

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

BACKGROUND INFORMATION

Total Responses: 35

	Responses	
Please describe your primary product or service:	35	See Exhibit B-2

	Responses
How long has your company had operations in Washtenaw County?	32

	Responses	
Why is your operation located in Washtenaw County?	29	See Exhibit B-3

EMPLOYMENT PROFILE

Please provide the following information:

	Responses	Average	Median	Total
Current number of full-time employees	33	197.5	75.0	6,519
Current number of part-time employees	31	22.3	5.0	690
Current number of temporary employees	15	33.5	5.0	502
Number of workers at your facility employed by an outside contractor	15	14.5	8.0	218
Estimated full-time employees one year from now	22	173.0	59.0	3,807
Estimated part-time employees in one year	20	23.0	4.5	460
Percentage of your company's labor force represented by one or more unions	3	60.0	50.0	

BASIC SKILLS OF JOB APPLICANTS

(5=Highest skill/1=No skill)

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

	Responses	Average Rating	Median Rating
Overall basic skills of all applicants	30	3.9	4
Written communication	29	3.6	4
Reading comprehension	29	3.8	4
Math	29	3.7	4
Thinking and judgment/problem-solving	29	3.9	4
Verbal communication/comprehension	29	3.8	4
Team and cooperative skills	29	3.8	4

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

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
Ease of relocating managers/professionals from outside area	28	2.9	3
Ease of recruiting young professionals from outside the area	28	2.8	3
Employment opportunities for "trailing" spouses	24	2.0	2
Suitable housing availability for relocatees/transferees	27	3.3	4
Quality of life as perceived by job candidates from outside area	27	3.9	4
Quality of schools as an impact on personnel relocations	28	3.9	4

(5=Excellent/1=Poor)

PRODUCTIVITY AND WORK ETHIC OF COMPANY EMPLOYEES	Responses	Average Rating	Median Rating
Work ethic	31	4.1	4
Productivity	31	4.1	4
Productivity compared to company's other sites	21	4.1	4
Willingness to work overtime	30	3.9	4
Punctuality	30	3.7	4
Overall employer/employee relations	31	4.2	4

RETIRING RESIDENTS WITHIN THE WORKFORCE

	Responses	Yes	No	Not Sure
Does your company or organization have a strategy to meet an increase in retirement rates due to aging Baby Boomers?	29	4	25	0

	Responses	Average	Median
Approximately what percent of your employees are eligible for retirement or will become eligible for retirement over the next five years?	19	9.1	8

	Responses	
Three most common occupations held by employees that are eligible for retirement either now or within five years:	34	See Exhibit B-4

	Responses	Yes	No	Not Sure
Are you confident you will be able to successfully hire new employees to fill those positions being vacated by retiring employees?	33	28	0	5

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

RETIRING RESIDENTS WITHIN THE WORKFORCE, *cont.*

	Responses	Responses		
		Full-time	Part-time	No
Do you actively recruit people of retirement age? (FT, PT, NO)	28	8	7	17
If yes, what are the three most common jobs these older individuals hold in your company?	Responses			
Full-time	9	<i>See Exhibit B-5</i>		
Part-time	6	<i>See Exhibit B-5</i>		

	Responses	Satisfactory	Unsatisfactory	Not Applicable
Overall experience employing retired residents	20	12	0	8

	Responses	
Please elaborate	5	<i>See Exhibit B-6</i>

RECRUITING METHODS

	Responses	
<i>Please indicate any high schools, technical schools, colleges, or universities where you recruit.</i>	19	<i>See Exhibit B-7</i>

TRAINING AND EDUCATIONAL RESOURCES

	Responses	Yes	No	In Past
Do you currently use – or have you used – co-op, apprenticeships, internships, or similar programs?	30	19	7	4

	Responses	<i>(5=Very high/1=No value)</i>	
		Average Rating	Median Rating
If yes, please indicate the value to your company of the program used	22	4.1	4

	Responses	<i>(5=Continuously/1=Never)</i>	
		Average Rating	Median Rating
How frequently have you worked with each of the following for training programs, apprenticeships, co-op, or other programs?			
Area high schools	22	1.7	2
University of Michigan	26	3.4	4
Eastern Michigan University	25	2.7	2
Concordia University	22	1.4	1
Cleary University	23	1.5	1
Washtenaw Community College	26	2.8	3
Private vendors (e.g. training and development consultants)	23	2.3	2

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

TRAINING AND EDUCATIONAL RESOURCES, cont.

(5=Excellent/1=Poor)

Please select the number that best indicates your opinion of the quality of the following educational programs and graduates.

	Responses	Average Rating	Median Rating
Area high schools	23	3.4	3
University of Michigan	25	4.6	5
Eastern Michigan University	24	4.1	4
Concordia University	23	3.8	4
Cleary University	23	3.8	4
Washtenaw Community College	26	3.8	4
Private vendors (e.g. training and development consultants)	24	3.6	4

IMPROVEMENTS NEEDED AMONG LOCAL TRAINING AND EDUCATIONAL PROGRAMS

Please indicate programs that need to be strengthened or instituted to better meet your requirements.

High schools:

	Responses
No Opinion	8
None	0
Basic skills	3
Communication/speaking	5
Computer/software	4
Critical thinking	8
Job interview skills	5
Job preparedness	4
Life skills	7
Math	2
Reading/writing	5
Vocational training	3
Work ethic	5

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

IMPROVEMENTS NEEDED AMONG LOCAL TRAINING AND EDUCATIONAL PROGRAMS, *cont.*

Community colleges	Responses
No Opinion	5
None	0
Basic skills	4
Communication/speaking	6
Computer/software	4
Critical thinking	9
Job interview skills	6
Job preparedness	4
Life skills	4
Math	6
Reading/writing	7
Vocational training	3
Work ethic	7

Universities and four-year colleges	Responses
No Opinion	5
None	1
Basic skills	1
Communication/speaking	6
Computer/software	4
Critical thinking	10
Job interview skills	5
Job preparedness	2
Life skills	5
Math	4
Reading/writing	4
Vocational training	1
Work ethic	6
Other:	1
Teamwork/working effectively with others	

Do you have current training needs that are not available locally?

Specific Product development knowledge from Japan

Responses	YES	NO
27	2	25
1		

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

COMPANY-OFFERED BENEFITS	Responses	Whole	Partial
Subsidized daycare program	1	0	1
On-site daycare program	0	0	0
Life insurance	27	23	4
Health insurance	29	22	7
Dental care	29	20	9
Vision care	23	17	6
Wellness Program	14	11	3
Employee Assistance Program (EAP)	18	16	2
Health savings account (HSA)	16	12	4
Long-term disability	25	21	4
Short-term disability	22	17	5
Accidental Death/Dismemberment	23	18	5
125 (cafeteria) plan	13	12	1
Tuition reimbursement	19	14	5
Retirement plan	22	16	6

(1=0-10%, 2=10%-20%,
3=20%-30%, 4=over 30%)

FIRST-YEAR TURNOVER	Responses	Average Rating	Median Rating
New-hire turnover rate	30	1.2	1

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

EMPLOYEE TURNOVER AND ABSENTEEISM	Responses	Average Rating	Median Rating
Thereafter, average annual turnover rate	30	1.5	1
Average daily absenteeism rate	28	1.3	1
Annual percent retiring (2006-2007)	27	1.1	1

EXHIBIT B-1: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

QUALITY OF LIFE	Responses	(5=Excellent/1=Poor)	
		Average Rating	Median Rating
Public education (K-12)	29	4.1	4.0
Private education (K-12)	25	4.4	4.0
Availability of affordable homes	30	3.3	3.0
Availability of homes for transferred or relocating personnel	26	3.7	4.0
Availability of childcare services	28	3.6	4.0
Healthcare services	29	4.4	5.0
Safety from crime	29	4.0	4.0
Traffic/road congestion	29	3.4	3.0
Personal income tax	27	3.0	3.0

LABOR AVAILABILITY, COST, DEMAND

See Exhibit B-8

	Responses	
Which skills/positions are most difficult to find?	15	See Exhibit B-10

ADDITIONAL COMMENTS

Responses

	5	See Exhibit B-11
--	---	------------------

RESPONDING COMPANIES

Responses

	242	See Exhibit B-12
--	-----	------------------

EXHIBIT B-2: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Primary product or service:

Alternative energy
Ambulance Service
Automotive testing
Baccalaureate degrees
Banking/Finance
Biotechnology
Book manufacturing - printing and binding of books
Business assistance
Development/manufacture of bio-tech products
Education
Education
Education
Electronic Contract Manufacturer - Electronic Assemblies
Engineering services, software and hardware
Engineering simulars
Flood, fire, and mold restoration
High quality plastic consumer packaging for the beverage, food, personal care and
Hospitality
Interactive Agency
Internet security software
IT Consulting
Landscape architecture, civil engineering, planning and environmental science
Library
Licensing entertainment data
Machine shop prototype & short/long run
Manufacturing - Durable Goods (Sanitation for the RV industry)

EXHIBIT B-2: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Primary product or service:

Manufacturing - TRS4000
Manufacturing and sales of ball bearing and precision products
Plumbing
Public education for grades K - 8 students
Public Health and Safety, Environmental Health, certify products to meet standards
Public relations
Publishers (electronic and paper)
Retail: books, music, movies
Retirement Community

EXHIBIT B-3: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Why is your operation located in Washtenaw County?

Ann Arbor Community Bank
Ann Arbor is the best city on the planet.
Because this has been the community where the owners and long-time employees work. We are committed to the community and its members.
Close to excellent educational institutions & scientific resources; diversified demographics
Corporate headquarters- original location
Good location for the auto industry
Historical
Home for family
Hoover Ball Bearing was started in 1903 in Ann Arbor and NSK acquired Hoover in the mid 1970's.
It was founded here in 1980.
Lived here; moved to Ann Arbor in 1980
Location of former founding officer
Originally because of UofM; now independent of university
Previous affiliation with the Ann Arbor Public Schools.
Proximity to St. Joes and U of M hospitals.
Residence and university
School district
Serve Chelseal school district residents
Started business while living here.
Strong area for manufacturing growth. President of company believes in keeping our product local. There is alot of manufacturing talent to tap from.
The business was founded and located in Washtenaw County. Its customers come from this county predominantly.
The Government of Saline has been excellent to work with. They have provided us with PPT tax breaks to help grow our company
This is where I am from.
This is where the company was originally founded.
This is where the owners live.
We are a non-profit started by two other area non-profits and hence are located on the property of one of our sponsors.
We are chartered by the WISD
We're part of a state-wide organization with offices near all major cities.
Workforce

EXHIBIT B-4: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Most common occupations eligible for retirement in the next five years:

Retiring Occupations	Replacement confidence
Administrator	Unsure
Administrators	Yes
Aides	Yes
Architecture & Engineering	Yes
Assemblers	Yes
Bindery Workers	Yes
Computer Systems Analysts	Yes
Customer Service Representatives	Yes
Customer Service Reps	Yes
Department Manager	Yes
Editor	Unsure
Electrical and Electronic Repairers	Yes
Engineer	Yes
Engineer	Yes
Engineer	-
Engineers	-
Engineers, Mechanical	Yes
Finance	Yes
IT	Yes
Landscape Architects	Yes
Librarian	Yes
Machinist	Yes
Maintenance Workers	Yes
Management	Unsure
Management	Yes
Production Managers	Yes
Production Workers	Yes
Sales	Yes
Sales Representatives	Unsure
Sales Reps	Yes
Teacher	Yes
Teachers	Yes
Teachers	Yes
Unskilled Laborers	Yes

EXHIBIT B-5: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Most common jobs retirement-age individuals hold in your company:

Full-time	Part-time
Engineering, mechanical and Management	business counselor
Engineers	Custodial
Light Assembly	Light Assembly
Machinist misc work	Misc work
Sales reps; production managers	Sales-retail
Sales-retail; finance; IT	
Teacher consultant; teacher specialist	
Teaching	
various management positions in different functional areas	

EXHIBIT B-6: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Overall experience employing retired residents

Adjunct faculty role is a good match
Although we haven't target the retired workers specifically during recruitment, we do employ some retired workers. These workers bring an above average work ethic and provide guidance to our younger workers. We find them to be dependable, punctual and an overall asset to our organization.
Hard-working, concientious, friendly
it's been great!
Our present teacher consultant is very professional and is an excellent resource for our faculty.
This is an important part of our strategy nationally.

EXHIBIT B-7: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Institutions where you recruit:

CCS
Cleary University
Community High School
Dexter High School
E. Hampton
Eastern Mich
Eastern Michigan Univ.
Eastern Michigan University
Eastern Michigan University
Eastern Michigan University
Eastern Michigan University
Eastern Michigan University
Eastern Michigan University
EMU
EMU
EMU
EMU
Ferris
Ferris State University
Internships
ITT Tech
Kansas State University
Kettering University
Lawrence Tech
LIT
Mich Tech
Michigan State
Michigan State
Michigan State
Michigan State University
MSU
newspapers
others
Penn State University
Pioneer High School
Southern Black Colleges

Frequency of mention

Eastern Michigan University	19
University of Michigan	17
Michigan State	5
Washtenaw Community College	8
Cleary University	1

EXHIBIT B-7: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Institutions where you recruit:

Spark
UA-190 Plumbers & Pipefitters Union
U of M
U of M
U of M
U of M
U of M
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Michigan
University of Toledo
University of Toledo
Various other colleges and universities through their placement offices & ecampusrecruiter.com
Washtenaw Community College
Washtenaw Community College
Washtenaw Community College
Washtenaw Community College
Washtenaw Community College
Washtenaw Community College
Washtenaw Community College
Wayne
Wayne State University
WCC
Web site only
Websites
Western
Western Michigan University

EXHIBIT B-8: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Labor Availability, Cost, Demand

Occupation	Availability RATING: Experience Recruiting Quality Applicants			Cost			Demand						
	Responses	5=Plentiful, 1=Unavailable		Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year			
		Average	Median				TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	
Architecture and Engineering													
Associate engineers (2-year degree)	3	4.0	4.0	1	\$ 41,600	\$ 41,600	-	-	-	-	-	-	-
Engineers	8	4.1	4.0	7	\$ 57,014	\$ 60,000	21	5	5	62	9	5	5
Engineers, electric and electronic	6	4.3	4.0	4	\$ 63,750	\$ 62,500	5	5	5	8	3	2	2
Engineers, industrial	3	4.0	4.0	-	-	-	-	-	-	-	-	-	-
Engineers, mechanical	6	4.3	4.0	2	\$ 62,500	\$ 62,500	2	2	2	6	3	3	3
Technicians (general)	9	3.7	4.0	5	\$ 41,640	\$ 42,000	6	2	2	63	11	3	3
Business and Financial													
Accountants	7	4.0	4.0	7	\$ 61,929	\$ 70,000	2	1	1	4	1	1	1
Financial analysts	5	3.8	4.0	4	\$ 81,250	\$ 92,500	3	1	1	3	2	2	2
Sales representatives													
Computer and Mathematical													
Computer programmers	4	3.8	4.0	4	\$ 47,625	\$ 49,000	1	1	1	2	2	2	2
Computer security specialists	3	2.3	2.0	-	-	-	-	-	-	2	2	2	2
Computer software engineers	4	2.5	2.0	4	\$ 75,000	\$ 80,000	6	2	2	6	3	3	3
Computer systems analysts	4	3.0	3.0	3	\$ 63,000	\$ 55,000	4	2	2	5	5	5	5
Computer systems engineers/architects	3	2.3	2.0	3	\$ 66,667	\$ 60,000	2	2	2	5	3	3	3
Database administrators	4	2.8	2.5	5	\$ 56,200	\$ 55,000	2	1	1	1	1	1	1
Network and computer systems administrators	4	4.3	4.0	3	\$ 47,667	\$ 50,000	1	1	1	-	-	-	-
Network designers	2	3.5	3.5	-	-	-	-	-	-	-	-	-	-
Web administrators													
Web developers	4	3.3	3.5	2	\$ 60,000	\$ 60,000	4	4	4	8	4	4	4
Construction and Extraction													
Brickmasons and blockmasons	-	-	-	-	-	-	-	-	-	-	-	-	-
Carpenters	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction laborers	-	-	-	-	-	-	-	-	-	-	-	-	-
Drywall and ceiling tile installers	-	-	-	-	-	-	-	-	-	-	-	-	-
Electricians	1	5.0	5.0	1	\$ 31,200	\$ 31,200	-	-	-	-	-	-	-
Painters, construction and maintenance	3	3.7	4.0	4	\$ 43,410	\$ 38,720	2	2	2	5	5	5	5
Plumbers, pipefitters, and steamfitters													

EXHIBIT B-8: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Labor Availability, Cost, Demand

Occupation	Availability			Cost			Demand						
	RATING: Experience Recruiting Quality Applicants			Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year			
	Responses	5=Plentiful, 1=Unavailable					TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	
Average	Median	Responses	Average Starting Rate	Median Starting Rate	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median			
Healthcare Practitioners and Technical	-	-	-	-	-	-	-	-	-	-	-	-	-
Cardiovascular technologists and technicians	-	-	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers	-	-	-	-	-	-	-	-	-	-	-	-	-
Emergency medical technicians and paramedics	-	-	-	-	-	-	-	-	-	-	-	-	-
Health diagnosing and treating practitioners, all other	-	-	-	-	-	-	-	-	-	-	-	-	-
Healthcare practitioners and technical workers, all other	1	2.0	2.0	1	\$ 40,000	\$ 40,000	2	2	2	2	2	2	2
Licensed practical and licensed vocational nurses	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical and laboratory technicians	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records and health information technicians	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists	1	2.0	2.0	1	\$ 40,000	\$ 40,000	1	1	1	1	1	1	1
Physical therapists	1	2.0	2.0	1	\$ 40,000	\$ 40,000	1	1	1	1	1	1	1
Physician assistants	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiologic technologists and technicians	-	-	-	-	-	-	-	-	-	-	-	-	-
Registered nurses	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists	-	-	-	-	-	-	-	-	-	-	-	-	-
Healthcare Support	-	-	-	-	-	-	-	-	-	-	-	-	-
Home health aides	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical assistants	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing aides, orderlies, and attendants	-	-	-	-	-	-	-	-	-	-	-	-	-
Installation, Maintenance, and Repair	-	-	-	-	-	-	-	-	-	-	-	-	-
Electrical and electronic repairers	1	5.0	5.0	1	\$ 31,200	\$ 31,200	-	-	-	1	1	1	1
Industrial machinery mechanics	-	-	-	-	-	-	-	-	-	-	-	-	-
Maintenance workers, machinery	2	3.5	3.5	1	\$ 40,000	\$ 40,000	2	2	2	2	2	2	2
Unskilled laborers (manufacturing, repair)	6	3.7	4.0	6	\$ 34,567	\$ 31,200	15	4	2	71	14	5	5
Life Sciences	-	-	-	-	-	-	-	-	-	-	2	2	2
Chemists	1	3.0	3.0	1	\$ 35,000	\$ 35,000	2	2	2	-	-	-	-
Clinical data managers	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical scientists	1	2.0	2.0	1	\$ 55,000	\$ 55,000	2	2	2	-	-	-	-

EXHIBIT B-8: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Labor Availability, Cost, Demand

Occupation	Availability RATING: Experience Recruiting Quality Applicants			Cost			Demand						
	Responses	5=Plentiful, 1=Unavailable		Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year			
		Average	Median				TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	
Management	-	-	-	-	-	-	-	-	-	-	-	-	-
Computer and information systems managers	4	4.0	4.0	4	\$ 68,750	\$ 67,500	1	1	1	2	2	2	2
Engineering managers	5	4.0	4.0	5	\$ 93,000	\$ 90,000	-	-	-	4	2	2	2
Industrial production managers	2	4.0	4.0	2	\$ 52,260	\$ 52,260	-	-	-	-	-	-	-
Office and Administrative Support	-	-	-	-	-	-	-	-	-	-	-	-	-
Computer support specialists (tech support)	3	3.7	4.0	5	\$ 34,941	\$ 33,280	2	1	1	5	2	2	2
Customer service representatives	4	3.8	4.0	4	\$ 27,180	\$ 27,500	4	2	2	4	2	2	2
Production	-	-	-	-	-	-	-	-	-	-	-	-	-
Assemblers and fabricators	3	4.3	5.0	4	\$ 30,713	\$ 30,747	-	-	-	13	3	4	4
Bindery workers	1	4.0	4.0	1	\$ 18,720	\$ 18,720	2	2	2	4	4	4	4
Computer-controlled-machine-tool operators, metal and plastic	1	2.0	2.0	1	\$ 33,280	\$ 33,280	-	-	-	2	2	2	2
Inspectors	-	-	-	-	-	-	-	-	-	-	-	-	-
Machinists	2	3.5	3.5	1	\$ 33,280	\$ 33,280	-	-	-	-	-	-	-
Prepress technicians and workers (electronic)	-	-	-	-	-	-	-	-	-	-	-	-	-
Production workers	5	4.0	4.0	5	\$ 25,152	\$ 28,000	4	2	2	16	8	8	8
Team assemblers	-	-	-	-	-	-	-	-	-	-	-	-	-
Testers	-	-	-	-	-	-	-	-	-	-	-	-	-
Welders	3	3.3	4.0	2	\$ 34,140	\$ 34,140	1	1	1	3	2	2	2
Transportation and Material Moving	-	-	-	-	-	-	-	-	-	-	-	-	-
Truck drivers, heavy and tractor trailer	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-
Other ranking	-	-	-	-	-	-	-	-	-	-	-	-	-

EXHIBIT B-9: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Which skills/positions are most difficult to find/fill?

3-D modelers
Advanced placement teachers
Calibration engineers
Certified specialists for part-time teaching positions
computer software programmers
Electronic repair to component level experience
Experienced CNC machinist
Graphic Designers/Creative Directors/Web Analytics/Search Engine Analysts/Engagement Managers
Management and higher level positions
People skills, advanced problem-solving for the plumbing trade
PhD scientists with 1-3 years of experience; scientists with immunoassay development experience; product managers with a science background
Product management; quality assurance; software developers
Sales and marketing
Unfortunately, our company continues to downsize via attrition, so we are only able to hire production workers as necessary, and these are not difficult to find with the current economy
We've been challenged with finding highly skilled sales (Regional and National Account Managers) professionals with B2B experience. We also anticipate having a number of positions available in product design and a few polymer scientist positions that have been challenging.

EXHIBIT B-10: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Additional comments

Central University -- the best interns Midwesterners do not understand PR, unlike the coasts. Ann Arbor is very academic and "small-think."
Michigan Works Department In Washtenaw is fantastic.....They are a great help for obtaining low to skilled employees.
Most questions do not apply to K-12 education institutions.
We find applicants are often unprepared to (re)enter the workforce. Resumes are incomplete and poorly written - interviewing skills need to be refreshed.
We find that the poor real estate market across the country is creating a real challenge for us from a recruiting standpoint. Qualified candidates in other states are reluctant to relocate (to Michigan or elsewhere) because they are understandably concerned about the ability to sell their existing home. We have a robust relocation policy, but not all positions qualify for a home purchase option. Additionally, it seems that potential candidates east of the Ann Arbor area are reluctant to make the hour+ drive to [specified city]. Our location works against us in this regard. From a workforce skill perspective, analytical/problem solving and working effectively with others ("emotional intelligence") are absolutely critical skills across functional areas. Anything that can be done in our learning institutions to enhance the skill base in these areas would be fantastic.

EXHIBIT B-11: WASHTENAW COUNTY EMPLOYER SURVEY

November 2007-January 2008

Responding Employers

COMPANY	SIC	NAICS	CITY/TOWN	ZIP CODE
Astrom Biosciences, Inc	8731	-	Ann Arbor	48105
All Media Guide	7374	-	Ann Arbor	48108
AMI	8733	-	Ann Arbor	
Ann Arbor District Library	8231	-	Ann Arbor	48103
Ann Arbor Learning Community	8211	-	Ann Arbor	48108
Assay Designs	2835	325413	Ann Arbor	48108
Bank of Ann Arbor	6021	-	Ann Arbor	48104
Borders	5942	-	Ann Arbor	48103
Cleary University	8221	-	Ann Arbor	48105
Eiler Communications	8743	-	Ann Arbor	48108
Enlighten	-	-	Ann Arbor	48104
FAAC Incorporated	-	-	Ann Arbor	48108
Honey Creek Community School	8211	-	Ann Arbor	48106
Huron Valley Ambulance, Inc.	-	-	Ann Arbor	48108
Interlink Networks, LLC	2741	-	Ann Arbor	48104
JJR, LLC	-	-	Ann Arbor	48104
Logic Solutions, Inc.	-	-	Ann Arbor	48105
Lotus Engineering, Inc.	-	-	Ann Arbor	48104
Malloy Incorporated	2732	-	Ann Arbor	48103
Mathematical Reviews	8231	-	Ann Arbor	48105
Mototron Corporation	-	-	Ann Arbor	49104
NSF International	8733	-	Ann Arbor	48105
NSK Corporation	-	-	Ann Arbor	48105
NuStep, Inc.	3949	339920	Ann Arbor	48108
Thetford Corporation	3088	-	Ann Arbor	48103
Webers	5812	-	Ann Arbor	48102
Chelsea School District	8211	-	Chelsea	48118
Silver Maples of Chelsea	-	-	Chelsea	48118
Amcor PET Packaging	-	-	Manchester	48158
Protomatic, Inc.	3545	-	Pinckney	48169
Saline Lectronics, Inc	3672	-	Saline	48176
Mastercraft Plumbing	1711	-	Whitmore Lake	48189
Coach's Catastrophe Cleaning/Re	1521	-	Ypsilanti	48198
MI-SBTDC @ WCC	-	-	Ypsilanti	48197
Ypsilanti Public Schools	8211	-	Ypsilanti	48197