

# EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

## BACKGROUND INFORMATION

Total Responses: 197

Please describe your primary product or service:

Responses

	195	See Exhibit B-2
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## EMPLOYMENT PROFILE

Please provide the following information:

	Responses	Average	Median	Total
Current number of full-time employees	189	237.2	39.0	44,834
Current number of part-time employees	59	64.9	13.0	3,831
Current number of temporary employees	27	149.0	18.0	4,022
Estimated full-time employees one year from now	155	241.7	45.0	37,457
How many shifts?	82	1.4	1.0	
% of company's labor force represented by one or more unions	5	23.5	12.0	

Anticipated full-time employment growth in the next 12 months: Responses

Layoffs	18
None	53
Less than 2% increase	44
Between 2-5%	39
Over 5%	30

## EASE OF LOCATING AND RELOCATING MANAGEMENT AND PROFESSIONALS

(5=Excellent/1=Poor)

Please indicate your experience with recruiting workers from outside the area.

	Responses	Average Rating	Median Rating
Ease of relocating managers/professionals from outside area	149	2.6	3.0
Employment opportunities for "trailing" spouses	140	2.4	2.0
Suitable housing availability for relocatees/transferees	153	2.7	3.0
Quality of life as perceived by job candidates from outside area	152	3.3	3.5

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## BASIC SKILLS OF JOB APPLICANTS

	Responses	Yes	No
Have you noted a deficiency in basic skills in job applicants? (y/n)	190	94	96
If yes, what is the most common deficiency?	90	<b>See Exhibit B-3</b>	

(5=Excellent/1=Poor)

Please rate the basic skill levels you see among your non-managerial and non-professional job applicants.

	Responses	Average Rating	Median Rating
Overall basic skills of all applicants	192	2.8	3.0
Written communication	193	2.3	2.0
Reading comprehension	192	2.5	3.0
Math	185	2.5	3.0
Thinking and judgment/problem-solving	189	2.5	3.0
Verbal communication/comprehension	193	2.6	3.0
Team and cooperative skills	192	2.9	3.0

(5=Highest skill/1=None needed)

## COMPUTER SKILLS NEEDED OF JOB APPLICANTS

	Responses	Average Rating	Median Rating	Not Applicable
<b>Office Personnel (Non-managerial)</b>				
Fundamental skills	194	3.7	4	18
Basic keyboard skills	195	3.7	4	18
Using word processing software	195	3.5	4	20
Using spreadsheet software	194	3.2	3	20
Using database software	195	3.2	3	23
Accessing and using Internet	194	3.5	4	18
<b>Professionals/Technicians</b>				
Cisco	165	2.6	2	109
Linux	164	2.2	2	115
Microsoft	186	4.1	4	49
Novell	164	2.2	2	115
Oracle	164	2.3	2	116
UNIX	164	2.2	2	118
Overall training or learning capacity of applicants	181	3.7	4	58
<b>Manufacturing Personnel</b>				
Basic keyboard skills	183	2.7	3	129
<b>Distribution Personnel</b>				
Basic keyboard skills	182	3.0	3	117

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ACTUAL COMPUTER SKILLS OF JOB APPLICANTS	Responses	(5=Highest skill/1=No skills)		Not Applicable
		Average Rating	Median Rating	
<b>Office Personnel (Non-managerial)</b>				
Fundamental skills	190	3.3	3	29
Basic keyboard skills	192	3.5	3	30
Using word processing software	191	3.3	3	30
Using spreadsheet software	192	2.9	3	32
Using database software	192	2.8	3	36
Accessing and using Internet	191	3.6	4	32
<b>Professionals/Technicians</b>				
Cisco	161	2.7	3	120
Linux	161	2.6	2	125
Microsoft	178	3.8	4	62
Novell	163	2.6	2	124
Oracle	161	2.6	2	126
UNIX	160	2.5	2	124
Overall training or learning capacity of applicants	168	3.4	3	77
<b>Manufacturing Personnel</b>				
Basic keyboard skills	178	2.7	3	129
<b>Distribution Personnel</b>				
Basic keyboard skills	178	2.9	3	125

PRODUCTIVITY AND WORK ETHIC OF COMPANY EMPLOYEES	Responses	(5=Excellent/1=Poor)	
		Average Rating	Median Rating
Work ethic	192	3.1	3.0
Productivity	192	3.1	3.0
Productivity compared to company's other sites	141	3.1	3.0
Willingness to work overtime	192	3.4	3.0
Punctuality	192	3.1	3.0
Overall employer/employee relations	192	3.5	4.0

UNDEREMPLOYED/OVERQUALIFIED JOB APPLICANTS	Responses	(5=High %/1=No applicants)	
		Average Rating	Median Rating
Rate the availability of overqualified job applicants	187	2.5	2.0

# EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY

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## EMPLOYEE RECRUITING

## Responses

Most frequently used recruiting methods employed by your company or organization:	
Walk-ins/unsolicited resumes	87
Referrals	96
Employment agencies	24
"Temp to perm"	19
"Word of Mouth"	93
State employment office	5
Newspaper advertising	111
Colleges/universities	15
Tech schools	11
Internet	90
Other	17

See Exhibit B-4

How often do you recruit at the following area colleges and universities?

(5=Continuously/1=Never)

	Responses	Average Rating	Median Rating
Area high schools	186	1.5	1.0
Lee County Technical Centers	187	1.8	1.0
Barry University	185	1.2	1.0
Edison College	189	1.8	1.0
Hodges University (formerly International College)	186	1.4	1.0
NOVA SE University	184	1.2	1.0
Florida Gulf Coast University	188	1.9	1.0
Southwest Florida College	187	1.5	1.0
Private vendors (e.g. training and development consultants)	185	1.4	1.0

# EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY

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RETIRING RESIDENTS WITHIN THE WORKFORCE	Responses	Yes	No
Does your company or organization have a strategy to meet an increase in retirement rates due to aging Baby Boomers?	181	35	146
	Responses	Average	Median
Approximately what percent of your employees are eligible for retirement or will be eligible for retirement over the next five years?	127	7.3	5.0
Most common occupations held by employees eligible for retirement:	144	<i>See Exhibit B-5</i>	

Are you confident you will be able to successfully hire new employees to fill those positions being vacated by retiring employees?

	Yes	No	Not Sure	No Rating
<i>See Exhibit B-5</i>	216	36	48	9

	Responses	Yes, full-time	Yes, part-time	No
Do you actively recruit people of retirement age?	177	49	39	105
What are the most common jobs these older individuals hold in your company?				
Full-time	55	<i>See Exhibit B-6</i>		
Part-time	50	<i>See Exhibit B-6</i>		

Has your overall experience employing retired residents been:	Responses	Satisfactory	Unsatisfactory	Not Applicable
	174	88	5	81
Please elaborate	51	<i>See Exhibit B-7</i>		

## **EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY**

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### **TRAINING AND EDUCATIONAL RESOURCES**

How frequently have you worked with each of the following for training programs, apprenticeships, co-op, or other programs?

*(5=Continuously/1=Never)*

	<b>Responses</b>	<b>Average Rating</b>	<b>Median Rating</b>
Area high schools	184	1.5	1.0
Lee County Technical Centers	183	1.6	1.0
Barry University	181	1.1	1.0
Edison College	185	1.5	1.0
Hodges University (formerly International College)	182	1.2	1.0
NOVA SE University	181	1.1	1.0
Florida Gulf Coast University	186	1.8	1.0
Southwest Florida College	181	1.2	1.0
Private vendors (e.g. training and development consultants)	181	1.5	1.0

Please select the number that best indicates your opinion of the quality of the following educational programs and graduates.

*(5=Excellent/1=Poor)*

	<b>Responses</b>	<b>Average Rating</b>	<b>Median Rating</b>	<b>No Experience</b>
Area high schools	150	2.3	2.0	0
Lee County Technical Centers	145	2.4	3.0	0
Barry University	113	1.7	1.0	0
Edison College	136	2.5	3.0	0
Hodges University (formerly International College)	120	2.0	1.0	0
NOVA SE University	109	1.6	1.0	0
Florida Gulf Coast University	141	2.8	3.0	0
Southwest Florida College	119	1.9	1.0	0
Private vendors (e.g. training and development consultants)	118	2.0	1.0	0

# EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY

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## IMPROVEMENTS NEEDED AMONG LOCAL TRAINING AND EDUCATIONAL PROGRAMS

Programs which need to be strengthened or instituted to better meet your requirements.

	<i>High schools</i>	<i>Responses 2-year colleges</i>	<i>Universities/ 4-year colleges</i>
No opinion	44	44	45
None	6	5	5
Basic skills	65	19	8
Communication/speaking	86	43	31
Computer/software	40	33	21
Critical thinking	58	45	36
Job Interview skills	70	50	34
Job Preparedness	72	43	32
Life Skills	76	33	25
Math	70	28	12
Reading/writing	82	29	18
Vocational training	45	21	6
Work ethic	98	53	44
Other (specify)	3	3	3
Specialty skills (specify)	4	2	5

**See Exhibit B-8**  
**See Exhibit B-8**

	<b>Responses</b>	<b>Yes</b>	<b>No</b>
Do you have current training needs that are not available locally?	177	34	143
If yes, please describe the training need	35	<b>See Exhibit B-9</b>	

<b>QUALITY OF LIFE</b>	<b>Responses</b>	<i>(5=Excellent/1=Poor)</i>	
		<b>Average Rating</b>	<b>Median Rating</b>
Public education (K-12)	171	3.0	3.0
Private education (K-12)	156	3.5	3.0
Availability of affordable homes	176	2.1	2.0
Availability of affordable rentals	175	2.3	2.0
Availability of childcare services	167	2.5	3.0
Healthcare services	176	3.2	3.0

# EXHIBIT B-1: LEE COUNTY EMPLOYER SURVEY SUMMARY

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## FIRST-YEAR TURNOVER

(1=0-10%, 2=10%-20%,  
3=20%-30%, 4=over 30%)

	Responses	Average Rating	Median Rating
New-hire turnover rate	177	1.8	1.0

## EMPLOYEE TURNOVER AND ABSENTEEISM

(1=0-5%, 2=6%-9%,  
3=10%-14%, 4=over 15%)

	Responses	Average Rating	Median Rating
Thereafter, average annual turnover rate	170	1.8	1.0
Average daily absenteeism rate	167	1.4	1.0
Annual percent retiring (2006-2007)	167	1.1	1.0

## LABOR AVAILABILITY/ COST/ DEMAND

See Exhibit B-10

## COMMENTS

Responses

If you have any additional comments or detailed information, please add them here or attach a separate sheet.

32	See Exhibit B-11
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## RESPONDING COMPANIES

Responses

197	See Exhibit B-12
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## **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Primary product or service:***

Accounting & Tax
Accounting services
Acute care hospital and outpatient services
Air conditioning, new construction (residential, commercial, condos), retail and full service, replacements
Aircraft refueling
Aluminum carports, rail, scr. end, soffit
Aluminum Products Manufacturing and Installatiion
Architectural shapes
Architecture
Aviation management
Bank financial services/commercial bank
Bank Services
Banking
Banking
Boat lifts
Bridge construction
Call, Direct Mail & Fulfillment Center
Carpentry
Carpentry subcontractor
Ceramic tile installation
City government
City government
Civil engineering
Civil engineering services
Civil engineering, land planning
Civil engineering, survey, landscape architecture, public/private planning
Claims management - claims management solutions for FNOL, glass, and collision
Cleaning contractor
Commercial Banking
Commercial General Contractor
Commercial HVAC, refrigeration, cooking equipment (repair and service)
Community College offering AA & AS degrees, various certificate programs, and Baccalaureate and University Programs.
Concrete & masonry construction; decorative concrete construction
Concrete construction

# **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***Primary product or service:***

Concrete finishing including curbing, sidewalks, handicap ramps
Construction
Construction -concrete
Construction management
Construction manager
Construction underground
Consulting
Consulting
Consulting engineers, surveyors, planners, landscape arch.
Continuous Care Retirement Community ~ Independent, Assisted, and Skilled Nursing Facilities
Contracting and distribution of medical products
County Government
Credit and debit card processing services for businesses
Cutting Tool Manufacturer
Design and manufacture solid-state motor controllers for hybrid, battery, and fuel-cell vehicles
Design, build, manage high-end commercial development; custom home building
Direct mail - statement services
Drives and controls
Drywall & stucco contractor
Drywall, stucco, metal frame subcontractor
Early Learning, VPK, Social Services
Earthwork paving
Education
Education
Education
Elections administration
Electrical
Electrical construction
Electrical contracting
Electrical contracting
Electrical contracting
Electrical contracting
Electrical contractor
Electrical Contractor

## **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Primary product or service:***

Electrical Contractor
Electrical Contractor - residential and commercial
Electrical Contractors
Engineer, manufacture, & install hurricane shutters
Engineering and Surveying
Engineering Consulting
Engineering services
Engineering, CAD/robotic milling, composite tooling (patterns and molds)
Environmental consultants
FAA repair shop
Financial services
Food--burritos and beer
Frequency Control Devices, specifically Crystals and Oscillators
Full Color Commercial Printer
General contractor--commercial construction
General Contractors
Glass & Glazing Subcontractor
Glass, glazing, windows, SGD
Global Digital Media
Government
Government
Government
Government admin service
Healthcare
Healthcare services
Higher Education
Home health agency
Home healthcare and medical staffing
Homemaker/companion services
Hospitality/Resort
Human Resources Staffing
Hurricane protection: retail/wholesale
HVAC
HVAC controls, fire and security systems
HVAC sales/service/installations
Income tax preparation

## **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Primary product or service:***

Industrial and aerospace filters
Installation and maintenance of septic systems
Installation of electric in residential and commercial buildings
Installation of new residential & commercial plumbing systems
Insulation and glass installation
Insurance agency
Inventory service
Kitchen, bath, closet cabinetry, and counter tops, both laminate and solid surface
Lake and wetland management
Landscaping and irrigation
Law enforcement
Law Firm
Law Firm for low income individuals
Law office
Legal Services
Manufacture physical security equipment
Manufacture wooden roof and floor trusses
Manufacturer of micro controllers for HVAC/R industry
Manufacturer of micro organism cultures
Manufacturing outdoor furniture
Marine Construction
Marine Construction - dock, seawalls, boatlifts
Marketing, advertising, public relations
Masonry
Masonry and concrete
Medical Billing
Medical care- Gastroenterology-
Medical Services
Medical Services
Metal building manufacturing
Metal framing, drywall, & stucco construction
Mobile Office Space and Storage
Mortgage origination
Mosquito and aquatic weed control
New plumbing
Nuclear pharmacy

## **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Primary product or service:***

Nursing services
Orthopedic surgery medical practice
Outsource contact center services
Painting
Painting
Pediatric dentistry
Physicians' office
Placing rebar and post tension cable
Pool contractor
Pool enclosures and railings
Post Secondary Education
private christian school
Radiation treatment of cancer
Radio broadcasting
Railroad freight transportation
Real estate
Research and Consulting Services
Residential & Commercial drycleaning services
Resort
Resort
Restaurant
Restaurants/Inn
Retail sales of furniture
Retail Sales Windows and Doors, Installation Windows and Doors, Manufacturing Windows
Retirement/healthcare
Screen enclosures
Screen enclosures
Screenprinted & embroidered goods, signage, promotional products, vehicle wraps
Sell mulch in bulk or by the bags
Service management software development
Sign manufacture
Sign manufacturing, installation, and service
Sitework
Software applications for cell phones
Software Publisher
Staffing service

## **EXHIBIT B-2: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Primary product or service:***

Steel Casings
Stone
Structural concrete and block construction. Primarily commercial buildings.
Supply and install windows and sliding glass doors
Surveying
Surveying and mapping
Technology services: managed care, systems integration, professional services
Temporary and permanent staffing
Termite and pest control service
Thermal Heat Traced Tubing Products
Title Insurance
Title insurance agency/real estate closings
Underground Utility Contractor (Sewer, Water, Storm Drainage Installation, etc.)
Underground utility installations
Water and Sewer Utility
Wholesale gifts/souvenirs
Wireless telecommunications
Women's Specialty Retail
Wood mouldings and cabinetry

# **EXHIBIT B-3: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***Most common basic-skills deficiencies***

Ability to read and write
Ability to speak English fluently
Ability to write and verbally communicate appropriately
All: no sense of responsibility for their actions; someone other than them is "at fault."
Attendance; skill
Basic Business English and attention to detail.
Basic communication skills; reading, writing and verbally communication.
Basic math skills
Basic reading, writing, & communicating
Business acumen, communication, judgement, process skills, decision-making, critical thinking skills
Business communications
Cannot type, use computers or spell
Cannot write English and cannot add or subtract
Communication
Communication skills
Communication skills
Communication skills and lack of work ethic
Communication skills- oral, written and reading
Computer proficiency
Critical thinking skills
Dependability
Education, MS Office (Excel, Powerpoint, Visio)
English skills; attention to detail
English speaking
Experience and performance reliability
Experience in the field
Good work habits
Grammar, analytical and typing skills
Grammar; problem-solving; communication skills
Hard to find competent workers in this field
Independent thought
Interest in job
Knowledge of medical office procedures

## **Frequency of mention:**

Writing	15
Communication	14
English	10
Reading	9
Experience	9
Math	6
Spelling	4
Knowledge	4
Work ethic	4
Grammar	3
Problem-solving	3
Education	3
Language	3
Verbal	2
Computer	2
Thinking	2

# **EXHIBIT B-3: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***Most common basic-skills deficiencies***

Lack of basic banking skills
Lack of basic reading/writing skills
Lack of craftsmanship
Lack of knowledge of codes
Lack of low-voltage electrical experience
Lack of proper skill sets
Lack of proper training and knowledge
Lack of schooling
Lack of trade knowledge
Lack of trade skill
Language
Language
Language skills
Math
Math - ability to accurately read and complete simple math
Mathematical ability
Motivation
No experience in [concrete/masonry] field
No experience in this type of construction
Not experienced enough
Not following detailed directions on application.
Not qualified for position - lack of education or training
Office skills
Office skills
On-the-job work experiences and work ethic
People experienced and trained in the medical industry.
Poor communication skills
Poor fundamental education - few job skills
Poor grammar, spelling, typing speed
Problem solving
Problem-solving
Programming
Reading & speaking ENGLISH!
Reading and writing
Reading and writing comprehension

## **EXHIBIT B-3: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Most common basic-skills deficiencies***

Relevant Engineering Experience
Reliable work history
Science & math skills
Skills
Slow in learning; No desire to learn; No motivation
Small local pool of good programmers
Speak and understand English
Speaking English
Speaking English
Spelling
Spelling
Technical background and certifications
Trades skills
Typing skills, customer service skills
Very few journeymen in this area
Work ethic
Work Ethic / Math Skills / Writing Skills /
Writing
Writing
Writing skills, especially the Spanish applicants using English
Written and oral communication
Written communication skills

## **EXHIBIT B-4: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Other recruiting methods:***

Company recruiter
Direct-mail campaign for professional candidates
Employment sign in front of building
Job Fair
Local newspapers
Mailing campaign
Online job web site
On-site employment blitzes
Professional Societies
Radio
Recruitment Fairs
Sign in the window/ solicitation at other restaurants
Signage on site
Television advertising
Television Advertising
Trade (science) magazines
Walk ups on jobsites

# EXHIBIT B-5: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

## Occupations eligible for retirement

Occupation	CONFIDENCE OF REPLACEMENT				Grand Total
	Yes	No	Not sure	No rating	
Accounting clerks	6				6
Accounting clerks/bookkeepers	3				3
Accounting/CPA required	1				1
Admin personnel	1				1
Administration	3				3
Administrative	4			1	5
Administrative assistants	15	1	1		17
Assistant branch manager	1				1
attorney	1				1
Bench assemblers	1				1
Bookkeeping	1				1
Branch director	1				1
Building & construction worker	1	1			2
Call Center Agents/Representatives	3				3
Carpentry	1		1		2
CDL drivers	1				1
CEO		1			1
Certified	1				1
CERTIFIED NURSES AID			1		1
Chief Financial Officer	1				1
Civil Engineer	1				1
Civil engineer P.E.			1		1
Claims Processing Clerk	1				1
Clerical w/advanced computer skills	2		5		7
Clerical workers	4		2		6
Closing officer			1		1
Commercial lender	1				1
Communications/records	1				1
Computer and Information Systems	1				1
Computer programming	1				1
Computer support specialist			1		1
Concrete finisher	1				1
Construction project manager		1			1

## **EXHIBIT B-5: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### *Occupations eligible for retirement*

Occupation	CONFIDENCE OF REPLACEMENT				Grand Total
	Yes	No	Not sure	No rating	
Construction superintendents		1			1
Construction supervisor	9	1			10
Construction worker	3				3
Controller		1			1
Cook		1			1
Courier	2				2
CPA	1				1
Customer Service Representative	9	3			12
Customer service specialist	1				1
Dentist	1				1
Designer IV	1				1
Drivers	2				2
Electrical Tech.	1				1
Electrical/electronic repair	1				1
Electrician/ journeyman	1				1
Electricians	1	1			2
Engineer	2		1	1	4
Engineering technicians	1		1		2
Engineers	3		1		4
Equipment operator	2				2
Estimator	2	1			3
EXCAVATING LABOR	1				1
Executive			1		1
Faculty	2				2
Field Inspection	1				1
Financial analyst/advisor	1				1
Finisher	1				1
FINISHING PLANT LABOR	1				1
Fire				1	1
Fueling	1				1
General & Operations Managers	7		2		9
General labor			1		1
General manager	1				1

## **EXHIBIT B-5: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### *Occupations eligible for retirement*

Occupation	CONFIDENCE OF REPLACEMENT				Grand Total
	Yes	No	Not sure	No rating	
Golf		1			1
Grocery store		1			1
HAULING LABOR	1				1
Helper	1				1
HOME HEALTH AIDE			1		1
Housekeepers	1				1
Inspector, Testers & Sorters	1				1
Inspectors		1			1
Installers				1	1
inventory control		1			1
Investment Counselor	1				1
Lab technician	1				1
Laborer	1				1
Lamination			1		1
layout and engineering	1				1
machine operator	1				1
Machinists			1		1
machinists/manufacturing mechanics			1		1
Maintenance	1	2			3
Maintenance Mechanic	1				1
Management	10		3		13
Management & supervisory	1				1
Management-experienced	13		4		17
Managers		2			2
Manufacturing assembler	1				1
Mechanical Engineer	1				1
Mechanics	2				2
Medical assistants	2		2		4
Medical records	1				1
Medical Secretaries			1		1
Medical technologists		1			1
Network Systems Admin			1		1
Nurses			1		1

# EXHIBIT B-5: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

## Occupations eligible for retirement

Occupation	CONFIDENCE OF REPLACEMENT				Grand Total
	Yes	No	Not sure	No rating	
Nurses, LPN & CNA		1			1
Nurses, Registered		2	2		4
Nursing			1		1
Office Clerks	8				8
Office Manager	1				1
Operations		1		1	2
Operations managers	1				1
operations supervisor	1				1
Para Professional	1				1
paralegals	1				1
Payroll	1				1
Physicians		1	1		2
Pipeline operator	1				1
Planner	1				1
Police				1	1
President		1			1
Production supervisors	5	2			7
Production workers	2				2
Professional Engineer		1			1
Professional Surveyor		1			1
Purchasing agent	1				1
Radiological technologists	3				3
Receptionist	2				2
Resident Services	1				1
Sales Representatives	10		3		13
Scientist-general			1		1
Security	1				1
Senior inspector				1	1
server		1			1
Shipping	1				1
shipping & receiving	1				1
Shop help	1				1
Supervisors	1	1	1		3

## **EXHIBIT B-5: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### *Occupations eligible for retirement*

Occupation	CONFIDENCE OF REPLACEMENT				Grand Total
	Yes	No	Not sure	No rating	
Support staff		1			1
Surveyor				2	2
Teachers	2	1			3
Team Leader	1				1
Technical			1		1
Technical & professional	1				1
Technicians	2		1		3
Technicians-general	1		1		2
Temporary employees	1				1
Tool Grinder	1				1
V.P.	1				1
Warehouse	1				1
Grand Total	216	36	48	9	309

# **EXHIBIT B-6: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***What jobs do these older individuals hold in your company?***

### **Full time**

Accountant
Accounting
Admin. Assistant
Administrative
Administrative
Administrative Assistants
Administrative Support
All Departments
All Positions
Assemblers
Bank Tellers
CAD Operator
CAL Drivers
Call Agent
Call Center Agent/Representative
Call Center Agents/Representatives
CDL Drivers
Claims Processing Clerk
Claims Processing Clerks
Clerical
Clerical
Clerical Workers
Clerical Workers with Advanced Computer Skills
Clerks
CNA
CNC Machinists
Collections
Construction
Construction Supervisor
Construction Supervisor
Controller
Couriers
CSR
Customer Service Rep
Customer Service Representative

### **Part time**

Administrative
Administrative Support
After-School Care
Auditor
Bridge Operator
Bus Drivers
Call Agent
Call Attendants
Call Center Agent/Representative
Caregivers
Claims Processing Clerks
Clerical
Clerical
Clerical Workers
Clerical Workers
CNA's
Construction Engineers
Contract School Crossing Guards
Cook
Counselors/Instructors for Parks & Recreation
Courier
Court Assistant
CSR
Customer Service Representative
Customer Service Representative
Drivers
Engineers
Faculty
Faculty
Filing
Grocery Baggers
Guest Service Personnel
Home Health Aide
Host
Human Resource

# **EXHIBIT B-6: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***What jobs do these older individuals hold in your company?***

### **Full time**

Customer Service Representative
Customer Service Reps
Dispatchers
Driver/Courier
Drivers
Engineers
Engineers
Faculty
Faculty
Field Inspector
Field Reps
Finishing Plant
Foreman
General & Operations Managers
Guest Service Personnel
Hauling Labor
Human Resources
Inspectors
Litigation Assistants
Machine Operators
Maintenance
Maintenance
Management
Management
Managers
Medical Records
Nurse
Nurse-Registered
Nurse-Registered
Office Clerical
Office Clerk
Office Clerks
Office Manager
Police Aides
Police Officer

### **Part time**

Inspectors
Inspectors
Janitorial
Legal Assistant
Library Page
LPN-Nursing
Maintenance
Manager
Medical Assistant
Nurse
Office
Office Clerical
Office Clerical
Office Clerks
Parking Attendant
Parks & Recreation
Police Aides
Police Officer
Project Manager
Radiology Tech
Registered
Resident Services
Runners
Sales
Sales
Seasonal VIN Examiners (November - January)
Secretarial
Security
Security Golf Course (Pro Shop and Rangers) and Drivers
Security Officers
Server
Shipping/Receiving Clerk
Sitters
Starter/Rangers
Stockers

# **EXHIBIT B-6: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***What jobs do these older individuals hold in your company?***

### **Full time**

Police Officers
Production Workers
Resident Services
Sales
Sales
Sales
Sales Representatives
Security
Security
Security Agents
Security Officers
Shuttle Drivers
Supervisor
Supervisors
Support Staff
Tax Preparer
Teachers
Technical
Technicians (General)
Temporary Employees
Tool Grinders
Trolley Drivers
Valet People
Welder

### **Part time**

Tax Preparer
Technical Reviews
Tellers
Trolley Drivers
Word Processors

## **EXHIBIT B-7: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***What has been your overall experience employing residents in this age group?***

A good pool of skilled workers available and willing to work.
Age is not a recruitment factor in our company. Retirement-age individuals generally have a much better work ethic than younger workers, are more punctual, and are more of a team player.
Best workers -- have skills
Better work ethic than younger applicants
Better work ethic, and flexible
Certainly for management level but I need high current computer skills and so I have no reason to believe that this is a good source.
Could be better if a more focused campaign was conducted; difficult getting management to flex hours and shifts and PT vs FT employment
Dependability, skill levels, work ethics - much higher in older workers
Dependable; reliable
Excellent work ethic
Experience helps
Hard working individuals willing to do a job well done.
Have found retirees to be very committed, positive and eager to learn.
Have not found a successful method to recruit retired or semi-retired individuals.
Highly skilled individuals
Hired retired employee only to find out he could not work at job for fear of losing union pension.
I am more than willing to hire retired residents for either full or temp or part. Never see any interested parties.
I find that most older employees have good work ethics and feel that they can make a good contribution to the company.
Many retired residents are interested in a position here, often part-time. We offer a variety of work schedules, and benefits if the associate works 20 hours per week. Retired residents typically exhibit a very good work ethic with excellent attendance which is critical in a call center environment.
Most are long-term employees that go part-time to keep busy.
Most have an excellent work ethic, do a good job, show up on time, communicate well etc.. Social security earning limits are the only challenge....
Most of our positions are entry level sales/finance positions.
Mostly very well educated and enthusiastic retirees. Valuable resource for any company.

## **EXHIBIT B-7: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***What has been your overall experience employing residents in this age group?***

A good pool of skilled workers available and willing to work.
Older employees often have a better work ethic, but don't want to work full-time or any overtime.
Our branch's #1 biller was hired after she retired from a phone company career of 30 years -- best choice made to hire her -- great asset to the company.
Our oldest employee is 89 years old, and is a big asset for technical/electrical engineering experience.
Per Florida statues we cannot employ high school workers in the construction trade. This is detrimental to firms and kids both.
Punctual, dependable, sincere, honest
Punctual; knowledgeable; skilled; team players
Retirees don't work in this [concrete contracting] industry. We did have a secretary who was of retirement age. She worked out fine.
Their work ethic is better than the younger people.
They are generally among the best employees we have.
They are reliable, hard-working people with great work ethics.
They are the best employees.
They have a good work ethic and are dependable.
They purely want to teach for their own enjoyment and to give something back.
They tend to be more reliable, committed, and have an overall higher work ethic.
Typically, were trained and responsible
Very flexible and willing to work early hours
We do currently use a retired individual as part-time marketing consultant - contracted not employed. This experience has been quite positive. It is our intention to phase our retiring civil engineer into part-time consulting.
We do not consider age when hiring but rather work history/experience and communication skills.
We do not hire based on age, only on job criteria; and we do post to websites geared toward Boomers via Careerbuilder.
We don't actively recruit retirees, but we have hired a number who have retired from previous positions. Generally they have a much better work ethic and great experience.
We have a telework program that has increased our population of mature workers.
We have a wood cabinetry/manufacturing plant that requires very specific machine experience and operators/fabricators which is not a common or universal skill. We have not ever relied on the retired workforce for filling these positions.

## **EXHIBIT B-7: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***What has been your overall experience employing residents in this age group?***

<p>A good pool of skilled workers available and willing to work.</p>
<p>We have found a large number of retirees who have relocated to SW Florida looking for employment.</p>
<p>We have hired a few persons who relocated to the area and had retired from up north (i.e., a postal worker) or from the service. They want to "keep busy." We are heavy construction, so it isn't a good fit. They want "busy" but not "strenuous." They don't stay.</p>
<p>We have hired older carpenters and find their knowledge is extraordinary. Real plus to our company.</p>
<p>We never have any problems when we hire older folks. The younger ones tend to want a lot for their time and work and really don't accomplish as much as the older ones. Older folks seem to be happy to be employed and enjoy the work.</p>
<p>While some older employees still show the work ethic of a bygone era, they just can't physically do the job and work the hours required. Others are just as worthless as their younger counterparts--the "me" generation didn't age well and is resentful, mean and selfish.</p>

# **EXHIBIT B-8: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

## ***Programs which need to be strengthened or instituted:***

<b>High school Other</b>	<b>High school Specialty</b>
Banking, bill management	Trades/construction: manufacturing, engineering tech, etc.
English language	CAD
Need more subcontractor classes; plumbing, electric, HVAC, so kids can get into career in lieu of college	Construction skills
	Hands-on carpentry

<b>Two-year Other</b>	<b>Two-year Specialty</b>
Second language	Trades/construction: manufacturing, engineering tech, etc.
Banking, bill management	Foreign Language
English language	

<b>Four-year Other</b>	<b>Four-year Specialty</b>
Second language	Foreign Language (Spanish)
Banking, bill management	Problem solving (troubleshooting) skills
English language	Retail Management
	Trades - Kids can make a great life in Trades.
	Trades/construction: manufacturing, engineering tech, etc.

## **EXHIBIT B-9: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Do you have current training needs that are not available locally?***

Advanced (graduate-level) engineering
Advanced CADD training for engineering
aircraft mechanic specialty training
Artists
Bank Secrecy Act
Bank-specific items
CNC Machine programming
CNC machining
CNC programming
Computer programming and tech skills must be certified by manufacturer. No manufacturers in this area.
computer skills related to micro-electronics in equipment
Continuing education for techs, office person
Crew and Project leadership
diesel mechanics
Electrical Estimating
Embroidery design
Engineering
Engineering
Engineering technicians
engineering/technology for office
English classes for non-English-speaking employees
FAA aviation technician
Heavy equipment operators
Heavy equipment operators
high-skilled carpentry for shop
hospital-based coding
Human resources management
industrial electrical
Insurance sales training
Just basic customer-service skills
LEED-certified professional courses
Machine operation
MBA Programs
Media buying/planning
Medical lab technician/supervisor

## **EXHIBIT B-9: LEE COUNTY EMPLOYER SURVEY SUMMARY**

AUGUST-SEPTEMBER 2007

### ***Do you have current training needs that are not available locally?***

Advanced (graduate-level) engineering
Nothing within the sign business - fabrication
On-the-job training to install hurricane protection & window installation
OSHA training
outside sales
pharmacy
public relations
Retail Management - Undergraduate Level
safety at work
Specific to aspects of civil engineering
There is a lack of skilled workers in the concrete and masonry field. We do our own training.
There is/was a legal secretary program at HiTech, but I have never been able to hire anyone because of their lack of skills.
To run a press
Trade skills: carpentry, drywall, plaster
Ultrasound
Undergraduate & Graduate programs for all engineering fields
We have in-house training programs to meet every need.
Woodworking machining skills for custom work
Work standards

# EXHIBIT B-10: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

Occupation	Availability RATING: Experience Recruiting Quality Applicants			Cost			Demand					
	Responses	5=Plentiful, 1=Unavailable		Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year		
		Average	Median				TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median
<b>General Business and Office Support</b>												
Accounting clerks/bookkeepers	84	3.3	3.0	80	\$30,735	\$30,080	72	5	1	82	3	1
Administrative assistants	80	3.3	3.5	77	\$28,468	\$28,000	81	4	1	86	3	1
Call center agent/representative	44	3.1	3.0	30	\$23,089	\$22,512	75	7	2	379	22	2
Claims processing clerks	28	2.5	3.0	15	\$25,167	\$24,960	23	6	4	34	6	4
Clerical workers with advanced computer skills	73	2.9	3.0	60	\$27,634	\$26,706	34	3	1	149	6	2
Customer service representatives	59	3.3	3.0	47	\$26,008	\$24,960	65	5	2	171	7	4
Office clerks	58	3.0	3.0	47	\$22,723	\$22,880	38	3	1	117	8	2
<b>Management and Supervisory</b>												
Construction supervisors	47	2.7	3.0	39	\$50,347	\$49,920	23	2	1	43	2	2
General & operations managers	48	2.7	3.0	37	\$59,816	\$52,000	21	2	1	25	2	1
Management trainees	31	2.3	2.0	17	\$36,725	\$33,280	7	1	1	12	2	2
Management, experienced	58	2.6	3.0	39	\$58,065	\$59,500	74	4	1	65	3	2
Production supervisors	35	2.4	3.0	23	\$42,135	\$37,440	9	2	1	23	2	2
Purchasing agent	35	2.3	2.0	16	\$39,269	\$38,314	4	1	1	8	2	1
<b>Technical and Professional</b>												
Accountants/Auditors	44	3.0	3.0	28	\$46,675	\$43,500	42	7	2	40	5	1
CAD drafters	37	2.1	2.0	21	\$39,260	\$37,440	11	1	1	12	2	1
Engineering technicians	29	2.0	2.0	16	\$37,356	\$37,628	8	1	1	6	1	1
Engineers	35	2.1	2.0	21	\$55,560	\$55,000	12	1	1	11	2	2
Financial analysts/Advisors	22	2.3	2.0	9	\$50,032	\$50,000	9	2	2	4	1	1
Lab technicians	18	1.8	1.0	7	\$34,983	\$30,000	4	2	2	11	3	2
Medical Assistants	20	1.8	1.0	8	\$28,619	\$27,040	24	5	2	41	7	3
Medical/clinical lab technologists	14	1.4	1.0	3	\$27,507	\$30,000	-	-	-	1	1	1
Medical records technicians	15	1.9	1.0	7	\$27,817	\$22,880	-	-	-	10	10	10
Medical secretaries	15	1.5	1.0	6	\$24,936	\$25,480	1	1	1	6	3	3
Nurses, Licensed practical	21	1.6	1.0	10	\$39,598	\$39,260	86	14	8	154	22	12
Nurses, registered	22	1.5	1.0	11	\$55,701	\$52,000	202	34	9	292	37	8
Pharmacy technicians	14	1.4	1.0	4	\$32,818	\$26,303	2	2	2	8	3	2

# EXHIBIT B-10: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

Occupation	Availability RATING: Experience Recruiting Quality Applicants			Cost			Demand					
	Responses	5=Plentiful, 1=Unavailable		Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year		
		Average	Median				TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median
Physical therapists	16	1.1	1.0	6	\$67,293	\$59,120	10	3	2	23	5	5
<b>Technical and Professional, <i>continued</i></b>												
Physicians	14	1.2	1.0	2	\$132,500	\$132,500	-	-	-	-	-	-
Physical therapists	13	1.0	1.0	4	\$49,190	\$49,120	10	10	10	7	4	4
Radiological technologists	16	1.4	1.0	5	\$45,696	\$45,000	4	2	2	7	4	4
Respiratory Therapists	13	1.1	1.0	2	\$48,500	\$48,500	5	3	3	17	9	9
Sales representatives	35	2.2	2.0	22	\$47,403	\$41,600	47	4	2	58	5	2
Scientists (general)	16	1.6	1.0	6	\$51,327	\$51,480	1	1	1	4	1	1
Teachers, elementary	15	1.8	1.0	6	\$34,315	\$34,767	50	50	50	203	102	102
Teachers, secondary	15	1.8	1.0	5	\$33,507	\$34,534	25	25	25	203	102	102
Technicians (general)	23	2.0	2.0	14	\$30,935	\$31,200	6	1	1	17	2	2
<b>Production, Maintenance and Distribution</b>												
Bench assemblers	19	2.2	2.0	11	\$14,940	\$16,640	1	1	1	8	2	2
Building and Construction Workers	34	2.9	3.0	21	\$29,831	\$28,080	20	3	2	64	6	5
CNC machine operators	16	1.6	1.0	3	\$34,480	\$32,240	12	2	2	2	2	2
Electrical and electronic repairers	28	2.1	2.0	19	\$33,713	\$33,280	38	5	2	54	6	3
Inspectors, Testers & Sorters	15	1.7	1.0	6	\$26,000	\$24,960	4	1	1	3	3	3
Machine operators, no setup	19	2.0	2.0	9	\$24,172	\$20,800	2	2	2	8	3	2
Machinists/manufacturing mechanics	16	1.6	1.0	4	\$30,020	\$29,640	-	-	-	1	1	1
Maintenance mechanics	27	2.0	2.0	13	\$32,062	\$31,200	36	5	1	24	3	3
Shipping & receiving	29	2.4	2.0	16	\$21,795	\$20,800	7	2	2	34	4	1
Skilled machine trades (general)	21	1.8	2.0	9	\$27,228	\$27,040	7	1	1	7	1	1
Welders	20	1.9	1.5	11	\$33,187	\$32,822	6	2	2	9	2	2

# EXHIBIT B-10: LEE COUNTY EMPLOYER SURVEY SUMMARY

AUGUST-SEPTEMBER 2007

Occupation	Availability RATING: Experience Recruiting Quality Applicants			Cost			Demand						
	Responses	5=Plentiful, 1=Unavailable		Responses	Average Starting Rate	Median Starting Rate	Currently needed			Needed in 1 year			
		Average	Median				TOTAL NEEDED	Average	Median	TOTAL NEEDED	Average	Median	
<b>Computer and Information Systems</b>													
Computer operators	18	2.1	1.0	6	\$31,967	\$31,185	1	1	1	6	3	3	
Computer security specialists	16	1.9	1.0	4	\$38,256	\$38,412	1	1	1	5	3	3	
Computer Software Engineers	24	1.7	1.0	11	\$52,696	\$54,000	7	2	1	4	1	1	
Computer support specialists, technicians	34	2.5	2.5	21	\$36,140	\$35,000	14	1	1	119	10	1	
Database administrators	23	2.1	2.0	10	\$52,771	\$47,725	2	1	1	3	1	1	
Internet development specialists	18	1.7	1.0	4	\$46,551	\$50,211	1	1	1	-	-	-	
Network systems administrators	25	2.2	2.0	9	\$45,834	\$46,500	3	1	1	8	2	1	
Network technicians	26	2.1	2.0	12	\$37,170	\$39,178	1	1	1	7	2	1	
Programmers/analysts	25	2.0	2.0	12	\$47,833	\$46,586	9	2	2	12	2	2	
Systems analysts	22	2.0	1.5	9	\$44,625	\$49,924	7	7	7	7	2	2	
Webmasters	21	2.1	1.0	7	\$52,944	\$41,600	1	1	1	1	1	1	
<b>Other: Heavy Equipment Operator</b>	1	4.0	4.0	1	\$39,520	\$39,520	-	-	-	-	-	-	

# **EXHIBIT B-11: LEE COUNTY EMPLOYER SURVEY SUMMARY**

**AUGUST-SEPTEMBER 2007**

## ***Additional comments***

Been looking for three years for a Senior Civil Engineer with 10-15 years experience: no luck. Starting salary \$70-\$100K/year plus benefits
Continue to see people/employees moving back up north due to poor quality of life on salary relative to living expenses. Would like to see FGCU and other local universities work toward parterships with local organizations to keep educated job-seekers in the area.
Delivery drivers and CDL drivers are a big need here in Florida. We usually needed 15-25 drivers when construction business was in full swing. This year will be totally different.
Employment needs are primarily computer/technical/programming. We generally recruit out of the SW Florida area due to lack of available personnel with these skills in the area.
Entry level starting salaries for clerical positions are not negotiable. However, we do negotiate salaries for computer/technical personnel; they rarely start at the entry level salary.
High schools need to convince kids it's okay to not go to college IF they can have vocational school training. Perhaps a career-track in trades (plumbing, electric, etc) to show they can earn \$25,000-\$75,000/year.
High schools should provide more career-guided options, i.e., vocational - CAD, computers, administrative, medical
I have particular needs for engineers and technical sales people. I have a hard time finding the right people in this area.
Last year, I could not find anyone to come in to fill out an application! This year, I have laid off 45% of my people. This study would have done more good 2 years ago!
Lee county has a shortage of adequtely trained workers for the construction industry. Even in this severe downturn we are experiencing the people that are out there have very little usable knowledge of local codes. The journyman program offered is terrible and the people they accept is laughable. Also the language barrier is a big issue.
Local employers need to re-evaluate their starting pay rates in order to attract quality employees.
Most construction workers are illegal Mexicans. Construction is down, so there are many workers available. When construction picks up to a high lever, there will be very few workers available.
Need better housing - affordable! Someone who makes \$20/per hour should be able to afford a home!
Need/hard-to-fill positions: Planners-4 currently needed; Plans examiners-1 currently needed
Sounds like survey is trying to make retiring Baby boomers a hot topic (just like EDC decided housing was hot topic last year). That may be a national trend but I don't see it here - I just need pool of a professional/technical class. Need honest programmers (Edison is only program that comes at all close) Need Sales (noted paucity of questions in that area). My problem getting folks to transfer in is the lack of other opportunities. This place is a desert for technical/professional people. Once you get past Construction, real estate and tourism there is not much out there. Even the acts at BB Mann are old. There is little for a young professional to do.
The construction industry hires unskilled labor and trains them. Most cannot read or write. There are very few trade school opportunities in Lee County. 50% of Lee County's workforce is tied to construction.
The current residential construction downturn has provided relief for employee shortages in commercial construction.
The general work ethic and values of this area have been dissappointing.
The local construction industry is in turmoil. The availability of skilled electricians far outweighs the demand. An aggressive campaign needs to be waged by EDO-government and private sector to increase home sales and reduce the huge inventory of unsold/abandoned properties in Lee County. The local government needs to take a more pro-active approach to working with businesses. Our economy is dependent upon construction/real estate. We need more emphasis on attracting other types of business to Lee County to expand our tax base.

## **EXHIBIT B-11: LEE COUNTY EMPLOYER SURVEY SUMMARY**

**AUGUST-SEPTEMBER 2007**

### ***Additional comments***

The market from a hiring standpoint has been very soft of the last six months and this trend is likely to continue for the next year or so. This leads me to leave some of the questions blank because there has not been a need for workers in the last six months nor will we need additional workers within the next year or so. We are in a lean market right now.

We are in a clearly depressed economy, there are no jobs, there are no decent renters, property taxes are through the roof and businesses are failing left and right. I hope we hit bottom soon because I can't survive if we get much lower. At the same time we are being flooded with boomers who sucked the life out of their hometowns and now want us to subsidize their poor planning with great part time jobs they don't have to actually work at. Our kids can't get decent starter jobs because grandpa beat them to it and cried foul (age discrimination) when they competed with them. Why would you hire a full time kid when you can get 5 part time fogeys and don't have to give them benefits?

We are in the construction business, so our company has laid off many employees within the last 6 months. Unfortunately, I do not see business booming anytime soon.

We can only use dental assistants with expanded duty licensure, or enough on-the-job experience to qualify for the exam. Due to our low turnover rate, our last hire was over one year ago. 30% are over 20 years with this corporation. 60% are 10-20 years.

We had difficulty recruiting a purchasing agent with a government background. Difficulty recruiting financial analyst and staff accountant positions and high-level senior manager for IT.

We have centralized offices out of state for our IT support. We also recruit internationally for non-management positions during season.

We need more nursing programs available in Lee County. Problem lies with long waiting lists, not enough room for incoming students.

We offer in-house training to qualified sales applicants (must have real estate sales or mortgage experience. We do have a 40% fall-out ratio: for every 10 we hire, 4 will wash out right away. These employees are considered part-time until they pass orientation.

We are in construction. 4 out of 5 applicants can't speak enough English to apply. Most are also probably here illegally, and we turn away. Most that have been in the construction industry long enough have arrest records (drugs and DUI's) or are habitual WC abusers. Those that are professional and quality people aren't looking because they are nervous to give up what they have to seek new opportunities. Housing prices/taxes are more than the average construction worker can bear.

As a community (country!), we need to take care of family so that parents stay together and raise children who become good people. We have far too many entitlements and people aren't taking care of themselves; they expect someone else to take care of them.

Lack of basic intelligence, ethics, and sense of worth, sense of "what can I do for the greater good?" is missing from our workforce. More often, it's an applicant saying "What's in it for me?" instead of "here's how I can help."

# **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

**AUGUST-SEPTEMBER 2007**

## ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
Bonita Bay Group	-	23311	Bonita Springs	34135
Bonita Community Health Center	-	621493	Bonita Springs	34135
Bonita Springs Utilities, Inc	-	-	Bonita Springs	34135
Bonita Springs, City of	-	921190	Bonita Springs	34135
Hyatt Regency Coconut Point	7011	-	Bonita Springs	34134
Kent Technologies	-	541513	Bonita Springs	34135
Nelson Marine Construction Inc.	-	-	Bonita Springs	34135
Rice Insulation & Glass, Inc.	238310	-	Bonita Springs	34135
ACRA Electric, Inc	1731	-	Cape Coral	33904
Action Glass Inc.	1793	238150	Cape Coral	33909
AGI-VR/Wesson Inc	-	-	Cape Coral	33909
Ashton Aluminum Structures	-	423510	Cape Coral	33909
Avalon Engineering	-	541330	Cape Coral	33904
Bills Electric Service	-	238211	Cape Coral	33993
Cape Coral Title Insurance Agency	-	524127	Cape Coral	33904
Cape Coral, City of	-	921190	Cape Coral	33990
CK Home Products, Inc	-	-	Cape Coral	33909
Compass Construction, Inc.	-	-	Cape Coral	33904
DeConte Electric Inc.	-	-	Cape Coral	33904
Dekoron/Unitherm	-	335929	Cape Coral	33909
Ecological Laboratories, Inc.	-	-	Cape Coral	33909
FOS Furniture	-	-	Cape Coral	33909
Marine Concepts	-	333514	Cape Coral	33991
NMT Enterprises	-	531312	Cape Coral	33991
Riverside Bank of the Gulf Coast	-	-	Cape Coral	33991
Screenprint Plus, Inc.	-	323113	Cape Coral	33904
Suntech Electrical Contractors, Inc.	-	-	Cape Coral	33909
Tropical Pools-Cape Coral, Inc.	-	238911	Cape Coral	33990
Whitney Information Network	8249	611519	Cape Coral	33904
LXR Sanibel & Captiva Properties	-	-	Captiva	33924
Rochester Resorts Inc.	7041	-	Captiva	33924
Stilwell Enterprises	-	722211	Captiva	33924
Bellanti Construction Services Inc.	-	-	Estero	33928
Frost Metal Framing & Drywall	-	238312	Estero	33928
21st Century Oncology	8011	-	Ft. Myers	33907

# **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

**AUGUST-SEPTEMBER 2007**

## ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
AAction Nursery Products Inc.	-	-	Ft. Myers	33912
Able Healthcare Services	-	-	Ft. Myers	33919
Accel Aviation Accessories	-	488190	Ft. Myers	33966
Advantage Nursing Services	-	62161	Ft. Myers	33919
Alliance Design Group, P. A.	-	-	Ft. Myers	33966
Allyn International Services	-	541614	Ft. Myers	33913
Alorica, Inc.	-	-	Ft. Myers	33913-8010
Anesthesia & Pain Consultants of SW FL	-	62111	Ft. Myers	33901
Anonymous1	-	722110	Ft. Myers	33919
Apollo Information Services, Inc.	-	8733	Ft. Myers	33901
Aquatic Systems Inc	-	-	Ft. Myers	33966
Associates in Nephrology	-	621111	Ft. Myers	33908
B& I Contractors, Inc	-	-	Ft. Myers	33916
Banks Engineering	-	541330	Ft. Myers	33966
Barkley Circle Dental Center	-	621210	Ft. Myers	33907
C.A. Steelman, Inc.	-	238310	Ft. Myers	33912
CallMiner	7372	511210	Ft. Myers	33916
Calvetti Tile & Marble, Inc	-	-	Ft. Myers	33907
Cape Coral Plumbing Inc.	NA	NA	Ft. Myers	33905
Chico's FAS, Inc.	5621	-	Ft. Myers	33966
Clear Channel Radio	-	515112	Ft. Myers	-
CLW Concrete Construction	-	238191	Ft. Myers	39912
Coastal Environmental, In.c	-	238991	Ft. Myers	33912
collier electric Co of Fort Myers	-	-	Ft. Myers	33966
Community Coordinated Care for Children, Inc	-	-	Ft. Myers	33901
Cooner & Associates	-	541370	Ft. Myers	33905
Crestwell School	-	611110	Ft. Myers	33907
Custom Plumbing of Lee County Inc.	-	-	Ft. Myers	33916
Cypress Cove at HealthPark Florida	623311	-	Ft. Myers	33908
DBS Aluminum Construction, Inc. dba Skyline Aluminum	-	238991	Ft. Myers	33912
Dean Steel Buildings	-	332311	Ft. Myers	33901
dEsco	-	5415111	Ft. Myers	33907
Digestive Health Physicians PL	-	621112	Ft. Myers	33908
doug fox plumbing	-	-	Ft. Myers	33905
Dyer, Riddle, Mills & Precourt	-	541370	Ft. Myers	33901

## **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

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### ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
Eagle Concrete Systems, Inc.	-	-	Ft. Myers	33916
Edison College	-	-	Ft. Myers	33919
Edison National Bank	-	-	Ft. Myers	33907
Electronic System Services, Inc. (ESSI)	-	238220	Ft. Myers	33912
Elite Electrical Contractors Inc.	-	-	Ft. Myers	33901
Engineering System, Inc.	-	541618	Ft. Myers	33913
Evangelical Christian School	-	8868	Ft. Myers	33907
Express Personnel Services	-	-	Ft. Myers	33919
First Capital Lending Corp.	-	-	Ft. Myers	33966
First Community Bank of Southwest Florida	-	522110	Ft. Myers	33907
First Home Title, LLC	-	541191	Ft. Myers	33907
First Merchant Payment Systems	-	-	Ft. Myers	33907
Florida Glass & Aluminum, Inc.	-	238150	Ft. Myers	33967
Florida Gulf Bank	-	-	Ft. Myers	33919
Florida Gulf Coast University	8221	611310	Ft. Myers	33965
Florida Rock Industries Inc.	-	-	Ft. Myers	33913
Florida Rural Legal Services	-	-	Ft. Myers	33901
Fluharty Company	-	-	Ft. Myers	33967
Fox Electronics	3679	334419	Ft. Myers	33905
Gulf Paving	-	237310	Ft. Myers	33902
Henderson, Franklin, Starnes & Holt, P.A.	8111	-	Ft. Myers	33901
Hodges University	-	611310	Ft. Myers	33966
Home Instead Senior Care	-	621610	Ft. Myers	33908
Hometeam Pest Defense	-	561710	Ft. Myers	33913
HSA Engineers & Scientists	-	-	Ft. Myers	33919
Images Graphic Specialties, Inc.	-	-	Ft. Myers	33966
Interop Technologies	-	517212	Ft. Myers	33912
J. L. Wallace, Inc.	-	236220	Ft. Myers	33919
J. McGarvey Construction Co.	-	23332	Ft. Myers	33912
Jackson Hewitt Tax Service	-	-	Ft. Myers	33901
Jamestown Painting & Decorating	-	238321	Ft. Myers	33913
JDM Builders	-	238311	Ft. Myers	33907
Johnson Engineering, Inc.	8711	-	Ft. Myers	33901
K.E.R. Enterprises (Armadillo Underground)	-	237110	Ft. Myers	33916
Kelly Services	-	561320	Ft. Myers	33916

## **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

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### ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
Ken Bunting Carpentry	-	238132	Ft. Myers	33966
Lee County Board of County Commissioners	-	-	Ft. Myers	33902
Lee County Clerk of Courts	-	-	Ft. Myers	33902
Lee County Elections	-	921190	Ft. Myers	33901
Lee County Port Authority	-	488119	Ft. Myers	33913
Lee County School District	-	611110	Ft. Myers	33901
Lee County Sheriff's Office	-	922120	Ft. Myers	33912
Lee County Tax Collector	-	-	Ft. Myers	33901
Lee Designs	-	541420	Ft. Myers	3301
Lee Memorial Health System	-	621111	Ft. Myers	33902
Lee Septic Tank & Crane Service	-	327390	Ft. Myers	33916
Lewis Millwork of SW Fl., Inc.	2431	-	Ft. Myers	33967
Lopez Brothers Masonry	-	238141	Ft. Myers	33905
Lykes Insurance, Inc. dba Insurance Management	-	524210	Ft. Myers	33907
Mancan Staffing	7363	561320	Ft. Myers	33907
Markham Norton Mosteller Wright & Co	-	541211	Ft. Myers	33919
Mas Tec	-	237110	Ft. Myers	33916
Medenwald, Inc.	-	238111	Ft. Myers	33912
Medical Anesthesia and Pain Management Consultants, P.A.	-	-	Ft. Myers	33901
Metron Surveying & Mapping, LLC	-	-	Ft. Myers	33907
Micro Control Systems	-	335314	Ft. Myers	33905
MIVA Inc.	-	-	Ft. Myers	33907
Mr. Foamy	-	423310	Ft. Myers	33916
NeoMedia Technologies	-	541519	Ft. Myers	33901
New Code Windows and Doors Inc.	-	-	Ft. Myers	33966
Nuclear Providers, Inc, dba MedTech Diagnostic Services	424210	621512	Ft. Myers	33907
Nursecore	-	561320	Ft. Myers	33901
Orthopedic Associates of SW Florida	-	621111	Ft. Myers	33912
Osterholt, McKinney & Prather	-	541110	Ft. Myers	33901
Owen-Ames-Kimball Company	-	236220	Ft. Myers	33913
Pall Corporation	-	333999	Ft. Myers	33901
Passarella & Associates	-	541620	Ft. Myers	33919
Phase V of Southwest Florida, Inc.	-	561421	Ft. Myers	33913
Printers Ink International, Inc.	4299	-	Ft. Myers	33901
RAMS RPG	5190	23821	Ft. Myers	33912

## **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

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### ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
RGIS, llc	-	561990	Ft. Myers	33919
Rolsafe	-	332312	Ft. Myers	33994
Saftronics Div. of Control Techniques - Emerson	-	-	Ft. Myers	33905
sahara cabinets	-	-	Ft. Myers	33916
Saminco, Inc.	-	335900	Ft. Myers	33919
Seminole Gulf Railway	-	482112	Ft. Myers	33916
Service First Electrical Design & Lighting, Inc	-	-	Ft. Myers	33908
Shell Point	8051	-	Ft. Myers	33908
Siggs Air Conditioning	-	238221	Ft. Myers	33905
Southwest Capital Bank	-	52211	Ft. Myers	33901
Southwest Direct, Inc.	-	541860	Ft. Myers	33912
Southwest Structural Systems, Inc.	-	321214	Ft. Myers	33905
Spiro & Associates	-	541613	Ft. Myers	33919
starlight electric inc	-	-	Ft. Myers	33966
SteMic Enterprises, Inc.	1629	-	Ft. Myers	33912
Stevens and Layton, Inc.	-	-	Ft. Myers	33905
Stevens Construction, Inc.	-	236118	Ft. Myers	33903
Storm Smart Industries	-	238191	Ft. Myers	33966
Styleview Industries	3444	-	Ft. Myers	33966
Suncoast Aluminum Furniture	2514	337124	Ft. Myers	33912
Sunnygrove Landscaping & Nursery, Inc.	-	561730	Ft. Myers	33913
SunTrust Bank of SW Florida	-	522110	Ft. Myers	33907
Swissport Fueling Inc.	4521	488190	Ft. Myers	33913
Sypert Institute, PA	-	-	Ft. Myers	33919
T & S Concrete Systems	-	238111	Ft. Myers	33966
Thomas Marine Construction, Inc.	-	237310	Ft. Myers	33905
Tincher Concrete Construction, Inc.	-	-	Ft. Myers	33912
TLC Engineering for Architecture	-	541330	Ft. Myers	33907
TPI Aluminum Specialties	5538	238191	Ft. Myers	33916
Tri-City Electrical Contractors, Inc.	-	-	Ft. Myers	33913
TWC Services, Inc.	-	811310	Ft. Myers	33966
United States Service Industries (USSI)	-	561720	Ft. Myers	-
Universal Pipe & Steel Supply, Inc.	-	-	Ft. Myers	33916
Vanasse & Daylor, LLP	-	541330	Ft. Myers	33907
Vault Structures, Inc.	3499	-	Ft. Myers	33916

## **EXHIBIT B-12: LEE COUNTY EMPLOYER SURVEY SUMMARY**

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### ***Responding Employers***

<b>COMPANY</b>	<b>SIC</b>	<b>NAICS</b>	<b>CITY/TOWN</b>	<b>ZIP CODE</b>
Viles & Beckman, LLC	-	-	Ft. Myers	33919
W W Enterprises Southwest Florida (Servicemaster)	-	561720	Ft. Myers	33996
Williams Scotsman, Inc.	7359	-	Ft. Myers	33912
WilsonMiller	-	541330	Ft. Myers	33914
Wiltshire, Whitley, Richardson & English, Pa	-	-	Ft. Myers	33901
Burrito a gogo	-	-	Ft. Myers Beach	-
Town of Fort Myers Beach	-	-	Ft. Myers Beach	33931
JTE Electric	-	235310	Lehigh Acres	33971
Laudan Electric Inc	-	238210	Lehigh Acres	33972
Lee County Mosquito/Hyacinth Control Districts	-	-	Lehigh Acres	-
LeeSar Regional Service Center	-	-	Lehigh Acres	33971
Sunset Air, Inc.	-	-	Lehigh Acres	33971
Christo, Inc.	-	-	North Ft. Myers	33903
Clarys Sitework & Development	-	-	North Ft. Myers	33903
Florida Painters of Lee County	-	238321	North Ft. Myers	33903
Golden Manufacturing	-	333923	North Ft. Myers	33917
LYNX Services	-	-	North Ft. Myers	33917
The Beachcomber International	-	423920	North Ft. Myers	33903
Sanibel, City of	-	921190	Sanibel	33957
Hole Montes, Inc.	-	541330	South Ft. Myers	33919
Gatewood Custom Carpentry, Inc	-	-	St. James City	33956
Gartner Inc	-	-	Stamford, CT	-