



2023 STATE OF MANUFACTURING FALL SURVEY

Field Dates: August 16-September 14, 2023
 Sample Size: N=400 Manufacturing Executives

Question 1

From a financial perspective, how do you feel right now about the future for your company?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
40%	44%	57%	51%	50%	49%	43%	45%	50%	46%	VERY CONFIDENT
48%	47%	37%	41%	43%	40%	42%	42%	34%	40%	SOMEWHAT CONFIDENT
7%	5%	5%	5%	5%	7%	10%	9%	11%	11%	NOT VERY CONFIDENT
3%	4%	1%	1%	1%	3%	3%	3%	4%	1%	NOT AT ALL CONFIDENT
1%	1%	--	1%	1%	1%	1%	*	*	2%	DON'T KNOW/UNSURE
--	--	--	--	1%	*	*	1%	1%	*	REFUSED
89%	90%	94%	93%	93%	89%	85%	87%	85%	86%	TOTAL CONFIDENT
11%	9%	6%	6%	5%	10%	14%	12%	14%	12%	TOTAL NOT CONFIDENT

Question 3

Thinking about the business climate in Minnesota compared to say five years ago, would you say the business climate has gotten better, gotten worse or stayed about the same?

<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
41%	54%	45%	48%	27%	20%	16%	14%	GOTTEN BETTER
18%	14%	15%	19%	35%	46%	46%	50%	GOTTEN WORSE
39%	32%	37%	30%	35%	32%	37%	34%	STAYED ABOUT THE SAME
3%	1%	2%	3%	2%	2%	1%	2%	DON'T KNOW
--	--	--	*	1%	*	*	--	REFUSED

Question 2

And, even though we only have a few months left in 2023, as you think about this year, 2023, as a whole, do you think this year will be one of economic expansion, a flat economy, or a recession?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
42%	32%	58%	64%	49%	27%	20%	35%	19%	16%	ECONOMIC EXPANSION
42%	48%	32%	28%	39%	39%	40%	44%	35%	45%	A FLAT ECONOMY
13%	15%	4%	4%	5%	24%	36%	18%	43%	33%	A RECESSION
3%	4%	5%	4%	6%	8%	4%	3%	3%	5%	DON'T KNOW/UNSURE
--	*	--	--	1%	1%	*	*	--	*	REFUSED



Question 2A

And, what about next year? If you had to make a projection about the year 2024, do you think 2024 as a whole will be a time of economic expansion, a flat economy, or a recession?

<u>8/22</u>	<u>8/23</u>	
19%	22%	ECONOMIC EXPANSION
34%	36%	A FLAT ECONOMY
43%	37%	A RECESSION
4%	4%	DON'T KNOW/UNSURE

Question 2B

How confident are you that your company could withstand an economic downturn in the next year?

<u>8/22</u>	<u>8/23</u>	
43%	38%	VERY CONFIDENT
45%	48%	SOMEWHAT CONFIDENT
6%	10%	NOT VERY CONFIDENT
4%	3%	NOT AT ALL CONFIDENT
1%	1%	DON'T KNOW/UNSURE
*	*	REFUSED
88%	85%	TOTAL CONFIDENT
10%	13%	TOTAL NOT CONFIDENT

Question 5

As you look to the year-end, do you project your company's gross revenues for 2023 to increase or decrease compared to 2022, or will they probably stay the same?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
25%	25%	35%	36%	29%	24%	17%	37%	27%	19%	INCREASE BY MORE THAN 10%
19%	19%	20%	24%	30%	20%	5%	14%	12%	12%	INCREASE BY LESS THAN 10%
2%	5%	2%	2%	2%	3%	9%	5%	6%	7%	DECREASE BY LESS THAN 10%
4%	6%	5%	3%	4%	10%	39%	13%	15%	19%	DECREASE BY MORE THAN 10%
47%	43%	36%	33%	32%	40%	29%	30%	38%	40%	STAY THE SAME
1%	1%	2%	1%	2%	3%	1%	1%	2%	3%	TOO SOON TO SAY/DON'T KNOW
*	--	--	--	1%	*	1%	1%	--	1%	REFUSED
45%	44%	55%	60%	59%	44%	21%	51%	39%	31%	TOTAL INCREASE
7%	12%	7%	5%	6%	13%	48%	18%	21%	26%	TOTAL DECREASE



Question 6

And, as you look to the year-end, do you project your company's profitability for 2023 to increase or decrease compared to 2022, or will it probably stay the same?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
14%	20%	27%	27%	23%	21%	14%	27%	19%	15%	INCREASE BY MORE THAN 10%
16%	16%	17%	19%	22%	17%	10%	14%	12%	11%	INCREASE BY LESS THAN 10%
4%	6%	2%	3%	4%	3%	8%	9%	8%	9%	DECREASE BY LESS THAN 10%
5%	6%	5%	4%	5%	9%	33%	12%	17%	17%	DECREASE BY MORE THAN 10%
60%	51%	46%	44%	43%	47%	34%	36%	42%	46%	STAY THE SAME
*	*	2%	1%	2%	2%	1%	*	2%	1%	TOO SOON TO SAY/DON'T KNOW
*	--	1%	1%	1%	*	1%	2%	*	1%	REFUSED
30%	36%	44%	47%	45%	38%	24%	41%	31%	26%	TOTAL INCREASE
9%	12%	7%	7%	9%	13%	41%	21%	25%	26%	TOTAL DECREASE

Question 7

And, as you look to the year-end, do you project your company's capital expenditures for 2023 to increase or decrease compared to 2022, or will they probably stay the same?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
14%	17%	15%	22%	19%	15%	17%	32%	22%	18%	INCREASE BY MORE THAN 10%
13%	8%	8%	10%	11%	11%	8%	12%	8%	14%	INCREASE BY LESS THAN 10%
6%	8%	4%	5%	6%	7%	10%	4%	7%	8%	DECREASE BY LESS THAN 10%
11%	12%	8%	5%	10%	12%	24%	11%	10%	14%	DECREASE BY MORE THAN 10%
55%	54%	63%	56%	52%	54%	40%	41%	51%	45%	STAY THE SAME
*	2%	2%	1%	1%	2%	2%	1%	1%	1%	TOO SOON TO SAY/DON'T KNOW
*	*	--	--	1%	*	*	*	*	--	REFUSED
27%	25%	23%	32%	31%	26%	25%	44%	30%	32%	TOTAL INCREASE
17%	20%	12%	11%	15%	19%	33%	14%	17%	22%	TOTAL DECREASE



Questions 8-18

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 company is about that particular factor using a scale from 1 to 10, where one means that your company is NOT AT ALL CONCERNED about it and where ten means your company is VERY CONCERNED about it. You can choose any number between one and ten depending on how strongly you feel about it.

RANKED BY %8-10

	10	8-10	5-7	1-4	MEAN
(12) Attracting qualified workers					
8/23	21%	44%	32%	23%	6.5
8/22	26%	53%	27%	19%	6.9
9/21	35%	61%	23%	15%	7.4
9/20	20%	36%	34%	27%	6.1
3/20	14%	40%	31%	27%	6.1
4/19	21%	46%	33%	19%	6.7
3/18	19%	47%	30%	22%	6.5
2017	12%	31%	36%	31%	5.7
2016	10%	32%	33%	34%	5.5
2015	12%	33%	36%	30%	5.7
(10) The costs of health care coverage					
8/23	24%	43%	35%	21%	6.6
8/22	19%	41%	34%	22%	6.4
9/21	26%	50%	33%	15%	7.0
9/20	25%	50%	30%	18%	6.9
3/20	27%	50%	29%	20%	6.9
4/19	32%	58%	26%	12%	7.5
3/18	31%	60%	25%	14%	7.4
2017	35%	59%	23%	17%	7.2
2016	30%	51%	25%	22%	6.8
2015	34%	56%	24%	20%	7.0
(8) Overall inflation					
8/23	20%	38%	44%	17%	6.6
8/22	27%	55%	34%	11%	7.4
(11) Costs of employee salaries and benefits					
8/23	13%	36%	43%	20%	6.2
8/22	15%	41%	37%	19%	6.5
9/21	19%	46%	36%	17%	6.7
9/20	9%	24%	46%	28%	5.5
3/20	8%	23%	45%	28%	5.6
4/19	11%	29%	46%	22%	5.9
3/18	9%	27%	46%	26%	5.7
2017	7%	20%	42%	37%	5.0
2016	6%	19%	41%	39%	4.8
2015	8%	18%	44%	36%	5.0

(Continued...)



	10	8-10	5-7	1-4	MEAN
(13) Retaining qualified workers					
8/23	15%	35%	38%	26%	6.0
8/22	19%	43%	28%	27%	6.3
9/21	24%	49%	28%	22%	6.7
9/20	15%	36%	34%	29%	5.9
3/20	12%	33%	30%	35%	5.5
4/19	13%	37%	35%	26%	6.0
3/18	15%	36%	33%	30%	5.8
2017	12%	31%	36%	31%	5.7
2016	10%	32%	33%	34%	5.5
2015	12%	33%	36%	30%	5.7
(9) Recession					
8/23	16%	31%	40%	29%	6.0
8/22	17%	41%	41%	18%	6.5
(16) Developing future leaders					
8/23	13%	29%	40%	30%	5.6
8/22	13%	28%	38%	32%	5.6
9/21	16%	30%	45%	23%	6.0
9/20	11%	28%	43%	28%	5.6
3/20	8%	23%	43%	31%	5.2
4/19	8%	23%	44%	31%	5.3
3/18	8%	25%	40%	34%	5.2
2017	12%	26%	38%	35%	5.3
2016	6%	12%	27%	60%	3.7
2015	4%	13%	32%	54%	3.9
(15) Data breaches and cybersecurity					
8/23	7%	24%	39%	37%	5.2
(18) Incoming and outgoing supply chain issues					
8/23	8%	22%	45%	32%	5.5
8/22	22%	48%	35%	16%	7.0
9/21	36%	67%	24%	8%	8.0
(17) Implementing automation					
8/23	3%	7%	35%	55%	3.8



Question 19

What would you say are the one or two biggest challenges your company is facing that might negatively impact future growth? (ACCEPTED UP TO TWO OPTIONS)

Combined Choices

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
29%	26%	34%	49%	48%	40%	32%	50%	44%	39%	ATTRACTING AND RETAINING A QUALIFIED WORKFORCE
--	--	--	--	--	--	--	19%	25%	32%	INFLATION
--	--	--	--	--	--	--	48%	44%	31%	INCREASING COSTS OF MATERIALS FOR YOUR PRODUCTS
--	--	--	--	--	--	--	16%	13%	15%	INCREASING COSTS OF WAGES
43%	40%	38%	18%	19%	33%	33%	10%	9%	14%	UNFAVORABLE BUSINESS CLIMATE
41%	34%	36%	36%	30%	31%	26%	9%	12%	14%	COST OF HEALTH CARE INSURANCE
--	--	--	--	--	--	--	--	4%	8%	RISING INTEREST RATES
--	--	--	--	--	--	--	--	5%	6%	COST OR AVAILABILITY OF CAPITAL TO INVEST
--	--	--	--	--	--	--	--	1%	2%	APPLYING AUTOMATION
4%	3%	3%	2%	3%	1%	3%	1%	8%	4%	OTHER
1%	1%	1%	*	2%	2%	1%	2%	1%	1%	DON'T KNOW/NOT SURE
*	*	--	--	1%	*	--	--	--	*	REFUSED

Question 20

Is your company currently having challenges meeting customer demand? (ACCEPTED UP TO TWO OPTIONS)

<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
39%	43%	73%	NOT HAVING CHALLENGES
--	--	12%	ATTRACTING NEW EMPLOYEES
33%	30%	10%	SUPPLIERS/MATERIALS ISSUES
--	--	4%	TRAINING EMPLOYEES
11%	5%	2%	SHIPPING/LOGISTICS ISSUES
4%	2%	1%	CUSTOMER ISSUES
3%	3%	1%	EQUIPMENT/PRODUCTION ISSUES
1%	3%	3%	SOMETHING ELSE
1%	4%	1%	DON'T KNOW/NOT SURE
*	--	1%	REFUSED
44%	38%	25%	TOTAL YES, HAVING CHALLENGES
39%	43%	73%	NOT HAVING CHALLENGES



Question 23

Thinking ahead, what would you say are the two or three most important drivers of your company's future growth? (ACCEPTED UP TO THREE OPTIONS)

Combined Choices

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
--	--	--	--	--	--	--	50%	44%	43%	HIRING NEW EMPLOYEES
75%	82%	74%	61%	53%	57%	59%	38%	37%	40%	NEW CUSTOMERS AND MARKETS
--	--	--	38%	49%	45%	27%	18%	22%	18%	INCREASING PRODUCTIVITY
25%	27%	24%	22%	18%	14%	15%	19%	15%	16%	DEVELOPING MANAGERS AND LEADERS
40%	51%	41%	35%	27%	26%	24%	18%	15%	15%	NEW PRODUCTS
--	--	--	--	--	--	--	--	8%	13%	CAPITAL INVESTMENTS
--	--	--	27%	20%	22%	16%	14%	12%	11%	EFFECTIVE STRATEGIC PLANNING AND IMPLEMENTATION
--	--	--	--	--	--	--	18%	7%	10%	IMPLEMENTING AND USING AUTOMATION
6%	6%	6%	2%	1%	2%	3%	1%	6%	7%	OTHER
1%	5%	3%	1%	2%	2%	3%	2%	3%	2%	DON'T KNOW/NOT SURE
*	*	--	*	1%	--	2%	*	1%	--	REFUSED

Question 24

For the entire year of 2023, do you expect an increase investment in any of the following areas? (ACCEPTED MULTIPLE RESPONSES)

<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
--	--	--	--	--	63%	56%	MANAGING COSTS DUE TO INFLATION
57%	58%	62%	51%	68%	54%	51%	GROWING REVENUE AND PROFITABILITY
55%	54%	62%	44%	63%	51%	50%	MAXIMIZING PRODUCTIVITY
30%	32%	37%	48%	53%	43%	46%	EXPANDING SALES WITHIN THE UNITED STATES
27%	37%	33%	29%	44%	34%	34%	STAFF DEVELOPMENT
30%	37%	38%	30%	38%	29%	30%	SYSTEMS AND TECHNOLOGY
--	--	28%	24%	30%	21%	24%	CYBER SECURITY
--	--	--	--	--	22%	19%	AUTOMATION
10%	13%	11%	10%	15%	15%	13%	EXPANDING SALES GLOBALLY
*	*	*	--	1%	*	2%	OTHER
8%	11%	9%	14%	7%	7%	10%	NONE OF THE ABOVE
1%	2%	1%	1%	--	1%	1%	DON'T KNOW/REFUSED



Question 25

Does your company currently have positions that are open and are hiring?
(ASKED IF YES) And what percentage of positions are currently open?

22%	1-5%
12%	6-10%
5%	10-20%
5%	MORE THAN 20%
55%	0% - NO CURRENT POSITIONS OPEN
1%	DON'T KNOW/NOT SURE
*	REFUSED
44%	TOTAL YES
55%	0% - NO CURRENT POSITIONS OPEN

Question 26

Overall, how difficult do you think it is to attract qualified candidates to manufacturers like you?

<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
55%	48%	40%	VERY DIFFICULT
32%	36%	43%	SOMEWHAT DIFFICULT
7%	7%	12%	NOT TOO DIFFICULT
4%	6%	4%	NOT DIFFICULT AT ALL
1%	2%	1%	DON'T KNOW
*	*	--	REFUSED
87%	84%	83%	TOTAL DIFFICULT
12%	13%	15%	TOTAL NOT DIFFICULT

Question 27

When thinking about attracting and hiring new employees, what does your company want to be known for?
(ACCEPTED MULTIPLE RESPONSES)

<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
12%	15%	58%	56%	59%	WORK-LIFE BALANCE
11%	8%	61%	62%	58%	COMPETITIVE SALARY
--	5%	57%	62%	56%	SAFE WORK ENVIRONMENT
7%	3%	47%	47%	50%	FLEXIBLE SHIFTS AND WORK SCHEDULES
13%	15%	42%	43%	43%	INDUSTRY LEADER
5%	5%	45%	38%	42%	CAREER GROWTH
5%	3%	45%	43%	40%	GREAT BENEFITS
--	4%	2%	2%	5%	OTHER
5%	1%	2%	3%	2%	DON'T KNOW
1%	2%	*	1%	1%	REFUSED

^Note: Sept 2021 begin allowing multiple responses



Question 28

On a different topic, does your company's senior leadership have an exit or succession plan?

<u>2017</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
50%	42%	49%	43%	50%	45%	YES
48%	54%	45%	50%	45%	48%	NO
2%	4%	6%	6%	4%	7%	DON'T KNOW/NOT SURE
*	*	*	1%	--	--	REFUSED

Question 29

On a different topic, does your company have a formal strategic plan?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
39%	38%	54%	53%	49%	52%	55%	48%	47%	YES
59%	61%	45%	47%	49%	44%	41%	51%	47%	NO
1%	1%	1%	--	1%	3%	4%	1%	6%	DON'T KNOW/NOT SURE
*	*	*	*	1%	*	--	*	--	REFUSED

Question 29B

(ASKED IF YES, HAVE FORMAL PLAN, N=187)

And, have you conducted strategic planning within the last 12 months?

<u>8/22</u>	<u>8/23</u>	
84%	79%	YES
15%	19%	NO
1%	2%	DON'T KNOW/NOT SURE

Question 30

How does your company plan to grow? I'll read you a few options below and please tell me which comes closest to your current strategy?

<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
27%	28%	28%	31%	25%	29%	WE HAVE A 1 TO 3 YEAR WRITTEN PLAN AND ALL STAFF KNOW THEIR ROLES.
18%	15%	11%	14%	12%	8%	WE HAVE A WRITTEN PLAN, BUT THAT NEEDS TO BE BETTER COMMUNICATED.
20%	16%	19%	22%	20%	19%	OUR COMPANY HAS SOME IDEAS.
28%	32%	33%	26%	29%	27%	THE STRATEGY IS STRICTLY THE ROLE OF THE CEO.
2%	1%	1%	1%	7%	6%	DON'T HAVE A PLAN
1%	1%	2%	2%	2%	4%	OTHER
3%	4%	5%	4%	4%	6%	DON'T KNOW/NOT SURE
--	2%	*	*	2%	1%	REFUSED



Question 31

Does your organization have a formal, published Vision, Mission, and Values?

- 43% YES
- 54% NO
- 2% DON'T KNOW/NOT SURE

Question 33

Thinking about quality and business management systems certifications, is your company ISO-certified?

- | | | |
|-------------|-------------|---------------------|
| 8/22 | 8/23 | |
| 17% | 18% | YES |
| 74% | 71% | NO |
| 9% | 10% | DON'T KNOW/NOT SURE |
| -- | * | REFUSED |

Question 33B

(ASKED IF NO, NOT ISO CERTIFIED, N=285) And, is your company getting ISO-certified or have a plan to become ISO-certified?

- 7% YES
- 91% NO
- 1% DON'T KNOW/NOT SURE

Question 33C

(ASKED IF NO, NOT PLANNING TO GET ISO CERTIFIED, N=259) What are some of the reasons your company does not have an ISO-certification and is not considering obtaining one?

SEE VERBATIM RESPONSES



Question 34

(ASKED IF YES ISO CERTIFIED, N=73) Why have you implemented a quality/business management system? Please choose the top one or two reasons.

<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
35%	30%	40%	IMPROVE PROCESSES AND PERFORMANCE
35%	27%	34%	CUSTOMER REQUIRED IT
39%	40%	29%	TO IMPROVE QUALITY
--	--	19%	GROW PROFITABLY
17%	19%	13%	DIFFERENTIATION AND COMPETITIVE ADVANTAGE
11%	20%	12%	RETAIN AND DEVELOP ORGANIZATIONAL KNOWLEDGE
1%	--	4%	OTHER
1%	3%	4%	DON'T KNOW/NOT SURE
--	3%	3%	REFUSED

Question X1

(ONLY ASKED 8/31 – 9/14, N=180)

Thinking about some of these issues, I will read you a few short descriptions of recent developments coming out of the legislative session, and I want to know how concerned you are about this legislation and its effect on your business. *RANKED BY % TOTAL WORRIED*

	TOTAL WORRIED	TOTAL NOT WORRIED	VERY WORRIED	SMWT WORRIED	NOT VERY WORRIED	NOT AT ALL WORRIED	DON'T KNOW/ UNSURE
<i>(X1E)</i> The lack of small business exemption for paid leave, meaning small businesses will be forced to provide the same benefits as larger corporations	77%	21%	56%	21%	10%	11%	2%
<i>(X1D)</i> The costs associated with funding the new paid family and medical leave program through a new payroll tax, split between employer and employee	72%	25%	47%	25%	14%	11%	3%
<i>(X1C)</i> The new requirements on an employer for paid sick and safe time	68%	31%	38%	30%	17%	14%	1%
<i>(X1B)</i> Cannabis in the workplace and limits on being able to regulate it	60%	38%	38%	22%	15%	23%	2%
<i>(X1F)</i> The new wage theft law that makes property owners and developers responsible for any wage theft by construction subcontractors	44%	51%	20%	24%	20%	31%	5%
<i>(X1A)</i> The ban on non-competes	35%	58%	15%	20%	24%	33%	7%



Question X2

(ONLY ASKED 8/31 – 9/14, N=180)

Do you think these legislative developments have made Minnesota more attractive or less attractive for businesses, or does it have no real effect one way or the other?

- 2% MUCH MORE ATTRACTIVE
- 4% SOMEWHAT MORE ATTRACTIVE
- 21% SOMEWHAT LESS ATTRACTIVE
- 43% MUCH LESS ATTRACTIVE
- 24% NO EFFECT ONE WAY OR THE OTHER
- 4% TOO SOON TO SAY/DON'T KNOW
- 1% REFUSED

6% TOTAL MORE ATTRACTIVE
64% TOTAL LESS ATTRACTIVE

Question 35

How many people does your company employ in all its facilities in Minnesota?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
55%	55%	58%	53%	51%	61%	55%	49%	51%	51%	UNDER 10
14%	15%	14%	18%	20%	14%	18%	20%	21%	20%	11-25
9%	10%	8%	10%	9%	6%	7%	11%	9%	10%	26-50
5%	7%	10%	12%	9%	8%	12%	10%	5%	7%	51-100
5%	2%	5%	3%	6%	7%	3%	5%	4%	3%	101-150
2%	2%	1%	2%	1%	1%	1%	1%	3%	1%	151 TO 250
4%	2%	3%	3%	4%	4%	4%	4%	4%	4%	MORE THAN 250
*	6%	*	--	--	--	--	--	2%	2%	DON'T KNOW/NOT SURE
5%	2%	1%	*	*	--	*	*	1%	3%	REFUSED
79%	80%	80%	80%	80%	80%	80%	80%	81%	81%	UNDER 50
10%	9%	15%	15%	15%	15%	15%	15%	9%	9%	51-150
6%	3%	4%	5%	5%	5%	5%	5%	6%	5%	151+



Question 36

What are your annual business revenues? Just stop me when I get to the category that includes your company's total annual revenues.

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
42%	47%	44%	45%	42%	47%	44%	37%	35%	34%	UNDER \$1 MILLION
23%	25%	23%	24%	27%	24%	22%	28%	29%	28%	MORE THAN \$1 MILLION TO \$5 MILLION
6%	8%	6%	7%	9%	3%	5%	11%	8%	11%	MORE THAN \$5 MILLION TO \$10 MILLION
5%	5%	6%	6%	7%	9%	10%	8%	5%	6%	MORE THAN \$10 MILLION TO \$20 MILLION
10%	5%	7%	9%	10%	10%	10%	10%	9%	7%	MORE THAN \$20 MILLION
14%	9%	13%	8%	6%	7%	9%	6%	13%	14%	DON'T KNOW/NOT SURE/REFUSED
42%	47%	44%	45%	42%	47%	44%	37%	35%	34%	UNDER \$1 MILLION
44%	44%	43%	47%	52%	46%	47%	57%	51%	52%	TOTAL \$1M OR MORE
21%	19%	20%	23%	25%	22%	25%	29%	22%	23%	\$5 MILLION+



Question 37

Which one of the following best describes your company's primary business?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
14%	19%	14%	16%	23%	13%	25%	17%	12%	12%	PROCESS MANUFACTURING
20%	17%	20%	16%	15%	14%	12%	14%	14%	11%	METAL FABRICATION
18%	26%	12%	18%	24%	16%	14%	17%	11%	10%	PRECISION MANUFACTURING
14%	18%	11%	10%	12%	9%	6%	8%	11%	8%	AN ORIGINAL EQUIPMENT MANUFACTURER, OEM
--	--	--	--	--	2%	6%	4%	5%	6%	RETAIL/RETAIL SALES/WHOLESALE
--	--	--	5%	4%	5%	6%	5%	6%	6%	PRINTING/PAPER
--	--	--	7%	3%	2%	2%	3%	3%	5%	WOODWORKING/WOOD MANUFACTURING
5%	4%	5%	7%	5%	5%	3%	5%	2%	5%	PLASTICS
*	--	--	3%	1%	4%	3%	3%	4%	4%	FOOD MANUFACTURING
--	--	--	--	--	--	--	2%	1%	3%	MEDICAL MANUFACTURING
--	--	--	1%	1%	1%	2%	2%	3%	3%	ANIMAL/AGRICULTURAL MANUFACTURING
3%	4%	3%	4%	4%	3%	2%	2%	2%	3%	ELECTRONICS COMPONENTS
--	--	--	--	--	2%	4%	3%	1%	2%	CONSTRUCTION
--	--	--	--	--	1%	2%	*	2%	2%	SIGN MANUFACTURING
--	--	--	7%	2%	2%	1%	1%	3%	2%	TEXTILE MANUFACTURING/ EMBROIDERY/APPAREL
--	--	--	--	--	--	1%	*	1%	2%	GRAPHIC DESIGN/ART
--	--	--	--	--	--	--	1%	--	1%	PAINTING/COATING
1%	2%	2%	1%	1%	2%	*	--	*	1%	INFORMATION TECHNOLOGY, IT
--	--	--	--	--	--	1%	1%	1%	1%	CONSULTING
--	--	--	--	1%	*	2%	2%	2%	1%	AUTOMOTIVE/REPAIR/ TRANSPORTATION/TRUCKING
--	--	--	--	--	--	--	1%	1%	*	DISTRIBUTION
--	--	--	--	--	--	1%	*	1%	*	REPAIRS/MAINTENANCE
--	--	--	--	--	--	2%	*	1%	*	SERVICE/HOSPITALITY
3%	--	--	2%	2%	2%	3%	--	2%	*	CABINET MANUFACTURING/ COUNTERTOPS/DOORS
--	--	--	--	1%	--	*	--	*	--	RECYCLING
17%	8%	31%	3%	3%	17%	4%	5%	10%	7%	SOMETHING ELSE
*	1%	--	--	--	*	*	--	1%	1%	DON'T KNOW
4%	1%	*	--	--	--	*	*	1%	4%	REFUSED



Question 38

How many years has your company been in operation?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
*	1%	*	--	--	*	*	1%	1%	*	LESS THAN 1 YEAR
1%	5%	3%	3%	2%	3%	3%	1%	2%	1%	1 - 3 YEARS
4%	6%	7%	6%	4%	5%	4%	3%	3%	2%	4 - 6 YEARS
5%	7%	9%	7%	10%	11%	7%	10%	5%	5%	7 - 10 YEARS
12%	11%	8%	10%	9%	8%	8%	10%	7%	7%	11 - 15 YEARS
74%	69%	73%	73%	75%	73%	77%	75%	80%	79%	16 YEARS OR MORE
* 4%	-- 1%	-- --	-- *	-- *	* --	-- *	-- --	1% 1%	1% 5%	DON'T KNOW REFUSED
22%	30%	27%	27%	25%	27%	23%	25%	17%	16%	TOTAL <16 YEARS
74%	69%	73%	73%	75%	73%	77%	75%	80%	79%	TOTAL 16+ YEARS

Question 39

In what year were you born?

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
3%	5%	8%	6%	6%	7%	5%	7%	9%	9%	18 - 34
7%	11%	10%	12%	10%	12%	14%	15%	12%	12%	35 - 44
26%	23%	21%	22%	20%	22%	20%	24%	19%	19%	45 - 54
37%	37%	36%	37%	39%	34%	37%	32%	33%	32%	55 - 64
19%	18%	17%	20%	22%	24%	20%	16%	19%	19%	65 AND ABOVE
8%	6%	8%	3%	4%	1%	3%	5%	7%	7%	REFUSED

Question 40

Gender

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>3/18</u>	<u>4/19</u>	<u>3/20</u>	<u>9/20</u>	<u>9/21</u>	<u>8/22</u>	<u>8/23</u>	
81%	80%	76%	76%	80%	80%	79%	73%	73%	75%	MALE
19%	20%	24%	24%	20%	20%	21%	27%	27%	25%	FEMALE