

APPENDIX B: EMPLOYER SURVEY SUMMARY COLCHESTER, VERMONT

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EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

SURVEY SUMMARY

Responding employers

Please describe your primary product or service:

| Responses |
|-----------|
| 28 |
| 28 |

See Exhibit B-2

How long has your company had operations in Colchester?

| Responses | Average | Median |
|-----------|------------|----------|
| 28 | 30.7 Years | 23 Years |

Why is your operation located in Colchester?

| | |
|----|------------------------|
| 27 | <i>See Exhibit B-3</i> |
|----|------------------------|

EMPLOYMENT PROFILE

| | Responses | Average | Median | Total |
|--|-----------|---------|--------|-------|
| Current number of full-time employees | 27 | 59 | 36 | 1,585 |
| Current number of temporary employees | 12 | 9 | 9 | 104 |
| % of company's labor force represented by one or more unions | 3 | 70.0% | 80.0% | |
| # of workers at your facility that are employed by an outside contractor | 3 | 8 | 2 | 23 |

What is your anticipated full-time employment growth in the next 12 months?

| | Responses | Percent |
|-----------------------|-----------|---------|
| Layoffs | 1 | |
| None | 10 | |
| Less than 2% increase | 6 | |
| Between 3-5% | 6 | |
| Over 5% | 4 | |

BASIC SKILLS OF JOB APPLICANTS

Please rate the basic skill levels you see among your non-managerial and non-professional job applicants.

(5=Excellent/1=Poor)

| | Responses | Average Rating | Median Rating |
|---------------------------------------|-----------|----------------|---------------|
| Written communication | 24 | 3.0 | 3 |
| Reading comprehension | 24 | 3.2 | 3 |
| Math | 24 | 3.0 | 3 |
| Thinking and judgment/problem solving | 24 | 3.3 | 3 |
| Verbal communication/comprehension | 24 | 3.3 | 3 |
| Team and cooperative skills | 24 | 3.5 | 4 |

Distribution of ratings:

| 1 | 2 | 3 | 4 | 5 |
|------|-------|-------|-------|-------|
| 4.2% | 20.8% | 54.2% | 16.7% | 4.2% |
| 0.0% | 16.7% | 54.2% | 25.0% | 4.2% |
| 8.3% | 12.5% | 54.2% | 20.8% | 4.2% |
| 4.2% | 8.3% | 50.0% | 29.2% | 8.3% |
| 0.0% | 12.5% | 50.0% | 33.3% | 4.2% |
| 0.0% | 16.7% | 33.3% | 33.3% | 16.7% |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

BASIC SKILLS OF JOB APPLICANTS, *continued*

(5=Critical/1=No importance)

| | Responses | Average Rating | Median Rating |
|---|-----------|----------------|---------------|
| How important to your recruiting needs is the availability of these basic skills among your applicants? | 25 | 4.1 | 4 |

| Distribution of ratings: | | | | |
|--------------------------|------|-------|-------|-------|
| 0.0% | 0.0% | 20.0% | 48.0% | 32.0% |

EASE OF LOCATING AND RELOCATING MANAGEMENT AND PROFESSIONALS

(5=Frequently/1=Never)

Please indicate your experience with recruiting workers from outside the area.

| | Responses | Average Rating | Median Rating |
|---|-----------|----------------|---------------|
| How often do you recruit employees from outside the area? | 27 | 2.4 | 2 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|------|
| 1 | 2 | 3 | 4 | 5 |
| 25.9% | 33.3% | 18.5% | 14.8% | 7.4% |

(5=Excellent/1=Poor)

| | | | |
|--|----|-----|---|
| Ease of relocating managers/professionals from outside area | 19 | 2.5 | 3 |
| Ease of recruiting young professionals (25-34 yrs) from outside area | 16 | 2.2 | 2 |

| | | | | |
|-------|-------|-------|-------|------|
| 36.8% | 10.5% | 26.3% | 21.1% | 5.3% |
| 37.5% | 25.0% | 18.8% | 18.8% | 0.0% |

(5=Excellent/1=Poor)

Please indicate how the following issues affect relocating or recruiting workers from outside the area.

| | Responses | Average Rating | Median Rating |
|--|-----------|----------------|---------------|
| Availability of alternative job opportunities | 14 | 2.6 | 3 |
| Employment opportunities for "trailing" spouses | 11 | 2.5 | 3 |
| Quality of life as perceived by job candidates from outside area | 9 | 4.3 | 5 |
| Quality of public schools as an impact on personnel relocations | 11 | 3.0 | 3 |
| Quality of private schools as an impact on personnel relocations | 16 | 3.0 | 3 |
| Housing | 12 | 1.8 | 1 |

| Distribution of ratings: | | | | |
|--------------------------|------|--------|------|-------|
| 1 | 2 | 3 | 4 | 5 |
| 21.4% | 0.0% | 78.6% | 0.0% | 0.0% |
| 27.3% | 0.0% | 72.7% | 0.0% | 0.0% |
| 0.0% | 0.0% | 33.3% | 0.0% | 66.7% |
| 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| 58.3% | 0.0% | 41.7% | 0.0% | 0.0% |

(5=Excellent/1=Poor)

PRODUCTIVITY AND WORK ETHIC OF COMPANY EMPLOYEES

| | Responses | Average Rating | Median Rating |
|--|-----------|----------------|---------------|
| Work ethic | 27 | 3.6 | 4 |
| Productivity | 27 | 3.6 | 4 |
| Productivity compared to company's other sites | 17 | 3.4 | 3 |
| Willingness to work overtime | 27 | 3.4 | 4 |
| Punctuality | 27 | 3.6 | 4 |
| Overall employer/employee relations | 26 | 3.7 | 4 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 |
| 3.7% | 7.4% | 25.9% | 55.6% | 7.4% |
| 3.7% | 7.4% | 25.9% | 55.6% | 7.4% |
| 11.8% | 5.9% | 35.3% | 29.4% | 17.6% |
| 7.4% | 11.1% | 29.6% | 33.3% | 18.5% |
| 3.7% | 3.7% | 40.7% | 37.0% | 14.8% |
| 0.0% | 3.8% | 34.6% | 46.2% | 15.4% |

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TURNOVER AND ABSENTEEISM

(1=0-5%, 2=6%-9%,
3=10%-14%, 4=over 15%)

| | Responses | Average Rating | Median Rating |
|-------------------------------------|-----------|----------------|---------------|
| Average annual turnover rate | 27 | 2.1 | 2 |
| Average daily absenteeism rate | 27 | 1.9 | 1 |
| Annual percent retiring (2011-2012) | 27 | 1.7 | 1 |

| Distribution of ratings: | | | |
|--------------------------|-------|-------|-------|
| 1 | 2 | 3 | 4 |
| 48.1% | 11.1% | 18.5% | 22.2% |
| 55.6% | 22.2% | 3.7% | 18.5% |
| 70.4% | 7.4% | 3.7% | 18.5% |

RETIRING RESIDENTS WITHIN THE WORKFORCE

Approximately what percent of your employees are eligible for retirement or will become eligible for retirement over the next five years?

| | Responses | Average % | Median % |
|---|-----------|-----------|----------|
| | 20 | 11.9 | 5.0 |
| | Responses | Yes | No |
| Does your company or organization have a strategy to replace these employees lost to retirement, and/or have knowledge-transfer, or phased/delayed-retirement strategies? | 25 | 12.0 | 13.0 |

| Yes | No |
|-------|-------|
| 48.0% | 52.0% |

RECRUITING METHODS

Please indicate the TOP THREE recruiting methods your company finds to be most effective:

| | Responses |
|---|-----------|
| Walk-ins/unsolicited résumés | 7 |
| Referrals | 13 |
| Employment agencies, recruiters | 8 |
| "Temp to perm" | 5 |
| "Word of Mouth" | 11 |
| State employment office | 0 |
| Newspaper advertising | 10 |
| Colleges/universities | 7 |
| Tech schools | 0 |
| Internet/company website | 15 |
| Radio/TV advertising | 2 |
| Job fairs | 0 |
| <i>Other (please specify)</i> | 3 |
| <i>Professional publications and meetings</i> | |
| <i>Signage in front of building</i> | |
| <i>We knew them as customers or vendors</i> | |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

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RECRUITING METHODS, *continued*

Please list any high schools, technical schools, colleges, or universities where you recruit.

| Responses |
|-----------|
| 13 |

See Exhibit B-4

TRAINING AND EDUCATIONAL RESOURCES

Do you currently use – or have you used – co-op, apprenticeships, internships, or similar programs?

| | Responses | Percent |
|------------------|-----------|---------|
| Yes, currently | 8 | 29.6% |
| Yes, in the past | 8 | 29.6% |
| No | 11 | 40.7% |

(5=Very high/1=No value)

If yes, please rate the value to your company of the program used

| | Responses | Average Rating | Median Rating |
|--|-----------|----------------|---------------|
| | 16 | 3.3 | 4 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 |
| 12.5% | 12.5% | 18.8% | 43.8% | 12.5% |

Frequency of work with each of the following for training programs, apprenticeships, co-op, or other programs:

| | Responses | Average Rating | Median Rating |
|------------------------------|-----------|----------------|---------------|
| Area high schools | 16 | 2.1 | 2 |
| Burlington College | 15 | 1.1 | 1 |
| Burlington Technical Center | 15 | 1.6 | 1 |
| Champlain College | 16 | 2.8 | 3 |
| Community College of Vermont | 15 | 1.1 | 1 |
| Essex Technical Center | 15 | 1.9 | 1 |
| St. Michael's College | 16 | 1.8 | 1 |
| University of Vermont | 16 | 2.4 | 2 |
| Vermont Technical College | 15 | 1.8 | 1 |
| Private vendors | 12 | 1.5 | 1 |

(5=Continuously/1=Never)

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 |
| 43.8% | 25.0% | 12.5% | 12.5% | 6.3% |
| 93.3% | 0.0% | 6.7% | 0.0% | 0.0% |
| 80.0% | 0.0% | 6.7% | 6.7% | 6.7% |
| 12.5% | 25.0% | 43.8% | 12.5% | 6.3% |
| 86.7% | 13.3% | 0.0% | 0.0% | 0.0% |
| 66.7% | 6.7% | 6.7% | 6.7% | 13.3% |
| 62.5% | 6.3% | 25.0% | 6.3% | 0.0% |
| 25.0% | 31.3% | 18.8% | 25.0% | 0.0% |
| 53.3% | 20.0% | 20.0% | 6.7% | 0.0% |
| 75.0% | 0.0% | 25.0% | 0.0% | 0.0% |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

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TRAINING AND EDUCATIONAL RESOURCES, *continued*

Opinion of the quality of the following educational programs and graduates:

| | (5=Excellent/1=Poor) | | |
|------------------------------|----------------------|----------------|---------------|
| | Responses | Average Rating | Median Rating |
| Area high schools | 16 | 2.7 | 3 |
| Burlington College | 15 | 2.0 | 2 |
| Burlington Technical Center | 15 | 3.0 | 3 |
| Champlain College | 15 | 4.0 | 4 |
| Community College of Vermont | 14 | 3.0 | 3 |
| Essex Technical Center | 14 | 3.0 | 3 |
| St. Michael's College | 15 | 3.8 | 4 |
| University of Vermont | 15 | 3.6 | 4 |
| Vermont Technical College | 15 | 3.8 | 4 |
| Vermont HiTech, Inc. | 14 | 5.0 | 5 |
| Private vendors | 13 | 3.5 | 4 |

| Distribution of ratings: | | | | | |
|--------------------------|-------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 | N/A |
| 6.3% | 12.5% | 31.3% | 6.3% | 0.0% | 43.8% |
| 6.7% | 6.7% | 6.7% | 0.0% | 0.0% | 80.0% |
| 0.0% | 6.7% | 6.7% | 6.7% | 0.0% | 80.0% |
| 0.0% | 6.7% | 13.3% | 26.7% | 26.7% | 26.7% |
| 0.0% | 0.0% | 7.1% | 0.0% | 0.0% | 92.9% |
| 0.0% | 7.1% | 21.4% | 7.1% | 0.0% | 64.3% |
| 0.0% | 0.0% | 20.0% | 33.3% | 6.7% | 40.0% |
| 0.0% | 0.0% | 26.7% | 46.7% | 0.0% | 26.7% |
| 0.0% | 0.0% | 13.3% | 13.3% | 6.7% | 66.7% |
| 0.0% | 0.0% | 0.0% | 0.0% | 7.1% | 92.9% |
| 0.0% | 0.0% | 15.4% | 15.4% | 0.0% | 69.2% |

IMPROVEMENTS NEEDED AMONG LOCAL TRAINING AND EDUCATIONAL PROGRAMS

| | Responses | YES | NO |
|--|-----------|------------------------|----|
| Do you have current training needs that are unavailable locally? | 23 | 6 | 17 |
| If yes, please describe the training need | 7 | <i>See Exhibit B-5</i> | |

| Yes | No |
|-------|-------|
| 26.1% | 73.9% |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

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COMPANY-OFFERED BENEFITS

(24 companies responded)

| | "Whole" Responses | % | "Partial" Responses | % |
|-----------------------------------|----------------------|-------|------------------------|-------|
| Subsidized daycare program | 1 | 4.2% | 0 | 0.0% |
| On-site daycare program | 1 | 4.2% | 0 | 0.0% |
| Life insurance | 13 | 54.2% | 5 | 20.8% |
| Health insurance | 13 | 54.2% | 10 | 41.7% |
| Dental care | 11 | 45.8% | 5 | 20.8% |
| Vision care | 9 | 37.5% | 8 | 33.3% |
| Wellness Program | 6 | 25.0% | 7 | 29.2% |
| Employee Assistance Program (EAP) | 7 | 29.2% | 2 | 8.3% |
| Health savings account (HSA) | 9 | 37.5% | 6 | 25.0% |
| Long-term disability | 15 | 62.5% | 3 | 12.5% |
| Short-term disability | 13 | 54.2% | 2 | 8.3% |
| Accidental Death/Dismemberment | 12 | 50.0% | 4 | 16.7% |
| 125 (cafeteria) plan | 10 | 41.7% | 2 | 8.3% |
| Tuition reimbursement | 9 | 37.5% | 4 | 16.7% |
| Retirement Plan | 12 | 50.0% | 5 | 20.8% |

LOCAL BUSINESS CLIMATE

(5=Excellent/1=No Experience)

Please select the number that best describes your experience for conducting business in Colchester.

| | Responses | Average Rating | Median Rating |
|--|-----------|----------------|---------------|
| Workers' compensation costs | 25 | 2.2 | 2 |
| Fairness of workers' compensation enforcement | 25 | 2.0 | 2 |
| Unemployment insurance costs | 25 | 2.4 | 2 |
| Fairness of unemployment insurance enforcement | 25 | 2.2 | 2 |
| State training programs | 24 | 1.7 | 1 |
| Health care costs | 25 | 2.0 | 2 |
| Overall cost of doing business | 25 | 2.4 | 2 |
| State taxes | 24 | 2.3 | 2 |
| Local property taxes | 24 | 2.2 | 2 |
| Local construction-related permitting | 25 | 2.1 | 2 |
| State construction-related permitting | 25 | 2.0 | 2 |
| State government regulations | 25 | 2.3 | 2 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|------|------|
| 1 | 2 | 3 | 4 | 5 |
| 24.0% | 32.0% | 40.0% | 4.0% | 0.0% |
| 40.0% | 20.0% | 36.0% | 4.0% | 0.0% |
| 12.0% | 40.0% | 48.0% | 0.0% | 0.0% |
| 32.0% | 20.0% | 44.0% | 4.0% | 0.0% |
| 66.7% | 8.3% | 16.7% | 8.3% | 0.0% |
| 16.0% | 64.0% | 20.0% | 0.0% | 0.0% |
| 8.0% | 52.0% | 36.0% | 0.0% | 4.0% |
| 8.3% | 58.3% | 29.2% | 4.2% | 0.0% |
| 12.5% | 62.5% | 20.8% | 4.2% | 0.0% |
| 28.0% | 40.0% | 24.0% | 8.0% | 0.0% |
| 32.0% | 40.0% | 24.0% | 4.0% | 0.0% |
| 12.0% | 56.0% | 24.0% | 8.0% | 0.0% |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

LOCAL BUSINESS INFRASTRUCTURE, SERVICES, & ASSISTANCE PROGRAMS

(5=Excellent/1=Poor)

Please select the number that best describes your experience for conducting business in Colchester.

| | Responses | Average Rating | Median Rating |
|---|-----------|----------------|---------------|
| Rail freight service | 24 | 1.3 | 1 |
| Rail freight costs | 24 | 1.3 | 1 |
| Intermodal rail center | 24 | 1.3 | 1 |
| Trucking service | 24 | 3.2 | 3 |
| Trucking costs | 24 | 2.8 | 3 |
| Airfreight service | 24 | 2.9 | 3 |
| Airfreight costs | 24 | 2.7 | 3 |
| Overnight mail and package delivery services | 23 | 3.5 | 4 |
| Overnight mail and package delivery costs | 24 | 3.2 | 3 |
| Electric power reliability | 23 | 4.0 | 4 |
| Electric power costs | 23 | 2.6 | 3 |
| Quality of advanced telecommunications services (voice/data) | 24 | 3.0 | 3 |
| Costs of advanced telecommunications services (voice/data) | 24 | 2.7 | 3 |
| Water supply capacity | 24 | 3.9 | 4 |
| Water quality | 24 | 3.9 | 4 |
| Water costs | 23 | 3.4 | 3 |
| Sewer treatment capacity | 23 | 3.0 | 3 |
| Sewer systems acceptance of industrial waste | 23 | 2.9 | 3 |
| Sewer costs | 23 | 2.9 | 3 |
| Natural gas service | 22 | 3.9 | 4 |
| Natural gas costs | 23 | 3.7 | 4 |
| Solid waste disposal services | 23 | 3.4 | 4 |
| Solid waste disposal costs | 23 | 3.1 | 3 |
| Available sites for business construction | 23 | 2.0 | 2 |
| Costs of sites for business construction | 23 | 1.5 | 1 |
| Available buildings for business occupancy | 23 | 2.4 | 3 |
| Costs of buildings for business occupancy | 23 | 2.1 | 2 |
| Costs of construction | 23 | 2.0 | 2 |
| Availability of financing for construction or business operations | 23 | 2.8 | 3 |
| Availability of business assistance and incentives | 23 | 2.2 | 2 |

| Distribution of ratings: | | | | | |
|--------------------------|-------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 | N/A |
| 12.5% | 4.2% | 0.0% | 0.0% | 0.0% | 83.3% |
| 12.5% | 4.2% | 0.0% | 0.0% | 0.0% | 83.3% |
| 8.3% | 4.2% | 0.0% | 0.0% | 0.0% | 87.5% |
| 8.3% | 0.0% | 16.7% | 8.3% | 8.3% | 58.3% |
| 12.5% | 4.2% | 8.3% | 12.5% | 4.2% | 58.3% |
| 4.2% | 8.3% | 8.3% | 4.2% | 4.2% | 70.8% |
| 4.2% | 8.3% | 8.3% | 8.3% | 0.0% | 70.8% |
| 4.3% | 13.0% | 17.4% | 21.7% | 17.4% | 26.1% |
| 8.3% | 16.7% | 20.8% | 16.7% | 16.7% | 20.8% |
| 0.0% | 8.7% | 17.4% | 34.8% | 30.4% | 8.7% |
| 17.4% | 13.0% | 47.8% | 13.0% | 0.0% | 8.7% |
| 25.0% | 8.3% | 16.7% | 29.2% | 16.7% | 4.2% |
| 16.7% | 20.8% | 29.2% | 20.8% | 4.2% | 8.3% |
| 0.0% | 0.0% | 37.5% | 20.8% | 25.0% | 16.7% |
| 0.0% | 0.0% | 33.3% | 33.3% | 25.0% | 8.3% |
| 0.0% | 8.7% | 39.1% | 26.1% | 8.7% | 17.4% |
| 17.4% | 4.3% | 21.7% | 13.0% | 13.0% | 30.4% |
| 13.0% | 0.0% | 13.0% | 13.0% | 4.3% | 56.5% |
| 4.3% | 13.0% | 34.8% | 8.7% | 4.3% | 34.8% |
| 4.5% | 4.5% | 18.2% | 31.8% | 31.8% | 9.1% |
| 0.0% | 13.0% | 26.1% | 26.1% | 21.7% | 13.0% |
| 4.3% | 8.7% | 26.1% | 34.8% | 8.7% | 17.4% |
| 8.7% | 17.4% | 26.1% | 17.4% | 13.0% | 17.4% |
| 21.7% | 17.4% | 4.3% | 8.7% | 0.0% | 47.8% |
| 34.8% | 8.7% | 8.7% | 0.0% | 0.0% | 47.8% |
| 21.7% | 8.7% | 17.4% | 13.0% | 0.0% | 39.1% |
| 21.7% | 17.4% | 21.7% | 4.3% | 0.0% | 34.8% |
| 26.1% | 8.7% | 17.4% | 4.3% | 0.0% | 43.5% |
| 17.4% | 8.7% | 17.4% | 21.7% | 4.3% | 30.4% |
| 17.4% | 17.4% | 13.0% | 8.7% | 0.0% | 43.5% |

EXHIBIT B-1: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

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QUALITY OF LIFE

(5=Excellent/1=Poor)

| | Responses | Average Rating | Median Rating |
|------------------------------------|-----------|----------------|---------------|
| Quality of public education (K-12) | 21 | 3.6 | 4 |
| Availability of affordable homes | 25 | 2.0 | 2 |
| Availability of childcare services | 20 | 2.9 | 3 |
| Healthcare services | 25 | 3.5 | 4 |
| Safety from crime | 25 | 4.0 | 4 |
| Traffic/road congestion | 25 | 3.0 | 3 |
| Recreational opportunities | 25 | 4.6 | 5 |
| Cultural opportunities | 25 | 4.2 | 4 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|-------|
| 1 | 2 | 3 | 4 | 5 |
| 0.0% | 14.3% | 28.6% | 42.9% | 14.3% |
| 36.0% | 36.0% | 16.0% | 12.0% | 0.0% |
| 5.0% | 30.0% | 40.0% | 20.0% | 5.0% |
| 4.0% | 8.0% | 32.0% | 44.0% | 12.0% |
| 0.0% | 0.0% | 28.0% | 48.0% | 24.0% |
| 8.0% | 32.0% | 24.0% | 24.0% | 12.0% |
| 0.0% | 0.0% | 0.0% | 36.0% | 64.0% |
| 0.0% | 4.0% | 16.0% | 40.0% | 40.0% |

LABOR AVAILABILITY AND DEMAND SUMMARY

See Exhibit B-6

(5=Very High/1=None)

| | Responses | Average Rating | Median Rating |
|--|-----------|----------------|---------------|
| What impact have labor shortages had on your ability to do business? | 24 | 2.6 | 2 |

| Distribution of ratings: | | | | |
|--------------------------|-------|-------|-------|------|
| 1 | 2 | 3 | 4 | 5 |
| 12.5% | 41.7% | 25.0% | 16.7% | 4.2% |

| | Responses | Average | Median |
|--|-----------|--------------|--------------|
| Please approximate the sales volume lost due to these shortages: | | | |
| % (percentage of volume lost) | 6 | 11.7% | 10% |
| \$ (dollar-value of lost sales) | 5 | \$ 1,810,002 | \$ 1,000,000 |

TELECOMMUTING

Do you allow your employees to telecommute?

| Responses | Yes | No |
|-----------|-----|----|
| 22 | 11 | 11 |

| Yes | No |
|-------|-------|
| 50.0% | 50.0% |

COMMENTS

If you have any additional comments or detailed information, please add them here or attach a separate sheet.

| Responses |
|-----------|
| 4 |

See Exhibit B-7

RESPONDING EMPLOYERS

| Responses |
|-----------|
| 28 |

See Exhibit B-8

EXHIBIT B-2: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

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Primary product or service:

| |
|---|
| Accounting, Tax And Consulting Services |
| Accounting/Auditing, Tax, Advisory Services |
| Audio/ Visual Production And Post-Production Services |
| Building Material Supplier |
| Design, Engineer And Mfg Strip Casting Machines |
| Distribution Of Beverages |
| Fire Sprinkler Contractor |
| Groceries, Pharmacy |
| Higher Education |
| Higher Education |
| Hvac Contractor |
| Internet Software Company |
| Manufacture High Performance Wire And Cable |
| Manufacturer Of Industrial Infrastructure Products |
| Marina |
| Marketing |
| Professional Services - Telecommunications Industry |
| Property And Casualty Insurance |
| Property Management And Leasing |
| Public Media Institution |
| Pumps |
| Radio Stations |
| Scuba Shop / High Pressure Air Systems |
| Software Development |
| Structural Steel And Steel Stairs And Handrails |
| Transportation Of The Elderly And Disabled |
| Utility |
| Warehouse/Delivery |

EXHIBIT B-3: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Why is your operation located in Colchester?

| |
|--|
| As a global company, no reason why it needs to be in Chittenden County |
| Available space in an industrial park |
| Burlington is really the hub of VT. There are numerous small / family owned and local businesses here that are our target clients. |
| Central location to workforce |
| Central to businesses that are our clients, access to other professionals such as attorneys, banks, etc |
| Convenience to Interstate |
| Convenient location, available space at the time, very expensive to relocate |
| Customer base |
| Doesn't need to be. |
| Founder lived in Colchester |
| Great Location |
| Great location for a business |
| It's where we've always been; where we are established and known to be. |
| Location, population, access to FAHC, availability of suitable facilities |
| Moved to Fort Ethan Allen from downtown Burlington in mid 90's because of expansion and to our current location 10+ years ago because the property location worked well for SSTA |
| My did moved the businesses out here from Burlington for more space for the XYZ part of the business and to be closer to home. |
| Original location and for signal purposes |
| Our main office is in Burlington but we have a satellite office in Colchester which operates more as an off-site administrative portion of the business. |
| Population and location |
| Pre-existing building that we purchased due to lower cost and close access to I-89 |
| Space to rent in the right range |
| The building we're located in met the necessary site specifications for our specialized needs |
| The lake |
| This is where the founder lived when the business was created. |
| This is where we started now have 3 locations (Leeds MA and El Paso TX) |
| Town I lived in - location near another business I owned. |
| Where founders live |

EXHIBIT B-4: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Institutions recruited:

| |
|--|
| As reported by employers |
| all in area |
| All in the area |
| Burlington and Essex Technical Centers |
| Burlington Technical Center Center for Technology Essex Northwest Technical Center Vermont Technical Center UVM Chaplain College St. Michael's |
| Champlain College, UVM, St. Michaels |
| champlain, UVM, St. Mikes, Clarkson |
| Essex Tech, VTC |
| Seneca College, Toronto, Canada (CAD designers specific to fire sprinkler industry) |
| St Michaels, UVM, Colchester High, Winooski High |
| UVM, Champlain College, St. Michael's College |
| UVM, St. Mike's, RIT, Champlain College |
| vtc |
| VTC |

Frequency of mention:

| | |
|-----------------------------|---|
| University of Vermont | 6 |
| St. Michael's College | 6 |
| Champlain College | 5 |
| Vermont Technical Center | 4 |
| Essex Technical Center | 3 |
| Burlington Technical Center | 2 |
| Clarkson | 1 |

EXHIBIT B-5: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Current training needs that are not available locally:

| |
|---|
| Digital advertising/media analytics/Google analytics |
| Need to learn more about what options are available for our type of industry. |
| PHP computer programmers |
| Teaching at a college level and teaching with distance technology |
| The scuba instructors that work through us have been certified in Florida |
| Very specific niche industry, learning curve is about 2 yrs. Hard to bring in outsiders and find mutual benefit |
| Welding |

EXHIBIT B-6: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Occupation

| Occupation | Availability | | | Demand | | | | | | | |
|---|--|-------------------------------|--------|------------------|-----------------|---------|---------|------------------|-----------------|---------|---------|
| | RATING: Experience Recruiting Quality Applicants | | | Currently needed | | | | Needed in 1 year | | | |
| | Responses | 5=Plentiful, 1=Unavailable | | Responses | TOTAL NEEDED | Maximum | Minimum | Responses | TOTAL NEEDED | Maximum | Minimum |
| | | Average | Median | | | | | | | | |
| Office and Administrative Support | | | | | | | | | | | |
| Bookkeeping, accounting and auditing clerks | 13 | 3.0 | 3.0 | 6 | 12 | 4 | 1 | 5 | 7 | 3 | 1 |
| Executive secretaries and administrative assistants | 10 | 3.2 | 3.0 | 5 | 11 | 4 | 1 | 3 | 2 | 1 | 1 |
| Customer service representatives | 11 | 2.9 | 3.0 | 7 | 29 | 7 | 1 | 7 | 19 | 6 | 1 |
| Office clerks | 5 | 3.2 | 3.0 | 4 | 10 | 4 | 1 | 3 | 5 | 3 | 1 |
| Shipping and receiving and traffic clerks | 6 | 3.0 | 2.5 | 5 | 11 | 4 | 1 | 2 | 5 | 4 | 1 |
| Professional/Technical | | | | | | | | | | | |
| Accountants/auditors | 6 | 2.8 | 3.0 | 5 | 7 | 3 | 1 | 4 | 8 | 5 | 1 |
| Engineering technicians | 7 | 2.0 | 2.0 | 4 | 6 | 2 | 1 | 3 | 5 | 3 | 1 |
| Engineers, software | 3 | 1.0 | 1.0 | 2 | 11 | 6 | 5 | 2 | 15 | 10 | 5 |
| Engineers, other | 6 | 1.8 | 2.0 | 2 | 7 | 5 | 2 | 3 | 11 | 6 | 1 |
| Production/Technical | | | | | | | | | | | |
| Assemblers and fabricators | 6 | 2.5 | 2.5 | 4 | 114 | 100 | 1 | 4 | 119 | 100 | 2 |
| General unskilled labor | 6 | 2.8 | 2.0 | 5 | 59 | 34 | 1 | 4 | 32 | 20 | 2 |
| Computer-controlled-machine-tool programmers | 3 | 1.0 | 1.0 | 2 | 4 | 3 | 1 | 2 | 4 | 3 | 1 |
| Computer-controlled-machine-tool operators | 4 | 1.3 | 1.0 | 3 | 9 | 5 | 2 | 3 | 9 | 5 | 2 |
| Machine operators, no set-up | 3 | 2.3 | 2.0 | 2 | 14 | 12 | 2 | 2 | 3 | 2 | 1 |
| Machine setters, operators, and tenders | 4 | 2.0 | 2.0 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| Machinists | 2 | 1.0 | 1.0 | - | - | - | - | - | - | - | - |
| Skilled machine trades, general | 2 | 1.5 | 1.5 | - | - | - | - | - | - | - | - |
| Technicians, general | 6 | 2.0 | 2.0 | 3 | 7 | 3 | 2 | 3 | 7 | 3 | 1 |
| Installation, Maintenance, and Repair | | | | | | | | | | | |
| Electricians | 2 | 1.5 | 1.5 | - | - | - | - | - | - | - | - |
| Industrial machinery mechanics | 2 | 2.0 | 2.0 | - | - | - | - | - | - | - | - |
| Maintenance workers, machinery | 3 | 2.3 | 3.0 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| Maintenance and repair workers, general | 1 | 1.0 | 1.0 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 2 |
| Welders/cutters | 4 | 1.8 | 2.0 | 2 | 42 | 38 | 4 | 3 | 43 | 38 | 1 |

EXHIBIT B-6: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Occupation

| | Availability | | | Demand | | | | | | | |
|---|--|-------------------------------|--------|------------------|-----------------|---------|---------|------------------|-----------------|---------|---------|
| | RATING: Experience Recruiting Quality Applicants | | | Currently needed | | | | Needed in 1 year | | | |
| | Responses | 5=Plentiful, 1=Unavailable | | Responses | TOTAL NEEDED | Maximum | Minimum | Responses | TOTAL NEEDED | Maximum | Minimum |
| | | Average | Median | | | | | | | | |
| Transportation and Material Moving | | | | | | | | | | | |
| Industrial truck & tractor (forklift) operators | 2 | 4.0 | 4.0 | 2 | 32 | 31 | 1 | 1 | 5 | 5 | 5 |
| Packers and packagers, hand | 3 | 2.7 | 2.0 | 1 | 6 | 6 | 6 | 1 | 6 | 6 | 6 |
| Truck drivers, heavy and tractor trailer | 2 | 2.5 | 2.5 | 3 | 5 | 2 | 1 | 1 | 2 | 2 | 2 |
| Computer and Mathematical | | | | | | | | | | | |
| Computer programmers | 6 | 2.2 | 2.5 | 3 | 21 | 15 | 1 | 2 | 25 | 20 | 5 |
| Computer support specialists, technicians | 5 | 3.0 | 3.0 | 6 | 11 | 5 | 1 | 4 | 7 | 5 | 1 |
| Computer systems analysts | 4 | 1.5 | 1.0 | 3 | 5 | 2 | 1 | 2 | 7 | 5 | 2 |
| Database administrators | 2 | 2.0 | 2.0 | 1 | 1 | 1 | 1 | 2 | 3 | 2 | 1 |
| Network and computer systems administrators | 6 | 2.5 | 2.5 | 2 | 2 | 1 | 1 | 4 | 4 | 1 | 1 |
| Web developers/designers | 6 | 2.5 | 3.0 | 3 | 5 | 3 | 1 | 4 | 6 | 3 | 1 |
| Other | | | | | | | | | | | |
| National Sales | 1 | 1.0 | 1.0 | 1 | 5 | 5 | 5 | 1 | 5 | 5 | 5 |
| Tech professionals | 1 | 1.0 | 1.0 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| Accountants: Fresh-outs | 1 | 3.0 | 3.0 | 1 | 5 | 5 | 5 | - | - | - | - |
| Accountants: 3-5 years experience | 1 | 1.0 | 1.0 | 1 | 3 | 3 | 3 | - | - | - | - |
| Sales | 1 | 3.0 | 3.0 | 1 | 33 | 33 | 33 | 1 | 3 | 3 | 3 |
| Procurement | 1 | 2.0 | 2.0 | 1 | 8 | 8 | 8 | 1 | 1 | 1 | 1 |
| Drivers | 1 | 4.0 | 4.0 | 1 | 60 | 60 | 60 | 1 | 60 | 60 | 60 |
| Schedulers/dispatchers | 1 | 2.0 | 2.0 | 1 | 5 | 5 | 5 | 1 | 5 | 5 | 5 |
| Air Personalities | 1 | 2.0 | 2.0 | - | - | - | - | 1 | 1 | 1 | 1 |
| Digital search engine optimization | 1 | 1.0 | 1.0 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 3 |
| Digital marketing analyst | 1 | 1.0 | 1.0 | 1 | 3 | 3 | 3 | 1 | 3 | 3 | 3 |

Additional comments:

The questions on headcount were confusing and I answered them based on current headcount today and what we expect headcount to be one year from now. Not how many people we are SEARCHING for now and how many expect to need to recruit one year from now. We are expanding our manufacturing capacity in Arizona, not in VT due to the high and increasing cost of doing business in VT relative to other states.

Need to figure out how to find those Vermonters who go away for college and/or sometimes stay out of state for work in early years of their career by who eventually want to return to the state to start families, etc. A higher % of the Vermont colleges students are from out of state and eventually want to return to their state o do not see VT as a viable place to start a career. We need to 1). change that image-there are great jobs here in VT 2) figure out how to say connected to Vermonters to go away for college/work and want to come home. Second-we need much better intern/cell service throughout the state- it's not just the rural areas but even some places in Chittenden County have terrible cell service!

The day that my father moved the retail part of our business to Colchester was a big mistake for that part of the business. I can understand him moving XYZ since that type of business it dose not matter where it was as long as it had the space needed. For the retail end it has been very difficult - Colchester residents do not support or shop in Colchester for the most part. Colchester does not have a downtown shopping center to attract people to shop in Colchester. The only reason that some people come to our shop is that there is only one other like it in the Burlington area.

We employ 112 people at our Colchester location. An additional 38 are in 4 US cities. An additional 18 live throughout the US but work entirely out of their homes. Finally, 10 employees reside outside of the US. That gives a total of 178 employees. We'd have more in Vermont, but we just can't seem to find the quality people that we find in other places, people with a work ethic and technical qualification and training.

EXHIBIT B-8: COLCHESTER, VT EMPLOYER SURVEY SUMMARY

MARCH-APRIL 2012

Responding employers:

| COMPANY | SIC | NAICS |
|--|------------|--------------|
| Albany College of Pharmacy and Health Sciences | | |
| Chuck's Heating & A/C, Inc. | 1711 | 238220 |
| Coca-Cola Bottling Company Of NNE | 2186 | |
| Egan Media Productions, Inc. | | |
| Fab-Tech, Inc. | 3444 | 332996 |
| Firetech Sprinkler Corp | 1711 | 238220 |
| Hazelett Strip-Casting Corp | 3559 | |
| HUB Transportation Insurance | | |
| KPMG | | |
| Marina At Marble Island | | |
| Mt. Mansfield Media | | |
| Preston Property Management | | |
| Reinhart Foodservice, Inc. | | |
| Reliance Steel, Inc | 332312 | 3444 |
| Shaw's Supermarket | | |
| Special Services Transportation Agency | | |
| Trowel Trades Supply inc. | 5032 | |
| Vermont Public Radio | | |
| Vertek Corporation | 8748 | 541618 |
| Victory Sports / Poseidon Air Systems | | |
| Vox AM/FM, LLC | | |
| Saint Michael's College | | |
| Green Mountain Power | | |
| Champlain Cable Corp | | |
| A. M. Peisch & Company, LLP | | 541211 |
| MyWebGrocer, Inc. | | |
| Hayward Tyler Inc | | |
| Vermont Information Processing | | |