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Middle Georgia Economic Outlook Survey Mid-Year 2016

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

Middle Georgia Economic Outlook Survey – Mid-Year 2016

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 2016 Mid-Year 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 2016 mid-year edition corresponds to the first half of 2016 and will be followed by a 2016 year-end edition to be distributed in January of 2017.

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 197 responses resulting in a response rate of 7.34%. Importantly, not all 197 responses included answers for all questions in the survey. Thus, the analyses for individual questions typically reflect responses from a smaller sample. The survey was active from August 17 through September 1, 2016, and two reminders were 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 mentioned in the responses.

Description of the Results

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

In general terms, businesses in Middle Georgia seemed to have wrapped a positive first half of the year. As in previous editions of the survey, however, businesses in Middle Georgia remain cautiously optimistic about the future. Despite the positive outlook for the economy in Middle Georgia for the second half of 2016, the majority of businesses do not identify that

period as a good time to expand their operations. In addition, respondents continue to identify government regulations and/or red tape, taxes and the quality of labor as the top obstacles to their business activities.

BUSINESS INDICATORS

The Diffusion Index for net earnings or income (after taxes) is 10.00% for the first half of 2016 indicating that 32.3% of the businesses had higher or much higher net earnings, and only 22.3% of the businesses had lower or much lower net earnings, than their expectations at the beginning of the year. The Diffusion Index for expectations of net earnings for the second half of 2016 is much higher at 16.96% indicating strong optimism for this variable for the next six months.

The Diffusion Indices for sales volume are 12.41% for the first half of 2016 and 23.07% for the second half of 2016. The same indices for average selling prices are 7.03% and 8.69% for the first half and the second half of 2016, respectively. These last results show that slightly few more businesses thought that selling prices were higher (or much higher), rather than lower (or much lower), during the first half of 2016, than businesses that thought the opposite. The same is true for price expectations for the second half of 2016.

In general, during the first half of 2016, businesses in Middle Georgia added employees slightly beyond their expectations at the beginning of the year. Businesses also remain mildly optimistic about adding employees during the second half of 2016. The Diffusion Index for total number of employees was 9.3% for the first half of 2016 and 6.9% for the second half of 2016. Interestingly, businesses show mild optimism about adding employees despite believing that average employee compensation was higher during the first half of 2016 than expected at the beginning of the year, and that it will further increase in the second half of 2016. The Diffusion Indices for this last variable are 27.91% for the first half of 2016 and 18.11% for the second half of 2016, respectively.

The Diffusion Indices for inventories are -0.77% for the first half of 2016 and 4.35% for the second half of 2016. Low (or negative) values for this variable should be taken as positive indicators in correlation with higher sales volumes as indicated above.

Not surprisingly, given the consistent use of expansionary monetary policy by the Federal Reserve and the consequent low interest rates, businesses in Middle Georgia felt that they had a greater ability to obtain financing during the first six months of the year as compared to their expectations at the beginning of the year. The Diffusion Indices are 10.23% and 0.88% for the first half and the second half of 2016, respectively. One could speculate that the positive (although low) value of the Diffusion Index for the second half of 2016 reflects that businesses in Middle Georgia do not expect interest rates to significantly go up during the next six months.

On the investment side, the Diffusion Index of 21.26% for capital expenditures for plant and/or physical equipment indicates that local firms engaged in larger investments in the first half of 2016 than they expected at the beginning of the year. They expect only slightly higher investment levels in the second half of 2016 — the Diffusion Index for the next six months is 6.03%. 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 than expected for many firms in the region as indicated by a Diffusion Index of 18.75% for the first half of 2016. A similar trend is expected for the next six months as indicated by a Diffusion Index of 14.78%. This result, together with that of average employee compensation, indicates that overall costs of production were higher than expected at the beginning of the year and businesses expect this trend to continue into the second 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 expansion. Moreover, as we mentioned above, businesses also saw higher selling prices than expected during the first half of 2016 and expect the same for the second 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 2016.

Finally, the number of accounts payable that are past due was lower than expected at the beginning of the year as indicated by a Diffusion Index of -9.38%. Firms are even slightly more optimistic about the second half of 2016 as indicated by a Diffusion Index of -11.97%.

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 first half of 2016 and the second half of 2016, as evidenced by Intensity Indices, are government regulations and/or red tape, taxes and the quality of labor. When “other” obstacles are specified, accounts payable, economic uncertainty, cost of insurance, the weather, the lack of skilled labor and regulations 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 (75.34%) responded that they referred to the federal level for the first half of 2016 and they expect that to be the case (80.8%) in the second half of 2016 as well. Tables 4 and 6 and Figures 4 and 7 present these results.

OUTLOOK FOR THE SECOND HALF OF 2016

Question 7 asks, “How likely is it that the second half of 2016 will be a good time for your business to expand in Middle Georgia?” The Diffusion Index is -13.67%, 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 second 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 second half of 2016?” is 20.5%. Tables 9 and 10 and Figure 9 present this information.

EMPLOYMENT AND HUMAN CAPITAL

The average number of employees among the businesses that responded the survey was 50.38, and 88% of the businesses had less than 101 employees during the first half of 2016 (see Tables 11 and 22).

In general, businesses in Middle Georgia indicated that it was not easy to fill vacancies during the first half of 2016. The Diffusion Index for the question “During the first half of 2016, how easy was it for your company to fill vacancies in Middle Georgia?” was -38% (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 available workers, the cost of workers and reduced budget for hiring (see Figure 11).

Question 12 asked what were the labor skills most difficult to find during the first half of 2016, and the answers with the largest percentages were “sales and customer representatives,” “construction workers and supervisors” and “marketing professionals” (see Tables 14 and 15). If “other” was specified, the most frequently mentioned professions were engineers, mechanics, plumbers and cooks (see Figure 12).

Similar results were found for the expectations for the second half of 2016. Question 13 asked, “What particular labor skill sets would you be looking for in potential employees during the second half of 2016?” The answers with the largest percentages were “sales and customer representatives,” “maintenance and repair workers” and “other” (see Tables 16 and 17). Within this last category, educators and mechanics were the professions most frequently mentioned (see Figure 13).

As far as hiring plans for the second half of 2016, 64.4% of the respondents answered that they plan to hire new employees in the second half of 2016 (22.03% plan to hire part-time employees and 42.37% plan to hire full-time employees). Table 18 presents these results. In question 15 we asked respondents in which county they plan to hire new employees during the second half of 2016. Businesses plan to hire almost half of the new employees in Bibb County (34.78%). Houston and Monroe counties come in a distant second with 17.39% (see Table 19 and Figure 14).

Consistent with the previous results, only 16.22% of the respondents plan to reduce the number of employees during the second half of 2016. Most of the businesses that plan to reduce the number of employees are located in Bibb County (34.78%) and Houston and Monroe counties (both with 17.39%) (see Tables 20 and 21).

CHARACTERISTICS OF THE RESPONDENTS

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

- Approximately 88% of the businesses surveyed in Middle Georgia have less than 101 employees.
- Approximately 63.25% of our respondents indicated that they were the owners of the business.
- Approximately 80.17% of the businesses indicated that they are headquartered in Middle Georgia.
- Most of the companies surveyed indicated that they are located in Bibb County (39.36%), Houston County (29.79%) and Monroe County (14.89%). The rest (15.95%) are located in the Baldwin, Jones, Crawford and Peach counties.
- The businesses surveyed operate in a wide range of industries. The top three percentages are “retail trade” (12.82%), “finance and insurance” (12.82%) and “professional and technical service” (9.4%).

Tables and Figures

BUSINESS INDICATORS

1. Compared to the expectations you had for the first half of 2016 (January through June)
at mid-year, your company's ...

Table 1: 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) are....	5.38%	16.92%	39.23%	26.92%	5.38%	6.15%	130	10.00%
Unit sales volume is...	1.55%	19.38%	32.56%	29.46%	3.88%	13.18%	129	12.41%
Average selling prices are...	0.78%	11.72%	55.47%	17.97%	1.56%	12.50%	128	7.03%
Total number of employees is...	1.55%	7.75%	69.77%	17.05%	1.55%	2.33%	129	9.30%
Average employee compensation is...	1.55%	3.10%	61.24%	31.78%	0.78%	1.55%	129	27.91%
Inventories are...	0.78%	12.40%	45.74%	11.63%	0.78%	28.68%	129	-0.77%
Ability to obtain financing is...	0.79%	3.94%	50.39%	12.60%	2.36%	29.92%	127	10.23%
Capital expenditures for plant and/or physical equipment are...	0.00%	6.30%	44.88%	25.20%	2.36%	21.26%	127	21.26%
Non-labor, non-capital costs are...	0.00%	5.47%	58.59%	22.66%	1.56%	11.72%	128	18.75%
Accounts payable that are past due are...	3.13%	13.28%	52.34%	6.25%	0.78%	24.22%	128	-9.38%

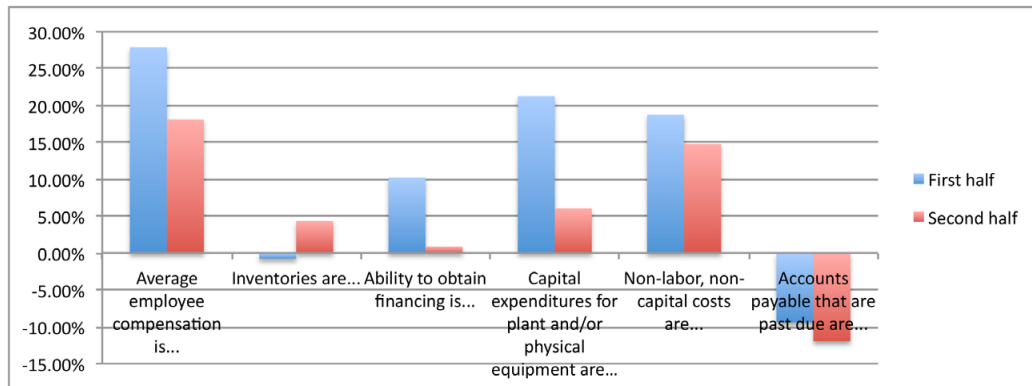
2. Looking ahead to the second half of 2016, exclusively for your company, you expect...

Table 2: Business Indicators for the Second-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....	1.69%	11.86%	51.69%	27.97%	2.54%	4.24%	118	16.96%
Unit sales volume to be...	1.71%	6.84%	47.01%	29.06%	2.56%	12.82%	117	23.07%
Average selling prices to be...	0.87%	7.83%	63.48%	17.39%	0.00%	10.43%	115	8.69%
Total number of employees to be...	0.86%	8.62%	70.69%	16.38%	0.00%	3.45%	116	6.90%
Average employee compensation to be...	0.00%	1.72%	75.86%	19.83%	0.00%	2.59%	116	18.11%
Inventories to be...	0.87%	3.48%	60.00%	7.83%	0.87%	26.96%	115	4.35%
Ability to obtain financing to be...	0.00%	9.65%	49.12%	9.65%	0.88%	30.70%	114	0.88%
Capital expenditures for plant and/or physical equipment to be...	0.86%	12.07%	47.41%	17.24%	1.72%	20.69%	116	6.03%
Non-labor, non-capital costs to be...	0.87%	4.35%	61.74%	19.13%	0.87%	13.04%	115	14.78%
Accounts payable that are past due to be...	2.56%	12.82%	58.12%	2.56%	0.85%	23.08%	117	-11.97%

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 first half of 2016. 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 First Half of 2016						
Answer	1	2	3	Other rankings	Total Responses	Intensity Index
Taxes	22	23	19	0	64	13.50%
Inflation	6	7	15	2	30	5.19%
Poor sales	24	12	7	2	45	10.11%
Access to financing	3	7	2	3	15	2.56%
Interest rates	4	2	2	3	11	1.80%
Cost of labor	14	22	11	3	50	9.97%
Quality of labor	22	17	14	2	55	11.57%
Government regulations and/or red tape	32	18	24	0	74	15.93%
Other (please specify)	5	5	7	0	17	3.39%

Figure 2

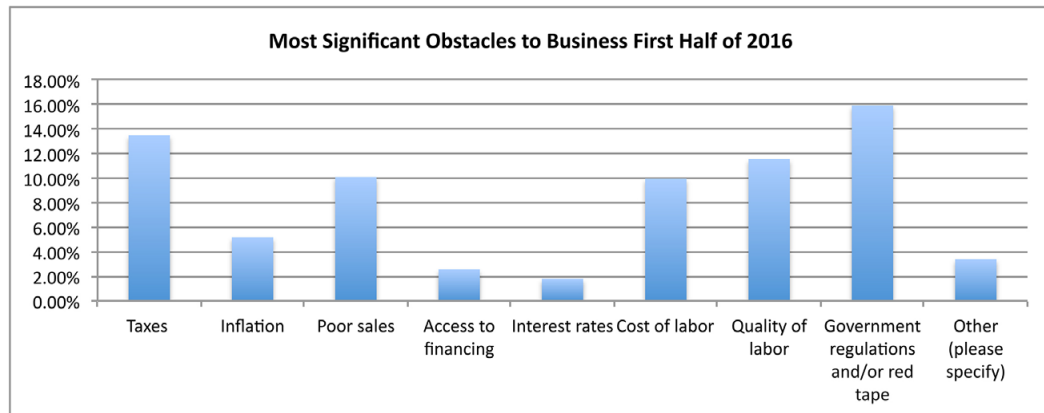


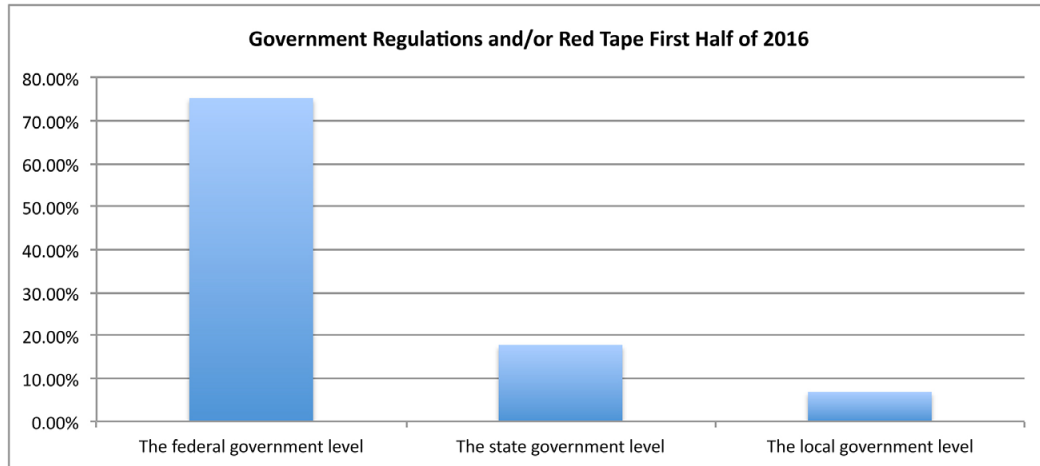
Figure 3: Most Significant Obstacles to Business First Half of 2016 – Other, please specify.



4. You indicated that one of the three most significant obstacles that applied to your business during the first half of 2016 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 First Half of 2016		
Answer	Response	Percentage
The federal government level	55	75.34%
The state government level	13	17.81%
The local government level	5	6.85%
Total	73	100%

Figure 4



5. Please rank the three most significant obstacles that you expect will apply to your business in the second 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 Second Half of 2016						
Answer	1	2	3	Other rankings	Total Responses	Intensity Index
Taxes	18	18	23	0	59	12.57%
Inflation	4	12	8	0	27	4.97%
Poor sales	13	11	15	2	41	8.41%
Access to financing	6	4	4	2	16	3.22%
Interest rates	4	0	4	3	11	1.75%
Cost of labor	15	19	16	3	53	10.89%
Quality of labor	23	18	8	2	51	11.84%
Government regulations and/or red tape	35	18	16	0	69	16.52%
Other (please specify)	5	7	2	1	15	3.29%

Figure 5

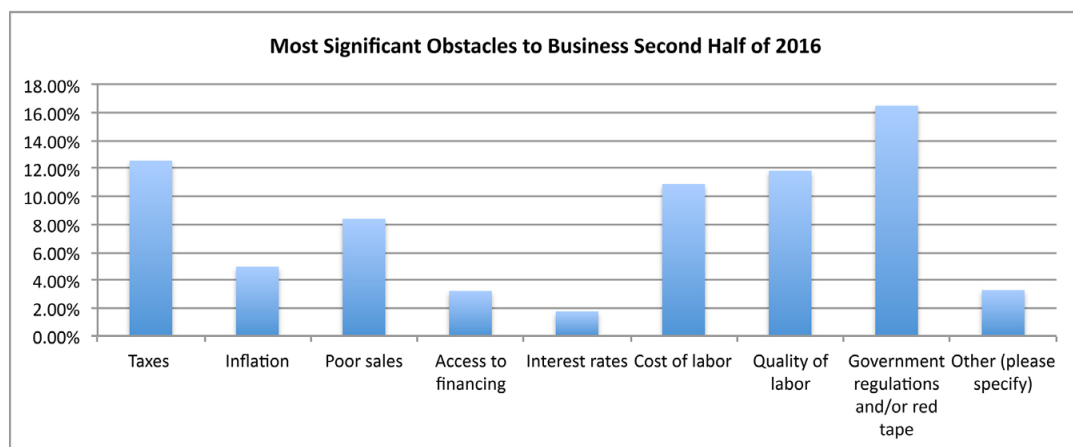


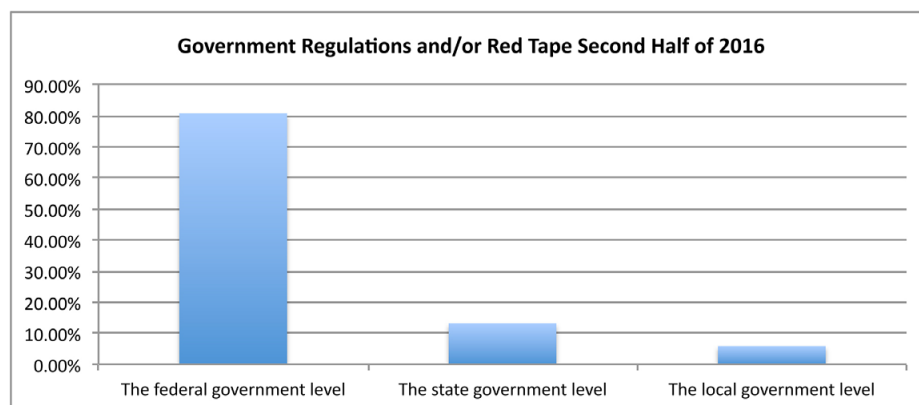
Figure 6: Most Significant Obstacles to Business Second Half of 2016 – Other, please specify.



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

Answer	Response	Percentage
The federal government level	55	80.88%
The state government level	9	13.24%
The local government level	4	5.88%
Total	68	100%

Figure 7



OUTLOOK FOR THE SECOND HALF OF 2016

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

Table 7: Likelihood of Business Expansion in the Second Half of 2016		
Answer	Response	Percentage
Very Unlikely	12	10.26%
Unlikely	39	33.33%
Undecided	31	26.50%
Likely	33	28.21%
Very Likely	2	1.71%
Total	117	100%
Diffusion Index		-13.67%

Figure 8

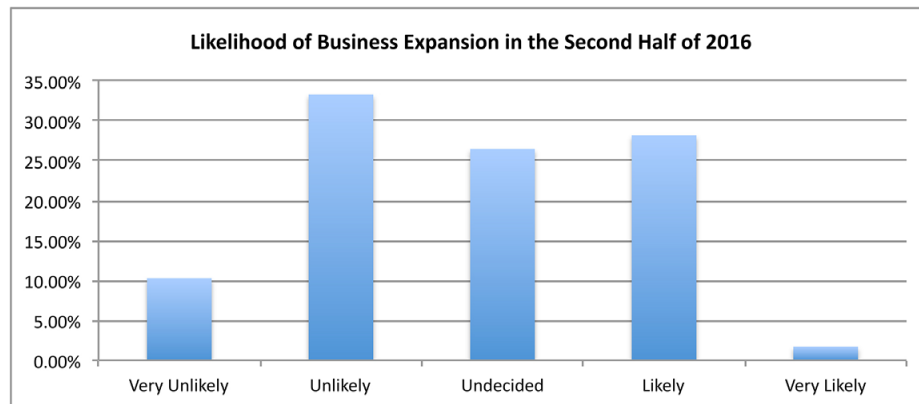


Table 8: Likelihood of Business Expansion in the Second Half of 2016 at the County Level					
Answer	Middle Georgia	Baldwin	Bibb	Monroe	Houston
Very Unlikely	10.26%	9.09%	5.26%	33.33%	14.81%
Unlikely	33.33%	27.27%	31.58%	26.67%	18.52%
Undecided	26.50%	36.36%	28.95%	13.33%	33.33%
Likely	28.21%	18.18%	34.21%	26.67%	29.63%
Very Likely	1.71%	9.09%	0.00%	0.00%	3.70%
Responses	117	11	38	15	27
Diffusion Index	-13.67%	-9.09%	-2.63%	-33.33%	0.00%

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

Table 9: Outlook for the Middle Georgia Economy for the Second Half of 2016		
Answer	Response	Percentage
Much Worse	2	1.71%
Worse	10	8.55%
About the Same	69	58.97%
Better	35	29.91%
Much Better	1	0.85%
Total	117	100%
Diffusion Index		20.50%

Figure 9

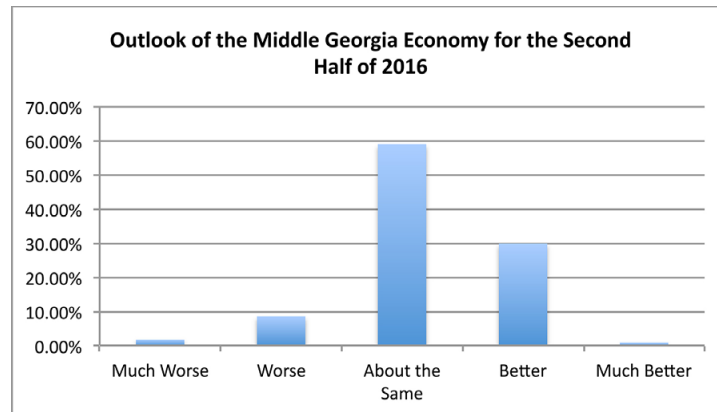


Table 10: Outlook for the Middle Georgia Economy for the Second Half of 2016 at the County Level

Answer	Middle Georgia	Baldwin	Bibb	Monroe	Houston
Much Worse	1.71%	0.00%	0.00%	0.00%	3.57%
Worse	8.55%	18.18%	5.26%	21.43%	7.14%
About the Same	58.97%	54.55%	60.53%	42.86%	60.71%
Better	29.91%	27.27%	34.21%	35.71%	25.00%
Much Better	0.85%	0.00%	0.00%	0.00%	3.57%
Responses	117	11	38	14	28
Diffusion Index	20.50%	9.09%	28.95%	14.29%	17.86%

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	50.38
Standard Deviation	95.09
Total Responses	112

10. During the first half of 2016, how easy was it for your company to fill vacancies in Middle Georgia?

Table 12: Easiness of Filling Vacancies		
Answer	Response	Percentage
Very Difficult	11	9.57%
Difficult	44	38.26%
Neutral	49	42.61%
Easy	10	8.70%
Very Easy	1	0.87%
Total	115	100%
Diffusion Index		-38%

Figure 10

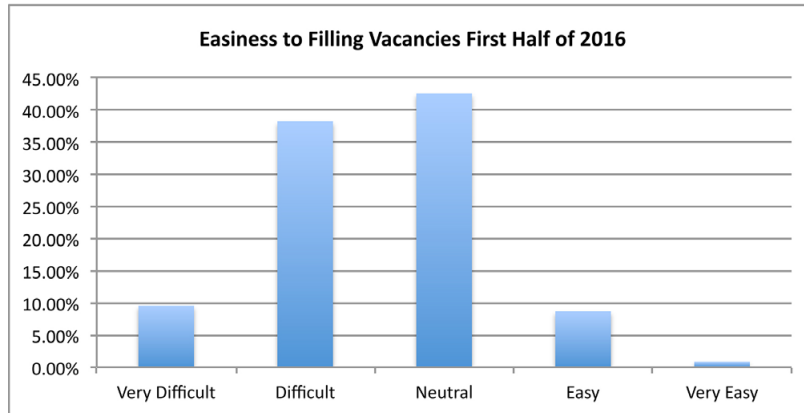


Table 13: Easiness of Filling Vacancies at the County Level				
Answer	Baldwin	Bibb	Monroe	Houston
Very Difficult	27.27%	13.51%	7.14%	11.11%
Difficult	18.18%	43.24%	28.57%	33.33%
Neutral	45.45%	35.14%	50.00%	40.74%
Easy	9.09%	8.11%	7.14%	14.81%
Very Easy	0.00%	0.00%	7.14%	0.00%
Responses	11	37	14	27
Diffusion Index	-36.36%	-48.65%	-21.43%	-29.63%

11. What was the main obstacle that you faced during the first half of 2016 when attempting to fill vacancies in Middle Georgia?

Figure 11: Main Obstacles Faced When Filling Vacancies First Half of 2016



12. Did you have any difficulty finding employees with particular labor skill sets during the first half of 2016? If so, what labor skill sets were the most difficult to find? Please mark all that apply.

Table 14: Skills Most Difficult to Find First Half of 2016		
Answer	Responses	Percentage
Sales and customer representatives	29	18.47%
Cashiers and clerks	14	8.92%
Office and administration support	12	7.64%
Laborers and freight/stock/material movers	13	8.28%
Machinists, welders, cutters, solderers and brazers	15	9.55%
Maintenance and repair workers	2	1.27%
Industrial production managers	4	2.55%
Marketing professionals	15	9.55%
Finance and accounting professionals	1	0.64%
Lawyers and legal representatives	12	7.64%
Healthcare practitioners	8	5.10%
Agricultural workers	1	0.64%
Other (please specify)	10	6.37%
Construction workers and supervisors	21	13.38%

Figure 12 : Skills Most Difficult to Find First Half of 2016 – Other, please specify.

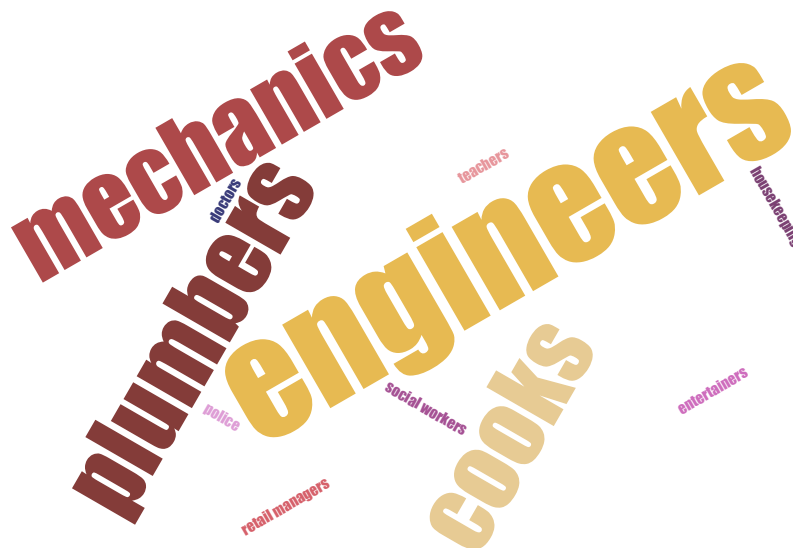


Table 15: Skills Most Difficult to Find First Half of 2016 at the Country Level					
	Middle Georgia	Baldwin	Bibb	Monroe	Houston
Sales and customer representatives	18.47%	20.00%	19.64%	21.05%	16.13%
Cashiers and clerks	8.92%	6.67%	7.14%	10.53%	12.90%
Office and administration support	7.64%	0.00%	14.29%	10.53%	6.45%
Laborers and freight/stock/material movers	8.28%	13.33%	7.14%	10.53%	3.23%
Machinists, welders, cutters, solderers and brazers	9.55%	0.00%	1.79%	0.00%	3.23%
Maintenance and repair workers	1.27%	6.67%	8.93%	10.53%	12.90%
Industrial production managers	2.55%	0.00%	0.00%	0.00%	0.00%
Marketing professionals	9.55%	6.67%	5.36%	10.53%	9.68%
Finance and accounting professionals	0.64%	6.67%	1.79%	5.26%	9.68%
Lawyers and legal representatives	7.64%	0.00%	1.79%	0.00%	0.00%
Healthcare practitioners	5.10%	13.33%	5.36%	0.00%	3.23%
Agricultural workers	0.64%	0.00%	0.00%	0.00%	0.00%
Other (please specify)	6.37%	13.33%	12.50%	15.79%	19.35%
Construction workers and supervisors	13.38%	13.33%	14.29%	5.26%	3.23%

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

Table 16: Labor Skills Needed Second Half of 2016		
Answer	Responses	Percentage
Sales and customer representatives	10	13.70%
Cashiers and clerks	2	2.74%
Office and administration support	6	8.22%
Laborers and freight/stock/material movers	5	6.85%
Construction workers and supervisors	6	8.22%
Agricultural workers	1	1.37%
Machinists, welders, cutters, solderers and brazers	1	1.37%
Maintenance and repair workers	10	13.70%
Industrial production managers	0	0.00%
Marketing professionals	4	5.48%
Finance and accounting professionals	4	5.48%
Lawyers and legal representatives	0	0.00%
Healthcare practitioners	6	8.22%
Other (please specify)	18	24.66%

Figure 13: Labor Skills Needed Second Half of 2016 – Other, please specify.

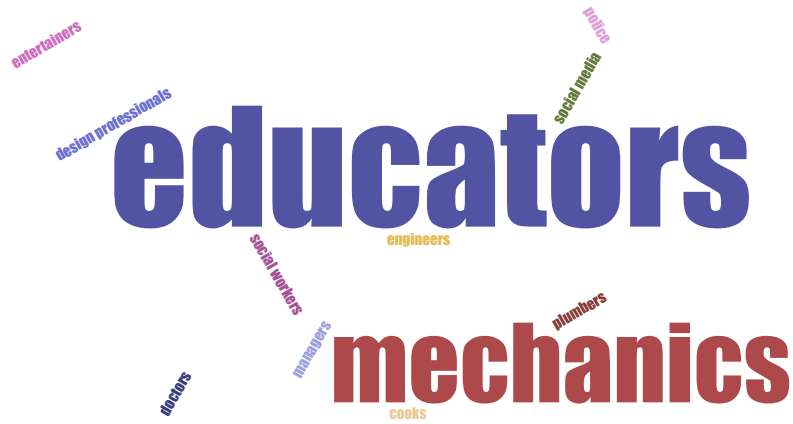


Table 17: Labor Skills Needed Second Half of 2016 at the County Level

	Middle Georgia	Baldwin County	Bibb County	Monroe County	Houston County
Sales and customer representatives	13.70%	25.00%	7.41%	0.00%	13.33%
Cashiers and clerks	2.74%	0.00%	3.70%	0.00%	6.67%
Office and administration support	8.22%	12.50%	11.11%	0.00%	6.67%
Laborers and freight/stock/material movers	6.85%	0.00%	7.41%	14.29%	0.00%
Construction workers and supervisors	8.22%	0.00%	18.52%	0.00%	6.67%
Agricultural workers	1.37%	0.00%	0.00%	14.29%	0.00%
Machinists, welders, cutters, solderers and brazers	1.37%	0.00%	0.00%	0.00%	0.00%
Maintenance and repair workers	13.70%	12.50%	11.11%	14.29%	13.33%
Industrial production managers	0.00%	0.00%	0.00%	0.00%	0.00%
Marketing professionals	5.48%	12.50%	7.41%	0.00%	0.00%
Finance and accounting professionals	5.48%	0.00%	0.00%	0.00%	20.00%
Lawyers and legal representatives	0.00%	0.00%	0.00%	0.00%	0.00%
Healthcare practitioners	8.22%	12.50%	11.11%	0.00%	0.00%
Other (please specify)	24.66%	25.00%	22.22%	57.14%	33.33%

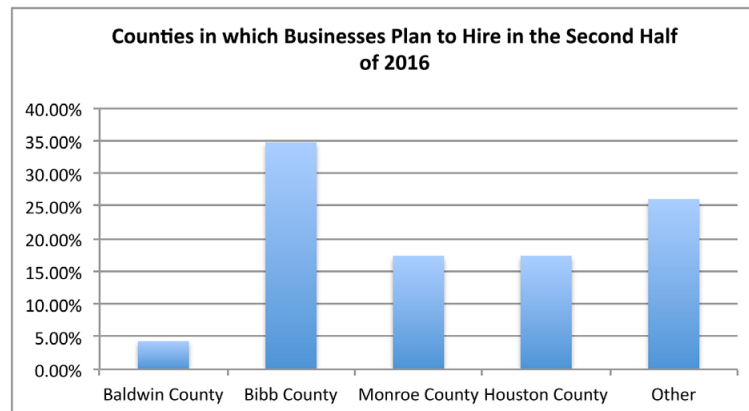
14. If you plan to hire new employees in Middle Georgia during the second half of 2016, will they mostly be ...

Table 18: Type of Employees that Businesses Plan to Hire Second Half of 2016		
Answer	Response	Percentage
Part-Time	26	22.03%
Full-Time	50	42.37%
We do not plan to hire new employees	42	35.59%
Total	118	100%

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

Table 19: County in which Businesses Plan to Hire Second Half of 2016		
Answer	Response	Percentage
Baldwin County	1	4.35%
Bibb County	8	34.78%
Monroe County	4	17.39%
Houston County	4	17.39%
Other	6	26.09%

Figure 14



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

Table 20: Type of Employees that Businesses Plan to Reduce Second Half of 2016		
Answer	Response	Percentage
Part-Time	8	7.21%
Full-Time	10	9.01%
We do not plan to reduce the number of employees	93	83.78%
Total	111	100%

17. In which Middle Georgia County do you plan to REDUCE the number of employees during the second half of 2016?

Please check all that apply.

Table 21: County in which Businesses Plan to Reduce Employees Second Half of 2016		
Answer	Response	Percentage
Baldwin County	1	4.35%
Bibb County	8	34.78%
Monroe County	4	17.39%
Houston County	4	17.39%
Other	6	26.09%

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	Businesses	Percentage
Under 10	51	46%
10 to 20	18	16%
21 to 50	16	14%
51 to 100	13	12%
101 to 500	12	11%
501 to 1,000	2	2%

19. Do you own your business?

Table 23: Business Ownership		
Answer	Response	Percentage
Yes	74	63.25%
No	43	36.75%
Total	117	100%

20. Is your company headquartered in Middle Georgia?

Table 24: Company Headquartered in Middle Georgia		
Answer	Response	Percentage
Yes	93	80.17%
No	23	19.83%
Total	116	100%

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

Table 25: Principal Office Location		
Answer	Response	Percentage
Baldwin County	11	11.70%
Bibb County	37	39.36%
Jones County	2	2.13%
Monroe County	14	14.89%
Crawford County	1	1.06%
Peach County	1	1.06%
Houston County	28	29.79%
Total	94	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	2	1.71%
Mining, quarrying, and oil and gas extraction	0	0.00%
Construction	9	7.69%
Manufacturing	3	2.56%
Utilities	3	2.56%
Wholesale Trade	6	5.13%
Retail Trade	15	12.82%
Transportation and warehousing	1	0.85%
Information	2	1.71%
Finance and Insurance	15	12.82%
Real estate and rental and leasing	7	5.98%
Professional and technical service	11	9.40%
Management of companies and enterprises	2	1.71%
Administrative and waste services	0	0.00%
Educational services	6	5.13%
Health care and social services	10	8.55%
Arts, entertainment, and recreation	1	0.85%
Accommodation and food services	9	7.69%
Other services except public administration	9	7.69%
Public administration	2	1.71%
Unclassified	4	3.42%
Total	117	100%

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