

EXHIBIT D-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Population (Source: Claritas)						
1990 Census	814,931	203,058	736,681	282,937	9,295,297	248,709,873
2000 Census	915,301	235,545	799,345	322,895	9,938,444	281,421,906
2005 Census	319,791	319,791	319,791	319,791	9,865,583	288,378,137
2007	961,779	248,884	837,551	346,585	10,159,688	301,045,522
2012	987,868	257,780	858,249	361,481	10,268,116	314,920,978
Change 1990 - 2000	12.3%	16.0%	8.5%	14.1%	6.9%	13.2%
Change 2000 - 2007	5.1%	5.7%	4.8%	7.3%	2.2%	7.0%
Change 1990 - 2007	18.0%	22.6%	13.7%	22.5%	9.3%	21.0%
Change 2007 - 2012	2.7%	3.6%	2.5%	4.3%	1.1%	4.6%

Percent Minority (Source: Claritas)

2000 Census	15.3%	16.3%	18.6%	21.8%	19.8%	29.2%
2007	18.3%	18.1%	21.5%	23.6%	20.9%	32.2%
2012	20.7%	19.7%	23.8%	25.1%	21.9%	34.8%

Percent Distribution by Age Group

2000 Census (Source: Claritas)

0-17	24.14%	21.80%	24.19%	22.08%	26.12%	25.69%
18-34	26.49%	31.17%	28.07%	32.66%	23.88%	24.70%
35-54	30.94%	29.74%	29.93%	28.95%	29.85%	29.43%
55-64	8.07%	7.53%	7.97%	7.13%	8.68%	8.63%
65-74	5.70%	4.64%	5.46%	4.34%	6.47%	6.54%
75 and over	4.98%	4.07%	4.56%	3.80%	5.80%	5.90%

Percent Distribution by Age Group (2007)

(Source: Claritas)

0-17	23.6%	21.0%	23.9%	21.7%	24.5%	24.5%
18-34	24.1%	30.7%	25.3%	31.4%	22.6%	23.3%
35-54	30.4%	28.7%	29.8%	28.2%	29.2%	28.8%
55-64	10.9%	10.2%	10.7%	9.7%	11.0%	10.7%
65-74	5.6%	5.0%	5.4%	4.7%	6.3%	6.5%
75 and over	5.3%	4.5%	4.9%	4.2%	6.4%	6.1%

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	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Percent Distribution by Age Group (2012)						
<i>(Source: Claritas)</i>						
0-17	22.7%	20.1%	23.1%	21.2%	23.3%	23.8%
18-34	23.7%	28.9%	24.5%	29.0%	22.8%	22.7%
35-54	28.7%	27.9%	28.6%	28.0%	27.4%	27.5%
55-64	12.7%	12.0%	12.2%	11.5%	12.7%	12.1%
65-74	7.0%	6.3%	6.7%	6.0%	7.6%	7.5%
75 and over	5.2%	4.6%	4.8%	4.3%	6.3%	6.3%

Projected Percent Change in Age Distribution (2006-2012)

(Source: Claritas)

0-17	-1.3%	-0.5%	-0.9%	1.8%	-4.2%	1.3%
18-34	0.9%	-2.4%	-0.8%	-3.7%	1.8%	2.3%
35-54	-3.1%	0.9%	-1.8%	3.6%	-5.0%	-0.1%
55-64	19.1%	22.6%	17.6%	22.5%	16.4%	18.4%
65-74	28.5%	32.0%	28.3%	33.6%	20.5%	20.6%
75 and over	0.7%	5.7%	0.4%	6.7%	0.6%	7.2%

Median Age *(Source: Claritas)*

2000 Census	34.8	32.4	33.7	31.4	35.5	35.3
2007	36.5	33.8	35.5	32.9	37.1	36.6
2012	37.8	35.7	36.7	34.9	38.2	37.7

Median Household Income

(Source: Claritas)

2000 Census	\$57,892	\$56,102	\$52,503	\$52,692	\$45,135	\$42,729
2007	\$65,156	\$63,355	\$59,594	\$60,005	\$50,349	\$49,314
2012	\$69,660	\$67,819	\$63,947	\$64,529	\$54,678	\$54,551
Change '07 - '12	6.9%	7.0%	7.3%	7.5%	8.6%	10.6%

EXHIBIT D-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Household Income Distribution (2007)						
<i>(Source: Claritas)</i>						
Households	378,361	98,058	327,978	136,330	3,936,519	113,668,003
Less than \$35,000	24.9%	26.7%	28.2%	28.8%	34.0%	35.1%
Between \$35,000 and \$75,000	32.7%	32.0%	33.9%	32.1%	35.8%	35.1%
Greater than \$75,000	42.4%	41.3%	38.0%	39.0%	30.2%	29.8%

Educational Attainment Levels

2000 (Source: Census)

No High School Diploma	--	--	--	8.5%	16.6%	19.6%
High School Diploma Only	--	--	--	17.1%	31.3%	28.6%
1 to 3 Years College	--	--	--	20.3%	23.3%	21.0%
Associate Degree	--	--	--	6.0%	7.0%	6.3%
Bachelors Degree	--	--	--	24.3%	13.7%	15.5%
Graduate Degree	--	--	--	23.8%	8.1%	8.9%
12 to 15 years of education	--	--	--	43.4%	61.7%	56.0%
16 or more years of education	--	--	--	48.1%	21.8%	24.4%

Educational Attainment Levels

2005 (Source: Census)

No High School Diploma	--	--	--	7.7%	13.0%	15.8%
High School Diploma Only	--	--	--	16.6%	31.2%	29.6%
1 to 3 Years College	--	--	--	17.0%	23.0%	27.5%
Associate Degree	--	--	--	6.1%	8.0%	7.4%
Bachelors Degree	--	--	--	25.5%	15.1%	17.2%
Graduate Degree	--	--	--	26.9%	9.5%	10.0%
12 to 15 years of education	--	--	--	39.7%	62.4%	57.1%
16 or more years of education	--	--	--	52.4%	24.7%	27.2%

EXHIBIT D-1: DEMOGRAPHIC CHARACTERISTICS

Source: U.S. Census Bureau, Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Educational Attainment Levels						
2007 (Source: Claritas)						
No High School Diploma	10.9%	7.1%	13.4%	8.5%	16.3%	19.4%
High School Diploma Only	23.4%	17.1%	26.0%	17.2%	31.3%	28.4%
1 to 3 Years College	22.4%	18.8%	22.4%	20.4%	23.4%	21.2%
Associate Degree	6.7%	5.8%	6.3%	6.1%	7.1%	6.4%
Bachelors Degree	21.2%	24.9%	18.0%	24.5%	13.9%	15.7%
Graduate Degree	15.4%	26.2%	13.8%	23.4%	8.1%	8.9%
12 to 15 years of education	52.6%	41.7%	54.8%	43.7%	61.7%	56.0%
16 or more years of education	36.5%	51.2%	31.8%	47.8%	22.0%	24.6%

EXHIBIT D-2: LABOR FORCE CHARACTERISTICS

Source: U.S. Bureau of Labor Statistics, Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Civilian Labor Force (Average Annual)						
<i>(Source: U.S. Bureau of Labor Statistics)</i>						
2000	489,709	130,340	422,181	185,202	5,143,916	142,583,000
2006	--	--	--	191,462	5,081,336	151,428,000
2007 (Source: Claritas for CZ)	521,930	140,267	447,787	189,096	5,019,984	153,128,667
December, 2007	--	--	--	190,425	4,988,511	146,334,000
% Change 2000 - 2007	6.6%	7.6%	6.1%	3.4%	-1.2%	6.2%

Unemployment (Average Annual) *(Source: U.S. Bureau of Labor Statistics)*

2000	17,688	4,973	18,019	4,304	190,495	5,692,000
2006	--	--	--	8,795	351,045	7,001,000
2007 (Source: Claritas for CZ)	18,473	5,275	18,640	9,160	360,057	7,079,167
December, 2007	--	--	--	9,000	369,989	7,371,000

Unemployment Rate (Average Annual) *(Source: U.S. Bureau of Labor Statistics)*

2000	3.6%	3.8%	4.3%	2.3%	3.7%	4.0%
2006	--	--	--	4.6%	6.9%	4.6%
2007 (Source: Claritas for CZ)	3.5%	3.8%	4.2%	4.8%	7.2%	4.6%
December, 2007	--	--	--	4.7%	7.4%	5.0%

Labor Participation (Source: Claritas)

Total (2007)	68.5%	69.0%	67.8%	69.5%	64.9%	64.1%
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EXHIBIT D- 3: EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
2000 Census (Source: Claritas)						
Total	471,792	125,291	403,974	172,373	4,637,461	129,721,512
Accommodation/Food Services	26,548	7,083	24,698	10,439	280,535	7,903,810
Administration/Support/Waste Management Services	12,106	2,492	11,252	4,196	133,012	4,394,533
Agriculture/Forestry/Fishing/Hunting/Mining	1,219	958	1,116	1,047	49,496	2,426,053
Arts/Entertainment/Recreation	7,092	2,114	5,741	2,837	70,694	2,306,485
Construction	21,679	5,428	18,560	6,762	278,079	8,801,507
Educational Services	54,862	25,381	47,349	33,060	399,258	11,371,206
Finance/Insurance/Real Estate	26,671	5,223	21,316	7,682	246,633	8,934,972
Health Care/Social Assistance	52,424	16,451	45,330	23,121	522,137	14,471,823
Information	12,579	4,122	10,360	5,385	98,887	3,996,564
Manufacturing	100,686	19,181	86,769	26,637	1,045,651	18,286,005
Management of Companies/Enterprises	328	41	232	52	1,936	70,471
Other services (excl. Public Admin.)	17,879	4,226	16,097	5,833	212,868	6,320,632
Professional/Scientific/Technical Services	37,877	11,306	27,753	14,459	236,171	7,596,861
Public Administration	11,880	3,173	10,065	4,384	167,731	6,212,015
Retail Trade	51,411	12,143	43,285	17,284	550,918	15,221,716
Transportation/Warehousing/Utilities	21,334	3,245	22,065	5,834	191,799	6,740,102
Wholesale Trade	15,217	2,724	11,986	3,361	151,656	4,666,757
2000 Percentages						
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accommodation/Food Services	5.6%	5.7%	6.1%	6.1%	6.0%	6.1%
Administration/Support/Waste Management Services	2.6%	2.0%	2.8%	2.4%	2.9%	3.4%
Agriculture/Forestry/Fishing/Hunting/Mining	0.3%	0.8%	0.3%	0.6%	1.1%	1.9%
Arts/Entertainment/Recreation	1.5%	1.7%	1.4%	1.6%	1.5%	1.8%
Construction	4.6%	4.3%	4.6%	3.9%	6.0%	6.8%
Educational Services	11.6%	20.3%	11.7%	19.2%	8.6%	8.8%
Finance/Insurance/Real Estate	5.7%	4.2%	5.3%	4.5%	5.3%	6.9%
Health Care/Social Assistance	11.1%	13.1%	11.2%	13.4%	11.3%	11.2%
Information	2.7%	3.3%	2.6%	3.1%	2.1%	3.1%
Manufacturing	21.3%	15.3%	21.5%	15.5%	22.5%	14.1%
Management of Companies/Enterprises	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%
Other services (excl. Public Admin.)	3.8%	3.4%	4.0%	3.4%	4.6%	4.9%
Professional/Scientific/Technical Services	8.0%	9.0%	6.9%	8.4%	5.1%	5.9%
Public Administration	2.5%	2.5%	2.5%	2.5%	3.6%	4.8%
Retail Trade	10.9%	9.7%	10.7%	10.0%	11.9%	11.7%
Transportation/Warehousing/Utilities	4.5%	2.6%	5.5%	3.4%	4.1%	5.2%
Wholesale Trade	3.2%	2.2%	3.0%	1.9%	3.3%	3.6%

EXHIBIT D- 3: EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
2007 (Source: Claritas)						
Total	503,160	134,866	428,898	187,206	4,877,997	141,825,157
Accommodation/Food Services	27,701	7,475	25,548	10,915	290,107	8,508,440
Administration/Support/Waste Management Services	12,780	2,663	11,818	4,520	137,373	4,774,897
Agriculture/Forestry/Fishing/Hunting/Mining	1,405	1,031	1,298	1,179	53,558	2,670,988
Arts/Entertainment/Recreation	7,495	2,239	6,012	3,027	73,680	2,545,182
Construction	23,242	6,079	19,699	7,605	297,253	9,742,157
Educational Services	58,032	26,554	49,858	34,886	419,938	12,376,868
Finance/Insurance/Real Estate	28,488	5,698	22,730	8,446	259,680	9,848,000
Health Care/Social Assistance	56,207	17,866	48,423	25,320	546,620	15,690,498
Information	13,276	4,331	10,874	5,661	102,690	4,378,854
Manufacturing	108,573	21,127	93,135	29,858	1,108,358	19,934,191
Management of Companies/Enterprises	362	45	265	62	2,100	79,300
Other services (excl. Public Admin.)	18,874	4,610	16,906	6,311	222,113	6,861,650
Professional/Scientific/Technical Services	40,305	11,996	29,572	15,617	249,076	8,358,279
Public Administration	12,681	3,475	10,774	4,895	175,359	6,836,942
Retail Trade	54,644	13,119	45,635	18,607	578,763	16,649,623
Transportation/Warehousing/Utilities	22,839	3,570	23,620	6,564	200,887	7,412,469
Wholesale Trade	16,256	2,988	12,731	3,733	160,442	5,156,819
2007 Percentages						
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accommodation/Food Services	5.5%	5.5%	6.0%	5.8%	5.9%	6.0%
Administration/Support/Waste Management Services	2.5%	2.0%	2.8%	2.4%	2.8%	3.4%
Agriculture/Forestry/Fishing/Hunting/Mining	0.3%	0.8%	0.3%	0.6%	1.1%	1.9%
Arts/Entertainment/Recreation	1.5%	1.7%	1.4%	1.6%	1.5%	1.8%
Construction	4.6%	4.5%	4.6%	4.1%	6.1%	6.9%
Educational Services	11.5%	19.7%	11.6%	18.6%	8.6%	8.7%
Finance/Insurance/Real Estate	5.7%	4.2%	5.3%	4.5%	5.3%	6.9%
Health Care/Social Assistance	11.2%	13.2%	11.3%	13.5%	11.2%	11.1%
Information	2.6%	3.2%	2.5%	3.0%	2.1%	3.1%
Manufacturing	21.6%	15.7%	21.7%	15.9%	22.7%	14.1%
Management of Companies/Enterprises	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%
Other services (excl. Public Admin.)	3.8%	3.4%	3.9%	3.4%	4.6%	4.8%
Professional/Scientific/Technical Services	8.0%	8.9%	6.9%	8.3%	5.1%	5.9%
Public Administration	2.5%	2.6%	2.5%	2.6%	3.6%	4.8%
Retail Trade	10.9%	9.7%	10.6%	9.9%	11.9%	11.7%
Transportation/Warehousing/Utilities	4.5%	2.6%	5.5%	3.5%	4.1%	5.2%
Wholesale Trade	3.2%	2.2%	3.0%	2.0%	3.3%	3.6%

EXHIBIT D- 3: EMPLOYMENT BY INDUSTRY SECTOR (2000-2007)

Source: Claritas

Industry	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Net Change (2000-2007)						
Total	31,368	9,575	24,924	14,833	240,536	12,103,645
Accommodation/Food Services	1,153	392	850	476	9,572	604,630
Administration/Support/Waste Management Services	674	171	566	324	4,361	380,364
Agriculture/Forestry/Fishing/Hunting/Mining	186	73	182	132	4,062	244,935
Arts/Entertainment/Recreation	403	125	271	190	2,986	238,697
Construction	1,563	651	1,139	843	19,174	940,650
Educational Services	3,170	1,173	2,509	1,826	20,680	1,005,662
Finance/Insurance/Real Estate	1,817	475	1,414	764	13,047	913,028
Health Care/Social Assistance	3,783	1,415	3,093	2,199	24,483	1,218,675
Information	697	209	514	276	3,803	382,290
Manufacturing	7,887	1,946	6,366	3,221	62,707	1,648,186
Management of Companies/Enterprises	34	4	33	10	164	8,829
Other services (excl. Public Admin.)	995	384	809	478	9,245	541,018
Professional/Scientific/Technical Services	2,428	690	1,819	1,158	12,905	761,418
Public Administration	801	302	709	511	7,628	624,927
Retail Trade	3,233	976	2,350	1,323	27,845	1,427,907
Transportation/Warehousing/Utilities	1,505	325	1,555	730	9,088	672,367
Wholesale Trade	1,039	264	745	372	8,786	490,062

Percent Change (2000-2007)

Total	6.6%	7.6%	6.2%	8.6%	5.2%	9.3%
Accommodation/Food Services	4.3%	5.5%	3.4%	4.6%	3.4%	7.6%
Administration/Support/Waste Management Services	5.6%	6.9%	5.0%	7.7%	3.3%	8.7%
Agriculture/Forestry/Fishing/Hunting/Mining	15.3%	7.6%	16.3%	12.6%	8.2%	10.1%
Arts/Entertainment/Recreation	5.7%	5.9%	4.7%	6.7%	4.2%	10.3%
Construction	7.2%	12.0%	6.1%	12.5%	6.9%	10.7%
Educational Services	5.8%	4.6%	5.3%	5.5%	5.2%	8.8%
Finance/Insurance/Real Estate	6.8%	9.1%	6.6%	9.9%	5.3%	10.2%
Health Care/Social Assistance	7.2%	8.6%	6.8%	9.5%	4.7%	8.4%
Information	5.5%	5.1%	5.0%	5.1%	3.8%	9.6%
Manufacturing	7.8%	10.1%	7.3%	12.1%	6.0%	9.0%
Management of Companies/Enterprises	10.4%	9.8%	14.2%	19.2%	8.5%	12.5%
Other services (excl. Public Admin.)	5.6%	9.1%	5.0%	8.2%	4.3%	8.6%
Professional/Scientific/Technical Services	6.4%	6.1%	6.6%	8.0%	5.5%	10.0%
Public Administration	6.7%	9.5%	7.0%	11.7%	4.5%	10.1%
Retail Trade	6.3%	8.0%	5.4%	7.7%	5.1%	9.4%
Transportation/Warehousing/Utilities	7.1%	10.0%	7.0%	12.5%	4.7%	10.0%
Wholesale Trade	6.8%	9.7%	6.2%	11.1%	5.8%	10.5%

EXHIBIT D-4: EMPLOYMENT BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS		Washtenaw County, MI	Michigan	U.S.
----	Total	151,721	3,796,876	116,317,003
11----	Forestry, fishing, hunting, and agriculture support	25	3,103	168,744
21----	Mining	40	5,464	497,272
22----	Utilities	1,409	23,935	633,106
23----	Construction	5,979	160,493	6,781,327
31----	Manufacturing	17,075	635,234	13,667,337
42----	Wholesale trade	4,237	172,853	5,968,929
44----	Retail trade	19,175	499,121	15,338,672
48----	Transportation & warehousing	3,167	99,822	4,168,016
51----	Information	5,833	84,575	3,402,599
52----	Finance & insurance	4,587	163,807	6,431,837
53----	Real estate & rental & leasing	2,739	59,018	2,144,077
54----	Professional, scientific & technical services	16,307	291,171	7,689,366
55----	Management of companies & enterprises	6,810	123,212	2,856,418
56----	Admin, support, waste mgt, remediation services	11,592	319,299	9,280,282
61----	Educational services	2,427	64,882	2,879,374
62----	Health care and social assistance	29,157	528,673	16,025,147
71----	Arts, entertainment & recreation	1,935	55,389	1,936,484
72----	Accommodation & food services	13,643	331,065	11,025,909
81----	Other services (except public administration)	5,487	173,470	5,390,954
99----	Unclassified establishments	97	2,290	31,153

EXHIBIT D-4: EMPLOYMENT BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS		Washtenaw County, MI	Michigan	U.S.
11----	Forestry, fishing, hunting, and agriculture support	0.0%	0.1%	0.1%
21----	Mining	0.0%	0.1%	0.4%
22----	Utilities	0.9%	0.6%	0.5%
23----	Construction	3.9%	4.2%	5.8%
31----	Manufacturing	11.3%	16.7%	11.8%
42----	Wholesale trade	2.8%	4.6%	5.1%
44----	Retail trade	12.6%	13.1%	13.2%
48----	Transportation & warehousing	2.1%	2.6%	3.6%
51----	Information	3.8%	2.2%	2.9%
52----	Finance & insurance	3.0%	4.3%	5.5%
53----	Real estate & rental & leasing	1.8%	1.6%	1.8%
54----	Professional, scientific & technical services	10.7%	7.7%	6.6%
55----	Management of companies & enterprises	4.5%	3.2%	2.5%
56----	Admin, support, waste mgt, remediation services	7.6%	8.4%	8.0%
61----	Educational services	1.6%	1.7%	2.5%
62----	Health care and social assistance	19.2%	13.9%	13.8%
71----	Arts, entertainment & recreation	1.3%	1.5%	1.7%
72----	Accommodation & food services	9.0%	8.7%	9.5%
81----	Other services (except public administration)	3.6%	4.6%	4.6%
99----	Unclassified establishments	0.1%	0.1%	0.0%

EXHIBIT D-5: EMPLOYMENT BY OCCUPATION CATEGORY (2000)

Source: U.S. Census Bureau

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Actual Employment						
Total	340,850	68,756	266,961	172,373	4,637,461	129,721,512
Management, professional, and related occupations	133,671	40,127	100,159	83,275	1,459,767	43,646,731
Management, business, and financial operations occupations	45,331	9,479	32,692	24,350	557,109	17,448,038
Management occupations, except farmers and farm managers	29,249	6,703	21,498	16,498	358,945	11,115,046
Farmers and farm managers	63	22	47	384	18,489	773,218
Business and financial operations occupations:	16,019	2,754	11,147	7,468	179,675	5,559,774
Business operations specialists	8,408	1,577	5,914	3,964	91,042	2,718,121
Financial specialists	7,611	1,177	5,233	3,504	88,633	2,841,653
Professional and related occupations	88,340	30,648	67,467	58,925	902,658	26,198,693
Computer and mathematical occupations	12,218	4,066	9,571	7,983	93,814	3,168,447
Architecture and engineering occupations	15,968	3,065	11,440	7,550	138,546	2,659,298
Life, physical, and social science occupations	5,561	3,746	4,848	5,451	36,028	1,203,443
Community and social services occupations	4,359	1,541	3,562	3,182	65,776	1,953,184
Legal occupations	2,781	911	1,893	1,748	36,278	1,412,737
Education, training, and library occupations	22,766	9,950	17,956	17,005	240,640	7,337,276
Arts, design, entertainment, sports, and media occupations	7,819	2,526	5,819	4,695	78,881	2,484,201
Healthcare practitioners and technical occupations	16,868	4,843	12,378	11,311	212,695	5,980,107
Service occupations	44,529	8,730	37,778	23,115	687,336	19,276,947
Healthcare support occupations	5,518	802	4,774	2,716	97,848	2,592,815
Protective service occupations	4,943	717	3,859	2,324	76,770	2,549,906
Food preparation and serving related occupations	17,376	4,043	15,031	8,921	237,013	6,251,618
Building and grounds cleaning and maintenance occupations	8,003	1,365	7,007	4,451	139,495	4,254,365
Personal care and service occupations	8,689	1,803	7,107	4,703	136,210	3,628,243
Sales and office occupations	89,050	13,783	67,412	38,976	1,187,015	34,621,390
Sales and related occupations	34,995	5,498	26,060	15,867	500,146	14,592,699
Office and administrative support occupations	54,055	8,285	41,352	23,109	686,869	20,028,691
Farming, fishing, and forestry occupations	428	158	422	507	21,120	951,810
Construction, extraction, and maintenance occupations	26,600	2,414	20,876	9,702	425,291	12,256,138
Construction and extraction occupations	12,958	1,344	9,722	5,288	232,738	7,149,269
Installation, maintenance, and repair occupations	13,642	1,070	11,154	4,414	192,553	5,106,869
Production, transportation, and material moving occupations	46,572	3,544	40,314	16,798	856,932	18,968,496
Production occupations	29,834	2,197	25,350	10,764	573,928	11,008,625
Transportation and material moving occupations	16,738	1,347	14,964	6,034	283,004	7,959,871

EXHIBIT D-6: EMPLOYMENT BY OCCUPATION CATEGORY (2007)

Source: Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Actual Employment						
Architecture/Engineering	26,850	6,173	19,422	8,384	148,962	2,978,769
Arts/Design/Entert/Sports/Media	10,644	4,010	8,668	4,943	82,918	2,687,180
Building/Grounds Cleaning/Maint	11,486	3,039	11,118	4,824	144,169	4,562,681
Business operations specialists	12,785	3,156	9,839	4,340	96,320	3,012,092
Financial specialists	12,394	2,737	8,913	3,933	94,377	3,149,376
Community/Social Services	6,593	2,461	5,694	3,415	68,238	2,109,021
Computer and Mathematical	19,646	6,451	14,799	8,588	98,879	3,532,863
Construction/Extraction	18,612	4,800	16,554	5,928	247,352	7,831,673
Education/Training/Library	33,001	13,881	27,340	17,928	253,423	8,019,616
Farming/Fishing/Forestry	679	523	629	524	22,568	1,048,574
Food Preparation/Serving Related	23,027	6,427	21,211	9,342	245,310	6,695,283
Healthcare Practitioner/Technician	27,749	9,370	22,218	12,444	225,954	6,574,092
Healthcare Support	7,772	1,746	7,526	2,992	101,173	2,769,763
Installation/Maintenance/Repair	17,761	3,432	18,091	4,950	203,346	5,613,216
Legal	4,700	1,508	3,277	1,892	38,099	1,530,167
Life/Physical/Social Science	7,891	4,993	6,875	5,656	37,786	1,306,098
Management incl Farmers/Farm Mgrs	52,509	14,643	38,116	18,676	405,633	13,269,955
Office/Administrative Support	72,677	16,612	64,446	24,977	719,257	21,859,211
Personal Care/Service	12,825	3,406	11,512	5,085	141,695	3,957,176
Production	41,410	7,767	40,965	11,988	600,895	11,845,190
Protective Service	6,927	1,648	6,228	2,584	79,626	2,802,412
Sales/Related	53,318	12,181	41,959	17,240	526,910	16,053,382
Transportation/Material Moving	21,906	3,901	23,496	6,573	295,107	8,617,367

EXHIBIT D-6: EMPLOYMENT BY OCCUPATION CATEGORY (2007)

Source: Claritas

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Percentage of Labor Force						
Architecture/Engineering	5.3%	4.6%	4.5%	4.5%	3.1%	2.1%
Arts/Design/Entert/Sports/Media	2.1%	3.0%	2.0%	2.6%	1.7%	1.9%
Building/Grounds Cleaning/Maint	2.3%	2.3%	2.6%	2.6%	3.0%	3.2%
Business operations specialists	2.5%	2.3%	2.3%	2.3%	2.0%	2.1%
Financial specialists	2.5%	2.0%	2.1%	2.1%	1.9%	2.2%
Community/Social Services	1.3%	1.8%	1.3%	1.8%	1.4%	1.5%
Computer and Mathematical	3.9%	4.8%	3.5%	4.6%	2.0%	2.5%
Construction/Extraction	3.7%	3.6%	3.9%	3.2%	5.1%	5.5%
Education/Training/Library	6.6%	10.3%	6.4%	9.6%	5.2%	5.7%
Farming/Fishing/Forestry	0.1%	0.4%	0.1%	0.3%	0.5%	0.7%
Food Preparation/Serving Related	4.6%	4.8%	4.9%	5.0%	5.0%	4.7%
Healthcare Practitioner/Technician	5.5%	6.9%	5.2%	6.6%	4.6%	4.6%
Healthcare Support	1.5%	1.3%	1.8%	1.6%	2.1%	2.0%
Installation/Maintenance/Repair	3.5%	2.5%	4.2%	2.6%	4.2%	4.0%
Legal	0.9%	1.1%	0.8%	1.0%	0.8%	1.1%
Life/Physical/Social Science	1.6%	3.7%	1.6%	3.0%	0.8%	0.9%
Management incl Farmers/Farm Mgrs	10.4%	10.9%	8.9%	10.0%	8.3%	9.4%
Office/Administrative Support	14.4%	12.3%	15.0%	13.3%	14.7%	15.4%
Personal Care/Service	2.5%	2.5%	2.7%	2.7%	2.9%	2.8%
Production	8.2%	5.8%	9.6%	6.4%	12.3%	8.4%
Protective Service	1.4%	1.2%	1.5%	1.4%	1.6%	2.0%
Sales/Related	10.6%	9.0%	9.8%	9.2%	10.8%	11.3%
Transportation/Material Moving	4.4%	2.9%	5.5%	3.5%	6.0%	6.1%

EXHIBIT D-7: AVERAGE EARNINGS BY MAJOR NAICS CODES (2005)

Source: U.S. Department of Commerce County Business Patterns

NAICS		Washtenaw County, MI	Michigan	U.S.
-----	Total	\$43,575	\$39,100	\$38,539
11----	Forestry, fishing, hunting, and agriculture support	\$51,360	\$30,137	\$30,198
21----	Mining	\$76,425	\$59,925	\$61,985
22----	Utilities	\$57,429	\$67,217	\$73,120
23----	Construction	\$52,988	\$47,291	\$43,136
31----	Manufacturing	\$55,659	\$49,795	\$43,951
42----	Wholesale trade	\$55,016	\$53,673	\$51,754
44----	Retail trade	\$21,647	\$20,766	\$22,691
48----	Transportation & warehousing	\$50,042	\$40,474	\$37,038
51----	Information	\$61,406	\$53,378	\$59,698
52----	Finance & insurance	\$61,763	\$53,385	\$69,458
53----	Real estate & rental & leasing	\$33,407	\$30,734	\$38,147
54----	Professional, scientific & technical services	\$72,096	\$62,974	\$59,362
55----	Management of companies & enterprises	\$85,789	\$86,100	\$85,465
56----	Admin, support, waste mgt, remediation services	\$33,064	\$28,718	\$27,521
61----	Educational services	\$22,228	\$22,272	\$28,660
62----	Health care and social assistance	\$40,685	\$37,012	\$36,796
71----	Arts, entertainment & recreation	\$19,920	\$27,545	\$27,336
72----	Accommodation & food services	\$12,652	\$11,664	\$13,971
81----	Other services (except public administration)	\$24,359	\$22,451	\$23,647
99----	Unclassified establishments	\$10,402	\$18,193	\$17,257

EXHIBIT D-8: MEDIAN ANNUAL EARNINGS BY SELECTED BENCHMARK OCCUPATION CATEGORY

Source: *Salary.com or SalarySource.com*

Occupation Description	Ann Arbor	U.S. Average
Accounting Clerk	\$34,856	\$31,692
Analyst, Systems	\$77,826	\$73,470
Assembler	\$28,712	\$26,212
Assistant, Administrative	\$43,533	\$39,898
CAD Drafter	\$46,956	\$43,094
Civil Engineer	\$71,136	\$67,091
Computer Programmer	\$59,120	\$55,160
Customer Service Representative	\$36,254	\$32,962
Electrical Engineer	\$73,020	\$69,134
Electronics Technician	\$43,836	\$40,062
Engineering Technician	\$48,899	\$45,151
Lab Technologist	\$40,869	\$37,263
Machinist - Journey	\$43,301	\$39,720
Maintenance Specialist	\$41,423	\$37,868
Manufacturing Engineer	\$73,248	\$69,326
Mechanical Engineer	\$70,706	\$66,889
Nurse, Licensed Practical	\$38,615	\$35,136
Nursing, Certified Assistant	\$28,198	\$25,701
PC Support Specialist	\$60,805	\$56,510
Secretary, Executive	\$48,936	\$45,215
Tool & Die Maker	\$52,172	\$48,578

EXHIBIT D-9: POST-SECONDARY INSTITUTIONS

Source: U.S. Department of Education, National Center for Education Statistics (IPEDS)

Less-than-Four-Year Institutions	Location	Total Fall	
		Enrollment (2005)	Total Graduates (2005)
Ross Medical Education Center	Ann Arbor	95	91
Washtenaw Community College	Ann Arbor	12,193	1,899

More-than-Four-Year Institutions	Location	Total Fall	
		Enrollment (2005)	Total Graduates (2005)
Ave Maria College	Ypsilanti	53	19
Ave Maria School of Law	Ann Arbor	360	89
Cleary University	Ann Arbor	583	174
Concordia University	Ann Arbor	600	127
Eastern Michigan University	Ypsilanti	23,486	4,067
University of Michigan	Ann Arbor	39,993	10,420

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Year Certificate	1-2 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctor's Degree	Doctor's Degree	Professional Degree
AVE MARIA COLLEGE	Humanities / Humanistic Studies				22				
AVE MARIA SCHOOL OF LAW	Law (LLB, JD)								65
CLEARY UNIVERSITY	Computer and Information Sciences, General			7					
	Business Administration and Management, General			56					
	Business Administration and Management, Other				138	15			
	Accounting			7	26				
	Financial Management and Services, Other				18				
	Management Information Systems and Business Data Processing, General				53				
	Business Marketing and Marketing Management				19				
CONCORDIA UNIVERSITY	Communications, General				1				
	Physical Education Teaching and Coaching				3				
	Family Life and Relations Studies				11				
	English Language and Literature, General				23				
	Biology, General				1				
	Mathematics				3				
	Religion / Religious Studies				11				
	Bible / Biblical Studies				3				
	Religious / Sacred Music				3				
	Psychology, General				13				
	Criminal Justice / Law Enforcement Administration				12				
	Sociology				1				
	Social Sciences and History, Other				2				
	Art, General				5				
	Music, General				8				
	Health System / Health Services Administration				3				
	Business Administration and Management, General				23				
Human Resources Management				5					
Organizational Behavior Studies						10			

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
EASTERN MICHIGAN UNIVERSITY	City / Urban, Community & Regional Planning				13	2			
	Area Studies, Other				1				
	Afro-American (Black) Studies				6				
	Women's Studies				7	10			
	Journalism				13				
	Computer and Information Sciences, General				64	23			
	Information Sciences and Systems				76	84			
	Curriculum and Instruction					23			
	Education Administration and Supervision, General					46	17	17	
	Educational / Instructional Media Design				74	3			
	Social and Philosophical Foundations of Education					5			
	Special Education, General					52			
	Education of the Deaf and Hearing Impaired				7				
	Education of the Emotionally Handicapped				45	2			
	Education of the Mentally Handicapped				50				
	Education of the Physically Handicapped				8				
	Education of the Blind and Visually Handicapped				2				
	Education of the Speech Impaired				23				
	Counselor Education / Counseling and Guidance Services				6	47			
	Elementary Teacher Education				167	42			
	Junior High / Intermediate / Middle School Teacher Education					6			
	Secondary Teacher Education					5			
	Art Teacher Education				16	5			
	Business Teacher Education (Vocational)				9	2			
	English Teacher Education				53				
	Technology Teacher Education / Industrial Arts Teacher Education				5				
	Marketing Operations Teacher Education / Marketing and Distribution Teacher Education				3				
	Mathematics Teacher Education				56				
	Music Teacher Education				21				
	Physical Education Teaching and Coaching				48	14			
	Reading Teacher Education					55			
	Science Teacher Education, General				92				
	Social Science Teacher Education				7				
	Social Studies Teacher Education				49				
	Technical Teacher Education (Vocational)				3				
	Computer Teacher Education				1				
	Biology Teacher Education				6				
	Drama and Dance Teacher Education				9				
	French Language Teacher Education				1				
	History Teacher Education				16				

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
EASTERN MICHIGAN UNIVERSITY	Physics Teacher Education				2	2			
	Spanish Language Teacher Education				5				
	Teacher Education, Specific Academic and Vocational Programs, Other					1			
	Teaching English as a Second Language / Foreign Language					20			
	Polymer / Plastics Engineering					7			
	Technicians, Other				25				
	Plastics Technology/Technician				2				
	Industrial Production Technologies/Technicians, Other				3				
	Aeronautical and Aerospace Engineering Technology/ Technician				21				
	Mechanical Engineering / Mechanical Technology/Technician				8				
	Construction / Building Technology/Technician				23				
	Engineering-Related Technologies/Technicians, Other				2				
	Foreign Languages and Literatures, General					7			
	Linguistics				2	1			
	Japanese Language and Literature				1				
	German Language and Literature				3				
	French Language and Literature				2				
	Spanish Language and Literature				7	3			
	Home Economics, General					19			
	English Language and Literature, General				29	6			
	English Composition				44	3			
	English Literature (British & Commonwealth)					35			
	Speech and Rhetorical Studies				102	22			
	Biology, General				34	11			
	Biochemistry				7				
	Mathematics				15	19			
	Biological and Physical Sciences				9	3			
	Historic Preservation, Conservation and Architectural History					12			
	Science, Technology and Society					1			
	Multi / Interdisciplinary Studies, Other					82	59		
	Parks, Recreation and Leisure Facilities Management					7			
	Health and Physical Education, General					2			
	Philosophy					8			
Chemistry, General					14	9			
Geology					23				
Physics, General					8	1			
Psychology, General					129	23			
Protective Services, Other						1			
Public Administration					14	14			
Social Work					71	67			

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
EASTERN MICHIGAN UNIVERSITY	Social Sciences, General				31	10			
	Anthropology				7				
	Criminology				71	2			
	Economics, General				8	14			
	Geography				11	11			
	Political Science and Government, General				49				
	Political Science and Government, Other				13				
	Sociology				27	4			
	Dance				1				
	Interior Design				18				
	Drama / Theater Arts, General				29	20			
	Art, General				64				
	Fine / Studio Arts					6			
	Art History, Criticism and Conservation				3				
	Arts Management				4				
	Fine Arts and Art Studies, Other					7			
	Music, General				10				
	Music - General Performance				7	12			
	Health System / Health Services Administration				15				
	Medical Technology				13				
	Nursing (RN Training)				75	7			
	Music Therapy				10				
	Occupational Therapy				44	15			
	Recreational Therapy				5				
	Business, General				28				
	Business Administration and Management, General				123	140			
	Office Supervision and Management				14				
	Accounting				74	29			
	Business / Managerial Economics				5				
	Finance, General				49	1			
	Hospitality Administration / Management				9	3			
	Human Resources Management					30			
	International Business				51	11			
Management Information Systems and Business Data Processing, General					13				
Business Marketing and Marketing Management					129				
International Business Marketing				5	6				

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Year Certificate	1-2 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctor's Degree	Doctor's Degree	Professional Degree
ROSS MEDICAL EDUCA. CTR	Medical Assistant	69							
EASTERN MICHIGAN UNIVERSITY	Natural Resources Conservation, General				10	69	10	10	
	Conservation and Renewable Natural Resources, Other				61	1			
	Architecture				91	101	3	3	
	City / Urban, Community & Regional Planning					30	3	3	
	Landscape Architecture					20			
	American Studies/Civilization				13	9	5	5	
	Asian Studies				27				
	East Asian Studies				3	4			
	Latin American Studies				3				
	Middle Eastern Studies				4	1			
	Russian and Slavic Area Studies				6	3			
	Southeast Asian Studies					5			
	Afro-American (Black) Studies				8				
	Hispanic-American Studies				1				
	Women's Studies				41				
	Communications, General				271		1	1	
	Communications, Other						1		
	Computer and Information Sciences, General				221				
	Computer and Information Sciences, Other						22		
	Education, General						164	25	25
	Elementary Teacher Education				68				
	Secondary Teacher Education				57				
	English Teacher Education							5	5
	Music Teacher Education				11	3			
	Physical Education Teaching and Coaching				15				
	Engineering, General				12	46	13	13	
	Aerospace, Aeronautical and Astronautical Engineering				92	36	12	12	
	Bioengineering and Biomedical Engineering				3	50	10	10	
	Chemical Engineering				98	27	10	10	
	Civil Engineering, General				38	39	2	2	
	Computer Engineering				141	76	8	8	
	Electrical, Electronics and Communication Engineering				163	70	27	27	
Engineering Physics				7					
Environmental / Environmental Health Engineering					13	4	4		
Mechanical Engineering				242	133	27	27		
Naval Architecture and Marine Engineering				19	18	3	3		
Nuclear Engineering				8	22	11	11		
Materials Science				27	11	6	6		
Polymer / Plastics Engineering						1			

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1 Year Certificate	1-2 Year Certificate	Associate's Degree	Bachelor's Degree	Master's Degree	Doctor's Degree	Doctor's Degree	Professional Degree	
EASTERN MICHIGAN UNIVERSITY	Engineering, Other					88	1	1		
	Linguistics				23	2	1	1		
	Chinese Language and Literature				5	2				
	Japanese Language and Literature				17	1				
	East and Southeast Asian Languages and Literatures, Other					1	1	1		
	Russian Language and Literature				5					
	German Language and Literature				39	1				
	French Language and Literature				34		1	1		
	Italian Language and Literature				5					
	Spanish Language and Literature				71	1	4	4		
	Romance Languages and Literatures, Other						1	1		
	Arabic Language and Literature					1				
	Middle Eastern Languages and Literatures, Other				10	7	2	2		
	Greek Language and Literature (Ancient/Medieval)				1	2				
	Latin Language and Literature (Ancient/Medieval)				4					
	Law (LLB, JD)									351
	English Language and Literature, General						18	11	11	
	English Creative Writing					21	25			
	English Literature (British & Commonwealth)					376				
	English Language and Literature / Letters, Other					2		2	2	
	General Studies					168				
	Humanities / Humanistic Studies					10				
	Library Science / Librarianship						88	2	2	
	Biology, General					190	9	16	16	
	Biochemistry					58	3	11	11	
	Biophysics					1	1	1	1	
	Cell and Molecular Biology, Other					72	4	7	7	
	Biological Sciences / Life Sciences, Other					3	2			
	Mathematics					59	18	19	19	
	Applied Mathematics, Other						2			
	Mathematical Statistics					20	28	8	8	
	Medieval and Renaissance Studies					3				
	Multi / Interdisciplinary Studies, Other					120		16	16	
	Sport and Fitness Administration / Management					129				
	Exercise Sciences / Physiology and Movement Studies					57	14	5	5	
	Philosophy					57	5	5	5	
Religion / Religious Studies					7					
Astronomy					9	2	5	5		
Atmospheric Sciences and Meteorology					9	8	2	2		
Chemistry, General					39	26	27	27		

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
EASTERN MICHIGAN UNIVERSITY	Physical and Theoretical Chemistry					1	6	6	
	Chemistry, Other					2	9	9	
	Geology				10	9	5	5	
	Geological and Related Sciences, Other				1				
	Physics, General				23	13	11	11	
	Physics, Other					2	9	9	
	Psychology, General				533	25	23	23	
	Psychology, Other				132		1	1	
	Community Organization, Resources and Services					45			
	Public Administration					5			
	Public Policy Analysis					73	5	5	
	Social Work					283			
	Public Administration and Services, Other						4	4	
	Social Sciences, General					11			
	Anthropology					64	16	20	20
	Economics, General					505	30	20	20
	Applied and Resource Economics						36		
	Political Science and Government, General					390	7	17	17
	Sociology					107	10	9	9
	Social Sciences and History, Other					5			
	Dance					13			
	Graphic Design, Commercial Art and Illustration					60			
	Industrial Design					20			
	Drama / Theater Arts, General					33	1		
	Technical Theater / Theater Design and Stagecraft					4			
	Playwriting and Screenwriting					7			
	Film / Cinema Studies					70			
	Art, General						13		
	Art History, Criticism and Conservation					53	3	5	5
	Drawing					11			
	Sculpture					1			
	Printmaking					2			
	Ceramics Arts and Ceramics					4			
	Fiber, Textile and Weaving Arts					3			
	Metal and Jewelry Arts					2			
	Fine Arts and Art Studies, Other					14			
	Music, General					13			
	Music History and Literature					6	2	1	1
	Music - General Performance					65	59	27	27
	Music Theory and Composition					8	8	11	11

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
EASTERN MICHIGAN UNIVERSITY	Music - Piano and Organ Performance					5			
	Visual and Performing Arts, Other				9				
	Dentistry (DDS, DMD)								99
	Dental Clinical Sciences / Graduate Dentistry					19	3	3	
	Dental Hygienist				32	2			
	Health System / Health Services Administration					98			
	Medicine (MD)								154
	Nursing (R N Training)				131		6	6	
	Nursing Administration (Post-R N)					3			
	Nursing, Maternal / Child Health (Post-R N)					12			
	Nursing, Psychiatric / Mental Health (Post-R N)					5			
	Nursing, Public Health (Post-R N)					23			
	Nursing, Surgical (Post-R N)					9			
	Nursing, Other					5			
	Pharmacy (BPharm , Pharm D)								40
	Medical Pharmacology and Pharmaceutical Sciences				3	1			
	Environmental Health					31	6	6	
	Occupational Health and Industrial Hygiene					2			
	Public Health Education and Promotion					43	3	3	
	Public Health, Other					14			
Medical Illustrating					2				
Health Professions and Related Sciences, Other					26	3	3		
Business Administration and Management, General					341	819	7	7	
Accounting						47			
Organizational Behavior Studies					39				

EXHIBIT D-10: AREA SCHOOLS - DEGREES AND CERTIFICATES CONFERRED IN 2003

Source: U.S. Department of Education

Institution Name	Description	Less than 1	1-2 Year	Associate's	Bachelor's	Master's	Doctor's	Doctor's	Professional
		Year	Certificate	Degree	Degree	Degree	Degree	Degree	Degree
WASHTENAW COMMUNITY COLLEGE	Computer and Information Sciences, General			4					
	Computer Systems Analysis			4					
	Baker / Pastry Chef		2						
	Culinary Arts / Chef Training		6						
	Elementary Teacher Education			1					
	Engineering, General			3					
	Robotics Technology/Technician		10	12					
	Industrial Production Technologies/Technicians, Other		5	143					
	Mechanical Engineering / Mechanical Technology/Technician			2					
	Hydraulic Technology/Technician	9		1					
	Liberal Arts and Sciences / Liberal Studies			29					
	General Studies			180					
	Criminal Justice / Law Enforcement Administration			1					
	Law Enforcement / Police Science			15					
	Public Administration and Services			17					
	Construction Trades		2						
	Electrical and Electronics Equipment Installer and Repairer, General		2						
	Heating, Air Conditioning and Refrigeration Mechanic and Repairer		8						
	Auto/Automotive Body Repairer		6						
	Auto/Automotive Mechanic / Technician		17						
	Vehicle and Mobile Equipment Mechanics and Repairers, Other		3						
	Machinist / Machine Technologist	1		1					
	Welder / Welding Technologist		6	5					
	Precision Production Trades, Other		6	3					
	Dental Assistant		40						
	Medical Transcription		10						
	Pharmacy Technician / Assistant		19						
	Medical Radiologic Technology/Technician			15					
	Nursing (RN Training)			104					
	Nurse Assistant / Aide	236							
	Business Administration and Management, General			28					
	Office Supervision and Management	17		7					
	Accounting Technician		24	17					
	Administrative Assistant / Secretarial Science, General		6	12					
General Office / Clerical and Typing Services		1							
Enterprise Management and Operation, General	3								
Human Resources Management	22								

EXHIBIT D-11: AIR TRAVEL INFORMATION

Source: OAG, Inc.

Destination City	Detroit, MI (DTW)	
	Daily Direct Flights	Flight Time
Amsterdam, Netherlands	4	7 hrs, 50 mins
Atlanta, GA	18	2 hrs, 0 mins
Boston, MA	9	1 hr, 55 mins
Cancun, Mexico	1	4 hrs, 0 mins
Chicago, IL	34	1 hr, 10 mins
Cincinnati, OH	12	1 hr, 10 mins
Cleveland, OH	10	0 hrs, 55 mins
Dallas/Ft. Worth, TX	11	2 hrs, 40 mins
Denver, CO	9	3 hrs, 5 mins
Frankfurt, Germany	2	8 hrs, 10 mins
Houston, TX	10	2 hrs, 55 mins
Kansas City, MO	4	2 hrs, 0 mins
London, England	2	7 hrs, 35 mins
Los Angeles, CA	7	4 hrs, 50 mins
Mexico City, Mexico	1	4 hrs, 45 mins
Miami, FL	2	2 hrs, 50 mins
Minneapolis/St. Paul, MN	15	1 hr, 50 mins
Montreal, QC	3	1 hr, 45 mins
New Orleans, LA	1	2 hrs, 30 mins
New York, NY	38	1 hr, 50 mins
Ottawa, ON	3	1 hr, 40 mins
Paris, France	4	7 hrs, 50 mins
Philadelphia, PA	13	1 hr, 35 mins
Phoenix, AZ	8	4 hrs, 5 mins
Pittsburgh, PA	6	1 hour, 0 mins
Portland, OR	1	4 hrs, 40 mins
Salt Lake City, UT	1	3 hrs, 50 mins
San Francisco, CA	6	5 hrs, 0 mins
Seattle, WA	4	4 hrs, 50 mins
St. Louis, MO	8	1 hr, 35 mins
Tampa, FL	5	2 hrs, 30 mins
Toronto, ON	7	1 hr, 15 mins
Washington, DC	31	1 hr, 35 mins

EXHIBIT D-12: HIGHWAY TRAVEL INFORMATION

Source: Mapquest

Destination City	Ann Arbor, MI	
	Highway Miles	Driving Time
Bay City, MI	99	1 hr, 27 mins
Buffalo, NY	313	5 hrs, 7 mins
Chicago, IL	242	3 hrs, 41 mins
Cincinnati, OH	253	4 hrs, 3 mins
Cleveland, OH	169	2 hrs, 41 mins
Columbus, OH	186	3 hrs, 4 mins
Des Moines, IA	557	8 hrs, 9 mins
Detroit, MI	43	39 mins
Erie, PA	271	4 hrs, 21 mins
Fort Wayne, IN	148	2 hrs, 23 mins
Grand Rapids, MI	132	1 hr, 54 mins
Indianapolis, IN	274	4 hrs, 22 mins
Lansing, MI	65	59 mins
Louisville, KY	350	5 hrs, 33 mins
Milwaukee, WI	332	5 hrs, 7 mins
Pittsburgh, PA	285	4 hrs, 22 mins
St. Louis, MO	510	7 hrs, 28 mins
Toronto, ON	282	4 hrs, 35 mins

EXHIBIT D-13: QUALITY OF LIFE MEASURES

Source: Claritas, 2005 City and County Extra Data Book, National Association of Home Builders

	US-23 & Plymouth Rd 30 Min CZ	M-52 & I-94 30 Min CZ	I-94 & S. Huron St. 30 Min CZ	Washtenaw County, MI	Michigan	U.S.
Commuting (2007)						
<i>(Source: Claritas)</i>						
% of Workforce With Under 15-minute commute or work at home	28.4%	34.7%	29.6%	33.8%	32.2%	31.2%
% of Workforce with 15 to 29-minute commute	37.8%	35.1%	39.7%	39.1%	36.8%	34.9%
% of Workforce with 30 to 59-minute commute	29.4%	25.0%	26.5%	22.9%	25.1%	26.0%
% of Workforce with 60-minute or more commute	4.4%	5.2%	4.2%	4.2%	5.9%	7.8%
Housing						
<i>(Source: Claritas)</i>						
Median Home Value 2007	\$208,093	\$239,982	\$179,265	\$227,233	\$145,613	\$172,914
Cost of Living						
<i>(Source: ERI, Inc.)</i>						
Affordability Index	--	--	--	111.6	106.1	100.0
Crime (2002)						
<i>(Source: FBI Crime Statistics)</i>						
Property Crimes per 100,000 People	--	--	--	3,372	3,334	3,624
Violent Crimes per 100,000 People	--	--	--	333	540	495
Health Care						
<i>(Source: 2005 City and County Extra Data Book)</i>						
Physicians, Total 2000	--	--	--	2,127	21,114	587,994
Physicians per 100,000 people, 2000	--	--	--	659	212	209
Hospitals, Total 1998	--	--	--	5	167	5,214
Hospital Beds, 1998	--	--	--	1,637	31,719	895,681
Hospital Beds per 100,000 people, 1998	--	--	--	540	323	331

EXHIBIT D-14: CURRENT STATE OF MICHIGAN WORKERS' COMPENSATION AND LABOR LEGISLATION

Source: WDG Database

Unemployment Insurance

Michigan

Unemployment insurance rate (avg. existing employers)	0.6%-15.3%
Unemployment insurance rate (for new employers)	2.7%
Unemployment insurance taxable base (2006)	\$9,000
Unemployment insurance maximum weekly benefit amount	\$362

Workers' Compensation

Maximum weekly benefit (1/2006)	\$689
Blended Rate per \$100 payroll-- all mfg.	\$4.13
Rate for Clericals Code 8810	\$0.33
Waiting period (days)	7
Automatic cost of living increase for total disability?	No
Employee allowed to choose any physician?	No
Physician list provided by	Emplyr
Mental stress generally allowed as a compensable injury as a result of cumulative trauma?	Yes
Carpal tunnel generally allowed as a compensable injury as a result of cumulative trauma?	Yes
Back generally allowed as a compensable injury as a result of cumulative trauma?	--
Neck generally allowed as a compensable injury as a result of cumulative trauma?	--
Cardiovascular generally allowed as a compensable injury as a result of cumulative trauma?	--
Second medical opinion allowed from physician chosen by employee, but paid for by employer.	--
Coverage for Permanent Partial	--

EXHIBIT D-14: CURRENT STATE OF MICHIGAN WORKERS' COMPENSATION AND LABOR LEGISLATION

Source: WDG Database

Labor Legislation

Employment at will?	Yes
If yes, significant restrictions (from employers standpoint)	No
Restrictions on employee drug testing	Yes
Telephone monitoring restrictions for regulation of productivity (or customer service)	Yes Two Party Consent
Plant Closing Law stricter than Federal?	No
ADA legislation stricter than Federal?	No
Ban on hiring replacement workers during a strike?	No
Striking workers entitled to unemployment insurance?	No
Relatively difficult for an employer to contest and win a workers' comp. claim?	No
Relatively difficult for an employer to contest and win an unemployment ins. claim?	No
Right to Work law in effect?	No
EEO hiring standards more restrictive than Federal?	Yes
Sexual harassment laws more restrictive than Federal?	Yes
Mandated parental leave legislation more generous than Federal?	No
Onerous provisions for wrongful discharge	--
Restrictions on applicant testing	Yes

EXHIBIT D-15: MICHIGAN TAX POLICIES

Source: WDG Database

Subject To Property Tax	Michigan
Production Machinery & Equipment	Yes
Non-Production Machinery & Equipment	Yes
Pollution Control Equipment	No
Computer Hardware	Yes
Computer Software, Customized	No
Computer Software, Standard	No
Telecommunications Equipment	Yes
Office FF&E	Yes
Office Supplies	Yes
Inventory: Raw Materials	No
Inventory: Work in Progress	No
Inventory: Finished Goods	No
Freeport Exemption--Type	(1)
Direct Mail Lists	No

(1) Exempt if moving Out or Through

Intangible Property Tax	
Yes or No	No
Capital Stock	-
Accounts Receivable	-
Other	Tax applies to comp. Software

Sales/Use Tax	
Maximum State Rate	6.0%
Maximum Local Add-on	None

EXHIBIT D-15: MICHIGAN TAX POLICIES

Source: WDG Database

Subject To Sales/Use Tax

Production Machinery & Equip.	No
Non-Prod Machinery & Equip.	Yes
Pollution Control Equip.	No
Office FF&E	Yes
Telecommunications Equipment	Yes
Computer Hardware	Yes
Computer Software - Customized	No
Computer Software - Standard	Yes
Raw Materials	No
Office Supplies	Yes
Electric Power	Yes
Natural Gas	Yes
Water	No
Sewer	No
Hazardous Waste Disposal	Yes
Non-Hazardous Waste Disposal	Yes
Telephone - Local	Yes
Telephone - Intra-State	Yes
Telephone - Inter-State	No
Telephone - 1-800 - Intra-State	Yes
Telephone - 1-800 - Inter-State	No
Telephone - WATS- Intra-State	Yes
Telephone - WATS- Inter-State	No
Direct Mail Lists	Yes
Professional Services	No
Building construction materials, Office	Yes
Building construction materials, Industrial	Yes

State Taxation Of The Internet

Access to Internet	No
Sales of goods over Internet	Yes (use tax)
Downloaded information/software	Information - No, Software - Yes
Canned software	Yes
Custom software	No

EXHIBIT D-15: MICHIGAN TAX POLICIES

Source: WDG Database

Corporate Income Tax (www.taxadmin.org; 01/01/04)

Maximum State Tax Rate	2.2%
Taxable Base	Sum of compensation, Federal Adjusted Income, net interest paid, and depreciation
Waters-Edge or Unitary	Neither
Federal Taxes Deduction	No
States With No Local Add-on	--

Franchise Tax

Existing Policy	No
Tax Rate	-
Basis	-

Other Corporate Taxes

Stamp Documentation	No
State Rate	-
Maximum Local Rate	-
Mortgage Recording	No
State Rate	-
Maximum Local Rate	-
Realty Transfer	Yes (County tax)
State Rate	-
Maximum Local Rate	55 cents in counties of less than 2 mil pop & not more than 75 cents in county with pop 2 mil + for each \$500

Personal Income Tax (www.taxadmin.org 01-04)

Maximum State Tax Rate	4.2%
Taxable Base	Taxable income
States With No Local Add-on	--

EXHIBIT D-16: MICHIGAN BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Property Tax Abatement	Michigan
Is this incentive available?	Yes
Machinery & equipment	Yes
Raw materials	No
Land (total or improved value)	No
Building (total or improved value)	Yes (Improved)
Abatement available to industrial, office, & distribution employers?	Mfg, R&D, Warehouse & Distribution
Abatement applicable to City tax?	Yes
Abatement applicable to County tax?	Yes
Abatement applicable to School tax?	Yes
Length of abatement (yrs.)	Up to 12 yrs
Sliding scale formula (yes or no)	Yes
Abatement in yr. one (%)	50% for new facilities 100% for existing
Abatement in final yr. (%)	50% for new facilities 100% for existing
Can a co. that leases space or equipment take advantage of the abatement?	Yes if leasee is liable for payment of taxes on property
Geographic restrictions to qualify for credit	Plant Rehabilitation & Industrial Development Districts
Other restrictions	None

Corporate Income Tax Credits For New Job Creation

Is this incentive available?	No (However, mfg, R&D, wholesale & trade, and office operations may make application for consideration of the MEGA Jobs Tax Credit. Applications are evaluated by an 8 member board. Tax credits have been granted for up to 20 years.)
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Corporate Income Tax Credits For New Capital Investment

Is this incentive available?	No
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Sales/Use Tax Credit Program

Is this incentive available?	No
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R & D Tax Credit Program

Is this incentive available?	No
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EXHIBIT D-16: MICHIGAN BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Industrial Revenue Bond Financing

Is this incentive available?	Yes
Program name	
Financing available to industrial, office, and distribution employers?	Mfg & Non-profit
Maximum amount financed per project	\$10 million
Uses for which bonds can be applied (e.g., fixed assets, working capital)	Fixed assets
Typical percentage points below prime	75%-85% of prime

Loan Guarantee Program

Is this incentive available?	No (Small business only)
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Low Interest Loan Program (Other than small bus. or bridge financing)

Is this incentive available?	No
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Grant Programs

Is this incentive available?	No
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Pre-Employment Training

Is this incentive available?	Yes
Program name	Economic Development Job Training (EDJT)
Is program 100% state funded	Yes
Will the state recruit and pre-screen candidates?	Yes
Must trainees be classified as economically disadvantaged or d	No
Must all trainees who successfully complete the program be offered a job?	Yes
Wages mandatory for trainees	No
% Typically paid by company	0%
Typical value of program per employee	Maximum training award is \$1,000 per new employee and \$500 per existing employee.

Enterprise Zone Legislation

Is this incentive available?	Yes
Program name	Tax-Free Renaissance Zones

EXHIBIT D-16: MICHIGAN BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Employment Tax Credit In An Enterprise Zone

Is this incentive available?	No
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Sales/Use Tax Credit In An Enterprise Zone

Is this incentive available?	No
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Investment Tax Credit In An Enterprise Zone

Is this incentive available?	No
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Real Property Tax Abatement In An Enterprise Zone

Is this incentive available?	Yes
Applies to total real property value?	Yes
Applies to improved real property value?	-
Abatement includes City taxes?	Yes
Abatement includes County taxes?	Yes
Abatement includes School taxes?	Yes
Number of years abatement applies	Up to 15 yrs
% abatement by year	100%
Can abatement apply to a tenant that leases space	Yes if lessee is liable for payment of taxes on property
Restrictions	None

Personal Property Tax Abatement In An Enterprise Zone

Is this incentive available?	Yes
Abatement includes City taxes?	Yes
Abatement includes County taxes?	Yes
Abatement includes School taxes?	Yes
Number of years abatement applies	Up to 15 yrs
% abatement by year	100%
Can abatement be realized by a company that leases personal property	Yes if lessee is liable for payment of taxes on property
Restrictions	None

Electric Power Rate Reduction In An Enterprise Zone

Is this incentive available?	No
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Waiving of the Following in an Enterprise Zone:

State/Local Fees	No
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EXHIBIT D-16: MICHIGAN BUSINESS INCENTIVE POLICIES

Source: State Departments of Economic Development

Other Available Incentives

Tax-Free Renaissance Zones waive the following state and local taxes: Single business tax, personal income tax, state education tax, local personal property tax, local real property tax, local income tax and utility users tax. The zones are located in 6 urban areas and zone status lasts for up to 15 years.

EXHIBIT D-17: UNION ELECTIONS (1990-2006)

Source: National Labor Relations Board

Employer	Unit	Union Name	Type of Election	Number Eligible Votes	Votes For Union	Votes Against Union	Outcome of Election	Date
Corrigan Moving Systems	Truck Drivers	Teamsters	Certification	17	10	7	WON	05/90
Suburban Propane	Truck Drivers	Teamsters	Certification	4	0	4	LOST	11/90
Petrolane Gas Services	Truck Drivers	Teamsters	Certification	6	0	6	LOST	12/90
Michigan Eby-Brown Company	Truck Drivers	Teamsters	Certification	102	29	67	LOST	02/91
Webcrat Games, Inc.	Industrial	Graphic Communications	Certification	58	35	22	WON	02/91
Gross Electric, Inc.	Truck Drivers	Teamsters	Certification	5	1	4	LOST	05/91
Cavanaugh Lakeview Farms	Industrial	United Food & Commer Wkrs	Certification	34	13	20	LOST	06/91
Dapco, Inc.	Industrial	Auto Workers	Certification	110	51	51	LOST	09/91
Home Appliance Mart	Truck Drivers	Local Independent Union	Certification	21	0	15	LOST	10/91
Recycle Ann Arbor	Industrial	Auto Workers	Certification	30	13	10	WON	01/92
Glacier Hills, Inc.	Truck Drivers	Local Independent Union	Certification	188	0	99	LOST	04/93
Chelsea Industries, Inc.	Industrial	Auto Workers	Certification	118	75	34	WON	04/93
Delf's Welch, Inc.	Craft	Painters	Representation	5	3	2	WON	08/93
Humane Society Of Huron Valley	Departmental	Local Independent Union	Certification	24	0	12	LOST	09/93
Chelsa Retirement Community	Industrial	Service Employees	Certification	16	9	7	WON	10/93
K & E Screw Products	Industrial	Local Independent Union	Certification	36	0	20	LOST	12/93
Pilot Industries, Inc.	Industrial	Local Independent Union	Certification	168	0	84	LOST	12/93
Servotech Research & Development	Truck Drivers	Teamsters	Certification	13	6	4	WON	02/94
Ann Arbor Assembly Co.	Industrial	Auto Workers	Certification	167	92	56	WON	03/94
Crescive Die & Tool	Industrial	Local Independent Union	Certification	267	0	167	LOST	04/94
H & H Distributing Co., Inc.	Truck Drivers	Local Independent Union	Certification	65	0	36	LOST	06/94
Jac Products, Inc.	Industrial	Local Independent Union	Certification	206	0	98	LOST	06/94
Dextech	Industrial	Auto Workers	Certification	77	36	25	WON	10/94
Thrifty Drug, Inc.	Industrial	Auto Workers	Certification	77	36	25	WON	10/94
American Medical Response	Industrial	Engineers Operating	Certification	44	13	29	LOST	11/94
Colorbok	Industrial	Local Independent Union	Certification	44	0	29	LOST	11/94
Grand Union	Industrial	Auto Workers	Decertification	25	13	11	WON	03/95
Colonna Brothers, Inc.	Industrial	Auto Workers	Certification	17	12	0	WON	05/95
St. Elizabeth Hospital	Industrial	Electrical Workers IUE	Decertification	15	5	10	LOST	05/95
Pierce Coach Lines	Industrial	Electrical Workers IBE	Decertification	12	4	6	LOST	06/95
Village Iga/Indulge Baker	Truck Drivers	Teamsters	Certification	14	9	5	WON	06/95
Knowlwood Cemetery Corporation	Industrial	United Food & Commer Wkrs	Certification	14	10	1	WON	11/95
Roger Williams Universalist	Truck Drivers	Teamsters	Certification	24	9	12	LOST	11/95
Corrections Physicians Services, Inc.	Office/Clerical	Service Employees	Certification	80	58	16	WON	05/96

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EXHIBIT D-17: UNION ELECTIONS (1990-2006)

Source: National Labor Relations Board

Employer	Unit	Union Name	Type of Election	Number Eligible Votes	Votes For Union	Votes Against Union	Outcome of Election	Date
Caribe Tecno, S. E.	Truck Drivers	Teamsters	Certification	5	3	2	WON	06/96
Midwest Air Traffic Control Service	Industrial	Engineers Operating	Certification	2	1	1	LOST	09/96
Laidlaw Transit, Inc.	Industrial	Engineers Operating	Certification	27	6	21	LOST	09/96
Greyhound Lines	Prof/Tech	Carpenters	Certification	19	4	14	LOST	09/97
C W Tool	Dept	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	Certification	36	13	19	LOST	04/00
Gentner Inc.	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	5	3	2	WON	06/00
Gentner Inc.	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	9	3	6	LOST	06/00
Commercial Bldg. Materials	Dept	International Union of Operating Engineers, AFL-CIO	Certification	18	4	12	LOST	07/00
The Phone Connection	Dept	Communications Workers of America, AFL-CIO	Certification	4	3	0	WON	09/00
Knights Consolidated Vendors Corp.	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	18	12	13	LOST	10/00
DaimlerChrysler Corp.	Dept	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	Certification	5	5	0	WON	10/00
Republic Parking	Dept	American Federation of State, County and Municipal Employees, AFL-CIO	Certification	62	14	25	LOST	09/01
Koch & White Heating & Cooling Inc	Dept	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO	Certification	21	12	10	WON	05/02
Washtenong Memorial Park	Dept	United Steelworkers of America, AFL-CIO	Certification	3	2	0	WON	09/02
Republic Parking	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	75	48	11	WON	11/02
Borders, Inc.	Dept	United Food and Commercial Workers International Union, AFL-CIO	Certification	71	51	4	WON	12/02

EXHIBIT D-17: UNION ELECTIONS (1990-2006)

Source: National Labor Relations Board

Employer	Unit	Union Name	Type of Election	Number Eligible Votes	Votes For Union	Votes Against Union	Outcome of Election	Date
Uniloy Milacron	Dept	International Association of Bridge, Structural and Ornamental Iron Workers, AFL-CIO	Certification	170	59	112	LOST	12/02
University of Michigan Child Care	Dept	American Federation of State, County and Municipal Employees, AFL-CIO	Certification	74	22	28	LOST	05/03
Eagle Crest Management Corp.	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	25	7	11	LOST	10/03
Armco Masonry	Dept	International Union of Bricklayers and Allied Craftworkers, AFL-CIO	Certification	8	1	0	WON	04/04
Silver Maples	Dept	International Brotherhood of Teamsters, AFL-CIO	Certification	25	14	38	LOST	04/04
Chelsea Industries, Inc.	Indus	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	Decertification	57	34	14	WON	04/04
Fairfax Manor	Dept	American Federation of State, County and Municipal Employees, AFL-CIO	Certification	30	22	3	WON	07/04
Sears Auto Center	Departmental - one or more	United Food and Commercial Workers International Union, AFL-CIO	Certification	12	4	8	LOST	10/05

EXHIBIT D-18: MAJOR EMPLOYERS

Source: InfoUSA

Company	City	Product Description	SIC	Employees
University of Michigan	Ann Arbor	Education	8221	15,877
University of Michigan Health Cen	Ann Arbor	Health care	8062	13,089
St. Joseph Mercy Hospital	Ann Arbor	Health care	8062	4,362
General Motors Powertrain	Ypsilanti	Automatic car transmissions	3714	3,511
Ford Motor Co./Rawsonville	Ypsilanti	Automobile starters, distributors & ignition coils	3694	2,300
Eastern Michigan University	Ypsilanti	Education	8221	1,800
Veterans Hospital	Ann Arbor	Health care		1,235
Borders Group, Inc.	Ann Arbor	Retailer	5942	1,200
Automotive Holding Components	Saline	Automotive industry		918
Toyota Technical Center	Ann Arbor	Automotive R&D		900
Creative Solutions	Scio	Accounting software		800
Citigroup	Pittsfield	Mortgage wholesalers		800
Pfizer Global R&D	Ann Arbor	Pharmaceuticals		750
Chrysler Proving Grounds	Chelsea	Automotive R&D	5013	690
Dominos Pizza Headquarters	Ann Arbor	Food and beverage		550
Edwards Brothers Inc.	Ann Arbor	Complete book & journal printing: scientific, technical	2732	525
ProQuest	Ann Arbor	Library and education information		500
General Dynamics	Ypsilanti	Information		450
Sheridan Books	Chelsea	Book manufacturing		430
Terumo Cardiovascular	Scio	Medical devices		410
MEDSTAT		Healthcare information		400
Pall Gelman Sciences	Ann Arbor	Medical diagnostic equipment and laboratory filtration products	3841	90