

**REGULATORY ATMOSPHERE** What specific regulatory issues are of greatest concern to your business/industry?

State	Industry	Response
DE	AGP	Environmental issues are of greatest concern to my business/industry.
DE	AGP	All environmental regulation could have a profound impact on agriculture in DE
DE	AGP	Regulatory issues are over regulated
DE	AGP	Environmental business permitting issues are of greatest concern to my business/industry
DE	BSS	Potential no-growth legislation could cripple future growth, particularly for the retail industry
DE	BSS	Environmental issues(wastewater pre-treatment stds.) are of greatest concern to my business/industry
DE	BSS	Wet lands and underwater storage tanks are the regulatory issues of greatest concern to my business/industry.
DE	BSS	Delaware PSC is of greatest concern to my business/industry
DE	BSS	Speed of response and balanced decisions are the regulatory issues of greatest concern to my business/industry.
DE	BSS	The local government approval processes are of greatest concern to my business
DE	BSS	Highway entrance permits, DOT cooperation and responses are poor. Federal permits are poor.
DE	BSS	Environmental issues are of greatest concern to my business/industry.
DE	BSS	Safety and environmental issues are of greatest concern to my business/industry
DE	BSS	State regulators need to move from comand & control to an incentive based regulatory framework.Environmental regulators often are intimidated by the media & environmental activists. The public service commission is completely missing the mark on deregulation. The P.S.C. staff is thwarting, not encouraging competition. They need to shift from cost based rate making to encouraging competition.
DE	BSS	Environment and clean air issues are of greatest concern to my business/industry.
DE	BSS	Pollution regulation, construction permits, and zoning regulation are of greatest concern to my business/industry
DE	BSS	Environmental permitting is of greatest concern to my business/industry
DE	BSS	The overlap between the DSWA and DNREC should be eliminated with the DSWA's operations privatized and DNREC assuming responsibility for regulatory enforcement
DE	BSS	Hazardous waste handling is of greatest concern to my business/industry.
MD	BSS	Environmental issues are of greatest concern to my business/industry
MD	BSS	Environmental related issues are of greatest concern to my business/industry eg. Hazzardous materials handling, storage, and disposal
NJ	BSS	Environmental compliance with state and federal regulations is of greatest concern to my business/industry
NJ	BSS	Zoning for tower siting is of greatest concern to my business/industry
PA	BSS	Environmental, product liability and worker's compensation issues are of greatest concern to my business
PA	BSS	Sound but flexible and responsive environmental enforcement/permitting . Use of common sense
PA	BSS	Taxes and small business encouragement are of greatest concern to my business/industry
DE	FIN	Inspection - They're not on time - authority seems to overrule common sense
DE	FIN	Labor department and workers comp issues are of greatest concern to my business industry.
DE	FIN	The operating manual which guides the state in the regulation of business has 12268 pages! That
DE	FIN	Land use and environmental issues are of greatest concern to my business/industry

DE	FIN	We have no interface with those categories not circled in the first 2 columns
DE	FIN	Banking and finance regulatory issues are of greatest concern to my business/industry
DE	MFG	Electrical utilities, environmental and Coastal zone issues are of greatest concern to my business/industry.
DE	MFG	Real estate development- construction permitting. N.C. county - unclear how the recent changes will impact expansion
DE	MFG	the DNREC air group is extremely difficult to deal with
DE	MFG	Permit modifications/renewal by DNREC is of greatest concern to my business.
DE	MFG	State highway approval and zoning issues are of greatest concern to my business/industry.
DE	MFG	Occupational safety and building permitting issues are of greatest concern to my business/industry.
DE	MFG	State and local fire marshall's issues are of greatest concern to my business/industry.
DE	MFG	Water discharge compliance is of greatest concern to my business/industry
DE	MFG	Occupational safety issues are of greatest concern to my business/industry.
DE	MFG	Coastal zone and air permits are of greatest concern to my business/industry
DE	MFG	Environmental air regulations and enforcement are of greatest concern to my business/industry
DE	MFG	Air quality is of greatest concern to my business
DE	MFG	The building permit process and environmental permitting are the regulatory issues of greatest concern to my business/industry.
DE	MFG	Unemployment, building permits, and OSHA issues are of greatest concern to my business/industry
DE	MFG	Fire marshall plans improvement are a major problem
DE	MFG	Coastal zone act, clean air act, and clean water act are of greatest concern to my business/industry
DE	MFG	Coastal zone issues are of greatest concern to my business/industry.
DE	MFG	Speed and flexibility of construction and environmental permits are of greatest concern to my business/industry
DE	MFG	The expedited permitting process is of greatest concern to my business/industry
MD	MFG	Environmental issues are of greatest concern to my business/industry
MD	MFG	Regulations governing telecommunications, specifically in the area of private business networks, are of greatest concern to my business
NJ	MFG	Environmental issues are of greatest concern to my business/industry
PA	MFG	Environmental and health care issues are of greatest concern to my business/industry
PA	MFG	OSHA issues in general are of greatest concern to my business
PA	MFG	HSEA, FDA, and NCR issues are of greatest concern to my business/industry
PA	MFG	Worker's compensation and environmental issues are of greatest concern to my business
DE	OTS	Employment practices are of greatest concern to my business/industry.
DE	OTS	Labor and environmental issues are of greatest concern to my business
DE	OTS	Permits are of greatest concern to my business/industry
DE	OTS	Occupational safety issues are of greatest concern to my business
DE	OTS	The lack of enforcement of occupational regs is my greatest concern
DE	OTS	con laws are of greatest concern to my business/industry
DE	OTS	Labor related issues are of greatest concern to my business/industry
DE	OTS	Safety and health issues (OSHA regs) are of greatest concern to my business/industry
DE	OTS	Lottery regulation of slots, DNREC regulation of constructions and army corps of engineers' reg of construction are of greatest concern to my business/industry
DE	OTS	Workman's comp laws and unemployment laws are of greatest concern to my business/industry
MD	OTS	Department of labor issues are of greatest concern to my business/industry

- DE Chemotherapeutic waste is one of the regulatory issues of greatest concern to my business/industry.
- DE Bank regulation is one of the issues of greatest concern to my business/industry.
- DE Environmental and building/construction issues are of greatest concern to my business/industry
- DE Compliance with clean air act (both stationary and mobile source) is of greatest concern to my

**TAXATION:** Which Tax is the most problematic or would most influence your decision to conduct business in a given state?

State	Industry	Response
DE	AGP	Local taxes
DE	AGP	Personal income tax
DE	AGP	Personal income tax
DE	AGP	Personal and corporate income tax
DE	BSS	Tax incentives and corporate income tax
DE	BSS	gross receipts tax
DE	BSS	Corporate income tax and sales tax
DE	BSS	Gross receipts tax
DE	BSS	Gross receipts tax - we must pay <u>even</u> when we have a loss and cannot pass it on to the consumers because the stated and our competition will not allow it.
DE	BSS	Personal income tax
DE	BSS	Corporate income tax
DE	BSS	Transportation, road and gas taxes
DE	BSS	Corporate income tax
DE	BSS	Corporate income tax
DE	BSS	Inducement of greater tax incentives/credits to help attract new business.
DE	BSS	the tax "package" is not limited to one state or another, but worldwide tax implications.
DE	BSS	Corporate income tax
DE	BSS	Tax and other incentives to attract businesses from out of state
DE	BSS	Overall tax bill has an impact. Individual taxes must be aggregated to see total impact
DE	BSS	Personal income tax
DE	BSS	Corporate income tax
DE	BSS	Gross receipts tax is the most problematic.
DE	BSS	Gross receipts tax exemptions for new business facilities and training grants would most influence my decision to conduct business in a given state
DE	BSS	Gross Receipts and commercial lesson's taxes
MD	BSS	Personal and property/business taxes
MD	BSS	R & D tax credits
MD	BSS	Personal income tax(because of the impacts it has on our ability to recruit and retain staff)
NJ	BSS	Gross Receipts and Property taxes
NJ	BSS	Income tax is most problematic
PA	BSS	Gross Receipts tax
DE	FIN	Personal income tax and corporate income tax
DE	FIN	gross receipts tax and trust taxes
DE	FIN	Personal income tax
DE	FIN	The entire tax structure
DE	FIN	All three taxes are problematic
DE	FIN	No tax is the most problematic. I would be here in any case.
DE	FIN	Corporate income tax
DE	FIN	Personal and corporate income tax
DE	FIN	We have no tax position. As a federally chartered credit union we are not taxed
DE	MFG	gross receipts tax
DE	MFG	gross receipts tax
DE	MFG	Personal income tax and corporate income tax
DE	MFG	Corporate income tax
DE	MFG	Personal income tax
DE	MFG	Corporate income tax

DE	MFG	Personal income tax and corporate income tax
DE	MFG	Corporate income tax
DE	MFG	Single business tax or similar schemes to increase taxes
DE	MFG	Real estate taxes and personal income tax
DE	MFG	Personal income tax
DE	MFG	Taxes are comparable. Basically neutral w/ others
DE	MFG	Capital gains tax treatment
DE	MFG	Property taxes
DE	MFG	Corporate income tax
MD	MFG	Personal income tax is too high, making it difficult to employ qualified personnel.
NJ	MFG	Corporate business tax
NJ	MFG	Property tax
NJ	MFG	Taxes would <u>never</u> influence our business decisions
PA	MFG	Personal and corporate income tax
PA	MFG	Workers compensation and state income tax
PA	MFG	R and D tax credits
DE	OTS	Personal tax. We are a tax-exempt non-profit
DE	OTS	Dividing the 8% occupancy tax and giving back to tourism
DE	OTS	Personal and corporate tax rates
DE	OTS	Personal income tax
DE	OTS	Gross receipts are excessive to businesses considering state surplus going forward
DE	OTS	Incentives
DE	OTS	Gross receipts tax
DE	OTS	We are a tax exempt non profit
DE	OTS	Personal income tax
MD	OTS	Corporate income tax
DE		Corporate tax
DE		Financial services taxes
DE		Does not apply. We are a tax-exempt non-profit.
DE		Income tax on employees. Delaware should eliminate the income tax on pension income. All of our retirees leave Delaware and many move to Pa. Well before retirement to avoid this tax
DE		Gross receipts, city wage, and head tax
DE		Gross receipts and personal income tax

**BUSINESS CLIMATE (QUESTION 1):** Please list industries that you might look to for collaboration.

State	Industry	Response
DE	AGP	I might look to Landscapers - lawn care companies for collaboration
DE	AGP	I might look to collaborate with feed mills and food processors.
DE	AGP	I might look to collaborate with packaging, transportation, and equipment technology industries
DE	BSS	I might look to collaborate with Call centers.
DE	BSS	Office buildings, industrial complexes, residential complexes.
DE	BSS	I might look to beverage companies for collaboration
DE	BSS	I might look to software or computer hardware industries for collaboration
DE	BSS	I might look to collaborate with professional design firms (architects, engineers and other design professionals and scientists
DE	BSS	I might look to the mechanical installation industry for collaboration.
DE	BSS	I might look to utilities for collaboration
DE	BSS	I might look to collaborate with cable TV, print advertisers and outdoor advertisers.
DE	BSS	I might look to collaborate with any industry that requires ongoing material testing services i.e. steel mills, composite mfg., metal and composite fabricators, and also insurance companies for claim service.
DE	BSS	Information technology, energy related
DE	BSS	I might look to collaborate with paper suppliers and trade binderies
DE	BSS	I might look to collaborate with biotech, ag biotech, and materials industries
DE	BSS	I might look to collaborate with commercial real estate, truck suppliers, and fuel suppliers
DE	BSS	I might look to collaborate with mailing services and database management companies
DE	BSS	I might look to general contractors and wastewater equipment suppliers for collaboration
DE	BSS	I might look to collaborate with environmental services and architecture and engineering industries.
DE	BSS	I might look to computer networking service providers for collaboration
MD	BSS	I might look to collaborate with biomedical contract research organizations, toxicological testing organizations
MD	BSS	I might look to collaborate with engineering/technology industries
NJ	BSS	I might look to collaborate with computer software, tool and die, overall general engineering
NJ	BSS	I might look to collaborate with construction, engineering and architectural industries
NJ	BSS	I might look to collaborate with equipment manufacturers and software developers.
NJ	BSS	I might look to collaborate with environmental engineers and customer trade groups
PA	BSS	I might look to collaborate with telecommunications (system integrators and equipment manufacturers) and energy (utilities - deregulated elements
PA	BSS	I might look to collaborate with aerospace manufacturing industries
PA	BSS	I might look to collaborate with engineering/construction firms and financial houses.
DE	FIN	I might look to collaborate with printing companies, temporary personnel services, training services, and marketing companies.
DE	FIN	I might collaborate with many types of outsourcing - some technology based, others of a specialty basis but not necessarily technology based
DE	FIN	I might look to accounting and financial planning businesses for collaboration
DE	FIN	I might look to collaborate with banks and financial businesses.
DE	FIN	I might look to collaborate with information technology industries.
DE	FIN	We offer payroll deduction for employees of businesses that join the seaford chamber of commerce (from anywhere in the country) so all industries could collaborate
DE	FIN	I might look to collaborate with financial advisors and legal and accounting business.
DE	FIN	We look to collaborate with no one. We are a subsidiary of a very large firm. Joint ventures, product development, etc. are all done at the corporate office.
DE	FIN	I might look to Banks, insurance companies, or life companies for collaboration

DE	MFG	I might look to independent power producers for collaboration.
DE	MFG	I might look to collaborate with construction companies, development companies, architecture/ engineering companies
DE	MFG	I might look to collaborate with chemical, information technology, construction, paper, food, and adhesive companies
DE	MFG	I might look to collaborate with Dupont, Sun and Tosco
DE	MFG	I might look to collaborate with pharmaceuticals, R and D, information technology, biotechnology, Ag-biotec, chemicals, and energy industries.
DE	MFG	I might look to oil, plastics or chemical companies for collaboration
DE	MFG	I might look to information suppliers linking building materials and infrastructure for collaboration
DE	MFG	I might look to construction contractors and building material suppliers for collaboration
DE	MFG	I might look to collaborate with other wire forming/working industries.
DE	MFG	I might look to collaborate with Mail suppliers (stainless steel bar).
DE	MFG	I might look to collaborate with chemical/petrochemical industries.
DE	MFG	I might look to collaborate with semiconductor manufacturing (customer side) and chemical companies (supply side)
DE	MFG	I might look to Real estate developers/architects for collaboration
DE	MFG	I might look to collaborate with Roller mfg., graphic arts, and rubber mixing industries.
DE	MFG	I might look to plastics industries for collaboration
DE	MFG	I might look to sulfuric acid producers and water treatment industries for collaboration
MD	MFG	I might look to collaborate with government (APG) industries
MD	MFG	
		I might look to collaborate with PE board manufacturing and software development industries
NJ	MFG	I might look to collaborate with other EAF shops, other atomization type processes, other material mixing and bonding technologies.
NJ	MFG	
		I might look to collaborate with pharmaceutical, chemical, biotech and educational industries
NJ	MFG	I might look to collaborate with chemical, petroleum, lubrication, refrigeration, and aviation industries
NJ	MFG	I might look to collaborate with plastic molding and metal suppliers
PA	MFG	I might look to collaborate with manufacturer of equipment utilized in the utility industry and water and wastewater treatment industry.
PA	MFG	I might look to collaborate with primary metals; large consumers of electricity and large exporters
PA	MFG	I might look to collaborate with packaging industry
PA	MFG	I might look to collaborate with biotech industries
PA	MFG	I might look to collaborate with biotech, pharmaceutical R and D and contractors
PA	MFG	I might look to collaborate with trucking, rail and steel industries
DE	OTS	I might look to system integration and computer services for collaboration
DE	OTS	I might look to Health and mental health, education, private corrections/rehabilitation industries for collaboration
DE	OTS	I might look to collaborate with tourist or business meetings
DE	OTS	I might look to collaborate with education, transportation, ancillary entertainment industries
DE	OTS	I might look to collaborate with health care industries
DE	OTS	I might look to collaborate with health care industries
DE	OTS	I might look to Labs, radiology, pharmacy and other hospitals for collaboration
DE	OTS	In our production business: manufacturing, banks, data management companies. In our vocational training business: other human service organizations.
DE	OTS	I might look to collaborate with entertainment, tourist attractors
DE	OTS	I might look to mental health agencies or providers for collaboration

DE	OTS	I might look to other businesses in the same or similar industries i.e.. Medical suppliers, biotechnology, or information technology for collaboration
DE	OTS	I might look to hospitals or nursing homes for collaboration
MD	OTS	I might look to collaborate with software industries
MD	OTS	I might look to collaborate with insurance, software development, computer an software services, and medical and software consulting
DE		I might look to collaborate with septum integrators and hardware sales.
DE		I might look to collaborate with interior designers, landscapers and general contractors.
DE		I might look to biotech or materials industries for collaboration.



**BUSINESS CLIMATE (QUESTION 2)** What industries might be attracted to a location because of the presence of your operations?

State	Industry	Response
DE	AGP	Food processors
DE	AGP	environmental - utilization of chicken manure to make fertilizer products or fuel or feed products
DE	BSS	Back office operations
DE	BSS	Peripheral retail
DE	BSS	Companies that need high speed internet access, companies that need private high speed networks built, and companies that require advanced communications networks
DE	BSS	Any information intensive industry e.g.. Banking
DE	BSS	Lad developers, investors in real estate ventures, industries with environmental expertise needs
DE	BSS	Composite development, insurance companies and heavy industry
DE	BSS	Manufacturing and distribution industries
DE	BSS	biotech, ag biotech, and materials industries
DE	BSS	any business which is a high volume generation of waste or recyclable materials
DE	BSS	mailing services and database management companies
MD	BSS	biomedical contract research organizations and toxicological testing organizations
NJ	BSS	packaging and printing, mold manufacturing
NJ	BSS	equipment manufacturers and software developers.
PA	BSS	chemical suppliers, heavy equipment suppliers and bulk non-metallic minerals suppliers (lime, cement)
DE	FIN	
		Telemarketing firms, collection agencies, credit application processing, and phone services
DE	FIN	Information technology industries
DE	FIN	Our ability to provide credit union service to employees of businesses into S. CafC is a valuable fringe benefit for any company.
DE	FIN	Legal, financial and other professional offices
DE	FIN	Insurance companies, appraisal companies and financial services companies
DE	MFG	Chemical manufacturers
DE	MFG	Chemical, information technology, construction, paper, food and adhesive industries
DE	MFG	Chemical industries (coastal zone act as a large deterrent) This is a difficult environmental area
DE	MFG	Information technology, pharmaceuticals, biotechnology, ag - biotech, and chemicals
DE	MFG	Transportation, seating, subassembly and manufacturers
DE	MFG	Casting, molding, and die making industries
DE	MFG	
		Chemical research and development, heavy industrial processing and education businesses
DE	MFG	Contractors and material suppliers
DE	MFG	semiconductor suppliers and fabs
DE	MFG	Suppliers and or tradesmen
DE	MFG	rubber chemical industries
DE	MFG	Water treatment industries and specialty chemical applications
DE	MFG	As an industrial contractor, prospective owners wold look for our availability to build and maintain their facilities
MD	MFG	high tech industries
MD	MFG	software development firms
NJ	MFG	pharmaceutical, chemical, biotech and educational industries
NJ	MFG	specialty lubricant companies
NJ	MFG	We are not large enough to attract industry. Possibly electronics enclosures

PA	MFG	businesses that would have a need for heavy steel manufactured products
PA	MFG	machine shops and vendors of industrial supplies
PA	MFG	automatic assembly/machine building and/or design
PA	MFG	biotech industries
PA	MFG	technology based and other pharmaceutical companies
DE	OTS	Software developers
DE	OTS	any business with need for close proximity meeting or entertainment facility
DE	OTS	food and cleaning supplies (seafood), a local college, and entertainment businesses
DE	OTS	health industries
DE	OTS	health industries
DE	OTS	Automotive R and D and Hotels
DE	OTS	Medical suppliers, pharmaceutical firms, or biotechnology
DE	OTS	All businesses or industries
MD	OTS	software developers
DE		Septum integrators and hardware sales

**RECRUITING AND AVAILABILITY:** Please list the skills you find most lacking in the applicants for positions in your organization.

State	Industry	Comment
DE	AGP	Organizational and efficacy skills and common sense are the skills most lacking in the applicants for positions in my organization.
DE	AGP	My applicant pool lacks common sense due to a lack of training and upbringing
DE	AGP	Applicants for positions in my organization lack managerial experience (people skills) and English language skills
DE	BSS	Need to increase the interpersonal skills of people coming out of H.S., community college etc. to increase their adaptability to retail positions
DE	BSS	Due to low unemployment, we have lowered our expectations for new hires. Typically, jobs they apply for requiring specific skills, we find they are generally weak in many areas.
DE	BSS	My applicant pool lacks professionals with knowledge of the auto industry
DE	BSS	Applicants for positions in my organization lack common sense and math and reading skills.
DE	BSS	Analytical and reading skills are the skills most lacking in the applicants for positions in my organization.
DE	BSS	My applicant pool lacks skilled and experienced architects and engineers; especially the ones with "professional license
DE	BSS	Applicants for positions in my organization lack technical skills for the printing industry.
DE	BSS	Applicants for positions in my organization lack experience and skills in sales.
DE	BSS	Applicants for positions in my organization lack the ability to write a complete sentence.
DE	BSS	Applicants for positions in my organization lack common sense and are not hard working
DE	BSS	Applicants for positions in my organization lack oral and written communication skills
DE	BSS	Applicants for positions in my organization lack work ethic and fundamental life skills. Our public education system and the beauracracy which operates it has failed an enormous percentage of our children
DE	BSS	Applicants for positions in my organization lack good work ethic
DE	BSS	Technical writing, business writing and the ability to speak and write English are some skills lacking in the applicants for positions in my organization
DE	BSS	Writing skills are lacking in my applicants
DE	BSS	Oral and written communication skills are the skills most lacking in the applicants for positions in my organization.
DE	BSS	Sewing machine operators don't apply for positions in my organization.
MD	BSS	Applicants for positions in my organization lack math skills (specifically statistics), computer skills, and collaboration skills/resolution of conflict (needed in team based environment)
MD	BSS	Computer scientists and engineers of exceptional caliber are the types of applicants that apply the least for positions in my organization.
MD	BSS	Moderate computer skills are lacking in local recruits.
MD	BSS	There are not enough technical/engineering graduates to fill needs.
NJ	BSS	Applicants for positions in my organization lack writing and computer skills
NJ	BSS	My applicant pool does not write English well
PA	BSS	Applicants for positions in my organization lack communications, computer, and mobility skills.
PA	BSS	
DE	FIN	Applicants for positions in my organization lack experience, project management and desire
DE	FIN	Applicants for positions in my organization lack Statistical/qualitative analysis, consumer credit lending experience, and programming skills.

DE	FIN	Applicants for positions in my organization lack computer literacy, mathematical skill, and writing skill.
DE	FIN	Simple math and reading skills are lacking in the applicants for positions in my organization
DE	FIN	Writing skills are most lacking in the applicants for positions in my organization
DE	FIN	Written and oral communications, basic math and good attitude are lacking in the applicants for positions in my organization.
DE	FIN	Any type of financial/teller training is lacking in the applicants for positions in my organization
DE	FIN	Quantitative, communications, information technology, and problem solving skills are lacking in my applicants
DE	FIN	Applicants for positions in my organization lack the ability to do simple math (decimals, %) and are not able to reason to a logical conclusion.
DE	FIN	Some skills that are lacking in my applicants are clerical (lack of motivation) and sales (inability to meet national goals.
DE	FIN	Applicants for positions in my organization lack PC, math, verbal, written, and communication skills.
DE	FIN	Communication skills are the skills most lacking in the applicants for positions in my organization.
DE	MFG	motivation and management skills are lacking in my applicants
DE	MFG	Applicants for positions in my organization lack writing, computer, math and reading skills.
DE	MFG	We are a premium employer - we are able to get the qualified people we need
DE	MFG	Math, reading, and computer skills are lacking in my applicants.
DE	MFG	Reading, math, interview/application and Communication skills are the skills most lacking in the applicants for positions in my organization.
DE	MFG	First line construction management and construction craft skills are the skills most lacking in the applicants for positions in my organization.
DE	MFG	unskilled/semi skilled people can hardly read or write - cannot read maps or job tickets - primary and secondary schools doing poor job. They have no knowledge of the geographic area they live and work in.
DE	MFG	Applicants for positions in my organization lack supervisor and electrical skills.
DE	MFG	Verbal/written skills and basic math skills are lacking in the applicants for positions in my organization
DE	MFG	Applicants for positions in my organization lack common sense and math and reading skills.
DE	MFG	Writing and math skills are lacking in my applicants
DE	MFG	Work ethic is most lacking in the applicants for positions in my organization
DE	MFG	Attitude is more important than skill
DE	MFG	Skilled machinists and sheet metal mechanics are lacking in my applicant pool.
DE	MFG	Labor is at an all time shortage for us. Skilled, unskilled and managerial positions have been very difficult to fill.
DE	MFG	My applicant pool lacks applicable industry experience
DE	MFG	Applicants for positions in my organization lack elementary math and English in the unskilled work force.
DE	MFG	Trade, specifically instrument/electrical skills are the skills most lacking in the applicants for positions in my organization.
DE	MFG	Information technology/electrical engineers (power and controls) and electricians (high level) are lacking in my applicants
DE	MFG	Applicants for positions in my organization lack basic reading and math in blue collar and basic English composition in white collar
NJ	MFG	All technical positions like engineers, software developers, and experienced tech assemblers are lacking in our organization.

NJ	MFG	My applicant pool lacks computer, communication and technical skills
NJ	MFG	Applicants for positions in my organization lack specific technological skills specific to our business
NJ	MFG	My applicant pool lacks IS, machining and assembly automation skills.
PA	MFG	My applicant pool lacks machinists, welders-fitters and electricians
PA	MFG	Applicants for positions in my organization lack trade skills.
PA	MFG	Applicants for positions in my organization lack math and computer skills
DE	OTS	Basic business sense, work ethic and reading comprehension are the skills most lacking in the applicants for positions in my organization.
DE	OTS	My applicant pool lacks entry level unskilled/semi skilled workers
DE	OTS	Applicants for positions in my organization lack responsibility, dependability, attitude, integrity, self investment, and they have a low feeling of accomplishment and achievement
DE	OTS	Applicants for positions in my organization lack medical technology knowledge
DE	OTS	Applicants for positions in my organization lack basic command of the English language, arithmetical skills and work ethic
DE	OTS	Management, leadership, teamwork and loyalty are lacking in the applicants for positions in my organization
DE	OTS	Entry level people who want to work are few and far between unfortunately. Very tough to hire competent - loyal people.
DE	OTS	Applicants for positions in my organization lack grammar, interpersonal, and supervisory skills
DE	OTS	The ability to work independently is lacking in my applicants
DE	OTS	Flexibility and adaptability when it comes to computer literacy are the skills most lacking in the applicants for positions in my organization.
MD	OTS	My applicant pool is poor spoken and do not write English well
MD	OTS	My applicant pool lacks information technology and medical specialists (nurses, business analysts)
DE		Applicants for positions in my organization lack clerical and basic computer knowledge.
DE		Applicants for positions in my organization lack experience and creativity.
DE		Applicants for positions in my organization lack a commercial Davis License (CDL).

**BUSINESS TRENDS:** What changes in industry participation or location of operations do you anticipate in the next 3-5 years?

State	Industry	Response
DE	AGP	We have plans in the works to move our operation to a new facility, hopefully by the year 2000.
DE	AGP	We anticipate growth in our customer base at our present location
DE	AGP	We expect more growth in our now De. Location versus our De. Location. ( Labor and environmental concerns)
DE	BSS	
		Expansion of current operations immediately and probably again two and four years from now.
DE	BSS	Possible acquisition of another business or the possible sale of our company might happen in the next 3 - 5 years.
DE	BSS	I anticipate expansion of business and manufacturing capabilities to occur in other states.
DE	BSS	There are no changes in industry participation or location of operations I anticipate in the next 3 - 5 years. The industry is stable with interval consolidations.
DE	BSS	I expect our industry to acquire other businesses within and out of state
DE	BSS	We are likely to purchase other companies that operate in many states throughout the region, including Delaware. ( these are radio stations )
DE	BSS	I expect an increase in providing engineering services providing solutions to clients rather than just providing test results
DE	BSS	We expect consolidation into a new integrated facility down state or on the eastern shore of MD
MD	BSS	Delmarva location will increasingly become R & D/ business development center; volume assembly & manufacturing will move off shore.
MD	BSS	We expect some chance of diversification into new business areas
NJ	BSS	We expect small acquisitions and an expansion of our current site
NJ	BSS	More participation w/ manufacturing industry, looking for areas where manufacturers are found in high density
NJ	BSS	We expect continued industrial growth
PA	BSS	We expect the acquisition of local ornamental firms
PA	BSS	We expect elimination of single event type business pursuit. Emphasis on long term operations _____ business-even if lower margins and on product development instead of service
DE	FIN	I anticipate expansion of products and services and geographic consideration for back up centers.
DE	FIN	I anticipate continued growth in current location.
DE	FIN	We may add branch offices
DE	FIN	In the next 3 - 5 years I anticipate continued consolidation of financial service industry, broadening of retail locations and improved technologies.
DE	FIN	I anticipate additional branch sales offices.
DE	MFG	I anticipate museum growth and expansion in the next 3 - 5 years
DE	MFG	I expect minor changes in the next 3 to 5 years
DE	MFG	The question is a little unclear. I'm answering with regard to these occurrences
DE	MFG	We expect very little change in our operation
DE	MFG	De. Can expect expansion in R and D in the ag-biotech arena if the legislative and more importantly, the regulatory environment are conducive.
DE	MFG	Movement to more global industry is the change in industry participation or location of operations I anticipate in the next 3 - 5 years.
DE	MFG	Basically the same - we anticipate continued growth in our region
DE	MFG	Loss of <u>manufacturing</u> base is the single largest negative impact on our business.

DE	MFG	I anticipate nothing drastic in the next 3 - 5 years.
DE	MFG	Industry will relocate where they are welcome and treated fairly.
DE	MFG	Industry must find ways to improve our labor force - we need people that want to work!
DE	MFG	I expect small growth in current field
DE	MFG	
		I anticipate the possibility of expansion of current production and/or new business expansion.
NJ	MFG	We will continue to increase employees at our Gallatin, TN operation while decreasing #'s at our Riverton NJ location.
NJ	MFG	We expect continued acquisition program which will bring significant new professional positions to this site
NJ	MFG	We may be getting a regional sales office in Singapore
PA	MFG	We may be entering into the manufacturing of pharmaceutical processing equipment
PA	MFG	Probable location of a JV overseas
PA	MFG	most of our operations will be close to the customer with Reading being the exception; therefore leading to a smaller workplace in Reading
DE	OTS	Consolidation in our industry is increasing
DE	OTS	We expect technology and government imposed regulations
DE	OTS	We expect margin consolidation in 5 to 10 years
DE	OTS	I expect large growth in the next 3 - 5 years
DE	OTS	Decentralization of some services resulting in geographic expansion (not necessarily leading to volume growth) are the changes in industry participation or location of operations I anticipate in the next 3 - 5 years.
MD	OTS	We expect growth in other areas/ regions of U.S. and international (Canada; Europe; Australia) *Florida and California
DE		Our lease is up in 3 years in downtown location. We will move or split operations

**IMPACT OF LOCAL CHARACTERISTICS ON FUTURE BUSINESS DECISIONS:** Please write in ideas you have about what proactive measures state and local government could take to keep or attract businesses

State	Industry	Response
DE	AGP	Look at the mistakes that Maryland is making. Maryland has become a state dependent on federal and local government jobs. They are now on the attack against agriculture in general. A strong economy depends on a diverse array of industries. Delaware's pro-business cooperative attitude makes for a marriage that will last
DE	AGP	Contain regulations. Improve transportation systems and sost rail and sea. Use I.N.S. and other labor departments to help rather than police
DE	BSS	The key right now is to increase the labor source (pool). The state should offer relocation incentives and housing incentives to large corporations that want to come to Delaware. State was poor at responding to 2 different opportunities to attract AIG to Delaware (1000 + total jobs)
DE	BSS	Maintain existing business incentives; expand tax incentive possibilities; continue to increase household incomes by targeting new businesses which skew upwards demographically; keep strong highway infrastructure. Maintain lack of sales tax as it provides a huge incentive
DE	BSS	Taxation is a factor as well as an adequate supply of educated people to staff companies.
DE	BSS	Continue reductions in PIT and corporation taxes. Do away with mercantile tax - If you need money, put it in sales tax
DE	BSS	Create a more attractive skilled labor pool (technical computer, sales, management skills by providing more high school, trade school and community college graduates able to take these jobs and willing to work/stay in Delaware
DE	BSS	Passing legislation requiring state and local governments to favor in - state business in their procurement process
DE	BSS	Local work to local companies
DE	BSS	Concerning the state personal and corporate income tax rates would be the most proactive measure Delaware could take.
DE	BSS	Help in stopping the abuse of the workers' compensation program
DE	BSS	The preceding questions gibe no guidance as to the direction of the characteristic. For example, should govt. relations deteriorate? That would have a negative impact; however, should they improve? That would have a positive impact. You might as well ask "How big is a duck?" That depends on the type of duck!
DE	BSS	De. Must take strong steps to project a most pro- business image through national ad campaign. Image should indicate that if a business wants to locate in De. We will find ways to solve their problems and meet their needs
DE	BSS	More proactive on expanding and retaining existing businesses - 80% of resources should go to these efforts and 20% to recruitment of outside firms
DE	BSS	Straighten out the New Castle County land use and planning department. There is so much confusion and uncertainty that rational development is too complicated to begin
DE	BSS	Eliminate gross receipts tax or make it more equitable
NJ	BSS	Improve fundamental and trade education
NJ	BSS	_____ is a service related industry and we require a good manufacturing base as our client base. Intersection areas that have larger amount of manufacturers and strict regulatory compliance requirements.
NJ	BSS	Reduce taxes and fees on telecommunications services.
PA	BSS	Government must realize that in the manufacturing sector the current strong union environment will not attract manufacturing jobs to the area
PA	BSS	aggressive ax reform. Common sense environmental enforcement. Revamp worker's compensation. Tax credits for large seal recycling



DE	FIN	Improve the public school system so families do not have to bear the expense of private school or live in Pennsylvania
DE	FIN	Consolidation of the political division that are currently present in the state e.g.. NEC government, state, Wilmington etc. Growth potential strongly interferes with a cohesive development of business, quality of life. Delaware is exporting more of its citizenry to nearby states not real good guys. Let's get together to stop this trend. For all that happens business wise, the population is not really growing. Why?
DE	FIN	Minimal regulation, good infrastructure, supportive politicians, public transportation systems, balanced environmental rules and controls
DE	FIN	Hold job fairs that will attract potential candidates from universities and colleges outside the region. Continue to make changes to the school system that hold teachers accountable and measure effectiveness through standardized testing
DE	MFG	Reduce taxes on employers and their employees
DE	MFG	Have New Castle County and the state of Delaware work together on business development rather than the adversarial environment they now have. Why would a new business locate here if they see conflict?
DE	MFG	Education programs for unskilled/semi skilled workers that emphasize reading, writing, basic math and knowledge of the region that they hope to become employed in.
DE	MFG	We are routinely contacted/solicited by other states (notably southern) with polished sales media on advantages of location/relocating to their state. DE, with the exception of semiconductor plants seems to ignore manufacturing totally.
DE	MFG	Make it easier for manufacturing to expand i.e. permitting etc. This is very difficult and time consuming at the present
DE	MFG	Develop a more professional environmental group. Put time tables on permit regs.
DE	MFG	The above ratings are on current perceptions of each category e.g. "Regulations and actions of regulators" are currently viewed as "1" - positive impact. It would be better if it were a "2" but it may devolve to a -2. In any event the regulatory climate is more critical to future expansion than taxation ( which is favorable) or transportation which needs improvement.
DE	MFG	Find a way to make DE attractive to high talent highly paid people. Such people add to the quality of life and, of course, create the kind of leading edge companies and jobs that raise everyone's standard of living
DE	MFG	Keep taxes low or lower
DE	MFG	Lower personal income taxes. Hold corporate tax structure comparable. Maintain business friendly climate.
DE	MFG	Streamlined permitting to attract business upgrade schools to supply skilled workers
NJ	MFG	Property tax relief in NJ, especially going to certain school system. traffic and transportation infrastructure. Environmental safety
NJ	MFG	government should <u>not</u> attempt such actions. Keep infrastructure improvement activities at high levels and taxation moderate -- the business climate will determine the rest
NJ	MFG	Tax credits for training and equipment purchases
PA	MFG	To recognize the importance of industry and to work with industrial leaders to make it possible for industries to be competitive on a national and international basis
PA	MFG	Incentives whether taxes, training, utilities; improve infrastructure
DE	OTS	Expand tax incentives to expand businesses in state
DE	OTS	Fix the roads. Eliminate state income tax.
DE	OTS	Allow business to grow without having to pull political ties to accomplish tasks
DE	OTS	They need to concentrate on creating a lower to middle skill _____ and keep it.
DE	OTS	More institutions of higher learning; more character and ethics taught to the general public. Better transportation; encourage high tech industry to locate here and train the public. Streamline the red tape; limit the interruptions and hours that industry has to devote in responding to govt. requirements

- DE      OTS    When managed care comes to long term care, large fix profit organizations will enter the state. Smaller non profits may be put out of business. The state should urge non profits to merge/consolidate and also provide there with necessary capital to compete
- DE      OTS    Improve education standards ( and enforce). Reduce P.I.T. Improve highway infrastructure. Reduce regulatory red tape. Get business people into government
- DE           Eliminate tax on pensions. The higher income people leave resulting in transfer of assets out of Delaware and lower spending in Delaware.
- DE   (5)    Questions about how taxation will impact my future location decisions are difficult to answer; if taxes go up, strong negative impact; if taxes go down, strong positive impact.