

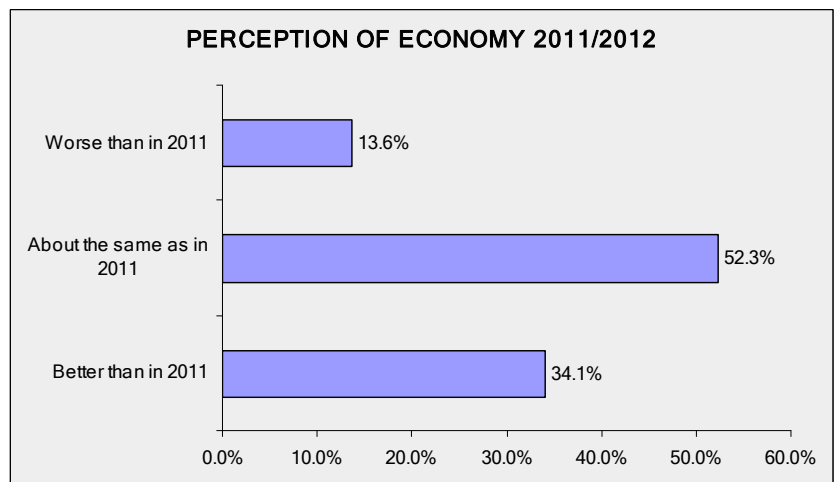
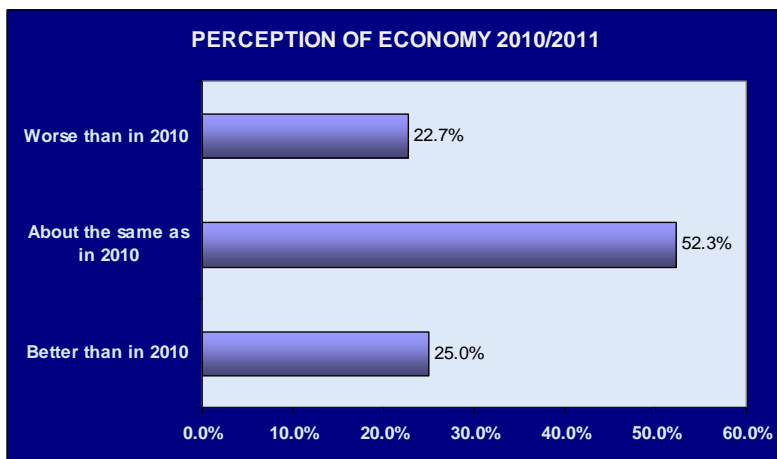


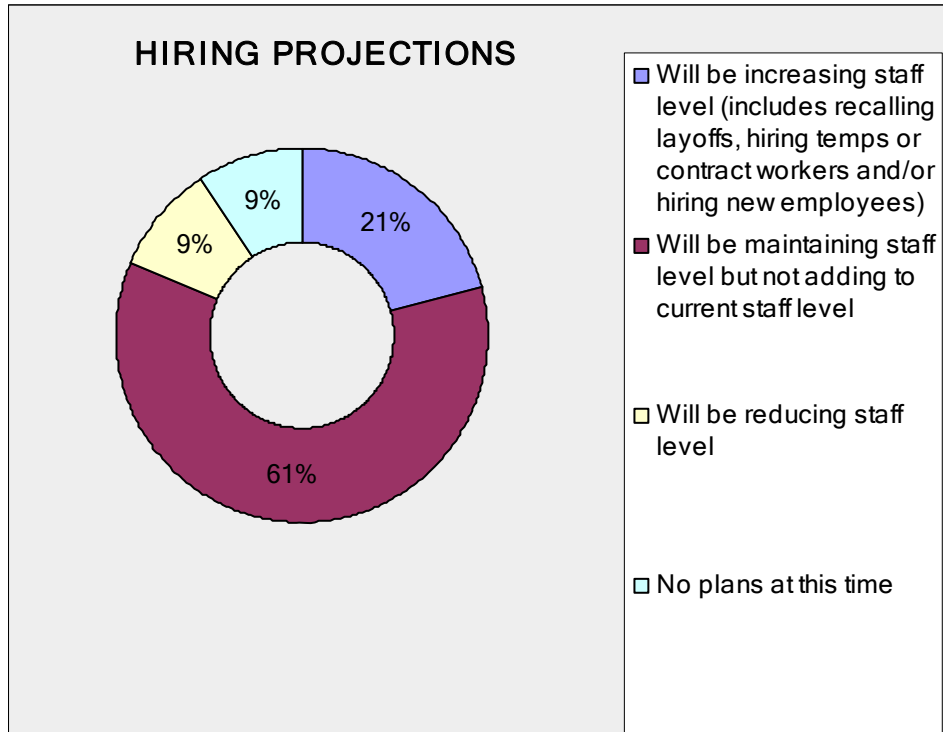
## 2011-2012 ECONOMIC TRENDS SURVEY RESULTS

### NUMBER OF COMPANIES RESPONDING TO SURVEY: 44

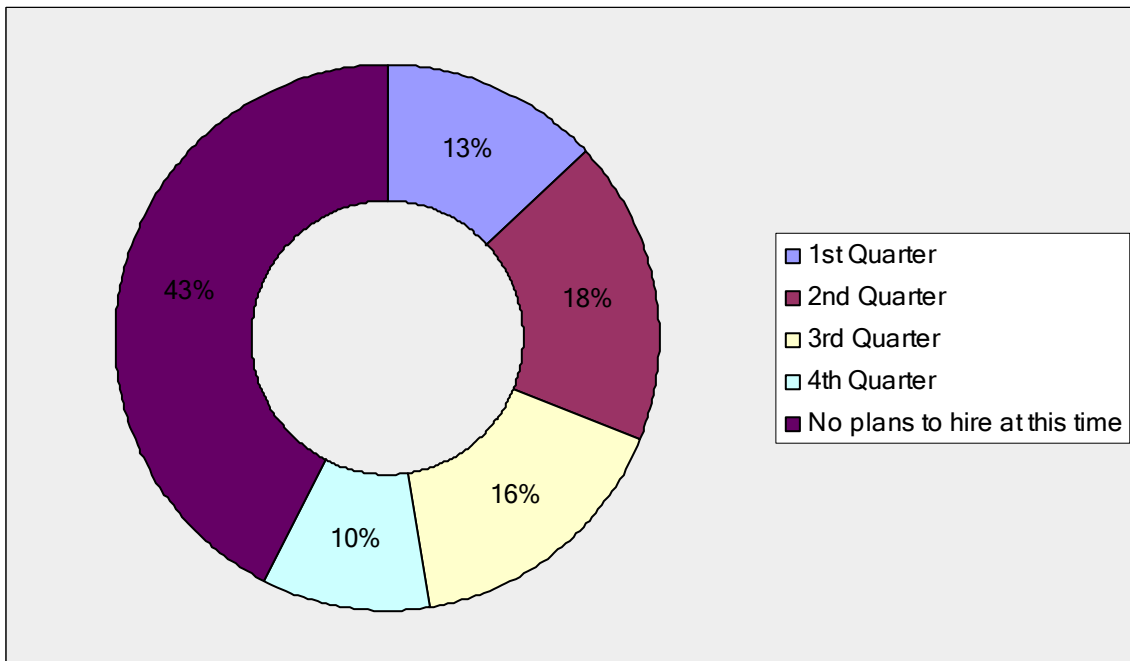
The overall results of this survey are optimistic. The majority of organizations plan on maintaining or adding staff in 2012. Additionally, 72% of reporting organizations expect to see increases in sales/revenue in 2012. The majority of respondents (77%) believe the economy is the same or better than 2010 and 86% believe the economy in 2012 will be the same or better than in 2011.

Specific results of the survey are as follows.



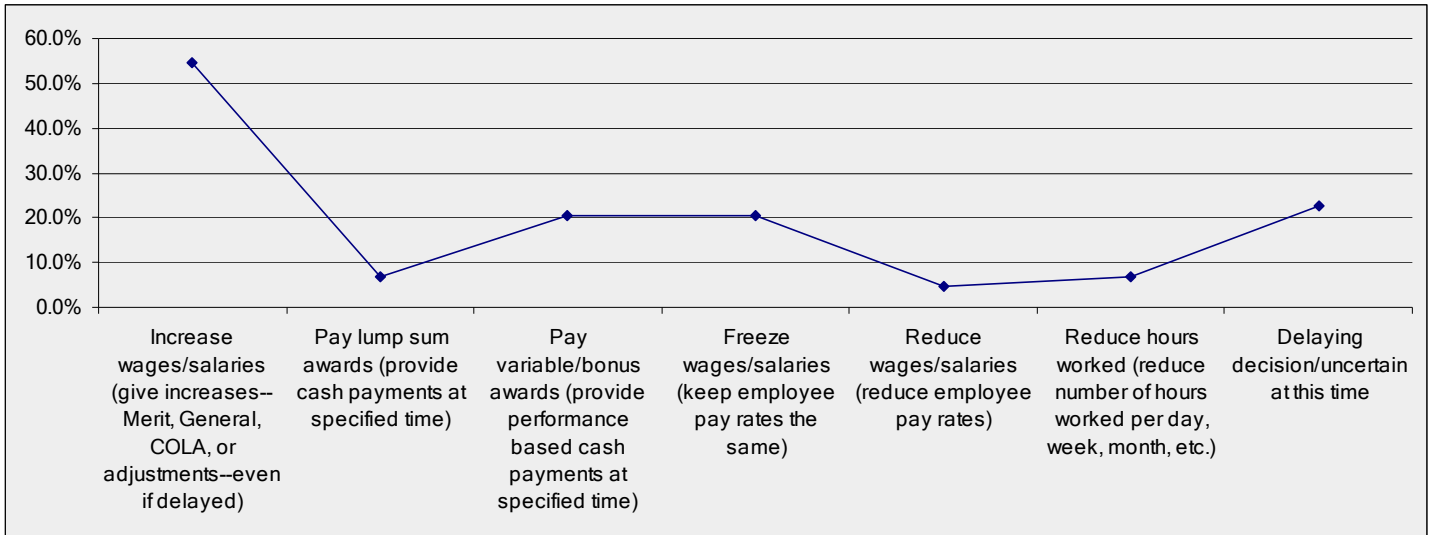


Of the 35 companies that will be hiring in 2012, they expect hiring to occur in the following quarters (multiple responses were permitted):

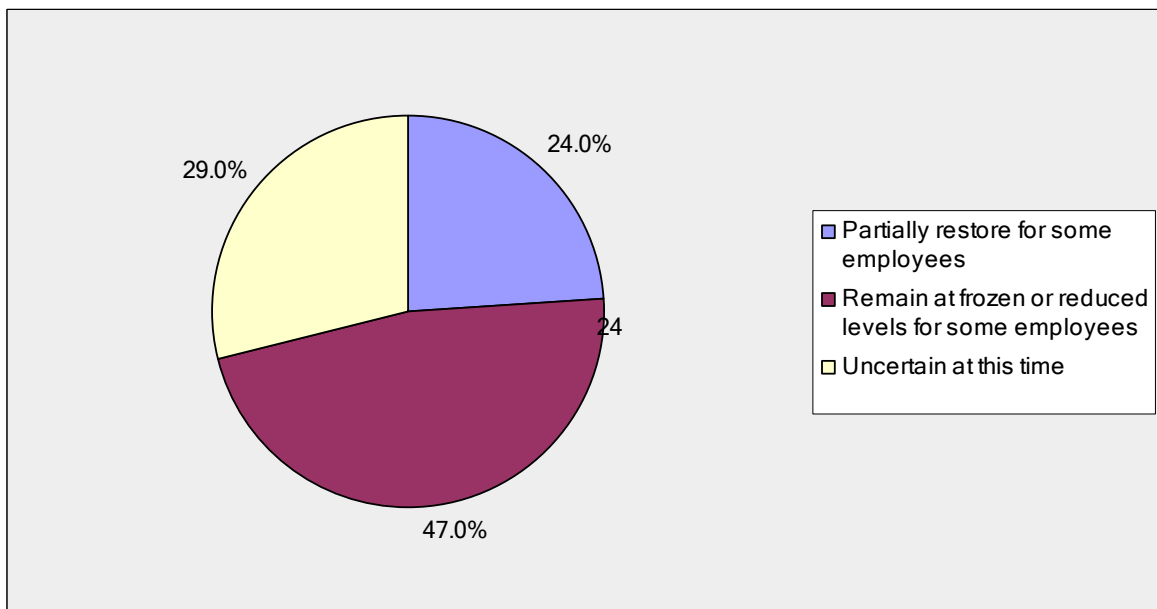




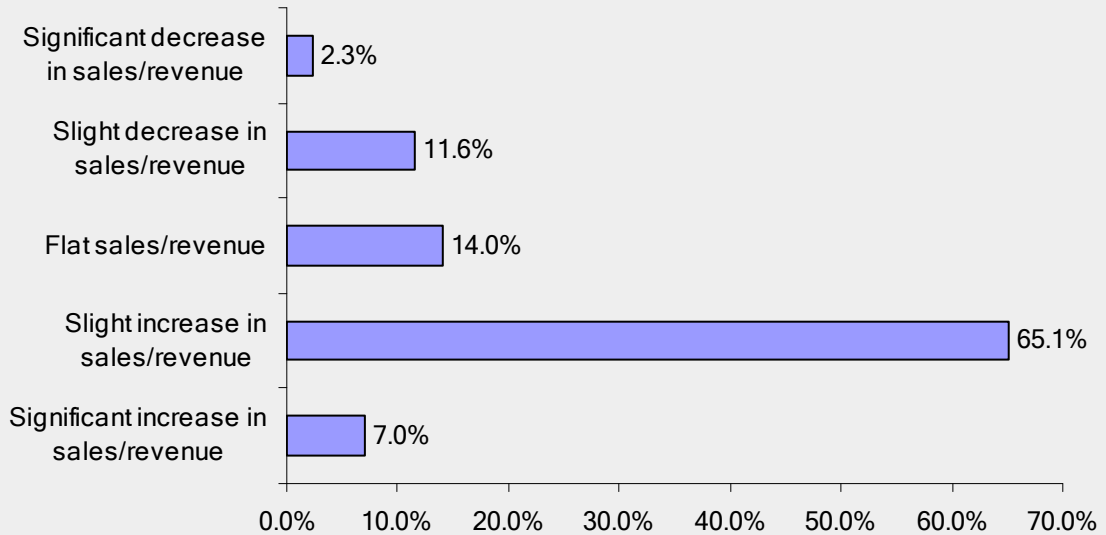
**Organizations have adopted the following pay strategies for 2012:**



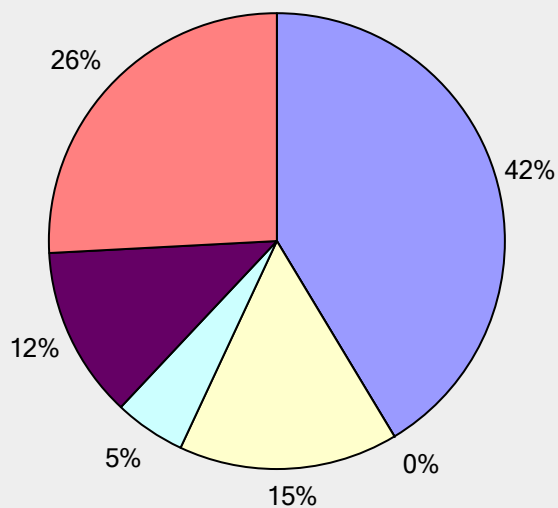
**Companies that froze or reduced pay in 2010/2011 anticipate that in 2012 the pay freeze/reduction will:**



### Business Sales/Revenue - Perceived Outlook for 2012



### Cost Containment Strategies 2012



- Lean / process improvement initiatives
- Company shutdown (above and beyond regularly scheduled shutdowns)
- Shift a larger percentage of health care costs to employees
- Reduce paid time off benefits (vacations, personal days, etc.)
- Layoffs (permanent reduction in staff)
- No cost-cutting measures planned for 2012