Part	Q1. Which of the following industry categories best d	escribes	the tv	pe of b	usines	s your co	mpany is e	ngaged	in?																
Tender programme	· · · · · · · · · · · · · · · · · · ·		·			1	<u> </u>										Industr	У					Co	mpany	Size
Temperature properties of the control of the contro			2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
Part		Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Friendesis	Engineering and Construction	10%	14%	11%	13%	12%	12%	14%	6%	5%	12%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	13%	4%
Mountesturing 17% 19% 10% 10% 10% 10% 10% 27% 27% 10% 10% 00% 00% 00% 10% 00% 00% 00% 00	Food and Beverage	6%	6%	7%	7%	3%	5%	5%	7%	7%	6%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	6%	1%
The lease where we should be considerably better and set of the lease	Financial	8%	6%	6%	6%	11%	8%	5%	4%	9%	7%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	6%	10%	12%
Service   208   396   39	Manufacturing	17%	18%	16%	19%	15%	17%	24%	15%	8%	21%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	14%	32%	21%
Wilsoneport   515   1/4	Retail	8%	11%	10%	13%	4%	12%	9%	12%	9%	7%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	9%	3%	13%
Nonportific 13:8 N.N. N/A	Service	20%	39%	25%	34%	23%	16%	19%	25%	19%	19%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	23%	17%	9%
Total Total Supplies 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Wholesale and Distribution	5%	7%	5%	8%	4%	13%	5%	1%	0%	7%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	7%	3%	4%
Technology	Nonprofit	15%	N/A	N/A	N/A	14%	7%	7%	22%	24%	14%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	14%	6%	19%
Neath Care	Tourism	3%	N/A	N/A	N/A	3%	1%	5%	0%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	3%	0%	6%
Other Cale No. 10% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0	Technology	4%	N/A	N/A	N/A	5%	4%	3%	3%	6%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	5%	6%	2%
2. At your think about the current business or economic control in New York State as compared to one year ago, would you say they are considerably better, a little better, about the same, a little worse, or considerably your sold your say they are considerably better, about the same, a little worse, or considerably your sold your say they are considerably better, about the same, a little worse, or considerably your sold your say they are considerably better, about the same, a little worse, or considerably your sold your say they are considerably better, about the same, a little worse, or considerably sold your say they are considerably better, about the same, a little worse, or considerably sold your say they are considerably better, about the same, a little worse, or considerably worse.	Health Care	4%	N/A	N/A	N/A	5%	4%	3%	3%	6%	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	4%	4%	9%
	Other	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
March   Final Plant   March   Southern   S	Q2. As you think about the current business or econo	mic con	ditions	in Nev	w York	State as	compared t			vould you sa	y they are	consider	ably bett	ter, a little l	better, a	bout th			, or con	siderably	worse?				
Total   Tota		<u> </u>			<u> </u>				, -	1		ļ					Industr								
Consideraby better   4			-					0 -													<b>l</b> .				
Alttle better   19%   23%   78   14%   14%   12%   27%   15%   31%   27%   15%   31%   16%   27%																			•						than 100
About the same   424%   374%   376   276	,																								
Altitle worse    246   237   238   2		-0,,									+														
Considerably worse   20%   16%   50%   10%   15%   23%   14%   18%   19%   29%   19%   13%   9%   22%   20%   21%   15%   13%   7%   27%   52%   18%   21%   21%   21%   21%   21%   22%   23%																									
Considerably better   Considerably words   Consid		,.																							
Considerably better   Total	Considerably worse	20%	16%	50%	10%	15%	23%	14%	18%	19%	29%	19%	13%	9%	22%	26%	21%	15%	13%	7%	27%	52%	18%	21%	21%
Considerably better   Total		L			<u> </u>		<u>.                                    </u>	L						<u> </u>		l									
Considerably better   Considerably worse   Consid	Q3. Looking forward from today through next year, the	at is, th	e entir	e 2023	year, I	now wou	ld you desc			ations for th	e economy	in New	York Stat	te?											
Considerably better   Sample									, -	1				1	1	1	Industr								
Altitle better   1.0%   11%   35%   17%   18%   12%   14%   16%   24%   13%   8%   2.0%   2.1%   11%   9%   1.5%   11%   27%   13%   33%   18%   13%   2.0%   15%   11%   14%   12%   14%   12%   14%   13%   2.0%   2.5%   4.3%   2.6%   2.5%   4.3%   2.6%		Total	-									-		Financial	Manu	Retail	Service			Tourism	Tech				than 100
About the same 26% 24% 17% 38% 22% 23% 31% 31% 28% 28% 27% 25% 43% 26% 24% 21% 33% 22% 29% 7% 23% 44% 23% 32% 23% 23% A little worse 36% 26% 26% 24% 21% 33% 22% 29% 7% 23% 44% 23% 32% 23% 23% 23% 23% 23% 23% 23% 23	Considerably better	3%	5%	5%	2%	3%	1%	3%	3%	6%	3%	4%	3%	5%	2%	5%	3%	4%	3%	7%	5%	0%	3%	1%	4%
Altitle worse    36%   26%   26%   23%   23%   25%   45%   40%   23%   28%   35%   40%   27%   40%   42%   47%   31%   37%   27%   47%   36%   36%   36%   36%   36%   45%	A little better	16%	31%	35%	17%	18%	12%	14%	16%	24%	13%	8%	20%	21%	11%	9%	15%	11%	27%	33%	18%	13%	20%	15%	11%
Considerably worse   18%   15%   23%   9%   23%   19%   12%   16%   14%   22%   25%   7%   9%   20%   19%   19%   26%   14%   7%   18%   43%   18%   15%   17%	About the same	26%	24%	17%	38%	22%	23%	31%	31%	28%	27%	25%	43%	26%	24%	21%	33%	22%	29%	7%	23%	4%	23%	32%	23%
Q4. Now thinking specifically about your industry, how would your describe the current business or economic conditions in New York State as compared with one year ago?    Q6. Now thinking specifically about your industry, how would your describe the current business or economic conditions in New York State as compared with one year ago?   Q7. Now thinking specifically about your industry, how would your describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry, how would you describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry how would you describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry how would you describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry how would you describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry how would you describe the current business or economic conditions in New York State as compared with one year ago?   Q8. Now thinking specifically about your industry how would you describe the current business or experience to the your expectations for your industry how and you describe your expectations for your industry here in New York I	A little worse	36%	26%	20%	34%	35%	45%	40%	33%	28%	35%	40%	27%	40%	42%	47%	31%	37%	27%	47%	36%	39%	36%	36%	45%
Considerably better   Considerably between   Considerably better   Considerably   C	Considerably worse	18%	15%	23%	9%	23%	19%	12%	16%	14%	22%	25%	7%	9%	20%	19%	19%	26%	14%	7%	18%	43%	18%	15%	17%
Considerably better   Considerably between   Considerably better   Considerably   C																									
Considerably better	Q4. Now thinking specifically about your industry, ho	w would	d you d	escrib	e the cu	irrent bu	siness or e			ns in New Yo	ork State a	compar	ed with o	one year ag	;o?										
Total   Total   Total   Total   Total   Total   Total   Total   Region   Mohawk   Lakes   Hudson   Tier   NY   Constr   Bev   Financial   Manu   Retail   Service   & Dist   profit   Tourism   Tech   Care   than 50   100   than 10									, -								Industr	<del></del>							
Considerably better		l_	-									_				l					l				
A little better 17% 21% 12% 12% 15% 15% 16% 24% 16% 19% 13% 17% 23% 28% 17% 5% 16% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 15% 36% 26% 25% 22% 32% 27% 14% 13% 14% 28% 15% 26% 26% 25% 22% 32% 27% 14% 13% 14% 13% 14% 14% 14% 14% 14% 14% 14% 14% 14% 14					_						+														
About the same 25% 34% 14% 39% 22% 23% 22% 36% 31% 26% 28% 30% 21% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% A little worse 35% 24% 29% 33% 33% 41% 40% 24% 33% 36% 34% 20% 33% 36% 51% 36% 33% 29% 33% 45% 26% 34% 37% 36% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 26% 25% 22% 32% 27% 14% 13% 28% 19% 21% 26% 26% 26% 25% 22% 32% 27% 14% 13% 28% 34% 26% 26% 25% 22% 26% 25% 22% 25% 25	,																								
A little worse 35% 24% 29% 33% 33% 41% 40% 24% 33% 36% 34% 20% 33% 36% 34% 20% 33% 36% 34% 20% 33% 36% 34% 20% 33% 36% 34% 20% 33% 29% 33% 45% 26% 34% 37% 36% 20% 34% 36% 20% 34% 36% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 34% 35% 36% 34% 20% 33% 45% 26% 34% 37% 36% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 20% 34% 36% 34% 36% 34% 20% 34% 36% 34% 36% 34% 20% 34% 34% 36% 36% 34% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 34% 36% 36% 36% 36% 34% 36% 36% 36% 36% 36% 34% 36% 36% 36% 36% 36% 36% 36% 36% 36% 36			_	_																					
Considerably worse   19%   13%   40%   11%   26%   19%   19%   16%   14%   23%   17%   20%   14%   20%   19%   17%   19%   14%   13%   18%   57%   17%   18%   23%   23%   23%   23%   23%   23%   23%   23%   34%   28%   33%   34%   40%   31%   33%   33%   22%   31%   36%   34%   30%   35%   37%   58%   27%   33%   31%   27%   36%   17%   32%   38%   33%   39%   33%   39%   39%   33%   33%   33%   33%   33%   33%   33%   33%   34%   34%   30%   34%   36%   35%   37%   58%   27%   33%   31%   27%   36%   17%   32%   38%   33%   33%   33%   33%   33%   34%   34%   30%   34%   36%   35%   37%   35%   37%   32%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   34%   30%   34%   3																									
Q5. And looking forward from today through next year, how would you describe your expectations for your industry here in New York?    201   2020   2019   Capital   Total   To			_																						
Company   Comp	Considerably Worse	19%	15%	40%	11%	20%	19%	9%	10%	14%	23%	1/%	20%	14%	20%	19%	1/%	19%	14%	15%	18%	5/%	1/%	18%	25%
Company   Comp	OF And looking fanuard from today through nove you	r hou	would	VOU da	ccribo	L	octations fo	L	nductor b	oro in Nove	Vork2	ı		1		l		I	1	L	l			l	
Considerably better   19%   28%   29%   29%   38%   15%	23. And looking forward from today through next yes	i, iiuw	would	you de	SCHIDE	your exp	ectatiOHS IC			iere iii New	IUIK:						Industr	v					Co	mnany	Sizo
Total   Total   Total   Total   Total   Region   Mohawk   Lakes   Hudson   Tier   NY   Constr   Bev   Financial   Manu   Retail   Service   & Dist   profit   Tourism   Tech   Care   than 50   100   than 100	1	1		2020	2019	Capital	Central/		, -	Southern	Western	Fng &	Food &				muusti		Non-		1	Health			
Considerably better         4%         9%         6%         2%         3%         1%         5%         9%         7%         2%         2%         13%         7%         1%         5%         5%         0%         8%         0%         5%         0%         4%         4%         4%           A little better         19%         28%         34%         16%         18%         15%         19%         18%         29%         16%         21%         7%         19%         13%         9%         20%         22%         23%         47%         32%         17%         21%         18%         17%         19%         13%         9%         20%         22%         23%         47%         32%         17%         21%         18%         17%         19%         13%         9%         20%         22%         23%         47%         32%         17%         21%         18%         17%         19%         13%         9%         20%         22%         23%         17%         21%         18%         17%         24%         30%         34%         30%         34%         30%         34%         30%         34%         30%         34%         30%			2021			Labitai	- Contrary		17110-	Journalli				l					1	ı					
A little better 19% 28% 34% 16% 18% 15% 19% 18% 29% 16% 21% 7% 19% 13% 9% 20% 22% 23% 47% 32% 17% 21% 18% 17% About the same 28% 29% 20% 37% 23% 31% 33% 33% 22% 31% 26% 43% 30% 34% 16% 34% 30% 26% 13% 14% 0% 29% 26% 21% A little worse 34% 22% 21% 33% 34% 40% 31% 28% 30% 34% 34% 30% 35% 37% 58% 27% 33% 31% 27% 36% 17% 32% 38% 39%		Total	-			Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manıı	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	
About the same       28%       29%       20%       37%       23%       31%       33%       33%       22%       31%       26%       43%       30%       34%       16%       34%       30%       26%       13%       14%       0%       29%       26%       21%         A little worse       34%       22%       21%       33%       34%       40%       31%       28%       30%       34%       30%       35%       37%       58%       27%       33%       31%       27%       36%       17%       32%       38%       39%	Considerably better	_	Total	Total	Total	_													-						
A little worse 34% 22% 21% 33% 34% 40% 31% 28% 30% 34% 34% 30% 35% 37% 58% 27% 33% 31% 27% 36% 17% 32% 38% 39%	Considerably better A little better	4%	Total 9%	Total 6%	Total 2%	3%	1%	5%	9%	7%	2%	2%	13%	7%	1%	5%	5%	0%	8%	0%	5%	0%	4%	4%	4%
	A little better	4% 19%	Total 9% 28%	Total 6% 34%	Total 2% 16%	3% 18%	1% 15%	5% 19%	9% 18%	7% 29%	2% 16%	2% 21%	13% 7%	7% 19%	1% 13%	5% 9%	5% 20%	0% 22%	8% 23%	0% 47%	5% 32%	0% 17%	4% 21%	4% 18%	4% 17%
	A little better About the same	4% 19% 28%	9% 28% 29%	Total 6% 34% 20%	Total 2% 16% 37%	3% 18% 23%	1% 15% 31%	5% 19% 33%	9% 18% 33%	7% 29% 22%	2% 16% 31%	2% 21% 26%	13% 7% 43%	7% 19% 30%	1% 13% 34%	5% 9% 16%	5% 20% 34%	0% 22% 30%	8% 23% 26%	0% 47% 13%	5% 32% 14%	0% 17% 0%	4% 21% 29%	4% 18% 26%	4% 17% 21%
	A little better	4% 19% 28% 34%	Total 9% 28% 29% 22%	Total 6% 34% 20% 21%	Total 2% 16% 37% 33%	3% 18% 23% 34%	1% 15% 31% 40%	5% 19% 33% 31%	9% 18% 33% 28%	7% 29% 22% 30%	2% 16% 31% 34%	2% 21% 26% 34%	13% 7% 43% 30%	7% 19% 30% 35%	1% 13% 34% 37%	5% 9% 16% 58%	5% 20% 34% 27%	0% 22% 30% 33%	8% 23% 26% 31%	0% 47% 13% 27%	5% 32% 14% 36%	0% 17% 0% 17%	4% 21% 29% 32%	4% 18% 26% 38%	4% 17% 21% 39%

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023 530 Upstate New York CEOs

Q6. Now thinking specifically about your company, w	hat are	vour e	xnecta	tions fo	or revenu	ie through t	the end	of the ve	ar 2023? Do	vou believe	vour re	venue w	ill?											
action and appearing about your company, w		Joure		1.51.510		.c .mougn		egion	025. 20	, ou believe		- chac w				Industr	v					Co	mpany	Size
	1	2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	_	Total		Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Grow substantially	3%	7%	3%	3%	4%	0%	5%	4%	2%	3%	4%	7%	0%	4%	2%	4%	0%	3%	0%	5%	0%	2%	5%	3%
Grow moderately	35%	40%	31%	38%	33%	40%	34%	33%	36%	36%	21%	40%	53%	31%	26%	36%	44%	36%	40%	41%	26%	32%	41%	42%
Stay about the same	35%	31%	31%	36%	37%	35%	31%	39%	36%	28%	40%	27%	35%	34%	30%	33%	30%	41%	27%	41%	35%	36%	33%	34%
Decrease moderately	23%	18%	23%	19%	22%	16%	26%	22%	19%	27%	28%	23%	12%	26%	33%	23%	22%	17%	33%	14%	17%	26%	15%	15%
Decrease substantially	5%	4%	12%	5%	4%	9%	3%	1%	6%	6%	8%	3%	0%	4%	9%	5%	4%	4%	0%	0%	22%	5%	5%	6%
Decreuse substantially	370	470	12/0	370	470	370	370	1/0	070	070	070	370	070	470	370	370	470	470	070	070	22/0	3/0	370	070
Q7. Continuing to focus on your company, please thin	k auick	dv aboi	ut prof	itability	. Betwee	en todav an	d the en	d of the	alendar vea	r 2023. do	vou exp	ect vour	profits to	?		l	1	1	l					
Q. Communing to rooms on your company, prease time	1	1	1	1	Detirec	on today an		egion	aichaal yee	0_0, uo	) ou exp	cot you.		•		Industr	v					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total				1	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Grow substantially	2%	4%	3%	2%	4%	0%	2%	3%	4%	2%	2%	10%	0%	2%	0%	5%	0%	1%	0%	5%	0%	2%	5%	0%
Grow moderately	24%	30%	22%	32%	23%	27%	22%	25%	27%	19%	21%	27%	33%	24%	19%	30%	22%	17%	27%	32%	0%	21%	31%	28%
Stay about the same	38%	32%	34%	34%	40%	36%	40%	43%	36%	34%	34%	30%	44%	30%	28%	35%	44%	60%	27%	32%	35%	40%	28%	36%
Decrease moderately	29%	27%	14%	6%	28%	25%	28%	24%	25%	36%	34%	30%	21%	37%	37%	25%	30%	16%	40%	32%	26%	30%	28%	25%
Decrease substantially	8%	7%	28%	26%	5%	12%	9%	4%	8%	9%	9%	3%	2%	7%	16%	5%	4%	5%	7%	0%	39%	7%	8%	11%
	5,3	1.73	20,0	20,0	3,0	12.70	1 770	.,,	5,0	5,0	3,0	5,0	-/-	.,,	10,0	3,0	.,,	5,0	.,,	0,3	3373	.,,	5,0	11/0
Q8. Businesses and the executives that direct them st	rive to	enhano	e prof	itability	in many	ways. Thro	nugh wh	ich of the	following s	trategies de	o vou nla	n to MO	ST enhance	vour co	mpany	's profita	ability over th	e next	vear? Plea	se sele	ct ONF.			
Qui Dubinicosco una uno executareo una un con unemo	1	I	10 p.o.	<u> </u>	, <b>.</b>	,, 5		egion		u tegies u			01 0111101101	you. co	ра,	Industr		ic next	yeurr rieu	00 00.0	01 0.112.	Co	mpany	Size
	1	2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total		Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Market/demand growth	33%	32%	43%	38%	35%	24%	38%	32%	37%	31%	36%	37%	43%	24%	19%	37%	19%	43%	13%	45%	26%	32%	30%	35%
Cost reduction	22%	15%	24%	23%	17%	26%	17%	20%	27%	23%	15%	27%	14%	22%	36%	16%	30%	26%	20%	9%	43%	22%	18%	24%
Price increase	30%	36%	16%	17%	31%	39%	34%	32%	18%	32%	42%	23%	31%	39%	38%	31%	41%	11%	53%	23%	9%	31%	38%	27%
New technology	8%	8%	7%	8%	12%	7%	9%	8%	6%	9%	6%	7%	10%	11%	0%	9%	7%	4%	13%	23%	13%	7%	10%	11%
Other	7%	9%	11%	13%	5%	4%	2%	8%	12%	5%	2%	7%	2%	5%	7%	8%	4%	16%	0%	0%	9%	8%	4%	2%
Other	7 / 0	370	11/0	13/0	370	470	2/0	670	12/0	3/0	2/0	770	270	370	770	070	470	10/0	070	070	370	070	470	270
			1	1	·	1	l			L			1				l				l	L		
109. Please indicate which of the following are major a	reas of	f conce	ntratio	n for vo	our comp	any now a	nd throu	gh 2023.	Please chec	k All that a	annly.													
Q9. Please indicate which of the following are major a	reas of	f conce	ntratio	n for yo	our comp	any now a			Please chec	k ALL that a	apply.					Industr	v					Co	mnanv	Size
Q9. Please indicate which of the following are major a	reas of						R	egion				Food &		1		Industr	1	Non-		1	Health		mpany 50 to	
Q9. Please indicate which of the following are major a		2021	2020	2019	Capital	Central/	Finger	egion Mid-	Southern	Western	Eng &	Food &	Financial	Manu	Retail		Wholesale	Non-	Tourism	Tech	Health	Less	50 to	More
	Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/ Mohawk	Finger Lakes	egion Mid- Hudson	Southern Tier	Western NY	Eng & Constr	Bev	Financial	Manu 55%	Retail	Service	Wholesale & Dist	profit	Tourism	Tech	Care	Less than 50	50 to 100	More than 100
Expansion of existing markets	Total	2021 Total 49%	2020 Total 48%	2019 Total 55%	Capital Region 53%	Central/ Mohawk 41%	Finger Lakes 61%	egion Mid- Hudson 50%	Southern Tier 61%	Western NY 41%	Eng & Constr	<b>Bev</b> 40%	52%	55%	37%	Service 53%	Wholesale & Dist 52%	profit 46%	36%	68%	Care 41%	Less than 50 47%	50 to 100 56%	More than 100 53%
Expansion of existing markets Growth in existing products	Total 50% 51%	2021 Total 49% 50%	2020 Total 48% 47%	2019 Total 55% 50%	Capital Region 53% 53%	Central/ Mohawk 41% 57%	Finger Lakes 61% 43%	Mid- Hudson 50% 45%	Southern Tier 61% 51%	Western NY 41% 49%	Eng & Constr 55% 35%	<b>Bev</b> 40% 53%	52% 69%	55% 55%	37% 54%	<b>Service</b> 53% 47%	Wholesale & Dist 52% 48%	<b>profit</b> 46% 49%	36% 43%	68% 68%	Care 41% 41%	Less than 50 47% 48%	50 to 100 56% 56%	More than 100 53% 58%
Expansion of existing markets Growth in existing products Entry into new markets	Total 50% 51% 24%	2021 Total 49% 50% 25%	2020 Total 48% 47% 26%	2019 Total 55% 50% 26%	Capital Region 53% 53% 30%	Central/ Mohawk 41% 57% 18%	Finger Lakes 61% 43% 23%	Mid- Hudson 50% 45% 19%	Southern Tier 61% 51% 22%	Western NY 41% 49% 29%	Eng & Constr 55% 35% 20%	Bev 40% 53% 13%	52% 69% 26%	55% 55% 27%	37% 54% 20%	Service 53% 47% 27%	Wholesale & Dist 52% 48% 22%	profit 46% 49% 20%	36% 43% 43%	68% 68% 41%	Care 41% 41% 23%	Less than 50 47% 48% 19%	50 to 100 56% 56% 36%	More than 100 53% 58% 34%
Expansion of existing markets Growth in existing products Entry into new markets New product lines	Total 50% 51% 24% 23%	2021 Total 49% 50% 25% 25%	2020 Total 48% 47% 26% 22%	2019 Total 55% 50% 26% 22%	Capital Region 53% 53% 30% 26%	Central/ Mohawk 41% 57% 18% 19%	Finger Lakes 61% 43% 23% 18%	egion Mid- Hudson 50% 45% 19% 16%	Southern Tier 61% 51% 22% 29%	Western NY 41% 49% 29% 27%	Eng & Constr 55% 35% 20% 2%	8ev 40% 53% 13% 27%	52% 69% 26% 29%	55% 55% 27% 32%	37% 54% 20% 27%	Service 53% 47% 27% 18%	Wholesale & Dist 52% 48% 22% 33%	profit 46% 49% 20% 20%	36% 43% 43% 7%	68% 68% 41% 41%	Care 41% 41% 23% 32%	Less than 50 47% 48% 19% 20%	50 to 100 56% 56% 36% 26%	More than 100 53% 58% 34% 29%
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses	Total 50% 51% 24% 23% 10%	2021 Total 49% 50% 25% 25% 14%	2020 Total 48% 47% 26% 22% 11%	2019 Total 55% 50% 26% 22% 12%	Capital Region 53% 53% 30% 26% 14%	Central/ Mohawk 41% 57% 18% 19% 4%	Finger Lakes 61% 43% 23% 18% 7%	egion Mid- Hudson 50% 45% 19% 16% 3%	Southern Tier 61% 51% 22% 29% 13%	Western NY 41% 49% 29% 27% 17%	Eng & Constr 55% 35% 20% 2% 2%	8ev 40% 53% 13% 27% 20%	52% 69% 26% 29% 19%	55% 55% 27% 32% 11%	37% 54% 20% 27% 10%	Service 53% 47% 27% 18% 8%	Wholesale & Dist 52% 48% 22% 33% 15%	profit 46% 49% 20% 20% 8%	36% 43% 43% 7% 0%	68% 68% 41% 41% 14%	Care 41% 41% 23% 32% 9%	Less than 50 47% 48% 19% 20% 7%	50 to 100 56% 56% 36% 26% 12%	More than 100 53% 58% 34% 29% 17%
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation	Total 50% 51% 24% 23% 10% 29%	2021 Total 49% 50% 25% 25% 14% 32%	2020 Total 48% 47% 26% 22% 11% 25%	2019 Total 55% 50% 26% 22% 12% 29%	Capital Region 53% 53% 30% 26% 14% 34%	Central/ Mohawk 41% 57% 18% 19% 4% 28%	Ringer Lakes 61% 43% 23% 18% 7% 27%	egion Mid- Hudson 50% 45% 19% 16% 3% 27%	Southern   Tier   61%   51%   22%   29%   13%   25%	Western NY 41% 49% 29% 27% 17% 27%	Eng & Constr 55% 35% 20% 2% 2% 24%	Bev 40% 53% 13% 27% 20% 23%	52% 69% 26% 29% 19% 40%	55% 55% 27% 32% 11% 32%	37% 54% 20% 27% 10% 17%	Service 53% 47% 27% 18% 8% 21%	Wholesale & Dist 52% 48% 22% 33% 15%	profit 46% 49% 20% 20% 8% 35%	36% 43% 43% 7% 0% 14%	68% 68% 41% 41% 14% 59%	Care 41% 41% 23% 32% 9% 45%	Less than 50 47% 48% 19% 20% 7% 24%	50 to 100 56% 56% 36% 26% 12% 35%	More than 100 53% 58% 34% 29% 17% 40%
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations	Total 50% 51% 24% 23% 10% 29% 8%	2021 Total 49% 50% 25% 25% 14% 32% 7%	2020 Total 48% 47% 26% 22% 11% 25% 8%	2019 Total 55% 50% 26% 22% 12% 29% 8%	Capital Region 53% 53% 30% 26% 14% 34% 8%	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4%	Finger Lakes 61% 43% 23% 18% 7% 27% 5%	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20%	Southern Tier 61% 51% 22% 29% 13% 25% 8%	Western NY 41% 49% 29% 27% 17% 27% 6%	Eng & Constr 55% 35% 20% 2% 24% 18%	Bev 40% 53% 13% 27% 20% 23% 10%	52% 69% 26% 29% 19% 40%	55% 55% 27% 32% 11% 32% 2%	37% 54% 20% 27% 10% 17%	Service 53% 47% 27% 18% 8% 21% 8%	Wholesale & Dist 52% 48% 22% 33% 15% 15% 4%	profit 46% 49% 20% 20% 8% 35% 6%	36% 43% 43% 7% 0% 14% 0%	68% 68% 41% 41% 14% 59% 5%	Care 41% 41% 23% 32% 9% 45% 5%	Less than 50 47% 48% 19% 20% 7% 24% 7%	50 to 100 56% 56% 36% 26% 12% 35% 3%	More than 100 53% 58% 34% 29% 17% 40%
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring	Total 50% 51% 24% 23% 10% 29% 8% 29%	2021 Total 49% 50% 25% 25% 14% 32% 7% 28%	2020 Total 48% 47% 26% 22% 11% 25% 8% 26%	2019 Total 55% 50% 26% 22% 12% 29% 8% 27%	Capital Region 53% 53% 30% 26% 14% 34% 8% 26%	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4% 27%	Ringer Lakes 61% 43% 23% 18% 7% 27% 5% 25%	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30%	Southern Tier 61% 51% 22% 29% 13% 25% 8% 29%	Western NY 41% 49% 29% 27% 17% 27% 6% 32%	Eng & Constr 55% 35% 20% 2% 24% 18% 25%	Bev 40% 53% 13% 27% 20% 23% 10% 30%	52% 69% 26% 29% 19% 40% 12% 31%	55% 55% 27% 32% 11% 32% 2% 24%	37% 54% 20% 27% 10% 17% 15% 34%	53% 47% 27% 18% 8% 21% 8% 27%	Wholesale & Dist 52% 48% 22% 33% 15% 15% 4%	profit 46% 49% 20% 20% 8% 35% 6% 38%	36% 43% 43% 7% 0% 14% 0% 0%	68% 68% 41% 41% 14% 59% 5% 32%	Care 41% 41% 23% 32% 9% 45% 5% 41%	Less than 50 47% 48% 19% 20% 7% 24% 7% 25%	50 to 100 56% 56% 36% 26% 12% 35% 3% 32%	More than 100 53% 58% 34% 29% 17% 40% 11% 37%
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Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other	Total 50% 51% 24% 23% 10% 29% 8% 29% 9%	2021 Total 49% 50% 25% 25% 14% 32% 7% 28% 9%	2020 Total 48% 47% 26% 22% 11% 25% 8% 26% 8%	2019 Total 55% 50% 26% 22% 12% 29% 8% 27% 6%	Capital Region 53% 53% 30% 26% 14% 34% 8% 26% 7%	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4% 27% 11%	R Finger Lakes 61% 43% 23% 18% 7% 27% 5% 25% 7%	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30% 14%	Southern Tier 61% 51% 22% 29% 13% 25% 8% 29% 10%	Western NY 41% 49% 29% 27% 17% 27% 6% 32% 5%	Eng & Constr 55% 35% 20% 2% 24% 18% 25% 12%	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13%	52% 69% 26% 29% 19% 40% 12% 31% 2%	55% 55% 27% 32% 11% 32% 2% 24% 9%	37% 54% 20% 27% 10% 17% 15% 34%	53% 47% 27% 18% 8% 21% 8% 27%	Wholesale & Dist 52% 48% 22% 33% 15% 15% 4%	profit 46% 49% 20% 20% 8% 35% 6% 38%	36% 43% 43% 7% 0% 14% 0% 0%	68% 68% 41% 41% 14% 59% 5% 32%	Care 41% 41% 23% 32% 9% 45% 5% 41%	Less than 50 47% 48% 19% 20% 7% 24% 7% 25%	50 to 100 56% 56% 36% 26% 12% 35% 3% 32%	More than 100 53% 58% 34% 29% 17% 40% 11% 37%
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Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other	Total 50% 51% 24% 23% 10% 29% 8% 29% 9%	2021 Total 49% 50% 25% 25% 14% 32% 7% 28% 9% in any to	2020 Total 48% 47% 26% 22% 11% 25% 8% 26% 8%	2019 Total 55% 50% 26% 22% 12% 29% 8% 27% 6%	Capital Region 53% 53% 30% 26% 14% 34% 8% 26% 7% Capital	Central/ Mohawk 41% 157% 18% 19% 4% 28% 47% 11% Dompany des	R Finger Lakes 61% 43% 23% 18% 7% 27% 5% 25% 7% signed to R	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30% 14% Demeet groegion Mid-	Southern   Tier   61%   51%   22%   29%   13%   25%   8%   29%   10%   10%   Southern   Southern	Western NY 41% 49% 29% 27% 17% 6% 32% 5% md, reduce	Eng & Constr 55% 35% 20% 2% 2% 24% 18% 25% 12% costs or Eng &	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13% enhance	52% 69% 26% 29% 19% 40% 12% 31% 2%	55% 55% 27% 32% 11% 32% 2% 24% 9%	37% 54% 20% 27% 10% 17% 15% 34% 10%	Service 53% 47% 27% 18% 8% 21% 8% 27% 4%	Wholesale & Dist 52% 48% 22% 33% 15% 15% 4% 19% 11%	profit 46% 49% 20% 20% 8% 35% 6% 38% 14%	36% 43% 43% 7% 0% 14% 0% 0 14%	68% 41% 41% 14% 59% 5% 32% 0%	Care 41% 41% 23% 32% 9% 45% 5% 41% 14%	Less than 50 47% 48% 19% 20% 7% 24% 75% 11%	50 to 100 56% 56% 36% 26% 12% 35% 3% 32% 6%	More than 100 53% 58% 34% 29% 17% 40% 11% 37% 3% Size More
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other  Q10A. Do you intend to invest between today through	Total 50% 51% 24% 23% 10% 29% 8% 29% 9% Total	2021 Total 49% 50% 25% 25% 14% 32% 7% 28% 9% in any 1	2020 Total 48% 47% 26% 22% 11% 25% 8% 26% 8% 26% 2020 Total	2019 Total 55% 50% 26% 22% 12% 29% 8% 27% 6% 2019 Total	Capital Region 53% 53% 53% 30% 26% 14% 34% 8% 26% 7% Capital Region	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4% 27% 11% Dompany des	R Finger Lakes 61% 43% 23% 18% 7% 27% 5% 25% 7% igned to R Finger Lakes	egion  Mid- Hudson  50%  45%  19%  16%  3%  27%  20%  30%  14%  meet groegion  Mid- Hudson	Southern   Tier   61%   51%   22%   29%   13%   25%   8%   29%   10%	Western NY 41% 49% 29% 27% 17% 27% 6% 32% 5%  md, reduce  Western NY	Eng & Constr 55% 35% 20% 2% 2% 24% 18% 25% 12% costs or Eng & Constr	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13% enhance	52% 69% 26% 29% 19% 40% 12% 31% 2% productivi	55% 55% 27% 32% 11% 32% 2% 24% 9% tty?	37% 54% 20% 27% 10% 15% 34% 10%	Service 53% 47% 27% 18% 8% 211% 8% 27% 4% Industr	Wholesale & Dist 52% 48% 22% 33% 15% 15% 19% 111%	profit   46%   49%   20%   20%   8%   35%   6%   38%   14%   Non-profit	36% 43% 43% 7% 0% 14% 0% 14%	68% 68% 41% 41% 14% 59% 5% 32% 0%	Care 41% 41% 23% 32% 9% 45% 5% 41% 14%	Less than 50 47% 48% 199% 20% 7% 24% 7% 25% 11%  Co Less than 50	50 to 100 56% 56% 36% 26% 12% 35% 3% 32% 6% mpany 50 to 100	More than 100 53% 58% 34% 29% 17% 40% 11% 37% 33% Size More than 100
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Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other  Q10A. Do you intend to invest between today throug  Yes No Not sure Q10B. Do you intend to invest between today throug	Total 50% 51% 24% 23% 10% 29% 8% 9% 107 2023  Total 55% 26% 19%	2021 Total 49% 50% 25% 25% 25% 7% 28% 7% 28% 9%  in any t 2021 Total 55% 22% 22% 2021 Total	2020 Total 48% 47% 26% 22% 11% 25% 8% 8% 8 Fixed a: 41% 37% 22% Fixed a: 5020 Total	2019 Total 55% 50% 26% 22% 12% 8% 27% 6% 29% 8% 2776 6% 2019 Total 19% ssets fo	Capital Region 53% 53% 30% 26% 14% 8% 26% 7% Capital Region 56% 18% r your co	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4% 27% 111%  Central/ Mohawk 48% 32%  Central/ Mohawk Central/ Mohawk Mohawk	R Finger Lakes 61% 43% 23% 18% 7% 5% 25% 7% 56 R Finger Lakes 64% 20% 16% Finged to R Finger Lakes	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30% 144%  Definition Mid- Hudson 52% 21%  respond egion Mid- Hudson	Southern Tier   Southern Tie	Western NY 41% 49% 29% 27% 17% 6% 32% 5%  western NY 51% 15%  Western NY Usern NY	Eng & Constr 55% 35% 20% 2% 24% 18% 25% 12% Costs or Eng & Constr 58% 24% Eng & Constr 58% Constr	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13% enhance  Food & Bev 47% 20% 33% fitching, ditching, ditching, ditching, description and bev Bev 45% Be	52% 69% 26% 29% 40% 112% 31% 2%  Financial 55% 33% 12%  Financial	55% 55% 27% 32% 11% 32% 24% 9%  ty?  Manu 72% 20% 8%  Manu Manu	37% 54% 20% 27% 10% 15% 34% 10%  Retail 56% 22% Retail Retail	Service   53%   47%   47%   18%   8%   21%   8%   27%   4%   18   4%   18   27%   4%   18   27%   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%	Wholesale & Dist 52% 48% 229% 33% 15% 15% 46% 119% 111%  Wholesale & Dist 52% 30% 199%  ation, etc.)?  Wholesale & Dist	profit 46% 49% 20% 88% 35% 6% 38% 144% Non-profit 50% 30% Non-profit profit 50% Non-profit Non-prof	36% 43% 43% 7% 0% 14% 0% 144%  Tourism 60% 7% 33%	68% 68% 41% 41% 14% 59% 32% 0%	Care 41% 41% 23% 9% 45% 5% 41% 14%  Health Care 36% 32% Health Care	Less than 50 47% 48% 19% 20% 7% 24% 7% 25% 11%  Co Less than 50 49% 29% 22%	50 to 100 56% 56% 12% 50% 56% 12% 35% 32% 6% 100 55% 29% 15%	More than 100 53% 58% 29% 17% 40% 111% 33% Size More than 100 72% 14% 13% Size More than 100 100 100 100 100 100 100 100 100 10
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other  Q10A. Do you intend to invest between today through Yes No Not sure Q10B. Do you intend to invest between today through	Total 55% 51% 24% 23% 10% 8% 29% 9% 10% 29% 10% 10% 10% 10% 10% 10% 10% 10% 10% 10	2021 Total 49% 50% 25% 25% 25% 25% 14% 60% 7% 28% 9% 100% 2021 Total 55% 23% 22% 100% 100% 100% 100% 100% 100% 100%	2020 Total 48% 47% 26% 22% 11% 26% 8% 26% 8% 26% 37 Total 41% 27 Total 41% 27 Total 41% 41% 41% 41% 41% 41% 41% 41% 41% 41%	2019 Total 55% 55% 26% 22% 12% 6% 27% 6% 27% 6% 2019 Total 51% 19% 51% 19% Total 19%	Capital Region 53% 53% 30% 26% 14% 34% 26% 7% Capital Region 56% 26% 18% ryour co	Central/ Mohawk 41% 19% 48% 28% 47% 111% 28% 27% 111% 29mpany des  Central/ Mohawk 48% 21% 32% Central/ Mohawk 48% 48% 48% 48% 48% 48% 48% 48% 48% 48%	R Finger Lakes 61% 43% 23% 18% 7% 5% 25% 7% isigned to R Finger Lakes 64% 20% Finger Lakes 20%	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30% 144%  meet groegion Mid- Hudson 52% 27% 21% respond egion Mid- Hudson Mid- Hudson 52% 14%	Southern   Tier   61%   511%   22%   29%   13%   25%   8%   29%   10%	Western NY 41% 49% 29% 27% 17% 27% 5%  Moderate of the second of the sec	Eng & Constr 55% 35% 20% 2% 24% 24% 25% 12% Costs or Eng & Constr 58% 24% 24% Eng & Constr 58% 24% Constr 58% 24% Eng & Constr 58% Constr 58% Constr 58% Eng & Constr 58% Co	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13% enhance Food & Bev 47% 33% Food & Bev 17%	52% 69% 26% 29% 40% 112% 31% 2% Financial 55% 12% Financial 14%	55% 55% 27% 32% 211% 32% 24% 9%  ty?  Manu 72% 20% 8%  Manu 18%	37% 54% 20% 27% 10% 15% 34% 10%  Retail 56% 22% Retail 17%	Service   53%   47%   27%   18%   8%   21%   8%   21%   4%   100	Wholesale & Dist  52%  48%  22%  33%  15%  15%  4%  19%  111%  Wholesale & Dist  52%  30%  19%  Wholesale & Dist  52%  4 %  19%  11%	profit   46%   49%   20%   8%   35%   6%   38%   14%   14%   150%   20%   20%   Non-profit   27%   27%   27%   27%   27%   30%   20%   27%   30%   20%   30%   20%   30%   20%   30%   20%   30%   20%   3	36% 43% 43% 7% 0% 14% 0% 14%  Tourism 33%	68% 68% 41% 41% 14% 59% 5% 32% 0%  Tech 57% 33% 10%	Care 41% 411% 233% 32% 9% 45% 5141% 14% Health Care 36% 32% 32%	Less than 50 47% 48% 19% 20% 7% 244% 7% 25% 111%  Co Less than 50 49% 22%  Co Less than 50 13%	50 to 100 56% 50 to 100 12%	More than 100 53% 58% 34% 29% 17% 40% 111% 37% 3% Size More than 100 72% 14% 13% Size More than 100 33%
Expansion of existing markets Growth in existing products Entry into new markets New product lines Acquisition of new businesses Technology innovation Construction of new locations Internal restructuring Other  Q10A. Do you intend to invest between today throug  Yes No Not sure Q10B. Do you intend to invest between today throug	Total 50% 51% 24% 23% 10% 29% 8% 9% 107 2023  Total 55% 26% 19%	2021 Total 49% 50% 25% 25% 25% 7% 28% 7% 28% 9%  in any t 2021 Total 55% 22% 22% 2021 Total	2020 Total 48% 47% 26% 22% 11% 25% 8% 8% 8 Fixed a: 41% 37% 22% Fixed a: 5020 Total	2019 Total 55% 50% 26% 22% 12% 8% 27% 6% 29% 8% 2776 6% 2019 Total 19% ssets fo	Capital Region 53% 53% 30% 26% 14% 8% 26% 7% Capital Region 56% 18% r your co	Central/ Mohawk 41% 57% 18% 19% 4% 28% 4% 27% 111%  Central/ Mohawk 48% 32%  Central/ Mohawk Central/ Mohawk Mohawk	R Finger Lakes 61% 43% 23% 18% 7% 5% 25% 7% 56 R Finger Lakes 64% 20% 16% Finged to R Finger Lakes	egion Mid- Hudson 50% 45% 19% 16% 3% 27% 20% 30% 144%  Definition Mid- Hudson 52% 21%  respond egion Mid- Hudson	Southern Tier   Southern Tie	Western NY 41% 49% 29% 27% 17% 6% 32% 5%  western NY 51% 15%  Western NY Usern NY	Eng & Constr 55% 35% 20% 2% 24% 18% 25% 12% Costs or Eng & Constr 58% 24% Eng & Constr 58% Constr	Bev 40% 53% 13% 27% 20% 23% 10% 30% 13% enhance  Food & Bev 47% 20% 33% fitching, ditching, ditching, ditching, description and bev Bev 45% Be	52% 69% 26% 29% 40% 112% 31% 2%  Financial 55% 33% 12%  Financial	55% 55% 27% 32% 11% 32% 24% 9%  ty?  Manu 72% 20% 8%  Manu Manu	37% 54% 20% 27% 10% 15% 34% 10%  Retail 56% 22% Retail Retail	Service   53%   47%   47%   18%   8%   21%   8%   27%   4%   18   4%   18   27%   4%   18   27%   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%   18   21%	Wholesale & Dist 52% 48% 229% 33% 15% 15% 46% 119% 111%  Wholesale & Dist 52% 30% 199%  ation, etc.)?  Wholesale & Dist	profit 46% 49% 20% 88% 35% 6% 38% 144% Non-profit 50% 30% Non-profit profit 50% Non-profit Non-prof	36% 43% 43% 7% 0% 14% 0% 144%  Tourism 60% 7% 33%	68% 68% 41% 41% 14% 59% 32% 0%	Care 41% 41% 23% 9% 45% 5% 41% 14%  Health Care 36% 32% Health Care	Less than 50 47% 48% 19% 20% 7% 24% 7% 25% 11%  Co Less than 50 49% 29% 22%	50 to 100 56% 56% 12% 50% 56% 12% 35% 32% 6% 100 55% 29% 15%	More than 100 53% 58% 29% 17% 40% 111% 33% Size More than 100 72% 14% 13% Size More than 100 100 100 100 100 100 100 100 100 10

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UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023 530 Upstate New York CEOs

Q11. Now thinking about the people that work for you	ır com	pany, b	etwee	n today	and the	end of 202	3, do yo	u plan to.	?															
								egion								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Substantially increase your workforce	3%	5%	2%	1%	5%	1%	4%	0%	4%	2%	6%	10%	2%	2%	0%	2%	0%	1%	7%	0%	9%	1%	3%	9%
Moderately increase your workforce	30%	39%	25%	29%	34%	32%	26%	31%	24%	32%	30%	27%	40%	33%	26%	30%	19%	33%	20%	36%	13%	26%	40%	36%
Decrease your workforce	9%	5%	10%	12%	4%	9%	9%	9%	10%	10%	10%	13%	5%	4%	19%	9%	11%	3%	7%	18%	9%	9%	8%	6%
Remain about the same	59%	51%	62%	57%	56%	57%	61%	59%	63%	56%	54%	50%	52%	61%	55%	59%	70%	63%	67%	45%	70%	63%	50%	48%
Q12. And thinking about other challenges that your co	mpan	y faces,	, which	of the	followin	g are you co	oncerne	with? Pl	ease check	ALL that ap	ply.		•				•					•	•	
<u> </u>						· ·		egion								Industr	У					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Adverse economic conditions	65%	56%	65%	44%	74%	68%	54%	57%	70%	58%	57%	50%	71%	66%	70%	60%	69%	72%	47%	57%	83%	66%	67%	66%
Governmental regulation	63%	65%	59%	65%	62%	63%	63%	66%	54%	73%	71%	53%	79%	67%	70%	57%	54%	58%	40%	57%	83%	60%	63%	74%
Rising supplier costs	60%	70%	47%	34%	52%	75%	58%	62%	61%	57%	69%	87%	31%	73%	77%	55%	73%	39%	53%	52%	57%	62%	64%	54%
Health care costs	59%	55%	50%	66%	63%	63%	63%	67%	49%	51%	57%	40%	55%	63%	74%	56%	58%	62%	40%	67%	65%	60%	68%	56%
Taxation	57%	56%	59%	58%	50%	68%	67%	69%	43%	57%	73%	57%	48%	72%	67%	59%	77%	22%	47%	67%	35%	60%	62%	45%
Energy costs	54%	47%	27%	22%	50%	57%	54%	64%	49%	56%	53%	60%	17%	71%	74%	51%	65%	49%	47%	57%	39%	56%	53%	51%
Human resources	48%	52%	35%	45%	51%	44%	49%	41%	55%	43%	41%	33%	67%	46%	40%	47%	42%	49%	67%	38%	70%	39%	62%	67%
Your supply chain	36%	N/A	N/A	N/A	29%	44%	47%	39%	34%	33%	47%	37%	7%	57%	58%	20%	62%	13%	33%	57%	39%	38%	37%	35%
Cash flow	27%	24%	37%		23%	27%	18%	39%	30%	26%	20%	43%	14%	16%	28%	29%	19%	36%	20%	52%	35%	29%	28%	19%
Existing U.S. competition	20%	19%	20%	24%	19%	20%	21%	16%	20%	24%	20%	30%	24%	16%	19%	21%	42%	12%	20%	29%	13%	19%	21%	21%
Risk management	19%	22%	19%	22%	23%	9%	16%	18%	24%	21%	18%	10%	24%	11%	9%	19%	15%	26%	33%	48%	26%	19%	14%	26%
Global political instability	18%	20%	14%	12%	20%	15%	12%	26%	18%	17%	10%	23%	21%	18%	9%	23%	35%	12%	13%	24%	4%	18%	14%	17%
Ability to obtain suitable financing	10%	7%	9%	8%	9%	4%	5%	18%	15%	12%	6%	13%	2%	6%	9%	14%	8%	19%	7%	19%	9%	11%	9%	7%
Foreign competition	8%	8%	7%	9%	6%	5%	5%	10%	4%	13%	8%	17%	2%	24%	2%	3%	12%	0%	0%	14%	0%	8%	15%	4%
Poreign competition	0/0	070	7 /0	3/0	0/6	3/0	370	10/6	470	13/0	070	17/0	2/0	24/0	2/0	3/0	12/0	076	070	14/0	076	0/0	13/6	470
Q13. Focusing on one challenge in particular, inflation	what	impact	ic infl	ation h	wing on	vour compo	nu's pre	efitability	)										l	<u> </u>			l .	
Q13. Focusing on one chanenge in particular, innation	, wiiat	Ппрасс	. 13 11111	ation na	aving on	your compa		egion	•							Industr	15					Co	mpany	Sizo
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &	1			illuusti	Wholesale	Non-	1	1	Health	Less	50 to	More
	Total	Total	Total			_	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist							
			IOtal	IOLAI	Region	Mohawk	Lakes		1101	141	COHSU	Dev	i illaliciai	IVIaiiu		Sel vice	& DIST	profit	Tourism	Tech	Care	than 50	100	than 100
Substantially positive impact	3%	N/A	N/A		1%	4%	0%	6%	0%	6%	4%	0%	2%	2%	0%	5%	8%	profit 1%	Tourism 0%	Tech 5%	4%	3%	4%	1%
Substantially positive impact Moderately positive impact	3% 6%																							
		N/A	N/A	N/A	1%	4%	0%	6%	0%	6%	4%	0%	2%	2%	0%	5%	8%	1%	0%	5%	4%	3%	4%	1%
Moderately positive impact Moderately negative impact	6%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	1% 8%	4% 7%	0% 9%	6% 10%	0% 3% 53%	6% 2% 50%	4% 2%	0% 7%	2% 12%	2% 8% 61%	0% 7%	5% 6%	8% 8% 35%	1% 4%	0% 7%	5% 0% 45%	4% 0% 30%	3% 6%	4% 8% 44%	1% 5% 54%
Moderately positive impact Moderately negative impact Substantially negative impact	6% 52%	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	1% 8% 53%	4% 7% 37%	0% 9% 68%	6% 10% 51% 27%	0% 3% 53% 39%	6% 2% 50% 38%	4% 2% 51% 33%	0% 7% 48%	2% 12% 61% 15%	2% 8% 61% 26%	0% 7% 51% 40%	5% 6% 54%	8% 8% 35% 35%	1% 4% 51%	0% 7% 60% 20%	5% 0%	4% 0%	3% 6% 55% 31%	4% 8% 44% 38%	1% 5% 54% 34%
Moderately positive impact Moderately negative impact	6% 52% 33%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	1% 8% 53% 33%	4% 7% 37% 41%	0% 9% 68% 18%	6% 10% 51%	0% 3% 53%	6% 2% 50%	4% 2% 51%	0% 7% 48% 41%	2% 12% 61%	2% 8% 61%	0% 7% 51%	5% 6% 54% 30%	8% 8% 35%	1% 4% 51% 34%	0% 7% 60%	5% 0% 45% 50%	4% 0% 30% 65%	3% 6% 55%	4% 8% 44%	1% 5% 54%
Moderately positive impact Moderately negative impact Substantially negative impact No impact	6% 52% 33% 6%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	1% 8% 53% 33% 4%	4% 7% 37% 41% 11%	0% 9% 68% 18% 5%	6% 10% 51% 27%	0% 3% 53% 39%	6% 2% 50% 38%	4% 2% 51% 33%	0% 7% 48% 41%	2% 12% 61% 15%	2% 8% 61% 26%	0% 7% 51% 40%	5% 6% 54% 30%	8% 8% 35% 35%	1% 4% 51% 34%	0% 7% 60% 20%	5% 0% 45% 50%	4% 0% 30% 65%	3% 6% 55% 31%	4% 8% 44% 38%	1% 5% 54% 34%
Moderately positive impact Moderately negative impact Substantially negative impact	6% 52% 33% 6%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	1% 8% 53% 33% 4%	4% 7% 37% 41% 11%	0% 9% 68% 18% 5%	6% 10% 51% 27%	0% 3% 53% 39%	6% 2% 50% 38%	4% 2% 51% 33%	0% 7% 48% 41%	2% 12% 61% 15%	2% 8% 61% 26%	0% 7% 51% 40%	5% 6% 54% 30%	8% 8% 35% 35% 15%	1% 4% 51% 34%	0% 7% 60% 20%	5% 0% 45% 50%	4% 0% 30% 65%	3% 6% 55% 31% 6%	4% 8% 44% 38%	1% 5% 54% 34% 6%
Moderately positive impact Moderately negative impact Substantially negative impact No impact	6% 52% 33% 6%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	1% 8% 53% 33% 4%	4% 7% 37% 41% 11%	0% 9% 68% 18% 5%	6% 10% 51% 27% 6%	0% 3% 53% 39%	6% 2% 50% 38%	4% 2% 51% 33%	0% 7% 48% 41%	2% 12% 61% 15%	2% 8% 61% 26%	0% 7% 51% 40%	5% 6% 54% 30% 5%	8% 8% 35% 35% 15%	1% 4% 51% 34%	0% 7% 60% 20%	5% 0% 45% 50%	4% 0% 30% 65%	3% 6% 55% 31% 6%	4% 8% 44% 38% 6%	1% 5% 54% 34% 6%
Moderately positive impact Moderately negative impact Substantially negative impact No impact	6% 52% 33% 6%	N/A N/A N/A N/A N/A N/A 2021	N/A N/A N/A N/A N/A N/A 2020	N/A N/A N/A N/A N/A n? Plea	1% 8% 53% 33% 4% se select	4% 7% 37% 41% 11%	0% 9% 68% 18% 5%	6% 10% 51% 27% 6%	0% 3% 53% 39% 6%	6% 2% 50% 38% 5%	4% 2% 51% 33% 10%	0% 7% 48% 41% 3%	2% 12% 61% 15%	2% 8% 61% 26%	0% 7% 51% 40%	5% 6% 54% 30% 5%	8% 8% 35% 35% 15%	1% 4% 51% 34% 9%	0% 7% 60% 20%	5% 0% 45% 50%	4% 0% 30% 65% 0%	3% 6% 55% 31% 6%	4% 8% 44% 38% 6%	1% 5% 54% 34% 6%
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in	6% 52% 33% 6% respor	N/A N/A N/A N/A N/A N/A 2021	N/A N/A N/A N/A N/A N/A 2020	N/A N/A N/A N/A N/A N/A 2019	1% 8% 53% 33% 4% se select	4% 7% 37% 41% 11%  ALL that ap	0% 9% 68% 18% 5% oply.	6% 10% 51% 27% 6% egion Mid-	0% 3% 53% 39% 6% Southern	6% 2% 50% 38% 5% Western	4% 2% 51% 33% 10% Eng &	0% 7% 48% 41% 3%	2% 12% 61% 15% 10%	2% 8% 61% 26% 3%	0% 7% 51% 40% 2%	5% 6% 54% 30% 5%	8% 8% 35% 35% 15%	1% 4% 51% 34% 9%	0% 7% 60% 20% 13%	5% 0% 45% 50% 0%	4% 0% 30% 65% 0% Health	3% 6% 55% 31% 6% Co	4% 8% 44% 38% 6% mpany 50 to	1% 5% 54% 34% 6% Size More
Moderately positive impact Moderately negative impact Substantially negative impact No impact	6% 52% 33% 6% respor	N/A N/A N/A N/A N/A N/A N/A Total	N/A N/A N/A N/A N/A N/A Official of the control of	N/A N/A N/A N/A N/A N/A 2019 Total	1% 8% 53% 33% 4% se select Capital Region	4% 7% 37% 41% 11%  ALL that ap  Central/ Mohawk	0% 9% 68% 18% 5% oply. R Finger Lakes	6% 10% 51% 27% 6% egion Mid- Hudson	0% 3% 53% 39% 6% Southern Tier	6% 2% 50% 38% 5% Western NY	4% 2% 51% 33% 10% Eng & Constr	0% 7% 48% 41% 3% Food & Bev	2% 12% 61% 15% 10%	2% 8% 61% 26% 3%	0% 7% 51% 40% 2%	5% 6% 54% 30% 5% Industry	8% 8% 35% 35% 15% Wholesale & Dist	1% 4% 51% 34% 9% Non- profit	0% 7% 60% 20% 13%	5% 0% 45% 50% 0%	4% 0% 30% 65% 0% Health Care	3% 6% 55% 31% 6% Co Less than 50	4% 8% 44% 38% 6% mpany 50 to 100	1% 5% 54% 34% 6% Size More than 100
Moderately positive impact Moderately negative impact Substantially negative impact No impact Q14. Which of the following is your company doing in Raising prices Cutting costs	6% 52% 33% 6% respor Total 73%	N/A N/A N/A N/A N/A N/A Total N/A	N/A N/A N/A N/A N/A N/A Total N/A	N/A N/A N/A N/A N/A N/A 1 Plea 2019 Total N/A N/A	1% 8% 53% 33% 4% See select Capital Region 69%	4% 7% 37% 41% 11%  ALL that ap  Central/ Mohawk 80%	0% 9% 68% 18% 5% pply. R Finger Lakes 70%	6% 10% 51% 27% 6%  Region Mid- Hudson 80%	0% 3% 53% 39% 6% Southern Tier 65%	6% 2% 50% 38% 5% Western NY 77%	4% 2% 51% 33% 10% Eng & Constr 82%	0% 7% 48% 41% 3%  Food & Bev 76%	2% 12% 61% 15% 10% Financial	2% 8% 61% 26% 3% Manu 89%	0% 7% 51% 40% 2% Retail 79%	5% 6% 54% 30% 5% Industry Service 71%	8% 8% 35% 35% 15% Wholesale & Dist 89%	1% 4% 51% 34% 9% Non- profit 50%	0% 7% 60% 20% 13% Tourism 80%	5% 0% 45% 50% 0% Tech 82%	4% 0% 30% 65% 0% Health Care 27%	3% 6% 55% 31% 6% Co Less than 50 76%	4% 8% 44% 38% 6% mpany 50 to 100 79%	1% 5% 54% 34% 6% Size More than 100 66%
Moderately positive impact Moderately negative impact Substantially negative impact No impact Q14. Which of the following is your company doing in Raising prices Cutting costs Changing business practices	6% 52% 33% 6% respor Total 73% 47%	N/A N/A N/A N/A N/A N/A Total N/A N/A	N/A N/A N/A N/A N/A N/A Total N/A N/A	N/A N/A N/A N/A N/A N/A N/A n? Plea 2019 Total N/A N/A N/A	1% 8% 53% 33% 4% See select Capital Region 69% 49%	4% 7% 37% 41% 11%  ALL that ap  Central/ Mohawk 80% 54%	0% 9% 68% 18% 5% Pply. R Finger Lakes 70% 32%	6% 10% 51% 27% 6%  Region Mid- Hudson 80% 48%	0% 3% 53% 39% 6%  Southern Tier 65% 51%	6% 2% 50% 38% 5% Western NY 77% 48%	4% 2% 51% 33% 10% Eng & Constr 82% 33%	0% 7% 48% 41% 3%  Food & Bev 76% 48%	2% 12% 61% 15% 10% Financial 61% 27%	2% 8% 61% 26% 3% Manu 89% 52%	0% 7% 51% 40% 2%  Retail 79% 60%	5% 6% 54% 30% 5% Industr Service 71% 40%	8% 8% 35% 35% 15% y Wholesale & Dist 89% 41%	1% 4% 51% 34% 9% Non- profit 50% 63%	0% 7% 60% 20% 13% Tourism 80% 47%	5% 0% 45% 50% 0% Tech 82% 64%	4% 0% 30% 65% 0% Health Care 27% 59%	3% 6% 55% 31% 6% Co Less than 50 76% 48%	4% 8% 44% 38% 6% mpany 50 to 100 79% 47%	1% 5% 54% 34% 6%  Size More than 100 66% 48%
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Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce	6% 52% 33% 6% respon  Total 73% 47% 33% 23% 22% 12%	N/A	N/A	N/A	1% 8% 53% 33% 4%  Capital Region 69% 49% 36% 18% 19% 9%	4% 7% 37% 41% 11%  ALL that ap  Central/ Mohawk 80% 54% 30% 30% 20%	0% 9% 68% 18% 5%  Piply.  R Finger Lakes 70% 32% 28% 21% 14% 7%	6% 10% 51% 27% 6% egion Mid- Hudson 80% 48% 33% 28% 23%	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19%	6% 2% 50% 38% 5% Western NY 77% 48% 36% 20% 28% 14%	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 22% 31% 16%	0% 7% 48% 41% 3%  Food & Bev 48% 41% 38% 21% 17%	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5%	2% 8% 61% 26% 3% Manu 89% 52% 31% 35% 20% 15%	0% 7% 51% 40% 2%  Retail 79% 60% 29% 33% 14% 17%	5% 6% 54% 30% 5% Industr Service 71% 40% 31% 18% 25% 14%	8% 8% 35% 35% 15% Wholesale & Dist 89% 41% 15% 30% 19% 4%	1% 4% 51% 34% 9%  Non-profit 50% 63% 44% 15% 21% 6%	0% 7% 60% 20% 13%  Tourism 80% 47% 27% 20% 13%	5% 0% 45% 50% 0% Tech 82% 64% 23% 32% 27% 14%	4% 0% 30% 65% 0%  Health Care 27% 59% 68% 23% 50% 9%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11%	## 4% 8% 44% 38% 6% 6% 100 79% 47% 35% 22% 25% 18%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 10%
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Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business	6% 52% 33% 6% respor Total 73% 47% 33% 22% 12% 12%	N/A N/A N/A N/A N/A N/A N/A N/A N/A  Z021 Total N/A N/A N/A N/A N/A N/A N/A A Act, dc	N/A	N/A N/A N/A N/A N/A N/A N/A N/A Plea  2019 Total N/A	1% 8% 53% 33% 4%  See select  Capital Region 69% 49% 36% 11%  he act to	4% 7% 37% 41% 41% 11%  ALL that ap  Central/ Mohawk 80% 54% 30% 30% 15% 7% 12%  have a pos	0% 9% 68% 18% 5% Pply. R Finger Lakes 70% 32% 28% 21% 14% 7% 14% 11%	6% 10% 51% 27% 6%  Mid- Hudson 80% 48% 33% 28% 17% 17%  bact on your grid on your g	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19% 24% 11%	6% 2% 50% 38% 5% 5% Western NY 77% 48% 36% 20% 22% 14% 12% 8%	4% 2% 51% 33% 10% Eng & Constr 82% 33% 25% 22% 31% 16% 12% 6%	0% 7% 48% 41% 3%  Food & Bev 76% 48% 41% 38% 41% 17% 28% 17% gative im	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5% 5% 2%	2% 8% 61% 26% 3% Manu 89% 52% 31% 35% 20% 95 15% 97 12%	0% 7% 51% 40% 2%  Retail 79% 60% 29% 33% 14% 17% 29%	5% 6% 54% 30% 5% Industry Service 71% 40% 31% 18% 25% 14%	8% 8% 35% 35% 15% Wholesale & Dist 89% 41% 15% 30% 19% 4% 7%	1% 4% 51% 34% 9% Non- profit 50% 63% 44% 21% 6% 6% 10%	0% 7% 60% 20% 13%  Tourism 80% 47% 27%	5% 0% 45% 50% 0% Tech 82% 64% 23% 32% 27% 14% 9%	4% 0% 30% 65% 0%  Health Care 27% 59% 68% 23% 9% 14% 5%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11% 13%	4% 8% 44% 6% 50 to 100 79% 47% 22% 22% 10% 13%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 10% 13% 9%
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business	6% 52% 33% 6% respor Total 73% 47% 33% 22% 12% 12%	N/A N/A N/A N/A N/A N/A N/A Sse to in Total N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	1% 8% 53% 33% 4%  Capital Region 69% 49% 36% 11% 6% 11% he act to	4% 7% 37% 41% 411% ALL that ap  Central/ Mohawk 80% 54% 30% 30% 15% 7% 12%  Lendon applies Lendo	0% 9% 68% 18% 5% pply. R Finger Lakes 70% 32% 28% 21% 14% 11% ittive imp	6% 10% 51% 27% 6%  6%  Mid- Hudson 80% 48% 33% 28% 23% 8% 17% 17%  Deact on youngering	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19% 24% 11%  Southern Southern	6% 2% 50% 38% 5%  Western NY 77% 48% 36% 20% 28% 14% 12% 8%  Western Western	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 22% 31% 16% 12% 6%  Eng & Eng &	0% 7% 48% 41% 3% Food & Bev 76% 48% 41% 38% 21% 28% 17% gative im	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5% 2% 10%	2% 8% 61% 26% 3% 	0% 7% 51% 40% 2% Retail 79% 60% 29% 33% 14% 17% 29% 14%	5% 6% 54% 30% 5% Industre 40% 31% 40% 31% 18% 14% 11% 13%	8% 8% 35% 35% 15% Wholesale & Dist 89% 41% 15% 30% 19% 4% 7% 11%	1% 4% 51% 34% 9% Non- profit 50% 63% 44% 15% 666 10%	0% 7% 60% 20% 13%  Tourism 80% 47% 27% 20% 13% 27% 20%	5% 0% 45% 50% 0% 	4% 0% 30% 65% 0%  Health Care 27% 59% 68% 23% 50% 9% 14% 5%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11% 12%	4% 8% 44% 38% 6% 50 to 100 79% 47% 22% 25% 18% 10% 13%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 10% 13% 9%  Size More
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business  Q15. Thinking about the recently passed Inflation Red	6% 52% 33% 6% respor Total 73% 47% 33% 22% 12% 12% 12%	N/A	N/A	N/A	1% 8% 53% 33% 4%  se select  Capital Region 69% 49% 36% 18% 19% 6% 11%  Capital Region	4% 7% 37% 41% 411%  ALL that ap  Central/ Mohawk 80% 54% 30% 30% 20% 7% 12%  Central/ Mohawk ALL that ap  Central/ Mohawk ALL that ap  Central/ Mohawk ALL that ap  Central/ Mohawk	0% 9% 68% 18% 5% ply. R Finger Lakes 70% 32% 28% 21% 14% 11% itive imp	6% 10% 51% 27% 6%  egion Mid- Hudson 80% 48% 33% 28% 17% 17% 17%  cact on your good	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 24% 11%  Southern Tier	6% 2% 50% 38% 5%  Western NY 77% 48% 36% 20% 28% 14% 12% 8%  Western NY	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 22% 31% 6% 12% 6%  Eng & Constr	0% 7% 48% 41% 3% Food & Bev 76% 48% 41% 38% 21% 28% 17%  Food & Bev	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5% 2% 10% Financial	2% 8% 61% 26% 3% 	0% 7% 51% 40% 2% Retail 79% 60% 14% 14% 14%	5% 6% 54% 30% 5% Industry 40% 31% 18% 25% 14% 11% 13%	8% 8% 35% 35% 15% Wholesale & Dist 89% 41% 15% 30% 19% 4% 7% 111%	1% 4% 51% 34% 9% Non-profit 50% 63% 44% 21% 66% 10%	0% 7% 60% 20% 13%  Tourism 80% 47% 27% 20% 13% 27% 20%  Tourism	5% 0% 45% 50% 0% 	4% 0% 30% 65% 0%  Health Care 27% 59% 68% 23% 50% 14% 5%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11% 12%	4% 8% 44% 38% 6% 50 to 100 79% 47% 35% 22% 10% 13%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 21% 10% 13% 9%  Size More than 100
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business Q15. Thinking about the recently passed Inflation Red	6% 52% 33% 6% 6%  Total 73% 47% 33% 22% 12% 12% 12% 124%	N/A	N/A	N/A	1% 8% 53% 33% 4% 4%  Capital Region 69% 49% 36% 18% 19% 9% 11%  Capital Region 6%	4% 7% 37% 41% 11% ALL that ap  Central/ Mohawk 80% 54% 30% 20% 15% 7% 12%  Central/ Mohawk 9%	0% 9% 68% 18% 5% Poly. R Finger Lakes 70% 32% 28% 21% 14% 7% 14% 11% Itive imp R Finger Lakes 13%	6% 10% 51% 27% 6%  egion Mid- Hudson 80% 48% 33% 28% 23% 8% 17% 17%  pact on your egion Mid- Hudson 24%	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19% 11%  Southern Tier 27%	6% 2% 50% 38% 5%  Western NY 77% 48% 36% 20% 28% 14% 8%  * profitabili  Western NY 10%	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 22% 31% 16% 6%  Ety, a neg  Eng & Constr 22%	0% 7% 48% 41% 3%  Food & Bev 17%	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5% 5% 22% 10% Financial 7%	2% 8% 61% 26% 3% 	0% 7% 51% 40% 2% Retail 79% 60% 29% 14% 14% 14%	5% 6% 54% 30% 5% Industry 40% 31% 18% 25% 14% 13% Industry Service 13%	8% 8% 35% 35% 15% Wholesale & Dist 15% 30% 19% 41% 15% 310% 19% 44% 111%	1% 4% 51% 344% 99%  Non-profit 50% 63% 444% 10%	0% 7% 60% 20% 13%  Tourism 80% 47% 20% 13% 13% 27% 20%  Tourism 8%	5% 0% 45% 50% 0% 	4% 0% 30% 65% 0% Health Care 27% 59% 68% 23% 50% 9% 14% 5%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11% 12%	4% 8% 44% 38% 6% 50 to 100 25% 47% 35% 22% 25% 18% 13%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 21% 10% 9%  Size More than 100 11%
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business  Q15. Thinking about the recently passed Inflation Red  Positive Negative	6% 52% 33% 6% respor  Total 73% 47% 33% 12% 12% 12% 124% 124% 124% 144% 39%	N/A	N/A	N/A	1% 8% 53% 33% 4% 4 Capital Region 69% 49% 36% 11% he act to Capital Region 6% 40%	4% 7% 37% 41% 41% 11%  ALL that ap  Central/ Mohawk 80% 54% 30% 20% 15% 7% 12%  have a position Central/ Mohawk 9% 51%	0% 9% 68% 18% 5%  pply.  R Finger Lakes 70% 32% 28% 21% 14% 11%  itive imp R Finger Lakes 13% 38%	6% 10% 51% 27% 6%  Mid-Hudson 80% 48% 23% 8% 17% 17%  Dact on yoegion Mid-Hudson Mid-Hudson Mid-Hudson 24% 35%	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19% 24% 11%  Southern Tier 27% 17%	6% 2% 50% 38% 5%  Western NY 77% 48% 36% 20% 28% 14% 12% 8%  ' profitabili  Western NY 10% 48%	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 31% 16% 12% 6%  Eng & Constr 22% 43%	0% 7% 48% 41% 3%  Food & Bev 76% 48% 41% 321% 17% 28% 17%  gative im  Food & Bev 17% 28%	2% 12% 61% 15% 10%  Financial 61% 27% 37% 0% 5% 2% 10%  Financial 7% 38%	2% 8% 61% 26% 3% 89% 52% 31% 20% 15% 9% 12% Manu 9% 49%	0% 7% 51% 40% 2% Retail 79% 60% 29% 14% 14% 14% 14%	5% 6% 54% 30% 5% Industrice 71% 40% 31% 25% 14% 11% 13% Industrice 5ervice 13% 40%	8% 8% 35% 35% 15% Wholesale & Dist 89% 41% 15% 30% 19% 4% 7% 11%	1% 4% 51% 34% 9%  Non-profit 50% 63% 21% 6% 6% 10%  Non-profit 19% 22%	0% 7% 60% 20% 13%  Tourism 80% 47% 27% 20%  13%  Tourism 8% 31%	5% 0% 45% 50% 0% 	4%	3% 6% 55% 31% 6% 	4% 8% 44% 6% 6% 50 to 100 79% 47% 25% 18% 10% 13%	1% 5% 54% 34% 6%  Wore than 100 66% 48% 35% 21% 10% 13% 9%  Size More than 100 11% 45%
Moderately positive impact Moderately negative impact Substantially negative impact No impact  Q14. Which of the following is your company doing in  Raising prices Cutting costs Changing business practices Changing supply tactics Decreasing investments in your business Decreasing workforce Reducing employees' hours Increasing investments in your business Q15. Thinking about the recently passed Inflation Red	6% 52% 33% 6% 6%  Total 73% 47% 33% 22% 12% 12% 12% 124%	N/A	N/A	N/A	1% 8% 53% 33% 4% 4%  Capital Region 69% 49% 36% 18% 19% 9% 11%  Capital Region 6%	4% 7% 37% 41% 11% ALL that ap  Central/ Mohawk 80% 54% 30% 20% 15% 7% 12%  Central/ Mohawk 9%	0% 9% 68% 18% 5% Poly. R Finger Lakes 70% 32% 28% 21% 14% 7% 14% 11% Itive imp R Finger Lakes 13%	6% 10% 51% 27% 6%  egion Mid- Hudson 80% 48% 33% 28% 23% 8% 17% 17%  pact on your egion Mid- Hudson 24%	0% 3% 53% 39% 6%  Southern Tier 65% 51% 31% 25% 27% 19% 11%  Southern Tier 27%	6% 2% 50% 38% 5%  Western NY 77% 48% 36% 20% 28% 14% 8%  * profitabili  Western NY 10%	4% 2% 51% 33% 10%  Eng & Constr 82% 33% 25% 22% 31% 16% 6%  Ety, a neg  Eng & Constr 22%	0% 7% 48% 41% 3%  Food & Bev 17%	2% 12% 61% 15% 10% Financial 61% 27% 37% 0% 5% 5% 22% 10% Financial 7%	2% 8% 61% 26% 3% 	0% 7% 51% 40% 2% Retail 79% 60% 29% 14% 14% 14%	5% 6% 54% 30% 5% Industry 40% 31% 18% 25% 14% 13% Industry Service 13%	8% 8% 35% 35% 15% Wholesale & Dist 15% 30% 19% 41% 15% 310% 19% 44% 111%	1% 4% 51% 344% 99%  Non-profit 50% 63% 444% 10%	0% 7% 60% 20% 13%  Tourism 80% 47% 20% 13% 13% 27% 20%  Tourism 8%	5% 0% 45% 50% 0% 	4% 0% 30% 65% 0% Health Care 27% 59% 68% 23% 50% 9% 14% 5%	3% 6% 55% 31% 6% Co Less than 50 76% 48% 31% 24% 23% 11% 12%	4% 8% 44% 38% 6% 50 to 100 25% 47% 35% 22% 25% 18% 13%	1% 5% 54% 34% 6%  Size More than 100 66% 48% 35% 24% 21% 10% 9%  Size More than 100 11%

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Q16. Now, thinking specifically about New York and the in which companies like yours will succeed?	ne relat	tionship	betw	een the	state go	vernment a	and busi	nesses lik	e yours, ove	erall would	you say	the gove	ernment of	the Stat	e of Ne	w York is	doing an exc	ellent, g	good, fair o	or pooi	r job of c	reating a	busines	s climate
							R	egion								Industr	/					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Excellent	1%	2%	1%	1%	0%	0%	2%	0%	3%	1%	2%	3%	0%	0%	0%	1%	0%	1%	0%	5%	0%	2%	0%	0%
Good	10%	10%	11%	5%	6%	8%	11%	14%	17%	7%	6%	7%	10%	6%	2%	13%	15%	24%	0%	0%	13%	11%	6%	11%
Fair	27%	31%	30%	25%	28%	23%	28%	30%	29%	27%	24%	41%	20%	26%	21%	25%	22%	38%	43%	41%	9%	27%	28%	24%
Poor	62%	57%	58%	66%	66%	69%	60%	56%	51%	65%	69%	48%	70%	69%	77%	61%	63%	37%	57%	55%	78%	60%	65%	65%
Q17. Of the following, what would you like to see the	Govern	nor and	Legisla	ature o	New Yo	rk focus on	? Please	check AL	L that apply															
							R	egion								Industr	/					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Business Income Tax Reform	54%	54%	53%	52%	47%	64%	56%	56%	38%	65%	63%	48%	56%	61%	71%	56%	85%	22%	47%	64%	17%	56%	56%	46%
Personal Income Tax Reform	51%	52%	48%	50%	51%	51%	58%	50%	42%	57%	49%	38%	59%	64%	52%	56%	70%	32%	40%	55%	26%	49%	57%	54%
Spending Cuts	51%	48%	47%	53%	51%	65%	53%	37%	32%	66%	51%	28%	59%	64%	55%	50%	67%	37%	60%	41%	52%	52%	51%	55%
Workforce Development	41%	43%	31%	N/A	42%	30%	37%	42%	52%	33%	33%	41%	33%	36%	33%	31%	33%	72%	40%	45%	52%	34%	45%	58%
Business Development Incentives	40%	41%	45%	36%	32%	41%	37%	48%	43%	41%	33%	52%	46%	31%	40%	51%	26%	34%	73%	41%	22%	44%	38%	27%
Infrastructure Development	38%	44%	40%	42%	40%	30%	44%	42%	39%	33%	53%	28%	46%	32%	36%	27%	48%	59%	13%	41%	17%	35%	44%	41%
Energy Infrastructure	32%	26%	23%	24%	28%	28%	32%	39%	40%	29%	35%	34%	23%	38%	31%	26%	41%	37%	27%	41%	22%	33%	30%	34%
Ethics Reform	26%	28%	26%	28%	29%	32%	23%	23%	26%	24%	22%	24%	46%	25%	33%	27%	22%	22%	13%	18%	17%	26%	25%	25%
Sales Tax Reform	25%	25%	23%	25%	17%	35%	21%	21%	17%	36%	24%	24%	13%	26%	29%	34%	37%	16%	20%	27%	9%	27%	19%	19%
Estate Tax Reform	24%	29%	23%	24%	24%	28%	30%	23%	12%	29%	39%	21%	21%	30%	26%	27%	30%	9%	7%	18%	13%	24%	29%	22%
Climate Change	16%	17%	N/A	N/A	12%	8%	19%	24%	27%	10%	10%	17%	10%	8%	17%	18%	7%	28%	33%	23%	17%	20%	9%	10%
Other	14%		18%	17%	14%	12%	11%	16%	25%	12%	8%	21%	5%	8%	14%	14%	7%	26%	7%	14%	43%	15%	16%	12%
Other	1470	1070	1070	1770	1470	12/0	11/0	1070	25/0	12/0	070	21/0	370	070	1470	1470	770	2070	770	14/0	4370	15/0	1070	12/0
Q18. How confident are you in the ability of the gover	nment	of the	State o	f New	York to it	nnrove the	husines	s climate	for husines	ses like voi	ırs here i	in New Y	ork over the	next v	ear? Ar	e von:			l			1		
Que mon communicate you in the about of the govern		1		1		p.ore tile		egion	101 24511165	oco iiiic you	1		ork over the	. Hene y		Industr	,					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &				l	Wholesale	Non-			Health	Less	50 to	More
			Total		Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
											COMSCI	DC 8	1		0%		G 2131	_					1%	0%
Very confident	Total	_			0%		2%	2%	3%	3%	0%	7%		Λ%		1 0%	0%	6%	0%	5%	0%	1%		
Very confident	1%	1%	2%	1%	0%	0%	2%	2% 17%	3%	3% 10%	0%	7%	21%	0% 6%		24%	0% 15%	6% 26%	0% 13%	5% 1/1%	0%	1%		
Somewhat confident	1% 16%	1% 17%	2% 18%	1% 12%	12%	0% 11%	18%	17%	30%	10%	14%	7%	21%	6%	9%	24%	15%	26%	13%	14%	13%	17%	12%	14%
Somewhat confident Not very confident	1% 16% 38%	1% 17% 41%	2% 18% 36%	1% 12% 40%	12% 34%	0% 11% 41%	18% 44%	17% 41%	30% 32%	10% 33%	14% 37%	7% 54%	21% 21%	6% 42%	9% 35%	24% 27%	15% 41%	26% 46%	13% 53%	14% 41%	13% 39%	17% 39%	12% 34%	14% 38%
Somewhat confident	1% 16%	1% 17% 41%	2% 18%	1% 12%	12%	0% 11%	18%	17%	30%	10%	14%	7%	21%	6%	9%	24%	15%	26%	13%	14%	13%	17%	12%	14%
Somewhat confident Not very confident Not at all confident	1% 16% 38% 45%	1% 17% 41% 40%	2% 18% 36% 44%	1% 12% 40% 45%	12% 34% 54%	0% 11% 41% 49%	18% 44% 37%	17% 41% 40%	30% 32% 35%	10% 33% 54%	14% 37% 49%	7% 54% 32%	21% 21% 59%	6% 42% 53%	9% 35% 56%	24% 27% 49%	15% 41% 44%	26% 46% 22%	13% 53% 33%	14% 41% 41%	13% 39%	17% 39%	12% 34%	14% 38%
Somewhat confident Not very confident	1% 16% 38% 45%	1% 17% 41% 40%	2% 18% 36% 44%	1% 12% 40% 45%	12% 34% 54%	0% 11% 41% 49%	18% 44% 37% ernmen	17% 41% 40% t is doing	30% 32% 35%	10% 33% 54%	14% 37% 49%	7% 54% 32%	21% 21% 59%	6% 42% 53%	9% 35% 56%	24% 27% 49% in which	15% 41% 44% companies lil	26% 46% 22%	13% 53% 33%	14% 41% 41%	13% 39%	17% 39% 42%	12% 34% 53%	14% 38% 48%
Somewhat confident Not very confident Not at all confident	1% 16% 38% 45%	1% 17% 41% 40%	2% 18% 36% 44% rall wo	1% 12% 40% 45% uld you	12% 34% 54%	0% 11% 41% 49% federal gov	18% 44% 37% vernmen	17% 41% 40% t is doing	30% 32% 35% an excellen	10% 33% 54% t, good, fai	14% 37% 49% r or poor	7% 54% 32% r job of c	21% 21% 59%	6% 42% 53%	9% 35% 56%	24% 27% 49%	15% 41% 44% companies lil	26% 46% 22% ke yours	13% 53% 33%	14% 41% 41%	13% 39% 48%	17% 39% 42%	12% 34% 53% mpany	14% 38% 48% Size
Somewhat confident Not very confident Not at all confident	1% 16% 38% 45% ernme	1% 17% 41% 40% ent, ove	2% 18% 36% 44% rall wo	1% 12% 40% 45% uld you 2019	12% 34% 54% say the	0% 11% 41% 49% federal gov	18% 44% 37% ernmen	17% 41% 40% t is doing egion Mid-	30% 32% 35% an excellen	10% 33% 54% t, good, fai	14% 37% 49% r or poor	7% 54% 32% r job of c	21% 21% 59% reating a bu	6% 42% 53% ssiness o	9% 35% 56% climate	24% 27% 49% in which	15% 41% 44% companies lil	26% 46% 22% ke yours	13% 53% 33% s will succe	14% 41% 41% eed?	13% 39% 48% Health	17% 39% 42% Co	12% 34% 53% mpany 50 to	14% 38% 48% Size More
Somewhat confident Not very confident Not at all confident Q19. And thinking about the efforts of the federal gov	1% 16% 38% 45% ernme	1% 17% 41% 40%  ent, ove 2021 Total	2% 18% 36% 44% rall wo 2020 Total	1% 12% 40% 45% uld you 2019	12% 34% 54% say the Capital Region	0% 11% 41% 49%  federal gov  Central/ Mohawk	18% 44% 37% vernmen Finger Lakes	17% 41% 40%  t is doing egion  Mid- Hudson	30% 32% 35% an excellen Southern Tier	10% 33% 54% t, good, fai	14% 37% 49% r or poor Eng & Constr	7% 54% 32% r job of c Food & Bev	21% 21% 59% reating a bu	6% 42% 53% ssiness o	9% 35% 56% Climate	24% 27% 49% in which Industry	15% 41% 44% companies lil / Wholesale & Dist	26% 46% 22% ke yours	13% 53% 33% s will succe	14% 41% 41% eed?	13% 39% 48% Health Care	17% 39% 42% Co Less than 50	12% 34% 53% mpany 50 to 100	14% 38% 48% Size More than 100
Somewhat confident Not very confident Not at all confident Q19. And thinking about the efforts of the federal gov Excellent	1% 16% 38% 45% ernme Total 1%	1% 17% 41% 40%  ent, ove 2021 Total 3%	2% 18% 36% 44% rall wo 2020 Total 4%	1% 12% 40% 45% uld you 2019 Total 12%	12% 34% 54% say the Capital Region 2%	0% 11% 41% 49%  federal gov  Central/ Mohawk 0%	18% 44% 37% ernmen Finger Lakes 2%	17% 41% 40%  t is doing legion Mid-Hudson 2%	30% 32% 35% an excellen Southern Tier 3%	10% 33% 54% t, good, fai Western NY 1%	14% 37% 49% r or poor Eng & Constr 0%	7% 54% 32% r job of c Food & Bev 4%	21% 21% 59% reating a bu Financial 0%	6% 42% 53% ssiness of Manu 1%	9% 35% 56% climate Retail 0%	24% 27% 49% in which Industry Service 1%	15% 41% 44% companies lil / Wholesale & Dist 0%	26% 46% 22% ke yours Non- profit 3%	13% 53% 33% s will succe Tourism 0%	14% 41% 41% eed? Tech 5%	13% 39% 48% Health Care 4%	17% 39% 42% Co Less than 50 2%	12% 34% 53% mpany 50 to 100 1%	14% 38% 48% Size More than 100 1%
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UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023 530 Upstate New York CEOs

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market position", (40% market share if a seller or 30%	or high	ner if a	buyer)	. To wh	at exten	t do you be			on would in	npact your	business	s?												•
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		2021		2019	Capital	Central/	Finger		Southern	Western	Eng &		I		D		Wholesale	Non-		T I.	Health	Less	50 to	More
Cincilianus annisius images	Total 1%	Total N/A	Total N/A	Total N/A	Region 0%	Mohawk 1%	Lakes 2%	Hudson 0%	Tier 3%	NY 0%	Constr 0%	Bev 0%	Financial 0%	Manu 0%	Retail 0%	Service 2%	& Dist	profit 1%	Tourism 0%	Tech 0%	Care 4%	than 50 1%	100 1%	than 100 0%
Significant positive impact Moderate positive impact	5%	N/A	N/A	N/A	3%	5%	5%	5%	5%	5%	4%	4%	8%	3%	5%	3%	11%	4%	7%	5%	9%	6%	4%	3%
Little to no impact	60%	N/A	N/A	N/A	58%	50%	67%	70%	57%	66%	65%	71%	59%	58%	49%	63%	59%	60%	53%	77%	39%	61%	64%	56%
Moderate adverse impact	7%	N/A	N/A	N/A	10%	11%	7%	3%	5%	3%	2%	71%	10%	11%	21%	3%	0%	7%	7%	0%	9%	6%	8%	14%
Significant adverse impact	7%	N/A	N/A	N/A	9%	8%	4%	3%	5%	9%	6%	0%	5%	7%	5%	7%	7%	9%	13%	0%	13%	5%	8%	10%
Don't know	21%	N/A	N/A	N/A	20%	24%	16%	19%	25%	17%	24%	18%	18%	20%	21%	22%	22%	18%	20%	18%	26%	22%	15%	17%
DOIL CKIOW	21/0	IN/A	IN/A	IN/A	2070	24/0	10/6	15/0	23/0	1770	24/0	10/0	10/0	20/6	21/0	22/0	22/0	10/0	2070	10/0	20/0	22/0	13/0	1770
Q22. Do you think this new "antitrust" legislation wou	ld hav	e a nos	itive n	egative	or no in	nact on th	e overa	ll econom	ic climate of	New York	State?	l	l	L					l	l .	l	l		
Q22. Do you tillik till liew untit ust regislation woo		c u pos	1	Legative	. 01 110 111	ipact on th		Region	ic cilinate of	THE TOTAL	Juic.					Industry	,					Co	mpany	Sizo
		2021	2020	2019	Capital	Central/	Finger		Southern	Western	Eng &	Food &				illuusti	Wholesale	Non-			Health	Less	50 to	More
	Total	Total		Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Positive impact	10%	N/A	N/A	N/A	7%	7%	18%	14%	14%	8%	10%	7%	8%	6%	7%	13%	4%	19%	13%	9%	13%	14%	4%	7%
No impact	20%	N/A	N/A	N/A	19%	23%	14%	24%	16%	24%	25%	36%	8%	22%	12%	20%	26%	13%	0%	36%	30%	20%	19%	19%
Negative impact	31%	N/A	N/A	N/A	39%	38%	29%	17%	24%	34%	25%	25%	51%	39%	35%	29%	22%	25%	33%	23%	26%	27%	38%	38%
Don't know	38%	N/A	N/A	N/A	35%	32%	39%	44%	46%	33%	39%	32%	33%	34%	47%	38%	48%	42%	53%	32%	30%	39%	39%	35%
20.1.1.1011	3370	11/7	11/7	.,,^	3370	32/0	33/0		7070	3370	3370	32/0	33/0	3-470	7//0	3370	-5/0	74/0	3370	J2/0	3370	3370	3370	3370
Q23. The mandated closures of businesses during the	COVID	pande	mic inc	reased	unemplo	ovment insi	urance (	UI) claims	. NYS borro	wed from t	he feder	ral govern	nment to p	av those	claims	Current	law requires	repavin	g that del	t. now	nearly	8 billion.	One pr	oposed
way of doing this is through increased payroll taxes pa		•			•	-						-	•	•			•		-		,			-,
inay or doing time is among interested payron taxes pe	, .		1	10,00	Juppon	о оррозе		Region	, 40 2			reacial B		· un oug		Industry		<b>27</b> tile	cp.o.yc.	•		Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger		Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total		Total	Region	Mohawk	Lakes		Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Support	5%	N/A	N/A	N/A	4%	7%	2%	6%	7%	2%	6%	4%	8%	2%	0%	6%	0%	9%	7%	5%	0%	5%	8%	1%
Oppose	89%	N/A	N/A	N/A	92%	90%	86%	83%	86%	93%	90%	82%	92%	92%	93%	89%	100%	81%	87%	86%	87%	88%	88%	95%
Don't know	6%	N/A	N/A	N/A	3%	3%	12%	11%	8%	5%	4%	14%	0%	6%	7%	5%	0%	10%	7%	9%	13%	7%	4%	4%
Q24. How serious an impact do you think those increa	sed UI	taxes v	would h	ave on	your bu	siness?	1																	
. ,							ı	Region								Industry	,					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Very serious	33%	N/A	N/A	N/A	29%	34%	25%	40%	37%	34%	31%	43%	21%	37%	40%	32%	26%	23%	40%	41%	48%	33%	32%	35%
Somewhat serious	51%	N/A	N/A	N/A	54%	47%	61%	44%	44%	51%	51%	46%	62%	53%	47%	47%	63%	61%	40%	36%	30%	47%	54%	55%
Not very serious	14%	N/A	N/A	N/A	15%	15%	11%	15%	15%	13%	14%	7%	13%	10%	14%	20%	11%	9%	13%	18%	22%	16%	13%	9%
Not at all serious	3%	N/A	N/A	N/A	2%	4%	4%	2%	4%	2%	4%	4%	5%	0%	0%	1%	0%	8%	7%	5%	0%	3%	1%	1%
Q25. The Climate Leadership and Community Protecti	on Act	(CLCPA	A), adop	ted in	2019, ma	ndates tha	t NYS's	economy	be net carb	on zero by	2050, 70	% of elec	tricity mus	t come f	rom rei	newable s	ources by 20	30 and	100% by 2	040, ar	nd that 3	5% of the	benefi	ts of clean
energy investment must go to low-income communiti	es and	comm	unities	of colo	r. Do you	ı think this	legislati	ion, the Cl	.CPA, will ha	ve a positi	ve, nega	tive or no	o impact or	your b	usiness'	profitabi	lity?							
							F	Region								Industry	/					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Positive impact	9%	N/A	N/A	N/A	4%	3%	12%	14%	20%	9%	10%	11%	5%	8%	2%	12%	4%	17%	13%	9%	4%	11%	3%	11%
No impact	17%	N/A	N/A	N/A	18%	20%	14%	17%	24%	9%	12%	19%	38%	6%	14%	22%	19%	18%	27%	18%	13%	18%	18%	14%
Negative impact	60%	N/A	N/A	N/A	60%	68%	60%	52%	45%	72%	69%	56%	46%	79%	70%	53%	63%	48%	40%	55%	61%	58%	68%	63%
Don't know	13%	N/A	N/A	N/A	17%	9%	14%	16%	11%	10%	10%	15%	10%	8%	14%	13%	15%	17%	20%	18%	22%	13%	12%	12%
Q26A. Are you currently evaluating or actively taking	steps to	o meet	CLCPA	's goals	through	building a	nd proc	ess electri	fication?															
								Region								Industry						Co	mpany	Size
		_	_	T	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
		2021	2020	2019	Capitai	Central	i iligei		Journelli	VVC3tCIII	6													
	Total	2021 Total		2019 Total	Region	Mohawk	Lakes		Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently evaluating	Total						_				_		Financial 10%	Manu 15%	Retail 20%	Service 18%			Tourism 27%	Tech 19%	Care 14%		<b>100</b>	than 100 27%
Currently evaluating Actively taking steps		Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev		_			& Dist	profit				than 50		
	18%	Total N/A	Total N/A	Total N/A	Region 17%	Mohawk 14%	Lakes 25%	Hudson 18%	Tier 22%	NY 15%	Constr 16%	<b>Bev</b> 15%	10%	15%	20%	18%	<b>&amp; Dist</b> 19%	profit 27%	27%	19%	14%	than 50 17%	14%	27%

	ely taking steps t	o meet	CLCPA'	s goals	with alt	ernative en	ergy veh	icles?																
							R	egion								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism		Care	than 50	100	than 100
Currently evaluating	14%	N/A	N/A	N/A	13%	16%	18%	15%	20%	8%	16%	11%	13%	6%	24%	14%	19%	15%	33%	5%	14%	13%	8%	24%
Actively taking steps	9%	N/A	N/A	N/A	9%	5%	9%	13%	11%	6%	12%	4%	3%	5%	10%	11%	11%	12%	13%	14%	0%	6%	8%	17%
Neither	77%	N/A	N/A	N/A	78%	78%	73%	72%	69%	86%	73%	85%	85%	90%	66%	74%	70%	72%	53%	81%	86%	81%	84%	58%
Q26C. Are you currently evaluating or active	ely taking steps to	meet	CLCPA'	s goals	in any o	ther way?																		
								egion					1			Industr	•						mpany	
		2021					Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-	l	l	Health	Less	50 to	More
Commandly analysis	Total			Total	Region	Mohawk	Lakes	Hudson	Tier	NY 100/	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism		Care	than 50	100 11%	than 10
Currently evaluating		N/A	N/A	N/A	2%	3%	3%	7%	13%	10%	3%	12%	5%	11%	0%	8%	6%	10%	25%	14%	0%	6%		9%
Actively taking steps	5%	N/A	N/A	N/A	4%	0%	9%	7%	7%	7%	3%	0%	11%	2%	5%	4%	12%	20%	0%	0%	0%	7%	0%	3%
Neither	87%	N/A	N/A	N/A	94%	97%	88%	87%	80%	83%	94%	88%	84%	87%	95%	89%	82%	70%	75%	86%	100%	87%	89%	88%
Q27. Do you think this legislation, the CLCP	A will have a nec	itivo n	o a a tive		impost o	n the NVC o	conomi	2			l			l .					l		l .	l	l .	l .
Q27. DO YOU HINK HIIS TERISTATION, THE CLCP.	-A, will flave a pos	itive, n	egative	01 110	ппрасс 0	ii tile ivi 5 E		<u>r</u> egion			1					Industr	v					· ·	mpany	Sizo
		2021	2020	2019	Capital	Central/		Mid-	Southern	Western	Eng &	Food &				muusti	Wholesale	Non-	l	l	Health	Less	50 to	More
	Total	-	Total	Total			Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 10
Positive impact	16%	N/A	N/A	N/A	9%	9%	18%	31%	28%	10%	10%	15%	13%	10%	7%	20%	15%	25%	20%	23%	13%	18%	10%	13%
No impact	6%	N/A	N/A	N/A	9%	3%	7%	3%	7%	4%	4%	4%	3%	6%	2%	8%	11%	7%	7%	0%	4%	5%	12%	3%
Negative impact	64%	N/A	N/A	N/A	64%	76%	70%	50%	45%	72%	80%	54%	72%	76%	74%	57%	67%	43%	40%	59%	61%	63%	65%	66%
Don't know	15%	N/A	N/A	N/A	18%	12%	5%	16%	20%	14%	6%	27%	13%	8%	16%	15%	7%	24%	33%	18%	22%	14%	13%	18%
Don't know	13/0	IV/A	IN/A	IN/A	10/0	12/0	370	10/0	2070	1470	070	2770	1370	070	10/0	13/0	770	2470	3370	10/0	22/0	1470	1370	10/0
profitability?		2021	2020	2019	Capital	Central/	R	egion Mid-	Southern	Western	Eng &	Food &	1	ı	I	Industr	y Wholesale	Non-	ı	ı	Health	Co Less	mpany 50 to	Size More
	Total	-	Total	Total	Region		Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Positive impact	5%	N/A	N/A	N/A	5%	1%	5%	8%	11%	2%	4%	0%	5%	1%	0%	9%	0%	13%	7%	5%	4%	6%	3%	3%
No impact			_		39%			25%				11%	38%	30%	16%	34%	26%	21%			17%	30%	36%	21%
•	1 29%	N/A	IN/A	N/A		30%	1/%		29%	70%	37%								27%	45%		5070	5070	71%
Negative impact	29% 61%	N/A	N/A N/A	N/A		30% 66%	27% 63%		29% 53%	20% 74%	37% 55%		54%	67%	79%	50%			27% 67%	45% 41%		60%	56%	
	61%	N/A	N/A	N/A	52%	66%	63%	59%	53%	74%	55%	81%	54% 3%	67% 1%	79% 5%	50% 7%	67%	58%	67%	41%	78%	60% 4%	56%	
Negative impact Don't know													54% 3%	67% 1%	79% 5%	50% 7%				_		60% 4%	56% 5%	5%
Don't know	61% 5%	N/A N/A	N/A N/A	N/A N/A	52% 3%	66% 3%	63% 5%	59% 8%	53% 7%	74% 4%	55% 4%	81% 7%					67%	58%	67%	41%	78%			
	61% 5%	N/A N/A	N/A N/A	N/A N/A	52% 3%	66% 3%	63% 5% or more	59% 8% e upstate	53% 7%	74% 4%	55% 4%	81% 7%					67% 7%	58%	67%	41%	78%	4%	5%	5%
Don't know	61% 5%	N/A N/A	N/A N/A	N/A N/A the m	52% 3%	66% 3% wage to \$15	63% 5% or more	59% 8%	53% 7%	74% 4%	55% 4%	81% 7%				7%	67% 7%	58%	67%	41%	78%	4%		5%
Don't know	61% 5%	N/A N/A N/A ose inci	N/A N/A N/A reasing 2020	N/A N/A the m	52% 3% inimum v	66% 3% wage to \$15	63% 5% or more	59% 8% e upstate	53% 7% and to \$20 o	74% 4% or more do	55% 4% wnstate	81% 7% ?			5%	7%	67% 7%	58% 7%	67%	41% 9%	78% 0%	4% Co	5% mpany	5% Size More
Don't know Q29. And what about you personally, do yo	61% 5% ou support or opp	N/A N/A N/A ose inci	N/A N/A N/A reasing 2020	N/A N/A the mi	52% 3% inimum v	66% 3% wage to \$15	63% 5% or more Re Finger	59% 8% e upstate egion Mid-	53% 7% and to \$20 o	74% 4% or more do	55% 4% wnstate	81% 7% ?	3%	1%	5%	7%	67% 7% y Wholesale	58% 7% Non-	67% 0%	41% 9%	78% 0% Health	4% Co Less	5% mpany 50 to	5% Size More
Don't know	61% 5% ou support or opp	N/A N/A ose inco	N/A N/A reasing 2020 Total	N/A N/A the mi	52% 3% inimum v Capital Region	66% 3% wage to \$15 Central/ Mohawk	63% 5% or more Ringer Lakes	59% 8% e upstate egion Mid- Hudson	53% 7% and to \$20 o	74% 4% or more do Western NY	55% 4% wnstate Eng & Constr	81% 7% ? Food & Bev	3% Financial	1% Manu	5% Retail	7% Industr	67% 7% y Wholesale & Dist	58% 7% Non- profit	67% 0% Tourism	41% 9% Tech	78% 0% Health Care	4% Co Less than 50	5% mpany 50 to 100	Size More than 10
Don't know  Q29. And what about you personally, do yo  Support Oppose	61% 5% ou support or opp Total 31%	N/A N/A ose inco 2021 Total N/A	N/A N/A reasing 2020 Total N/A	N/A N/A the mi 2019 Total N/A	52% 3% inimum v Capital Region 37%	66% 3% wage to \$15 Central/ Mohawk 22%	63% 5% or more R Finger Lakes 34%	59% 8% e upstate egion Mid- Hudson 32%	53% 7% and to \$20 o Southern Tier 49%	74% 4% or more do Western NY 18%	55% 4% wnstate Eng & Constr 25%	81% 7% ? Food & Bev 22%	3% Financial 23%	1% Manu 27%	5% Retail 23%	7% Industr	67% 7%  y Wholesale & Dist 19%	Non-profit 45%	67% 0% Tourism 53%	41% 9% Tech 27%	78% 0% Health Care 35%	Co Less than 50	5% mpany 50 to 100 33%	Size More than 10 26%
Don't know  Q29. And what about you personally, do yo  Support Oppose	61% 5% ou support or opp Total 31% 59%	N/A N/A N/A ose inco 2021 Total N/A N/A	N/A N/A reasing 2020 Total N/A N/A	N/A N/A the mi 2019 Total N/A N/A	52% 3% inimum v Capital Region 37% 48%	66% 3% wage to \$15 Central/ Mohawk 22% 72%	63% 5% or more Ringer Lakes 34% 55%	59% 8% e upstate egion Mid- Hudson 32% 56%	53% 7% and to \$20 o Southern Tier 49% 45%	74% 4% or more do Western NY 18% 75%	55% 4% wnstate Eng & Constr 25% 59%	81% 7% ? Food & Bev 22% 67%	Financial 23% 69%	1% Manu 27% 67%	8etail 23% 70%	7% Industr Service 39% 50%	67% 7%  Wholesale & Dist 19% 81%	58% 7% Non- profit 45% 46%	67% 0% Tourism 53% 40%	41% 9% Tech 27% 45%	78% 0% Health Care 35% 52%	Co Less than 50 33% 57%	5% mpany 50 to 100 33% 59%	5% Size More than 10 26% 65%
Don't know  Q29. And what about you personally, do yo  Support Oppose	61% 5% bu support or opp Total 31% 59% 10%	N/A N/A ose inci 2021 Total N/A N/A N/A	N/A N/A reasing 2020 Total N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A	52% 3% inimum v Capital Region 37% 48% 15%	66% 3% wage to \$15 Central/ Mohawk 22% 72% 7%	63% 5% or more R Finger Lakes 34% 55% 11%	59% 8% e upstate egion Mid- Hudson 32% 56% 13%	53% 7% and to \$20 of Southern Tier 49% 45% 5%	74% 4% or more do Western NY 18% 75% 7%	55% 4% wnstate Eng & Constr 25% 59% 16%	81% 7% ? Food & Bev 22% 67% 11%	3% Financial 23% 69% 8%	1% Manu 27% 67% 6%	Retail 23% 70% 7%	7% Industr Service 39% 50% 11%	67% 7% Wholesale & Dist 19% 81% 0%	58% 7% Non- profit 45% 46% 9%	67% 0% Tourism 53% 40% 7%	41% 9% Tech 27% 45% 27%	78% 0% Health Care 35% 52% 13%	Co Less than 50 33% 57% 9%	5% mpany 50 to 100 33% 59% 8%	5%  Size  More than 10  26%  65%  9%
Don't know  Q29. And what about you personally, do yo  Support  Oppose  Don't know	61% 5% bu support or opp Total 31% 59% 10%	N/A N/A ose inco 2021 Total N/A N/A N/A N/A o hire p	N/A N/A reasing 2020 Total N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A	52% 3% inimum v Capital Region 37% 48% 15%	66% 3% wage to \$15 Central/ Mohawk 22% 72% 7% ers to empl	63% 5% or more R Finger Lakes 34% 55% 11%	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans	53% 7% and to \$20 o Southern Tier 49% 45% 5%	74% 4% or more do Western NY 18% 75% 7%	55% 4% wnstate Eng & Constr 25% 59% 16%	81% 7% ? Food & Bev 22% 67% 11%	3% Financial 23% 69% 8%	1% Manu 27% 67% 6%	Retail 23% 70% 7%	7% Industr Service 39% 50% 11%	67% 7% Wholesale & Dist 19% 81% 0%	58% 7% Non- profit 45% 46% 9%	67% 0% Tourism 53% 40% 7%	41% 9% Tech 27% 45% 27%	78% 0% Health Care 35% 52% 13%	Co Less than 50 33% 57% 9%	5% mpany 50 to 100 33% 59% 8%	5% Size More than 10 26% 65% 9%
Don't know  Q29. And what about you personally, do yo  Support  Oppose  Don't know  Q30. NYS is considering legislation to encou	61% 5% bu support or opp Total 31% 59% 10%	N/A N/A ose inco 2021 Total N/A N/A N/A N/A o hire p	N/A N/A reasing 2020 Total N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A	52% 3% inimum v Capital Region 37% 48% 15%	66% 3% wage to \$15 Central/ Mohawk 22% 72% 7% ers to empl	63% 5% or more R Finger Lakes 34% 55% 11%	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans	53% 7% and to \$20 o Southern Tier 49% 45% 5%	74% 4% or more do Western NY 18% 75% 7%	55% 4% wnstate Eng & Constr 25% 59% 16%	81% 7% ? Food & Bev 22% 67% 11%	3% Financial 23% 69% 8%	1% Manu 27% 67% 6%	Retail 23% 70% 7%	7% Industr Service 39% 50% 11%	67% 7% Wholesale & Dist 19% 81% 0%	58% 7% Non- profit 45% 46% 9%	67% 0% Tourism 53% 40% 7%	41% 9% Tech 27% 45% 27%	78% 0% Health Care 35% 52% 13%	Co Less than 50 33% 57% 9%	5% mpany 50 to 100 33% 59% 8%	5% Size More than 100 26% 65% 9%
Don't know  Q29. And what about you personally, do you support  Oppose Don't know  Q30. NYS is considering legislation to encouemployers to hire persons that face barriers	61% 5% bu support or opp Total 31% 59% 10%	N/A N/A N/A ose inco 2021 Total N/A N/A N/A n/A indicat	N/A N/A N/A reasing 2020 Total N/A N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A Ithat fi	52% 3% inimum v Capital Region 37% 48% 15% ace barrie	66% 3%  Wage to \$15  Central/ Mohawk 22% 72% 7%  ers to empl	63% 5% or more R Finger Lakes 34% 55% 11% ovyment u to hire	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans) those ca	53% 7% and to \$20 of Southern Tier 49% 45% 5% 5, formerly in	74% 4% or more do Western NY 18% 75% 7%	55% 4% wnstate Eng & Constr 25% 59% 16%	81% 7% ? Food & Bev 22% 67% 11%	3% Financial 23% 69% 8%	1% Manu 27% 67% 6%	Retail 23% 70% 7%	7% Industr Service 39% 50% 11%	67% 7% Wholesale & Dist 19% 81% 0%  tts, etc). For e	Non- profit 45% 46% 9%	67% 0% Tourism 53% 40% 7%	41% 9% Tech 27% 45% 27%	78% 0% Health Care 35% 52% 13%	Co Less than 50 33% 57% 9% designed	5% mpany 50 to 100 33% 59% 8% to encc	5%  Size  More than 100 26% 65% 9%  Durage
Don't know  Q29. And what about you personally, do you  Support  Oppose  Don't know  Q30. NYS is considering legislation to encoue employers to hire persons that face barriers	61% 5% bu support or opp Total 31% 59% 10%	N/A N/A ose inco 2021 Total N/A N/A N/A N/A o hire p	N/A N/A N/A reasing 2020 Total N/A N/A N/A N/A N/A 2020	N/A N/A N/A the mi 2019 Total N/A N/A N/A Ithat fi	52% 3% sinimum v Capital Region 37% 48% 15% ace barriceach wou	66% 3% wage to \$15 Central/ Mohawk 22% 72% 7% ers to emplaid make yo	63% 5% or more R Finger Lakes 34% 55% 11% oyment u to hire	supstate egion Mid- Hudson 32% 56% 13% (veterans, those ca	53% 7% and to \$20 o Southern Tier 49% 45% 5%	74% 4% or more do Western NY 18% 75% 7%	55% 4% wnstate Eng & Constr 25% 59% 16%	81% 7% ? Food & Bev 22% 67% 11%	3% Financial 23% 69% 8%	1% Manu 27% 67% 6%	Retail 23% 70% 7%	7% Industr Service 39% 50% 11%	67% 7% Wholesale & Dist 19% 81% 0% ts, etc). For e	Non- profit 45% 46% 9%	67% 0% Tourism 53% 40% 7%	41% 9% Tech 27% 45% 27%	78% 0% Health Care 35% 52% 13%	Co Less than 50 33% 57% 9% designed	5% mpany 50 to 100 33% 59% 8% to encc	5%  Size  More than 100 26% 65% 9%
Don't know  Q29. And what about you personally, do you  Support  Oppose  Don't know  Q30. NYS is considering legislation to encouse amployers to hire persons that face barriers  Q30A. Wage-based tax credits	61% 5%  Du support or opp  Total 31% 59% 10%  urage employers to employment, Total	N/A N/A N/A ose inci 2021 Total N/A N/A N/A N/A Indicat	N/A N/A N/A 2020 Total N/A N/A N/A N/A Dersons te how 2020 Total	N/A N/A the mi  2019 Total N/A N/A N/A likely 6	52% 3% nimum v Capital Region 37% 48% 15% ace barricach wou	66% 3%  wage to \$15  Central/ Mohawk 22% 72% 7% ers to emplaid make yo  Central/ Mohawk	or more R Finger Lakes 34% 55% 11% ovyment u to hire R Finger Lakes	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans those ca egion Mid- Hudson	53% 7% and to \$20 of the state	74% 4% or more do Western NY 18% 75% 7% occarcerates	55% 4% wnstate Eng & Constr 25% 59% 16% d, recipie	81% 7% ? Food & Bev 22% 67% 11% ents of su Food & Bev	Financial 23% 69% 8% pplementa	1%  Manu 27% 67% 6%  I securit	Retail 23% 70% 7% ry incom	7% Industrice 39% 50% 11% ne benefi	67% 7% Wholesale & Dist 19% 81% 0%  tts, etc). For 6  Wholesale & Dist	Non- profit 45% 46% 9% Non- profit	67% 0% Tourism 53% 40% 7% the follow	Tech 27% 45% 27% Tech	Health Care 35% 52% 13% broaches	Co Less than 50 33% 57% 9% designed	mpany 50 to 100 33% 59% 8% to enco	Size More than 10 26% 65% 9% Durage Size More than 10
Don't know  Q29. And what about you personally, do you personally and you personally, do	61% 5%  Du support or opp  Total 31% 59% 10%  urage employers to employment, Total 18%	N/A N/A N/A OSE Inco 2021 Total N/A N/A N/A N/A Total N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A 2020 Total N/A N/A N/A N/A Dersons te how 2020 Total N/A	N/A N/A the mi  2019 Total N/A N/A N/A Ithat fa likely c	52% 3% nimum v Capital Region 37% 48% 15% cach wou Capital Region 16%	66% 3%  wage to \$15  Central/ Mohawk 22% 72% 7%  ers to emplaid make yo  Central/ Mohawk 16%	63% 5% or more Refinger Lakes 34% 55% 11% oyment u to hire Refinger Lakes 18%	59% 8%  e upstate egion Mid- Hudson 132% 56% 13%  (veterans those ca egion Mid- Hudson 20%	53% 7%  and to \$20 of the state	74% 4% or more do Western NY 18% 75% 7% occarcerated	s55% 4% 4% wnstate Eng & Constr 25% 59% 16% d, recipie Eng & Constr	81% 7% ? Food & Bev 22% 67% 11% ents of su  Food & Bev 12%	Financial 23% 69% 8% pplementa Financial 3%	1%  Manu 27% 67% 6% I securit  Manu 14%	Retail 23% 70% 7% Incom	7%  Industr  Service 39% 50% 11% ne benefi  Industr  Service 20%	67% 7%  Wholesale & Dist 19% 81% 0%  ts, etc). For e	Non- profit   45%   9%	67% 0% Tourism 53% 40% 7% the follow	Tech 27% 45% 27% Tech 22%	78% 0% Health Care 35% 52% 13% roaches Health Care 29%	4%  Co Less than 50 33% 57% 9%  designed  Co Less than 50 18%	mpany 50 to 100 33% 59% 8% to enco	5%  Size  More than 100 26% 65% 9%  Durage  Size More than 100 20%
Don't know  Q29. And what about you personally, do you you personally, do you personally,	61% 5%  Du support or opp  Total 31% 59% 10%  urage employers to employment,  Total 18% 42%	N/A N/A N/A OSE INCO 2021 Total N/A N/A N/A O hire p indicat  2021 Total N/A N/A	N/A N/A N/A reasing 2020 Total N/A N/A N/A N/A 2020 Total N/A N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A Sthat folikely of Total N/A N/A N/A	52% 3%  Inimum v  Capital Region 37% 48% 15%  ace barricach wou  Capital Region 16% 42%	66% 3%  wage to \$15  Central/ Mohawk 22% 7% 7%  Central/ Mohawk 46% 34%	63% 5% Finger Lakes 11% Syment u to hire R Finger Lakes 18% 42%	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans those ca egion Mid- Hudson 20% 46%	53% 7%  and to \$20 of the state	74% 4% or more do Western NY 18% 75% 7% ccarcerated Western NY 15% 51%	55% 4% wnstate Eng & Constr 25% 59% 16% d, recipie Eng & Constr 5% 39%	81% 7% ? Food & Bev 22% 67% 11% ents of su  Food & Bev 12% 56%	Financial 23% 69% 8% pplementa Financial 3% 41%	1%  Manu 27% 67% 6%  I securit  Manu 14% 48%	Retail 23% 70% 7% ry incom  Retail 15% 51%	7%  Industr  Service 39% 50% 11%  be benefit  Industr  Service 20% 35%	67% 7% Wholesale & Dist 19% 81% 0% ts, etc). For e	Non- profit   45%   46%   9%	67% 0% Tourism 53% 40% 7% the follow Tourism 20% 60%	Tech 27% 45% 27%  Tech 22% 33%	78% 0% Health Care 35% 52% 13% broaches Health Care 29% 33%	4%  Co Less than 50 33% 57% 9% designed  Co Less than 50 18% 40%	mpany 50 to 100 33% 59% 8% to enco mpany 50 to 100 15% 42%	5%  Size  More than 10  26% 65% 9%  Durage  Size  More than 10  20% 50%
Don't know  Q29. And what about you personally, do you personally and you personally, do	61% 5%  Du support or opp  Total 31% 59% 10%  urage employers to employment,  Total 18%	N/A N/A N/A OSE Inco 2021 Total N/A N/A N/A N/A Total N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A 2020 Total N/A N/A N/A N/A Dersons te how 2020 Total N/A	N/A N/A the mi  2019 Total N/A N/A N/A  that f: likely e  2019 Total N/A N/A N/A	52% 3%  Inimum v  Capital Region 37% 48% 15%  Capital Region 16% 42% 21%	66% 3%  Wage to \$15  Central/ Mohawk 22% 7%  7%  Central/ Mohawk 16% 34% 27%	or more R Finger Lakes 34% 55% 11%  ovyment u to hire R Finger Lakes 18% 42% 22%	supstate egion Mid-Hudson 46% 46% 48%	53% 7%  and to \$20 of the first state of the first	74% 4% or more do Western NY 18% 75% 7% occarcerated	55% 4% 4% Eng & Constr 25% 59% 16% d, recipie Eng & Constr 5% 39% 30%	81% 7% ? Food & Bev 22% 67% 11% ents of su  Food & Bev 12% 56% 20%	Financial 23% 69% 8% pplementa Financial 3%	1%  Manu 27% 67% 6% I securit  Manu 14%	Retail 23% 70% 7% 15% 15% 51% 8%	7%  Industri  Service 39% 50% 11%  Be benefi  Industri  Service 20% 35% 23%	67% 7%  Wholesale & Dist 19% 81% 0%  ts, etc). For e	Non- profit 45% 46% 9% each of t Non- profit 35% 46% 2%	67% 0%  Tourism 53% 40% 7% the follow  Tourism 20% 60% 10%	Tech 27% 27% 27% 27% 27% 33% 11%	78% 0% Weight of the control of the	4%  Co Less than 50 33% 57% 9%  designed  Co Less than 50 18% 40% 19%	mpany 50 to 100 33% 59% 8% to enco mpany 50 to 100 15% 42% 27%	5%  Size  More than 100 26% 65% 9%  Durage  Size  More than 100 20% 50% 14%
Don't know  Q29. And what about you personally, do	61% 5%  Du support or opp  Total 31% 59% 10%  urage employers to employment,  Total 18% 42%	N/A N/A N/A OSE INCO 2021 Total N/A N/A N/A O hire p indicat  2021 Total N/A N/A	N/A N/A N/A reasing 2020 Total N/A N/A N/A N/A 2020 Total N/A N/A N/A N/A	N/A N/A the mi 2019 Total N/A N/A N/A Sthat folikely of Total N/A N/A N/A	52% 3%  Inimum v  Capital Region 37% 48% 15%  ace barricach wou  Capital Region 16% 42%	66% 3%  wage to \$15  Central/ Mohawk 22% 7% 7%  Central/ Mohawk 46% 34%	63% 5% Finger Lakes 11% Syment u to hire R Finger Lakes 18% 42%	59% 8% e upstate egion Mid- Hudson 32% 56% 13% (veterans those ca egion Mid- Hudson 20% 46%	53% 7%  and to \$20 of the state	74% 4% or more do Western NY 18% 75% 7% ccarcerated Western NY 15% 51%	55% 4% wnstate Eng & Constr 25% 59% 16% d, recipie Eng & Constr 5% 39%	81% 7% ? Food & Bev 22% 67% 11% ents of su  Food & Bev 12% 56%	Financial 23% 69% 8% pplementa Financial 3% 41%	1%  Manu 27% 67% 6%  I securit  Manu 14% 48%	Retail 23% 70% 7% ry incom  Retail 15% 51%	7%  Industr  Service 39% 50% 11%  be benefit  Industr  Service 20% 35%	67% 7% Wholesale & Dist 19% 81% 0% ts, etc). For e	Non- profit   45%   46%   9%	67% 0% Tourism 53% 40% 7% the follow Tourism 20% 60%	Tech 27% 45% 27%  Tech 22% 33%	78% 0% Health Care 35% 52% 13% broaches Health Care 29% 33%	4%  Co Less than 50 33% 57% 9% designed  Co Less than 50 18% 40%	mpany 50 to 100 33% 59% 8% to enco mpany 50 to 100 15% 42%	5%  Size  More than 100 26% 65% 9%  Durage  Size  More than 100 20% 50%

#### Siena College Research Institute

#### In Partnership with The Business Council of New York State, Inc., UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023

vember 28, 2022 - February 14, 20 530 Upstate New York CEOs

Q30B. Targeted training programs related to compan	y-speci	fic skill	needs																					
							R	egion								Industr	у					Co	mpany :	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Very likely	20%	N/A	N/A	N/A	18%	14%	24%	30%	26%	15%	11%	18%	10%	19%	14%	27%	10%	33%	20%	16%	29%	19%	19%	23%
Somewhat likely	39%	N/A	N/A	N/A	44%	39%	43%	30%	33%	43%	43%	41%	37%	39%	35%	34%	33%	50%	50%	37%	38%	35%	44%	48%
Not very likely	18%	N/A	N/A	N/A	19%	20%	16%	18%	14%	19%	24%	23%	23%	25%	19%	14%	29%	4%	20%	16%	14%	17%	24%	18%
Not at all likely	22%		_	N/A	20%	27%	16%	22%	26%	23%	22%	18%	30%	17%	32%	24%	29%	13%	10%	32%	19%	28%	13%	11%
NOT at all likely	22/0	IN/A	IN/A	IN/A	2070	2770	10/0	22/0	20/0	23/0	22/0	10/0	3070	1770	32/0	24/0	23/6	13/0	1076	32/0	13/0	20/0	13/0	11/0
Q30C. "Soft skill" training	ı	l .		l .			L	l	l		l .	l		l	l		1		l	l			l .	
QJOC. JOILSKIII TIAIIIIII								egion								Industr	·					Co	mpany	Cizo
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &		l	1	illuusti	Wholesale	Non-			Health	Less	50 to	More
	T						_						F*		B	c				t.				
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Very likely	14%	N/A	N/A	N/A	15%	8%	11%	20%	14%	15%	5%	10%	10%	10%	6%	18%	14%	25%	20%	11%	25%	11%	17%	16%
Somewhat likely	36%	N/A	N/A	N/A	42%	25%	47%	27%	39%	35%	39%	35%	30%	34%	35%	35%	27%	51%	50%	39%	15%	34%	35%	44%
Not very likely	26%	N/A	N/A	N/A	21%	38%	23%	27%	20%	27%	24%	30%	30%	37%	21%	21%	41%	18%	20%	17%	30%	26%	30%	24%
Not at all likely	24%	N/A	N/A	N/A	22%	28%	19%	27%	27%	24%	32%	25%	30%	19%	38%	26%	18%	5%	10%	33%	30%	29%	17%	15%
Q31. On another topic, "Disruptive Technologies", in:	novatio	ns that	signific	cantly a	lter the	way that co	nsumer	s, industr	ies, or busin	esses ope	rate. Hov	v familiar	are you wi	ith Disru	ptive T	echnolog	ies?							
							R	egion								Industr	y					Co	mpany :	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Very familiar	13%	N/A	N/A	N/A	16%	7%	11%	17%	13%	15%	4%	4%	31%	15%	7%	11%	11%	6%	20%	45%	13%	11%	14%	17%
Somewhat familiar	30%	N/A	N/A	N/A	34%	26%	34%	24%	26%	30%	27%	19%	36%	34%	31%	24%	15%	37%	27%	36%	30%	26%	32%	38%
	25%	N/A	N/A	N/A	_									27%		23%	22%	35%		14%	17%	27%	22%	
Not very familiar	_				20%	33%	29%	25%	29%	25%	29%	30%	10%		31%				20%					25%
Not at all familiar	32%	N/A	N/A	N/A	30%	34%	27%	33%	32%	30%	40%	48%	23%	25%	31%	41%	52%	22%	33%	5%	39%	36%	31%	20%
Q32. Which of the following disruptive technologies of	lo you d	current	ly use c	or do yo	ou see yo	ur compan	y using i	n the nea	r future?															
Q32A. The Internet																								
							R	egion								Industr	у					Co	mpany :	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	94%	N/A	N/A	N/A	97%	91%	85%	97%	99%	94%	90%	96%	100%	96%	93%	90%	93%	97%	100%	100%	86%	93%	96%	98%
Future use	1%	N/A	N/A	N/A	0%	3%	2%	0%	1%	3%	0%	0%	0%	1%	2%	2%	7%	2%	0%	0%	0%	2%	0%	2%
No plans to use	4%	N/A	N/A	N/A	3%	7%	13%	3%	0%	3%	10%	4%	0%	2%	5%	8%	0%	2%	0%	0%	14%	5%	4%	0%
No plans to use	470	11//1	11//	14//	370	770	1370	370	070	370	10/0	470	070	2/0	370	070	070	270	070	070	1470	370	470	070
Q32B. Automation of knowledge (including artificial i	ntolligo	nco)		<u> </u>			<u> </u>	<u> </u>	1		<u> </u>	<u> </u>		<u> </u>					L				ll	
Q32B. Automation of knowledge (including artificial i	Tremge	licej	1	1				!			1					las als sakas						<b>C</b> -		C:
								egion	Ta					1		Industr			1				mpany	
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &		1			Wholesale	Non-		l	Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	20%	N/A	N/A	N/A	34%	15%	8%	20%	11%	21%	20%	4%	32%	18%	17%	18%	11%	19%	20%	41%	19%	14%	22%	36%
Future use	29%	N/A	N/A	N/A	24%	27%	30%	30%	35%	32%	18%	28%	46%	39%	26%	26%	19%	24%	33%	41%	19%	26%	36%	35%
No plans to use	51%	N/A	N/A	N/A	42%	58%	62%	50%	54%	47%	61%	68%	22%	43%	57%	56%	70%	56%	47%	18%	62%	60%	42%	29%
Q32C. 5G and Improved Connectivity				•																				
							R	egion								Industr	v					Co	mpany :	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	55%	N/A	N/A	N/A	59%	61%	47%	61%	55%	47%	55%	46%	69%	48%	47%	61%	74%	43%	53%	73%	45%	52%	62%	60%
Future use	28%	N/A	N/A	N/A	24%	27%	27%	27%	34%	29%	24%	17%	19%	33%	40%	24%	19%	37%	40%	14%	27%	29%	22%	28%
	17%	N/A	_	N/A		1										15%	7%	21%	7%	14%	27%			12%
No plans to use	1/%	IN/A	N/A	N/A	16%	12%	25%	12%	11%	24%	20%	38%	11%	18%	14%	15%	1%	21%	/%	14%	2/%	20%	16%	12%
	1	<u> </u>	<u> </u>		1	]	1	l	l	l .	l	l	İ	l	<u> </u>		l		1	L			l .	
Q32D. The Internet of things (computing devices emb	edded	in ever	yday ol	bjects)																				
								egion			ļ					Industr	у						mpany	
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &		1	1		Wholesale	Non-		1	Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	39%	N/A	N/A	N/A	50%	42%	25%	35%	49%	28%	45%	38%	47%	33%	35%	42%	30%	40%	33%	59%	29%	35%	46%	49%
Future use	27%	N/A	N/A	N/A	21%	25%	35%	26%	21%	36%	20%	13%	31%	37%	33%	24%	41%	21%	27%	18%	24%	27%	29%	26%
Future use No plans to use	27% 34%	N/A N/A	N/A N/A	N/A N/A	21% 29%	25% 33%	35% 39%	26% 39%	21% 30%	36% 36%	20% 35%	13% 50%	31% 22%	37% 30%	33% 33%	24% 34%	41% 30%	21% 39%	27% 40%	18% 23%	24% 48%	27% 38%	29% 25%	26% 26%

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#### UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023

530 Upstate New York CEOs

Q32E. The cloud																								
							R	legion								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	81%	N/A	N/A	N/A	82%	81%	71%	79%	93%	78%	65%	69%	95%	72%	79%	83%	78%	97%	93%	95%	73%	78%	81%	94%
Future use	9%	N/A	N/A	N/A	8%	12%	11%	14%	5%	7%	12%	15%	3%	16%	12%	6%	7%	2%	7%	5%	9%	10%	12%	2%
No plans to use	10%	N/A	N/A	N/A	11%	7%	18%	7%	1%	14%	24%	15%	3%	11%	9%	11%	15%	2%	0%	0%	18%	12%	8%	4%
Q32F. Advanced robotics																								
								legion	1	,			1			Industr			1		1		mpany	
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	8%	N/A	N/A	N/A	10%	5%	9%	13%	6%	10%	10%	4%	3%	24%	7%	1%	4%	3%	0%	9%	14%	6%	9%	16%
Future use	16%	N/A	N/A	N/A	15%	12%	13%	18%	14%	22%	19%	16%	17%	33%	12%	12%	11%	10%	13%	9%	0%	11%	25%	23%
No plans to use	75%	N/A	N/A	N/A	75%	82%	77%	70%	81%	68%	71%	80%	81%	43%	80%	87%	85%	87%	87%	82%	86%	83%	65%	61%
						<u> </u>	L	L			L	<u> </u>		<u> </u>										
Q32G. Autonomous or near autonomous vehicles	1																					_		
	<u> </u>	l			L			legion	1	I	<u> </u>	1- 1-	1			Industr			1		I		mpany	
	<b> </b>	2021	2020	2019	Capital		Finger	Mid-	Southern	Western	Eng &	Food &	F*	l.,	D		Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	1%	N/A	N/A	N/A	2%	0%	0%	0%	4%	1%	0%	0%	6%	5%	0%	0%	0%	0%	7%	0%	0%	1%	3%	2%
Future use	15%	N/A	N/A	N/A	10%	12%	19%	23%	11%	20%	23%	12%	8%	16%	15%	17%	11%	8%	7%	23%	18%	13%	16%	22%
No plans to use	84%	N/A	N/A	N/A	88%	88%	81%	77%	85%	79%	77%	88%	86%	79%	85%	83%	89%	92%	87%	77%	82%	86%	82%	76%
02211 2 D D d d d d																								
Q32H. 3-D Printing	ı —	1						1!			1					la di cata	-					-		C!
		2021	2020	2010	Camital	Cambral		legion	Cauthaus	14/224222	F== 0	F40	1	1		Industr		Non	1		I I a a lala		mpany	
	T-4-1	2021	2020 Total	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &		Financial	D.4	Data:I	C	Wholesale & Dist	Non-	T	T	Health	Less	50 to	More
Comments	Total 12%	Total N/A		Total N/A	Region	Mohawk	Lakes 15%	Hudson 16%	Tier 10%	NY 13%	Constr 11%	Bev 0%	Financial 3%	Manu 32%	Retail 13%	Service 4%	8 Dist 7%	profit 11%	Tourism 0%	Tech 14%	Care 0%	than 50 7%	<b>100</b> 20%	than 100 18%
Currently use	17%		N/A		8%	10%							11%			18%					_			
Future use	72%	N/A N/A	N/A N/A	N/A N/A	14% 78%	10% 81%	23% 62%	16% 68%	14% 76%	26% 62%	23% 66%	21% 79%	86%	28% 40%	8% 80%	77%	7% 85%	11% 77%	7% 93%	23% 64%	5% 95%	18%	20% 61%	12%
No plans to use	72%	N/A	N/A	N/A	78%	81%	62%	08%	76%	62%	66%	79%	80%	40%	80%	11%	85%	11%	93%	64%	95%	75%	61%	70%
Q32I. Renewable energy	l																l			l				
Q321. Renewable energy								legion			ı					Industr						Co	mpany	Cino
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &	1	1		illuusti	Wholesale	Non-		<u> </u>	Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	19%	N/A	N/A	N/A	23%	16%	17%	29%	22%	11%	15%	28%	11%	18%	25%	20%	19%	21%	13%	18%	14%	15%	9%	37%
Future use	42%	N/A	N/A	N/A	39%	37%	40%	45%	48%	44%	38%	32%	46%	48%	25%	32%	42%	50%	67%	59%	50%	41%	47%	45%
No plans to use	39%	N/A	N/A	N/A	38%	47%	43%	27%	30%	45%	48%	40%	43%	33%	50%	47%	38%	29%	20%	23%	36%	44%	43%	18%
No plails to use	33/0	IN/A	IN/A	IN/A	30/0	4770	43/0	21/0	3070	43/0	40/0	4070	43/0	33/0	3076	4770	36/6	25/0	20/0	23/0	30/0	44/0	4370	10/0
Q32J. Cyber security	<u> </u>	<u> </u>		l	1	1	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<del></del>			<u> </u>		1	<u> </u>	1			<u> </u>
Quantity Control Security	1							legion								Industr	v					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &		1			Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Currently use	70%	N/A	N/A	N/A	79%	70%	63%	67%	73%	60%	63%	44%	92%	70%	68%	60%	59%	78%	73%	95%	86%	63%	77%	88%
Future use	16%	N/A	N/A	N/A	13%	16%	13%	17%	17%	22%	16%	28%	3%	18%	10%	23%	22%	14%	20%	0%	5%	20%	12%	7%
No plans to use	14%	N/A	N/A	N/A	8%	14%	24%	16%	10%	18%	20%	28%	5%	11%	23%	17%	19%	8%	7%	5%	9%	18%	12%	4%
- p		,	,	,																	<u> </u>			
Q32K. Digital analytics		ı			l.		l .	l.	ı		L		l								II.			l
							R	legion								Industr	v					Co	mpany	Size
									Southern	Western	Eng &	Food &		1			Wholesale	Non-			Health	Less	50 to	More
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	western								INOII-						
	Total						Finger Lakes				_		Financial	Manu	Retail	Service			Tourism	Tech			100	than 100
Currently use	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial 69%	Manu 30%	Retail 39%	Service 43%	& Dist	profit	Tourism 53%	Tech	Care	than 50	<b>100</b> 41%	than 100 66%
Currently use Future use	Total 42% 33%		Total N/A	Total N/A						NY 35%	_		Financial 69% 25%	<b>Manu</b> 30% 39%	<b>Retail</b> 39% 27%	<b>Service</b> 43% 30%			<b>Tourism</b> 53% 33%	Tech 68% 23%			<b>100</b> 41% 36%	than 100 66% 24%
Currently use Future use No plans to use	42%	Total N/A	Total	Total	Region 52%	Mohawk 35%	Lakes 30%	Hudson 41%	Tier 52%	NY	Constr 25%	<b>Bev</b> 28%	69%	30%	39%	43%	<b>&amp; Dist</b> 26%	profit 60%	53%	68%	Care 45%	than 50 35%	41%	66%

·																								
Q33. Do you tend to see these disruptive technologie	s more	as an o	pportu	nity fo	r your bu	siness or as			business?		T													
		<b>L</b>						egion	1	I	ļ				1	Industr		T					mpany	
	l			2019	Capital		Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-	l		Health	Less	50 to	More
	Total		Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Opportunity	80%	N/A	N/A	N/A	86%	75%	76%	78%	88%	72%	70%	69%	84%	79%	73%	74%	77%	97%	93%	100%	68%	76%	85%	89%
Threat	20%	N/A	N/A	N/A	14%	25%	24%	22%	12%	28%	30%	31%	16%	21%	27%	26%	23%	3%	7%	0%	32%	24%	15%	11%
024 Piddy 6000 40 di t-ii		N/A	N/A	N/A				<u> </u>	6 . 1		la a a la ada		* b	<u> </u>			1							
Q34. Did the COVID-19 pandemic result in an increase	e in use	of disru	uptive	tecnno	logies for	r your comp			n use of alsi	uptive tec	nnologie	es, or ala	it nave no i	mpact o	n your			uptive t	ecnnologi	es?		-		<b>C</b> '
	+	2021	2020	2019	Cauthal	Control		egion	Cauthaua	14/	F== 0	F40	1	1	1	Industr	<del></del>	l Name	1		المامالة		mpany	
					Capital	Central/	Finger Lakes	Mid-	Southern	Western	Eng &	Food &	F1		D		Wholesale	Non-			Health Care	Less	50 to	More
lu aucana	Total 52%	Total N/A	Total N/A	Total N/A	Region 60%	Mohawk 47%		Hudson	Tier	NY 48%	Constr	<b>Bev</b> 35%	Financial 79%	Manu 44%	Retail 40%	Service 44%	& Dist	profit 71%	Tourism 67%	Tech 82%	52%	than 50 47%	100	than 100 64%
Increase Decrease	2%	N/A	N/A	N/A	0%	1%	48% 2%	46% 2%	63% 1%	48% 6%	43% 2%	0%	0%	1%	2%	3%	46% 0%	2%	7%	0%	10%	1%	58% 1%	4%
	46%	N/A	N/A	N/A	40%	51%	50%	52%	36%	45%	55%	65%	21%	55%	57%	53%	54%	28%	27%	18%	38%	52%	41%	32%
No impact	40%	IN/A	IN/A	IN/A	40%	31%	30%	3270	30%	43%	33%	03%	2170	33%	37%	33%	34%	20%	2/70	1070	36%	32%	4170	3270
Q35. Turning to your impressions of the local workfo	rco Is +l	here an	amnia	cunni	of local	workers +h	t are e-	nroprist	alv trainod f	or vous c~	nlovmo	nt neodo?	<u> </u>	<u> </u>		L	1		i		ll			
Q33. Turning to your impressions of the local worklo	ce. is ti	lere all	ample	Juppiy	OI IUCAI	WUINEIS LIIC		egion	ciy tranieu i	or your en	pioyinei	iii iieeus!	1			Industr	v					r^	mpany	Size
	1	2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &				muusti	Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Yes	14%	13%	28%	21%	9%	20%	13%	10%	16%	19%	14%	23%	13%	7%	14%	18%	31%	9%	20%	14%	9%	17%	9%	5%
No	82%	79%	61%	71%	85%	78%	85%	86%	83%	76%	84%	77%	84%	91%	86%	75%	65%	85%	80%	77%	91%	78%	90%	94%
Don't know	4%	8%	11%	8%	6%	1%	2%	5%	1%	5%	2%	0%	3%	2%	0%	7%	4%	6%	0%	9%	0%	5%	1%	1%
	1,70	0,0	11/0	0,0	0,0	1,0	270	570	2,0	3,0	270	0,0	570	2,0	0,0	7,0	.,,,	0,0	0,0	3,0	0,0	570	270	1,0
Q36. Please indicate with which, if any, of the following	ng vou	are curi	rently	having	difficulty	. Please sel	ect All 1	hat apply	V.	1	1		1		1	l		<u> </u>	1	I				
	1.8 700	1				· · · · · · · · · · · · · · · · · · ·		egion	,·							Industr	v					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total	Total	Region		Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Recruiting to fill open positions	75%	78%	N/A	N/A	77%	74%	82%	76%	75%	67%	86%	62%	74%	80%	86%	70%	59%	72%	67%	64%	96%	68%	86%	91%
Retaining existing employees	38%	36%	N/A	N/A	40%	36%	36%	27%	35%	42%	39%	15%	45%	45%	30%	32%	30%	45%	27%	41%	48%	27%	50%	61%
Neither	22%		N/A	N/A	21%	23%	18%	21%	23%	25%	10%	35%	18%	17%	14%	29%	37%	22%	33%	27%	4%	29%	10%	6%
Q37A. Please indicate if you have increased wages to	recrui	t/retain	١.		•		•	•		•			•			•	•		•					
							R	egion								Industr	У					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Recruit	72%	88%	N/A	N/A	74%	71%	75%	73%	75%	63%	73%	58%	79%	82%	73%	65%	62%	78%	67%	67%	74%	62%	92%	91%
Retain	85%	86%	N/A	N/A	84%	87%	90%	85%	78%	84%	79%	75%	87%	89%	98%	79%	81%	86%	87%	76%	96%	82%	90%	93%
Not applicable	7%	58%	N/A	N/A	9%	4%	4%	8%	10%	9%	13%	13%	5%	2%	0%	11%	4%	9%	0%	19%	4%	10%	3%	2%
Q37B. Please indicate if you have offered bonuses to	recruit	/retain.																						
								egion		•						Industr			•				mpany	
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Recruit	37%	39%	N/A	N/A	37%	37%	43%	29%	37%	36%	34%	25%	51%	42%	46%	35%	18%	33%	8%	32%	55%	26%	50%	57%
Retain	65%	58%	N/A	N/A	75%	58%	83%	47%	59%	63%	70%	55%	80%	72%	84%	60%	59%	47%	58%	68%	64%	63%	72%	66%
Not applicable	26%	N/A	N/A	N/A	19%	31%	17%	36%	36%	27%	20%	40%	14%	17%	3%	31%	36%	48%	42%	26%	23%	32%	19%	19%
	<u> </u>		<u> </u>	<u> </u>			<u> </u>	l	<u> </u>			<u> </u>		<u> </u>		l								
Q37C. Please indicate if you have <u>designed flexible</u> w	ork hou	<u>rs</u> to re	ecruit/i	retain.	1						1										1			
	1							egion	I	I	<del>  </del>	1	1	1		Industr	i		1				mpany	
	1	2021		2019	Capital	-	Finger	Mid-	Southern	Western	Eng &	Food &	<u> </u>	l		١	Wholesale	Non-	l	l	Health	Less	50 to	More
	Total			Total	Region		Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu		Service	& Dist	profit		Tech	Care	than 50	100	than 100
Recruit	53%	51%	N/A	N/A	52%	47%	48%	55%	59%	53%	45%	58%	62%	47%	53%	48%	32%	69%	36%	44%	77%	43%	65%	71%
Retain	75%	66%	N/A	N/A	75%	71%	89%	69%	76%	74%	66%	79%	71%	71%	82%	71%	68%	83%	71%	89%	91%	73%	76%	83%
Not applicable	19%	N/A	N/A	N/A	21%	25%	9%	24%	16%	17%	29%	11%	26%	26%	12%	20%	27%	13%	29%	11%	0%	21%	20%	12%
		1	1	1	i	ì	ı	ı	1	l	1	1	1	1	1	ı	1	1	l	1	1			

530 Upstate New York CEOs

Q37D. Please indicate if you have designed flexible wo	ork loca	tion to	recrui	t/retai	n.																			
							F	Region								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Recruit	35%	24%	N/A	N/A	42%	24%	19%	33%	41%	36%	16%	0%	67%	28%	15%	37%	14%	53%	8%	47%	50%	25%	47%	54%
Retain	54%	37%	N/A	N/A	65%	43%	57%	39%	56%	51%	55%	14%	76%	36%	33%	58%	52%	70%	33%	74%	63%	48%	55%	70%
Not applicable	44%	N/A	N/A	N/A	34%	55%	43%	57%	41%	47%	45%	86%	24%	61%	67%	36%	48%	28%	67%	26%	38%	50%	43%	28%
Q37E. Please indicate if you have offered referral bond	uses to	existing	g empl	oyees 1	to recruit	/retain.																		
							F	Region								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Recruit	40%	36%	N/A	N/A	45%	35%	38%	40%	32%	45%	37%	31%	52%	53%	55%	34%	26%	28%	17%	44%	43%	20%	56%	76%
Retain	24%	23%	N/A	N/A	26%	31%	31%	11%	21%	23%	30%	25%	26%	22%	27%	23%	11%	25%	8%	25%	33%	16%	31%	38%
Not applicable	53%	N/A	N/A	N/A	49%	50%	49%	58%	67%	44%	47%	56%	42%	40%	36%	57%	68%	67%	83%	56%	57%	71%	35%	22%
Q38. Many businesses outsource some of their busine	ss ope	rations.	Which	, if any	, of the f	ollowing se	rvices d	loes your	company or	utsource? P	Please ch	eck ALL t	hat apply.			-	•		-'		•			•
							F	Region								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-	,		Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Tax services	72%	N/A	N/A	N/A	68%	64%	76%	67%	75%	78%	80%	87%	67%	78%	79%	71%	68%	60%	85%	59%	50%	74%	69%	64%
Payroll processing	68%	N/A	N/A	N/A	66%	70%	84%	74%	63%	63%	50%	61%	73%	78%	71%	72%	64%	67%	69%	73%	50%	71%	72%	57%
IT Services	58%	N/A	N/A	N/A	55%	63%	71%	60%	55%	47%	48%	48%	67%	64%	64%	53%	73%	57%	38%	41%	75%	57%	67%	55%
Accounting	41%	N/A	N/A	N/A	39%	43%	45%	43%	48%	36%	48%	57%	33%	31%	52%	52%	36%	28%	46%	41%	40%	51%	28%	16%
Marketing	19%	N/A	N/A	N/A	20%	18%	12%	22%	26%	16%	11%	4%	27%	11%	31%	23%	23%	21%	23%	14%	30%	19%	18%	23%
Shipping and logistics	14%	N/A	N/A	N/A	17%	15%	14%	14%	15%	11%	9%	22%	9%	22%	21%	9%	36%	5%	8%	14%	10%	15%	18%	10%
Human Resources	13%	N/A	N/A	N/A	17%	13%	8%	16%	11%	11%	9%	9%	12%	13%	10%	8%	9%	22%	0%	27%	20%	16%	7%	4%
Training and development	11%	N/A	N/A	N/A	10%	9%	10%	5%	9%	16%	14%	0%	12%	4%	19%	14%	14%	12%	8%	9%	10%	9%	15%	12%
Manufacturing	8%	N/A	N/A	N/A	8%	9%	8%	10%	5%	9%	9%	9%	0%	13%	17%	5%	9%	0%	8%	18%	0%	8%	10%	8%
Administrative services	3%	N/A	N/A	N/A	3%	3%	2%	0%	5%	0%	0%	0%	9%	2%	5%	5%	0%	2%	0%	0%	0%	2%	0%	6%
Research	3%	N/A	N/A	N/A	2%	1%	2%	3%	8%	3%	0%	4%	3%	1%	7%	3%	5%	7%	8%	0%	0%	4%	0%	5%
Other	3%	N/A	N/A	N/A	4%	1%	2%	2%	5%	2%	5%	0%	6%	0%	2%	3%	0%	3%	0%	5%	10%	2%	1%	6%
Sales	2%	N/A	N/A	N/A	1%	0%	2%	2%	2%	1%	7%	0%	3%	1%	2%	1%	0%	0%	0%	5%	0%	2%	3%	1%
Customer service	1%	N/A	N/A	N/A	0%	0%	2%	0%	2%	0%	0%	0%	3%	0%	2%	0%	0%	0%	0%	5%	0%	1%	0%	1%
Q39. Which of the following industry sectors do you th	hink wi	ll have	a posit	ive imp	act on th	ne economi	c vitalit	y of your	geographic a	area in the	next thr	ee to five	years?											
							F	Region								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Education	21%	13%	15%	23%	22%	18%	31%	14%	23%	18%	33%	12%	16%	21%	24%	16%	20%	25%	7%	18%	30%	21%	22%	22%
Technology	19%	23%	18%	17%	23%	22%	15%	25%	7%	19%	14%	12%	32%	19%	26%	12%	32%	14%	7%	50%	13%	15%	30%	25%
Tourism	17%	17%	22%	20%	13%	10%	17%	19%	33%	12%	4%	60%	22%	7%	19%	19%	16%	12%	71%	5%	9%	20%	8%	14%
Manufacturing	15%	13%	10%	8%	12%	18%	11%	20%	12%	19%	16%	4%	5%	28%	10%	14%	12%	17%	7%	9%	9%	18%	12%	8%
Medical	9%	15%	15%	14%	8%	7%	9%	2%	7%	18%	10%	4%	5%	6%	2%	9%	12%	12%	7%	9%	22%	8%	8%	10%
Transportation	5%	5%	3%	4%	6%	7%	7%	3%	1%	4%	4%	0%	0%	7%	7%	9%	4%	5%	0%	0%	0%	4%	4%	7%
Green and sustainable energy	5%	7%	9%	4%	6%	8%	4%	5%	7%	1%	8%	8%	5%	6%	0%	9%	0%	3%	0%	5%	4%	6%	5%	4%
Cannabis	5%	N/A	N/A	N/A	6%	4%	2%	7%	8%	4%	4%	0%	11%	0%	7%	9%	0%	9%	0%	5%	4%	5%	5%	5%
Other	4%	7%	8%	4%	4%	6%	4%	5%	1%	5%	6%	0%	3%	7%	5%	4%	4%	3%	0%	0%	9%	4%	5%	4%
Q40. Do you have plans to develop or invest in a cann	abis bu	siness i	in 2023	?																		U Company		
							F	Region								Industr	у					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Develop	1%	N/A	N/A	N/A	2%	0%	4%	0%	0%	0%	2%	0%	5%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	3%
Invest	2%	N/A	N/A	N/A	0%	1%	4%	2%	3%	3%	4%	0%	0%	6%	2%	1%	0%	0%	0%	0%	0%	3%	0%	0%
Both	2%	N/A	N/A	N/A	4%	0%	2%	2%	4%	0%	2%	4%	3%	1%	2%	2%	4%	2%	0%	0%	0%	1%	5%	2%
Neither	96%	N/A	N/A	N/A	95%	99%	91%	97%	93%	97%	92%	96%	92%	93%	95%	97%	96%	97%	100%	100%	100%	96%	95%	95%
	•	•				•				•	•		•			•					•			

UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023 530 Upstate New York CEOs

Q41. Thinking of one final topic, Environmental, Social	and G	overna	nce (FS	G), wo	uld vou s	av ESG noli	icies and	l/or pract	ices are:															
a	<u> </u>	Verna	(1.3	. J,, WO	Liu you s	, 250 pon		egion	41 €.							Industr	,					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
A part of your company's mission; ESG is a priority for your company	16%	N/A	N/A	N/A	18%	10%	20%	18%	27%	10%	8%	20%	18%	10%	7%	18%	4%	35%	33%	9%	9%	14%	8%	28%
Important but not a priority for your company	35%	N/A	N/A	N/A	42%	23%	30%	33%	35%	34%	35%	40%	47%	31%	26%	37%	35%	28%	40%	45%	35%	32%	45%	34%
Isn't something your company really thinks about	49%	N/A	N/A	N/A	40%	67%	50%	48%	38%	56%	57%	40%	34%	59%	67%	45%	62%	37%	27%	45%	57%	54%	47%	37%
[Of the consider FCC or animals, /control of the unical call Of	) \A/b:	.h :£		a falla					i FCC -		/	4:2 DI		A11 Ab a4										<u> </u>
[Of those with ESG as priority/part of the mission] Q4	Z. WNIG	cn, ir an	y, or tr	ie tolio	wing are	reasons yo		egion	iges in ESG p	olicies and	l/or prac	tices: Pi	ease cneck	ALL tha	с арріу.	Industr	,					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &				maasti	Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
It's the right thing to do	94%	N/A	N/A	N/A	80%	83%	100%	100%	100%	100%	100%	100%	57%	100%	100%	88%	100%	100%	100%	100%	100%	98%	100%	89%
Enhancing your reputation	68%	N/A	N/A	N/A	60%	67%	82%	64%	55%	100%	50%	60%	71%	63%	67%	76%	100%	65%	80%	50%	50%	70%	60%	68%
Attracting more diverse talent	60%	N/A	N/A	N/A	65%	83%	55%	45%	60%	56%	75%	40%	71%	50%	33%	41%	100%	74%	60%	50%	100%	56%	60%	68%
Attracting employees overall	53%	N/A	N/A	N/A	50%	83%	45%	45%	60%	44%	100%	40%	57%	50%	67%	47%	100%	52%	60%	0%	50%	49%	60%	61%
Increasing employee retention overall	48%	N/A	N/A	N/A	40%	67%	55%	55%	45%	44%	50%	20%	43%	50%	33%	47%	100%	57%	40%	50%	50%	47%	40%	50%
Increasing retention among diverse talent	44%	N/A	N/A	N/A	40%	67%	55%	36%	45%	33%	50%	40%	43%	25%	33%	35%	100%	57%	40%	50%	50%	44%	60%	43%
Positive impacts on financial performance	40%	N/A	N/A	N/A	30%	50%	36%	36%	55%	33%	75%	40%	29%	25%	33%	35%	0%	39%	80%	50%	50%	47%	40%	29%
Increased satisfaction among investors and/or other stakeholders	31%	N/A	N/A	N/A	25%	33%	27%	36%	40%	22%	50%	20%	43%	25%	0%	24%	0%	39%	40%	0%	50%	30%	40%	32%
[Of those with ESG as priority/part of the mission] Q4	3. Whic	ch of th	e follov	wing ar	e challen	ges for you			d to ESG? P	ease check	ALL tha	t apply.												
		2024	2020	2040	6	6		egion	C	144	F 0	F		1		Industr							mpany	
	Total	2021 Total	2020 Total		Capital Region	Central/ Mohawk	Finger Lakes	Mid- Hudson	Southern Tier	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Non- profit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Understanding ESG regulations and compliance	51%	N/A	N/A	N/A	53%	20%	40%	38%	60%	75%	33%	40%	67%	43%	50%	56%	100%	43%	40%	100%	50%	53%	75%	21%
Tracking and reporting on ESG issues (annual ESG or CorporatTracking and reporting on ESG issues (annual ESG or Corporate Social Responsibility Report (CSR))	43%	N/A	N/A	N/A	47%	40%	40%	38%	47%	38%	67%	20%	100%	57%	100%	19%	0%	57%	20%	0%	0%	29%	25%	33%
Achieving greater transparency about our ESG performance	29%	N/A	N/A	N/A	29%	20%	40%	13%	33%	25%	67%	40%	17%	14%	0%	19%	0%	29%	80%	0%	50%	29%	50%	67%
Identifying ESG areas, known as materiality assessment	22%	N/A	N/A	N/A	12%	60%	20%	13%	40%	0%	0%	20%	0%	57%	0%	13%	100%	36%	20%	0%	0%	15%	25%	0%
The financial costs of ESG are too high	16%	N/A	N/A	N/A	18%	0%	10%	0%	13%	50%	0%	0%	17%	29%	50%	13%	0%	21%	20%	0%	0%	6%	25%	29%
Getting involved in ESG issues is too risky	2%	N/A	N/A	N/A	0%	0%	0%	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%	0%	0%	0%	3%	0%	46%
		<u> </u>		l			<u> </u>	L	<u> </u>	<u> </u>														
Q44. Finally, just a few questions about you and your	compa	ny. Do	you thi	nk you	r compar	ny will be in			York ten ye	ars from to	day or n	ot?												
		2024	2022	2010	Cau't	Control		egion	C =	14/	Fac 2	F16		1	1	Industr		N	1		114-14		mpany	
	T-401	2021	2020		Capital	Central/	_	Mid-	Southern	Western	-	Food &	Financi-1	Man	D-4-"	Camala	Wholesale	Non-	Tarretare	T1	Health	Less	50 to	More
Ves	Total 67%	Total 59%	Total 61%	Total 56%	Region 74%	Mohawk 62%	Lakes 58%	Hudson 69%	Tier 76%	NY E79/	Constr 58%	<b>Bev</b> 60%	Financial 97%	Manu 51%	Retail 58%	Service 68%	& Dist 56%	profit 94%	Tourism	Tech 45%	Care	than 50	100	than 100
Yes No	13%	14%	14%	17%	9%	16%	13%	11%	11%	57% 20%	13%	16%	0%	15%	19%	16%	26%	3%	73% 13%	23%	61% 17%	60% 17%	73% 9%	86% 4%
Don't know	20%	27%	25%	27%	18%	22%	29%	19%	13%	20%	29%	24%	3%	34%	23%	16%	19%	3%	13%	32%	22%	23%	18%	10%
DOIL CHIOW	20/0	21/0	23/0	21/0	10/0	22/0	23/0	13/0	13/0	22/0	23/0	Z470	3/0	34/0	23/0	10/0	13/0	3/0	13/0	32/0	22/0	23/0	10/0	10/0
Q45. If you had it all to do all over again, considering a	II facto	ors. wo	ıld vorı	locate	vour his	siness in Ne	w York	or somen	lace else?				1	1			l .		l .			1		
, and the second		-,	,		, <b></b>			egion								Industr	,					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total		Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
New York	38%	35%	36%	32%	44%	35%	36%	35%	36%	34%	38%	42%	46%	16%	28%	41%	41%	73%	40%	14%	22%	39%	36%	37%
Someplace else	53%	55%	52%	64%	47%	58%	56%	53%	45%	61%	63%	46%	43%	82%	60%	49%	56%	15%	40%	68%	39%	51%	59%	49%
Don't know	10%	11%	12%	4%	9%	7%	7%	11%	19%	5%	0%	13%	11%	2%	12%	10%	4%	12%	20%	18%	39%	10%	5%	13%

# Siena College Research Institute In Partnership with The Business Council of New York State, Inc., UHY Advisors, Inc. and Hudson Valley Economic Development Corporation November 28, 2022 - February 14, 2023 530 Upstate New York CEOs

							Re	egion								Industr	y					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Male	77%	78%	70%	74%	78%	76%	83%	76%	68%	81%	87%	76%	84%	87%	83%	74%	78%	58%	47%	82%	74%	72%	83%	85%
Female	23%	22%	30%	21%	22%	24%	17%	24%	32%	19%	13%	24%	16%	13%	17%	26%	22%	42%	53%	18%	26%	28%	17%	15%
Q47. How would you describe your race/ethnicity?																								
							Re	egion								Industr	/					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
White	95%	94%	94%	90%	95%	100%	96%	93%	93%	97%	98%	92%	94%	94%	98%	96%	96%	95%	87%	95%	100%	95%	96%	97%
African-American	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Hispanic	2%	1%	1%	1%	2%	0%	2%	3%	1%	1%	0%	0%	3%	1%	0%	3%	0%	2%	7%	5%	0%	2%	1%	0%
Asian	1%	1%	1%	1%	1%	0%	0%	2%	1%	0%	0%	4%	3%	0%	0%	0%	4%	2%	0%	0%	0%	0%	3%	1%
Other	2%	3%	3%	1%	3%	0%	2%	2%	4%	2%	2%	4%	0%	5%	2%	1%	0%	2%	7%	0%	0%	3%	0%	2%
																								<u> </u>
Q48. Approximately how many employees do you	have in al	l New \	ork Sta	te loca	tions?																			
							Re	egion								Industr	/					Co	mpany	Size
		2021	2020	2019	Capital	Central/	Finger	Mid-	Southern	Western	Eng &	Food &					Wholesale	Non-			Health	Less	50 to	More
	Total	Total	Total	Total	Region	Mohawk	Lakes	Hudson	Tier	NY	Constr	Bev	Financial	Manu	Retail	Service	& Dist	profit	Tourism	Tech	Care	than 50	100	than 100
Less than 50	58%	60%	68%	62%	51%	63%	66%	69%	59%	52%	60%	63%	40%	48%	65%	65%	78%	55%	60%	68%	48%	100%	0%	0%
50 to 100	15%	18%	13%	16%	16%	17%	7%	12%	10%	19%	19%	17%	19%	28%	5%	12%	7%	6%	0%	23%	13%	0%	100%	0%
More than 100	19%	23%	19%	18%	28%	17%	19%	10%	16%	17%	8%	3%	28%	23%	30%	8%	15%	25%	40%	9%	39%	0%	0%	100%
Don't know/Refused	8%	N/A	N/A	N/A	6%	3%	9%	9%	14%	12%	13%	17%	14%	1%	0%	14%	0%	14%	0%	0%	0%	0%	0%	0%