

TALENT ONSITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| | | |
|--------------------------|--------------------|-----------------|
| Company: | | City/State/Zip: |
| Date of Visit (mm/dd/yy) | Lead Interviewer | |
| Contact Name | Assisted By | |
| | Other Participants | |

Current Workforce

1. What is your organization's greatest workforce development achievement in the last 3 years?

2. What is your total number of employees in this market?

Total: _____

Full Time (W2) _____

Part-Time (W2) _____

Contract (1099) _____

3. What is the breakdown of the current workforce?

| Classification | Percent Workforce | Percent Eligible for Retirement in Next 3 Years |
|-------------------------|-------------------|---|
| Executive | | |
| Management Salaried | | |
| Non-Management Salaried | | |
| Non-Management Hourly | | |
| Contract - Professional | | |
| Contract - Temp | | |

4. What is the breakdown of hiring over the last 12 months and current unfilled positions?

| Classification | Number hired in past 12 mo. | Current number of unfilled positions, actively recruiting | Rank seriousness of vacancies |
|-------------------------|-----------------------------|---|-------------------------------|
| Executive | | | 1, 2, 3, 4, 5, 6, 7 (high) |
| Management Salaried | | | 1, 2, 3, 4, 5, 6, 7 (high) |
| Non-Management Salaried | | | 1, 2, 3, 4, 5, 6, 7 (high) |
| Non-Management Hourly | | | 1, 2, 3, 4, 5, 6, 7 (high) |
| Contract - Professional | | | 1, 2, 3, 4, 5, 6, 7 (high) |
| Contract - Temp | | | 1, 2, 3, 4, 5, 6, 7 (high) |

5. How do you rate the following for your area?

| | | |
|--|----------------------------|----------------|
| Availability of workers | 1, 2, 3, 4, 5, 6, 7 (high) | Comments _____ |
| Quality of workforce | 1, 2, 3, 4, 5, 6, 7 (high) | Comments _____ |
| Stability of workforce | 1, 2, 3, 4, 5, 6, 7 (high) | Comments _____ |
| Compared to other company facilities, productivity in your local facility(ies) | 1, 2, 3, 4, 5, 6, 7 (high) | Comments _____ |

6. Is the number of unfilled positions:

Increasing

Stable

Decreasing

None

Comments: _____

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| 7. Does the company have educational and/or certification and licensing requirements for: | | |
|---|----------------|--|
| Executives | List Positions | List Degree/Certificate/Licensure |
| Management Salaried | | |
| Non-Management Salaried | | |
| Non-Management Hourly | | |
| Contract - Professional | | |
| Contract - Temp | | |
| 8. Does your company hire for positions that require a bilingual skill set? | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Comments: _____ | | |
| 9. Do you employ any veterans currently? | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Comments: _____ | | |
| Are you actively recruiting veterans? | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Comments: _____ | | |
| 10. Does your company hire candidates with a criminal record? | | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Comments: _____ | | |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| | |
|--|--|
| 11. Does your company have an active diversity initiative? Comments: _____ _____ | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| 12. On a scale from 1-7, how would you rank the engagement of your employees? 1, 2, 3, 4, 5, 6, 7 (high) How does your company foster employee engagement (extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work)? Comments: _____ _____ | |
| <i>Current Workforce Notes</i> | |

| Recruitment & Retention | |
|--|-------------------------|
| 13. How many employees are you planning to hire in the next two years. (answers are mutually exclusive) | |
| New positions for company Count: _____ | Comment: _____ _____ |
| Due to retirement Count: _____ | Comment: _____ _____ |
| Anticipated turnover Count: _____ | Comment: _____ _____ |
| 14. What is the average length, in months, of your hiring cycle for: | |
| Executive Count: _____ | Comment: _____ _____ |
| Management Salaried Count: _____ | Comment: _____ _____ |
| Non-Management Salaried Count: _____ | Comment: _____ _____ |
| Non-Management Hourly Count: _____ | Comment: _____ _____ |
| Contract – Professional Count: _____ | Comment: _____ _____ |
| Contract – Temp Count: _____ | Comment: _____ _____ |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| | | |
|--|---------------------------|--------------------------|
| 15. What positions are most difficult to fill? | | |
| Executive | Positions/Classifications | Comment: _____ _____ |
| Management Salaried | | Comment: _____ _____ |
| Non-Management Salaried | | Comment: _____ _____ |
| Non-Management Hourly | | Comment: _____ _____ |
| Contract - Professional | | Comment: _____ _____ |
| Contract - Temp | | Comment: _____ _____ |
| 16. What is the company's average annual turnover rate? _____% | | |
| Is the turnover rate: <input type="checkbox"/> Increasing <input type="checkbox"/> Stable <input type="checkbox"/> Decreasing | | |
| Comments: _____ _____ | | |
| What positions have the highest annual turnover rate? | | |
| Executive | Position | Comments: _____ _____ |
| Management Salaried | | Comments: _____ _____ |
| Non-Management Salaried | | Comments: _____ _____ |
| Non-Management Hourly | | Comments: _____ _____ |
| Contract - Professional | | Comments: _____ _____ |
| Contract - Temp | | Comments: _____ _____ |
| 17. What (if any) skills gaps do you see with new hires? (Check all that apply) <input type="checkbox"/> None | | |
| <input type="checkbox"/> Ability to work in a team <input type="checkbox"/> Ability to work independently/remotely <input type="checkbox"/> Adaptability <input type="checkbox"/> Bilingual language <input type="checkbox"/> Communication skills <input type="checkbox"/> Computer skills <input type="checkbox"/> Initiative/Self-directed <input type="checkbox"/> Innovative/Creative thinking <input type="checkbox"/> Knowledge of specific technology <input type="checkbox"/> Problem discovery skills <input type="checkbox"/> Problem solving skills <input type="checkbox"/> Work Ethic <input type="checkbox"/> Other _____ | | |
| Rank your top 3 skill gaps | | |
| 1. _____ 2. _____ 3. _____ | | |
| Comments: _____ _____ | | |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| | | | | |
|--|--|--|-------------------------------------|-------------------------------|
| 18. Are there significant personal employment barriers you are noticing for individuals seeking meaningful employment in the area? (Check all that apply) | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| <input type="checkbox"/> Day care | <input type="checkbox"/> Elder care | <input type="checkbox"/> Substance abuse | | |
| <input type="checkbox"/> Transportation | <input type="checkbox"/> Other _____ | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| 19. What is your recruiting radius in miles? | <input type="checkbox"/> Less than 20 | <input type="checkbox"/> 20-40 | <input type="checkbox"/> 41-60 | <input type="checkbox"/> 60+ |
| What are the key geographic areas you recruit from? | | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| 20. In the past 3 years, approximately how many new hires have relocated to the community? | Count _____ | | | |
| Comments: (If 0, go to Q #24) _____ | | | | |
| <hr/> | | | | |
| 21. On a scale from 1-7, how difficult is it to do the following: | | | | |
| Attract candidates from outside the region | 1, 2, 3, 4, 5, 6, 7 (high) <input type="checkbox"/> NA | | | |
| Retain candidates recruited from outside the region | 1, 2, 3, 4, 5, 6, 7 (high) <input type="checkbox"/> NA | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| 22. Is the number of new hires requiring relocation: | <input type="checkbox"/> Increasing | <input type="checkbox"/> Stable | <input type="checkbox"/> Decreasing | <input type="checkbox"/> None |
| Comments: _____ | | | | |
| <hr/> | | | | |
| 23. Have “trailing family members” (those moving with the individual being recruited) presented any challenges for recruiting from outside the community? | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| 24. Does your company conduct pre-hiring: | | | | |
| Performance, capabilities testing | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| Psychological testing | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| Background checks | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |
| Drug testing | <input type="checkbox"/> Yes <input type="checkbox"/> No | | | |
| Comments: _____ | | | | |
| <hr/> | | | | |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

25. What tactics do you include in your hiring strategies? (check all that apply)

- | | | |
|--|--|---|
| <input type="checkbox"/> Apprenticeship | <input type="checkbox"/> Career fairs/job fairs | <input type="checkbox"/> Company web site |
| <input type="checkbox"/> Employee referral incentive | <input type="checkbox"/> Foreign labor | <input type="checkbox"/> Flex-time scheduling |
| <input type="checkbox"/> H1B visas | <input type="checkbox"/> Interns - college | <input type="checkbox"/> Interns – tech/high school |
| <input type="checkbox"/> Industry association job boards | <input type="checkbox"/> LinkedIn | <input type="checkbox"/> Local jobs board |
| <input type="checkbox"/> Local jobs service | <input type="checkbox"/> Newspaper ads | <input type="checkbox"/> Online jobs board/hiring sites |
| <input type="checkbox"/> Online ads | <input type="checkbox"/> Outdoor sign | <input type="checkbox"/> Recruitment agency |
| <input type="checkbox"/> Relocation assistance | <input type="checkbox"/> Special groups (vets, disabled, etc.) | <input type="checkbox"/> Temp workers, contingency, day labor |
| <input type="checkbox"/> Union | <input type="checkbox"/> Other _____ | |

Comments: _____

Rank your top 3 hiring tactics by effectiveness:

1. _____ 2. _____ 3. _____

26. In the past 3 years has your company utilized interns?

Yes No

If yes, are interns: | Paid | Unpaid | Both

How many interns did your company host as an intern in the last year? Count _____

Of those interns that you hosted, how many did you hire following their internship? Count _____

How many were hired as company employees? Count _____

How many were hired as contract employees? Count _____

On a scale from 1-7 (high), how would you rank the quality of your interns? 1, 2, 3, 4, 5, 6, 7 (high)

Over the next 3 years do you expect the hiring of interns to: Increase Stable Decrease

Comments: _____

What schools, programs or services do you rely on the most, or would expect to, for interns?

Comments: _____

If no, do you anticipate hiring interns in the next 3 years?

Comments: _____

27. Are recruitment problems specific to:

Community Industry Both None

Comments: _____

28. What are the top 3 reasons applicants do not qualify for jobs with your company?

1. _____ 2. _____ 3. _____

Comments: _____

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| | | |
|---|---|---|
| 29. Has your company considered or implemented any of the following labor shifting strategies? | | |
| Shift work to other company facilities | <input type="checkbox"/> Yes <input type="checkbox"/> No | Comments: _____ _____ |
| Automation | <input type="checkbox"/> Yes <input type="checkbox"/> No | Comments: _____ _____ |
| Outsourcing | <input type="checkbox"/> Yes <input type="checkbox"/> No | Comments: _____ _____ |
| Use of contract employees | <input type="checkbox"/> Yes <input type="checkbox"/> No | Comments: _____ _____ |
| Other | <input type="checkbox"/> Yes <input type="checkbox"/> No | Comments: _____ _____ |
| 30. What employment benefits do you provide employees? | | |
| <input type="checkbox"/> Bonus program | <input type="checkbox"/> Child care | <input type="checkbox"/> Career development opportunity |
| <input type="checkbox"/> Elder care | <input type="checkbox"/> Employee referral incentive | <input type="checkbox"/> Family leave |
| <input type="checkbox"/> Flex-time schedule | <input type="checkbox"/> Free meals/meal discount | <input type="checkbox"/> Healthcare |
| <input type="checkbox"/> Health and Wellness Program | <input type="checkbox"/> Product discounts | <input type="checkbox"/> Parking |
| <input type="checkbox"/> Part-time (Less than full time) | <input type="checkbox"/> Retirement contribution match | <input type="checkbox"/> Sick leave - paid |
| <input type="checkbox"/> Spot bonuses | <input type="checkbox"/> Student loan debt repayment | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Tuition reimbursement | <input type="checkbox"/> Vacation - paid | <input type="checkbox"/> Volunteer time |
| <input type="checkbox"/> Work from home | <input type="checkbox"/> Other: _____ | |
| 31. In this market are your company's wages: (Please check one) | | |
| <input type="checkbox"/> Below the market average | <input type="checkbox"/> At the average market rate | <input type="checkbox"/> Above the market average |
| Comments: _____ _____ | | |
| In this market are your company's benefits: (Please check one) | | |
| <input type="checkbox"/> Below the market average | <input type="checkbox"/> At the average market rate | <input type="checkbox"/> Above the market average |
| Comments: _____ _____ | | |
| <i>Recruitment & Retention Notes</i> | | |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| Training | | | | | | | | | | | | | | | |
|---|---|---|---|--|---|---|---|--|---|---|---|--|--------------------------------------|--|--|
| <p>32. In the next 3 years, what new or additional skills or knowledge will your employees need to be successful? (Check all that apply)</p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> Ability to work in a team</td> <td><input type="checkbox"/> Ability to work independently/remotely</td> <td><input type="checkbox"/> Adaptability</td> </tr> <tr> <td><input type="checkbox"/> Bilingual language</td> <td><input type="checkbox"/> Communication skills</td> <td><input type="checkbox"/> Computer skills</td> </tr> <tr> <td><input type="checkbox"/> Initiative/Self Directed</td> <td><input type="checkbox"/> Innovative/Creative thinking</td> <td><input type="checkbox"/> Knowledge of specific technology</td> </tr> <tr> <td><input type="checkbox"/> Problem solving skills</td> <td><input type="checkbox"/> Problem discovery skills</td> <td><input type="checkbox"/> Work Ethic</td> </tr> <tr> <td colspan="3"><input type="checkbox"/> Other _____</td> </tr> </table> <p>Comments: _____</p> | <input type="checkbox"/> Ability to work in a team | <input type="checkbox"/> Ability to work independently/remotely | <input type="checkbox"/> Adaptability | <input type="checkbox"/> Bilingual language | <input type="checkbox"/> Communication skills | <input type="checkbox"/> Computer skills | <input type="checkbox"/> Initiative/Self Directed | <input type="checkbox"/> Innovative/Creative thinking | <input type="checkbox"/> Knowledge of specific technology | <input type="checkbox"/> Problem solving skills | <input type="checkbox"/> Problem discovery skills | <input type="checkbox"/> Work Ethic | <input type="checkbox"/> Other _____ | | |
| <input type="checkbox"/> Ability to work in a team | <input type="checkbox"/> Ability to work independently/remotely | <input type="checkbox"/> Adaptability | | | | | | | | | | | | | |
| <input type="checkbox"/> Bilingual language | <input type="checkbox"/> Communication skills | <input type="checkbox"/> Computer skills | | | | | | | | | | | | | |
| <input type="checkbox"/> Initiative/Self Directed | <input type="checkbox"/> Innovative/Creative thinking | <input type="checkbox"/> Knowledge of specific technology | | | | | | | | | | | | | |
| <input type="checkbox"/> Problem solving skills | <input type="checkbox"/> Problem discovery skills | <input type="checkbox"/> Work Ethic | | | | | | | | | | | | | |
| <input type="checkbox"/> Other _____ | | | | | | | | | | | | | | | |
| <p>Rank the top 3 skills needed:</p> <p>1. _____ 2. _____ 3. _____</p> <p>Comments: _____</p> | | | | | | | | | | | | | | | |
| <p>33. Is company investment in employee training: <input type="checkbox"/> Increasing <input type="checkbox"/> Stable <input type="checkbox"/> Decreasing <input type="checkbox"/> None <i>If "None", go to Question #34</i></p> <p>If investing in employee training, what percentage of the training budget is for:</p> <p>New job skills training _____% Proficiency training _____% Remedial skill training _____%</p> <p>Comments: _____</p> | | | | | | | | | | | | | | | |
| <p>34. What training does your company offer? <input type="checkbox"/> None</p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> Apprenticeship program</td> <td><input type="checkbox"/> Customized training</td> <td><input type="checkbox"/> Internal training department</td> </tr> <tr> <td><input type="checkbox"/> On the job training</td> <td><input type="checkbox"/> Tuition reimbursement</td> <td><input type="checkbox"/> Remedial training</td> </tr> <tr> <td colspan="3"><input type="checkbox"/> Other _____</td> </tr> </table> <p>If outside training is used, what organization(s) provide your training?</p> <p>Comments: _____</p> | <input type="checkbox"/> Apprenticeship program | <input type="checkbox"/> Customized training | <input type="checkbox"/> Internal training department | <input type="checkbox"/> On the job training | <input type="checkbox"/> Tuition reimbursement | <input type="checkbox"/> Remedial training | <input type="checkbox"/> Other _____ | | | | | | | | |
| <input type="checkbox"/> Apprenticeship program | <input type="checkbox"/> Customized training | <input type="checkbox"/> Internal training department | | | | | | | | | | | | | |
| <input type="checkbox"/> On the job training | <input type="checkbox"/> Tuition reimbursement | <input type="checkbox"/> Remedial training | | | | | | | | | | | | | |
| <input type="checkbox"/> Other _____ | | | | | | | | | | | | | | | |
| <p>35. In what ways does your company engage with education (K-12 or Higher Education) to enhance workforce preparation?</p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> Apprenticeship</td> <td><input type="checkbox"/> Classroom presentations</td> <td><input type="checkbox"/> Career Academies/Pathways</td> </tr> <tr> <td><input type="checkbox"/> High school career/technical fair</td> <td><input type="checkbox"/> Job shadow / Practicum</td> <td><input type="checkbox"/> Junior Achievement</td> </tr> <tr> <td><input type="checkbox"/> Labor area management events</td> <td><input type="checkbox"/> Middle school career/technical fair</td> <td><input type="checkbox"/> Son/daughter work day</td> </tr> <tr> <td><input type="checkbox"/> Teacher/counselor work day</td> <td><input type="checkbox"/> Volunteer programs/Adopt a classroom</td> <td><input type="checkbox"/> Workplace tours</td> </tr> <tr> <td colspan="3"><input type="checkbox"/> Other _____</td> </tr> </table> <p>Comments: _____</p> | <input type="checkbox"/> Apprenticeship | <input type="checkbox"/> Classroom presentations | <input type="checkbox"/> Career Academies/Pathways | <input type="checkbox"/> High school career/technical fair | <input type="checkbox"/> Job shadow / Practicum | <input type="checkbox"/> Junior Achievement | <input type="checkbox"/> Labor area management events | <input type="checkbox"/> Middle school career/technical fair | <input type="checkbox"/> Son/daughter work day | <input type="checkbox"/> Teacher/counselor work day | <input type="checkbox"/> Volunteer programs/Adopt a classroom | <input type="checkbox"/> Workplace tours | <input type="checkbox"/> Other _____ | | |
| <input type="checkbox"/> Apprenticeship | <input type="checkbox"/> Classroom presentations | <input type="checkbox"/> Career Academies/Pathways | | | | | | | | | | | | | |
| <input type="checkbox"/> High school career/technical fair | <input type="checkbox"/> Job shadow / Practicum | <input type="checkbox"/> Junior Achievement | | | | | | | | | | | | | |
| <input type="checkbox"/> Labor area management events | <input type="checkbox"/> Middle school career/technical fair | <input type="checkbox"/> Son/daughter work day | | | | | | | | | | | | | |
| <input type="checkbox"/> Teacher/counselor work day | <input type="checkbox"/> Volunteer programs/Adopt a classroom | <input type="checkbox"/> Workplace tours | | | | | | | | | | | | | |
| <input type="checkbox"/> Other _____ | | | | | | | | | | | | | | | |
| <p><i>Training Notes:</i></p> | | | | | | | | | | | | | | | |

TALENT ON-SITE VISIT FORM

To be filled out by the interviewer — Information is confidential

10.31.18

| Future Plans | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|---|---|--------------------------------------|------------------------------------|--|--|-----------------------------------|--------------------------------------|--|--|
| <p>36. Over the next 12 months, what are your workforce priorities? (check all that apply)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;"><input type="checkbox"/> Benefits</td> <td style="width: 33%;"><input type="checkbox"/> Diversity</td> <td style="width: 33%;"><input type="checkbox"/> Employee relocation program</td> </tr> <tr> <td><input type="checkbox"/> Improving company culture</td> <td><input type="checkbox"/> Improving employee engagement</td> <td><input type="checkbox"/> Internship program</td> </tr> <tr> <td><input type="checkbox"/> Labor shifting</td> <td><input type="checkbox"/> Recruitment</td> <td><input type="checkbox"/> Retention</td> </tr> <tr> <td><input type="checkbox"/> Right-sizing/Reducing staff</td> <td><input type="checkbox"/> Succession planning</td> <td><input type="checkbox"/> Training</td> </tr> <tr> <td colspan="3"><input type="checkbox"/> Other _____</td> </tr> </table> <p>Rank the top 3 priorities:</p> <p>1. _____ 2. _____ 3. _____</p> <p>Comments: _____</p> | <input type="checkbox"/> Benefits | <input type="checkbox"/> Diversity | <input type="checkbox"/> Employee relocation program | <input type="checkbox"/> Improving company culture | <input type="checkbox"/> Improving employee engagement | <input type="checkbox"/> Internship program | <input type="checkbox"/> Labor shifting | <input type="checkbox"/> Recruitment | <input type="checkbox"/> Retention | <input type="checkbox"/> Right-sizing/Reducing staff | <input type="checkbox"/> Succession planning | <input type="checkbox"/> Training | <input type="checkbox"/> Other _____ | | |
| <input type="checkbox"/> Benefits | <input type="checkbox"/> Diversity | <input type="checkbox"/> Employee relocation program | | | | | | | | | | | | | |
| <input type="checkbox"/> Improving company culture | <input type="checkbox"/> Improving employee engagement | <input type="checkbox"/> Internship program | | | | | | | | | | | | | |
| <input type="checkbox"/> Labor shifting | <input type="checkbox"/> Recruitment | <input type="checkbox"/> Retention | | | | | | | | | | | | | |
| <input type="checkbox"/> Right-sizing/Reducing staff | <input type="checkbox"/> Succession planning | <input type="checkbox"/> Training | | | | | | | | | | | | | |
| <input type="checkbox"/> Other _____ | | | | | | | | | | | | | | | |
| <p>37. As the top human resource executive, what are your barriers (from company or community) to success in your work?</p> <p>Comments: _____</p> | | | | | | | | | | | | | | | |
| <p><i>Future Notes:</i></p> | | | | | | | | | | | | | | | |

| |
|---|
| <p>Do you have any final comments? Is there anything we did not cover that you feel is important?</p> <p>Comments: _____</p> |
|---|

Thank you for your assistance.

| | | | |
|--|--|--|--|
| Interviewer, please indicate the company's business sector (Please check one) | | | |
| <input type="checkbox"/> Advanced Manufacturing | <input type="checkbox"/> Consumer Services | <input type="checkbox"/> Finance, Insurance, Real Estate | <input type="checkbox"/> Retail Related Operations |
| <input type="checkbox"/> Aeronautics and Defense | <input type="checkbox"/> Convention/Tourism | <input type="checkbox"/> Government | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Agriculture, Forestry, Minerals | <input type="checkbox"/> Creative Arts | <input type="checkbox"/> Health Care & Pharmaceuticals | <input type="checkbox"/> Telecommunications |
| <input type="checkbox"/> Building & Construction | <input type="checkbox"/> Diversified | <input type="checkbox"/> Industrial Goods | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Durable goods producer | <input type="checkbox"/> Non-Profit | |
| <input type="checkbox"/> Consumer Goods Producer | <input type="checkbox"/> Energy & Energy Utilities | <input type="checkbox"/> Professional Business Services | |