

**EXHIBIT C-1
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

	FUNCTIONS/OPERATIONS													
	<i>Please indicate the company functions at your location:</i>													
	Distribution/ wholesale	Manufacturing/ repair/maint	Customer service/ call center	Sales center/ office	Hospitality/ service	Head- quarters	Regional, district or branch office	Education	Retail	Admini- strative Center	Computer /data center	Professional services	Research & Development	Health Care
Total Responses	19	25	19	19	4	19	11	20	14	14	6	23	3	13
Average														
Median														
Total														
Yes														
No														

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	Other
Total Responses	25
Average	See Exhibit
Median	C-2
Total	
Yes	
No	

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	Employment Profile								
	<i>Please indicate the number of employees who are:</i>								
	Current# of full- time	Current # of part- time	Current # of temp	Estimated # of seasonal	Estimated # of FT in 1 Year	Current # temp alien workers	Avg. weekly hours per emp	# Shifts	% of labor force represented by union(s)
Total Responses	111	82	21	17	87	1	99	92	6
Average	112.4	16.2	26.7	10.1	95.1	2.0	40.6	1.6	33.8
Median	40	4	3	4	42	2	40	1	18
Total									
Yes									
No									

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	Employment Profile										
	<i>Please indicate the number of employees who are:</i>										
	% Hourly or non- exempt	% Exempt	% Management	% Professional	% Technicians	% Clerical/ Adm. Support	% Production	% Other	Hourly & Office non- exempt	% employees commuting from out of state	Management
Total Responses	101	88	104	62	49	96	50	19	105	2	105
Average	70.1	33.8	13.1	35.4	22.6	19.0	54.3	48.9	16.5	10.0	16.1
Median	80	21	10	26	10	10	60	35	15	10	15
Total											
Yes											
No											

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	Relocation Ease		Basic Skills of Job Applicants		
	5=Excellent, 1=Poor		Additional Comments	Have you noted a deficiency in basic skills?	If yes, what?
	Ease of relocating managers/ professionals from outside area	Employment opportunities for "training" spouses			
Total Responses	99	98	14	110	50
Average	2.9	2.7	See Exhibit C-3		See Exhibit C-3
Median	3	3			
Total					
Yes				50	
No				60	

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	Basic Skills of Job Applicants							
	5=Excellent, 1=Poor							
	Overall basic skills of all applicants	Written Communication	Reading Comprehension	Arithmetic	Thinking and Judgment	Verbal Communication	Team & Cooperative Skills	Bilingual or Multilingual Skills
Total Responses	111	112	112	111	113	113	112	111
Average	3.0	2.6	2.9	2.9	2.9	3.0	3.1	2.4
Median	3	3	3	3	3	3	3	2
Total								
Yes								
No								

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	Computer Skills Needed by Job Applicants																
	OFFICE PERSONNEL (NON-MANAGERIAL)																
	5=Highest Skill, 1=No Skill Needed																
	Fundamental Skills	Basic Keyboard Skills	Using word processing software	Using spreadsheet software	Using database software	Using accounting software	Accessing and using Internet	A+ Certification	C++	CAD Skills	Cisco Certification	HTML/Web-Page Development	JAVA	Microsoft Certifications	Novell-certified training	Oracle database	SQL
Total Responses	113	113	113	114	112	112	111	102	102	103	100	101	98	101	99	99	99
Average	4.0	4.0	3.7	3.4	3.1	2.7	3.2	1.5	1.5	1.5	1.3	1.4	1.3	1.6	1.3	1.3	1.3
Median	4	4	4	4	3	3	3	1	1	1	1	1	1	1	1	1	1
Total																	
Yes																	
No																	

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	Computer Skills Needed by Job Applicants			
	MANUFACTURING		DISTRIBUTION	
	5=Highest Skill, 1=No Skill Needed			
	Fundamental Skills	Basic Keyboard Skills	Fundamental Skills	Basic Keyboard Skills
Total Responses	63	65	70	72
Average	2.2	2.0	2.5	2.3
Median	2	2	3	2
Total				
Yes				
No				

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Computer Skills of Job Applicants																	
OFFICE PERSONNEL (NON-MANAGERIAL)																	
5=Highest Skill, 1=No Skill																	
	Fundamental Skills	Basic Keyboard Skills	Using word processing software	Using spreadsheet software	Using database software	Using accounting software	Accessing and using Internet	A+ Certification	C++	CAD Skills	Cisco Certification	HTML/Web-Page Development	JAVA	Microsoft Certifications	Novell-certified training	Oracle database	SQL
Total Responses	111	111	109	109	107	105	107	99	100	100	99	100	100	100	100	100	100
Average	3.5	3.5	3.3	2.9	2.7	2.4	3.0	1.4	1.4	1.4	1.3	1.4	1.4	1.5	1.4	1.3	1.3
Median	4	4	3	3	3	2	3	1	1	1	1	1	1	1	1	1	1
Total																	
Yes																	
No																	

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	Computer Skills of Job Applicants			
	MANUFACTURING		DISTRIBUTION	
	5=Highest Skill, 1=No Skill			
	Fundamental Skills	Basic Keyboard Skills	Fundamental Skills	Basic Keyboard Skills
Total Responses	66	66	71	72
Average	1.9	1.8	2.2	2.2
Median	1	1	2	2
Total				
Yes				
No				

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	Productivity/Work Ethic				Turnover & Absenteeism		
	5=Excellent, 1=Poor				1= 0-10% 2=10-20%	1= 0-5% 3=10-14%	1= 0-5% 2=6-9%
	Work Ethic	Productivity	Productivity compared to that or company's other sites	Willingness to work overtime	3=20-30% 4=Over 30%	2= 6-9% 4=Over 15%	3= 10-14% 4=Over 15%
				Employee Turnover	Thereafter, average annual turnover rate	Average daily absenteeism rate	
Total Responses	113	113	92	111	103	103	101
Average	3.3	3.3	3.3	3.5	2.2	2.1	1.4
Median	3	3	3	3	2	2	1
Total							
Yes							
No							

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	Labor Data			LABOR DEMAND/AVAILABILITY/COST				
	Which skills/positions are most difficult to fill.	Do you offer any incentive compensations programs?	If yes, please describe	Currently Needed	Needed in Six Months	Needed in One Year	5=plentiful 1=unavailable	Labor Cost
							Labor Availability	
Total Responses	52	113	48	See Exhibit C-6				
Average	See Exhibit C-4		See Exhibit C-5					
Average (hourly)								
Median								
Total								
Yes		50						
No		63						
No Experience								

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West Central Texas
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	TRAINING & EDUCATIONAL RESOURCES										
	Clerical Training			Production/Constr/Maint			Technical/Professional			Do you have any formal in-house training programs?	If yes, for what topics, programs or courses
	Private Vendor	College/Univ	CC/TC	Private Vendor	College/Univ	CC/TC	Private Vendor	College/Univ	CC/TC		
Total Responses	37	9	21	19	3	12	44	20	18	108	74
Average											See Exhibit C-7
Average (hourly)											
Median											
Total											
Yes										77	
No										31	
No Experience											

**EXHIBIT C-1
West Central Texas
Employer Survey Results
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	YOUR Opinion of Quality of Training and Educational Services														
	5=Excellent, 1=Poor														
	Area High Schools	American Commercial College - Abilene	American Commercial College - San Angelo	Cisco Junior College	Central TX Commercial College	TX State Technical College	Western TX College	Abilene Christian College	Angelo State University	Hardin-Simmons University	Howard Payne Univ	McMurray University	Ranger College	Tarleton State University	Private Vendors
Total Responses	101	97	96	98	95	102	96	99	96	96	95	97	96	97	101
Average	2.4	1.4	1.1	2.5	1.1	2.8	1.5	2.6	1.7	2.4	1.4	2.3	1.4	1.7	3.0
Average (hourly)															
Median	2	1	1	2	1	3	1	3	1	2	1	2	1	1	3
Total															
Yes															
No															
No Experience	50	61	66	49	66	47	66	47	57	48	63	49	66	64	37

EXHIBIT C-1
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Companies Experience with Quality of Training and Educational Services															
<i>How frequently have you worked with each of the following for training programs:</i>															
5=Continuously, 1=Never															
	Area High Schools	American Commercial College - Abilene	American Commercial College - San Angelo	Cisco Junior College	Central TX Commercial College	TX State Technical College	Western TX College	Abilene Christian College	Angelo State University	Hardin-Simmons University	Howard Payne Univ	McMurray University	Ranger College	Tarleton State University	Private Vendors
Total Responses	108	101	96	103	95	99	95	104	97	103	95	102	94	99	97
Average	3.5	2.8	2.9	3.3	2.9	3.6	3.4	4.1	3.6	4.1	3.5	3.9	3.3	3.7	3.3
Average (hourly)															
Median	3	3	3	3	3	4	3	4	4	4	4	4	3	4	3
Total															
Yes															
No															
No Experience	16	62	77	33	76	35	76	21	55	30	68	34	74	63	41

**EXHIBIT C-1
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

	Improvements Needed In Training & Ed Programs		
	Area High School	Technical Schools, 2-Yr Community Colleges	Universities and 4-Yr Colleges
Total Responses	50	40	36
Average	See Exhibit C-8	See Exhibit C-8	See Exhibit C-8
Average (hourly)			
Median			
Total			
Yes			
No			
No Experience			

EXHIBIT C-1
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	Underemployed/Overqualified Applicants			
	Availability of overqualified job applicants	Do you think it is common for residents in the area to be employed below their skill level	Are overqualified job applicants a factor in the local job market	Observations on the availability of overqualified job applicants
Total Responses	108	108	105	33
Average	2.4			See Exhibit C-9
Average (hourly)				
Median	2			
Total				
Yes		56	39	
No		52	66	
No Experience				

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	Retired Residents in the Workforce			
	How many retired residents do you currently employ?		What jobs do retirees hold in the company	What is your overall experience of employing retirees.
	Full-Time	Part-Time		
Total Responses	38	26	57	60
Average	7.9	7.2	See Exhibit C-10	See Exhibit C-10
Average (hourly)				
Median	2	2		
Total				
Yes				
No				
No Experience				

**EXHIBIT C-1
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	Employee Recruiting											Referral bonuses:	
	<i>Please indicate the three most frequently used recruiting methods.</i>											Are bonuses given to employees who refer job candidates who are hired by the company?	
	Walk-Ins/ Unsolicited	Referrals	Employment Agencies	Temp to Perm	Word of Mouth	Texas Workforce Commission	Newspaper Advertising	Colleges/ Universities	Tech Schools	Internet	Other	Yes	No
Total Responses	52	57	16	13	46	18	73	20	5	26	8	14	75
Average													
Average (hourly)													
Median													
Total													
Yes													
No													
No Experience													

EXHIBIT C-1
West Central Texas
Employer Survey Results
Region 1 - Taylor County

	COMPANY OFFERED BENEFITS												
	Subsidized Day Care Program	% of Premium Paid	On-Site Date Care Program	% of Premium Paid	Life Insurance	% of Premium Paid	Health Insurance	% of Premium Paid	Dental Insurance	% of Premium Paid	Optical Insurance	% of Premium Paid	Tuition Reimbursement
Total Responses	109	0	109	0	111	49	113	80	111	27	108	15	110
Average						94.9		86.2		80.7		80.6	
Average (hourly)													
Median						100		100		80		80	
Total													
Yes	3		1		74		96		38		19		35
No	106		108		37		17		73		89		75
No Experience													

EXHIBIT C-1
West Central Texas
Employer Survey Results
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	COMPANY OFFERED BENEFITS										
	Employer contributes	Pension	Employer contributes	401K	Employer contributes	Long-Term Disability	% of Premium Paid	Short-Term Disability	% of Premium Paid	Other	% of Premium Paid
Total Responses	32	106	43	111	65	108	33	105	23	7	1
Average							88.6		95.9		100.0
Average (hourly)											
Median							100		100		100
Total											
Yes	24	42	36	76	46	56		43			
No	8	64	7	35	19	52		62			
No Experience											

**EXHIBIT C-1
West Central Texas
Employer Survey Results
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	COMPANY OFFERED BENEFITS										
	Hourly Employees					Salaried Employees					How many holidays are offered by the company?
	After 6 months - Days	After 1 Year - Days	After 5 Years - Days	After 10 Years	After 20 Years	After 6 months - Days	After 1 Year - Days	After 5 Years - Days	After 10 Years	After 20 Years	
Total Responses	34	93	74	69	62	34	90	72	71	64	80
Average	6.1	9.1	12.9	15.6	18.4	6.4	9.3	13.2	15.7	18.9	7.8
Average (hourly)											
Median	5	10	14	15	20	5	10	14	15	20	8
Total											
Yes											
No											
No Experience											

**EXHIBIT C-1
West Central Texas
Employer Survey Results
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	Company Programs/Work Site Amenities															
	Health Insurance for dependents	Tuition reimbursement for non job related courses	Daycare Subsidy	Flextime	Tele-commuting	Job Sharing	Partial Days Off	Cafeteria	Floating Holidays	Effective Employee Suggestion System	Frequent employee recognition programs	Company sponsored picnics or similar events	Health Club on-site or membership	Lunch/Break Room	Other	Please indicate your experiences with such programs if you have them in place or tried them in the past.
Total Responses	109	106	107	106	105	106	106	103	103	105	107	107	105	107	9	23
Average																
Average (hourly)																
Median																
Total																
Yes	87	8	4	35	4	8	51	39	44	67	70	83	18	93		
No	22	98	103	71	100	98	55	64	59	38	37	24	87	14		
No Experience																

EXHIBIT C-1
West Central Texas
Employer Survey Results
Region 1 - Taylor County

	Local Business Climate									
	5=Excellent, 1=Poor									Please offer details of your experience and/or suggestions to improve the local and state business climate
	Local Government Regulations	State Government Regulations	Workers' Compensation Costs	Fairness of workers' compensation enforcement	Unemployment insurance costs	Fairness of unemployment insurance enforcement	Ease of obtaining permitting for facility expansions	Property Taxes	Incentives to existing industry	
Total Responses	108	105	103	102	99	96	91	92	92	26
Average	3.1	3.0	2.4	2.8	2.9	2.9	2.6	2.7	2.4	
Average (hourly)										
Median	3	3	3	3	3	3	3	3	3	
Total										
Yes										
No										
No Experience										

EXHIBIT C-1
West Central Texas
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Region 1 - Taylor County

	Quality of Life										
	5=Excellent, 1=Poor										
	Public education (K-12)	Private Education (K-12)	Recreation	Arts & Cultural Amenities	Availability of Affordable Housing	Availability of Affordable Rentals	Climate	Health Care Services	Safety from Crime	Traffic/ Road Congestion	Personal Income Tax
Total Responses	112	95	112	111	112	106	111	113	112	113	101
Average	3.8	3.9	3.2	3.5	3.7	3.3	3.5	3.7	3.9	3.9	3.7
Average (hourly)											
Median	4	4	3	3	4	3	3	4	4	4	3
Total											
Yes											
No											
No Experience											

EXHIBIT C-2
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Other Functions/Operations
Child care services (2x)
Cleaning restoration
Construction
Contractor
Economic development
Financial needs analysis
Freight terminal
Government
ICF-MR facilities
Insurance
Lending services
Newspaper-media
Non-profit childcare & family social service
Parole supervision
Passenger transportation
Public library
Public safety
Public works
Service
Social services
State agency
Transportation
Waste hauling
Zoo

EXHIBIT C-3
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Relocation Ease: Additional Comments	If you have noticed deficiencies in basic skills, please describe:
Difficult to entice engineering talent from more metropolitan areas	Written communication (6x)
Downsizing!	Communication skills (5x)
Experiencing downsizing	Work ethic (5x)
Female workers are paid very low at all levels. My wife took a \$15,000 a year pay cut to come to Abilene. I here the same story from other employees	Reading Skills (4x)
Have not dealt with these problems	Writing Skills (4x)
Most are from local work force	Computer skills (3x)
No experience	Verbal Communications (3x)
No experience, all management from family	Experience (2x)
Promote from within	Math skills (2x)
This had been an issue on multiple occasions	Ability to read & write well
Very hard to find maintenance mechanics who are multi skilled	Basic work ethics
We do not seek professionals from outside of area	Can't sell & don't want to stay after it
We have not done much relocating	Customer service skills
When our situation allows us to hire	Dependability
	Education & common sense
	Following instructions; Adherence to set work schedule
	GED or high school diploma; Computer keyboard
	Health care science
	Hours they can work
	Illiterate
	Intrinsic motivation
	Keystroke test - speed & accuracy
	Lack of experience for positions applied for
	Lack of training
	Motivation & self starters
	No one has a high school degree anymore, there all GED's
	Physical stamina
	Professionalism
	Public service philosophy
	Quality of work performed

**EXHIBIT C-3
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Relocation Ease: Additional Comments	If you have noticed deficiencies in basic skills, please describe:
	Team Work
	Technical knowledge & work ethics
	Thinking clearly
	Willingness to work

EXHIBIT C-4
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Which skills/positions are most difficult to fill.	
Accounting Clerks	Machine Operators
Auto Body & Service Techs	Maintenance Mechanic (3x)
Cash handling, customer service, data processing	Management (2x)
Civil Engineers (2x)	Math teachers
Class A CDL Drivers (2x)	Motor Grader Operator
Computer (2x)	Page Designers
Computer Professionals with Oracle Development/Programming experience	Part time bus operators
Computer programmers/ analysts and administrative coordinators	Physicians
Computer Programmers; Computer Tech Support	Program Intern
Cooks	Proof Operators
Drivers	Qualified Social Workers with experience
Engineers	Pharmacists, Diagnostic Techs
Experienced maintenance mechanics for production	Quality Teacher's Assistant
Experienced management	Registered Nurses (6x)
Experienced Technicians	Secretarial
Faculty	Sewing Machine Operators
Front Desk; Housekeepers	Tax Preparers
Good sales people	Technical positions
Helpers for route personnel	Technology Technicians
House parents	Telemarketing
Librarians w/ Master's	Truck drivers
License Trade	Welding

**EXHIBIT C-5
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

If you offer any incentive compensation programs, please describe
\$1,000 sign on bonus for LVN's
2.7-100% employees covered based on sales & profit improvement
3% end of third year
3% increase - 41% full time faculty
401K 50% participation - employer match 10-30%; Safety bonuses twice a year 1% over base pay; Health insurance covers 20% of employees 15% over base pay
401K Profit Sharing Plan 5%
45% participate & average 7% of base
50% covered 2-10% annual salary
67% of employees covered based on travel & productivity 5-10% increase over base pay
All employees bonus checks
Annual pay for performance 6%; Safety/attendance bonus potential \$1,000 annually
Auto salesman 18-300%; Auto sales management 3-500%; Finance management 3-700%; Service sales 3-200%; Technicians 12-300%; Office personnel 9-10%; Maintenance staff 3-500%
Based on productivity & sales, bonus cash & trips
Bonus on productivity & new business
Bonus program - to receive 6 hrs of straight time pay & 3 hrs of straight time pay each week the following must be met: on time, no absences, no mispunches, no loss time due to work related injury & meet production quota
Bonus programs above base salary, % received is based on company profit plan covers all non sales staff
Bonus programs for managers
Bonus structure based on position, attitude, attendance, team work & productivity
Bonus to sales people 75%, pay 10-25% additional over base income depending on earnings level - 25,000-45,000 annual. Administrative staff gets paid a bonus on monthly production of company - extra 10-20% of monthly income, 100% of staff participates
Can not be shared
Clerical - achieving corporate sales goals 2% annual compensation each quarter; Sales staff approx. 20% of annual salary or more depending on achieving or exceeding personal goals
Commission program all techs
Critical need differential - working an extra shift on a critically short unit; Hendrick Plan - higher differential for working every weekend; Sign on bonus for specified areas; Student loan payback

**EXHIBIT C-5
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

If you offer any incentive compensation programs, please describe
For our hourly employees we start them at an extra .25 cents per hour to cover the costs they incur to travel to our location
Health insurance, retirement, longevity pay
Health insurance, vacation, 401K retirement, 10% increase after completing 90 day probation period
Health insurance; Safety bonus
Incentive for attendance 90%; Incentive for flexibility 80%
Individualized bonus programs to engineers & scientists performing specific engineering services. 1 employee currently covered
Insurance; 401K; 15 paid holidays
IRA; Flex time
Item Processors 22% over base 6% of total employees; Tellers 5% over base 25% of total employees; Personal Bankers 15% over base 6% of total employees
Longevity pay, \$20 per month for every 3 years of employment up to 42 years
Management 8% - Profit Sharing, avg income 12%
Management only - retail 40% capped 50%; Field 15% no cap
Medical insurance; Retirement plans; Worker's Comp; 401K; 100% of employees are covered
Only employee shares in increase profits from a base level established
Paid health insurance; Bonus programs for sales staff & managers
Profit sharing plan after 1 year employment
Sales commission
Sales commission paid based on amount of product sold
Sales incentives 25%
Shift differential pay
Sign on & relocation programs are available to RN's which require a 2 year commitment. The bonus pays up to \$18,000
Simple IRA 15% 3%
Up to \$5,000 signing bonus for Computer Programmers/Technicians required to stay on for 3 years
When annual budget goals are met average % increase is 5%

**EXHIBIT C-6
LABOR ANALYSIS
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Occupation	Demand									Availability			Cost		
	Currently needed			Needed in 6 months			Needed in 1 year			RATING: Experience Recruiting Quality Applicants			Average Annual Wage	Median Annual Wage	Average Hourly Wage
	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	Responses	5=Plentiful, 1=Unavailable				
											Average	Median			
Accounting clerks	13	1.2	1	17	1.3	1	24	1.7	1	33	3.5	3.0	\$ 20,272	\$ 18,000	\$ 9.75
Administrative assistants	13	1.2	1	15	1.4	1	21	1.6	1	27	3.4	4.0	\$ 21,202	\$ 20,883	\$ 10.19
Applicants willing to work the second shift	92	11.5	3	218	27.3	4.5	254	21.2	2	13	2.8	3.0	\$ 20,131	\$ 19,760	\$ 9.68
Applicants willing to work the third shift	15	2.5	2	25	8.3	6	50	12.5	4.5	7	2.6	2.0	\$ 18,271	\$ 17,000	\$ 8.78
Bench assembly workers	10	5	5	13	6.5	6.5	19	6.3	8	3	3.7	3.0	\$ 16,373	\$ 15,600	\$ 7.87
Bilingual/multilingual personnel	9	1.8	1	40	4.4	1	51	5.7	2	7	3.9	4.0	\$ 21,203	\$ 16,640	\$ 10.19
Call center customer service rep. or technicians, inbound, entry-level	65	13	2	83	20.8	3.5	92	11.5	1	8	3.3	3.0	\$ 17,414	\$ 15,600	\$ 8.37
Call center customer service rep. or technicians, inbound, experienced	8	2.7	2	9	2.3	1.5	16	2	1.5	7	3.1	3.0	\$ 19,103	\$ 16,640	\$ 9.18
Clerical workers with advanced computer skills	21	1.9	2	26	2.2	1.5	46	2.4	1	20	3.2	3.0	\$ 18,291	\$ 17,680	\$ 8.79
Clerical workers, entry-level	56	5.1	1	63	5.7	2	81	5.8	2	23	3.8	4.0	\$ 15,833	\$ 15,300	\$ 7.61
Computer network administrators	4	1.3	1	3	1.5	1.5	10	1.4	1	12	2.7	3.0	\$ 31,970	\$ 31,200	\$ 15.37
Computer operators	0	0	0	2	1	1	6	1.2	1	8	3.3	3.0	\$ 22,723	\$ 23,420	\$ 10.92
Computer programmers	0	0	0	0	0	0	2	1	1	6	2.7	2.5	\$ 36,581	\$ 34,140	\$ 17.59
Computer/office technical support specialists	1	1	1	2	1	1	5	1.3	1	6	2.7	2.5	\$ 20,853	\$ 18,720	\$ 10.03
Construction trades, general	20	3.3	2.5	28	4	3	29	4.1	3	6	3.2	3.0	\$ 22,303	\$ 20,800	\$ 10.72
Construction trades, skilled	35	7	1	43	7.2	2	44	7.3	2	5	3.0	2.0	\$ 27,147	\$ 27,040	\$ 13.05
Database administrators	1	1	1	1	1	1	3	1	1	3	2.3	3.0	\$ 33,520	\$ 34,800	\$ 16.12
Education – Certified Teachers/Administrators	9	3	3	7	3.5	3.5	13	2.6	2	4	4.3	4.0	\$ 40,992	\$ 37,000	\$ 19.71

**EXHIBIT C-6
LABOR ANALYSIS
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Occupation	Demand									Availability			Cost		
	Currently needed			Needed in 6 months			Needed in 1 year			RATING: Experience Recruiting Quality Applicants			Average Annual Wage	Median Annual Wage	Average Hourly Wage
	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	Responses	5=Plentiful, 1=Unavailable				
											Average	Median			
Education – Teaching Assistants, other non certified personnel	13	4.3	5	14	7	7	23	3.3	2	6	4.2	4.0	\$ 16,603	\$ 13,520	\$ 7.98
Engineers, chemical	0	0	0	2	2	2	2	2	2	2	1.5	1.5			
Engineers, electrical/electronic	0	0	0	3	3	3	4	2	2	4	2.5	2.0	\$ 52,000	\$ 52,000	\$ 25.00
Engineers, general, entry-level	4	4	4	6	3	3	7	2.3	2	5	2.6	3.0	\$ 27,900	\$ 27,900	\$ 13.41
Engineers, mechanical	6	6	6	6	6	6	7	3.5	3.5	4	2.3	2.5	\$ 40,000	\$ 40,000	\$ 19.23
Engineers, other	1	1	1	5	2.5	2.5	3	3	3	3	1.3	1.0	\$ 67,500	\$ 67,500	\$ 32.45
Entertainment – instructors, promoters, etc	0	0	0	0	0	0	5	5	5	1	2.0	2.0			
Food Service – meal preparation	21	3.5	2	36	4.5	3	60	6.7	6	8	3.4	4.0	\$ 16,186	\$ 15,030	\$ 7.78
Food Service – wait staff	19	4.8	4	36	6	3.5	51	10.2	4	4	3.8	4.0	\$ 10,993	\$ 11,960	\$ 5.29
Health Services – Professional (Dr, RN)	78	13	3.5	87	21.8	13	133	22.2	5	8	2.4	2.0	\$ 71,054	\$ 41,829	\$ 34.16
Health Services – Skilled (LPN, CAN, EMT)	74	12.3	8.5	206	41.2	25	307	61.4	38	5	2.2	2.0	\$ 27,644	\$ 28,226	\$ 13.29
Health Services – Technicians (Lab, etc.)	18	6	7	14	4.7	2	18	6	6	5	2.6	3.0	\$ 21,591	\$ 20,280	\$ 10.38
Heavy equipment operators	10	3.3	3	10	3.3	3	13	2.6	2	3	3.7	4	\$ 25,680	\$ 22,880	\$ 12.35
Hospitality – Housekeeping, other service oriented	31	5.2	3	44	7.3	5.5	72	9	5.5	8	3.5	4.0	\$ 13,861	\$ 13,728	\$ 6.66
Machine operators, no setup	1	1	1	1	1	1	5	1.3	1	3	2	2	\$ 18,061	\$ 14,664	\$ 8.68
Machine operators, with setup	0	0	0	9	4.5	4.5	13	2.6	2	4	2.3	2.0	\$ 21,044	\$ 19,287	\$ 10.12
Machinists	1	1	1	2	2	2	2	2	2	0			\$ 13,520	\$ 13,520	\$ 6.50
Maintenance mechanics/electricians	7	1.4	1	6	1.2	1	12	1.2	1	9	2.4	2.0	\$ 24,297	\$ 20,966	\$ 11.68

**EXHIBIT C-6
LABOR ANALYSIS
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Occupation	Demand									Availability			Cost		
	Currently needed			Needed in 6 months			Needed in 1 year			RATING: Experience Recruiting Quality Applicants			Average Annual Wage	Median Annual Wage	Average Hourly Wage
	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	Responses	5=Plentiful, 1=Unavailable				
											Average	Median			
Maintenance, experienced	5	1.3	1	5	1.3	1	10	1.3	1	7	2.6	2	\$ 20,885	\$ 22,000	\$ 10.04
Management trainees	0	0	0	0	0	0	5	1	1	3	2.7	3	\$ 23,680	\$ 22,400	\$ 11.38
Management, experienced	15	2.1	1	11	1.8	1.5	20	2	1.5	13	3.0	3.0	\$ 40,756	\$ 39,000	\$ 19.59
Material handlers	1	1	1	5	1.3	1	10	1.7	1	6	3.2	3.0	\$ 21,211	\$ 15,350	\$ 10.20
New or emerging jobs (list)	2	1	1	5	1.3	1	2	2	2	3	2.7	2	\$ 26,780	\$ 26,780	\$ 12.88
Professionals/management	24	1.8	1	15	2.1	2	27	1.7	1	16	2.8	3.0	\$ 50,803	\$ 37,000	\$ 24.42
Sales, non-retail	13	3.3	1	66	11	1	131	13.1	1	8	2.9	3.0	\$ 26,100	\$ 27,500	\$ 12.55
Sales, retail	13	2.6	1	16	3.2	3	13	2.6	2	5	3.6	4.0	\$ 32,040	\$ 23,920	\$ 15.40
Seasonal workers	8	4	4	57	19	25	70	11.7	6	3	3.7	4.0	\$ 16,747	\$ 14,560	\$ 8.05
Skilled machine trades (general)	0	0	0	2	2	2	1	1	1	2	2.0	2.0	\$ 11,544	\$ 11,544	\$ 5.55
Systems analysts	1	1	1	1	1	1	2	1	1	3	2.7	2.0	\$ 46,620	\$ 46,620	\$ 22.41
Technicians (manufacturing, process, overhaul, and maintenance), entry-level	7	3.5	3.5	10	2.5	2	21	3	1	7	3.3	3.0	\$ 21,322	\$ 17,950	\$ 10.25
Technicians (manufacturing, process, overhaul, and maintenance), experienced	2	2	2	11	2.2	2	40	5.7	3	9	2.9	3.0	\$ 25,124	\$ 25,000	\$ 12.08
Technicians (telecom)	4	4	4	3	1.5	1.5	2	2	2	2	3.0	3.0	\$ 24,454	\$ 17,888	\$ 11.76
Telemarketer, outbound, entry-level	2	1	1	2	1	1	4	4	4	3	3.3	3.0	\$ 16,226	\$ 16,226	\$ 7.80
Tool & die makers	0	0	0	0	0	0	0	0	0	0	0.0	0.0	\$ 32,000	\$ 32,000	\$ 15.38
Truck drivers	22	2.4	2	28	2.5	2	37	2.5	2	11	3.4	3.0	\$ 19,508	\$ 17,590	\$ 9.38

**EXHIBIT C-6
LABOR ANALYSIS
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Occupation	Demand									Availability			Cost		
	Currently needed			Needed in 6 months			Needed in 1 year			RATING: Experience Recruiting Quality Applicants			Average Annual Wage	Median Annual Wage	Average Hourly Wage
	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	Responses	5=Plentiful, 1=Unavailable				
											Average	Median			
Unskilled laborers (except manufacturing)	25	4.2	3	25	5	4	35	4.4	3.5	7	3.6	3.0	\$ 14,467	\$ 14,780	\$ 6.96
Unskilled laborers (manufacturing)	4	2	2	14	3.5	3	16	3.2	3	4	3.8	3.5	\$ 20,079	\$ 17,878	\$ 9.65

EXHIBIT C-7
West Central Texas
Employer Survey Results
Region 1 - Taylor County

If you offer formal in-house training, please describe topics, programs or courses:
All topics
Basic computer
Basic computer skill classes - word, internet
Basic job skills; Clerical; Computer; Civil rights; Policy related training
Basic skills
Carpet & upholstery cleaning; Fire & water restoration IICRC certification
CBL safety; Culture; Department specific
CDL licensure preparation; Bus operations; Customer service; Passenger assistance techniques
Child care program
Child care related; Certified house parents; Safety; Fire safety; Food handling
Comprehensive safety training
Computer training courses for all employees
Computer; Administrative; Safety; Management/leadership skills
Computer; Classroom management; Legal issues
Computer; Safety; Teller training; Personal banker training; Supervisor training
Computer; Technical safety; Customer service skills
Computer; Technical; Job skill specific
Computer; Web CT; Internet
Credit Union movement; Member service skills, Cross-selling; Robbery training; Disaster training
Customer service; Public speaking; Database searching
Customer service; Team work; Coaching; Life skills; Managing; Developing others; Project management; Producing; Attitude
Discipline; Technology; Curriculum updates; Learning styles
Fire & EMS continuing education for civil service personnel
FNB of Abilene training
General business; Development computer
In-service; Health & safety; Child care; General business
Job related; Some computer
Nurses Aid training & competency evaluation program; Class room & clinical training

EXHIBIT C-7
West Central Texas
Employer Survey Results
Region 1 - Taylor County

If you offer formal in-house training, please describe topics, programs or courses:
Personal, communication & technology
Production operator manuals
Radiology; Respiratory Therapists; CNA; Pharmacy Tech Cert; Computer; Leadership Development
Real estate sales training
Resident rights; Safety; Occupation
Safety
Safety & basic skills
Safety, customer skills, general business skills
Safety, General business basic skills
Safety; Agency orientation; EEOC; Diversity; Computer; Management skills; Technical training
Safety; Basic production skills
safety; Basic service skills
Safety; Basic skills
Safety; Basic skills operators
Safety; Basic skills; Computer
Safety; Basic skills; CPR; Computer; Inspection
Safety; Basic skills; General business; Computer
Safety; Basic skills; Life skills; Computer; Orientation
Safety; Clerical; Computer; Ropes course certification; Climbing wall certification; Computerized food handlers course
Safety; Component training
Safety; Computer skills; Machines
Safety; CPR/First Aid, Life skills
Safety; First aid/CPR; On the job training; Defensive driving; Hazmat; Pesticide handling
Safety; General business; Basic skills
Safety; Human Resource; Technical
Safety; Infection control
Safety; Leadership; Food
Safety; Mechanic

EXHIBIT C-7
West Central Texas
Employer Survey Results
Region 1 - Taylor County

If you offer formal in-house training, please describe topics, programs or courses:
Safety; Medical
Safety; On going skills
Safety; OSHA; ISO; Leadership
Safety; Server level 1,2,3,4 & code level 1,2 & 3; Combo position & Hostess
Sales training; Computer; Leadership; Safety; Basic skills
Sales, Team Building
Sales; Customer service
Schools for Group One; Securities; Mortgage lending & training of skills
Skills; Safety; Professional competencies for nursing
Staff development for teachers
Tax preparation; Sales training; Office procedures
Technical skills; Computer skills; Engineering skills
Technical; Body shop; Sales; Mechanical
TEEX training courses
Teller; New accounts; Computer; Administrative assistants
Training for truck drivers
Wait staff; Line crew; Food prep
We are currently developing a training program for every area of the agency, this includes OJT

EXHIBIT C-8
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Improvements Needed In Training & Education Programs		
Area High School	Technical Schools, 2-Yr Community Colleges	Universities and 4-Yr Colleges
Automotive body & mechanical repair, motivation & work ethic	10 key	Ability to read & apply policy, management skills, people skills
Automotive technician, Auto Body Technician	Automotive body & mechanical repair	Also show arrogance although they do not possess work experience, only book knowledge. We have hired students & they usually leave after graduation & new employment out of town
Basic computer and accounting skills, Oral and written communication skills, Critical thinking skills	Automotive Service	Area universities are totally detached in every aspect from local markets. There is no academic connectivity, nor support rendered in building toward the regions future
Basic job skills - how to perform well & how to keep a job. How to fill out an application	Better fabrication program	Better training for educational diagnosticians
Basic math & language skills	Business management	Business management
Basic math skills	Civil engineering basics, surveying, higher level of math	Civil Engineering program, transportation
Basic skills	Communities must determine a clear vision for their future. Communities cannot make the specific requests that higher education needs for program development	Computer programmers/ technicians
Better basic English skills	Computer skills, diesel mechanics	Doing a good job
Better writing skills & more responsibility for showing good attendance	Doing a good job	Engineering
Bi-lingual, ethics in the workplace	Electrical-Mechanical programs, Chemistry programs (biology)	Ethics, how to be a professional employee
Bolster tech-ed programs to better prepare students for technical careers. Need to coordinate curriculum with economic development leaders so graduates are in sync with community opportunity	Food prep & cooking skills	Excellent

EXHIBIT C-8
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Improvements Needed In Training & Education Programs		
Area High School	Technical Schools, 2-Yr Community Colleges	Universities and 4-Yr Colleges
CNA	graphic design, accounting, use of office equipment	Food Science, Chemistry & Biochemistry, Industrial Engineering, Business administration
Computer & advanced computer skills! More math the better!	Internet/intranet	graphic design, using quark software, Mac & IBM computers. What a real job is like -- loyalty, commitment.
Computer skills, written communication, math, team skills	Internships; On the job work related courses	How to deal with the federal programs
Customer service - ability to stay calm, not react to anger; Phone skills	Knowledge & experience with Oracle database development	Incentives to stay in Abilene
Encourage students to work to develop work ethic before entering the real world	Lab techs need a min of 1 year internships	Industrial certification programs in robotics, production equipment, hydraulics
English skills - proper English both written & spoken	LVN	Leadership, business management literacy, supervisor
FFA, 4-H, reading, writing & English	Math	Marketing
Focus on basic 3 "R's", computer skills, more vo tech	More night classes	Mentoring programs; Internships
Grammar & math	Need more certified mechanics	Might be interested in hiring an intern with experience in Christian camping
Graphic design, computer skills with excel, word, access, spelling, grammar	Not certain	More exposure to the actual work force
Greater emphasis on trades, not every child can go to college	Not sure that TSTC would meet our needs in Christian camping & youth ministries. Might meet them in our maintenance/groundskeeper positions	Need more engineers
Health care & geriatrics	Nursing & geriatrics	Not certain
How to complete forms thoroughly, follow instructions, listen & work ethics	Plumbers, electricians HVAC	Nursing & geriatrics
Keyboarding/10 key skills, interpersonal - conflict resolution, time management	Programs that include calculations & exemptions. Ability to read & apply policy to determine eligibility for various programs	OK

EXHIBIT C-8
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Improvements Needed In Training & Education Programs		
Area High School	Technical Schools, 2-Yr Community Colleges	Universities and 4-Yr Colleges
Knowledge & experience with Microsoft Office programs	Reading & writing	On site practice
Life skills & money management, credit protection	Reading, writing & math	RN
Life skills management; Internships with local businesses to experience real life work; Mentoring programs	Same as high school	Same as high school
Life, financial tools, work ethic, application & use of skills, appearance for job interviews & how to present qualifications	Same as high school	Same as high school
Machine shop training	Same as high school	Same as high school
Mandatory work ethics taught at an early age reinforced throughout the later years	Same as high schools	Same as high schools
Math, writing skills, basic life skills & work ethic	Satisfactory	Satisfactory
More technical training, electronic background	Strong science, technical writing, professionalism & ethics	Strong science, technical writing, professionalism & ethics
Most have no or little work experience	Student/graduates usually show arrogance instead of confidence. They expect corporate salaries	Too expensive for most of our employees to attend. They need to make tuition more affordable for people who are already in the work force
Need a stricter dress code in order to teach young people the importance of looking nice. We have applicants wearing shorts, sweat pants, tennis shoes & wet hair	Tech schools do best job to train students a profession	Too much religion, psychology, philosophy & no training to make a living
Need more programs for learning disabilities - ADD, dyslexia	Technical - computer & maintenance	Unknown
No one know 10 key by touch, maybe this could be touch in typing	There is no basic training for graphic arts in West Texas	
Not certain	Thinking & judgment	
Professionalism (dress, verbal skills)	Unknown	

**EXHIBIT C-8
West Central Texas
Employer Survey Results
Region 1 - Taylor County**

Improvements Needed In Training & Education Programs		
Area High School	Technical Schools, 2-Yr Community Colleges	Universities and 4-Yr Colleges
Reading, writing & math	Welding, painting, truck driving, estimating, blue print reading	
Respect & discipline, integrity. Need 6 months military training right our of high school		
Should work on co-op program for engineering. Civil engineering is of particular interest to TXDOT		
Strong science, technical writing, professionalism & ethics		
They do not train people to make a living. Kids don not know how to do anything when they graduate		
Unknown		
Work ethic - go to work, basics, dependability; Professional attitude, personal pride, drive & determination		
Work ethic, basic writing skills, basic customer sills, understanding of authority		
Work ethic-they tend to be unreliable, often they don't even call to say they're not coming in. Inappropriate dress for interviews-clothes are too tight or sloppy, no pantyhose or slippers, excessive piercing		
Writing skills		
Written communication & work ethic		

EXHIBIT C-9
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Observations on the availability of overqualified job applicants.
Abilene has a number of highly educated & qualified workers at home. Many are military spouses who do not engage in the economy because of only a 2 or 3 year station at the Air Force base
College grads with wrong majors, no direction
Fairly good work ethics & the desire to work for short periods, but looking for better work conditions for the future
I believe there are many qualified military spouses unable to find work at their level
I hear increasing information of people leaving for higher paying jobs
I see many qualified applicants for each job opening
I'm sure there are more qualified people in our community than I know of. If we had more large businesses they would be easy to find
Local job market is saturated causing many potential employees to be under employed. Hourly wage is less than it should be
Lots of college degrees staying at home raising kids
Management - generally out of the Air Force
Most stay-at-home spouses and students do not meet the job qualifications for most of our full-time positions. The exception is spouses who have acquired a high degree of computer skills.
No comment
No experience
No observation
No way of knowing if available applicants don't apply
Probably a lot of potential for employing college students for temporary or seasonal labor. BCBS positions typically not suitable
Qualified applicants graduating from local universities tend to seek employment outside our labor market
Some availability, probably qualified for our basic needs
Stay at home spouses
Stay at home spouses (military) make up a large % of our work force along with retirees.
Stay at home spouses child care restraints
Stay at home spouses may be available
Student with degrees in higher paying jobs in larger cities
Students with skills are not staying here; We are losing computer skilled workers
There are many qualified applicants for most of the positions we require
There are many qualified people such as stay at home moms that in time may re-enter the job market
There are probably a number of very qualified people who could work, but choose not to

EXHIBIT C-9
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Observations on the availability of overqualified job applicants.

Too many "give away" programs going on

Typically we have more success recruiting civil engineers that grow up in the area than trying to recruit "out of towners."

Very few, there is a shortage of good people

We get no one with certifiable experience

We provide many opportunities for spouse & family members

We used to get a lot of applicants to our newspaper ads, but now it's harder to find sewing machine operators willing to work for the wages we pay. Only a handful of people may apply for work now based on an ad in the newspaper

EXHIBIT C-10
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Retired Residents in the Workforce	
What jobs do retirees hold in the company	What is your overall experience of employing retirees.
Administrative; Professors; Coaches; Clerks or Clerical	50/50 mix depends on needs & desire to do a good job
All levels	Bring a wealth of experience & maturity
Bus operators	Dependable, wise & excellent employees
Clerical; Courier	Excellent
Clerical; Substitute teach	Faithful worker
Clerk; Claims Examiner; Customer Service Rep; Supervisor	Generally satisfactory, most are retired military & have excellent technical skills & sense of professionalism
Computer tech	Good workers, very dedicated & work oriented. Excellent employees
Consultants	Great! These people are my first choice.
Contract Manager; Clerk	Great, wonderful work ethic & customer service skills
Corrections; Probation	I like to use retired residents because of their experience, maturity & overall knowledge
Demos; Tire Sales; Computers	Mature workers, satisfactory experience
Do not have any at this time	No experience
Entry level; Assistant Manager; Department head positions	OK
Equipment Operators; Mechanics	OK
Faculty	Overall experience is good. Work ethic is strong
Financial Analysts	Positive, good skills & experience plus decision making
Have had some in management positions	Positive, good work ethics, mature, more responsible, good life experience to draw from
Hostess	Possibly more challenged in learning technical skills, working with computer or new technology, but overall satisfactory. More stable in attendance
HR Manager	Reliable, trained, experienced
Janitor, yard work	Satisfactory
Leadership; Retail Sales	Satisfactory
Mainly blue collar, drivers, assistants, inserters	Satisfactory
Maintenance Director; Director of Nursing	Satisfactory
Management	Satisfactory
Management	Satisfactory

EXHIBIT C-10
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Retired Residents in the Workforce	
What jobs do retirees hold in the company	What is your overall experience of employing retirees.
Management & professional	Satisfactory
Management Production	Satisfactory
Management; Clerical	Satisfactory
Managerial; Professional or Administrative	Satisfactory
Merchandising	Satisfactory
Mid to upper level management positions -- primarily retired from the military	Satisfactory
Parts Stocker, Courtesy Driver	Satisfactory
Periodically our retirees will come back	Satisfactory -- very good work ethics not seen in younger workforce
Production Manager	Satisfactory, eases the burden to train because they have done it before
Professional	Satisfactory, good experience, good mentors, good trainers
RN	Satisfactory, good knowledge base, reliable, productive
RN & LVN	Satisfactory, good work ethic, on time, good attendance
Sales	Satisfactory, have skills set & understand work ethic
Sales	Satisfactory, have used same employee that retired from our company in same position part time
Sales & greeters	Satisfactory, mature, established, well trained
Shipping department or sewing machine operator	Satisfactory, military retirees
Shuttle service, clerical, management	Satisfactory, most are retired Air Force
Sign Artist	Satisfactory, most have great work ethic & attitude
Tax Professionals; Client Service Coordinators	Satisfactory, so far good employees
Teacher	Satisfactory, they are usually committed to do the job right & are highly motivated
Teachers	Satisfactory, they know what to do & take care of it
Teachers	Satisfactory, they perform with little or no training
Teachers	Satisfactory, very reliable & bring a lot of experience. Often take longer breaks because the money they earn is only supplementary
Teachers Counselor	Satisfactory, you can always count on him to show up for work

EXHIBIT C-10
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Retired Residents in the Workforce	
What jobs do retirees hold in the company	What is your overall experience of employing retirees.
Technicians	They are honest & loyal
Technicians; Supervisor; Lead workers	They understand use of time & how life works!
Truck Drivers, unskilled labor	Unsatisfactory, these employees feel that they don't need a job, slowing production
Tutors & live in supervisors	Usually have the best work ethic, willing to pitch in & do any task to accomplish the project
Tutors; Lab Assistants	Very good in sales & customer contact, unable to use on work crews where the work is too strenuous
Typically, the same job they retired from	Very good with a few exceptions, tend to be more dependable, reliable & flexible
Utility Workers; Laborers	Very positive
Van Driver	Very satisfactory
	We had a truck driver retired from another company, his performance was satisfactory
	We have had some. They are dedicated, loyal & team oriented
	We utilize Green Thumb workers, most have been very reliable. Only issue is that some want to engage in talking which can be distracting

EXHIBIT C-11
West Central Texas
Employer Survey Results
Region 1 - Taylor County

Additional Comments
Abilene needs to attract manufacturing jobs
It is a whole lot easier to tell someone how to run their business that it is to operate one. We have has several companies hired to help motivate employees. It seemed to cost us way more than we saved or produced. One company we used George May Co., never has checked back since they left. Cost us over \$40,000. We need less government
Many businesses wonder if surveys like these are effective outside of building statistics for government & other public agencies
The areas work force does not encourage high paying jobs. The bankruptcy rates are high & quality of good paying customers are low
The income & quality of life has reduced severely. I am surprised by the number of late pays, bankruptcies & limited disposable income for retirement, college expenses & emergency funds. Towns within 100 mile radius have brought industry from the DI 500 list & in turn have been able to keep taxes low & wages higher, giving a quality of life for its citizens
The lack of air service to Abilene has been a hardship to our business
This process is so important to Abilene's future. If we don't know where we are going, how can our leaders be equipped to take us there? TSTC is ready to offer the training this region needs to grow - anytime, anywhere. We just need someone to decided where Abilene needs to go. We're ready to prepare the best work force to help take us there
This survey does not reflect the employment needs of this agency. The questions are not geared toward a government agency