

▶ ALAANT

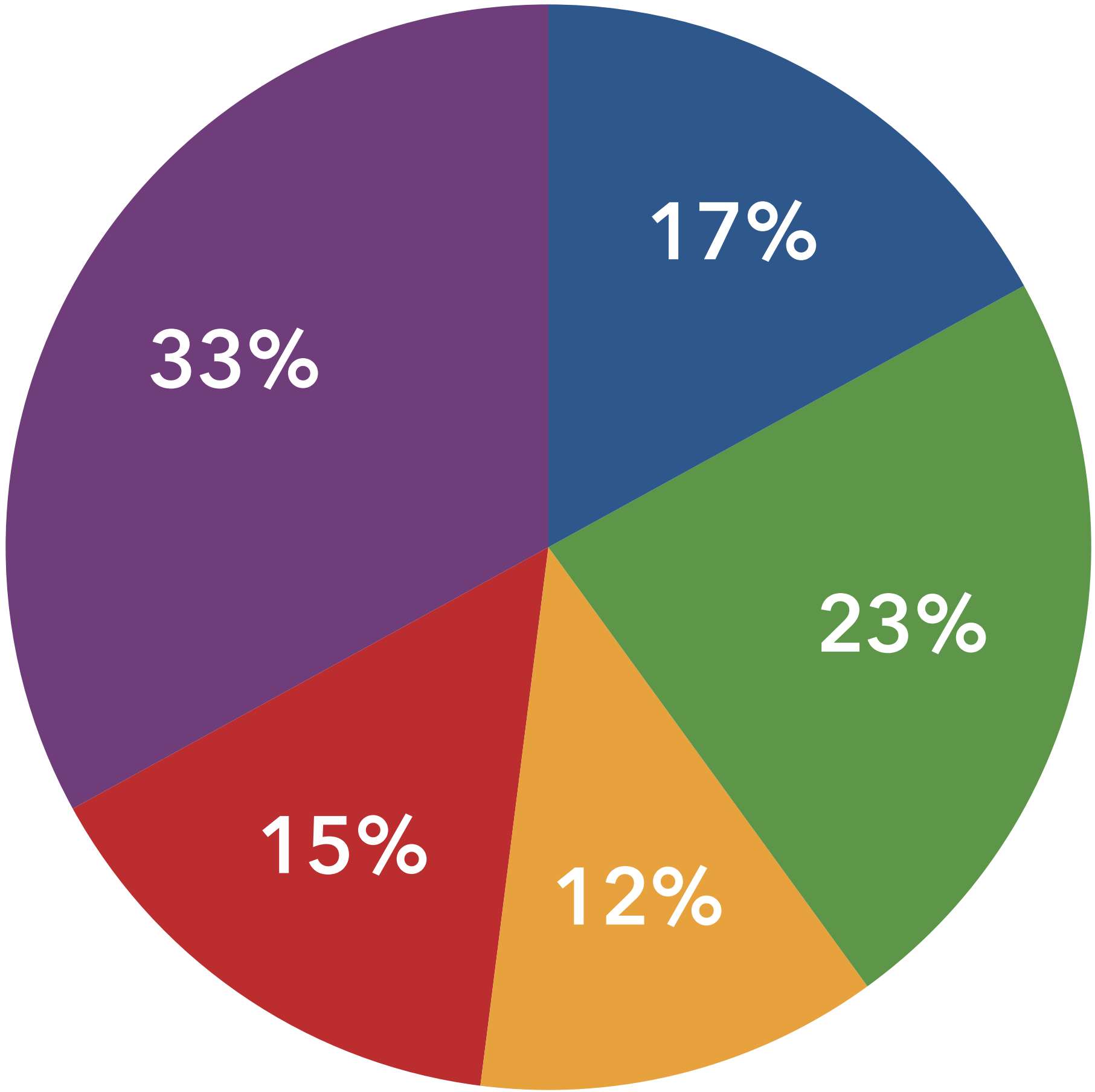
Spring Hiring Index Results

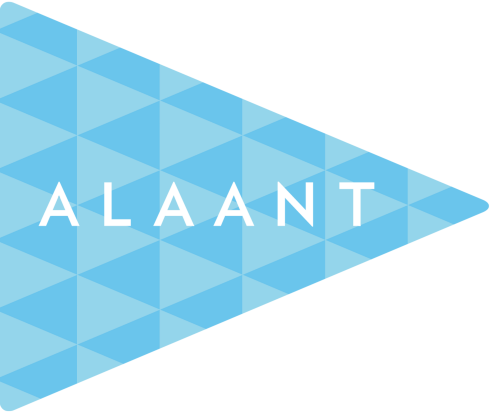
June 13, 2023



1) Number of employees in my organization

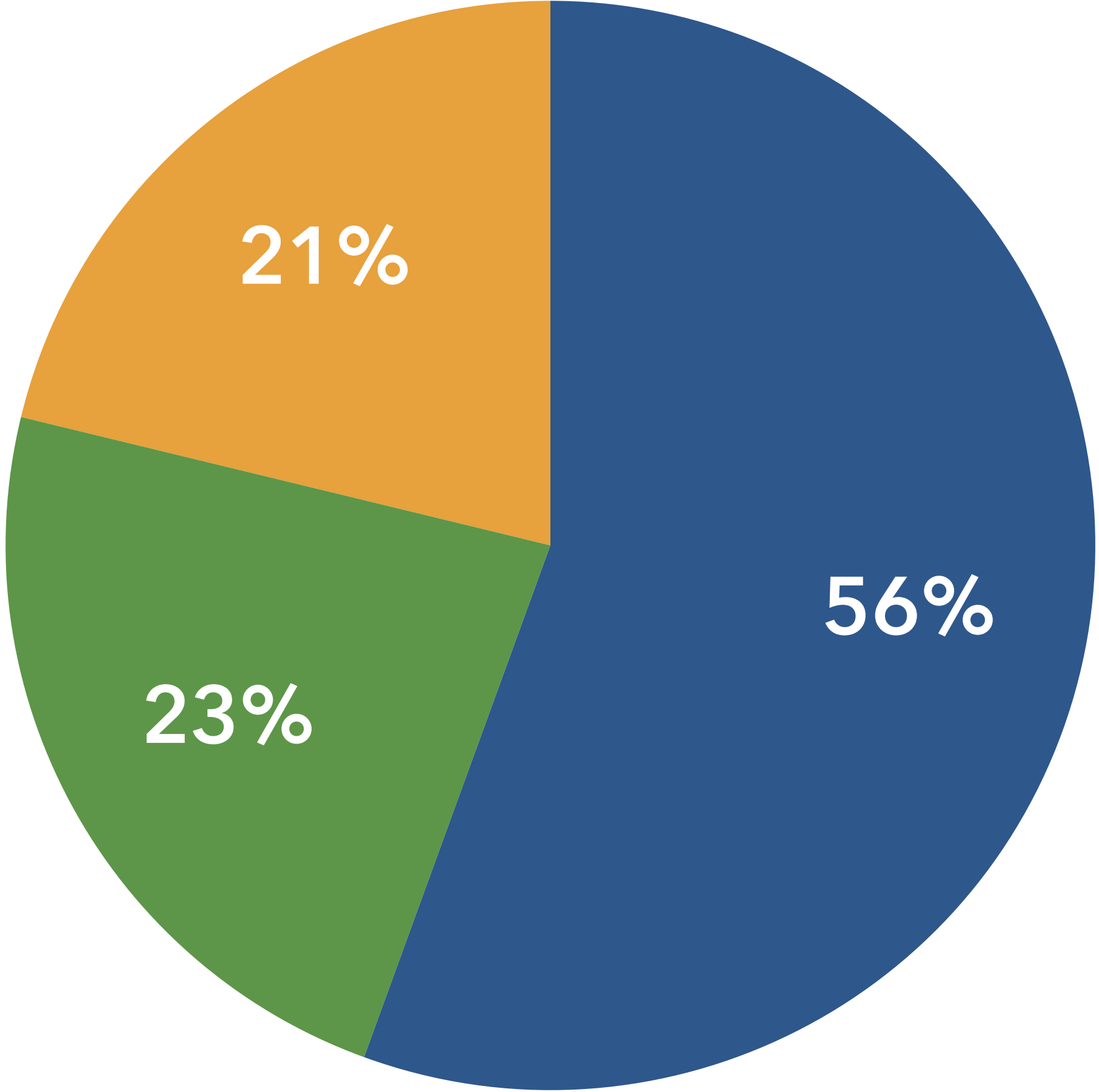
- 1-10
- 11-50
- 51-100
- 101-200
- 200+

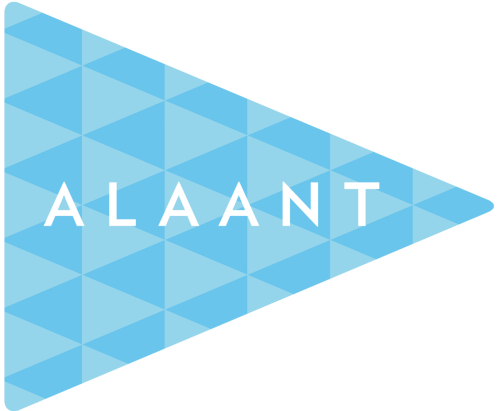




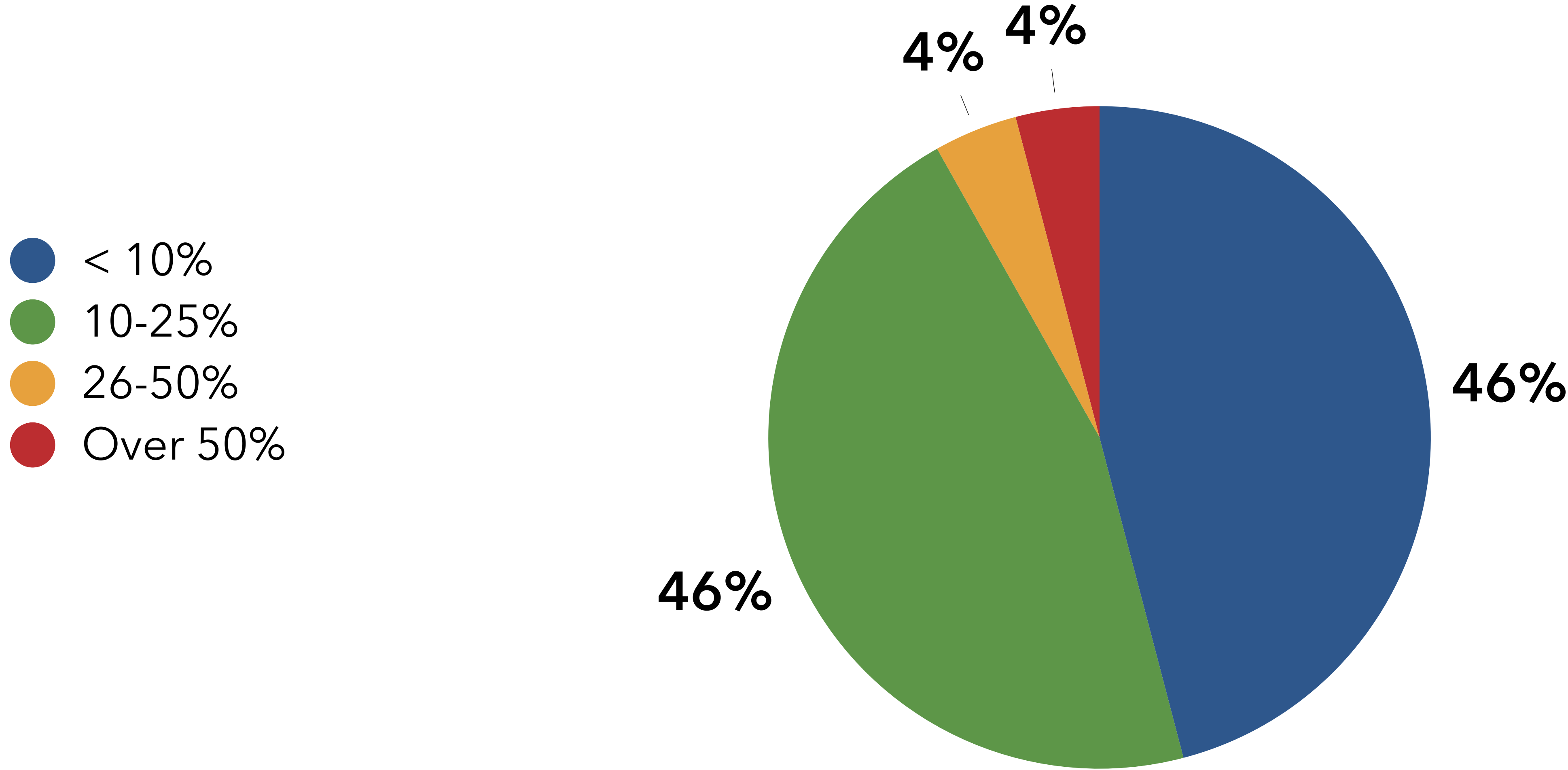
2) In my organization, hiring YTD, as compared to 2022, has:

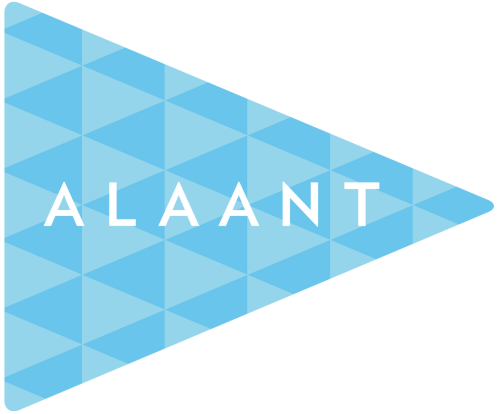
- Increased
- No change
- Decreased





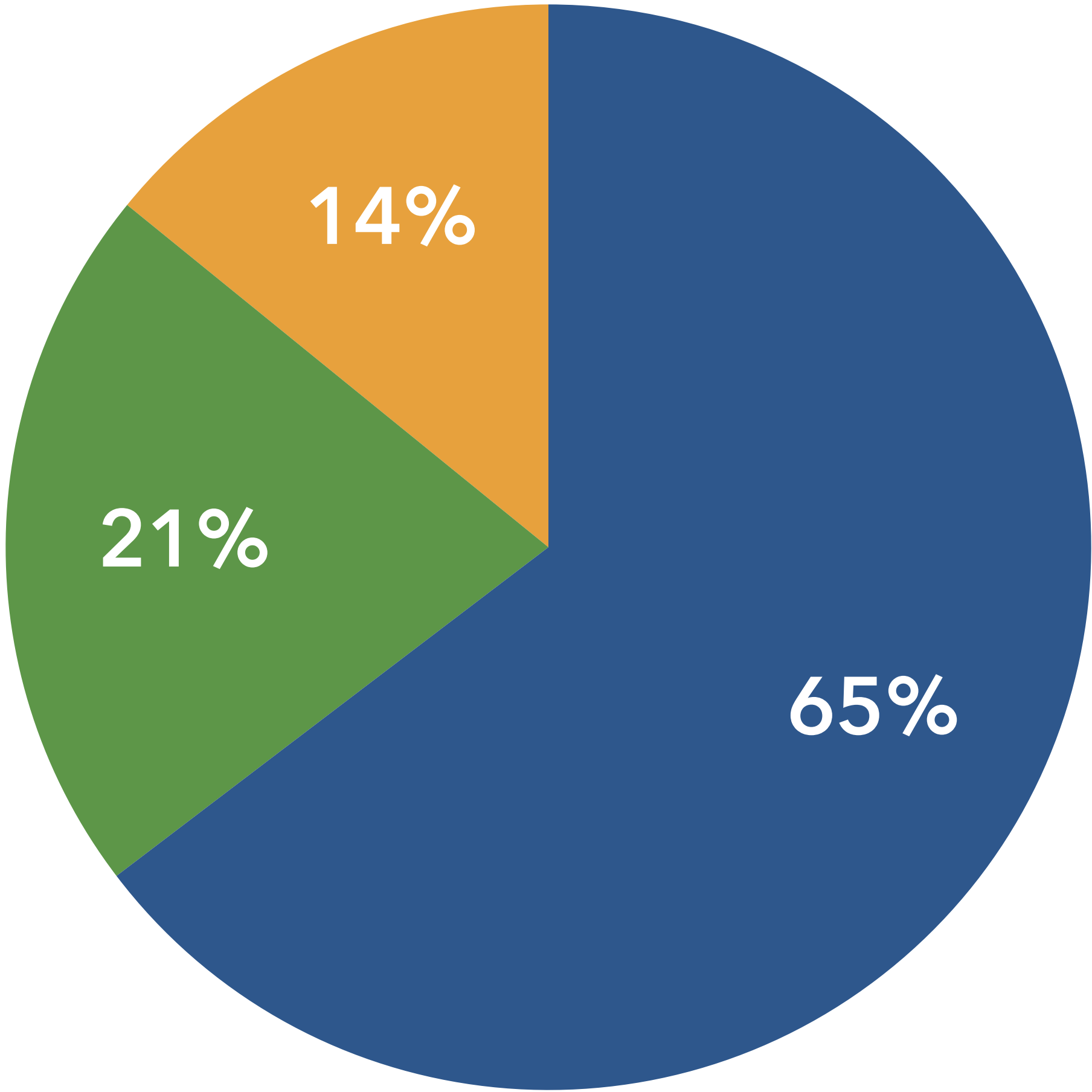
3) If hiring has increased this year, by how much?

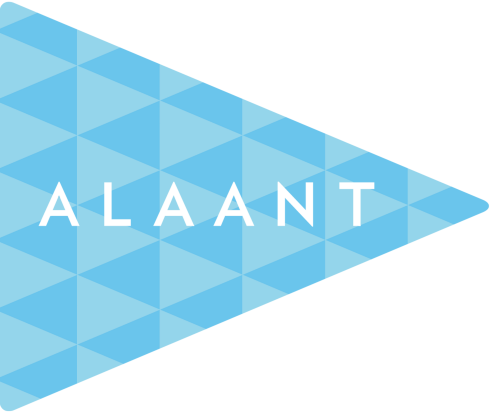




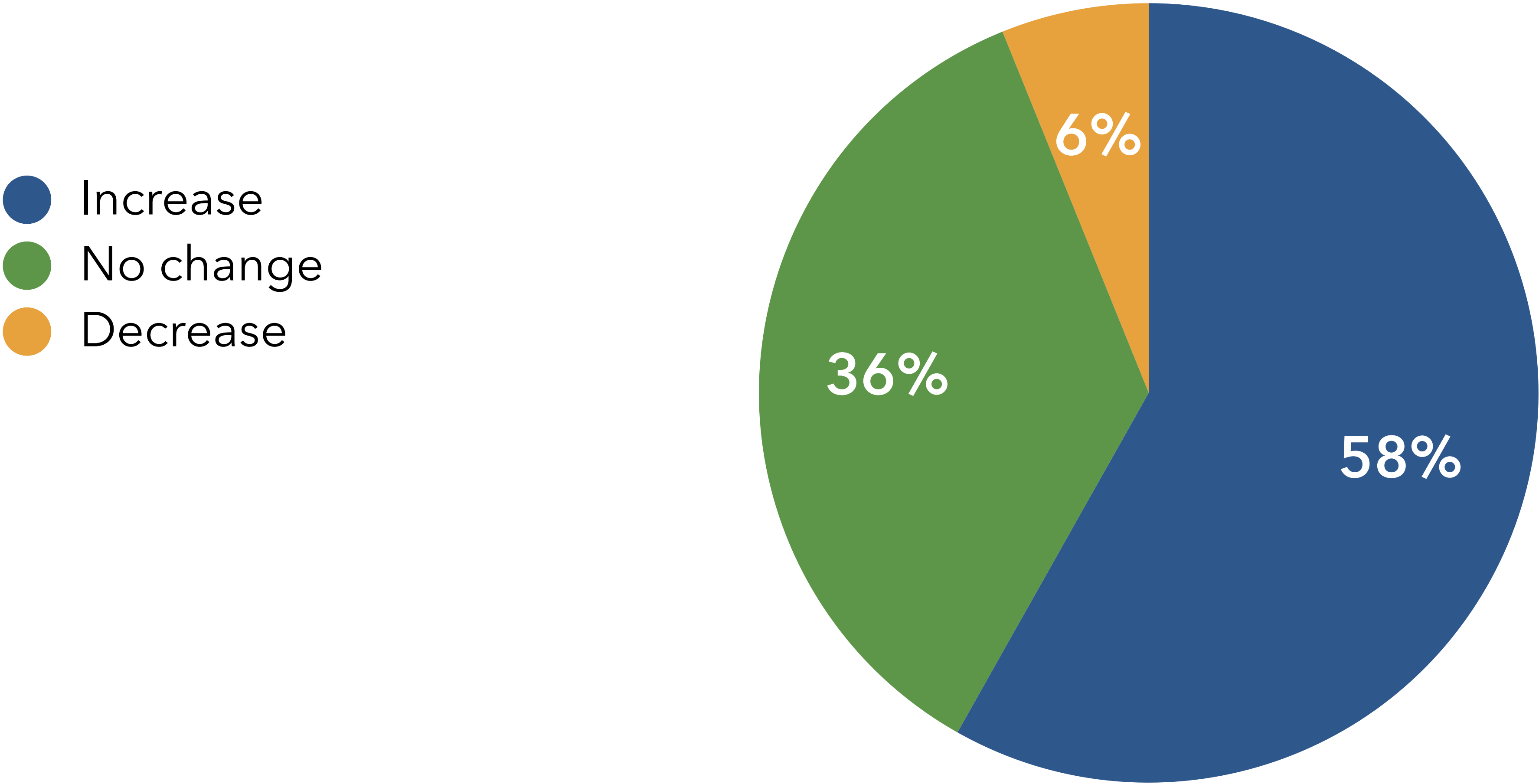
4) If hiring has decreased this year, by how much?

- < 10%
- 10-25%
- 26-50%
- Over 50%





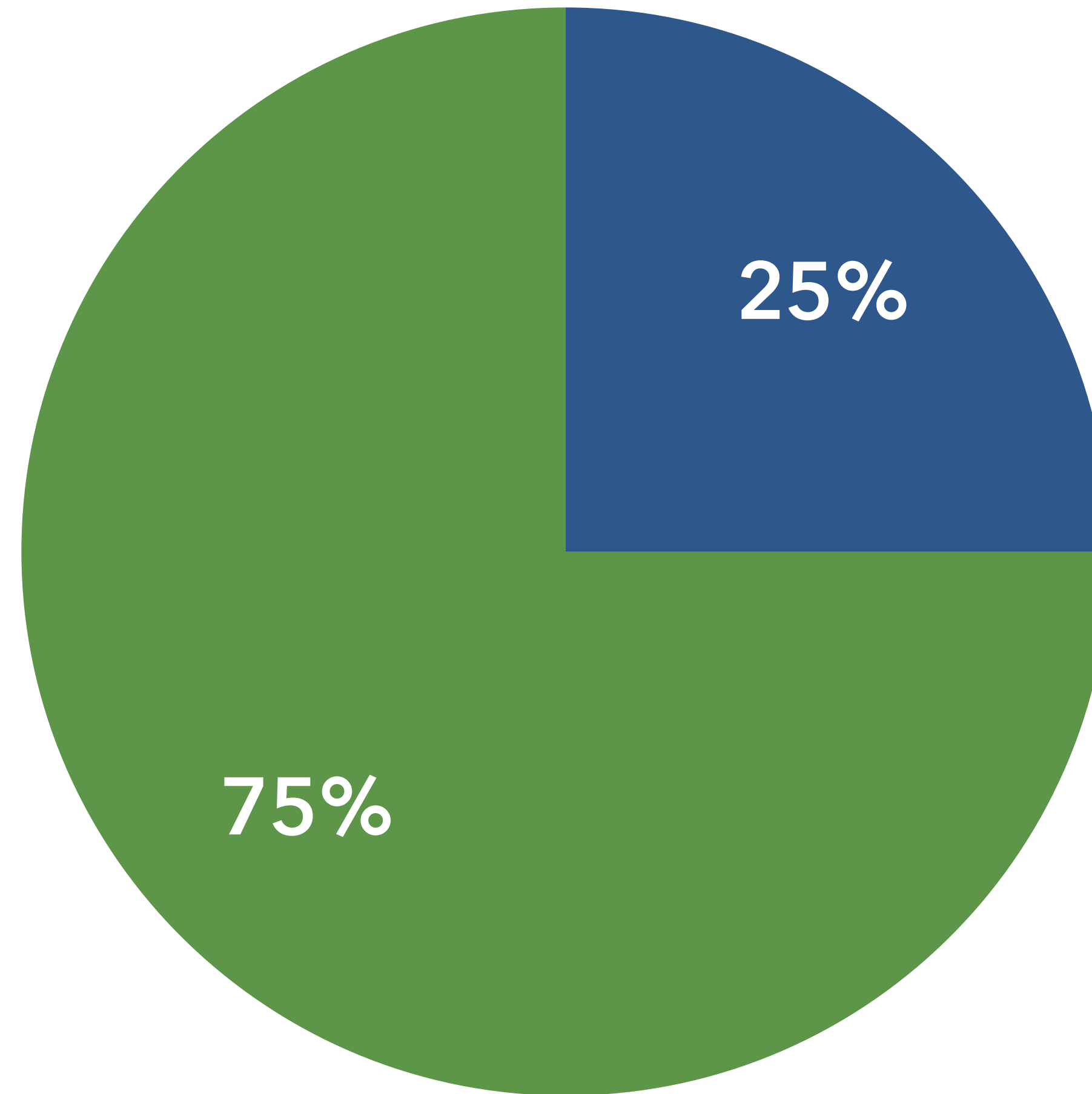
5) For 2023, in my organization we expect hiring to:



6) Are concerns about a possible recession reducing hiring plans?



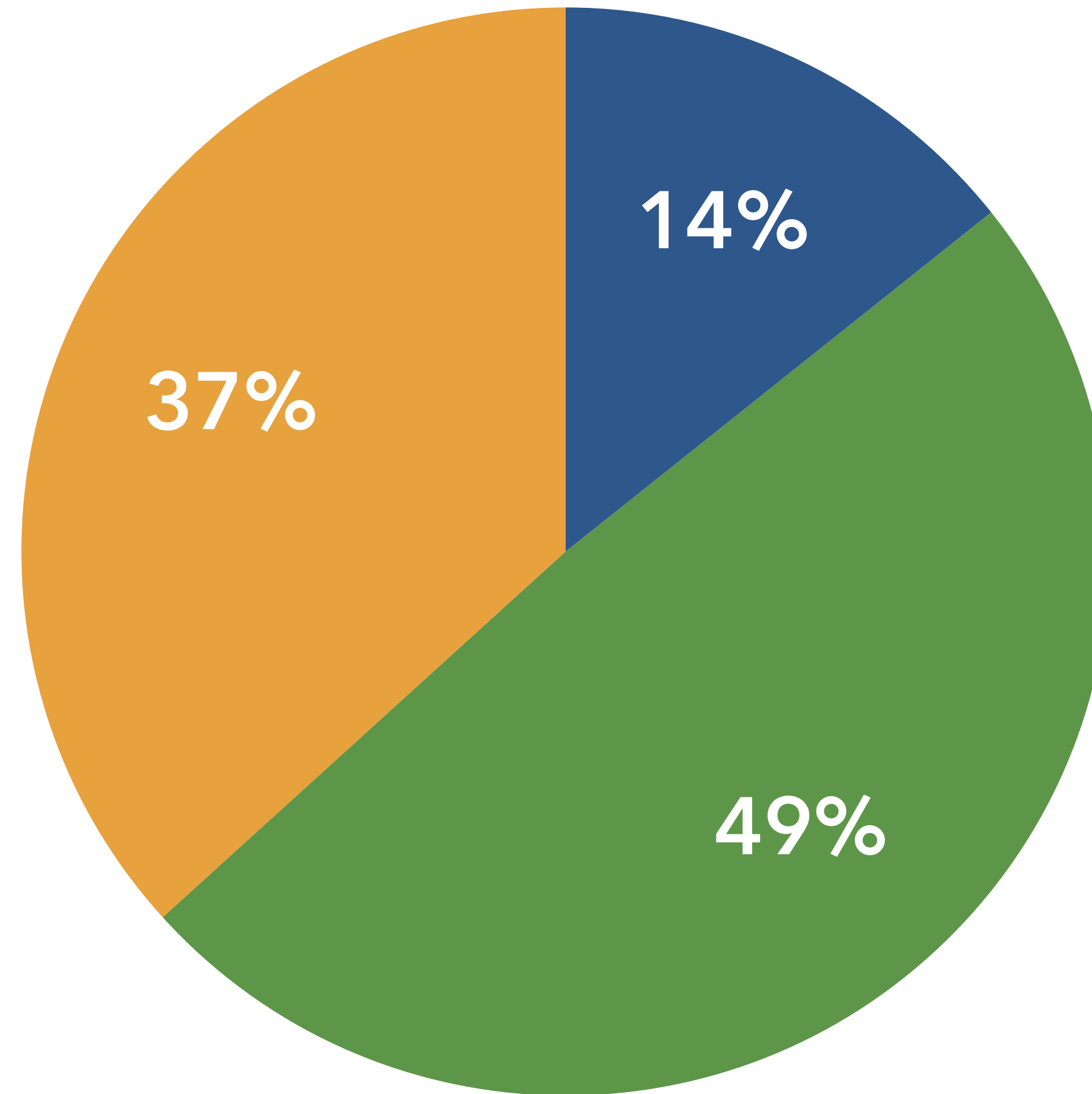
● Yes ● No



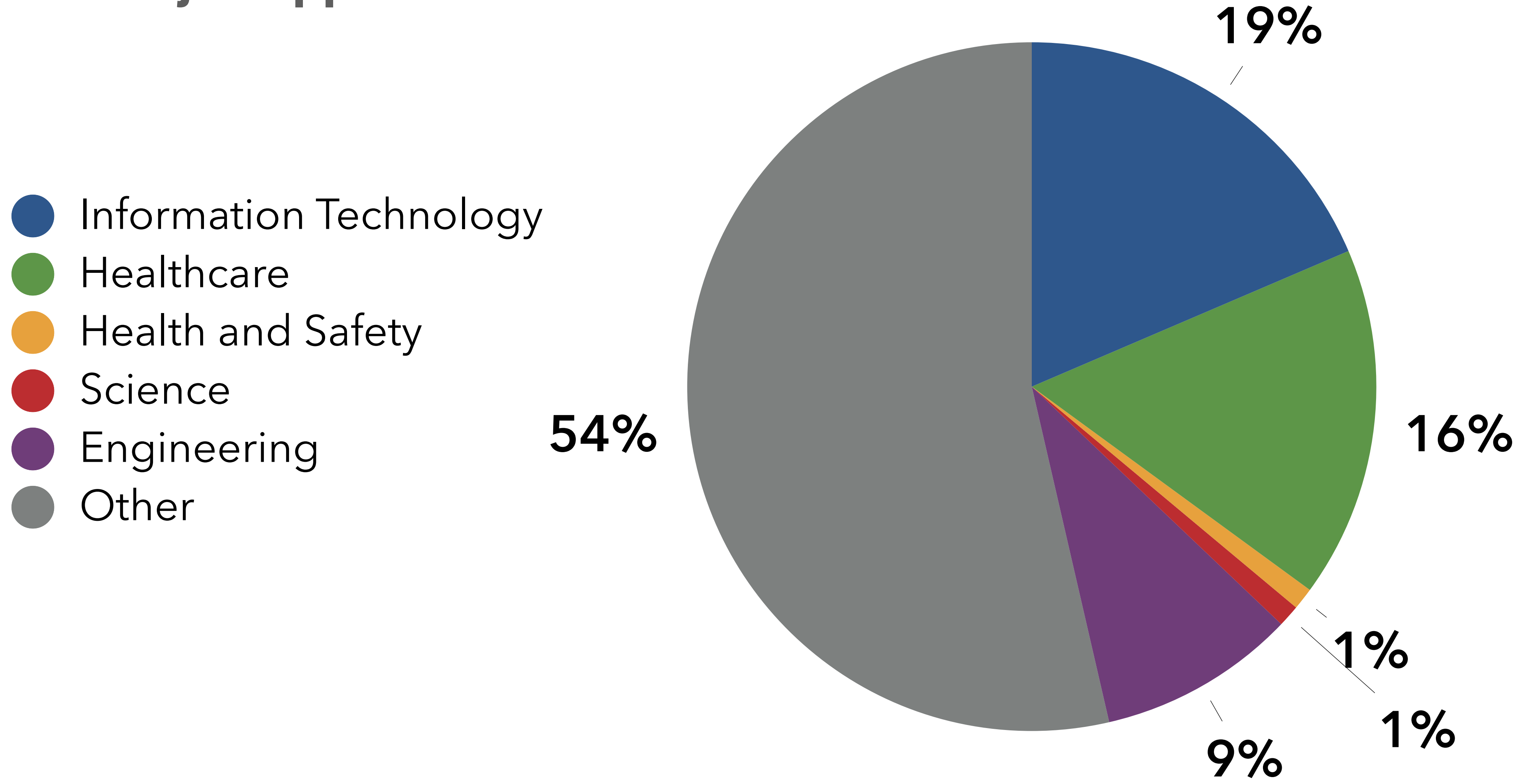
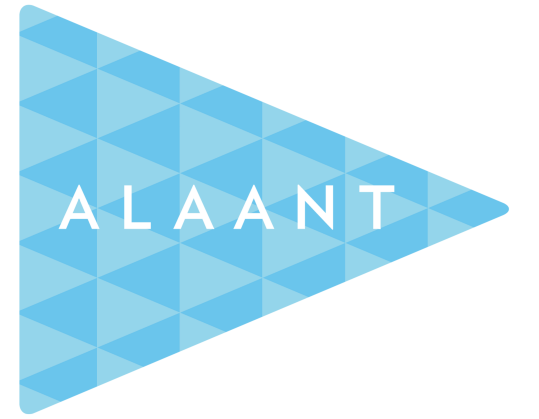
7) For 2023, my organization's expectations for job growth can best be described as:

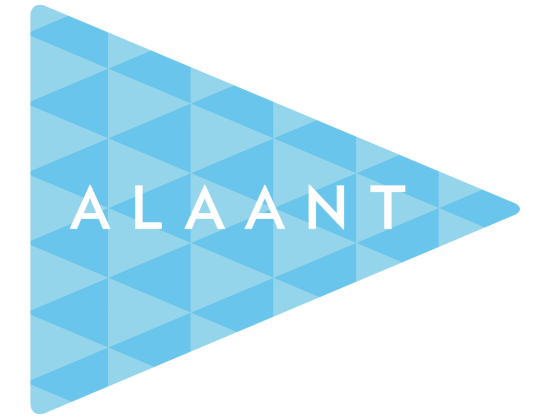


- Very optimistic
- Optimistic
- Unsure
- Pessimistic
- Very pessimistic



8) In my organization, the area showing the fastest-growing number of job opportunities is:





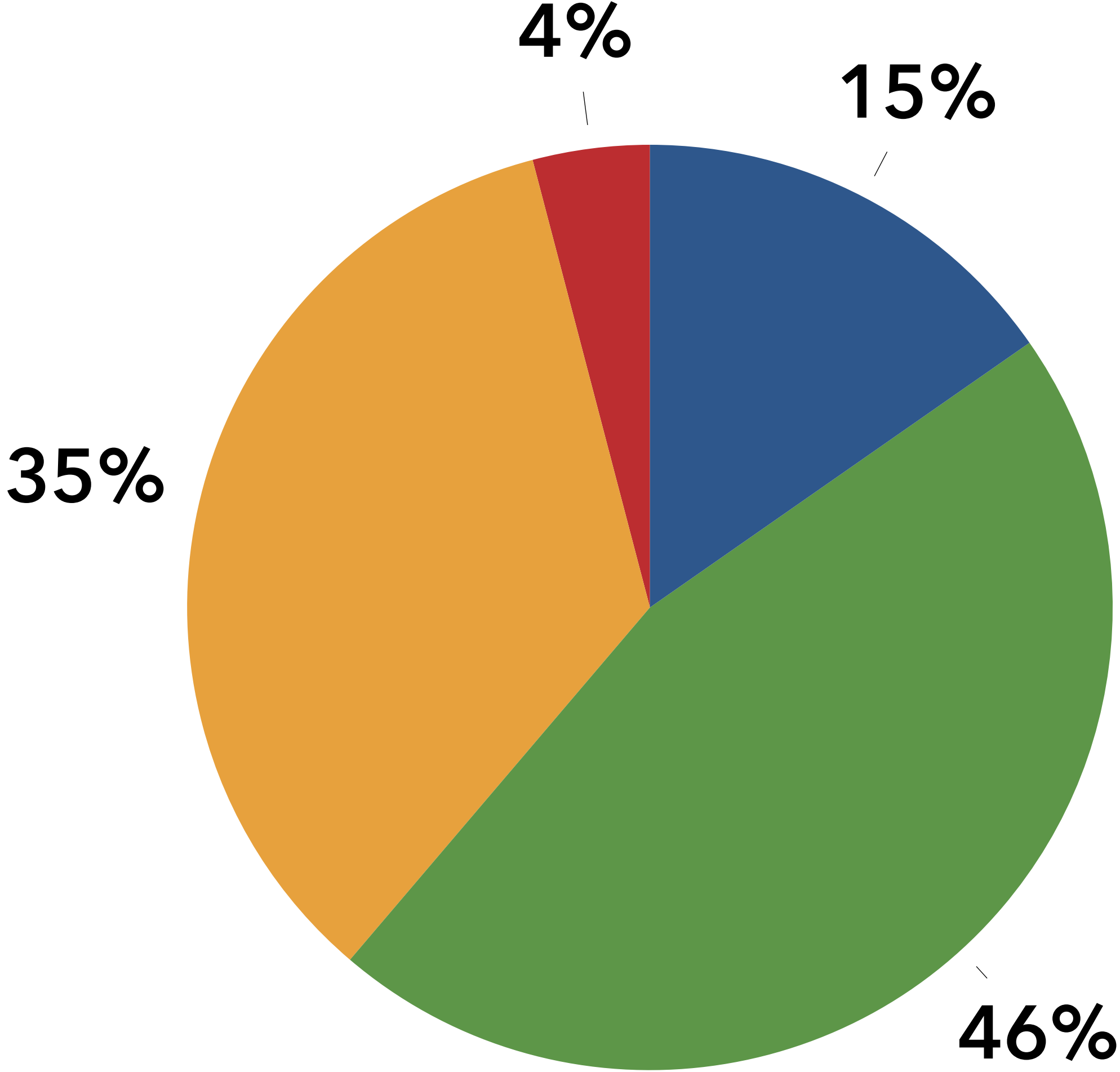
8) "Other" includes:

- Administrative
- Accounting/Finance/Banking
- Legal
- Creative/Marketing
- Sales
- Industrial/Manufacturing (includes laborers, trucking, mechanical & electrical technicians, maintenance/janitorial, warehouse and construction workers)

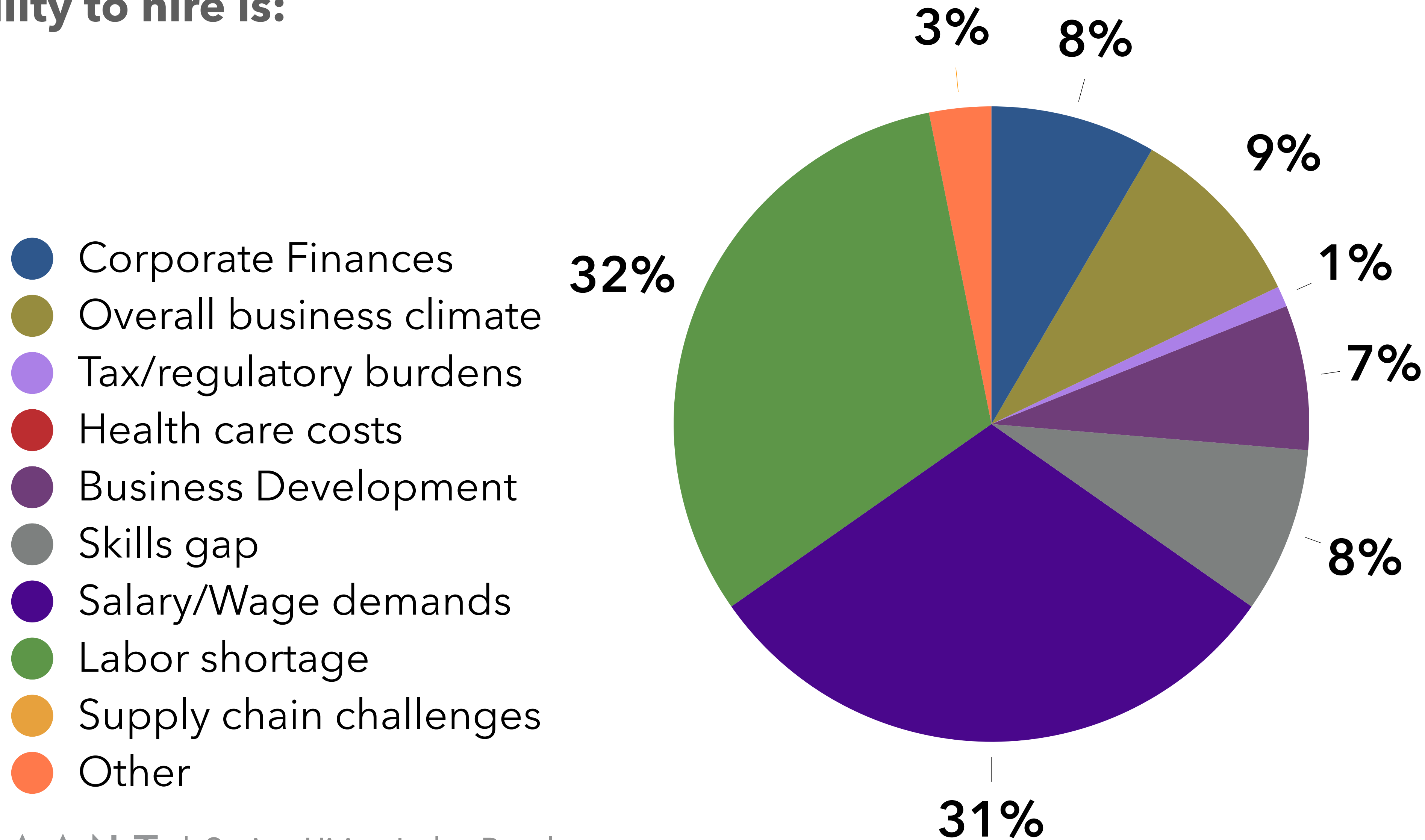
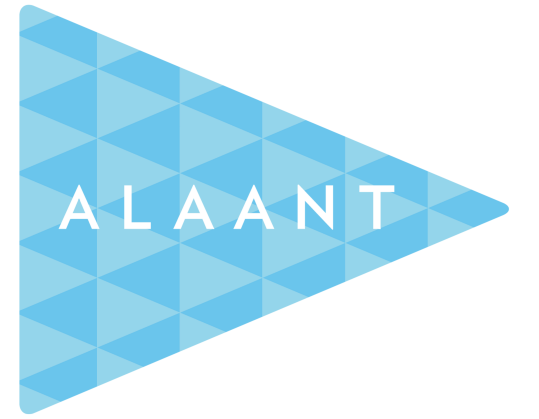


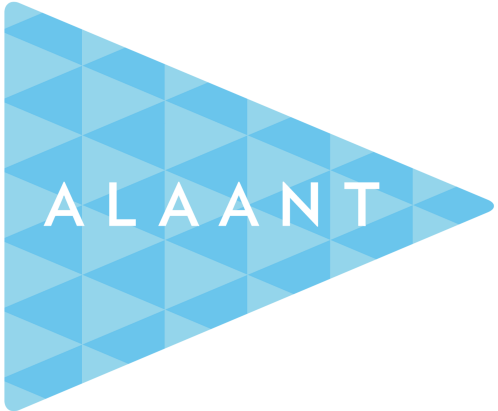
9) Over the next 6 months, my organization expects hiring to be:

- A significant challenge
- Challenging
- Improving
- Easy



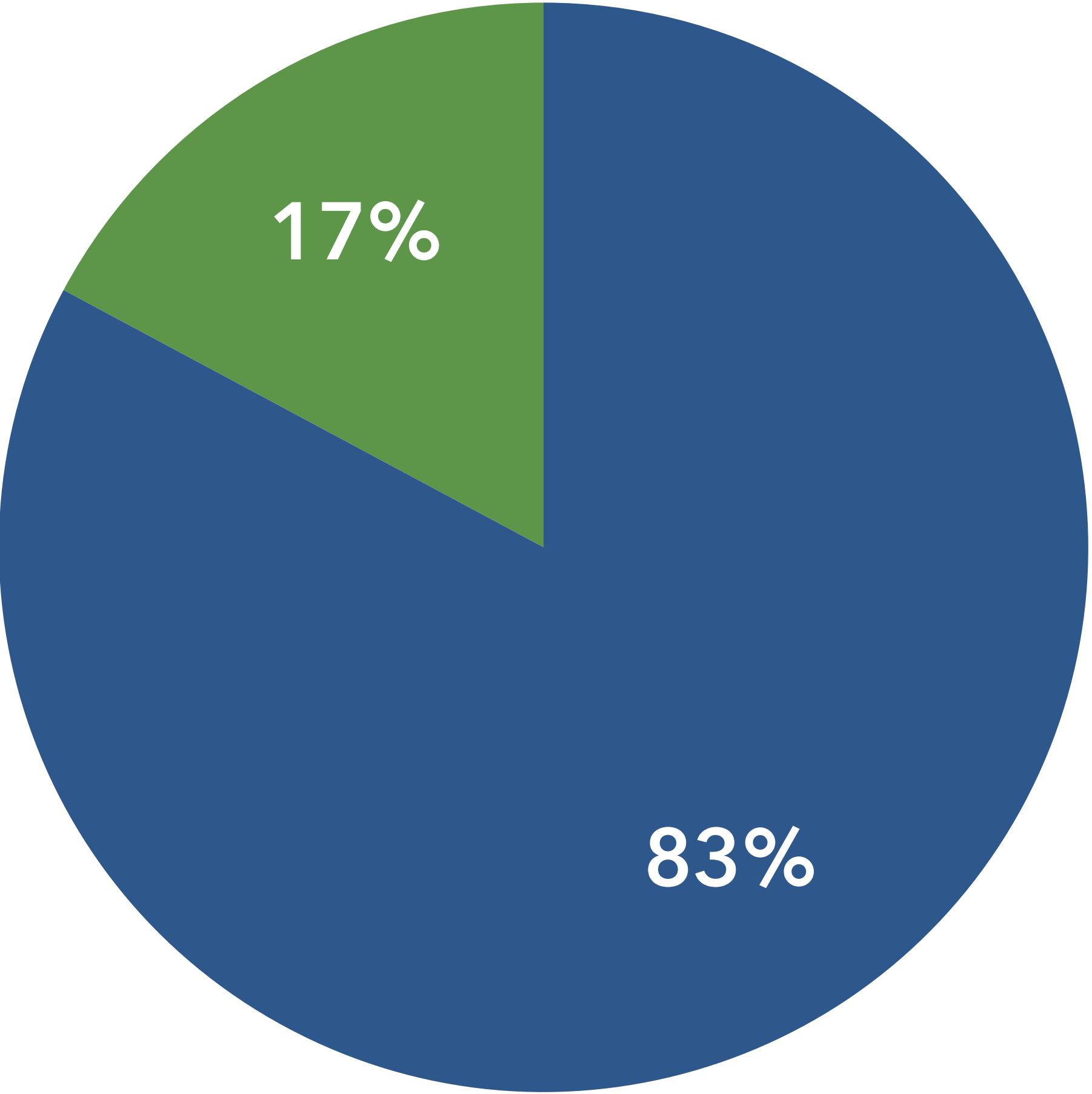
10) The biggest challenge affecting my organization's ability to hire is:





11) Where is your organization located?

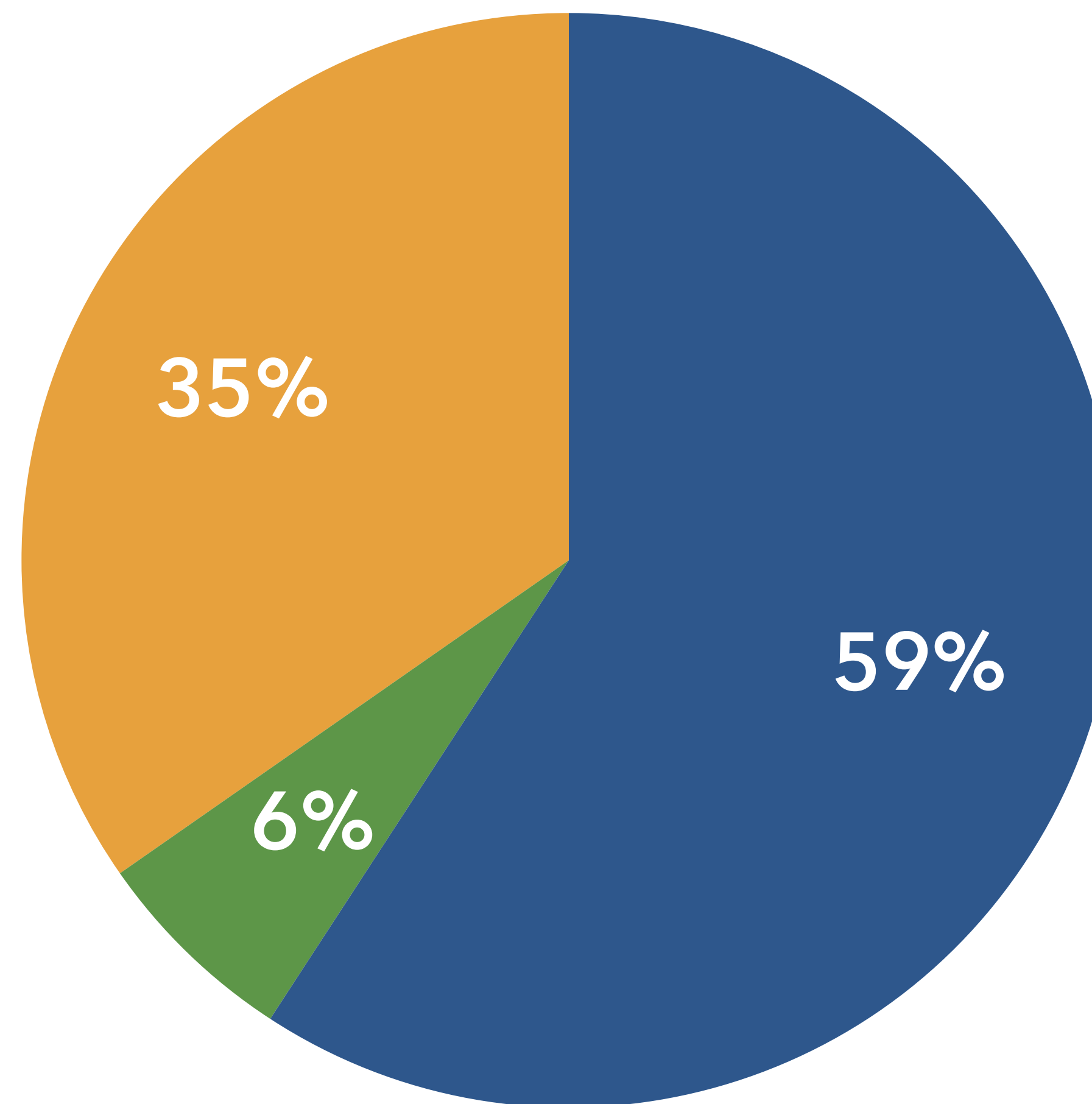
- In the 518 area code
- Outside of the 518 region





12) We are most successfully recruiting employees from:

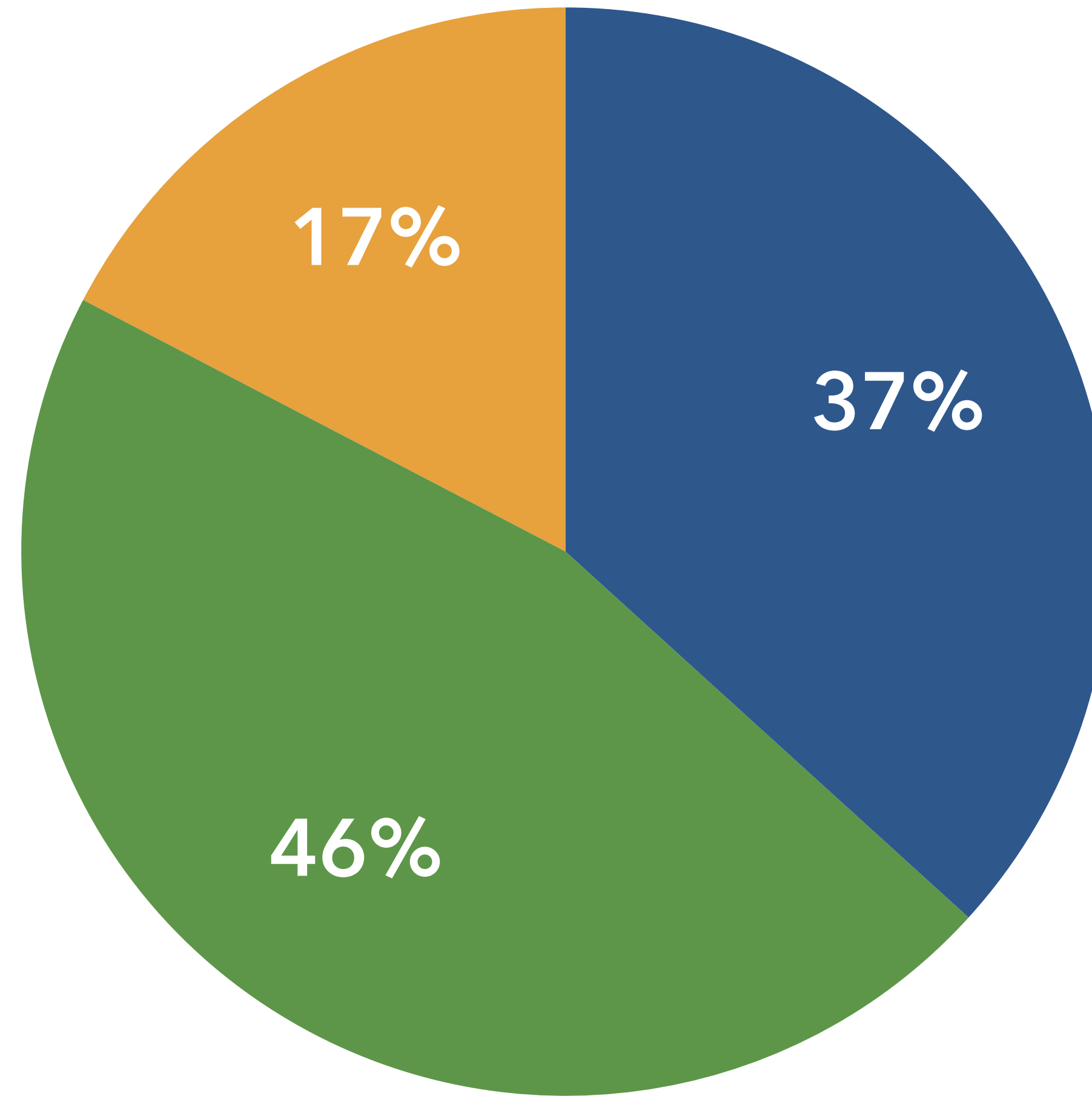
- Within my region
- Outside my region
- Mix of in/outside region



13) Is your organization open to hiring remote employees to fill job openings?



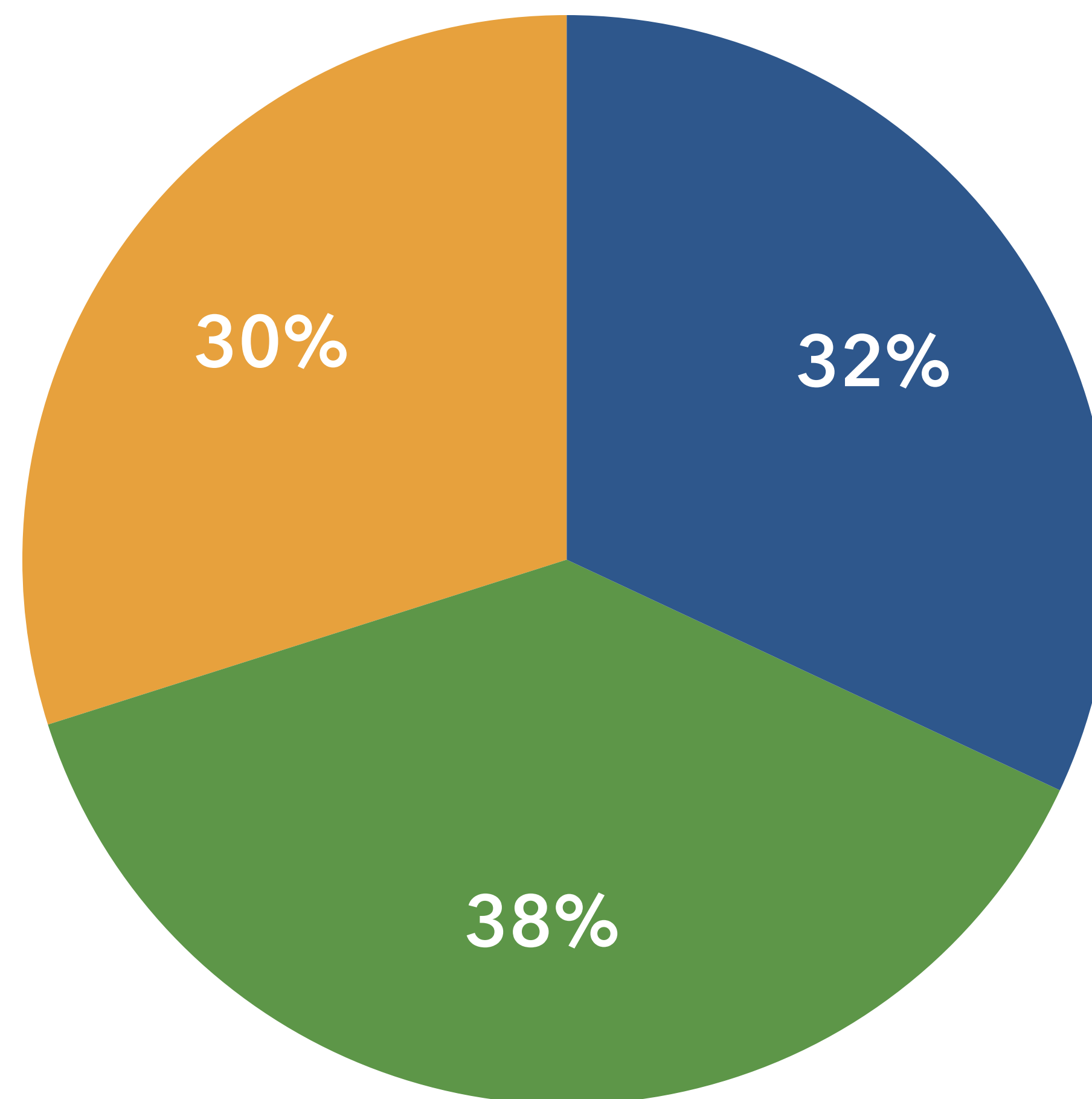
- Yes
- No
- Yes, but only if they're local



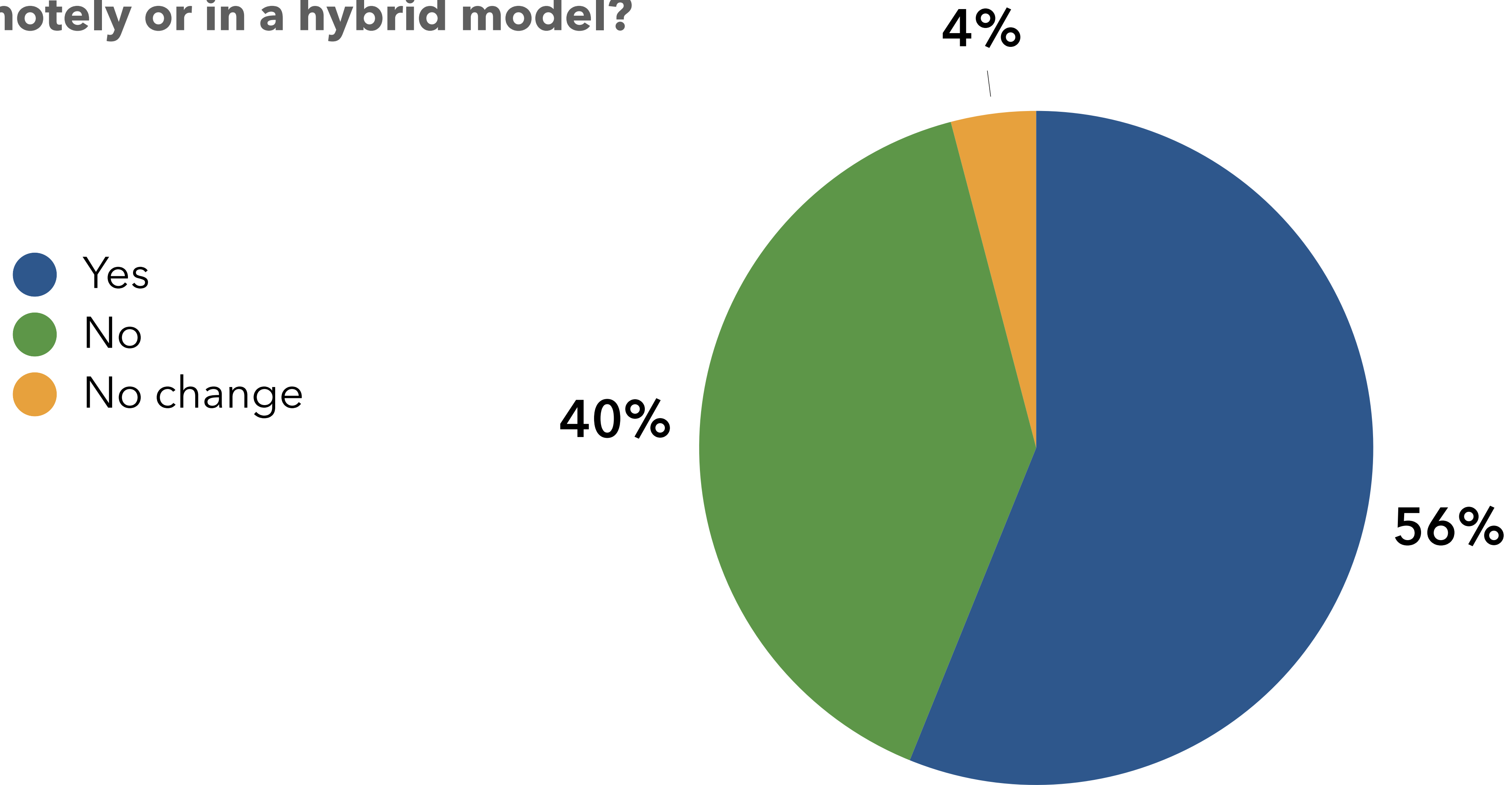
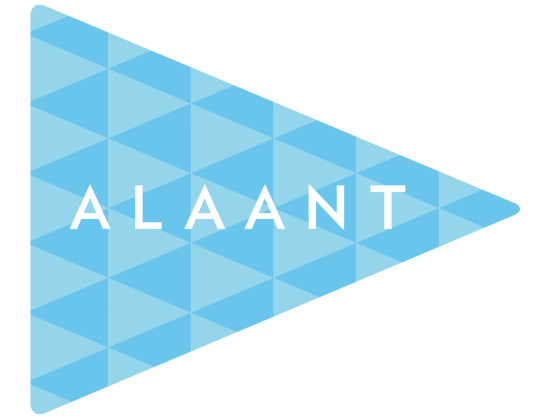


14) Are you increasing compensation packages to attract and retain employees?

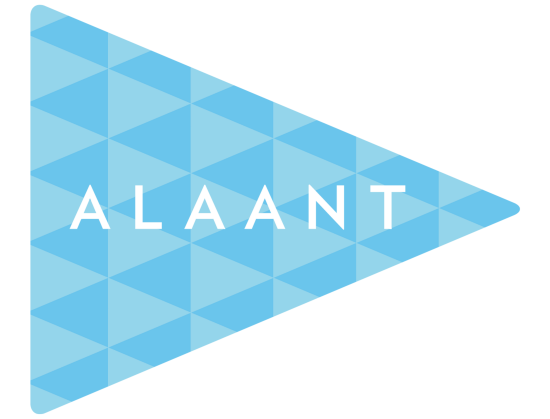
- Yes - only salaries
- Yes - salaries and financial incentives (sign-on, referral bonuses)
- No



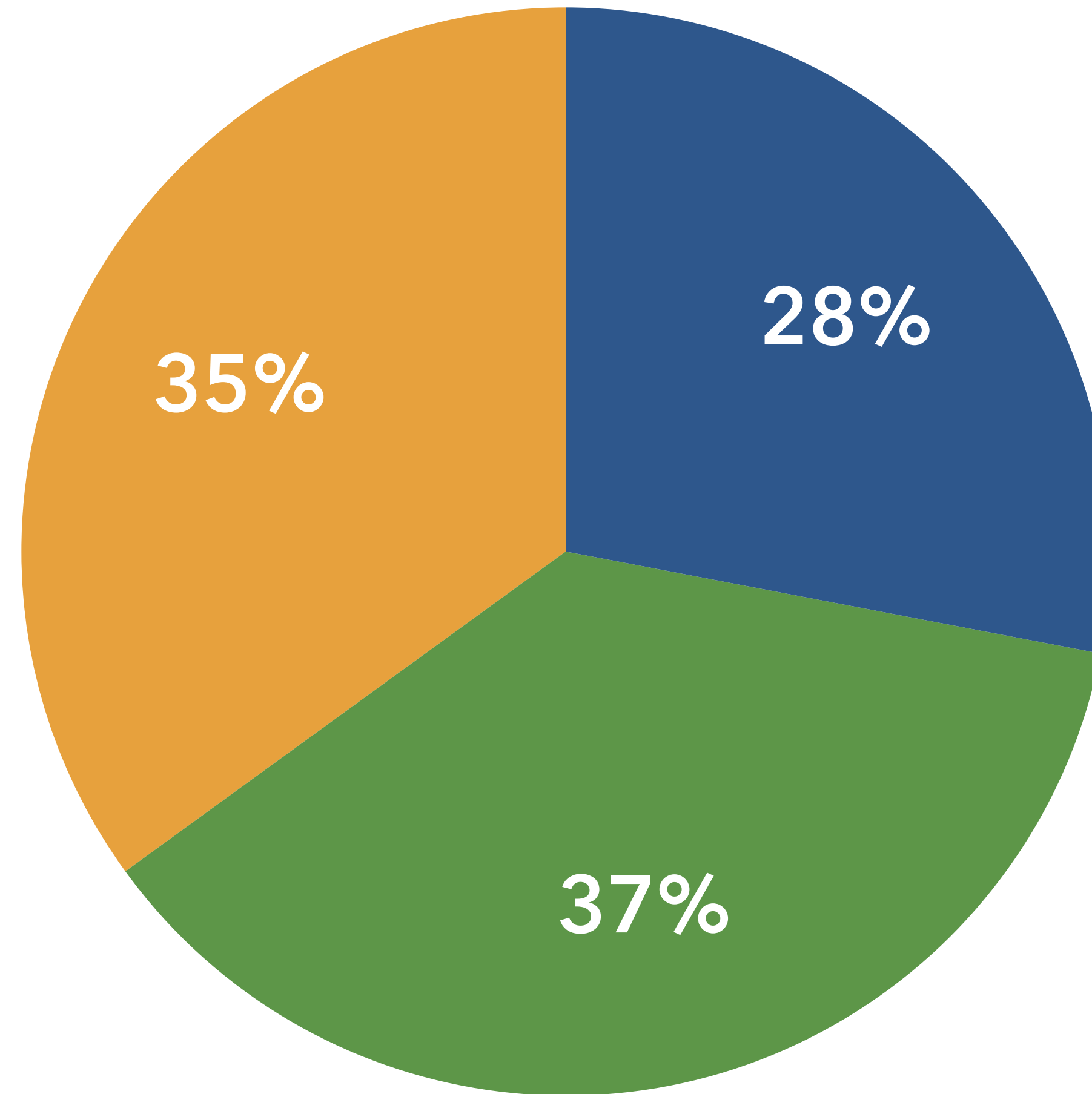
15) Is a significant portion of your staff (>50%) working either remotely or in a hybrid model?



16) How has the hybrid/remote work trend affected the ability to hire and retain employees?



- Made it more difficult
- No change
- Made it less difficult





17) Will an in-office work policy be mandated in 2023?

- Yes, we already have
- Yes, we will during the year
- No, we will remain hybrid/remote
- We are still discussing our policy

