

Q1. Is your organization Non-profit or for profit?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Non-profit	38%	100%	0%	0%	0%	0%	0%	0%	0%	0%	44%	36%	34%	31%	40%	36%	45%	38%	32%	49%		
For profit	62%	0%	100%	100%	100%	100%	100%	100%	100%	100%	56%	64%	66%	69%	60%	64%	55%	62%	68%	51%		

Q1A. [Asked if for profit] Which of the following industry categories best describes the type of business your company is engaged in?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Engineering and Construction	12%	0%	12%	100%	0%	0%	0%	0%	0%	0%	12%	11%	13%	14%	11%	17%	10%	12%	13%	4%		
National Resources & Mining	2%	0%	2%	0%	0%	0%	0%	0%	0%	0%	1%	3%	1%	0%	2%	2%	3%	2%	2%	4%		
Financial	10%	0%	10%	0%	100%	0%	0%	0%	0%	0%	6%	12%	11%	7%	12%	7%	5%	7%	18%	12%		
Manu	19%	0%	19%	0%	0%	100%	0%	0%	0%	0%	16%	20%	22%	35%	14%	30%	5%	19%	21%	31%		
Retail	7%	0%	7%	0%	0%	0%	100%	0%	0%	0%	5%	8%	6%	5%	8%	6%	5%	7%	2%	12%		
Leisure & Hospitality/Food & Beverage	7%	0%	7%	0%	0%	0%	0%	100%	0%	0%	8%	7%	8%	6%	7%	2%	18%	9%	5%	4%		
Professional & Business Services	27%	0%	27%	0%	0%	0%	0%	0%	100%	0%	35%	24%	22%	20%	29%	24%	37%	29%	20%	4%		
Wholesale, Distribution, Transportation & Utilities	7%	0%	7%	0%	0%	0%	0%	0%	0%	100%	5%	8%	7%	4%	8%	7%	5%	4%	10%	19%		
Education & Health Services	6%	0%	6%	0%	0%	0%	0%	0%	0%	0%	4%	6%	8%	6%	7%	2%	5%	5%	7%	8%		
Information & Technology	3%	0%	3%	0%	0%	0%	0%	0%	0%	0%	5%	2%	2%	2%	2%	4%	5%	3%	3%	0%		
Other	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	2%	0%	1%	1%	1%	0%	0%	1%	0%	4%		

Q2. As you think about the current business or economic conditions in your state as compared to one year ago, would you say they are considerably better, a little better, about the same, a little worse, or considerably worse?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Considerably better	9%	11%	8%	12%	4%	5%	9%	8%	8%	11%	24%	2%	0%	6%	12%	4%	6%	9%	6%	18%		
A little better	29%	30%	28%	27%	24%	26%	20%	25%	33%	22%	56%	20%	2%	25%	30%	29%	26%	27%	30%	33%		
About the same	28%	28%	28%	30%	34%	27%	31%	35%	26%	22%	17%	48%	9%	26%	29%	34%	20%	26%	32%	29%		
A little worse	25%	23%	25%	20%	31%	28%	36%	16%	22%	37%	3%	27%	53%	28%	22%	22%	30%	26%	25%	16%		
Considerably worse	10%	8%	11%	11%	6%	14%	4%	16%	11%	9%	0%	3%	35%	15%	6%	11%	19%	12%	7%	4%		

Q3. Looking forward from today through next year how would you describe your expectations for the economy in your state?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Considerably better	7%	10%	6%	9%	0%	3%	4%	12%	7%	2%	19%	1%	0%	4%	10%	2%	5%	6%	5%	16%		
A little better	29%	30%	28%	22%	27%	26%	18%	29%	32%	28%	61%	16%	1%	22%	32%	26%	26%	30%	25%	41%		
About the same	33%	34%	33%	26%	33%	34%	40%	27%	34%	26%	20%	56%	14%	35%	33%	39%	27%	31%	42%	25%		
A little worse	23%	20%	25%	28%	37%	28%	24%	16%	20%	22%	0%	26%	52%	26%	20%	27%	28%	24%	20%	14%		
Considerably worse	8%	7%	9%	15%	3%	9%	13%	16%	7%	9%	0%	1%	33%	13%	5%	6%	14%	10%	7%	4%		

Q4. Now thinking specifically about your industry, how would you describe the current business or economic conditions in your state as compared with one year ago?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Considerably better	7%	10%	5%	9%	0%	4%	4%	12%	6%	2%	20%	0%	0%	6%	9%	6%	4%	8%	2%	10%		
A little better	25%	26%	24%	31%	13%	21%	22%	25%	28%	22%	57%	11%	0%	21%	27%	25%	23%	24%	28%	31%		
About the same	32%	33%	31%	27%	36%	31%	36%	29%	34%	28%	21%	53%	11%	31%	34%	27%	25%	32%	28%	24%		
A little worse	26%	23%	28%	25%	40%	30%	27%	16%	26%	29%	2%	32%	54%	30%	24%	28%	30%	25%	32%	24%		
Considerably worse	10%	8%	11%	9%	10%	14%	11%	18%	6%	11%	0%	3%	36%	12%	7%	14%	18%	11%	10%	12%		

Q5. And looking forward from today through the next year, how would you describe your expectations for your industry here in your state?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Considerably better	8%	10%	7%	9%	1%	4%	2%	16%	7%	2%	12%	21%	1%	0%	6%	9%	5%	9%	9%	9%	6%	
A little better	26%	28%	25%	26%	15%	25%	16%	20%	31%	26%	12%	58%	13%	1%	27%	27%	26%	20%	27%	27%	29%	
About the same	36%	35%	37%	30%	39%	40%	53%	29%	39%	37%	33%	20%	62%	17%	30%	40%	35%	32%	35%	37%	33%	
A little worse	22%	20%	23%	22%	40%	25%	20%	20%	19%	24%	24%	1%	22%	54%	24%	20%	27%	26%	21%	25%	24%	
Considerably worse	8%	7%	8%	14%	4%	6%	9%	16%	4%	11%	19%	0%	2%	29%	13%	5%	7%	13%	8%	8%	8%	

Q6. Now thinking specifically about your company, what are your expectations for revenue through the end of the next year? Do you believe your revenue will...?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Grow substantially	7%	5%	7%	11%	9%	5%	4%	10%	8%	0%	5%	15%	3%	1%	5%	7%	6%	9%	7%	6%	0%	
Grow moderately	41%	40%	41%	40%	51%	35%	27%	51%	45%	37%	29%	62%	36%	17%	35%	43%	44%	39%	39%	46%	49%	
Stay about the same	33%	39%	29%	25%	21%	25%	38%	20%	35%	37%	38%	21%	42%	34%	39%	33%	27%	27%	33%	27%	31%	
Decrease moderately	17%	15%	19%	19%	19%	30%	31%	12%	12%	17%	17%	3%	18%	38%	20%	15%	22%	18%	17%	20%	18%	
Decrease substantially	3%	1%	4%	5%	0%	5%	0%	8%	1%	9%	12%	0%	1%	9%	2%	1%	7%	4%	4%	2%	2%	

Q7. Continuing to focus on your company, please think quickly about profitability. Over the next year, do you expect your profits to...?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Grow substantially	4%	3%	5%	10%	3%	4%	4%	8%	6%	0%	5%	10%	1%	0%	2%	5%	1%	8%	5%	2%	2%	
Grow moderately	34%	29%	36%	36%	40%	34%	20%	38%	42%	31%	22%	53%	28%	13%	27%	35%	41%	34%	32%	35%	35%	
Stay about the same	38%	48%	31%	30%	33%	27%	47%	14%	34%	33%	32%	31%	49%	29%	37%	40%	35%	28%	38%	37%	43%	
Decrease moderately	21%	18%	23%	18%	24%	30%	24%	34%	16%	29%	29%	6%	19%	46%	32%	17%	20%	20%	21%	24%	16%	
Decrease substantially	4%	2%	5%	6%	0%	5%	4%	6%	3%	7%	12%	0%	1%	13%	2%	3%	2%	10%	4%	2%	4%	

Q8. Businesses and the executives that direct them strive to enhance profitability in many ways. Through which of the following strategies do you plan to MOST enhance your company's profitability over the next year? Please select ONE.																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Market/demand growth	46%	48%	45%	46%	42%	37%	27%	47%	53%	36%	55%	64%	40%	29%	45%	45%	43%	50%	44%	47%	37%	
Cost reduction	18%	17%	19%	11%	20%	24%	29%	18%	15%	23%	18%	9%	19%	30%	16%	20%	19%	12%	17%	17%	25%	
Price increase	18%	15%	20%	27%	15%	24%	24%	20%	19%	25%	3%	9%	23%	23%	21%	17%	18%	17%	20%	19%	12%	
New technology	8%	7%	9%	5%	14%	10%	11%	6%	6%	11%	13%	9%	9%	6%	10%	9%	4%	9%	7%	9%	20%	
Other	10%	13%	8%	11%	9%	5%	9%	8%	7%	5%	13%	9%	9%	12%	8%	9%	16%	12%	11%	8%	6%	

Q9. Please indicate which of the following are major areas of concentration for your company now and through the next year. Please check ALL that apply.																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Expansion of existing markets	51%	50%	51%	59%	55%	56%	33%	42%	53%	62%	38%	59%	46%	47%	60%	47%	63%	46%	49%	56%	53%	
Growth in existing products	52%	52%	52%	36%	61%	62%	51%	56%	47%	60%	38%	56%	52%	46%	58%	49%	53%	55%	51%	59%	55%	
Entry into new markets	31%	29%	33%	40%	47%	35%	27%	25%	34%	19%	28%	36%	28%	28%	28%	32%	34%	31%	29%	36%	29%	
New product lines	21%	22%	21%	9%	14%	31%	27%	22%	15%	21%	31%	22%	20%	21%	19%	21%	25%	24%	21%	22%	20%	
Acquisition of new businesses	17%	12%	20%	18%	35%	17%	18%	13%	19%	21%	15%	18%	19%	13%	16%	18%	14%	14%	12%	26%	25%	
Technology innovation	32%	33%	32%	27%	42%	36%	31%	21%	25%	50%	21%	33%	34%	30%	30%	33%	38%	30%	26%	46%	61%	
Construction of new locations	9%	8%	10%	21%	5%	10%	16%	4%	4%	24%	3%	10%	9%	9%	7%	12%	10%	3%	4%	18%	22%	
Internal restructuring	21%	25%	18%	18%	21%	19%	22%	21%	15%	24%	26%	13%	24%	28%	22%	20%	18%	24%	20%	24%	31%	
Other	5%	7%	5%	8%	3%	4%	2%	10%	2%	2%	10%	3%	5%	10%	7%	5%	1%	6%	7%	3%	2%	

Q10A. Do you intend to invest over the next year in any fixed assets for your company designed to meet growing demand, reduce costs or enhance productivity?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Yes	58%	57%	59%	64%	51%	78%	68%	60%	43%	69%	51%	60%	61%	53%	56%	59%	71%	50%	51%	76%	86%
No	23%	21%	25%	17%	33%	10%	19%	26%	38%	23%	21%	21%	30%	26%	22%	16%	29%	28%	15%	6%	
Not sure	18%	22%	16%	19%	16%	13%	14%	14%	19%	8%	19%	18%	17%	18%	18%	13%	21%	21%	9%	8%	

Q10B. Do you intend to invest over the next year in any fixed assets for your company designed to respond to climate change (e.g., fuel switching, energy efficiency, renewable generation, etc.)?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Yes	19%	19%	20%	19%	11%	23%	14%	26%	16%	38%	22%	18%	18%	19%	18%	21%	22%	13%	24%	69%	
No	61%	60%	61%	59%	61%	59%	65%	52%	70%	54%	56%	63%	65%	60%	61%	69%	59%	68%	56%	25%	
Not sure	20%	21%	19%	22%	27%	18%	22%	21%	14%	8%	22%	19%	17%	20%	21%	10%	19%	20%	20%	6%	

Q11. Now thinking about the people that work for your company, over the next year, do you plan to...?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Substantially increase your workforce	4%	4%	4%	17%	2%	2%	2%	0%	3%	2%	5%	7%	3%	2%	4%	4%	6%	4%	3%	5%	6%
Moderately increase your workforce	36%	33%	38%	45%	38%	38%	23%	38%	41%	26%	45%	49%	35%	21%	33%	37%	38%	39%	34%	42%	45%
Decrease your workforce	5%	3%	7%	5%	8%	7%	5%	1%	5%	2%	13%	2%	3%	14%	8%	5%	3%	5%	5%	5%	4%
Remain about the same	54%	60%	51%	33%	53%	52%	70%	51%	52%	69%	43%	59%	63%	56%	54%	53%	52%	58%	48%	45%	

Q12. And thinking about challenges that your company faces, which of the following are you concerned with? Please check ALL that apply.																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Existing U.S. competition	20%	18%	22%	18%	32%	21%	24%	15%	26%	12%	18%	21%	19%	21%	25%	20%	17%	17%	19%	26%	18%
Governmental regulation	56%	55%	56%	64%	77%	55%	48%	45%	45%	81%	51%	50%	54%	68%	59%	54%	61%	57%	50%	67%	76%
Taxation	42%	28%	49%	60%	58%	52%	52%	55%	45%	52%	31%	32%	40%	58%	51%	36%	52%	45%	44%	40%	27%
Foreign competition	8%	5%	10%	4%	3%	23%	7%	17%	5%	12%	3%	6%	8%	11%	11%	6%	10%	9%	8%	8%	10%
Energy costs	31%	28%	32%	45%	8%	49%	43%	36%	19%	55%	13%	25%	29%	43%	39%	26%	40%	32%	32%	32%	33%
Risk management	22%	21%	23%	30%	48%	14%	26%	13%	20%	26%	15%	22%	22%	24%	23%	23%	19%	18%	19%	33%	22%
Adverse economic conditions	63%	61%	64%	65%	79%	64%	62%	64%	63%	64%	56%	52%	64%	78%	60%	62%	77%	66%	65%	67%	57%
Health care costs	51%	52%	51%	52%	47%	57%	45%	45%	49%	50%	69%	46%	54%	55%	60%	48%	60%	47%	54%	53%	39%
Global political instability	24%	19%	26%	22%	32%	39%	26%	32%	20%	29%	13%	17%	23%	34%	22%	23%	21%	30%	22%	24%	29%
Rising supplier costs	47%	41%	51%	68%	18%	73%	67%	68%	25%	74%	46%	41%	47%	57%	57%	43%	53%	47%	47%	48%	59%
Human resources	46%	48%	44%	56%	41%	45%	38%	38%	41%	43%	51%	47%	49%	39%	49%	43%	49%	48%	43%	53%	57%
Cash flow	23%	21%	24%	23%	6%	24%	33%	23%	27%	26%	36%	18%	22%	31%	22%	23%	21%	26%	27%	13%	12%
Ability to obtain suitable financing	10%	10%	10%	10%	3%	6%	14%	17%	11%	14%	13%	9%	8%	14%	9%	9%	8%	18%	10%	7%	10%
Your supply chain	29%	20%	34%	53%	2%	53%	52%	45%	11%	64%	23%	26%	30%	33%	33%	28%	34%	25%	26%	34%	53%

Q13. Now, thinking specifically about your state and the relationship between the state government and businesses like yours, overall would you say your state government is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Excellent	9%	12%	8%	9%	3%	5%	5%	6%	11%	7%	10%	16%	6%	3%	4%	13%	10%	1%	9%	8%	16%
Good	36%	38%	34%	30%	46%	32%	29%	36%	33%	45%	31%	47%	36%	18%	20%	45%	47%	15%	34%	39%	45%
Fair	29%	27%	31%	32%	34%	34%	38%	26%	27%	33%	21%	26%	36%	24%	35%	29%	25%	24%	27%	32%	24%
Poor	26%	23%	27%	29%	17%	30%	29%	32%	29%	14%	38%	10%	21%	55%	42%	13%	18%	60%	30%	21%	16%

Q14. Of the following, what would you like to see the Governor and Legislature of your state focus on? Please check ALL that apply.																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Personal Income Tax Reform	36%	29%	40%	37%	48%	43%	40%	33%	36%	50%	46%	30%	37%	42%	47%	33%	26%	37%	36%	40%	18%
Business Income Tax Reform	43%	31%	49%	55%	46%	50%	63%	53%	48%	48%	51%	34%	43%	54%	57%	37%	37%	46%	47%	38%	20%
Estate Tax Reform	15%	12%	16%	20%	14%	18%	28%	18%	11%	21%	18%	12%	15%	18%	16%	13%	12%	20%	15%	17%	4%
Sales Tax Reform	21%	16%	23%	20%	25%	17%	38%	29%	24%	24%	21%	15%	19%	31%	20%	22%	11%	22%	20%	22%	10%
Infrastructure Development	50%	58%	45%	57%	49%	39%	35%	42%	44%	67%	36%	57%	47%	44%	44%	53%	50%	48%	48%	56%	69%
Energy Infrastructure	30%	29%	30%	37%	9%	33%	25%	24%	34%	43%	15%	31%	30%	28%	35%	28%	29%	30%	31%	27%	33%
Business Development Incentives	47%	51%	45%	46%	52%	46%	48%	51%	45%	43%	36%	47%	48%	48%	48%	44%	50%	61%	50%	46%	37%
Ethics Reform	16%	18%	15%	14%	12%	10%	25%	20%	19%	7%	15%	15%	16%	17%	15%	15%	12%	25%	16%	15%	8%
Spending Cuts	28%	21%	32%	26%	29%	36%	48%	33%	29%	45%	18%	18%	25%	45%	44%	19%	29%	38%	31%	25%	14%
Workforce Development	63%	74%	57%	57%	58%	65%	48%	51%	54%	60%	62%	68%	65%	54%	59%	65%	75%	57%	64%	71%	76%
Climate Change	13%	9%	15%	13%	3%	12%	10%	24%	22%	12%	15%	18%	11%	9%	19%	10%	9%	17%	14%	8%	10%
Lawsuit Abuse Reform	6%	8%	5%	11%	6%	2%	10%	4%	4%	5%	3%	9%	6%	2%	0%	10%	4%	0%	6%	6%	16%
Other	15%	21%	12%	12%	9%	12%	8%	16%	8%	12%	21%	12%	16%	17%	13%	15%	11%	22%	16%	15%	16%

Q15. How confident are you in the ability of the government of your state to improve the business climate for businesses like yours over the next year? Are you:																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Very confident	8%	9%	7%	7%	2%	7%	8%	7%	8%	10%	13%	6%	3%	6%	10%	8%	1%	7%	9%	12%	
Somewhat confident	41%	43%	40%	36%	54%	41%	31%	39%	33%	50%	28%	55%	42%	19%	27%	50%	46%	20%	37%	45%	53%
Not very confident	34%	33%	34%	36%	31%	32%	28%	28%	41%	31%	41%	26%	39%	36%	36%	30%	36%	47%	36%	30%	27%
Not at all confident	18%	15%	19%	22%	14%	20%	33%	26%	18%	10%	15%	6%	13%	42%	32%	10%	11%	33%	20%	15%	8%

Q16. How would you rate your state's overall workforce initiatives?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Excellent	3%	2%	4%	1%	2%	4%	3%	2%	6%	0%	8%	5%	3%	0%	3%	4%	3%	1%	2%	3%	6%
Good	34%	40%	31%	25%	35%	33%	26%	30%	29%	40%	32%	47%	33%	17%	21%	42%	43%	15%	33%	34%	37%
Only fair	40%	41%	39%	46%	42%	42%	36%	30%	41%	24%	29%	38%	44%	37%	45%	37%	45%	42%	39%	46%	43%
Poor	19%	16%	20%	20%	12%	20%	26%	28%	18%	29%	24%	7%	16%	40%	26%	13%	7%	39%	22%	14%	12%
Don't know	4%	1%	6%	8%	9%	1%	10%	9%	6%	7%	8%	3%	5%	6%	6%	4%	3%	3%	4%	2%	2%

Q17. Who do you think plays the biggest role when it comes to workforce development?																					
	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Your own company	21%	16%	25%	34%	22%	38%	28%	22%	16%	17%	10%	18%	22%	27%	28%	19%	21%	20%	18%	28%	24%
Major employers	13%	11%	14%	17%	15%	9%	10%	11%	14%	24%	18%	14%	14%	10%	11%	13%	16%	15%	11%	16%	27%
State government	13%	14%	12%	12%	9%	8%	18%	15%	11%	12%	26%	12%	13%	13%	12%	13%	11%	13%	14%	11%	12%
Local community college/trade school	26%	29%	24%	17%	29%	20%	26%	24%	30%	17%	23%	28%	24%	26%	24%	28%	27%	19%	26%	25%	22%
Business groups	12%	17%	10%	8%	11%	10%	5%	13%	11%	12%	8%	15%	12%	9%	13%	12%	11%	14%	13%	9%	8%
Other	8%	8%	7%	8%	5%	9%	5%	7%	7%	12%	10%	8%	6%	9%	6%	8%	9%	7%	9%	5%	8%
Don't know	7%	7%	7%	4%	9%	5%	8%	9%	11%	7%	5%	5%	9%	7%	6%	7%	5%	12%	9%	5%	0%

Q18. And thinking about the efforts of the federal government, overall would you say the federal government is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	2%	1%	3%	4%	0%	1%	3%	4%	6%	0%	3%	6%	0%	0%	2%	3%	0%	3%	2%	3%	0%	
Good	16%	17%	16%	16%	13%	15%	8%	20%	17%	12%	18%	24%	15%	7%	18%	17%	8%	13%	16%	14%	22%	
Fair	36%	43%	33%	27%	38%	32%	27%	30%	36%	33%	36%	36%	43%	25%	41%	34%	31%	42%	37%	37%	33%	
Poor	45%	39%	49%	53%	50%	52%	62%	46%	40%	55%	44%	34%	42%	67%	38%	46%	61%	42%	46%	46%	45%	

Q19. How confident are you in the ability of the federal government to improve the business climate for businesses like yours here in your state over the next year? Are you:																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Very confident	3%	2%	3%	4%	0%	2%	3%	2%	4%	2%	5%	5%	2%	0%	3%	2%	0%	3%	2%	2%	4%	
Somewhat confident	22%	26%	19%	18%	14%	18%	11%	24%	24%	10%	29%	35%	18%	10%	24%	22%	11%	22%	23%	20%	20%	
Not very confident	39%	43%	36%	31%	44%	40%	30%	28%	38%	45%	29%	37%	45%	33%	40%	37%	41%	44%	38%	41%	45%	
Not at all confident	37%	28%	42%	47%	42%	41%	57%	46%	34%	43%	37%	24%	36%	57%	33%	38%	48%	31%	37%	37%	31%	

Q20. Turning to your impressions of the local workforce. Is there an ample supply of local workers that are appropriately trained for your employment needs?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Yes	13%	13%	14%	13%	14%	15%	8%	22%	14%	14%	16%	15%	13%	12%	15%	7%	11%	11%	13%	10%	8%	
No	81%	83%	80%	84%	78%	82%	89%	72%	77%	74%	82%	79%	82%	83%	83%	79%	91%	82%	81%	86%	92%	
Don't know	5%	4%	6%	3%	8%	3%	3%	7%	9%	12%	3%	5%	5%	5%	5%	6%	3%	7%	5%	3%	0%	

Q21. Based on the job applicants that you have seen over the last couple of years, how would you assess those job applicants on the following skills or attributes?																						
Q21A. Technical skills																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	4%	4%	3%	4%	2%	3%	3%	0%	5%	2%	8%	5%	4%	2%	3%	4%	4%	5%	4%	2%	8%	
Good	35%	42%	30%	32%	24%	23%	22%	36%	35%	29%	31%	40%	34%	27%	32%	37%	40%	26%	33%	41%	28%	
Only fair	39%	36%	41%	40%	44%	46%	43%	33%	38%	37%	42%	37%	42%	39%	36%	39%	42%	47%	38%	43%	44%	
Poor	14%	9%	17%	21%	13%	23%	24%	14%	10%	27%	17%	10%	11%	24%	19%	13%	10%	13%	15%	10%	18%	
Not applicable	8%	8%	8%	3%	18%	4%	8%	17%	12%	5%	3%	8%	9%	8%	10%	8%	4%	10%	10%	4%	2%	

Q21B. Verbal skills																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	3%	2%	0%	2%	2%	3%	0%	5%	0%	9%	2%	3%	3%	3%	3%	3%	2%	3%	2%	4%	
Good	31%	32%	30%	32%	24%	31%	16%	29%	36%	22%	40%	38%	31%	22%	33%	30%	44%	23%	30%	35%	34%	
Only fair	44%	43%	45%	44%	40%	48%	59%	55%	35%	51%	43%	43%	43%	48%	47%	43%	37%	50%	43%	49%	50%	
Poor	17%	16%	17%	21%	22%	14%	19%	14%	17%	22%	9%	11%	19%	21%	10%	20%	14%	20%	18%	13%	10%	
Not applicable	5%	6%	5%	3%	13%	5%	3%	2%	7%	5%	0%	6%	5%	5%	7%	5%	1%	5%	6%	1%	2%	

Q21C. Writing skills																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	2%	2%	2%	1%	0%	1%	0%	0%	3%	0%	3%	1%	2%	2%	3%	1%	1%	2%	2%	1%	0%	
Good	20%	20%	19%	14%	22%	12%	24%	19%	25%	17%	33%	24%	19%	14%	18%	22%	20%	15%	19%	21%	22%	
Only fair	43%	46%	41%	49%	33%	46%	32%	40%	34%	54%	36%	47%	40%	41%	43%	42%	48%	41%	41%	49%	50%	
Poor	28%	25%	29%	28%	30%	31%	35%	26%	31%	24%	19%	20%	30%	34%	23%	28%	27%	33%	29%	26%	24%	
Not applicable	8%	7%	9%	8%	14%	10%	8%	14%	7%	5%	8%	8%	8%	9%	13%	7%	4%	9%	10%	3%	4%	

Q21D. Initiative																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	3%	3%	4%	2%	3%	0%	2%	1%	2%	6%	4%	2%	2%	3%	3%	3%	3%	3%	3%	6%	
Good	21%	23%	20%	21%	23%	17%	17%	17%	22%	27%	25%	27%	21%	14%	16%	24%	21%	18%	18%	26%	34%	
Only fair	43%	44%	43%	47%	37%	41%	42%	48%	41%	29%	47%	43%	48%	36%	44%	42%	49%	46%	42%	47%	48%	
Poor	28%	23%	30%	26%	26%	36%	39%	31%	30%	39%	22%	21%	24%	43%	31%	27%	25%	29%	32%	24%	10%	
Not applicable	5%	6%	4%	1%	13%	3%	3%	2%	6%	2%	0%	5%	5%	4%	6%	5%	1%	4%	6%	1%	2%	

Q21E. Work Ethic																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	3%	3%	6%	3%	4%	0%	2%	2%	5%	3%	6%	1%	3%	3%	4%	4%	3%	2%	6%		
Good	26%	30%	24%	26%	19%	20%	17%	26%	25%	32%	17%	31%	28%	14%	23%	28%	26%	22%	24%	29%	30%	
Only fair	40%	39%	41%	46%	38%	40%	31%	38%	44%	24%	54%	41%	43%	35%	42%	39%	40%	46%	39%	46%	50%	
Poor	26%	22%	28%	18%	24%	33%	50%	31%	23%	37%	26%	16%	23%	42%	25%	26%	28%	24%	28%	22%	12%	
Not applicable	5%	6%	5%	4%	16%	3%	3%	2%	6%	2%	0%	5%	4%	6%	7%	5%	1%	4%	6%	1%	2%	

Q21F. Realistic about compensation																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	1%	0%	2%	1%	0%	3%	0%	0%	2%	0%	3%	1%	1%	1%	1%	1%	1%	1%	1%	0%	0%	
Good	22%	21%	22%	29%	25%	17%	16%	26%	21%	19%	22%	28%	23%	12%	20%	23%	21%	19%	21%	23%	26%	
Only fair	39%	40%	38%	32%	32%	43%	32%	40%	34%	50%	36%	41%	41%	31%	36%	38%	46%	43%	38%	40%	46%	
Poor	34%	33%	34%	36%	30%	35%	49%	31%	36%	26%	39%	25%	31%	50%	37%	33%	31%	31%	34%	35%	26%	
Not applicable	5%	6%	4%	1%	13%	3%	3%	2%	6%	5%	0%	5%	5%	5%	6%	5%	1%	6%	6%	1%	2%	

Q21G. Professionalism																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	2%	3%	3%	5%	2%	3%	2%	3%	0%	3%	4%	2%	2%	3%	3%	0%	4%	3%	1%	2%	
Good	29%	33%	27%	24%	25%	30%	11%	24%	33%	20%	40%	36%	30%	19%	31%	28%	35%	29%	29%	29%	38%	
Only fair	45%	42%	46%	53%	44%	39%	51%	57%	45%	41%	46%	43%	46%	45%	44%	45%	45%	46%	42%	54%	46%	
Poor	18%	17%	19%	18%	13%	27%	32%	14%	13%	34%	11%	12%	17%	29%	17%	19%	18%	18%	20%	15%	12%	
Not applicable	5%	6%	4%	3%	13%	3%	3%	2%	6%	5%	0%	5%	5%	4%	6%	5%	1%	4%	6%	1%	2%	

Q22. Please indicate with which, if any, of the following you are currently having difficulty. Please select ALL that apply.																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruiting to fill open positions	69%	69%	70%	82%	65%	75%	73%	74%	55%	71%	78%	67%	71%	70%	68%	69%	81%	68%	65%	84%	80%	
Retaining existing employees	34%	39%	32%	31%	32%	30%	30%	36%	23%	43%	50%	29%	35%	40%	36%	32%	46%	32%	27%	50%	47%	
Neither	24%	22%	26%	17%	25%	23%	22%	21%	41%	17%	17%	27%	23%	23%	28%	24%	15%	25%	29%	10%	16%	

Q23. Please indicate which, if any, types of workers you are having difficulty recruiting and/or retaining. Please check ALL that apply.

Q23A. Unskilled																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	34%	31%	36%	43%	10%	54%	50%	50%	14%	47%	31%	29%	37%	36%	36%	30%	48%	38%	30%	41%	49%	
Retain	16%	17%	16%	14%	5%	22%	32%	30%	6%	10%	17%	14%	19%	16%	15%	17%	17%	16%	11%	26%	23%	
Not applicable	60%	63%	58%	54%	90%	38%	32%	37%	81%	47%	69%	66%	56%	58%	61%	63%	45%	54%	66%	50%	46%	

Q23B. Semi-skilled																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	57%	50%	62%	73%	49%	83%	70%	67%	42%	55%	55%	50%	62%	60%	65%	54%	61%	56%	54%	65%	68%	
Retain	26%	27%	25%	24%	29%	23%	26%	33%	16%	33%	31%	21%	23%	38%	32%	22%	32%	28%	20%	33%	43%	
Not applicable	33%	38%	29%	24%	39%	11%	15%	20%	52%	27%	38%	42%	29%	26%	24%	37%	26%	31%	37%	25%	20%	

Q23C. Skilled																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	69%	65%	72%	85%	62%	78%	63%	59%	70%	69%	76%	69%	71%	65%	76%	66%	70%	70%	65%	80%	77%	
Retain	31%	34%	30%	27%	31%	30%	25%	34%	22%	38%	34%	26%	33%	37%	36%	30%	33%	29%	26%	39%	44%	
Not applicable	21%	22%	20%	11%	24%	16%	29%	31%	23%	13%	21%	24%	17%	23%	15%	22%	23%	20%	25%	11%	13%	

Q23D. Sales/Marketing																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	37%	39%	36%	27%	55%	32%	58%	27%	34%	36%	25%	41%	35%	35%	42%	35%	42%	37%	39%	36%	32%	
Retain	15%	24%	10%	12%	10%	9%	13%	3%	11%	9%	4%	16%	13%	18%	13%	14%	18%	22%	14%	18%	16%	
Not applicable	55%	47%	59%	69%	40%	63%	33%	73%	61%	58%	75%	52%	57%	56%	54%	56%	53%	53%	54%	54%	59%	

Q23E. Professional																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	58%	63%	55%	65%	67%	47%	29%	35%	72%	41%	68%	63%	56%	57%	62%	59%	57%	53%	56%	65%	63%	
Retain	27%	34%	22%	22%	27%	12%	25%	19%	31%	13%	32%	27%	25%	30%	30%	25%	28%	27%	23%	32%	30%	
Not applicable	30%	20%	35%	26%	18%	48%	58%	55%	17%	53%	29%	25%	32%	32%	29%	28%	34%	34%	32%	23%	30%	

Q24A. Please indicate if you have <i>increased wages</i> in order to recruit/retain.																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Recruit	63%	62%	63%	70%	68%	73%	56%	57%	50%	74%	74%	62%	62%	65%	66%	60%	80%	59%	56%	79%	78%	
Retain	76%	73%	77%	87%	77%	90%	79%	74%	62%	85%	82%	72%	78%	78%	79%	75%	81%	70%	74%	86%	86%	
Not applicable	11%	8%	13%	7%	15%	4%	6%	14%	25%	5%	6%	14%	10%	9%	10%	11%	7%	13%	13%	5%	4%	

Q24B. Please indicate if you have offered bonuses in order to recruit/retain.

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Recruit	33%	27%	36%	44%	39%	42%	26%	25%	24%	47%	50%	34%	30%	37%	34%	31%	40%	36%	24%	50%	58%
Retain	60%	55%	63%	74%	62%	61%	71%	35%	61%	71%	72%	57%	62%	61%	58%	61%	60%	57%	59%	61%	70%
Not applicable	32%	37%	29%	16%	31%	33%	21%	50%	34%	18%	16%	33%	32%	30%	35%	30%	34%	33%	36%	26%	18%

Q24C. Please indicate if you have designed flexible work hours in order to recruit/retain.

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Recruit	45%	48%	43%	44%	46%	36%	24%	48%	41%	53%	62%	46%	44%	44%	45%	41%	51%	56%	41%	50%	67%
Retain	65%	66%	64%	59%	62%	59%	59%	63%	75%	66%	62%	65%	67%	61%	62%	63%	72%	73%	64%	68%	73%
Not applicable	28%	25%	30%	31%	34%	38%	32%	28%	21%	29%	29%	26%	27%	32%	31%	30%	23%	19%	28%	28%	22%

Q24D. Please indicate if you have designed flexible work location in order to recruit/retain.

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Recruit	30%	38%	25%	20%	40%	13%	9%	8%	33%	29%	50%	35%	29%	24%	29%	29%	24%	38%	25%	37%	54%
Retain	44%	52%	40%	33%	55%	19%	24%	23%	62%	39%	53%	49%	45%	37%	38%	46%	35%	55%	39%	53%	63%
Not applicable	51%	41%	56%	64%	42%	79%	73%	74%	34%	58%	41%	44%	52%	57%	57%	49%	59%	40%	55%	43%	35%

Q24E. Please indicate if you have offered referral bonuses to existing employees in order to recruit/retain.

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Recruit	31%	24%	35%	45%	47%	42%	18%	25%	20%	42%	52%	28%	34%	33%	38%	28%	46%	28%	19%	59%	50%
Retain	25%	19%	28%	39%	30%	21%	30%	18%	23%	39%	42%	23%	26%	25%	26%	24%	27%	25%	18%	38%	31%
Not applicable	59%	69%	53%	36%	42%	51%	64%	68%	67%	45%	42%	61%	56%	59%	52%	62%	48%	64%	71%	33%	42%

Q25. Which of the following industry sectors do you think will have a positive impact on the economic vitality of your region in the next three to five years? Please select ALL that apply.

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Education	47%	53%	44%	40%	56%	33%	53%	38%	51%	36%	41%	54%	48%	38%	44%	53%	37%	35%	47%	52%	33%
Tourism	48%	54%	44%	46%	59%	23%	31%	75%	47%	56%	26%	51%	49%	40%	28%	52%	35%	71%	52%	44%	47%
Technology	54%	55%	54%	50%	59%	53%	44%	45%	57%	59%	50%	55%	54%	53%	59%	53%	63%	45%	53%	56%	57%
Transportation	34%	35%	33%	47%	31%	23%	25%	35%	31%	64%	24%	36%	35%	29%	20%	38%	45%	32%	30%	40%	33%
Medical	48%	54%	45%	46%	71%	31%	34%	38%	54%	38%	56%	51%	50%	43%	47%	51%	46%	39%	47%	53%	53%
Green and sustainable energy	26%	27%	25%	24%	25%	21%	16%	33%	27%	21%	35%	33%	23%	20%	31%	22%	14%	39%	25%	22%	41%
Manu	51%	52%	51%	46%	58%	77%	38%	30%	42%	59%	44%	53%	53%	47%	49%	56%	68%	24%	49%	56%	53%
Cannabis	17%	18%	17%	16%	8%	19%	13%	15%	22%	15%	24%	18%	19%	15%	29%	13%	15%	16%	20%	12%	8%
Fintech/Financial Technology	4%	6%	3%	3%	2%	1%	0%	5%	5%	3%	3%	6%	4%	2%	0%	7%	0%	0%	3%	7%	14%
Other	6%	7%	6%	6%	5%	5%	0%	10%	5%	10%	6%	4%	7%	9%	6%	5%	7%	10%	7%	6%	4%

Q26. How would you rate your local area on each of the following:

Q26A. Suitable workforce

	Organization Type			Industry								Cluster			Region				Company Size (Employees)		
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)
Excellent	2%	2%	3%	0%	3%	2%	9%	0%	2%	3%	6%	3%	2%	2%	2%	3%	1%	2%	2%	1%	6%
Good	31%	33%	31%	23%	33%	32%	15%	33%	35%	32%	29%	38%	32%	22%	34%	33%	28%	23%	28%	36%	39%
Fair	49%	53%	47%	58%	48%	50%	35%	45%	46%	53%	46%	46%	50%	55%	50%	49%	54%	47%	50%	50%	41%
Poor	17%	12%	19%	20%	16%	16%	41%	21%	17%	13%	20%	14%	16%	22%	14%	15%	17%	29%	20%	12%	14%

Q26B. Consumer confidence																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	2%	3%	3%	0%	5%	3%	2%	0%	6%	5%	2%	1%	2%	4%	3%	0%	3%	3%	3%	0%	
Good	44%	48%	42%	35%	44%	38%	35%	52%	43%	51%	43%	57%	43%	30%	39%	49%	51%	29%	42%	46%	59%	
Fair	44%	42%	46%	48%	49%	50%	53%	43%	45%	35%	40%	35%	50%	48%	50%	41%	40%	53%	45%	46%	37%	
Poor	9%	7%	10%	14%	7%	6%	9%	2%	10%	14%	11%	4%	5%	21%	9%	7%	6%	18%	10%	5%	4%	

Q26C. Transportation infrastructure																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	3%	5%	3%	4%	2%	1%	3%	0%	1%	5%	6%	4%	3%	2%	3%	3%	3%	4%	3%	3%	2%	
Good	32%	31%	33%	31%	26%	39%	32%	38%	30%	39%	32%	36%	32%	28%	31%	33%	48%	21%	29%	38%	27%	
Fair	40%	38%	42%	42%	52%	40%	29%	38%	43%	37%	44%	38%	42%	40%	42%	40%	37%	43%	40%	41%	55%	
Poor	24%	27%	22%	23%	20%	20%	35%	19%	25%	18%	18%	22%	22%	30%	23%	24%	13%	31%	28%	18%	16%	

Q26D. Airline service																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	9%	11%	8%	7%	5%	7%	9%	0%	11%	8%	14%	12%	6%	10%	9%	11%	17%	10%	6%	22%		
Good	35%	34%	36%	34%	16%	45%	50%	41%	36%	29%	29%	37%	33%	36%	47%	31%	35%	33%	35%	34%	31%	
Fair	33%	29%	36%	46%	44%	27%	29%	44%	32%	42%	34%	31%	38%	29%	28%	35%	28%	37%	33%	35%	31%	
Poor	22%	26%	20%	13%	34%	20%	12%	15%	20%	21%	23%	20%	23%	25%	16%	26%	25%	13%	22%	26%	16%	

Q26E. Ride sharing services																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	4%	5%	4%	3%	5%	2%	3%	0%	5%	0%	11%	6%	3%	3%	5%	3%	1%	8%	4%	3%	16%	
Good	25%	21%	27%	26%	11%	30%	26%	28%	34%	27%	34%	29%	23%	22%	38%	20%	20%	26%	23%	24%	25%	
Fair	37%	35%	39%	47%	38%	35%	41%	45%	39%	32%	20%	33%	39%	40%	36%	35%	44%	44%	39%	35%	31%	
Poor	34%	39%	30%	24%	46%	34%	29%	28%	23%	41%	34%	32%	35%	35%	21%	41%	34%	22%	34%	37%	27%	

Q26F. Local governmental support for business																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	6%	8%	5%	3%	0%	7%	12%	5%	4%	8%	9%	8%	6%	5%	5%	8%	4%	3%	6%	5%	10%	
Good	37%	42%	34%	35%	35%	35%	21%	31%	36%	37%	29%	46%	37%	24%	32%	44%	31%	18%	32%	46%	43%	
Fair	37%	36%	38%	31%	48%	44%	44%	38%	34%	32%	34%	36%	42%	32%	40%	36%	39%	37%	40%	33%	37%	
Poor	19%	14%	22%	31%	17%	15%	24%	26%	26%	24%	29%	10%	15%	38%	23%	12%	25%	42%	22%	15%	10%	

Q26G. As an area where businesses can succeed																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	9%	14%	6%	4%	2%	8%	9%	7%	5%	13%	6%	14%	8%	4%	6%	12%	3%	2%	9%	6%	20%	
Good	44%	44%	44%	45%	47%	35%	41%	39%	49%	47%	37%	50%	47%	29%	35%	50%	56%	22%	39%	53%	41%	
Fair	33%	32%	34%	25%	40%	42%	29%	34%	31%	32%	31%	27%	36%	37%	39%	30%	31%	38%	34%	32%	33%	
Poor	14%	11%	16%	25%	12%	15%	21%	20%	15%	8%	26%	9%	9%	30%	20%	8%	10%	38%	18%	9%	6%	

Q26H. As a place where consumers want to live																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Excellent	19%	23%	16%	15%	17%	7%	15%	36%	20%	13%	20%	27%	14%	14%	20%	16%	20%	14%	22%	20%	15%	37%
Good	43%	42%	43%	44%	43%	49%	35%	24%	44%	45%	37%	41%	47%	37%	45%	44%	48%	30%	42%	43%	31%	
Fair	27%	25%	28%	25%	22%	31%	38%	33%	25%	32%	31%	24%	28%	29%	28%	25%	34%	28%	27%	30%	20%	
Poor	12%	10%	13%	15%	18%	13%	12%	7%	12%	11%	11%	7%	11%	20%	12%	11%	4%	19%	12%	12%	12%	
Q27. Finally, just a few questions about you and your company. Do you think your company will be in business in your state ten years from today or not?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Yes	81%	86%	77%	85%	92%	75%	76%	74%	73%	84%	66%	91%	80%	66%	72%	83%	92%	77%	79%	89%	96%	
No	6%	3%	8%	6%	3%	7%	3%	12%	10%	3%	23%	2%	5%	13%	11%	5%	4%	7%	8%	4%	0%	
Don't know	13%	11%	15%	10%	5%	18%	21%	14%	17%	13%	11%	7%	14%	21%	17%	12%	4%	16%	13%	7%	4%	
Q28. If you had it all to do all over again, considering all factors, would you locate your business in your state or someplace else?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Your state	69%	81%	62%	59%	70%	49%	53%	67%	68%	62%	66%	79%	74%	48%	48%	79%	77%	57%	68%	77%	69%	
Someplace else	18%	9%	23%	27%	10%	35%	18%	26%	19%	24%	14%	10%	15%	34%	35%	10%	8%	27%	19%	13%	14%	
Don't know	13%	10%	15%	14%	20%	16%	29%	7%	13%	14%	20%	11%	12%	18%	17%	11%	14%	17%	13%	10%	18%	

Q29. Where else would you locate your business if you had it all to do all over again?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Arizona	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	
California	7%	3%	7%	0%	0%	0%	17%	10%	24%	0%	20%	13%	6%	4%	1%	9%	0%	17%	10%	0%	0%	
Colorado	3%	0%	3%	6%	0%	0%	33%	0%	4%	0%	0%	0%	2%	4%	1%	6%	0%	0%	1%	4%	0%	
Delaware	1%	0%	2%	0%	0%	0%	0%	0%	8%	0%	0%	0%	2%	1%	0%	4%	0%	0%	2%	0%	0%	
Florida	18%	24%	16%	6%	33%	11%	17%	10%	20%	13%	60%	17%	19%	18%	26%	17%	17%	0%	15%	23%	14%	
Georgia	1%	0%	1%	0%	17%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	2%	0%	0%	1%	0%	0%	
Hawaii	1%	3%	1%	0%	0%	0%	0%	0%	0%	0%	3%	2%	0%	1%	2%	0%	0%	0%	1%	0%	0%	
Idaho	2%	3%	2%	6%	0%	0%	0%	0%	0%	13%	0%	0%	0%	4%	0%	0%	0%	10%	3%	0%	0%	
Indiana	3%	0%	3%	6%	17%	0%	0%	0%	4%	13%	0%	0%	6%	1%	0%	9%	0%	0%	3%	4%	0%	
Kentucky	2%	3%	2%	0%	0%	5%	0%	0%	0%	0%	0%	7%	0%	1%	1%	2%	17%	0%	2%	0%	0%	
Massachusetts	3%	0%	3%	6%	0%	5%	0%	0%	0%	0%	0%	0%	4%	3%	4%	2%	0%	0%	3%	4%	0%	
Michigan	1%	0%	1%	6%	0%	0%	0%	0%	0%	0%	3%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	
Montana	1%	0%	2%	0%	0%	0%	0%	0%	4%	13%	0%	0%	2%	1%	0%	2%	0%	3%	1%	0%	0%	
Nevada	4%	0%	5%	6%	0%	0%	17%	10%	8%	0%	0%	10%	0%	4%	0%	0%	0%	21%	4%	4%	14%	
New Hampshire	3%	0%	4%	11%	0%	8%	0%	0%	0%	0%	3%	0%	5%	7%	0%	0%	0%	0%	5%	0%	0%	
New York	1%	0%	1%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%	0%	0%	
North Carolina	11%	10%	11%	11%	0%	18%	17%	0%	4%	0%	0%	10%	13%	9%	20%	4%	0%	0%	12%	8%	14%	
Ohio	3%	0%	4%	0%	17%	8%	0%	0%	0%	13%	0%	3%	4%	3%	4%	4%	0%	0%	3%	8%	0%	
Oklahoma	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Oregon	1%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	3%	0%	0%	0%	
Pennsylvania	3%	3%	2%	11%	0%	0%	0%	0%	0%	13%	0%	3%	2%	3%	6%	0%	0%	0%	2%	4%	0%	
South Carolina	5%	3%	6%	6%	0%	11%	0%	10%	0%	0%	3%	8%	4%	9%	4%	0%	0%	0%	5%	8%	14%	
South Dakota	2%	3%	2%	6%	0%	0%	0%	10%	0%	0%	0%	2%	3%	0%	0%	17%	7%	3%	0%	0%	0%	
Tennessee	7%	7%	7%	0%	17%	11%	0%	10%	4%	13%	0%	10%	4%	7%	3%	17%	0%	0%	6%	12%	14%	
Texas	12%	17%	11%	11%	0%	18%	0%	10%	8%	13%	0%	7%	13%	14%	9%	6%	50%	21%	11%	19%	14%	
Virginia	1%	3%	1%	0%	0%	0%	0%	0%	4%	0%	0%	0%	4%	0%	0%	4%	0%	0%	1%	4%	0%	
Washington	3%	7%	2%	0%	0%	3%	0%	10%	4%	0%	0%	3%	4%	3%	0%	2%	0%	14%	3%	0%	0%	
Wyoming	1%	0%	1%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	1%	0%	2%	0%	0%	1%	0%	0%	
Outside of the United States	2%	3%	2%	0%	0%	3%	0%	10%	0%	0%	0%	0%	2%	3%	3%	0%	0%	3%	2%	0%	14%	

Q30. Approximately how many employees do you have in all your locations in your primary state?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Small (1-99)	68%	70%	67%	68%	47%	63%	81%	80%	77%	42%	59%	69%	64%	72%	76%	63%	56%	85%	100%	0%	0%	
Medium (100-1500)	26%	22%	28%	31%	47%	30%	10%	18%	22%	42%	34%	23%	31%	23%	20%	30%	40%	9%	0%	100%	0%	
Large (1501+)	6%	8%	5%	2%	5%	8%	10%	3%	1%	15%	6%	8%	5%	5%	4%	8%	4%	6%	0%	0%	100%	

Q31. Please select your gender:																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Male	57%	47%	62%	73%	73%	68%	65%	45%	58%	68%	35%	59%	55%	56%	58%	59%	66%	41%	52%	65%	61%	
Female	43%	53%	38%	27%	27%	32%	35%	55%	42%	32%	65%	41%	45%	44%	42%	41%	34%	59%	48%	35%	39%	

Q32.How would you describe your race/ethnicity?																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
White	89%	90%	88%	87%	91%	94%	90%	77%	84%	94%	82%	88%	90%	89%	95%	91%	91%	66%	88%	93%	76%	
African-American	3%	3%	3%	0%	4%	1%	0%	8%	4%	3%	3%	4%	3%	0%	2%	4%	0%	0%	2%	2%	8%	
Hispanic	2%	3%	2%	7%	2%	0%	3%	0%	2%	0%	3%	3%	2%	1%	1%	2%	3%	4%	2%	1%	6%	
Asian	2%	1%	3%	2%	0%	2%	3%	10%	3%	0%	3%	2%	1%	4%	0%	0%	2%	13%	3%	0%	4%	
Other	4%	3%	5%	5%	4%	3%	3%	5%	7%	3%	9%	4%	4%	5%	2%	3%	5%	16%	5%	3%	6%	
Region																						
	Organization Type			Industry								Cluster			Region				Company Size (Employees)			
	Total	Non-profit	For profit	Eng and Constr	Financial	Manu	Retail	Leisure & Hosp/ Food & Bev	Prof & Bus Services	Wholesale, Dist, Trans & Utilities	Educ & Health Services	High	Middle	Low	Northeast	South	Midwest	West	Small (1-99)	Medium (100-1500)	Large (1501+)	
Northeast	22%	18%	25%	30%	18%	45%	18%	22%	18%	13%	24%	20%	21%	27%	100%	0%	0%	0%	26%	18%	14%	
South	58%	61%	57%	51%	70%	40%	67%	51%	60%	70%	64%	65%	60%	46%	0%	100%	0%	0%	51%	65%	69%	
Midwest	8%	7%	8%	11%	6%	12%	7%	2%	7%	9%	2%	5%	9%	8%	0%	0%	100%	0%	7%	13%	6%	
West	12%	14%	11%	9%	6%	3%	9%	25%	15%	9%	10%	10%	10%	18%	0%	0%	0%	100%	16%	5%	12%	