Survey Period: Now until Friday, May 30th.

Time Required: Approximately 2-3 hours. Your progress will be saved automatically as you complete each page, allowing you to resume at your convenience.

Who Should Complete: This survey is designed for individuals responsible for managing compensation levels or talent recruitment within their organization.

Industries Covered: The survey encompasses a wide range of industries, including Manufacturing, Warehouse/Distribution/Logistics, Sales/Customer Service (e.g., Hospitality, Retail/Wholesale, Personal Services), Professional Services (e.g., Accounting, Legal, Banking), Healthcare, Government/Education, Construction/Trades/Utilities, and Non-Profit sectors.

Summary Report: A comprehensive summary report is anticipated to be available by mid-June, exclusively provided to organizations that complete the entire survey.
Confidentiality: Your participation ensures the confidentiality of your wage and benefit information. Individual organization data will not be included in the report, and submissions will only be accessible to survey analysts.

On behalf of the Catawba County Economic Development Corporation and The Chamber of Catawba County, thank you for your participation!

For questions or if you experience any issues, please contact Nathan Huret at nhuret@catawbacountync.gov.

General Information

* 1. Though your company's responses will never be individually shared (not with other companies, partner organizations, the public/media), we want to ensure you receive a summary of the 2025 survey's findings.

Please provide your contact information to receive a copy of the findings this June.
REMINDER: ONLY COMPLETED SURVEYS RECEIVE RESULTS.

Respondent's name	
Company	
Position	
City/Town	
Email Address	
Phone Number	

2. If you would like a secondary company contact to receive a copy of the results as well, please provide their basic contact information.

Other Contact's Name	
Position	
Email Address	

* 3. **What is the total number of employees (by type) at your Catawba County facility (or facilities)? Not all categories may be applicable.**
For all employment and wage questions, please respond with data for facilities in Catawba County only.

Total # of Facilities Located within Catawba County	
Total # of Full-Time Employees	
Total # of Part-Time Employees	
Total # of Contract Employees (not on payroll, but outside agency)	

* 4. **Compared to 1-year ago, how has your total number of Catawba County employees changed?**
For all employment and wage questions, please respond with data for facilities in Catawba County only.

- ◯ Increased by 10% or more
- ◯ Increased between 5-9%
- ◯ Increased between 1-4%
- ◯ Stayed the same (0%)
- ◯ Decreased between 1-4%
- ◯ Decreased between 5-9%
- ◯ Decreased by 10% or more
- ◯ None of the above (e.g., not in business)

* 5. **Projecting forward 1-year, how do you envision your Catawba County employment changing between now and then?**
For all employment and wage questions, please respond with data for facilities in Catawba County only.

- ◯ Will increase by 10% or more
- ◯ Will increase between 5-9%
- ◯ Will increase between 1-4%
- ◯ Expected to stay the same (0%)
- ◯ Will decrease between 1-4%
- ◯ Will decrease between 5-9%
- ◯ Will decrease by 10% or more
- ◯ None of the above or too difficult to project

6. **What is the current employee turnover rate (%) over the past 12 months for?**
Enter percentage value as a whole number. Values with a percent symbol will not be accepted.

Full-Time Employees	
Part-Time Employees	
Company (or Facility) Wide (%)	

* 7. **How many open positions <u>in Catawba County</u> does your company (or facility) have based on the following job classifications?**

Legal	
Finance & Accounting	
Marketing	
Computer & IT	
Construction & Extraction	
Engineering and R&D	
Healthcare Practitioners	
Healthcare Support	
Hospitality	
Installation and Maintenance	
Management	
Office & Administrative Support	
Childcare/Early Childhood Educators	
Production/Manufacturing	
Sales & Related	
Transportation & Material Moving	
Company (or Facility) Wide	

* 8. **Looking forward over the next 5 years, please estimate the % of your current workforce that is or will be of retirement age?**
For all employment and wage questions, please respond with data for facilities in Catawba County only.

- ◯ Less than 10%
- ◯ Between 10-20%
- ◯ Between 21-30%
- ◯ Between 31-40%
- ◯ Greater than 40%
- ◯ None of the above (e.g., not in business)

* 9. **Please rate the ability for your company to recruit and hire the following employee classifications from within Catawba County (and/or the surrounding labor shed)**

	Very easy	Easy	Neither easy nor difficult	Difficult	Very difficult	N/A
Legal	○	○	○	○	○	○
Finance & Accounting	○	○	○	○	○	○
Marketing	○	○	○	○	○	○
Computer & IT	○	○	○	○	○	○
Construction & Extraction	○	○	○	○	○	○
Engineering and R&D	○	○	○	○	○	○
Healthcare Practitioners	○	○	○	○	○	○
Healthcare Support	○	○	○	○	○	○
Hospitality	○	○	○	○	○	○
Installation and Maintenance	○	○	○	○	○	○
Management	○	○	○	○	○	○
Office & Administrative Support	○	○	○	○	○	○
Other Service (Childcare, Personal Care, etc.)	○	○	○	○	○	○
Production/Manufacturing	○	○	○	○	○	○
Sales & Related	○	○	○	○	○	○
Transportation & Material Moving	○	○	○	○	○	○
Overall	○	○	○	○	○	○

Comments

* 10. **Please rate the ability for your company to recruit and hire the following employee classifications from outside the region.**

	Very easy	Easy	Neither easy nor difficult	Difficult	Very difficult	N/A
Legal	○	○	○	○	○	○
Finance & Accounting	○	○	○	○	○	○
Marketing	○	○	○	○	○	○
Computer & IT	○	○	○	○	○	○
Construction & Extraction	○	○	○	○	○	○
Engineering and R&D	○	○	○	○	○	○
Healthcare Practitioners	○	○	○	○	○	○
Healthcare Support	○	○	○	○	○	○
Hospitality	○	○	○	○	○	○
Installation and Maintenance	○	○	○	○	○	○
Management	○	○	○	○	○	○
Office & Administrative Support	○	○	○	○	○	○
Other Service (Childcare, Personal Care, etc.)	○	○	○	○	○	○
Production/Manufacturing	○	○	○	○	○	○
Sales & Related	○	○	○	○	○	○
Transportation & Material Moving	○	○	○	○	○	○
Overall	○	○	○	○	○	○

Comments

* 11. **Please rate the ability for your company to <u>retain</u> the following employee classifications.**

	Very easy	Easy	Neither easy nor difficult	Difficult	Very difficult	N/A
Business (includes Legal) & Financial Operations	○	○	○	○	○	○
Computer & IT	○	○	○	○	○	○
Construction & Extraction	○	○	○	○	○	○
Engineering and R&D	○	○	○	○	○	○
Healthcare Practitioners	○	○	○	○	○	○
Healthcare Support	○	○	○	○	○	○
Hospitality	○	○	○	○	○	○
Installation and Maintenance	○	○	○	○	○	○
Management	○	○	○	○	○	○
Office & Administrative Support	○	○	○	○	○	○
Other Service (Childcare, Personal Care, etc.)	○	○	○	○	○	○
Production/Manufacturing	○	○	○	○	○	○
Sales & Related	○	○	○	○	○	○
Transportation & Material Moving	○	○	○	○	○	○
Overall	○	○	○	○	○	○

Comments

* 12. **Select how often any of the following barriers have made it more difficult to hire and/or retain your workforce.**

	Never	Rarely	Sometimes	Often	N/A
Educational Attainment / Credentials	○	○	○	○	○
Transportation	○	○	○	○	○
Language Barriers	○	○	○	○	○
Child Care	○	○	○	○	○
Elder Care	○	○	○	○	○
Past Convictions / Justice-Involved	○	○	○	○	○
Substance Use	○	○	○	○	○
Mental Health Issues	○	○	○	○	○
Physical Health Issues	○	○	○	○	○

Comments

13. **What are the top 3 tools/resources your company utilizes to find potential new employees?**

	#1 Source	#2 Source	#3 Source
NCWorks	◯	◯	◯
Online job board (e.g., Indeed, Monster)	◯	◯	◯
Company website	◯	◯	◯
Employee Referral Program	◯	◯	◯
Social Media (e.g., organic or paid advertising)	◯	◯	◯
Local media (e.g., newspaper)	◯	◯	◯
Local 2-year education institutions	◯	◯	◯
Local 4-year education institutions	◯	◯	◯
Professional or employment staffing agency	◯	◯	◯
Underrepresented populations (e.g., formerly incarcerated, veterans, immigrants, etc.)	◯	◯	◯

Other (please specify)

* 14. **What is your company's primary operational function in Catawba County?**

- ◯ Manufacturing
- ◯ Warehouse/Distribution & Logistics
- ◯ Sales & Customer Service (e.g., Hospitality, Retail/Wholesale, Personal Services)
- ◯ Professional Services (e.g., Accounting, Legal, Banking)
- ◯ Healthcare
- ◯ Government
- ◯ Non-Profit
- ◯ Construction & Utilities, including Trades (plumbing, electrical, etc.)
- ◯ Other (e.g., childcare providers, utility providers)

Manufacturers Only - Wage Information

* 15. **Please select your PRIMARY manufacturing sector.**

- [ ] Food Manufacturing
- [ ] Textile Mills (e.g., fabric)
- [ ] Textile Product Mills
- [ ] Apparel Manufacturing
- [ ] Leather & Allied Product
- [ ] Wood Product Manufacturing
- [ ] Paper Manufacturing
- [ ] Printing & Related Support Activities
- [ ] Chemical Manufacturing
- [ ] Plastics and Rubber Products
- [ ] Nonmetallic Mineral Products (e.g., concrete pipe)
- [ ] Primary Metal Manufacturing (e.g., foundry)
- [ ] Fabricated Metal Product (e.g., screws, powder coating services)
- [ ] Machinery Manufacturing
- [ ] Computer & Electronic Product Manufacturing (e.g., semiconductor)
- [ ] Electrical Equipment, Appliance & Component (e.g., Fiber Optic Cable)
- [ ] Transportation Equipment Manufacturing
- [ ] Furniture & Related Product Manufacturing
- [ ] Miscellaneous Manufacturing

* 16. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 17. **What is the average wage ($/hour) for your FULL-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

18. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

19. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**

Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 20. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**

Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

21. **What is the average wage ($/hour) for the following positions (as applicable)?**

Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Plant Manager ($/hour):	
Production Manager ($/hour):	
Human Resources Generalist ($/hour):	
Human Resources Manager ($/hour):	
Office Manager ($/hour):	
Administrative Assistant ($/hour):	
Accounts Payable Specialist ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
National Account Manager - Sales ($/hour):	
Business Development Manager - Sales ($/hour):	
Mechanical/Industrial Engineer ($/hour):	
Electrical Engineer ($/hour):	
Process Engineer ($/hour):	
Controls Engineer ($/hour):	
Quality Engineer ($/hour):	

Controls Technician ($/hour):	
Facilities Maintenance ($/hour):	
Maintenance Technician - Machinery ($/hour):	
CNC Operator ($/hour):	
CNC Machinist ($/hour):	
Tool & Die Maker ($/hour):	
Machine Operator ($/hour):	
Assembler or Team Assembler ($/hour):	
Coating/Painting/Spraying ($/hour):	
Welder ($/hour):	
Metal Treatment Operator (heat treat, plating, etc) ($/hour):	
Upholsterer ($/hour):	
Sewer ($/hour):	
Quality Assurance Inspector/Auditor ($/hour):	
Warehouse Manager ($/hour):	
Buyer or Purchasing Agent ($/hour):	
Planner or Scheduler ($/hour):	
Customer Service Representative ($/hour):	
Warehouse Shipping/Receiving ($/hour):	
Material Handler ($/hour):	
Warehouse Selector/Picker/Packer/Laborer ($/hour):	
Forklift Operator ($/hour):	
Truck Driver (CDL) – Local and Regional Routes ($/hour):	
Custodian ($/hour):	
Manufacturing Associate ($/hour):	

Warehouse/Distribution/Logistics Only - Wage Information

* 22. **Please select your PRIMARY warehousing/distribution/logistics sector.**

- [ ] General Freight Transportation (Trucking, Rail, Air)
- [ ] Couriers and Express Delivery Services
- [ ] Other (please specify)
- [ ] General Warehouse & Storage
- [ ] Freight Transportation Arrangement - Third Party Logistics Provider

* 23. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 24. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

25. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

26. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 27. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

28. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

General Manager ($/hour):	
Operations /Warehouse Manager ($/hour):	
Human Resources Manager ($/hour):	
Office Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
Supply Chain Analyst ($/hour):	
Supply Chain Engineer ($/hour):	
Industrial/Manufacturing Engineer ($/hour):	
Facilities Maintenance ($/hour):	
Maintenance Technician - Machinery ($/hour):	
Machine Operator ($/hour):	
Assembler or Team Assembler ($/hour):	
Quality Assurance Inspector/Auditor ($/hour):	
Buyer or Purchasing Agent ($/hour):	
Planner or Scheduler ($/hour):	
Customer Service Representative ($/hour):	
Warehouse Associate ($/hour):	

Material Handler ($/hour):	
Warehouse Selector/Picker/Packer/Laborer ($/hour):	
Forklift Operator ($/hour):	
Truck Driver (CDL) – Local and Regional Routes ($/hour):	
Truck Driver (CDL) – Long Haul Routes ($/hour):	
Diesel Mechanic ($/hour):	
Fleet Maintenance ($/hour):	
Inside Sales Representative	
Outside Sales Representative	
Account Manager	

Sales & Customer Service Only - Wage Information

* 29. **Please select your PRIMARY sales & service sector.**

- [ ] Motor Vehicles & Parts Dealers
- [ ] Retail Stores (e.g., sporting goods, gas stations, appliance store, groceries)
- [ ] Broadcasting/Publishing
- [ ] Data Processing & Hosting Services (e.g., IT Services and/or Call Centers)
- [ ] Amusement and Recreation Industries
- [ ] Other (please specify)
- [ ] Accommodation (e.g., Hotels)
- [ ] Food Services & Drinking Places
- [ ] Repair & Maintenance
- [ ] Personal and Laundry Services (e.g., Beauty and Personal Care)

* 30. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 31. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

32. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

33. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**

Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 34. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**

Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

35. **What is the average wage ($/hour) for the following positions (as applicable)?**

Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

General Manager ($/hour):	
Sales Manager ($/hour):	
Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
Sales Engineer ($/hour):	
Buyer or Purchasing Agent ($/hour):	
Customer Service Representative ($/hour):	
Retail Merchandiser/Stocker ($/hour):	
Custodian ($/hour):	
Food Preparation/Cook ($/hour):	
Custodian/Building Cleaning ($/hour):	

Grounds/Landscaping ($/hour):	
Front Desk/Host/Hostess Staff ($/hour):	
Retail Sales Associate ($/hour):	
Inside Sales Representative ($/hour):	
Outside Sales Representative ($/hour):	
Marketing Manager ($/hour):	
Marketing Associate ($/hour):	
Receptionist ($/hour):	
Servers ($/hour):	
Bartender ($/hour):	
Assistant Retail Manager ($/hour):	
Salesperson/Account Executive ($/hour):	
Pharmacy Technician ($/hour):	
Automotive Service Technician ($/hour):	
Automotive Parts Manager ($/hour):	

Professional Services Only - Wage Information

* 36. **Please select your PRIMARY professional services sector.**

- [ ] Banking and Lending Institutions
- [ ] Securities & Financial Investments
- [ ] Insurance Carriers & Related Activities
- [ ] Real Estate
- [ ] Professional, Scientific and Tech Services (e.g., legal, engineering, architecture)
- [ ] Accounting Services
- [ ] Other (please specify)

* 37. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 38. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

39. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

40. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 41. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

42. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

General Manager ($/hour):	
Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Administrative Assistant or Reception ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Accountants & Auditors ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
Customer Service Representative ($/hour):	
Account Executive/Salesperson ($/hour):	
Financial Analysts and Advisors ($/hour):	
Credit Counselors and Loan Officers ($/hour):	
Bank Teller ($/hour):	
Senior Relationship Banker ($/hour):	
Attorney ($/hour):	
Paralegals and Legal Assistants ($/hour):	
Architect ($/hour):	
Project Manager ($/hour):	
Civil Engineer ($/hour):	
Mechanical Engineer ($/hour):	
Electrical Engineer ($/hour):	

Healthcare Only - Wage Information

* 43. **Please select your PRIMARY healthcare sector.**

- [ ] Ambulatory Care Health Services
- [ ] Hospitals
- [ ] Nursing & Residential Care Facilities
- [ ] Social Assistance
- [ ] Primary Care
- [ ] Healthcare Specialists (Dental, Vision, etc.)
- [ ] Other (please specify)

* 44. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 45. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

46. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

47. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 48. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

49. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Medical Coding & Billing ($/hour)	
Accountants & Auditors ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
Customer Service Representative ($/hour):	
Registered Nurse ($/hour):	
Nurse Practitioner ($/hour):	
Physicians Assistant ($/hour):	
Certified Medical Assistant ($/hour):	
Licensed Practical Nurse ($/hour):	
Nurse Anesthetists ($/hour):	
EMTS & Paramedics ($/hour):	
Clinical Laboratory Technician ($/hour):	
Nutrition/Dieticians ($hour):	
Pharmacists ($/hour):	
Pharmacy Technicians ($/hour):	
Dental Assistant/Hygienist ($/hour):	
Food Preparation ($/hour):	

Home Health Care Aides ($/hour):	
Certified Nursing Assistants ($/hour):	
Counselors ($/hour):	
Social Workers ($/hour):	
Custodial and Building Cleaning ($/hour):	
Grounds Maintenance Workers ($/hour):	
Maintenance Worker - Facility ($/hour):	
Respiratory Therapist ($/hour):	

Government Only - Wage Information

* 50. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 51. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

52. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

53. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 54. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

55. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Accountants & Auditors ($/hour):	
Information Systems Manager ($/hour):	
Information Systems Administrator ($/hour):	
Customer Service Representative ($/hour):	
Registered Nurse ($/hour):	
Nurse Practitioner ($/hour):	
Nurse Anesthetists ($/hour):	
EMTS & Paramedics ($/hour):	
Clinical Laboratory Technician ($/hour):	
Nutrition/Dieticians ($hour):	
Food Preparation ($/hour):	
Home Health Care Aides ($/hour):	
Certified Nursing Assistants ($/hour):	
Counselors ($/hour):	
Social Workers ($/hour):	
Custodial and Building Cleaning ($/hour):	
Grounds Maintenance Workers ($/hour):	
Maintenance Worker - Facility ($/hour):	
Heavy Equipment Operator ($/hour):	
Diesel Mechanic ($/hour):	
Fleet Maintenance ($/hour):	
Utility Line Operator ($/hour):	
Water Treatment Operator ($/hour):	

Construction, Trades, Utilities/Telecommunications - Wage Information

* 56. **Please select your PRIMARY sector (OTHER).**

- [ ] Construction Trades (e.g., general contractor, grading/soil, plumbing, HVAC, electrical)
- [ ] Telecomm. Utilities (fiber, cable, etc.)
- [ ] Utilities (electrical, water, sewer)
- [ ] Other (please specify)

* 57. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 58. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

59. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

60. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 61. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

62. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Project Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Accountants & Auditors ($/hour):	
Information Systems Manager ($/hour):	
Systems Administrator ($/hour):	
Customer Service Representative ($/hour):	
General Laborer ($/hour):	
Heavy Equipment Operator ($/hour):	
Estimator ($/hour):	
Civil Engineer ($/hour):	
Mechanical Engineer ($/hour):	
Electrician ($/hour):	
Carpenter ($/hour):	
Plumber ($/hour):	
Construction Superintendent/Foreman ($/hour):	
Diesel Mechanic ($/hour):	
Line Operator ($/hour):	
Field Service Technician ($/hour):	
HVAC Technician ($/hour):	

Non-Profit Only - Wage Information

* 63. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 64. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

65. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

66. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 67. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

68. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Volunteer Coordinator ($/hour)	
Fundraising/Development ($/hour)	
Administrative Assistant or Reception ($/hour):	
Accounting/Finance Manager ($/hour):	
Customer Service Representative ($/hour):	
Food Preparation ($/hour):	
Counselors ($/hour):	
Social Workers ($/hour):	
Custodial and Building Cleaning ($/hour):	
Facilities & Grounds Maintenance Workers ($/hour):	
Database Administrator ($/hour):	
Program & Events Coordinator ($/hour):	
Youth Care Worker/Direct Care Worker ($/hour):	
Licensed Lead Teacher ($/hour):	
Non-licensed Lead Teacher ($/hour):	
Teacher Assistant ($/hour):	
Summer Camp Group Leader - Part Time ($/hour):	

Other Only - Wage Information

* 69. **Please select your PRIMARY sector (OTHER).**

- [ ] Childcare/Early Childhood Education Provider
- [ ] Other (please specify)

* 70. **What is the current entry-level wage ($/hour) at your Catawba County facility?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 71. **What is the average wage ($/hour) for your HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

72. **If applicable, what is the average wage ($/hour) for your PART-TIME HOURLY WORKERS (NON-EXEMPT)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

73. **What is the average wage ($/hour) for your HOURLY TEMPORARY OR CONTRACT WORKERS?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Administrative	
Unskilled or Semi-Skilled (requires less than 2 year of training/experience)	
Skilled (requires at least 2 -4 years of training/experience)	

* 74. **What is the average annual salary for your SALARIED WORKERS (EXEMPT)?**
Enter salary values as a whole number. Values with a comma or currency symbol will not be accepted.

Administrative	
Skilled (requires at least 2 -4 years of training/experience)	
Technical/Engineering (requires at least 4 years training/experience)	
Executive or Management	

75. **What is the average wage ($/hour) for the following positions (as applicable)?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

Child Care Director/Assistant Director	
Licensed Lead Teacher ($/hour):	
Non-licensed Lead Teacher ($/hour):	
Teacher Assistant ($/hour):	
Summer Camp Group Leader - Part Time ($/hour):	
Child Care Support Staff (i.e. floaters, cooks)	
Human Resources Generalist ($/hour):	
Office Manager ($/hour):	
Project Manager ($/hour):	
Administrative Assistant ($/hour):	
Bookkeeping, Accounting, and Auditing Clerks ($/hour):	
Accountants & Auditors ($/hour):	
Information Systems Manager ($/hour):	
Systems Administrator ($/hour):	

Wage Information

76. **What is the average wage increase (%) over the last 12 month period?** *Enter percentage value as a whole number. Values with a percent symbol will not be accepted. If none, enter 0.*

77. **Does your company have salary grades for your positions?**

- ◯ Yes
- ◯ No

78. **If yes, how often are these salary grades updated?**

- ◯ Annually
- ◯ Every 3 years
- ◯ Every 5 years
- ◯ No set interval
- ◯ Other (please specify)

79. **If yes, what is the top pay level ($/hour) for new hourly employees?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

* 80. **How many shifts do you currently have?**

- ◯ 1
- ◯ 2
- ◯ 3
- ◯ More than 3 distinct shifts
- ◯ Not Applicable ("9 to 5")

Other (please specify)

81. **If applicable, please describe the shift characteristics (e.g. days on/off, number of hours, etc.):**

82. **Is your company currently (or within the last 3-6 months) undertaking an effort to offer a more flexible work schedule (in terms of days, hours or location)?**

- ◯ No
- ◯ Yes, we are in planning stage
- ◯ Yes, we have implemented or are in implementation stage
- ◯ Other (please specify)

83. **If "yes" to Question 81, please select those strategies you have or are considering employing to offer greater flexibility to current/future employees.**

- ☐ Remote Work Location (100% off-site)
- ☐ Hybrid Work Location (split between remote and in-person a set amount of days)
- ☐ Flexible Work Hours (Employee-chosen hours)
- ☐ Compressed Workweek (longer workdays, fewer workdays per week)
- ☐ Part-time Jobs
- ☐ Job-Sharing (2 different employees = 1 FTE)
- ☐ Other (please specify)

84. **Does your company offer shift premiums?**

- ◯ Yes
- ◯ No
- ◯ Not applicable

85. **If applicable, what is the differential ($/hour) for the 2nd shift?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

86. **If applicable, what is the differential ($/hour) for the 3rd shift?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

87. **If applicable, what is the differential ($/hour) for an alternative/weekend shift?**
Enter wage values as a decimal number. Values with a currency symbol will not be accepted.

88. **Does your company offer a bonus or profit sharing to employees?**

- ◯ Yes
- ◯ No

Benefit Information

* 89. **Does your company offer any of the following benefits? Check all that apply.**
If none, please check None toward the bottom of the list.

- [ ] Health Insurance
- [ ] Health Clinic - Employee Only
- [ ] Health Clinic - Employee + Dependents
- [ ] Dental Insurance
- [ ] Vision Insurance
- [ ] Life Insurance
- [ ] Disability Insurance
- [ ] Long Term Care Insurance
- [ ] Flexible Spending Account (FSA)
- [ ] Health & Wellness Program
- [ ] Health Savings Account (HSA)
- [ ] Paid Holiday or Vacation Leave
- [ ] Paid Sick Leave
- [ ] Flexible Time or Flexible Work Schedules
- [ ] Remote/Work From Home
- [ ] Paid Maternity Leave
- [ ] Paid Paternity or Family Leave
- [ ] Unpaid Family Leave
- [ ] Paid Military Leave
- [ ] Paid Jury Duty
- [ ] Paid Volunteer Days
- [ ] Elder Care Subsidy
- [ ] Child Care Subsidy
- [ ] On-Site Child Care
- [ ] Employee Assistance Programs (EAP)
- [ ] Employee Resource Groups
- [ ] Diversity, Equity & Inclusion (DEI) Programming
- [ ] Retirement or Pension Plans
- [ ] Incentive Pay or Performance Bonus
- [ ] Payroll Deduction IRA
- [ ] Tuition Reimbursement
- [ ] Stock Options
- [ ] Financial Planning
- [ ] Paid Memberships (e.g., gym or health club membership)
- [ ] Free Coffee or Lunch
- [ ] Other Workplace Amenities (e.g., pool table, table tennis, etc.)
- [ ] Employee Entertainment Opport. (e.g., discounts and free access to local cultural events and venues)
- [ ] Workplace Creative Activities (e.g., art displays and creative art projects in the workplace)
- [ ] Company Cultural Ambassador (i.e., designated staff member to inform employees about cultural events and opportunities)
- [ ] None
- [ ] Other (please specify)

* 90. Approximately what percent do benefits (like those listed above) make up an employee's total compensation?

- ◯ 0%, we do not offer benefits
- ◯ 1-10% of total compensation
- ◯ 11-15% of total compensation
- ◯ 15-20% of total compensation
- ◯ 20-25% of total compensation
- ◯ 26-28% of total compensation
- ◯ 29-31% of total compensation
- ◯ 32-25% of total compensation
- ◯ Greater than 36%

* 91. **Regardless if your company offers these benefits, in your opinion, how important are having the following benefits to your ability to recruit, hire and retain employees at your facility?**

	Not Important	Somewhat Important	Neutral	Important	Very Important
Health Insurance	◯	◯	◯	◯	◯
Health Clinic - Employee Only	◯	◯	◯	◯	◯
Health Clinic - Employee + Dependents	◯	◯	◯	◯	◯
Dental Insurance	◯	◯	◯	◯	◯
Vision Insurance	◯	◯	◯	◯	◯
Life Insurance	◯	◯	◯	◯	◯
Disability Insurance	◯	◯	◯	◯	◯
Long Term Care Insurance	◯	◯	◯	◯	◯
Flexible Spending Account (FSA)	◯	◯	◯	◯	◯
Health & Wellness Program	◯	◯	◯	◯	◯
Health Savings Account (HSA)	◯	◯	◯	◯	◯
Paid Holiday or Vacation Leave	◯	◯	◯	◯	◯
Paid Sick Leave	◯	◯	◯	◯	◯
Flexible Time or Flexible Work Schedules	◯	◯	◯	◯	◯
Remote/Work From Home	◯	◯	◯	◯	◯
Paid Maternity Leave	◯	◯	◯	◯	◯
Paid Paternity or Family Leave	◯	◯	◯	◯	◯
Unpaid Family Leave	◯	◯	◯	◯	◯
Paid Military Leave	◯	◯	◯	◯	◯
Paid Jury Duty	◯	◯	◯	◯	◯
Paid Volunteer Days	◯	◯	◯	◯	◯

Elder Care Subsidy	◯	◯	◯	◯	◯
Child Care Subsidy	◯	◯	◯	◯	◯
On-Site Child Care	◯	◯	◯	◯	◯
Employee Assistance Programs (EAP)	◯	◯	◯	◯	◯
Employee Resource Groups	◯	◯	◯	◯	◯
Diversity, Equity & Inclusion (DEI) Programming	◯	◯	◯	◯	◯
Retirement or Pension Plans	◯	◯	◯	◯	◯
Incentive Pay or Performance Bonus	◯	◯	◯	◯	◯
Payroll Deduction IRA	◯	◯	◯	◯	◯
Tuition Reimbursement	◯	◯	◯	◯	◯
Stock Options	◯	◯	◯	◯	◯
Financial Planning	◯	◯	◯	◯	◯
Paid Memberships (e.g., gym or health club membership)	◯	◯	◯	◯	◯
Free Coffee or Lunch	◯	◯	◯	◯	◯
Other Workplace Amenities (e.g., pool table, table tennis, etc.)	◯	◯	◯	◯	◯
Employee Entertainment Opport. (e.g., discounts and free access to local cultural events and venues)	◯	◯	◯	◯	◯
Workplace Creative Activities (e.g., art displays and creative art projects in the workplace)	◯	◯	◯	◯	◯
Company Cultural Ambassador (i.e., designated staff member to inform employees about cultural events and opportunities)	◯	◯	◯	◯	◯

Other (please specify)

* 92. **Does your company offer a health benefit plan?**

- ◯ Yes
- ◯ No

93. **If yes, does your health plan cover family members?**

- ◯ Yes
- ◯ No
- ◯ Other (please specify)

94. **If applicable, please describe the percent (%) of premium covered by company for the employee.**
Enter percentage value as a whole number. Values with a percent symbol will not be accepted.

95. **If applicable, please describe the percent (%) of premium covered by company for family members.**
Enter percentage value as a whole number. Values with a percent symbol will not be accepted.

* 96. **Does your company offer a pension, 401K or another type of retirement savings plan?**

- ◯ Yes
- ◯ No

97. **If yes, does the company match a certain percentage?**

- ◯ Yes
- ◯ No

98. **If yes, what percent (%) of the employee's annual income are matched by company?**
Enter percentage value as a whole number. Values with a percent symbol will not be accepted.

99. **Does your company offer a wellness program?**

- ◯ Yes
- ◯ No

100. **If yes, is there a discount on insurance for participation in the wellness program?**

- ◯ Yes
- ◯ No

101. **If applicable, please describe your company's wellness program.**

* 102. **Which model for paid time off do you use?**

- [ ] Traditional Model: Employees accrue separate pools of leave for vacation time and sick leave
- [ ] PTO Bank Model: Specified # of paid time off (PTO) days that can be used for personal time or sick leave
- [ ] Unlimited Paid Time Off
- [ ] No PTO offered
- [ ] Other (please specify)

* 103. **How many designated paid holidays do you offer?**

* 104. **Do you offer “Floating Holidays”? (A paid day off from work, given to employees to celebrate special occasions, cultural/religious events..etc.)**

- [ ] Yes
- [ ] No

105. **If yes to Question 103, how many "Floating Holidays" do you offer?**

106. **If you follow the Traditional Model for Paid-Time-Off, as described above, how many specified vacation days & sick days do you offer or can be accrued per year for <u>new employees</u>? (Please specify # days of each kind)**

107. **If you follow the Traditional Model for Paid-Time-Off, as described above, what is the maximum number of vacation days & sick days offered or accrued per year? (Please specify # days of each kind)**

108. **If you follow the PTO Bank Model for Paid-Time-Off, as described above, how many PTO days do you offer or can be accrued per year for <u>new employees</u>?**

109. **If you follow the PTO Bank Model for Paid-Time-Off, as described above, what is the maximum number of PTO days offered or accrued per year?**

* 110. **Do you offer Parental Leave (Paid time off specifically designated for new parents to bond with their newborn or adopted child)?**

- [ ] Yes
- [ ] No
- [ ] Other (please specify)

111. **If yes, please indicate the number of paid parental leave days your company currently offers to employees.**

* 112. **Does your company offer incentive pay, bonuses, or other reward programs?**

- ◯ Yes
- ◯ No

113. **If yes, please describe your company's incentive pay, bonuses or other reward programs.**

114. **What investments (if any), has your company made in the last 12 months to enhance your company culture?**

For instance, this would include improvements like facility upgrades, policy changes/relaxation, through things such as bilingual communications or a new employee onboarding process.

* 115. **Does your company/location utilize a professional or employment staffing agency?**

- ◯ Yes
- ◯ No

116. **If yes, what professional employment services are utilized at your facility?**
Multiple selections are allowed.

- [ ] Temporary-to-Permanent or Evaluation Hire
- [ ] Direct Hire Placement
- [ ] Short-term or Seasonal Staffing
- [ ] Professional and Executive Search
- [ ] Other (please specify)

* 117. **Does your company require drug screening (pre-employment or random)?**

- ◯ Yes
- ◯ No

118. **If yes, please describe your company's policy for drug screening and if you have made any changes the past 12 months.**

* 119. **Does your company require a criminal background check?**

- ◯ Yes
- ◯ No

120. **Please describe your company's policy as it relates to criminal backgrounds (e.g., nonviolent crimes, etc.) and if you have made any changes the past 12 months.**

* 121. **Is your company actively investing or partnering with workforce development or training programs?**

- ◯ Yes
- ◯ No

122. **Please describe some of the strategies/programs are you are currently investing in?**

* 123. **What are the top three training needs for your workforce TODAY?**

#1 Training Need

#2 Training Need

#3 Training Need

* 124. **What are the top three training needs for your workforce OVER THE NEXT 5 YEARS?**

#1 Training Need

#2 Training Need

#3 Training Need

* 125. **Does your company utilize any of the following education, training or workforce providers?**

Multiple selections are allowed. If none, select None toward bottom of list.

- [ ] NCWorks
- [ ] K-12 Educational Systems
- [ ] Catawba Valley Community College
- [ ] K-64
- [ ] Other Community/Tech College
- [ ] Lenoir-Rhyne University
- [ ] Appalachian State University
- [ ] Other Nearby Universities (UNC-Charlotte, Western Carolina University, etc.)
- [ ] NC Vocational Rehabilitation
- [ ] Goodwill Industries or Similar Providers
- [ ] Western Piedmont Workforce Development Board
- [ ] None
- [ ] Other (please specify)

* 126. **In what ways does your company partner with area education providers?**
Multiple selections are allowed. If none, select None toward bottom of list.

- [ ] Apprenticeships
- [ ] Workforce Academies (Supply Chain, Furniture, , Maintenance Bootcamp, etc)
- [ ] Internships
- [ ] Job Shadowing
- [ ] Graduate Fellowships
- [ ] Clinical Site(s)
- [ ] Business/Plant Tours
- [ ] Speaking Opportunities/Panelists
- [ ] None
- [ ] Other (please specify)

127. **Please provide any general comments, feedback or concerns as it relates to workforce development training programs and/or requests for additional resources/support.**