

EXHIBIT D-1
West Central Texas
Employer Survey Results
Region 2 - All Other Counties

	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	Other
Total Responses	14	24	15	20	1	12	3	15	8	7	7	9	5	9	12
Average															See Exhibit D-2
Median															
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	70	43	16	13	58	2	67	64	4
Average	76.4	10.6	14.8	8.7	80.2	11.0	39.9	1.6	87.5
Median	35	4	2	4	41	11	40	1	90
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	60	50	64	40	27	59	47	16	65	0	62
Average	64.3	34.6	9.8	30.6	7.4	13.4	58.0	27.5	16.4		17.7
Median	75	25	7	17	4	8	70	16.5	15		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	62	62	3	67	35
Average	2.6	2.2	See Exhibit D-3		See Exhibit D-2
Median	3	2			
Total					
Yes				37	
No				30	

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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	67	69	69	69	68	69	68	69
Average	2.9	2.7	2.8	2.7	2.9	2.9	3.2	2.3
Median	3	3	3	3	3	3	3	2
Total								
Yes								
No								

**EXHIBIT D-1
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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	71	71	69	69	68	69	69	59	57	59	57	60	59	61	58	58	57
Average	3.9	4.0	3.7	3.2	3.1	3.2	3.3	1.6	1.4	1.6	1.3	1.5	1.3	1.6	1.4	1.2	1.2
Median	4	4	4	3	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	44	45	47	47
Average	2.4	2.3	2.7	2.6
Median	3	2	3	3
Total				
Yes				
No				

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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	69	69	67	67	66	65	66	58	56	58	58	58	58	59	58	58	57
Average	3.3	3.4	3.1	2.7	2.4	2.6	2.9	1.4	1.3	1.3	1.2	1.3	1.2	1.5	1.3	1.3	1.3
Median	3	3	3	2	2	2	3	1	1	1	1	1	1	1	1	1	1
Total																	
Yes																	
No																	

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	MANUFACTURING		DISTRIBUTION	
	5=Highest Skill, 1=No Skill Needed			
	Fundamental Skills	Basic Keyboard Skills	Fundamental Skills	Basic Keyboard Skills
Total Responses	45	45	47	47
Average	1.9	1.9	2.1	2.1
Median	2	2	2	2
Total				
Yes				
No				

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	Productivity/Work Ethic				Turnover & Absenteeism		
	5=Excellent, 1=Poor				1= 0-10% 2=10-20% 3=20-30% 4=Over 30%	1= 0-5% 3=10-14% 2= 6-9% 4=Over 15%	1= 0-5% 2=6-9% 3= 10-14% 4=Over 15%
	Work Ethic	Productivity	Productivity compared to that or company's other sites	Willingness to work overtime	Employee Turnover	Thereafter, average annual turnover rate	Average daily absenteeism rate
Total Responses	71	70	52	69	65	62	65
Average	3.0	3.1	3.3	3.6	2.1	2.0	1.6
Median	3	3	3	3	2	2	1
Total							
Yes							
No							