

FINDLAY *Forward*

share your voice

impact our future

Business Survey
Full Results

ID #	What attracted you to locate your business in the City of Findlay? (e.g., location, labor pool, business climate, etc.)
1	Historic buildings
2	Need to care for unwanted animals
3	location
4	location
5	Location ideal for manufacturing and logistics (well located to serve the midwest and nationally, experienced labor pool having acquired an existing company (Dow), collaborative business climate from city up to state level.
6	Native. From here. We stay due to business climate.
7	I live here
8	Location, I already lived here ;)
9	Family ownership
10	Location
11	Family Business
12	Acquisition
13	The fact that Findlay has a high income per capita.
14	I was living here
15	Location and family being here.
16	It's where I live.
17	location, community/manufacturing need for education and training
18	Demographics of the City
19	Location, Labor pool, Resource availability, existing business location
20	Have been located in Findlay for over 60 years.
21	location
22	Findlay is a very "clean" city and had a thriving business atmosphere with Cooper Tire, Marathon, Whirlpool, university and other industry. Very impressed with some of the political leaders when I first came to the area. The School system used to be very good, and police force used to be trusted and competent.
23	Downtown Location
24	
25	Hometown
26	city size, location, access to supporting businesses and like minded business leaders
27	Family business since 1926
28	Income taxes are low, and property taxes are low in comparison to surrounding communities
29	I already lived here. Seemed like a good place to try it.
30	It was my residence.
31	Has been here since the beginning in the 1930s
32	We have been in the community for 30+ years
33	Proximity to a sister division
34	Great City Great leadership !
35	We have been here over 35 years
36	Access to labor and access to customers
37	Hometown, location, family-friendly, safe community
38	business climate
39	

40	location
41	Not necessarily a business, but we started an after school program (City Life-Findlay) based on the needs of the students in our community.
42	I already lived in Findlay, but it is an attractive place to invest in as apposed to other areas.
43	Business has been in City since it opened many years ago so this question does not apply.
44	location and need
45	geographic location and strong/growing business environment
46	1988 need for FTZ & FTZ general purpose warehouse operator, development of Tall Timbers Park opportunities
47	Location, workforce
48	I live here
49	N/A
50	Location and favorable business resources
51	Long standing business with 100+ year history in the community
52	business climate
53	A thriving community supportive of business growth and committed to excellence in education
54	The Findlay Whirlpool plant was built in 1966! Location and labor market
55	Small town, safe community, quality of life
56	Established - education
57	Location and population
58	Long history in this County
59	I was originally attracted due to the favorable government and economic viability of Findlay. Unfortunately since iriti/mihalik/muryn idiocy and incompetence I am slowly moving my business ventures to other locations. This city hall (since iriti) is openly hostile towards anyone who is not in the donor class and has created a less than favorable business atmosphere for investors and venture capitalists.
60	healthcare- hospital employed
61	Family business
62	Findlay has been the home of the business for over 100 years.

What are the strongest assets in City of Findlay that help you to attract and retain employees?

Business Survey

ID #	What are the strongest assets in City of Findlay that help you to attract and retain employees? (e.g., housing, quality of education, etc.)
1	N/A
2	Nice area to work, access to the university
3	housing
4	
5	Quality of life, educational system, downtown, great place to raise a family
6	Difficult. Community not supporting schools. Need to continue to be more progressive to retain younger people. Assets are the improvements made in last ten years to downtown. Need to continue with those type of livability improvements
7	Na
8	Strength of the local economy compared to surrounding cities.
9	Education and willingness of business, industry, education and elected officials to work together (Raise the Bar)
10	community connectivity
11	Schools, Family Values
12	Location
13	Good schools, high income per household, vibrant downtown with entertainment and arts, good restaurants, nice neighborhoods and good parks and recreation, good hospital and medical services.
14	I have no employees
15	Quality of education and growth opportunities.
16	Doesn't apply to my business
17	Community events/parks/recreation
18	Small Town Feel with access to big city amenities. Lower housing rates and cost of living. Size of home you can purchase for lower price per square ft.
19	Community and downtown atmosphere and options, proximity to larger cities
20	Safety, rural setting, ease to work, choice of city or rural schools, assessible to larger city in relative short time and travel distance.
21	quality of education, "good place to raise a family"
22	Findlay has always been tough to find associates since I came in the mid 90"s. Fortunately Fostoria, Carey, Tiffin and even Bowling Green people used to drive to Findlay to work. Another benefit was Findlay Income tax was lower that other neighboring communities
23	Safety & employment opportunities
24	
25	
26	This has been a struggle, but family values and activities
27	Great town to raise a family
28	There is a certain quality of people who live here and I find them to be hard-working and driven
29	Convenience for most of my employees. Housing is too expensive in Findlay for my employees, but most would like to live here. Most live in outlying communities like Carey, VB, BG, Defiance, etc.
30	Business that bring a stable income to the residents that in turn spend money with my business.
31	Local businesses and restaurants
32	N/A

What are the strongest assets in City of Findlay that help you to attract and retain employees?

Business Survey

33	nice area with good schools, things to do, hospital/health care local, proximity to I-75
34	Beautiful city to live , work play worship.
35	Findlay has everything a big city has.
36	Minimal oversight of local business
37	Clean, low crime/safe, good schools, centrally located in Northwest Ohio and Midwest USA
38	cost of living, housing,
39	
40	vibrant downtown
41	This has been a struggle for us.
42	Aesthetics downtown, low crime, healthy sense of community, etc.
43	Lively Downtown with many activities. University, Healthcare, schools.
44	safety, education, cleanliness, collegiality of community
45	general quality of living relative to the surrounding area
46	Not much the City does -- our total benefit package, commitment to our associates
47	Quality of local public education, access to highway, small-town feel
48	I do not have employees yet
49	Quality education, safe environment, small town feel with enough to do.
50	Continued improvement on things to do
51	Safe community, opportunities for community involvement, family friendly, housing is good, but market is currently tight making it a bit difficult to find a home. New construction is helping.
52	community atmosphere. balance of small town feel with bigger city amenities, safety, clean
53	Quality of life; safety; welcoming community; good jobs; strong business and strong not-for- profits
54	For White Collar, location to other WPL factories, proximity to HWY 75, appealing housing and amenities. For blue collar it is more challenging to recruit talent and retain skilled trades due to proximity to auto industry. Most come from surrounding areas
55	same as above, however; growth does not seem planned or sustainable
56	Housing, equity
57	City is very pacific. No high crime zone.
58	Small town feel, however; has changed significantly in last decade
59	Again the assets that attracted me to findlay are not longer there. The Findlay city school system is corrupted with "wokeness" and is no longer a safe place to send children. The administration is bought and paid for and takes orders from the alliance, a third party non-elected body. The lack of good paying jobs is crushing the city and destroying the housing market. We are Ranked pathetically low on the Ohio income scale. More than \$10,000 below the state-wide average. A total failure on economic development. It is so sad that this once great city is run by people who would sell it and themselves out to the highest bidder. So no more strong assets to speak of.
60	good schools, University of Findlay healthcare professions
61	Corporate philosophy and small town quality of life
62	Thriving micropolitan city, within a short distance to larger cities, education system with additional learning opportunities as well as community activities. Family oriented, safe town

What assets are missing in the City of Findlay to attract and retain employees?

Business Survey

ID #	What assets are missing in the City of Findlay to attract and retain employees? (e.g., housing, quality of education, etc.)
1	Quality of education- we used to have good schools and administration but lack in a real focus what constitutes a working definition of education.
2	People who really want to work
3	things to do in town
4	
5	Need for more affordable housing for career starters as well more available housing in general.
6	More cultural entertainment options. Housing. Public transportation. Better community support for school system.
7	Public broadband internet.
8	Affordable housing. Many employees actually reside in outlying communities due to cost of housing in Findlay.
9	Need more affordable housing
10	Housing, shopping
11	Shopping, entertainment, leisure
12	Skilled trades - entry level to experience both. Maintenance, Tool and Die, Lab Technicians
13	Retail shopping (something more than Wal-Mart and Meijer), traffic flow for a city the size of Findlay is horrible.
14	I think the city would benefit from a stronger public arts program. Many notable communities have an iconic sculpture or other artistic emblem
15	More affordable housing and recreational activities.
16	Local support. In the past even the county government hired companies from out of town without sourcing RFQs in the county.
17	AFFORDABLE housing, Higher pay scale employment opportunities. Downtown park area i.e. green space and activities north of the main street bridge.
18	Large concert venue for big acts. Updated shopping center with spots for hang out and entertainment. More Christian education options.
19	housing, events/activities to explore, young professionals, urban lifestyle
20	Affordable housing, retail shopping - need TJ Max, Sam's/Cosco or Target
21	affordable housing, public transportation
22	Many of the positions open were barely above minimum wage and the positions were not 9-5 m-f positions. School has deteriorated with class rooms of 52 students in one class (My granddaughter just left the school system) - can not pass a levy due to lack of trust in administration.
23	Diversity
24	Housing + entertainment
25	Affordable housing. Not low income, but simply a nice apartment for an average worker to afford.
26	1 - a variety of assets that appeal to young, often single employees like entertainment options, outdoor activities like strong bike path system 2 - housing and its affordability is a big problem 3 - a public transportation system with bus routes
27	Can't think of any.

What assets are missing in the City of Findlay to attract and retain employees?

28	HOUSING. We need to stop saying we have housing projects in the works because what we need are single family houses between 200-300k. We need a lot of them to try to keep our workforce LIVING in the city.
29	Attractions for young professionals.
30	Local minded CEO's that do not focus on the local people but move business away and sell the company.
31	clothes shopping, affordable housing
32	Affordable housing, Transportation, Education/training to upskill current work force.
33	Affordable housing for sure. There seem to be more jobs than available (and willing) workers.
34	Just can't think of any.
35	Infrastructure
36	Additional affordable housing, shopping and entertainment that are available in Columbus or Toledo
37	Continue to improve the downtown and riverfront. Currently, the river flowing through downtown is not a destination
38	
39	
40	maybe not missing but more entertainment, shopping to keep young people interested in living here and families - the mall is an eye sore
41	We have a hard time getting the word out about what we do/offer.
42	Attractive housing options are necessary for Findlay. Housing with amenities. Also, more entertainment or things to do in general, but also things that are unique to Findlay.
43	Good shopping Downtown. Simply not enough. Mall is also outdated. Need more housing for the middle class to own. Also need more housing for working class. Rentals are not the best avenue for our community. Yes we need them, but more importantly we need our community to settle in their own homes. People need to feel connected, valued and have a purpose outside of work. Increased diversity of the middle class. Need to clean up downtown. It looks old and the damage by the river is very unattractive and looks like DT Fostoria. We simply cannot have that. The farmers market is very underdeveloped. This is a great way to get people connected.
44	housing affordability, outdoor exercise facilities, child care, public transportation, retail shopping
45	quantity of available housing, affordable housing, bike trails
46	affordable housing
47	Lack of adequate public transportation, affordable housing
48	I honestly think the city blocking marijuana shops was a step in the wrong direction. We are not in a war with drugs, nor our own citizens, we should welcome all cultures in our city, even if they are different from our own.
49	housing, better mall shopping.
50	Stronger focus on young professionals
51	Additional large scale businesses. Tight housing market makes it harder for transfers to community. Quality of education could be improved in certain areas. Retail shopping experience could be expanded. For example, Findlay Village Mall needs attention. Attracting name brand big box retailers like Target, Costco may help.
52	More housing options. Better connectivity for recreation. More to do outside of eating and drinking.

What assets are missing in the City of Findlay to attract and retain employees?

53	Housing at various price points, more financial support needed for our K-12 public schools, infrastructure upgrades to sidewalks and some properties between Trenton and BVHS, full community support to address substance abuse, mental illness, and homelessness.
54	Higher education - bachelor degree programs that map to Mftg (i.e Controls and Engineering)
55	Higher income customers outside of Marathon and higher valued homes (target audience)
56	Housing. Public Transportation.
57	Housing.
58	Police solution to the drug problems here, too many people can't pass a basic drug screen
59	A real mayor who is not a bought and paid for shill for third party non-elected groups and 4-5 wealthy campaign donors. A legitimate city council with a backbone who is not a rubber stamp for mayor maylee. Real economic development staffed by competent personnel acting in the best interest of the community and not a political agenda that favors 4-5 campaign donors. A long term growth based on solid FACTs and not politically driven studies that have the agenda/answer and then go conduct a study to justify the agenda. Economic development based on sound policy that is sustainable, manageable and takes into account the best interest of the taxpayer instead of just one or two friends of the administration. Jobs that pay a living wage and not just a bunch of \$15.00/hr warehouse jobs that mayor maylee and company keep patting themselves on the back for bringing to findlay. Lastly real programs and prosecution policies that put away drug dealers of ALL levels away for a very long time.
60	diversity,
61	Solution to drug problem
62	Lack of adequate housing, shopping and public transportation opportunities, lacks big city feel, limited size of area university.

What are your expectations for the future of your business over the next 5 years?

Business Survey

ID #	What are your expectations for the future of your business over the next 5 years? (e.g., projected expansion, continued growth, potential decline, etc.)
1	To stay in business !
2	Continued growth
3	steady growth, projected expansion
4	continued growth
5	We have an aggressive goal to grow 4x by 2025. at least 50% of that growth will be on site in Findlay through facility expansion
6	Moderate growth IF we can attract and retain younger individuals
7	Continued growth
8	Expect to expand slowly for the next few years. We are in a more luxury niche serving local customers, so we are very fearful as to what happens if Findlay loses high paying manufacturing and administration jobs.
9	Need more consumer confidence in all areas
10	growth
11	Continued growth
12	Continued growth
13	Our business looks solid and would expect continued success.
14	I hope to slowly grow my businesses
15	Continued growth and expansion.
16	I do not expect my company to grow.
17	expansion/growth
18	Expansion and looking for new locations to expand into.
19	We are planning to double the size our business by 2025 and executing a planned expansion
20	Relocate to a trucking friendly corridor, need easier access to highway
21	continued growth, 1-2 employees potentially
22	I expect the areas in my business expertise to continue to thrive - essential services = the ones that invest in the people and re-invest in their company will stay strong. The companies that I have seen going under did not invest in their business and equipment - did not have solid business plan. The also under priced their service and not react to rising cost. You can not be ashamed to charge for your service
23	Continued growth
24	Growth
25	We just tripled in retail space. Looking forward to filling the space and offering Findlay custom, affordable, locally-purchased gifts.
26	With current economic outlook, we are working hard to stay at our current productivity
27	Continued growth
28	I'm projecting expansion once the economy levels out
29	We will continue to grow and expand the business. I doubt we will expand our physical footprint, however. WFH seems to be the new normal...for now.
30	Likely decline with the departure of Cooper and then the constant pressure on Marathon.
31	stable and continued growth
32	Continued Growth
33	We are currently expanding our capacity by 25% next year to support business growth. 2023 will be a challenging year as inflation/recessionary forces loom, but we see 10-15% growth over the next 5 years.
34	Should stay steady.

What are your expectations for the future of your business over the next 5 years?

Business Survey

35	With the driver shortage as critical as it is and R & L coming to Findlay, I feel our position will decline in the area
36	Continued growth
37	Expansion and growth
38	continued growth
39	
40	continued growth
41	We would love to grow! We have the space but need the manpower to do so.
42	I plan to continue to invest in real estate and develop real estate in Findlay as long as it is a good place to invest. I am looking in other communities as well. If Findlay is accommodating and is a good place to invest, I will continue to do so!
43	Currently, access to "workforce" is a constraint and prevents growth since there are not people to hire. We have programs and services we would like to expand but unable to.
44	growth
45	continued growth
46	continued growth , not so much in Findlay, Findlay area staturated with big boxes
47	Expect stability depending on economic climate
48	I'd like to see growth and expansion, but running a "non-essential" business is difficult, pulling in new customers is hard.
49	Continued growth and serving our members
50	Continued growth
51	Continued change and evolution
52	Stable- No significant changes expected
53	I expect UF to grow our enrollment and to broaden our reputation for preparing our graduates to succeed in leading and serving throughout their lives.
54	Continued investments in capacity and automation
55	Will not expand if apartment housing becomes a priority our clients own mid-upper priced homes
56	Possible levy
57	Projected expansion to other city.
58	Evaluating succession planning now. Very concerned about the drug problem, growing criminal element, and homeless/derelict persons around community. We seem to be bringing here intentionally
59	We are moving our business out of Findlay unless there is a SERIOUS administration change that occurs in the next election cycle. See answer above for what is needed.
60	continued growth
61	Optimistic
62	Short term decline with overall growth in outward years

What would be needed to assist your business in achieving continued success in the next 5 years?

Business Survey

ID #	What would be needed to assist your business in achieving continued success in the next 5 years?
1	Transparency in government and no backdoor meetings with select few.
2	People who want to work and community support of our non-profit
3	more capital and space
4	
5	Increased labor pool, ideally technically trained at a minimum level. Grow the local community to draw from rather than have people driving in from surrounding areas. This tied into increase housing.
6	Making the city attractive to younger individuals and families.
7	
8	More growth in smaller manufacturing and local business sector to diversify the economy away from some of the high employee businesses. (Marathon, Whirlpool, formerly Cooper)
9	Need more consumer confidence in all areas
10	community partnership with the schools
11	Housing, Populations increase
12	High School and Trade school worker preparedness.
13	Population growth.
14	More reasons for visitors to target Findlay for a visit or a weekend. Public art installations are always "open" and are not limited to a specific date or event schedule.
15	Community support and funding.
16	Local support.
17	Marketing by Findlay of the resources available in Findlay and internally, continued development of partnerships with business and industry.
18	Create housing neighborhoods for people in middle income brackets. 200,000 housing markets.
19	housing, young professional growth, more access to technical talent, larger labor pool, access to sustainable business practices (i.e. solar, recycling, green initiatives)
20	Improved infrastructure around the city. Business loop from SR 12 to I-75. Economic Development, City and County governments working together better! Fairness to existing businesses-don't give all the breaks/incentives to new businesses that come to the community. ED drop the fee to purchase land for existing businesses! Build a bigger jail - house our own law breakers. Stiffer penalties/prosecution/laws for those that abuse drugs and alcohol. Bulldoze the Mall and build a stadium to attract a minor professional soccer or ice hockey team!
21	improvements in community priority areas in the social sector
22	Reduction in the drug crisis that is impacting many communities. Retail Theft is out of control, other crime seems no have no punishment, Crimes are not investigated - quote from Findlay PD - "we are not CSI" after a theft with Hand prints on the Windows.
23	Local prosperity
24	Stronger labor pool
25	Local promotion
26	1 - workforce availability 2 - workforce preparedness, softskills, basic financial skills for individual stability
27	Good and well cared for infrastructure

What would be needed to assist your business in achieving continued success in the next 5 years?

Business Survey

28	HOUSING. We need development for single family housing and to eliminate the barriers the county engineer has in place, and to lower infrastructure costs for development.
29	Continued solid labor pool, mainly from local universities.
30	Continued addition of new and diverse employers.
31	local support from community
32	Increased population, Hancock County has not grown in years. It stays around 75,000-78,000 for over 40 years even after adding all the new industrial businesses.
33	A deeper pool of entry-level & semi-skilled workers. Alternative energy options (particularly for land-locked industrial park companies). A plastics technician pathway through Millstream, Owens, or similar.
34	Just keep doing what you've been doing !!
35	A larger driver pool
36	Access to workforce
37	Cooperation
38	investment into the area by developers and existing businesses
39	
40	support local
41	Volunteers-in a verity of capacities (hot meals, mentors, life skills "teachers", people that want to make a difference in our community).
42	Eliminating as much red tape as possible for permitting, rezoning, etc. to allow for myself and others to develop and improve existing real estate. Also, the more business friendly the environment is and attracts other businesses the more housing that will be needed and I can develop/invest in.
43	"Workforce" Currently 475 Job openings. Typical is around 250 openings. We would need to return to the lower # of openings. Growing business is 2nd to growing people. We already have more jobs than people.
44	workforce capacity, diversity, access to primary care providers
45	growth in other local businesses, growth of the local economy
46	commitment to locally owned small business
47	
48	I think expanding opportunities for local small businesses would be helpful. Recently I'd considered proposing a "Halloween/Harvest Festival" for the city. I know plenty of local small shops who would benefit from such an event. Also the farmer's market, last I had checked, only supports local food product, but they block "non-food" vendors from participating. I could be mistaken but I think the "farmer's market" days should be open to all local vendors.
49	Continued expansion of jobs coming to town, along with housing
50	Young professionals
51	Business friendly policies, Educated and diverse talent pool. Excellent education system and housing options to attract employees to the area. Improved retail experiences and things to do.
52	More housing to attract more workforce, more amenities for young professionals, flood mitigation complete.

What would be needed to assist your business in achieving continued success in the next 5 years?

Business Survey

53	For UF to succeed at growing our employee and student numbers, we ask that our community continue its efforts to expand housing options; to keep our citizens healthy and safe; to keep education a top priority; to improve roads, sidewalks, and cycling lanes; to attract new businesses and retain current businesses; and to expand recreational options.
54	Business incentives, scholarships, partnerships with local businesses
55	Develop higher income community, it is disappointing to see the things we are seeing on the streets today, never saw this before
56	Public support of education system.
57	Watch and do something about a car show on Main St that closes all of my entrances to my business.
58	Address the criminal enforcement needed to reduce drug trafficking and use in Findlay
59	Total replacement of the entire current administration. Removal of the alliance from ANY policy and decision making.
60	engaged workforce, community support, community focus on health & wellness
61	Continue low taxes, better quality business recruitment
62	Skilled labor force, affordable housing opportunities.

Do you know of a community that supports businesses in a way you would like to see in Findlay? If so, what does this community do to provide a supportive business environment?

ID #	Do you know of a community that supports businesses in a way you would like to see in Findlay? If so, what does this community do to provide a supportive business environment?
1	
2	Not at this time
3	Bellefontaine supports buisness, especially small buisness better
4	
5	as a foreign group, we are not familiar enough with other smaller cities that do as much as we've seen with the Findlay Formula. Larger cities have more availability of labor due to larger population and resources, perhaps we can look to those cities to see what their successes are and see what can be implemented here.
6	Check out Revitalize or Die on Facebook. They provide consulting to communities on making the town a desireable place to live. Visitors are important but making it worthwhile for those here and those who may consider making Findlay their HOME is key
7	
8	Tiffin has an amazing downtown (physically) and a spectacular group that supports the growth of downtown. I would love to see Findlay promoting construction in place of parking lots in the downtown district to help rebuild the core of the city with residential as well as commercial ventures. More small locally owned storefront space in the downtown area will help build a stronger community and encourage more growth in the city rather than the townships just outside the city limits.
9	Have already shared
10	
11	Lancaster Ohio and proximity to Greater Columbus
12	A better trade school that feeds students / employees to the manufacturing companies.
13	
14	Iconic public sculpture art examples are too numerous to list, but would range from the BEAN in Millennium Park in Chicago to the faux Prada shop in the middle of the Texas desert in Valentine, Texas. Public painted art is represented by Banksy's "Hammer Boy" in New York, "Umbrella Girl" in New Orleans and "Rat with 3D Glasses" in Park City, Utah. In each case, people want to both see the art and take pictures of the art, preferably as a selfie. The community would have to work together to raise the funds in order to create a world-class example of public art that would attract attention to Findlay and begin to brand Findlay as a "creative" community which would help attract "creative" businesses and employees.
15	N/a, I think Findlay does well with this.
16	Lima's Chamber of Commerce and the City of Sandusky's Chamber of Commerce were Chambers I always admired. They're very active, they support their businesses with energy and they put on 'Business After Hours' events. Our Chamber sits on its hands.
17	Look at communities that have a theme. They seem to be doing something right.
18	Grand Rapids Michigan. They have multiple venues for large acts, this support local businesses with both internal and tourist visiting. Cuyahoga Falls, nice blend of small town feel with large businesses on the exterior. Things for people to visit including parks and entertainment venues.
19	
20	Wood County - ED, city/county governments work together!

Do you know of a community that supports businesses in a way you would like to see in Findlay? If so, what does this community do to provide a supportive business environment?

21	Tiffin seems to be very business-friendly
22	Tiffin, Fostoria, and Kenton were more involved in Theft issues of local businesses and citizen complaints. Also seemed more active in Traffic control
23	Avoid disrupting access to parking and sidewalks
24	
25	The larger corporations' employees and larger businesses in town are encouraged to support their neighbors by shopping small and shopping local.
26	
27	As the best metropolitan city of our size for 6 years running what other could there be?
28	It seems that central Ohio is awash in housing development. We need to look at how they are accomplishing this.
29	
30	
31	
32	N/A
33	None come to mind
34	Your doing great !!
35	N/A
36	
37	Findlay has been our focus. We don't really know how other communities function.
38	We need to mimic metro markets
39	
40	
41	NA
42	I do not have a specific city in mind, but one additional point I'd like to mention is to be cautious not to prioritize growth so much that we compromise the kinds of businesses that are a good fit for Findlay. I think protecting and improving the culture of Findlay will be important. It is good to keep in mind the aesthetics of real estate downtown, the kinds of businesses that will strategically be good for Findlay and bring employment that we want and hedge against future industry changes is very important.
43	They tend to support immigration to increase working class and support local businesses. Communities with more migrant workers tend to better understand the need for workers. Have to move from seasonal to permanent. Takes steps at the State and federal level
44	no
45	
46	Bowling Green, Oh., State College, PA., Corning, NY strategic growth model -- social, educational, community support, adds value to community in more ways that buildings and jobs
47	Support for public transportation, affordable housing
48	No.
49	Don't know
50	Na
51	Rossford has done a good job of attracting businesses

Do you know of a community that supports businesses in a way you would like to see in Findlay? If so, what does this community do to provide a supportive business environment?

52	I do not have a specific community I would recommend but I really appreciate the working relationship between city government and other organizations such as the Alliance, schools, UF, and business/non profits to problem solve. I would like to see Findlay be a little more progressive in zoning to support improvements to the overall aesthetics of the community.- Dublin or New Albany both do a great job with a great built environment.
53	Findlay does this well, and I am confident that it can become the model for supporting business stability and growth.
54	
55	Dublin & Powell Ohio very intentional about the type of community they want to be
56	Perrysburg-supports public schools
57	Hammler, OH. Their fest in July, they don't close the streets until after 5p. Once the majority business in town are done with their business day.
58	Many affluent communities are addressing the drug problem better
59	Even fostoria does a better job supporting businesses than Findlay. They removed oppressive out of control government and replaced with persons favorable to business.
60	N/A
61	Wealthier customer base
62	Unaware of any at this time

Outside of attracting/retaining employees, what would be your 3 focus areas for the City of Findlay in terms of economic development?

Business Survey

ID #	Outside of attracting/retaining employees, what would be your 3 focus areas for the City of Findlay in terms of economic development? (e.g., infrastructure, business incentives, etc.)
1	
2	More economic support, increase locally owned business or more corporate support, ongoing support from the university
3	just business growth and further developing the downtown area, so many buildings with Floors above just sitting and rotting
4	
5	Business incentives for expansion investments based on new revenue not necessarily new jobs (as we are forced to automate due to lack of Human Resources), investment in community projects and infrastructure to support managed population growth, continued expansion of downtown area creating more appeal for new residents
6	Infrastructure. Schools. Incentives for something other than warehouses. All jobs are not created equal.
7	Public broadband internet.
8	<p>1. Pedestrian and bicycle infrastructure. Great work on the bike routes so far!</p> <p>2. Restructuring property tax system to tax vacant land (or low development land like parking lots) at higher rates to encourage more small scale development on existing land in the core of the city. (Strongtowns.org has some great resources on this!)</p> <p>3. Promote smaller real estate development with zoning codes allowing accessory dwelling units, accessory commercial units, and smaller scale houses (200-300 square foot minimums) on smaller lots.</p>
9	
10	more cultural activates, better shopping, more medial specialist
11	Infrastructure!!!!
12	Middle income housing, vibrant downtown, business incentives
13	Road (Again, traffic and congestion on our roads is really bad) and infrastructure improvements. Are our water lines, electric and water services at an above average state?
14	Expand the role of the Blanchard Valley Port Authority as an originator of economic development initiatives in addition to being a facilitator of others' projects; consider creating tangible incentives for companies to collaborate in attracting suppliers and customers to set up shop in the Findlay area; target recruiting suppliers to Intel and their new factory.
15	Community progress, expanded trainings offered, infrastructure.
16	Unknown
17	#1 Infrastructure #2 RELIABLE high speed Internet (I consider this infrastructure) #3 Street/Road/highway congestion and poor condition is NOT attractive to development.
18	<p>1. Updated shopping/ dining center</p> <p>2. Entertainment venue</p> <p>3. Youth sports indoor and outdoor sports complex</p>
19	technical or operational innovations we can utilize
20	<p>1) Build a business loop from SR 12 to I-75</p> <p>2) Bulldoze the Mall and build a sports event arena</p> <p>3) Build a BIG county jail! (Convert CR 140 existing building to juvenile court!)</p>
21	infrastructure, dealing with housing, diversifying who we recruit as far as business

Outside of attracting/retaining employees, what would be your 3 focus areas for the City of Findlay in terms of economic development?

Business Survey

22	The local mall and other store fronts have way too many empty buildings. Taxation issues need to be addressed as citizens do not feel tax dollars are being used. A few years ago a tax was approved as it was specific for Police and Fire
23	Diversity, social support programs, affordable housing
24	All of the above
25	Keeping crime down, addressing and taking an aggressive stand on gang and drug activity, and offering low or no interest loans to small businesses,
26	1 - housing development. The city of Findlay needs to focus on strategies that encourage population growth 2- where infrastructure is concerned, creating routes that foster semi trucks away from the heart of downtown 3 - retention incentives for the companies currently here.
27	Safe drug free streets, great education opportunities, well maintained infrastructure
28	Infrastructure, Housing, Smart/Measured Development. We need to diversify the ways in which econ dev is focused. They're pushing too much warehousing/manufacturing and overlooking high tech/call centers, and services that could diversify us. We do not want to become another Lima or Fostoria if the bottom should drop out of one aspect of the economy.
29	Continued downtown development (YMCA services and physical plant expansion are critical). Ongoing workforce development. Better downtown parking. Sounds silly, but really important.
30	Continued improvement of infrastructure. Better use of zoning in regards to traffic flow (to correct for the errors of the last administration allowing way too much access points to Tiffin Ave.
31	
32	The focus needs to be on Hancock County and not just Findlay. The County has plenty of asset to focus only in Findlay.
33	The examples are good ones - Infrastructure, business incentives for sure. My perception is Findlay has done a very good job at attracting manufacturing businesses to the area - now the other supporting areas need to follow suit. Housing, blue, white, grey-collared jobs to support manufacturing.
34	Add infrastructure when ever possible.
35	Infrastructure, Business incentives for companies that have been in the area for a long time instead of incentives for new companies. Affordable housing.
36	Focused growth on the CR 99 corridor, improved visitor access to the Northridge Road stretch, not overreaching on limiting business growth/expansion
37	Ease to get to employment and continued communication between cultures
38	Improve upon and leverage resources we already have - 1) encourage retention and expansion, 2) continue to develop and improve downtown area and 3) incentivize young people to stay/move back after high school and/or college. If you look at any thriving community, they have a strong downtown area - it's an anchor to the community.
39	
40	business incentives
41	Fill gaps in our Main Street, offer better downtown parking (or just marked more clearly for those out of town), invest in the youth.

42	<p>Business incentives for employers is important, but I think it is specifically important to offer very generous incentives for the specific type of employers with employees we want in the community and jobs we want in the community that feed into the culture we are targeting.</p> <p>I think also focusing on making Findlay a desirable place to live is important. Adding entertainment, parks, walking paths or whatever the community finds of value is critical. The quality of life will help sell Findlay to future employers, employees and retain existing residents.</p>
43	<p>Improve the Downtown even more by cleaning up the damaged buildings and the facades of several building. Add a few good stores Downtown, clothing. Continue to invest in outside activities (lighted trails and walkways) Determine what event(s) creates the most identify for Findlay and grow them. Create an atmosphere for the farmers market (next to the river would be great avenue).</p>
44	aligning community priorities, transportation, affordable housing for entry level workers
45	infrastructure, reasonable tax structure, attracting new businesses that support/compliment existing business
46	social and educational support
47	City investment in public transportation, affordable housing, improvement in quality of life amenities
48	<p>I think diversity is something that should be highlighted more here in our city.</p> <p>As I previously mentioned, I don't believe blocking marijuana shops was a good move, not that I use marijuana, but it is a close minded perspective and welcoming those shops, along with others, would further develop the local economy. It's also a shame we don't have a regular "live music" venue like The All American Rock house. Sad that the people living near it got it shut down (or so I was told). Our people deserve more opportunities to come together and to enjoy things outside of what is currently available.</p>
49	infrastructure, recreation (golf courses), tougher on crime - clean up the streets
50	Housing, additional shopping options and finish road projects in town
51	Flood mitigation, attracting businesses, investing in education
52	FLOOD MITIGATION, Housing, recreation infrastructure
53	<ol style="list-style-type: none"> 1. Keep the process and expense of starting a new business in Findlay attractive 2. Continued progress toward securing the City's protection against flooding 3. Incentives not only for new businesses but for businesses that stay and grow
54	Ongoing infrastructure improvements
55	<p>Improve on quality and type of business in surrounding area, too many distribution centers and the like. This has devastated several communities around Ohio and other areas. leads to truck congestion, poor quality of life, and a less than attractive area in a community that is already challenged when it comes to outdoor views and natural attractions. Many neighborhoods can no longer afford the services our type of business provides</p>
56	Economic, Community Development and Public Safety
57	Business incentives, maybe grants.
58	More police, more drug enforcement, fewer low income apartments

Outside of attracting/retaining employees, what would be your 3 focus areas for the City of Findlay in terms of economic development?

Business Survey

59	Show favor to local businesses instead of out of town investors. Hire competent persons to run economic development and attract higher wage brick and mortar factory jobs that pay a living wage instead of low paying warehouse jobs that cannot sustain a family.
60	focus on attracting professional workforce, business incentives,
61	Concerned about the types of people on our streets day to day town seems to be loosing its affluence
62	Labor skills development, business incentives, continued infrastructure development

ID #	Anything else you would like to share?
1	
2	
3	
4	
5	It is a pleasure working with the city and we do appreciate the Findlay Formula approach
6	We need to move forward and not pay so much attention to those resistant to change. Also need a land bank.
7	
8	Overall the City is doing great! I love the opportunities to provide feedback and help to make it even better
9	
10	
11	Housing, Infrastructure and collaborate with the regional community to compete with large metropolitan communities.
12	
13	
14	
15	
16	
17	Why do so many people drive into and out of Findlay each day? What is not here that has them residing elsewhere? Apart from work what is in Findlay that would make someone want to come here?
18	
19	
20	Bring more manufacturing to Findlay/Hancock County that support competitive wages!
21	
22	I was a retail manager,150 employees in Multiple cities retired, now i am at another service field over many counties
23	Love Findlay!
24	We have moved to a mostly remote employee pool with nearly half of our employees working out of state and 2 out of the USA
25	Our customers love coming to Findlay and many comment about how friendly and charming the downtown area is.
26	
27	
28	
29	
30	
31	
32	
33	This is an excellent community and I believe city (and state) government is doing a great job, particularly in bringing jobs to the area. I think the biggest challenge is answering this success with the necessary infrastructure & workforce to support the continued growth.
34	#1 Micropolitan hard to beat keep up good job !!!
35	
36	

37	
38	
39	
40	
41	Findlay City Life is a program for 11-19 year olds located at 620 Lynn Street. We have very personalized programs so students needs can be met on an individual bases.
42	I appreciate the leadership in this and getting the collective input from the community/business leaders, etc. Now, consolidating those opinions and assessing what are most strategically important for the community and implementing it is challenging part! If there is anything I can do to help assist with this, please let me know. I live here, invest here and want to see the community continue to move in a positive direction!
43	Thanks for all you do for the community we call home!
44	it's a great community with resources that we need to highlight for future development
45	
46	
47	
48	noope
49	No
50	
51	
52	Thanks for reaching out.
53	Let's keep Findlay great!
54	
55	Improve your economic development approach to benefit and raise up the entire community, address the drug problem, we are all seeing its negative result, get rid of the individuals who traffic to our children and other vulnerable people. Too many people cannot pass a drug test
56	
57	
58	Stop hiding the issue and address the drug aspect to improve drug testing results as part of employment screening
59	Yes. Mayor muryn please stop being a bought and paid for shill for the alliance and listen to the people.
60	
61	Less political posturing from City Hall more planning for substantive results

ID #	Where is your business located?	What is the estimated reach of your business?	Who is completing the survey?	Number of years operating in Findlay?	Number of full-time employees working/based out of/in Findlay
1	In the City of Findlay	Local	Owner	10-19	
2	In the City of Findlay	Local		50+	5-19
3	In the City of Findlay	Regional	Manager	< 5	<5
4	In the City of Findlay	Regional	Executive	25-29	5-19
5	In the City of Findlay	International	Executive	5-9	150-299
6	In the City of Findlay	Regional	Owner	30-49	5-19
7	In the City of Findlay	Local	Owner	< 5	<5
8	In the City of Findlay	Local	Owner	20-24	5-19
9	In the City of Findlay	Regional	Executive	50+	20-49
10	In the City of Findlay	Regional	Executive	50+	5-19
11	In Hancock County	Regional	Executive	50+	50-149
12	In the City of Findlay	International	Executive	20-24	150-299
13	In the City of Findlay	Regional	Executive	10-19	50-149
14	In the City of Findlay	Local	Owner	5-9	<5
15	In the City of Findlay	National	Manager	50+	150-299
16	In Hancock County	National	Owner	20-24	<5
17	In Hancock County	Regional	Business development	25-29	50-149
18	In the City of Findlay	Regional	Executive	5-9	5-19
19	In the City of Findlay	National	Executive	20-24	150-299
20	In Hancock County	Regional	Owner	50+	150-299
21	In the City of Findlay	Local	Executive	30-49	5-19

22	In Hancock County	Regional		25-29	5-19
23	In the City of Findlay	Local	Owner	20-24	5-19
24	In the City of Findlay	International	Executive	20-24	600+
25	In the City of Findlay	National	Owner	10-19	<5
26	In the City of Findlay	Local	Executive	10-19	5-19
27	In the City of Findlay	Local	Executive	50+	5-19
28	In the City of Findlay	Regional	Executive	5-9	5-19
29	In the City of Findlay	International	Owner	10-19	20-49
30	In Hancock County	Regional	Executive	25-29	<5
31	In the City of Findlay	Regional	Executive	50+	20-49
32	In the City of Findlay	National	Manager	30-49	5-19
33	In the City of Findlay	International	Executive	25-29	50-149
34	Outside Hancock County	Regional	Owner	30-49	50-149
35	In the City of Findlay	Regional	Executive	30-49	20-49
36	In the City of Findlay	National	Executive	50+	150-299
37	In the City of Findlay	Local	Manager	50+	<5
38	In the City of Findlay	Regional	Executive	20-24	50-149
39	In Hancock County	International	Executive	30-49	50-149
40	In the City of Findlay	Regional	Manager	50+	5-19
41	In the City of Findlay	Local	Former Director-turned supporter	5-9	<5
42	In Hancock County	Local	Owner	10-19	5-19
43	In the City of Findlay	Regional	Executive	50+	600+
44	In the City of Findlay	Regional	Executive	50+	600+

45	In the City of Findlay	Regional	Executive	10-19	5-19
46	In the City of Findlay	International	Executive	30-49	50-149
47	In the City of Findlay	Local	Executive	30-49	50-149
48	In the City of Findlay	National	Owner	< 5	<5
49	In the City of Findlay	Local	Manager	50+	20-49
50	In the City of Findlay	National	Executive	50+	20-49
51	In the City of Findlay	International	Executive	50+	600+
52	In the City of Findlay	Regional	Executive	50+	300-599
53	In the City of Findlay	International	Executive	50+	300-599
54	In the City of Findlay	International	Executive	50+	600+
55	In the City of Findlay	Local	Owner	10-19	5-19
56	In the City of Findlay	Local	Manager	50+	600+
57	In the City of Findlay	Local	Owner	5-9	<5
58	In the City of Findlay	Regional	Owner	25-29	50-149
59	In the City of Findlay	Regional	Owner	20-24	<5
60	In the City of Findlay	Regional	Executive	25-29	600+
61	In the City of Findlay	Local	Owner	50+	
62	In the City of Findlay	International	Manager	50+	600+