

1. Whether or not you have made a firm decision on your anticipated need for hourly, seasonal, summer employees, please estimate how your seasonal hiring needs will compare with summer 2008.

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Responsible for hiring summer hourly employees (unwtd)	1043	400	181	378	84
Base: Responsible for hiring summer hourly employees (wtd)	1043	400	179	381	83*
I intend to hire fewer seasonal employees this summer	244 23%	100 25%	46 26%	77 20%	20 24%
I intend to hire the same number of seasonal employees this summer	258 25%	103 26%	39 22%	85 22%	31 37% ABC
I intend to hire more seasonal employees this summer	62 6%	22 6%	19 10% ACD	19 5%	2 2%
I do not intend to hire any seasonal summer employees this year	479 46%	174 44%	75 42%	199 52% ABD	31 37%
I do not have responsibility for hiring seasonal summer employees	0 -	0 -	0 -	0 -	0 -

1A. I intend to reduce seasonal hiring this summer...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base; ** very small base (under 30) ineligible for sig testing

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to reduce seasonal hiring this summer (unwtd)	244	100	47	77	20
Base: Intend to reduce seasonal hiring this summer (wtd)	244	100*	46*	77*	20**
Between 1 and 10 percent compared to last year	89 37%	44 44% C	13 28%	21 27%	11 55%
Between 10 and 25 percent compared to last year	66 27%	26 26%	11 23%	26 34%	3 14%
Between 25 and 50 percent compared to last year	51 21%	18 18%	11 24%	18 24%	4 20%
More than 50 percent compared to last year	38 16%	12 12%	12 25% A	12 16%	2 10%

1B. I intend to increase seasonal hiring this summer...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base; ** very small base (under 30) ineligible for sig testing

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to increase seasonal hiring this summer (unwtd)	62	22	19	19	2
Base: Intend to increase seasonal hiring this summer (wtd)	62*	22**	19**	19**	2**
Between 1 and 10 percent compared to last year	23 37%	9 40%	9 48%	5 27%	0 -
Between 10 and 25 percent compared to last year	23 37%	5 23%	8 42%	9 47%	1 50%
Between 25 and 50 percent compared to last year	10 16%	6 28%	1 5%	2 11%	1 50%
More than 50 percent compared to last year	6 9%	2 9%	1 5%	3 15%	0 -

2. Please describe what you expect the makeup of your summer seasonal workforce to be in terms of returning workers from a previous season and new staff. Indicate a percentage below for - Percent Returning staff

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

		Industry			
	Total	Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
0%	60 11%	25 11%	10 9%	19 11%	6 11%
1-10%	16 3%	5 2%	2 2%	7 4%	2 4%
11-20%	10 2%	5 2%	2 2%	3 2%	0 -
21-30%	24 4%	11 5%	3 3%	8 4%	2 4%
31-40%	11 2%	7 3%	2 2%	2 1%	0 -
41-50%	86 15%	35 16%	16 15%	26 14%	10 19%
51-60%	19 3%	5 2%	7 7%	6 3%	1 2%
61-70%	27 5%	10 4%	5 5%	9 5%	3 6%
71-80%	97 17%	35 15%	21 21%	34 19%	7 13%
81-90%	75 13%	38 17%	10 9%	25 14%	2 4%
91-100%	138 24%	49 22%	27 26%	43 23%	20 37%
Summary					
AC					

2. Please describe what you expect the makeup of your summer seasonal workforce to be in terms of returning workers from a previous season and new staff. Indicate a percentage below for - Percent Returning staff

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

		Industry			
	Total	Service	Industrial	Professional	All other sectors
		A	B	C	D
Mean (Incl.0)	64.8	63.9	66.6	64.5	66.3
Mean (Excl.0)	72.6	71.9	73.6	72.2	74.8
Std Dev	25.6	25.7	24	26.1	26.7
Std Err	1.1	1.8	2.5	2.1	3.9
Median	74.2	72.6	72.5	74.3	73.9

2. Please describe what you expect the makeup of your summer seasonal workforce to be in terms of returning workers from a previous season and new staff. Indicate a percentage below for - Percent New staff

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

		Industry			
	Total	Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
0%	95 17%	33 15%	21 20%	29 16%	13 24%
1-10%	105 19%	50 22%	15 14%	32 18%	8 15%
11-20%	61 11%	22 10%	11 10%	24 13%	5 9%
21-30%	69 12%	25 11%	15 14%	23 13%	6 12%
31-40%	27 5%	8 3%	9 8%	9 5%	1 2%
41-50%	81 14%	34 15%	15 14%	24 13%	9 17%
51-60%	13 2%	6 3%	3 3%	3 2%	1 2%
61-70%	11 2%	5 2%	1 1%	5 3%	0 -
71-80%	23 4%	12 5%	4 4%	5 3%	2 4%
81-90%	14 2%	5 2%	2 2%	6 3%	1 2%
91-100%	65 12%	26 12%	10 9%	22 12%	7 13%
Summary					

2. Please describe what you expect the makeup of your summer seasonal workforce to be in terms of returning workers from a previous season and new staff. Indicate a percentage below for - Percent New staff

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

		Industry			
	Total	Service	Industrial	Professional	All other sectors
		A	B	C	D
Mean (Incl.0)	35.2	36.1	33.4	35.5	33.7
Mean (Excl.0)	42.3	42.2	41.6	42.1	44.4
Std Dev	31.7	32.1	29.9	32.1	33.3
Std Err	1.5	2.3	3.2	2.6	5.3
Median	23.3	22.4	22.5	23	21.1

3. By what month do you expect to have seasonal summer positions filled?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
They are already filled	66 12%	23 10%	11 10%	28 15%	5 9%
March 2009	41 7%	18 8%	12 11% D	10 5%	1 2%
April 2009	138 24%	61 27%	26 25%	41 23%	10 19%
May 2009	174 31%	64 28%	30 28%	61 34%	19 36%
June 2009	73 13%	35 16%	11 10%	20 11%	7 13%
July 2009	10 2%	4 2%	3 3%	2 1%	1 2%
I will hire seasonal employees throughout the summer because I need to account for other employees who will leave their positions	63 11%	20 9%	13 12%	20 11%	10 19% A

4. Given the state of the economy, do you anticipate that you will receive...

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
More applicants for summer positions this year than last year	412 73%	174 77% D	71 68%	136 75% D	32 61%
The same number of applicants for summer positions this year as last year	131 23%	44 20%	27 26%	40 22%	19 36% AC
Fewer applicants for summer positions this year than last year	21 4%	7 3%	6 6%	6 3%	2 4%

5. What is the average hourly wage you will offer a seasonal summer employee?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
Less than \$5	4 1%	1 0%	1 1%	1 1%	1 2%
\$5.01-\$6	3 1%	3 1%	0 -	0 -	0 -
\$6.01-\$7	35 6%	22 10% BC	1 1%	8 4%	4 8% B
\$7.01-\$8	128 23%	69 31% BC	19 18%	27 15%	13 25%
\$8.01-\$9	77 14%	40 18% B	6 6%	23 13%	8 15%
\$9.01-\$10	125 22%	42 19%	29 28%	42 23%	12 23%
\$10.01-\$11	14 2%	5 2%	3 3%	5 3%	1 2%
\$11.01-\$12	51 9%	15 7%	8 8%	27 15% AD	2 4%
\$12.01-\$13	12 2%	3 1%	5 5%	3 2%	1 2%
\$13.01-\$14	8 1%	1 0%	3 3%	4 2%	0 -
\$14.01-\$15	47 8%	13 6%	13 12% A	16 9%	5 9%
\$15.01-\$16	3	1	1	0	1

5. What is the average hourly wage you will offer a seasonal summer employee?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

		Industry			
	Total	Service	Industrial	Professional	All other sectors
		A	B	C	D
	1%	0%	1%	-	2%
\$16.01-\$17	3 1%	0 -	1 1%	2 1%	0 -
\$17.01-\$18	4 1%	0 -	2 2% A	2 1%	0 -
\$18.01-\$19	1 0%	0 -	1 1%	0 -	0 -
\$19.01-\$19.99	0 -	0 -	0 -	0 -	0 -
\$20 or more	48 9%	11 5%	12 11% A	21 11% A	5 9%
Summary					
Mean (in \$)	10.2	9.3	11.6 ACD	10.6 A	10.3 A
Std Dev	3.1	2.6	3.6	2.8	3.5
Std Err	0.1	0.2	0.4	0.2	0.5
Median	9.7	8.5	9.9	9.8	9

7. If a high school or college student is looking for a summer job, which of the below groups represents their biggest competition to get an entry-level job?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
High school or college students like them	303 54%	116 52%	44 42%	114 63% AB	28 53%
Those ages 50+	71 13%	36 16%	11 10%	21 12%	3 6%
Immigrants who have recently entered the workforce	27 5%	10 4%	11 10% AC	5 3%	2 4%
Workers who have recently entered the workforce because of economic pressures	163 29%	63 28%	39 37% C	41 23%	20 38% C

8. Of the following, what is the MOST important thing you look for in a seasonal summer employee?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Intend to hire seasonal employees this summer (unwtd)	565	225	106	181	53
Base: Intend to hire seasonal employees this summer (wtd)	564	225	104	182	53*
Previous experience in the industry/ at the company/ location	141 25%	43 19%	33 32% A	53 29% A	12 23%
The ability to work the daily schedule I need	150 27%	81 36% BCD	22 21%	36 20%	11 21%
The commitment to work for the entire summer/ not leave the job early	68 12%	20 9%	12 11%	29 16% A	7 13%
A positive attitude/ eagerness to have the job	204 36%	81 36%	37 36%	63 35%	23 43%

11. Why do you NOT anticipate hiring seasonal staff this summer?

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D * small base

	Total	Industry			
		Service	Industrial	Professional	All other sectors
		A	B	C	D
Base: Do not intend to hire seasonal employees this summer (unwtd)	478	175	75	197	31
Base: Do not intend to hire seasonal employees this summer (wtd)	479	174	75*	199	31*
I anticipate our current/ permanent staff will take on additional hours to cover any additional workload	180 37%	67 38%	23 31%	77 39%	13 42%
Our business levels have been down recently	128 27%	49 28% C	36 48% ACD	35 18%	8 25%
I do not have the budget to staff up for the summer, either using current staff or new hires	121 25%	40 23%	17 23%	57 29%	7 23%
Our business/ company is under a hiring freeze	68 14%	22 12%	7 9%	32 16%	7 22%
I anticipate our business levels will be down by summer	60 12%	30 17% C	6 8%	19 10%	5 16%
Our business/ company has laid off workers and/ or closed locations recently	41 9%	15 9%	11 15% C	13 7%	2 6%
(DK/NS)	13 3%	3 2%	2 3%	8 4%	0 -