

**THE
TUSCALOOSA, ALABAMA
AREA
LABOR AVAILABILITY REPORT**

May, 2009

**Compiled and Prepared by
THE PATHFINDERS**



Dallas, Texas

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INTRODUCTION

The Pathfinders has employed its experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this evaluation of the Tuscaloosa, Alabama area workforce. The information presented in this report has been developed independently of the client, and the client has not influenced the findings.

The Pathfinders functions as a site-selection consultant to many of America's largest corporations, including companies such as AT&T, DuPont, Celanese, 3M Corporation, IMC Global, Singapore Aerospace, AIG, UPS, and Lockheed Martin. The question that most often drives the search for a new business location is whether the candidate location has the workforce needed, and a workforce analysis has been a key component of the site searches conducted for these clients. Senior human resources executives from among corporate clients assisted in refining this methodology and report format. Companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.

In a poll of its corporate clients, The Pathfinders found that those clients' experiences suggest that new hires for new operations typically do not come from the ranks of the unemployed. Instead, these clients and other companies staff a new operation principally with individuals who are working but who desire better jobs and who appear to possess the skills, education, and experience to qualify them for those better jobs. By that definition, those individuals can be considered "underemployed" and are identified as such in this report. The type of quality employer that the Tuscaloosa region is attempting to attract will typically hire people who come from this group. As a consequence, The Pathfinders was retained to quantify the extent to which underemployment exists in the area, as well as to document the cost, skills, experience, and education of that hidden workforce. This report represents the objective and professional view of The Pathfinders with regard to workforce availability, cost and skills that a new employer can expect in the Tuscaloosa region.



SUMMARY OF FINDINGS

- The Tuscaloosa area, referred to in this report as the “labor shed”, has a household population of approximately 267,000 and a civilian labor force of approximately 126,300.
- The labor shed has a pool of approximately 11,100 unemployed persons who are actively seeking work.
- A new employer will be able to attract employees from an additional pool of about 30,700 workers. These individuals are currently employed and have indicated an interest in changing jobs.
- These potentially available workers are referred to in this report as the “underemployed” because they appear to possess the skills, experience, and education to qualify them for the pay rates at which they would take a new job.
- The desired pay rates of these underemployed workers are reasonable when compared to their existing pay rates. The median current pay rate of the underemployed workers is \$19.07 per hour, and the median desired pay rate of the underemployed workers is \$20.59 per hour.
- About 25% of the underemployed workers would take a new job for \$15.12 per hour or less. At the upper end, the 25% most qualified and experienced will command more than \$28.43 per hour.
- The Tuscaloosa area underemployed workers exhibit high degrees of experience and skills in the fields of office operations and customer service.
- Roughly 6,500 people, neither employed or actively seeking work, might re-enter the workforce for the proper job.



METHODOLOGY

Published government statistics report wages and employment for the entire workforce of an area, even though most of that workforce has no interest in changing jobs. **This report, prepared by The Pathfinders, includes data on those people in the area who desire to change jobs and who would be potential candidate workers for a new employer.** As opposed to average wages, this report quantifies the number of those workers available for an employer in various wage ranges. Also included as potential workers are the unemployed who are actively seeking work as obtained from state or national sources.

The first step in assessing the workforce of the Tuscaloosa area was to determine the boundaries of the area to be assessed. To accomplish this task, The Pathfinders applied the same reasoning that would be used during a site search for a corporate client considering the area as a potential location. The Tuscaloosa survey area includes those locations from which workers might be drawn to a new employer and is referred to in this report as the “labor shed”. This labor shed consists of Bibb, Fayette, Greene, Hale, Lamar, Pickens and Tuscaloosa Counties in Alabama.

Once the labor shed was identified, a random sample of telephone numbers of qualified respondents in the labor shed was obtained for use in the Computer Assisted Telephone Interviewing or CATI system.

The Pathfinders then conducted telephone interviews with individuals throughout the Tuscaloosa region. Those individuals were proportionally stratified across age, household income, and zip codes. The purpose of these interviews was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills.

The data obtained as a result of those interviews enabled The Pathfinders to apply and employ a proprietary methodology that accurately determined the existence of underemployment as defined in the introduction.



The Pathfinders applied a proprietary process to the analysis of the data to correct for invalid responses. For example, those persons indicating they would take a new job but also indicating the desire for increased or decreased pay that is unreasonable are not counted in the results.

This process considers that to be counted as underemployed, an individual must be currently employed full-time and willing to take another job at a pay rate commensurate with personal skills, education, and experience.

Current pay alone is not the qualifying factor for underemployment status in this study. Individuals, for example, making \$7.50 per hour, possessing no high school degree or skills, and being in the workforce for less than one year may consider themselves to be underemployed but are not considered to be so in this report. On the other hand, education, skills, and experience may qualify the person making \$22.00 per hour as truly underemployed.

Irrespective of the fact that the methodology employed is scientifically proven to produce such results, it is perhaps even more important to note that companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.



NUMBER OF AVAILABLE WORKERS

The Tuscaloosa Area Labor Shed

The Tuscaloosa area labor shed has a household population of approximately 267,000. The civilian labor force numbers approximately 126,300, and the labor shed contains approximately 11,100 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 30,700 workers can be defined as underemployed: those individuals who are currently working but would take a better job if offered by a new or existing employer and who appear to possess the skills, education, and experience to qualify them to do so. Further, the results suggest that an additional 6,500 people who are not currently employed or actively seeking work would consider re-entering the workforce. In total, the Tuscaloosa area has approximately 48,300 available workers for new or existing employers.

AVAILABLE WORKERS

Number of underemployed workers*	30,700
Number of unemployed persons who are actively seeking work	11,100
Number of persons who are not working, but would consider re-entering the workforce	6,500
Total Number of Workers Available for Employers	48,300

* The reader is cautioned that, while the number of underemployed workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.



ASSESSMENT OF THE UNDEREMPLOYED WORKFORCE

The Tuscaloosa Area Labor Shed

The focus of this report is on the underemployed workers in the Tuscaloosa region. This is the group from which new and existing employers will typically hire workers. Research indicates that less than 10% of new hires come from the unemployed sector. Rather, employers hire individuals who are already working, but are considering a job change.

The 30,700 underemployed workers identified in this report might also be termed “upgraders”. They desire to move into an upgraded job and appear to possess the skills, education, and experience to enable them to do so. The pay rates they expect to achieve range from under \$8.00 to over \$30.00 per hour.

The following data represent the desired pay rates of the underemployed individuals in the labor shed. Many workers expressed their wage requirements in weekly, monthly, or annual terms, but all wage figures in this report are presented in hourly rates. Selected conversions may add perspective to the hourly rates. Figures presented below are rounded and based on a 40-hour workweek.

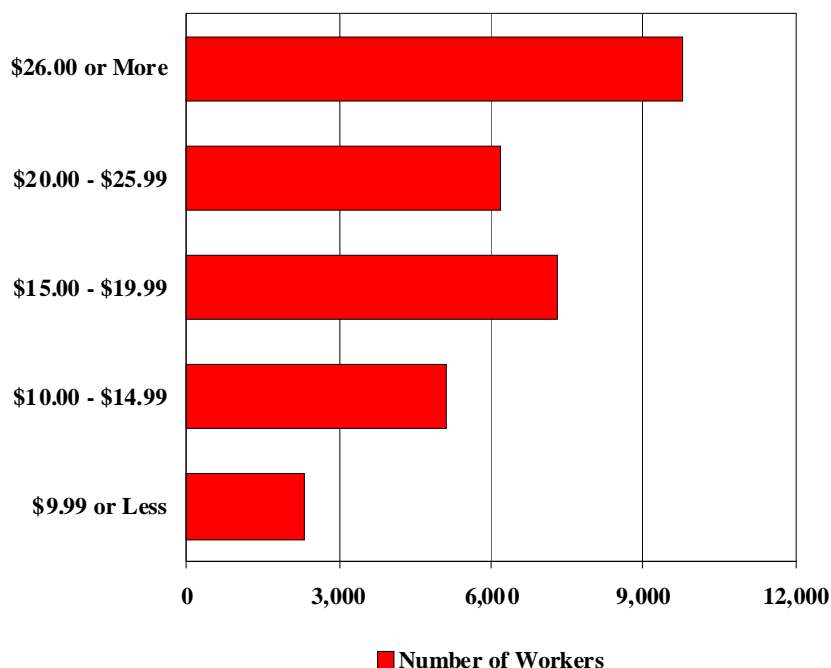
CONVERSION CHART

Hourly	Weekly	Annually
\$ 10.00	\$ 400.00	\$ 20,800.00
\$ 15.00	\$ 600.00	\$ 31,200.00
\$ 20.00	\$ 800.00	\$ 41,600.00
\$ 25.00	\$ 1,000.00	\$ 52,000.00
\$ 30.00	\$ 1,200.00	\$ 62,400.00
\$ 35.00	\$ 1,400.00	\$ 72,800.00



DESIRED WAGE RATES PER HOUR BY RANGE

30,700 Underemployed Workers



NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE AT SPECIFIC WAGE RATES PER HOUR (rounded)

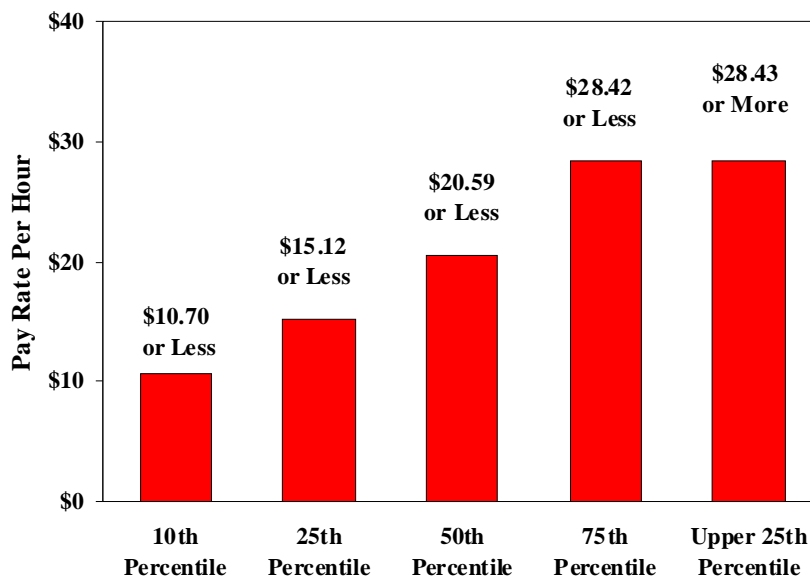
<u>\$8.99 or Less</u>	<u>\$9.00 - \$10.99</u>	<u>\$11.00 - \$12.99</u>	<u>\$13.00 - \$14.99</u>
1,400	2,000	2,000	2,000
<u>\$15.00 - \$16.99</u>	<u>\$17.00 - \$18.99</u>	<u>\$19.00 - \$20.99</u>	<u>\$21.00 - \$22.99</u>
3,700	2,500	2,200	1,700
<u>\$23.00 - \$24.99</u>	<u>\$25.00 - \$26.99</u>	<u>\$27.00 - \$28.99</u>	<u>\$29.00 - \$30.99</u>
2,500	1,800	1,400	900
<u>\$31.00 - \$32.99</u>	<u>\$33.00 - \$34.99</u>	<u>\$35.00 - \$36.99</u>	<u>\$37.00 or More</u>
1,200	1,400	900	3,100



Utilizing the desired wage information as illustrated in the preceding charts, the following conclusions can be drawn concerning the underemployed workers in the Tuscaloosa area:

- 10% of the underemployed workers will require \$10.70 per hour or less to change jobs.
- 25% of the underemployed workers will require \$15.12 per hour or less to change jobs.
- 50% of the underemployed workers will require \$20.59 per hour or less to change jobs.
- 75% of the underemployed workers will require \$28.42 per hour or less to change jobs.
- The upper 25% of the underemployed workers will require wages beginning at \$28.43 per hour and extending upward to over \$30.00 per hour. These are the most qualified and experienced workers.

DESIRED WAGE RATES BY PERCENTILE

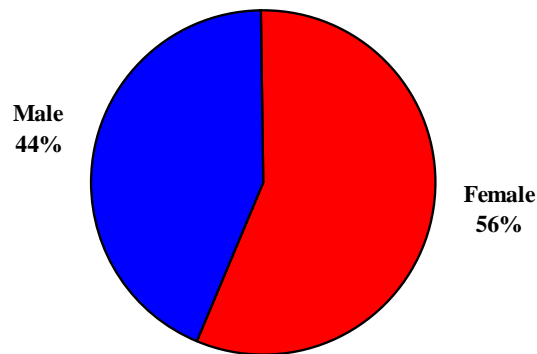


CHARACTERISTICS OF UNDEREMPLOYED WORKERS

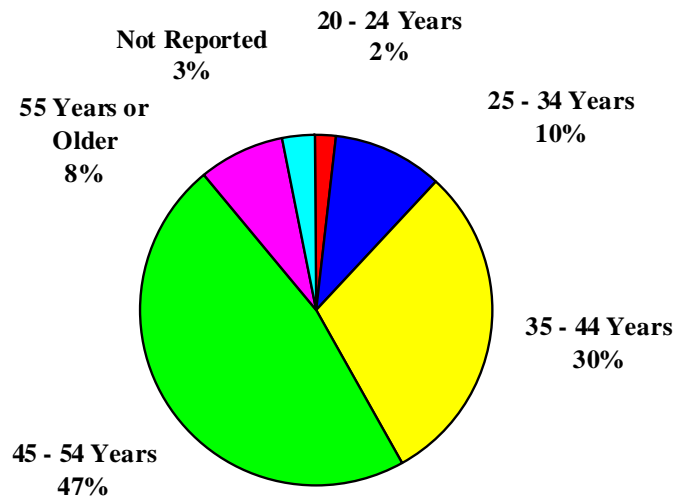
The Tuscaloosa Area Labor Shed

The following charts provide information on various characteristics of the underemployed workers in the labor shed. **As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population and civilian labor force as a whole.**

GENDER

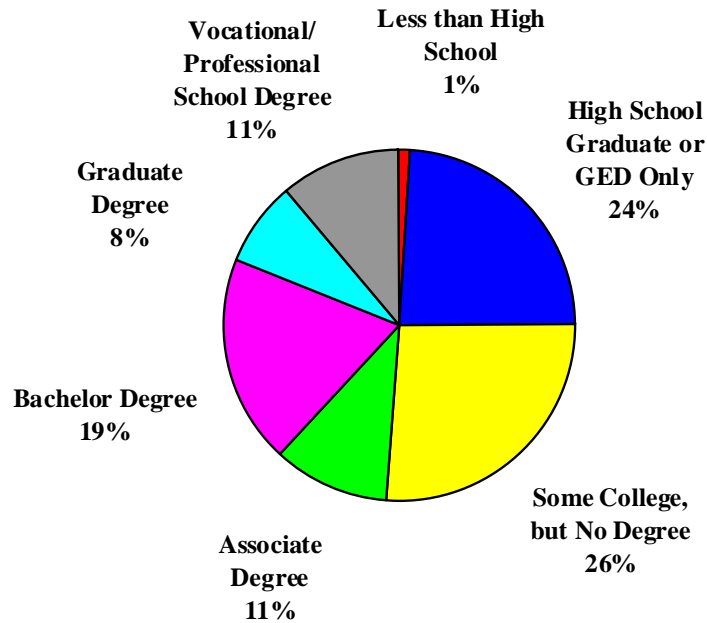


AGE

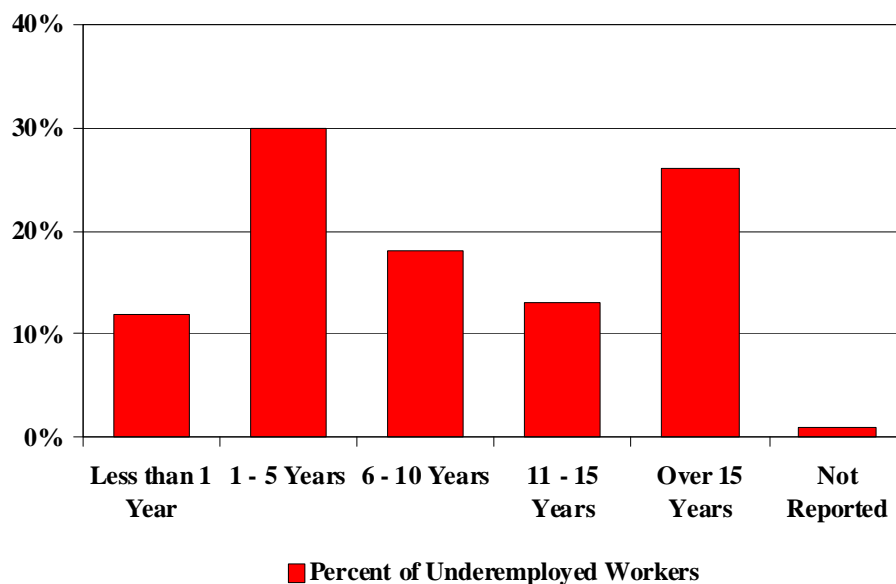


CHARACTERISTICS OF UNDEREMPLOYED WORKERS

EDUCATION

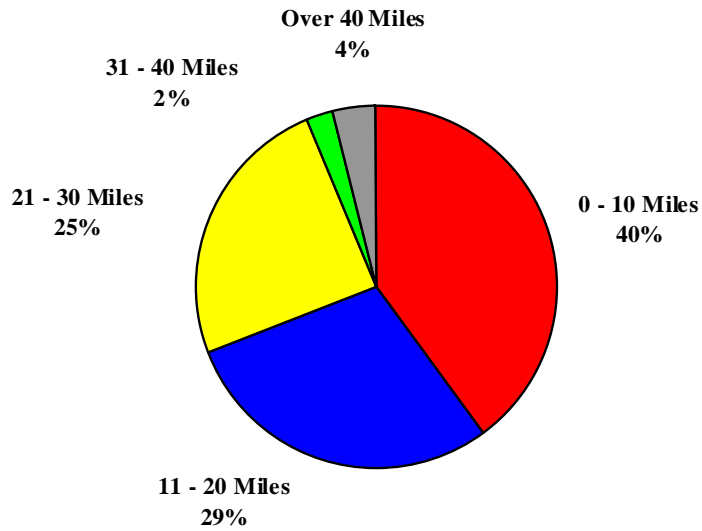


LENGTH OF TIME IN CURRENT JOB

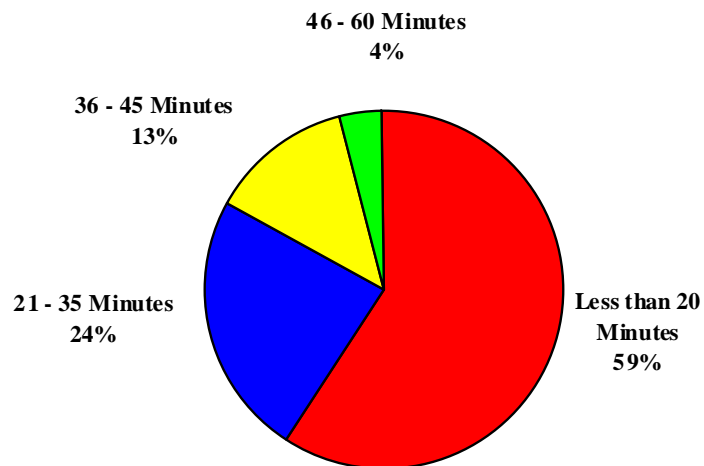


CHARACTERISTICS OF UNDEREMPLOYED WORKERS

CURRENT COMMUTE DISTANCE

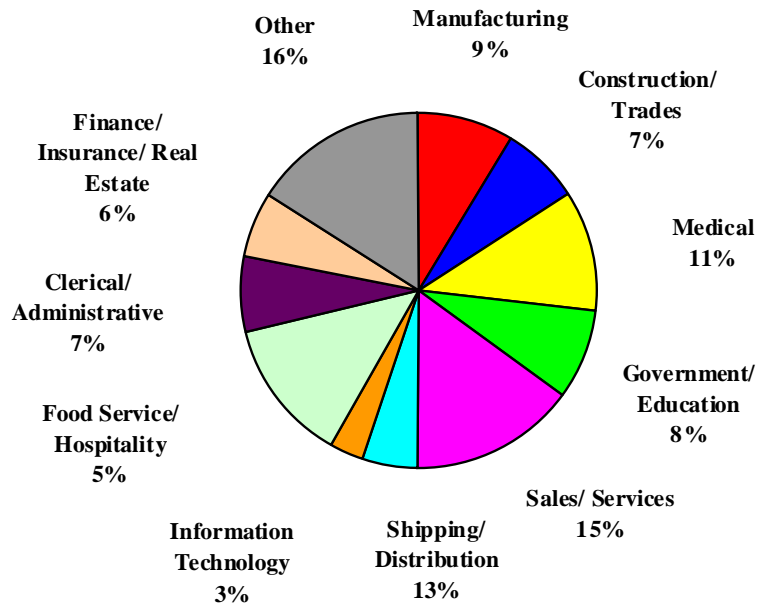


CURRENT COMMUTE TIME

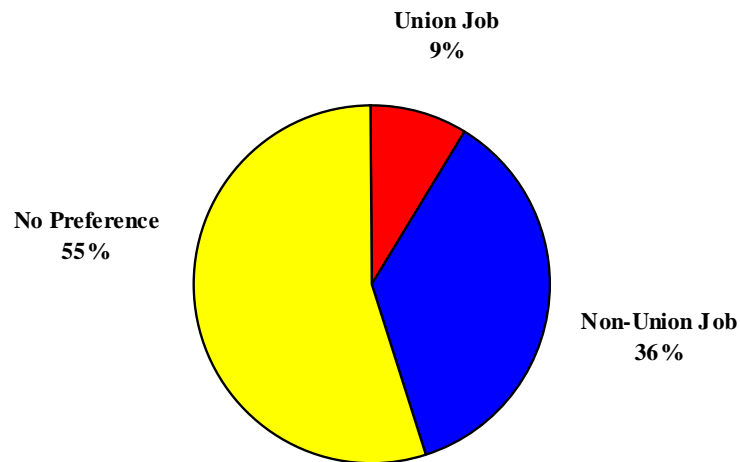


CHARACTERISTICS OF UNDEREMPLOYED WORKERS

CURRENT SECTOR OF EMPLOYMENT



UNION PREFERENCE



EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

The Tuscaloosa Area Labor Shed

The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- back office, data processing, call centers, information technology, customer service or sales operations;
- distribution or transportation operations; and,
- biotechnology, pharmaceuticals or medical research operations.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups.

An employee in the front office of a manufacturing operation will be considered to have “manufacturing” experience but may only have “office” skills. Someone with “manufacturing” experience may not have “manufacturing” skills, but could have “materials handling” skills if they work in shipping or receiving. “Sales and customer service” experience crosses many other experience and skills categories and ideally would be possessed by anyone with customer contact to any degree.

The similarities between the skills and experience categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. Additionally, what may appear to some observers as redundancy is, in reality, a proven mechanism to cross-check the validity of responses and to identify the degree to which workplace and professional competencies are truly transferable to new positions and employers.



EMPLOYMENT EXPERIENCE OF UNDEREMPLOYED WORKERS**The Tuscaloosa Area Labor Shed****30,700 Underemployed Workers**

Experience Category*	Total Number of Persons Experienced**	Percentage of Total Underemployed	Average Number of Years of Experience
Customer Service	20,300	66%	10
Office Operations	19,300	63%	10
Warehouse/Distribution/Transportation	16,900	55%	8
Sales	16,900	55%	9
Manufacturing/Assembly/Fabrication	13,800	45%	10
Maintenance/Installation/Repair	12,900	42%	10
Telecommunications	12,300	40%	7
Information Technology	10,700	35%	7
Medical/Health Sciences	9,500	31%	9
Call Center	7,100	23%	7

* Individuals polled may have experience in more than one job classification.

** Rounded



EMPLOYMENT SKILLS OF UNDEREMPLOYED WORKERS**The Tuscaloosa Area Labor Shed****30,700 Underemployed Workers**

Skills*	Total Number of Persons Skilled**	Percentage of Total Underemployed
Office Operations	20,700	67%
Warehouse/Materials Handling	18,100	59%
Manufacturing/Assembly/Fabrication	15,700	51%
Technician/Quality Assurance	13,200	43%
Telecommunications	12,900	42%
Information Technology	12,300	40%
Maintenance/Installation/Repair	11,100	36%
Medical/Health Sciences	10,100	33%
Electronics/Engineering	6,800	22%

* Individuals polled may have skills in more than one job classification.

** Rounded



FACTORS AFFECTING JOB DESIRABILITY

The Tuscaloosa Area Labor Shed 30,700 Underemployed Workers

In an effort to identify those factors most important to the Tuscaloosa area's underemployed workers relative to consideration of an employer's desirability, the surveyed individuals were asked to rate the following job factors on a scale of 1 to 5, with 5 being "extremely important" and 1 being "not important". The table below presents the ratings for each factor.

Factor	5 Extremely Important	4 Very Important	3 Important	2 Somewhat Important	1 Not Important
Salary	56%	31%	11%	1%	1%
Location	44%	29%	20%	6%	1%
Insurance Benefits	58%	23%	11%	5%	3%
Retirement Benefits	56%	25%	14%	3%	2%
Physical Working Environment	38%	27%	25%	7%	3%
Paid Training Programs	35%	26%	30%	8%	1%
Flexible Work Schedule	38%	26%	26%	6%	4%
Opportunity for Advancement	48%	27%	15%	8%	2%
Financial Stability of the Company	58%	27%	10%	4%	1%
Reputation of the Company	49%	27%	15%	8%	1%



In the table below, the factors are presented in order by “extremely important”. Bear in mind that the scores should be viewed in relation to each other. In other words, respondents ranked opportunity for advancement as more “extremely important” as a job factor than paid training programs, although such a ranking does not mean that workers in the Tuscaloosa area consider paid training programs to be unimportant in their evaluation of new job opportunities.

Factor	Extremely Important
Insurance Benefits	58%
Financial Stability of the Company	58%
Salary	56%
Retirement Benefits	56%
Reputation of the Company	49%
Opportunity for Advancement	48%
Location	44%
Physical Working Environment	38%
Flexible Work Schedule	38%
Paid Training Programs	35%



INTEREST IN TRAINING COURSES

The Tuscaloosa Area Labor Shed 30,700 Underemployed Workers

A component was added to this survey which was designed to determine possible interest in training courses on the part of the underemployed workers in the Tuscaloosa workforce. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program, therefore, the percent total will not equal 100.

Type of Training Course	Number of Persons	Percentage
Computer Software Applications	10,400	34%
Computer Programming	10,400	34%
Computer Maintenance or Repair	8,300	27%
Human Resources	8,300	27%
Technical Trades	6,800	22%
Health Care	6,800	22%
Industrial Machine Operations	4,900	16%
Auto or Maintenance Mechanics	4,900	16%
Real Estate or Insurance	4,900	16%
Commercial Vehicle Operations	4,600	15%
Construction Trades	4,600	15%
Restaurant/Retail Management	4,600	15%
GED or Basic Reading, Writing, Arithmetic	300	1%



UNEMPLOYED WORKERS

The Tuscaloosa, Alabama Area Labor Shed

This report documents two groups of unemployed individuals in the Tuscaloosa area labor shed who would be available workers for a new or expanding business. The groups are classified as:

- Individuals who are actively seeking work
- Individuals who are considering re-entering the workforce

Published statistics document 11,100 unemployed workers in the labor shed who are actively seeking work. Survey results suggest that an additional 6,500 people, who are not currently employed or actively seeking work, would consider re-entering the workforce.

In total, the Tuscaloosa area labor shed has approximately 17,600 unemployed individuals who would be considered potential workers for a new or expanding operation.

UNEMPLOYED, AVAILABLE WORKERS

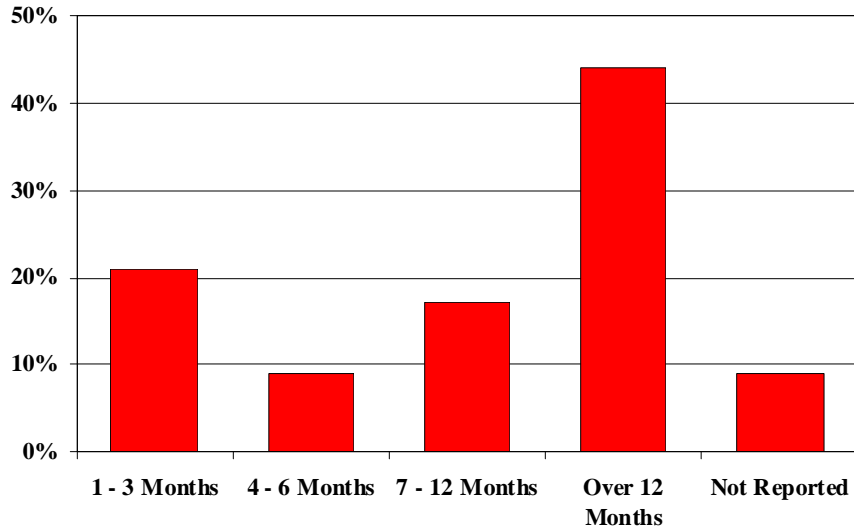
Number of unemployed persons who are actively seeking work	11,100
Number of persons who are not working, but would consider re-entering the workforce	6,500
Total Number of Unemployed Workers Available	17,600

The determinations for these two segments of the workforce have a larger statistical variance than that for the underemployed.

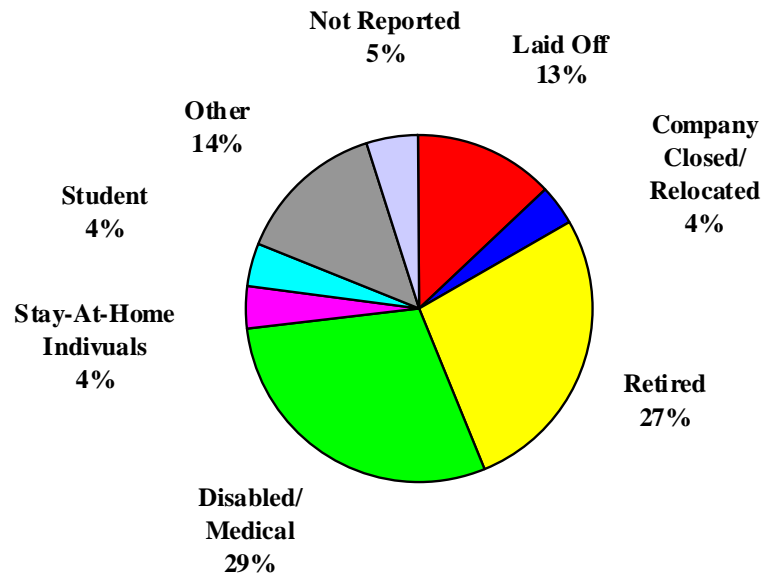


According to the results of the household survey, the charts below show the length of time these individuals have been unemployed and their reasons for unemployment.

LENGTH OF TIME UNEMPLOYED

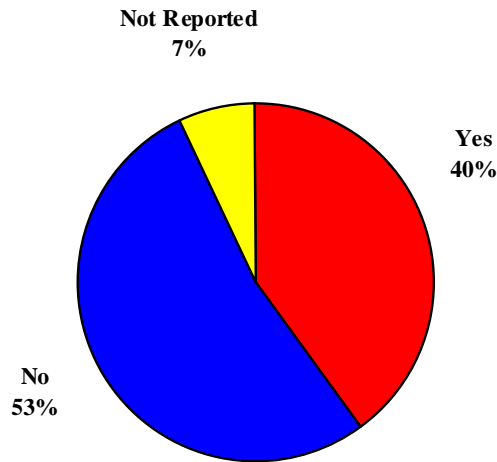


REASONS FOR UNEMPLOYMENT

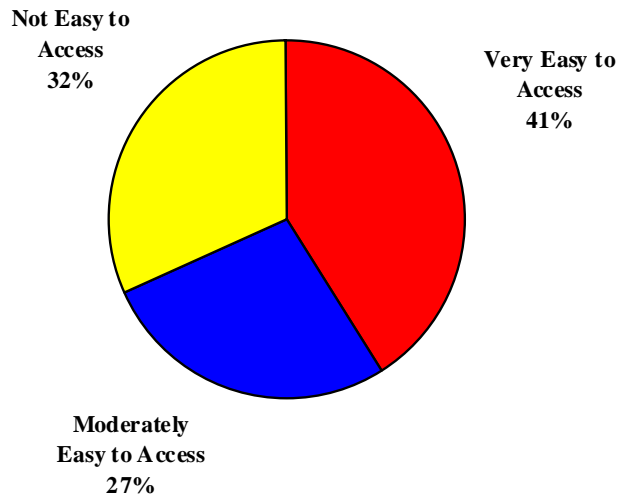


The approximate 17,600 individuals who fall into the two unemployed categories were surveyed as to whether or not they had been in contact with the State of Alabama unemployment system.

CONTACTED STATE UNEMPLOYMENT SYSTEM?



Those individuals who responded “Yes” were further surveyed as to their opinions of the ease of accessibility of the state unemployment system.



NATIONAL COMPARISONS

THE TUSCALOOSA UNDEREMPLOYED WORKFORCE

As a matter of course in site-selection projects, The Pathfinders evaluates published government workforce statistics. Those statistics, however, depict the entire workforce while only a minority segment of those workers will be considered for or have an interest in new jobs with a company. **The characteristics of the select, underemployed workforce group represented in this report may vary significantly from the workforce as a whole as reported in published government data.**

Accordingly, the information presented in the workforce report for the Tuscaloosa region covers those members of the workforce who are, by virtue of their underemployment, potential candidates for new jobs. As stated earlier, existing employers, or new employers recruited to the Tuscaloosa region, typically will not depend heavily on the unemployed to staff a new operation or to fill vacancies in existing operations caused by turnover or expansions. Companies look to the ranks of people who are already employed but are seeking to better themselves. Those individuals in that category who appear to possess the education, skills, and experience to merit a better job are classified as underemployed.

This section of the report provides comparisons of the pay rates, experience and skills of the labor shed's underemployed workforce with the underemployed workforces in other communities previously surveyed throughout the nation. A prospect company considering the Tuscaloosa region as a location will judge its workforce on a comparative basis. This section of the report will allow local economic development professionals to view the region's workforce in relation to others across the country.

The comparative data for other locations used in the following charts reflect information accumulated over the past eighteen months. The Pathfinders maintains a continuing database of over 600 surveyed counties and communities and more than 30 million workers.



Locations Used In Comparative Analysis (Partial Listing)

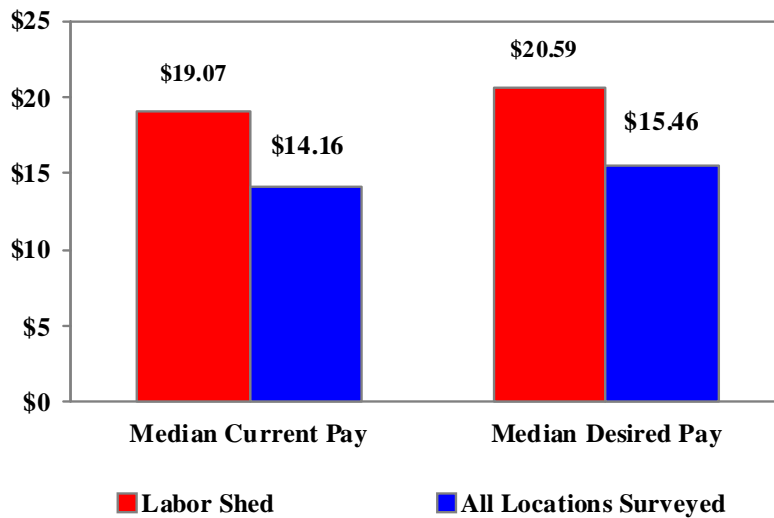
In the various charts which follow this page, this labor shed is compared with others for the purpose of making the data meaningful. In the charts, figures for this labor shed are shown alongside the “lowest”, “median” and “highest” figures from other workforce surveys conducted by The Pathfinders. The comparisons are with communities and counties representing both larger and smaller and those similar in size to this labor shed. They are also scattered throughout the nation, and a partial listing of locations from which the “low”, “median” and “high” data reported are derived includes:

Albany, NY	Cullman County, AL	Laramie, WY	Rockford, IL
Albuquerque, NM	Culpeper County, VA	Larimer County, CO	Salem, IL
Allegany County, MD	Danville, IL	LaSalle, IL	San Marcus, TX
Amarillo, TX	Daytona Beach, FL	Lea County, NM	Scranton, PA
Anderson, IN	Decatur, AL	Lebanon, KY	Seneca County, NY
Ardmore, OK	Eastern Shore, MD	Lee’s Summit, MO	Shasta County, CA
Ashland, KY	Elizabethtown, KY	Lexington, KY	Shreveport, LA
Atascadero, CA	Evansville, IN	Lincoln County, NE	Sikeston, MO
Atlanta, GA	Fairfield County, OH	Long Island, NY	Silver City, NM
Auburn, AL	Fargo, ND	Longview, TX	Spartanburg, SC
Baldwin County, AL	Fauquier County, VA	Louisville, KY	Spokane, WA
Bay County, FL	Fulton County, KY	Madison, SD	Springfield, IL
Bedford, TX	Grant County, NM	Meridian, MS	Sullivan County, NY
Beeville, TX	Grant County, WA	McDowell County, NC	Sumter County, SC
Binghamton, NY	Grays Harbor, WA	Mobile, AL	Syracuse, NY
Birmingham, AL	Greene County, NY	Mohawk Valley, NY	Tallahassee, FL
Boone County, IN	Grenada, MS	Monroe County, NY	Taylor, TX
Bowie, TX	Harrison County, IN	Montgomery, AL	Terre Haute, IN
Bryan/College Station, TX	Hazleton, PA	Moorhead, MN	Tioga County, NY
Buffalo, NY	Henderson, KY	Muncie, IN	Tipton County, IN
Bullitt County, KY	Hendricks County, IN	New Braunfels, TX	Tupelo, MS
Cambridge, MD	Hernando County, FL	New York City, NY	Tuscaloosa, AL
Cape Girardeau, MO	Hillsdale County, MI	Obion County, TN	Ulster County, NY
Casper, WY	Hudson Valley, NY	Ontario County, NY	Vermillion County, IN
Catawba County, NC	Huntsville, AL	Oswego County, NY	Vineland, NJ
Centralia, IL	Hutto, TX	Owsley County, KY	Warren County, VA
Champaign County, IL	Independence, MO	Panama City, FL	Wasatch County, UT
Cheyenne, WY	Indianapolis, IN	Pensacola, FL	Watertown, SD
Cleveland County, NC	Jackson, MS	Pierre, SD	Weld County, CO
Clinton, SC	Jackson County, MO	Polk County, NC	Wilkes-Barre, PA
Columbia, SC	Jay County, IN	Ponca City, OK	Williamsport, PA
Conroe, TX	Kalamazoo, MI	Prescott Valley, AZ	Winnebago County, IL
Corpus Christi, TX	Lake Havasu, AZ	Reno, NV	Yankton, SD



The chart below is designed to illustrate the median current and desired wages of the underemployed workers in the Tuscaloosa labor shed as compared to those underemployed workers in all locations surveyed by The Pathfinders over the past eighteen months. As indicated, the median current pay of all surveyed, underemployed workers over the past eighteen months is \$14.16 per hour, and the median desired pay of these workers is \$15.46 per hour. In this chart, the Tuscaloosa region is referred to as “labor shed”.

**COMPARISON OF
MEDIAN CURRENT / DESIRED WAGES (per hour)
UNDEREMPLOYED WORKERS
The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**



The following charts compare the percentages of underemployed workers in the Tuscaloosa region who have experience and skills in various fields of employment with the percentages of underemployed workers in locations surveyed over the past eighteen months who have the same type of experience and skills. In the charts, the Tuscaloosa region is identified in red and referred to as “labor shed”.

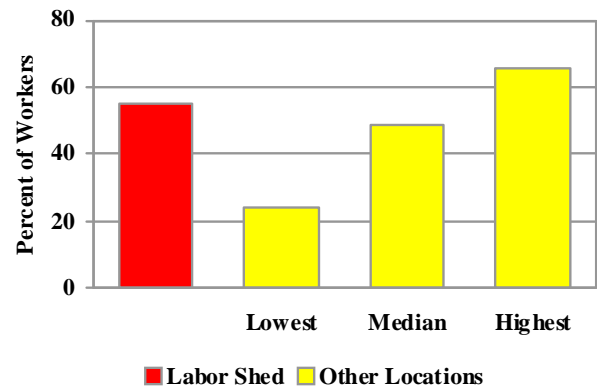
COMPARISON OF EXPERIENCE UNDEREMPLOYED WORKERS

**The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**

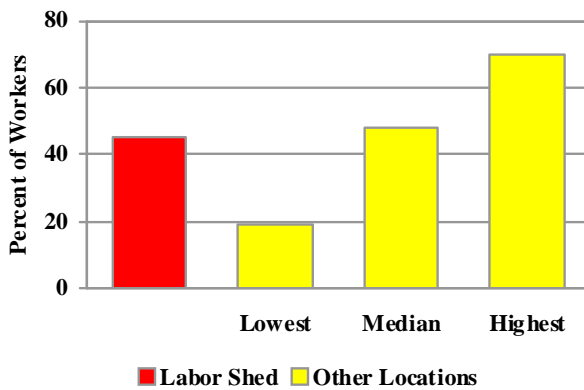
OFFICE



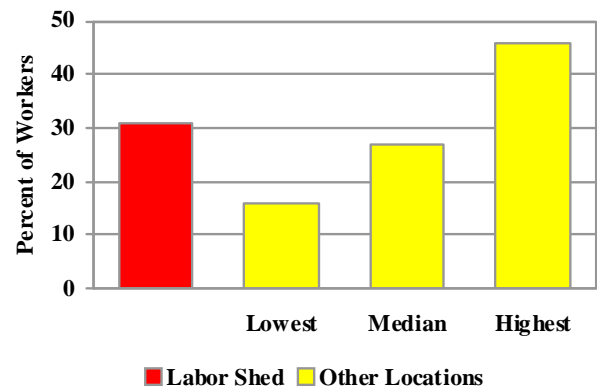
**WAREHOUSE / DISTRIBUTION /
TRANSPORTATION**



**MANUFACTURING / ASSEMBLY /
FABRICATION**



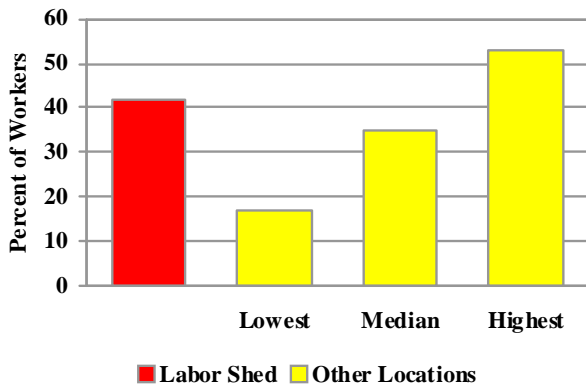
**MEDICAL /
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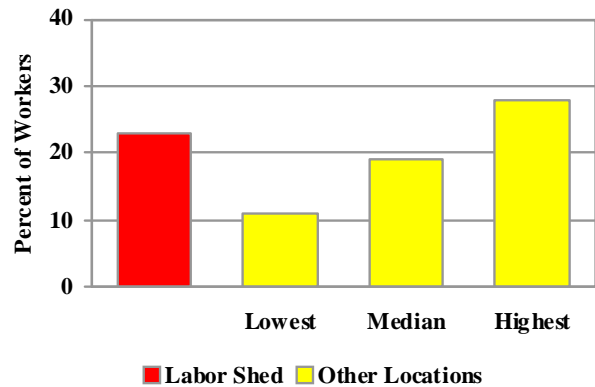
**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS**

**The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**

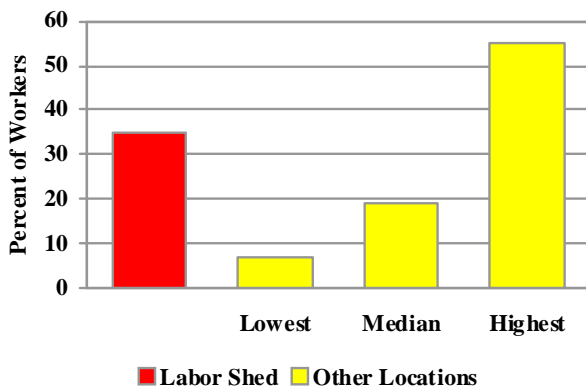
**MAINTENANCE /
INSTALLATION / REPAIR**



CALL CENTER



INFORMATION TECHNOLOGY

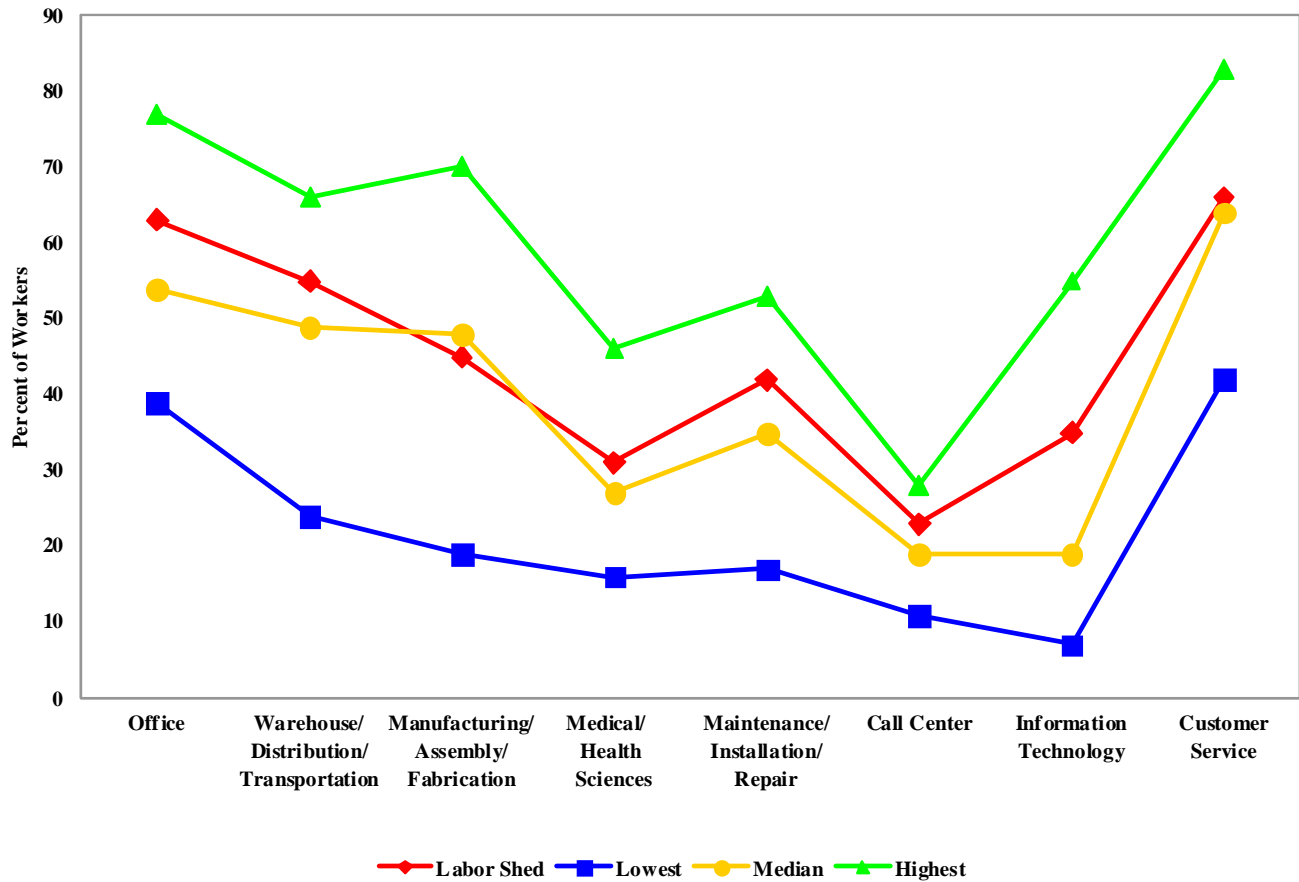


CUSTOMER SERVICE



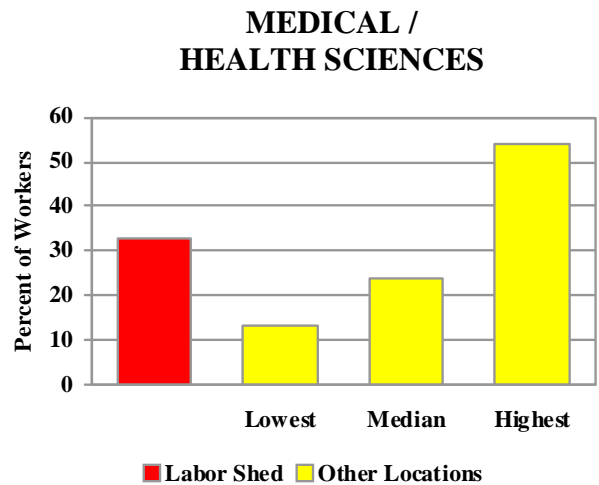
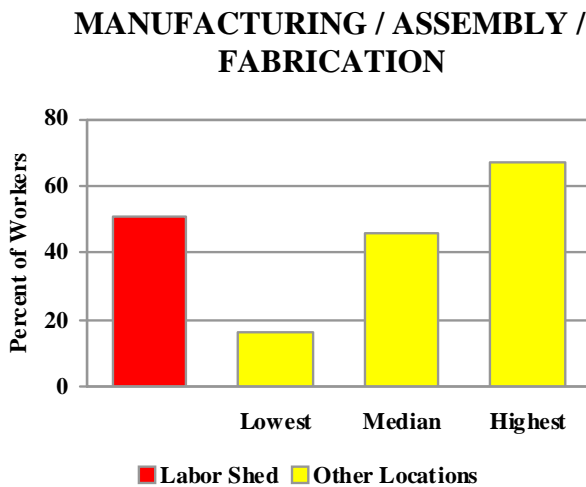
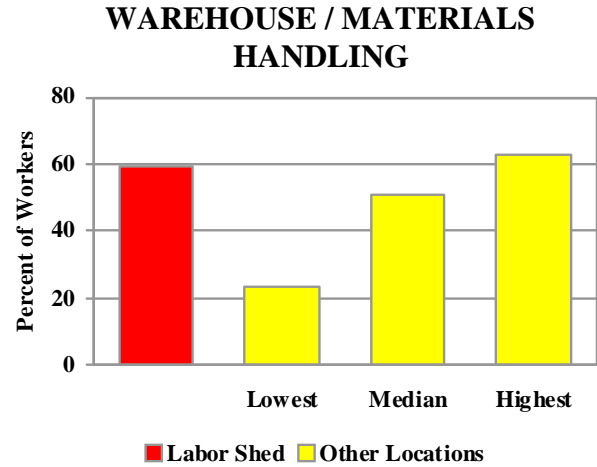
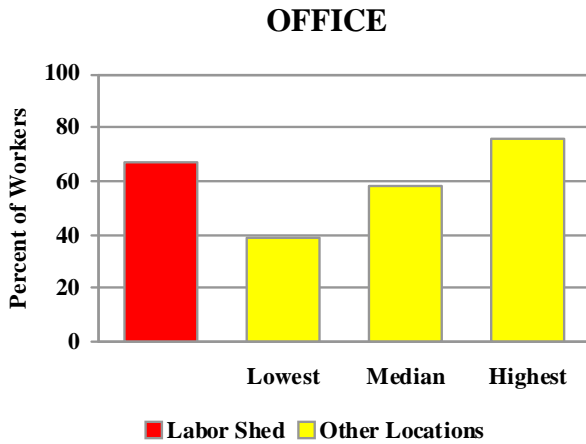
**SUMMARY COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS**

**The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**



COMPARISON OF SKILLS UNDEREMPLOYED WORKERS

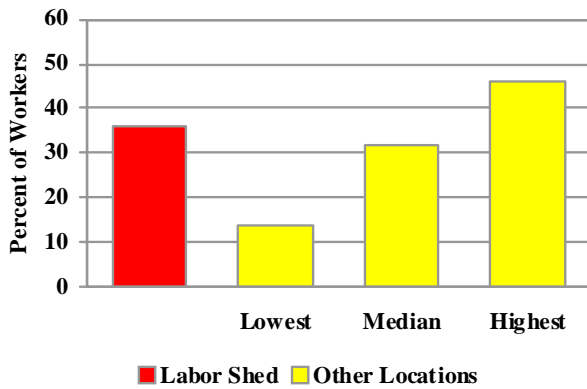
The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months



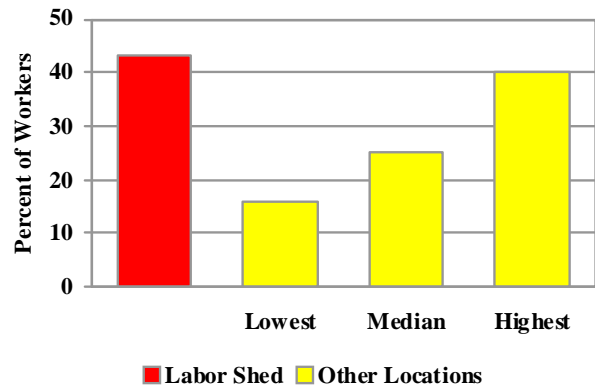
COMPARISON OF SKILLS UNDEREMPLOYED WORKERS

**The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**

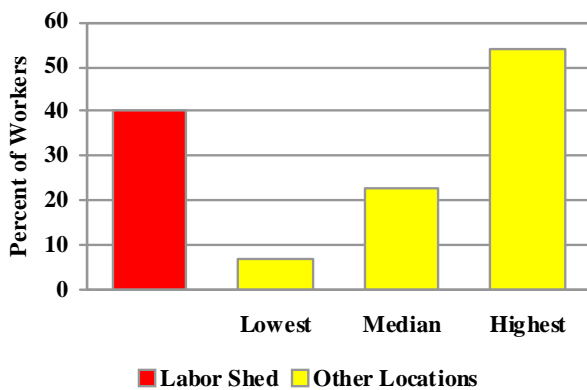
**MAINTENANCE /
INSTALLATION / REPAIR**



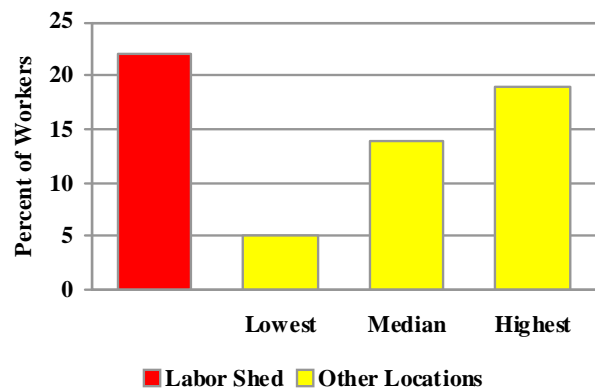
**TECHNICIAN / QUALITY
ASSURANCE**



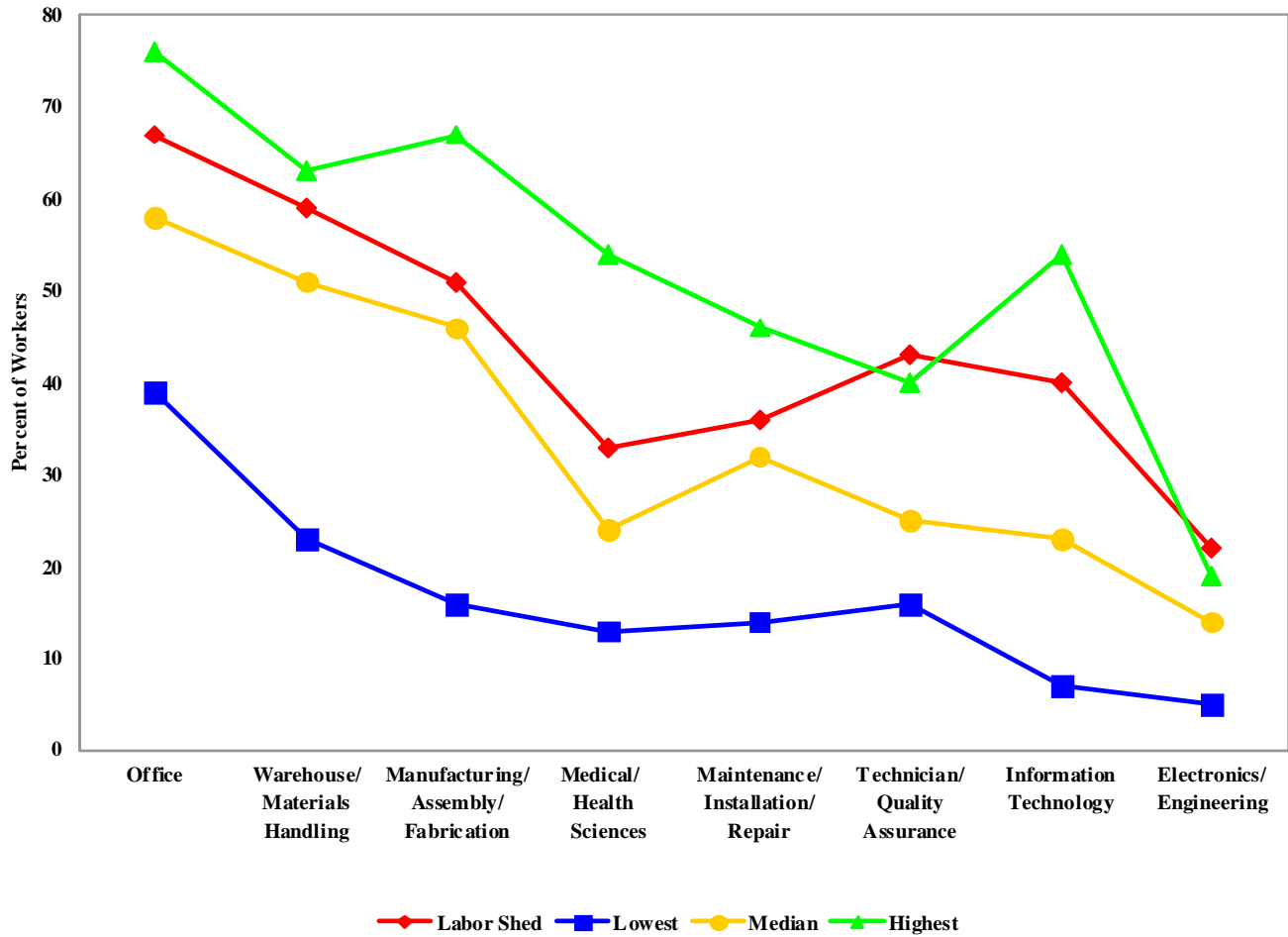
INFORMATION TECHNOLOGY



ELECTRONICS / ENGINEERING



**SUMMARY COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The Tuscaloosa Area /
Locations Surveyed Over the Past 18 Months**



CLOSING REMARKS

The foregoing report represents an assessment of the underemployment that exists in the Tuscaloosa region. It includes a set of important interlocking measurements of the number of underemployed workers, their cost, skills, experience, education and other related factors. The information allows the economic development professional and the site-selection team to view the area in comparison to other locations.

Attention should be given to the final section of this report, “National Comparative Observations”, which compares, employing an identical methodology, the costs, experience, and skills of local underemployed workers with those underemployed workers in locations surveyed by The Pathfinders over the past eighteen months.

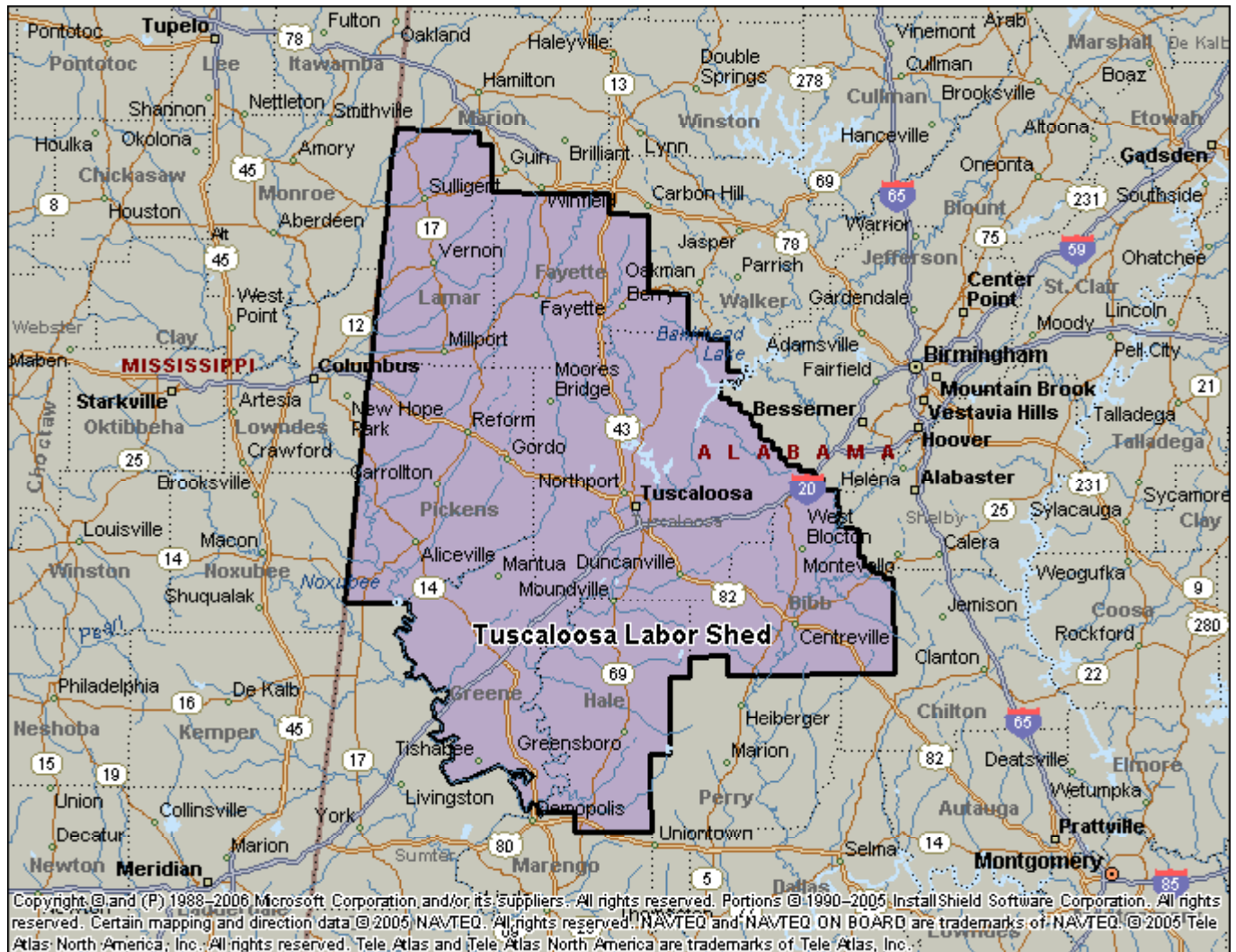
While the number of underemployed workers in the Tuscaloosa region, including their cost, skills, and experience, is the focus of this report, the data should be interpreted in a comparative perspective just as the corporate site selector will in deciding among competing locations.

For Informational Purposes:

The Tuscaloosa Area Civilian Workforce	126,300
Largest Workforce Surveyed by The Pathfinders	5,000,000
Median Workforce Surveyed by The Pathfinders	165,050
Smallest Workforce Surveyed by The Pathfinders.....	3,350



MAP OF TUSCALOOSA AREA LABOR SHED





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