

STATE OF MANUFACTURING SURVEY

Interview Schedule

CONFIDENTIAL

Field Dates: January 2010

Project #10007

N = 400 Manufacturing Executives

Margin of Error = \pm 4.9%

* Denotes result less than 0.5%.

^ Denotes rounding. Due to rounding, some figures may be higher or lower by less than one-half of one percent.

This survey is being sponsored by ENTERPRISE MINNESOTA, to discuss business issues that are important to you and your company. **(DO NOT PAUSE)**

A. First, am I speaking with **(FILL IN NAME FROM SAMPLE)**?

100% YES

1. Generally speaking, in regards to being a competitive business location, would you say that things in Minnesota are going in the right direction, or have they pretty seriously gotten off on the wrong track?

12/08 01/10

30% 33% RIGHT DIRECTION

55% 54% WRONG TRACK

14% 12% DON'T KNOW/UNSURE **(DO NOT READ)**

1% 1% REFUSED **(DO NOT READ)**

2. Thinking about the upcoming year... In 2010, do you anticipate (**ROTATE TOP TO BOTTOM, BOTTOM TO TOP**)

<u>12/08</u>	<u>01/10</u>	
8%	26%	ECONOMIC EXPANSION
34%	53%	A FLAT ECONOMY
		...or...
56%	19%	A RECESSION
2%	2%	DON'T KNOW/UNSURE (DO NOT READ)
–	–	REFUSED (DO NOT READ)

3. From a financial perspective, how do you feel right now about the future for your firm... (**ROTATE TOP TO BOTTOM, BOTTOM TO TOP**)

<u>12/08</u>	<u>01/10</u>	
28%	30%	VERY CONFIDENT
51%	49%	SOMEWHAT CONFIDENT
15%	16%	NOT VERY CONFIDENT
		...or...
5%	5%	NOT AT ALL CONFIDENT
*	1%	DON'T KNOW/UNSURE (DO NOT READ)
–	–	REFUSED (DO NOT READ)
79%	78%^	TOTAL CONFIDENT
21%^	21%	TOTAL NOT CONFIDENT

Looking ahead for a moment...

4. As you look to 2010, do you project your firm's gross revenues to... **(ROTATE)** increase or decrease compared to 2009, or will they probably stay the same?

(IF INCREASE/DECREASE:) Do you expect your gross revenues to (increase/decrease) by more than 10% or less than 10%?

12/08 01/10

11%	29%	INCREASE BY MORE THAN 10%
12%	15%	INCREASE BY LESS THAN 10%
10%	5%	DECREASE BY LESS THAN 10%
22%	10%	DECREASE BY MORE THAN 10%

44% 40% STAY THE SAME

1% 1% TOO SOON TO SAY/DON'T KNOW **(DO NOT READ)**
* * REFUSED **(DO NOT READ)**

23% 44% TOTAL INCREASE
32% 15% TOTAL DECREASE

5. And, as you look to 2010, do you project your firm's profitability to (**ROTATE**) increase or decrease compared to 2009, or will it probably stay the same?

(IF INCREASE/DECREASE:) Do you expect your profitability to (increase/decrease) by more than 10% or less than 10%?

12/08 01/10

9%	21%	INCREASE BY MORE THAN 10%
8%	15%	INCREASE BY LESS THAN 10%
13%	8%	DECREASE BY LESS THAN 10%
21%	10%	DECREASE BY MORE THAN 10%

48% 45% STAY THE SAME

1% 1% TOO SOON TO SAY/DON'T KNOW (**DO NOT READ**)
- * REFUSED (**DO NOT READ**)

17% 36% TOTAL INCREASE
34% 17%^ TOTAL DECREASE

6. And, as you look to 2010, do you project your firm's capital expenditures to **(ROTATE)** increase or decrease compared to 2009, or will they probably stay the same?

(IF INCREASE/DECREASE:) Do you expect your capital expenditures to (increase/decrease) by more than 10% or less than 10%?

12/08 01/10

9%	16%	INCREASE BY MORE THAN 10%
10%	8%	INCREASE BY LESS THAN 10%
12%	9%	DECREASE BY LESS THAN 10%
25%	15%	DECREASE BY MORE THAN 10%

43% 51% STAY THE SAME

2% 1% TOO SOON TO SAY/DON'T KNOW (**DO NOT READ**)
* – REFUSED (**DO NOT READ**)

19% 24% TOTAL INCREASE
37% 24% TOTAL DECREASE

Now, I would like to read you a list of factors that some companies are concerned about. For each one, please rate how concerned your firm is about that particular factor using a scale from 1 to 10, where one means that your firm is NOT AT ALL CONCERNED about it and where ten means your firm is VERY CONCERNED about it. You can choose any number between one and ten depending on how strongly you feel about it.

The (FIRST/NEXT) one is...(RANDOMIZE)

	<u>10</u>	<u>8-10</u>	<u>5-7</u>	<u>1-4</u>	<u>Mean</u>
7. Increased competition from foreign sources					
01/10	12%	27%	24%	48%	4.8
12/08	8%	18%	27%	54%	4.2
8. Government policies and regulations					
	38%	57%	25%	16%	7.3
9. The financial stability of vendors					
01/10	5%	20%	40%	39%	5.1
12/08	4%	17%	52%	30%	5.2
10. The financial stability of key customers					
01/10	11%	29%	45%	26%	5.9
12/08	16%	41%	41%	17%	6.7
11. The costs of health care coverage					
01/10	42%	68%	17%	13%	7.8
12/08	36%	64%	21%	13%	7.7
12. Pricing pressures from competitors					
01/10	13%	32%	39%	28%	5.9
12/08	10%	29%	43%	27%	5.8
13. The cost of goods					
01/10	10%	32%	45%	23%	6.1
12/08	11%	38%	44%	18%	6.4

– continued –

	<u>10</u>	<u>8-10</u>	<u>5-7</u>	<u>1-4</u>	<u>Mean</u>
14. Federal, state and local taxes					
01/10	35%	64%	21%	14%	7.6
12/08	29%	55%	29%	15%	7.2
15. Costs of employee salaries and benefits, not including health insurance					
01/10	6%	16%	46%	34%	5.0
12/08	7%	18%	49%	32%	5.3
<i>SPLIT SAMPLED, N=199</i>					
16. The ability to attract and retain qualified workers					
01/10	8%	19%	27%	51%	4.4
12/08	8%	22%	31%	45%	4.8
<i>SPLIT SAMPLED, N=201</i>					
17. Lack of qualified workers					
01/10	6%	14%	28%	56%	4.0
12/08	8%	17%	26%	55%	4.4
18. The availability of capital					
01/10	14%	32%	35%	31%	5.7
12/08	13%	23%	38%	37%	5.2

Summary of Concerns - Ranked By % 10

<i>Concerns</i>	<i>% 10</i>	<i>% 8-10</i>	<i>Mean</i>
The costs of health care coverage	42%	68%	7.8
Government policies and regulations	38%	57%	7.3
Federal, state and local taxes	35%	64%	7.6
The availability of capital	14%	32%	5.7
Pricing pressures from competitors	13%	32%	5.9
Increased competition from foreign sources	12%	27%	4.8
The financial stability of key customers	11%	29%	5.9
The cost of goods	10%	32%	6.1
The ability to attract and retain qualified workers	8%	19%	4.4
Costs of employee salaries and benefits, not including health insurance	6%	16%	5.0
Lack of qualified workers	6%	14%	4.0
The financial stability of vendors	5%	20%	5.1

On another topic...

19. Over 2009 has your firm experienced a constriction of credit, either directly or indirectly through your clients?

12/08 01/10

13% 37% YES

83% 60% NO

3% 2% DON'T KNOW (**DO NOT READ**)

* 1% REFUSED (**DO NOT READ**)

AMONG THOSE WHO SAID YES ON Q19, N=149

20. How much of an impact has the credit crunch had on your business? Has it had...
(ROTATE TOP TO BOTTOM, BOTTOM TO TOP)

<u>Total</u>		<u>Skip</u>		
<u>12/08</u>	<u>01/10</u>	<u>12/08</u>	<u>01/10</u>	
5%	20%	38%	53%	A Significant Impact
4%	9%	32%	24%	A Modest Impact
4%	7%	26%	20%	Only A Minor Impact
				...or...
1%	1%	4%	3%	No Impact At All
–	–	–	–	DON'T KNOW (DO NOT READ)
–	–	–	–	REFUSED (DO NOT READ)
9%	29%	70%	78%^	TOTAL SIGNIFICANT/MODEST
4%^	8%	30%	22%^	TOTAL MINOR/NO IMPACT

AMONG THOSE WHO SAID YES ON Q19, N=149

21. And, how has your firm dealt with the constriction of credit? Has it... (RANDOMIZE. ACCEPT MULTIPLE RESPONSES)

<u>Total</u>		<u>Skip</u>		
<u>12/08</u>	<u>01/10</u>	<u>12/08</u>	<u>01/10</u>	
8%	26%	63%	69%	Funded through personal resources or internal cash flow
7%	20%	55%	54%	Eliminated or reduced expansion plans
5%	16%	36%	44%	Explored alternative financing options
				...or...
3%	7%	19%	19%	Eliminated or reduced product offerings
1%	1%	10%	2%	OTHER (SPECIFY: _____) (DO NOT READ)
–	1%	–	3%	DON'T KNOW (DO NOT READ)
–	1%	–	3%	REFUSED (DO NOT READ)

Next, thinking about how your firm stacks up with the competition...

22. Which of the following characteristics does your firm have an advantage over your competitors? **(RANDOMIZE AND ACCEPT MULTIPLE RESPONSES)**

12/08 01/10

59% 53% Length of service

47% 53% Innovation

57% 52% Stability

28% 36% Marketplace

25% 29% Financial

2% 2% NONE OF THESE **(DO NOT READ)**

1% 1% DON'T KNOW/NOT SURE **(DO NOT READ)**

– – REFUSED **(DO NOT READ)**

23. And, which ONE of the following factors would you say limits your firm's competitiveness the most? Is it... **(RANDOMIZE)**

12/08 01/10

24% 23% Taxes

19% 18% Global competitiveness

12% 14% Regulations

13% 9% Availability of qualified workers

9% 9% Workforce capabilities

7% 7% Internal leadership

15% 18% NONE OF THESE **(DO NOT READ)**

1% 2% DON'T KNOW/NOT SURE **(DO NOT READ)**

– * REFUSED **(DO NOT READ)**

24. What would you say is the primary reason your firm retains employees?
(RANDOMIZE)

<u>12/08</u>	<u>01/10</u>	
35%	28%	Stability
19%	22%	Pride in work
20%	18%	Pride in company
15%	18%	Wages and pay
6%	3%	Benefits
4%	4%	DON'T KNOW (DO NOT READ)
1%	7%	REFUSED (DO NOT READ)

25. Generally speaking, would you say that as a percentage of payroll will your company invest MORE in employee development or LESS next year compared to 2009, or will it say about the same?

<u>12/08</u>	<u>01/10</u>	
16%	19%	WILL INVEST MORE
13%	10%	WILL INVEST LESS
69%	67%	STAY THE SAME
1%	1%	DON'T KNOW (DO NOT READ)
*	3%	REFUSED (DO NOT READ)

Thinking some more about retaining employees...I am going to read you a list different factors that some say are important in retaining employees at their firm. After I read each one, please tell me how important that particular factor is to your firm in retaining employees, using a one to ten scale where one means that factor is NOT IMPORTANT AT ALL and where ten means that factor is VERY IMPORTANT. You can choose any number between one and ten depending on how strongly you feel about it.

The (FIRST/NEXT) one is...(RANDOMIZE)

	<u>10</u>	<u>8-10</u>	<u>5-7</u>	<u>1-4</u>	<u>Mean</u>
26. Salary and wage expectations					
01/10	10%	33%	48%	13%	6.4
12/08	9%	38%	50%	11%	6.6
27. Affordable health care					
01/10	17%	40%	30%	23%	6.2
12/08	17%	39%	36%	20%	6.4
28. Competitive benefits package					
01/10	6%	28%	41%	24%	5.6
12/08	8%	31%	46%	20%	6.0
29. Formalized career development path					
01/10	1%	8%	39%	46%	4.0
12/08	2%	9%	44%	43%	4.4
SPLIT SAMPLED, N=199					
30. Flexible work schedules					
01/10	7%	33%	35%	26%	5.8
12/08	18%	39%	40%	20%	6.4
SPLIT SAMPLED, N=201					
31. Convenient hours and shifts					
01/10	8%	34%	40%	21%	5.9
12/08	18%	46%	39%	13%	6.8

Summary of Employee Retention Factors- Ranked By % 10

<i>Employee Retention Factors</i>	<i>% 10</i>	<i>% 8-10</i>	<i>Mean</i>
Affordable health care	17%	40%	6.2
Salary and wage expectations	10%	33%	6.4
Convenient hours and shifts	8%	34%	5.9
Flexible work schedules	7%	33%	5.8
Competitive benefits package	6%	28%	5.6
Formalized career development path	1%	8%	4.0

Changing the focus somewhat to attracting and recruiting new employees to their firm...I am going to read a series of factors and, after I read each one, please tell me how important that particular factor is to your firm in attracting workers, using a one to ten scale where one means that factor is NOT IMPORTANT AT ALL and where ten means that factor is VERY IMPORTANT. You can choose any number between one and ten depending on how strongly you feel about it.

The (FIRST/NEXT) one is...(RANDOMIZE)

	<u>10</u>	<u>8-10</u>	<u>5-7</u>	<u>1-4</u>	<u>Mean</u>
32. Salary and wage expectations					
01/10	12%	38%	42%	14%	6.5
12/08	9%	43%	45%	10%	6.8
33. Affordable health care					
01/10	17%	39%	30%	23%	6.4
12/08	14%	39%	36%	21%	6.3
34. Competitive benefits package					
01/10	9%	32%	38%	23%	5.9
12/08	9%	35%	42%	19%	6.2
35. Formalized career development path					
01/10	2%	9%	40%	43%	4.3
12/08	2%	9%	46%	41%	4.5
SPLIT SAMPLED, N=199					
36. Flexible work schedules					
01/10	7%	30%	38%	26%	5.7
12/08	12%	32%	44%	22%	6.1
SPLIT SAMPLED, N=201					
37. Convenient hours and shifts					
01/10	7%	27%	39%	28%	5.6
12/08	10%	31%	51%	16%	6.2

Summary of Employee Recruitment Factors- Ranked By % 10

<i>Employee Recruitment Factors</i>	<i>% 10</i>	<i>% 8-10</i>	<i>Mean</i>
Affordable health care	17%	39%	6.4
Salary and wage expectations	12%	38%	6.5
Competitive benefits package	9%	32%	5.9
Flexible work schedules	7%	30%	5.7
Convenient hours and shifts	7%	27%	5.6
Formalized career development path	2%	9%	4.3

Now, looking specifically at your current employees...

38. What percentage of the positions in your firm require education or technical training beyond a high school diploma, but not necessarily a four-year college degree?

12/08 01/10

30%	23%	10% OR LESS
11%	10%	BETWEEN 11% TO 25%
16%	16%	BETWEEN 26% TO 50%
13%	11%	BETWEEN 51% TO 75%
29%	36%	76% OR MORE
1%	1%	DON'T KNOW (DO NOT READ)
*	2%	REFUSED (DO NOT READ)
57%	49%	50% OR LESS
42%	48%^	MORE THAN 50%

-
39. And, do you expect this percentage to (**ROTATE**) increase or decrease during the next five years, or will it stay about the same?

12/08 01/10

21%	18%	INCREASE
3%	3%	DECREASE
76%	76%	STAY ABOUT THE SAME
*	1%	DON'T KNOW (DO NOT READ)
1%	2%	REFUSED (DO NOT READ)

40. What percentage of the positions in your company require a four-year college degree or more?

12/08 01/10

73%	70%	10% OR LESS
13%	10%	BETWEEN 11% TO 25%
7%	9%	BETWEEN 26% TO 50%
1%	2%	BETWEEN 51% TO 75%
5%	6%	76% OR MORE

* * DON'T KNOW (**DO NOT READ**)

1% 1% REFUSED (**DO NOT READ**)

92%^ 90%^ 50% OR LESS

7%^ 8% MORE THAN 50%

-
41. And, do you expect this percentage to (**ROTATE**) increase or decrease during the next five years, or will it stay about the same?

12/08 01/10

15%	16%	INCREASE
1%	3%	DECREASE
83%	78%	STAY ABOUT THE SAME

1% 1% DON'T KNOW (**DO NOT READ**)

* 2% REFUSED (**DO NOT READ**)

42. On average, over the last two years, have your firm's wages... **(ROTATE)**
increased, decreased ...or stayed about the same?

(IF INCREASE/DECREASE, ASK:) And, has it (increased/decreased) considerably or just a little?

12/08 01/10

21% 13% INCREASED CONSIDERABLY

46% 35% INCREASED A LITTLE

2% 6% DECREASED A LITTLE

3% 7% DECREASED CONSIDERABLY

27% 38% STAYED THE SAME

1% 1% DON'T KNOW **(DO NOT READ)**

1% 1% REFUSED **(DO NOT READ)**

66%^ 48% TOTAL INCREASED

6%^ 13% TOTAL DECREASED

-
43. Do you expect the average wages to **(ROTATE)** increase or decrease during the next two years, or will they stay about the same?

12/08 01/10

41% 45% INCREASE

7% 4% DECREASE

51% 49% STAY ABOUT THE SAME

1% 1% DON'T KNOW **(DO NOT READ)**

1% 1% REFUSED **(DO NOT READ)**

44. What percentage of your workforce do you expect to lose to retirement over the next two years?

<u>12/08</u>	<u>01/10</u>	
63%	69%	0%
16%	14%	1% - 5%
10%	8%	6% - 10%
8%	5%	11%+
2%	2%	DON'T KNOW
1%	2%	REFUSED
4.6%	3.5%	MEAN

45. Do you anticipate trying to retain these retirees through creative or non-traditional employment agreements?

<u>12/08</u>	<u>01/10</u>	
28%	24%	YES
60%	57%	NO
7%	9%	DON'T KNOW (DO NOT READ)
4%	9%	REFUSED (DO NOT READ)

46. Do you have succession planning for these vacant positions?

<u>12/08</u>	<u>01/10</u>	
31%	28%	YES
62%	62%	NO
5%	4%	DON'T KNOW (DO NOT READ)
3%	5%	REFUSED (DO NOT READ)

47. How difficult is it to attract qualified candidates for your firm's vacancies? Would you say it is... (**ROTATE TOP TO BOTTOM/BOTTOM TO TOP**)

12/08 01/10

18%	14%	VERY DIFFICULT
36%	26%	SOMEWHAT DIFFICULT
22%	24%	NOT TOO DIFFICULT
21%	31%	NOT DIFFICULT AT ALL
1%	1%	DON'T KNOW (DO NOT READ)
1%	4%	REFUSED (DO NOT READ)

55%^ 40% TOTAL DIFFICULT
43% 55% TOTAL NOT DIFFICULT

Next, let's talk for a moment about health care...

48. What types of health care plans, if any, does your firm currently offer your employees?
(**READ LIST – ACCEPT MULTIPLE RESPONSES.**)

12/08 01/10

23%	20%	HDHP with HSA, or a High-Deductible Health Plan with Health Savings Account
21%	16%	HMO, or Health Maintenance Organization
20%	15%	PPO, or Preferred Provider Organization
3%	1%	POS, or Point of Service
1%	1%	Indemnity Plan
2%	7%	OTHER (SPECIFY: _____) (DO NOT READ)
27%	41%	DO NOT OFFER HEALTH CARE PLANS (DO NOT READ)
9%	6%	DON'T KNOW (DO NOT READ)
1%	1%	REFUSED (DO NOT READ)
63%	52%	TOTAL YES

AMONG THOSE WHO OFFER HEALTH CARE PLANS, N=206

49. Generally speaking, what percentage of your firm's employees compensation costs are related to health care benefits? What is your best estimate?

12/08 01/10

10%	8%	5% OR LESS
19%	19%	6% - 10%
16%	19%	11% - 15%
15%	13%	16% - 20%
7%	8%	21% - 25%
15%	14%	26%+
17%	18%	DON'T KNOW
1%	1%	REFUSED

20.4% 19.5% MEAN

50. Are you promoting more consumerism to your employees in regard to their health care?

12/08 01/10

33% 33% YES

52% 50% NO

13% 11% DON'T KNOW (**DO NOT READ**)

2% 6% REFUSED (**DO NOT READ**)

51. Are you taking a more active role in the health of your employees by offering wellness programs or other initiatives?

12/08 01/10

33% 25% YES

65% 69% NO

1% 1% DON'T KNOW (**DO NOT READ**)

1% 4% REFUSED (**DO NOT READ**)

Looking at another issue...

52. Overall, how important of a role should the manufacturing industry play in protecting the environment?

29% EXTREMELY IMPORTANT
35% VERY IMPORTANT
31% SOMEWHAT IMPORTANT
4% NOT IMPORTANT AT ALL

* DON'T KNOW (**DO NOT READ**)
- REFUSED (**DO NOT READ**)

64% TOTAL IMPORTANT
35% TOTAL NOT IMPORTANT

53. Generally speaking, how important are using environmentally friendly business practices - so-called green practices - to you and your business?

19% EXTREMELY IMPORTANT
31% VERY IMPORTANT
40% SOMEWHAT IMPORTANT
9% NOT IMPORTANT AT ALL

* DON'T KNOW (**DO NOT READ**)
* REFUSED (**DO NOT READ**)

50% TOTAL IMPORTANT
49% TOTAL NOT IMPORTANT

54. And, how important are green business practices to YOUR CUSTOMERS?

8% EXTREMELY IMPORTANT
18% VERY IMPORTANT
45% SOMEWHAT IMPORTANT
25% NOT IMPORTANT AT ALL

3% DON'T KNOW (**DO NOT READ**)
* REFUSED (**DO NOT READ**)

26% TOTAL IMPORTANT
70% TOTAL NOT IMPORTANT

55. And, how important are green business practices to YOUR EMPLOYEES?

6% EXTREMELY IMPORTANT
18% VERY IMPORTANT
52% SOMEWHAT IMPORTANT
19% NOT IMPORTANT AT ALL

2% DON'T KNOW (**DO NOT READ**)
3% REFUSED (**DO NOT READ**)

24% TOTAL IMPORTANT
71% TOTAL NOT IMPORTANT

56. Overall, which is the SINGLE MOST IMPORTANT reason why it is important to you and your business to use green practices? Is it because it's important... **(ROTATE)**

54% For your business to do it's part to protect the environment

18% For cutting costs and improving efficiencies

11% For your customers

3% For government incentives

2% For your employees

* OTHER (SPECIFY: _____) **(DO NOT READ)**

6% NONE OF THESE **(DO NOT READ)**

4% ALL OF THESE **(DO NOT READ)**

* DON'T KNOW **(DO NOT READ)**

* REFUSED **(DO NOT READ)**

Moving on...

57. How much of your product do you ship domestically outside of Minnesota?

12/08 01/10

19%	18%	NONE
25%	22%	10% OR LESS
11%	12%	BETWEEN 11% TO 25%
11%	11%	BETWEEN 26% TO 50%
33%	35%	51% OR MORE
*	2%	DON'T KNOW/NOT/SURE (DO NOT READ)
*	*	REFUSED (DO NOT READ)

56%^ 52% 25% OR LESS
44% 46% MORE THAN 25%

58. How much of your product do you ship internationally?

12/08 01/10

58%	58%	NONE
31%	29%	10% OR LESS
5%	7%	BETWEEN 11% TO 25%
4%	4%	BETWEEN 26% TO 50%
1%	1%	51% OR MORE
*	*	DON'T KNOW/NOT/SURE (DO NOT READ)
-	*	REFUSED (DO NOT READ)

94% 94% 25% OR LESS
6%^ 5% MORE THAN 25%

**AMONG THOSE WHO KNEW HOW MUCH THEIR COMPANY SHIPPED
INTERNATIONALLY, N=397**

59. In 2010, do you expect the amount that you ship internationally to (**ROTATE**) increase, decrease ...or stay the same?

(IF INCREASE/DECREASE, ASK:) And do you think it will (increase/decrease) considerably or just (increase/decrease) a little?

12/08 01/10

4%	6%	INCREASE CONSIDERABLY
12%	11%	INCREASE A LITTLE
80%	78%	STAY THE SAME
2%	1%	DECREASE A LITTLE
1%	2%	DECREASE CONSIDERABLY
1%	1%	DON'T KNOW (DO NOT READ)
–	1%	REFUSED (DO NOT READ)
16%	17%	TOTAL INCREASE
3%	3%	TOTAL DECREASE

60. And, has your firm ever received any services or financial assistance from Enterprise Minnesota?

12/08 01/10

4% 5% YES

94% 93% NO

2% 1% DON'T KNOW (**DO NOT READ**)

– – REFUSED (**DO NOT READ**)

61. Has your firm ever received any services or financial assistance from the Department of Employment and Economic Development, or DEED?

12/08 01/10

7% 10% YES

89% 88% NO

3% 3% DON'T KNOW (**DO NOT READ**)

– – REFUSED (**DO NOT READ**)

Finally topic – turning our attention to a couple national issues...

62. On the issue of health care...From what you have heard about the health care reform bill being considered by the United States Congress, do you think this plan is a good idea or a bad idea? If you do not have an opinion either way, please just say so.

19% GOOD IDEA

60% BAD IDEA

19% NO OPINION

2% DON'T KNOW/DEPENDS (**DO NOT READ**)

* REFUSED (**DO NOT READ**)

63. From what you have heard about the health care reform bill being considered in Congress, do you believe that your firm's health care costs will increase, decrease, or stay about the same as now?

61% INCREASE

4% DECREASE

27% STAY ABOUT THE SAME

7% DON'T KNOW/DEPENDS (**DO NOT READ**)

1% REFUSED (**DO NOT READ**)

Now, I have just a few more questions for statistical purposes only...

64. How many people does your company employ in all its facilities in Minnesota? (**READ LIST IN ORDER**)

<u>12/08</u>	<u>01/10</u>	
86%	89%	UNDER 50
7%	7%	51 TO 150
2%	2%	151 TO 250
4%	2%	MORE THAN 250
1%	–	DON'T KNOW/NOT SURE
*	–	REFUSED (DO NOT READ)

65. What are your annual business revenues? Just stop me when I get to the category that includes your companies total annual revenues. (**READ LIST IN ORDER**)

<u>12/08</u>	<u>01/10</u>	
47%	56%	UNDER \$1 MILLION
31%	23%	MORE THAN \$1 MILLION TO \$5 MILLION
6%	6%	MORE THAN \$5 MILLION TO \$10 MILLION
5%	5%	MORE THAN \$10 MILLION TO \$20 MILLION
7%	6%	MORE THAN \$20 MILLION
5%	5%	DON'T KNOW/NOT SURE/REFUSED (DO NOT READ)
47%	56%	UNDER \$1 MILLION
49%	39%^	OVER \$1 MILLION

66. Which one of the following best describes your company's primary business? Is it...
(READ LIST)

<u>12/08</u>	<u>01/10</u>	
37%	29%	PRECISION MANUFACTURING
13%	16%	METAL FABRICATION
12%	15%	AN ORIGINAL EQUIPMENT MANUFACTURER, OEM
16%	14%	PROCESS MANUFACTURING
11%	11%	SERVICE/RETAIL PRODUCTS (<i>coded from "other" responses</i>)
4%	5%	PLASTICS
4%	3%	ELECTRONICS COMPONENTS
3%	2%	INFORMATION TECHNOLOGY, IT
–	2%	FARMING/AGRICULTURE PRODUCTS (<i>coded from "other" responses</i>)
		... or...
–	1%	SOMETHING ELSE (SPECIFY: _____)
1%	–	DON'T KNOW (DO NOT READ)
*	1%	REFUSED (DO NOT READ)

67. How many years has your firm been in operation?

<u>12/08</u>	<u>01/10</u>	
–	*	Less than 1 year
3%	5%	1 - 3 years
3%	8%	4 - 6 years
10%	13%	7 - 10 years
13%	13%	11 - 15 years
71%	60%	16 years or more
–	–	DON'T KNOW (DO NOT READ)
*	–	REFUSED (DO NOT READ)

68. And, in what year were you born?

<u>12/08</u>	<u>01/10</u>	
*	—	18 - 24
5%	3%	25 - 34
13%	15%	35 - 44
37%	37%	45 - 54
28%	29%	55 - 64
14%	15%	65 AND ABOVE
2%	2%	REFUSED

69. GENDER (BY OBSERVATION)

<u>12/08</u>	<u>01/10</u>	
76%	83%	MALE
24%	17%	FEMALE

C. What is your job title? (**RECORD ONE RESPONSE**)

<u>12/08</u>	<u>01/10</u>	
38%	50%	Owner
19%	21%	President
16%	9%	Manager
7%	6%	Vice President
5%	5%	Chief Executive Officer
1%	2%	Partner
2%	1%	Chief Financial Officer
2%	1%	Chief Operating Officer
3%	*	Division President
1%	*	Managing Partner
1%	*	President of Operations
–	*	Chief Credit Officer
–	*	Executive Vice President
–	*	Founder
1%	–	Chairman
1%	–	Chief Administrator
1%	–	Executive Officer
1%	–	Managing Officer
*	–	Division Vice President
1%	3%	OTHER (SPECIFY: _____)
–	–	DON'T KNOW/REFUSED (THANK AND TERMINATE)
