

Exhibit E ~ Employment Recruitment and Training

On the Phase I employees, questions were asked on how companies located their employees. Of the 27 respondents, seven obtained from their local high school.

Nine employers recruited or gained employees from WITC.

Seven companies obtained employees from Job Service.

The most popular method of obtaining new employees was through the local paper with 17 companies indicating they placed ads & 8 stated they had positive results.

In response to the question, "Have you found it difficult to recruit help", 13 said yes, 11 said no and several indicated it depends on the type of help. Five companies required a high school diploma or equivalent, while 22 did not.

Annual turnover reported by the respondents was as follows:

0-2%.....10

2-5%.....2

5-10%.....4

10-25%.....4

Over 25%...3

Only one firm interviewed was a union shop.

Twenty-four companies felt that their employees needed some degree of skill training. That training is provided on site in 23 cases, 4 use WITC in certain specialized training, while one uses a "trades program." When asked if they were familiar or had ever used the "Jobs Development Program", only nine had ever used it (six with favorable results, two with negative results and one undecided). Eighteen had not used it, and were generally unfamiliar with the program. Nineteen companies said that on any training program they would prefer it be done at their location, while five felt WITC could do it as well.