



Peer to Peer, How Do You Stack Up?

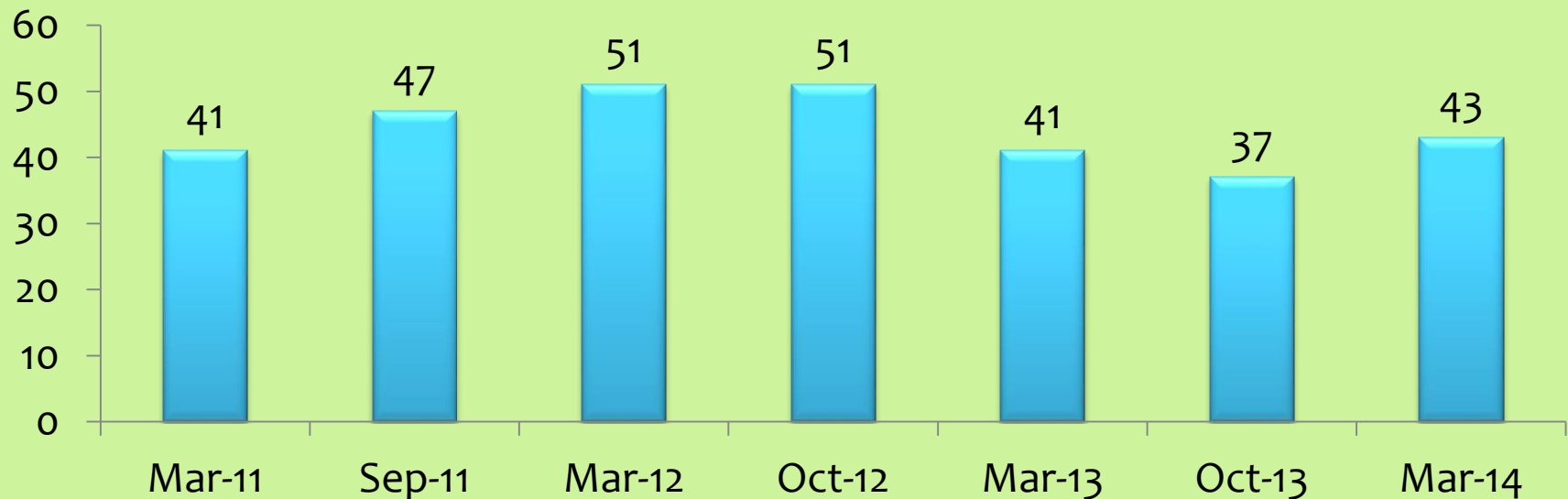
Business Practices Committee

April 2014 Update

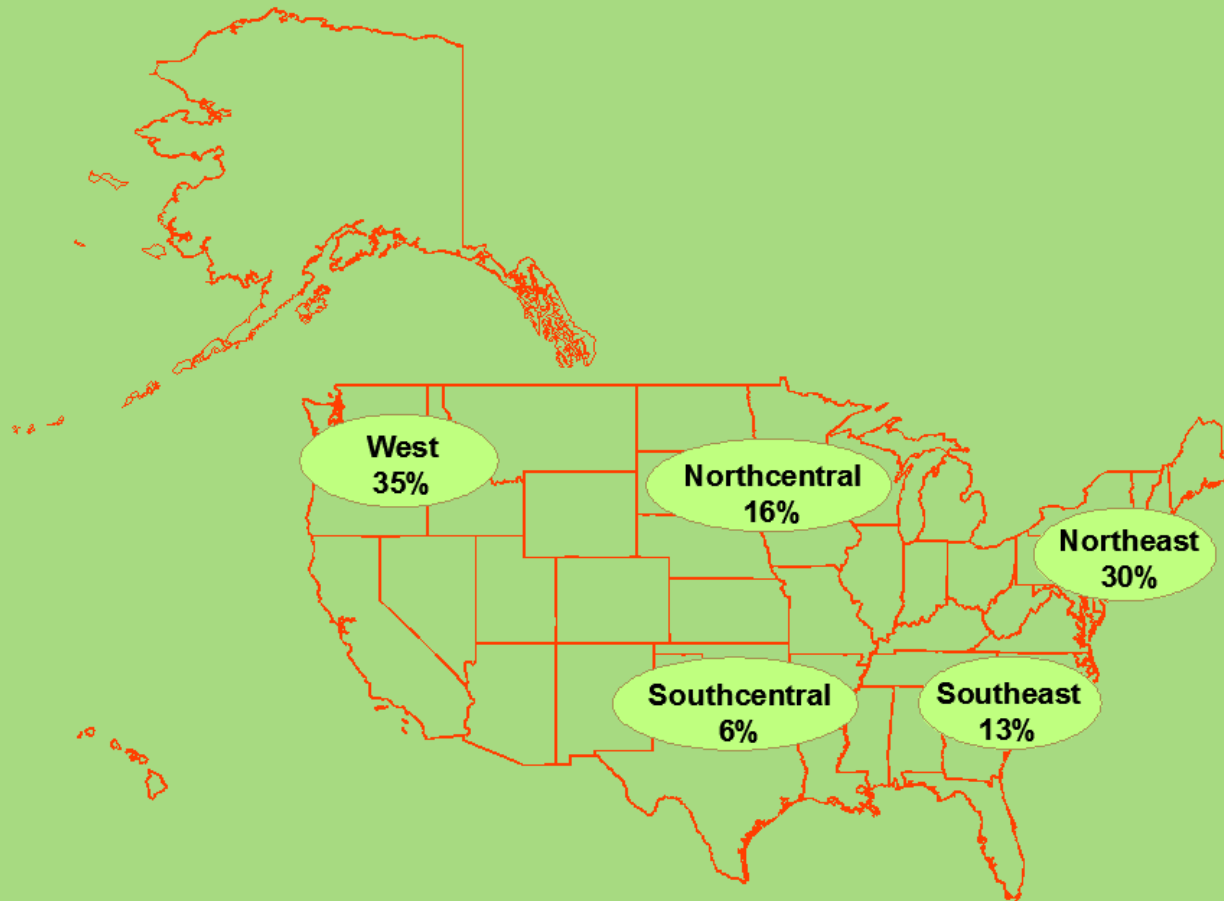
Kohala Coast, Hawaii

On-Line Survey Responses

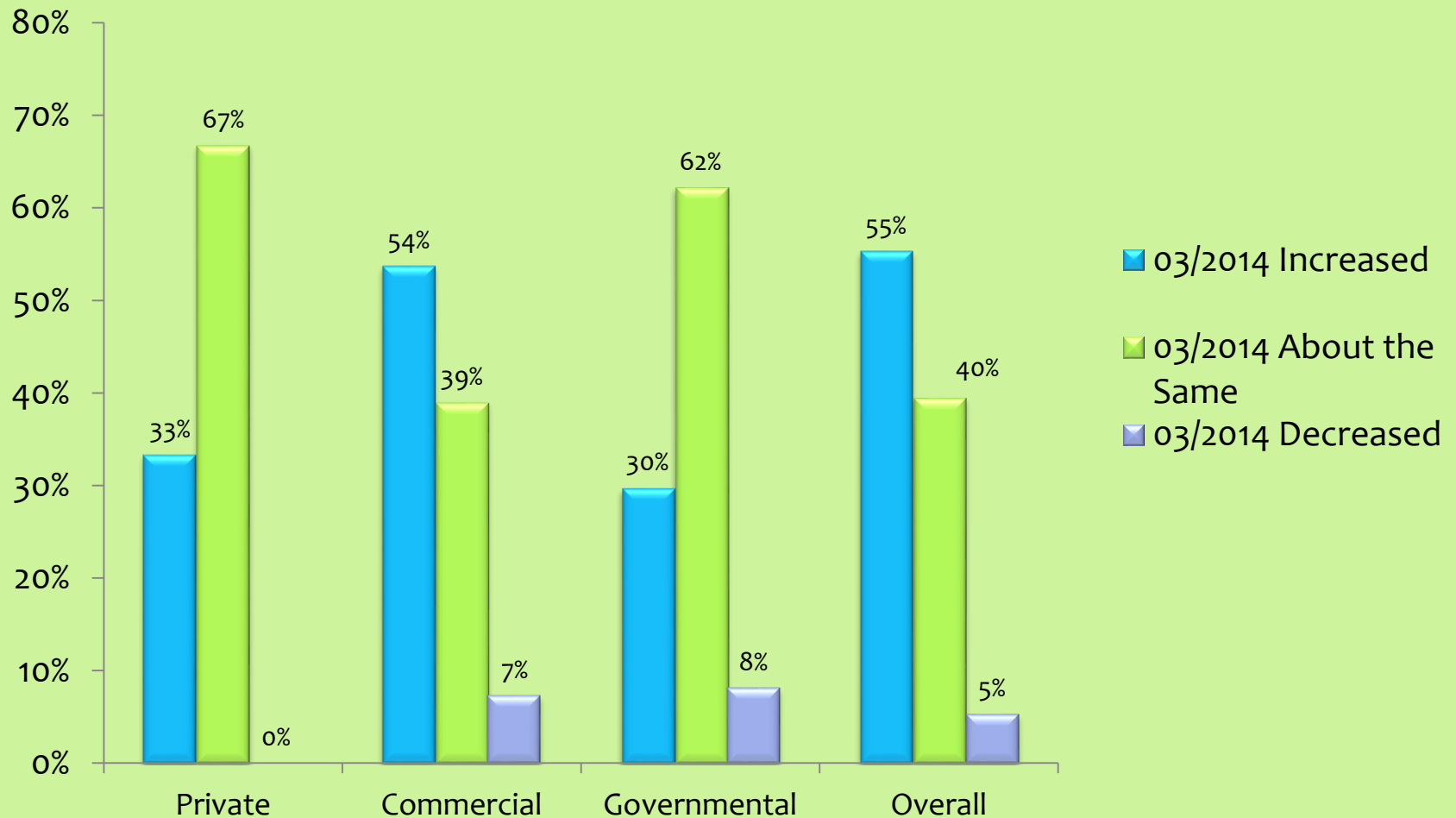
- Confidential
- No data on firm size or profile
- Opinion survey – non-scientific
 - What happened in the last 6 months?
 - What will happen in the next 6 months?
 - We added employee benefits/retention questions



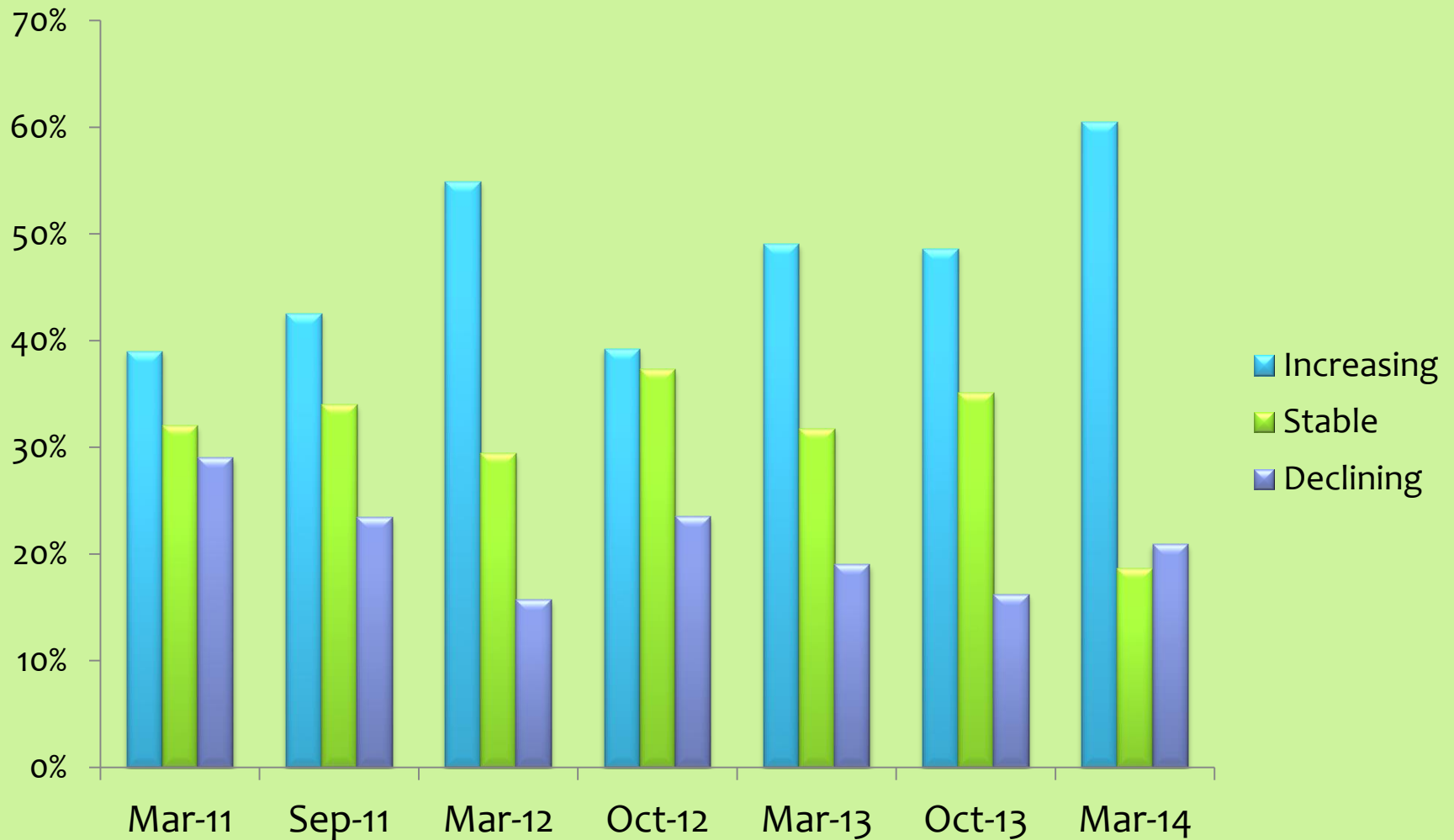
Where did the responses come from?



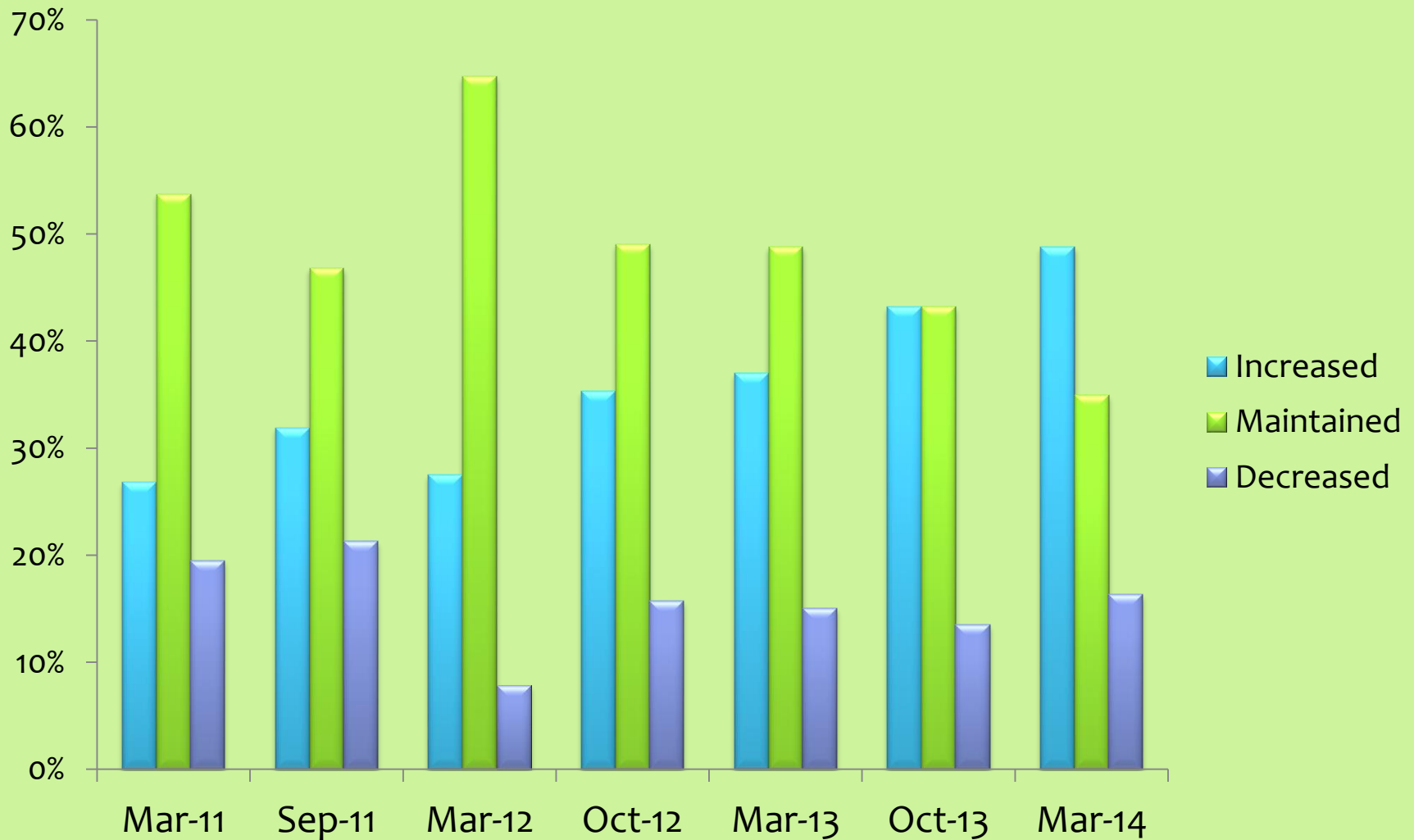
In the last 6 months, what trends have you seen in workload in these areas?



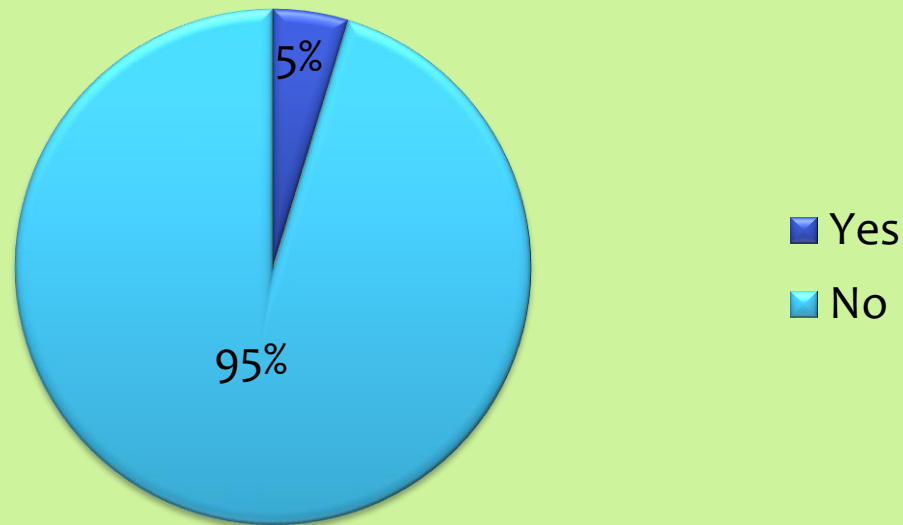
Revenue: The last 6 months



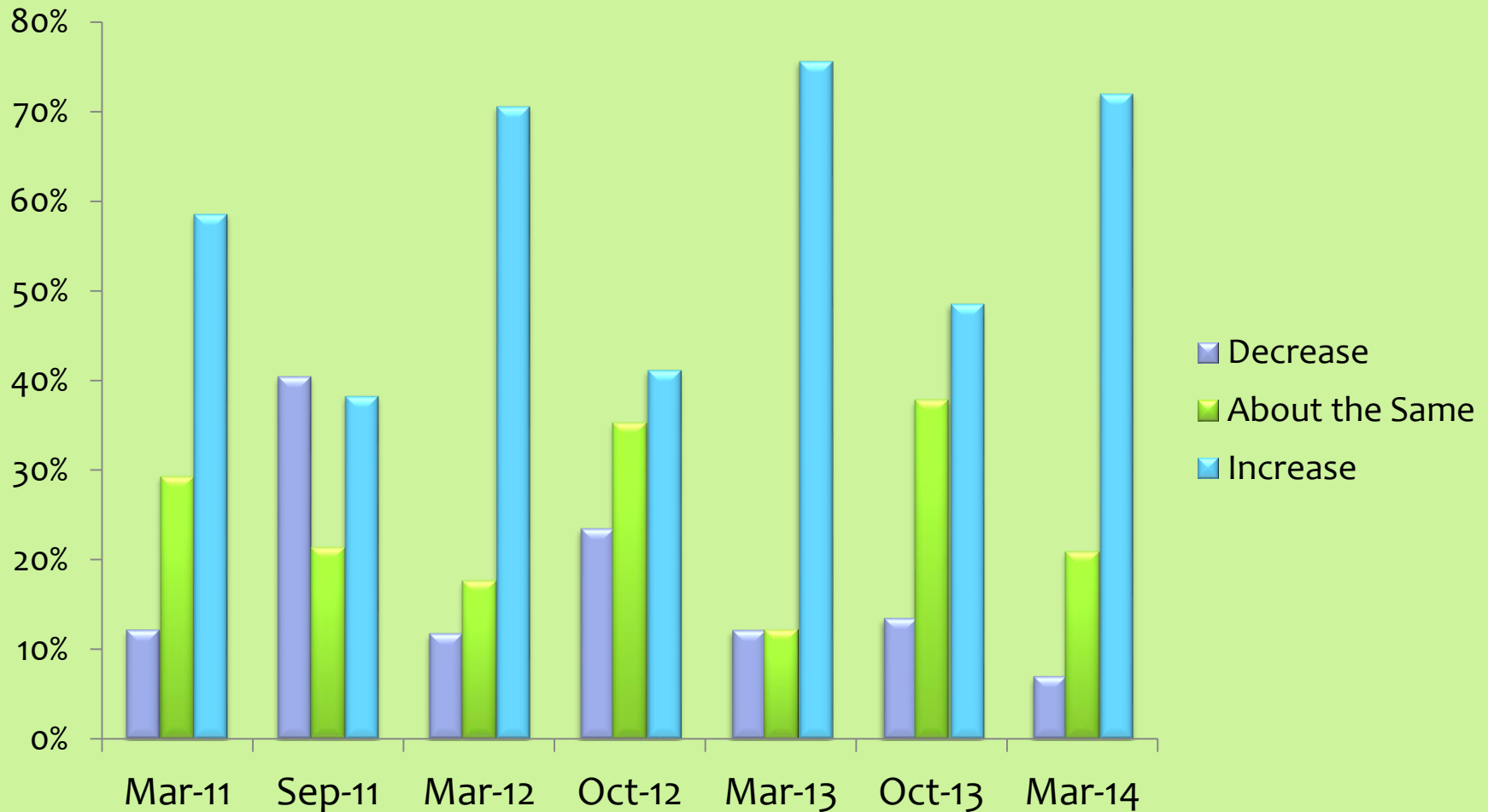
Staff: The last 6 months



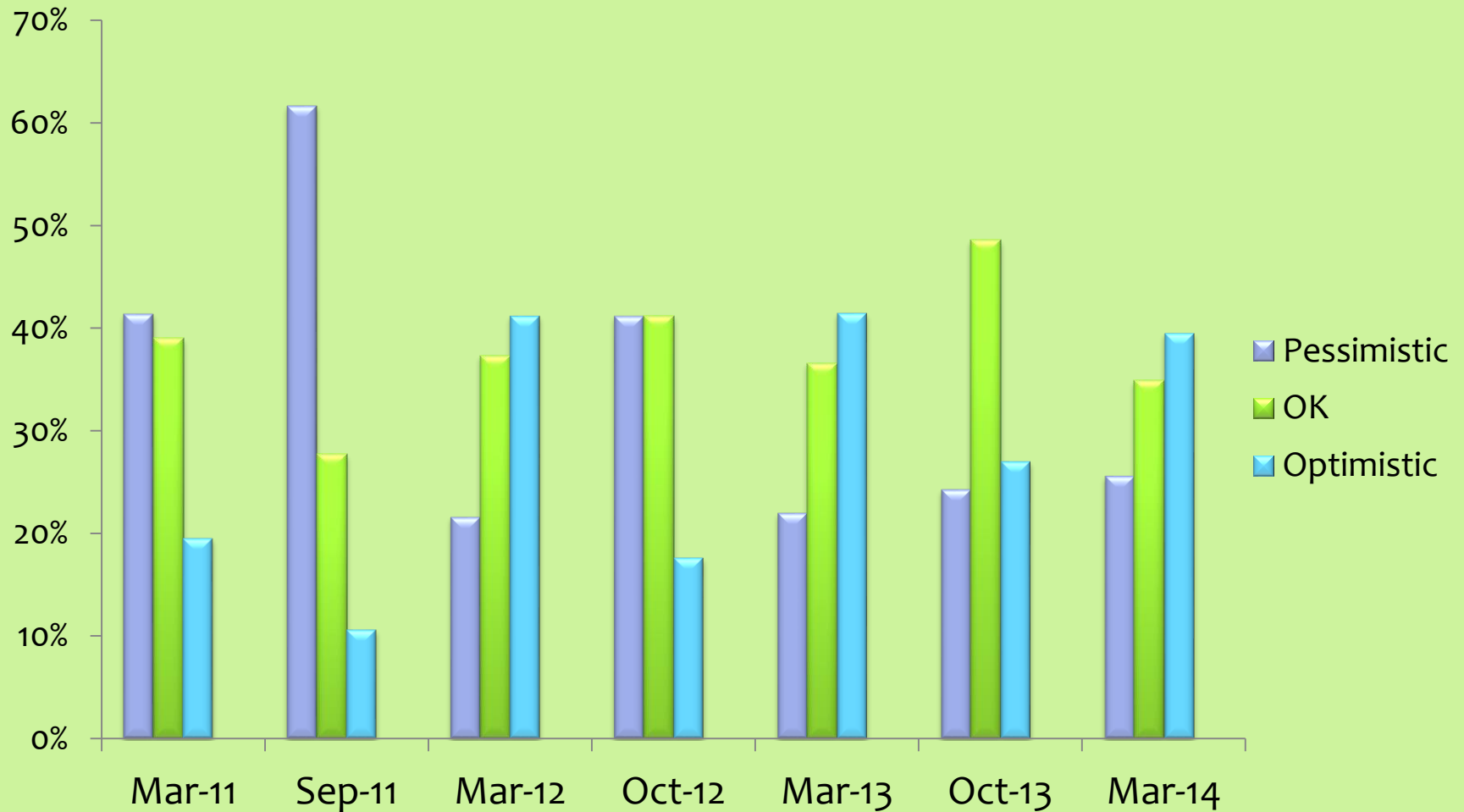
Expect to reduce staff in next 6 months?



Revenues: next 6 months compared to previous 6 months

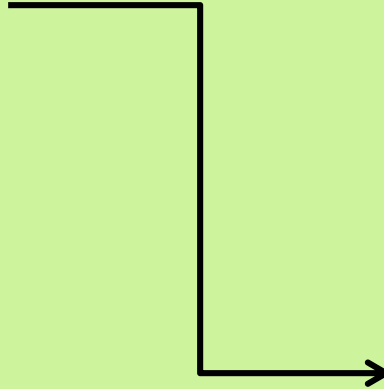


How do you feel about the economy?





Business Performance



Employee Benefits/Retention

Employee Retention

46%

Think employee retention is an existing threat to their firm



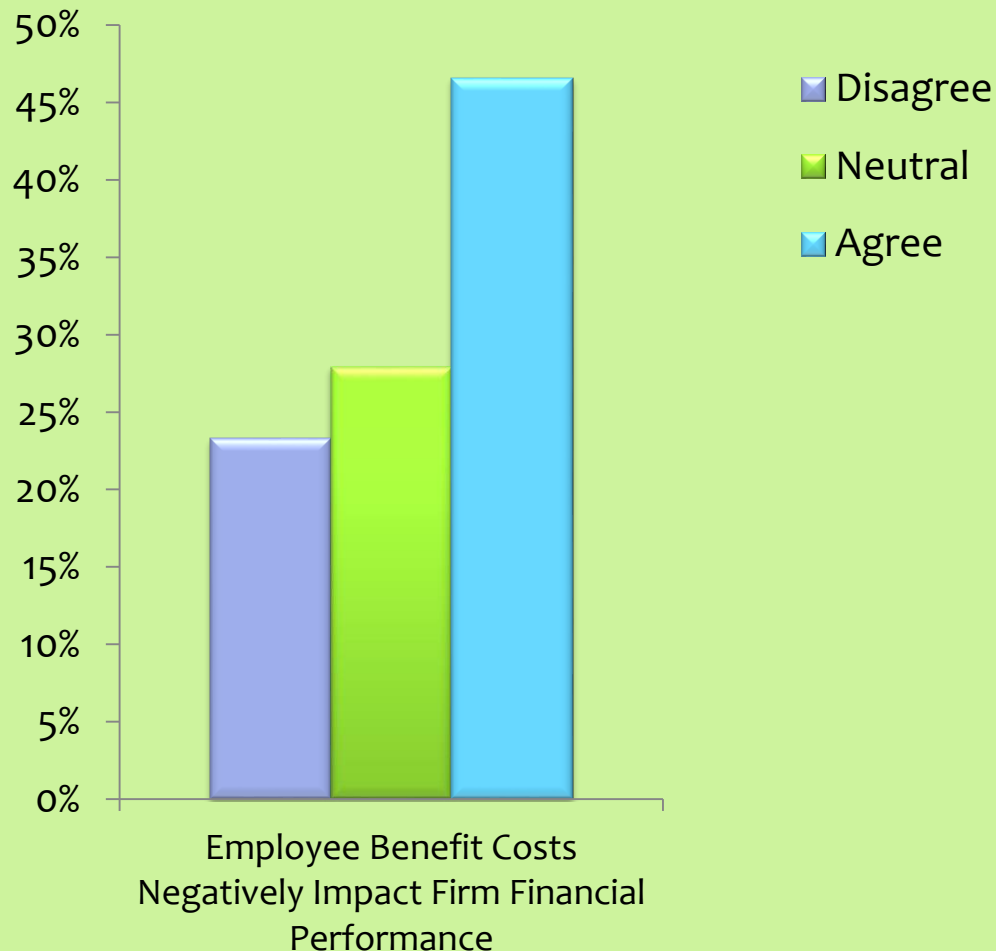
63%

Think employee retention is future threat to their firm

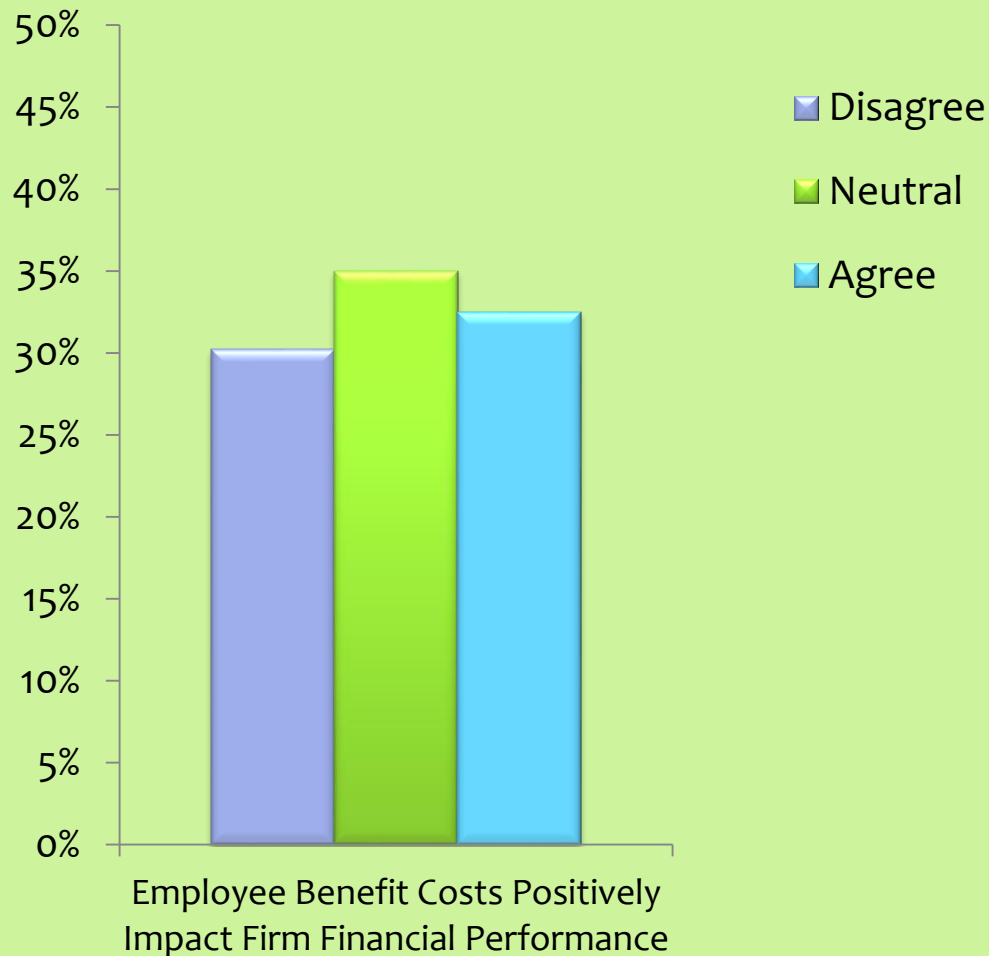
63%

Believe employee benefits impact staff retention

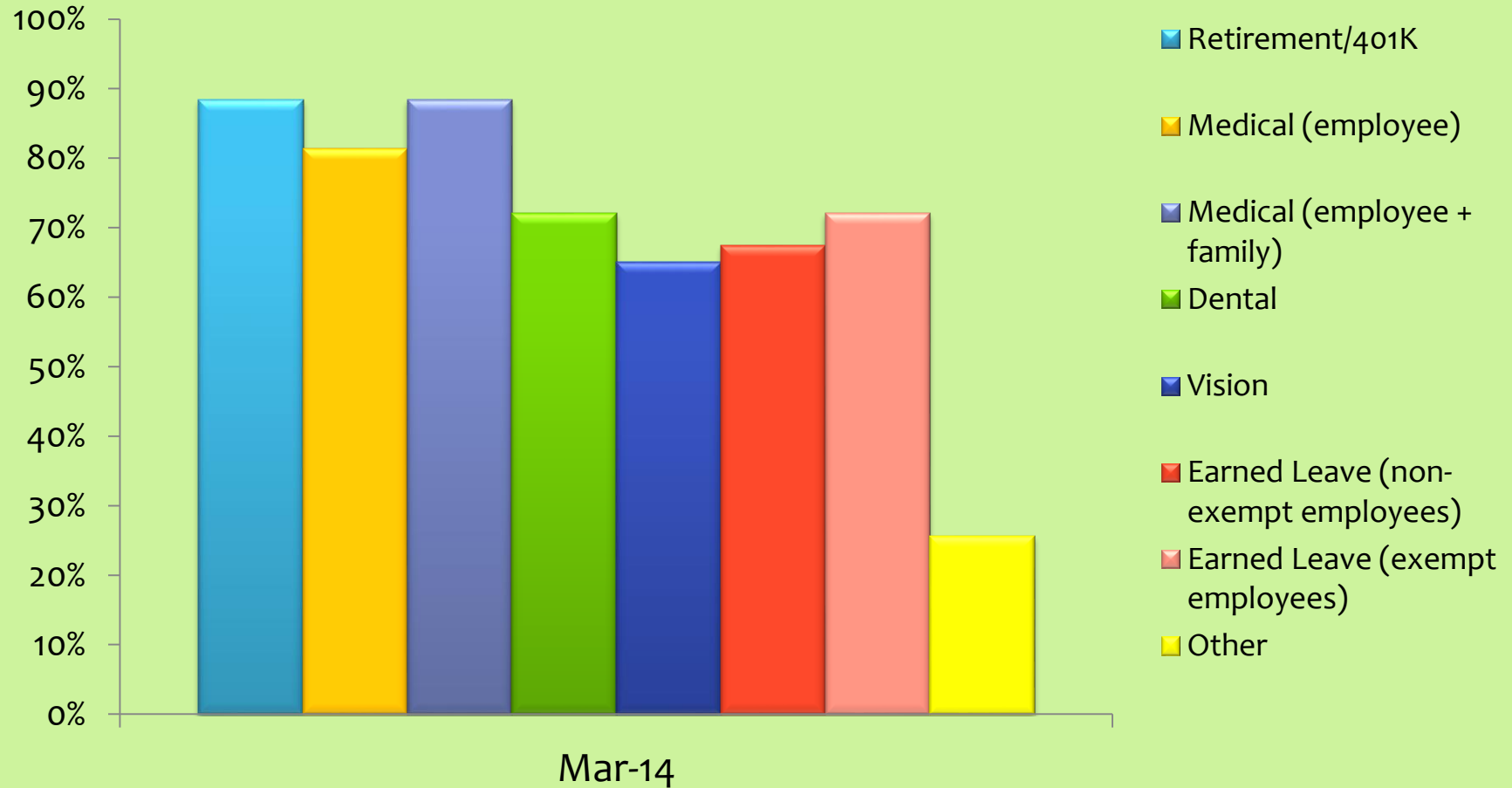
Employee benefit costs negatively impact firm financial performance.



Employee benefit costs positively impact firm financial performance.

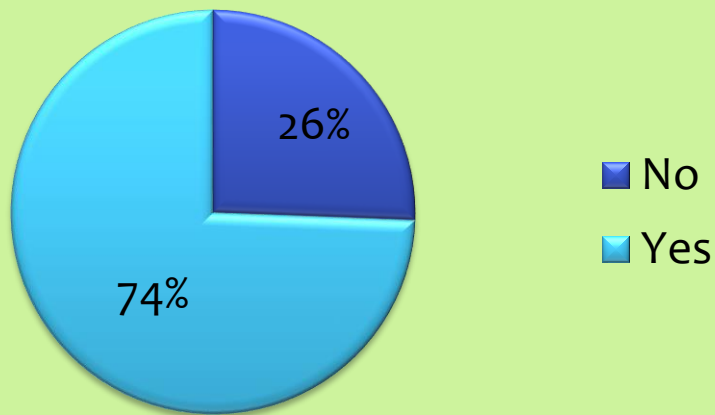


What employee benefits are offered by our firm?



Are employee benefits a concern for your firm?

If yes why?



1. Medical expenses continue to skyrocket!
2. Unable to increase fees to offset the cost increases.
3. Good benefits are necessary to attract and retain good employees.

401K
Employee Benefits



In Summary

- Pretty good participation, but more responses would be nice.
- Most firms anticipate increased revenues over the next 6 months.
- Generally feel OK or optimistic about the economy, but no more so than March of 2012 or 2013.
- Employee retention is an increasing threat to our firms.
- Employee benefits are concerning/important to our firms - Stay tuned for more on this subject !!

Aloha!

