

2019 Industry Business Council Pulse Poll Results

Conducted by:
Employers Group



INDUSTRY
BUSINESS COUNCIL



**Biz
Fed** Los Angeles
County
Business
Federation

Strengthening the Voice of Business Since 2008

BizFed Los Angeles Pulse Poll - 2019

The annual BizFed's Pulse Poll takes the beat to diagnose critical issues hindering operations and growth of business for owners and executives throughout LA County

A Look at BizFed Today

- BizFed is a coalition comprised of **180 top business groups** and associations in **Los Angeles County** including: industry trade groups, chambers of commerce, ethnic business groups, business improvement districts along with premier independent companies and agencies
- BizFed represents over 400,000 businesses with nearly 3.5 million employees across all 88 cities in Los Angeles County
- BizFed is recognized as a credible voice for business in Los Angeles, Sacramento and Washington DC
- This extract is comprised of data from 26 companies associated with the Industry Business Council.

BizFed Los Angeles Pulse Poll – 2019

Topics Surveyed

Anticipated Work Levels for 2019

Business Conditions: Outlook in 2019

Business Plan - Leaving/Expand in CA?

Reasons Businesses are Leaving

Addressing Poverty: Proposals from the Business Community

Strategies to Improve LA's Workforce

Is Local Government Business-Friendly?

Critical Public Infrastructure Needs – A perspective from the business Community

Top 3 Transportation Improvement Strategies

Transportation Funds and Affordable Housing

Local Government - How are they performing?

Tax Reform - Tax Cuts and Jobs Act of 2017 - Scorecard

Critical Top Issues: Top Business Concerns

Taxes and Fees – Still the #1 concern in the business community

Proposition 13 under Attack in 2020

How to Better LA's Pipeline for Qualified Workers

I. EMPLOYMENT AND BUSINESS OUTLOOK 2019

1. 2019 Hiring/Workforce Levels - Compared to 2018, which of the following options best describes your anticipated workforce levels for 2019? (Choose one)

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent | Response # | Percent |
| a. Lower (significant layoffs expected) | 1 | 3.8% | 15 | 3.6% |
| b. Slightly lower (some layoffs) | 3 | 11.5% | 44 | 10.6% |
| c. The same as today (no significant change) | 8 | 30.8% | 194 | 46.7% |
| d. Slightly higher (we'll be hiring) | 9 | 34.6% | 125 | 30.1% |
| e. Much higher (we'll be hiring much more) | 3 | 11.5% | 16 | 3.9% |
| f. Not sure | 2 | 7.7% | 21 | 5.1% |
| Total | 26 | 100.0% | 415 | 100.0% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

2. Business Conditions - For 2019, please give us your business outlook:

| Response | Industry Business Council | | All other Responses | |
|-----------------------------------|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent | Response # | Percent |
| a. Significantly better than 2018 | 4 | 15.4% | 44 | 10.6% |
| b. Slightly better than 2018 | 10 | 38.5% | 155 | 37.3% |
| c. Flat, equal to 2018 | 7 | 26.9% | 138 | 33.3% |
| d. Lower than 2018 | 2 | 7.7% | 67 | 16.1% |
| e. Significantly lower than 2018 | 3 | 11.5% | 12 | 2.9% |
| Total | 26 | 100.0% | 416 | 100.0% |

3. Regarding your business, which of the statements below best reflects your business plan?

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| a. We are seriously considering expanding our business in California | 3 | 11.5% | 85 | 20.5% |
| b. We are seriously considering expanding our business outside of California | 6 | 23.1% | 54 | 13.0% |
| c. We are seriously considering moving our business outside of California | 4 | 15.4% | 55 | 13.3% |
| d. No plans to expand or to move | 13 | 50.0% | 211 | 50.8% |
| e. We are not sure of our plans | 1 | 3.8% | 40 | 9.6% |
| Total | 27 | 103.8% | 414 | 107.2% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

4. Year after year, we have heard that businesses and jobs are leaving Los Angeles County/California. What would you say are the reasons businesses and jobs are leaving?

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Cost of Goods and Services | 10 | 38.5% | 345 | 83.5% |
| High Taxes and Fees | 26 | 100.0% | 235 | 56.9% |
| Homelessness | 6 | 23.1% | 232 | 56.2% |
| Housing/ Land use | 11 | 42.3% | 214 | 51.8% |
| Incentives such as tax credits from other states | 12 | 46.2% | 205 | 49.6% |
| Lack of skilled workforce | 4 | 15.4% | 144 | 34.9% |
| Other: | 6 | 23.1% | 128 | 31.0% |
| Regulatory Environment | 17 | 65.4% | 87 | 21.1% |
| Traffic Congestion/ Transportation | 18 | 69.2% | 39 | 9.4% |
| Labor Costs | 13 | 50.0% | 32 | 7.7% |
| Total | 26 | 473.1% | 413 | 402.2% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

5. Los Angeles County has the highest poverty rates in the state. As part of its own anti-poverty initiative, BizFed is evaluating proposals from the Governor, state legislators, and presidential candidates to tackle poverty in Los Angeles County. Which of the following proposals do you believe are best in addressing poverty in Los Angeles County? (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Career technical training and industry-specific apprenticeships | 17 | 65.4% | 257 | 65.6% |
| Increase Childcare options for working families | 10 | 38.5% | 148 | 37.8% |
| Ensuring safety net services are efficient/effective | 4 | 15.4% | 142 | 36.2% |
| Fund transitional housing for youth and vulnerable populations | 5 | 19.2% | 114 | 29.1% |
| Boost housing construction by enabling the state to control local zoning laws | 3 | 11.5% | 115 | 29.3% |
| Increase the Earned Income Tax Credit, and/or adjust who is eligible | 5 | 19.2% | 107 | 27.3% |
| A refundable tax credit if you earn no more than \$100,000 and spend at least 30 percent of income on rent | 6 | 23.1% | 102 | 26.0% |
| Increase public funds to reduce out of pocket cost for students to attend college | 7 | 26.9% | 97 | 24.7% |
| Universal Preschool | 6 | 23.1% | 91 | 23.2% |
| A graduated child tax credit (\$3,000 to \$3,600) based on age and household income | 4 | 15.4% | 68 | 17.3% |
| Double the state tax credit for low-income Californians | 0 | 0.0% | 68 | 17.3% |
| \$1 billion in one-time state budget spending on homelessness efforts and "moderate-income" housing production | 2 | 7.7% | 61 | 15.6% |
| Total | 26 | 265.4% | 392 | 349.5% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

6. In your opinion, which of the following strategies can improve our workforce? (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Invest in career technical training, and industry-specific apprenticeships | 22 | 84.6% | 329 | 81.4% |
| Improving K-12 Education | 9 | 34.6% | 261 | 64.6% |
| Lower the cost of college tuition / access | 12 | 46.2% | 193 | 47.8% |
| Getting more college students to actually graduate | 11 | 42.3% | 115 | 28.5% |
| Investing in Universal Preschool | 5 | 19.2% | 93 | 23.0% |
| Total | 26 | 226.9% | 404 | 245.3% |

II. GOVERNMENT: LOCAL & STATE

1. Government: Please select the levels of government that you would consider to be "business-friendly" i.e., responsive to your needs: (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| a. My city government is business-friendly | 17 | 65.4% | 128 | 30.8% |
| b. My county government is business-friendly | 5 | 19.2% | 64 | 15.4% |
| c. My state government is business-friendly | 2 | 7.7% | 35 | 8.4% |
| d. None are business-friendly | 6 | 23.1% | 214 | 51.6% |
| e. Not sure | 2 | 7.7% | 54 | 13.0% |
| Total | 26 | 123.1% | 415 | 119.3% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

3. In your opinion, what are the top three areas of public infrastructure that need attention to positively impact your business?

| Response | Industry Business Council | | All other Responses | |
|-------------------------------|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Roads/Streets | 18 | 69.2% | 271 | 65.9% |
| Highways/Freeways | 17 | 65.4% | 221 | 53.8% |
| Technology/Communications | 7 | 26.9% | 119 | 29.0% |
| Energy | 7 | 26.9% | 91 | 22.1% |
| Local/Regional Passenger Rail | 0 | 0.0% | 87 | 21.2% |
| Water Lines/Sewers | 5 | 19.2% | 72 | 17.5% |
| Smart Cities | 3 | 11.5% | 69 | 16.8% |
| Airports/Seaports | 5 | 19.2% | 48 | 11.7% |
| Waterways/Reservoirs | 2 | 7.7% | 49 | 11.9% |
| Other | 4 | 15.4% | 32 | 7.8% |
| Freight Rail | 0 | 0.0% | 25 | 6.1% |
| Total | 26 | 261.5% | 411 | 263.7% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

5. In your opinion, what are the top three transportation improvement strategies that can help your business grow?

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Allocate more dollars on road and street repairs | 17 | 65.4% | 233 | 57.1% |
| Improve the frequency and speed of Bus & Rail service | 6 | 23.1% | 138 | 33.8% |
| Expand denser housing development along frequent public transit corridors | 8 | 30.8% | 131 | 32.1% |
| Commuter incentive programs, i.e., lower transit fares including Lyft/Uber rides, commuter tax write-off | 4 | 15.4% | 124 | 30.4% |
| Improve access to Airports, Seaports and Truck Corridors | 11 | 42.3% | 104 | 25.5% |
| None of these strategies will help by business grow | 2 | 7.7% | 76 | 18.6% |
| More dedicated bicycle and pedestrian lanes | 1 | 3.8% | 32 | 7.8% |
| Total | 26 | 188.5% | 408 | 205.4% |

6. California Department of Housing and Community Development announced that 97.6% of all cities and counties in California failed to approve the housing needed to keep pace with population growth. Governor Newsom suggested withholding transportation funding in order to leverage local cities to build more housing. Do you agree with this approach?

| Response | Industry Business Council | | All other Responses | |
|--------------|---------------------------|-------------|---------------------|-------------|
| | Response # | Percent* | Response # | Percent* |
| No | 20 | 76.9% | 241 | 58.1% |
| Not Sure | 3 | 11.5% | 97 | 23.4% |
| Yes | 3 | 11.5% | 76 | 18.3% |
| Total | 26 | 100% | 414 | 100% |

III. GOVERNMENTAL ECONOMIC INFLUENCES ELECTED OFFICIALS

1. As a business community member, are you satisfied with your local government's performance on the following issues? If yes, check option(s) to indicate satisfaction with your local government's performance.

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Reducing Crime | 13 | 50.0% | 163 | 41.4% |
| Attracting New Businesses | 9 | 34.6% | 86 | 21.8% |
| Streamlining Business Permits | 13 | 50.0% | 62 | 15.7% |
| Imposing reasonable fees and regulations | 9 | 34.6% | 51 | 12.9% |
| Improving Traffic | 8 | 30.8% | 38 | 9.6% |
| Reducing Homelessness | 4 | 15.4% | 36 | 9.1% |
| Housing Affordability | 3 | 11.5% | 22 | 5.6% |
| Not satisfied with local government's performance on any of the following issues | 7 | 26.9% | 157 | 39.8% |
| Total | 26 | 253.8% | 394 | 156.1% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

TAX REFORM

2. Tax cuts and jobs act of 2017 was the most sweeping update to the U.S. tax code in more than 30 years. Which of the statements below represent how you or your business benefited from the reform? (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|---|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| The tax cuts have not benefited me personally | 10 | 38.5% | 196 | 50.9% |
| The tax cuts have not benefited my business | 6 | 23.1% | 188 | 48.8% |
| The tax cuts have benefited my business | 12 | 46.2% | 115 | 29.9% |
| The tax cuts have benefited me personally | 8 | 30.8% | 84 | 21.8% |
| The tax cuts have allowed me to raise wages or hire more people | 6 | 23.1% | 49 | 12.7% |
| The tax cuts have made my business more competitive | 6 | 23.1% | 37 | 9.6% |
| Other benefits? | 0 | 0.0% | 14 | 3.6% |
| Total | 26 | 184.6% | 385 | 177.4% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

3. What is your industry?

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| m. Professional Business Services | 3 | 11.5% | 56 | 13.5% |
| l. Non-Profit Agency | 1 | 3.8% | 40 | 9.6% |
| q. Realtor | 0 | 0.0% | 40 | 9.6% |
| Other | 3 | 11.5% | 35 | 8.4% |
| o. Real Estate Investment and Development | 4 | 15.4% | 24 | 5.8% |
| e. Energy (Oil/Gas, Power Plant, Alternative Energy) & Utilities | 2 | 7.7% | 25 | 6.0% |
| k. Manufacturing | 1 | 3.8% | 22 | 5.3% |
| g. Financial Services | 0 | 0.0% | 22 | 5.3% |
| b. Chamber of Commerce / Trade Association | 2 | 7.7% | 18 | 4.3% |
| t. Transportation | 1 | 3.8% | 17 | 4.1% |
| d. Education | 0 | 0.0% | 18 | 4.3% |
| r. Retail & Wholesale | 1 | 3.8% | 16 | 3.9% |
| s. Technology | 0 | 0.0% | 16 | 3.9% |
| Did not provide industry type | | 0.0% | 16 | 3.9% |
| c. Construction | 1 | 3.8% | 14 | 3.4% |
| f. Entertainment | 1 | 3.8% | 9 | 2.2% |
| j. Hospitality and Restaurants | 2 | 7.7% | 8 | 1.9% |
| i. Health | 1 | 3.8% | 7 | 1.7% |
| p. Real Estate Management | 1 | 3.8% | 7 | 1.7% |
| h. Goods Movement (Distribution/Logistics/Warehouse) | 0 | 0.0% | 3 | 0.7% |
| n. Public Agency/Department | 2 | 7.7% | 1 | 0.2% |
| a. Agriculture | 0 | 0.0% | 1 | 0.2% |
| Total | 26 | 100.0% | 415 | 100.0% |

IV. BUSINESS CONCERNS – Industry Business Council

1. What are the critical areas of concern for ongoing business operations and growth in L.A. County in 2019? (Please rate the intensity of criticalness)

| 2019 Rank | Issue | Extremely Critical % | Extremely Critical # | Somewhat or Moderately Critical % | Somewhat or Moderately Critical # | Not Critical at All % | Not Critical at All # | Total |
|-----------|---|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------|-----------------------|-------|
| 1 | Taxes and Fees | 73.0% | 18 | 24.5% | 7 | 2.5% | 0 | 25 |
| 2 | Public Infrastructure (Roads, Rail, Bridges, Waterways, etc.) | 59.5% | 11 | 36.8% | 10 | 3.7% | 1 | 22 |
| 3 | Homelessness | 58.9% | 10 | 32.4% | 12 | 8.7% | 2 | 24 |
| 4 | Government Regulation/Compliance | 53.9% | 11 | 38.4% | 10 | 7.7% | 2 | 23 |
| 5 | Education | 53.7% | 9 | 40.4% | 13 | 5.9% | 1 | 23 |
| 6 | Transportation | 51.2% | 6 | 42.0% | 12 | 6.8% | 5 | 23 |
| 7 | Housing/Land use | 49.2% | 4 | 40.0% | 15 | 10.8% | 3 | 22 |
| 8 | Energy/Fuel Costs | 49.1% | 16 | 43.6% | 6 | 7.3% | 1 | 23 |
| 9 | Local Permit Process | 48.6% | 5 | 37.7% | 11 | 13.7% | 6 | 22 |
| 10 | Legislative Gridlock (State and/or Federal) | 47.9% | 9 | 38.8% | 12 | 13.3% | 1 | 22 |
| 11 | Public Employee Pensions | 44.2% | 11 | 28.3% | 7 | 27.5% | 5 | 23 |
| 12 | Crime | 43.7% | 13 | 45.6% | 9 | 10.7% | 1 | 23 |
| 13 | State and Local Budgets | 41.9% | 11 | 45.8% | 10 | 12.3% | 1 | 22 |
| 14 | Workforce Development | 40.7% | 6 | 47.4% | 13 | 11.9% | 3 | 22 |
| 15 | Water (Access and Reliability) | 40.7% | 10 | 46.1% | 10 | 13.3% | 3 | 23 |
| 16 | Immigration | 40.7% | 16 | 33.6% | 3 | 25.8% | 3 | 22 |
| 17 | Health Care | 40.3% | 5 | 47.2% | 14 | 12.4% | 4 | 23 |
| 18 | Environmental Policies | 36.1% | 6 | 43.5% | 9 | 20.4% | 8 | 23 |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

IV. BUSINESS CONCERNS – All Other Responses

1. What are the critical areas of concern for ongoing business operations and growth in L.A. County in 2019? (Please rate the intensity of criticalness)

| 2019 Rank | Issue | Extremely Critical % | Extremely Critical # | Somewhat or Moderately Critical % | Somewhat or Moderately Critical # | Not Critical at All % | Not Critical at All # | Total |
|-----------|--|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------|-----------------------|-------|
| 1 | Taxes and Fees | 73.0% | 141 | 24.5% | 159 | 2.5% | 39 | 339 |
| 2 | Public Infrastructure(Roads, Rail, Bridges, Waterways, etc.) | 59.5% | 191 | 36.8% | 142 | 3.7% | 21 | 354 |
| 3 | Homelessness | 58.9% | 171 | 32.4% | 149 | 8.7% | 25 | 345 |
| 4 | Government Regulation/Compliance | 53.9% | 122 | 38.4% | 150 | 7.7% | 73 | 345 |
| 5 | Education | 53.7% | 193 | 40.4% | 131 | 5.9% | 28 | 352 |
| 6 | Transportation | 51.2% | 140 | 42.0% | 159 | 6.8% | 40 | 339 |
| 7 | Housing/Land Use | 49.2% | 214 | 40.0% | 105 | 10.8% | 29 | 348 |
| 8 | Energy/Fuel Costs | 49.1% | 166 | 43.6% | 142 | 7.3% | 39 | 347 |
| 9 | Local Permit Process | 48.6% | 145 | 37.7% | 113 | 13.7% | 89 | 347 |
| 10 | Legislative Gridlock (State and/or Federal) | 47.9% | 164 | 38.8% | 128 | 13.3% | 47 | 339 |
| 11 | Public Employee Pensions | 44.2% | 173 | 28.3% | 136 | 27.5% | 47 | 356 |
| 12 | Crime | 43.7% | 146 | 45.6% | 93 | 10.7% | 98 | 337 |
| 13 | State and Local Budgets | 41.9% | 214 | 45.8% | 129 | 12.3% | 13 | 356 |
| 14 | Workforce Development | 40.7% | 144 | 47.4% | 151 | 11.9% | 41 | 336 |
| 15 | Water (Access and Reliability) | 40.7% | 282 | 46.1% | 88 | 13.3% | 7 | 377 |
| 16 | Immigration | 40.7% | 173 | 33.6% | 152 | 25.8% | 22 | 347 |
| 17 | Health Care | 40.3% | 139 | 47.2% | 149 | 12.4% | 43 | 331 |
| 18 | Environmental Policies | 36.1% | 141 | 43.5% | 162 | 20.4% | 35 | 338 |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

3. Taxes and fees have been the primary business concern for the past 8 years. Which of the following taxes or fees have the most impact on your business? Rank items below from (1) "Most Impactful", to (6) "Least Impactful".

| Industry Business Council | | | | All other Responses | | | |
|---------------------------|------|-------|-------------|--------------------------|------|-------|-------------|
| Issue | Rank | Count | Scale Score | Issue | Rank | Count | Scale Score |
| Corporate Income Tax | 1 | 17 | 2.41 | Personal Income Tax | 1 | 293 | 2.82 |
| Property Tax | 2 | 16 | 2.69 | Corporate Income Tax | 2 | 279 | 3.15 |
| Payroll Taxes | 3 | 17 | 3.24 | Property Tax | 3 | 291 | 3.18 |
| Personal Income Tax | 4 | 16 | 3.31 | Other | 4 | 12 | 3.25 |
| Permits, Fees & Licenses | 5 | 19 | 3.68 | Permits, Fees & Licenses | 5 | 286 | 3.30 |
| Sales Tax | 6 | 17 | 3.88 | Payroll Taxes | 6 | 278 | 3.31 |
| Other | 7 | 2 | 5.00 | Sales Tax | 7 | 282 | 3.76 |

Scale Score:

1 to 7

Most Impact <=====> No Impact

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

4. An initiative to scale back Proposition 13 protections for commercial and industrial properties has qualified to be on the November 2020 ballot. This initiative would seek to assess commercial and industrial properties at fair market value while leaving homeowners' Proposition 13 protections in place, a concept known as "split roll." The Legislative Analyst's Office (LAO) estimates the measure would generate \$6.5-\$10.5 billion in increased property tax revenues, depending on the strength of real estate markets. If passed, how will this measure affect your business? (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|---|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Rents may increase | 16 | 61.5% | 243 | 62.5% |
| Profit margins may decrease | 15 | 57.7% | 205 | 52.7% |
| May cause me to consider relocating outside of California | 17 | 65.4% | 147 | 37.8% |
| May cause me to consider cutting payroll costs | 12 | 46.2% | 135 | 34.7% |
| Unsure how this will affect me | 0 | 0.0% | 66 | 17.0% |
| Won't affect me | 2 | 7.7% | 34 | 8.7% |
| May benefit my business | 4 | 15.4% | 18 | 4.6% |
| Total | 26 | 253.8% | 389 | 218.0% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

5. Qualified Workers: Which of the following programs does your company use to improve the pipeline of qualified workers? (Please select all that apply)

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent* | Response # | Percent* |
| Provide internal training opportunities and succession planning | 17 | 65.4% | 224 | 58.5% |
| Offer paid internships or entry-level positions that translate into full-time careers | 9 | 34.6% | 115 | 30.0% |
| None of the above apply to me | 2 | 7.7% | 111 | 29.0% |
| Work with your local workforce development board and/or community colleges | 10 | 38.5% | 88 | 23.0% |
| Rely on the government for training such as in education or community workforce development programs | 0 | 0.0% | 30 | 7.8% |
| Total | 26 | 146.2% | 383 | 148.3% |

*respondents were allowed to choose more than one option, so the percentages may not be out of 100

Select the title that best reflects your current position: (Optional - Choose one)

| Response | Industry Business Council | | All other Responses | |
|-------------------------------|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent | Response # | Percent |
| CEO / President | 8 | 30.8% | 103 | 24.8% |
| Owner | 3 | 11.5% | 70 | 16.9% |
| Executive | 6 | 23.1% | 57 | 13.7% |
| Director | 2 | 7.7% | 32 | 7.7% |
| Manager | 3 | 11.5% | 30 | 7.2% |
| Professional (Non-Managerial) | 2 | 7.7% | 26 | 6.3% |
| Other | 0 | 0.0% | 13 | 3.1% |
| Did not provide title | 2 | 7.7% | 82 | 20.2% |
| Total | 26 | 100.0% | 420 | 100.0% |

Check the category below which best describes the ownership of the organization being reported.

| Response | Industry Business Council | | All other Responses | |
|--|---------------------------|---------------|---------------------|---------------|
| | Response # | Percent | Response # | Percent |
| A. Public Corporation | 5 | 19.2% | 41 | 9.8% |
| B. Private Corporation (S Corp, LLC, etc.) | 13 | 50.0% | 192 | 45.7% |
| C. Sole Proprietorship | 2 | 7.7% | 57 | 13.6% |
| D. Public Agency | 2 | 7.7% | 6 | 1.4% |
| E. Not-for-Profit | 4 | 15.4% | 85 | 20.2% |
| Did not provide ownership type | 0 | 0.0% | 39 | 9.3% |
| Total | 26 | 100.0% | 420 | 100.0% |

Thank you!

For more information about the Pulse Poll,
please contact:

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