

# Montezuma Community Economic Development Association Employer Survey Summary

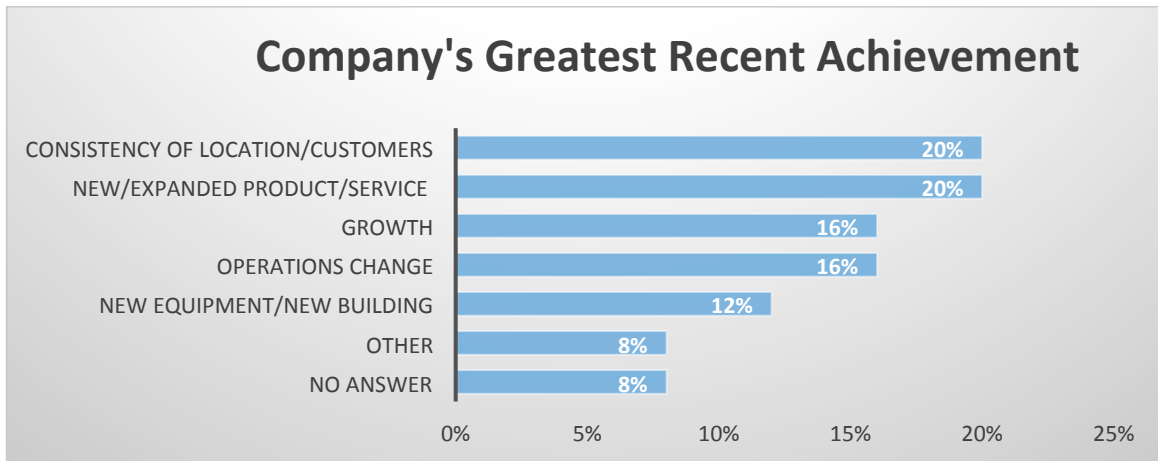


The MCEDA Board Members surveyed local area business during the month of November 2017. A total of 19 responses were received to formulate this summary.

## PRODUCT/SERVICE

### 1. Tell us about your company's greatest achievement in the last three years.

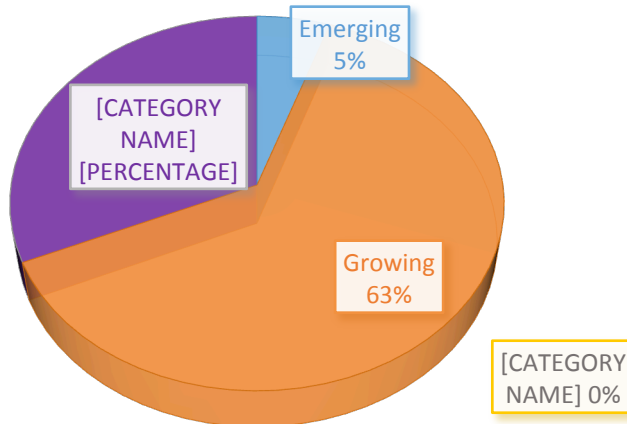
A variety of responses were recorded which were categorized into six areas. The complete list of individual responses is found in the Appendix under Question 1.



### 2. Where is the company's primary product/service in its life cycle?

Respondents were asked to identify their company's stage in the business life cycle: **Emerging, Growing, Maturing and Declining.**

## BUSINESS LIFE CYCLE



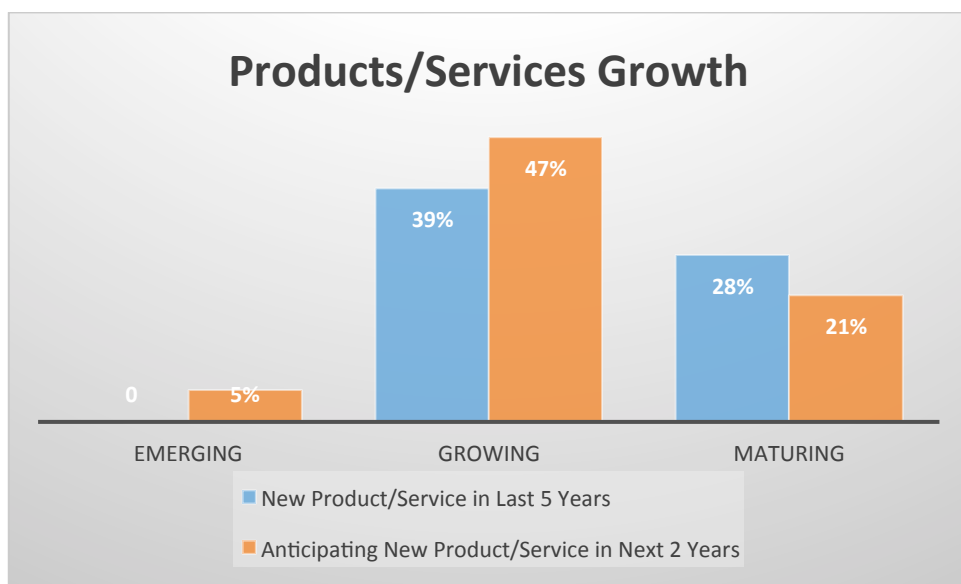
### 3. Has the company introduced new products/services/capabilities in the last five years?

Overall, **67%** of companies reported **introducing a new product/service or capability** in the last five years.

### 4. Are new products/services anticipated in the next two years?

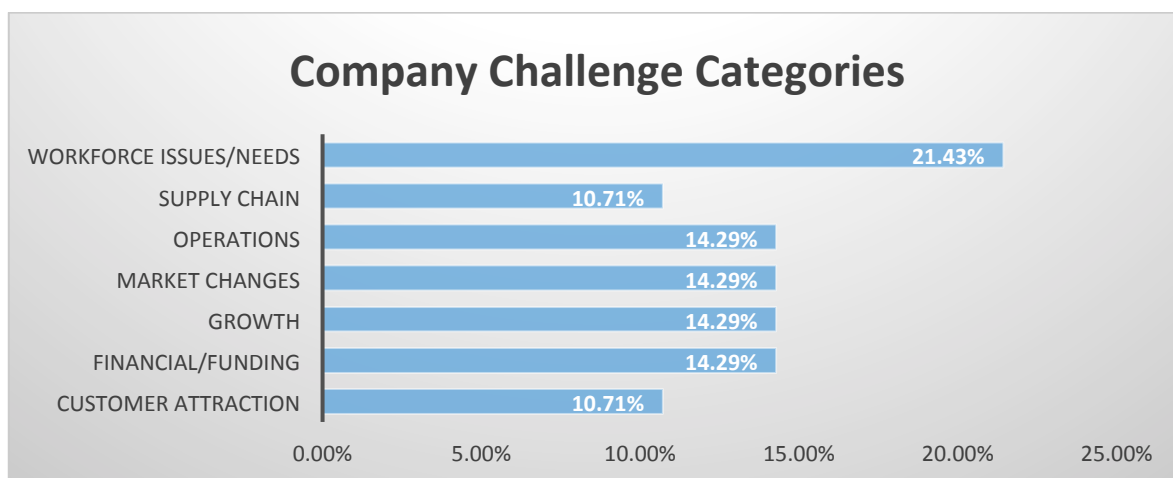
Overall, almost **74%** of companies reported **anticipating new products/services** in the next two years.

Based upon company life cycle, the most activity for products/services growth exists in those companies identified as Growing in the business lifecycle as expected.



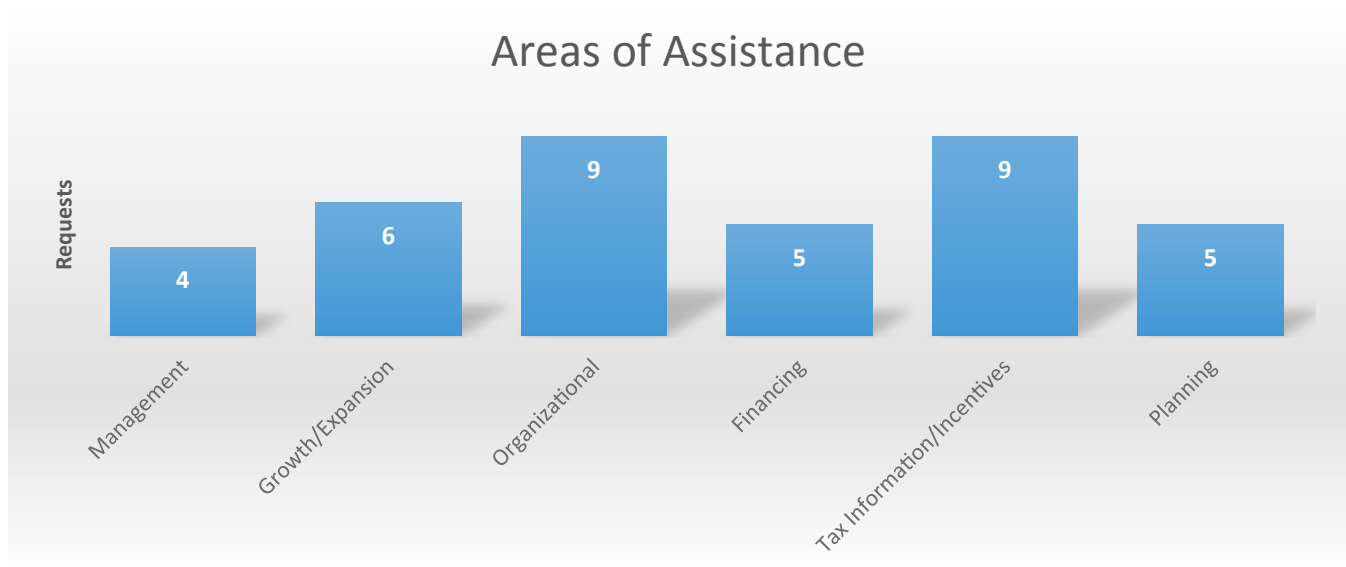
### 5. Describe the challenges your company faces.

A variety of responses were recorded which were categorized into seven areas. The complete list of individual responses is found in the Appendix under Question 5. The greatest challenge identified focused on **Workforce Issues and Needs**.



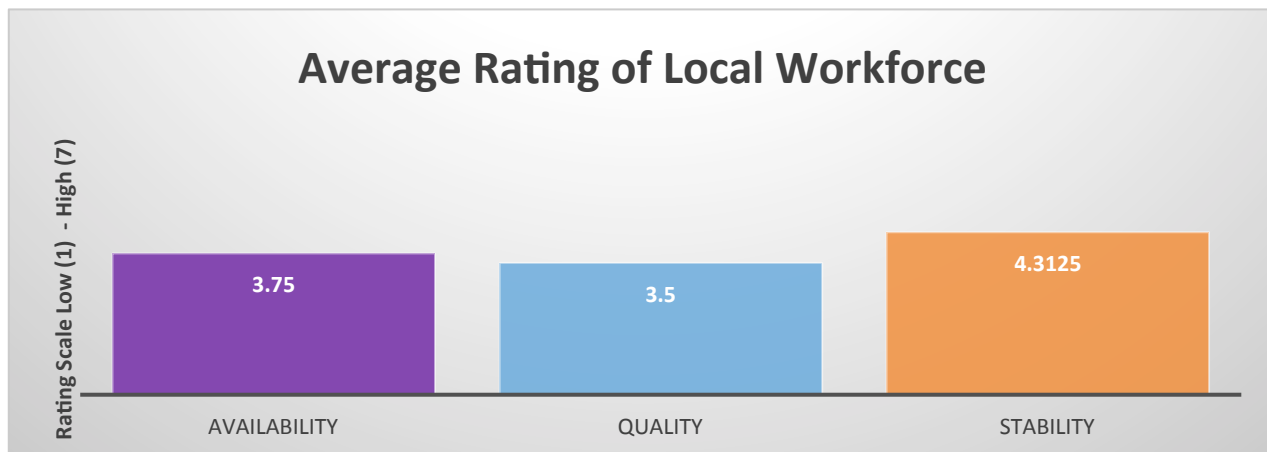
## 6. What specific areas do you need help with?

Respondents could identify multiple topic areas. The highest number of requests asked for assistance with: **Organizational Development** and **Tax Information/Incentives**.



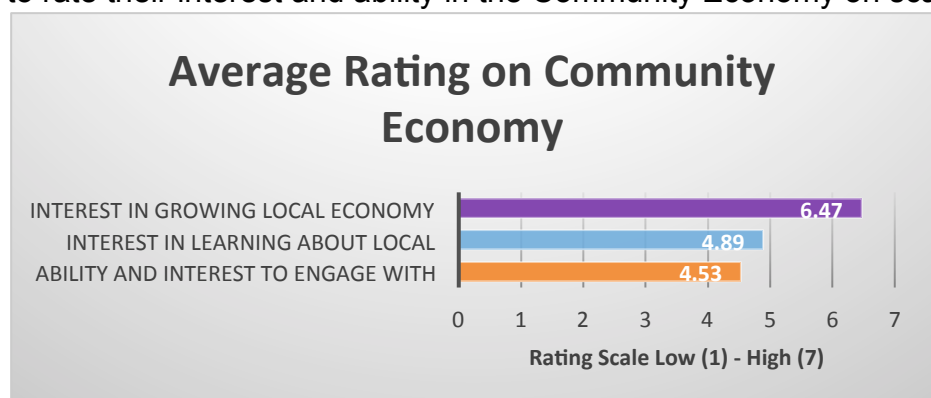
## WORKFORCE

Respondents were asked to rate the workers in this area from a scale from Low (1) – High (7) in three factors: **Availability, Quality and Stability**.



## COMMUNITY ECONOMY

Respondents were asked to rate their interest and ability in the Community Economy on scale from Low (1) – High (7).



## APPENDIX

**Question 1 Responses: Tell us about your company's greatest achievement in the last 3 years.**

| Response  | Category                          |
|---|-----------------------------------|
| Consistency Location  | Consistency of Location/Customers |
| Immediately Had Steady Clientele  | Consistency of Location/Customers |
| Stability, Customer loyalty   | Consistency of Location/Customers |
| Staying busy despite economy  | Consistency of Location/Customers |
| We have been successfully open and busy for 3 years<br>(Opened 11/2014)   | Consistency of Location/Customers |
| Cow Canyon Development  | Growth                            |
| Emerging, Growth 25-30%/yr.   | Growth                            |
| Good growth   | Growth                            |
| Homes rehabbed for 4 families to have, brush with kindness, 20 repairs for low income/elderly (exterior), Restore 4 years | Growth                            |
| New Equipment   | New Equipment/Building            |
| Opening new facility - business ADA compliant building  | New Equipment/Building            |
| Purchased new building and exterior renovation  | New Equipment/Building            |
| Boats introduced this last year- quality and design, white water-all best design  | New/Expanded Product/Service      |
| Expanded Services   | New/Expanded Product/Service      |
| Fridge Recycling  | New/Expanded Product/Service      |
| Lewis Residence, 2700 Sq. Ft New Home   | New/Expanded Product/Service      |
| Grown Property Management   | New/Expanded Product/Service      |
| Changing Business Model   | Operations Change                 |
| Moving to mostly paperless office   | Operations Change                 |
| Purchase from previous owner  | Operations Change                 |
| Right sizing our business for our industry environment  | Operations Change                 |
| New Hires   | Other                             |
| Competition in Area   | Other                             |
| None  | No Answer                         |
| (blank)   | No Answer                         |

**Question 5 Responses: Describe the challenges your company faces.**

| Individual Response  | Category               |
|--|------------------------|
| Client education-communicate LD get them more politically active | Customer Attraction    |
| Consistent Traffic and Flow                                      | Customer Attraction    |
| We need more tourists year round and a larger locals base        | Customer Attraction    |
| Capital/Cash Flow  | Financial/Funding      |
| Fees for Banking   | Financial/Funding      |
| Increase Costs   | Financial/Funding      |
| Funding  | Financial/Funding      |
| Growing Pains  | Growth                 |
| New ideas  | Growth                 |
| Space  | Growth                 |
| Unique position as family owned business-Questions for future,   | Growth                 |
| Market   | Market Changes         |
| Market cycle managing reservoir decline                          | Market Changes         |
| Over abundance of competition                                    | Market Changes         |
| Slow down in Oil/Gas and Construction                            | Market Changes         |
| Consistency over time, now hitting stride                        | Operations             |
| Eventually reach physical limitations of one person              | Operations             |
| Safety/Regulatory Compliance                                     | Operations             |
| Too much work, not enough time                                   | Operations             |
| Raw Material Availability  | Supply Chain           |
| Part Availability  | Supply Chain           |
| Sourcing-small parts   | Supply Chain           |
| Finding and keeping quality employees and management             | Workforce Issues/Needs |
| Good help  | Workforce Issues/Needs |
| H.R/People, Training, Recruiting, Retention                      | Workforce Issues/Needs |
| Labor  | Workforce Issues/Needs |
| Scheduling   | Workforce Issues/Needs |
| Finding Qualified Help   | Workforce Issues/Needs |