MERCER UNIVERSITY

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Middle Georgia Economic Outlook Survey Year-End 2015

MATTHEW SMITH PHOTO

BB&T Center for Undergraduate Research in Public Policy and Capitalism

Middle Georgia Economic Outlook Survey – Year-End 2015

The BB&T Center for Undergraduate Research in Public Policy and Capitalism and the Stetson School of Business and Economics at Mercer University present the results of the 2015 Year-End Middle Georgia Economic Outlook Survey. The Middle Georgia Economic Outlook Survey is a semiannual electronic survey of economic sentiment answered by a wide range of businesses in Middle Georgia. The Middle Georgia Economic Outlook Survey was first implemented in December of 2014. The present year-end 2015 edition corresponds to the second half of 2015 and will be followed by a mid-year 2016 edition to be distributed in July of 2016.

We would like to thank the Greater Macon Chamber of Commerce, the Robins Regional Chamber of Commerce, the Forsyth-Monroe County Chamber of Commerce, the Milledgeville-Baldwin Chamber of Commerce, the Jones County/Gray Chamber of Commerce, the Roberta-Crawford County Chamber of Commerce and the Wilkinson County Chamber of Commerce for their help identifying potential respondents and, in some cases, distributing the survey among their members.

Survey Distribution

Invitations to complete the survey were sent to individuals associated with businesses identified by the different chambers of commerce mentioned above. In addition to the e-mails that the BB&T Center for Undergraduate Research in Public Policy and Capitalism sent directly to these individuals, the Greater Macon Chamber of Commerce, the Robins Regional Chamber of Commerce and the Forsyth-Monroe County Chamber of Commerce sent separate e-mails to their members promoting the completion of the survey.

The survey was sent to a total of 2,681 individual e-mail addresses. We received 207 responses, resulting in a response rate of 7.72%. Importantly, not all 207 responses included answers for all questions in the survey. Thus, the analysis for individual questions typically reflects responses from a smaller sample. The survey was active from February 1, 2016, through February 15, 2016, and one reminder was sent in addition to the initial invitation.

Methodology

To assess the economic sentiment of respondents with respect to a particular question or subject, we utilized the **Diffusion Index,** which is calculated by subtracting the percentage of respondents who selected negative answers from the percentage of respondents who selected positive answers. For example, when a question offered the choices "much lower," "lower," "about the same," "higher" and "much higher," the Diffusion Index was calculated by adding the percentage of respondents who selected "higher" and "much higher" and subtracting from that sum the sum of the percentages of respondents who selected "lower" and "much lower."

For questions involving rankings, we used the **Intensity Index,** which calculates a weighted average of the number of times a particular answer was ranked No. 1, No. 2 or No. 3 out of all possible answers received. The weight for answers ranked as No. 1 was 1, the weight for answers ranked as No. 2 was 0.75 and the weight for answers ranked as No. 3 was 0.5.

For questions for which the answers were descriptive (text) rather than numeric, we used **word clouds** to capture the relative importance of particular answers or concepts. Specifically, the size of the word or concept in a word cloud is based on the frequency with which the word or concept is used in the responses.

Description of Results

The survey consisted of 22 questions designed to extract information about businesses' performance during the second half of 2015 and businesses' expectations for the first half of 2016.

In general terms, businesses in Middle Georgia seemed to have wrapped a positive 2015. As the mid-year 2015 survey already suggested, however, businesses in Middle Georgia remain cautiously optimistic about the future. Despite the positive outlook for the economy in Middle Georgia for the next six months, a large number of businesses do not identify the first half of 2016 as a good time to expand their operations. In addition, respondents continue to identify the quality of labor, government regulations and/or red tape, cost of labor, poor sales and taxes as the top obstacles to their business activities.

BUSINESS INDICATORS

The Diffusion Index for **net earnings or income (after taxes)** is 14.82% for the second half of 2015 indicating that 37.78% of the businesses had higher or much higher net earnings, and only 22.96% of the businesses had lower or much lower net earnings, than their expectations at mid-year. The Diffusion Index for expectations of net earnings for the first half of 2016 is much higher at 26.83% indicating strong optimism for this variable for the next six months.

The Diffusion Indices for **sales volume** are 18.79% for the second half of 2015 and 33.87% for expectations for the first half of 2016. The same indices for **average selling prices** are -2.27% and 10.57% for the second half of 2015 and the first half of 2016, respectively. These last results show that a larger percentage of businesses thought that selling prices were lower (or much lower) rather than higher (or much higher) during the second half of 2015. However, businesses seem to be mildly optimistic about selling prices for the first half of 2016.

Businesses in Middle Georgia seem optimistic about adding employees during the first half of 2016. The Diffusion Index for **total number of employees** was 9.85% for the second half of 2015 but 21.14% for the first half of 2016. Interestingly, businesses show optimism about adding employees despite believing that **average employee compensation** was higher during the second half of 2015 than expected at mid-year and will further increase in the first half of 2016. The Diffusion Indices for this variable are 29.32% for the second half of 2015 and 22.76% for the first half of 2016, respectively.

The Diffusion Indices for **inventories** are 9.03% for the second half of 2015 and 0% for expectations for the first half of 2016. Low values for this variable should be taken positively in correlation with higher sales volumes as indicated above.

Not surprisingly, given the consistent use of expansionary monetary policy by the Federal Reserve, businesses in Middle Georgia did not see large differences in their **ability to obtain financing** as compared to their expectations at mid-year. The Diffusion Indices are 3.01% and 2.42% for the second half of 2015 and the first half of 2016, respectively. One could speculate that the very low value of the Diffusion Index for the first half of 2016 reflects that businesses in Middle Georgia do not expect interest rates to significantly go up this year.

On the investment side, the Diffusion Index of 21.8% for **capital expenditures for plant and/or physical equipment** indicates that local firms engaged in larger investments in the second half of 2015 than they expected at mid-year. They expect only slightly higher investment levels in the first half of 2016 — the Diffusion Index for the next six months is 2.42%. These results are consistent with the results of the previous question regarding the ability to obtain financing.

Non-labor, non-capital costs were much higher for many firms in the region as indicated by a Diffusion Index of 27.08% for the second half of 2015. A similar trend is expected for the next six months as indicated by a Diffusion Index of 9.68%. This result, together with that of average employee compensation, indicates that overall costs of production were higher than expected at mid-year, and businesses expect this trend to continue into the first half of 2016. While this could be seen as negative for the businesses responding to our survey, it is an expected trend as the economy continues its mild expansion. Moreover, as mentioned above, businesses also expect selling prices to increase in the first half of 2016. When put together, all of these results are consistent with several analyses for the U.S. economy indicating a mild surge in inflationary levels during 2015 and 2016.

Finally, the number of **accounts payable that are past due** was lower than expected at mid-year as indicated by a Diffusion Index of -6.77%. Firms are even slightly more optimistic about the first half of 2016 as indicated by a Diffusion Index of expectations of -10.48%.

Tables 1 and 2 and Figures 1a and 1b show the detailed breakdown of these results for Middle Georgia.

OBSTACLES TO BUSINESS

The most significant obstacles to business identified by the respondents for both the second half of 2015 and the first half of 2016, as evidenced by intensity indices, are **quality of labor, government regulations and/or red tape, cost of labor, poor sales** and **taxes.** When **"other"** obstacles are specified, the lack of raw material availability, the economy and the national elections are the most frequently mentioned obstacles. Tables 3 and 5 and Figures 2, 3, 5 and 6 present this information.

Trying to further understand the nature of the business obstacle related to government regulations and/or red tape, we asked only those that identified this obstacle as a major concern to specify if this obstacle referred to government regulations and/or red tape at the **federal, state** or **local** level. The overwhelming majority (73%) responded that they referred to the federal level for the second half of 2015 and they expect that to be the case (77%) in the first half of 2016 as well. Tables 4 and 6 and Figures 4 and 7 present these results.

OUTLOOK FOR THE FIRST HALF OF 2016

Question 7 asks, **"How likely is it that the first half of 2016 will be a good time for your business to expand in Middle Georgia?"** The Diffusion Index is -10%, which shows that, in general, businesses do not expect to expand their operations in the second half of the year. Tables 7 and 8 and Figure 8 show these results for Middle Georgia as well as for individual counties. This result contradicts what businesses in Middle Georgia think about adding employees in the first half of 2016.

Interestingly, respondents are much more optimistic about the Middle Georgia economy during the second half of the year than about expanding their own businesses. The Diffusion Index for the question **"In general, how do you think the overall economy of Middle Georgia will be doing in the first half of 2016?"** is 25%. Tables 9 and 10 and Figure 9 present this information.

EMPLOYMENT AND HUMAN CAPITAL

The average number of employees among the businesses that responded to the survey was 45.9; 84% of the businesses had less than 101 employees during the second half of 2015 (see Tables 11 and 22).

In general, businesses in Middle Georgia indicated that it was not easy to fill vacancies during the second half of 2015. The Diffusion Index for the question **"During the second half of 2015, how easy was it for your company to fill vacancies in Middle Georgia?"** was -32% (see Tables 12 and 13 and Figure 10). When asked about the **main obstacles faced when attempting to fill vacancies in Middle Georgia,** some of the most frequently mentioned factors were difficulty finding skilled labor, lack of motivation of workers, inability of workers to pass drug tests, cost of labor and the fact that workers do not want to move to Macon (see Figure 11).

Question 12 asked **what were the labor skills most difficult to find during the second half of 2015,** the answers with the largest percentages were "sales and customer representatives," "maintenance and repair workers" and "other" (see Tables 14 and 15). Within this last category, engineers and educators were the skills most frequently mentioned (see Figure 12).

Similar results are found for the expectations for the first half of 2016. Question 13 asked **"What particular labor skill sets would you be looking for in potential employees during the first half of 2016?"** The answers with the largest percentages were "sales and customer representatives," "office and administration support" and "other" (see Tables 16 and 17). Within this last category, engineers and educators were the skills most frequently mentioned (see Figure 13).

As far as hiring plans for the first half of 2016, 69% of the respondents answered that they **plan to hire new employees in the first half of 2016** (24% plan to hire part time employees and 46% plan to hire full time employees). Table 18 presents these results. In question 15, we asked respondents in **which county they planned to hire new employees during the first half of 2016.** Businesses planned to hire almost half of the new employees in Bibb County (40.34%). Houston County comes in a distant second with 27.73% (see Table 19 and Figure 14).

Consistent with the previous results, only 17% of the respondents plan to reduce the number of employees during the first half of 2016. Most of the businesses that plan to reduce the number of employees are located in Bibb County (31.58%), Houston County (31.58%) and Monroe County (15.79%) (see Tables 20 and 21).

CHARACTERISTICS OF THE RESPONDENTS

The following information can be found in Tables 22 to 26:

- Approximately 84% of the businesses surveyed in Middle Georgia have less than 101 employees.
- Approximately 73% of respondents indicated that they were the owners of the business.
- Approximately 88% of the businesses indicated that they are headquartered in Middle Georgia.
- Most of the companies surveyed indicated that they are located in Bibb County (52%), Houston County (23%) and Baldwin County (9%). The rest (16%) are located in Monroe, Jones, Crawford, Peach, Twiggs and Wilkinson Counties.
- The businesses surveyed operate in a wide range of industries. The top three percentages are "retail trade" (16%), "real estate and rental and leasing" (16%) and "construction" (9%).

Tables and Figures

BUSINESS INDICATORS

1. Compared to the expectations you had for the first half of 2015 (January through June) at mid-year, your company's …

Table 1: Business Indicators for the Second-Half of 2015

Question	Much lower	Lower	About the same	Higher	Much higher	Not applicable	Total Responses	Diffusion Index
Net earnings or income (after taxes) are....	3.70%	19.26%	34.81%	35.56%	2.22%	4.44%	135	14.82%
Unit sales volume is...	2.26%	18.05%	28.57%	35.34%	3.76%	12.03%	133	18.79%
Average selling prices are...	0.76%	14.39%	62.12%	12.12%	0.76%	9.85%	132	-2.27%
Total number of employees is...	1.52%	11.36%	61.36%	21.21%	1.52%	3.03%	132	9.85%
Average employee compensation is...	0.75%	3.01%	59.40%	32.33%	0.75%	3.76%	133	29.32%
Inventories are...	0.75%	8.27%	43.61%	15.79%	2.26%	29.32%	133	9.03%
Ability to obtain financing is...	2.26%	7.52%	47.37%	10.53%	2.26%	30.08%	133	3.01%
Capital expenditures for plant and/or physical equipment are…	3.01%	7.52%	42.11%	29.32%	3.01%	15.04%	133	21.80%
Non-labor, non-capital costs are...	1.50%	1.50%	57.14%	27.07%	3.01%	9.77%	133	27.08%
Accounts payable that are past due are...	3.76%	13.53%	48.12%	9.02%	1.50%	24.06%	133	-6.77%

2. Looking ahead to the first half of 2016, exclusively for your company, you expect …

Table 2: Business Indicators for the First-Half of 2016

Question	Much lower	Lower	About the same	Higher	Much higher	Not Applicable	Total Responses	Diffusion Index
Net earnings or income (after taxes) to be...	0.81%	14.63%	40.65%	39.02%	3.25%	1.63%	123	26.83%
Unit sales volume to be…	0.81%	13.71%	27.42%	45.16%	3.23%	9.68%	124	33.87%
Average selling prices to be…	0.00%	7.32%	66.67%	16.26%	1.63%	8.13%	123	10.57%
Total number of employees to be…	1.63%	6.50%	61.79%	28.46%	0.81%	0.81%	123	21.14%
Average employee compensation to be…	0.00%	4.07%	68.29%	26.02%	0.81%	0.81%	123	22.76%
Ability to obtain financing to be…	0.81%	6.45%	54.84%	8.06%	1.61%	28.23%	124	2.42%
Inventories to be…	0.81%	12.10%	46.77%	10.48%	2.42%	27.42%	124	0.00%
Capital expenditures for plant and/or physical equipment to be…	3.23%	14.52%	47.58%	17.74%	2.42%	14.52%	124	2.42%
Non-capital, non-labor costs to be...	1.61%	6.45%	66.94%	16.13%	1.61%	7.26%	124	9.68%
Accounts payable that are past due to be...	4.84%	11.29%	57.26%	3.23%	2.42%	20.97%	124	-10.48%

Figure 1a Business Indicators

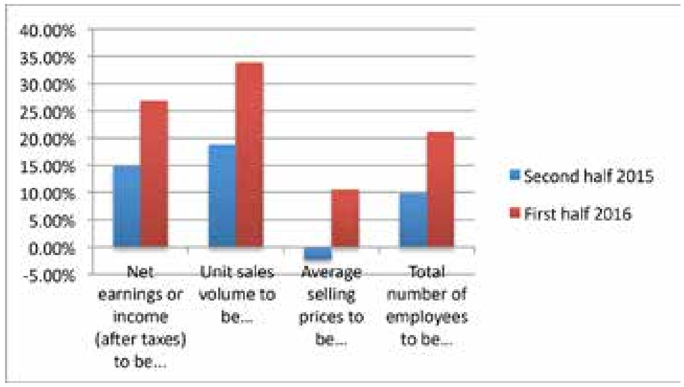
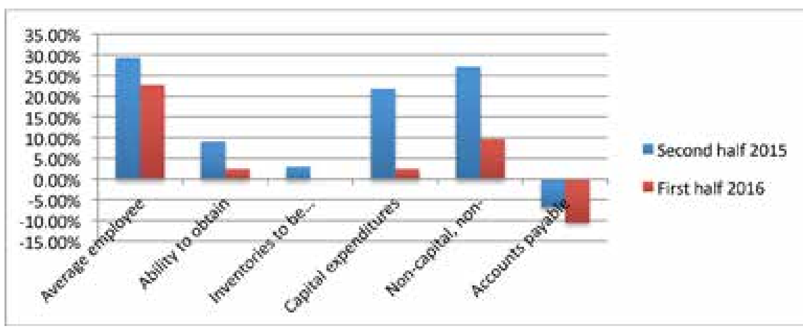


Figure 1b Business Indicators



OBSTACLES TO BUSINESS

3. Please rank the three most significant obstacles that applied to your business during the second half of 2015. Enter 1 next to the most important, 2 next to second most important and 3 next to third most important.

Table 3: Most Significant Obstacles to Business Second Half of 2015						
Answer	1	2	3	Other rankings	Total Responses	Intensity Index
Taxes	21	16	19	3	59	10.65%
Inflation	4	10	7	4	25	3.76%
Poor sales	25	12	18	3	58	10.78%
Access to financing	4	4	6	4	18	2.51%
Interest rates	2	4	10	5	21	2.51%
Cost of labor	10	32	15	3	60	10.40%
Quality of labor	32	15	22	1	70	13.60%
Government regulations and/or red tape	22	30	14	3	69	12.91%
Other (please specify)	12	4	3	0	19	4.14%

Figure 2

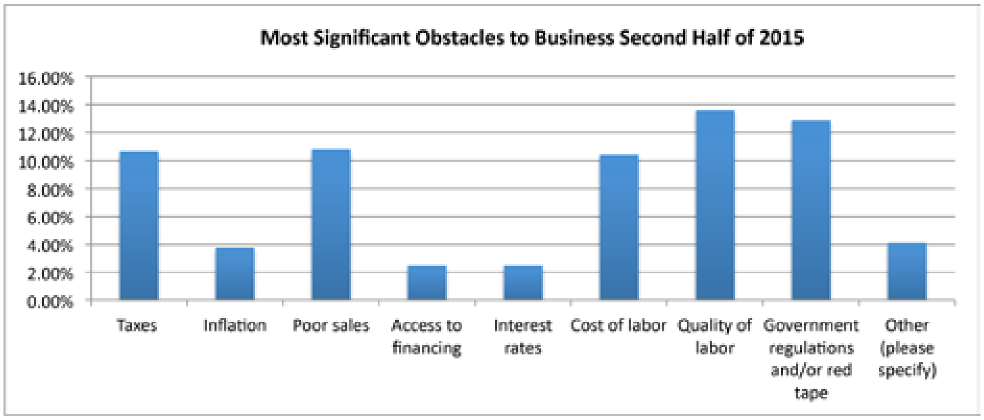


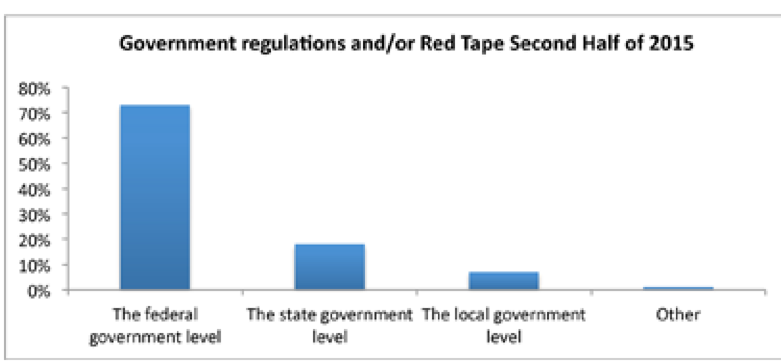
Figure 3: Most Significant Obstacles to Business Second Half of 2015 — Other (please specify)

4. You indicated that one of the three most significant obstacles that applied to your business during the second half of 2015 was "government regulations and/or red tape." Could you identify if such regulations and/or red tape were at …

Table 4: Regulations and/or Red Tape Second Half of 2015

Answer	Response	Percentage
The federal government level	49	73%
The state government level	12	18%
The local government level	5	7%
Other	1	1%
Total	67	100%

Figure 4



5. Please rank the three most significant obstacles that you expect will apply to your business in the first half of 2016. Enter 1 next to the most important, 2 next to the second most important, and 3 next to the third most important.

Table 5: Most Significant Obstacles to Business First Half of 2016

Answer	1	2	3	Other rankings	Total Responses	Intensity Index
Taxes	22	17	16	1	56	12.01%
Inflation	3	6	8	2	19	3.23%
Poor sales	15	10	21	2	48	9.27%
Access to financing	4	4	5	2	15	2.67%
Interest rates	1	8	5	2	16	2.67%
Cost of labor	14	25	21	1	61	12.15%
Quality of labor	28	20	14	0	62	14.04%
Government regulations and/or red tape	26	21	17	1	65	14.12%
Other (please specify)	10	2	2	0	14	3.51%

Figure 5

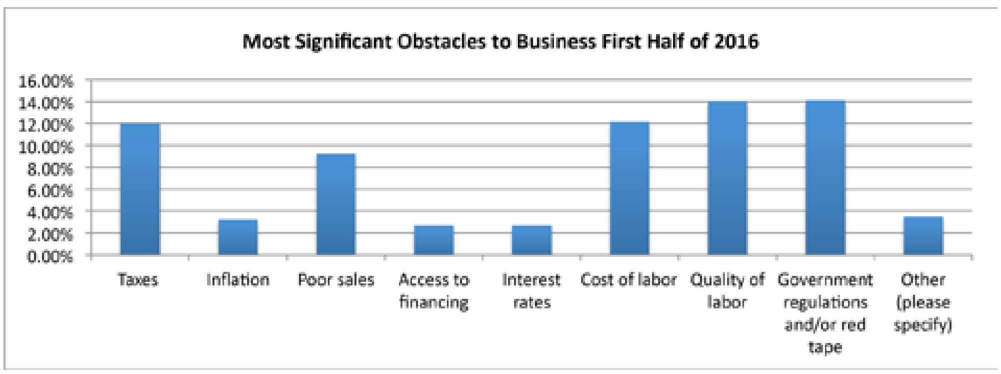
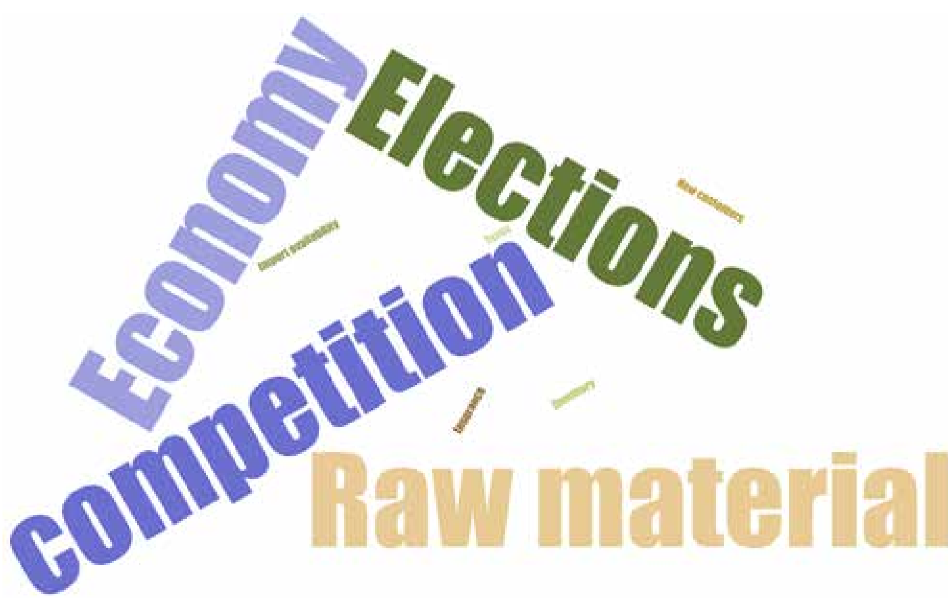


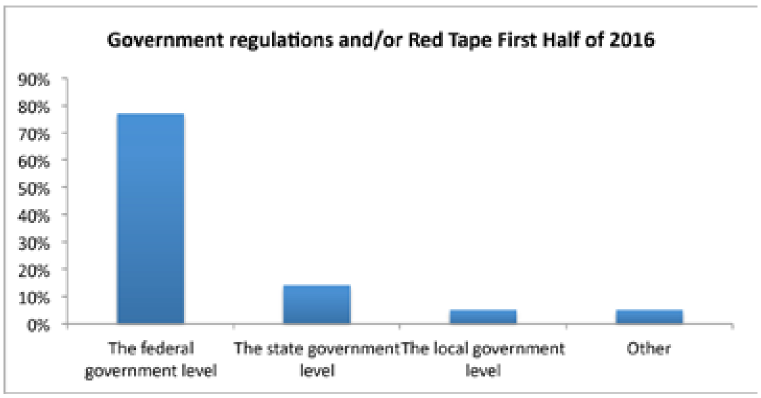
Figure 6: Most Significant Obstacles to Business First Half of 2016 — Other (please specify)



6. You indicated that one of the three most significant obstacles that you expect will apply to your business in the first half of 2016 will be "government regulations and/or red tape." Do you expect such regulations and/or red tape to be at …

Table 6: Regulations and/or Red Tape First Half of 2016		
Answer	Response	Percentage
The federal government level	50	77%
The state government level	9	14%
The local government level	3	5%
Other	3	5%
Total	65	100%

Figure 7



OUTLOOK FOR THE FIRST HALF OF 2016

7. How likely is it that the first half of 2016 will be a good time for your business to expand in Middle Georgia?

Table 7: Likelihood of Business Expansion in the First Half of 2016		
Answer	Response	Percentage
Very Unlikely	13	11%
Unlikely	36	29%
Undecided	37	30%
Likely	32	26%
Very Likely	5	4%
Total	123	100%
Diffusion Index		-10.00%

Figure 8

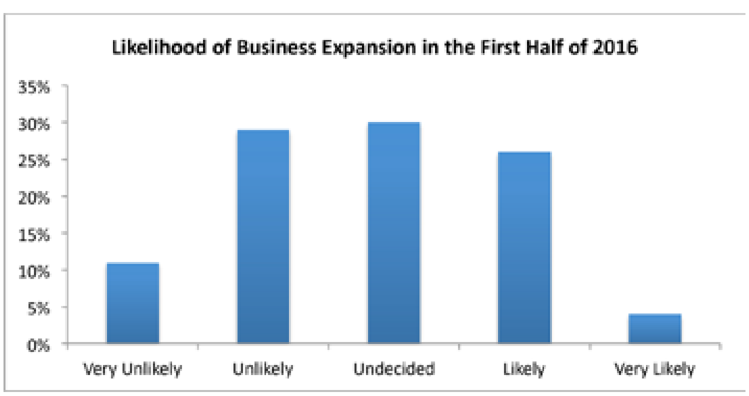


Table 8: Likelihood of Business Expansion in the First Half of 2016 at the County Level						
Answer	Middle Georgia	Baldwin	Bibb	Monroe	Peach	Houston
Very Unlikely	11%	20.00%	7.14%	12.50%	0.00%	20.00%
Unlikely	29%	30.00%	25.00%	37.50%	50.00%	28.00%
Undecided	30%	30.00%	33.93%	37.50%	25.00%	12.00%
Likely	26%	10.00%	30.36%	12.50%	25.00%	32.00%
Very Likely	4%	10.00%	3.57%	0.00%	0.00%	8.00%
Responses	123	10	56	8	4	25
Diffusion Index	-10.00%	-30.00%	1.79%	-37.50%	-25.00%	-8.00%

8. In general, how do you think the overall economy of Middle Georgia will be doing in the first half of 2016?

Table 9: Outlook for the Middle Georgia Economy for the First Half of 2016		
Answer	Response	Percentage
Much Worse	1	1%
Worse	15	12%
About the Same	59	48%
Better	44	36%
Much Better	3	2%
Total	122	100%
Diffusion Index		25.00%

Figure 9

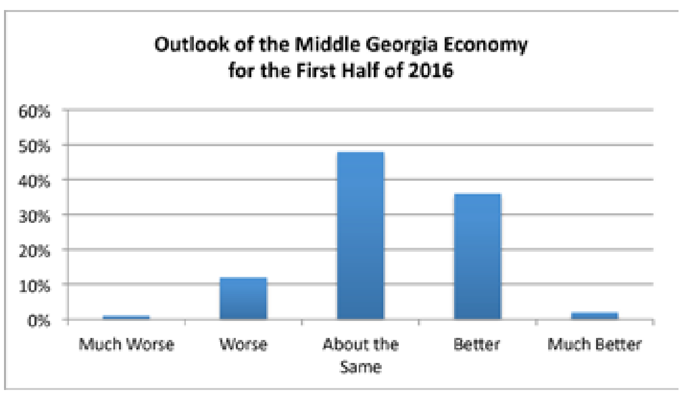


Table 10: Outlook for the Middle Georgia Economy for the First Half of 2016 at the County Level						
Answer	Middle Georgia	Baldwin	Bibb	Monroe	Peach	Houston
Much Worse	1.00%	0.00%	0.00%	0.00%	0.00%	4.00%
Worse	12.00%	20.00%	12.73%	42.86%	0.00%	8.00%
About the Same	48.00%	50.00%	49.09%	57.14%	25.00%	52.00%
Better	36.00%	30.00%	34.55%	0.00%	75.00%	32.00%
Much Better	2.00%	0.00%	3.64%	0.00%	0.00%	4.00%
Responses	122	10	55	7	4	25
Diffusion Index	25.00%	10.00%	25.45%	-42.86%	75.00%	24.00%

EMPLOYMENT AND HUMAN CAPITAL

9. Approximately, how many employees do you currently have, full and part time, in the Middle Georgia area?

Table 11: Number of Employees

	Middle Georgia
Average	45.90
Standard Deviation	75.80
Total responses	124

10. During the second half of 2015, how easy was it for your company to fill vacancies in Middle Georgia?

Table 12: Easiness of Filling Vacancies

Answer	Response	Percentage
Very Difficult	10	8%
Difficult	46	38%
Neutral	49	40%
Easy	14	12%
Very Easy	2	2%
Total	121	100%
Diffusion Index		-32%

Figure 10

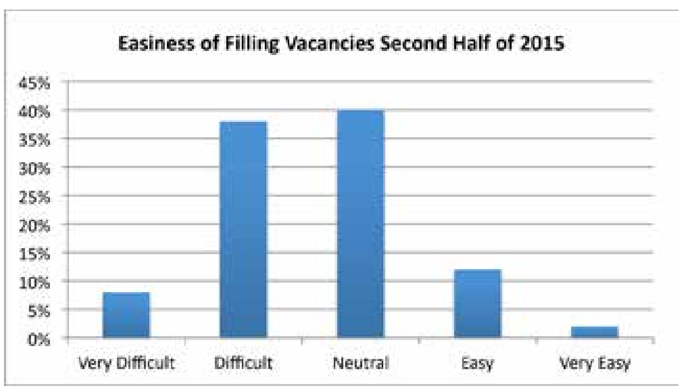


Table 13: Easiness of Filling Vacancies at the County Level

Answer	Middle Georgia	Baldwin	Bibb	Monroe	Peach	Houston
Very Difficult	8.00%	10.00%	8.93%	0.00%	0.00%	12.50%
Difficult	38.00%	20.00%	41.07%	50.00%	25.00%	37.50%
Neutral	40.00%	60.00%	39.29%	50.00%	50.00%	33.33%
Easy	12.00%	10.00%	8.93%	0.00%	25.00%	16.67%
Very Easy	2.00%	0.00%	1.79%	0.00%	0.00%	0.00%
Responses	121	10	56	6	4	24
Diffusion Index	-32.00%	-20.00%	-39.29%	-50.00%	0.00%	-33.33%

11. What was the main obstacle that you faced during the second half of 2015 when attempting to fill vacancies in Middle Georgia?

Figure 11: Main Obstacles Faced When Filling Vacancies Second Half of 2015

12. Did you have any difficulty finding employees with particular labor skill sets during the second half of 2015? If so, what labor skill sets were the most difficult to find? Please mark all that apply.

Table 14: Skills Most Difficult to Find Second Half of 2015		
Answer	Responses	Percentage
Sales and customer representatives	35	20.00%
Cashiers and clerks	10	5.71%
Office and administration support	12	6.86%
Laborers and freight/stock/material movers	12	6.86%
Machinists, welders, cutters, solderers and brazers	11	6.29%
Maintenance and repair workers	16	9.14%
Industrial production managers	3	1.71%
Marketing professionals	8	4.57%
Finance and accounting professionals	13	7.43%
Lawyers and legal representatives	2	1.14%
Healthcare practitioners	9	5.14%
Agricultural workers	4	2.29%
Other (please specify)	25	14.29%
Construction workers and supervisors	15	8.57%

Figure 12 : Skills Most Difficult to Find Second Half of 2015 — Other (please specify)

Table 15: Skills Most Difficult to Find Second Half of 2015 at the County Level						
Answer	Middle Georgia	Baldwin	Bibb	Monroe	Peach	Houston
Sales and customer representatives	19.69%	7.14%	26.39%	11.76%	40.00%	17.14%
Cashiers and clerks	4.63%	7.14%	4.17%	11.76%	0.00%	8.57%
Office and administration support	8.88%	14.29%	9.72%	5.88%	0.00%	2.86%
Laborers and freight/stock/material movers	5.79%	0.00%	6.94%	11.76%	20.00%	5.71%
Machinists, welders, cutters, solderers and brazers	2.32%	7.14%	0.00%	11.76%	20.00%	11.43%
Maintenance and repair workers	10.42%	0.00%	9.72%	11.76%	20.00%	8.57%
Industrial production managers	0.77%	0.00%	0.00%	5.88%	0.00%	5.71%
Marketing professionals	6.56%	7.14%	6.94%	0.00%	0.00%	5.71%
Finance and accounting professionals	5.02%	7.14%	8.33%	17.65%	0.00%	2.86%
Lawyers and legal representatives	1.93%	0.00%	0.00%	0.00%	0.00%	2.86%
Healthcare practitioners	5.41%	14.29%	2.78%	5.88%	0.00%	2.86%
Agricultural workers	1.16%	0.00%	1.39%	5.88%	0.00%	0.00%
Other (please specify)	20.46%	21.43%	9.72%	0.00%	0.00%	20.00%
Construction workers and supervisors	6.95%	14.29%	13.89%	0.00%	0.00%	5.71%

13. What particular labor skill sets would you be looking for in potential employees during the first half of 2016?

Table 16: Labor Skills Needed First Half of 2016		
Answer	Responses	Percentage
Sales and customer representatives	25	30%
Cashiers and clerks	3	4%
Office and administration support	8	10%
Laborers and freight/stock/material movers	4	5%
Construction workers and supervisors	7	8%
Agricultural workers	1	1%
Machinists, welders, cutters, solderers and brazers	1	1%
Maintenance and repair workers	6	7%
Industrial production managers	1	1%
Marketing professionals	3	4%
Finance and accounting professionals	3	4%
Lawyers and legal representatives	1	1%
Healthcare practitioners	5	6%
Other (please specify)	15	18%

Figure 13: Labor Skills Needed First Half of 2016 — Other (please specify)

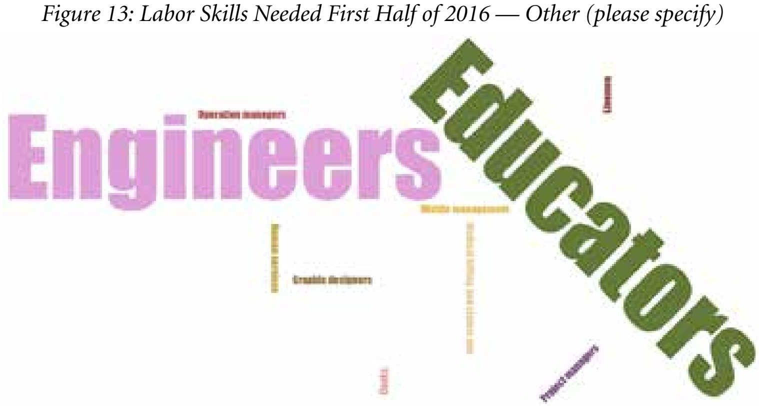


Table 17: Labor Skills Needed First Half of 2016 at the County Level						
Answer	Middle Georgia	Baldwin	Bibb	Monroe	Peach	Houston
Sales and customer representatives	30%	0.00%	26.2%	75.00%	75.00%	22.22%
Cashiers and clerks	4%	0.00%	2.4%	0.00%	0.00%	11.11%
Office and administration support	10%	25.00%	14.3%	0.00%	0.00%	5.56%
Laborers and freight/stock/material movers	5%	0.00%	4.8%	0.00%	0.00%	5.56%
Construction workers and supervisors	8%	25.00%	11.9%	0.00%	0.00%	5.56%
Agricultural workers	1%	0.00%	2.4%	0.00%	0.00%	0.00%
Machinists, welders, cutters, solderers and brazers	1%	0.00%	0.0%	0.00%	0.00%	0.00%
Maintenance and repair workers	7%	0.00%	11.9%	0.00%	0.00%	5.56%
Industrial production managers	1%	0.00%	0.0%	0.00%	0.00%	5.56%
Marketing professionals	4%	0.00%	4.8%	0.00%	0.00%	0.00%
Finance and accounting professionals	4%	25.00%	2.4%	0.00%	25.00%	0.00%
Lawyers and legal representatives	1%	0.00%	0.0%	0.00%	0.00%	0.00%
Healthcare practitioners	6%	0.00%	4.8%	25.00%	0.00%	0.00%
Other (please specify)	18%	25.00%	14.3%	0.00%	0.00%	38.89%

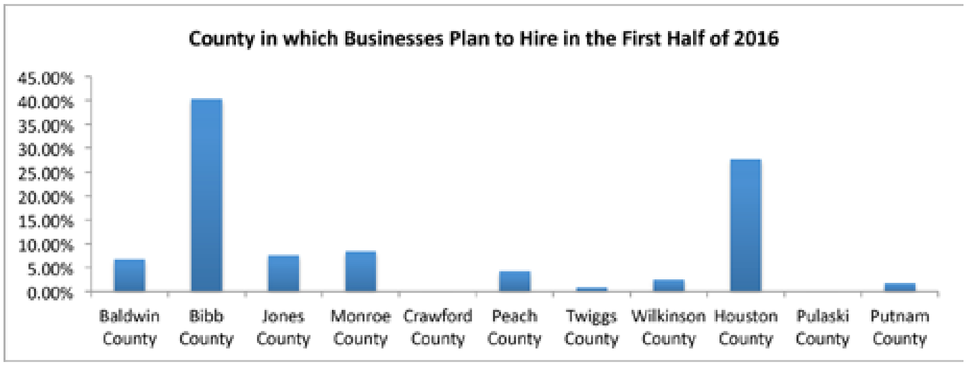
14. If you plan to hire new employees in Middle Georgia during the first half of 2016, will they mostly be …

Table 18: Type of Employees that Businesses Plan to Hire First Half of 2016		
Answer	Response	Percentage
Part Time	29	24%
Full Time	56	46%
We do not plan to hire new employees	38	31%
Total	123	100%

15. In which Middle Georgia county do you plan to hire new employees during the first half of 2016? Please check all that apply.

Table 19: County in which Businesses Plan to Hire First Half of 2016		
Answer	Response	Percentage
Baldwin County	8	6.72%
Bibb County	48	40.34%
Jones County	9	7.56%
Monroe County	10	8.40%
Crawford County	0	0.00%
Peach County	5	4.20%
Twiggs County	1	0.84%
Wilkinson County	3	2.52%
Houston County	33	27.73%
Pulaski County	0	0.00%
Putnam County	2	1.68%

Figure 14



16. If you plan to REDUCE the number of employees in Middle Georgia during the first half of 2016, will those affected mostly be …

Table 20: Type of Employees that Businesses Plan to Reduce First Half of 2016		
Answer	Response	Percentage
Part Time	12	10%
Full Time	8	7%
We do not plan to reduce the number of employees	100	83%
Total	120	100%

17. In which Middle Georgia County do you plan to REDUCE the number of employees during the second half of 2015? Please check all that apply.

Table 21: County in which Businesses Plan to Reduce Employees First Half of 2016		
Answer	Response	Percentage
Baldwin County	2	10.53%
Bibb County	6	31.58%
Jones County	0	0.00%
Monroe County	3	15.79%
Crawford County	1	5.26%
Peach County	0	0.00%
Twiggs County	1	5.26%
Wilkinson County	0	0.00%
Houston County	6	31.58%
Pulaski County	0	0.00%
Putnam County	0	0.00%

CHARACTERISTICS OF THE RESPONDENTS

18. Approximately, how many employees do you currently have, full and part-time, in the Middle Georgia area?

Table 22: Number of Employees by Ranges		
Number of employees	Businesess	Percentage
Under 10	40	40%
10 to 20	23	23%
21 to 50	10	10%
51 to 100	11	11%
101 to 500	16	16%

19. Do you own your business?

Table 23: Business Ownership		
Answer	Response	Percentage
Yes	90	73%
No	33	27%
Total	123	100%

20. Is your company headquartered in Middle Georgia?

Table 24: Company Headquartered in Middle Georgia		
Answer	Response	Percentage
Yes	109	88%
No	15	12%
Total	124	100%

21. In which Middle Georgia County is your principal office located?

Table 25: Principal Office Location		
Answer	Response	Percentage
Baldwin County	10	9%
Bibb County	56	52%
Jones County	1	1%
Monroe County	8	7%
Crawford County	2	2%
Peach County	4	4%
Twiggs County	1	1%
Wilkinson County	1	1%
Houston County	25	23%
Pulaski County	0	0%
Putnam County	0	0%
Total	108	100%

22. Please classify your major business activity using one of the categories below.

Table 26: Business Classification		
Answer	Response	Percentage
Agriculture, forestry, fishing and hunting	1	1%
Mining, quarrying, and oil and gas extraction	0	0%
Construction	11	9%
Manufacturing	5	4%
Utilities	4	3%
Wholesale trade	4	3%
Retail trade	20	16%
Transportation and warehousing	1	1%
Information	4	3%
Finance and insurance	10	8%
Real estate and rental and leasing	7	6%
Professional and technical services	20	16%
Management of companies and enterprises	2	2%
Administrative and waste services	0	0%
Educational services	4	3%
Health care and social assistance	8	7%
Arts, entertainment, and recreation	3	2%
Accommodation and food services	4	3%
Other services, except public administration	9	7%
Public administration	2	2%
Unclassified	3	2%
Total	122	100%

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