

Introduction:

Hello, my name is _____ and I am calling on behalf of the United States Department of Energy. We are conducting a national survey about the energy, energy-related, and advanced manufacturing industries. May I please speak to the person most knowledgeable about staffing at [organization]?

Is now a convenient time?

This survey uses specific terms to describe various technologies and activities. If you require any definitions for clarification, please ask me at any time.

The survey is **voluntary** and should take approximately 15-30 minutes of your time.

(If needed): This important survey addresses businesses that research, develop, manufacture, install or work with products that generate, distribute or save energy.

(If needed): This includes organizations involved in fossil and renewable energy production, energy efficiency products and services, motor vehicles, solar, wind, fossil and other energy sources, and other energy related products and services.

(If needed): Your individual responses will **not** be published; only aggregated information will be used in reporting the survey results.

(If needed):Your participation will help determine how investments of time and money should be made to support the industry and prepare the present and future labor pool.

(If needed):: If you have any questions about DOE's involvement in this survey, please contact David Keyser at [insert phone]

.....

A. Does your organization have at least one location with employees in the United States, including territories? (Please count yourself as an employee if you are an owner-operated business or sole proprietor).

- 1 Yes [CONTINUE]
- 2 No [TERMINATE]

For this survey, please only answer for your current business location. If your organization has other U.S. locations, please do not include their data. What is the zip code of your current location? [SHOW ADDRESS FROM SAMPLE FILE]

_____ (Accept all five-digit responses)

(DON'T READ) Have check box for Refused (Terminate if Refused)

- B. Is your organization involved, in whole or part, with an activity related to energy? (PAUSE, IF UNSURE OR NO READ REMAINDER OF QUESTION, IF YES GO TO SC) We define this as being directly involved with researching, developing, producing, manufacturing, distributing, selling, implementing, installing, or repairing components, goods or services related to Electric Power Generation; Electric Power Transmission, Distribution, and Storage; Energy Efficiency, Including Heating, Cooling and Building Envelope; Fuels, including Extraction, Processing, Production, and Distribution; and Transportation, including Motor Vehicles. This also includes supporting services such as consulting, finance, tax, and legal services related to energy.

- 1 Yes [CONTINUE]
- 2 No [TERMINATE]
- 3 Not sure [TERMINATE]

- C. Which of the following industries describes your organization's work? [ALLOW MULTIPLE RESPONSES] [IF NEEDED: If your organization is involved in energy research or professional services for the industry, please select the options that are most relevant to your organization.]

- 1. Electric Power Generation
- 2. Electric Power Transmission and Distribution, including electric vehicle charging stations
- 3. Storage, including electric vehicle batteries
- 4. Energy Efficiency, Including Heating, Cooling and Building Envelope (IF NEEDED THIS INCLUDES THERMAL OR HOT WATER SOLAR)
- 5. Fuels
- 6. Transportation Vehicles, including Motor Vehicles (IF NEEDED: Including industrial and agricultural vehicles, such as forklifts, tractors, and recreational vehicles, such as golf carts)
- 7. Component Parts for Transportation Vehicles
- 8. Carbon Capture and Storage
- 9. Other (Specify _____) TERMINATE
- 10. DK/NA TERMINATE

[ASK SCREENER D IF SC COUNT>1]]

D. Which do you consider your organization's **primary** industry, based on the majority of labor hours performed at your location? [PIPE IN SC CATEGORIES, ACCEPT ONE]

1. Electric Power Generation
2. Electric Power Transmission and Distribution, including electric vehicle charging stations
3. Storage, including electric vehicle batteries
4. Energy Efficiency, Including Heating, Cooling and Building Envelope (IF NEEDED THIS INCLUDES THERMAL OR HOT WATER SOLAR)
5. Fuels
6. Transportation, including Motor Vehicles (IF NEEDED: Including industrial and agricultural vehicles, such as forklifts, tractors, and recreational vehicles, such as golf carts)
7. Component Parts for Transportation Vehicles
8. Carbon Capture and Storage

CREATE **SDPRIME** FROM SC IF SC COUNT=1, OR SD IF SC COUNT>1

E. [ASK FOR EACH SC] Which of the following [INSERT SC RESPONSE] technologies is your organization directly engaged with? [READ LIST, ALLOW MULTIPLE RESPONSES]

A. Electric Power Generation (IF SC=1) [RANDOMIZE]

1. Solar Electric Generation [SET SOLAR=1]
2. Land-based Wind Generation
3. Offshore Wind Generation
4. Geothermal Generation
5. Bioenergy/Biomass Generation
6. Low-Impact Hydroelectric Generation including Wave/Kinetic Generation
7. Traditional Hydroelectric Generation
8. Advanced/Low Emission Natural Gas
9. Nuclear Generation
10. Coal Generation
11. Oil and other Petroleum Generation
12. Natural Gas Generation
13. Combined Heat and Power
14. Other Generation (Specify)

B. Electric Power Transmission and Distribution (IF SC=2) [RANDOMIZE]

1. Traditional Transmission and Distribution
2. Electric Vehicle Charging Stations
3. Smart Grid
4. Micro Grids
5. Other Grid Modernization
6. Other (Specify)

C. Storage (IF SC=3) [RANDOMIZE] [IF SEA=1, “(including battery storage for solar generation)”

1. Pumped hydro-power storage
2. Battery storage, including electric vehicle batteries [IF SEA=1, “(including battery storage for solar generation)”
3. Mechanical storage (flywheels, compressed air energy storage, etc.)
4. Thermal storage
5. Liquefied natural gas
6. Compressed natural gas
7. Crude oil
8. Refined petroleum fuels (liquid)
9. Refined petroleum fuels (gas)
10. Coal storage (piles, domes, etc.)
11. Biofuels, including ethanol and biodiesel
12. Nuclear fuel
13. Other gas fuel (Specify)
14. Other liquid fuel (Specify)
15. Other Storage
16. Other (Specify)

IF SEC=2, ASK C_2 AND C_3

C_2. What type of Battery Storage do you work with? [READ LIST, ALLOW MULTIPLE RESPONSES] [RANDOMIZE]

1. Lithium batteries
2. Lead-based batteries
3. Other solid-electrode batteries (Specify)
4. Vanadium redox flow batteries
5. Other flow batteries (Specify)

C_3. What is the application of your battery storage work? [READ LIST, ALLOW MULTIPLE RESPONSES] [RANDOMIZE]

1. Consumer devices
2. Vehicles or other transportation (including electric vehicles)
3. Behind-the-meter (buildings or industrial facilities)

4. Front-of-meter (electric grid)
5. Other (Specify)

**D. Energy Efficiency, Including Heating, Cooling and Building Envelope (IF SC=4)
[RANDOMIZE]**

1. ENERGY STAR® Certified Appliances (not including HVAC)
2. ENERGY STAR Certified Heating, Ventilation, and Cooling (HVAC), except air-source and ground-source heat pumps
3. ENERGY STAR Air-Source Heat Pumps
4. ENERGY STAR Ground-source or geothermal heat pumps
5. Other high efficiency HVAC that are out of scope for ENERGY STAR certification (e.g. indirect evaporative coolers, air to water heat pumps, energy recovery systems, etc.)
6. Traditional HVAC goods, control systems, and services
7. ENERGY STAR certified water heaters
8. ENERGY STAR Certified Electronics (TVs, Telephones, Audio/Video, etc.)
9. ENERGY STAR Certified Windows, Doors and Skylights
10. ENERGY STAR Certified Roofing
11. ENERGY STAR Certified Insulation
12. Air sealing
13. ENERGY STAR Certified Commercial Food Service Equipment
14. ENERGY STAR Certified Data Center Equipment
15. ENERGY STAR Certified LED lighting
16. Other LED, CFL, and efficient lighting
17. Solar thermal water heating and cooling [SET SOLAR=1]
18. Other renewable heating and cooling (biomass, etc.)
19. Advanced building materials/insulation
20. Recycled building materials
21. Reduced water consumption products and appliances
22. Energy auditing services
23. Other (Specify)

E. Fuels (IF SC=5) [RANDOMIZE]

1. Coal
2. Onshore petroleum, including gasoline and diesel
3. Offshore petroleum, including gasoline and diesel
4. Onshore natural gas
5. Offshore natural gas
6. Other Fossil Fuel
7. Corn Ethanol
8. Renewable Diesel
9. Biodiesel
10. Other Ethanol/Non-Woody Biomass
11. Woody Biomass/Cellulosic Biofuel

12. Waste Fuels
13. Other Biofuels
14. Nuclear Fuel
15. Other (Specify)

ASK EA IF SEE = 2 & 3

EA. Do you primarily work with onshore or offshore petroleum?

1. Onshore petroleum
2. Offshore petroleum
3. Don't know/ Refused

ASK EB IF SEE = 4 & 5

EB. Do you primarily work with onshore or offshore natural gas?

1. Onshore natural gas
2. Offshore natural gas
3. Don't know/ Refused

F. Transportation Vehicles, Including Motor Vehicles (IF SC=6) [RANDOMIZE]

1. Gasoline and Diesel Motor Vehicles (excluding freight transport)
2. Hybrid Electric Vehicles
3. Plug-In Hybrid Vehicles
4. Electric Vehicles
5. Natural Gas Vehicles
6. Hydrogen Vehicles
7. Fuel Cell Vehicles
8. Other (Specify _____)

G. Component Parts for Transportation Vehicles (IF SC=7) [RANDOMIZE]

1. Transportation Vehicle Engine & Drive Parts
2. Transportation Vehicle Exhaust System Parts
3. Transportation Vehicle Body Parts
4. Other Transportation Vehicle Parts (Specify _____)

SET SOLAR=1 IF SEA=1 OR 2, OR TSF=1, AND SED=5

IF SE TOTAL>1, ASK SEPRIME, IF NOT, SKIP

SEPRIME. Which of the following technologies is your organization *PRIMARILY* engaged with?

[PIPE-IN RESPONSES FROM SEA-SEG]

[IF RESPONDENT ONLY IDENTIFIES WITH ONE INDUSTRY AT SCREENER E (QC), USE THAT INDUSTRY FOR THE REMAINDER OF THE SURVEY IN PLACE OF "ENERGY" / IF MORE THAN ONE, CONTINUE TO USE "ENERGY." EXCEPTION - IF THE ONLY SELECTION AT SCREENER C IS "OTHER" OR "DK/NA," USE "ENERGY"]

F. Which of the following industry descriptions describe your organization's focus as it relates to the [energy/ SC] industry? [ALLOW MULTIPLE RESPONSES]

1. An organization involved in agricultural goods and services
2. An organization involved in mining and extraction
3. An organization that manufactures and/or assembles [energy/ SC] goods or produces components that go into energy products
4. An organization that conducts research and development and related services for [energy/ SC]
5. An organization involved in the wholesale trade and distribution of [energy/ SC] products and services
6. An organization that installs [energy/ SC] systems or provides services for installation of [energy/ SC] systems
7. A public or private utility
8. An organization that provides consulting, engineering, finance, legal, or other professional services related to energy
9. An organization that conducts operations and maintenance (O&M) for [energy/ SC] systems
10. An organization primarily involved in education and training
11. Other support services (Specify: _____)
12. Other (Specify: _____)
13. (DON'T READ) Not sure

[ASK SCREENER G IF MORE THAN ONE SELECTED AT SCREENER F]

G. Which do you consider your organization's **primary** focus as it relates to the [energy/ SC] industry, based on the labor hours performed at your location

1. An organization involved in agricultural goods and services
2. An organization involved in mining and extraction
3. An organization that manufactures and/or assembles [energy/ SC] goods or produces components that go into energy products
4. An organization that conducts research and development and related services for [energy/ SC]
5. An organization involved in the wholesale trade and distribution of [energy/ SC] products and services

6. An organization that installs [energy/ SC] systems or provides services for installation of [energy/ SC] systems
7. A public or private utility
8. An organization that provides consulting, engineering, finance, legal, or other professional services related to energy
9. An organization that conducts operations and maintenance (O&M) for [energy/ SC] systems
10. An organization primarily involved in education and training
11. Other support services (Specify: _____)
12. Other (Specify: _____)
13. (DON'T READ) Not sure

SET SGPRIME BASED ON SCREENER G RESPONSE OR SCREENER F RESPONSE IF SCREENER F COUNT=1

ASK SFA IF SEA=14 **OR** SEB=6 **OR** SEC = 13, 14, 15, OR 16 **OR** SEE = 15, **AND** SF = 4, 8, OR 10

SFA. Does your organization work with hydrogen fuel in any capacity?

1. Yes (Please specify)_____
2. No
3. Don't know/ Refused

ASK SGA IF SC=4, OR IF SF = 4, 6, 8, OR 9

SGA. Is your organization considered an Energy Service Company (ESCO)?

1. Yes
2. No
3. Don't know/ Refused

IF SGPRIME=6, ASK SCREENER H, OTHERWISE SKIP

H. Does your organization work on ENERGY STAR certified new home construction?

1. Yes
2. No
3. DK/NA

I. Does your organization work on ENERGY STAR certified buildings and plants (commercial and industrial)?

1. Yes
2. No
3. DK/NA

J. Does your organization have an energy manager or director responsible for energy management at one or more facilities?

1. Yes
2. No
3. DK/NA

IF SGPRIME=7, ASK SCREENER K

K. Does your organization employ workers that are in charge of administering, managing, evaluating, or otherwise working on utility-led energy efficiency programs, rebates, and other activities?

1. Yes
2. No
3. DK/NA

.....
For this survey, we will just be asking about the employees that work from or directly report to your current location.

1. Including all full-time and part-time employees, how many **permanent** employees work at or from your current location?

Record # of employees _____

(DON'T READ) Have check box for Refused

2. Based on [Take Q1 #] full-time and part-time permanent employees at your location, how many employees do you expect to have at your location 12 months from now?

- 1 More [record # _____]
- 2 Fewer [record # _____]
- 3 (DON'T READ) Same number
- 4 (DON'T READ) Refused

[If amount differs by 10% or more in either direction, ask:]

Just to confirm, you currently have _____ permanent employees at your current location and you expect to have _____ (more/fewer) employees, for a total of _____ permanent employees 12 months from now.

3. Of the [Take Q1 #] full time and part-time permanent employees at your current location, how many of these workers support the [energy/ SC] portion of your business? Please note that your response should include administrative staff supporting the energy portion of your business.

Record # of employees _____

(DON'T READ) Have check box for Refused

[IF NEEDED: SUPPORT WORKERS ARE DEFINED AS THOSE INDIVIDUALS THAT SPEND ANY AMOUNT OF TIME, DIRECTLY WORKING ON ENERGY RELATED PROJECTS INCLUDING ADMINSTRATIVE SUPPORT WORKERS]
[Q3 SHOULD BE LESS THAN OR EQUAL TO Q1 - BUILD IN CHECK]

4. Of your [Take Q3 #] energy staff at your location (office staff and in the field), please classify them into the area where they spent most of their time over the last 12 months. Please count each employee only once.

- a. In-state within your region/metropolitan area [Record #]_____
- b. In-state outside your region/metropolitan area [Record #]_____
- c. Out-of-state [Record #]_____

5. How many full-time and part-time **permanent** employees did you have working at your current location 12 months ago that supported the [energy/ SC] portion of your business?

Record # of employees _____

(DON'T READ) Have check box for Refused

6. Based on [Take Q3 #] full-time and part-time permanent employees at your location that support the [energy/SC] portion of your business, how many employees do you expect to have at your location 12 months from now?

- 1 More [record # _____]
- 2 Fewer [record # _____]
- 3 (DON'T READ) Same number
- 4 (DON'T READ) Refused

Just to confirm, you currently have ____ permanent employees supporting the energy portion of your business and you expect that number to be ____ (more/fewer) 12 months from now, for a total of ____

7. Thinking of your [INSERT Q3] energy employees, how many spend at least 50% of their time supporting the energy portion of your business?

8. Thinking of your [Q3 ANSWER] energy employees, how many spend all of their time supporting the energy portion of your business?

Record: _____

SECTION 2 – Workforce Profile Questions

If SC COUNT > 1 response, ASK Q9

9. Thinking of your [Take Q3] [energy/ SC] workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the area where they spend the most time.

PIPE IN SCREENER C RESPONSES

Record # of employees _____

If SC COUNT > 1 response and Q7>0, ASK Q10

10. Thinking of your [Take Q7] [energy/ SC] workers that spend at least 50% of their time supporting the energy portion of your business, please classify them in the following categories. Please count each employee only once and categorize them in the area where they spend the most time.

PIPE IN SCREENER C RESPONSES AND EMPLOYMENT FROM Q8

Record # of employees _____

BUILD CHECK SO TOTAL MUST = Q7

IF SC = 1 and Screener E.A > 1 response, ASK Q11 OTHERWISE SKIP

USE Q3 IN PLACE OF Q9 IF SELECTED COUNT AT SCREENER C WAS ONE (ONE CHOICE)

11. Thinking of your [PIPE IN Q9/Q3 GENERATION ANSWER] energy generation workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.A RESPONSES

Record # of employees _____

IF SC = 2 and Screener E.B > 1 response, ASK Q12 OTHERWISE SKIP

12. Thinking of your [PIPE IN Q8/Q3 ELECTRIC POWER TRANSMISSION AND DISTRIBUTION ANSWER] energy transmission, distribution, and storage workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.B RESPONSES

Record # of employees _____

IF SC = 3 and Screener E.C > 1 response, ASK Q12 OTHERWISE SKIP

13. Thinking of your [PIPE IN Q9/Q3 STORAGE ANSWER] storage workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.C RESPONSES

Record # of employees _____

IF Q13_2(BATTERY STORAGE)>0, ASK Q14

14. Thinking of your [PIPE IN Q13_2 #] battery storage workers at your location, please classify in them in the following categories. Please count each employee only once and categorize them in the battery storage application category where they spend the most time.

1. Consumer devices [Record # of employees]
2. Vehicles or other transportation [Record # of employees]
3. Buildings or industrial facilities [Record # of employees]
4. Electric Grid [Record # of employees]
5. Other (Specify) [Record # of employees]

IF SC = 4 and Screener E.D > 1 response, ASK Q15 OTHERWISE SKIP

15. Thinking of your [PIPE IN Q9/Q3 ENERGY EFFICIENCY, INCLUDING HEATING, COOLING AND BUILDING ENVELOPE ANSWER] energy efficiency, including heating, cooling and building envelope, workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.D RESPONSES

Record # of employees _____

IF SC = 5 and Screener E.E > 1 response, ASK Q16 OTHERWISE SKIP

16. Thinking of your [PIPE IN Q9/Q3 FUELS ANSWER] fuels-related workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.E RESPONSES

Record # of employees _____

IF SC = 6 and Screener E.F > 1 response, ASK Q17 OTHERWISE SKIP

17. Thinking of your [PIPE IN Q9/Q3 TRANSPORTATION VEHICLES ANSWER] motor-vehicle related workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.F RESPONSES

Record # of employees _____

IF SC = 5 and Screener E.G > 1 response, ASK Q18 OTHERWISE SKIP

18. Thinking of your [PIPE IN Q9/Q3 COMPONENT PARTS ANSWER] energy generation workers at your location, please classify them in the following categories. Please count each employee only once and categorize them in the technology area where they spend the most time.

PIPE IN SCREENER E.G RESPONSES

Record # of employees _____

Demographic questions

19. Thinking of your [Take Q3] [energy/ SC] employees, how many are:

- a) Male: Record # employees _____
- b) Female: Record # of employees _____
- c) Gender non-binary: Record # of employees _____
- d) (DON'T READ) Refused

Q19 a+b must = Q3

20. Thinking of your [Take Q3] [energy/ SC] employees, please indicate the ethnicity:

- (a) Hispanic
- (b) Not Hispanic or Latinx
- (c) (DON'T READ) Refused

Q20 a+b must = Q3

21. Thinking of your [Take Q3][energy/SC] employees, please indicate the race and choose all that apply:

- a) American Indian or Alaskan Native: Record # of employees _____
- b) Asian: Record # of employees _____
- c) Black or African American, not Indigenous: Record # of employees _____
- d) Black Indigenous: Record # of employees _____
- e) Native Hawaiian or other Pacific Islander: Record # of employees _____
- f) White Record # of employees _____
- g) Two or more races: Record # of employees _____
- h) (DON'T READ) Refused

Q21 a-f must = Q3

22. Thinking of your [Take Q3] [energy/ SC] employees, how many:

- a) Are Veterans of the U.S. Armed Forces Record # of employees _____
- b) Are 55 and over Record # of employees _____
- c) Represented by Unions, Collective Bargaining Agreements, and/or Project Labor Agreements Record # of employees _____
- d) Identify as LGBTQ+
- e) Have a disability that requires accommodation

- f) Were formerly incarcerated
- g) (DON'T READ) Refused

23. Thinking of the current [Take Q3] [energy/ SC] employees at your location, how many are in the following occupational categories?

(Please only assign one category to each employee that supports the [energy/ SC] portion of your business. If they fall into more than one category, please assign them to the category in which they devote more of their time.)

- a. Mining and Extraction Field positions (includes oil field workers, miners, etc.)
- b. Production/Manufacturing positions (includes workers in refineries and assembly workers and those involved in the design, quality control and manufacturing process)

Record # of employees _____
(DON'T READ) Have check box for Refused

- c. Installation or repair positions (includes technicians, building trades people, and supervisors that are working at project site)

Record # of employees _____
(DON'T READ) Have check box for Refused

- d. Administrative positions (includes customer service representatives, clerks, office and operations support)

Record # of employees _____
(DON'T READ) Have check box for Refused

- e. Management/Professional positions (**does not include** those supervisors that spend a majority of their time at project sites or sales managers)

Record # of employees _____
(DON'T READ) Have check box for Refused

- f. Sales positions (includes cost estimators, sales representatives and sales managers)

Record # of employees _____
(DON'T READ) Have check box for Refused

- g. Other (Specify: _____)

Record # of employees _____
(DON'T READ) Have check box for Refused

(CREATE INTERNAL CONTROL SO Q23 A+B+C+D+E+F+G EQUALS Q3]

SECTION 3 – Workforce Development & Training Needs

24. How many energy workers have you hired over the last 12 months, either for new positions or to replace former workers?

Record _____

IF Q24>0, ask Q25-28 otherwise SKIP

25. Thinking of the [Insert Q24] energy workers that you have hired at your location over the last 12 months, please indicate your level of difficulty finding qualified applicants to fill the positions.

1. Very difficult
2. Somewhat difficult
3. Not at all difficult
4. DK/NA

IF Q25 = 1 or 2 ask Q26 and Q27, otherwise SKIP

26. What are the two most significant reasons for the reported difficulty?

27. Please provide the two most difficult positions for your organization to fill at your location.

28. You reported [insert Q24] additional workers at your organization over the last 12 months. Of these [insert Q24] positions, how many:

- a. Were newly created positions?

Record # of employees _____

- b. Were existing employees that added energy responsibilities?

Record # of employees _____

- c. Were hired to replace workers due to turnover or retirement?
Record # of employees _____
- d. Were positions that required previous work experience related to the position?
Record # of employees _____
- e. Required a bachelors degree or beyond: _____
Record # of employees _____
- f. Required an associate degree or academic certificate from an accredited college, but not a bachelors degree: _____
Record # of employees _____
- g. Required a vocational or technical postsecondary certificate or credential: _____
Record # of employees _____
- h. Are represented by a union, collective bargaining agreement, or a project labor agreement: _____
Record # of employees _____

29. Does your firm have a formal or informal mentorship/sponsorship program?

- 1. Yes
- 2. No
- 3. DK/NA

30. Briefly describe the mentorship/sponsorship program?

31. Has your firm adopted any specific strategies, policies, or programs to increase the number of female hires?

- 1. Yes
- 2. No
- 3. DK/NA

IF Q31 = 1, ASK Q32

32. Briefly describe the strategies, policies, or programs to increase female hires?

33. Has your firm adopted any specific strategies, policies, or programs to increase the number of ethnic or racial minority hires?

1. Yes
2. No
3. DK/NA

IF Q33 = 1, ASK Q34

34. Briefly describe the strategies, policies, or programs to increase minority hires?

35. Has your firm adopted any specific strategies, policies, or programs to increase the number of LGBTQ+ hires?

1. Yes
2. No
3. DK/NA

IF Q35 = 1, ASK Q36

36. Briefly describe the strategies, policies, or programs to increase LGBTQ+ hires?

37. Does your firm offer or require a diversity and/or inclusion training program aimed at advocating workplace diversity and inclusion?

1. Yes
2. No
3. DK/NA

SECTION 4 – Business Questions

38. The following is a list of factors that may contribute to difficulty growing a profitable business. Please rate the significance of each factor. [READ ITEM, THEN SAY] is it very significant, somewhat significant, or not at all significant. [RANDOMIZE]

- a. Lack of capital
- b. Lack of qualified talent
- c. Poor demand
- d. Cost or supply of materials
- e. Permitting delays
- f. Interconnection delays
- g. Policy challenges

39. Thinking about your organization's energy related suppliers and vendors, what percent of your supply chain purchases (in dollars/value), are:

- a. In-state (Enter %) _____
- b. Out of state but in the United States (Enter %) _____
- c. Outside of the United States (Enter %) _____ (WEB ONLY SPECIFY COUNTRIES _____)
- d. DK/NA

40. Thinking about your organization's energy related customers, what percent are located:

1. In-State (Enter %) _____
2. In a bordering state but out of state (Enter %) _____
3. In the United States, but outside of a bordering state (Enter %) _____
4. Outside of the United States (Enter %) _____ (WEB ONLY SPECIFY COUNTRIES _____)
5. DK/NA

SECTION 5 – Revenue Questions

Ask Q41 if SGPRIME = 5 or 6

41. Can you name any specific rebates or incentives that can reduce the cost of selling, distributing or installing energy for your customers? [Record up to 3]

Record: ____

42. Approximately how much of your organization's work at your current location, in terms of total gross revenue, is related to energy?

Record \$: _____

ASK Q43 if SE has multiple responses, otherwise SKIP

43. Approximately how much of your organization's work at your current location, in terms of total gross revenue, is related to each of the following products or services? (Use numbers to indicate percentages, for instance 20=20%)

1. INSERT SE RESPONSE 1 _____%
2. INSERT SE RESPONSE 2 _____%
3. INSERT SE RESPONSE 3 _____%
4. ...
5. All other revenue not related to energy _____%

Q43 total must equal 100%

SECTION 6 – Motor Vehicles & Component Parts

ASK Q44 if SC = 6, otherwise SKIP

44. With which of the following types of transportation vehicles does your firm primarily design, manufacture, sell, repair, or otherwise work with? [SELECT ONE]

1. Automobiles
2. Light- or Medium- Duty Vehicles
3. Heavy Duty Vehicles
4. Industrial Vehicles, such as forklifts
5. Recreational Vehicles, such as golf carts
6. Rail
7. Other (specify _____)

ASK Q45-Q47 if SC = 7, otherwise SKIP

45. Does your firm manufacture, design, sell, and/or distribute parts solely used for alternative vehicles, or vehicles with a fuel source other than gasoline or diesel?

1. Yes, electric vehicles
2. Yes, hydrogen fuel cell vehicles
3. Yes, other (Specify) _____
4. No
5. Don't know/ Refused

ASK Q46 IF Q45=1, otherwise SKIP

46. How much of your firm's work, as a percentage of your total revenue, is attributed to parts solely used for alternative vehicles, or vehicles with a fuel source other than gasoline or diesel?

1. All of it (100%)
2. Half to most of it (50% to 99%)
3. A quarter to almost half of it (25% to 49%)
4. Less than a quarter (1% to 24%)
5. (DON'T READ) DK/NA

47. Thinking of the type of fuel used, does your organization offer parts or products for any of the following types of transportation vehicles? [ALLOW MULTIPLE]

1. Gasoline and Diesel Motor Vehicles (excluding freight transport)
2. Hybrid Electric Vehicles
3. Plug-In Hybrid Vehicles
4. Electric Vehicles
5. Natural Gas Vehicles
6. Hydrogen Vehicles
7. Fuel Cell Vehicles
8. Other (Specify _____)

[If Q47 = 2,3, or 4, ask Q48, otherwise SKIP]

48. Which systems for electric and hybrid vehicles does your firm primarily work with?

- a. Body design or structure
- b. Batteries
- c. Charging components
- d. Electric propulsion (i.e. converter, controller, transmission, etc.)
- e. Auxiliaries (i.e. brakes, steering, climate control, etc.)
- f. Other (Specify _____)

SECTION 7 – Energy Efficiency

IF SCREENER H=1, ASK Q49

49. How many of your [Take Q3#] energy employees work on ENERGY STAR certified new home construction?

Record # of employees: _____

IF SCREENER I=1, ASK Q50

50. How many of your [Take Q3#] energy employees work on ENERGY STAR certified buildings and plants (commercial and industrial)?

Record # of employees: _____

IF SCREENER K=1, ASK Q51

51. How many of your [Take Q3#] energy employees work on administering, managing, evaluating, or otherwise working on utility-led energy efficiency programs, rebates, and other activities?

Record # of employees: _____

Thank you for completing the survey. Since it sometimes becomes necessary for the project manager to confirm responses to certain questions, please verify your contact information.

- da. First and Last Name (Interview note enter 99 for REF)
 - 1. First Name
 - 2. Last name
- db. Position (Interview note enter 99 for REF)
- dc. Phone (Interviewer Note 9999999999 for REF)
- dd. Email (Interview note enter 99 for REF)
- de. Organization Name (Interview note enter 99 for REF)
- df. Organization Street Address (Interview note enter 99 for REF)
- dg. Organization City (Interview note enter 99 for REF)
- dh. Organization State (Interview note enter 99 for REF)
- di. Organization Zip (Interviewer Note 99999 for REF)

Thank you very much for your time.

HOW DID THE CALL END?

- 1 COMPLETED INTERVIEW
- 2 SURVEY SAID THEY DID NOT QUALIFY
- 3 CALLBACK NEEDED, PARTIAL
- 4 REFUSAL
- 5 SOMETHING ELSE

PLEASE DISPOSITION CALL CORRECTLY.

Thank you for your time!