

Wood Product Manufacturing

- > We primarily supply materials to new single-family construction. Our customers are significantly constrained by lack of job site labor. There is rampant poaching of construction crews by one builder from another, with the worst among semi-skilled trades like concrete and framing.

Paper Manufacturing

- > It is difficult to increase hiring because of the extreme increases in medical insurance costs to us. The insurance carrier states that the primary reason for increases is the Affordable Care Act.
- > We have set up a task force to develop plans to help improve our retention. If we can reduce our turnover, it will relieve the problem with finding qualified applicants.

Printing and Related Support Activities

- > In the short term, low oil prices are affecting the local economy and business spending but hopefully that reverses in the midterm.
- > It is hard to pass on increases to our customers when our market is so competitive. If we passed on increasing costs to our customers, they would be finding a new printer.

Food Manufacturing

- > We don't pay recruiting bonuses.

