**PERCENT OF INDUSTRIES REPRESENTED**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>12%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>9%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>3%</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>6%</td>
</tr>
<tr>
<td>Administrative, Support &amp; Waste</td>
<td>9%</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>3%</td>
</tr>
<tr>
<td>Real Estate &amp; Rental/Leasing</td>
<td>6%</td>
</tr>
<tr>
<td>Other Services (Except Public)</td>
<td>3%</td>
</tr>
<tr>
<td>Unclassified Establishments</td>
<td>6%</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>3%</td>
</tr>
<tr>
<td>Professional, Scientific &amp; Technical</td>
<td>3%</td>
</tr>
</tbody>
</table>

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**INTERVIEW HIGHLIGHTS**

“Utah Manufacturer’s Association meets our primary need for representation up on the Hill and for lobbying purposes. They do a great job helping navigate challenges and making sure we are reporting on exactly what we need to be reporting on.”

“We have to get more reliable contractors that we work for who pay us in a timely manner. We are usually the subcontractor of a subcontractor of another subcontractor. Some of our pay draws are 120 days out. So it helps to ensure that those we are working with are getting payments to us in a timely manner.”

“We just have to continue to produce, we need employees, we need training programs to have people capable of running the equipment. The market has to continue to grow, we need as little regulation as possible or at least regulations need to stay consistent. This wasn’t a factor in choosing this area, but a big factor was the new market tax credits. Tax credits will be a big play on how we continue and how we locate our next facility. Those new market tax credits helped us be able to do improvements and offset costs of opening a new facility and were instrumental in getting low cost financing.”

“If there was a greater emphasis in schools around technical careers, that would make a difference in recruiting people for us. Right now, that line of work is not encouraged.”

“Banks and credit unions need to work better with their Hispanic customers. They don’t get a lot of opportunities to get credit/loans, so they will work very hard to make sure they pay it back and keep their good standing.”

“The County is way more responsive to large businesses than to small ones and all we are looking for is an equal playing field.”

*All remarks were gathered from business decision-makers in your municipality*
OF BUSINESSES INTERVIEWED:
Annual revenues from $0 to $80,000,000
Median annual revenue: $900,000

- 63% Are family owned
- 33% Are members of a chamber, guild, or business association
- 26% Of decision-makers interviewed were female
- 25% Have more than 50% of workforce comprised of women
- 30% Export to foreign markets

Top cited benefits of these memberships:
1. Networking
2. Education
3. Advocacy
4. Discounts

*Interview data shows when women are in decision-making roles within a business, more women are employed by that business

EMPLOYEES & WORKFORCE

Top Business Challenges:
Past and Future
(Percent of Businesses Citing Challenge)

- Workforce: Past 63%, Future 33%
- Competition: Past 44%, Future 24%
- Employee Retention: Past 30%, Future 21%
- High Cost of Wages/Benefits: Past 30%, Future 28%
- Economy: Past 25%, Future 16%
- Management: Past 30%, Future 28%
- Marketing: Past 27%, Future 20%
- Capital: Past 23%, Future 19%

How does the local workforce fit your company’s talent needs?

- 5% Don’t Know
- 10% More Applicants
- 15% More Knowledge, Training & Skills
- 20% More Applicants
- 25% Don’t Know
- 30% Market
- 35% Work Ethic

What challenges do you experience in meeting your workforce needs?

- 5% Hard to Find
- 10% High Cost of Wages/Benefits
- 15% Lack of Labor
- 20% None
- 25% Work Ethic
- 30% Retention

Businesses Interviewed by Employee Count

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95% 100%
0 1-4 5-9 10-19 20-49 50-99 100-249 250-499 500+

How could the local workforce better meet your needs?

- 5% More Applicants
- 10% More Knowledge, Training & Skills
- 15% More Applicants
- 20% Don’t Know
- 25% More Knowledge, Training & Skills
- 30% More Applicants
- 35% Don’t Know

Workforce

Past
Future