

CONTACT INFORMATION

Contact Name: Subash Alias, Missouri Partnership CEO

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US State Name: Missouri

State Abbreviation: MO

State Economic Development Web Address: <u>https://ded.mo.gov/home.aspx</u>

State Economic Development Email Address: <u>ecodev@ded.mo.gov</u>

State Economic Development Phone Number: **573-751-4962**

Additional Relevant Links for Relocating Companies: <u>www.missouripartnership.com</u>

INCOME AND OUTPUT

This section highlights the state's productivity and income to provide an understanding of the amount of business conducted and the rate of growth for businesses and individuals.

Gross Domestic Product, in millions: \$295,726

Gross Domestic Product % Growth: 6%

Per Capita Personal Income (*GDP/Population) This is often used as a standard of living measurement: \$55,159

Per Capita Personal Income % Change: 18.8%

WORKFORCE

This section gives manufacturers an idea of the industry's environment in the state, including the makeup of the available workforce, the labor requirements, and recent trends.

Total Population: 6,168,187

Total Civilian Labor Force: 3,087,759

Total Number of Persons Employed: 3,053,000

Total Number of Persons Unemployed: 131,000 Unemployment Rate %: 4.3 Manufacturing Employment: 270,700 Professional and Business Services Employment: 43,675 (Information), 128,648 (Financial and Insurance), 36,916 (Real Estate), 161,283 (Professional, technical services), 61,985 (Management of Companies) State Right-to-Work Law Y/N: No Large Factory Openings during Previous year: ALPLA Inc. North America, Kansas City, MO Cereal Ingredients Inc, St. Joseph, MO Deli Star, St. Louis, MO Gateway Studios & Production Services, Chesterfield, MO Niagara Bottling, LLC, Kansas City, MO Ostara St. Louis Ltd, St. Louis, MO Swift Prepared Foods, Moberly, MO Large Factory Closures during Previous year: Premier Glass, Park Hills, MO

EDUCATION

This section provides further insight into the potential workforce education levels, advanced areas of education, and partnerships between higher education and industry for insight into quality of labor force and growth sustainability.

% High School Diploma or More: 90.7

% Bachelor's Degree or Higher: 30.2

Enrollment in Higher Education Institutions: 347,424 (2018 School Year)

Science and Engineering Graduate Students: 9,673

List of High school, College, or University Manufacturing Partnership Programs *These are partnerships with manufacturers* to help train future employees in certain skills:

The Northland CAPS program in Kansas City is a profession-based learning approach where students are fully immersed in the business community, treated as professionals and participate in real projects, using industry standard tools with real business partners. Students gain professional skills in high demand/high skill careers, e.g. engineering, computer software engineering, advanced manufacturing, nursing, physicians, marketing, banking, etc. Students will begin their professional network with business partners and mentors, therefore jump-starting their career all before they enter college. http://www.northlandcaps.org/s/1625/start.aspx

In 2014, Missouri University of Science and Technology reached a master research agreement with Boeing that allows the two organizations to work more closely on research projects for the aerospace company. Boeing has also established an office at Missouri S&T. The collaborative research between Boeing and S&T over the past several years has resulted in advances in many areas, from non-chrome paint primers, to advanced machined product technologies, to machine metrology. Boeing and Missouri S&T's long-standing relationship extends back to the 1960s, when former aerospace company McDonnell Douglas, which merged with Boeing in 1997, helped the university establish an engineering graduate

program in St. Louis in 1964. Boeing also worked with Missouri S&T to create the Center for Aerospace Manufacturing Technologies on campus in 2004. <u>https://sites.google.com/a/mst.edu/camt-iab/</u>

Center for Intelligent Maintenance Systems at Missouri University of Science and Technology provides opportunities for cooperative research between Missouri S&T researchers and industrial partners for the purpose of developing technologies in monitoring/diagnostic/prognostic tools for industrial applications. The center has partnered with such companies as Caterpillar, Chevron, Honeywell, and Boeing. It serves as a U.S. center of excellence for the development and transition of innovative advanced technologies for the aerospace manufacturing supply chain. http://ims.mst.edu/

The Emerson Center for Engineering Manufacturing at St. Louis Community College is a 31,000-square-foot facility featuring state-of-the-art tooling and equipment and 14,000 square feet of laboratory space and classrooms. The Center has labs for manufacturing, materials, quality assurance, civil engineering, electrical/electronic, CAD & design, and skilled trades. The center provides training programs to support major companies in the St. Louis region, including Boeing, Ameren, and AT&T.

https://www.stlcc.edu/Campuses/Centers of Excellence/Emerson Center for Engineering and Manufacturing/

List of Additional Manufacturing Training Programs:

Missouri colleges offering precision production Associate's degree or certificate programs:

Crowder College (Neosho) East Central College (Union) Jefferson College (Hillsboro) Metropolitan Community College (Kansas City) Mineral Area College (Park Hills) Missouri Southern State University (Joplin) Moberly Area Community College North Central Missouri College (Trenton) Ozarks Technical Community College (Springfield) Ranken Technical College (St. Louis and Wentzville) St. Charles Community College St. Louis Community College State Fair Community College State Technical College of Missouri (Linn) Three Rivers College (Poplar Bluff)

Missouri colleges offering advanced manufacturing related engineering or engineering technology degrees:

College of the Ozarks (*Point Lookout*) Columbia College (*Columbia*) Crowder College (*Neosho*) DeVry University (*Kansas City*) East Central College (*Union*) Evangel University (*Springfield*) Jefferson College (*Hillsboro*) Lincoln University (*Jefferson City*) Metropolitan Community College (*Kansas City*) Mineral Area College (*Park Hills*) Missouri Southern State University (*Joplin*) Missouri State University (*Springfield and West Plains*) Missouri University of Science and Technology (*Rolla*) Missouri Western State University (*St. Joseph*) Moberly Area Community College Northwest Missouri State University (Maryville) Ozarks Technical Community College (Springfield) Ranken Technical College (St. Louis) Rockhurst University (Kansas City) Southeast Missouri State University (Cape Girardeau) Saint Louis University Saint Louis Community College St. Charles Community College State Fair Community College (Sedalia) State Technical College of Missouri (Linn) Three Rivers College (Poplar Bluff) University of Central Missouri (Warrensburg) University of Missouri at Columbia University of Missouri-Kansas City University of Missouri-St. Louis (joint program with Washington University in St. Louis) Washington University in St. Louis William Woods University (Fulton)

List of Future Planned Manufacturing Training Programs If known please include expected implementation date: n/a

COST OF DOING BUSINESS

This section highlights the costs associated with doing business in the state including taxes, wages, insurance, and energy expenses.

State Corporate Income Tax %: 4% - 50% of federal income tax payments may be deducted before computing taxable income, leading to an effective rate of 3.58%

State Individual Income Tax %: up to \$283 plus 5.4% of excess over \$8,704

State Level Sales Tax %: 4.225%

State Use Tax: 4.225%

Unemployment Insurance Tax % (estimate): 2.376% (new employer rate)

Additional Relevant Taxes:

Workers' Compensation Employer Insurance Costs per \$100 of Payroll: \$2.99

Average Industrial Electric Rate: \$7.10 (Cents/KiloWatt Hour)

Average Price of Natural Gas Delivered to Industrial Consumers: \$5.77 (Dollars/1000cft)

Average Hourly Earnings of Production Workers in Manufacturing: \$20.27

Minimum Wage (current): \$11.15

Pending Legislation Regarding Minimum Wage: No

If you answered YES to the above question, What is the proposed minimum wage?: **Missouri's minimum wage will increase to \$12/hour in 2023.**

If you answered YES to the above question, What is the legislative bill number?:

ENTREPRENEURSHIP AND INNOVATION

This section underscores the successes of the state in terms of business innovation through awards, venture capital, and intellectual property attainment.

Total Small Business Innovation Research (SBIR) Awards *Found at: <u>https://www.sbir.gov/reports/state-</u> <u>summary?year=2016&program_tid=105791</u>: 995 Total SBIR Awards*

Total Small Business Technology Transfer (STTR) Awards *Found at: <u>https://www.sbir.gov/reports/state-</u> <u>summary?year=2016&program_tid=105792</u>: 159 Total STTR Awards*

Venture Capital Deals, in millions: \$687.3 million in 2020

% of State with Internet Accessibility: 83.7%

Newly Registered Businesses: Missouri had 69,669 new business formations in 2020 Newly Registered Patents: 1,737

FOREIGN DIRECT INVESTMENT

This section provides insight into the amount of current investment overseas and the potential state market for manufacturers to reshore.

Foreign Direct Announcements: 143 since 2011

Foreign Direct Employment: 135,700 (BEA)

Foreign Direct Investment, in millions: \$21.7 billion since 2014 (BEA)

TRANSPORTATION AND INFRASTRUCTURE

This section sheds light on the basic infrastructure of the state and what a company can expect in terms of the logistics of shipping their product.

Number of major 2 or 4-Lane Highways running through state: 10

Number of major railways going through state: 7

Number of major ports connected to state: 15

Number of airports throughout state: 124

Number of International airports throughout state: 2

Number of distribution centers: 341 (BLS, 2020 annual, establishments for NAICS code 493110)

Number of foreign trade zones: 3

INCENTIVES

Different states offer different incentives to entice companies to move to their state. This section will allow you to highlight these incentives.

Pending Legislation

Proposed Incentives Currently Pending Approval (Y/N): N

If you answered YES above, please describe the pending incentives including the bill number if applicable:

Cash Incentives

Does the state provide any CASH incentives? (Y/N): N

If you answered YES above, please provide details of this incentive including the contact information and website if applicable: Tax credits available through the Missouri Works program are cash equivalent in that they are fully refundable, transferable, and/or saleable.

State Tax Credits

Does the state provide any Tax Credit incentives? (Y/N): Y

If you answered YES above, please describe the available tax credits: **The Missouri Works program allows the retention** of the state withholding tax of new jobs and/or state tax credits, which are refundable, transferable and/or saleable.

State Tax Exemptions

Does the state provide any Tax Exemptions? (Y/N): Y

If you answered YES above, please describe the available tax exemptions: Missouri offers sales tax exemptions for qualified manufacturers and data centers.

State Grants

Does the state provide any Grant incentives? (Y/N): Y

If you answered YES above, please describe the available grants: The CDBG Industrial Infrastructure grant assists local governments in the development of public infrastructure that allows industries to locate new facilities, expand existing facilities, or prevent the closing of a facility or the relocation of a facility outside the state.

State Loans

Does the state provide any Low-Interest Financing incentives? (Y/N): Y

If you answered YES above, please describe the available financing opportunities: The Action Fund provides a loan to certain types of for-profit companies that need funds for start-up or expansion and have exhausted other sources.

Training Programs

Does the state provide any Specialized Training Program incentives? (Y/N): Y

If you answered YES above, please describe the available training programs: **Missouri Works Training can provide** funding assistance when companies need to upgrade worker skills due to new products or processes, new technologies, competition driving quality or productivity improvement, relocation or expansion.

Zoning

Does the state provide any Special Zoning incentives? (Y/N): Y

If you answered YES above, please describe the available special zoning opportunities: Credits a company may qualify for under Missouri Works vary depending on whether the project facility is located in an Enhanced Enterprise Zone or a rural county.

State Marketing and Promotions

Does the state provide any Marketing and Promotional incentives? (Y/N): N

If you answered YES above, please describe the available special marketing or promotional opportunities:

REGIONAL INFORMATION

Many states have "regions" that specialize in certain industries such as automotive in Detroit or high tech in Silicon Valley. This section is to help you highlight these regions.

Please note that a "region" could be an area, county, city etc...

Region One

Name of Region (This can include nicknames such as Silicon Valley): Animal Health Corridor

Does this region have a designated web site? (Y/N): Y

If you answered YES to the question above, what is the website: <u>http://kcanimalhealth.thinkkc.com/</u>

Geographic Location Information (For example, Silicon Valley spans several major cities including San Jose, Cupertino and Palo Alto): Kansas City, Missouri, Columbia, Missouri & St. Joseph, Missouri

What industry or industries are prominent in this region?

- Animal Health Products
- Biosciences
- Advanced Manufacturing
- Data
- Health Science

What are some unique aspects of this region? *Could include information about transportation, education, weather etc...*:

The Kansas City Animal Health Corridor released evidence of the global impact of the KC region's animal health industry concentration. Companies with a strategic location in the KC Animal Health Corridor now represent 56 percent of total worldwide animal health, diagnostics and pet food sales.

The Corridor, anchored by Manhattan, Kansas, and Columbia, Missouri, is home to more than 300 animal health companies, representing the largest concentration in the world.

A variety of value-added benefits contribute to the growth and success of the companies in the Corridor. From a talented workforce and top-tier educational/training institutions to an industry support network, the Kansas City Animal Health Corridor has created a business climate that is second to none.

KC's combination of companies, vet schools, research facilities, individualized technical training programs, and transportation capabilities make the Kansas City region a logistical powerhouse.

In the realm of transportation and distribution, KC features a number of key components that make it a top-tier logistical hub:

- The largest rail center by tonnage in the U.S.
- More Foreign Trade Zone space than any other U.S. city
- Located at the intersection of four interstate highways (I-35, I-70, I-29, I-49)
- Top air cargo center in a six-state region
- Located on the largest navigable inland waterway
- The heart of a rail corridor spanning coast-to-coast across the U.S. and extending from Canada to Mexico

A central location makes it easier to serve both livestock and companion animal veterinarians. Also, many of the nation's major distributors — FedEx, UPS, Lanter and others — maintain a distribution facility in the KC area. In addition, YRC Worldwide and Kansas City Southern Railway are headquartered in KC.

Are there any special programs or incentives for companies wanting to move to this region? (Y/N): N

If you answer YES to the question above, please list the programs or incentives for this region if not already mentioned in the Incentives section:

Does this region offer site selection assistance? (Y/N) Please describe programs and resources: Y

- KCADC
- Missouri Partnership

If you answer YES to the question above, please list the contact information for the site selection assistance:

• KCADC

30 West Pershing Rd, Suite 200 Kansas City, MO 64108 816-221-2121

• Missouri Partnership:

120 S. Central Ave, Suite 1535, St. Louis, MO 63105-12200 phone: +1.314.725.0949 toll free: +1.877.725.0949

Is there any extraordinary information that you would like to add about this region?

There's more to the KC Animal Health Corridor than just being located within the world's largest concentration of the animal health industry. Companies in the Corridor benefit from the following:

- Networking
- Specialized Education & Training
- Research Collaboration
- Legislative Advocacy
- Specialized Tax & Incentive Programs
- Business Relocation Assistance

When you choose the Kansas City Animal Health Corridor as a location for your company, you will gain unprecedented opportunities for collaboration and growth.

Region Two

Name of Region (This can include nicknames such as Silicon Valley): Agtech

Does this region have a designated web site? (Y/N): Y

If you answered YES to the question above, what is the website: www.missouripartnership.com

Geographic Location Information (For example, Silicon Valley spans several major cities including San Jose, Cupertino and Palo Alto): Missouri

What industry or industries are prominent in this region?

- Biosciences
- Information Technology
- Energy
- Manufacturing
- Health Science & Service

What are some unique aspects of this region? Could include information about transportation, education, weather etc...:

Missouri is the global leader in agtech and gateway to the future of advanced farming. Missouri's agtech industry is leading the way with innovative technology and research that is transforming agriculture.

Agtech research is taking place across Missouri, in innovation communities and in our leading educational institutions.

Missouri's crop and livestock diversity, abundant water supply and rich soil provide a solid, statewide, foundation for agtech companies to grow and succeed.

Missouri is home to dynamic animal health and plant science clusters. Statewide, pet food companies with their North American headquarters in Missouri generate more than \$30 billion in revenue each year, and more than half of the world's animal health industry is represented in the Kansas City region.

We are also proud to be home to leading agtech organizations, including the Danforth Plant Science Center, Bayer CropScience, the Missouri Botanical Garden, Yield Lab, Corteva Agriscience, BASF, Bunge, KWS, and many more. We are also home to the headquarters of RaboAgrifinance, providing extensive financing and insurance options for U.S. farmers, ranchers and agribusinesses.

In Missouri, the future of agtech is happening today. Big data, smart farming, input optimization, precision ag, biologicals, breeding, green chemistry, green pharmaceuticals, intellectual capital, an extensive agtech infrastructure, investors ... it's all growing right here.

Are there any special programs or incentives for companies wanting to move to this region? (Y/N): N

If you answer YES to the question above, please list the programs or incentives for this region if not already mentioned in the Incentives section:

Does this region offer site selection assistance? (Y/N) Please describe programs and resources: Y

Missouri Partnership

If you answer YES to the question above, please list the contact information for the site selection assistance:

Missouri Partnership 120 S. Central Ave, Suite 1535, St. Louis, MO 63105-12200 phone: +1.314.725.0949 toll free: +1.877.725.0949

Is there any extraordinary information that you would like to add about this region? N

Region Three

Name of Region (This can include nicknames such as Silicon Valley): Remanufacturing

Does this region have a designated web site? (Y/N): N

If you answered YES to the question above, what is the website:

Geographic Location Information (For example, Silicon Valley spans several major cities including San Jose, Cupertino and Palo Alto): Springfield, Missouri

What industry or industries are prominent in this region?

- Automotive
- Machinery and Capital Equipment

What are some unique aspects of this region? *Could include information about transportation, education, weather etc...*:

Springfield ReManufacturing Corporation (SRC) has been at the forefront of the remanufacturing industry since the early 1980s when founder Jack Stack, known internationally for his development of The Great Game of Business and is the pioneer of "Open Book Management," spearheaded an employee buyout of International Harvester's remanufacturing facilities.

Are there any special programs or incentives for companies wanting to move to this region? (Y/N): N

If you answer YES to the question above, please list the programs or incentives for this region if not already mentioned in the Incentives section:

Does this region offer site selection assistance? (Y/N) Please describe programs and resources: Y

If you answer YES to the question above, please list the contact information for the site selection assistance: **Springfield Area Chamber of Commerce**

202 S. John Q. Hammons Parkway Springfield, MO 65806 417-862-5567

Missouri Partnership:

120 S. Central Ave, Suite 1535, St. Louis, MO 63105-12200 phone: +1.314.725.0949 toll free: +1.877.725.0949

Is there any extraordinary information that you would like to add about this region?

Region Four

Name of Region (This can include nicknames such as Silicon Valley): Manufacturing

Does this region have a designated web site? (Y/N): Y

If you answered YES to the question above, what is the website: www.missouripartnership.com

Geographic Location Information (For example, Silicon Valley spans several major cities including San Jose, Cupertino and Palo Alto): Missouri

What industry or industries are prominent in this region?

- Aerospace
- Automotive
- Building Materials and Equipment

- Machinery and Capital Equipment
- Plastics

What are some unique aspects of this region? *Could include information about transportation, education, weather etc...*:

Missouri is a center for manufacturing excellence, supported by a cost competitive, pro-business and innovative environment, exceptional talent, extensive training programs, access to raw materials, and a globally connected infrastructure.

Missouri is a world leader in aerospace and automotive manufacturing, and exports more than \$13.7 billion in manufacturing products to nearly 200 countries every year.

The U.S. is the world's largest aerospace producer, and Missouri has a rich history in aviation. From Charles Lindbergh, to the Mercury space program, to the latest in aerospace innovation by Boeing, Missouri has led the way in every aspect of aviation for nearly 100 years.

Today, Missouri talent builds the F/A-18, EA-18, and F-15 fighter jets, the T-7A trainer jet and the MQ-25 unmanned refueler at Boeing's Defense, Space and Security facilities, along with a huge array of military ordinance. Statewide, Missouri is home to 100 aerospace manufacturing companies and more than 16,000 Boeing employees.

Across the state, Missouri talent drives automotive manufacturing into the future with significant production from Ford and GM. Missouri is strategically located on the North American Automotive Alley that stretches from Toronto to Mexico City, and Missouri's Kansas City area is the second largest automotive trade hub behind Detroit, according to Brookings.

In 2021, Missouri produced more than 475,000 vehicles, advanced military jets for the U.S. and allied militaries, and much more.

And our manufacturing expertise extends to other areas as well, including roofing in Jonesburg, egg cartons in Rolla and stainless steel storage tanks in Springfield.

Are there any special programs or incentives for companies wanting to move to this region? (Y/N): N

If you answer YES to the question above, please list the programs or incentives for this region if not already mentioned in the Incentives section:

Does this region offer site selection assistance? (Y/N) Please describe programs and resources: Y

Missouri Partnership

If you answer YES to the question above, please list the contact information for the site selection assistance:

Missouri Partnership: 120 S. Central Ave, Suite 1535, St. Louis, MO 63105-12200 phone: +1.314.725.0949 toll free: +1.877.725.0949

Is there any extraordinary information that you would like to add about this region?

AMERICAN MADE LABEL REQUIREMENTS

Federal Trade Commission oversees "Truth in Advertising" regulations including promotion or disclosure of products displaying "Made in USA" labeling. FTC requires products advertised as "Made in USA" be "all or virtually all" made in the U.S. "all or virtually all" means the product should contain no – or negligible – foreign content.

Made In USA Requirements

Does the state have any specific requirements for labeling products "Made in USA"? (Y/N): N

If you answered YES to the question above, what are the requirements for labeling products "Made in USA":

Is there pending legislation regarding these requirements? (Y/N): N

If you answered YES to the question above, please describe the proposed legislation including the bill number:

Made In YOUR STATE Requirements

Does your state have any specific requirements for labeling products "Made in YOUR STATE"? (Y/N): Y

If you answered YES to the question above, what are the requirements for labeling products "Made in YOUR STATE":

Guidelines for Use of the Made In Missouri USA Logo

Missouri Association of Manufacturers ("MAM") owns all rights, trademarks and copyrights in relation to the Made In Missouri USA logo ("logo"). By utilizing the logo, the manufacturer agrees to the following usage guidelines:

Trademark Notices

The Made In Missouri USA logo is a registered trademark of featured words or symbols, used to identify the source of its goods and services. The information and materials contained within this guideline and the terms and conditions of the access to and use of such information and materials are subject to change without notice.

Trademark Guidelines

The manufacturer has the right, but not the obligation, to create and showcase the Made In Missouri USA logo for promotional purposes of your company as a registered manufacturer in the State of Missouri. Permission to place, copy and distribute the Made In Missouri USA logo on the manufacturer's promotional and marketing materials, including brochures, signage, websites and other branding collateral, as appropriate, to promote the Made In Missouri USA campaign is granted, provided that the logo is placed only on products that are manufactured, assembled or made within the State of Missouri.

The logo is not edited, altered or modified in any way, except as expressly set forth herein. The logo size, in its entirety, may be increased or decreased as necessary to fit onto approved products, promotional and marketing materials.

As an alternative, the manufacturer's logo or brand icon may be placed in the alternate Made In Missouri USA logo in the pre-designated and pre-sized space provided. All guidelines and requirements herein apply to use of alternate logo design. The manufacturer shall not obtain any right, title or interest in the Missouri Association of Manufacturers or Made In Missouri USA as a result of usage of the logo or logo design.

Limitation of Liability

Because of the possibility of human and mechanical error as well as other factors, MAM is not responsible for any errors in or omissions of information from the usage of the Made In Missouri USA logo. Such logo is provided "as is" to the user without express or implied warranties of any kind including the warranties of merchantability or non-infringement of intellectual property for any particular purpose. Except as may be otherwise expressly provided by written agreement between MAM and the manufacturer, MAM will have no tort, contract or any other liability to the user and/or any third party arising in connection with the use of this logo, or reliance on any information or services provided as a result of usage of this logo. MAM will under no circumstances be liable to the user and/or any third party, regardless of the form of action, for any lost profits or lost opportunity, or any indirect, special, consequential, incidental or punitive damages, whatsoever, even if MAM has been advised of the possibility of such damages. MAM, by developing a logo, does not waive its sovereign immunity.

The terms of this guideline and disclaimer are governed by Missouri law. By use of the Made In Missouri USA logo, the manufacturer agrees to abide by the stated terms and guidelines. MAM retains ownership rights to the Made In Missouri USA logo, trademark and design; therefore, changes must be approved and made by MAM or MAM's designee. MAM reserves the right to restrict or refuse the usage of said logo by the manufacturer if it is found to have been used for purposes other than those stated, or the manufacturer, or third party on behalf of the manufacturer, is in violation of any of the usage or production guidelines.

Is there pending legislation regarding these requirements? (Y/N): N

If you answered YES to the question above, please describe the proposed legislation including the bill number:

Is there an organization or entity that monitors state labeling? (Y/N): Y

If you answered YES to the question above, please provide the name and contact information for the the organization or entity:

Missouri Association of Manufacturers (MAM)

1335 E Republic Road, Ste K Springfield, MO 65804 Phone: 417-863-7262 Fax: 417-888-0256 info@MissouriManufacturers.org

Date of Submission: 5/26/2022

Thank you for your time. Please email your responses to <u>ireed@reshoringinstitute.org</u> and your responses will be recorded and available online for review at <u>www.reshoringinstitute.org</u>.