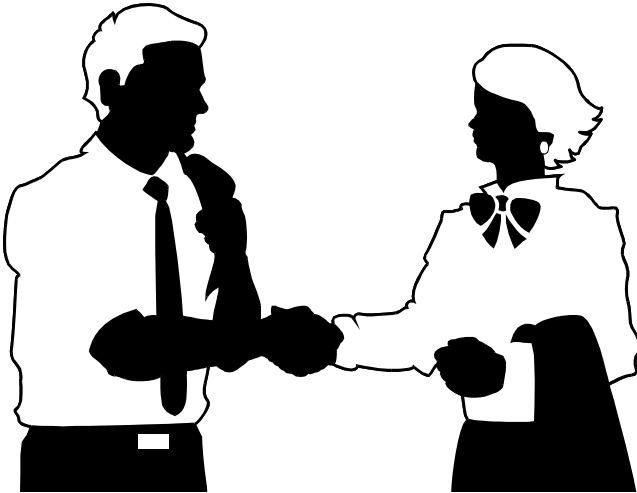


The work force in Delta County offers excellent opportunities for meeting the requirements of the business community. Because people want to live and raise their families here, Delta County businesses enjoy a steady supply of well-qualified, capable, and willing workers.

Current Delta County businesses are also very positive about their workforce. In a confidential survey of local manufacturers conducted in May, 1993, respondents were asked to rank Labor-Management relations at their company. On a scale of 1 to 10, with 1 being negative and 10 being positive, the average response was 7.9. Of the scores, 78% fell in the 7 to 10 range. Productivity and Work Ethic also scored well in this survey, with an average response of 7. Ask virtually any large employer today to name the 3 best things about doing business in Delta County, and the work ethic of his or her employees will be volunteered.



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Employment and Earnings by Industry

PERSONAL INCOME (In Thousands of Dollars)

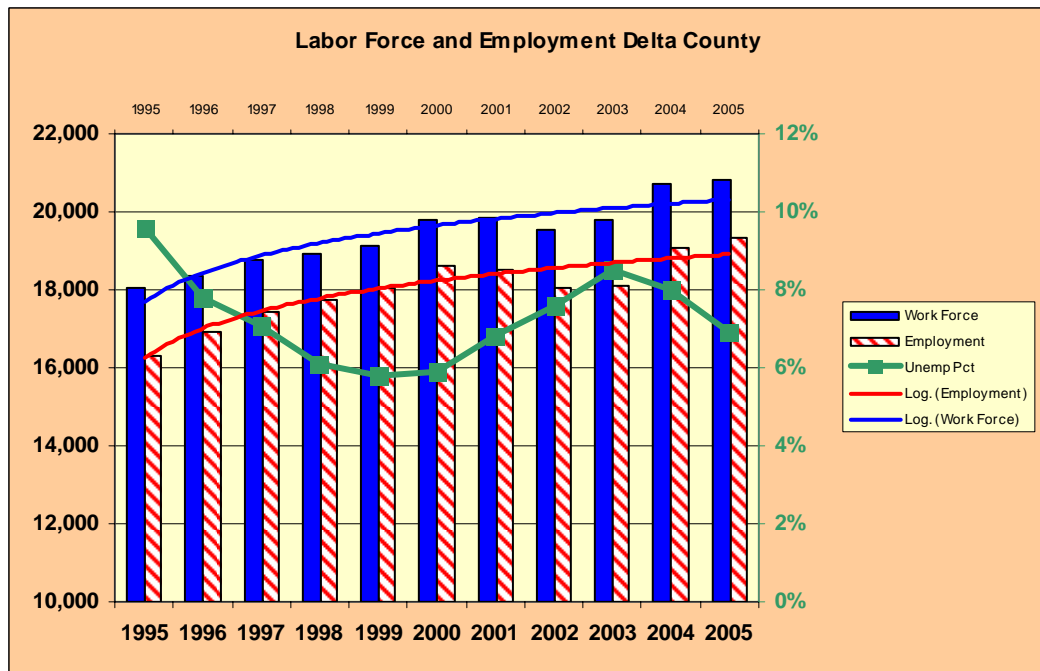
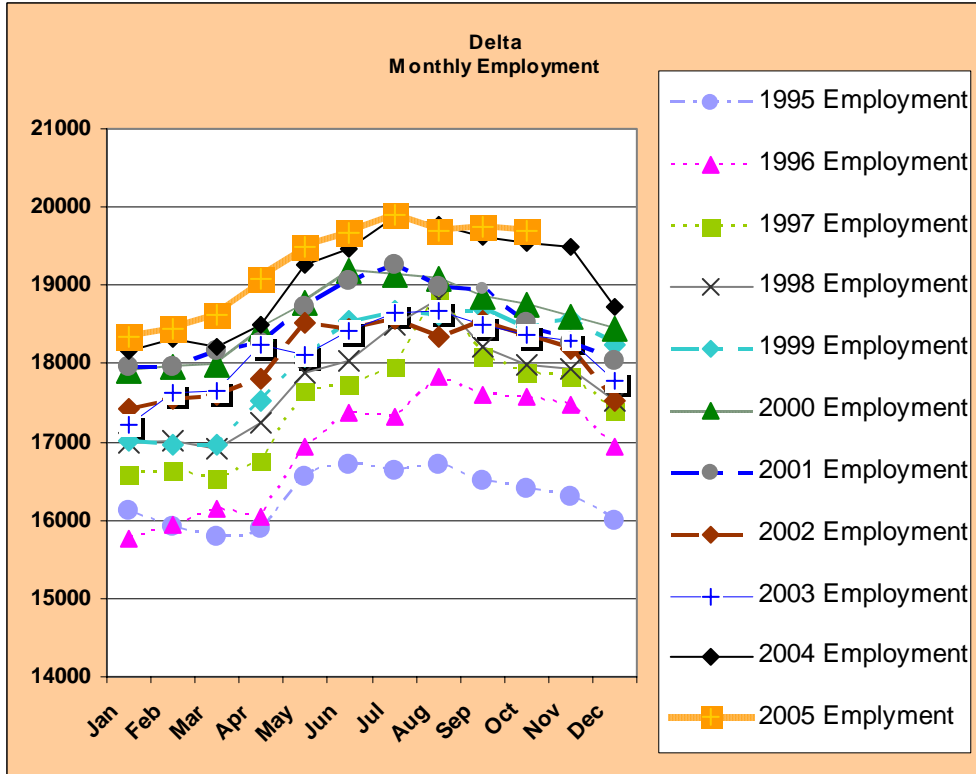
Components by Type	2000	2001	2002
Personal Income	896,994	907,658	923,885
Nonfarm Personal Income	896,145	611,080	618,821
Farm Income	849	1,603	935
Population	38,549	38,437	38,415
Per Capita Personal Income (dollars)	23,269	23,614	24,050
Components by Industry	2000	2001	2002
Farm Earnings	849	1,603	935
Non-Farm Earnings	571,304	611,080	618,821
Private Earnings	481,766	506,963	514,792
Ag. Serv., Forestry, Fishing, & Other	0	9,173	9,696
Mining	0	376	547
Construction	43,286	38,370	37,910
Manufacturing	170,174	177,876	170,101
Transportation and Utilities	48,959	43,178	42,529
Wholesale Trade	16,678	15,188	14,808
Retail Trade	57,005	52,332	54,138
Information	0	5,112	6,346
Finance, Insurance, and Real Estate	21,366	23,690	25,587
Services	119,657	112,370	122,694
Arts, Entertainment, Recreation	1,844	2,628	2,799
Government and Government Enterprises	89,538	104,117	104,029
Federal, civilian	13,042	14,241	14,554
Military	1,069	1,153	1,048
State and Local	75,427	88,723	88,427

Source: U.S. Department of Commerce, Economic and Statistics Administration, Bureau of Economic Analysis, July 2004

EMPLOYMENT BASE

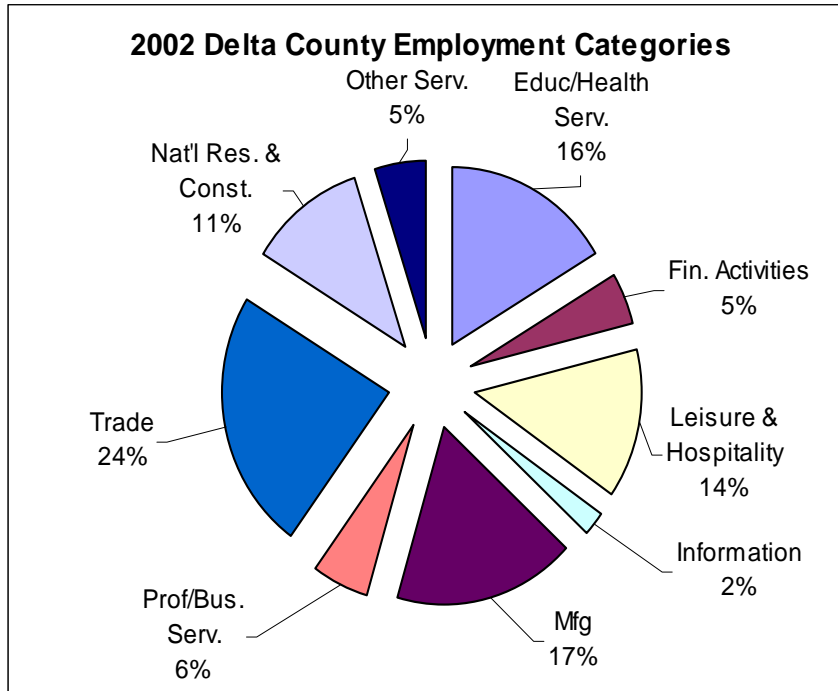
Delta County employment has been steadily increasing. According to the Michigan Department of Career Development, Delta County has STEADILY changing with the number of people in the job force as well as the number of people working.

An informal survey of recent new businesses to the area resulted in considerable praise for the work force. Large and small businesses site their workers as one of the top 3 advantages of doing business in Delta County. Without exception, companies with plants in more than one community repeat that this is their most profitable.

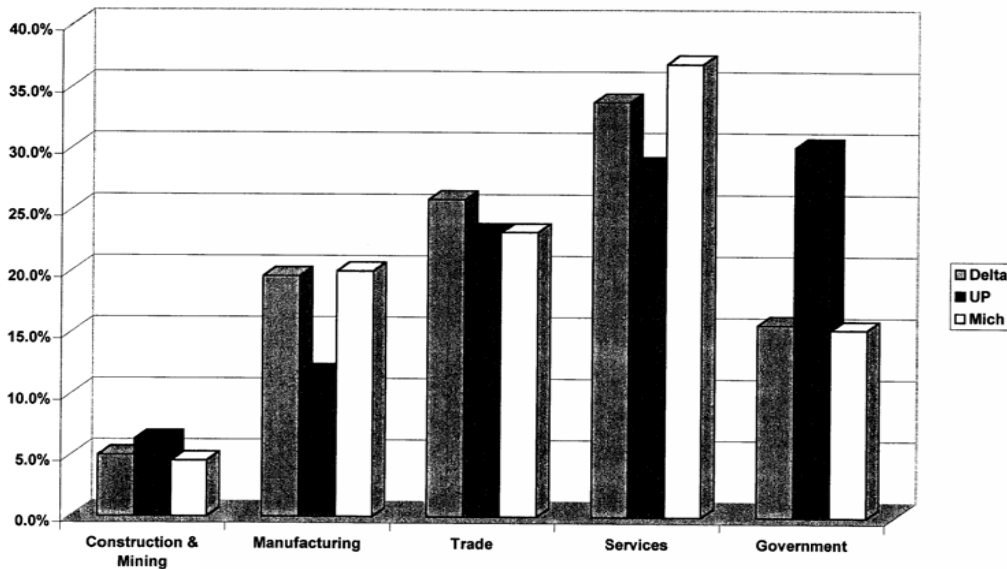


Source: Delta County EDA 2005

As one of the mid-west's playgrounds, Delta County enjoys many opportunities for tourists. However, tourism is only one of the major industries that make up its strong economic base. The county also approximated the state average of 20% in manufacturing. (The national average for manufacturers is 14%, and the average for the Central U.P. is 15%.) 66% of it's employment is in the service producing sector compared to 81 % U.P.-wide.



Source: Michigan Department of Career Development, 2004



Source: Ray Schieber, October 2003

Delta County Labor Distribution—2002

LABOR FORCE STABILITY/PRODUCTIVITY

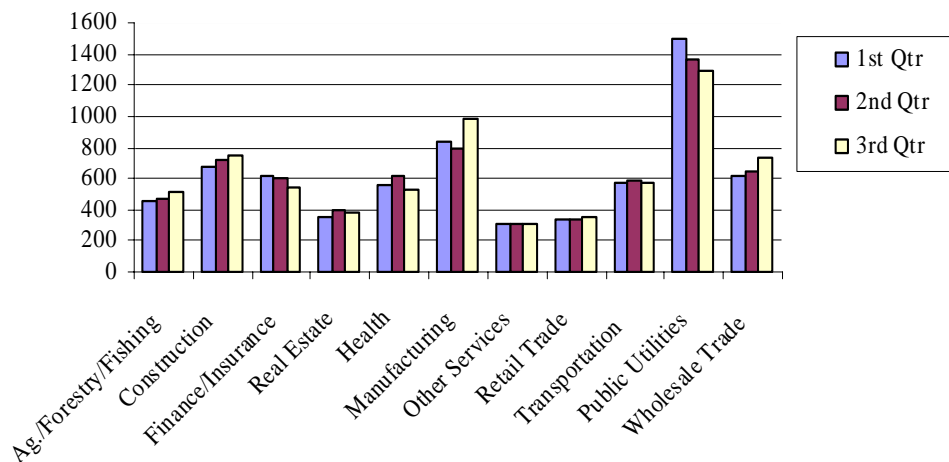
New Page Corp, formerly MeadWestVaco, is the area's largest employer. Their average length of time on the job for employees is 19.40 years.

	Avg/Hour	Hour Min	Hour Max
Manager	\$17.00	\$5.00	\$30.00
Clerk	7.22	5.25	11.08
Laborer	9.58	7.00	12.00
Carpenter	15.74	10.00	15.00
Operator	13.44	7.16	25.00
Maintenance	15.35	6.75	15.00
Supervisor	13.44	12.50	18.00
Machinist	14.63	12.50	15.00

Manufacturing Average Weekly Wage Comparison			
	2002	2003	2004
Upper Peninsula	\$714	\$739	
Ann Arbor	\$1,040	\$1,050	\$1,415.00
Delta County	\$898	\$982	\$999.00
Detroit	\$1,119	\$1,137	
Flint	\$1,231	\$1,262	
Lansing	\$1,055	\$1,034	

Source: www.michlmi.org, December, 2005

2003 Central UP Average Weekly Wages



Source: Michigan Department of Career Development, July 2004

**WAGES & EARNINGS
PROFESSIONAL/MANAGERIAL/PERSONNEL**

According to the most recent data available, 64% of professional population has some training beyond high school. This has been increasing as more companies follow New Page’s lead and hire only those with two year degrees or higher.

Educational Attainment in Delta County

Less than 9th grade	4.82%
Some high school, no diploma	9.06%
High school graduate	35.8%
Some college, or Associate degree	33.2%
Bachelor's degree	11.6%
Graduate or professional degree	5.4%

Level of Education

< High School	1.2%
Some High School	6.9%
High School/Equivalency	48.2%
Masters/Doctorate	8.1%

For more detailed information about the educational aspects of Delta County, please refer to the section “Education.”

