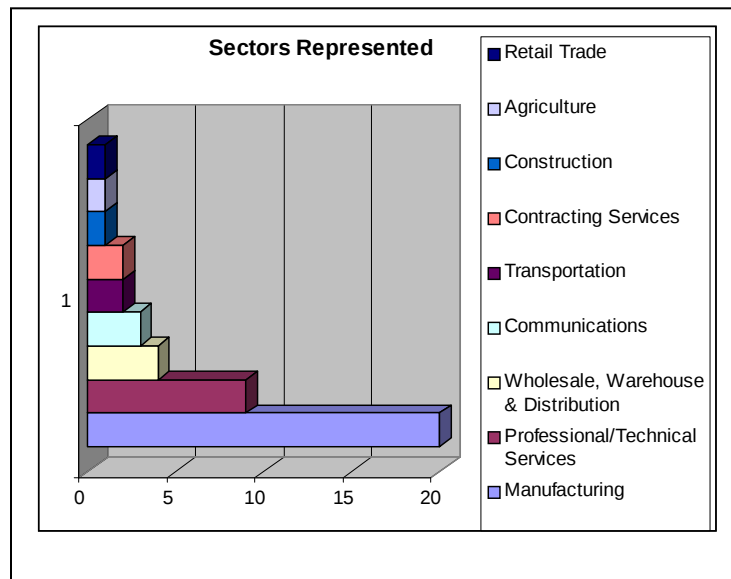


Summary of Companies Interviewed

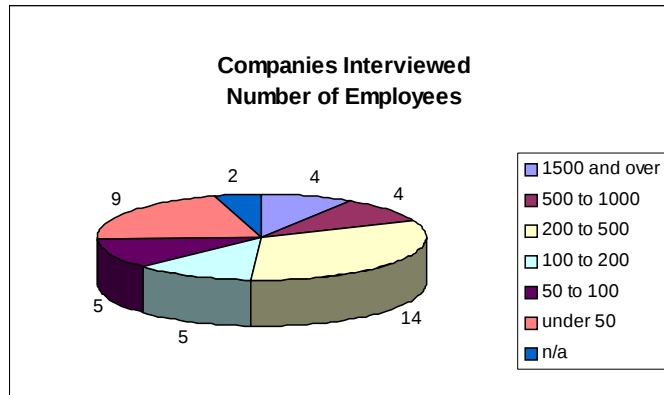
In total 43 business leaders were interviewed for the Business Wisdom Exchange from a wide range of companies in every municipality throughout the Region. A wide range of sectors were represented including manufacturing, professional and technical services, IT, biopharma and biotechnology, communications, transportation, contracting, agriculture and retail. Manufacturing was the predominate sector comprising approximately half of the companies while service providers represented approximately one quarter.



Approximately 50% of the companies had been established in York Region for 20 years or more while over a quarter had been operating for an impressive 31 or more years.

- 10 companies have been established in York Region for 10 or more years,
- 12 companies between 11 and 20 years,
- 8 companies between 21 and 30 years,
- 13 companies 31 or more years.

Eighteen of the companies reported annual sales of \$20 million or in excess. Included in this group are seven companies who reported sales of over \$200 million.



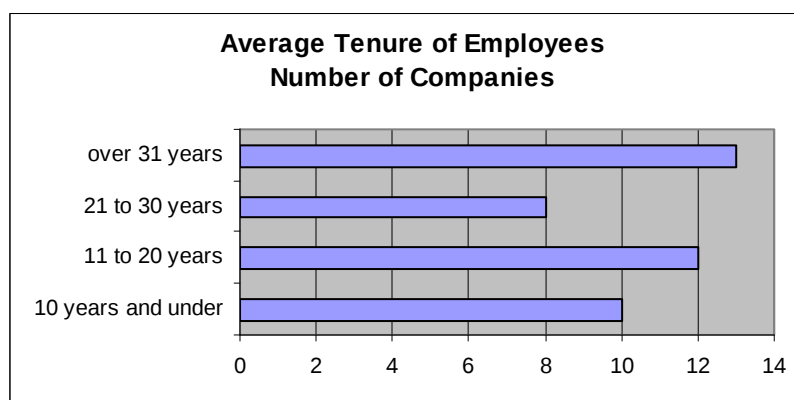
Over 50% of the companies interviewed had 200 or more employees with four companies employing 1,500 or more people. Smaller companies, those with 50 or fewer employees, represented approximately 1/3 of the companies consulted.

Half of the companies indicated they were planning to expand now or in the very near future. Of this group eight were renovating or had just completed renovations.

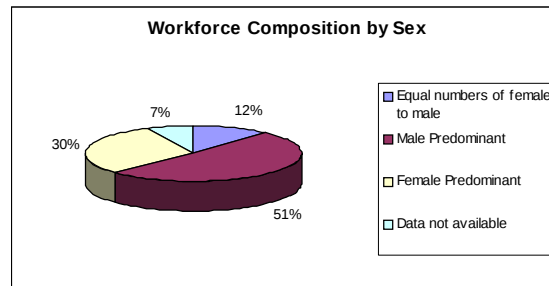
Over half of the companies reported being a market leader in their respective field or sector. Five of this group reported being in the top three globally. In addition, half of the companies interviewed are active exporters, ten of whom indicated that two thirds of their sales come from exports. Several of the companies had received national or internal recognition.

The business executives identified specific professional and trade associations and networks of which they are members. These were reported to be very effective for networking and knowledge sharing. In addition, twenty-one of the forty-three companies reported being members of their local Chamber of Commerce. Three companies who had been Chamber members have subsequently cancelled membership for various reasons.

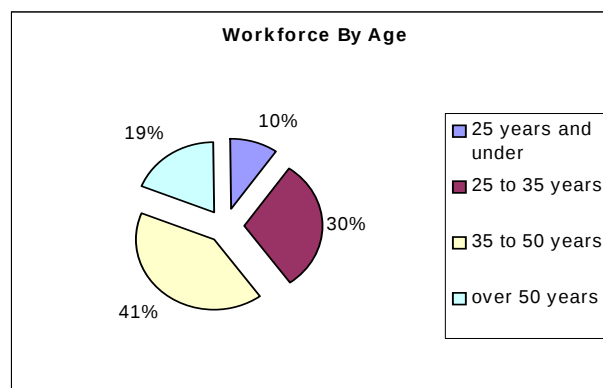
Over three quarters of the companies involved in the interviews reported their employees have an average tenure of 10 or more years.



Twelve percent of the companies reported having a workforce comprised equally of women and men. Male employees predominated in 51% of the companies and women employees predominated in 30%. The high percentage of women in these companies, mainly manufacturers, relates to the requirement for a high level of manual dexterity and quality control skills, attributes identified more consistently in women.



It was reported that the majority of employees, 41%, were in the 35 to 50 age category. Only 10% of the workforce was reported to be 25 years of age and under, while a larger number, 19%, were 50 years of age or older.



Of the forty-three companies interviewed, nineteen reported having shift work. Six of the companies indicated they are unionized with the following unions represented in the Region:

- Communications, Energy and Paperworkers Union of Canada - Local 506
- International Brotherhood of Boilermakers Local 128
- Canadian Auto Workers Union
- International Brotherhood of Teamsters
- United Food and Commercial Workers Canada – Local 1000A
- Amalgamated Transit Union Local 1587
- Universal Workers Union local 183
- International Union of Operating Engineers Local 793