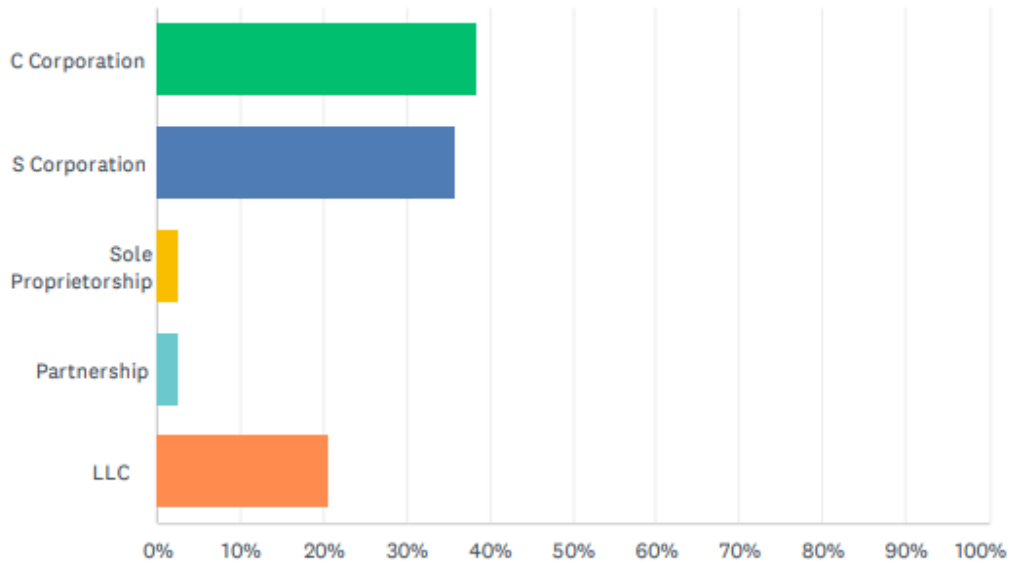




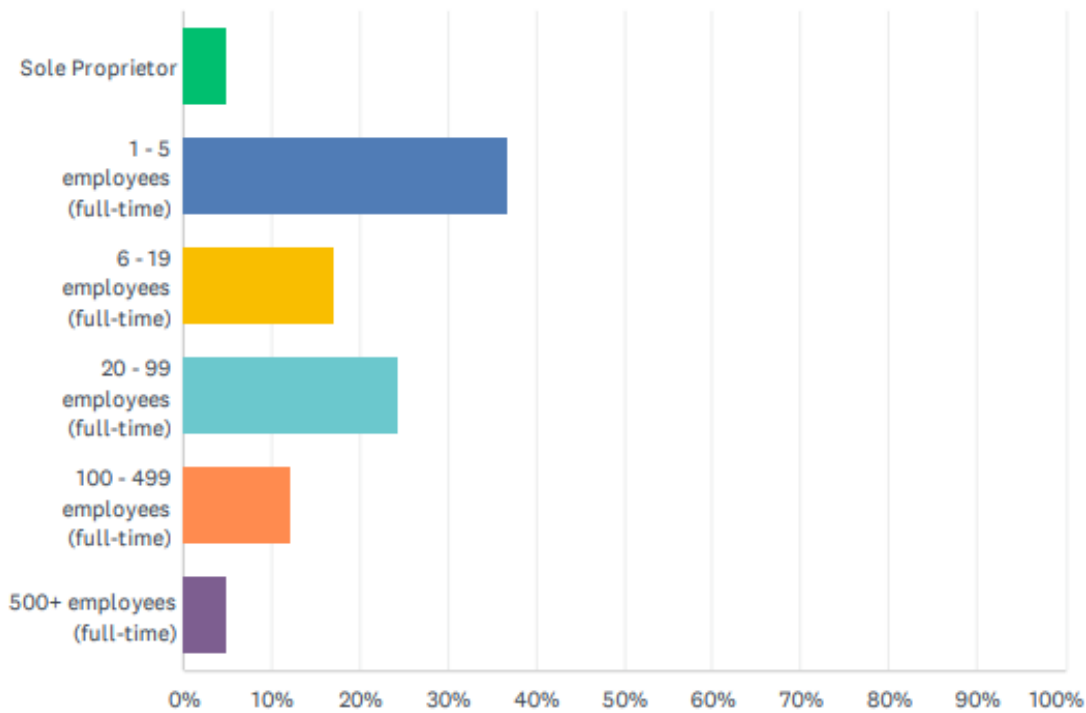
2025 Government Affairs Survey Results

Q1 Which of the following best describes the structure of your business:



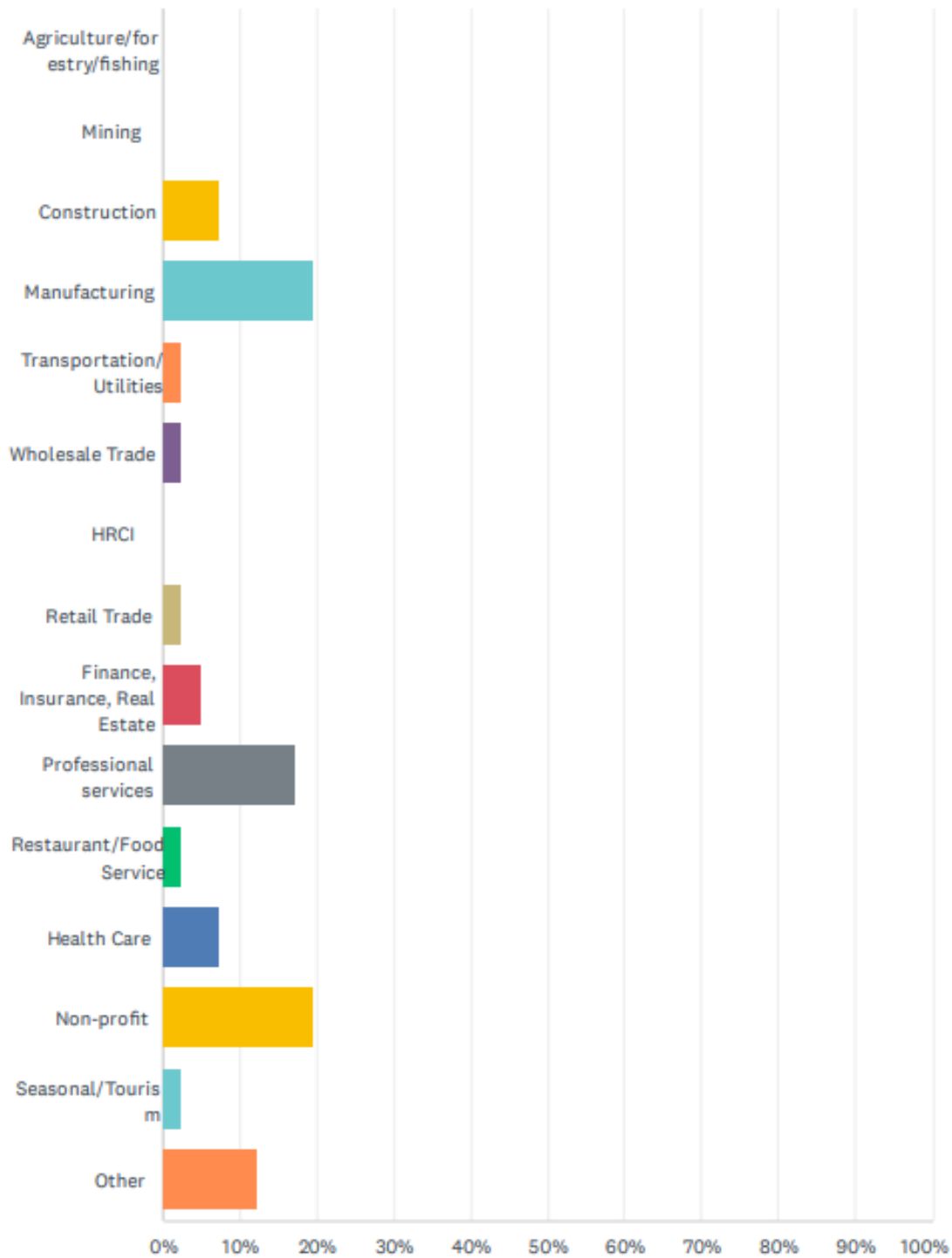
ANSWER CHOICES	RESPONSES
C Corporation	38.46%
S Corporation	35.90%
Sole Proprietorship	2.56%
Partnership	2.56%
LLC	20.51%

Q2 How many total full-time personnel are currently employed by your business:



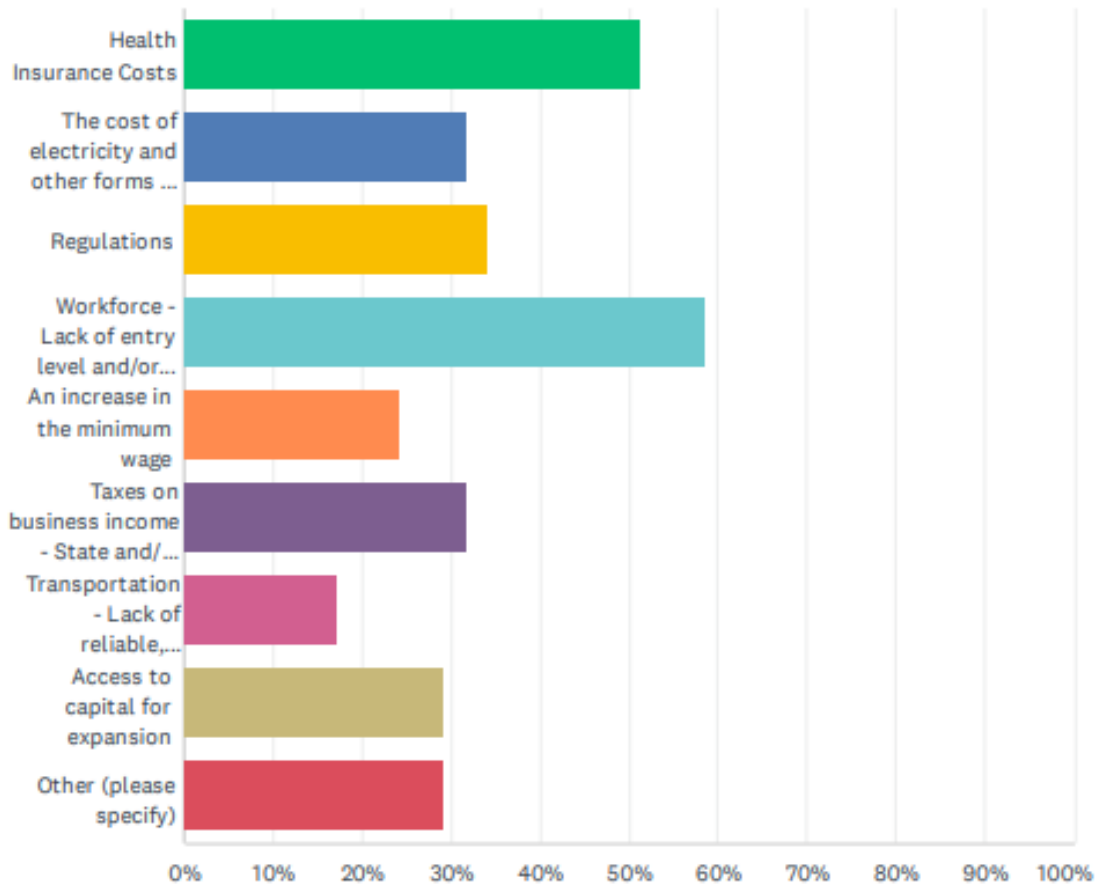
ANSWER CHOICES	RESPONSES
Sole Proprietor	4.88%
1 - 5 employees (full-time)	36.59%
6 - 19 employees (full-time)	17.07%
20 - 99 employees (full-time)	24.39%
100 - 499 employees (full-time)	12.20%
500+ employees (full-time)	4.88%

Q3 Which of the following best describes the industry or sector in which your business operates?



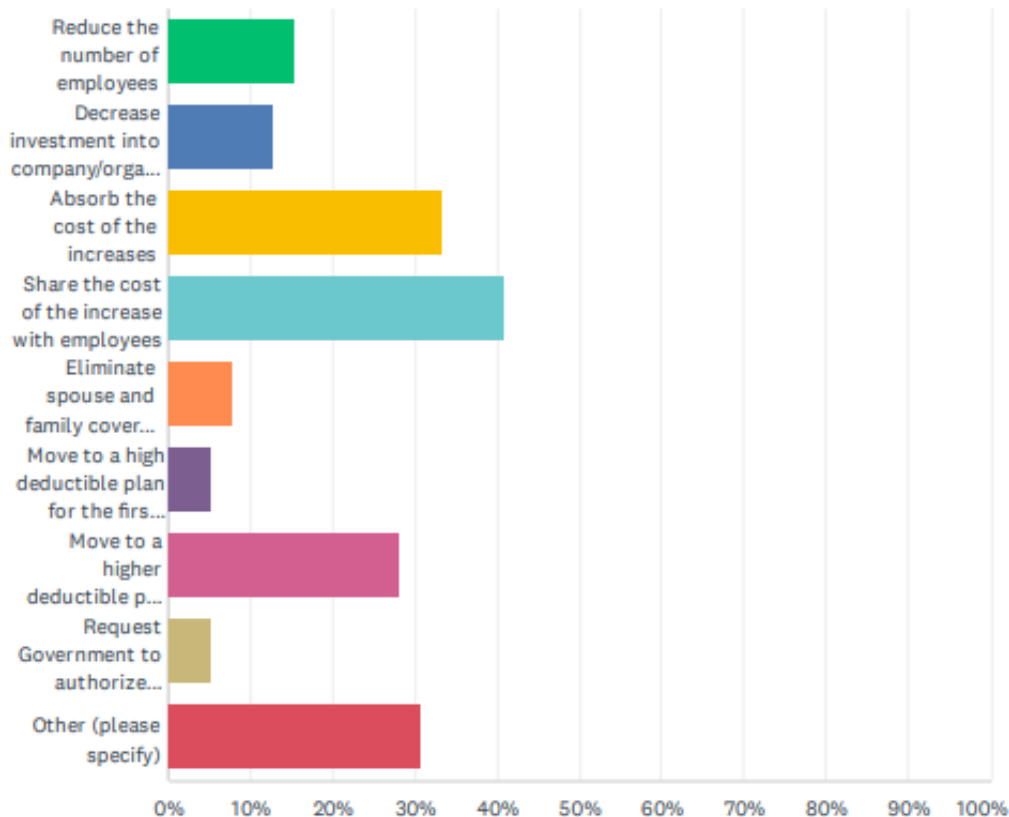
ANSWER CHOICES	RESPONSES
Agriculture/forestry/fishing	0.00%
Mining	0.00%
Construction	7.32%
Manufacturing	19.51%
Transportation/Utilities	2.44%
Wholesale Trade	2.44%
HRCI	0.00%
Retail Trade	2.44%
Finance, Insurance, Real Estate	4.88%
Professional services	17.07%
Restaurant/Food Service	2.44%
Health Care	7.32%
Non-profit	19.51%
Seasonal/Tourism	2.44%
Other	12.20%

Q4 "What keeps you up at night?" Please check your top 5 business concerns



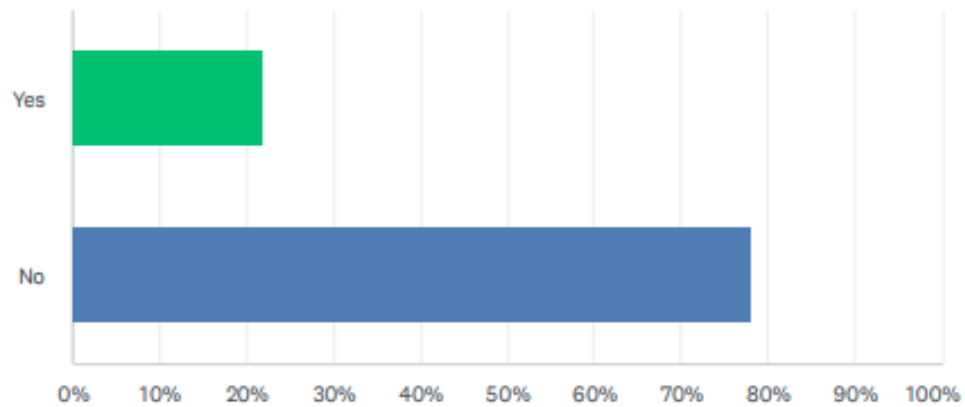
ANSWER CHOICES	RESPONSES
Health Insurance Costs	51.22%
The cost of electricity and other forms of energy	31.71%
Regulations	34.15%
Workforce - Lack of entry level and/or skilled workers	58.54%
An increase in the minimum wage	24.39%
Taxes on business income - State and/or Federal	31.71%
Transportation - Lack of reliable, available and affordable transportation for current and potential workers	17.07%
Access to capital for expansion	29.27%
Other (please specify)	29.27%

Q5 The cost of health insurance, an important benefit that helps to attract and retain workers, continues to increase. What steps will you take to keep the costs manageable?



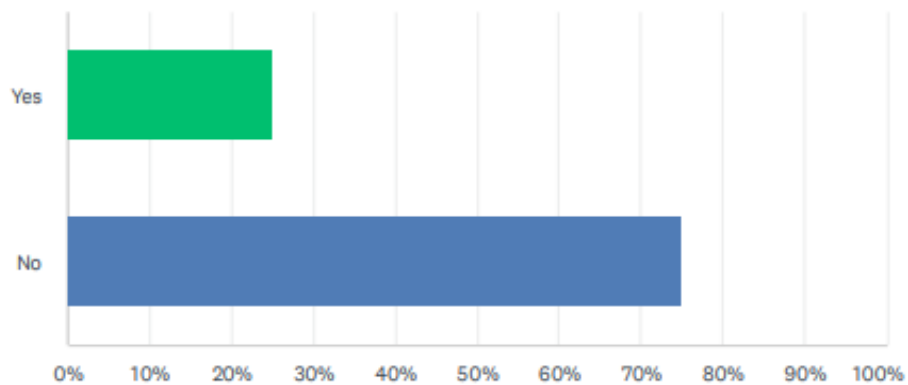
ANSWER CHOICES	RESPONSES
Reduce the number of employees	15.38%
Decrease investment into company/organization	12.82%
Absorb the cost of the increases	33.33%
Share the cost of the increase with employees	41.03%
Eliminate spouse and family coverage or no employer share in their premiums	7.69%
Move to a high deductible plan for the first time.	5.13%
Move to a higher deductible plan than last year.	28.21%
Request Government to authorize Association Health Care Plans	5.13%
Other (please specify)	30.77%

Q6 Do workers in your region travel 15 miles or more to hospital and health care services



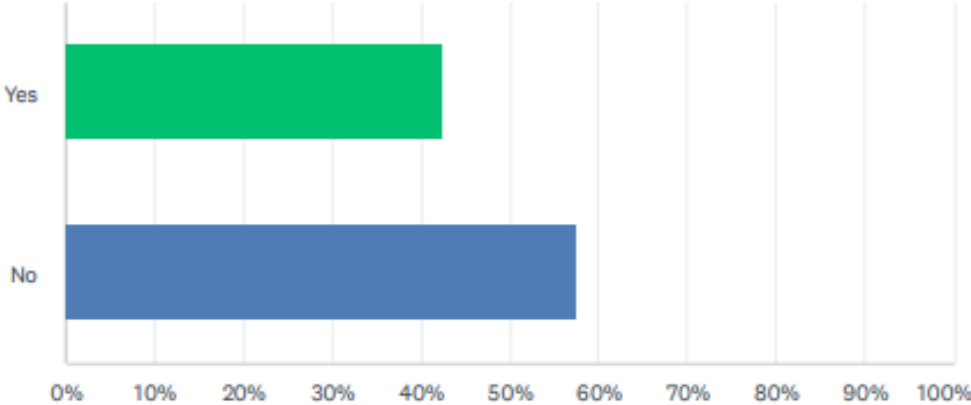
ANSWER CHOICES	RESPONSES
Yes	21.95%
No	78.05%

Q7 If "Yes", do you believe that it discourages potential workers moving to your area?



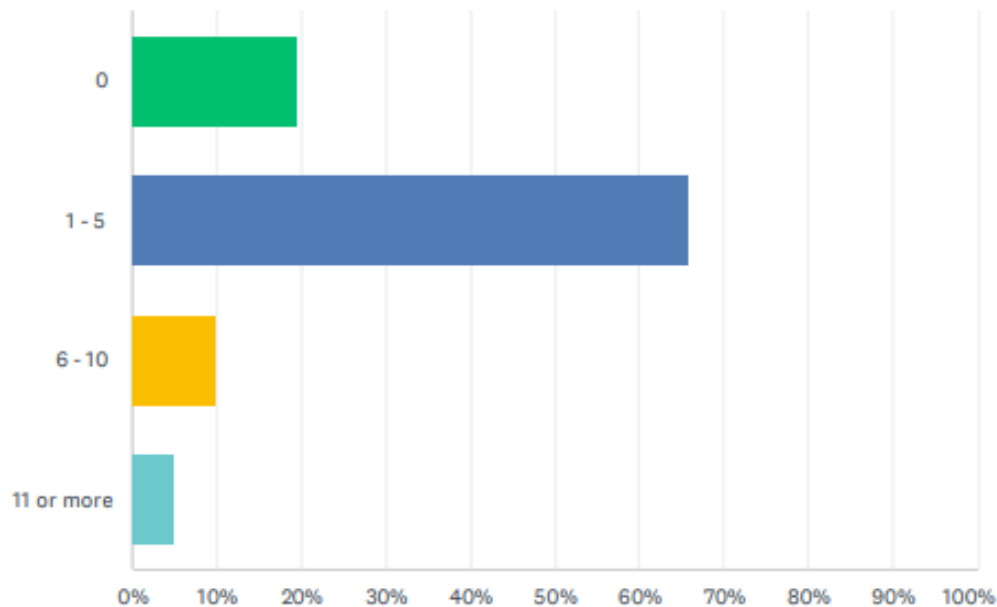
ANSWER CHOICES	RESPONSES
Yes	25.00%
No	75.00%

Q8 Would reliable transportation from your area to areas with hospitals/health care services and more amenities , such as shopping incentivize more workers to live in your area?



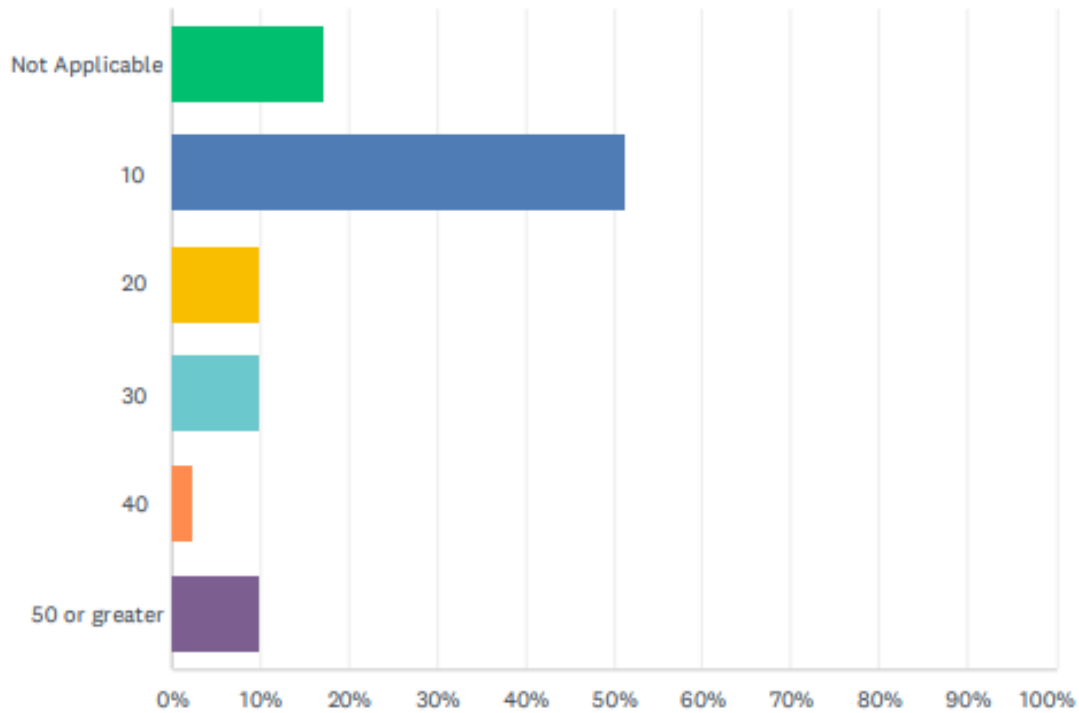
ANSWER CHOICES	RESPONSES
Yes	42.50%
No	57.50%

Q9 The Commonwealth's long-term demographic problems will have a major impact on the workforce pipeline. Components of the "Workforce of the Future" include childcare, transportation and automation. How many entry-level workers would you hire in 2025 if they were available?



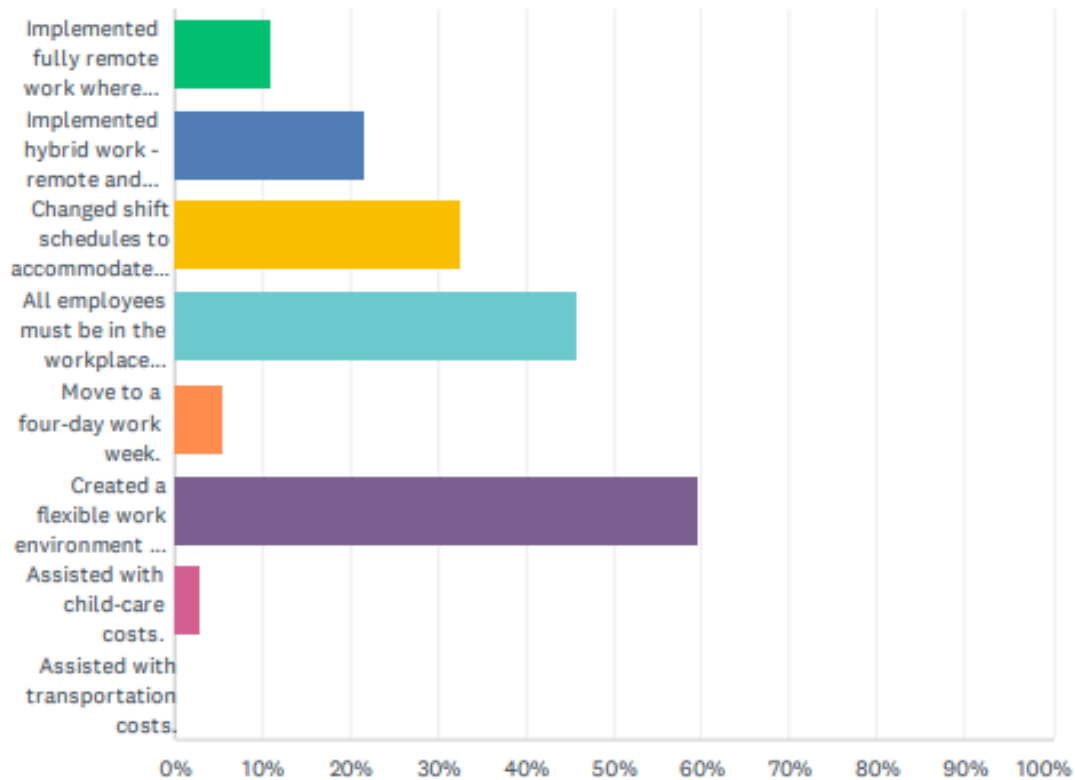
ANSWER CHOICES	RESPONSES
0	19.51%
1 - 5	65.85%
6 - 10	9.76%
11 or more	4.88%

Q10 On average how many applicants and interviews are needed for you to find one worker?



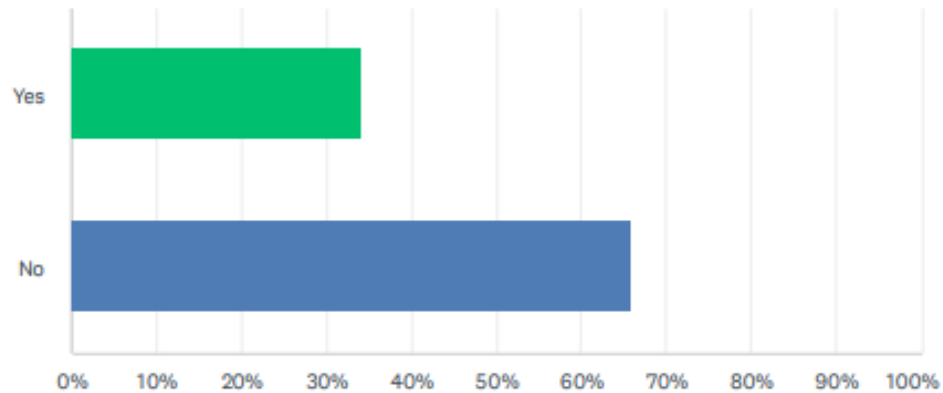
ANSWER CHOICES	RESPONSES
Not Applicable	17.07%
10	51.22%
20	9.76%
30	9.76%
40	2.44%
50 or greater	9.76%

Q12 How have you changed attendance requirements or other aspects to meet worker retention and attraction demands?



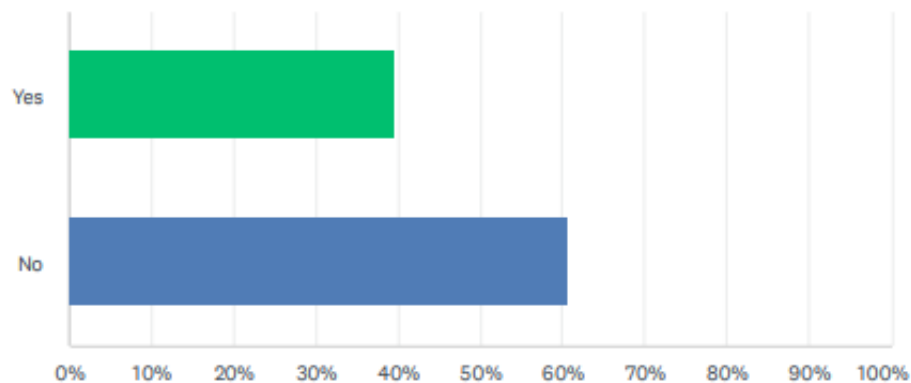
ANSWER CHOICES	RESPONSES
Implemented fully remote work where possible.	10.81%
Implemented hybrid work - remote and in-office.	21.62%
Changed shift schedules to accommodate workers.	32.43%
All employees must be in the workplace daily.	45.95%
Move to a four-day work week.	5.41%
Created a flexible work environment per employee request such as attending school events, medical appointments.	59.46%
Assisted with child-care costs.	2.70%
Assisted with transportation costs.	0.00%

Q13 Has the decline of the steel and coal industries cause lingering high unemployment in your region?



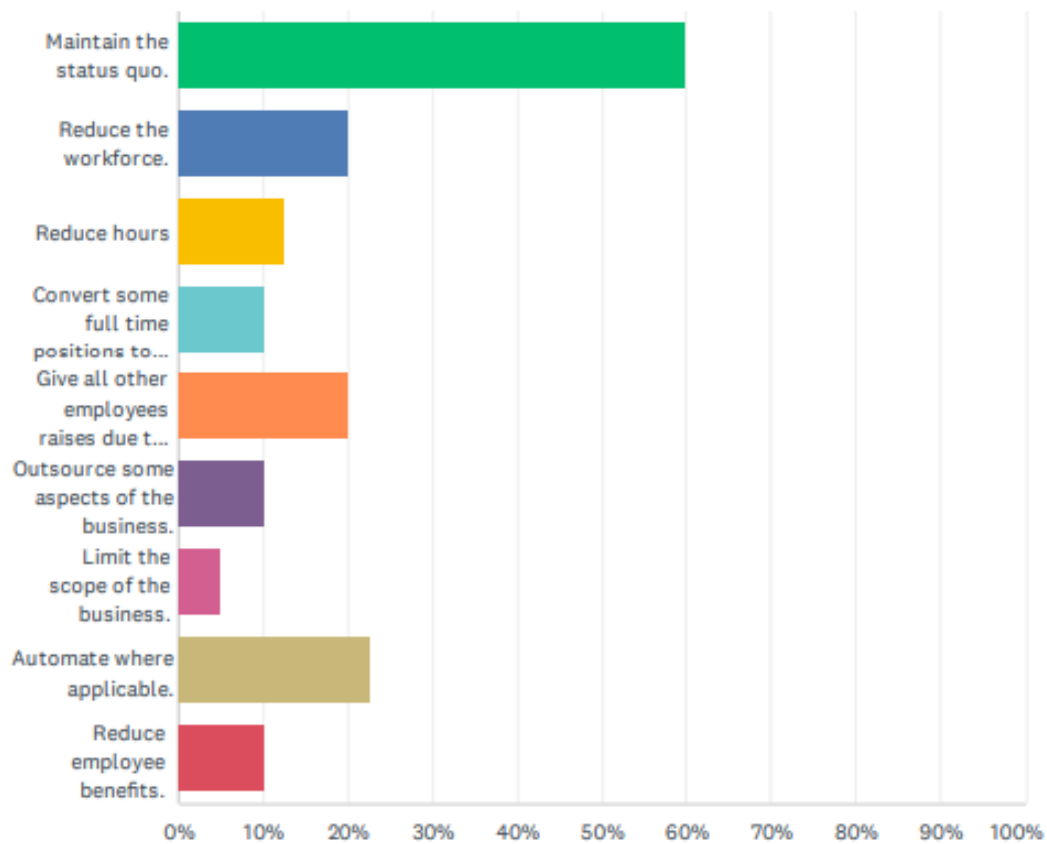
ANSWER CHOICES	RESPONSES
Yes	34.21%
No	65.79%

Q14 Has the decline of the steel and coal industries cause unemployed workers to move from your region?



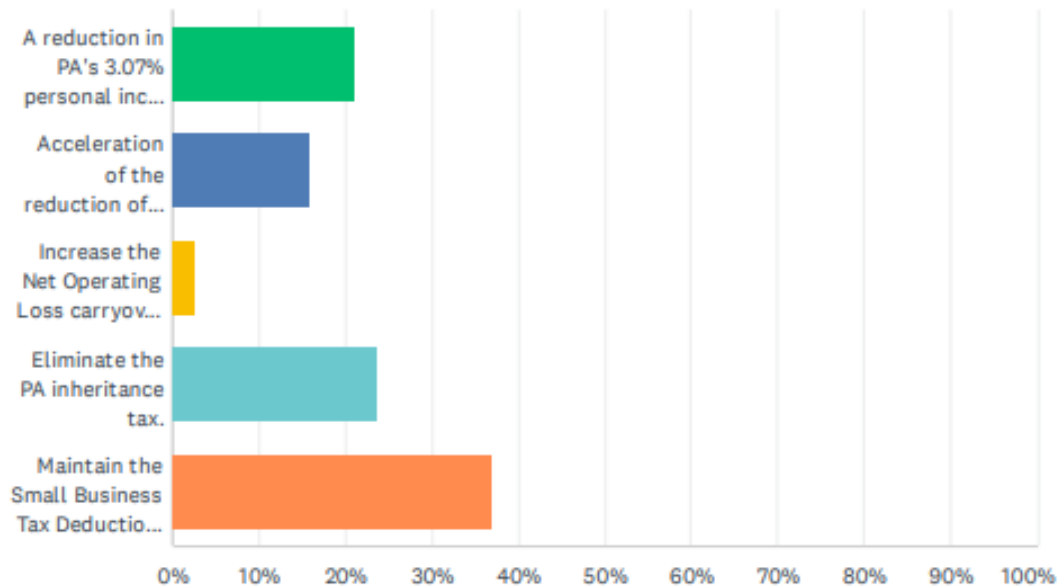
ANSWER CHOICES	RESPONSES
Yes	39.47%
No	60.53%

Q15 If a \$15.00/hour minimum wage is enacted today, what steps would you take? Check all that apply.



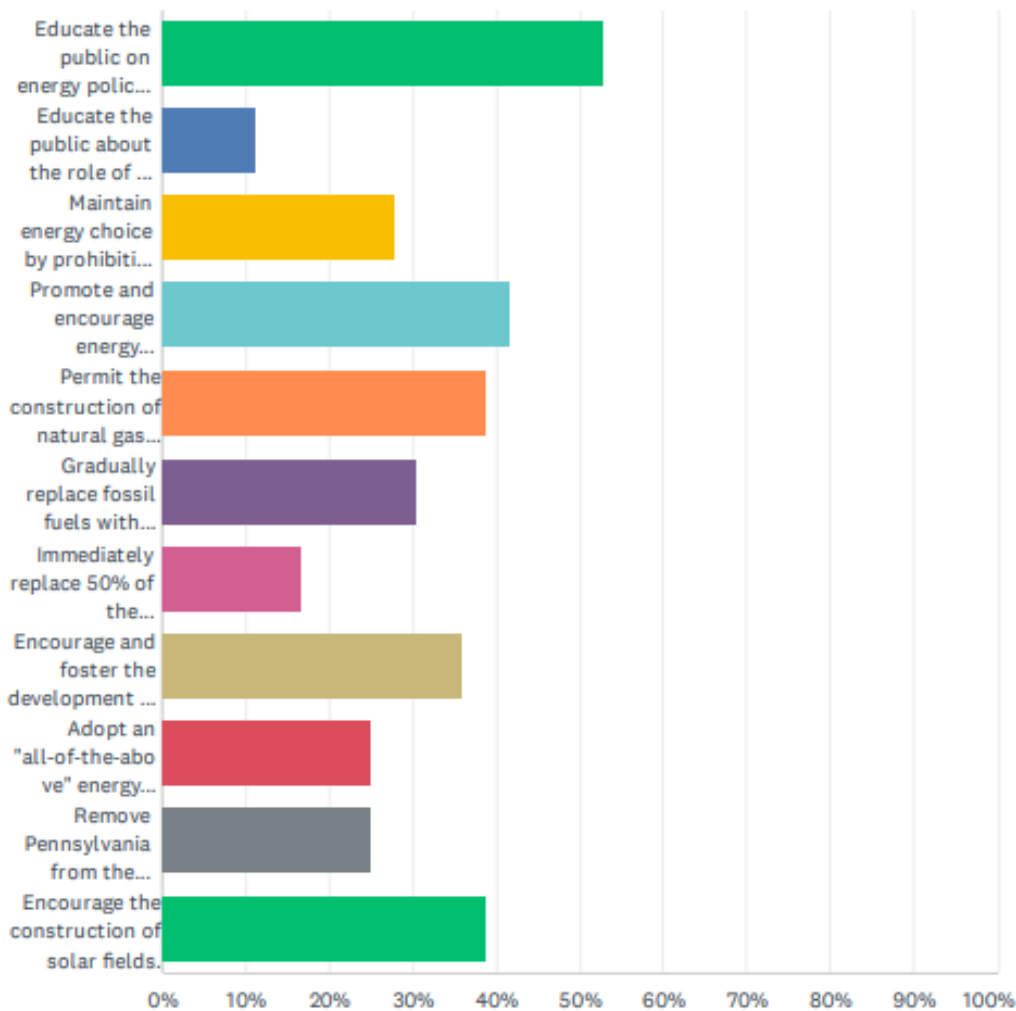
ANSWER CHOICES	RESPONSES
Maintain the status quo.	60.00%
Reduce the workforce.	20.00%
Reduce hours	12.50%
Convert some full time positions to part time work.	10.00%
Give all other employees raises due to the ripple effect of a high starting wage.	20.00%
Outsource some aspects of the business.	10.00%
Limit the scope of the business.	5.00%
Automate where applicable.	22.50%
Reduce employee benefits.	10.00%

Q16 The outcome of federal and state elections - President, U.S. Congress, control of PA House and Senate - has enormous impact on taxes. Check your top choice.



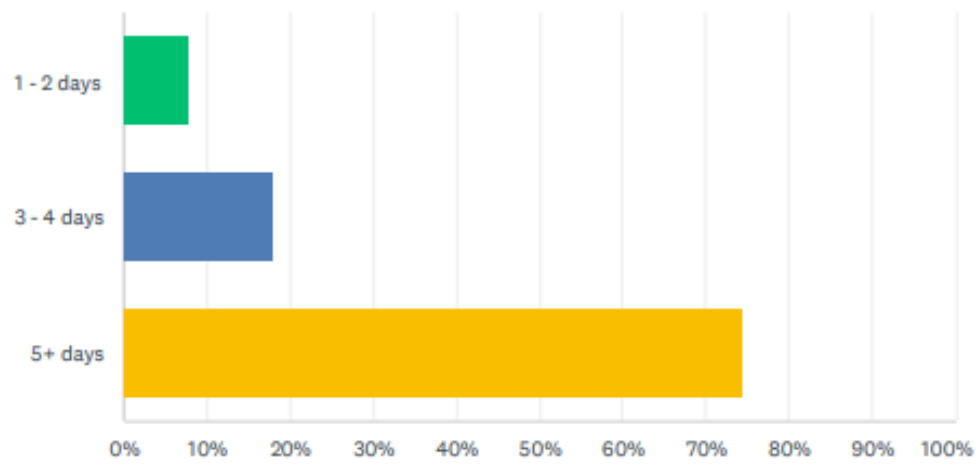
ANSWER CHOICES	RESPONSES
A reduction in PA's 3.07% personal income tax rate.	21.05%
Acceleration of the reduction of the CNI (Corporate Net Income) tax rate.	15.79%
Increase the Net Operating Loss carryover for those who file as pass-throughs.	2.63%
Eliminate the PA inheritance tax.	23.68%
Maintain the Small Business Tax Deduction, part of the 2017 federal tax law.	36.84%

Q17 Every business, no matter what type, requires energy. Electric vehicles and the intense needs of power for AI and data centers, has increased the overall demand for electricity. The supply continues to decrease as coal and fossil fuel power plants are taken offline. The transition to green energy is underway. What would help to increase the availability and affordability of electricity, natural gas, fuel oil, diesel, and gasoline? Check a maximum of 5 options.



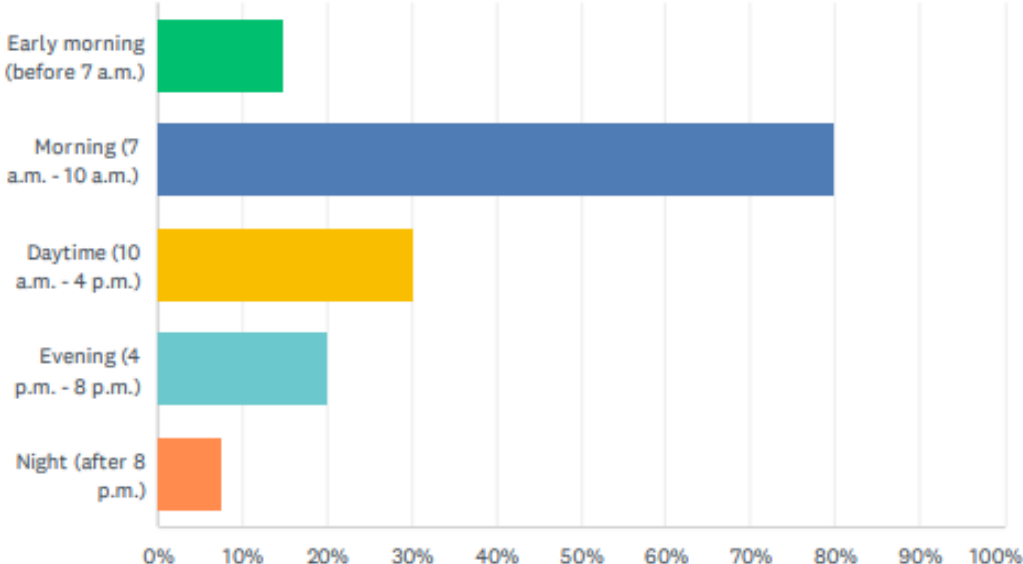
ANSWER CHOICES	RESPONSES
Educate the public on energy policy, so they understand what is involved in building out PA's energy infrastructure.	52.78%
Educate the public about the role of the PJM electric grid.	11.11%
Maintain energy choice by prohibiting a municipality from adopting a policy that restricts or prohibits the connection to utility serve based on the type of energy.	27.78%
Promote and encourage energy conservation.	41.67%
Permit the construction of natural gas infrastructure to move gas where it is needed.	38.89%
Gradually replace fossil fuels with alternative forms of energy.	30.56%
Immediately replace 50% of the Commonwealth's energy sources with alternative energy.	16.67%
Encourage and foster the development of nuclear energy.	36.11%
Adopt an "all-of-the-above" energy strategy.	25.00%
Remove Pennsylvania from the Regional Greenhouse Gas Initiative (RGGI) now held up in the courts due to an appeal by the Governor.	25.00%
Encourage the construction of solar fields.	38.89%

Q18 How many days per week do your workers usually commute to work?



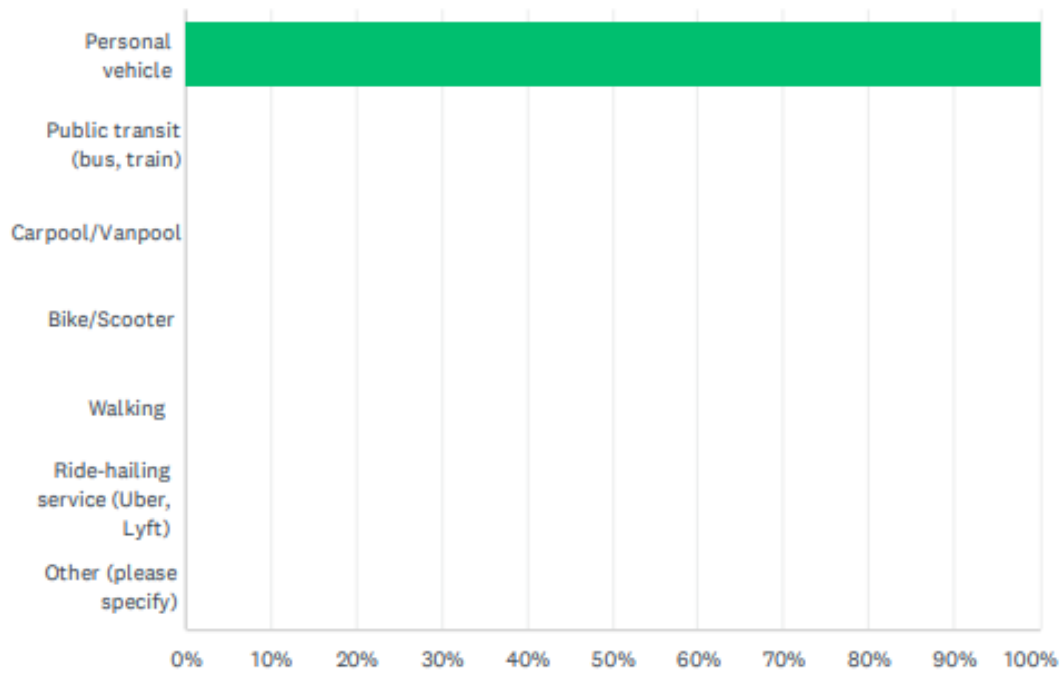
ANSWER CHOICES	RESPONSES
1 - 2 days	7.69%
3 - 4 days	17.95%
5+ days	74.36%

Q19 What are your workers' typical starting times for work? Select all that apply.



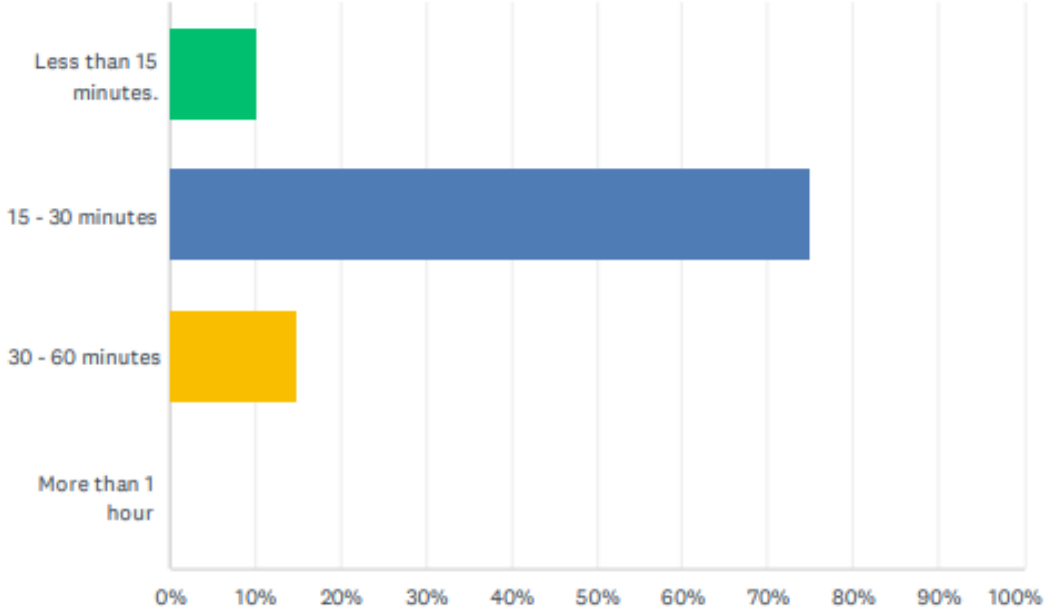
ANSWER CHOICES	RESPONSES
Early morning (before 7 a.m.)	15.00%
Morning (7 a.m. - 10 a.m.)	80.00%
Daytime (10 a.m. - 4 p.m.)	30.00%
Evening (4 p.m. - 8 p.m.)	20.00%
Night (after 8 p.m.)	7.50%

Q20 What is your worker's primary mode of transportation to work?



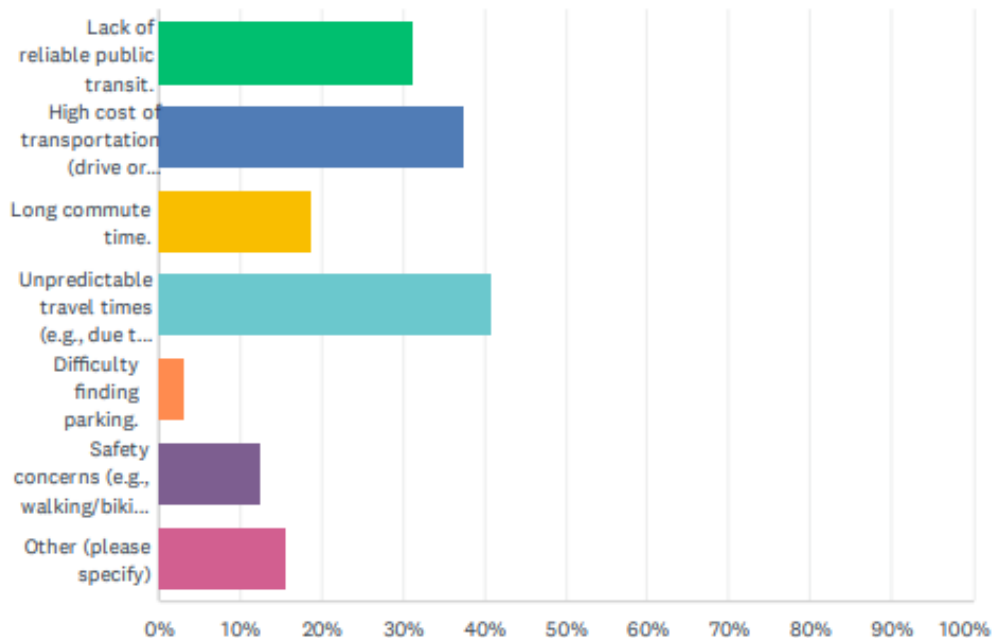
ANSWER CHOICES	RESPONSES
Personal vehicle	100.00%
Public transit (bus, train)	0.00%
Carpool/Vanpool	0.00%
Bike/Scooter	0.00%
Walking	0.00%
Ride-hailing service (Uber, Lyft)	0.00%
Other (please specify)	0.00%

Q21 How long does it typically take most of your workers to commute to work one way?



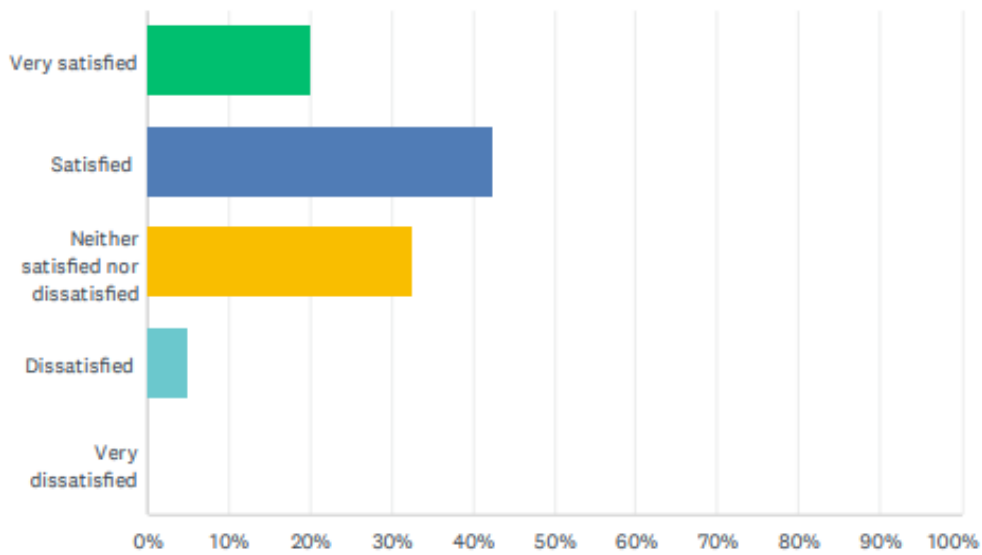
ANSWER CHOICES	RESPONSES
Less than 15 minutes.	10.00%
15 - 30 minutes	75.00%
30 - 60 minutes	15.00%
More than 1 hour	0.00%

Q22 Do your workers face any transportation-related challenges getting to work? Please check your top 3 concerns.



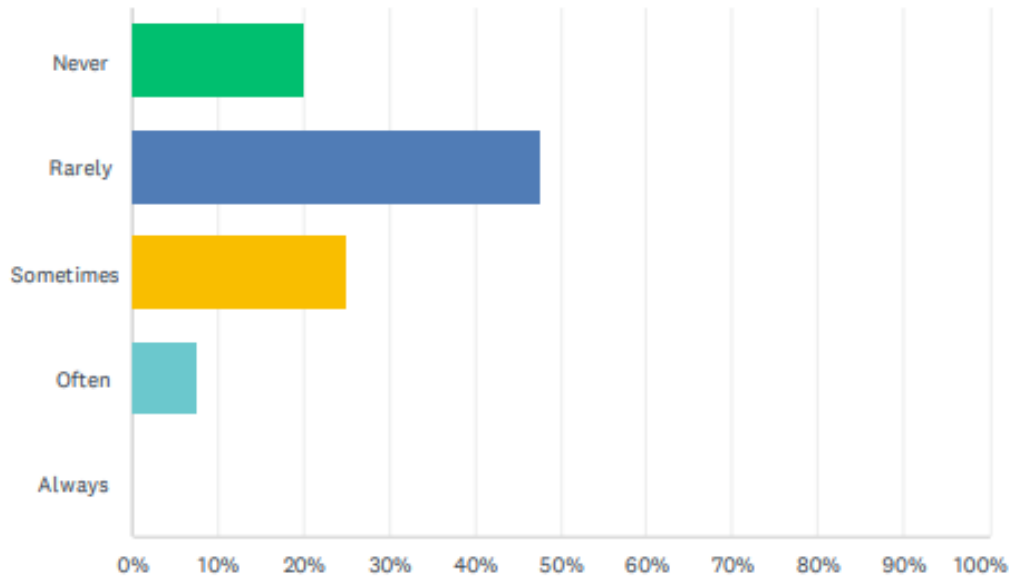
ANSWER CHOICES	RESPONSES
Lack of reliable public transit.	31.25%
High cost of transportation (drive or public transit)	37.50%
Long commute time.	18.75%
Unpredictable travel times (e.g., due to traffic)	40.63%
Difficulty finding parking.	3.13%
Safety concerns (e.g., walking/biking conditions)	12.50%
Other (please specify)	15.63%

Q23 How satisfied are you with your current workers' commuting options in general?



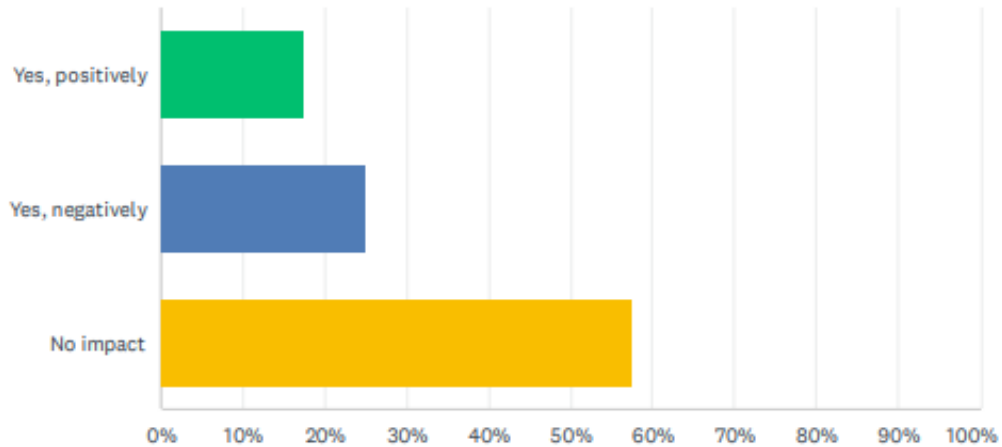
ANSWER CHOICES	RESPONSES
Very satisfied	20.00%
Satisfied	42.50%
Neither satisfied nor dissatisfied	32.50%
Dissatisfied	5.00%
Very dissatisfied	0.00%

Q24 How often does transportation affect your worker's ability to arrive at work on time?



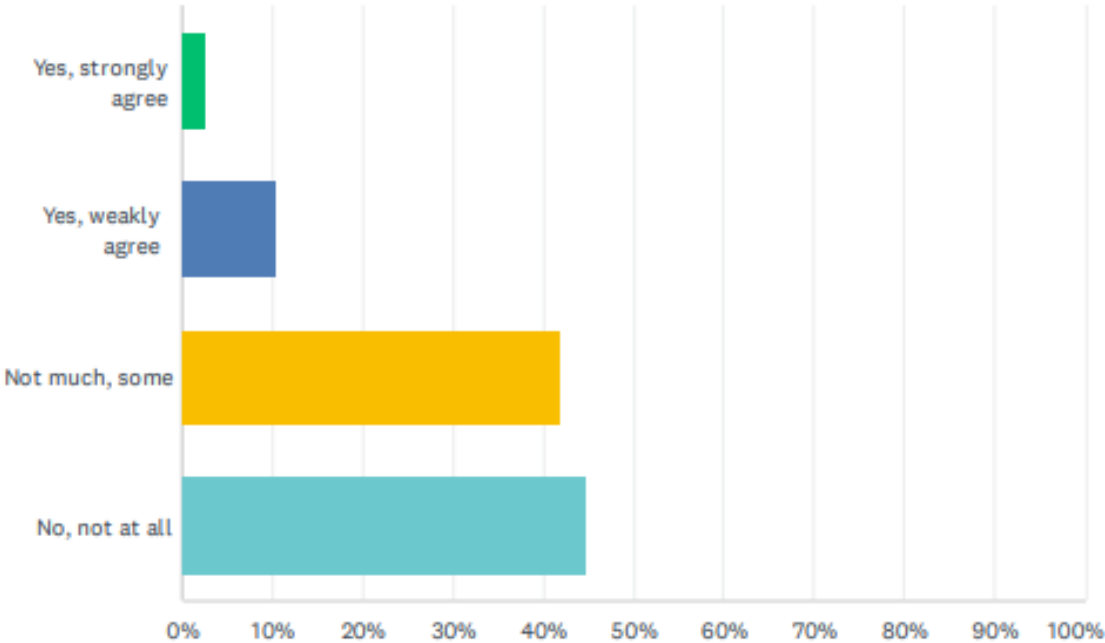
ANSWER CHOICES	RESPONSES
Never	20.00%
Rarely	47.50%
Sometimes	25.00%
Often	7.50%
Always	0.00%

Q25 Do you think your workers' commute impacts their job satisfaction or performance?



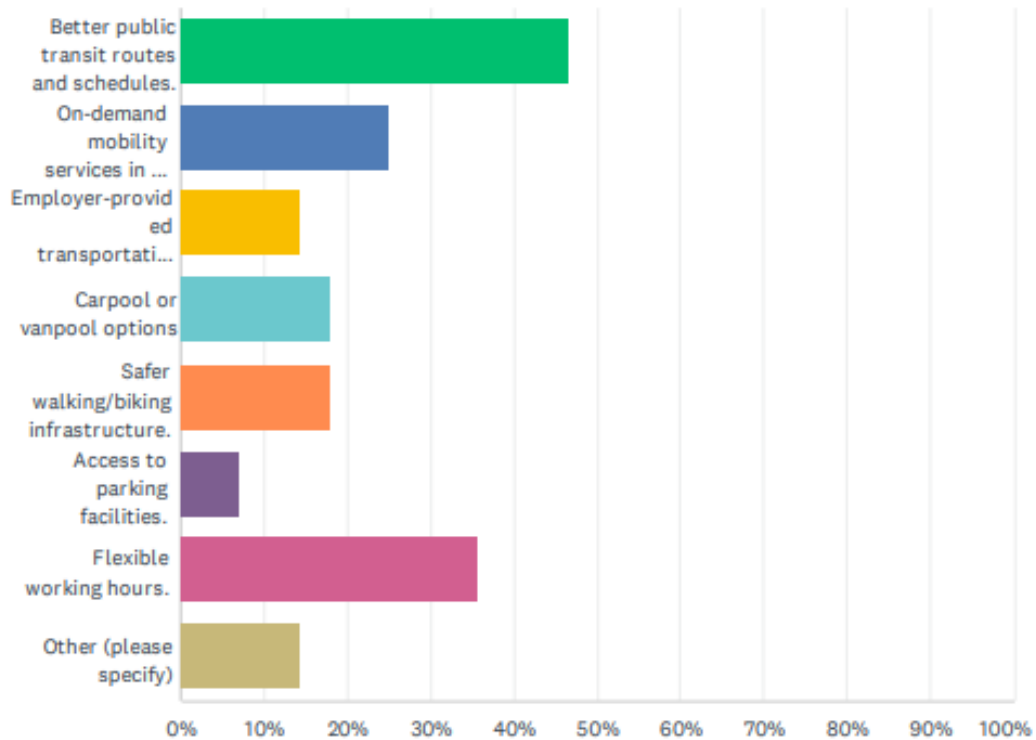
ANSWER CHOICES	RESPONSES
Yes, positively	17.50%
Yes, negatively	25.00%
No impact	57.50%

Q26 In the past four years, did you experience challenges recruiting workers due to lack of affordable or reliable transportation options?



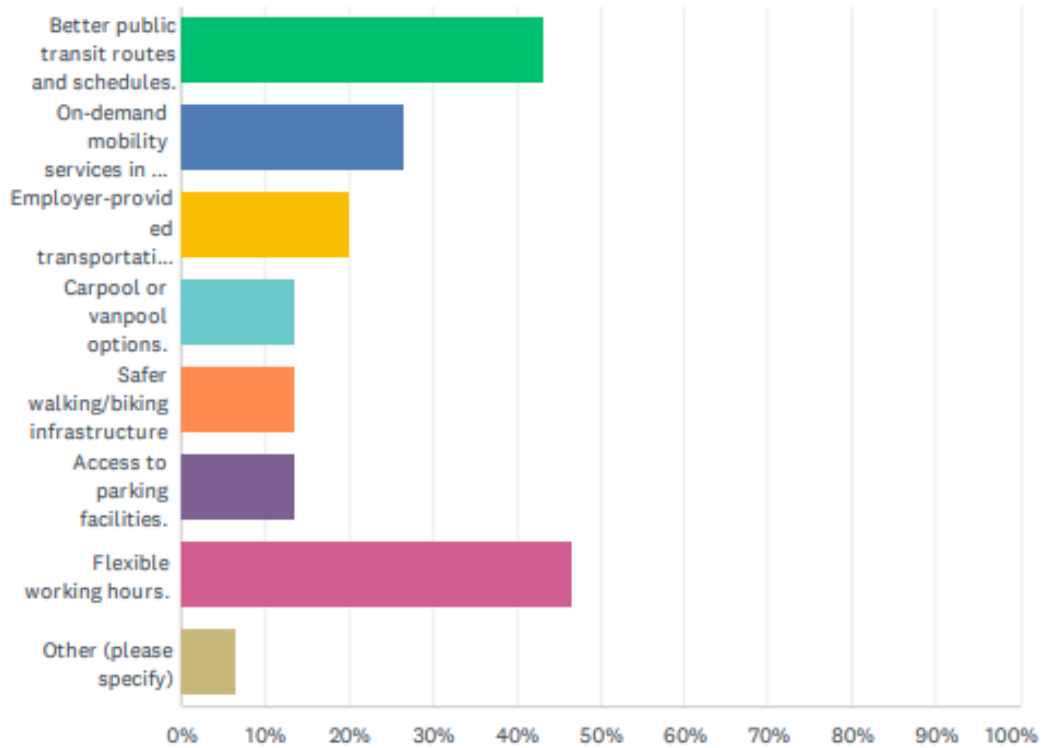
ANSWER CHOICES	RESPONSES
Yes, strongly agree	2.63%
Yes, weakly agree	10.53%
Not much, some	42.11%
No, not at all	44.74%

Q28 What would help you improve your workers' commute" Select all that apply.



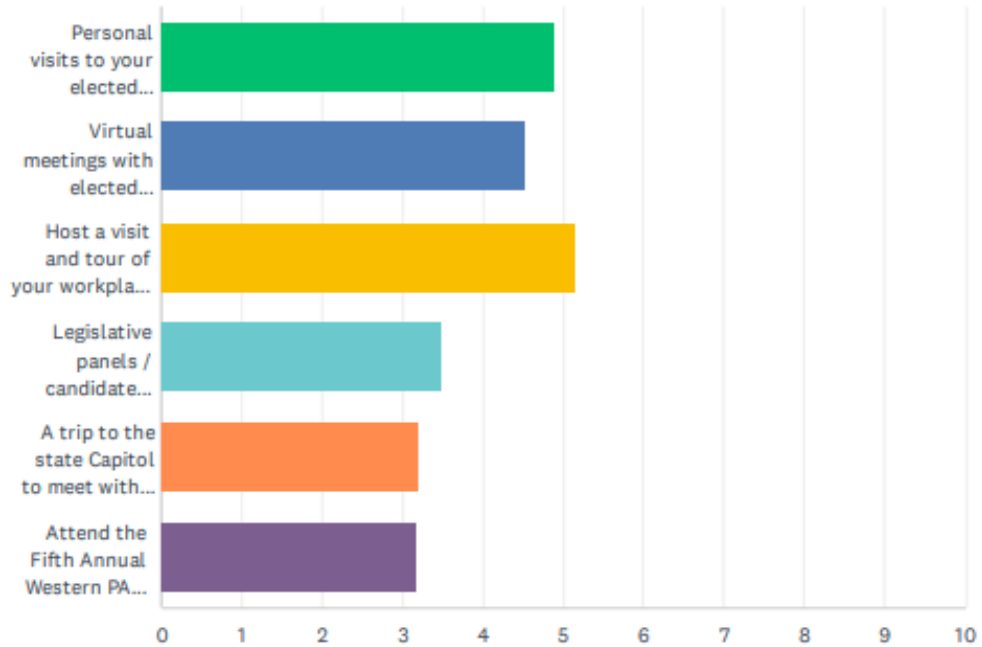
ANSWER CHOICES	RESPONSES
Better public transit routes and schedules.	46.43%
On-demand mobility services in the area serving workers from/to transit stops.	25.00%
Employer-provided transportation subsidies.	14.29%
Carpool or vanpool options	17.86%
Safer walking/biking infrastructure.	17.86%
Access to parking facilities.	7.14%
Flexible working hours.	35.71%
Other (please specify)	14.29%

Q29 What would help you recruit your workforce? Select all that apply.



ANSWER CHOICES	RESPONSES
Better public transit routes and schedules.	43.33%
On-demand mobility services in the area serving workers from/to transit stops.	26.67%
Employer-provided transportation subsidies	20.00%
Carpool or vanpool options.	13.33%
Safer walking/biking infrastructure	13.33%
Access to parking facilities.	13.33%
Flexible working hours.	46.67%
Other (please specify)	6.67%

Q30 One of the most effective means of grassroots advocacy is a business owner speaking directly with an elected official. There are several ways to accomplish this. Rank your top three choices.



Please direct any questions or requests for further detail to Eileen Anderson, Director, Government Relations, Manufacturer & Business Association, eileenanderson@mbausa.org, 412-805-5707

