Sponsored by The Business Council of New York State

2017: 462 Upstate NY, 145 Albany CEOs; 2016: 440 Upstate NY, 142 Albany CEOs 2015: 531 Upstate NY, 144 Albany CEOs; 2014: 524 Upstate NY, 145 Albany CEOs

<u></u>	s best describes the	type of busir	iess your comp	any is enga	gea In? T	 		 		
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
Engineering and Construction	23%	17%	15%	20%	18%	17%	24%	16%	19%	17%
Food and Beverage	1%	3%	4%	1%	5%	7%	1%	5%	0%	3%
Financial	10%	6%	4%	13%	7%	5%	8%	5%	11%	8%
Manufacturing	16%	19%	21%	14%	18%	20%	15%	24%	19%	21%
Retail	10%	10%	10%	11%	11%	11%	11%	12%	14%	12%
Service	37%	36%	35%	34%	32%	31%	30%	25%	24%	23%
Wholesale and Distribution	3%	8%	11%	8%	10%	10%	11%	11%	12%	15%
Other	0%	0%	0%	0%	0%	0%	1%	2%	NA	NA
Refused	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%
the same, a little worse, or considerably wors										
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
				-			-		-	
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Considerably better	1	1 -	2017 4%	2016 1%	-	2016 1%	2015 1%	Total 2015 2%	2014 3%	Total 2014
Considerably better A little better	2017	Total 2017	 		Total 2016			+		
A little better	2017 3%	Total 2017 4%	4%	1%	Total 2016 1%	1%	1%	2%	3%	4%
A little better About the same	2017 3% 29%	Total 2017 4% 23%	4% 21%	1% 32%	Total 2016 1% 26%	1% 24%	1% 27%	2% 24%	3% 32%	4% 32%
A little better About the same A little worse	2017 3% 29% 51%	Total 2017 4% 23% 47%	4% 21% 46%	1% 32% 46%	Total 2016 1% 26% 48%	1% 24% 49%	1% 27% 51%	2% 24% 44%	3% 32% 52%	4% 32% 44%
	2017 3% 29% 51% 15%	Total 2017 4% 23% 47% 20%	4% 21% 46% 23%	1% 32% 46% 17%	Total 2016 1% 26% 48% 21%	1% 24% 49% 23%	1% 27% 51% 17%	2% 24% 44% 22%	3% 32% 52% 12%	32% 44% 16%
A little better About the same A little worse Considerably worse Prefer not to answer	2017 3% 29% 51% 15% 1% 0%	Total 2017 4% 23% 47% 20% 5% 0%	4% 21% 46% 23% 6% 0%	1% 32% 46% 17% 4% 0%	Total 2016 1% 26% 48% 21% 4% 0%	1% 24% 49% 23% 3% 0%	1% 27% 51% 17% 3% 0%	2% 24% 44% 22% 8% 0%	3% 32% 52% 12% 1% 0%	4% 32% 44% 16% 4%
A little better About the same A little worse Considerably worse Prefer not to answer	2017 3% 29% 51% 15% 1% 0%	Total 2017 4% 23% 47% 20% 5% 0%	4% 21% 46% 23% 6% 0%	1% 32% 46% 17% 4% 0%	Total 2016 1% 26% 48% 21% 4% 0%	1% 24% 49% 23% 3% 0%	1% 27% 51% 17% 3% 0%	2% 24% 44% 22% 8% 0%	3% 32% 52% 12% 1% 0%	4% 32% 44% 16% 4%
A little better About the same A little worse Considerably worse	2017 3% 29% 51% 15% 1% 0%	Total 2017 4% 23% 47% 20% 5% 0%	4% 21% 46% 23% 6% 0%	1% 32% 46% 17% 4% 0%	Total 2016 1% 26% 48% 21% 4% 0%	1% 24% 49% 23% 3% 0%	1% 27% 51% 17% 3% 0%	2% 24% 44% 22% 8% 0%	3% 32% 52% 12% 1% 0%	4% 32% 44% 16% 4%
A little better About the same A little worse Considerably worse Prefer not to answer	2017 3% 29% 51% 15% 1% 0% t year, that is, the er	Total 2017 4% 23% 47% 20% 5% 0% httire 2018 year	4% 21% 46% 23% 6% 0% ar, how would	1% 32% 46% 17% 4% 0% you describe	Total 2016 1% 26% 48% 21% 4% 0% e your expecta	1% 24% 49% 23% 3% 0% ations for the 6	1% 27% 51% 17% 3% 0%	2% 24% 44% 22% 8% 0% New York State	3% 32% 52% 12% 1% 0%	4% 32% 44% 16% 4% 0%
A little better About the same A little worse Considerably worse Prefer not to answer Q3. Looking forward from today through next	2017 3% 29% 51% 15% 1% 0% t year, that is, the en	Total 2017 4% 23% 47% 20% 5% 0% httire 2018 year Upstate	4% 21% 46% 23% 6% 0% ar, how would	1% 32% 46% 17% 4% 0% you describe	Total 2016 1% 26% 48% 21% 4% 0% e your expect: Upstate	1% 24% 49% 23% 3% 0% ations for the o	1% 27% 51% 17% 3% 0% economy in	2% 24% 44% 22% 8% 0% New York State	3% 32% 52% 12% 1% 0%	4% 32% 44% 16% 4% 0%
A little better About the same A little worse Considerably worse Prefer not to answer Q3. Looking forward from today through next	2017 3% 29% 51% 15% 1% 0% t year, that is, the en Albany 2017	Total 2017 4% 23% 47% 20% 5% 0% tire 2018 year Upstate Total 2017	4% 21% 46% 23% 6% 0% ar, how would Other MSAs 2017	1% 32% 46% 17% 4% 0% you describe Albany 2016	Total 2016 1% 26% 48% 21% 4% 0% e your expects Upstate Total 2016	1% 24% 49% 23% 3% 0% ations for the o	1% 27% 51% 17% 3% 0% economy in Albany 2015	2% 24% 44% 22% 8% 0% New York State Upstate Total 2015	3% 32% 52% 12% 1% 0% e? Albany 2014	4% 32% 44% 16% 4% 0% Upstate Total 2014
A little better About the same A little worse Considerably worse Prefer not to answer	2017 3% 29% 51% 15% 1% 0% t year, that is, the en Albany 2017 3%	Total 2017 4% 23% 47% 20% 5% 0% httire 2018 year Upstate Total 2017 5%	4% 21% 46% 23% 6% 0% ar, how would Other MSAs 2017 5%	1% 32% 46% 17% 4% 0% you describe Albany 2016 4%	Total 2016 1% 26% 48% 21% 4% 0% e your expect: Upstate Total 2016 5%	1% 24% 49% 23% 3% 0% ations for the company of the MSAs 2016 5%	1% 27% 51% 17% 3% 0% economy in Albany 2015 1%	2% 24% 44% 22% 8% 0% New York State Upstate Total 2015 3%	3% 32% 52% 12% 1% 0% e? Albany 2014 3%	4% 32% 44% 16% 4% 0% Upstate Total 2014 5%
A little better About the same A little worse Considerably worse Prefer not to answer Q3. Looking forward from today through next Considerably better A little better About the same	2017 3% 29% 51% 15% 1% 0% t year, that is, the er Albany 2017 3% 32%	Total 2017 4% 23% 47% 20% 5% 0% httire 2018 year Upstate Total 2017 5% 29%	4% 21% 46% 23% 6% 0% ar, how would Other MSAs 2017 5% 28%	1% 32% 46% 17% 4% 0% you describe Albany 2016 4% 40%	Total 2016 1% 26% 48% 21% 4% 0% e your expects Upstate Total 2016 5% 37%	1% 24% 49% 23% 3% 0% ations for the 6 Other MSAs 2016 5% 35%	1% 27% 51% 17% 3% 0% economy in Albany 2015 1% 33%	2% 24% 44% 22% 8% 0% New York State Upstate Total 2015 3% 27%	3% 32% 52% 12% 1% 0% e? Albany 2014 3% 37%	4% 32% 44% 16% 4% 0% Upstate Total 2014 5% 37%
A little better About the same A little worse Considerably worse Prefer not to answer Q3. Looking forward from today through next Considerably better A little better	2017 3% 29% 51% 15% 1% 0% t year, that is, the en Albany 2017 3% 32% 41%	Total 2017 4% 23% 47% 20% 5% 0% httire 2018 year Upstate Total 2017 5% 29% 36%	4% 21% 46% 23% 6% 0% ar, how would	1% 32% 46% 17% 4% 0% you describe Albany 2016 4% 40% 37%	Total 2016 1% 26% 48% 21% 4% 0% e your expects Upstate Total 2016 5% 37% 37%	1% 24% 49% 23% 3% 0% ations for the of the MSAs 2016 5% 35% 37%	1% 27% 51% 17% 3% 0% economy in Albany 2015 1% 33% 44%	2% 24% 44% 22% 8% 0% New York State Upstate Total 2015 3% 27% 40%	3% 32% 52% 12% 1% 0% e? Albany 2014 3% 37% 39%	4% 32% 44% 16% 4% 0% Upstate Total 2014 5% 37% 39%

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	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Considerably better	2%	3%	4%	2%	2%	2%	3%	3%	3%	4%
A little better	23%	18%	16%	23%	18%	15%	22%	21%	23%	24%
About the same	46%	45%	44%	46%	47%	48%	47%	39%	48%	42%
A little worse	26%	27%	27%	24%	27%	28%	24%	29%	23%	24%
Considerably worse	3%	7%	9%	6%	7%	8%	4%	8%	3%	6%
Prefer not to answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Q5. And looking forward from today th	rough the next year, how	<u>l</u> would you de	 escribe your ex	pectations for	<u> </u> or your indust	l try here in Nev	v York?			
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Considerably better	4%	5%	5%	5%	5%	5%	1%	3%	3%	5%
A little better	30%	24%	21%	38%	30%	27%	27%	24%	30%	30%
About the same	37%	35%	35%	32%	35%	35%	47%	41%	41%	36%
A little worse	27%	27%	26%	20%	24%	27%	19%	25%	23%	24%
Considerably worse	1%	8%	11%	4%	6%	6%	6%	7%	3%	5%
Prefer not to answer	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%
Q6. Now thinking specifically about you	 ur company, what are you	l r expectation:	l s for revenue t	hrough the	<u> </u> /ear 2018? Do	you believe y	our revenue	will?		
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Grow substantially	6%	4%	4%	1%	3%	3%	3%	3%	2%	4%
Grow moderately	48%	44%	42%	58%	48%	43%	48%	42%	50%	45%
Stay about the same	38%	35%	34%	27%	33%	36%	33%	36%	32%	33%
Decrease moderately	8%	13%	16%	13%	14%	14%	13%	17%	17%	16%
Decrease substantially	1%	3%	4%	1%	2%	3%	2%	2%	0%	1%
				_				_		

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Q7. Continuing to focus on your company, please th	ilik quickly at T	Jour profitabl	iity. between t	oday and th	e ena of the (aiendar year 4	.019 ao Aon	expect your p	onts to?	
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
Grow substantially	3%	3%	4%	1%	2%	2%	2%	2%	1%	3%
Grow moderately	40%	36%	34%	53%	41%	36%	40%	33%	46%	38%
Stay about the same	38%	35%	34%	27%	34%	37%	38%	36%	30%	35%
Decrease moderately	17%	20%	22%	17%	20%	21%	18%	25%	21%	22%
Decrease substantially	2%	4%	5%	1%	3%	4%	1%	4%	2%	3%
Prefer not to answer	1%	1%	1%	1%	0%	0%	1%	1%	0%	0%
Q8. Businesses and the executives that direct them company's profitability over the next year?	l strive to enha	l ince profitabi	lity in many wa	ays. Through	which of the	following stra	tegies do yo	ou plan to MOS	ST enhance y	 /our
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 201
Market/demand growth	52%	42%	38%	53%	48%	46%	47%	39%	47%	43%
Cost reduction	17%	25%	29%	24%	25%	25%	26%	31%	30%	29%
Price increase	10%	13%	14%	6%	13%	16%	10%	12%	12%	15%
New technology	9%	11%	11%	12%	9%	8%	8%	9%	8%	7%
Other	11%	8%	7%	5%	4%	3%	6%	7%	3%	6%
Prefer not to answer	1%	1%	1%	1%	1%	1%	3%	1%	0%	1%
Q9. Please indicate which of the following are major	areas of con	 centration fo	r your compan	y now and tl	 hrough 2018.					
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 201
Expansion of existing markets	61%	57%	56%	58%	53%	50%	53%	54%	56%	56%
Growth in existing products	55%	54%	54%	65%	58%	55%	52%	52%	54%	54%
Entry into new markets	33%	28%	26%	35%	32%	31%	31%	30%	33%	33%
New product lines	23%	24%	24%	23%	23%	24%	27%	27%	25%	25%
Acquisition of new businesses	14%	15%	15%	18%	15%	14%	13%	15%	14%	14%
Technology innovation	34%	34%	34%	30%	28%	28%	26%	27%	26%	26%
Construction of new locations	12%	8%	7%	13%	10%	8%	8%	9%	10%	10%
Internal restructuring	28%	28%	28%	22%	25%	26%	27%	28%	25%	25%
Expansion into export markets	3%	5%	6%	4%	4%	4%	NA	NA	NA	NA
Other	2%	5%	7%	6%	4%	3%	6%	0%	3%	3%
Prefer not to answer	0%	0%	0%	1%	2%	3%	1%	1%	1%	1%
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	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Yes	58%	56%	55%	54%	51%	49%	58%	55%	59%	58%
No	29%	28%	27%	32%	36%	39%	33%	34%	28%	31%
Not sure	13%	16%	18%	15%	13%	11%	10%	11%	14%	11%
Q11. Now thinking about the people that work for	your company	l , between to	day and the er	nd of 2018, d	l o you plan to	?				
	Albany	Unetete	Other MSAs	Albani	Unatata	Other MSAs	Albani	Unatata	Albanii	Unatata
	Albany 2017	Upstate Total 2017	2017	Albany 2016	Upstate Total 2016	2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
Substantially increase your workforce	2%	2%	2%	2%	2%	1%	2%	1%	3%	2%
Moderately increase your workforce	38%	35%	33%	40%	37%	36%	39%	32%	27%	30%
Remain about the same	55%	53%	52%	50%	52%	53%	54%	57%	64%	59%
Decrease your workforce	4%	9%	11%	6%	8%	8%	5%	9%	5%	9%
Prefer not to answer	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%
Q12. And thinking about other challenges that you	ır company fac	es, which of t	he following a	re you conce	rned with?			<u> </u>		
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	T-4-1 2017								
		Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Existing U.S. competition	22%	24%	2017 25%	2016 32%	Total 2016 27%	2016 25%	2015 25%	Total 2015 25%	2014 26%	Total 2014 29%
Existing U.S. competition Governmental regulation		1								1
	22%	24%	25%	32%	27%	25%	25%	25%	26%	29%
Governmental regulation	22% 52%	24% 61%	25% 65%	32% 63%	27% 68%	25% 71%	25% 68%	25% 68%	26% 68%	29% 69%
Governmental regulation Taxation	22% 52% 55%	24% 61% 61%	25% 65% 64%	32% 63% 57%	27% 68% 57%	25% 71% 57%	25% 68% 65%	25% 68% 65%	26% 68% 65%	29% 69% 65%
Governmental regulation Taxation Foreign competition	22% 52% 55% 6%	24% 61% 61% 10%	25% 65% 64% 12%	32% 63% 57% 10%	27% 68% 57% 9%	25% 71% 57% 9%	25% 68% 65% 11%	25% 68% 65% 11%	26% 68% 65% 14%	29% 69% 65% 12%
Governmental regulation Taxation Foreign competition Energy costs	22% 52% 55% 6% 21%	24% 61% 61% 10% 18%	25% 65% 64% 12% 17%	32% 63% 57% 10% 21%	27% 68% 57% 9% 24%	25% 71% 57% 9% 25%	25% 68% 65% 11% 19%	25% 68% 65% 11% 19%	26% 68% 65% 14% 29%	29% 69% 65% 12% 30%
Governmental regulation Taxation Foreign competition Energy costs Risk management	22% 52% 55% 6% 21% 28%	24% 61% 61% 10% 18% 26%	25% 65% 64% 12% 17% 24%	32% 63% 57% 10% 21% 24%	27% 68% 57% 9% 24% 22%	25% 71% 57% 9% 25% 22%	25% 68% 65% 11% 19% 26%	25% 68% 65% 11% 19% 26%	26% 68% 65% 14% 29% 20%	29% 69% 65% 12% 30% 22%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions	22% 52% 55% 6% 21% 28% 34%	24% 61% 61% 10% 18% 26% 37%	25% 65% 64% 12% 17% 24% 39%	32% 63% 57% 10% 21% 24% 38%	27% 68% 57% 9% 24% 22% 42%	25% 71% 57% 9% 25% 22% 43%	25% 68% 65% 11% 19% 26% 48%	25% 68% 65% 11% 19% 26% 48%	26% 68% 65% 14% 29% 20% 48%	29% 69% 65% 12% 30% 22% 46%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs	22% 52% 55% 6% 21% 28% 34% 80%	24% 61% 61% 10% 18% 26% 37% 78%	25% 65% 64% 12% 17% 24% 39% 77%	32% 63% 57% 10% 21% 24% 38% 76%	27% 68% 57% 9% 24% 22% 42% 79%	25% 71% 57% 9% 25% 22% 43% 81%	25% 68% 65% 11% 19% 26% 48% 78%	25% 68% 65% 11% 19% 26% 48% 78%	26% 68% 65% 14% 29% 20% 48% 83%	29% 69% 65% 12% 30% 22% 46% 77%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs Global political instability	22% 52% 55% 6% 21% 28% 34% 80% 17%	24% 61% 61% 10% 18% 26% 37% 78% 15%	25% 65% 64% 12% 17% 24% 39% 77% 15%	32% 63% 57% 10% 21% 24% 38% 76% 13%	27% 68% 57% 9% 24% 22% 42% 79%	25% 71% 57% 9% 25% 22% 43% 81% 11%	25% 68% 65% 11% 19% 26% 48% 78%	25% 68% 65% 11% 19% 26% 48% 78%	26% 68% 65% 14% 29% 20% 48% 83% 23%	29% 69% 65% 12% 30% 22% 46% 77% 16%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs Global political instability Rising supplier costs	22% 52% 55% 6% 21% 28% 34% 80% 17% 27%	24% 61% 61% 10% 18% 26% 37% 78% 15% 32%	25% 65% 64% 12% 17% 24% 39% 77% 15% 35%	32% 63% 57% 10% 21% 24% 38% 76% 13% 22%	27% 68% 57% 9% 24% 22% 42% 79% 12% 27%	25% 71% 57% 9% 25% 22% 43% 81% 11% 29%	25% 68% 65% 11% 19% 26% 48% 78% 15%	25% 68% 65% 11% 19% 26% 48% 78% 15% 25%	26% 68% 65% 14% 29% 20% 48% 83% 23% 32%	29% 69% 65% 12% 30% 22% 46% 77% 16% 35%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs Global political instability Rising supplier costs Human resources	22% 52% 55% 6% 21% 28% 34% 80% 17% 27% 54%	24% 61% 61% 10% 18% 26% 37% 78% 15% 32% 43%	25% 65% 64% 12% 17% 24% 39% 77% 15% 35% 38%	32% 63% 57% 10% 21% 24% 38% 76% 13% 22% 36%	27% 68% 57% 9% 24% 22% 42% 79% 12% 27% 36%	25% 71% 57% 9% 25% 22% 43% 81% 11% 29% 37%	25% 68% 65% 11% 19% 26% 48% 78% 15% 25% 38%	25% 68% 65% 11% 19% 26% 48% 78% 15% 25% 38%	26% 68% 65% 14% 29% 20% 48% 83% 23% 32% 26%	29% 69% 65% 12% 30% 22% 46% 77% 16% 35% 30%
Governmental regulation Taxation Foreign competition Energy costs Risk management Adverse economic conditions Health care costs Global political instability Rising supplier costs Human resources Cash flow	22% 52% 55% 6% 21% 28% 34% 80% 17% 27% 54% 25%	24% 61% 61% 10% 18% 26% 37% 78% 15% 32% 43% 27%	25% 65% 64% 12% 17% 24% 39% 77% 15% 35% 38% 28%	32% 63% 57% 10% 21% 24% 38% 76% 13% 22% 36% 30%	27% 68% 57% 9% 24% 22% 42% 79% 12% 27% 36% 28%	25% 71% 57% 9% 25% 22% 43% 81% 11% 29% 37% 26%	25% 68% 65% 11% 19% 26% 48% 78% 15% 25% 38% 26%	25% 68% 65% 11% 19% 26% 48% 78% 15% 25% 38% 26%	26% 68% 65% 14% 29% 20% 48% 83% 23% 32% 26% 28%	29% 69% 65% 12% 30% 22% 46% 77% 16% 35% 30% 29%

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Q13. Thinking specifically about New York and the relationship between the state government and businesses like yours, overall would you say the government of the State of New York is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?

	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Excellent	0%	1%	2%	1%	1%	1%	0%	1%	0%	1%
Good	9%	7%	7%	5%	8%	9%	3%	4%	2%	4%
Fair	29%	25%	24%	33%	29%	27%	35%	29%	34%	30%
Poor	61%	64%	65%	61%	61%	62%	62%	64%	63%	63%
Don't know	1%	3%	3%	1%	1%	1%	0%	2%	1%	2%

Q14. Of the following, what would you like to see the Governor and Legislature of New York focus on?

	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Personal Income Tax Reform	55%	58%	60%	58%	55%	52%	49%	54%	NA	NA
Business Income Tax Reform	61%	63%	64%	60%	62%	62%	59%	63%	NA	NA
Estate Tax Reform	31%	29%	29%	33%	31%	30%	32%	34%	NA	NA
Sales Tax Reform	21%	24%	26%	21%	22%	23%	23%	25%	NA	NA
Infrastructure Development	59%	52%	49%	49%	43%	41%	48%	42%	47%	42%
Energy Infrastructure	23%	24%	25%	NA	NA	NA	NA	NA	NA	NA
Business Development Incentives	30%	31%	31%	33%	36%	38%	34%	36%	42%	38%
Ethics Reform	48%	43%	41%	54%	52%	51%	46%	42%	44%	40%
Spending Cuts	41%	53%	59%	51%	51%	52%	50%	58%	57%	64%
Other	15%	16%	17%	15%	13%	13%	10%	14%	15%	16%
Prefer not to answer	0%	0%	0%	1%	1%	1%	0%	0%	0%	0%

Q15. How confident are you in the ability of the government of the State of New York to improve the business climate for businesses like yours here in New York over the next year? Are you...?

	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Very confident	0%	1%	1%	0%	1%	2%	1%	1%	1%	1%
Somewhat confident	17%	15%	14%	13%	14%	14%	13%	12%	11%	12%
Not very confident	53%	48%	46%	53%	48%	47%	52%	50%	53%	47%
Not at all confident	29%	35%	37%	34%	36%	37%	34%	37%	33%	38%
Prefer not to answer	1%	2%	2%	1%	1%	0%	0%	1%	1%	1%

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2017: 462 Upstate NY, 145 Albany CEOs; 2016: 440 Upstate NY, 142 Albany CEOs 2015: 531 Upstate NY, 144 Albany CEOs; 2014: 524 Upstate NY, 145 Albany CEOs

Q16. And thinking about the efforts of the federal government, overall would you say the federal government is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?

	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
Excellent	8%	6%	5%	1%	1%	1%	0%	0%	0%	0%
Good	15%	22%	25%	8%	6%	5%	3%	2%	8%	4%
Fair	36%	35%	35%	31%	29%	28%	31%	22%	17%	21%
Poor	36%	33%	31%	58%	59%	61%	65%	73%	72%	72%
Don't know	6%	5%	5%	1%	5%	5%	1%	2%	2%	2%

Q17. How confident are you in the ability of the federal government to improve the business climate for businesses like yours here in New York over the next year? Are you:

	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Very confident	3%	3%	4%	6%	5%	5%	1%	0%	1%	1%
Somewhat confident	35%	36%	36%	30%	27%	26%	8%	7%	12%	8%
Not very confident	48%	42%	39%	45%	44%	43%	56%	50%	43%	45%
Not at all confident	13%	18%	20%	20%	22%	24%	35%	41%	41%	44%
Prefer not to answer	1%	1%	1%	0%	2%	2%	1%	1%	1%	2%
							•		•	

Consider each of the following national issues. Indicate whether over the last year you think the country has been on the right track, moved in the wrong direction or is neither on the right track nor moving in the wrong direction.

Q18A. The cost of health care

—————————————————————————————————————							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Right track	10%	16%	19%				
Wrong direction	62%	61%	60%				
Neither	22%	18%	15%				
Don't know	6%	6%	5%				

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Q18B. Our immigration system							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Right track	32%	38%	41%				
Wrong direction	48%	46%	44%				
Neither	14%	12%	11%				
Don't know	5%	4%	4%				
Q18C. The federal budget deficit							
	A11		011 2464				
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Right track	12%	15%	17%				
Wrong direction	57%	59%	59%				
Neither	20%	18%	16%				
Don't know	10%	8%	8%				
Q18D. The taxes businesses pay							<u> </u>
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Right track	39%	43%	45%				
Wrong direction	33%	32%	31%				
Neither	20%	18%	18%				
Don't know	8%	7%	6%				
Q18E. The health of our economy							
Quality of our coolient,							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Right track	44%	48%	50%				
Wrong direction	30%	27%	25%				
Neither	18%	18%	18%				
Don't know	8%	7%	6%				

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Q18F. Safeguarding the environment	т	Ţ	, ,		т			1	Т
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Right track	16%	23%	26%						
Wrong direction	42%	39%	38%						
Neither	30%	28%	27%						
Don't know	12%	10%	9%						
And consider each of the following Nev	V York State issues. Indicat	l e whether ov	<u> </u> ver the last yea	r you think the	state has been o	the right track	, moved in the w	I rong direction	or is neith
on the right track nor moving in the wro			-	-		_		_	
Q19A. Infrastructure development	-								
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Right track	23%	25%	26%						
Wrong direction	36%	37%	38%						
Neither	30%	24%	22%						
Don't know	11%	13%	14%						
Q19B. Ethics reform	•	•			•	•	•	•	1
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Right track	9%	9%	9%						
Wrong direction	63%	61%	61%						
Neither	21%	19%	18%						
Don't know	8%	10%	12%						
		1							
Q19C. State spending	L	•			l .	L	L	1	
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Right track	12%	9%	8%						
RIGHT Track		700/	73%						
Wrong direction	63%	70%	/3%						
	63%	70% 15%	13%						

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Q19D. The regulatory environment					_					_
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Right track	9%	8%	8%							
Wrong direction	63%	66%	68%							
Neither	20%	17%	16%							
Don't know	8%	8%	9%							
Q19E. Workers Compensation reform		T	T		T	T T				T
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Right track	13%	13%	13%							
Wrong direction	55%	56%	56%							
Neither	15%	16%	17%							
Don't know	17%	15%	14%							
DOIT CRIOW	1770	1370	1470							
Q19F. Energy costs						<u> </u>				
,										
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Right track	14%	14%	14%							
Wrong direction	38%	36%	35%							
Neither	32%	32%	32%							
Don't know	16%	18%	18%							
Q20A. How would you rate your local area on each o	f the followi	ng - Suitable v	workforce			· · · · · · · · · · · · · · · · · · ·				
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Excellent	9%	9%	9%	6%	9%	10%	8%	12%	11%	12%
Good	37%	37%	37%	46%	39%	34%	42%	42%	48%	50%
Fair	39%	37%	37%	37%	40%	42%	37%	34%	33%	29%
Poor	12%	15%	16%	11%	11%	12%	14%	12%	6%	7%
Refused	3%	2%	2%	0%	2%	2%	0%	1%	2%	2%

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Q20B. How would you rate your local area on	each of the followi	ng - Consume	r confidence			1				T
				- "						
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Excellent	8%	4%	2%	2%	2%	2%	0%	2%	1%	2%
Good	56%	50%	47%	48%	41%	37%	48%	38%	37%	32%
Fair	30%	39%	43%	40%	45%	49%	45%	49%	51%	54%
Poor	3%	5%	6%	8%	9%	10%	4%	9%	8%	11%
Refused	3%	2%	1%	2%	3%	2%	3%	2%	3%	2%
Q20C. How would you rate your local area on	each of the followi	<u> </u> ng - Transport	 tation infrastru	ucture						
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate	Albany	Upstate
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Excellent	6%	4%	3%	1%	3%	3%	1%	4%	3%	4%
Good	37%	38%	38%	37%	39%	40%	40%	40%	39%	44%
Fair	43%	45%	45%	40%	37%	36%	40%	40%	46%	38%
Poor	11%	11%	11%	21%	19%	18%	18%	15%	10%	12%
Refused	3%	2%	2%	0%	3%	3%	2%	2%	2%	2%
0300 Hammada and an analysis										
Q20D. How would you rate your local area on	each of the followi	ng - Airiine se T	ervice							
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate		
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015		
Excellent	7%	8%	8%	6%	7%	7%	3%	8%		
Good	44%	45%	45%	39%	42%	44%	38%	47%		
Fair	37%	34%	32%	45%	35%	32%	45%	31%		
Poor	8%	11%	12%	11%	13%	14%	13%	14%		
Refused	4%	3%	3%	0%	3%	3%	1%	1%		
Q20E. How would you rate your local area on	each of the followi	ng - Taxi/car s	ervice							•
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate		
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015		
Excellent	3%	3%	3%	1%	1%	1%	1%	3%		
Good	26%	34%	38%	11%	15%	18%	17%	27%		
Fair	39%	38%	37%	32%	35%	38%	35%	38%		
Poor	27%	21%	18%	54%	43%	38%	42%	26%		
Refused	6%	4%	3%	3%	6%	7%	6%	5%		

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	of the following	ng - Ride shar	ing services							
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Excellent	10%	8%	8%							
Good	56%	48%	44%							
Fair	25%	29%	30%							
Poor	5%	10%	13%							
Refused	5%	5%	5%							
Q20G. How would you rate your local area on each	of the followi	ng - Local gov	ernmental su	pport for bus	iness					
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany	Upstate		
	2017	Total 2017	2017	2016	Total 2016	2016	2015	Total 2015		
Excellent	6%	3%	2%	1%	2%	2%	1%	2%		
Good	28%	26%	25%	14%	17%	19%	17%	17%		
Fair	46%	47%	47%	48%	48%	48%	49%	48%		
Poor	17%	22%	25%	37%	30%	28%	31%	31%		
Refused	3%	2%	2%	0%	3%	3%	2%	2%		
Q20H. How would you rate your local area on each	of the followi	ng - As an are	a where busin	esses can su	cceed					1
	<u> </u>									
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs	Albany			
	2017			=	-		Albany	Upstate	Albany	Upstate
I		Total 2017	2017	2016	Total 2016	2016	2015	Total 2015	2014	Total 2014
Excellent	5%	3%	3%	2016 1%	Total 2016 3%	2016 3%	2015 1%	Total 2015 3%	2014 2%	Total 2014 2%
Good	5% 39%	3% 29%	3% 25%	2016 1% 32%	Total 2016 3% 25%	2016 3% 23%	2015 1% 31%	Total 2015 3% 27%	2014 2% 32%	Total 2014 2% 25%
	5% 39% 43%	3% 29% 48%	3% 25% 51%	2016 1% 32% 50%	Total 2016 3% 25% 51%	2016 3% 23% 51%	2015 1% 31% 53%	Total 2015 3% 27% 49%	2014 2% 32% 46%	Total 2014 2% 25% 49%
Good Fair Poor	5% 39% 43% 11%	3% 29% 48% 16%	3% 25% 51% 19%	2016 1% 32% 50% 16%	Total 2016 3% 25% 51% 18%	2016 3% 23% 51% 19%	2015 1% 31% 53% 13%	Total 2015 3% 27% 49% 19%	2014 2% 32% 46% 17%	Total 2014 2% 25% 49% 21%
Good Fair	5% 39% 43%	3% 29% 48%	3% 25% 51%	2016 1% 32% 50%	Total 2016 3% 25% 51%	2016 3% 23% 51%	2015 1% 31% 53%	Total 2015 3% 27% 49%	2014 2% 32% 46%	Total 2014 2% 25% 49%
Good Fair Poor Refused	5% 39% 43% 11% 2%	3% 29% 48% 16% 2%	3% 25% 51% 19% 3%	2016 1% 32% 50% 16% 1%	Total 2016 3% 25% 51% 18% 3%	2016 3% 23% 51% 19%	2015 1% 31% 53% 13%	Total 2015 3% 27% 49% 19%	2014 2% 32% 46% 17%	Total 2014 2% 25% 49% 21%
Good Fair Poor	5% 39% 43% 11% 2%	3% 29% 48% 16% 2%	3% 25% 51% 19% 3%	2016 1% 32% 50% 16% 1%	Total 2016 3% 25% 51% 18% 3%	2016 3% 23% 51% 19%	2015 1% 31% 53% 13%	Total 2015 3% 27% 49% 19%	2014 2% 32% 46% 17%	Total 2014 2% 25% 49% 21%
Good Fair Poor Refused	5% 39% 43% 11% 2% of the followin	3% 29% 48% 16% 2% g - As a place	3% 25% 51% 19% 3% where consur	2016 1% 32% 50% 16% 1% mers want to	Total 2016 3% 25% 51% 18% 3%	2016 3% 23% 51% 19% 3%	2015 1% 31% 53% 13% 1%	Total 2015 3% 27% 49% 19% 3%	2014 2% 32% 46% 17% 4%	Total 2014 2% 25% 49% 21% 3%
Good Fair Poor Refused	5% 39% 43% 11% 2% of the followin	3% 29% 48% 16% 2% g - As a place Upstate	3% 25% 51% 19% 3% where consur	2016 1% 32% 50% 16% 1% mers want to	Total 2016 3% 25% 51% 18% 3% live Upstate	2016 3% 23% 51% 19% 3% Other MSAs	2015 1% 31% 53% 13% 1% Albany	Total 2015 3% 27% 49% 19% 3% Upstate	2014 2% 32% 46% 17% 4%	Total 2014 2% 25% 49% 21% 3% Upstate
Good Fair Poor Refused Q20I. How would you rate your local area on each	5% 39% 43% 11% 2% of the followin Albany 2017	3% 29% 48% 16% 2% g - As a place Upstate Total 2017	3% 25% 51% 19% 3% where consur Other MSAs 2017	2016 1% 32% 50% 16% 1% mers want to Albany 2016	Total 2016 3% 25% 51% 18% 3% live Upstate Total 2016	2016 3% 23% 51% 19% 3% Other MSAs 2016	2015 1% 31% 53% 13% 1% Albany 2015	Total 2015 3% 27% 49% 19% 3% Upstate Total 2015	2014 2% 32% 46% 17% 4% Albany 2014	Total 2014 2% 25% 49% 21% 3% Upstate Total 2014
Good Fair Poor Refused Q20I. How would you rate your local area on each	5% 39% 43% 11% 2% of the followin Albany 2017 19%	3% 29% 48% 16% 2% g - As a place Upstate Total 2017 14%	3% 25% 51% 19% 3% where consur Other MSAs 2017 12%	2016 1% 32% 50% 16% 1% mers want to Albany 2016 13%	Total 2016 3% 25% 51% 18% 3% live Upstate Total 2016 10%	2016 3% 23% 51% 19% 3% Other MSAs 2016 8%	2015 1% 31% 53% 13% 1% Albany 2015 9%	Total 2015 3% 27% 49% 19% 3% Upstate Total 2015 10%	2014 2% 32% 46% 17% 4% Albany 2014 12%	Total 2014 2% 25% 49% 21% 3% Upstate Total 2014 12%
Good Fair Poor Refused Q20I. How would you rate your local area on each	5% 39% 43% 11% 2% of the followin Albany 2017 19% 44%	3% 29% 48% 16% 2% g - As a place Upstate Total 2017 14% 44%	3% 25% 51% 19% 3% where consur Other MSAs 2017 12% 44%	2016 1% 32% 50% 16% 1% mers want to Albany 2016 13% 51%	Total 2016 3% 25% 51% 18% 3% live Upstate Total 2016 10% 45%	2016 3% 23% 51% 19% 3% Other MSAs 2016 8% 42%	2015 1% 31% 53% 13% 1% Albany 2015 9% 49%	Total 2015 3% 27% 49% 19% 3% Upstate Total 2015 10% 43%	2014 2% 32% 46% 17% 4% Albany 2014 12% 51%	Total 2014 2% 25% 49% 21% 3% Upstate Total 2014 12% 45%
Good Fair Poor Refused Q20I. How would you rate your local area on each Excellent Good Fair	5% 39% 43% 11% 2% of the followin Albany 2017 19% 44% 28%	3% 29% 48% 16% 2% g - As a place Upstate Total 2017 14% 44% 35%	3% 25% 51% 19% 3% where consur Other MSAs 2017 12% 44% 38%	2016 1% 32% 50% 16% 1% mers want to Albany 2016 13% 51% 27%	Total 2016 3% 25% 51% 18% 3% live Upstate Total 2016 10% 45% 34%	2016 3% 23% 51% 19% 3% Other MSAs 2016 8% 42% 38%	2015 1% 31% 53% 13% 1% Albany 2015 9% 49% 33%	Total 2015 3% 27% 49% 19% 3% Upstate Total 2015 10% 43% 33%	2014 2% 32% 46% 17% 4% Albany 2014 12% 51% 26%	Total 2014 2% 25% 49% 21% 3% Upstate Total 2014 12% 45% 30%
Good Fair Poor Refused Q20I. How would you rate your local area on each	5% 39% 43% 11% 2% of the followin Albany 2017 19% 44%	3% 29% 48% 16% 2% g - As a place Upstate Total 2017 14% 44%	3% 25% 51% 19% 3% where consur Other MSAs 2017 12% 44%	2016 1% 32% 50% 16% 1% mers want to Albany 2016 13% 51%	Total 2016 3% 25% 51% 18% 3% live Upstate Total 2016 10% 45%	2016 3% 23% 51% 19% 3% Other MSAs 2016 8% 42%	2015 1% 31% 53% 13% 1% Albany 2015 9% 49%	Total 2015 3% 27% 49% 19% 3% Upstate Total 2015 10% 43%	2014 2% 32% 46% 17% 4% Albany 2014 12% 51%	Total 2014 2% 25% 49% 21% 3% Upstate Total 2014 12% 45%

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Q21. Which SINGLE industry sector do you th	link will have the gre				l	<u>, , , , , , , , , , , , , , , , , , , </u>				
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
Education	16%	13%	11%	11%	9%	9%	10%	10%	6%	14%
Tourism	4%	8%	10%	4%	8%	11%	5%	8%	3%	6%
Technology	41%	25%	18%	53%	27%	15%	54%	31%	66%	30%
Transportation	6%	3%	2%	4%	3%	2%	7%	3%	4%	2%
Medical	9%	27%	35%	11%	28%	36%	8%	24%	7%	26%
Green and sustainable energy	4%	3%	3%	4%	5%	5%	2%	7%	1%	4%
Manufacturing	10%	11%	11%	10%	12%	13%	13%	15%	10%	16%
Other	3%	3%	3%	1%	1%	1%	1%	1%	1%	2%
None of the above	7%	7%	7%	4%	7%	8%	0%	0%	0%	1%
0004 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1										
Q22A. How technically skilled they are			1							1
Q22A. How technically skilled they are	Albany 2017	Upstate Total 2017	Other MSAs 2017							
		-								
Very significant	2017	Total 2017	2017							
Very significant Somewhat significant	2017 24%	Total 2017 32%	2017 36%							
Very significant Somewhat significant Not too significant Not at all significant	2017 24% 46%	Total 2017 32% 40%	2017 36% 38%							
Very significant Somewhat significant Not too significant	2017 24% 46% 24%	Total 2017 32% 40% 22%	2017 36% 38% 21%							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused	2017 24% 46% 24% 3%	Total 2017 32% 40% 22% 3%	2017 36% 38% 21% 3%							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused	2017 24% 46% 24% 3% 3%	Total 2017 32% 40% 22% 3% 2%	2017 36% 38% 21% 3% 2%							
Very significant Somewhat significant Not too significant Not at all significant	2017 24% 46% 24% 3% 3%	Total 2017 32% 40% 22% 3% 2% Upstate	2017 36% 38% 21% 3% 2% Other MSAs							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused Q22B. Their work ethic	2017 24% 46% 24% 3% 3%	Total 2017 32% 40% 22% 3% 2%	2017 36% 38% 21% 3% 2%							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused	2017 24% 46% 24% 3% 3% Albany 2017	Total 2017 32% 40% 22% 3% 2% Upstate Total 2017	2017 36% 38% 21% 3% 2% Other MSAs 2017							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused Q22B. Their work ethic Very significant Somewhat significant	2017 24% 46% 24% 3% 3% Albany 2017 37%	Total 2017 32% 40% 22% 3% 2% Upstate Total 2017 42%	2017 36% 38% 21% 3% 2% Other MSAs 2017 44%							
Very significant Somewhat significant Not too significant Not at all significant Don't know/Refused Q22B. Their work ethic	2017 24% 46% 24% 3% 3% 3% Albany 2017 37% 37%	Total 2017 32% 40% 22% 3% 2% Upstate Total 2017 42% 32%	2017 36% 38% 21% 3% 2% Other MSAs 2017 44% 31%							

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Q22C. Having realistic salary and benefit expectation	ans									
Q22C. naving realistic salary and penetit expectati	JIIS		1							
_	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Vom significant	26%		2017			+			 	
Very significant		23%								
Somewhat significant	43%	48%	50%							
Not too significant	26%	25%	25%							
Not at all significant	2%	2%	2%							
Don't know/Refused	3%	2%	2%							
									<u> </u>	
Q22D. Use or abuse of drugs or alcohol	1	1	1		1	1	1	1	1	1
			011 2555			+				
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Very significant	21%	29%	33%							
Somewhat significant	37%	37%	36%							
Not too significant	32%	27%	24%							
Not at all significant	6%	4%	4%							
Don't know/Refused	3%	3%	3%							
Q22E. Their ability to express themselves both ver	bally and in wr	iting			_					
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Very significant	28%	29%	30%							
Somewhat significant	43%	46%	47%							
Not too significant	24%	20%	18%							
Not at all significant	3%	3%	3%							
Don't know/Refused	2%	2%	2%							
Q23. How prepared is your company for the Paid F	amily Leave Ad	ct that takes e	effect January	2018? Are yo	u:					
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Very prepared	37%	28%	24%							
Not very prepared	6%	10%	12%							
Somewhat prepared	47%	47%	46%							
Not at all prepared	9%	14%	17%							
Don't know/Refused	1%	1%	1%				1			

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Q24. Which of the following, if any, have you done t	to prepare for	the Daid Fan	aily Leave Act's	s offoct?					
Q24. William of the following, it any, have you done t	lo prepare ioi	lile Falu Fall	liny Leave Act	S CHECK!					
	Albany 2017	Upstate Total 2017	Other MSAs 2017						
Hired outside legal or consulting help	19%	19%	19%						
Modified your existing company leave policy	52%	44%	40%						
Updated or purchased a new compliance solution	13%	10%	8%						
Modified your existing workforce	1%	4%	6%						
Hired or set a plan to hire temporary employees	2%	6%	7%						
Nothing	34%	39%	42%						
Q25. How would you describe your company's empl	loyee schedul	ing practices	?						
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Primarily pre-determined fixed schedules/fixed shifts	66%	62%	61%						
Schedules vary, but are provided to employees in advance	22%	23%	23%						
Employees make their own schedules based on business need	9%	10%	11%						
Employees are often called in with little or no notice to cover unexpected business variations	0%	2%	3%						
Other	1%	2%	2%						
Don't know/Refused	2%	1%	1%						
·									
Q26. What does your company do to maintain 'equa	al pay' by race	e/ethnicity an	d gender with	in the organi	zation?			•	
	Albany	Upstate	Other MSAs						
	2017	Total 2017	2017						
Adhere to a formal 'equal pay' policy	43%	39%	37%						
Conduct 'equal pay' assessments	12%	13%	13%						
Hire outside consultants to assess 'equal pay'	1%	2%	3%						
Nothing in particular	41%	44%	46%						
Don't know/Refused	2%	2%	2%						
<u> </u>									
	•	•				•			

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Albany 2017 19% 32% 23% 21% 4% each of the fol	Upstate Total 2017 18% 31% 24% 24% 2%	Other MSAs 2017 17% 31% 24% 26% 2%							
2017 19% 32% 23% 21% 4%	Total 2017 18% 31% 24% 24%	2017 17% 31% 24% 26%							
19% 32% 23% 21% 4%	18% 31% 24% 24%	17% 31% 24% 26%							
32% 23% 21% 4%	31% 24% 24%	31% 24% 26%							
23% 21% 4%	24% 24%	24% 26%							
21% 4%	24%	26%							•
4%									l .
	2%	2%							
each of the fol									
each of the fol									
	lowing areas?	?							
Albany	Upstate	Other MSAs							
2017	Total 2017	2017							
30%	25%	23%							
48%	48%	48%							
16%	18%	19%							
4%	6%	8%							
2%	2%	2%							
•				•					
Albany	Upstate	Other MSAs							
2017	Total 2017	2017							
14%	16%	18%							
55%	49%	47%							
20%	23%	24%							
_									
	2017 30% 48% 16% 4% 2% Albany 2017 14% 55%	2017 Total 2017 30% 25% 48% 48% 16% 18% 4% 6% 2% 2% Albany Upstate Total 2017 14% 16% 55% 49% 20% 23% 3% 6%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Total 2017 Other MSAs 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Other MSAs 2017 Total 2017 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Other MSAs 2017 Total 2017 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Other MSAs 2017 Total 2017 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Other MSAs 2017 Total 2017 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% Albany Upstate Total 2017 Other MSAs 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%	2017 Total 2017 2017 30% 25% 23% 48% 48% 48% 16% 18% 19% 4% 6% 8% 2% 2% 2% 2017 Total 2017 2017 14% 16% 18% 55% 49% 47% 20% 23% 24% 3% 6% 7%

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Q28C. Marketing							
Q20C. Warketing							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Very innovative	18%	18%	18%				
Somewhat innovative	45%	44%	44%				
Not very innovative	32%	31%	30%				
Not at all innovative	3%	5%	6%				
Don't know/Refused	2%	2%	2%				
Q28D. Client services							
			0.1 200				
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Very innovative	30%	28%	27%				
Somewhat innovative	45%	45%	46%				
Not very innovative	21%	21%	21%				
Not at all innovative	3%	3%	3%				
Don't know/Refused	1%	2%	2%				
Q28E. Information processing							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Very innovative	19%	21%	22%				
Somewhat innovative	50%	51%	51%				
Not very innovative	26%	24%	24%				
Not at all innovative	1%	2%	2%				
Don't know/Refused	3%	2%	1%				
Q28F. Physical space utilization							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Very innovative	21%	23%	24%				
Somewhat innovative	48%	45%	43%				
Not very innovative	24%	27%	28%				
Not at all innovative	4%	3%	3%				
Don't know/Refused	2%	2%	2%				

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Q28G. Employee benefits										
r r r r r r r										
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Very innovative	20%	22%	22%							
Somewhat innovative	55%	50%	48%							
Not very innovative	20%	23%	24%							
Not at all innovative	1%	3%	4%							
Don't know/Refused	3%	3%	2%							
Q28H. Employment arrangements		•						-	•	
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Very innovative	14%	16%	17%							
Somewhat innovative	52%	50%	50%							
Not very innovative	29%	27%	27%							
Not at all innovative	2%	3%	4%							
Don't know/Refused	3%	3%	3%							
Which of the following disruptive technologies do yo	ou currently u	ise or do you	see your com	oany using in	the near fut	ure?				
Q29A. The Internet										
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Currently use	93%	89%	87%							
Future use	1%	2%	3%							
No plans to use	3%	3%	4%							
Don't know/Refused	3%	5%	6%							
Q29B. Automation of knowledge (including artificial	intelligence)	Ţ					T			
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Currently use	12%	14%	15%							
Future use	26%	27%	27%							
No plans to use	55%	54%	54%							
Don't know/Refused	7%	5%	4%							

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Q29C. The Internet of things (computing dev	vices embedded in ev	ervday object	·s)				
Q256. The internet of things (computing de-	lices embedded in ev		, 				
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Currently use	28%	25%	24%				
Future use	30%	32%	32%				
No plans to use	37%	39%	40%				
Don't know/Refused	6%	4%	3%				
Q29D. The cloud							
	A11	Unatata	Other Back a				
	Albany 2017	Upstate Total 2017	Other MSAs 2017				
Currently use	74%	66%	63%				
Future use	10%	16%	19%				
No plans to use	13%	15%	15%				
Don't know/Refused	3%	3%	3%				
Q29E. Advanced robotics							
			l I				
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Currently use	7%	6%	5%				
Future use	13%	16%	17%				
No plans to use	75%	74%	73%				
Don't know/Refused	5%	5%	4%				
Q29F. Autonomous or near autonomous vel	nicles						
<u> </u>							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Currently use	1%	2%	2%				
Future use	13%	11%	10%				
No plans to use	81%	83%	84%				
Don't know/Refused	4%	4%	4%				

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Q29G. 3-D Printing							
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Currently use	8%	8%	9%				
Future use	16%	19%	20%				
No plans to use	72%	69%	68%				
Don't know/Refused	4%	4%	4%				
•							
Q29H. Renewable energy					•	<u>.</u>	•
	Albany	Unatata	Other MSAs				
	Albany 2017	Upstate Total 2017	2017				
Commonable	19%						
Currently use		15%	13%				
Future use	36%	36%	36%				
No plans to use	41%	45%	47%				
Don't know/Refused	4%	4%	4%				
Q29I. Cyber security			<u> </u>			1	1
	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017				
Currently use	63%	61%	59%				
Future use	22%	22%	22%				
No plans to use	10%	15%	16%				
Don't know/Refused	4%	3%	3%				
Q29J. Digital analytics							
Q233. Digital allalytics							
	Albany	Upstate	Other MSAs			<u> </u>	
	2017	Total 2017	2017				
Currently use	34%	32%	31%				
Future use	29%	31%	32%				
No plans to use	32%	33%	34%				
Don't know/Refused	6%	4%	3%				

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Q30. Do you tend to see these disruptive technolog	ies more as a	onnortunity	for your husir	ness or as a t	hreat to your	husiness?				
Q30. Do you tend to see these disruptive technolog	1		lor your busin	1033 01 43 4 1		business:				
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Opportunity	73%	73%	73%							
Threat	21%	19%	19%							
Don't know/Refused	6%	7%	8%							
Q31. Which of the following state funded ideas do	 you support ir	order to rec	ruit and retain	businesses t	hat use disru	 ptive technolo	gies in Upsta	ate New York?	1	
	Albany	Upstate	Other MSAs							
	2017	Total 2017	2017							
Tax incentives	44%	45%	45%							
Funding Industry/University Partnerships	28%	31%	32%							
Offering operational support and training for	39%	36%	35%							
entrepreneurs	39%	30%	35%							
Providing financial support including loans and	41%	39%	38%							
grants	4170	39%	36%							
None of the above	21%	24%	26%							
Q32. Do you think your company will be in business	in New York	<u>l</u> ten years fro	l m today or not	t?						<u> </u>
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017	2016	Total 2016	2016				
Yes	78%	65%	60%	68%	64%	64%				
No	8%	12%	14%	8%	10%	12%				
Don't know	14%	23%	26%	25%	25%	24%				
Q33. If you had it all to do all over again, considering	g all factors, v	vould you loc	ate your busin	ess in New Y	ork or somep	lace else?		<u> </u>		<u> </u>
	1									
	Albany 2017	Upstate Total 2017	Other MSAs 2017	Albany 2016	Upstate Total 2016	Other MSAs 2016	Albany 2015	Upstate Total 2015	Albany 2014	Upstate Total 2014
New York	52%	41%	36%	42%	39%	39%	33%	29%	28%	28%
Someplace else	45%	56%	61%	55%	56%	58%	63%	67%	69%	69%
Prefer not to answer	3%	4%	4%	4%	5%	3%	5%	3%	3%	4%

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Q34. Do you offer a pension or 401K to your employees?										
	Albany	Upstate	Other MSAs	Albany	Upstate	Other MSAs				
	2017	Total 2017	2017	2016	Total 2016	2016				
Yes	86%	83%	81%	87%	82%	82%				
No	11%	14%	15%	11%	15%	17%				
Don't know	3%	3%	4%	3%	3%	1%				

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