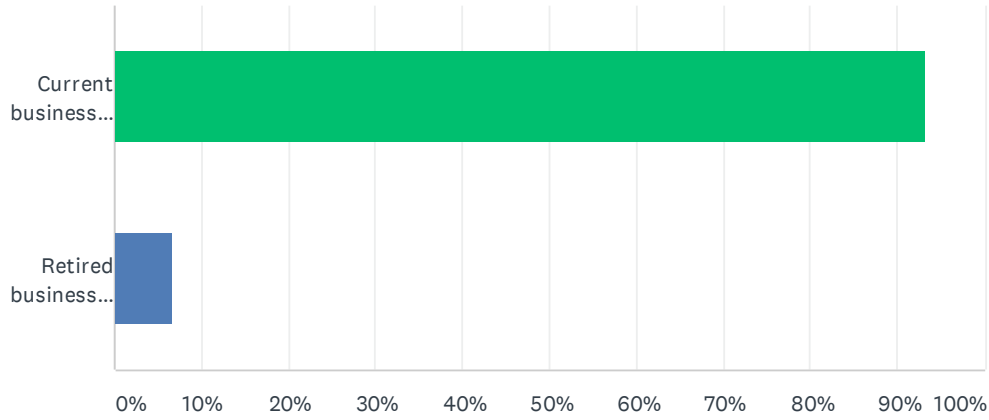


Q1 Which of the following best describes your employment status?

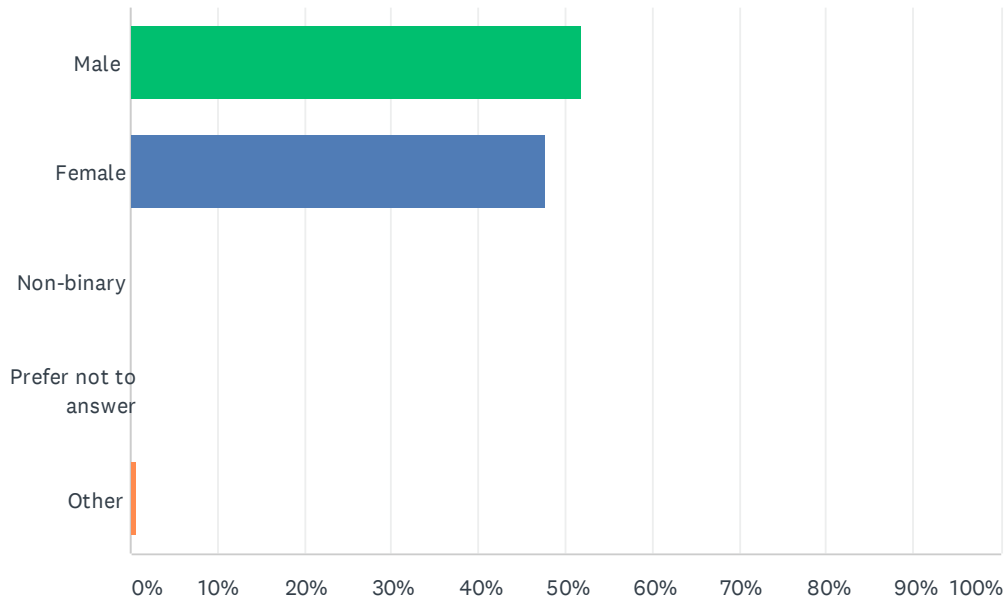
Answered: 163 Skipped: 7



ANSWER CHOICES	RESPONSES	
Current business executive, manager, owner	93.25%	152
Retired business executive, manager, owner	6.75%	11
TOTAL		163

Q2 Your gender:

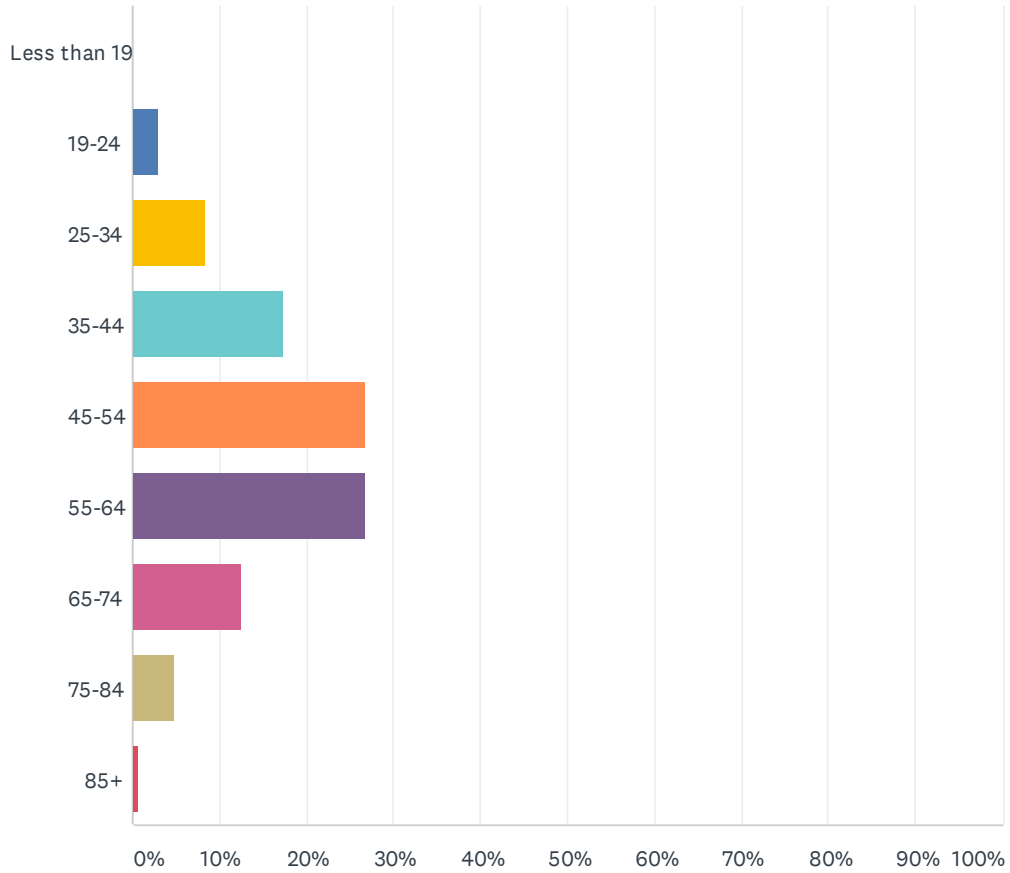
Answered: 168 Skipped: 2



ANSWER CHOICES	RESPONSES	
Male	51.79%	87
Female	47.62%	80
Non-binary	0.00%	0
Prefer not to answer	0.00%	0
Other	0.60%	1
TOTAL		168

Q3 Your age:

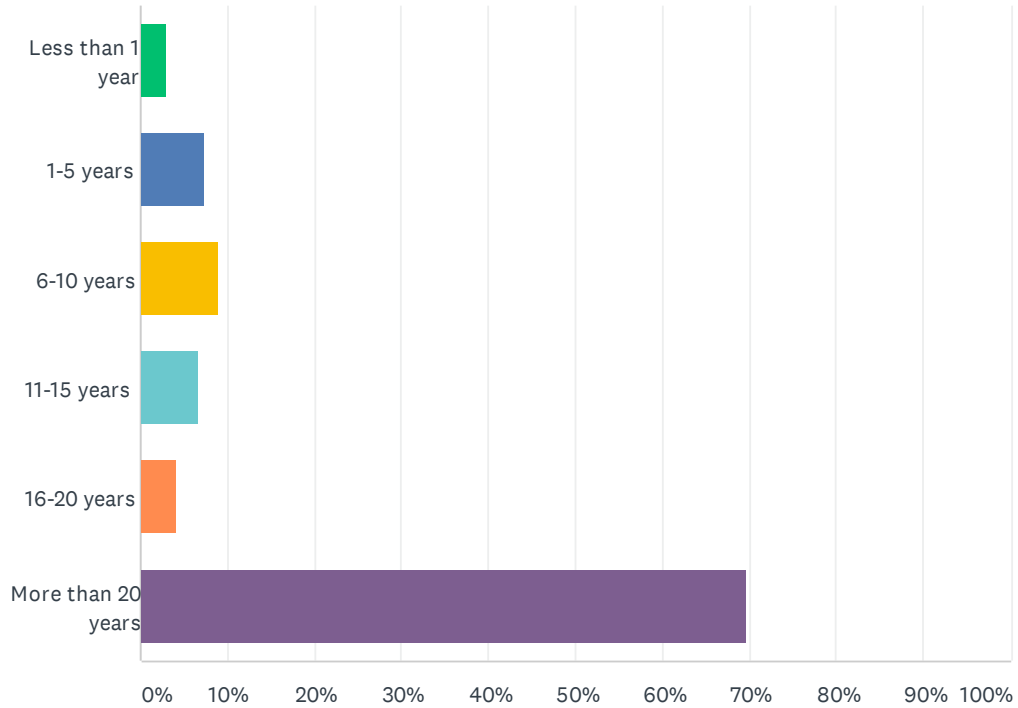
Answered: 168 Skipped: 2



ANSWER CHOICES	RESPONSES	
Less than 19	0.00%	0
19-24	2.98%	5
25-34	8.33%	14
35-44	17.26%	29
45-54	26.79%	45
55-64	26.79%	45
65-74	12.50%	21
75-84	4.76%	8
85+	0.60%	1
TOTAL		168

Q4 How many years have you lived in Columbus or the Columbus area?

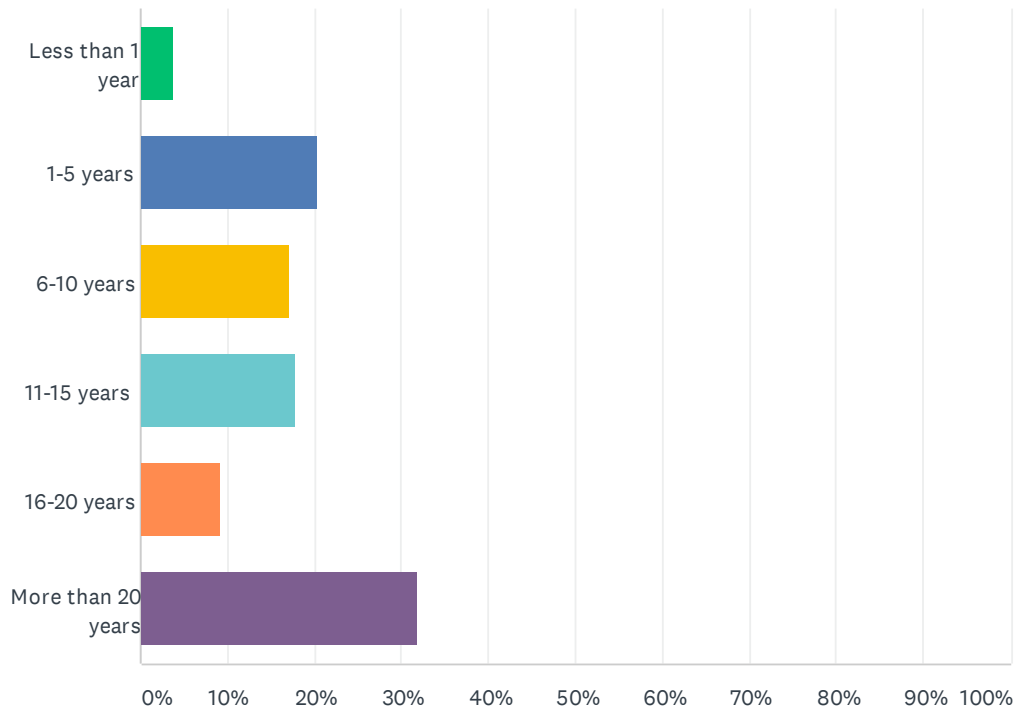
Answered: 165 Skipped: 5



ANSWER CHOICES	RESPONSES
Less than 1 year	3.03% 5
1-5 years	7.27% 12
6-10 years	9.09% 15
11-15 years	6.67% 11
16-20 years	4.24% 7
More than 20 years	69.70% 115
TOTAL	165

Q5 How many years have you held / did you hold your business leadership position?

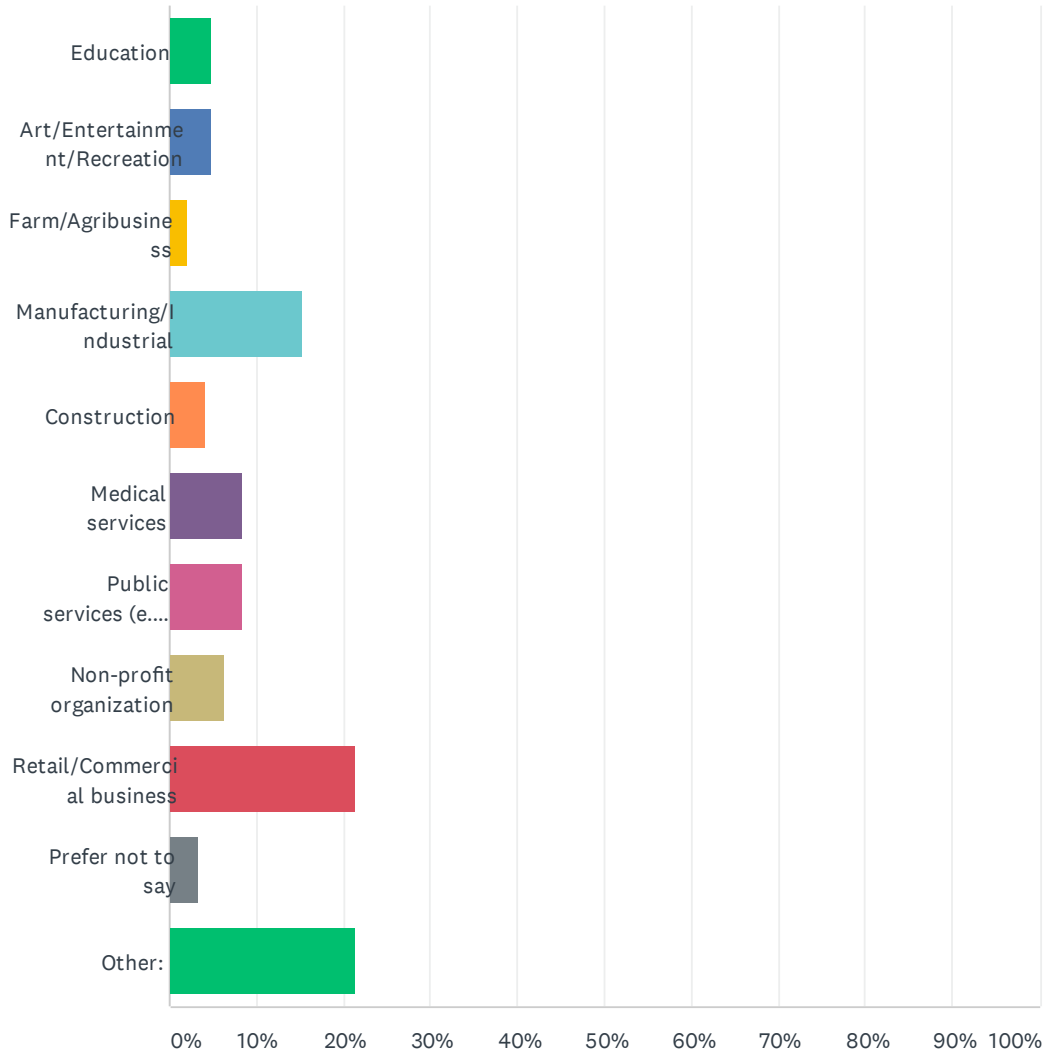
Answered: 163 Skipped: 7



ANSWER CHOICES	RESPONSES	
Less than 1 year	3.68%	6
1-5 years	20.25%	33
6-10 years	17.18%	28
11-15 years	17.79%	29
16-20 years	9.20%	15
More than 20 years	31.90%	52
TOTAL		163

Q6 Which of the following BEST describes the industry in which you work?

Answered: 145 Skipped: 25



Envisioning Columbus Business Leader Survey 2020

ANSWER CHOICES	RESPONSES	
Education	4.83%	7
Art/Entertainment/Recreation	4.83%	7
Farm/Agribusiness	2.07%	3
Manufacturing/Industrial	15.17%	22
Construction	4.14%	6
Medical services	8.28%	12
Public services (e.g. city, county, law, etc.)	8.28%	12
Non-profit organization	6.21%	9
Retail/Commercial business	21.38%	31
Prefer not to say	3.45%	5
Other:	21.38%	31
TOTAL		145

Envisioning Columbus Business Leader Survey 2020

#	OTHER:	DATE
1	Banking	12/3/2020 7:59 AM
2	Finance	12/2/2020 4:18 PM
3	finance	12/2/2020 1:58 PM
4	Insurance agent	12/2/2020 9:33 AM
5	Utility	12/1/2020 10:37 PM
6	Financial Institution	12/1/2020 10:44 AM
7	social services / behavioral health	11/30/2020 6:12 PM
8	Media	11/26/2020 7:06 PM
9	Consulting	11/24/2020 5:22 PM
10	Financial Services	11/24/2020 3:06 PM
11	Financial Services	11/24/2020 12:47 PM
12	finance	11/24/2020 11:21 AM
13	Financial	11/21/2020 7:03 AM
14	Financial/Insurance	11/20/2020 8:41 AM
15	Financial Services	11/18/2020 6:25 PM
16	Real Estate	11/17/2020 4:16 PM
17	Design - Manufacturing	11/17/2020 12:12 PM
18	Retail and Bar	11/16/2020 6:11 PM
19	Professional Services	11/16/2020 3:55 PM
20	retreat center	11/14/2020 8:56 PM
21	finance	11/13/2020 2:31 PM
22	Hospitality	11/13/2020 10:19 AM
23	Real Estate/rental	11/13/2020 7:45 AM
24	SERVICE	11/12/2020 2:46 PM
25	Salon & Spa	11/12/2020 9:56 AM
26	Restaurant/Quick Service	11/12/2020 9:31 AM
27	Banking	11/12/2020 9:17 AM
28	Financial	11/12/2020 9:07 AM
29	Financial	11/11/2020 5:22 PM
30	Insurance	11/11/2020 3:53 PM
31	Trucking company	11/11/2020 9:14 AM

Q7 What is the current turnover rate / average tenure for employees in your company?

Answered: 115 Skipped: 55

Envisioning Columbus Business Leader Survey 2020

#	RESPONSES	DATE
1	NA. I just hired my first employee in August and he is still with me.	12/7/2020 1:27 PM
2	Very low in the business I operate	12/3/2020 8:27 PM
3	11%	12/3/2020 8:44 AM
4	15+	12/3/2020 7:59 AM
5	Really non-existent. Long term careers. Average tenure 30-40 years.	12/3/2020 7:20 AM
6	5-10 years	12/2/2020 4:37 PM
7	12%	12/2/2020 4:24 PM
8	2% / 25 yr	12/2/2020 4:18 PM
9	10+ years	12/2/2020 1:58 PM
10	Some of the more seasoned employees have a very long history with our company, however the younger generation tends to come and go very quickly, gaining minimal experience and leaving large gaps in our work force.	12/2/2020 1:04 PM
11	No employees	12/2/2020 11:55 AM
12	15%	12/2/2020 11:50 AM
13	Turnover is low. We cant seem to find anyone to fill newly created open positions.	12/2/2020 11:45 AM
14	0	12/2/2020 9:33 AM
15	10 years	12/1/2020 10:44 AM
16	turnover is very minimal, i have only one employee and the others are independent contractors	11/30/2020 6:12 PM
17	3% turnover, 16 years average tenure	11/30/2020 8:39 AM
18	2 years	11/27/2020 10:46 PM
19	1%	11/26/2020 7:06 PM
20	N/A	11/25/2020 7:58 AM
21	10 years	11/24/2020 3:06 PM
22	20 years	11/24/2020 12:47 PM
23	We have 1 employee that has been with us for 25 years and the newest hire was due to a death.	11/24/2020 11:33 AM
24	10% 15 years	11/24/2020 11:21 AM
25	0	11/23/2020 9:58 PM
26	Less then a year	11/23/2020 9:21 PM
27	None	11/23/2020 6:44 PM
28	n/a	11/23/2020 11:21 AM
29	Very low turnover	11/23/2020 9:25 AM
30	low	11/23/2020 9:09 AM
31	0	11/23/2020 8:11 AM
32	10%	11/23/2020 7:35 AM
33	10 yearas	11/22/2020 9:01 AM
34	0 turnover	11/21/2020 7:03 AM
35	We are a family business, no employees. We haven't really started taking any money for profit, everything at this point goes back into the shop.	11/19/2020 5:17 PM

Envisioning Columbus Business Leader Survey 2020

36	10 years	11/19/2020 3:11 PM
37	I've only had one guy stick with me since I've hired him. No turnover	11/19/2020 10:30 AM
38	It is non-profit. We have very little turnover at this time. But we are a 1-2 person organization	11/19/2020 10:27 AM
39	30% turnover rate	11/18/2020 8:18 PM
40	5 years low skill 20 years high skill	11/18/2020 6:25 PM
41	2 years	11/18/2020 11:59 AM
42	none	11/18/2020 8:28 AM
43	5 years	11/18/2020 8:20 AM
44	It varies. For those who have been here 10+ years, they are sticking around. Those hired 5 or less years ago, they are leaving for higher paying employment at an excessive rate.	11/18/2020 7:48 AM
45	15 yrs	11/17/2020 7:03 PM
46	About 5 years	11/17/2020 6:22 PM
47	7-11%	11/17/2020 6:07 PM
48	16%	11/17/2020 4:48 PM
49	Over the past year it's been pretty high for the admin. I don't have an average though.	11/17/2020 4:16 PM
50	0	11/17/2020 2:50 PM
51	unknown	11/17/2020 1:47 PM
52	10%	11/17/2020 12:37 PM
53	0	11/17/2020 12:12 PM
54	1 year	11/17/2020 11:52 AM
55	we do not have a turnover rate problem. Average tenure is 4 years since I've owned the business. I would say 6 years, but we've had to hire 1/2 our staff for growth and proper staffing.	11/17/2020 11:41 AM
56	15%	11/17/2020 11:23 AM
57	50%	11/17/2020 10:48 AM
58	14 years	11/17/2020 7:52 AM
59	Retail: none because owners are only staff, Bar: maybe 1 new hire a year	11/16/2020 6:11 PM
60	4 years	11/16/2020 4:38 PM
61	Zero turnover rate in our Columbus office for 2020. 1 employee left in 2019. Before that, 1 employee left each in 2008 and 2007. This does not count retirements. Average tenure for Columbus office is 16 years.	11/16/2020 3:55 PM
62	Average tenure for our employees is over 15 years and runs close to 20 years. The current turnover rate is about 10% per year, over the past several years, as we experience a number of retirements in our industry.	11/16/2020 1:57 PM
63	5 years	11/16/2020 1:15 PM
64	5 years	11/16/2020 12:30 PM
65	Very low.	11/16/2020 12:27 PM
66	avg tenure is 17.2 years	11/16/2020 9:04 AM
67	8 years	11/15/2020 7:51 PM
68	One full time employee.	11/15/2020 8:12 AM
69	Quite a number of employees are still with us who were hired when we opened over 23 years ago. However, among receptionists and kitchen personnel our average tenure has only been	11/14/2020 8:56 PM

Envisioning Columbus Business Leader Survey 2020

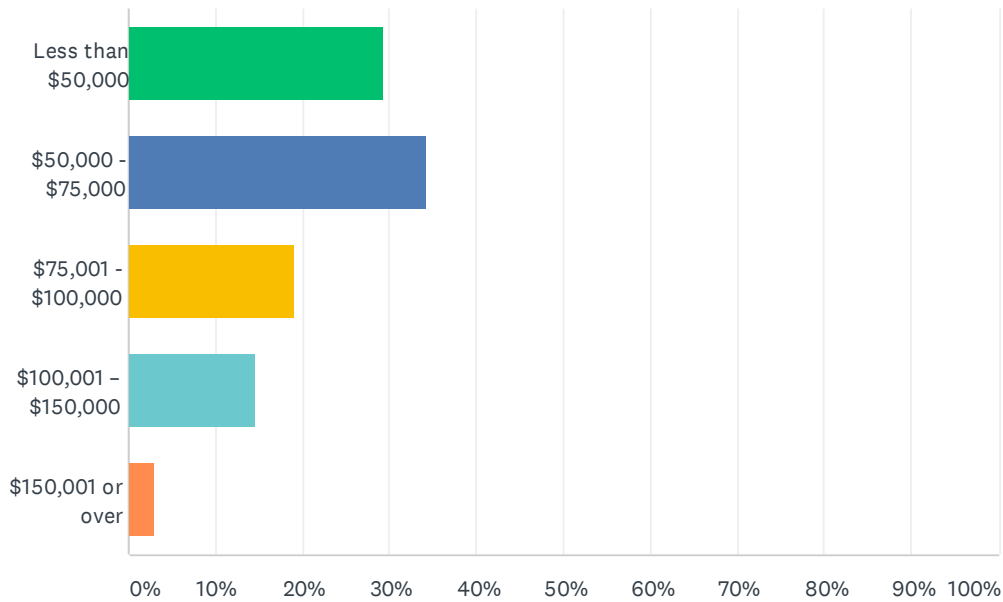
	only about 5 - 7 years.	
70	12%	11/14/2020 9:26 AM
71	same 3 employees for my 30 years in business	11/13/2020 3:35 PM
72	Turnover rate - low - on average employees stay 5 to 7 years Average tenure - 7 years	11/13/2020 2:31 PM
73	Little to no turnover and 14.2 years average tenure on 30 employees	11/13/2020 2:00 PM
74	Less than 1%	11/13/2020 12:18 PM
75	One year	11/13/2020 10:19 AM
76	Turnover over 25%	11/13/2020 10:16 AM
77	0	11/13/2020 7:45 AM
78	no employees	11/12/2020 9:02 PM
79	0	11/12/2020 7:34 PM
80	Ranges 1-35 years. For full time, average is 10+ years, for part time, average is 5 years	11/12/2020 7:10 PM
81	One employee over 25 yrs one employee10 Months	11/12/2020 3:54 PM
82	6 YEARS	11/12/2020 2:46 PM
83	less than 1%	11/12/2020 2:22 PM
84	I have two employees. We average 1 turnover per year.	11/12/2020 12:47 PM
85	6 months to a year	11/12/2020 11:43 AM
86	2 a year	11/12/2020 11:01 AM
87	Above Avg due to lack of work to perform	11/12/2020 11:00 AM
88	3-4 years	11/12/2020 10:42 AM
89	Minimal. Small Organization today	11/12/2020 10:00 AM
90	High due to Coronavirus.	11/12/2020 9:56 AM
91	Average Year 75-90% turnover. Covid year less than that. Average tenure 10 years	11/12/2020 9:31 AM
92	10+ years	11/12/2020 9:17 AM
93	10% / 10 years	11/12/2020 9:13 AM
94	Current turnover would be about 1 per every 3 months.	11/12/2020 9:08 AM
95	5 year +	11/12/2020 9:07 AM
96	10-15% overall	11/12/2020 8:55 AM
97	tenure is 17years Turnover is under 1% per year	11/12/2020 8:50 AM
98	20%	11/12/2020 7:21 AM
99	35 percent turnover	11/11/2020 10:21 PM
100	Turnover rate 12.5%. Average tenure 5 years	11/11/2020 9:01 PM
101	I do not have the specific number at this time.	11/11/2020 7:48 PM
102	15-20 years	11/11/2020 7:41 PM
103	Turnover is less than 5 percent annually	11/11/2020 7:27 PM
104	turnover rate is minimal; average tenure is probably over 15 yrs	11/11/2020 5:22 PM
105	1-2 years	11/11/2020 4:29 PM
106	3 years	11/11/2020 4:20 PM

Envisioning Columbus Business Leader Survey 2020

107	10% / 7 years	11/11/2020 4:06 PM
108	Avg tenure 5 yrs	11/11/2020 4:05 PM
109	High	11/11/2020 4:03 PM
110	10%	11/11/2020 3:57 PM
111	15 years	11/11/2020 3:54 PM
112	0	11/11/2020 3:53 PM
113	30%	11/11/2020 3:51 PM
114	1 every 5 years	11/11/2020 9:14 AM
115	Not sure but many employees are 25+ years and we even have a 50 Year Club!	11/10/2020 6:20 PM

Q8 What is the annual income range for high-skill employees in your company?

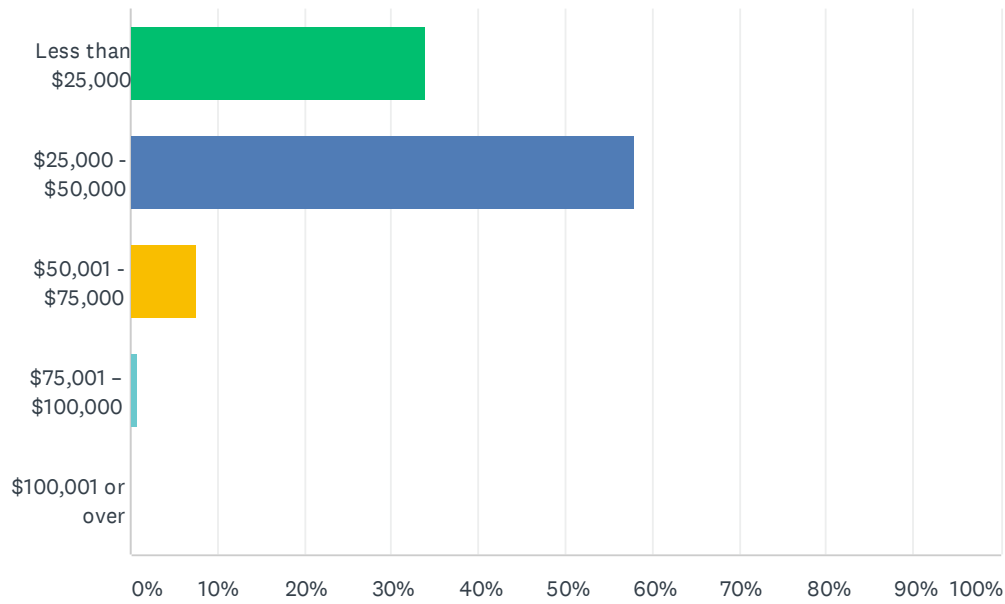
Answered: 137 Skipped: 33



ANSWER CHOICES	RESPONSES	
Less than \$50,000	29.20%	40
\$50,000 - \$75,000	34.31%	47
\$75,001 - \$100,000	18.98%	26
\$100,001 – \$150,000	14.60%	20
\$150,001 or over	2.92%	4
TOTAL		137

Q9 What is the annual income range for low-skill employees in your company?

Answered: 133 Skipped: 37



ANSWER CHOICES	RESPONSES
Less than \$25,000	33.83% 45
\$25,000 - \$50,000	57.89% 77
\$50,001 - \$75,000	7.52% 10
\$75,001 - \$100,000	0.75% 1
\$100,001 or over	0.00% 0
TOTAL	133

Q10 How many employees have retired in your company the past 12 months?

Answered: 120 Skipped: 50

Envisioning Columbus Business Leader Survey 2020

#	RESPONSES	DATE
1	Zero	12/3/2020 8:27 PM
2	0	12/3/2020 4:22 PM
3	15	12/3/2020 8:46 AM
4	0	12/3/2020 8:06 AM
5	60	12/3/2020 7:21 AM
6	None	12/2/2020 4:37 PM
7	2	12/2/2020 4:18 PM
8	0	12/2/2020 1:59 PM
9	I would estimate about 20-30 will or have retired in 2020	12/2/2020 1:05 PM
10	0	12/2/2020 11:56 AM
11	0	12/2/2020 11:46 AM
12	1	12/1/2020 10:45 AM
13	0	11/30/2020 6:13 PM
14	1	11/27/2020 10:47 PM
15	0	11/26/2020 7:07 PM
16	0	11/24/2020 3:06 PM
17	0	11/24/2020 12:47 PM
18	1	11/24/2020 11:33 AM
19	0	11/23/2020 9:58 PM
20	None	11/23/2020 9:22 PM
21	0	11/23/2020 8:42 PM
22	None	11/23/2020 6:45 PM
23	0	11/23/2020 11:22 AM
24	3	11/23/2020 9:25 AM
25	3	11/23/2020 9:10 AM
26	1	11/23/2020 8:12 AM
27	Approx 10. plant is 1200	11/23/2020 7:36 AM
28	0	11/22/2020 9:02 AM
29	0	11/21/2020 7:03 AM
30	0	11/20/2020 11:56 PM
31	0	11/20/2020 8:41 AM
32	0	11/19/2020 5:17 PM
33	0	11/19/2020 3:12 PM
34	0	11/19/2020 10:30 AM
35	0	11/19/2020 10:27 AM
36	For my Columbus location 0	11/18/2020 8:18 PM
37	0	11/18/2020 6:26 PM

Envisioning Columbus Business Leader Survey 2020

38	3	11/18/2020 11:59 AM
39	none	11/18/2020 8:28 AM
40	0	11/18/2020 8:20 AM
41	1	11/18/2020 7:49 AM
42	None	11/17/2020 7:04 PM
43	Two	11/17/2020 6:23 PM
44	8	11/17/2020 6:07 PM
45	0	11/17/2020 4:48 PM
46	2	11/17/2020 2:50 PM
47	5	11/17/2020 1:48 PM
48	5	11/17/2020 12:37 PM
49	0	11/17/2020 12:12 PM
50	0	11/17/2020 11:52 AM
51	0	11/17/2020 11:42 AM
52	0	11/17/2020 10:48 AM
53	1	11/17/2020 10:28 AM
54	0	11/17/2020 7:52 AM
55	2	11/16/2020 10:39 PM
56	0	11/16/2020 6:11 PM
57	none	11/16/2020 4:38 PM
58	1 in the Columbus office. 3 total overall.	11/16/2020 3:59 PM
59	1	11/16/2020 3:31 PM
60	Approximately 10 retires, which equals close to 10%.	11/16/2020 1:58 PM
61	0	11/16/2020 1:17 PM
62	0	11/16/2020 12:52 PM
63	1	11/16/2020 12:27 PM
64	3	11/16/2020 9:04 AM
65	1	11/15/2020 7:54 PM
66	One	11/15/2020 8:12 AM
67	no one.	11/14/2020 8:57 PM
68	0	11/14/2020 7:14 PM
69	24	11/14/2020 9:27 AM
70	none	11/13/2020 3:35 PM
71	0	11/13/2020 2:31 PM
72	0	11/13/2020 2:00 PM
73	None	11/13/2020 12:18 PM
74	1	11/13/2020 10:19 AM
75	1	11/13/2020 10:16 AM

Envisioning Columbus Business Leader Survey 2020

76	0	11/13/2020 7:45 AM
77	0	11/12/2020 9:02 PM
78	0	11/12/2020 7:34 PM
79	1	11/12/2020 7:10 PM
80	0	11/12/2020 3:55 PM
81	0	11/12/2020 2:47 PM
82	0	11/12/2020 2:23 PM
83	0	11/12/2020 12:47 PM
84	0	11/12/2020 12:03 PM
85	0	11/12/2020 11:44 AM
86	0	11/12/2020 11:01 AM
87	1	11/12/2020 11:01 AM
88	0	11/12/2020 10:42 AM
89	None	11/12/2020 10:00 AM
90	0	11/12/2020 9:56 AM
91	None	11/12/2020 9:35 AM
92	zero	11/12/2020 9:32 AM
93	none	11/12/2020 9:17 AM
94	0	11/12/2020 9:17 AM
95	none	11/12/2020 9:13 AM
96	0	11/12/2020 9:08 AM
97	1	11/12/2020 8:52 AM
98	0	11/12/2020 7:50 AM
99	0	11/12/2020 7:21 AM
100	5	11/11/2020 10:22 PM
101	0	11/11/2020 9:01 PM
102	I do not have specific data	11/11/2020 7:48 PM
103	2	11/11/2020 7:42 PM
104	0	11/11/2020 7:27 PM
105	1	11/11/2020 5:22 PM
106	None	11/11/2020 5:17 PM
107	0	11/11/2020 4:30 PM
108	0	11/11/2020 4:21 PM
109	0	11/11/2020 4:16 PM
110	0	11/11/2020 4:06 PM
111	2	11/11/2020 4:05 PM
112	5	11/11/2020 4:03 PM
113	0	11/11/2020 4:03 PM

Envisioning Columbus Business Leader Survey 2020

114	1	11/11/2020 3:57 PM
115	1	11/11/2020 3:54 PM
116	0	11/11/2020 3:53 PM
117	4	11/11/2020 3:51 PM
118	0	11/11/2020 1:02 PM
119	3	11/11/2020 12:55 PM
120	0	11/11/2020 9:15 AM

Q11 How many employees do you anticipate will retire from your company in the next 3-5 years?

Answered: 120 Skipped: 50

Envisioning Columbus Business Leader Survey 2020

#	RESPONSES	DATE
1	Zero	12/3/2020 8:27 PM
2	2	12/3/2020 4:22 PM
3	50	12/3/2020 8:46 AM
4	0	12/3/2020 8:06 AM
5	250	12/3/2020 7:21 AM
6	None	12/2/2020 4:37 PM
7	10	12/2/2020 4:18 PM
8	1	12/2/2020 1:59 PM
9	I will estimate about 100 if not more.	12/2/2020 1:05 PM
10	0	12/2/2020 11:56 AM
11	1	12/2/2020 11:46 AM
12	4	12/1/2020 10:45 AM
13	0	11/30/2020 6:13 PM
14	0	11/27/2020 10:47 PM
15	4	11/26/2020 7:07 PM
16	1	11/24/2020 3:06 PM
17	1	11/24/2020 12:47 PM
18	1	11/24/2020 11:33 AM
19	1	11/23/2020 9:58 PM
20	None	11/23/2020 9:22 PM
21	2	11/23/2020 8:42 PM
22	None	11/23/2020 6:45 PM
23	0	11/23/2020 11:22 AM
24	6	11/23/2020 9:25 AM
25	5	11/23/2020 9:10 AM
26	0	11/23/2020 8:12 AM
27	roughly 10/year	11/23/2020 7:36 AM
28	3	11/22/2020 9:02 AM
29	0	11/21/2020 7:03 AM
30	3	11/20/2020 11:56 PM
31	0	11/20/2020 8:41 AM
32	0	11/19/2020 5:17 PM
33	1	11/19/2020 3:12 PM
34	0	11/19/2020 10:30 AM
35	0	11/19/2020 10:27 AM
36	For my Columbus location 1	11/18/2020 8:18 PM
37	1	11/18/2020 6:26 PM

Envisioning Columbus Business Leader Survey 2020

38	5	11/18/2020 11:59 AM
39	none	11/18/2020 8:28 AM
40	1	11/18/2020 8:20 AM
41	8	11/18/2020 7:49 AM
42	None	11/17/2020 7:04 PM
43	Two	11/17/2020 6:23 PM
44	12	11/17/2020 6:07 PM
45	1	11/17/2020 4:48 PM
46	2-3	11/17/2020 2:50 PM
47	15	11/17/2020 1:48 PM
48	10	11/17/2020 12:37 PM
49	0	11/17/2020 12:12 PM
50	0	11/17/2020 11:52 AM
51	0	11/17/2020 11:42 AM
52	2	11/17/2020 10:48 AM
53	2	11/17/2020 10:28 AM
54	2	11/17/2020 7:52 AM
55	6	11/16/2020 10:39 PM
56	0	11/16/2020 6:11 PM
57	2	11/16/2020 4:38 PM
58	4 in the Columbus office. 6 total overall.	11/16/2020 3:59 PM
59	5	11/16/2020 3:31 PM
60	Expecting to see 5-10 retirements per year.	11/16/2020 1:58 PM
61	1	11/16/2020 1:17 PM
62	1	11/16/2020 12:52 PM
63	0	11/16/2020 12:27 PM
64	2	11/16/2020 9:04 AM
65	5	11/15/2020 7:54 PM
66	0	11/15/2020 8:12 AM
67	3 - 4 employees in key positions	11/14/2020 8:57 PM
68	0	11/14/2020 7:14 PM
69	68	11/14/2020 9:27 AM
70	none	11/13/2020 3:35 PM
71	1	11/13/2020 2:31 PM
72	4	11/13/2020 2:00 PM
73	3	11/13/2020 12:18 PM
74	Me	11/13/2020 10:19 AM
75	3	11/13/2020 10:16 AM

Envisioning Columbus Business Leader Survey 2020

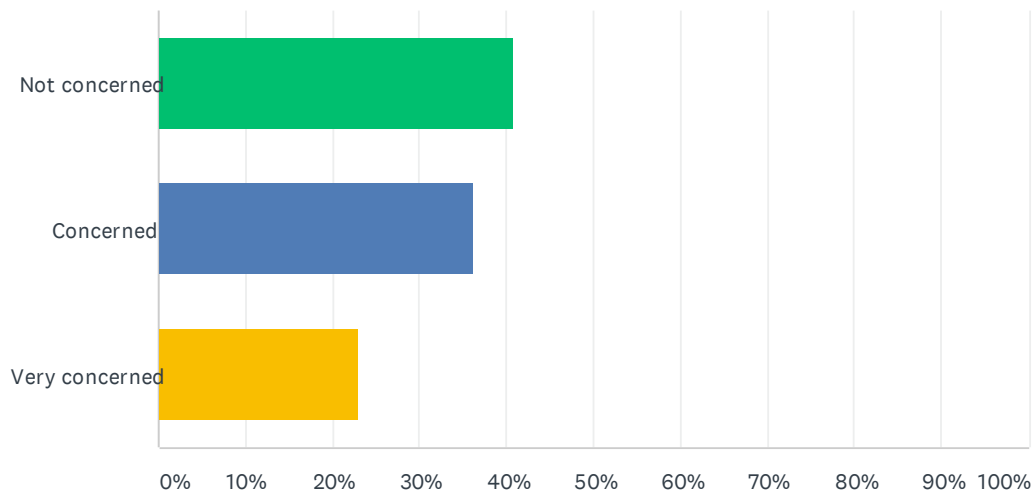
76	0	11/13/2020 7:45 AM
77	0	11/12/2020 9:02 PM
78	0	11/12/2020 7:34 PM
79	2	11/12/2020 7:10 PM
80	1	11/12/2020 3:55 PM
81	3	11/12/2020 2:47 PM
82	0	11/12/2020 2:23 PM
83	0	11/12/2020 12:47 PM
84	0	11/12/2020 12:03 PM
85	5	11/12/2020 11:44 AM
86	0	11/12/2020 11:01 AM
87	2	11/12/2020 11:01 AM
88	0	11/12/2020 10:42 AM
89	None	11/12/2020 10:00 AM
90	0	11/12/2020 9:56 AM
91	None	11/12/2020 9:35 AM
92	zero	11/12/2020 9:32 AM
93	3	11/12/2020 9:17 AM
94	0	11/12/2020 9:17 AM
95	1	11/12/2020 9:13 AM
96	0	11/12/2020 9:08 AM
97	10	11/12/2020 8:52 AM
98	1	11/12/2020 7:50 AM
99	2	11/12/2020 7:21 AM
100	10	11/11/2020 10:22 PM
101	2	11/11/2020 9:01 PM
102	I do not have specific data	11/11/2020 7:48 PM
103	4	11/11/2020 7:42 PM
104	4	11/11/2020 7:27 PM
105	5	11/11/2020 5:22 PM
106	None	11/11/2020 5:17 PM
107	2	11/11/2020 4:30 PM
108	3-5	11/11/2020 4:21 PM
109	0	11/11/2020 4:16 PM
110	0	11/11/2020 4:06 PM
111	2	11/11/2020 4:05 PM
112	15+	11/11/2020 4:03 PM
113	0	11/11/2020 4:03 PM

Envisioning Columbus Business Leader Survey 2020

114	3	11/11/2020 3:57 PM
115	1	11/11/2020 3:54 PM
116	0	11/11/2020 3:53 PM
117	15	11/11/2020 3:51 PM
118	0	11/11/2020 1:02 PM
119	9	11/11/2020 12:55 PM
120	1	11/11/2020 9:15 AM

Q12 How concerned are you in finding enough employees to meet your operational needs in the next 1-3 years?

Answered: 130 Skipped: 40



ANSWER CHOICES	RESPONSES	
Not concerned	40.77%	53
Concerned	36.15%	47
Very concerned	23.08%	30
TOTAL		130

Q13 What are the top two strengths of the Columbus area?

Answered: 94 Skipped: 76

ANSWER CHOICES	RESPONSES	
1	100.00%	94
2	89.36%	84

Envisioning Columbus Business Leader Survey 2020

#	1	DATE
1	Industry	12/3/2020 8:28 PM
2	Agriculture	12/3/2020 4:27 PM
3	Local Economy	12/3/2020 10:22 AM
4	Three utilites in the community	12/3/2020 7:23 AM
5	Jobs	12/2/2020 4:23 PM
6	low unemployment	12/2/2020 2:01 PM
7	Small town feel, community feel	12/2/2020 11:58 AM
8	Industry	12/2/2020 11:58 AM
9	Stable Employment	12/1/2020 10:49 AM
10	small community	11/30/2020 6:16 PM
11	Small town. Everybody knows each other	11/27/2020 10:53 PM
12	Friendly	11/26/2020 7:08 PM
13	Health services.	11/24/2020 3:11 PM
14	Health services.	11/24/2020 12:55 PM
15	Number of family owned businesses	11/24/2020 11:36 AM
16	Unique downtown businesses	11/23/2020 8:44 PM
17	manufacturing base	11/23/2020 11:24 AM
18	low crime rate	11/23/2020 9:11 AM
19	Family friendly environment	11/23/2020 7:43 AM
20	Collaborative efforts	11/22/2020 1:07 PM
21	its potential to attract businesses	11/22/2020 9:07 AM
22	Public golf courses	11/21/2020 7:26 AM
23	Location	11/21/2020 12:01 AM
24	Low crime	11/20/2020 8:43 AM
25	industry	11/19/2020 5:43 PM
26	Health services.	11/19/2020 4:47 PM
27	The advantages of a larger community with the industry and business	11/19/2020 10:33 AM
28	Plenty of small business around	11/19/2020 10:30 AM
29	Community itself works together to solve problems	11/18/2020 12:05 PM
30	Community	11/18/2020 8:26 AM
31	sense of community	11/18/2020 7:51 AM
32	Supportive businesses	11/17/2020 7:16 PM
33	Small size	11/17/2020 6:31 PM
34	Industry	11/17/2020 6:11 PM
35	SENSE OF COMMUNITY	11/17/2020 4:51 PM
36	community adhesiveness	11/17/2020 1:55 PM
37	Manufacturing that is sent out Globally.	11/17/2020 12:41 PM

Envisioning Columbus Business Leader Survey 2020

38	small town feel, trust and great neighbors (for the most part, most people make you feel welcomed)	11/17/2020 11:57 AM
39	Low unemployment	11/17/2020 10:54 AM
40	Manufacturing	11/17/2020 10:52 AM
41	Strong Industry	11/17/2020 8:00 AM
42	Honest	11/16/2020 10:45 PM
43	Close-knit community	11/16/2020 6:18 PM
44	Good Schools	11/16/2020 4:41 PM
45	Schools	11/16/2020 4:02 PM
46	industry	11/16/2020 3:37 PM
47	Safe environment in which to live.	11/16/2020 2:01 PM
48	good schools	11/16/2020 1:25 PM
49	Location/proximity to other Communities	11/16/2020 1:12 PM
50	good schools	11/16/2020 12:54 PM
51	the community and business direction	11/16/2020 9:18 AM
52	Diversified industries	11/15/2020 7:59 PM
53	small town environment	11/14/2020 9:02 PM
54	Manufacturing	11/14/2020 9:30 AM
55	number of jobs available	11/13/2020 3:40 PM
56	Can draw employees from all directions	11/13/2020 2:50 PM
57	Many industrial employers	11/13/2020 2:04 PM
58	The size of the community is excellent for raising a family	11/13/2020 12:31 PM
59	Educational opportunities	11/13/2020 10:19 AM
60	employment opportunities	11/13/2020 7:54 AM
61	How friendly everyone is	11/12/2020 7:39 PM
62	DIVERSIFIED BUSINESS	11/12/2020 2:49 PM
63	community support	11/12/2020 2:25 PM
64	Economic Stability	11/12/2020 12:58 PM
65	community engagement	11/12/2020 12:05 PM
66	Friendly, small town community feel	11/12/2020 11:50 AM
67	Fast growing	11/12/2020 11:05 AM
68	It's Chamber Leadership	11/12/2020 11:03 AM
69	Manufacturing-work ethics	11/12/2020 10:58 AM
70	growth	11/12/2020 10:43 AM
71	Family Community	11/12/2020 10:03 AM
72	Great Downtown	11/12/2020 10:01 AM
73	Family Culture	11/12/2020 9:38 AM
74	Hospital, Schools	11/12/2020 9:24 AM
75	Economy	11/12/2020 9:21 AM

Envisioning Columbus Business Leader Survey 2020

76	Ability to draw employees from other communities	11/12/2020 9:14 AM
77	jobs	11/12/2020 9:09 AM
78	Good Schools	11/12/2020 8:53 AM
79	Collaboration	11/12/2020 7:25 AM
80	Small town values and sense of community	11/11/2020 10:26 PM
81	Community leaders.	11/11/2020 9:13 PM
82	Location	11/11/2020 7:47 PM
83	Quality of life	11/11/2020 7:31 PM
84	Quality of Life	11/11/2020 5:24 PM
85	Jobs	11/11/2020 5:20 PM
86	Low unempolyment	11/11/2020 4:36 PM
87	Small community with focus on family	11/11/2020 4:25 PM
88	Aging Baby Boomers positions opening up	11/11/2020 4:19 PM
89	Jobs are here	11/11/2020 4:09 PM
90	Good job pool	11/11/2020 4:07 PM
91	Town Size	11/11/2020 3:57 PM
92	Large manufacturing businesses	11/11/2020 1:03 PM
93	high value of homes	11/11/2020 9:19 AM
94	Variety of jobs available, especially in manufacturing	11/10/2020 6:27 PM

Envisioning Columbus Business Leader Survey 2020

#	2	DATE
1	Job opportunity	12/3/2020 8:28 PM
2	Manufacturing	12/3/2020 4:27 PM
3	Growth	12/3/2020 10:22 AM
4	High manufacturing base	12/3/2020 7:23 AM
5	Church	12/2/2020 4:23 PM
6	utility costs low	12/2/2020 2:01 PM
7	Safe	12/2/2020 11:58 AM
8	Schools	12/2/2020 11:58 AM
9	Educational System - Strong high schools and Community College	12/1/2020 10:49 AM
10	collaboration with and among agencies and organizations	11/30/2020 6:16 PM
11	Community support	11/27/2020 10:53 PM
12	Safe	11/26/2020 7:08 PM
13	Location in the Platte Valley with clean air, fertile soil, and good water for self sufficient living.	11/24/2020 3:11 PM
14	Location in the Platte Valley with clean air, fertile soil, and good water for self sufficient living.	11/24/2020 12:55 PM
15	Diversity of types of employment opportunities	11/24/2020 11:36 AM
16	Progressive business owners	11/23/2020 8:44 PM
17	educational opportunities	11/23/2020 9:11 AM
18	Low unemployment / Numerous job opportunities	11/23/2020 7:43 AM
19	Manufacturing base	11/22/2020 1:07 PM
20	its medical community	11/22/2020 9:07 AM
21	Pizza joints	11/21/2020 7:26 AM
22	The amount of industry in Columbus	11/21/2020 12:01 AM
23	Good educational system	11/20/2020 8:43 AM
24	eateries	11/19/2020 5:43 PM
25	Location in the Platte Valley with clean air, fertile soil, and good water for self sufficient living.	11/19/2020 4:47 PM
26	The close fit of the community to ban together in a large scale situation	11/19/2020 10:33 AM
27	It is becoming more and more diverse	11/19/2020 10:30 AM
28	Amount of resources available	11/18/2020 12:05 PM
29	Schools	11/18/2020 8:26 AM
30	location	11/18/2020 7:51 AM
31	Large veteran population	11/17/2020 7:16 PM
32	Low crime rate	11/17/2020 6:31 PM
33	Good schools	11/17/2020 6:11 PM
34	SIZE	11/17/2020 4:51 PM
35	giving community members of time, income and donations	11/17/2020 1:55 PM
36	Small Business/Manufacturing selling outside Columbus, Nebraska, United States and the World.	11/17/2020 12:41 PM
37	youth sport options to get and keep your kids involved	11/17/2020 11:57 AM

Envisioning Columbus Business Leader Survey 2020

38	good quality of life	11/17/2020 10:54 AM
39	Nice community recreation	11/17/2020 8:00 AM
40	Caring	11/16/2020 10:45 PM
41	Strong business leaders	11/16/2020 6:18 PM
42	Good Health Care	11/16/2020 4:41 PM
43	Good to raise a family (safe, quiet, etc.)	11/16/2020 4:02 PM
44	schools	11/16/2020 3:37 PM
45	Fairly low cost of living.	11/16/2020 2:01 PM
46	Safety	11/16/2020 1:25 PM
47	Area Giving by local investors/businesses	11/16/2020 1:12 PM
48	good family environment	11/16/2020 12:54 PM
49	our medical community is top notch	11/16/2020 9:18 AM
50	Workforc	11/15/2020 7:59 PM
51	many good, grounded people	11/14/2020 9:02 PM
52	Community support	11/14/2020 9:30 AM
53	diversified businesses	11/13/2020 3:40 PM
54	Industry builds on other industries and creates opportunities/options for employees	11/13/2020 2:50 PM
55	Proximity to Omaha and Lincoln	11/13/2020 2:04 PM
56	Excellent school systems and health care facilities	11/13/2020 12:31 PM
57	Availability of local medical care	11/13/2020 10:19 AM
58	good schools	11/13/2020 7:54 AM
59	LONGEVITIY OF THE BUSINESS	11/12/2020 2:49 PM
60	small town traffic	11/12/2020 2:25 PM
61	Safety	11/12/2020 12:58 PM
62	family friendly	11/12/2020 12:05 PM
63	Helpful resources	11/12/2020 11:50 AM
64	lots of jobs	11/12/2020 11:05 AM
65	It's core group of city paid employees - planners	11/12/2020 11:03 AM
66	Ag	11/12/2020 10:58 AM
67	Friendly Community	11/12/2020 10:03 AM
68	Friendly people	11/12/2020 10:01 AM
69	Industry	11/12/2020 9:38 AM
70	Mfg	11/12/2020 9:24 AM
71	Employment opprotunbities	11/12/2020 9:21 AM
72	Industrial Base	11/12/2020 7:25 AM
73	Location	11/11/2020 10:26 PM
74	Infrastructure. Transportation/schools/healthcare/etc.	11/11/2020 9:13 PM
75	Small town feeling	11/11/2020 7:47 PM

Envisioning Columbus Business Leader Survey 2020

76	Educational systems	11/11/2020 7:31 PM
77	Quality of Job Opportunities	11/11/2020 5:24 PM
78	Expanding business sector	11/11/2020 4:36 PM
79	Small town community feel	11/11/2020 4:09 PM
80	size of the city, alternative to larger citys	11/11/2020 4:07 PM
81	Employment Opportunities	11/11/2020 3:57 PM
82	Close knit community works together	11/11/2020 1:03 PM
83	Quiet town, feel safe for the most part	11/11/2020 9:19 AM
84	Variety of quality services available -- education, medical	11/10/2020 6:27 PM

Q14 What are the top two weaknesses of the Columbus area?

Answered: 92 Skipped: 78

ANSWER CHOICES	RESPONSES	
1	100.00%	92
2	92.39%	85

Envisioning Columbus Business Leader Survey 2020

#	1	DATE
1	High property tax	12/3/2020 8:28 PM
2	Expensive housing trends.	12/3/2020 4:27 PM
3	Broader Vision for Columbus beyond the next five years	12/3/2020 10:22 AM
4	Downtown needs more businesses and an active association like in Norfolk	12/3/2020 7:23 AM
5	Affordable housing for middle to lower income	12/2/2020 4:23 PM
6	housing	12/2/2020 2:01 PM
7	New business don't survive-people don't support	12/2/2020 11:58 AM
8	Price of commercial real estate	12/2/2020 11:58 AM
9	Housing	12/1/2020 10:49 AM
10	hard to "fit in" if not from here or lived here all your life	11/30/2020 6:16 PM
11	Affordable housing	11/27/2020 10:53 PM
12	No retail	11/26/2020 7:08 PM
13	Production of more goods and services with none of the profit returning to the Columbus economy.	11/24/2020 3:11 PM
14	Production of more goods and services with none of the profit returning to the Columbus economy.	11/24/2020 12:55 PM
15	Lack of affordable housing	11/24/2020 11:36 AM
16	The one way traffic downtown	11/23/2020 8:44 PM
17	location off an interstate system	11/23/2020 11:24 AM
18	Lack of retail and non-fast food venues	11/23/2020 7:43 AM
19	Retail shopping limitations--having said that there is little we can do about that given our closeness to Omaha, etc.	11/22/2020 1:07 PM
20	"old school" vs. "new school" believes about what the community needs	11/22/2020 9:07 AM
21	Greedy hospital leadership... Price gouging at its finest.	11/21/2020 7:26 AM
22	Lack of skilled labor	11/21/2020 12:01 AM
23	lack of entertainment and cultural arts	11/20/2020 8:43 AM
24	not enough affordable housing	11/19/2020 5:43 PM
25	Production of more goods and services with none of the profit returning to the Columbus economy.	11/19/2020 4:47 PM
26	Lack of creativity when it comes to things for kids-they are our future and we need to keep them engaged	11/19/2020 10:33 AM
27	None of those small businesses seem to get along with eachother	11/19/2020 10:30 AM
28	Lack of affordable, quality daycare offered with hours that accommodate the needs of the community.	11/18/2020 8:21 PM
29	Affordable housing	11/18/2020 12:05 PM
30	Sports arena	11/18/2020 8:26 AM
31	housing	11/18/2020 7:51 AM
32	Lack of coordination between numerous organizations in regard to veterans needs	11/17/2020 7:16 PM
33	Lack of housing	11/17/2020 6:31 PM
34	High housing costs	11/17/2020 6:11 PM

Envisioning Columbus Business Leader Survey 2020

35	LOCATION	11/17/2020 4:51 PM
36	elderly city members who appear to not want columbus to have growth	11/17/2020 1:55 PM
37	The City buying OUTSIDE of Columbus instead of finding local talent in making items.	11/17/2020 12:41 PM
38	professional employees within a specialized field (lots of blue-collar workers and I am not knocking blue-collared workers, I mean no disrespect with my comment)	11/17/2020 11:57 AM
39	affordable housing	11/17/2020 10:54 AM
40	No shopping	11/17/2020 10:52 AM
41	HOUSING	11/17/2020 8:00 AM
42	Being able to implement new ideas that other downtowns have done auccessfully	11/16/2020 6:18 PM
43	Hard to fill jobs	11/16/2020 4:41 PM
44	Shopping options	11/16/2020 4:02 PM
45	no affordable housing/starter homes under \$125,000	11/16/2020 3:37 PM
46	Housing and affordable living options for workers.	11/16/2020 2:01 PM
47	Lack of retail shopping	11/16/2020 1:25 PM
48	Appearance for main entrances to town	11/16/2020 1:12 PM
49	adkequate labor	11/16/2020 12:54 PM
50	younger aged professionals	11/16/2020 9:18 AM
51	Retail	11/15/2020 7:59 PM
52	hard to find folks willing to work nights and weekends	11/14/2020 9:02 PM
53	lack of restaurant choices	11/14/2020 9:30 AM
54	lack of choice for big box store	11/13/2020 3:40 PM
55	retail	11/13/2020 2:50 PM
56	Shopping	11/13/2020 2:04 PM
57	Because of proximity to larger metropolitan areas many citizens leave town for entertainment & shopping	11/13/2020 12:31 PM
58	Lack of large retail, i.e. Target, etc for competition with Wal-Mart	11/13/2020 10:19 AM
59	low wages	11/13/2020 7:54 AM
60	For the BSA it's that parents don't want to help	11/12/2020 7:39 PM
61	GOOD EMPLOYEE'S	11/12/2020 2:49 PM
62	lack of nightlife- lots of drug and alcohol use	11/12/2020 2:25 PM
63	Housing	11/12/2020 12:58 PM
64	information dissemination to consumers	11/12/2020 12:05 PM
65	Economic community financial assistance in developing new businesses or existing businesses.	11/12/2020 11:50 AM
66	Not big enough	11/12/2020 11:05 AM
67	Lack of people to work or want to work part-time	11/12/2020 11:03 AM
68	people don't want to work	11/12/2020 10:58 AM
69	shopping	11/12/2020 10:43 AM
70	Old Fa- need to advance to the current marketshioned	11/12/2020 10:03 AM

Envisioning Columbus Business Leader Survey 2020

71	No parking available downtown too many residential areas.	11/12/2020 10:01 AM
72	Alcohol Use/Abuse	11/12/2020 9:38 AM
73	Retail	11/12/2020 9:24 AM
74	Retail shopping	11/12/2020 9:21 AM
75	Amenities - hard to get white collar to move to town.	11/12/2020 9:14 AM
76	lack of things to do outside of work	11/12/2020 9:09 AM
77	Housing	11/12/2020 8:53 AM
78	Curb Appeal	11/12/2020 7:25 AM
79	Amenities to attract people to our town	11/11/2020 10:26 PM
80	Workforce shortage	11/11/2020 9:13 PM
81	Lack of revitalized downtown area such as Norfolk's downtown, the Hay Market, or Old Market	11/11/2020 7:47 PM
82	Day care capacity	11/11/2020 7:31 PM
83	Housing	11/11/2020 5:24 PM
84	Not enough Shopping places	11/11/2020 5:20 PM
85	Affordable housing	11/11/2020 4:36 PM
86	lack of skilled labor	11/11/2020 4:25 PM
87	Affordable housing for incomes \$30-50,000/year with 2-3 bedrooms	11/11/2020 4:19 PM
88	Finding the skilled trades employees and keeping them here	11/11/2020 4:09 PM
89	Housing shortage	11/11/2020 4:07 PM
90	Housing	11/11/2020 3:57 PM
91	Need a nice fast-pitch softball facility	11/11/2020 9:19 AM
92	Lack of shops to offer clothing and other shopping choices	11/10/2020 6:27 PM

Envisioning Columbus Business Leader Survey 2020

#	2	DATE
1	Limited retail/restaurants	12/3/2020 8:28 PM
2	Property Taxes	12/3/2020 4:27 PM
3	City cost sharing for development(not TIF) with restrictions on values would help reduce home/lot prices.	12/3/2020 10:22 AM
4	Need a major store like Kohls	12/3/2020 7:23 AM
5	Day Care	12/2/2020 4:23 PM
6	retail	12/2/2020 2:01 PM
7	Older generation leading the old way	12/2/2020 11:58 AM
8	Lack of workforce	12/2/2020 11:58 AM
9	Income disparity	12/1/2020 10:49 AM
10	not much opportunity for growth or change in certain careers	11/30/2020 6:16 PM
11	Shopping	11/27/2020 10:53 PM
12	No entertainment	11/26/2020 7:08 PM
13	City Government. Not perceived as friendly, honest, or with any future vision. Inability to execute in a timely manner.	11/24/2020 3:11 PM
14	City Government. Not perceived as friendly, honest, or with any future vision. Inability to execute in a timely manner.	11/24/2020 12:55 PM
15	Need for more skilled labor	11/24/2020 11:36 AM
16	No parking downtown	11/23/2020 8:44 PM
17	Affordable housing	11/23/2020 7:43 AM
18	Housing but we are fixing that	11/22/2020 1:07 PM
19	landowners that ask too much for rent, land purchases, businesses, etc.	11/22/2020 9:07 AM
20	Folks trying to take away quality of life projects over a few bucks..... Vanberg, library, waterpark.	11/21/2020 7:26 AM
21	Roads	11/21/2020 12:01 AM
22	lack of variety of restaurants (no Thai, Japanese, Italian, etc.)	11/20/2020 8:43 AM
23	high drug/alcohol use	11/19/2020 5:43 PM
24	City Government. Not perceived as friendly, honest, or with any future vision. Inability to execute in a timely manner.	11/19/2020 4:47 PM
25	Everyone is soooo far behind. Most small businesses are ran by the older generation who thinks newspaper ads still work.	11/19/2020 10:30 AM
26	Lack of affordable quality housing making it hard to make mid and low-level jobs attractive.	11/18/2020 8:21 PM
27	Transportation	11/18/2020 12:05 PM
28	Public transportation	11/18/2020 8:26 AM
29	income levels	11/18/2020 7:51 AM
30	Business appeal along hwy 30 & 81. To many vacancies and run down buildings/businesses	11/17/2020 7:16 PM
31	Poor utilization of possible retail spaces	11/17/2020 6:31 PM
32	Lack of restaurants	11/17/2020 6:11 PM
33	RETAIL	11/17/2020 4:51 PM
34	Taking down landmarks and try to erase our past that made Columbus one of "The" places to	11/17/2020 12:41 PM

Envisioning Columbus Business Leader Survey 2020

	live and work.	
35	housing (but this is improving)	11/17/2020 11:57 AM
36	lack of retail shopping	11/17/2020 10:54 AM
37	small busineesses cannot make it	11/17/2020 10:52 AM
38	Slow to adapting technology in manufacturing facilities which causes loss of talent.	11/17/2020 8:00 AM
39	Lots of people complaining about “nothing” being here to shop, eat etc but don’t support the ones we do have	11/16/2020 6:18 PM
40	Jobs available are blue collar	11/16/2020 4:41 PM
41	Nightlife activities	11/16/2020 4:02 PM
42	shopping	11/16/2020 3:37 PM
43	Work opportunities for spouses of skilled workers.	11/16/2020 2:01 PM
44	variety of entirement for young adullts	11/16/2020 1:25 PM
45	Lack of Activities for Highschoolers/young adults and young families	11/16/2020 1:12 PM
46	affordable housing	11/16/2020 12:54 PM
47	the ability to hold the youth to our area after college	11/16/2020 9:18 AM
48	Housing	11/15/2020 7:59 PM
49	lack of retail	11/14/2020 9:30 AM
50	city parks could be maintained better	11/13/2020 3:40 PM
51	Lack of housing	11/13/2020 2:50 PM
52	Restaurants	11/13/2020 2:04 PM
53	Recruiting and keeping younger families and higher earning jobs is difficult	11/13/2020 12:31 PM
54	Childcare	11/13/2020 10:19 AM
55	high taxes	11/13/2020 7:54 AM
56	Families that aren't wanting to support youth organizations such as Boy Scouts or Girl Scouts	11/12/2020 7:39 PM
57	WAGES	11/12/2020 2:49 PM
58	youth activities non sport related	11/12/2020 2:25 PM
59	Entertainment	11/12/2020 12:58 PM
60	transportation	11/12/2020 12:05 PM
61	Accepting new comers	11/12/2020 11:50 AM
62	too close to other big cities	11/12/2020 11:05 AM
63	dining	11/12/2020 10:43 AM
64	Cheap Community. Not willing to spend a dollar to make 2 dollars	11/12/2020 10:03 AM
65	Difficult for people who are not from the community to be welcomed or supported as business owners.	11/12/2020 10:01 AM
66	Traffic Control	11/12/2020 9:38 AM
67	Wages	11/12/2020 9:24 AM
68	Restaurants	11/12/2020 9:21 AM
69	lack of entertainment for all ages	11/12/2020 9:09 AM
70	not too many food options	11/12/2020 8:53 AM

Envisioning Columbus Business Leader Survey 2020

71	Housing	11/12/2020 7:25 AM
72	Reluctance to forward movement	11/11/2020 10:26 PM
73	Aging entrepreneurs	11/11/2020 9:13 PM
74	Affordable town houses and housing for young people.	11/11/2020 7:47 PM
75	Housing for medium to low income families	11/11/2020 7:31 PM
76	Entertainment	11/11/2020 5:24 PM
77	Not enough Restaurants (to many fast foods)	11/11/2020 5:20 PM
78	Need year round community activities	11/11/2020 4:36 PM
79	lack of social things to do	11/11/2020 4:25 PM
80	Employment agencies	11/11/2020 4:19 PM
81	Housing prices are high	11/11/2020 4:09 PM
82	high property taxes	11/11/2020 4:07 PM
83	Daycare	11/11/2020 3:57 PM
84	coaching of chs sports is very lacking	11/11/2020 9:19 AM
85	Lack of entertainment options	11/10/2020 6:27 PM

Q15 What are the top two opportunities you see for the Columbus area?

Answered: 83 Skipped: 87

ANSWER CHOICES	RESPONSES	
1	100.00%	83
2	81.93%	68

Envisioning Columbus Business Leader Survey 2020

#	1	DATE
1	Affordable housing (if that exists with these builders)	12/3/2020 4:27 PM
2	City growth with gambling passing	12/3/2020 10:22 AM
3	Housing growth	12/3/2020 7:23 AM
4	Retail	12/2/2020 4:23 PM
5	retail	12/2/2020 2:01 PM
6	Newer homes/subdivisions, opp for more people to come here	12/2/2020 11:58 AM
7	Something needs to be done to make building either commercial or residential easier	12/2/2020 11:58 AM
8	Expanded manufacturing due to more domestic production	12/1/2020 10:49 AM
9	Adding shopping	11/27/2020 10:53 PM
10	Retail	11/26/2020 7:08 PM
11	Helping people find and pursue their interests to better themselves and improve the lives of others.	11/24/2020 3:11 PM
12	Helping people find and pursue their interests to better themselves and improve the lives of others.	11/24/2020 12:55 PM
13	Provide affordable housing for incoming laborers	11/24/2020 11:36 AM
14	We need more green space downtown	11/23/2020 8:44 PM
15	retail expansion	11/23/2020 11:24 AM
16	Improve CCC course offerings to match employer needs	11/23/2020 7:43 AM
17	Finish HWY 30 and then we are close enough to Omaha to attract more people and businesses	11/22/2020 1:07 PM
18	logistics companies should look at Columbus; its transportation access (rail, road, airport) could be promoted	11/22/2020 9:07 AM
19	Big indoor sports/youth complex. Soccer, roller hockey, laser tag etc. Can be used for a myriad of things	11/21/2020 7:26 AM
20	Industrial jobs	11/21/2020 12:01 AM
21	tons of jobs out there	11/19/2020 5:43 PM
22	Helping people find and pursue their interests to better themselves and improve the lives of others.	11/19/2020 4:47 PM
23	Room for growth and the leadership to accomplish it	11/19/2020 10:33 AM
24	Once the OG's retire, the younger generation can definitely stimulate traffic towards Columbus with better marketing	11/19/2020 10:30 AM
25	Housing growth	11/18/2020 12:05 PM
26	Attract young people back to raise family	11/18/2020 8:26 AM
27	housing growth	11/18/2020 7:51 AM
28	A hub for veterans and their families for employment and more resources	11/17/2020 7:16 PM
29	Housing development	11/17/2020 6:31 PM
30	Decreasing taxes	11/17/2020 6:11 PM
31	GROWTH	11/17/2020 4:51 PM
32	opportunity for business growth	11/17/2020 1:55 PM
33	Showing people what WAS and IS made now from the Columbus Area.	11/17/2020 12:41 PM

Envisioning Columbus Business Leader Survey 2020

34	continued job growth	11/17/2020 11:57 AM
35	All of the new doorfronts (apartments) now available as well as additional Sr. Citizen apts. in the old hospital	11/17/2020 10:54 AM
36	Shopping	11/17/2020 10:52 AM
37	Attract more local systems integrators and machine builders. Most of that work leaves Columbus.	11/17/2020 8:00 AM
38	Completion of the four lane road to Omaha	11/16/2020 10:45 PM
39	Bringing in more tournaments or events with the addition of a new hotel.	11/16/2020 6:18 PM
40	Omaha is growing closer. (also top threat!)	11/16/2020 4:02 PM
41	unlimited land to grow	11/16/2020 3:37 PM
42	Great location to relocate to. Close to Omaha and Lincoln.	11/16/2020 2:01 PM
43	job availability	11/16/2020 1:25 PM
44	Development of the River (tanking/tubing)	11/16/2020 1:12 PM
45	job availability	11/16/2020 12:54 PM
46	the continued growth of our industrial companies	11/16/2020 9:18 AM
47	New industries	11/15/2020 7:59 PM
48	good town to raise a family	11/14/2020 9:02 PM
49	Growth in all ways	11/14/2020 9:30 AM
50	good jobs	11/13/2020 3:40 PM
51	recruit business/manufacturing/etc	11/13/2020 2:50 PM
52	People looking to leave the larger cities	11/13/2020 2:04 PM
53	Developing entertainment and sporting tournaments that will have an economic impact on local business	11/13/2020 12:31 PM
54	Bringing in competition for Wal-Mart.	11/13/2020 10:19 AM
55	locally owned businesses	11/13/2020 7:54 AM
56	FINISHING HIWAY 30	11/12/2020 2:49 PM
57	highway development	11/12/2020 2:25 PM
58	Increase housing opportunities	11/12/2020 12:58 PM
59	growth potential	11/12/2020 12:05 PM
60	Succession businesses are becoming available	11/12/2020 11:50 AM
61	very industrial already so more factories come to town	11/12/2020 11:05 AM
62	Business growth after Covid is "over"	11/12/2020 11:03 AM
63	employment with wide range of education opportunitis	11/12/2020 10:58 AM
64	growth	11/12/2020 10:43 AM
65	New Horse Race Track & Casino	11/12/2020 10:03 AM
66	I would like to see businesses grow and offer more oppotunities for kids, specifically to catch up with cities of our size such as Kearney, Hastings and Norfolk. All cities that offer a tremendous amount more in terms of shopping, restaurants and entertainment.	11/12/2020 10:01 AM
67	Business Growth	11/12/2020 9:38 AM
68	Medical	11/12/2020 9:24 AM

Envisioning Columbus Business Leader Survey 2020

69	Attracting more industry	11/12/2020 9:21 AM
70	land to build	11/12/2020 9:14 AM
71	Stonger Educational Institutions	11/12/2020 7:25 AM
72	Engage next generation of leaders; a torch needs to pass in our community.	11/11/2020 10:26 PM
73	Trendy restaurants	11/11/2020 9:13 PM
74	Growth opportunities	11/11/2020 7:47 PM
75	Growing our population	11/11/2020 7:31 PM
76	Broadband to increase to attract younger workers.	11/11/2020 5:24 PM
77	Increase in number of retail spaces for rent or buy	11/11/2020 4:36 PM
78	New Library project to help with family oriented activities	11/11/2020 4:25 PM
79	Provide more income based housing for the lower income families	11/11/2020 4:09 PM
80	Lower taxes- high property tax and repeal \$0.05 sales tax	11/11/2020 4:07 PM
81	Growing	11/11/2020 3:57 PM
82	better meeting/conference facilities	11/11/2020 9:19 AM
83	Good schools which provide a broad educational experience from K to 2 years of college	11/10/2020 6:27 PM

Envisioning Columbus Business Leader Survey 2020

#	2	DATE
1	More Retail.	12/3/2020 4:27 PM
2	Land development for future homes and businesses	12/3/2020 10:22 AM
3	Entrepreneur growth	12/3/2020 7:23 AM
4	Recreation	12/2/2020 4:23 PM
5	employment	12/2/2020 2:01 PM
6	Some other retailer other then Wal Mart needs to come in.	12/2/2020 11:58 AM
7	Ability to track workers from wider area due to transportation improvements	12/1/2020 10:49 AM
8	Downtown renovation	11/27/2020 10:53 PM
9	Housing	11/26/2020 7:08 PM
10	Following the three major trends of healthy living, environment, and technology.	11/24/2020 3:11 PM
11	Following the three major trends of healthy living, environment, and technology.	11/24/2020 12:55 PM
12	Continue to improve quality of life amenities, i.e. bike trails, outdoor recreation	11/24/2020 11:36 AM
13	Fill all empty buildings	11/23/2020 8:44 PM
14	affordable entertainment	11/23/2020 11:24 AM
15	Improve traffic patterns around 81 and 30	11/23/2020 7:43 AM
16	Move fully develop our manufacturing and power concentrations	11/22/2020 1:07 PM
17	the downtown, now that the library passed	11/22/2020 9:07 AM
18	Keeping Quail and Vanberg open	11/21/2020 7:26 AM
19	downtown improvements keep coming	11/19/2020 5:43 PM
20	Following the three major trends of healthy living, environment, and technology.	11/19/2020 4:47 PM
21	Willingness to expand on the edges of town	11/19/2020 10:33 AM
22	All of this new housing is a great thing too!	11/19/2020 10:30 AM
23	Employment growth	11/18/2020 12:05 PM
24	Ag industry	11/18/2020 8:26 AM
25	business growth	11/18/2020 7:51 AM
26	Downtown area redevelopment	11/17/2020 6:31 PM
27	Affordable housing	11/17/2020 6:11 PM
28	opportunity for advancement in other fields, like medical, govt.	11/17/2020 1:55 PM
29	population growth	11/17/2020 11:57 AM
30	The updating of our Highway corridor in town.	11/17/2020 10:54 AM
31	Provide modernization and training grants through the State Gov't.	11/17/2020 8:00 AM
32	Having past residents move back after college, attracting others to the area to move to Columbus	11/16/2020 6:18 PM
33	Growth of the community (also a threat!)	11/16/2020 4:02 PM
34	need more businesses and restraunts	11/16/2020 3:37 PM
35	Many good things to do with quality of life.	11/16/2020 2:01 PM
36	recreational growth	11/16/2020 1:25 PM
37	Safety	11/16/2020 12:54 PM

Envisioning Columbus Business Leader Survey 2020

38	the expansion of our medical community	11/16/2020 9:18 AM
39	New entertainment/restaraunt	11/15/2020 7:59 PM
40	Columbus could be a community of 45,000	11/14/2020 9:30 AM
41	good schools	11/13/2020 3:40 PM
42	Continue to work with youth to encourage them to come back to Columbus	11/13/2020 2:50 PM
43	Bringing people back after college	11/13/2020 2:04 PM
44	Recruitment of businesses that create jobs of a non-manufacturing nature to make our population more diverse	11/13/2020 12:31 PM
45	Bringing in Restaurant dining, i.e. Olive Garden, Red Lobster, etc.	11/13/2020 10:19 AM
46	Central Community College	11/13/2020 7:54 AM
47	CCC	11/12/2020 2:49 PM
48	advances in mental health	11/12/2020 2:25 PM
49	access to quality staff	11/12/2020 12:05 PM
50	Development of a Destination community	11/12/2020 11:50 AM
51	more people moving to town lloking for jobs	11/12/2020 11:05 AM
52	Schools, Library, Hospital, Police, Fire, etc.	11/12/2020 10:58 AM
53	Tearing down Business leader silos & work together to build the Columbus future	11/12/2020 10:03 AM
54	Business Expansion	11/12/2020 9:38 AM
55	Expanding community amenities	11/12/2020 9:21 AM
56	More Housing	11/12/2020 7:25 AM
57	Leverage our infrastructure to grow business in our community	11/11/2020 10:26 PM
58	Aging entrepreneurs and business transition	11/11/2020 9:13 PM
59	Diversity	11/11/2020 7:47 PM
60	Job growth	11/11/2020 7:31 PM
61	completion of 4 lane to Omaha	11/11/2020 5:24 PM
62	Columbus draws from a wide area for workforce	11/11/2020 4:36 PM
63	Would be nice to get more sit down restaurants and less fast food	11/11/2020 4:25 PM
64	Continue to provide resources and advertising to help keep the local workers here	11/11/2020 4:09 PM
65	Increase housing	11/11/2020 4:07 PM
66	Employment Opportunities	11/11/2020 3:57 PM
67	sporting complexes for girls sports	11/11/2020 9:19 AM
68	Opportunity to live in a progressive community where people are friendly and helpful	11/10/2020 6:27 PM

Q16 What are the top two threats facing the Columbus area?

Answered: 83 Skipped: 87

ANSWER CHOICES	RESPONSES	
1	100.00%	83
2	83.13%	69

Envisioning Columbus Business Leader Survey 2020

#	1	DATE
1	High housing costs	12/3/2020 8:28 PM
2	Property Taxes.	12/3/2020 4:27 PM
3	Workforce	12/3/2020 10:22 AM
4	Aging population	12/3/2020 7:23 AM
5	Old structures sitting idle	12/2/2020 4:23 PM
6	low housing	12/2/2020 2:01 PM
7	Entitled personality of youth to lead is scary	12/2/2020 11:58 AM
8	The dying retail sector	12/2/2020 11:58 AM
9	Availability of qualified workforce	12/1/2020 10:49 AM
10	people turning a "blind eye" to the seriousness of substance use in our town	11/30/2020 6:16 PM
11	People don't shop locally	11/27/2020 10:53 PM
12	Not approaching the future with an open mind and a positive attitude.	11/24/2020 3:11 PM
13	Not approaching the future with an open mind possibility thinking.	11/24/2020 12:55 PM
14	Amazon!!!!	11/23/2020 8:44 PM
15	lack of willing employees	11/23/2020 11:24 AM
16	Low pay grades for large employers, brings down standard of living in community	11/23/2020 7:43 AM
17	That our younger people give up and head to larger more diversified communities with retail and entertainment	11/22/2020 1:07 PM
18	leaders who are afraid of compromising in order to spurt investments	11/22/2020 9:07 AM
19	Over charging at the hospital. Folks are going to Norfolk, Omaha, and Lincoln. Folks are figuring it out.	11/21/2020 7:26 AM
20	Not enough reasonable housing	11/21/2020 12:01 AM
21	Drugs causing disfunctional families, need more help to strengthen families/children at risk	11/19/2020 5:43 PM
22	Approaching the future with an open mind.. You do not need to pick a side. It is not a competition.	11/19/2020 4:47 PM
23	Wanting to make it a concrete zoo and take all of the natural parts out of the community. We need the breath of air	11/19/2020 10:33 AM
24	Although a more diverse community, that cannot be said the same for business owners. There are very few POC, women business owners in the community.	11/19/2020 10:30 AM
25	limited workforce	11/18/2020 12:05 PM
26	Expensive run down commercial properties	11/17/2020 7:16 PM
27	Methamphetamine use	11/17/2020 6:31 PM
28	Industry leaving	11/17/2020 6:11 PM
29	LOCATION	11/17/2020 4:51 PM
30	expenses in housing	11/17/2020 1:55 PM
31	People not knowing about Columbus and what we have/do here.	11/17/2020 12:41 PM
32	ethnic demographics	11/17/2020 11:57 AM
33	filling available job openings	11/17/2020 10:54 AM
34	Gambling / casinos	11/17/2020 10:52 AM

Envisioning Columbus Business Leader Survey 2020

35	Migration of manufacturers because of lack of talent pool.	11/17/2020 8:00 AM
36	Covid possibly forcing local business to close	11/16/2020 6:18 PM
37	Omaha is growing closer.	11/16/2020 4:02 PM
38	mill levy getting out of control	11/16/2020 3:37 PM
39	Reluctance to accept outside people into the community.	11/16/2020 2:01 PM
40	Lack of retail shopping	11/16/2020 1:25 PM
41	Perception there is nothing to do here	11/16/2020 1:12 PM
42	Lack of retail shopping	11/16/2020 12:54 PM
43	labor force	11/16/2020 9:18 AM
44	Loss of retail to online and surrounding communities	11/15/2020 7:59 PM
45	Covid-19	11/14/2020 9:02 PM
46	Being more open to new people	11/14/2020 9:30 AM
47	0	11/13/2020 3:40 PM
48	?	11/13/2020 2:04 PM
49	High property and income taxes not only in Columbus, but in the State of Nebraska	11/13/2020 12:31 PM
50	People are willing to travel for the above and can afford to do so. Hurts local economy.	11/13/2020 10:19 AM
51	empty malls	11/13/2020 7:54 AM
52	Not enough adults that are bilingual	11/12/2020 7:39 PM
53	NEW ADMINISTRATION	11/12/2020 2:49 PM
54	drug use	11/12/2020 2:25 PM
55	Lack of housing	11/12/2020 12:58 PM
56	Long time businesses closing because of retirement of owners	11/12/2020 11:50 AM
57	cost of living expenses rising, housing, etc, pricing being taken advantage of, will hurt proper growth	11/12/2020 11:05 AM
58	More small business shut down	11/12/2020 11:03 AM
59	More Retail-"shopping"	11/12/2020 10:58 AM
60	employment	11/12/2020 10:43 AM
61	Homes	11/12/2020 10:03 AM
62	Serious risk that children who graduate college will leave this community due to high housing prices and lack of growth.	11/12/2020 10:01 AM
63	Lockdowns	11/12/2020 9:38 AM
64	Ability to pay a higher wage	11/12/2020 9:24 AM
65	Lack of retail development	11/12/2020 9:21 AM
66	Talent shortage in people that want to move to a more rural location	11/12/2020 9:14 AM
67	not enough employee who want to work	11/12/2020 9:09 AM
68	No enough Blue Collar workers	11/12/2020 8:53 AM
69	Young people moving out of town	11/12/2020 7:25 AM
70	Failure to develop access to technology	11/11/2020 10:26 PM
71	Failure to have our young people return to community after college	11/11/2020 9:13 PM

Envisioning Columbus Business Leader Survey 2020

72	Our industry is blue collar (strength and a threat).	11/11/2020 7:47 PM
73	Work force shortages	11/11/2020 7:31 PM
74	High Cost of Housing and High Real Estate taxes	11/11/2020 5:24 PM
75	Shopping you have leaving	11/11/2020 5:20 PM
76	Workforce leaving town for other opportunities	11/11/2020 4:36 PM
77	people moving to a bigger community	11/11/2020 4:25 PM
78	Single parent households	11/11/2020 4:19 PM
79	Competition in other growing communities for wages and housing	11/11/2020 4:09 PM
80	Alternative city's	11/11/2020 4:07 PM
81	Major Factory/Factories Closing or Moving	11/11/2020 3:57 PM
82	illegal immigration/crime	11/11/2020 9:19 AM
83	Keeping wages offered adequate to cover middle-class living	11/10/2020 6:27 PM

Envisioning Columbus Business Leader Survey 2020

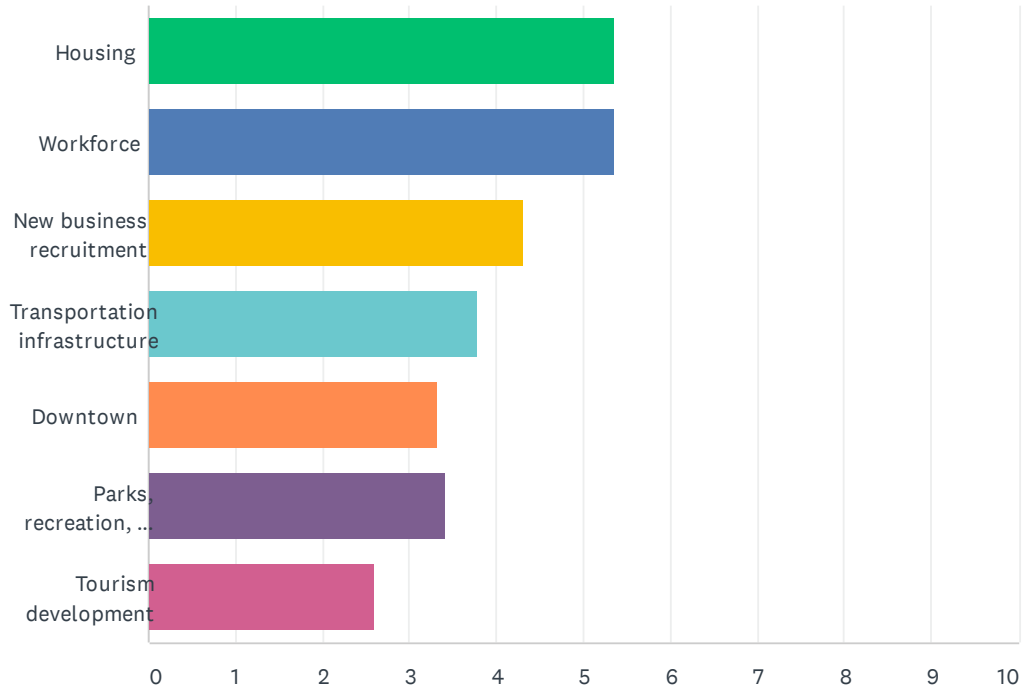
#	2	DATE
1	High property tax	12/3/2020 8:28 PM
2	Limited Retail.	12/3/2020 4:27 PM
3	Cost of homes/rent	12/3/2020 10:22 AM
4	High taxes	12/3/2020 7:23 AM
5	not enough retail	12/2/2020 2:01 PM
6	Housing	12/1/2020 10:49 AM
7	domestic violence, suicide, housing issues,	11/30/2020 6:16 PM
8	Destroying parts of town with historical value	11/27/2020 10:53 PM
9	Setting the bar too low. Poor, fair, good, excellent. Why accept good when you can be excellent.	11/24/2020 3:11 PM
10	Setting the bar too low. Poor, fair, good, very good, excellent. Why accept good when you can be excellent.	11/24/2020 12:55 PM
11	People who insist there is nothing downtown	11/23/2020 8:44 PM
12	lack of skilled employees	11/23/2020 11:24 AM
13	Loss of business to Norfolk/Lincoln/Omaha	11/23/2020 7:43 AM
14	That we lose our tendencies to collaborate through issues and concerns. That has served us well in the past	11/22/2020 1:07 PM
15	potential closures of small businesses because people shopping more online	11/22/2020 9:07 AM
16	Brain drain. Attracting and keeping quality young people.	11/21/2020 7:26 AM
17	No competition for shopping	11/21/2020 12:01 AM
18	employment...trying to fill all the vacant jobs in town	11/19/2020 5:43 PM
19	Setting the bar too low. Poor, fair, good, very good, excellent. Why accept good when you can be excellent.	11/19/2020 4:47 PM
20	Availability of engaging our young people into staying here	11/19/2020 10:33 AM
21	Local businesses are superrrrr expensive. Some boutiques selling plain shirts for \$40?! That is a phone bill my guy	11/19/2020 10:30 AM
22	downtown business closures	11/18/2020 12:05 PM
23	Lack of affordable facilities for entrepreneurs/non profits to open businesses	11/17/2020 7:16 PM
24	Housing prices	11/17/2020 6:31 PM
25	Creating slums in the housing complexes	11/17/2020 6:11 PM
26	rising taxes	11/17/2020 1:55 PM
27	People not having Pride, being from Columbus.	11/17/2020 12:41 PM
28	educational barriers	11/17/2020 11:57 AM
29	low wages	11/17/2020 10:54 AM
30	small busniesses	11/17/2020 10:52 AM
31	People commuting from Norfolk or surrounding areas.	11/17/2020 8:00 AM
32	Community support	11/16/2020 6:18 PM
33	Growth of the community. Must be careful not to lose status as a good place to raise a family.	11/16/2020 4:02 PM
34	Not letting people know about funding projects	11/16/2020 3:37 PM

Envisioning Columbus Business Leader Survey 2020

35	Reliance on the same people to be involved in most aspects of community. Need new blood in many areas.	11/16/2020 2:01 PM
36	lack of entretainment for the yoinger generation	11/16/2020 1:25 PM
37	Antiquated Policies and the "We've always done it this way" mentality	11/16/2020 1:12 PM
38	lack of entretainment for the yoinger generation	11/16/2020 12:54 PM
39	covid	11/16/2020 9:18 AM
40	Encroachment on medical providers by Norfolk	11/15/2020 7:59 PM
41	Losing a large employer	11/14/2020 9:30 AM
42	0	11/13/2020 3:40 PM
43	Unsure	11/13/2020 2:04 PM
44	Larger cities offering better payng jobs in healthcare and young people ready/willing to go.	11/13/2020 10:19 AM
45	government spending	11/13/2020 7:54 AM
46	Families that are not willing to put their kids in to a Scouting (boy scouts or girl scouts) program - both programs are needing youth	11/12/2020 7:39 PM
47	COVID	11/12/2020 2:49 PM
48	suicide rates	11/12/2020 2:25 PM
49	Lack of future thinking for infrastructure of utilities/internet/streets and the positive thinking for new thing around the corner	11/12/2020 11:50 AM
50	loss of workers to fill the jobs	11/12/2020 11:05 AM
51	If Gov't doesn;t come through with another Stimulus Grant(s)	11/12/2020 11:03 AM
52	More entertainment options	11/12/2020 10:58 AM
53	Emplyees	11/12/2020 10:03 AM
54	We need to offer more college courses where students can graduate at this location and not have to move to a different community to finish their degree.	11/12/2020 10:01 AM
55	Quarantines/covid	11/12/2020 9:38 AM
56	Outsourcing	11/12/2020 9:24 AM
57	Sufficient housing	11/12/2020 9:21 AM
58	Lack of good restaurants/things to do in town	11/12/2020 7:25 AM
59	Closures of locally owned business to outside interests that aren't invested in our community	11/11/2020 10:26 PM
60	Racism	11/11/2020 9:13 PM
61	Any revitalization will be costly.	11/11/2020 7:47 PM
62	Mental health issues	11/11/2020 7:31 PM
63	Lack of Housing and Broadband	11/11/2020 5:24 PM
64	Skilled labor	11/11/2020 4:36 PM
65	affordable middle income housing	11/11/2020 4:25 PM
66	Public school system becoming too big in which families prefer small town feel	11/11/2020 4:09 PM
67	Property Taxes	11/11/2020 3:57 PM
68	low incomes	11/11/2020 9:19 AM
69	Providing affordable, safe, friendly entertainment opportunities for all ages	11/10/2020 6:27 PM

Q17 Please rank the following topics by their level of priority to you.

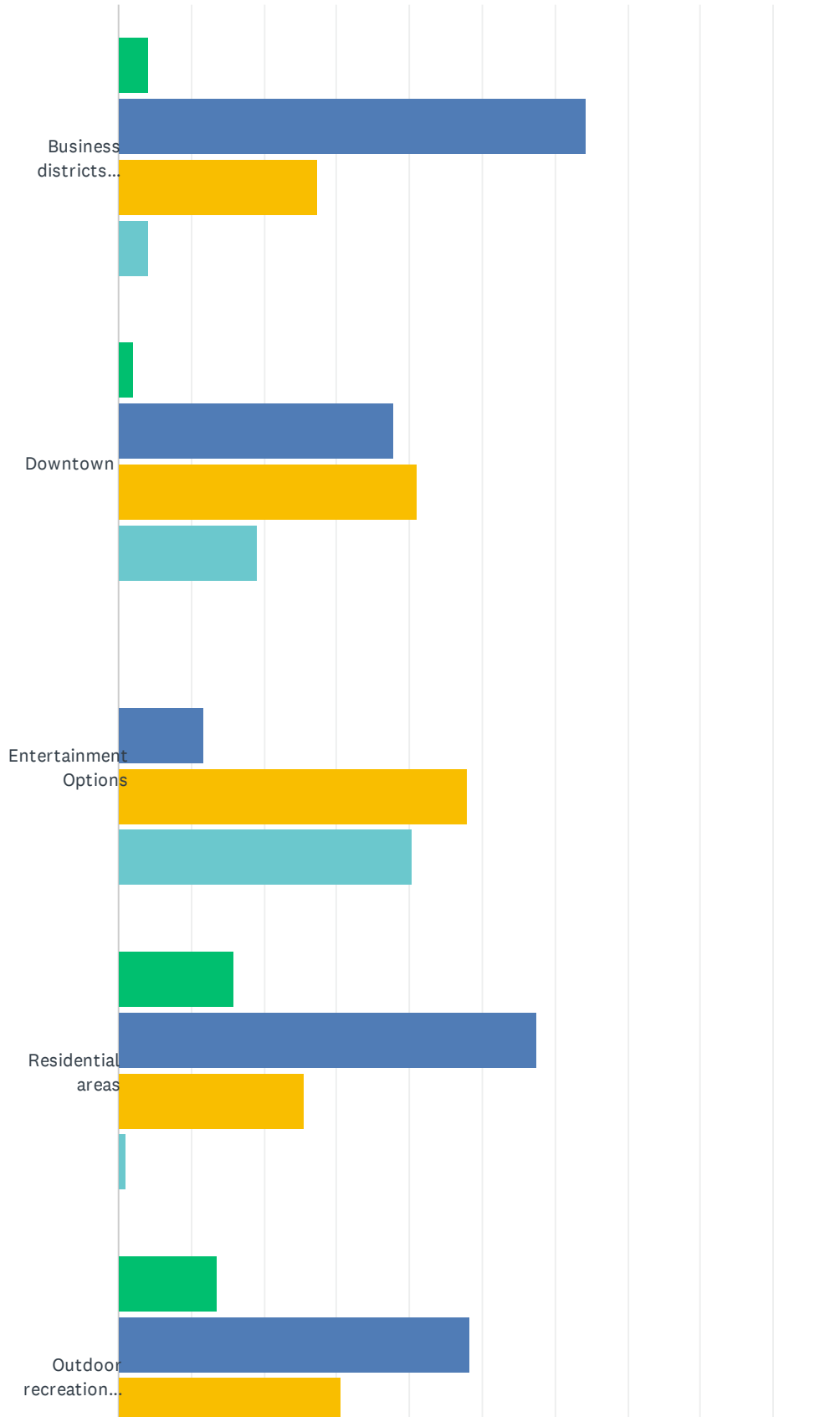
Answered: 100 Skipped: 70



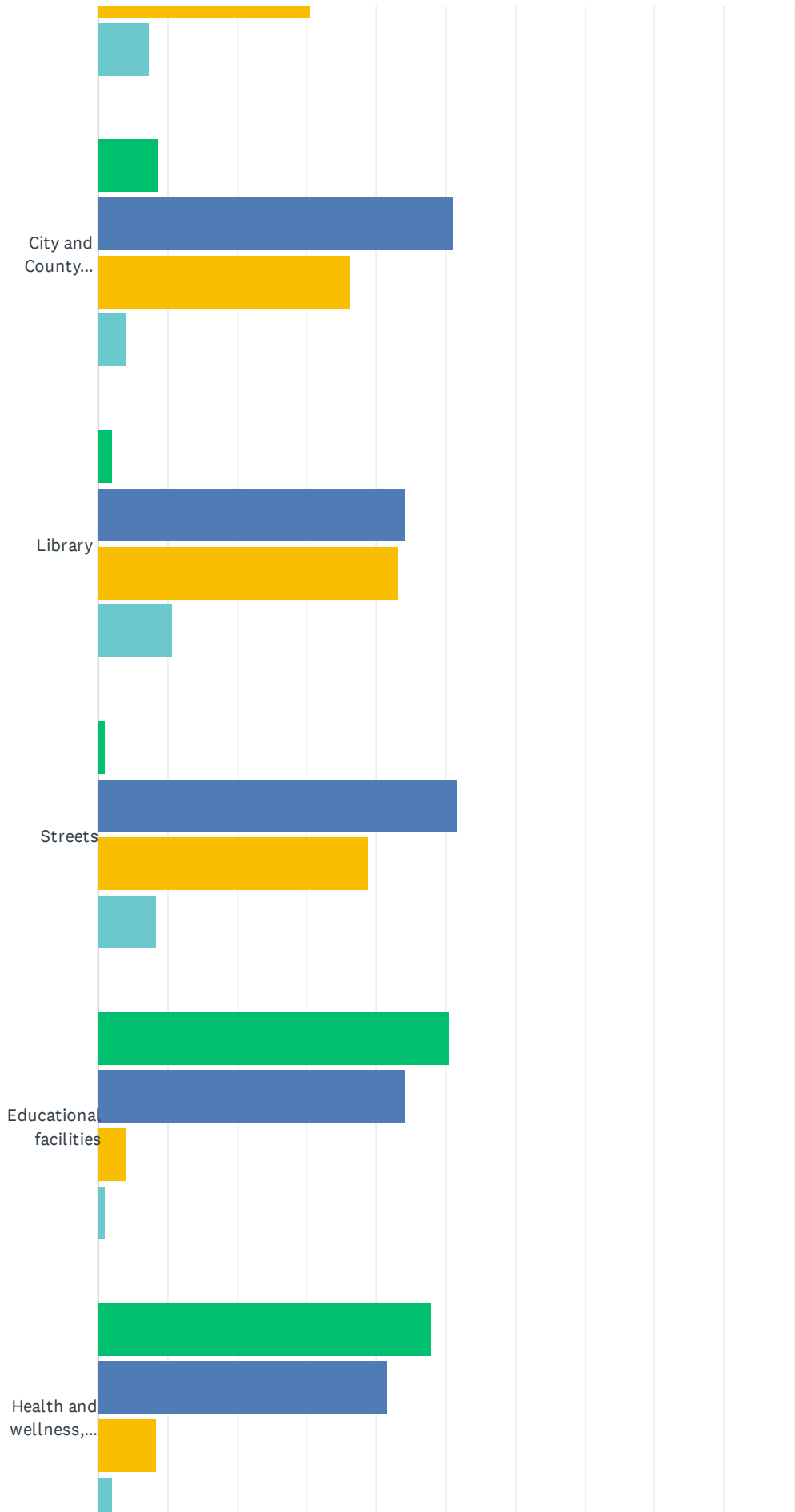
	1	2	3	4	5	6	7	TOTAL	SCORE
Housing	35.05% 34	23.71% 23	12.37% 12	12.37% 12	7.22% 7	6.19% 6	3.09% 3	97	5.36
Workforce	28.87% 28	34.02% 33	10.31% 10	9.28% 9	11.34% 11	1.03% 1	5.15% 5	97	5.36
New business recruitment	10.99% 10	12.09% 11	26.37% 24	20.88% 19	10.99% 10	13.19% 12	5.49% 5	91	4.30
Transportation infrastructure	8.60% 8	6.45% 6	24.73% 23	16.13% 15	16.13% 15	15.05% 14	12.90% 12	93	3.78
Downtown	8.42% 8	3.16% 3	12.63% 12	17.89% 17	21.05% 20	20.00% 19	16.84% 16	95	3.33
Parks, recreation, and open space	5.15% 5	12.37% 12	11.34% 11	13.40% 13	18.56% 18	26.80% 26	12.37% 12	97	3.42
Tourism development	5.10% 5	7.14% 7	4.08% 4	10.20% 10	15.31% 15	15.31% 15	42.86% 42	98	2.59

Q18 Please rate the following aspects of our community:

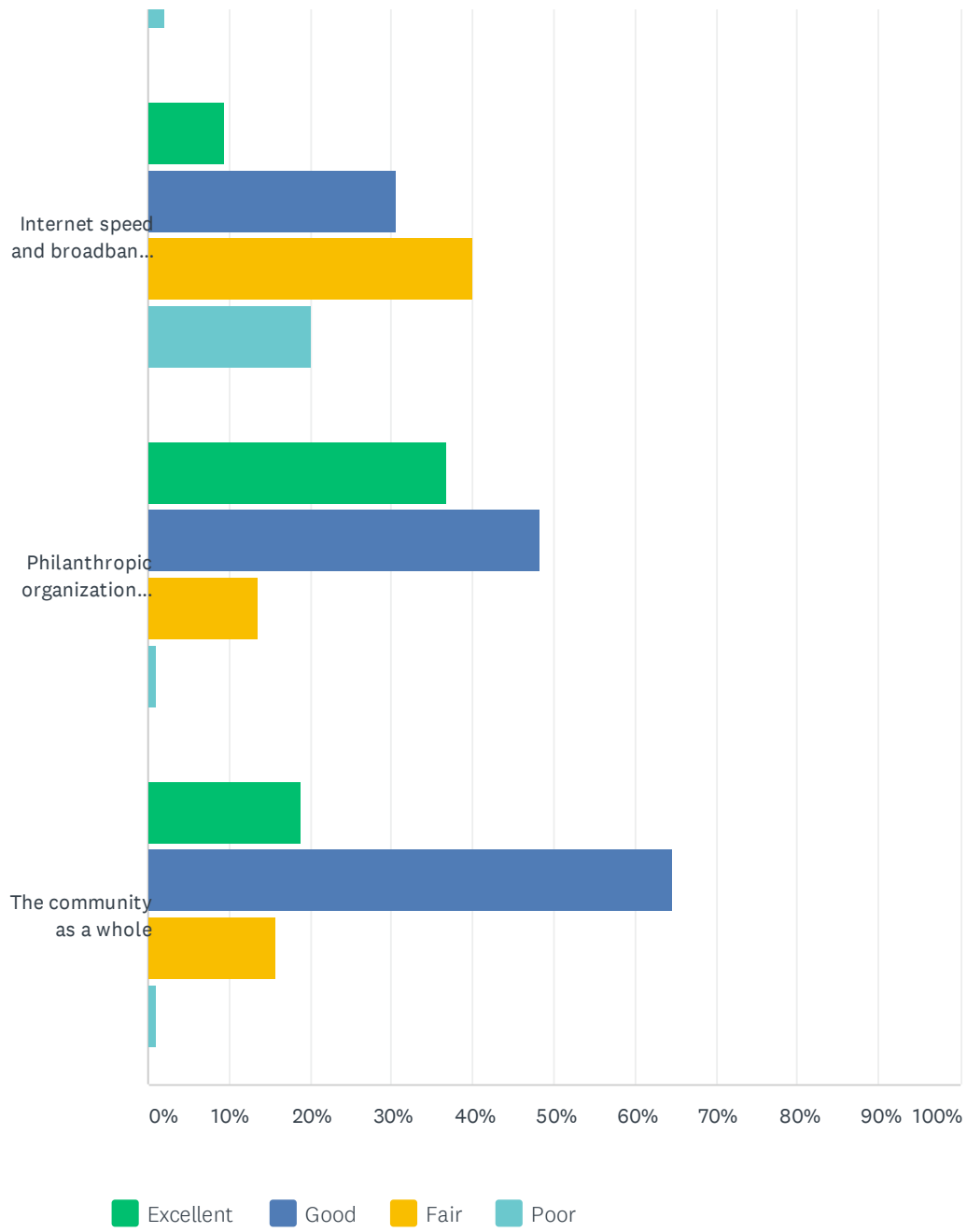
Answered: 96 Skipped: 74



Envisioning Columbus Business Leader Survey 2020



Envisioning Columbus Business Leader Survey 2020

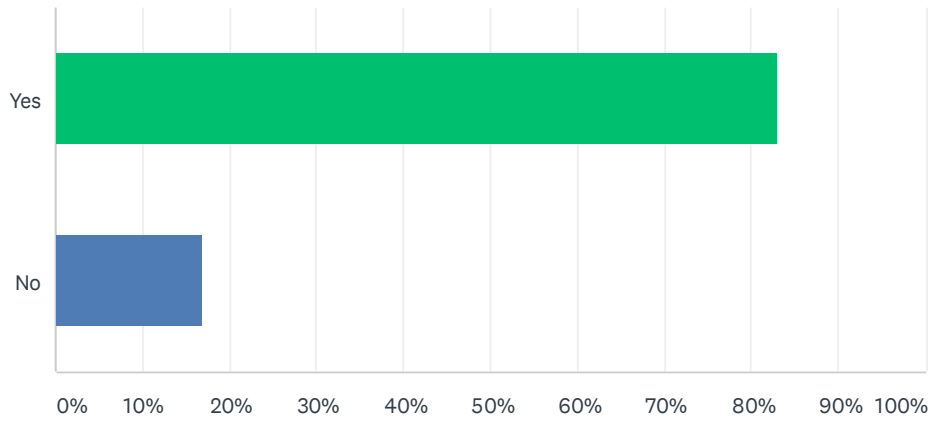


Envisioning Columbus Business Leader Survey 2020

	EXCELLENT	GOOD	FAIR	POOR	TOTAL
Business districts (along 23rd Street east to west and Hwy 81 north to south)	4.21% 4	64.21% 61	27.37% 26	4.21% 4	95
Downtown	2.11% 2	37.89% 36	41.05% 39	18.95% 18	95
Entertainment Options	0.00% 0	11.70% 11	47.87% 45	40.43% 38	94
Residential areas	15.96% 15	57.45% 54	25.53% 24	1.06% 1	94
Outdoor recreation (parks, trails, sporting complexes, etc.)	13.68% 13	48.42% 46	30.53% 29	7.37% 7	95
City and County buildings	8.51% 8	51.06% 48	36.17% 34	4.26% 4	94
Library	2.15% 2	44.09% 41	43.01% 40	10.75% 10	93
Streets	1.05% 1	51.58% 49	38.95% 37	8.42% 8	95
Educational facilities	50.53% 48	44.21% 42	4.21% 4	1.05% 1	95
Health and wellness, medical and elderly care facilities	47.92% 46	41.67% 40	8.33% 8	2.08% 2	96
Internet speed and broadband availability	9.47% 9	30.53% 29	40.00% 38	20.00% 19	95
Philanthropic organizations/faith communities	36.84% 35	48.42% 46	13.68% 13	1.05% 1	95
The community as a whole	18.75% 18	64.58% 62	15.63% 15	1.04% 1	96

Q19 Is the Columbus area better off now than five years ago?

Answered: 89 Skipped: 81



ANSWER CHOICES	RESPONSES	
Yes	83.15%	74
No	16.85%	15
TOTAL		89

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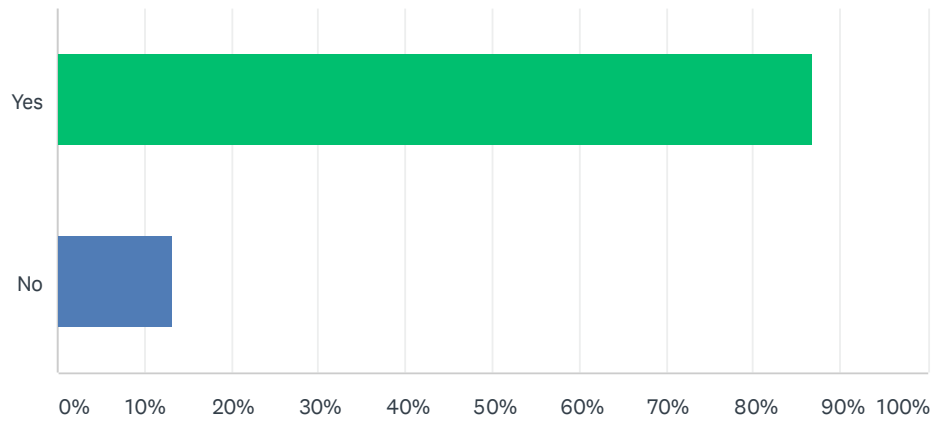
#	PLEASE EXPLAIN YOUR ANSWER CHOICE:	DATE
1	Growth	12/3/2020 8:30 PM
2	Medical/Education facilities have been huge.	12/3/2020 4:43 PM
3	Parkway and City footprint expansion	12/3/2020 10:34 AM
4	New housing and job growth	12/3/2020 7:27 AM
5	low unemployment and recruitment of employers keep city strong	12/2/2020 2:04 PM
6	Not sure	12/2/2020 12:03 PM
7	Mainly due to new infrastructure. i.e. high school, police department, fire station	12/1/2020 11:00 AM
8	about the same	11/30/2020 6:19 PM
9	New police and fire station	11/27/2020 10:57 PM
10	You can see growth. More & more houses are getting built along with apartments.	11/26/2020 7:11 PM
11	Personal wealth for reinvesting in the community is decreasing.	11/24/2020 4:14 PM
12	Personal wealth for reinvesting in the community is decreasing.	11/24/2020 2:09 PM
13	The new fire and police station and expansion of CCH & CCC are beneficial.	11/23/2020 11:28 AM
14	Investments in our medical and school systems	11/22/2020 9:11 AM
15	Trump	11/21/2020 7:27 AM
16	Getting to be more housing, more jobs than there is people to fill them.	11/21/2020 12:10 AM
17	wealth for reinvesting in the community is decreasing.	11/19/2020 5:34 PM
18	We have soo many new restaurants and housing. The new school is great too!	11/19/2020 10:33 AM
19	There has been housing and business growth, viaducts were an improvement as well	11/18/2020 12:08 PM
20	More community cooperation	11/18/2020 8:30 AM
21	Plans are in place or have been completed to improve traffic flow, health care, schools.	11/17/2020 7:21 PM
22	It seems like there are a few new business in the community	11/17/2020 6:41 PM
23	Improved hospital and some housing	11/17/2020 6:14 PM
24	there has been a shift in econmic growth. not sure how this will look in 5 years.	11/17/2020 2:00 PM
25	City Policies.	11/17/2020 12:50 PM
26	new fire, police stations	11/17/2020 12:37 PM
27	good growth and I do like the new fire and policy station	11/17/2020 12:02 PM
28	I wasn't here.	11/17/2020 8:05 AM
29	I have seen many positive changes and am excited for changes to come.	11/16/2020 6:24 PM
30	Great community development.	11/16/2020 4:06 PM
31	Built to fast, no reaction to the golf course, had \$21mm to pay for it	11/16/2020 3:43 PM
32	Addition of museums and attractions as well as business investment in community	11/16/2020 1:14 PM
33	more options for everything	11/16/2020 9:20 AM
34	A little	11/15/2020 8:07 PM
35	More common goals and people are always willing to help	11/14/2020 9:34 AM
36	viaducts, housing, city owned buildings downtown revitalization	11/13/2020 3:44 PM
37	YMCA, Police station, Fire station, addition to hospital, growth by Armory and along Parkway	11/13/2020 2:57 PM

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38	The addition of the two viaducts	11/13/2020 2:08 PM
39	More people investing in small business and an abundance of new construction of both residential and commercial buildings.	11/13/2020 12:46 PM
40	Expansion of school, hospital, housing	11/13/2020 10:22 AM
41	our manufacturing has kept Columbus economically strong	11/13/2020 7:58 AM
42	TRUMP	11/12/2020 2:54 PM
43	?	11/12/2020 12:06 PM
44	lots of growth	11/12/2020 11:08 AM
45	Actually about the same but improved last 2 years minus Covid	11/12/2020 11:07 AM
46	the growth has been excellent	11/12/2020 10:45 AM
47	I've seen little changes in little growth, I have seriously considered a moving due to how far behind Columbus is compared to communities of similar size in Nebraska.	11/12/2020 10:04 AM
48	Industry is growing, new businesses coming in	11/12/2020 9:41 AM
49	Outsourcing and Amazon	11/12/2020 9:26 AM
50	New business and residential construction	11/12/2020 9:24 AM
51	lack of retail etc. hinders growth	11/12/2020 9:18 AM
52	nothing has changed expect more empty building	11/12/2020 9:12 AM
53	The YMCA, the hospital expansion, the soon to be new library FINALLY	11/12/2020 7:29 AM
54	But we must act now and have a sense of urgency	11/11/2020 10:28 PM
55	I think it's about the same.	11/11/2020 9:21 PM
56	More housing options, great job growth	11/11/2020 7:34 PM
57	Many quality of life initiatives are completed or will be completed. Better housing is being developed. Excellent work environment	11/11/2020 5:29 PM
58	New fire station, Police Station, viaducts, urban development	11/11/2020 4:40 PM
59	Growth with adding some apartments and eating establishments	11/11/2020 4:12 PM
60	Passing of the new library will help improve the quality of life in the city and make it better to attract workers. Expending the offerings of the library and other organizations has also improved area	11/11/2020 4:12 PM
61	Chs was a waste of money	11/11/2020 9:26 AM
62	30 yrs to get overpasses is way to long! Leaders are to lead and commit.	11/11/2020 2:12 AM
63	New school buildings, hospital addition, new city buildings	11/10/2020 6:33 PM

Q20 In your opinion, is there a need for more affordable housing in Columbus?

Answered: 91 Skipped: 79



ANSWER CHOICES	RESPONSES	
Yes	86.81%	79
No	13.19%	12
TOTAL		91

Q21 How would you address the housing need(s) in our community?

Answered: 72 Skipped: 98

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#	RESPONSES	DATE
1	Housing is too expensive	12/3/2020 8:30 PM
2	There is no housing option from \$150-200k. Not every house needs to be \$350-400k. Townhomes for \$200k+ is ok but the builder comes out on top.	12/3/2020 4:43 PM
3	Cost of living is expensive in Columbus, just based on housing/rent cost. The main reason for that is also the infrastructure cost and City requirements. To develop land for commercial and residential continues to rise due to the infrastructure and land acquisition. If the City would consider share costing on land/infrastructure developed with restrictions on the cost of the lots to be sold and/or cost of the homes completed in return they (City) get real estate property tax money back over the life of that parcel(s) it would then put a maximum on the per home sale. Which I believe in turn will lessen the cost for other homes under that price point (whatever they may be) because supply is closer to demand. You still want developers to make money and stimulate the local economy, but they would need to agree to the understanding that their margin is over a greater amount property and not all on one. This is all said not understanding what the City legally or financially allowable.	12/3/2020 10:34 AM
4	Continue to build and look at housing mix.	12/3/2020 7:27 AM
5	Not sure what has already been done. Most housing is too expensive for middle/low income. Most of what is affordable needs to be torn down.	12/2/2020 4:27 PM
6	we have attracted lots of rental units this year now we need residential houses	12/2/2020 2:04 PM
7	Not sure	12/2/2020 12:03 PM
8	Collaborate with businesses and industries to assess current and future needs. Use public/private financing ventures to provide resources.	12/1/2020 11:00 AM
9	income based housing that is monitored more closely so not overfilled with individuals not trying to improve their status	11/30/2020 6:19 PM
10	Higher income. Affordable means you can pay for your lifestyle, If you don't have the discipline to live without cable TV or a daily pack of cigarettes, live in your pickup.	11/24/2020 4:14 PM
11	Higher income. Smaller quality homes. More innovation.	11/24/2020 2:09 PM
12	More apartments and duplexes at affordable rates	11/23/2020 7:48 AM
13	We need to absorb what we are currently building. Then decide what more we need	11/22/2020 1:11 PM
14	I would try to find someone to invest in improving the mobile home areas and bring in more housing options between \$100,000 and \$200,000 (manufactured houses)	11/22/2020 9:11 AM
15	I wouldn't. Let the open market determine the price. Keep the local government out of it.	11/21/2020 7:27 AM
16	I'm not sure. High rent and below standard rentals are an issue.	11/19/2020 5:52 PM
17	Affordable housing means you have adequate income to cover all your expenses, not just the house or rent payment. Income levels for employment control housing.	11/19/2020 5:34 PM
18	If there were better restrictions against the landlords that are here and allowing people to live in terrible conditions charging a huge amount of money that would help. also the availability of affordable housing	11/19/2020 10:37 AM
19	Dude I have no idea how taxes and real estate works. I am not the person to be asking this.	11/19/2020 10:33 AM
20	Landlord summits, landlord education	11/18/2020 12:08 PM
21	Presently progressing	11/18/2020 8:30 AM
22	Need more homes. I don't have the answer.	11/18/2020 7:54 AM
23	Expensive/ limited land development makes it difficult to have affordable housing. We have some shady contractors gouging the community	11/17/2020 7:21 PM
24	Increase pathways to homeownership via rehabilitating older housing and selling those houses at affordable prices. Consider the possibility of condominiums as an alternative to direct home ownership.	11/17/2020 6:41 PM

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25	Create affordable homes not apartments. Families do not want apartments. The city should be ashamed of the apartments that are going up. Who got rich with this?	11/17/2020 6:14 PM
26	building more elderly apartments, not elderly and disabled.	11/17/2020 2:00 PM
27	Affordable Housing over \$150,000.00. ???	11/17/2020 12:50 PM
28	I commend the Community for the work that has already been done. I think we have already made strides and don't have a suggestion at this time.	11/17/2020 12:37 PM
29	there is a shortage (mainly apartments), but there are plans addressing this concern.	11/17/2020 12:02 PM
30	Apartments and townhomes. I can't attract an intern if they don't have access to a nice apartment.	11/17/2020 8:05 AM
31	Build more duplexes and spec homes, without all the fancy extras to make them more affordable.	11/16/2020 6:24 PM
32	I think there was a need for more affordable housing, but it appears to me that multiple developments have moved in to meet that need. Will probably need to see those developments complete before knowing if more housing is required or if the market has been saturated.	11/16/2020 4:06 PM
33	The city needs to acquire ground, and donate the land to build starter homes that could sell under \$150k and let the owner finish, basements, garage etc	11/16/2020 3:43 PM
34	Continue to develop new areas of housing growth as has been done over the past several years.	11/16/2020 2:03 PM
35	Additional apartment buildings	11/16/2020 1:14 PM
36	build more apartments	11/16/2020 9:20 AM
37	Build more affordable houses, town homes and apartments	11/15/2020 8:07 PM
38	Continue the development of apartments and other housing options.	11/14/2020 9:34 AM
39	Keep building nice new homes and that will free up older/smaller homes	11/13/2020 2:57 PM
40	Unsure, there is a great deal under construction right now.	11/13/2020 2:08 PM
41	This is a gray area. Not sure what the projected rental rates are on many of the new units being built and what is considered affordable. Potential renters are looking for 2 or preferably 3 bedroom units under \$850/mo. This is impossible to find right now.	11/13/2020 12:46 PM
42	we need to be realistic about "Affordable housing" and not overbuild the houses that are suppose to be starter homes.	11/13/2020 7:58 AM
43	COST OF MATERIALS, LAND COST	11/12/2020 2:54 PM
44	More low income housing options or better taken care of trailer parks.	11/12/2020 2:27 PM
45	I'm not sure what is preventing investors/builders from adding apartments.	11/12/2020 1:02 PM
46	It is getting better. Need more middle income housing.	11/12/2020 11:54 AM
47	Many new construction of homes and apartments, but rent is and Homes are priced compared to Omaha and Lincoln. Need home prices stating at \$100,000 to \$150,000. Definitely under \$200,000.	11/12/2020 11:12 AM
48	Build more affordable housing	11/12/2020 11:08 AM
49	Housing is expensive in Columbus	11/12/2020 11:07 AM
50	getting filled it takes time	11/12/2020 10:45 AM
51	We need jobs to fill these homes	11/12/2020 10:05 AM
52	Build more townhomes and affordable apartments.	11/12/2020 10:04 AM
53	It is desperately needed	11/12/2020 9:41 AM
54	Wages and cost to build quality homes	11/12/2020 9:26 AM

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55	Continue to bring in grants and state money that give incentives to contractors	11/12/2020 9:24 AM
56	talk to the large and medium sized mfg's to get a feel for the type of housing needed	11/12/2020 9:18 AM
57	building affordable house when rent is \$1200 a family can not afford that plus all their other bills	11/12/2020 9:12 AM
58	Housing is outrageous compared to other communities of this size. No one seems to know why	11/12/2020 7:29 AM
59	Very excited to see all the hard work payoff and how the new housing developments are received	11/11/2020 10:28 PM
60	A lot has been done in recent years that is going to help. Continue to look at what other communities are doing.	11/11/2020 9:21 PM
61	Affordable housing needs to be a public private partnership	11/11/2020 7:34 PM
62	More available land not held by a few developers. More cooperation in providing infrastructure at lower cost. Better city planning than what has been done in the past.	11/11/2020 5:29 PM
63	Banks needs to let people buy older homes and not just new homes	11/11/2020 5:24 PM
64	Low cost housing	11/11/2020 4:40 PM
65	explore federal, state and local funding options. It is good to try and keep building business local but need to find economical ways to produce affordable housing which may require looking outside our community. We also need to stop Realtors from raising house prices to all time highs. In many cases our houses cost more than Omaha and Lincoln.	11/11/2020 4:31 PM
66	I'm not a housing expert, but there needs to be more housing available for single parent families with incomes around the \$40,000 annual range.	11/11/2020 4:22 PM
67	Adding more income based housing	11/11/2020 4:12 PM
68	Affordable housing to purchase and rental through tax breaks for builders/ renters. Need to attract buildings in the \$130K-\$200K range for purchase and rentals. Housing is more expensive in Columbus than Omaha currently.	11/11/2020 4:12 PM
69	TIF	11/11/2020 3:59 PM
70	smaller lower end homes. People want to own and be proud of what they have	11/11/2020 9:26 AM
71	Get the money involved early even if they don't want to be.	11/11/2020 2:12 AM
72	Housing for seniors is being addressed but we need better public transportation for seniors and all -- increased publicity to what is available would help.	11/10/2020 6:33 PM

Q22 What is the biggest challenge in completing a housing project in our community?

Answered: 70 Skipped: 100

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#	RESPONSES	DATE
1	Property tax	12/3/2020 8:30 PM
2	We just fill them with Townhomes.	12/3/2020 4:43 PM
3	Read 21	12/3/2020 10:34 AM
4	Developers investing and high costs of building.	12/3/2020 7:27 AM
5	Money/Benefactors	12/2/2020 4:27 PM
6	grants	12/2/2020 2:04 PM
7	Not sure	12/2/2020 12:03 PM
8	Finding investors to take the risk. Also, lack of available contractors to take on projects that may not be as profitable as other alternatives.	12/1/2020 11:00 AM
9	same volunteers, not many new people	11/30/2020 6:19 PM
10	Land	11/26/2020 7:11 PM
11	It's not the project. It's the people. Offering work that attracts talented responsible people would be a good place to start.	11/24/2020 4:14 PM
12	Local government elimination of boards that give input from those in the housing trades. Overlooking code violations for certain individuals. Lack of transparency.	11/24/2020 2:09 PM
13	cost benefit relationship. What it cost to build cannot properly get recovered by rents	11/22/2020 1:11 PM
14	NIMBY	11/22/2020 9:11 AM
15	Government getting in the way. Red tape and bureaucracy.	11/21/2020 7:27 AM
16	Not getting a timely response from plumbers, contractors	11/21/2020 12:10 AM
17	I'm not sure about that either. Affordable neighbor hoods would be nice.	11/19/2020 5:52 PM
18	The biggest challenge is the risk the builder takes. Is there a big enough demand from buyers or renters who can pay. Building housing is a business not a charity.	11/19/2020 5:34 PM
19	funding	11/19/2020 10:37 AM
20	I don't see any. Them dudes are building fast as hell.	11/19/2020 10:33 AM
21	available and affordable land	11/18/2020 12:08 PM
22	Lack of builders.	11/18/2020 7:54 AM
23	Raising sufficient capital to build the amount of houses needed.	11/17/2020 6:41 PM
24	Land and affordability. Taxes in Columbus are ridiculous. I pay more for my old house than any where I have lived previously.	11/17/2020 6:14 PM
25	close to other needed services, grocery, transportation, medical services.	11/17/2020 2:00 PM
26	I'm sure funding is a big challenge as well as businesses that are willing to take this on. I know all of the builders, developers are way behind due to Covid.	11/17/2020 12:37 PM
27	builder quality and competitive options (need another "quality" home builder option) which drives competition.	11/17/2020 12:02 PM
28	Getting someone to build for under \$200,000.	11/17/2020 8:05 AM
29	Not sure but maybe location, finding land to build on?	11/16/2020 6:24 PM
30	I have no knowledge of this subject.	11/16/2020 4:06 PM
31	it is all sold off to the big builders with TIF money to line their pockets, and not show some paying back and give something back	11/16/2020 3:43 PM
32	Developers trying to squeeze every last penny from infrastructure and buyers.	11/16/2020 2:03 PM

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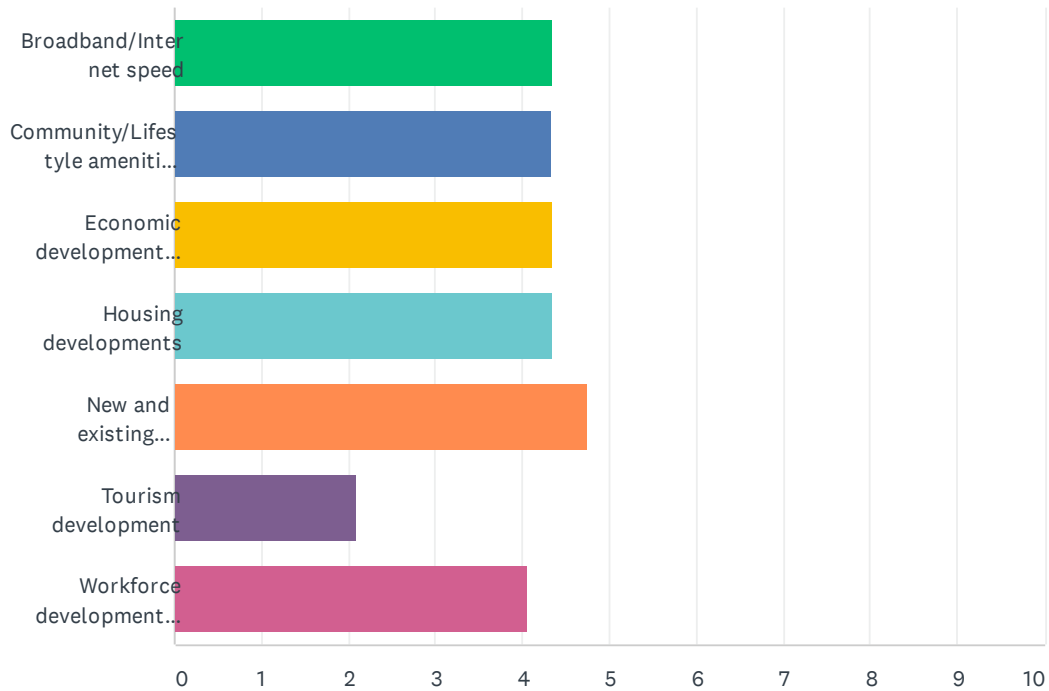
33	Price for land/cost to investors	11/16/2020 1:14 PM
34	n/A	11/16/2020 9:20 AM
35	Lack of building sites within city limits	11/15/2020 8:07 PM
36	Fear of the 1980's coming back.	11/14/2020 9:34 AM
37	?	11/13/2020 2:08 PM
38	The cost of land, construction or remodel, taxes, insurance and utilities that make it impossible to set rental rates that would be termed as affordable for many of our blue collar workers.	11/13/2020 12:46 PM
39	the cost of construction is rising faster then the buyers ability to purchase	11/13/2020 7:58 AM
40	DOESNT SEEM TO BE A PROBLEM, WE HAVE SEVERAL ONES ONGOING GETTING THE COST DOWN IS THE CHALLENGE	11/12/2020 2:54 PM
41	funding sources- very expensive investment	11/12/2020 2:27 PM
42	I don't know. I believe there is red tape in the way of adding housing.	11/12/2020 1:02 PM
43	Columbus policies-downtown. Contractor revenue needs.	11/12/2020 11:54 AM
44	Low housing is NOT a new construction under 900 sq ft (main level) selling for \$239,000.	11/12/2020 11:12 AM
45	getting companies to do stuff affordably	11/12/2020 11:08 AM
46	None that hold water.	11/12/2020 11:07 AM
47	infrastructure costs that the developer incurs	11/12/2020 10:45 AM
48	Jobs	11/12/2020 10:05 AM
49	Unknown	11/12/2020 10:04 AM
50	Time and money	11/12/2020 9:41 AM
51	None	11/12/2020 9:26 AM
52	Number of builders	11/12/2020 9:24 AM
53	The fear of not being able to rent / sell quickly	11/12/2020 9:18 AM
54	companies who want to put money in to Columbus, nothing to do in this town expect drink at our million bars or work.	11/12/2020 9:12 AM
55	Red tape	11/12/2020 7:29 AM
56	The City	11/11/2020 10:28 PM
57	High building costs. Lack of local contractors and subcontractors.	11/11/2020 9:21 PM
58	Cost of land and materials costs	11/11/2020 7:34 PM
59	High Cost of development.	11/11/2020 5:29 PM
60	Rent way to high	11/11/2020 5:24 PM
61	Contractors willing to develop a sub-division and the upfront cost associated with it	11/11/2020 4:40 PM
62	keeping the pricing affordable for the skilled labor most of us need to be able to hire.	11/11/2020 4:31 PM
63	Affordability	11/11/2020 4:22 PM
64	Money	11/11/2020 4:12 PM
65	Not sure	11/11/2020 4:12 PM
66	Cost/Taxes	11/11/2020 3:59 PM
67	Current land and existing house prices	11/11/2020 1:05 PM
68	cost of land	11/11/2020 9:26 AM

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69	Development is too closely held.	11/11/2020 2:12 AM
70	Finding affordable land near available shopping and medical facilities	11/10/2020 6:33 PM

Q23 Please rank the following topics by their level of priority to you.

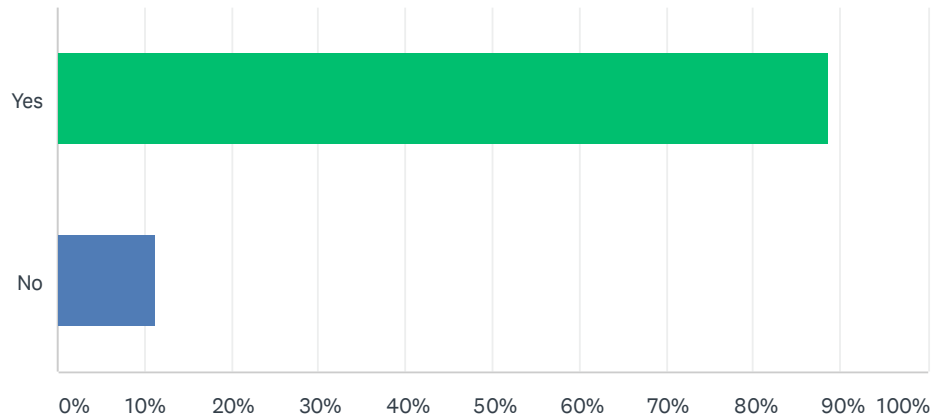
Answered: 96 Skipped: 74



	1	2	3	4	5	6	7	TOTAL	SCORE
Broadband/Internet speed	22.73% 20	17.05% 15	9.09% 8	11.36% 10	11.36% 10	21.59% 19	6.82% 6	88	4.36
Community/Lifestyle amenities (e.g. entertainment, safety, etc.)	12.36% 11	16.85% 15	20.22% 18	13.48% 12	15.73% 14	21.35% 19	0.00% 0	89	4.33
Economic development projects	10.47% 9	10.47% 9	27.91% 24	22.09% 19	16.28% 14	10.47% 9	2.33% 2	86	4.36
Housing developments	17.39% 16	14.13% 13	16.30% 15	18.48% 17	13.04% 12	14.13% 13	6.52% 6	92	4.36
New and existing business development / business incentives	19.32% 17	15.91% 14	20.45% 18	18.18% 16	17.05% 15	7.95% 7	1.14% 1	88	4.74
Tourism development	2.20% 2	10.99% 10	2.20% 2	2.20% 2	5.49% 5	14.29% 13	62.64% 57	91	2.09
Workforce development initiatives	18.28% 17	15.05% 14	6.45% 6	15.05% 14	20.43% 19	8.60% 8	16.13% 15	93	4.05

Q24 In your opinion, can our community support more business/industry?

Answered: 89 Skipped: 81



ANSWER CHOICES	RESPONSES
Yes	88.76% 79
No	11.24% 10
TOTAL	89

#	IF YOU ANSWERED NO, WHY?	DATE
1	Not enough people to fill the open jobs	12/2/2020 4:29 PM
2	depends on what it is, some yes and some no	11/30/2020 6:22 PM
3	Not sure we have the workforce or the housing for the workforce	11/24/2020 11:39 AM
4	I think we can, but if we can't it is due to lack of employees. Continue your efforts to recruit.	11/23/2020 11:35 AM
5	so many jobs available now, especially for welders Need a trade school to teach working skills.	11/19/2020 6:07 PM
6	lack of housing to allow workforce to live in area	11/18/2020 7:56 AM
7	I think we can always support more business but without affordable housing it is a wasted effort.	11/17/2020 6:15 PM
8	not enough people to fill jobs	11/13/2020 3:47 PM
9	lack of quality workers	11/12/2020 2:29 PM
10	Nothing has stopped us yet.	11/12/2020 11:12 AM
11	trained workforce	11/12/2020 9:20 AM
12	not enough workers	11/12/2020 8:55 AM
13	Columbus is growing and retail/ shopping is need	11/11/2020 4:47 PM
14	not in manufacturing. i cant hire enough people	11/11/2020 4:42 PM
15	I think its hard to find employees currently	11/11/2020 4:14 PM

Q25 If yes, what type of business or industry would you want to see recruited to our community?

Answered: 65 Skipped: 105

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#	RESPONSES	DATE
1	Entertainment restaurants	12/3/2020 8:31 PM
2	Arguable I would say retail, but that also requires more qualified people and recruiting people to Columbus is difficult because of housing and lack of shopping. It is a constant cycle.	12/3/2020 10:57 AM
3	High tech jobs with high pay.	12/3/2020 7:31 AM
4	all types	12/2/2020 2:16 PM
5	youth activities (ie: jump place), family fun dining, shopping of like a target, etc	11/30/2020 6:22 PM
6	More clothing stores.	11/27/2020 11:03 PM
7	Retail	11/26/2020 7:15 PM
8	3D printing	11/24/2020 5:47 PM
9	More retail to compliment what we have	11/23/2020 8:49 PM
10	expand manufacturing base and increase our power supply base.	11/22/2020 1:15 PM
11	Scheels/sporting goods and breakfast-styled restaurants	11/22/2020 9:15 AM
12	Let the open market determine that. Don't meddle. If there is an opportunity a good business will find us! I did.	11/21/2020 7:27 AM
13	Target, sams club	11/21/2020 12:19 AM
14	Local entrepreneur owned businesses that recruit talent to Columbus.	11/19/2020 6:23 PM
15	holistic medical care, place for kids and families to have fun	11/19/2020 6:07 PM
16	WE NEED AN ELECTRONICS STORE. We have nothing now. Like a Best Buy would be phenomenal and keep sooo many dollars in town rather than having to go to Omaha.	11/19/2020 10:44 AM
17	retail, something other than Walmart, there is enough business in this town to support more than one	11/19/2020 10:41 AM
18	retail stores for variety and competition	11/18/2020 12:09 PM
19	Any and all	11/18/2020 7:56 AM
20	Small businesses other than manufacturing. Start ups, Technology, non profits, etc. We are known as a manufacturing community and those jobs are great however they also take away from businesses not related to manufacturing. It hard to compete with the likes of BD, ADM, Behlens in pay. We can not attract different types of business and compete.	11/17/2020 7:29 PM
21	More family friendly entertainment, a Target retail store, more retail clothing stores.	11/17/2020 6:51 PM
22	Restaurants	11/17/2020 6:15 PM
23	unknown	11/17/2020 2:03 PM
24	Recycling plant that makes items from the recycled materials it took in.	11/17/2020 1:05 PM
25	Adding a new business venture (or two, or three....etc) that could possibly bring in 50 to 100+ new families into our community. I would like to see that business bring in white collar educated people to enhance our community as well. This would raise the level of expectation within our community and educational system.	11/17/2020 12:18 PM
26	Another chain store other than walmart	11/17/2020 10:57 AM
27	Systems integrators and machine builders that support our large facilities like BD, Cargill, ADM, Flexcon, Behlen.	11/17/2020 8:12 AM
28	It would be nice to have an indoor sports complex. It would be attractive to residents, allow for larger tournaments to be held which then helps local restaurants, shopping, and hotels. Keep kids active, and enjoy year round.	11/16/2020 6:29 PM
29	While local service industry is always good to have, the real need is industry that serves areas outside of the Columbus area as well. Local service mostly results in money changing hands	11/16/2020 4:12 PM

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from one resident to another where services with broader reach serve to bring dollars from outside Columbus into our area.

30	Anything that helps in diversifying what we have. The more diversity of business type, the better.	11/16/2020 2:06 PM
31	Recreation (Go Ape, Go-Carts, indoor climbing walls, laser tag, Indoor Ropes Course, Indoor Shooting Range)	11/16/2020 1:23 PM
32	industrial and medical	11/16/2020 9:23 AM
33	Retail entertainment	11/15/2020 8:14 PM
34	More manufacturing. More retail, and restaurants. Different types of entertainment	11/14/2020 9:40 AM
35	manufacturing/call center	11/13/2020 3:01 PM
36	More high tech	11/13/2020 2:10 PM
37	Non-manufacturing	11/13/2020 1:15 PM
38	Culinary Shopping, i.e. Target, Kohls, etc.	11/13/2020 10:23 AM
39	more tech jobs would keep more skilled labor in Columbus	11/13/2020 8:10 AM
40	Sam's Club or Costco	11/12/2020 7:45 PM
41	IT COMPANIES AND PLUMBERS, CARPENTERS, FLOOR LAYERS	11/12/2020 2:59 PM
42	target	11/12/2020 2:29 PM
43	more sit down restaurants, activities for kids - FunCenter, museum, arcade, go carts, paint ball, etc	11/12/2020 12:10 PM
44	Technology type of businesses. UAI - Unman aircraft Industry	11/12/2020 12:02 PM
45	More factories and manufacturers. These businesses bring people to our community who plan on staying and making a life. More retail type business definitely not needed. They are a lot of retail businesses in our town and every town around us. They don't create many jobs at all, in fact they only create a few low-paying jobs and they always seem to struggle making it anyways.	11/12/2020 11:20 AM
46	All	11/12/2020 11:16 AM
47	Big Box Retail like Norfolk	11/12/2020 11:12 AM
48	shopping and dining-sit down dining-not fast food	11/12/2020 10:48 AM
49	Restaurants, shopping & entertainment. For those that answered no to the previous question, the answer is when you make the community more enticing more people will move here and thus have the sustainability for those businesses. You have to attract people in the community if you want growth.	11/12/2020 10:10 AM
50	Horse Race Track & Casino	11/12/2020 10:07 AM
51	We could use more diverse eating/entertainment	11/12/2020 9:44 AM
52	Mfg, Medical, Quality of Life	11/12/2020 9:33 AM
53	Something that is diverse from existing business or industry	11/12/2020 9:27 AM
54	something other then Walmart, nice sit down restaurants for family's to enjoy.	11/12/2020 9:16 AM
55	Restaurants, small businesses, entertainment	11/12/2020 7:32 AM
56	An upscale trendy restaurant/bar like fat cow in Norfolk.	11/11/2020 9:28 PM
57	Work from home opportunities, Italian restaurants	11/11/2020 7:41 PM
58	High Tech which requires Broadband.	11/11/2020 5:32 PM
59	Anything to give WalMart compaction	11/11/2020 5:30 PM
60	Retail - Shopping	11/11/2020 4:47 PM

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61	If i would have answered yes it would be because we need more social things to do	11/11/2020 4:42 PM
62	Non steel manufacturing businesses such as wholesalers, distributors, clothing or packaging. Less pressure for existing businesses if it is non steel mfg requiring welders and new opportunities for non welding employees.	11/11/2020 4:19 PM
63	Industrial/Factories – we have a pretty good workforce for that. If good jobs are here people will move here. More people equal more business opportunities.	11/11/2020 4:05 PM
64	bookstore, bath and body, high end spa, nice sports complexes	11/11/2020 9:31 AM
65	One that offers job opportunities both to management folks and could also include some jobs for less skilled or handicapped	11/10/2020 6:39 PM

Q26 What do you believe is the greatest barrier to successful recruitment or attraction of business in our community?

Answered: 70 Skipped: 100

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#	RESPONSES	DATE
1	Housing cost, lack of retail and restaurants	12/3/2020 8:31 PM
2	With the more ingress then egress traffic it would all fall back to housing.	12/3/2020 10:57 AM
3	Must have sites and buildings to show the clients. Must have high broadband. Must have skilled workers. Must have incentives.	12/3/2020 7:31 AM
4	Housing, day care	12/2/2020 4:29 PM
5	employees availability	12/2/2020 2:16 PM
6	Low unemployment	12/1/2020 11:03 AM
7	high rent	11/30/2020 6:22 PM
8	Housing	11/26/2020 7:15 PM
9	Successful recruitment would indicate it is good for Columbus. It would be important to have a way to measure the benefit of a new business. .	11/24/2020 5:47 PM
10	Enough workforce	11/24/2020 11:39 AM
11	Tax incentives current city regulations	11/23/2020 8:49 PM
12	Lack of employees and transportation	11/23/2020 11:35 AM
13	location	11/22/2020 1:15 PM
14	The attitude of property owners who don't like change; money-tight vs. what is good for the community	11/22/2020 9:15 AM
15	A lot of attractive communities around us competing for the same business. Not saying anything bad about us. Just the facts.	11/21/2020 7:27 AM
16	To close to Norfolk, Grand Island, Omaha, and Lincoln	11/21/2020 12:19 AM
17	Weather. It is the number one factor in all business. You need businesses that can function in your climate,. The rest is attitude of the people who live here,	11/19/2020 6:23 PM
18	WALMART MONOPOLY	11/19/2020 6:07 PM
19	Marketing. Telegram is dead. (Not digitally only physically).	11/19/2020 10:44 AM
20	unsure	11/19/2020 10:41 AM
21	locations available	11/18/2020 12:09 PM
22	Lack of workforce	11/18/2020 7:56 AM
23	I think I explained that in question 25	11/17/2020 7:29 PM
24	Small population, little desire to adapt to the changing world or invest in the incorporation of new technology.	11/17/2020 6:51 PM
25	Housing; taxes	11/17/2020 6:15 PM
26	nothing, need the jobs and opportunities	11/17/2020 2:03 PM
27	People going out of Columbus to shop and eat.	11/17/2020 1:05 PM
28	Size of community. Not everyone sees the benefits of living in a town with a population base under 30,000. Most of these transit people would want conveniences that a large city offers. Columbus just isn't there yet.	11/17/2020 12:18 PM
29	Coordination with these business owners.	11/17/2020 8:12 AM
30	Probably average income if you're trying to attract a larger business.	11/16/2020 6:29 PM
31	Workforce availability which primarily stems from lack of perceived amenities.	11/16/2020 4:12 PM
32	With only being 90 miles from Lincoln or Omaha, you have to give them a reason to live here; pay, and #27	11/16/2020 3:47 PM

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33	Lack of foresight by some of the business leaders. Need to focus on what happens 15-20 years out, not just in the next 5 years.	11/16/2020 2:06 PM
34	Attitudes that things should be done the same way they always have been.	11/16/2020 1:23 PM
35	the entertainment in the community is lacking and makes it hard for out of state families to move to central nebraska	11/16/2020 9:23 AM
36	Affordable housing very low unemployment rate	11/15/2020 8:14 PM
37	Fear of competition	11/14/2020 9:40 AM
38	not sure	11/13/2020 3:47 PM
39	Low employment, so compete for each employee.	11/13/2020 3:01 PM
40	Size of our city	11/13/2020 2:10 PM
41	Cost of purchasing a home	11/13/2020 1:15 PM
42	I wonder if they have felt invited.	11/13/2020 10:23 AM
43	unskilled labor force	11/13/2020 8:10 AM
44	TOO CLOSE TO OMAHA AND LINCOLN	11/12/2020 2:59 PM
45	location	11/12/2020 2:29 PM
46	?, limited population to support business ventures?	11/12/2020 12:10 PM
47	Legal and policy restraints	11/12/2020 12:02 PM
48	Getting people to fill the jobs and proving that can be done to the companies that need to put a new factory somewhere.	11/12/2020 11:20 AM
49	Workforce that wants to WORK>>>>>>	11/12/2020 11:12 AM
50	IDK if there is one	11/12/2020 10:48 AM
51	Fear & lack of will.	11/12/2020 10:10 AM
52	Homes	11/12/2020 10:07 AM
53	Recruiting good employees	11/12/2020 9:44 AM
54	Make a profit	11/12/2020 9:33 AM
55	Lack of workforce	11/12/2020 9:27 AM
56	Incentives and the low unemployment for skilled workers	11/12/2020 9:20 AM
57	being open minded from our city council, a lot of our members are older and do not understand the need for these types of business in our community. Our community is made up of a lot of younger family.	11/12/2020 9:16 AM
58	Too close to Omaha and Lincoln and Norfolk	11/12/2020 7:32 AM
59	Lack of available city infrastructure	11/11/2020 10:31 PM
60	Lack of entrepreneurship	11/11/2020 9:28 PM
61	Enough labor force	11/11/2020 7:41 PM
62	Access to metro areas, cost of housing, available of land at reasonable costs.	11/11/2020 5:32 PM
63	It should have been done years ago but the city won't let it happen	11/11/2020 5:30 PM
64	affordable retail space	11/11/2020 4:47 PM
65	being able to hire adequate skilled labor	11/11/2020 4:42 PM
66	Higher taxes	11/11/2020 4:19 PM
67	wages	11/11/2020 4:14 PM

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68	Location & taxes	11/11/2020 4:05 PM
69	hard to find good employees. No one wants to work hard and they dont believe in great service.	11/11/2020 9:31 AM
70	Lack of housing but that seems to be coming along with recent buildings	11/10/2020 6:39 PM

Q27 What lifestyle amenities are missing in our communities and why?

Answered: 64 Skipped: 106

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#	RESPONSES	DATE
1	Entertainment	12/3/2020 8:31 PM
2	I think with Ag Park, City, County and now CER the Community can hopefully put a campus area together with more opportunities for sporting events and entertainment opportunities. Something that will drive more people to visit Columbus and entertain staying as a resident.	12/3/2020 10:57 AM
3	More trails, water events, hunting events, craft beer shops downtown and music.	12/3/2020 7:31 AM
4	NA	12/2/2020 4:29 PM
5	retail and entertainment	12/2/2020 2:16 PM
6	Retail shopping	12/1/2020 11:03 AM
7	Not much to do for entertainment.	11/26/2020 7:15 PM
8	The arts and humanities are missing. They were here until the last 20 years. The culture of c We had arts and humanities until about 20 years ago. There was a good balance and more interest. People had more fun. The cultural leadership died.	11/24/2020 5:47 PM
9	Downtown trails, bike lanes, sidewalks that are well managed throughout the corridors encouraging people to walk to businesses.	11/24/2020 11:39 AM
10	Trails. More night life	11/23/2020 8:49 PM
11	Varied restaurants and activities. We drive to Norfolk for the Indian restaurant and Downtown district occasionally. There's a great Thai Restaurant in Fremont. The Oak Room is a nice venue, but music is a bit loud due to size. Could use a larger venue.	11/23/2020 11:35 AM
12	quality steakhouse type restaurant....Having said that I do not know if one would get patronized enough. People seem to like the fast food type	11/22/2020 1:15 PM
13	more outdoor restaurants and good sporting complexes	11/22/2020 9:15 AM
14	Having the full 18 at Quail back soon will be great for the community. I would like to see an indoor sports complex for the youth.	11/21/2020 7:27 AM
15	Something for kids to do	11/21/2020 12:19 AM
16	Arts and humanities. A Pulitzer Prize winner graduated from Columbus High and no one cares. The arts reflect who we are as human beings. Great cities know this..	11/19/2020 6:23 PM
17	not enough entertainment options	11/19/2020 6:07 PM
18	I don't club but I know we only have 1 and several bars. Bars are cool but playing nothing but classic rock every weekend is not how you attract the younger generation.	11/19/2020 10:44 AM
19	entertainment for the adults that aren't over 65, the community to support things that are being offered and not turning their backs on them	11/19/2020 10:41 AM
20	youth programs	11/18/2020 12:09 PM
21	A quality events center for all ages	11/17/2020 7:29 PM
22	Coffee shops, inclusive events, and entertainment that does involve alcohol consumption.	11/17/2020 6:51 PM
23	Restaurants,	11/17/2020 6:15 PM
24	entertainment	11/17/2020 2:03 PM
25	A family fun center. Climbing walls. Indoor skate park.	11/17/2020 1:05 PM
26	Family hang out spot. Example, Omaha has Dave & Busters, or Pizza Machine, or an Indoor putt putt golf course with other activities within the same building (trampolines). Des Moines - Adventure Land.	11/17/2020 12:18 PM
27	Drive in movies, bike trail, pickleball courts.	11/17/2020 8:12 AM
28	Good question. I personally do not have any issue with the amenities here, but when recruiting (especially younger talent) the lack of nightlife spots (not just more bars) and the lack of shopping options seem to be the top two issues.	11/16/2020 4:12 PM

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29	Sports complex, 18 hole public course and leave Vanberg	11/16/2020 3:47 PM
30	More shopping options (if and when that becomes a thing again) and more sit-down dining options.	11/16/2020 2:06 PM
31	Public Transportation	11/16/2020 1:23 PM
32	not sure	11/16/2020 9:23 AM
33	Shopping	11/15/2020 8:14 PM
34	The ability to shop after regular work hours has been replaced by internet shopping and Amazon.	11/14/2020 9:40 AM
35	not sure	11/13/2020 3:47 PM
36	Better restaurant quality and selection	11/13/2020 2:10 PM
37	Entertainment choices	11/13/2020 1:15 PM
38	Specialty Restaurants, public beaches, and water activities, campgrounds	11/13/2020 8:10 AM
39	WE CAN'T HAVE IT ALL	11/12/2020 2:59 PM
40	none	11/12/2020 2:29 PM
41	integrated independent living retirement community	11/12/2020 12:10 PM
42	Live type of performances, Community center, sports center. Mental and physical types of activities for all ages, specifically youth and young adults.	11/12/2020 12:02 PM
43	We don't really need anything else. Maybe places to meet new people, lol.	11/12/2020 11:20 AM
44	entertainment	11/12/2020 11:16 AM
45	None that make sense to come HERE. Not enough volume for 7 days a week	11/12/2020 11:12 AM
46	shopping and sit down dining	11/12/2020 10:48 AM
47	Outdoor activities, restaurants, shopping and entertainment. Also, the city is not very attractive. Specifically on the main roads, landscaping would be a huge and much needed improvement.	11/12/2020 10:10 AM
48	Entertainment & Shopping	11/12/2020 10:07 AM
49	wholesome family activities. Why? because people in Columbus prefer bars and alcohol?	11/12/2020 9:44 AM
50	Upscale night-life.	11/12/2020 9:33 AM
51	retail - specialty and big box	11/12/2020 9:20 AM
52	we need fun things for teenagers to do. an arcade, nice roller skate rink, sport complex.	11/12/2020 9:16 AM
53	Good restaurants, entertainment	11/12/2020 7:32 AM
54	Opportunities for people to interface together.	11/11/2020 10:31 PM
55	Lack of variety in restaurants. Tons of fast food/Mexican/pizza. Again, lack of entrepreneurship.	11/11/2020 9:28 PM
56	More independent retirement communities	11/11/2020 7:41 PM
57	Entertainment district located close to one another and not scattered across the community. More development of Downtown.	11/11/2020 5:32 PM
58	Community civic center- venue to hold large indoor gatherings	11/11/2020 4:47 PM
59	Childrens museum, upscale bars and restaurants. probably missing because there are not enough higher paying jobs to support more expensive sit down restaurants. Norfolk has done a nice job developing their downtown and bar/restaurant scene	11/11/2020 4:42 PM
60	Indoor entertainment for teens or young adults. Need to keep teens involved and enjoying the community so when they finish college or trade school they want to come back. Why come back to a place where you always wanted to leave.	11/11/2020 4:19 PM

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61	Things for teens to do. Our teens hang out at the park parked in their cars	11/11/2020 4:14 PM
62	Variety of restaurants/entertainment, but it's hard with our current population.	11/11/2020 4:05 PM
63	High end spa, they will not keep a court set up to play volleyball just for fun at anytime. They cater to mens sports, basketball. Entertainment options	11/11/2020 9:31 AM
64	Being a senior citizen, I'm not sure I have a good feel for this	11/10/2020 6:39 PM

Q28 What do you believe is the greatest barrier to successful recruitment or attraction of workforce talent in our community?

Answered: 64 Skipped: 106

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#	RESPONSES	DATE
1	Lack of entertainment	12/3/2020 8:31 PM
2	The common theme has been the housing cost and lack of food and retail options that have inhibited their decision as a family to come to Columbus.	12/3/2020 10:57 AM
3	High enough wages and housing.	12/3/2020 7:31 AM
4	Skill Level	12/2/2020 4:29 PM
5	lack of retail and entertainment options	12/2/2020 2:16 PM
6	Affordable housing	12/1/2020 11:03 AM
7	Salary paid	11/27/2020 11:03 PM
8	If the people that live here are happy, others will want to live here. Work with the people here first and let them know how much you care about them.	11/24/2020 5:47 PM
9	Housing fair wage	11/23/2020 8:49 PM
10	They don't see what we have to offer (good schools) and see what we don't offer (4 lane highway to get here, good restaurants, simple night life).	11/23/2020 11:35 AM
11	better pay and location.	11/22/2020 1:15 PM
12	affordable housing	11/22/2020 9:15 AM
13	A lot of attractive communities around us competing for the same business. Not saying anything bad about us. Just the facts.	11/21/2020 7:27 AM
14	People don't want to work and or they only want to do certain things	11/21/2020 12:19 AM
15	If the people who live here are not happy, it makes it difficult to recruit and retain talent. Take care of the people of the community and recruitment gets a lot easier.	11/19/2020 6:23 PM
16	lack of skilled workers	11/19/2020 6:07 PM
17	Same. Marketing.	11/19/2020 10:44 AM
18	wages and attractive positions	11/19/2020 10:41 AM
19	housing	11/18/2020 12:09 PM
20	Housing.	11/18/2020 7:56 AM
21	Primarily just manufacturing work. Lack of new business incentives.	11/17/2020 7:29 PM
22	Distance from major cities, lack of opportunities to advance or develop professionally, lack of certain education alternatives (ie: dual language education).	11/17/2020 6:51 PM
23	Housing	11/17/2020 6:15 PM
24	prejudice and negative judgements of outsiders	11/17/2020 2:03 PM
25	People going out of Columbus to shop and eat.	11/17/2020 1:05 PM
26	Them not wanting to leave the conveniences of a large city. In cities you have items at your call and beckon 24/7. For example, in Omaha you could take in the CWS and then attend a Concert or Play all in the same night or over a long weekend. We have to have something to attract families and not just the adult who needs a job.	11/17/2020 12:18 PM
27	Nice/affordable housing, and LACK OF MODERNIZATION IN INDUSTRIAL FACILITIES	11/17/2020 8:12 AM
28	Lifestyle amenities (see my previous answer).	11/16/2020 4:12 PM
29	With only being 90 miles from Lincoln or Omaha, you have to give them a reason to live here; pay, and #27	11/16/2020 3:47 PM
30	Inclusivity by the community in general.	11/16/2020 2:06 PM
31	Lack of entertainment and amenities	11/16/2020 1:23 PM

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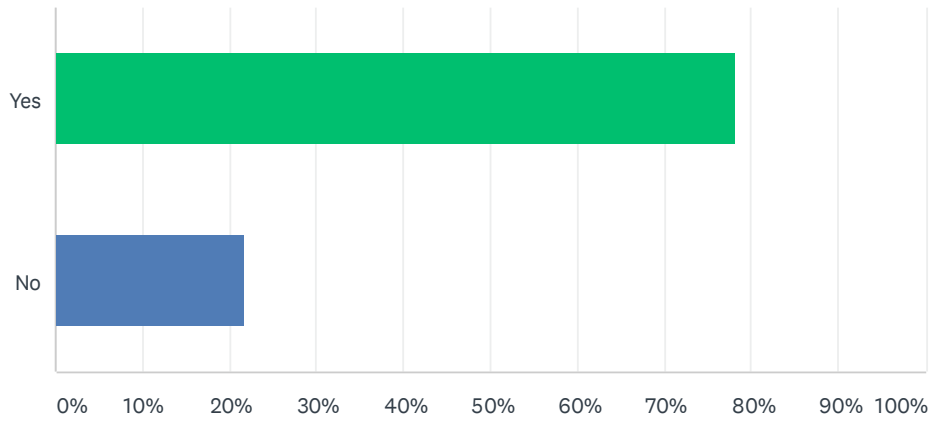
32	lifestyles amenities	11/16/2020 9:23 AM
33	Housing	11/15/2020 8:14 PM
34	Lack of sufficient English language skills can be a barrier.	11/14/2020 9:07 PM
35	We need to get the word of mouth out. The community will grow when people see it is a great place to raise a family. We won't compete with cities very well, so we should focus on our strengths	11/14/2020 9:40 AM
36	dont know	11/13/2020 3:47 PM
37	Entertainment available	11/13/2020 2:10 PM
38	Competitive wages, socialization, culinary	11/13/2020 10:23 AM
39	low wages,	11/13/2020 8:10 AM
40	WE FEEL LIKE A SMALL TOWN	11/12/2020 2:59 PM
41	Housing	11/12/2020 1:03 PM
42	?	11/12/2020 12:10 PM
43	Small town mindset. Example - River ride. Lack of thinking and offering out of the box opportunities.	11/12/2020 12:02 PM
44	Achieving a efficient and positive work environment. Make sure everyone works hard and doesn't mess around. Good workers do better when everyone tries. Also, of course, good pay too.	11/12/2020 11:20 AM
45	things to do	11/12/2020 11:16 AM
46	People to live here vs larger cities.	11/12/2020 11:12 AM
47	I think in this particular community everyone is close-knit, which is a good thing but it is also a bad thing when people who are not from the community are trying to find/create business and people will not give them a chance.	11/12/2020 10:10 AM
48	Not sure	11/12/2020 10:07 AM
49	Housing	11/12/2020 9:44 AM
50	Blue collar workers is wages. White collar worker is spouse wanting to be here or stay.	11/12/2020 9:33 AM
51	Housing and shopping	11/12/2020 9:27 AM
52	investors!!! The city standing behind and supporting these investors.	11/12/2020 9:16 AM
53	Again, no affordable housing, too close to Lincoln and Omaha, nothing to do for young adults	11/12/2020 7:32 AM
54	Amenities	11/11/2020 10:31 PM
55	Low wages.	11/11/2020 9:28 PM
56	Housing options, entertainment options for younger singles	11/11/2020 7:41 PM
57	Broadband, housing, entertainment	11/11/2020 5:32 PM
58	They tried to come into Columbus but they wouldn't let them know they in every other city	11/11/2020 5:30 PM
59	Civic, community, and regional activities Concerts, trade shows, sporting events	11/11/2020 4:47 PM
60	we have too much of a need for skilled labor and not enough need for middle to higher paying jobs. most job openings are \$14-\$22 per hour. If we had more higher paying jobs that could support more lifestyle attractions then we would have more things for lower wage earners to take advantage of therefore recruiting them to move to Columbus.	11/11/2020 4:42 PM
61	High taxes, lack of available housing and new non steel manufacturing businesses.	11/11/2020 4:19 PM
62	Good paying jobs, Housing & Daycare	11/11/2020 4:05 PM
63	the best paying jobs are the factories amd no one wants to work the other jobs due to low pay	11/11/2020 9:31 AM

64 Lack of skilled workers. We need to continue to expand opportunities for potential low-income people to be able to gain the training or skills they need.

11/10/2020 6:39 PM

Q29 Is Columbus a welcoming community?

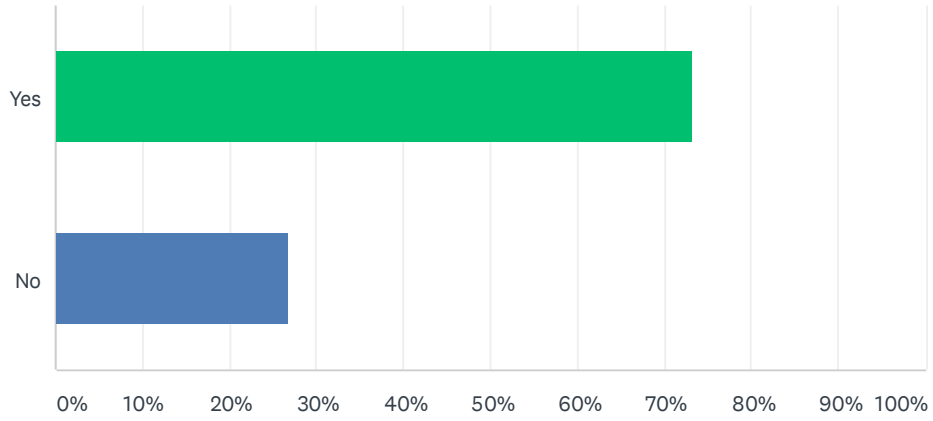
Answered: 87 Skipped: 83



ANSWER CHOICES	RESPONSES	
Yes	78.16%	68
No	21.84%	19
TOTAL		87

Q30 Do you believe Columbus embraces diverse and minority populations in the community?

Answered: 86 Skipped: 84



ANSWER CHOICES	RESPONSES	
Yes	73.26%	63
No	26.74%	23
TOTAL		86

Q31 In what ways can Columbus be more welcoming to these populations?

Answered: 44 Skipped: 126

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#	RESPONSES	DATE
1	Inclusion. Invite to events and be a true mentor.	12/3/2020 7:31 AM
2	More public events	12/2/2020 4:30 PM
3	You are talking about the Polish? Or the Germans? Maybe the Irish? If we are a melting pot, there is always going to be some heat. Give it some time to cook. it will have a better flavor.	11/24/2020 6:14 PM
4	More inclusive in management and within the chamber leadership.	11/24/2020 11:39 AM
5	give others a chance; know that they have families and values, too; don't stereotype	11/22/2020 9:16 AM
6	I believe we are.. The question implies we aren't.	11/21/2020 7:30 AM
7	T ach them to speak English	11/21/2020 12:20 AM
8	Need more minority role models. They're all restaurant owners. I'm young. Very young and I look up to nobody in town. I wish I could.	11/19/2020 10:44 AM
9	As a whole I think Columbus does a pretty good job of welcoming these populations but sometimes I think that those individuals find ways to make it seem like they aren't welcome	11/19/2020 10:43 AM
10	N/A	11/18/2020 12:10 PM
11	Already doing a pretty good job.	11/18/2020 7:56 AM
12	Clean up the dilapidated buildings along the main thoroughfare along 30/81. Our main drag looks rough!	11/17/2020 7:36 PM
13	Create more bilingual access at city and government offices, hire culturally diverse employees, support the promotion of diverse hires, develop dual language programs in public schools, publish important information in multiple languages.	11/17/2020 6:58 PM
14	I think we already do a good job. Somalis, Hispanics are a few examples	11/17/2020 6:17 PM
15	lose judgements	11/17/2020 2:04 PM
16	If Columbus is going to grow with blue collar diverse minority populations only and that's your initiative then I feel you are in a world of hurt for those currently living in your community. You would be doing a disservice to all of us. You need to find and bring balance in both blue collar growth complimented with white collar growth. You need to keep Columbus growing upward, not sideways or below. You DO NOT want to be more welcoming to minority populations as it will stagnate and could bottle up the community as a whole causing lasting economical stress. Please find balance as you cannot cater to minority groups. That is your balancing act. Be more welcoming and acceptable to all.	11/17/2020 12:30 PM
17	Offer quality low income housing, farmers markets, and heritage festivals downtown.	11/17/2020 8:17 AM
18	I do not have an answer to this one.	11/16/2020 4:17 PM
19	Get different leaders involved in the development of programs. The same people are on all the same boards and leadership areas.	11/16/2020 2:07 PM
20	Have a welcoming committee when folks move to town or maybe a newcomers networking meeting 1x per month	11/16/2020 1:24 PM
21	Need people from minority sector in leadership roles	11/15/2020 8:19 PM
22	Keep improving our bilingual communications and provide more opportunities for business startups	11/14/2020 9:43 AM
23	not sure	11/13/2020 3:48 PM
24	Treat everyone the same	11/13/2020 2:11 PM
25	groups that focus on meeting and helping new community members learn what Columbus has to offer. the HR Dept at factories could be more supportive of directing new employees to community services and resources to make them feel more welcome. as a Landlord I see people that don't understand how to live in Columbus, or what social opportunities there are. People tend to stay in their own cultural circles.	11/13/2020 8:18 AM

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26	the successfull minorities that are here have to take a leadership role	11/12/2020 3:05 PM
27	none	11/12/2020 2:30 PM
28	The language of the question "these populations" That indicates them vs us mindset	11/12/2020 12:04 PM
29	Cheaper cost of living	11/12/2020 11:21 AM
30	Nothing quick comes to mind.	11/12/2020 11:13 AM
31	Be genuinely interested in meeting new people and supporting businesses that are not only owned by your specific friends or relatives. Realize that a diverse community will be more successful.	11/12/2020 10:13 AM
32	Columbus does a great job.	11/12/2020 9:34 AM
33	Actively pursue them for business and civic involvement	11/12/2020 9:28 AM
34	Not sure - Columbus is and always has been since the day I moved here over 20 years, a very "clicky" - community, it is very difficult to make friends here	11/12/2020 7:35 AM
35	Provide opportunities for further education for next generations of minority populations.	11/11/2020 10:33 PM
36	Every town but Columbus has "Welcome to" on signs at the outskirts. I wouldn't donate to the construction because that was not included.	11/11/2020 9:40 PM
37	Getting there but has a ways to go.	11/11/2020 5:32 PM
38	Education opportunities for minorities	11/11/2020 4:48 PM
39	doing a good job	11/11/2020 4:44 PM
40	More embracing to minorities.	11/11/2020 4:23 PM
41	Having free Spanish classes at the library or another venue would attract people who want to try new things and improve our understanding of a different culture and language. Also having these options in middle school/ high school will help but will take 5-10 years to show improvement. When people can communicate in the same language it brings everyone together. Maybe even Spanish on-line or via zoom.	11/11/2020 4:22 PM
42	I do think Columbus is welcoming, but like many small communities it can be very clicky.	11/11/2020 4:08 PM
43	u need to have meetings with q and a's. Help both sides understand what is liked and not liked and how each side feels. It will never change if its not addressed.	11/11/2020 9:32 AM
44	I'm not sure but it seems several churches are reaching out more. I believe it's important not only to Columbus but to humanity to embrace differences and cultivate tolerance.	11/10/2020 6:42 PM

Q32 What other ideas, suggestions or comments would you like to share?

Answered: 35 Skipped: 135

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#	RESPONSES	DATE
1	Support downtown business.	12/3/2020 8:32 PM
2	I consider Columbus my "hometown" This is the longest I have lived anywhere in my life(14 years) and I enjoy Columbus and look forward to the continued growth.	12/3/2020 10:58 AM
3	None	12/3/2020 7:31 AM
4	None	12/2/2020 4:30 PM
5	If you can make it fun, most of the time it will work. If not, at least it was fun. Let's get the party started!	11/24/2020 6:14 PM
6	we need to showcase ourselves more and talk up our community to others - that's not an advertising gimmick, it's people believing in their own community and selling it	11/22/2020 9:16 AM
7	Hear more from the common man. Don't let Elks CC leadership run the town.	11/21/2020 7:30 AM
8	I love our cops so much. I really do believe we have the best around. They all treat me with respect so I always make sure to give it back. Never had a problem with them. I know a ton of young folk seem to have thought otherwise but honestly I think it's a them problem rather than a police problem. Kids are just so damn entitled and disrespectful to authority.	11/19/2020 10:44 AM
9	I think that Columbus is a very nice place to live. It is quiet without being dead. We have our problems but so does every other little or big community.	11/19/2020 10:43 AM
10	Perhaps more diversity on some of the local boards and committees for fresher ideas, seems to always be the same people making decisions.	11/18/2020 12:10 PM
11	Columbus is a good place to call home. Raised our children here and they had outstanding high school experiences. I came back after retiring from the Air Force to start and run my own businesses. We now run a veterans service organization along with our primary business. I keep looking at places to expand to but everywhere I look the buildings are either run down and need tons of work or the land is overpriced.	11/17/2020 7:36 PM
12	Columbus talks ABOUT its culturally diverse community as opposed to talking TO its culturally diverse population. The entire community needs to be incorporated into these discussions, as opposed to trying to figure out how to best promote a thriving diverse community without input from the population the city is trying to include.	11/17/2020 6:58 PM
13	Increase affordable housing. It is shameful how real estate people operate here. It is a "good ole boy system" here. You should all be ashamed.	11/17/2020 6:17 PM
14	none at this time	11/17/2020 2:04 PM
15	Can we get stop signs on our T-intersections at least on one side?	11/17/2020 8:17 AM
16	We are really not that far off from Norfolk, Fremont, etc. So our comparisons/aspirations should not be set based on those communities. We need to focus on what makes Omaha attractive and if we cannot get those amenities here, perhaps make them easier to access or focus on how easy they are to access from here. Good luck!	11/16/2020 4:17 PM
17	None.	11/16/2020 2:07 PM
18	Have a tract for bilingual education in elementary school where half of day is in Spanish(or German) and half a day in English	11/15/2020 8:19 PM
19	We need to make sure the target audiences are being asked for their input. I am already here	11/14/2020 9:43 AM
20	none	11/13/2020 3:48 PM
21	na	11/13/2020 2:11 PM
22	Moved to Columbus from Schuyler in June. Besides neighbors, and having worked in community for over 10 years, no particular welcome from community. Process with utilities and providers was easy, however.	11/13/2020 10:25 AM
23	Language barriers exist in Columbus that need addressing. I think the factories could host some community led activities or events that could introduce people to what Columbus has to offer, Meet them where they are.	11/13/2020 8:18 AM

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24	Some updated/retro eating establishments in the Downtown area	11/12/2020 7:47 PM
25	some of the minority communities don't think they have to follow the rules of being a good neighbor little or no pride in their properties	11/12/2020 3:05 PM
26	none	11/12/2020 2:30 PM
27	Use the Nebraska Foundation funds to help build businesses. Have a structure but not tight private group to put money forth for some less than safe business opportunities.	11/12/2020 12:04 PM
28	Be nice to everyone no matter what.	11/12/2020 11:21 AM
29	Dream Big! We really need to catch up to the other communities of our size if Columbus will continue to grow. We have to offer a greater quality of life. I recommend visiting the downtowns in Kearney, Norfolk and Hastings. Also researching what they offer in their communities compared to what ours has to offer.	11/12/2020 10:13 AM
30	Columbus is still run by the "good ol' boys" - wondering if that will EVER change	11/12/2020 7:35 AM
31	I applaud the idea of streetscaping as the highway is rebuilt but If weeds aren't controlled on properties along 23rd/33rd what will the impression be? I don't know how to get property owners to do this. Is that something the streetscaping group is addressing? I think we need to visit similar size communities in the Midwest and see what we can learn from them. I view the glass as "half full" which still leaves room for a lot of opportunity.	11/11/2020 9:40 PM
32	Columbus is a safe community and a great place to raise a family!! We have top notch educational facilities at all levels as well as five star medical amenities!!	11/11/2020 7:45 PM
33	Broadband, Broadband, housing, housing, entertainment amenities.	11/11/2020 5:32 PM
34	this survey was pretty long. Normally I wont fill one out over 10-15 questions. You might look and trying to condense the survey to get more replies.	11/11/2020 4:44 PM
35	I think many communities in general are xenophobic, but I do think we are getting better. Diversity in our schools help our younger generations become more understanding/tolerant of other cultures.	11/11/2020 4:08 PM