YOU AND YOUR BUSINESS

1. How many years have you lived in the United States?
   - 1-2 years
   - 3-5 years
   - 6-10 years
   - 11-19 years
   - 20+ years

2. What country are you originally from?

3. What is your gender?
   - Male
   - Female

4. What is the highest level of education you have completed?
   - Elementary or middle school
   - High school
   - Community college
   - Some college
   - College degree
   - Graduate degree (MA, MS, MBA, JD, PhD, MD)

5. How many employees do you currently have?
   - No employees other than the owner(s)
   - 1-4 employees
6. What industry is your business a part of?
- Retail trade
- Wholesale trade
- Construction
- Manufacturing
- Finance, insurance and real estate
- Services
- Public administration
- Transportation, communications, electric, gas and sanitary services
- Mining
- Agriculture, forestry and fishing

7. Who is your primary customer base?
- My local immigrant community
- The local non-immigrant community
- Other businesses
- The government (federal, state, and/or local)
- Consumers generally (city, state, national or international)

8. How much of your business do you conduct in English on a typical day?
- 100% - all of it
- Most
- About half
- Less than half
- 0% - none

9. Why did you start your business? Please select all that apply.
- I always wanted to run my own business and/or to be my own boss
- To have greater independence / flexibility in my personal and family life
To provide or increase personal income
To provide employment and/or income for family members
I had a great business idea and/or wanted to take advantage of a business opportunity
I could not find suitable employment
Other (please specify)

CHALLENGES AND GROWTH

10. What has been the main obstacle you have faced in operating and/or growing your business over the past 12 months?

11. Over the past 12 months, have any of the following factors limited your ability to operate or grow your business? Please select all that apply.
- Regulation / bureaucracy / legal requirements
- Taxation
- Lack of availability of credit and/or loans
- Other financial constraints
- Availability and/or cost of inputs such as supplies, space, or technology
- Availability and/or cost of labor
- Lack of network / contacts
- Uncertainty created by the U.S. immigration policy
- Language and/or other cultural barriers
- My customer base / market is too limited
- Too many competitors in the market
- Overall economy / economic conditions
- Don't have time to think about scaling, too busy dealing with day-to-day operations
- Lack resources to develop a business plan or rethink business strategy
- No obstacles
- I do not wish to grow my business
- Other (please specify)
12. Over the next three years, how do you expect the total number of employees at your business to change?
- No change/same as now
- Decrease/smaller than now
- Increase/larger than now
- Increase a lot/more than five times larger than now

13. Which of the following are true in how you operate your business? Please check all that apply.
- I track my sales monthly
- I track my sales annually
- I track my profitability over time
- I compare my prices to those of my competitors
- I try to increase my market share
- I re-invest profits into my business
- I have a strategic plan for my business
- I have a recruiting strategy that considers the long-term needs of my company
- Other (please specify)

14. Have you tried to borrow money over the past 12 months?
- Yes, and I received the full amount requested
- Yes, but I received less than the full amount requested
- Yes, but my loan request was denied
- No, because I didn't need outside funding
- No, because I felt like my loan application wouldn't be approved
- Other (please specify)

15. Do you have any other comments or would you like to elaborate on any point?