

**VILLAGE WEST AND THE LEGENDS
SURVEY SUMMARY**

JUNE 2007

PREPARED BY:
UNIFIED GOVERNMENT RESEARCH DIVISION

VILLAGE WEST & THE LEGENDS SURVEY SUMMARY

June 2007

In October 2006 a survey was sent to all Village West and the Legends businesses with the goal of gaining a better understanding of the various aspects of the positions and employees that work with those businesses. One issue facing Village West and the Legends businesses is to ensure that they have enough employees to successfully operate their businesses. This becomes further magnified with future commercial development east of I-435. Survey results will assist the Unified Government, the Kansas City Kansas Community College and other community organizations/agencies in providing training for Wyandotte County residents so they might be employed by a Village West or a Legends business or one of the businesses to open in the area in the future.

This summary contains several tables and charts that illustrate the survey results. Section 1 contains various tables that provide information on employment by business type and residence (Table 1); current, unfilled and total number of potential employees by business group and occupation (Table 2); total estimated number of employees by business type (Table 3); average and lower/upper limits of wages and salaries for occupations by select retail groups (Table 4); and estimated payroll information for Village West and the Legends employees (Table 5).

Section 2 provides a summary for all respondents and businesses grouped by the following categories: all business types; retail; restaurants, full-service; restaurants, limited-service; accommodations and entertainment. Information for each of these business groups includes, by business and occupation type, the count of current and unfilled full and part-time positions and average wages and salaries. Additional information is also provided including employee residence, benefits offered, age requirements, difficulty hiring Wyandotte County residents and a section where the respondent could indicate the importance of various training items. Finally, section 3 contains the survey that was sent out to the businesses.

Below are several highlights of the survey results:

- The business type **“Home Furnishing/Appliance/Decorating”** had the highest number of **employees** (1,249 or 33.6%) of all Village West and the Legends businesses responding. A total of three businesses were included in this businesses type category. This is followed by “Restaurants, Full-Service” (18.2% of employees; 10 responses) and “Sporting Goods” (13.2% of employees; 1 response). (See Table 1 & Chart 1)
- **Full-time employees were more likely to be employed** in **“Home furnishing/Appliance/Decorating”** and **“Specialty Retail-Other”** compared to other business categories. (See Table 1)
- **Of all employees, 68% were employed full-time with a Village West or a Legends business.** Of these employees, **26% were Wyandotte County residents** and 42% were Non-Wyandotte County residents. Conversely, 32% of all employees worked part-time and of these, 19% were Wyandotte County residents and 13% lived outside the County. (See Table 1)
- A majority of businesses (95%) indicated providing at least one benefit to salaried or hourly employees or both. Further, **business respondents were more likely to offer “Discounts” followed by “Vacation” and “Health Care”.** (See Chart 2)

VILLAGE WEST & THE LEGENDS SURVEY SUMMARY June 2007, cont.

- A total of **64 businesses responded to the survey** as of the date of this analysis. Survey responses represented a total of 3,903 current employees. Combined with those positions that were indicated to be unfilled (459), based on responding businesses, **the total number of potential employees of responding businesses is just over 4,000 persons.** (See Table 2)
- Utilizing various sources, an estimate was derived to determine the number of employees for those businesses that did not respond to the survey. Combining this estimate with employment counts from surveys received, **total employment was estimated to be just over 5,200 (3,300 full-time and 1,900 part-time).** (See Table 3)
- **Estimated annual payroll for Village West and The Legends business employees is \$81 million.** (See Table 5)

If there are any questions regarding the information in this summary document, please contact either Mike Grimm (913-573-5157, mgrimm@wycokck.org) or Lew Levin (913-573-5186, llevin@wycokck.org) with the Unified Government Research Division.

X:\surveys\Vllg West Business Survey, 2006\VW_BusinessSurveyFinalSummary_Internal_May2007.doc
4/23/07

SECTION 1

SURVEY RESULTS - OVERALL SUMMARY TABLES AND CHART

SELECT SURVEY QUESTION RESULT CHART

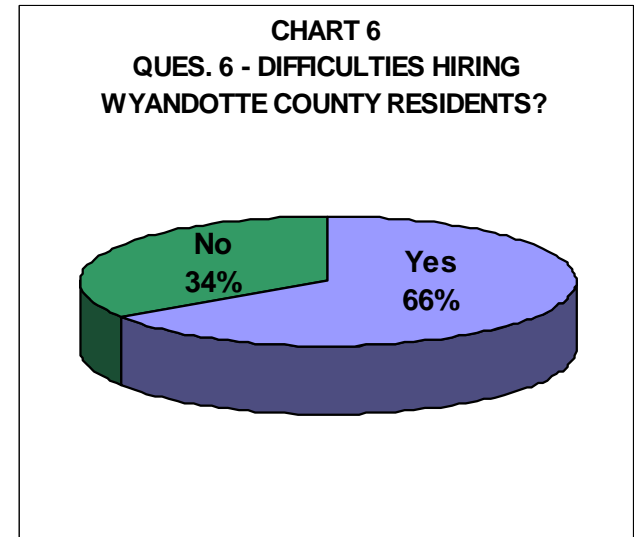
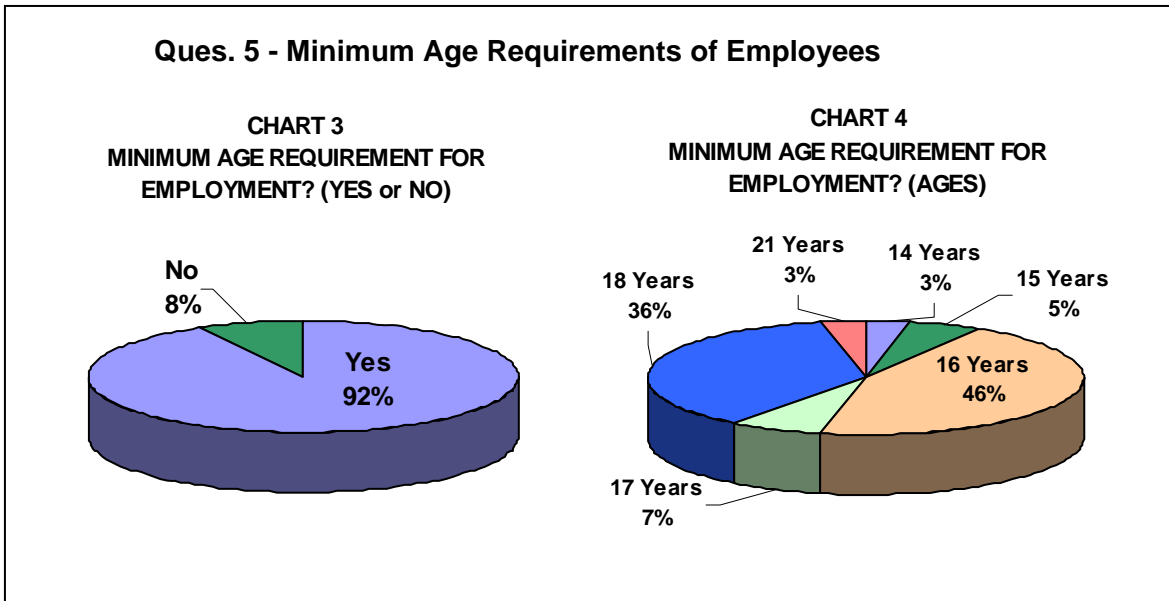
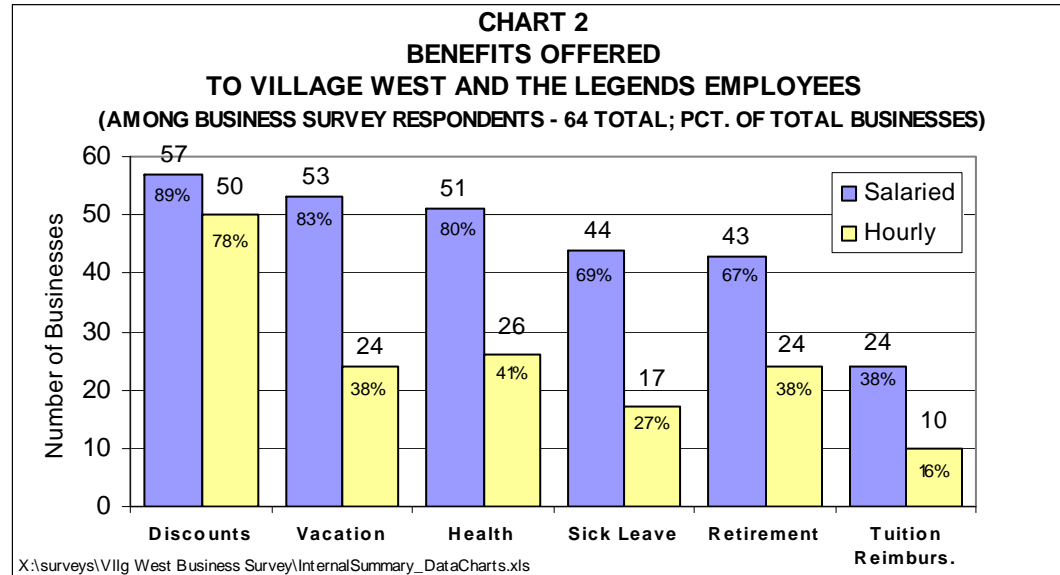
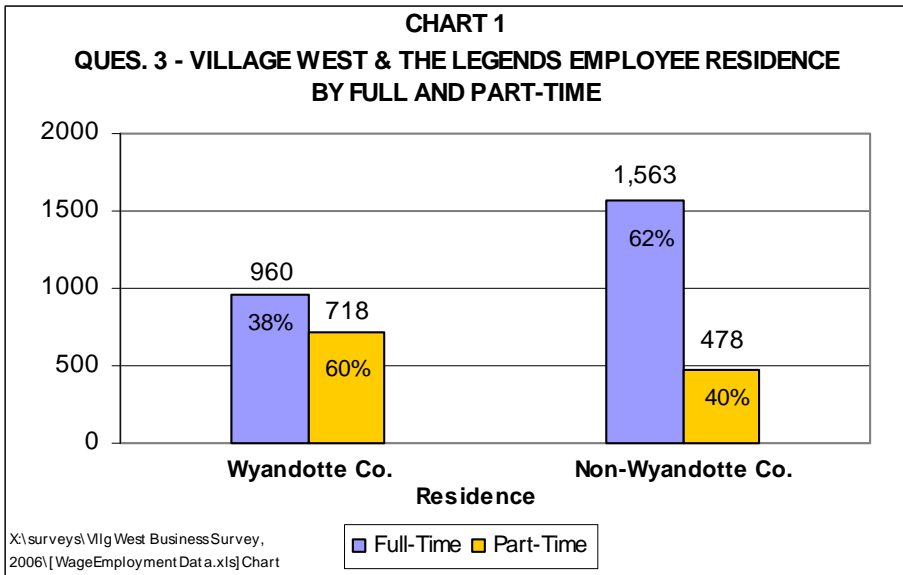


TABLE 1
QUESTION 3 - EMPLOYMENT BY BUSINESS TYPE & RESIDENCE
VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY
(BUSINESS SURVEY RESPONDENTS*)

Business Type	# Businesses Responding	Wyandotte County Resident				Non-Wyandotte County Resident				Total				Overall Total
		Full-Time		Part-Time		Full-Time		Part-Time		Full-Time		Part-Time		
		Count	Row Pct.	Count	Row Pct.	Count	Row Pct.	Count	Row Pct.	Count	Row Pct.	Count	Row Pct.	
Accommodations	3	113	35.5%	64	20.1%	91	28.6%	50	15.7%	204	64.2%	114	35.8%	318
Clothing and Clothing Acces.	19	18	7.4%	88	36.2%	51	21.0%	86	35.4%	69	28.4%	174	71.6%	243
Department Store	1	34	21.0%	64	39.5%	22	13.6%	42	25.9%	56	34.6%	106	65.4%	162
Entertainment	2	5	6.8%	39	52.7%	9	12.2%	21	28.4%	14	18.9%	60	81.1%	74
Home furnishing/Appliances/Decorating	3	336	26.9%	110	8.8%	685	54.8%	118	9.4%	1,021	81.7%	228	18.3%	1,249
Restaurant, Full-Service	10	278	41.1%	116	17.2%	191	28.3%	91	13.5%	469	69.4%	207	30.6%	676
Restaurant, Limited-Service	7	71	24.0%	144	48.6%	44	14.9%	37	12.5%	115	38.9%	181	61.1%	296
Specialty Retail-Other	7	8	20.5%	3	7.7%	22	56.4%	6	15.4%	30	76.9%	9	23.1%	39
Specialty Food	3	9	20.5%	26	59.1%	4	9.1%	5	11.4%	13	29.5%	31	70.5%	44
Specialty Retail	4	3	6.5%	30	65.2%	7	15.2%	6	13.0%	10	21.7%	36	78.3%	46
Sport Apparel/Merchandise	4	5	6.1%	34	41.5%	27	32.9%	16	19.5%	32	39.0%	50	61.0%	82
Sporting Goods	1	80	16.3%	0	0.0%	410	83.7%	0	0.0%	490	100.0%	0	0.0%	490
Total	64	960	25.8%	718	19.3%	1,563	42.0%	478	12.9%	2,523	67.8%	1,196	32.2%	3,719

*A total of 64 businesses responded to the survey, however, two did not provide employee counts.

X:\surveys\Vllg West Business Survey, 2006[WageEmploymentData_5-14-07.xls]Empl by Bus Type_TABLE with PCT
7/27/2007

**CHART 1
TYPE OF BUSINESS BY FULL & PART-TIME EMPLOYEES
VILLAGE WEST & THE LEGENDS BUSINESS SURVEY**

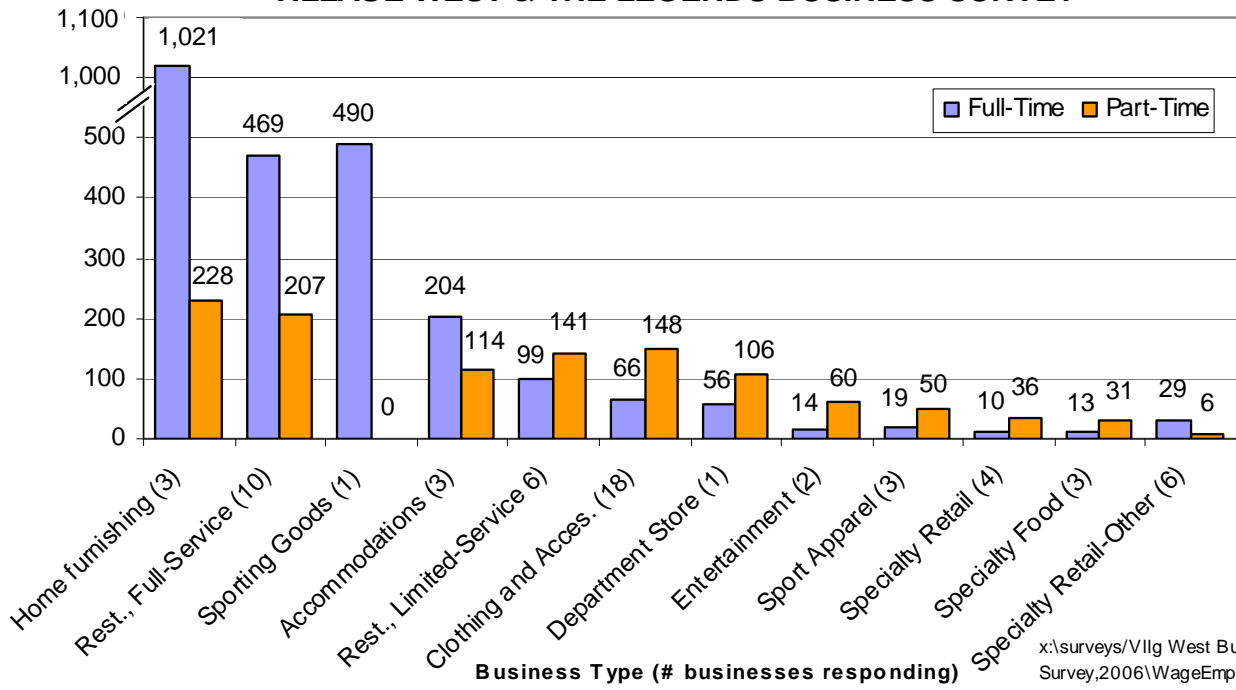


TABLE 2
SUMMARY OF EMPLOYEE COUNT AND WAGES BY OCCUPATION
VILLAGE WEST AND THE LEGENDS SURVEY SUMMARY
(BUSINESS SURVEY RESPONDENTS)

Occupation Group & Position	# Current Employees (Total)				# Unfilled Employees (Total)				# POTENTIAL Employees (Total)			
	Full-Time		Part-Time		Full-Time		Part-Time		Full-Time		Part-Time	
	Count	Pct.	Count	Pct.	Count	Pct.	Count	Pct.	Count	Pct.	Count	Pct.
RESTAURANTS RELATED OCCUPATIONS												
(25 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	92	10.0%	10	2.1%	6	3.6%	2	2.3%	98	9.0%	12	2.2%
2. SUPERVISORS/FIRST-LINE SUPERVISORS	25	2.7%	2	0.4%	7	4.2%	3	3.5%	32	2.9%	5	0.9%
3. COOKS	204	22.2%	46	9.9%	21	12.5%	4	4.7%	225	20.7%	50	9.1%
4. WAITERS & WAITRESSES	264	28.8%	136	29.2%	79	47.0%	38	44.4%	343	31.6%	174	31.6%
5. BARTENDERS	77	8.4%	19	4.1%	15	8.9%	4	4.7%	92	8.5%	23	4.2%
6. DISHWASHERS	53	5.8%	4	0.9%	7	4.2%	0	0.0%	60	5.5%	4	0.7%
7. HOST & HOSTESSES	66	7.2%	49	10.5%	21	12.5%	23	26.9%	87	8.0%	72	13.1%
8. CASHIERS	75	8.2%	115	24.7%	6	3.6%	6.5	7.6%	81	7.5%	122	22.0%
9. OTHER	61	6.7%	85	18.2%	6	3.6%	5	5.8%	67	6.2%	90	16.3%
Total	917	100.0%	466	100.0%	168	100.0%	85.5	100.0%	1,085	100.0%	552	100.0%
RETAIL SALES RELATED OCCUPATIONS												
(44 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	200	13.8%	16	1.9%	0	0.0%	0	0.0%	200	12.7%	16	1.7%
2. SUPERVISORS/FIRST-LINE SUPERVISORS	84	5.7%	17	2.0%	4	5.8%	1	0.9%	88	5.6%	18	1.9%
3. OFFICE & ADMIN. SUPPORT STAFF	107	7.2%	23	2.7%	8	11.6%	1	0.9%	115	7.3%	24	2.5%
4. RETAIL SALESPERSONS	609	39.5%	650	77.1%	21	30.4%	64	56.6%	630	40.1%	714	74.7%
5. WAREHOUSE WORKERS	381	25.6%	77	9.1%	30	43.5%	6	5.3%	411	26.1%	83	8.7%
6. LABORERS/STOCKERS	2	0.1%	3	0.4%	0	0.0%	0	0.0%	2	0.1%	3	0.3%
7. CUSTODIANS	10	0.7%	0	0.0%	0	0.0%	0	0.0%	10	0.6%	0	0.0%
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
9. SECURITY GUARDS	16	1.1%	12	1.4%	1	1.4%	0	0.0%	17	1.1%	12	1.3%
10. MAINTENANCE STAFF	37	2.5%	3	0.4%	3	4.3%	1	0.9%	40	2.5%	4	0.4%
11. OTHER	58	3.9%	42	5.0%	2	2.9%	40	35.4%	60	3.8%	82	8.6%
Total	1,504	100.0%	843	100.0%	69	100.0%	113	100.0%	1,573	100.0%	956	100.0%
HOTEL RELATED OCCUPATIONS												
(3 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	7	1.8%	0	0.0%	0	0.0%	0	0.0%	7	5.2%	0	0.0%
2. SUPERVISORS/FIRST-LINE SUPERVISORS	2	0.9%	0	0.0%	0	0.0%	0	0.0%	2	1.5%	0	0.0%
3. OFFICE & ADMIN. SUPPORT STAFF	5	4.5%	1	1.8%	1	5.6%	0	0.0%	6	4.5%	1	1.6%
4. DESK CLERKS	26	23.6%	7	12.3%	0	0.0%	0	0.0%	26	19.4%	7	11.3%
5. ROOM CLEANERS	29	26.4%	18	31.6%	5	27.8%	0	0.0%	34	25.4%	18	29.0%
6. LIFEGUARDS	35	31.8%	30	52.6%	10	55.6%	5	100.0%	45	33.6%	35	56.5%
7. MAINTENANCE STAFF	12	10.9%	1	1.8%	2	11.1%	0	0.0%	14	10.4%	1	1.6%
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	116	100.0%	57	100.0%	18	100.0%	5	100.0%	134	100.0%	62	100.0%
Overall Total	2,537	---	1,366	---	255	---	204	---	2,792	---	1,570	---

*A total of 64 businesses responded to the survey as of the date of this summary.

X:\surveys\VIlg West Business Survey, 2006\Payroll_estimate.xls]Current_Unfilled_Potential
7/27/2007

TABLE 3
TOTAL ESTIMATED* COUNT OF EMPLOYEES BY BUSINESS TYPE
ROW PERCENTAGE COMPARISON
VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY

Business Type/Name	Count of Businesses	# Employees					
		Full-Time		Part-Time		Total	
		Count	Row Pct.	Count	Row Pct.	Count	Row Pct.
Accommodations	4	230	58.2%	165	41.8%	395	100.0%
Clothing and clothing acces.	28	112	28.3%	284	71.7%	396	100.0%
Department store	2	123	34.8%	230	65.2%	353	100.0%
Entertainment	2	14	18.9%	60	81.1%	74	100.0%
Home furnishing/appliances/decorating	5	1,027	81.4%	235	18.6%	1,262	100.0%
Restaurant, full-service	18	1,039	72.5%	394	27.5%	1,433	100.0%
Restaurant, limited-service	12	204	42.3%	278	57.7%	482	100.0%
Specialty food	7	24	31.2%	53	68.8%	77	100.0%
Specialty retail-other	16	73	39.5%	112	60.5%	185	100.0%
Sport apparel/merchandise	6	38	37.3%	64	62.7%	102	100.0%
Sporting goods	1	490	100.0%	0	0.0%	490	100.0%
Total / Row Pct.	101	3,374	64.3%	1,875	35.7%	5,249	100.0%

*This estimate includes all Village West and the Legends businesses. For those businesses that did not respond to the survey, an estimate was derived based on the number and percent of employees in the related business group with a known number of employees.

X:\surveys\Vllg West Business Survey, 2006\[Summary of Employment_All_VW_businesses.xls]BusTypeSummary_Row Pct. Table

7/27/2007

TABLE 4
SUMMARY OF WAGES/SALARIES BY RETAIL GROUP AND OCCUPATION
VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
(BUSINESS SURVEY RESPONDENTS, 64 RESPONSES)

OCCUPATIONS BY RETAIL GROUP	<i>Wages (Average)</i>		<i>Salaries (Average)</i>	
	<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
RESTAURANTS RELATED OCCUPATIONS (25 Responses)				
1. MANAGERS/ASSISTANT MANAGERS	9.25	11.90	30,600	43,200
2. SUPERVISORS/FIRST-LINE SUPERVISORS	9.57	11.29	0	0
3. COOKS	8.46	11.81	0	0
4. WAITERS & WAITRESSES	2.23	2.51	0	0
5. BARTENDERS	4.46	5.34	0	0
6. DISHWASHERS	8.06	8.90	0	0
7. HOST & HOSTESSES	6.03	7.36	0	0
8. CASHIERS	7.13	8.71	0	0
9. OTHER	6.54	8.67	0	0
Total	6.86	8.50	---	---
RETAIL SALES RELATED OCCUPATIONS (45 Responses)				
1. MANAGERS/ASSISTANT MANAGERS	10.86	16.89	30,000	50,000
2. SUPERVISORS/FIRST-LINE SUPERVISORS	9.09	12.71	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	9.27	10.98	30,000	60,000
4. RETAIL SALESPERSONS	7.26	8.79	0	0
5. WAREHOUSE WORKERS	7.75	10.00	0	0
6. LABORERS/STOCKERS	10.25	13.00	0	0
7. CUSTODIANS	0	0	0	0
8. DELIVERY TRUCK DRIVERS	0	0	0	0
9. SECURITY GUARDS	0	0	0	0
10. MAINTENANCE STAFF	9.00	11.00	0	0
11. OTHER	8.13	8.38	0	0
Total	8.95	11.47	---	---
HOTEL RELATED OCCUPATIONS (3 Responses)				
1. MANAGERS/ASSISTANT MANAGERS	0	0	62,500	62,500
2. SUPERVISORS/FIRST-LINE SUPERVISORS	9.00	9.50	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	0	0	30,000	60,000
4. DESK CLERKS	8.50	9.25	0	0
5. ROOM CLEANERS	7.75	9.00	0	0
6. LIFEGUARDS	7.50	9.00	0	0
7. MAINTENANCE STAFF	10.00	13.00	0	0
8. OTHER	0	0	0	0
Total	8.55	9.95	---	---

X:\surveys\Vllg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]WageSummary
7/27/2007

TABLE 5
ESTIMATED PAYROLL
BASED ON TOTAL NUMBER OF EMPLOYEES (SURVEY RESPONDENTS AND NON-RESPONDENT ESTIMATE)
VILLAGE WEST AND THE LEGENDS SURVEY SUMMARY

Occupation Group & Position	<u>Number of POTENTIAL Employees¹</u>		<u>Estimated Employees of Businesses Not Returning Survey²</u>		<u>Total Number of Estimated Employees</u>		Hourly Average Wages (\$) ³	Estimated Annual Payroll (\$)*
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time		
RESTAURANTS RELATED OCCUPATIONS <i>(25 Responses)</i>								
1. MANAGERS/ASSISTANT MANAGERS	98	12	50	0	148	12	10.58	\$3,432,096
2. SUPERVISORS/FIRST-LINE SUPERVISORS	32	5	30	0	62	5	10.43	1,399,097
3. COOKS	225	50	88	65	313	115	10.13	7,810,140
4. WAITERS & WAITRESSES*	343	174	99	154	442	328	6.41	8,079,677
5. BARTENDERS*	92	23	11	26	103	49	8.12	2,153,424
6. DISHWASHERS	60	4	31	32	91	36	8.48	1,922,082
7. HOST & HOSTESSES	87	72	25	35	112	107	6.70	2,304,859
8. CASHIERS	81	122	20	46	101	168	7.92	3,043,360
9. OTHER	67	90	0	0	67	90	7.60	1,771,467
Total	1,085	552	354	358	1,439	910	\$7.68	\$31,916,202
RETAIL SALES RELATED OCCUPATIONS <i>(45 Responses)</i>								
1. MANAGERS/ASSISTANT MANAGERS	200	16	48	0	248	16	13.88	\$7,400,361
2. SUPERVISORS/FIRST-LINE SUPERVISORS	88	18	44	0	132	18	10.90	3,196,650
3. OFFICE & ADMIN. SUPPORT STAFF	115	24	3	1	118	25	10.12	2,771,148
4. RETAIL SALESPERSONS	630	714	58	333	688	1,047	8.03	20,231,420
5. WAREHOUSE WORKERS	411	83	0	0	411	83	8.88	8,353,150
6. LABORERS/STOCKERS	2	3	13	10	15	13	11.63	519,870
7. CUSTODIANS*	10	0	0	0	10	0	9.83	204,464
8. DELIVERY TRUCK DRIVERS	0	0	0	0	0	0	0.00	0
9. SECURITY GUARDS*	17	12	0	0	17	12	11.86	567,382
10. MAINTENANCE STAFF	40	4	0	0	40	4	10.00	873,600
11. OTHER	60	82	0	0	60	82	8.25	1,733,160
Total	1,573	956	166	344	1,739	1,300	\$10.21	\$45,851,205
HOTEL RELATED OCCUPATIONS <i>(3 Responses)</i>								
1. MANAGERS/ASSISTANT MANAGERS	7	0	1	1	8	1	0.00	\$125,000
2. SUPERVISORS/FIRST-LINE SUPERVISORS	2	0	3	0	5	0	9.25	96,200
3. OFFICE & ADMIN. SUPPORT STAFF	6	1	0	0	6	1	0.00	45,000
4. DESK CLERKS	26	7	3	7	29	14	8.88	664,560
5. ROOM CLEANERS	34	18	3	22	37	40	8.38	992,940
6. LIFEGUARDS	45	35	0	0	45	35	8.25	1,072,500
7. MAINTENANCE STAFF	14	1	0	0	14	1	11.50	346,840
8. OTHER	0	0	0	0	0	0	0.00	0
Total	134	62	10	30	144	92	\$9.25	\$3,343,040
Overall Total	2,792	1,570	530	732	3,322	2,302	--	\$81,110,446

¹Based on survey responses, number of filled positions and unfilled positions.

²Denotes an estimate of full and part-time employees based on: 1) use of Kansas City, Kansas business license file and count of employees in related businesses with known employees; 2) overall percentage of full and part-time employees of similar business type groups with known number of employees.

³Hourly wages are from survey responses except where noted. Select "Manager" and "Office & Admin." positions are based on annual salary figures.

Note: Part-time employees are estimated to work 20 hours per week.

*Wages from Kansas Wage Survey, 2006; Kansas Dept. of Labor; survey data did not include tips.

SECTION 2

DETAIL SUMMARY TABLES FOR SPECIFIC BUSINESS TYPES

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
ALL BUSINESS TYPES (64 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages</u>	<u>(Average)</u>	<u>Salaries</u>			
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>				<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>						
RESTAURANTS RELATED OCCUPATIONS														
(25 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	92	10.0%	10	2.1%	6	3.6%	2	2.3%	9.25	11.90	30,600	43,200		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	25	2.7%	2	0.4%	7	4.2%	3	3.5%	9.57	11.29	0	0		
3. COOKS	204	22.2%	46	9.9%	21	12.5%	4	4.7%	8.46	11.81	0	0		
4. WAITERS & WAITRESSES	264	28.8%	136	29.2%	79	47.0%	38	44.4%	2.23	2.51	0	0		
5. BARTENDERS	77	8.4%	19	4.1%	15	8.9%	4	4.7%	4.46	5.34	0	0		
6. DISHWASHERS	53	5.8%	4	0.9%	7	4.2%	0	0.0%	8.06	8.90	0	0		
7. HOST & HOSTESSES	66	7.2%	49	10.5%	21	12.5%	23	26.9%	6.03	7.36	0	0		
8. CASHIERS	75	8.2%	115	24.7%	6	3.6%	6.5	7.6%	7.13	8.71	0	0		
9. OTHER	61	6.7%	85	18.2%	6	3.6%	5	5.8%	6.54	8.67	0	0		
Total	917	100.0%	466	100.0%	168	100.0%	85.5	100.0%	6.86	8.50	---	---		
RETAIL SALES RELATED OCCUPATIONS														
(45 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	200	13.3%	16	1.9%	0	0.0%	0	0.0%	10.86	16.89	30,000	50,000		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	84	5.6%	17	2.0%	4	5.8%	1	0.9%	9.09	12.71	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	107	7.1%	23	2.7%	8	11.6%	1	0.9%	9.27	10.98	30,000	60,000		
4. RETAIL SALESPERSONS	609	40.5%	650	77.1%	21	30.4%	64	56.6%	7.26	8.79	0	0		
5. WAREHOUSE WORKERS	381	25.3%	77	9.1%	30	43.5%	6	5.3%	7.75	10.00	0	0		
6. LABORERS/STOCKERS	2	0.1%	3	0.4%	0	0.0%	0	0.0%	10.25	13.00	0	0		
7. CUSTODIANS	10	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
9. SECURITY GUARDS	16	1.1%	12	1.4%	1	1.4%	0	0.0%	0	0	0	0		
10. MAINTENANCE STAFF	37	2.5%	3	0.4%	3	4.3%	1	0.9%	9.00	11.00	0	0		
11. OTHER	58	3.9%	42	5.0%	2	2.9%	40	35.4%	8.13	8.38	0	0		
Total	1,504	100.0%	843	100.0%	69	100.0%	113	100.0%	8.95	11.47	---	---		
HOTEL RELATED OCCUPATIONS														
(3 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	7	6.0%	0	0.0%	0	0.0%	0	0.0%	0	0	62,500	62,500		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	2	1.7%	0	0.0%	0	0.0%	0	0.0%	9.00	9.50	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	5	4.3%	1	1.8%	1	5.6%	0	0.0%	0	0	30,000	60,000		
4. DESK CLERKS	26	22.4%	7	12.3%	0	0.0%	0	0.0%	8.50	9.25	0	0		
5. ROOM CLEANERS	29	25.0%	18	31.6%	5	27.8%	0	0.0%	7.75	9.00	0	0		
6. LIFEGUARDS	35	30.2%	30	52.6%	10	55.6%	5	100.0%	7.50	9.00	0	0		
7. MAINTENANCE STAFF	12	10.3%	1	1.8%	2	11.1%	0	0.0%	10.00	13.00	0	0		
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	116	100.0%	57	100.0%	18	100.0%	5	100.0%	8.55	9.95	---	---		

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	960	38.0%	718	60.0%	1,678	45.1%
Non-Wyandotte Co.	1,563	62.0%	478	40.0%	2,041	54.9%
Total	2,523	100.0%	1,196	100.0%	3,719	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	27	20.3%	1	16.7%	25	17.2%	53	18.7%
Retirement	21	15.8%	1	16.7%	23	15.9%	45	15.8%
Discounts	11	8.3%	2	33.3%	48	33.1%	61	21.5%
Vacation	31	23.3%	1	16.7%	23	15.9%	55	19.4%
Tuition Reimbursement	16	12.0%	1	16.7%	9	6.2%	26	9.2%
Sick Leave	27	20.3%	0	0.0%	17	11.7%	44	15.5%
Total	133	100.0%	6	100.0%	145	100.0%	284	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
ALL BUSINESS TYPES (64 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	2	3.4%
15	3	5.2%
16	26	44.8%
17	4	6.9%
18	21	36.2%
21	2	3.4%
Total	58	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	40	65.6%
No	21	34.4%
Total	61	100.0%

Difficulties Listed:

All listed above as well as lack of interview experience
Applications are poor or not filled out all the way; education levels are poor; people don't show up for work when hired; people want to get paid far above their educational/experience/skill level; interview poorly, not self-motivated; internal theft
Availability, skill-level low, no transportation finding 75% of applicants have no customer service skills and find it hard to work or sell to other people or come in for interviews wearing pajamas, or unprofessional attire. (poor hygiene)
Basic working skills, apperance/dress, confidence, soft skills, attitude
Bus times on weekends and/or non-reliable transportation has been an issue for us
Education, lack of soft skills & transportation
Education, skill level, availability
education, skills and transportation
Finding people under 18 is no problem, its finding ones above 18 who can have a flexible schedule that is difficult
Hard to find a neatly dressed, polite and sales skilled person; also education and minimum skill-level
Hospitality experience; some transportation problems
If they are qualified we hire them
In Nov. 2004, when we opened. Have no problems hiring in 2006
Issues hiring residents from Wyandotte with solid communication skills; also bad interview skills
Job readiness skills, communication, transportation, interview skills, no enthusiasm, absenteeism (A.K.A-bubles)
Lazy; not skilled
Minimum skill level, education, mannerisms, communication issues, inappropriate attire
Minimum skill level; transportation; no experience
Minimum skill-level
Minimum skill level and transportation are issues I have run across
Not real sure
Not trained; no customer service skills; attitude
Pay rate is competition Target, Penneys
Poor manners, inability to properly fillout applications, lack of ethics-high theft & callings
Professionalism
Qualified, trust-worthy, education, tract record for past work, transportation
Quality of people haven't been the greatest. Only 1 person from my original staff is still here. Everyone else has been fired.
Reliable employees, not qualified
Skill level
Skill level, transportation, professional appearance
Some are not very job oriented
Staffing not an issue
Transportation and accountability have been the biggest issue
Transportation has always been a problem, but lack of exp in the restaurant field. Has been the biggest problem. Not able to find serious applicant with good job history in hospitality.
Transportation issues and reliability
Transportation, work history, skill level
Transportation; minimum skills; haven't had jobs in the past, etc.
Transportation; skill-level
Work ethic, imitative, experience in sales, desire to work nights and weekends
Undependable transportation, child care problems, repated illnesses, lack of work ethic, no shows
Work ethic, transportation

ADDITIONAL COMMENTS

1st impressions goes a long way in the restaurant business
Being bright, cheerful, friendly and attentive to customers; organized and efficient; doing more than what is expected
Building a resume & knowing how & when to apply for a job.
Guest service is the biggest thing lacking in the current staff, We go through a lot of applications looking for guest skills
Most of our local hiring is for part-time (5-10 hrs/wk) sales associates; we haven't had any trouble hiring candidates from Wyandotte County/KCK
The biggest issue that we have had here is work ethic related, and bringing drama from home or school to work. Dependability is a must.
Training is done when hired. Feel as if I can mold any individual, but first impressions are lasting impressions. It is what my customers will remember
Training should include conduct through the interview process and when at a job. Also communication skills w/management team
Transportation is also very important
We need to expand our hiring search to John. Co. KS and Jackson Co. MO. Training at the college level may help in the future, however, we need quality employees now. Bus service needs to be expanded to weekends since most businesses at the Legends all are open 7 days a week. The Legends advertising needs to focus on how quickly (Legends) can be reached nia I-70 & I-435 from Johnson Co. (KS) and Jackson Co. (MO).
We run the rest of our staff out of the actual stadium the 6 employees here are the only members working out or the Legends store
Work ethic, positive teamwork, attitude; rest is trainable

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
ALL BUSINESS TYPES (64 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (0)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
GENERAL CUSTOMER SERVICE	56	3	3	0	0	0	4.9	1
WORKING AS PART OF A TEAM	49	9	1	1	0	0	4.8	2
HIRING THE RIGHT PEOPLE	42	10	6	3	1	0	4.4	3
CONFLICT RESOLUTION	27	17	13	2	1	0	4.1	4
BALANCING HOME AND WORK	24	18	13	3	1	2	4.0	5
DIVERSITY IN THE WORKPLACE	27	13	15	3	4	0	3.9	6
EXECUTIVE LEADERSHIP	20	19	10	5	7	0	3.7	7
FRONT-LINE SUPERVISION	18	16	18	4	5	0	3.6	8
BRIDGING THE GENERATIONAL GAP	14	13	19	7	7	1	3.3	9
SPANISH IN THE WORKPLACE	5	7	25	9	15	1	2.6	10
FOOD SERVICE & LODGING								
GUEST SERVICE	24	0	1	0	2	1	4.6	1
SANITATION	18	5	1	0	2	1	4.4	2
SAFETY & SECURITY	14	8	2	0	2	1	4.2	3
FOOD SERVING	14	3	3	1	2	3	4.1	4
SELLING TECHNIQUES	16	2	3	0	4	1	4.0	5
BEVERAGE SERVING	10	3	3	2	4	3	3.6	6
FOOD SERVICE TECHNOLOGY	10	5	3	0	6	2	3.5	7
RESERVATIONS	5	4	5	2	4	5	3.2	8
BANQUET SET-UP	6	1	5	2	4	7	3.2	9
FRONT DESK	4	3	4	1	5	7	3.0	10
BELL SERVICE	2	0	5	1	8	8	2.2	11
LODGING TECHNOLOGY	2	0	4	1	10	7	2.0	12
RETAIL								
BUILDING CUSTOMER RELATIONS	49	4	0	0	0	1	4.9	1
SELLING TECHNIQUES	37	6	7	0	2	2	4.5	2
LEARNING PRODUCTS & SERVICES	31	11	8	1	1	2	4.3	3
SAFETY & SECURITY	29	15	5	3	0	2	4.3	3
INVENTORY MAINTENANCE	28	9	11	3	1	2	4.2	5
STAGING THE PRODUCT	22	15	10	2	2	3	4.0	6
RETAIL TECHNOLOGY	22	12	10	4	3	2	3.9	7

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Illg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]Overall-Q7
7/27/2007

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RETAIL (42 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages</u>	<u>(Average)</u>	<u>Salaries</u>			
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>				<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>						
RESTAURANTS RELATED OCCUPATIONS														
(25 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	6	11.8%	0	0.0%	0	0.0%	0	0.0%	10.00	10.00	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	2	3.9%	0	0.0%	0	0.0%	0	0.0%	11.00	11.00	0	0		
3. COOKS	4	7.8%	1	1.1%	0	0.0%	0	0.0%	8.50	11.00	0	0		
4. WAITERS & WAITRESSES	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
5. BARTENDERS	3	5.9%	6	6.7%	0	0.0%	0	0.0%	8.00	12.00	0	0		
6. DISHWASHERS	2	3.9%	1	1.1%	0	0.0%	0	0.0%	6.00	6.00	0	0		
7. HOST & HOSTESSES	0	0.0%	0	0.0%	0	0.0%	3	100.0%	8.00	8.00	0	0		
8. CASHIERS	34	66.7%	81	91.0%	0	0.0%	0	0.0%	7.50	8.00	0	0		
9. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	51	100.0%	89	100.0%	0	0.0%	3	100.0%	8.43	9.43	---	---		
RETAIL SALES RELATED OCCUPATIONS														
(45 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	191	13.3%	13	1.7%	0	0.0%	0	0.0%	11.07	17.35	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	81	5.7%	7	0.9%	4	7.1%	1	1.4%	9.58	13.76	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	100	7.0%	22	2.8%	7	12.5%	1	1.4%	9.27	10.98	0	0		
4. RETAIL SALESPERSONS	569	39.7%	648	82.4%	11	19.6%	64	88.9%	7.24	8.73	0	0		
5. WAREHOUSE WORKERS	381	26.6%	77	9.8%	30	53.6%	6	8.3%	7.75	10.00	0	0		
6. LABORERS/STOCKERS	2	0.1%	3	0.4%	0	0.0%	0	0.0%	10.25	13.00	0	0		
7. CUSTODIANS	10	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
9. SECURITY GUARDS	16	1.1%	12	1.5%	1	1.8%	0	0.0%	0	0	0	0		
10. MAINTENANCE STAFF	25	1.7%	2	0.3%	1	1.8%	0	0.0%	0	0	0	0		
11. OTHER	58	4.0%	2	0.3%	2	3.6%	0	0.0%	10.50	10.50	0	0		
Total	1,433	100.0%	786	100.0%	56	100.0%	72	100.0%	9.38	12.04	---	---		
HOTEL RELATED OCCUPATIONS														
(3 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
4. DESK CLERKS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
5. ROOM CLEANERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
6. LIFEGUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
7. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	---	---	---	---		

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	493	28.6%	355	56.0%	848	36.0%
Non-Wyandotte Co.	1,228	71.4%	279	44.0%	1,507	64.0%
Total	1,721	100.0%	634	100.0%	2,355	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	20	20.8%	1	20.0%	15	15.5%	36	18.2%
Retirement	16	16.7%	1	20.0%	16	16.5%	33	16.7%
Discounts	9	9.4%	2	40.0%	29	29.9%	40	20.2%
Vacation	21	21.9%	1	20.0%	14	14.4%	36	18.2%
Tuition Reimbursement	12	12.5%	0	0.0%	9	9.3%	21	10.6%
Sick Leave	18	18.8%	0	0.0%	14	14.4%	32	16.2%
Total	96	100.0%	5	100.0%	97	100.0%	198	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RETAIL (42 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	0	0.0%
15	0	0.0%
16	18	48.6%
17	3	8.1%
18	15	40.5%
21	1	2.7%
Total	37	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	26	66.7%
No	13	33.3%
Total	39	100.0%

Difficulties Listed:

All listed above as well as lack of interview experience
Applications are poor or not filled out all the way; education levels are poor; people don't show up for work when hired; people want to get paid far above their educational/experience/skill level; interview poorly, not self-motivated; internal theft
Availability, skill-level low, no transportation finding 75% of applicants have no customer service skills and find it hard to work or sell to other people or come in for interviews wearing pajamas, or unprofessional attire. (poor hygiene)
Education, lack of soft skills & transportation
Education, skill level, availability
education, skills and transportation
Finding people under 18 is no problem, its finding ones above 18 who can have a flexible schedule that is difficult
Hard to find a neatly dressed, polite and sales skilled person; also education and minimum skill-level
Issues hiring residents from Wyandotte with solid communication skills; also bad interview skills
Lazy; not skilled
Minimum skill level, education, mannerisms, communication issues, inappropriate attire
Minimum skill level; transportation; no experience
Minimum skill-level
Not trained; no customer service skills; attitude
Poor manners, inability to properly fillout applications, lack of ethics-high theft & callings
Professionalism
Quality of people haven't been the greatest. Only 1 person from my original staff is still here. Everyone else has been fired.
Reliable employees, not qualified
Skill level
Some are not very job oriented
Staffing not an issue
Transportation and accountability have been the biggest issue
Transportation, work history, skill level
Transportation; minimum skills; haven't had jobs in the past, etc.
Work ethic, imitative, experience in sales, desire to work nights and weekends
Work ethic, transportation

ADDITIONAL COMMENTS

Being bright, cheerful, friendly and attentive to customers; organized and efficient; doing more than what is expected
Building a resume & knowing how & when to apply for a job.
Most of our local hiring is for part-time (5-10 hrs/wk) sales associates; we haven't had any trouble hiring candidates from Wyandotte County/KCK
The biggest issue that we have had here is work ethic related, and bringing drama from home or school to work. Dependability is a must.
Training is done when hired. Feel as if I can mold any individual, but first impressions are lasting impressions. It is what my customers will remember
Training should include conduct through the interview process and when at a job. Also communication skills w/management team
Transportation is also very important
We run the rest of our staff out of the actual stadium the 6 employees here here are the only members working out of the Legends store
Work ethic, positive teamwork, attitude; rest is trainable

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY

June 2007

RETAIL (42 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (9)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
GENERAL CUSTOMER SERVICE	36	3	1	0	0	0	4.9	1
WORKING AS PART OF A TEAM	32	5	0	1	0	0	4.8	2
HIRING THE RIGHT PEOPLE	27	7	3	2	1	0	4.4	3
BALANCING HOME AND WORK	19	11	7	1	0	1	4.3	4
CONFLICT RESOLUTION	19	9	8	1	1	0	4.2	5
DIVERSITY IN THE WORKPLACE	18	7	11	0	4	0	3.9	6
EXECUTIVE LEADERSHIP	13	15	4	1	6	0	3.7	7
FRONT-LINE SUPERVISION	10	11	13	3	3	0	3.6	8
BRIDGING THE GENERATIONAL GAP	9	9	13	4	4	1	3.4	9
SPANISH IN THE WORKPLACE	2	6	13	7	12	0	2.5	10
FOOD SERVICE & LODGING								
SELLING TECHNIQUES	5	0	0	0	1	1	4.3	1
FOOD SERVICE TECHNOLOGY	3	1	0	0	1	1	4.0	2
SANITATION	4	0	0	0	2	1	3.7	3
GUEST SERVICE	4	0	1	0	2	1	3.6	4
SAFETY & SECURITY	3	1	0	0	2	1	3.5	5
FOOD SERVING	2	0	1	0	2	1	3.0	6
FRONT DESK	1	0	1	0	2	1	2.5	7
BANQUET SET-UP	1	0	1	0	2	1	2.5	7
BEVERAGE SERVING	1	0	1	0	2	1	2.5	7
RESERVATIONS	0	0	0	0	3	2	1.0	10
BELL SERVICE	0	0	0	0	3	2	1.0	10
LODGING TECHNOLOGY	0	0	0	0	3	2	1.0	10
RETAIL								
BUILDING CUSTOMER RELATIONS	38	2	0	0	0	0	5.0	1
SELLING TECHNIQUES	31	4	4	0	1	0	4.6	2
LEARNING PRODUCTS & SERVICES	27	8	4	1	0	0	4.5	3
INVENTORY MAINTENANCE	24	7	7	2	0	0	4.3	4
SAFETY & SECURITY	22	12	3	3	0	0	4.3	4
STAGING THE PRODUCT	19	13	6	1	1	0	4.2	6
RETAIL TECHNOLOGY	19	10	6	2	3	0	4.0	7

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Vllg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]WageSummary

7/27/2007

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANTS, FULL-SERVICE (10 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages</u>	<u>(Average)</u>	<u>Salaries</u>			
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>				<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>						
RESTAURANTS RELATED OCCUPATIONS														
(25 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	57	8.6%	2	1.0%	3	2.2%	0	0.0%	0	0	34,333	38,667		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	12	1.8%	2	1.0%	5	3.6%	1	1.5%	10.00	12.33	0	0		
3. COOKS	142	21.4%	30	15.2%	15	10.9%	4	6.2%	8.83	13.17	0	0		
4. WAITERS & WAITRESSES	232	34.9%	105	53.3%	71	51.4%	36	55.4%	2.13	2.56	0	0		
5. BARTENDERS	53	8.0%	11	5.6%	14	10.1%	4	6.2%	2.87	3.44	0	0		
6. DISHWASHERS	40	6.0%	2	1.0%	7	5.1%	0	0.0%	8.58	9.43	0	0		
7. HOST & HOSTESSES	61	9.2%	35	17.8%	21	15.2%	20	30.8%	5.78	7.93	0	0		
8. CASHIERS	18	2.7%	0	0.0%	2	1.4%	0	0.0%	8.00	10.00	0	0		
9. OTHER	50	7.5%	10	5.1%	0	0.0%	0	0.0%	8.00	12.00	0	0		
Total	665	100.0%	197	100.0%	138	100.0%	65	100.0%	6.77	8.86	---	---		
RETAIL SALES RELATED OCCUPATIONS														
(45 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	2	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
4. RETAIL SALESPERSONS	30	93.8%	0	0.0%	10	100.0%	0	0.0%	7.50	10.00	0	0		
5. WAREHOUSE WORKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
6. LABORERS/STOCKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
7. CUSTODIANS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
9. SECURITY GUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
10. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
11. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	32	100.0%	0	0.0%	10	100.0%	0	0.0%	7.50	10.00	---	---		
HOTEL RELATED OCCUPATIONS														
(3 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
4. DESK CLERKS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
5. ROOM CLEANERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
6. LIFEGUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
7. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.00	0.00	---	---		

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	278	59.3%	116	56.0%	394	58.3%
Non-Wyandotte Co.	191	40.7%	91	44.0%	282	41.7%
Total	469	100.0%	207	100.0%	676	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	3	15.8%	0	0.0%	6	23.1%	9	20.0%
Retirement	3	15.8%	0	0.0%	4	15.4%	7	15.6%
Discounts	0	0.0%	0	0.0%	10	38.5%	10	22.2%
Vacation	5	26.3%	0	0.0%	5	19.2%	10	22.2%
Tuition Reimbursement	2	10.5%	0	0.0%	0	0.0%	2	4.4%
Sick Leave	6	31.6%	0	0.0%	1	3.8%	7	15.6%
Total	19	100.0%	0	0.0%	26	100.0%	45	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANTS, FULL-SERVICE (10 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	0	0.0%
15	1	10.0%
16	5	50.0%
17	1	10.0%
18	3	30.0%
21	0	0.0%
Total	10	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	6	60.0%
No	4	40.0%
Total	10	100.0%

Difficulties Listed:

Basic working skills, apperance/dress, confidence, soft skills, attitude
Hospitality experience; some transportation problems
If they are qualified we hire them
Minimum skill level; transportation; no experience
Not real sure
Transportation has always been a problem, but lack of exp in the restaurant field. Has been the biggest problem. Not able to find serious applicant with good job history in hospitality.
Transportation; skill-level

ADDITIONAL COMMENTS

1st impressions goes a long way in the restaurant business
--

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANT, FULL-SERVICE (10 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (0)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
GENERAL CUSTOMER SERVICE	10	0	0	0	0	0	5.0	1
WORKING AS PART OF A TEAM	9	1	0	0	0	0	4.9	2
HIRING THE RIGHT PEOPLE	7	1	2	0	0	0	4.5	3
CONFLICT RESOLUTION	4	4	2	0	0	0	4.2	4
DIVERSITY IN THE WORKPLACE	5	3	1	1	0	0	4.2	4
FRONT-LINE SUPERVISION	3	3	4	0	0	0	3.9	6
BALANCING HOME AND WORK	4	2	2	2	0	0	3.8	7
EXECUTIVE LEADERSHIP	3	3	2	2	0	0	3.7	8
SPANISH IN THE WORKPLACE	3	1	5	0	1	0	3.5	9
BRIDGING THE GENERATIONAL GAP	2	3	2	0	2	0	3.3	10
FOOD SERVICE & LODGING								
GUEST SERVICE	10	0	0	0	0	0	5.0	1
FOOD SERVING	9	1	0	0	0	0	4.9	2
BEVERAGE SERVING	8	2	0	0	0	0	4.8	3
SANITATION	7	3	0	0	0	0	4.7	4
SAFETY & SECURITY	6	3	1	0	0	0	4.5	5
SELLING TECHNIQUES	8	0	1	0	1	0	4.4	6
RESERVATIONS	4	3	1	2	0	0	3.9	7
FOOD SERVICE TECHNOLOGY	6	1	1	0	2	0	3.9	7
BANQUET SET-UP	3	1	2	0	1	3	3.7	9
FRONT DESK	2	1	1	0	2	3	3.2	10
BELL SERVICE	2	0	1	0	3	3	2.7	11
LODGING TECHNOLOGY	2	0	0	1	4	2	2.3	12
RETAIL								
BUILDING CUSTOMER RELATIONS	4	1	0	0	0	1	4.8	1
SAFETY & SECURITY	3	2	0	0	0	1	4.6	2
SELLING TECHNIQUES	4	0	0	0	1	1	4.2	3
LEARNING PRODUCTS & SERVICES	3	0	1	0	1	1	3.8	4
RETAIL TECHNOLOGY	2	0	1	1	0	1	3.8	5
INVENTORY MAINTENANCE	2	0	1	1	1	1	3.2	6
STAGING THE PRODUCT	2	0	1	1	1	1	3.2	6

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Vllg West Business Survey, 2006[Summary of Data_FINAL_5-14-07.xls]Rest.-Full Q7

7/27/2007

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANTS, LIMITED SERVICE (FAST FOOD) (7 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages</u>	<u>(Average)</u>	<u>Salaries</u>			
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>				<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>						
RESTAURANTS RELATED OCCUPATIONS														
(25 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	18	15.0%	8	4.9%	2	10.5%	2	11.4%	9.10	12.38	20,000	35,000		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	7	5.8%	0	0.0%	2	10.5%	2	11.4%	8.00	9.50	0	0		
3. COOKS	38	31.7%	11	6.8%	4	21.1%	0	0.0%	7.00	9.50	0	0		
4. WAITERS & WAITRESSES	20	16.7%	25	15.4%	1	5.3%	2	11.4%	2.13	2.13	0	0		
5. BARTENDERS	4	3.3%	2	1.2%	0	0.0%	0	0.0%	0	0	0	0		
6. DISHWASHERS	4	3.3%	1	0.6%	0	0.0%	0	0.0%	7.00	8.00	0	0		
7. HOST & HOSTESSES	2	1.7%	10	6.2%	0	0.0%	0	0.0%	2.13	2.13	0	0		
8. CASHIERS	16	13.3%	30	18.5%	4	21.1%	6.5	37.1%	6.00	8.33	0	0		
9. OTHER	11	9.2%	75	46.3%	6	31.6%	5	28.6%	6.25	8.00	0	0		
Total	120	100.0%	162	100.0%	19	100.0%	17.5	100.0%	5.95	7.50	---	---		
RETAIL SALES RELATED OCCUPATIONS														
(45 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
4. RETAIL SALESPERSONS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
5. WAREHOUSE WORKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
6. LABORERS/STOCKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
7. CUSTODIANS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
9. SECURITY GUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
10. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
11. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	---	---	---	---		
HOTEL RELATED OCCUPATIONS														
(3 Responses)														
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
4. DESK CLERKS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
5. ROOM CLEANERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
6. LIFEGUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
7. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0		
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	---	---	---	---		

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	71	61.7%	144	79.6%	215	72.6%
Non-Wyandotte Co.	44	38.3%	37	20.4%	81	27.4%
Total	115	100.0%	181	100.0%	296	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	1	25.0%	0	0.0%	2	16.7%	3	17.6%
Retirement	0	0.0%	0	0.0%	2	16.7%	2	11.8%
Discounts	0	0.0%	0	0.0%	6	50.0%	6	35.3%
Vacation	3	75.0%	0	0.0%	1	8.3%	4	23.5%
Tuition Reimbursement	0	0.0%	1	100.0%	0	0.0%	1	5.9%
Sick Leave	0	0.0%	0	0.0%	1	8.3%	1	5.9%
Total	4	100.0%	1	100.0%	12	100.0%	17	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANTS, LIMITED SERVICE (FAST FOOD) (7 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	1	16.7%
15	2	33.3%
16	2	33.3%
17	0	0.0%
18	1	16.7%
21	0	0.0%
Total	6	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	5	71.4%
No	2	28.6%
Total	7	100.0%

Difficulties Listed:

Bus times on weekends and/or non-reliable transportation has been an issue for us
In Nov. 2004, when we opened. Have no problems hiring in 2006
Pay rate is competition Target, Penneys
Transportation issues and reliability
Undependable transportation, child care problems, repated illnesses, lack of work ethic, no shows

ADDITIONAL COMMENTS

We need to expand our hiring search to John. Co. KS and Jackson Co. MO. Training at the college level may help in the future, however, we need quality employees now. Bus service needs to be expanded to weekends since most businesses at the Legends are open 7 days a week. The Legends advertising needs to focus on how quickly or can be reached via I-70 and I-435 from Johnson County and Jackson Co.

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
June 2007
RESTAURANTS, LIMITED SERVICE (FAST FOOD) (7 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (9)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
WORKING AS PART OF A TEAM	5	2	0	0	0	0	4.7	1
GENERAL CUSTOMER SERVICE	6	0	1	0	0	0	4.7	1
HIRING THE RIGHT PEOPLE	5	1	1	0	0	0	4.6	3
CONFLICT RESOLUTION	1	4	1	1	0	0	3.7	4
DIVERSITY IN THE WORKPLACE	2	2	2	1	0	0	3.7	4
EXECUTIVE LEADERSHIP	3	0	3	1	0	0	3.7	4
FRONT-LINE SUPERVISION	4	0	1	0	2	0	3.6	7
BRIDGING THE GENERATIONAL GAP	2	1	3	0	1	0	3.4	8
BALANCING HOME AND WORK	0	4	1	0	1	1	3.3	9
SPANISH IN THE WORKPLACE	0	0	3	2	1	1	2.3	10
FOOD SERVICE & LODGING								
GUEST SERVICE	6	0	0	0	0	0	5.0	1
SANITATION	5	1	0	0	0	0	4.8	2
SAFETY & SECURITY	4	2	0	0	0	0	4.7	3
FOOD SERVING	2	2	0	0	0	2	4.5	4
FOOD SERVICE TECHNOLOGY	0	3	1	0	1	1	3.2	5
SELLING TECHNIQUES	2	1	1	0	2	0	3.2	6
BEVERAGE SERVING	0	1	1	1	1	2	2.5	7
RESERVATIONS	0	0	2	0	1	3	2.3	8
BELL SERVICE	0	0	2	0	1	3	2.3	8
FRONT DESK	0	0	1	1	1	3	2.0	10
BANQUET SET-UP	0	0	1	1	1	3	2.0	10
LODGING TECHNOLOGY	0	0	1	0	2	3	1.7	12
RETAIL								
BUILDING CUSTOMER RELATIONS	3	0	0	0	0	0	5.0	1
SAFETY & SECURITY	2	0	0	0	0	1	5.0	1
INVENTORY MAINTENANCE	1	1	0	0	0	1	4.5	3
SELLING TECHNIQUES	1	0	1	0	0	1	4.0	4
LEARNING PRODUCTS & SERVICES	0	1	1	0	0	1	3.5	5
STAGING THE PRODUCT	0	0	1	0	0	2	3.0	6
RETAIL TECHNOLOGY	0	1	0	1	0	1	3.0	6

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Vllg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]WageSummary

7/27/2007

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
April 2007
ACCOMODATIONS (3 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages (Average)</u>		<u>Salaries (Average)</u>	
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>		<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>				
RESTAURANTS RELATED OCCUPATIONS												
(23 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	6	10.0%	0	0.0%	1	9.1%	0	0.0%	0	0	30,000	65,000
2. SUPERVISORS/FIRST-LINE SUPERVISORS	4	6.7%	0	0.0%	0	0.0%	0	0.0%	10.00	12.00	0	0
3. COOKS	19	31.7%	4	22.2%	2	18.2%	0	0.0%	9.00	12.00	0	0
4. WAITERS & WAITRESSES	12	20.0%	6	33.3%	7	63.6%	0	0.0%	3.00	3.00	0	0
5. BARTENDERS	2	3.3%	0	0.0%	1	9.1%	0	0.0%	6.50	6.50	0	0
6. DISHWASHERS	7	11.7%	0	0.0%	0	0.0%	0	0.0%	8.00	9.00	0	0
7. HOST & HOSTESSES	3	5.0%	4	22.2%	0	0.0%	0	0.0%	7.75	8.00	0	0
8. CASHIERS	7	11.7%	4	22.2%	0	0.0%	0	0.0%	8.00	8.00	0	0
9. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
Total	60	100.0%	18	100.0%	11	100.0%	0	0.0%	7.46	8.36	---	---
RETAIL SALES RELATED OCCUPATIONS												
(43 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	8	20.5%	0	0.0%	0	0.0%	0	0.0%	0	0	30,000	50,000
2. SUPERVISORS/FIRST-LINE SUPERVISORS	4	10.3%	0	0.0%	0	0.0%	0	0.0%	9.00	11.00	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	5	12.8%	1	33.3%	1	33.3%	0	0.0%	0	0	30,000	60,000
4. RETAIL SALESPERSONS	10	25.6%	2	66.7%	0	0.0%	0	0.0%	7.50	9.00	0	0
5. WAREHOUSE WORKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
6. LABORERS/STOCKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
7. CUSTODIANS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
9. SECURITY GUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
10. MAINTENANCE STAFF	12	30.8%	0	0.0%	2	66.7%	0	0.0%	10.00	13.00	0	0
11. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
Total	39	100.0%	3	100.0%	3	100.0%	0	0.0%	8.83	11.00	---	---
HOTEL RELATED OCCUPATIONS												
(3 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	2	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0	62,500	62,500
2. SUPERVISORS/FIRST-LINE SUPERVISORS	1	0.9%	0	0.0%	0	0.0%	0	0.0%	9.00	9.50	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	5	4.5%	1	1.8%	1	5.6%	0	0.0%	0	0	30,000	60,000
4. DESK CLERKS	26	23.6%	7	12.3%	0	0.0%	0	0.0%	8.50	9.25	0	0
5. ROOM CLEANERS	29	26.4%	18	31.6%	5	27.8%	0	0.0%	7.75	9.00	0	0
6. LIFE GUARDS	35	31.8%	30	52.6%	10	55.6%	5	100.0%	7.50	9.00	0	0
7. MAINTENANCE STAFF	12	10.9%	1	1.8%	2	11.1%	0	0.0%	10.00	13.00	0	0
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
Total	110	100.0%	57	100.0%	18	100.0%	5	100.0%	8.55	9.95	---	---

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	113	55.4%	64	56.1%	178	55.7%
Non-Wyandotte Co.	91	44.6%	50	43.9%	141	44.3%
Total	204	100.0%	114	100.0%	319	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	1	16.7%	0	0.0%	2	25.0%	3	21.4%
Retirement	1	16.7%	0	0.0%	1	12.5%	2	14.3%
Discounts	1	16.7%	0	0.0%	2	25.0%	3	21.4%
Vacation	1	16.7%	0	0.0%	2	25.0%	3	21.4%
Tuition Reimbursement	1	16.7%	0	0.0%	0	0.0%	1	7.1%
Sick Leave	1	16.7%	0	0.0%	1	12.5%	2	14.3%
Total	6	100.0%	0	0.0%	8	100.0%	14	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
April 2007
ACCOMODATIONS (3 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	1	33.3%
15	0	0.0%
16	0	0.0%
17	0	0.0%
18	2	66.7%
21	0	0.0%
Total	3	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	2	66.7%
No	1	33.3%
Total	3	100.0%

Difficulties Listed:

Job readiness skills, communication, transportation, interview skills, no enthusiasm, absenteeism (A.K.A-bubbles)
Skill level, transportation, professional appearance

ADDITIONAL COMMENTS

(None listed)

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY

April 2007

ACCOMODATIONS (3 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (9)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
CONFLICT RESOLUTION	2	0	1	0	0	0	4.3	1
GENERAL CUSTOMER SERVICE	2	0	1	0	0	0	4.3	1
HIRING THE RIGHT PEOPLE	2	0	0	1	0	0	4.0	3
WORKING AS PART OF A TEAM	1	1	1	0	0	0	4.0	3
FRONT-LINE SUPERVISION	1	1	0	1	0	0	3.7	5
BALANCING HOME AND WORK	0	1	2	0	0	0	3.3	6
DIVERSITY IN THE WORKPLACE	0	1	1	1	0	0	3.0	7
EXECUTIVE LEADERSHIP	0	1	1	1	0	0	3.0	7
SPANISH IN THE WORKPLACE	0	0	3	0	0	0	3.0	7
BRIDGING THE GENERATIONAL GAP	0	0	1	2	0	0	2.3	10
FOOD SERVICE & LODGING								
GUEST SERVICE	3	0	0	0	0	0	5.0	1
FRONT DESK	1	2	0	0	0	0	4.3	2
SANITATION	1	1	1	0	0	0	4.0	3
SAFETY & SECURITY	0	2	1	0	0	0	3.7	4
SELLING TECHNIQUES	0	1	1	0	0	0	3.5	5
BANQUET SET-UP	1	0	1	1	0	0	3.3	6
RESERVATIONS	0	1	2	0	0	0	3.3	6
FOOD SERVING	0	0	2	1	0	0	2.7	8
LODGING TECHNOLOGY	0	0	2	0	1	0	2.3	9
BELL SERVICE	0	0	1	1	1	0	2.0	10
BEVERAGE SERVING	0	0	1	1	1	0	2.0	10
FOOD SERVICE TECHNOLOGY	0	0	1	0	2	0	1.7	12
RETAIL								
BUILDING CUSTOMER RELATIONS	2	1	0	0	0	0	4.7	1
SAFETY & SECURITY	1	0	2	0	0	0	3.7	2
LEARNING PRODUCTS & SERVICES	0	1	2	0	0	0	3.3	3
SELLING TECHNIQUES	0	1	2	0	0	0	3.3	3
STAGING THE PRODUCT	0	1	2	0	0	0	3.3	3
INVENTORY MAINTENANCE	0	0	3	0	0	0	3.0	6
RETAIL TECHNOLOGY	0	0	3	0	0	0	3.0	6

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Wllg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]WageSummary

7/27/2007

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
April 2007
ENTERTAINMENT (2 RESPONSES)

	<u># Current Employees (Total)</u>				<u># Unfilled Employees (Total)</u>				<u>Wages (Average)</u>		<u>Salaries (Average)</u>	
	<u>Full-Time</u>		<u>Part-Time</u>		<u>Full-Time</u>		<u>Part-Time</u>		<u>Low</u>	<u>High</u>	<u>Low</u>	<u>High</u>
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>				
RESTAURANTS RELATED OCCUPATIONS												
(23 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	5	23.8%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
3. COOKS	1	4.8%	0	0.0%	0	0.0%	0	0.0%	10.00	12.00	0	0
4. WAITERS & WAITRESSES	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
5. BARTENDERS	15	71.4%	0	0.0%	0	0.0%	0	0.0%	10.00	12.00	0	0
6. DISHWASHERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
7. HOST & HOSTESSES	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
8. CASHIERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
9. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
Total	21	100.0%	0	0.0%	0	0.0%	0	0.0%	10.00	12.00	---	---

RETAIL SALES RELATED OCCUPATIONS												
(43 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	6	100.0%	3	5.6%	0	0.0%	0	0.0%	8.00	10.00	0	0
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	10	18.5%	0	0.0%	0	0.0%	6.25	7.00	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
4. RETAIL SALESPERSONS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
5. WAREHOUSE WORKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
6. LABORERS/STOCKERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
7. CUSTODIANS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
8. DELIVERY TRUCK DRIVERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
9. SECURITY GUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
10. MAINTENANCE STAFF	0	0.0%	1	1.9%	0	0.0%	1	2.4%	8.00	9.00	0	0
11. OTHER	0	0.0%	40	74.1%	0	0.0%	40	97.6%	5.75	6.25	0	0
Total	6	100.0%	54	100.0%	0	0.0%	41	100.0%	7.00	8.06	---	---

HOTEL RELATED OCCUPATIONS												
(3 Responses)												
1. MANAGERS/ASSISTANT MANAGERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
2. SUPERVISORS/FIRST-LINE SUPERVISORS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
3. OFFICE & ADMIN. SUPPORT STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
4. DESK CLERKS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
5. ROOM CLEANERS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
6. LIFEGUARDS	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
7. MAINTENANCE STAFF	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
8. OTHER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0
Total	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.00	0.00	---	---

EMPLOYEE RESIDENCE

	<u>Full-time</u>		<u>Part-time</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Wyandotte Co.	5	35.7%	39	65.0%	44	59.1%
Non-Wyandotte Co.	9	64.3%	21	35.0%	31	40.9%
Total	14	100.0%	60	100.0%	75	100.0%

BENEFITS

	<u>Employee Pay Group</u>							
	<u>Salaried</u>		<u>Hourly</u>		<u>Both</u>		<u>Total</u>	
	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>	<u>Count</u>	<u>Pct.</u>
Health	2	25.0%	0	0.0%	0	0.0%	2	20.0%
Retirement	1	12.5%	0	0.0%	0	0.0%	1	10.0%
Discounts	1	12.5%	0	0.0%	1	50.0%	2	20.0%
Vacation	1	12.5%	0	0.0%	1	50.0%	2	20.0%
Tuition Reimbursement	1	12.5%	0	0.0%	0	0.0%	1	10.0%
Sick Leave	2	25.0%	0	0.0%	0	0.0%	2	20.0%
Total	8	100.0%	0	0.0%	2	100.0%	10	100.0%

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
April 2007
ENTERTAINMENT (2 RESPONSES)

AGE REQUIREMENTS

<u>Years of Age</u>	<u>Count</u>	<u>Pct.</u>
14	0	0.0%
15	0	0.0%
16	1	50.0%
17	0	0.0%
18	0	0.0%
21	1	50.0%
Total	2	100.0%

DIFFICULTIES HIRING WYANDOTTE COUNTY RESIDENTS

	<u>Count</u>	<u>Pct.</u>
Yes	1	50.0%
No	1	50.0%
Total	2	100.0%

Difficulties Listed:

Qualified, trust-worthy, education, tract record for past work, transportation

ADDITIONAL COMMENTS

Guest service is the biggest thing lacking in the current staff, We go through a lot of applications looking for guest skills

VILLAGE WEST AND THE LEGENDS BUSINESS SURVEY SUMMARY
April 2007
ENTERTAINMENT (2 RESPONSES)

Question 7 Results - 'Indicate how important the following training items would be for your employees.'

(Numbers in the table reflect the responses of the seven restaurants answering the survey.)

	<u>Most Important</u> (5)	(4)	<u>Somewhat Important</u> (3)	(2)	<u>Not Important</u> (1)	<u>Don't Know</u> (9)	Overall Score*	Rank
CREATING A HIGH-PERFORMANCE TEAM								
DIVERSITY IN THE WORKPLACE	2	0	0	0	0	0	5.0	1
GENERAL CUSTOMER SERVICE	2	0	0	0	0	0	5.0	1
WORKING AS PART OF A TEAM	2	0	0	0	0	0	5.0	1
HIRING THE RIGHT PEOPLE	1	1	0	0	0	0	4.5	4
BALANCING HOME AND WORK	1	0	1	0	0	0	4.0	5
CONFLICT RESOLUTION	1	0	1	0	0	0	4.0	5
FRONT-LINE SUPERVISION	0	1	0	0	0	0	4.0	5
BRIDGING THE GENERATIONAL GAP	1	0	0	1	0	0	3.5	8
EXECUTIVE LEADERSHIP	1	0	0	0	1	0	3.0	9
SPANISH IN THE WORKPLACE	0	0	1	0	1	0	2.0	10
FOOD SERVICE & LODGING								
BANQUET SET-UP	1	0	0	0	0	0	5.0	1
BEVERAGE SERVING	1	0	0	0	0	0	5.0	1
FOOD SERVICE TECHNOLOGY	1	0	0	0	0	0	5.0	1
FOOD SERVING	1	0	0	0	0	0	5.0	1
GUEST SERVICE	1	0	0	0	0	0	5.0	1
RESERVATIONS	1	0	0	0	0	0	5.0	1
SAFETY & SECURITY	1	0	0	0	0	0	5.0	1
SANITATION	1	0	0	0	0	0	5.0	1
SELLING TECHNIQUES	1	0	0	0	0	0	5.0	1
BELL SERVICE	0	0	1	0	0	0	3.0	10
FRONT DESK	0	0	1	0	0	0	3.0	10
LODGING TECHNOLOGY	0	0	1	0	0	0	3.0	10
RETAIL								
BUILDING CUSTOMER RELATIONS	2	0	0	0	0	0	5.0	1
INVENTORY MAINTENANCE	1	1	0	0	0	0	4.5	2
LEARNING PRODUCTS & SERVICES	1	1	0	0	0	0	4.5	2
RETAIL TECHNOLOGY	1	1	0	0	0	0	4.5	2
SAFETY & SECURITY	1	1	0	0	0	0	4.5	2
SELLING TECHNIQUES	1	1	0	0	0	0	4.5	2
STAGING THE PRODUCT	1	1	0	0	0	0	4.5	2

*The overall score is determined by weighting each response and dividing by the total number of responses.

X:\surveys\Wllg West Business Survey, 2006\[Summary of Data_FINAL_5-14-07.xls]WageSummary
7/27/2007

SECTION 3
SURVEY INSTRUMENT

Research Division

Unified Government of Wyandotte Co./Kansas City, KS
701 N. 7th Street, Room 330
Kansas City, KS 66101

Phone (913) 573-5157
Fax (913) 573-5003



**VILLAGE WEST & THE LEGENDS SURVEY
OCTOBER 17, 2006**

This survey is being sent to all Village West and The Legends businesses with the goal of better understanding the various aspects of the positions and employees that work with your business. Survey results will also assist the Unified Government, the Kansas City Kansas Community College and other community organizations/agencies in providing training for Wyandotte County residents so they might be employed by a Village West or The Legends business. Finally, the survey will help the Unified Government understand the impact which Village West and The Legends are having upon our community.

Please take the time to answer the following questions and return AS SOON AS POSSIBLE. Individual responses will be treated as confidential. However, data will be aggregated from multiple surveys to summarize results. The completed survey can be mailed to the Unified Government Research Division, Rm. 330, 701 N. 7th St., Kansas City, KS 66101 (postage paid envelope provided). If you have any questions regarding this survey, please contact Mike Grimm (913-573-5157; mgrimm@wcyokck.org) or Lew Levin (913-573-5186; llevin@wcyokck.org) with the Unified Government Research Division.

If you would rather fill out a copy of this survey electronically, contact Mike Grimm at mgrimm@wcyokck.org. You will receive a message back with a Microsoft Word form file attached. Once the Word form is completed, it will need to be saved to your hard drive and e-mailed back to the sender as an attachment.

VILLAGE WEST & THE LEGENDS SURVEY

1. What is the name of your business? _____

Contact Information: _____
 Name Phone Number E-mail

2. Please complete the table below regarding your employment positions:

Job Positions	Number of <u>CURRENT</u> Employees		Number of <u>UNFILLED</u> Positions		Range of Hourly Wages*
	Full-Time	Part-Time	Full-Time	Part-Time	
<i>Example: Cooks</i>	2	8	0	2	\$7.50 - \$10.00
RESTAURANT RELATED OCCUPATIONS					
1. MANAGERS/ASSISTANT MANAGERS					
2. SUPERVISORS/FIRST-LINE SUPERVISORS					
3. COOKS					
4. WAITERS & WAITRESSES					
5. BARTENDERS					
6. DISHWASHERS					
7. HOST & HOSTESSES					
8. CASHIERS					
9. OTHER					
RETAIL SALES RELATED OCCUPATIONS					
1. MANAGERS/ASSISTANT MANAGERS					
2. SUPERVISORS/FIRST-LINE SUPERVISORS					
3. OFFICE & ADMINISTRATIVE SUPPORT STAFF (e.g. ACCOUNTING, HUMAN RESOURCES)					
4. RETAIL SALESPERSONS					
5. WAREHOUSE WORKERS					
6. LABORERS/STOCKERS					
7. CUSTODIANS					
8. DELIVERY TRUCK DRIVERS					
9. SECURITY GUARDS					
10. MAINTENANCE STAFF					
11. OTHER					
HOTEL RELATED OCCUPATIONS					
1. MANAGERS/ASSISTANT MANAGERS					
2. SUPERVISORS/FIRST-LINE SUPERVISORS					
3. OFFICE & ADMINISTRATIVE SUPPORT STAFF (e.g. ACCOUNTING, HUMAN RESOURCES)					
4. DESK CLERKS					
5. ROOM CLEANERS					
6. LIFEGUARDS					
7. MAINTENANCE STAFF					
8. OTHER					

*"Range of Hourly Wages" with tips and/or commissions.

VILLAGE WEST & THE LEGENDS SURVEY, cont.

3. Please complete the following table regarding EMPLOYEE RESIDENCE. Enter the number of Wyandotte County and Non-Wyandotte County residents that work full and part-time.

Residence	# Full-Time	# Part-Time
WYANDOTTE COUNTY		
NON-WYANDOTTE COUNTY		
TOTAL		

4. Please select the benefits offered to your employees. (Check the boxes that apply.)

Benefit	Salaried Employees (e.g. manager)	Hourly Employees (e.g. cooks, stockers)
1. HEALTH CARE	<input type="checkbox"/>	<input type="checkbox"/>
2. RETIREMENT (e.g. 401K)	<input type="checkbox"/>	<input type="checkbox"/>
3. EMPLOYEE DISCOUNTS (e.g. MEALS, MERCHANDISE)	<input type="checkbox"/>	<input type="checkbox"/>
4. VACATION PAY	<input type="checkbox"/>	<input type="checkbox"/>
5. TUITION REIMBURSEMENT	<input type="checkbox"/>	<input type="checkbox"/>
6. SICK LEAVE	<input type="checkbox"/>	<input type="checkbox"/>
7. OTHER (LIST)		

5. Does your business have a minimum age requirement for employees? (Circle one)

1 YES 2 NO

If "YES", what is the age requirement: _____

6. Has your business encountered difficulties hiring Wyandotte County residents? (e.g. education, minimum skill-level, child-care, transportation) (Circle one)

1 YES 2 NO

If "YES", please explain: _____

VILLAGE WEST & THE LEGENDS SURVEY, cont.

7. If the Kansas City Kansas Community College offered training, please indicate how important the following training items would be for your employees. (Circle one response for each of the following categories.)

Potential Training Categories	<u>Most Important</u>	<u>Somewhat Important</u>	<u>Not Important</u>	<u>Don't Know</u>		
<i>CREATING A HIGH-PERFORMANCE TEAM</i>						
WORKING AS PART OF A TEAM	5	4	3	2	1	9
BALANCING HOME AND WORK	5	4	3	2	1	9
CONFLICT RESOLUTION	5	4	3	2	1	9
GENERAL CUSTOMER SERVICE	5	4	3	2	1	9
DIVERSITY IN THE WORKPLACE	5	4	3	2	1	9
SPANISH IN THE WORKPLACE	5	4	3	2	1	9
FRONT-LINE SUPERVISION	5	4	3	2	1	9
EXECUTIVE LEADERSHIP	5	4	3	2	1	9
HIRING THE RIGHT PEOPLE	5	4	3	2	1	9
BRIDGING THE GENERATIONAL GAP	5	4	3	2	1	9
<i>FOOD SERVICE & LODGING</i>						
GUEST SERVICE	5	4	3	2	1	9
SAFETY & SECURITY	5	4	3	2	1	9
RESERVATIONS	5	4	3	2	1	9
BELL SERVICE	5	4	3	2	1	9
FRONT DESK	5	4	3	2	1	9
BANQUET SET-UP	5	4	3	2	1	9
FOOD SERVING	5	4	3	2	1	9
BEVERAGE SERVING	5	4	3	2	1	9
SANITATION	5	4	3	2	1	9
SELLING TECHNIQUES	5	4	3	2	1	9
FOOD SERVICE TECHNOLOGY	5	4	3	2	1	9
LODGING TECHNOLOGY	5	4	3	2	1	9
<i>RETAIL</i>						
BUILDING CUSTOMER RELATIONS	5	4	3	2	1	9
SELLING TECHNIQUES	5	4	3	2	1	9
LEARNING PRODUCTS & SERVICES	5	4	3	2	1	9
INVENTORY MAINTENANCE	5	4	3	2	1	9
SAFETY & SECURITY	5	4	3	2	1	9
STAGING THE PRODUCT	5	4	3	2	1	9
RETAIL TECHNOLOGY	5	4	3	2	1	9

8. Please list any additional comments you may have. (Attach additional sheet(s) if necessary.)

Thank you for taking the time to complete this survey! Your help is greatly appreciated. Please return the survey in the envelope provided AS SOON AS POSSIBLE.