu 0%	4% Industry Retail 2%	Service	11% Wholesale & Dist 0%	Nonprofit 7%	Less than 50 2%	15% Company S 50 to 100 0%	ize More than 100 2%
Q18E. Requiring onsite EV charging for fleets, employees and/or custome Very Positive Somewhat Positive	Total 2% 9%	19% ng) 2023 Total N/A N/A	2022 Total N/A N/A	2021 Total N/A N/A	2020 Total N/A N/A	Capital Region 2% 13%	Central/ Mohawk 1% 7%	Region Finger Lakes 0% 13%	20% Mid- Hudson 0% 13%	10% Western NY 3% 2%	12% Eng & Constr 0% 14%	32% Food & Bev 5% 5%	9% Financial 0% 16%	15% Manu 0% 5%	A% Industry Retail 2% 7%	Service 1% 9%	11% Wholesale & Dist 0% 3%	16% Nonprofit 7% 14%	Less than 50 2% 9%	15% Company S 50 to 100 0% 7%	12% ize More than 100 2% 14%
Q18E. Requiring onsite EV charging for fleets, employees and/or custome Very Positive Somewhat Positive Positive Impact	Total 2% 9% 11%	19% ng) 2023 Total N/A N/A 9%	N/A 2022 Total N/A N/A	2021 Total N/A N/A	2020 Total N/A N/A	12% Capital Region 2% 13% 15%	14% Central/ Mohawk 1% 7% 8%	Region Finger Lakes 0% 13%	20% Mid- Hudson 0% 13% 13%	10% Western NY 3% 2% 5%	12% Eng & Constr 0% 14% 14%	32% Food & Bev 5% 5% 10%	9% Financial 0% 16% 16%	15% Manu 0% 5% 5%	4% Industry Retail 2% 7% 9%	Service 1% 9% 10%	11% Wholesale & Dist	16% Nonprofit 7% 14% 21%	Less than 50 2% 9% 11%	15% Company S 50 to 100 0% 7% 7%	12% ize More than 100 2% 14% 16%
Q18E. Requiring onsite EV charging for fleets, employees and/or custome Very Positive Somewhat Positive Positive Impact Somewhat Negative	Total 2% 9% 11% 18%	19% ng) 2023 Total N/A N/A 9% N/A	N/A 2022 Total N/A N/A N/A N/A	N/A 2021 Total N/A N/A N/A N/A	N/A 2020 Total N/A N/A N/A N/A	12% Capital Region 2% 13% 15% 16%	14% Central/ Mohawk 1% 7% 8% 15%	Region Finger Lakes 0% 13% 27%	20% Mid- Hudson 0% 13% 13% 16%	10% Western NY 3% 2% 5% 16%	12% Eng & Constr 0% 14% 14% 22%	32% Food & Bev 5% 5% 10% 24%	9% Financial 0% 16% 16% 13%	Manu 0% 5% 5% 22%	4% Industry Retail 2% 7% 9% 16%	Service 1% 9% 10% 18%	11% Wholesale & Dist 0% 3% 3% 14%	Nonprofit 7% 14% 21% 16%	Less than 50 2% 9% 11% 15%	15% Company S 50 to 100 0% 7% 7% 28%	12% ize More than 100 2% 14% 16% 20%
Q18E. Requiring onsite EV charging for fleets, employees and/or customs Very Positive Somewhat Positive Positive Impact Somewhat Negative Very Negative	Total 2% 9% 11% 18% 45%	19% ng) 2023 Total N/A N/A 9% N/A N/A	N/A 2022 Total N/A N/A N/A N/A	N/A 2021 Total N/A N/A N/A N/A N/A	N/A 2020 Total N/A N	12% Capital Region 2% 13% 15% 16% 41%	14% Central/ Mohawk 1% 7% 8% 15% 57%	Region Finger Lakes 0% 13% 27% 36%	20% Mid- Hudson 0% 13% 13% 16% 42%	10% Western NY 3% 2% 5% 16% 50%	12% Eng & Constr 0% 14% 14% 22% 49%	32% Food & Bev 5% 5% 10% 24% 32%	9% Financial 0% 16% 16% 13% 44%	Manu 0% 5% 5% 22% 51%	4% Industry Retail 2% 7% 9% 16% 54%	Service 1% 9% 10% 18% 43%	11% Wholesale & Dist 0% 3% 14% 64%	Nonprofit 7% 14% 21% 16% 23%	Less than 50 2% 9% 11% 15% 49%	15% Company S 50 to 100 0% 7% 7% 28% 38%	12% ize More than 100 2% 14% 16% 20% 39%
Q18E. Requiring onsite EV charging for fleets, employees and/or customs Very Positive Somewhat Positive Positive Impact Somewhat Negative Very Negative Impact Negative Impact	Total 2% 9% 11% 18% 45% 63%	19% ng) 2023 Total N/A N/A 9% N/A N/A 58%	N/A 2022 Total N/A N/A N/A N/A N/A	N/A 2021 Total N/A N/A N/A N/A N/A	N/A 2020 Total N/A N/A N/A N/A N/A	12% Capital Region 2% 13% 15% 16% 41% 57%	14% Central/ Mohawk 1% 8% 15% 57% 72%	Region Finger Lakes 0% 13% 27% 36% 63%	20% Mid- Hudson 0% 13% 16% 42% 58%	10% Western NY 3% 2% 5% 16% 50% 66%	12% Eng & Constr 0% 14% 14% 22% 49% 71%	5% 5% 10% 24% 32% 56%	9% Financial 0% 16% 16% 13% 44% 57%	Manu 0% 5% 5% 22% 51% 73%	4% Industry Retail 2% 7% 9% 16% 54% 70%	Service 1% 9% 10% 18% 43% 61%	11% Wholesale & Dist	Nonprofit 7% 14% 21% 16% 23% 39%	Less than 50 2% 9% 11% 15% 49%	15% Company S 50 to 100 0% 7% 28% 38% 66%	12% ize More than 100 2% 14% 16% 20% 39% 59%

Q18F. Requiring that new or renewed environmental permits avoid "disp	oportion	ate impa	acts" o	n "disa	dvanta	ged comn	nunities"														
								Region							Industr	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very Positive	1%	N/A	N/A	N/A	N/A	3%	0%	0%	0%	2%	2%	0%	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%
Positive Impact	10%	N/A	N/A	N/A	N/A	10%	4%	7%	13%	14%	10%	19%	6%	8%	6%	7%	5%	18%	9%	8%	16%
Somewhat Negative	15%	N/A	N/A	N/A	N/A	13%	19%	13%	20%	12%	20%	16%	13%	13%	12%	16%	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%	23%	27%
Negative Impact	42%	N/A	N/A	N/A	N/A	37%	51%	38%	46%	43%	51%	38%	51%	46%	42%	41%	51%	34%	44%	41%	41%
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%	32%	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%	19%
Q19. Will these legislative proposals positively or negatively impact your	business	?																			
Q19A. Prohibiting businesses from engaging in "unfair" or "abusive" prac	ices and	allowing	third	party la	wsuits	and class	actions for	punitive d	lamages.												
								Region							Industr	٧				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%	4%	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%
DOI C KIIOW	21/0	14/73	14//	11,77	III/A	2370	1370	23/0	2070	22/0	1770	1570	2370	1070	2070	22/0	1470	3270	21/0	21/0	1370
Q19B. Adopting a state "anti-trust" law based on alleged "œabuse" of do	minant m	arket no	sition	rather	than o	n restricti	on of comp	etition tha	at harms c	onsumers.				l		1	1	1	I		
at the state and	1	l		1	1		o o. cop	Region							Industr	v				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &		1	maasa		Wholesale &		Less than	company 5	More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
								14/0	10/6	10/0	2070	14/0	20/0	13/0	14/0	13/0	10/0				23/0
						12%		9%	15%	15%	10%	11%	25%	1/1%	1/1%	11%	16%		12%	15%	16%
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%
Very Negative No Impact	13% 28%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	28%	12% 34%	39%	20%	24%	29%	27%	13%	30%	26%	26%	38%	10% 32%	31%	25%	25%
Very Negative	13%	N/A	N/A	N/A	N/A		12%											10%			
Very Negative No Impact Don't know	13% 28% 27%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	28% 26%	12% 34% 27%	39%	20%	24%	29%	27%	13%	30%	26%	26%	38%	10% 32%	31%	25%	25%
Very Negative No Impact	13% 28% 27%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	28% 26%	12% 34% 27%	39% 29%	20%	24%	29%	27%	13%	30%	26% 25%	26% 30%	38%	10% 32%	31%	25% 25%	25% 18%
Very Negative No Impact Don't know	13% 28% 27%	N/A N/A N/A For allege	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	28% 26% Labor Lav	12% 34% 27% v.	39% 29% Region	20% 27%	24% 26%	29% 24%	27% 30%	13%	30%	26%	26% 30%	38% 22%	10% 32%	31% 27%	25%	25% 18%
Very Negative No Impact Don't know	13% 28% 27% awsuits	N/A N/A N/A Or allege	N/A N/A N/A ed viola	N/A N/A N/A ations o	N/A N/A N/A of State	28% 26% Labor Lav Capital	12% 34% 27% v.	39% 29% Region Finger	20% 27% Mid-	24% 26% Western	29% 24% Eng &	27% 30% Food &	13% 22%	30% 25%	26% 25% Industr	26% 30%	38% 22% Wholesale &	10% 32% 37%	31% 27% Less than	25% 25% Company S	25% 18% ize More tha
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring	13% 28% 27% awsuits f	N/A N/A N/A For allege 2023 Total	N/A N/A N/A N/A ed viola 2022 Total	N/A N/A N/A ations o	N/A N/A N/A of State 2020 Total	28% 26% Labor Lav Capital Region	12% 34% 27% v. Central/ Mohawk	39% 29% Region Finger Lakes	20% 27% Mid- Hudson	24% 26% Western NY	29% 24% Eng & Constr	27% 30% Food & Bev	13% 22% Financial	30% 25% Manu	26% 25% Industr	26% 30% Service	38% 22% Wholesale & Dist	10% 32% 37% Nonprofit	31% 27% Less than 50	25% 25% Company S 50 to 100	25% 18% ize More tha 100
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive	13% 28% 27% awsuits t	N/A N/A N/A For allege 2023 Total N/A	N/A N/A N/A N/A ed viola 2022 Total N/A	N/A N/A N/A ations of 2021 Total N/A	N/A N/A N/A N/A of State 2020 Total N/A	28% 26% Labor Lav Capital Region 3%	12% 34% 27% v. Central/ Mohawk 0%	Region Finger Lakes 0%	20% 27% Mid- Hudson 2%	24% 26% Western NY 2%	29% 24% Eng & Constr 3%	27% 30% Food & Bev 0%	13% 22% Financial 0%	30% 25% Manu 1%	26% 25% Industre Retail 2%	26% 30% Service 2%	38% 22% Wholesale & Dist 0%	10% 32% 37% Nonprofit 2%	31% 27% Less than 50 1%	25% 25% Company S 50 to 100 3%	25% 18% ize More tha 100 2%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive	13% 28% 27% awsuits f	N/A N/A N/A Tor allege 2023 Total N/A N/A	N/A N/A N/A ed viola 2022 Total N/A N/A	N/A N/A N/A ations o 2021 Total N/A N/A	N/A N/A N/A State 2020 Total N/A N/A	28% 26% Labor Lav Capital Region 3% 1%	12% 34% 27% v. Central/ Mohawk 0% 8%	Region Finger Lakes 0% 4%	20% 27% Mid- Hudson 2% 4%	24% 26% Western NY 2% 9%	29% 24% Eng & Constr 3% 3%	27% 30% Food & Bev 0% 5%	13% 22% Financial 0% 0%	30% 25% Manu 1% 8%	26% 25% Industr Retail 2% 2%	26% 30% Service 2% 8%	38% 22% Wholesale & Dist 0% 3%	10% 32% 37% Nonprofit 2% 2%	31% 27% Less than 50 1% 6%	25% 25% Company S 50 to 100 3% 4%	25% 18% ize More tha 100 2% 5%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative	13% 28% 27% awsuits 1 Total 2% 5% 20%	N/A N/A N/A or allege 2023 Total N/A N/A N/A	N/A N/A N/A N/A ed viola 2022 Total N/A N/A N/A	N/A N/A N/A ations o 2021 Total N/A N/A N/A	N/A N/A N/A of State 2020 Total N/A N/A N/A	28% 26% Labor Lav Capital Region 3% 1% 23%	12% 34% 27% v. Central/ Mohawk 0% 8% 21%	39% 29% Region Finger Lakes 0% 4% 23%	20% 27% Mid- Hudson 2% 4% 12%	24% 26% Western NY 2% 9% 20%	29% 24% Eng & Constr 3% 3% 14%	27% 30% Food & Bev 0% 5% 22%	13% 22% Financial 0% 0% 25%	30% 25% Manu 1% 8% 20%	26% 25% Industri Retail 2% 2% 19%	26% 30% Service 2% 8% 21%	38% 22% Wholesale & Dist 0% 3% 24%	10% 32% 37% Nonprofit 2% 2% 20%	31% 27% Less than 50 1% 6% 17%	25% 25% Company S 50 to 100 3% 4% 22%	25% 18% ize More tha 100 2% 5% 26%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative	13% 28% 27% Total 2% 5% 20% 38%	N/A N/A N/A N/A Tor allege 2023 Total N/A N/A N/A N/A	N/A N/A N/A N/A 2022 Total N/A N/A N/A N/A	N/A N/A N/A ations o 2021 Total N/A N/A N/A N/A	N/A N/A N/A of State 2020 Total N/A N/A N/A N/A	28% 26% Labor Lav Capital Region 3% 1% 23% 36%	12% 34% 27% v. Central/ Mohawk 0% 8% 21% 38%	39% 29% Region Finger Lakes 0% 4% 23% 42%	20% 27% Mid- Hudson 2% 4% 12% 44%	24% 26% Western NY 2% 9% 20% 36%	29% 24% Eng & Constr 3% 3% 14% 53%	27% 30% Food & Bev 0% 5% 22% 38%	13% 22% Financial 0% 0% 25% 44%	30% 25% Manu 1% 8% 20% 46%	26% 25% Industri Retail 2% 2% 19% 39%	26% 30% Service 2% 8% 21% 30%	38% 22% Wholesale & Dist 0% 3% 24% 38%	10% 32% 37% Nonprofit 2% 2% 20% 20%	31% 27% Less than 50 1% 6% 17% 35%	25% 25% Company S 50 to 100 3% 4% 22% 47%	25% 18% ize More tha 100 2% 5% 26% 43%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact	13% 28% 27% Total 2% 5% 20% 38% 17%	N/A N/A N/A N/A Or allege 2023 Total N/A N/A N/A N/A	N/A N/A N/A N/A ed viola 2022 Total N/A N/A N/A N/A N/A	N/A N/A N/A ations of 2021 Total N/A N/A N/A N/A N/A	N/A N/A N/A State 2020 Total N/A N/A N/A N/A N/A	28% 26% Labor Lav Capital Region 3% 1% 23% 36% 19%	12% 34% 27% v. Central/ Mohawk 0% 8% 21% 38% 18%	39% 29% Region Finger Lakes 0% 4% 23% 42% 18%	20% 27% Mid- Hudson 2% 4% 12% 44%	24% 26% Western NY 2% 9% 20% 36% 11%	29% 24% Eng & Constr 3% 3% 14% 53% 17%	27% 30% Food & Bev 0% 5% 22% 38% 8%	13% 22% Financial 0% 0% 25% 44% 6%	30% 25% Manu 1% 8% 20% 46% 11%	26% 25% Industri Retail 2% 2% 19% 39% 21%	26% 30% 30% Service 2% 8% 21% 30% 18%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27%	10% 32% 37% Nonprofit 2% 20% 20% 20% 24%	31% 27% Less than 50 1% 6% 17% 35% 20%	25% 25% 25% Company S 50 to 100 3% 4% 22% 47% 16%	25% 18% ize More tha 100 2% 5% 26% 43% 9%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative	13% 28% 27% Total 2% 5% 20% 38%	N/A N/A N/A N/A Tor allege 2023 Total N/A N/A N/A N/A	N/A N/A N/A N/A 2022 Total N/A N/A N/A N/A	N/A N/A N/A ations o 2021 Total N/A N/A N/A N/A	N/A N/A N/A of State 2020 Total N/A N/A N/A N/A	28% 26% Labor Lav Capital Region 3% 1% 23% 36%	12% 34% 27% v. Central/ Mohawk 0% 8% 21% 38%	39% 29% Region Finger Lakes 0% 4% 23% 42%	20% 27% Mid- Hudson 2% 4% 12% 44%	24% 26% Western NY 2% 9% 20% 36%	29% 24% Eng & Constr 3% 3% 14% 53%	27% 30% Food & Bev 0% 5% 22% 38%	13% 22% Financial 0% 0% 25% 44%	30% 25% Manu 1% 8% 20% 46%	26% 25% Industri Retail 2% 2% 19% 39%	26% 30% Service 2% 8% 21% 30%	38% 22% Wholesale & Dist 0% 3% 24% 38%	10% 32% 37% Nonprofit 2% 2% 20% 20%	31% 27% Less than 50 1% 6% 17% 35%	25% 25% Company S 50 to 100 3% 4% 22% 47%	25% 18% ize More tha 100 2% 5% 26% 43%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact Don't know	13% 28% 27% awsuits t Total 2% 5% 20% 38% 17% 19%	N/A N/A N/A N/A Tor allege 2023 Total N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A 2022 Total N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A 2021 Total N/A N/A N/A N/A N/A	N/A N/A N/A N/A State 2020 Total N/A N/A N/A N/A N/A N/A	28% 26% Labor Lav Capital Region 3% 1% 23% 36% 19%	12% 34% 27% v. Central/ Mohawk 0% 8% 21% 38% 18%	39% 29% Region Finger Lakes 0% 423% 42% 18% 14%	20% 27% Mid- Hudson 2% 4% 12% 44% 14% 23%	24% 26% Western NY 2% 20% 36% 11% 21%	29% 24% Eng & Constr 3% 3% 14% 53% 17%	27% 30% Food & Bev 0% 5% 22% 38% 8%	13% 22% Financial 0% 0% 25% 44% 6%	30% 25% Manu 1% 8% 20% 46% 11%	26% 25% Industri Retail 2% 2% 19% 39% 21%	26% 30% 30% Service 2% 8% 21% 30% 18%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27%	10% 32% 37% Nonprofit 2% 20% 20% 20% 24%	31% 27% Less than 50 1% 6% 17% 35% 20%	25% 25% 25% Company S 50 to 100 3% 4% 22% 47% 16%	25% 18% ize More tha 100 2% 5% 26% 43% 9%
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Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact Don't know Q20. Which of the following industry sectors do you think will have a positive Education Tourism Technology Transportation	13% 28% 27% awsuits Total 2% 5% 20% 38% 17% 19% Total 39% 40% 40% 55% 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	28% 26% Labor Lat Capital Region 3% 1% 23% 36% 19% 18% Capital Region 38% 36% 68% 21% 30%	12% 34% 27% Central/ Mohawk 0% 21% 38% 15% 15% ion in the r Central/ Mohawk 44% 35% 56% 24% 49%	Region Finger Lakes 0% 42% 18% 144% 14% 14% 14% 150% 19% 19%	20% 27% Mid- Hudson 2% 4% 12% 44% 14% 23% to five ye: Mid- Hudson 34% 57% 49% 26% 36% 18%	24% 26% Western NY 2% 9% 20% 36% 11% 21% ars? Western NY 32% 30% 51% 49% 11%	29% 24% Eng & Constr 3% 34% 53% 17% 10% Eng & Constr 46% 32% 59% 31%	27% 30% Food & Bev 0% 52% 38% 87% 27% Food & Bev 24% 70% 41% 19% 24% 22%	Financial 0% 05% 44% 6% 25% Financial 44% 41% 66% 19%	30% 25% 1% 8% 20% 46% 11% 13% Manu 38% 21% 56% 12% 42%	26% 25% Industr Retail 2% 19% 39% 21% industr Retail 38% 43% 43% 43% 43% 9%	26% 30% Service 2% 8% 21% 30% 18% 20% Service 36% 48% 51% 19% 37% 18%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27% 8% Wholesale & Dist 41% 29% 62% 21% 38% 15%	10% 32% 37% 37% Nonprofit 2% 20% 20% 32% 51% 46% 69% 13%	31% 27% Less than 50 1% 6% 17% 35% 20% 21% Less than 50 40% 40% 53% 21%	25% 25% 25% 25% 25% 20 to 100 3% 4% 47% 16% 8% 22% 47% 160 38% 35% 21%	25% 18% 18% More tha 100 2% 5% 26% 43% 9% 15% ize More tha 100 38% 44% 57% 19% 36% 14%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact Don't know Q20. Which of the following industry sectors do you think will have a positive Education Tourism Technology Transportation Medical	13% 28% 27% Total 2% 5% 20% 38% 17% Total 39% 40% 55% 40% 39%	N/A	N/A N/A N/A N/A N/A Ped viola N/A	N/A N/A N/A N/A N/A N/A Total N/A	N/A	28% 26% Labor Lau Capital Region 3% 1% 23% 36% 18% f your reg Capital Region 38% 36% 621% 30%	12% 34% 27% Central/ Mohawk 0% 8% 21% 38% 15% Central/ Mohawk 44% 35% 56% 24% 49%	Region Finger Lakes 0% 42% 13% 42% 14% 144 three Region Finger Lakes 46% 41% 44% 50%	20% 27% Mid- Hudson 2% 44% 12% 44% 14% 23% to five ye: Mid- Hudson 34% 57% 49% 49% 36%	24% 26% Western NY 2% 9% 20% 36% 11% 21% western NY 32% 30% 517% 49%	29% 24% 24% Eng & Constr 3% 14% 53% 10% Eng & Constr 46% 32% 53% 44%	Food & Bev 5% 27% 30% 5% 22% 38% 8% 27% 5% 5% 6% 6% 6% 6% 6% 6	13% 22% Financial 0% 0% 25% 44% 6% 25% Financial 44% 41% 66% 69% 50%	30% 25% 30% 46% 11% 13% Manu 38% 21% 56% 42%	26% 25% Industr Retail 2% 29 39% 21% 18% Industr Retail 38% 43% 43% 23% 30%	26% 30% Service 2% 8% 21% 30% 18% 20% Service 36% 48% 519% 37%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27% 8% Wholesale & Dist 41% 29% 62% 21% 38%	10% 32% 37% 37% Nonprofit 2% 20% 20% 20% 32% Nonprofit 51% 46% 69% 13% 44%	31% 27% Less than 50 17% 35% 20% 21% Less than 50 40% 40% 53% 40% 40% 53%	25% 25% 25% 50 to 100 3% 4% 22% 47% 16% 8% Company S 50 to 100 38% 35% 65% 46%	25% 18% Nore tha 100 2% 26% 43% 9% 15% ize More tha 100 38% 44% 57% 36%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring! Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact Don't know Q20. Which of the following industry sectors do you think will have a posi Education Tourism Technology Transportation Medical Green and sustainable energy	13% 28% 27% awsuits f Total 2% 5% 20% 38% 17% 19% **Total 39% 40% 55% 21% 39% 15%	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	28% 26% Labor Lat Capital Region 3% 1% 23% 36% 19% 18% Capital Region 38% 36% 68% 21% 30%	12% 34% 27% Central/ Mohawk 0% 21% 38% 15% 15% ion in the r Central/ Mohawk 44% 35% 56% 24% 49%	Region Finger Lakes 0% 42% 18% 144% 14% 14% 14% 150% 19% 19%	20% 27% Mid- Hudson 2% 4% 12% 44% 14% 23% to five ye: Mid- Hudson 34% 57% 49% 26% 36% 18%	24% 26% Western NY 2% 9% 20% 36% 11% 21% ars? Western NY 32% 30% 51% 49% 11%	29% 24% 24% Eng & Constr 3% 14% 53% 170% 10% Eng & Constr 46% 32% 59% 31% 44% 19%	27% 30% Food & Bev 0% 52% 38% 87% 27% Food & Bev 24% 70% 41% 19% 24% 22%	13% 22% Financial 0% 25% 44% 6% 25% Financial 44% 41% 66% 19% 50%	30% 25% 1% 8% 20% 46% 11% 13% Manu 38% 21% 56% 12% 42%	26% 25% Industr Retail 2% 19% 39% 21% industr Retail 38% 43% 43% 43% 43% 9%	26% 30% Service 2% 8% 21% 30% 18% 20% Service 36% 48% 51% 19% 37% 18%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27% 8% Wholesale & Dist 41% 29% 62% 21% 38% 15%	10% 32% 37% 37% Nonprofit 2% 20% 20% 24% 32% Nonprofit 51% 46% 69% 44% 23%	31% 27% Less than 50 1% 6% 17% 35% 20% 21% Less than 50 40% 40% 53% 21%	25% 25% 25% 50 to 100 3% 42% 47% 16% 8% Company S 50 to 100 38% 35% 65% 21% 46% 13%	25% 18% 18% More tha 100 2% 5% 26% 43% 9% 15% ize More tha 100 38% 44% 57% 19% 36% 14%
Very Negative No Impact Don't know Q19C. Allowing individuals rather than the Department of Labor to bring Very Positive Somewhat Positive Somewhat Negative Very Negative No Impact Don't know Q20. Which of the following industry sectors do you think will have a posi Education Tourism Technology Transportation Medical Green and sustainable energy Manufacturing	13% 28% 27% awsuits f Total 2% 5% 20% 38% 17% 19% tive impositive impositi	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 O O O O O O O O O O O O O O O O O O O	N/A	N/A	28% 26% Labor Lav Capital Region 3% 1% 23% 36% 19% 18% Capital Region 38% 68% 21% 30% 19% 36%	12% 34% 27% V. Central/ Mohawk 0% 21% 38% 18% 15% ion in the r Central/ Mohawk 44% 35% 56% 24% 49%	Region Finger Lakes 0% 42% 18% 14% 14% 17% 59% 19% 41%	20% 27% Mid- Hudson 2% 44% 14% 23% to five ye: Mid- Hudson 34% 57% 49% 26% 36% 47%	24% 26% Western NY 2% 90% 36% 11% 21% Western 17% 432% 30% 51% 17% 411% 35%	29% 24% 24% Eng & Constr 3% 14% 53% 10% Eng & Constr 46% 32% 59% 31% 44% 49%	27% 30% Food & Bev 0% 52% 38% 87% 27% Food & How To The The To The The To The To The The To The To The To The To The To The To The The To The The To The The To The	Financial 0% 25% 44% 6% 25% Financial 44% 41% 66% 19% 9% 38%	30% 25% 1% 8% 20% 46% 11% 13% 21% 56% 18% 42% 69%	26% 25% Industr Retail 2% 19% 39% 118% Industr Retail 38% 43% 45% 23% 30% 9% 36%	26% 30% 30% 5ervice 2% 821% 30% 18% 20% 5ervice 36% 48% 51% 19% 37% 18% 32%	38% 22% Wholesale & Dist 0% 3% 24% 38% 27% 8% Wholesale & Dist 41% 29% 62% 21% 38% 15% 53%	10% 32% 37% Nonprofit 2% 20% 20% 24% 32% Nonprofit 51% 46% 69% 13% 44% 23% 46%	31% 27% Less than 50 1% 6% 17% 35% 20% 21% 40% 53% 40% 53% 21% 39% 21% 40% 53% 21%	25% 25% 25% 50 to 100 3% 42% 47% 16% 8% Company S 50 to 100 38% 35% 65% 21% 46% 13% 48%	25% 18% 18% More that 100 2% 56% 26% 43% 9% 15% More that 100 38% 44% 57% 199% 366% 14% 36%

Q21. And thinking about the efforts of the federal government	, , , , , , ,		1	ĺ		J	- 7	Region			1				Industr					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &		1	maasa		Wholesale &		Less than	company 5	More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
Poor	43%	30%	33%	31%	29%	45%	30%	45%	4270	43%	36%	29%	39%	4170	33%	34%	33%	34%	43%	31%	43%
Q22. How confident are you in the ability of the federal go	vernment to improve th	e busine	ess clim	ate for	busine	sses like y	ours here i	n New Yo	rk over the	next year	r? Are you	J:									
								Region							Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &	:				Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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 v	worker	s that a	re appr	opriately	trained for		oloyment r	eeds?									1		
		2022	2022	2024	2020	0		Region			F 0		1	ı	Industry	<u>' </u>				Company S	
	Total	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 tha
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	nromote workforce de	velonm	ent?		<u> </u>					l	<u> </u>			l							
age in the first from a few factor and of the first first from a few first	promote worklonds at		<u> </u>					Region			1				Industry	,				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
	33%					30%				32%	34%	32%	23%		30%				32%		34%
Poor	8%	N/A	N/A	N/A	N/A		36% 4%	30%	40% 11%		8%			37% 5%		36%	42%	17%		38%	
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 come	es to workforce develop	ment?	1				l			l	Į			l							
								Region							Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
Land annual to and any land and and	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%
Local community college/trade school																					
Business groups	6%	N/A				6%	7%	7%	9%	5%	7%	3%	3%	8%	3%	11%	3%	10%	6%	4%	7%
Business groups	6%	N/A	N/A	N/A	N/A	6%	7%		9%	5%							3% 0%			.,.	
Business groups Other	6% 7%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	6% 8%	7% 4%	11%	9% 10%	5% 7%	14%	8%	3%	3%	10%	8%	0%	8%	7%	11%	5%
Business groups	6%	N/A	N/A	N/A	N/A	6%	7%		9%	5%										.,.	
Business groups Other	6% 7% 7%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	6% 8% 7%	7% 4% 11%	11% 7%	9% 10% 6%	5% 7% 8%	14%	8% 11%	3%	3% 4%	10% 12%	8% 8%	0%	8%	7%	11%	5%
Business groups Other Don't know	6% 7% 7%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A ent part	N/A N/A N/A	6% 8% 7%	7% 4% 11%	11% 7%	9% 10% 6% ational ins	5% 7% 8%	14%	8% 11%	3%	3% 4%	10% 12%	8% 8%	0%	8%	7%	11%	5% 6%
Business groups Other Don't know	6% 7% 7%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A ent part	N/A N/A N/A	6% 8% 7%	7% 4% 11%	11% 7% local educ	9% 10% 6%	5% 7% 8%	14%	8% 11%	3% 0% ernment and	3% 4%	10% 12% ies like	8% 8%	0%	8%	7%	11%	5% 6% ize
Business groups Other Don't know	6% 7% 7%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A ent part	N/A N/A N/A tnershi	6% 8% 7% p progran	7% 4% 11%	11% 7% local educ Region	9% 10% 6% ational ins	5% 7% 8% titutions,	14% 10% local or st	8% 11% tate gove	3% 0% ernment and	3% 4%	10% 12% ies like	8% 8%	0% 3%	8%	7% 9%	11%	5% 6% ize
Business groups Other Don't know	6% 7% 7% y participate in a workf	N/A N/A N/A Orce dev	N/A N/A N/A elopm	N/A N/A N/A ent part	N/A N/A N/A nershij	6% 8% 7% p progran Capital	7% 4% 11% involving	11% 7% local educ Region Finger	9% 10% 6% ational ins	5% 7% 8% titutions,	14% 10% local or st	8% 11% tate gove	3% 0% ernment and	3% 4% I compan	10% 12% lies like	8% 8% /ours?	0% 3% Wholesale &	8% 5%	7% 9% Less than	11% 1% Company S	5% 6% ize More tha
Business groups Other Don't know Q26. How likely would you and your company be to active	6% 7% 7% y participate in a workf	N/A N/A N/A N/A orce dev 2023 Total	N/A N/A N/A N/A elopm 2022 Total	N/A N/A N/A N/A ent part	N/A N/A N/A N/A tnership 2020 Total	6% 8% 7% p progran Capital Region	7% 4% 11% n involving Central/ Mohawk	11% 7% local educ Region Finger Lakes	9% 10% 6% ational ins Mid- Hudson	5% 7% 8% titutions, Western NY	14% 10% local or st Eng & Constr	8% 11% tate gove	3% 0% ernment and	3% 4% I compan	10% 12% ies like	8% 8% yours?	0% 3% Wholesale & Dist	8% 5% Nonprofit	7% 9% Less than 50	11% 1% Company S 50 to 100	5% 6% ize More that
Business groups Other Don't know Q26. How likely would you and your company be to active	6% 7% 7% y participate in a workf Total 26%	N/A N/A N/A orce dev 2023 Total N/A	N/A N/A N/A N/A elopm 2022 Total N/A	N/A N/A N/A N/A ent part 2021 Total N/A	N/A N/A N/A N/A tnership 2020 Total N/A	6% 8% 7% p progran Capital Region 31%	7% 4% 11% 1involving Central/ Mohawk 24%	11% 7% local educ Region Finger Lakes 24%	9% 10% 6% ational ins Mid- Hudson 32%	5% 7% 8% titutions, Western NY 22%	14% 10% local or st Eng & Constr 29%	8% 11% tate gove Food & Bev 19%	3% 0% ernment and Financial 16%	3% 4% I compan Manu 37%	10% 12% lies like v Industry Retail 22%	8% 8% yours? / Service 17%	0% 3% Wholesale & Dist 13%	8% 5% Nonprofit 55%	7% 9% Less than 50	11% 1% Company S 50 to 100 32%	5% 6% ize More tha 100 47%
Business groups Other Don't know Q26. How likely would you and your company be to active Very likely Somewhat likely	6% 7% 7% 7 y participate in a workfor Total 26% 38%	N/A N/A N/A Orce dev 2023 Total N/A N/A	N/A N/A N/A N/A Pelopm 2022 Total N/A N/A	N/A N/A N/A ent part 2021 Total N/A N/A	N/A N/A N/A nership 2020 Total N/A N/A	6% 8% 7% p progran Capital Region 31% 33%	7% 4% 11% central/ Mohawk 24% 42%	11% 7% local educ Region Finger Lakes 24% 44%	9% 10% 6% ational ins Mid- Hudson 32% 34%	5% 7% 8% titutions, Western NY 22% 36%	14% 10% local or st Eng & Constr 29% 45%	8% 11% tate gove Food & Bev 19% 28%	3% 0% ernment and Financial 16% 48%	3% 4% I compar Manu 37% 40%	10% 12% lies like Industry Retail 22% 38%	8% 8% //ours? / Service 17% 35%	0% 3% Wholesale & Dist 13% 34%	8% 5% Nonprofit 55% 28%	7% 9% Less than 50 19% 36%	11% 1% Company S 50 to 100 32% 47%	5% 6% ize More tha 100 47% 40%
Business groups Other Don't know Q26. How likely would you and your company be to active Very likely Somewhat likely Not very likely	6% 7% 7% y participate in a workf Total 26% 38% 16%	N/A N/A N/A N/A Orce dev 2023 Total N/A N/A N/A	N/A N/A N/A N/A elopm 2022 Total N/A N/A N/A	N/A N/A N/A N/A ent part 2021 Total N/A N/A N/A	N/A N/A N/A nership 2020 Total N/A N/A N/A	6% 8% 7% p progran Capital Region 31% 33% 18%	7% 4% 11% n involving Central/ Mohawk 24% 42% 13%	11% 7% local educ Region Finger Lakes 24% 44% 9%	9% 10% 6% ational ins Mid- Hudson 32% 34% 13%	5% 7% 8% titutions, Western NY 22% 36% 21%	14% 10% local or st Eng & Constr 29% 45% 14%	8% 11% tate gove Food & Bev 19% 28% 33%	3% 0% ernment and Financial 16% 48% 13%	3% 4% I compar Manu 37% 40% 11%	10% 12% lies like lindustry Retail 22% 38% 16%	8% 8% 8% yours? / Service 17% 35% 17%	0% 3% Wholesale & Dist 13% 34% 24%	8% 5% Nonprofit 55% 28% 10%	7% 9% Less than 50 19% 36% 19%	11% 1% Company S 50 to 100 32% 47% 12%	5% 6% ize More tha 100 47% 40% 8%

November 6, 2024 - January 26, 2025 533 Upstate New York CEOs

1								Region							Industry					Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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. Pleaso	check /	ALL that	t apply.																	
Q28A. Increased wages																					
								Region							Industry	1				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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													l.			l					l .
			ļ					Region		1					Industry	'				Company S	
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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						l	l						1			l		1		l .	
								Region							Industry					Company S	
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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						l	J						ı			l	l	ı	l .	l	
								Region							Industry	<u>' </u>				Company S	
		2023	2022	2021	2020	-	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More th
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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			l		l	l							l.					l.	I	l	
								Region							Industry					Company S	ize
			1									Food &					Wholesale &		Less than		
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	F000 &					wildlesale &		Less tilali		More th
	Total	2023 Total	2022 Total	2021 Total	2020 Total	Capital Region	Central/ Mohawk	Finger Lakes	Mid- Hudson	Western NY	Eng & Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	More th 100
Recruit	29%	Total 33%	Total 40%	Total 36%	Total N/A	Region 35%	Mohawk 31%	Lakes 30%	Hudson 24%	NY 27%	Constr 33%	Bev 11%	40%	37%	28%	31%	Dist 16%	21%	50 16%	50%	100 61%
		Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev					Dist		50		100
Retain	29%	Total 33%	Total 40%	Total 36%	Total N/A	Region 35%	Mohawk 31%	Lakes 30%	Hudson 24%	NY 27%	Constr 33%	Bev 11%	40%	37%	28%	31%	Dist 16%	21%	50 16%	50%	100 61%
Retain Not applicable	29% 22% 62%	33% 26% 54%	Total 40% 24% 53%	Total 36% 23% N/A	N/A N/A N/A	Region 35% 30% 53%	Mohawk 31% 19% 60%	25% 66%	24% 15% 69%	NY 27% 24% 63%	33% 28%	Bev 11% 0%	40% 37%	37% 21%	28% 16%	31% 26%	Dist 16% 16%	21% 21%	50 16% 14%	50% 33%	100 61% 43%
Retain Not applicable Q29. Based on the job applicants that you have seen over the	29% 22% 62%	33% 26% 54%	Total 40% 24% 53%	Total 36% 23% N/A	N/A N/A N/A	Region 35% 30% 53%	Mohawk 31% 19% 60%	25% 66%	24% 15% 69%	NY 27% 24% 63%	33% 28%	Bev 11% 0%	40% 37%	37% 21%	28% 16%	31% 26%	Dist 16% 16%	21% 21%	50 16% 14%	50% 33%	100 61% 43%
Retain Not applicable Q29. Based on the job applicants that you have seen over the	29% 22% 62%	33% 26% 54%	Total 40% 24% 53%	Total 36% 23% N/A	N/A N/A N/A	Region 35% 30% 53%	Mohawk 31% 19% 60%	25% 66%	24% 15% 69%	NY 27% 24% 63%	33% 28%	Bev 11% 0%	40% 37%	37% 21% 56%	28% 16%	31% 26%	Dist 16% 16%	21% 21%	50 16% 14% 76%	50% 33%	100 61% 43% 27%
Retain Not applicable Q29. Based on the job applicants that you have seen over the	29% 22% 62%	Total 33% 26% 54% how wo	Total 40% 24% 53% uld you	Total 36% 23% N/A assess	Total N/A N/A N/A N/A those	Region 35% 30% 53% job applic	Mohawk 31% 19% 60% cants on the	Lakes 30% 25% 66% following Region Finger	Hudson 24% 15% 69% g skills or a	NY 27% 24% 63% ttributes?	28% 55% Eng &	Bev 11% 0% 89%	40% 37% 47%	37% 21% 56%	28% 16% 67%	31% 26% 58%	Dist 16% 16% 73%	21% 21% 72%	50 16% 14% 76%	50% 33% 43% Company S	100 61% 43% 27%
Retain Not applicable Q29. Based on the job applicants that you have seen over the Q29A. Technical skills	29% 22% 62% e last couple of years,	Total 33% 26% 54% how wo 2023 Total	Total 40% 24% 53% build you 2022 Total	Total 36% 23% N/A assess 2021 Total	Total N/A N/A N/A those 2020 Total	Region 35% 30% 53% job applio Capital Region	Mohawk 31% 19% 60% Central/ Mohawk	Lakes 30% 25% 66% following Region Finger Lakes	Hudson 24% 15% 69% g skills or a Mid-Hudson	NY 27% 24% 63% ttributes?	28% 55% Eng & Constr	Bev 11% 0% 89% Food & Bev	40% 37% 47%	37% 21% 56% Manu	28% 16% 67% Industry	31% 26% 58% Service	Dist 16% 16% 73%	21% 21% 72% 72%	50 16% 14% 76% Less than 50	50% 33% 43% Company S	100 61% 43% 27%
Retain Not applicable Q29. Based on the job applicants that you have seen over the Q29A. Technical skills Excellent	29% 22% 62% e last couple of years, Total 3%	Total 33% 26% 54% how wo 2023 Total 3%	Total 40% 24% 53% build you 2022 Total N/A	Total 36% 23% N/A assess 2021 Total N/A	Total N/A N/A N/A those 2020 Total N/A	Region 35% 30% 53% job applid Capital Region 3%	Mohawk 31% 19% 60% ants on the Central/ Mohawk 3%	Lakes 30% 25% 66% following Region Finger Lakes 5%	Hudson 24% 15% 69% g skills or a Mid- Hudson 5%	NY 27% 24% 63% ttributes? Western NY 1%	Constr 33% 28% 55% Eng & Constr 0%	Bev 11% 0% 89% Food & Bev 6%	40% 37% 47% Financial 3%	37% 21% 56% Manu 0%	28% 16% 67% Industry Retail 0%	31% 26% 58% Service 5%	Dist 16% 16% 73% Wholesale & Dist 0%	21% 21% 72% Nonprofit 10%	50 16% 14% 76% Less than 50 4%	50% 33% 43% Company S 50 to 100	100 61% 43% 27% Size More th 100 2%
Retain Not applicable Q29. Based on the job applicants that you have seen over the Q29A. Technical skills Excellent	29% 22% 62% e last couple of years,	Total 33% 26% 54% how wo 2023 Total	Total 40% 24% 53% build you 2022 Total	Total 36% 23% N/A assess 2021 Total	Total N/A N/A N/A those 2020 Total	Region 35% 30% 53% job applio Capital Region	Mohawk 31% 19% 60% Central/ Mohawk	Lakes 30% 25% 66% following Region Finger Lakes	Hudson 24% 15% 69% g skills or a Mid-Hudson	NY 27% 24% 63% ttributes?	28% 55% Eng & Constr	Bev 11% 0% 89% Food & Bev	40% 37% 47%	37% 21% 56% Manu	28% 16% 67% Industry	31% 26% 58% Service	Dist 16% 16% 73% Wholesale & Dist	21% 21% 72% 72%	50 16% 14% 76% Less than 50	50% 33% 43% Company S	100 61% 43% 27%
Retain Not applicable Q29. Based on the job applicants that you have seen over the Q29A. Technical skills Excellent Good	29% 22% 62% e last couple of years, Total 3%	Total 33% 26% 54% how wo 2023 Total 3%	Total 40% 24% 53% build you 2022 Total N/A	Total 36% 23% N/A N/A N/A N/A	Total N/A N/A N/A those 2020 Total N/A	Region 35% 30% 53% job applid Capital Region 3% 38% 37%	Mohawk 31% 19% 60% ants on the Central/ Mohawk 3% 24% 39%	Lakes 30% 25% 66% following Region Finger Lakes 5% 22% 42%	Hudson 24% 15% 69% g skills or a Mid- Hudson 5% 22% 45%	NY 27% 244% 633% ttributes? Western NY 1% 28% 33%	Eng & Constr 0% 22% 48%	Bev 11% 0% 89% Food & Bev 6%	40% 37% 47% Financial 3% 38% 45%	37% 21% 56% Manu 0% 17% 34%	28% 16% 67% Industry Retail 0% 28% 36%	31% 26% 58% 58w Service 5% 31% 38%	Dist 16% 16% 73% Wholesale & Dist 0% 17% 39%	21% 21% 72% Nonprofit 10% 41% 36%	50 16% 14% 76% Less than 50 4% 26% 35%	50% 33% 43% Company S 50 to 100 3% 27% 55%	100 61% 43% 27% size More th 100 2% 32% 44%
Recruit Retain Not applicable Q29. Based on the job applicants that you have seen over the Q29A. Technical skills Excellent Good Fair	29% 22% 62% e last couple of years, Total 3% 27%	Total 33% 26% 54% how wo 2023 Total 3% 29%	Total 40% 24% 53% build you 2022 Total N/A N/A	Total 36% 23% N/A assess 2021 Total N/A N/A	Total N/A N/A N/A those 2020 Total N/A N/A	Region 35% 30% 53% job applid Capital Region 3% 38%	Mohawk 31% 19% 60% ants on the Central/ Mohawk 3% 24%	Lakes 30% 25% 66% following Region Finger Lakes 5% 22%	Hudson 24% 15% 69% g skills or a Mid- Hudson 5% 22%	NY 27% 24% 63% ttributes? Western NY 1% 28%	Constr 33% 28% 555% Eng & Constr 0% 22%	Bev 11% 0% 89% Food & Bev 6% 28%	40% 37% 47% Financial 3% 38%	37% 21% 56% Manu 0% 17%	28% 16% 67% Industry Retail 0% 28%	31% 26% 58% Service 5% 31%	Dist 16% 16% 73% Wholesale & Dist 0% 17%	21% 21% 72% Nonprofit 10% 41%	50 16% 14% 76% Less than 50 4% 26%	50% 33% 43% Company S 50 to 100 3% 27%	100 61% 43% 27% ize More th 100 2% 32%

O20B Voybal skills																					
Q29B. Verbal skills					1			Region							Industry	,				Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than	-5	More than
	Total	Total	Total				Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Excellent	2%	3%	N/A	N/A	N/A	1%	1%	7%	0%	1%	0%	5%	0%	1%	3%	3%	0%	3%	3%	1%	0%
Good	26%	32%	N/A	N/A			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																					
Q29C. Writing skins								Region							Industry	,				Company S	Size
		2023	2022	2021	2020	2019	Central/	Finger	Mid-	Western	Eng &	Food &			-		Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Total	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Excellent	1%	1%	N/A	N/A	N/A	1%	3%	2%	0%	0%	0%	3%	0%	0%	0%	1%	0%	5%	1%	1%	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%
One Living																					
Q29D. Initiative					1			Region							Industry	,			1	Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &			,	1	Wholesale &		Less than		More than
	Total	Total	Total				Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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			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		5%	8%	2%	5%	8%	3%	3%	3%	3%	5%	7%	14%	3%	7%	0%	29%
Not applicable	370	370	IN/A	IN/A	IV/A	370	070	270	370	070	370	370	3/0	3/0	370	770	1470	370	770	070	270
Q29E. Work ethic	l .		l .	l .		1	1		ı	1	1		1			1		I		ı	1
								Region							Industry	/				Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total			Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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																					
Q25F. Realistic about compensation								Region							Industry	,				Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Excellent	1%	1%	N/A	N/A	N/A	0%	1%	2%	1%	0%	0%	0%	0%	1%	3%	2%	0%	0%	1%	0%	0%
Good	16%	17%	N/A	N/A			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																					
								Region							Industry	/				Company S	Size
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More tha
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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		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%
		<u> </u>	<u> </u>	<u> </u>	Щ_	<u> </u>		<u> </u>		<u> </u>		<u> </u>	<u> </u>				<u> </u>		<u> </u>		<u> </u>

Q30. Would these labor-related measures positively or negatively impact	your bus	iness?																			
Q30A. Lessening Unemployment Insurance taxes																					
QSOA. Lessening Onemployment insurance taxes								Region							Industry	v				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total*	Total	Total	Tota	I Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very positive	31%	33%	N/A	N/A			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																					
								Region							Industry	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total				Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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			23%	17%	14%	23%	19%	17%	13%	23%	19%	19%	36%	18%	19%	19%	21%
Somewhat negative	4%	3%	N/A	N/A			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																					
								Region							Industr	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Tota	I Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Very positive	2%	2%	N/A	N/A	N/A	3%	1%	0%	1%	1%	3%	0%	3%	0%	0%	1%	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																					
								Region							Industry	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Region Finger	Mid-	Western	Eng &	Food &			Industr	y	Wholesale &		Less than	Company S	ize More than
	Total	2023 Total	2022 Total				Central/ Mohawk		Mid- Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Industry Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	Company S 50 to 100	
Very positive	Total					l Region		Finger			_		Financial 3%	Manu 0%				Nonprofit			More than
		Total	Total	Total	Tota	I Region	Mohawk	Finger Lakes	Hudson	NY	Constr	Bev			Retail	Service	Dist		50	50 to 100	More than 100
Very positive	1%	Total N/A	Total N/A	Total N/A	N/A N/A	Region 2% 12%	Mohawk 1%	Finger Lakes 2%	Hudson 1%	NY 1%	Constr 4%	Bev 0%	3%	0%	Retail 0%	Service	Dist 0%	3%	50 2%	50 to 100 1%	More than 100 1%
Very positive Somewhat positive	1% 10%	N/A N/A	N/A N/A	N/A N/A	N/A N/A	Region 2% 12% 32%	Mohawk 1% 4%	Finger Lakes 2% 13%	Hudson 1% 9%	NY 1% 7%	Constr 4% 4%	98 0% 11%	3% 7%	0% 14%	Retail 0% 5%	Service 1% 11%	Dist 0% 8%	3% 13%	50 2% 9%	50 to 100 1% 13%	More than 100 1% 9%
Very positive Somewhat positive Somewhat negative	1% 10% 32%	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	Region 2% 12% 32% 29%	Mohawk 1% 4% 34%	Finger Lakes 2% 13% 36%	1% 9% 26%	NY 1% 7% 28%	4% 4% 30%	8ev 0% 11% 22%	3% 7% 53%	0% 14% 30%	Retail 0% 5% 37%	Service 1% 11% 30%	Dist 0% 8% 32%	3% 13% 30%	50 2% 9% 31%	50 to 100 1% 13% 26%	More than 100 1% 9% 44%
Very positive Somewhat positive Somewhat negative Very negative	1% 10% 32% 34%	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	Region 2% 12% 32% 29%	Mohawk 1% 4% 34% 41%	Finger Lakes 2% 13% 36% 29%	1% 9% 26% 37%	NY 1% 7% 28% 45%	4% 4% 30% 47%	Bev 0% 11% 22% 39%	3% 7% 53% 33%	0% 14% 30% 42%	Retail 0% 5% 37% 36%	Service 1% 11% 30% 32%	Dist 0% 8% 32% 32%	3% 13% 30% 13%	50 2% 9% 31% 33%	50 to 100 1% 13% 26% 42%	More than 100 1% 9% 44% 28%
Very positive Somewhat positive Somewhat negative Very negative	1% 10% 32% 34% 22%	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	Region 2% 12% 32% 29% 25%	Mohawk 1% 4% 34% 41% 19%	Finger Lakes 2% 13% 36% 29% 21%	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45%	4% 4% 30% 47%	Bev 0% 11% 22% 39%	3% 7% 53% 33%	0% 14% 30% 42%	Retail 0% 5% 37% 36%	Service 1% 11% 30% 32%	Dist 0% 8% 32% 32%	3% 13% 30% 13%	50 2% 9% 31% 33%	50 to 100 1% 13% 26% 42%	More than 100 1% 9% 44% 28%
Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22%	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	Region 2% 12% 32% 29% 25%	Mohawk 1% 4% 34% 41% 19%	Finger Lakes 2% 13% 36% 29% 21%	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45%	4% 4% 30% 47%	Bev 0% 11% 22% 39%	3% 7% 53% 33%	0% 14% 30% 42%	Retail 0% 5% 37% 36%	Service 1% 11% 30% 32% 26%	Dist 0% 8% 32% 32%	3% 13% 30% 13%	50 2% 9% 31% 33%	50 to 100 1% 13% 26% 42%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22%	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	Region 2% 12% 32% 29% 25% 25% 25%	Mohawk 1% 4% 34% 41% 19%	Finger Lakes 2% 13% 36% 29% 21% premium	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45%	4% 4% 30% 47%	Bev 0% 11% 22% 39%	3% 7% 53% 33%	0% 14% 30% 42%	Retail 0% 5% 37% 36% 22%	Service 1% 11% 30% 32% 26%	Dist 0% 8% 32% 32%	3% 13% 30% 13%	50 2% 9% 31% 33%	50 to 100 1% 13% 26% 42% 17%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22%	Total N/A 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 N/A	Total N/A N/A N/A N/A N/A N/A N/A 2021	N/A N/A N/A N/A N/A N/A	Region 2% 12% 32% 29% 25%	Mohawk 1% 4% 34% 41% 19% employee a	Finger Lakes 2% 13% 36% 29% 21% premium Region	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45% 18%	Constr 4% 4% 30% 47% 16%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33%	0% 14% 30% 42%	Retail 0% 5% 37% 36% 22%	Service 1% 11% 30% 32% 26%	Dist 0% 8% 32% 32% 27%	3% 13% 30% 13%	50 2% 9% 31% 33% 25%	50 to 100 1% 13% 26% 42% 17%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22%	N/A N/A	Total N/A N/A N/A N/A N/A N/A N/A 2022	Total N/A N/A N/A N/A N/A N/A N/A 2021	N/A N/A N/A N/A N/A N/A	Region 2% 12% 32% 29% 25%	Mohawk 1% 4% 34% 41% 19% employee a	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45% 18% Western	Constr 4% 4% 30% 47% 16% Eng &	Bev 0% 11% 22% 39% 28% Food &	3% 7% 53% 33% 3%	0% 14% 30% 42% 13%	Retail 0% 5% 37% 36% 22%	Service 1% 11% 30% 32% 26%	Dist	3% 13% 30% 13% 43%	50 2% 9% 31% 33% 25% Less than	50 to 100 1% 13% 26% 42% 17% Company S	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the	1% 10% 32% 34% 22% Total	Total N/A N/A N/A N/A N/A N/A 2023 Total	Total N/A N/A N/A N/A N/A N/A Oule, th	Total N/A N/A N/A N/A N/A N/A N/A N/A Total	Tota N/A N/A N/A N/A N/A I have to	Region 2% 12% 32% 29% 25% 25%	Mohawk 1% 4% 34% 41% 19% employee a	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes	Hudson 1% 9% 26% 37% 27% Mid- Hudson	NY 1% 7% 28% 45% 18% Western NY	Constr 4% 4% 30% 47% 16% Eng & Constr	Bev 0% 11% 22% 39% 28% Food & Bev	3% 7% 53% 33% 3%	0% 14% 30% 42% 13%	Retail 0% 5% 37% 36% 22% Industry	Service 1% 11% 30% 32% 26% Service	Dist	3% 13% 30% 13% 43% Nonprofit	50 2% 9% 31% 33% 25% Less than 50	50 to 100 1% 13% 26% 42% 17% Company S	More than 100 1% 9% 44% 28% 17% ize More than 100
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the	1% 10% 32% 34% 22% re advance Total 0%	Total	Total N/A N/A N/A N/A N/A N/A N/A Total N/A	N/A	Tota N/A N/A N/A N/A N/A I have to 2020 Tota N/A N/A	Region 2% 12% 32% 29% 25%	Mohawk 1% 4% 34% 41% 19% employee a Central/ Mohawk 1%	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0%	NY 1% 7% 28% 45% 18% Western NY 0%	Constr 4% 4% 30% 47% 16% Eng & Constr 0%	Bev 0% 11% 22% 39% 28% Food & Bev 0%	3% 7% 53% 33% 3% Financial	0% 14% 30% 42% 13% Manu 0%	Retail 0% 5% 37% 36% 22% Industry Retail 0%	Service 1% 11% 30% 32% 26% Service 1%	Dist	3% 13% 30% 13% 43% Nonprofit	50 2% 9% 31% 33% 25% Less than 50	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1%	More than 100 1% 9% 44% 28% 17% ize More than 100 0%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the	1% 10% 32% 34% 22% Total 0% 2%	Total	Total N/A N/A N/A N/A N/A Odule, th 2022 Total N/A N/A	N/A	Tota N/A N/A N/A N/A N/A I have to 2020 Tota N/A N/A	Region 2% 12% 32% 29% 25% co pay the 1% 26% 22%	Mohawk 1% 4% 34% 41% 19% employee a Central/ Mohawk 1% 3%	Finger Lakes 2% 13% 36% 29% 21% Premium Region Finger Lakes 0% 2%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0%	NY 1% 7% 28% 45% 18% Western NY 0% 1%	Constr 4% 4% 30% 47% 16% Eng & Constr 0% 0%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 0%	0% 14% 30% 42% 13% Manu 0% 1%	Retail 0% 37% 36% 22% Industry Retail 0% 2%	Service 1% 30% 32% 26% Service 1% 3%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0%	50 2% 9% 31% 33% 25% Less than 50 0% 2%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 1%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative	1% 10% 32% 34% 22% Total 0% 2% 21%	Total	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 N/A	N/A	Tota N/A N/A N/A N/A N/A I have to 2020 Tota N/A N/A	1 Region 2% 12% 32% 29% 25% 10 Capital 1 Region 1% 2% 22% 46%	Mohawk 1% 4% 34% 41% 19% employee a Central/ Mohawk 1% 3% 21%	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 2% 29%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19%	Constr 4% 4% 30% 47% 16% Eng & Constr 0% 0% 16%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 0% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20%	Retail 0% 37% 36% 22% Industry Retail 0% 2% 24%	Service 1% 30% 32% 26% Service 1% 3% 20%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29%	50 2% 9% 31% 33% 25% Less than 50 0% 2% 22%	50 to 100 1% 26% 42% 17% Company S 50 to 100 1% 1% 16%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative	1% 10% 32% 34% 22% Total 0% 2% 21% 51%	Total N/A N/A N/A N/A N/A N/A N/A 1 N/A N/A N/A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total	N/A	Tota N/A N/A N/A N/A N/A I have to tota 2020 Tota N/A N/A N/A	1 Region 2% 12% 32% 29% 25% 10 Capital 1 Region 1% 2% 22% 46%	Mohawk 1% 4% 34% 411% 19% employee a Central/ Mohawk 1% 3% 21% 46%	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 2% 29% 42%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16% 64%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 56%	Constr 4% 4% 30% 47% 16% Constr 0% 0% 16% 61%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 47% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53%	Retail 0% 37% 36% 22% Industry Retail 0% 2% 24% 47%	Service 1% 111% 30% 32% 26% Service 1% 3% 20% 46%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39%	50 2% 9% 31% 33% 25% Less than 50 0% 2% 22% 45%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the somewhat positive Somewhat positive Somewhat negative Very negative	1% 10% 32% 34% 22% Total 0% 2% 21% 51%	Total N/A N/A N/A N/A N/A N/A N/A 1 N/A N/A N/A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total	N/A	Tota N/A N/A N/A N/A N/A I have to tota 2020 Tota N/A N/A N/A	1 Region 2% 12% 32% 29% 25% 10 Capital 1 Region 1% 2% 22% 46%	Mohawk 1% 4% 34% 411% 19% employee a Central/ Mohawk 1% 3% 21% 46%	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 2% 29% 42%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16% 64%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 56%	Constr 4% 4% 30% 47% 16% Constr 0% 0% 16% 61%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 47% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53%	Retail 0% 37% 36% 22% Industry Retail 0% 2% 24% 47%	Service 1% 111% 30% 32% 26% Service 1% 3% 20% 46%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39%	50 2% 9% 31% 33% 25% Less than 50 0% 2% 22% 45%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22% Total 0% 2% 21% 51%	Total N/A N/A N/A N/A N/A N/A N/A 1 N/A N/A 1 N/A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total	N/A	Tota N/A N/A N/A N/A N/A I have to tota 2020 Tota N/A N/A N/A	1 Region 2% 12% 32% 29% 25% 10 Capital 1 Region 1% 2% 22% 46%	Mohawk 1% 4% 34% 411% 19% employee a Central/ Mohawk 1% 3% 21% 46%	Finger Lakes 2% 29% 21% 29% 21% Premium Region Finger Lakes 0% 29% 42% 27%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16% 64%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 56%	Constr 4% 4% 30% 47% 16% Constr 0% 0% 16% 61%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 47% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53%	Retail 0% 37% 36% 22% Industry Retail 0% 2% 24% 47%	Service 1% 30% 32% 26% Service 1% 3% 20% 46% 31%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39%	50 2% 9% 31% 33% 25% Less than 50 0% 2% 22% 45%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63%	More than 100 1% 9% 44% 28% 17% ize More than 100 0% 1% 21% 59% 20%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22% Total 0% 2% 21% 51%	Total N/A N/A N/A N/A N/A N/A N/A 1 N/A N/A 1 N/A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total	N/A	I Total N/A N/A N/A N/A N/A N/A N/A N/A N/A I have to total N/A N/A N/A N/A N/A N/A	1 Region 2% 12% 25% 25% 25% 25% 25% 25% 25% 25% 25% 2	Mohawk 1% 4% 34% 411% 19% employee a Central/ Mohawk 1% 3% 21% 46%	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 2% 29% 42%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16% 64%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 56%	Constr 4% 4% 30% 47% 16% Constr 0% 0% 16% 61%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% Financial 0% 47% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53%	Retail 0% 22% Industry Retail 0% 2% 24% 27%	Service 1% 30% 32% 26% Service 1% 3% 20% 46% 31%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39%	50 2% 9% 31% 33% 25% Less than 50 0% 2% 22% 45%	50 to 100 1% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19%	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact	1% 10% 32% 34% 22% Total 0% 2% 21% 51% 26%	Total N/A N/A N/A N/A N/A N/A N/A N/A 10 2023 10 11 204 19 48 30%	Total N/A N/A N/A N/A N/A N/A N/A N/A Sule, th 2022 Total N/A	Total N/A	Tota	1 Region 2% 12% 32% 25% 10 Capital Region 1% 22% 46% 30% 10 Capital Ca	Mohawk	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 2% 29% 42% 27% Region Finger Finger Lakes 10% 2% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 0% 16% 64% 20%	NY 1% 7% 28% 45% 18% Western NY 0% 19% 56% 24%	Constr 4% 4% 30% 47% 16% Constr 0% 0% 61% 23% Eng &	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 3% Financial 0% 0% 47% 47%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53% 26%	Retail 0% 37% 22% Industry Retail 0% 24% 47% 27% Industry	Service	Dist	3% 13% 30% 133% 43% Wonprofit 0% 0% 29% 39% 32%	50 2% 9% 31% 25% Less than 50 0% 2% 45% 31%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact Q30F. Employee benefits for independent contractors	1% 10% 32% 34% 22% e advance Total 0% 2% 21% 26%	Total N/A N/A N/A N/A N/A N/A N/A N/A 2023 Total 1% 2% 1948% 30%	Total N/A	Total N/A	Tota	Region 2% 12% 32% 29% 25% 25% 25% 25% 25% 25% 25% 25% 25% 25	Mohawk 1% 4% 34% 419% 19% central/ Mohawk 1% 21% 46% 29% Central/ Mohawk	Finger Lakes 2% 13% 29% 21% premium Region Finger Lakes 0% 2% 42% 27% Region Finger Lakes	Hudson 1% 9% 26% 27% 27%	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 24% Western NY	Constr 4% 4% 30% 47% 16% Eng & Constr 0% 06 16% 23% Eng & Constr	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 	0% 14% 30% 42% 13% Manu 0% 1% 20% 53% 26%	Retail 0% 5% 37% 36% 22% Industry Retail 0% 24% 47% 27% Industry Retail	Service 1% 30% 32% 26% Service 1% 33% 20% 46% 31% Service	Dist 0% 8% 32% 32% 27%	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39% 32% Nonprofit	50 2% 9% 31% 25% Less than 50 0% 2% 22% 45% 31%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S	More than 100 1% 94% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact Q30F. Employee benefits for independent contractors	1% 10% 32% 34% 22% Total 0% 21% 51% 26%	Total N/A N/A N/A N/A N/A N/A N/A N/A N/A 2023 Total 1% 2% 19% 48% 30% Total 2023 Total 2023	Total N/A	Total	Tota	Region 2% 12% 32% 25	Mohawk	Finger Lakes 2% 29% 21% 21% 21% 21% 21% 21% 21% 21% 21% 22% 29% 42% 22% 29% 42% 27% 27% 27% 27% 27% 27% 27% 27% 27% 2	Hudson 1% 9% 26% 27% 27% 1	NY 1% 7% 28% 45% 18% Western NY 0% 1% 19% 56% 24% Western NY 3%	Constr 4% 4% 30% 479 16% Eng & Constr 0% 16% 61% 23% Eng & Constr 7%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 3% Financial 0% 47% 47% 7%	0% 14% 30% 42% 13% Manu 0% 1% 20% 53% 26%	Retail 0% 27%	Service 1% 11% 30% 32% 26% Service 1% 3% 20% 46% 31% Service 2%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39% 32% Nonprofit 3%	50 2% 9% 31% 25% Less than 50 0% 22% 45% 31% Less than 50 1%	50 to 100 1% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S	More than 100 1% 9% 44% 28% 17% ize More than 100 0% 1% 59% 20%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact Q30F. Employee benefits for independent contractors Very positive Somewhat positive	1% 10% 32% 34% 22% rotal 0% 2% 21% 51% 26% Total 1% 55%	Total N/A N/A N/A N/A N/A N/A N/A 1 2023 Total 1% 2% 19% 48% 30%	Total	Total N/A N/	Tota	1 Region 2% 12% 29% 25% 25% 25% 25% 25% 25% 25% 25% 25% 25	Mohawk 1% 4% 34% 419% 19% central/ Mohawk 1% 21% 46% 29% Central/ Mohawk	Finger Lakes 2% 36% 29% 211% 21% 29% 21% 21% 29% 22% 29% 42% 27% 29% 42% 42% 29% 42% 42% 29% 42% 29% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42	Hudson 1% 9% 26% 27% 27%	NY 1% 7% 28% 45% 18% Western NY 0% 11% 19% 56% 24% Western NY 3% 6%	Constr 4% 4% 30% 47% 16% Eng & Constr 0% 06 16% 61% 23% Eng & Constr 7%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 	0% 14% 30% 42% 13% Manu 0% 20% 53% 26%	Retail 0% 27% Industry Retail 0% 27% 27% 27% 27% 27% 27% 27% 27% 27% 27	Service 1% 30% 32% 26% Service 1% 33% 20% 46% 31% Service	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39% 32% Nonprofit	50 2% 9% 31% 25% Less than 50 0% 2% 22% 45% 31%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S	More than
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact Q30F. Employee benefits for independent contractors Very positive Somewhat positive Somewhat positive Somewhat positive Somewhat positive	1% 10% 32% 22% e advanc Total 0% 21% 51% 26% Total 1% 55% 18%	Total N/A N/A N/A N/A N/A N/A N/A 2023 Total 1% 2% 48% 30% 2023 Total 19% 48% 30%	Total N/A	Total	Tota	1 Region 2% 12% 32% 25% 10 Capital Region 1% 22% 46% 30% 10 Capital Region 1 Region	Mohawk	Finger Lakes 2% 13% 36% 29% 21% premium Region Finger Lakes 0% 22% 22% 22% 27% Region Finger Lakes 0% 42% 27% Region Finger Lakes 0% 42% 27% Region Finger Lakes 0% 48% 18%	Hudson 1% 9% 26% 37% 27% Mid- Hudson 0% 64% 20% Mid- Hudson 2% Mid- Hudson 2% Mid- Hudson 2% Mid- Hudson 2%	NY 1% 7% 28% 45% 18% Western NY 0% 19% 56% 24% Western NY 3% 6% 15%	Constr 4% 4% 4% 30% 47% 16% Eng & Constr 0% 06% 61% 23% Eng & Constr 0% 07% 61% 22% 61% 61% 61% 61% 61% 61% 61% 61% 61% 61	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 3% 	0% 14% 30% 42% 13% Manu 0% 53% 26% Manu 0% 0% 23%	Retail 0% 5% 37% 36% 22% Industry Retail 0% 27% 27% 100 Industry Retail 0% 27% 11% 10% 10% 10% 11% 10% 10% 11% 11	Service 1% 11% 30% 30% 32% 26% Service 1% 3% 20% 46% 31% Service 2% 6% 14%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 0% 29% 39% 32% Nonprofit 3% 43%	50 2% 9% 31% 33% 25% Less than 50 0% 22% 45% 31% Less than 50 1% 50	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S 50 to 100 4% 50 to 100	More than 100 1% 9% 44% 28% 17%
Very positive Somewhat positive Somewhat negative Very negative No impact Q30E. "Advanced scheduling mandates" - If an employer deviates from the Very positive Somewhat positive Somewhat negative Very negative No impact Q30F. Employee benefits for independent contractors Very positive Somewhat positive	1% 10% 32% 34% 22% rotal 0% 2% 21% 51% 26% Total 1% 55%	Total N/A N/A N/A N/A N/A N/A N/A 1 2023 Total 1% 2% 19% 48% 30%	Total	Total N/A N/	Tota	1 Region 2% 12% 32% 29% 25% 10 Capital Region 1% 2% 46% 30% 10 Capital Region 1% 46% 41% 41%	Mohawk 1% 4% 34% 41% 19%	Finger Lakes 2% 36% 29% 211% 21% 29% 21% 21% 29% 22% 29% 42% 27% 29% 42% 42% 29% 42% 42% 29% 42% 29% 42% 42% 42% 42% 42% 42% 42% 42% 42% 42	Hudson 1% 9% 26% 37% 27%	NY 1% 7% 28% 45% 18% Western NY 0% 11% 19% 56% 24% Western NY 3% 6%	Constr 4% 4% 30% 47% 16% Eng & Constr 0% 06 16% 61% 23% Eng & Constr 7%	Bev 0% 11% 22% 39% 28%	3% 7% 53% 33% 3% 3% 	0% 14% 30% 42% 13% Manu 0% 20% 53% 26%	Retail 0% 27% Industry Retail 0% 27% 27% 27% 27% 27% 27% 27% 27% 27% 27	Service 1% 11% 30% 32% 26% Service 1% 3% 20% 46% 31% Service 2% 6%	Dist	3% 13% 30% 13% 43% Nonprofit 0% 29% 39% 32% Nonprofit 3%	50 2% 9% 31% 33% 25% Less than 50 0% 22% 45% 31% Less than 50 11% 50 11%	50 to 100 1% 13% 26% 42% 17% Company S 50 to 100 1% 16% 63% 19% Company S 50 to 100 4% 5%	More than 100 1% 9% 44% 28% 17%

Q31. Thinking of Environmental, Social, and Governance (ESG), would you	say ESG	policies	and/o	r practi	ces are																
								Region							Industry	У				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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 Al	L that	apply.		l				l			l .					<u> </u>			
Que trining is your company company company				<u> </u>				Region							Industry	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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 w	ith Artifi	cial Intel	lligence	?																	
								Region							Industry	У				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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?																					
								Region							Industr	у				Company S	ize
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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 of	ompany	? Please	check	ALL tha	t apply																
								Region							Industry	у				Company S	ize
		2023	2022		2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total		Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
						<u> </u>		<u> </u>		<u> </u>		<u> </u>							l		
Q36. How concerned are you that government regulation will hinder your	ability to	utilize	AI?																		
			ļ					Region	1					1	Industr	У				Company S	
	1	2023	2022		2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%
																					1

Second Part		T				1			Region							Industry	,				Company S	ize
Section 1,15 AVS			2023	2022	2021	2020	Capital	Central/		Mid-	Western	Eng &	Food &			·		Wholesale &				More th
the first protection of the signature of		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Second S	Help	11%				N/A			13%		11%	12%	6%		6%	11%	16%	8%	12%	11%	8%	12%
Second Companies	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%
Company Comp	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%
Company Comp	338 Turning to one final tonic how familiar are you with the term. D.F.	which st	ands for	diversi	tv eau	ity and	l inclusion	2 Are vou					l .									
Total Tota	230. Turning to one man topic, now furnitial are you with the term, 5.2.	, willen se	1103 101	l livers	, cqu	lty, and	Inclusion	i. Aic you.	Region							Industry	,				Company S	ize
Very Interfilial Substitute			2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More t
Somewhate familiar 260 N/N N/		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	100
Set for familiar 7. No. No. No. No. No. No. No. No. No. No	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%	879
Note at all familiar Similar S	Somewhat familiar	26%	N/A	N/A		N/A		25%	25%	29%	29%	34%	39%	19%	27%	25%	28%	32%	0%	30%	33%	8%
2023 2021 2024		_				-			7%										0%	8%		5%
1. 1. 1. 1. 1. 1. 1. 1.	Not at all familiar																					09
	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%	09
	39. DELis used to describe policies and programs that encourage the pa	articinatio	n and re	nresen	tation o	of differ	ent groui	s of neonle	. such as i	those of d	ifferent age	es, races.	ethniciti	es, abilities	disabilit	ies, geno	lers, relig	ions, cultures, a	nd sexual orio	entations.	Does vour c	ompany
Part		. c.c.patio		p. coc			c g. ou	o o people	, 500 05			, ,		co, az	u.5u.5	, gene	,	,, carcares, a.	ia senaai siii		oco you. c	opu
March Marc	· · ·								Region							Industry	,				Company S	ize
Total Tota			2023	2022	2021	2020	Capital	Central/		Mid-	Western	Eng &	Food &			l '		Wholesale &				More
Second S		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	-	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	10
Source S	′es	33%	N/A	N/A	N/A	N/A		25%	33%	28%	28%	28%		45%	28%	21%	34%	11%	83%	24%	39%	66
April	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
Part	Oon'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%	19
Part																						
Part 1	(40. [If offer DEI training] Is this training required or optional?																					
Total Tota									Region							Industry					Company S	ize
Required 67% N/A			2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More
Deptional 19% N/A		Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	10
241. Would you say DE jolicles and/or practices are: 1	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%	709
All Would you say DEI policies and/or practices are: 2021 2022 2022 2020 Capital Central/ Finger Mid- Western Eng & Food & Manu Retail Service Dist Nonprofit 90 Sot 0.00 1.00	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
Part of your company's mission; DEI is a priority for your company 20% N/A N	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
Company Size Si																						
Company Comp	Q41. Would you say DEI policies and/or practices are:																			1		
Positive impacts on financial performance 133 N/A N/									_					1		Industry			1		Company S	
A part of your company's mission; DEI is a priority for your company 31% N/A N/A N/A N/A N/A 18% 19% 20% 15% 15% 19% 20% 15% 19% 33% 25% 25% 32% 27% 33% 36% 39% 35% 27% 37% 18% 10% 29% 41% 2 2021 [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. 2022 [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. 2023 [2022 [2020 Capital Total Total Total Total Total Region Mohaw Lakes] 2024 [17 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. 2025 [2022 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Total Region Mohaw Lakes] 2026 [2022 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2027 [2022 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2028 [2022 [2020 Capital Central] Filinger Mid- Total Total Total Total Region Mohaw Lakes] 2029 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Total Region Mohaw Lakes] 2020 [2020 Capital Central] Filinger Mid- Total Total Total Total Total Total R									-			-							_			More
Important but not a priority for your company 31% N/A					_																	10
Ser't something your company really thinks about 49% N/A N		_				_																41
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. Region Region Region Region Robawk Industry Region Positive impacts on financial performance 33% N/A N/A N/A N/A N/A N/A N/A 79% 90% 90% 90% 17% 17% 100% 29% 100% 57% 83% 50% 74% 100% 82% 77% 93% 77% 100% 100% 17% 100% 100% 100% 100%																						33
2021 2022 2021 2020 Capital Central Finger Mid-Mohawk Lakes Hudson NY Constr Bew Financial Manu Retail Service Dist Moholesale & Nonprofit So So So So So So So S	sn't something your company really thinks about	49%	N/A	N/A	N/A	N/A	39%	56%	5/%	48%	5/%	54%	55%	39%	55%	62%	45%	79%	15%	56%	41%	27
2021 2021 2022 2021 2020 Capital Central Finger Mid- Western NY Constr Bev Financial Manu Retail Service Dist Nonprofit 50 50 50 50 50 50 50 5	042 [If DEI is mission/priority] Which if any of the following are reason	as vour co	mnany e	ngages	in DFI	nolicies	and/or r	ractices? Pl	ease chec	k ΔII that	annly		l			l						<u> </u>
2023 2022 2021 704 7	242. [II DEI 13 IIII331011/priority] willen, it dirty, of the following the reason	3 your co.	l e e	- Inguges		Policics	una, or p	ractices. 11		A ALL CIUC	ирріу.					Industry	,				Company S	ize
Total Tota		_	2023	2022	2021	2020	Capital	Central/		Mid-	Western	Eng &	Food &					Wholesale &				More
Positive impacts on financial performance 33% N/A N/A N/A N/A N/A N/A N/A Solve 20% 8% 17% 100% 29% 0% 0% 53% 0% 32% 33% 36% 3 Attracting more diverse talent 79% N/A N/A N/A N/A N/A 79% 90% 90% 73% 69% 83% 100% 86% 83% 50% 74% 100% 82% 77% 93% 78% 60% 100% 57% 83% 50% 74% 100% 75% 65% 75% 100% 100% 100% 100% 100% 100% 100% 10		Total						-						Financial	Manu	Retail	Service		Nonprofit		50 to 100	10
Attracting more diverse talent 79% N/A	Positive impacts on financial performance	_									1								· ·			319
Not																						77
N/A	Attracting more diverse talent																					69
Attracting employees overall 74% N/A				N/A	N/A	N/A	77%	00%			1			200/	470/	020/						
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? Copical Central Final Central Fin	ncreasing retention among diverse talent	68%	N/A			_				73%	69%	17%	100%	29%	1/%	83%	74%	100%	75%	65%	57%	66
Company Size	ncreasing retention among diverse talent ncreasing employee retention overall	68% 64%	N/A N/A	N/A	N/A	N/A	67%	60%	40%													
Company Size Comp	ncreasing retention among diverse talent ncreasing employee retention overall httracting employees overall	68% 64% 74%	N/A N/A N/A	N/A N/A	N/A N/A	N/A N/A	67% 74%	60% 80%	40% 70%	73%	69%	67%	100%	71%	83%	67%	79%	100%	71%	72%	71%	77
2023 2022 2021 2020 Capital Central Finger Mid- Western Eng & Food & Food & Finder Fi	ncreasing retention among diverse talent ncreasing employee retention overall httracting employees overall ncreased satisfaction among investors and/or other stakeholers	68% 64% 74% 40%	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	67% 74% 49%	60% 80% 60%	40% 70% 20%	73% 27%	69% 38%	67%	100%	71%	83%	67%	79%	100%	71%	72%	71%	77
Total Total Total Total Total Total Region Mohawk Lakes Hudson NY Constr Bev Financial Manu Retail Service Dist Nonprofit 50 50 to 100 1 (es 60% 56% 67% 59% 61% 71% 60% 62% 61% 43% 53% 60% 81% 54% 60% 56% 45% 85% 54% 71% 7 No 18% 18% 18% 13% 14% 14% 10% 17% 15% 25% 24% 19% 23% 13% 17% 17% 21% 29% 55% 22% 13% 88% 88% 88% 88% 88% 88% 88% 88% 88% 8	ncreasing retention among diverse talent ncreasing employee retention overall Attracting employees overall ncreased satisfaction among investors and/or other stakeholers	68% 64% 74% 40%	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	67% 74% 49%	60% 80% 60%	40% 70% 20%	73% 27%	69% 38%	67%	100%	71%	83% 17%	67% 17%	79% 32%	100%	71%	72% 47%	71% 21%	77 40
Vo 60% 56% 67% 59% 61% 71% 60% 62% 61% 43% 53% 60% 81% 54% 60% 56% 45% 85% 54% 71% 7 No 18% 18% 13% 14% 14% 10% 17% 15% 25% 24% 19% 23% 13% 17% 17% 29% 5% 22% 13% 18	ncreasing retention among diverse talent ncreasing employee retention overall Attracting employees overall ncreased satisfaction among investors and/or other stakeholers	68% 64% 74% 40%	N/A N/A N/A N/A Compar	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A siness i	67% 74% 49% n New Yo	60% 80% 60% rk ten years	40% 70% 20% from too Region	73% 27% lay or not?	69% 38%	67% 17%	100% 33%	71%	83% 17%	67% 17%	79% 32%	100%	71%	72% 47%	71% 21%	77 40
No 18% 18% 13% 14% 14% 10% 17% 15% 25% 24% 19% 23% 13% 17% 21% 29% 5% 22% 13% 8	Increasing retention among diverse talent Increasing employee retention overall Attracting employees overall Increased satisfaction among investors and/or other stakeholers	68% 64% 74% 40%	N/A N/A N/A N/A compar 2023	N/A N/A N/A N/A 2022	N/A N/A N/A N/A De in bu	N/A N/A N/A siness i	67% 74% 49% n New Yo	60% 80% 60% ork ten years	40% 70% 20% From too Region Finger	73% 27% day or not	69% 38% ?	67% 17% Eng &	100% 33% Food &	71% 57%	83% 17%	67% 17% Industry	79% 32%	100% 0% Wholesale &	71% 64%	72% 47% Less than	71% 21% Company S	77° 40°
		68% 64% 74% 40% think your	N/A N/A N/A N/A compar 2023 Total	N/A N/A N/A N/A y will b	N/A N/A N/A N/A e in bu 2021 Total	N/A N/A N/A siness i 2020 Total	67% 74% 49% n New Yo Capital Region	60% 80% 60% rk ten years Central/ Mohawk	40% 70% 20% s from too Region Finger Lakes	73% 27% day or not? Mid- Hudson	69% 38% ? Western NY	67% 17% Eng & Constr	100% 33% Food & Bev	71% 57% Financial	83% 17% Manu	67% 17% Industry	79% 32% Service	100% 0% Wholesale & Dist	71% 64% Nonprofit	72% 47% Less than 50	71% 21% Company S 50 to 100	More 10
On't know 22% 26% 20% 27% 25% 19% 24% 24% 15% 33% 28% 17% 6% 29% 22% 23% 26% 10% 24% 16% 1	Increasing retention among diverse talent Increasing employee retention overall Attracting employees overall Increased satisfaction among investors and/or other stakeholers Q43. Finally, just a few questions about you and your company. Do you to	68% 64% 74% 40% think your Total 60%	N/A N/A N/A N/A Compar 2023 Total 56%	N/A N/A N/A N/A vy will b 2022 Total 67%	N/A N/A N/A N/A De in bu 2021 Total 59%	N/A N/A N/A siness i 2020 Total 61%	67% 74% 49% n New Yo Capital Region 71%	60% 80% 60% rk ten years Central/ Mohawk 60%	40% 70% 20% s from too Region Finger Lakes 62%	73% 27% day or not: Mid- Hudson 61%	69% 38% 2 Western NY 43%	67% 17% Eng & Constr 53%	100% 33% Food & Bev 60%	71% 57% Financial 81%	83% 17% Manu 54%	67% 17% Industry Retail 60%	79% 32% Service 56%	100% 0% Wholesale & Dist 45%	71% 64% Nonprofit 85%	72% 47% Less than 50 54%	71% 21% Company S 50 to 100 71%	779 409 ize More 10
	Increasing retention among diverse talent Increasing employee retention overall Attracting employees overall Increased satisfaction among investors and/or other stakeholers Q43. Finally, just a few questions about you and your company. Do you and your company. Do you are the properties of the prope	68% 64% 74% 40% think your Total 60% 18%	N/A N/A N/A N/A Compar 2023 Total 56% 18%	N/A N/A N/A N/A w will b 2022 Total 67% 13%	N/A N/A N/A N/A De in bu 2021 Total 59% 14%	N/A N/A N/A Siness i 2020 Total 61% 14%	67% 74% 49% n New Yo Capital Region 71% 10%	60% 80% 60% rk ten years Central/ Mohawk 60% 17%	40% 70% 20% s from too Region Finger Lakes 62% 15%	73% 27% day or not: Mid- Hudson 61% 25%	69% 38% 38% Western NY 43% 24%	67% 17% Eng & Constr 53% 19%	100% 33% Food & Bev 60% 23%	71% 57% Financial 81% 13%	83% 17% Manu 54% 17%	67% 17% Industry Retail 60% 17%	79% 32% Service 56% 21%	100% 0% Wholesale & Dist 45% 29%	71% 64% Nonprofit 85% 5%	72% 47% Less than 50 54% 22%	71% 21% Company S 50 to 100 71% 13%	77 40 ize More 10 76

November 6, 2024 - January 26, 2025 533 Upstate New York CEOs

		2023			Region						Industry								Company Size		
					2020 Total		Central/ Mohawk	Finger	Mid-	Western	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Less than 50	50 to 100	More than 100
	Total	Total						Lakes	Hudson	NY											
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:				1							1										
					Region					Industry							1	Company Size			
		2023	2022		2020		Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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/ethni	icity?	l					<u> </u>									L			<u> </u>		<u> </u>
					Region					Industry									Company Size		
		2023	2022	2021	2020	Capital	Central/	Finger	Mid-	Western	Eng &	Food &					Wholesale &		Less than		More than
	Total	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	NY	Constr	Bev	Financial	Manu	Retail	Service	Dist	Nonprofit	50	50 to 100	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%	1%	0%	0%	1%	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%