DEPARTMENT OF
LABOR
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EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

February 10, 2017

Speaker Benjamin J.F. Cruz,
Chairman, Committee on Appropriations
and Adjudication
33rd Guam Legislature
155 Hesler Place, Suite 107
Hagatna, Guam 96910

GL#34-17-199
Speaker Benjamin J.F. Cruz

FEB 10 2017
Time: 3:10 [ ] AM [ ] PM File No.
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2017 FEB 10 PM 5:14

Re: Economic Impact Statement

Dear Speaker Cruz:

Buenas yan Hafa Adai! The Department of Labor is in receipt of the Independent Economic Impact Statement conducted by contractor, Market Research Development, relative to the minimum wage increase (P.L. 32-178) and in accordance with P.L. 32-229. A final draft report was submitted to our office on January 27, 2017. The Department conducted a review to ensure the scope of work in the contract was completed; the final product was delivered to the Department on February 7, 2017.

In accordance with P.L. 32-229, the Department is hereby transmitting the Independent Economic Impact Statement as submitted by the contractor. The Department will have the report available to the public for download from our website at dol.guam.gov/minimumwagestudy by close of business today.

Should you have any questions, please feel free to contact our office at (671) 475-7043.

Very Respectfully,

Shirley "Sam" A. Mabini, Ph.D.
Director of Labor

SAM/vhm
Attachment

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Speaker Benjamin J.F. Cruz

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DIRECTOR

GUAM MINIMUM WAGE STUDY

ADDENDUM: EMPLOYER AND EMPLOYEE PERCEPTIONS REGARDING POTENTIAL MINIMUM WAGE INCREASES

MARKET RESEARCH & DEVELOPMENT, INC.
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Doc. No. 34GL-17-0199.

Employer and Employee Perceptions Regarding Potential Minimum Wage Increases

Market Research & Development, Inc. (MR&D) was contracted to conduct an independent economic analysis for the minimum wage increase in accordance with Public Law 32-229. The study integrates a macro economic analysis of Guam's economy with quantitative and qualitative information collected from low income households and businesses on Guam. The research was conducted between September, 2016 and the end of January, 2017

As the research was being completed, the Guam Legislature passed Bill 312-33 which proposed to raise the minimum wage to $9.20 per hour in 2017 and then to $10.10 per hour in 2018. Governor Calvo vetoed the bill in January, 2017. However, the proposal to increase the minimum wage beyond the current $8.25 begs the question of what effect the proposed increases might have on businesses and households. Although outside the scope of the work MR&D was contracted to provide, the research team asked households and employers of what they perceive the impact might be.

Questions regarding increasing the minimum wage beyond $8.25 were included in the employer and household surveys that were conducted. The business survey consisted of 125 randomly selected businesses. They were selected utilizing listing of businesses licenses issued by the Department of Revenue and Taxation, The Department of Public Health and Social Services and the Guam and the Guam Contractors Licensing Board. The sample of businesses interviewed were drawn from a stratified random sampling reflecting the proportion of businesses identified by the BLS Occupational and Employment Survey for Guam as employing workers at wages less than $10 per hour.

The household survey was based upon a random sampling of households drawn from randomly selected residential phone numbers. Only households where at least one resident earned $10 or less were interviewed. Three hundred fifty-five randomly selected respondents were interviewed. The household survey was accurate to within ± 5% at the 95% confidence interval. In other words, if the survey were replicated the same results would be obtained 95 times out of 100. One half, or 12 of the 25 household interviews were conducted among households currently participating in nutritional and health care subsidy programs.

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Since the proposed increases have not yet become law, both employers and households could only speculate on the impact of the proposed changes. Businesses were asked how it might impact their operations and households were asked about possible effects the changes might have on their household finances.

Perceptions of Employers:

Only about half of employers interviewed were aware of the possible 2017 minimum wage increase. Given that many employers were hearing of this possible increase for the first time, responses could reflect on-the-spot thinking or changes businesses had made in the past to accommodate wage increases. More significant changes to business models and operations will evolve as business owners learn of planned wage increases and strategically think about how to approach these changes. In the interviews, larger businesses generally responded stating they would accommodate the wage increase as they have done before, often time cutting employee hours or the number of full-time employees. Smaller businesses seem to still be in the midst of figuring out what to do, as there was no coherent single approach across the board.

Throughout the interviews, employers mentioned a variety of approaches to adjusting to wage increases, such as "change scheduled hours, limit raises, change store operation hours," and "minimize overtime, which is time and a half, increase efficiency overall."

Businesses feel that if a minimum wage mandate were to pass, they would have no choice but to increase wages to follow the law—and all employers interviewed intend to do so. A handful of businesses interviewed stated they plan to raise wages regardless of a mandate.

One point of contention raised among business owners is the issue of wage compression and how increased minimum wages will impact hiring and turnover. One concern is that businesses will not be able to pay higher minimum wages while at the same time increasing the wages for workers with seniority and good work ethic. One business owner said the following after asked if a wage increase will affect their business:

> *"Definitely, because the guys who are around $10 will be bumped up to at least $12. The guys that are in $12 got to take them into $15. Yeah, it's going to have an effect. Sooner or later, where I cannot hold that margin anymore – yeah, my prices are going to go up because you can only make a person do so much work or he or she gets burnt out no matter how efficient they are. There's a certain limit. And then when the price goes up, to me it's like a vicious circle. If my prices*

go up, the person that got a raise – it's like a fake raise because the cost of the product went up. So, the only that gets affected is the one on fixed incomes...I think it's just a vicious cycle where... I don't know, want to get paid more. Work harder, work smarter. Because something like, you're the customer and I'm selling hamburger for a $1 but now I'm going to charge $3 for that same hamburger. And you said, whoa, why? Because the law says, does my hamburger get any better? No."

This same sentiment around wage compression and pricing was shared among multiple businesses interviewed. One business owner responded, "[We] already allocated a certain percentage of salaries budget towards merit increases for 2017. If there was an increase to the minimum wage, it would come out of this pool of money." Another elaborated on this point as well, stating, "it's a win for our frontline but what ends up happening is then it prevents us from recognizing their performance because they're already above that, that wage determination."

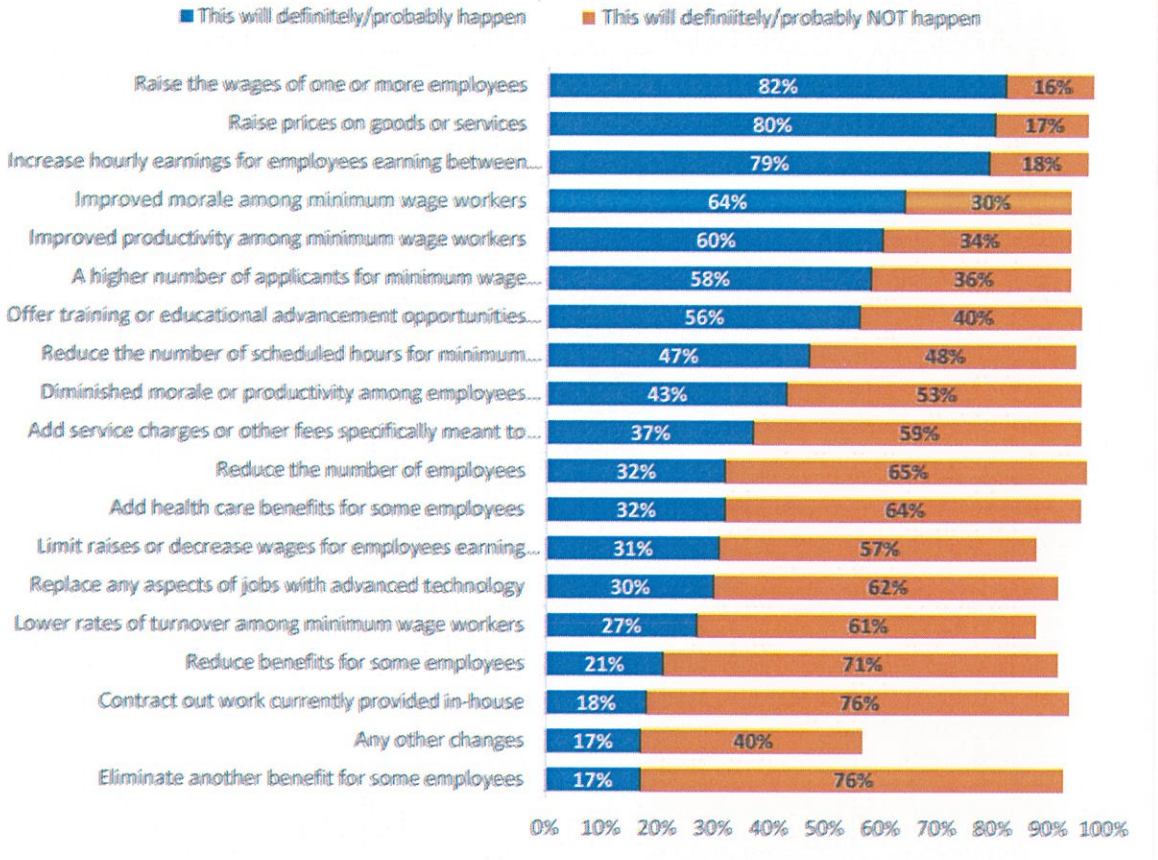
Possible Employer Responses to Further Minimum Wage Increases

Survey participants were asked, "If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening?" Respondents stated they are likely to raise the wages of minimum wage employees (82 percent) as well as employees making above the minimum wage (79 percent), and are less certain of limiting raises (31 percent), reducing the number of employees (47 percent) , or contracting out work (18 percent). See Chart 1 below.

CHART 1. ANTICIPATED CHANGES IN RESPONSE TO $10.10 MINIMUM WAGE, GUAM BUSINESSES

If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening?

Among businesses employing workers at $10.10 or less, excluding those who "don't know" or "refused", N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

In terms of services and employee benefits, employers stated likelihood of increasing the prices of goods or services, while not adding a service charge. For employees, employers want to invest in more training and educational opportunities, and do not intend to decrease or eliminate benefits. Survey responses showed a wider range of responses on these categories than in the interviews, where a few business owners explicitly stated they would decrease benefits. As with all of these anticipated effects, they are truly speculation based on little past experience.

Some employers in interviews supported these same opinions when asked how they anticipated handling the increase in wages. Others discussed how they might change hiring practices and expectations of employees. One business owner discussed how they might change hiring, stating:

"Increase skill levels for that amount of money. You better be expecting a lot more skill. And, it's also because the people now, like let's say I'm paying somebody $10 now or $10.10 now, I'm going to bring up a laborer to $10.10 and yet I've got a person who's been with us for like, five years that's at, $10. You know, that whole, justification, 'Well, why can't I get one now?'"

Another interview respondent echoed many of these same points, responding about possible changes with saying:

"Probably increase the price somewhere. Um, not hire as many people and just have to deal with whatever staff we have here and we don't really want to do that because we don't want people to be tired while they're out there, we don't want to, we don't want to overwork our staff. But that might be the case when we... if the minimum wage should go up. In addition to that, you know, we hire a lot of laborers, and people come to us... yes, they are high school graduates but some of them can barely read, some of them can't even do simple math functions. So to me, it's also a thing about where if I'm going to pay $10.10 per person, they'd better have some skill. They better be able to be promotable to the next level, they should be able to do certain things that we expect of people in the higher positions, you know, and we expect them to be able to move up."

Lastly, employers were asked whether they anticipated the moral and productivity of employees to change in response to an increase in the minimum wage. Around 60% of survey respondents feel morale will improve, productivity will improve, and businesses will receive a higher number of applicants for minimum wage positions. Respondents do not anticipate lower rates of turnover than normal.

Discussion

Businesses are struggling to figure out how exactly to adjust their businesses to keep up with the proposed increases in minimum wages. While some respondents focus on employee retention and opportunities for growth such as adding benefits or training opportunities, other businesses intend to cut hours or increase prices of goods or services. Overall, there is not one single anticipated approach to addressing future wage mandates, nor is there a single observed change in response to previous mandates. Employers want their employees to succeed, and believe in paying living wages. There is a concern with increasing living costs on Guam, which affect profits of employers and wages they can pay employees.

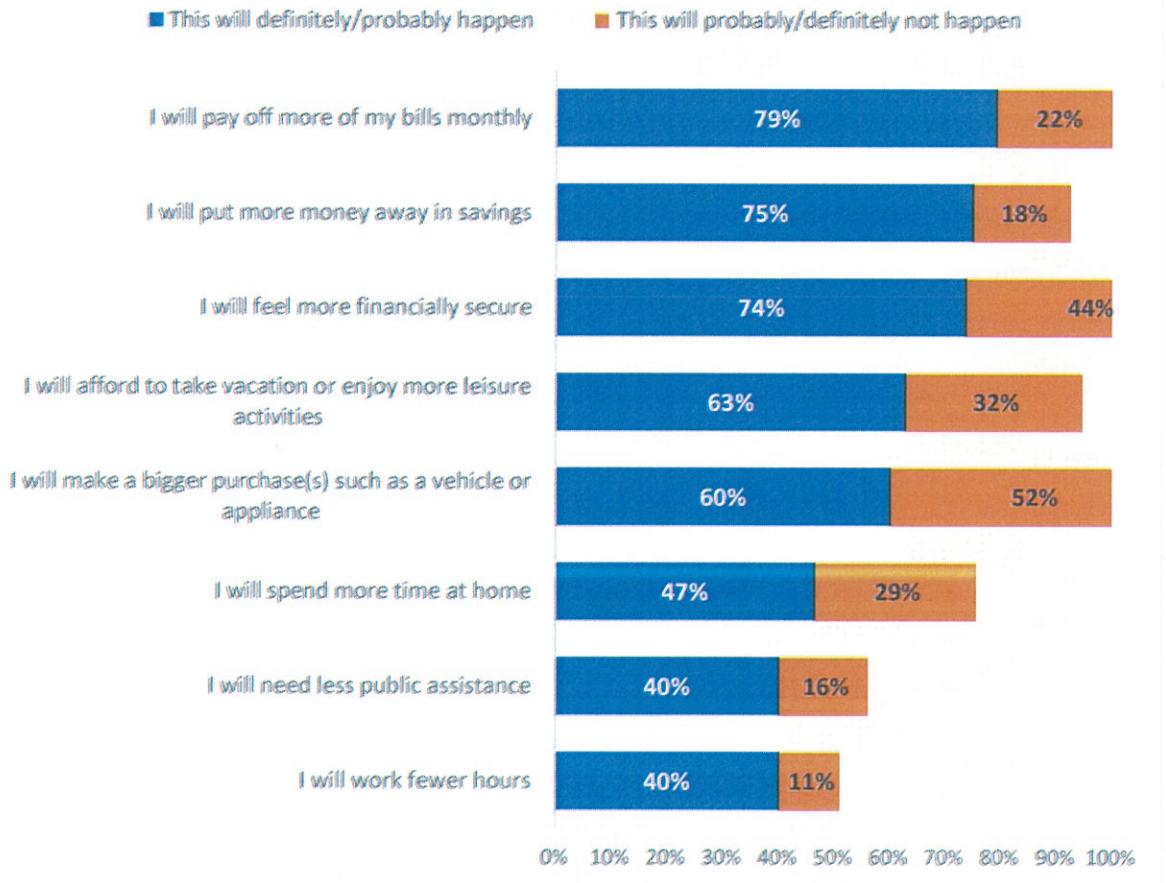
Perceptions of Households

Respondents of households with members currently earning less than $10.10 per hour are optimistic about future raises. When asked, "If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?" respondents feel they will have the ability to pay off more bills, take more leisure time, put more money away in savings, and overall feel more financially secure. Respondents do not anticipate working fewer hours. See Chart 2 below for details.

CHART 2. ANTICIPATED CHANGES TO HOUSEHOLD IN RESPONSE TO $10.10 WAGE INCREASE

If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening?

Among all respondents excluding those who "don't know" or "refused", N=330



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

When workers were asked in the qualitative interviews how future wage increases would affect them, responses were split between positive and negative. About half (12) respondents stated

an increase in the minimum wage would be helpful for them to save more money, pay more bills, and use more money for education or saving for the future. For example, some participants responded saying, "Oh my god- it [wage increases] would be great. I mean, I might not be able to, what do you call that, make a lot of savings but at least I'll be able to pay up all the bills on time...Maybe save a little bit aside for emergency purposes."

And other participants echoed this feeling: "That would be good more then. I mean, basically be able to save up for my kids' future"

The other half of respondents seemed hesitant about future increases stating prices would also go up, raises wouldn't be enough to impact paying bills, and public assistance use like SNAP may be negatively affected. For example, one worker replied:

"I mean, it'll be good but at the same time, everything else will go up so it doesn't really make a difference. Personally, me, I'll still be struggling."

And as another worker stated:

"I mean, it will help very much but it would mean the prices would go up.... It would help us but a lot of things are going to go high"

Family life. When qualitative participants were asked, "If the minimum wage goes up to $10.10, how will that affect your home and family life?" responses were again varied. A couple workers said they would possibly travel more as a family, while 9 respondents said family life would not change much. Another 8 workers said they anticipate spending more time with family and having the ability to eat out more or make bigger purchases such as a car or vacation. As one respondent put it:

"Well, it's me and my daughter right now, it would really be a big help because first of all, I would be able to at least go to sleep at night not having to think about what are we- what are the plans for the following day again to be able to make ends meet. And then, I could probably spend more time with her and bond with her during weekends because I'd have extra money to take her to Play Port or Chuck E Cheese."

Discussion

Households across Guam are incredibly diverse in many ways, from family structures, work sectors, budgets, and how they're affected by wage changes. Overall, this goes to show that not one single policy can truly affect all households the same, so it's important to note who policies are designed to address. While overall survey respondents did not feel largely impacted by the wage increase in 2015, they are optimistic about the potential impact future wage raises could have on their lives.

Above all, workers prioritize their children and children's needs. There was a sense overall that whether the Guam minimum wage increased or not, workers may not feel largely affected but will continue to budget and save in order to care for their children the best way possible. As a couple participants put it, "And whatever my children need, you know, even though it's like to my last dollar, I'll still use it, " and, "it's mainly also what our kids need. I pretty much put what my kids need before me and my partner...you know, the pampers, the wipes, you know, clothes, we put their needs before ours."

Workers and their families seemed busy and sometimes rushed through the interviews while not willingly elaborating on their answers. Multiple participants mentioned doing the interview simply because the $25 incentive would help them.

Considerations Regarding the Effects of the Minimum Wage Increase

While this study has shown no impact of the minimum wage increase to $8.25, diverse perspectives were revealed regarding how employers and employees view the current wage system and how it impacts business operations and the lives of a large segment of Guam's population. In general, both employers and employees believe that both business costs and living costs are high, and some employers expressed concerns about how their workers are able to "get by" on the current minimum wage. At the same time, employers are concerned that the proposed increases would force them to raise prices and nearly half (forty-seven percent) indicated they would be forced to cut hours for their workers. While many employers have shared that the minimum wage is an entry wage and they provide training opportunities for advancement, many employees shared they were at the minimum wage for years, with no benefits and with part time schedules.

Repeatedly employers mentioned during the qualitative interviews that the skill levels of the workforce is lagging behind the needs of employers. Skilled workers are becoming harder and harder to find. That would indicate that opportunities for advancement for low wage workers are not being realized because they lack the skills employers are increasingly looking for. At the same time, low wage workers face rising living costs and do not have the funds to invest in training or higher education. This creates a gap between the expectations and needs of employers and ability of low wage workers to meet those expectations. This dysfunction in the labor market is slowing wage and economic growth.

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GUAM MINIMUM WAGE STUDY

JANUARY 2017

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PREFACE

Market Research and Development, Inc. (MR&D) was engaged in September 2016 through MOA No. 16-PS-002 to conduct an "independent, objective, and comprehensive economic analysis of the minimum wage increase in accordance with Public Law 32-229, signed into law on December 30, 2014." MR&D assembled a team of professionals from Guam and Washington state to fulfill the requirements of the analysis. The study integrates a microanalysis of Guam's economy with quantitative and qualitative information collected from primary research conducted among businesses and households on Guam. The research was performed over the period between the September 7, 2016 and January 27, 2017.

A. The Research Team

Principal Investigators: Dr. Rosanne Jones, Ph.D. Professor of Economics, University of Guam.

Anne Althauser, Research Coordinator for the University of Washington Minimum Wage Study, who is currently conducting minimum wage studies for Seattle and Chicago.

Investigator: Dr. Aline Yamashita, Ph.D.: President, The Leadership Company.

Project Manager: Jay R. Merrill: President, Market Research & Development, Inc.

Research Coordinator: April L. Aranda

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ACKNOWLEDGEMENTS

The project required the cooperation of several organizations that should be recognized. For their information, time, and hard work the following organizations should acknowledged.

- Organizations:
  - The Guam Department of Labor;
  - The Department of Revenue and Taxation;
  - The Guam Contractors Licensing Board;
  - The Department of Public Health and Social Services; and,
  - The University of Guam, Research Corporation.

In addition, special recognition is due to a few interviewers that worked extremely hard to engage lower income households, and selected businesses whose views contributed greatly to the findings of the study:

- Lydia Tenorio;
- Maryann Mesa;
- Diane Prejean; and,
- Rocio Merrill.

Finally, we acknowledge the University of Guam and MR&D research staff for their hard work, extensive hours and dedication.

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EXECUTIVE SUMMARY

In 2014, a study of Guam's minimum wage was established by public law 32-229 to assess the impact of a proposed hourly minimum wage increase from $7.25 to $8.25. In January 2015, the minimum wage increase became law. Presented in this report is a retrospective review of this minimum wage increase on Guam's economy and the response by island business firms and households to its implementation nearly two years later.

What effect did the one-dollar increase in minimum wage have on Guam's Gross Domestic Product (GDP), unemployment rate, consumer price index, labor participation rate, employment by sector, and demand for public assistance programs? A review of these indicators tells something about how Guam's economy was performing in 2015 with the new minimum wage. What effect did the increase have on minimum wage households and employers in 2015? Surveys of Guam's businesses and households reveal how they responded.

Research findings begin this report to provide perspective on what impacts might be expected from a minimum wage increase on Guam. With this background, the study team posited some assumptions. Regarding the macroeconomic effect, the minimum wage increase would likely not significantly affect Guam's economy in 2015. Given the estimate of 6,000 workers at hourly wage rates below $8.25 in 2014 (less than one-tenth of Guam's workforce), the scale and scope of impact on a $5.7 billion economy would likely be minimal. The study design relied on secondary data as indicators of Guam's economy in 2015 comparable to prior years.

The study also relied on primary data to assess impact of the minimum wage increase on minimum wage households and businesses that employ minimum wage workers. A total of 480 surveys were conducted on Guam from November-December 2016 for this purpose. A significant contribution to this study was the work of Anne Althauser, Research Coordinator for the University of Washington Minimum Wage Study, who is currently conducting minimum wage studies for Seattle and Chicago. The instruments used for the Guam Business Survey (GBS) and Guam Household Survey (GHS) were constructed from surveys developed by the University of Washington team in collaboration with the research team on Guam.

The sampling protocols for the GBS relied on 2015 business license data and information from the 2014 Guam Occupational Employment Survey (OES). Guam businesses are licensed in three main categories of interest to this study: service (72%), retail (20%), and wholesale (8%). The business license data also categorizes businesses by organizational structure, which was used as a secondary criterion. A third was to assure that businesses most likely employing minimum wage workers were included in the sample. The 2014 Guam Occupational Employment Survey was referenced

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to identify occupations which fell within minimum wage ranges to cross-reference with employers in the business license registry. The GBS sample was therefore representative of the types of Guam businesses by sector, by organizational type, and by most likely to employ at least one minimum wage worker. From this sample, 2000 businesses were randomly selected for contact.

The Guam Household Survey (GHS) was also conducted during November and December 2016. A random sample of households was selected from the current Guam telephone directory. The survey was designed to screen for at least one minimum wage worker residing in the household. The interview was terminated if this criterion was not met. The sample also included a subset of households receiving public assistance.

The study results indicate that Guam's economy continues a growth trend. Impact of a minimum wage increase in 2015 is not discernable from macroeconomic indicators, as there is no significant change in projections for the island's economy from 2014 to 2015. This finding is also evident from interviews with Guam businesses and households who indicated no significant changes in employment.

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II. INTRODUCTION/OVERVIEW

Communities throughout the United States are deciding whether to raise the hourly minimum wage, and if they do, by how much. In the November National Election, 20 states and the District of Columbia approved ballot measures to increase minimum wage rates by January 1, 2017. This brings to total 29 states that have adjusted minimum wage rates to meet or exceed the federal minimum standard of $7.25 per hour. The U.S. Territory of Guam, while not included in this count, is among them. Several large U.S. cities have increased minimum wage rates above their state minimums. Reasons for minimum wage increases span a range of socio-economic goals, such as alleviating poverty, modulating wage inequality, and fostering preferences for work over welfare. A prevailing factor in the states and cities that have raised minimum wage rates is the comparative cost of living. Those with higher costs of living are more likely to increase minimum wage rates. What impact do higher minimum wage policies have on the economies that implement them?

Studies of minimum wage impact suggest a downside — increased unemployment, a shift from full-time to part-time work, inflation in overall wage scales, decreased rates of job growth, higher demand for labor-reducing technologies, business relocation to lower wage areas, and other economic disruptions. These findings, however, appear inconsistent —evident in some communities or not at all in others. A meta-review of minimum wage research conducted by the San Francisco Federal Reserve Board shows consistent evidence for only two findings — a higher minimum wage harms employment prospects for low-skilled workers, and a higher minimum wage does not solve the problem of poverty.

This report begins with a review of findings from studies conducted in various communities over several years. This review provides background and a design frame for the Guam minimum wage study, and thereby connects Guam to the national discussion. The study began with a review of Guam's macroeconomic condition at the time of the minimum wage increase and changes one year after. At the study's outset, with relatively fewer workers earning less than $8.25 an hour and Guam's economy in an expansionary phase, the macroeconomic impact was assumed to be minimal. The effects, however, on Guam's households and business firms were expected to yield more information. Four hundred eighty (480) interviews were conducted to assess the impact of the minimum wage on Guam households and businesses. This report presents findings and commentary on the impact of a minimum hourly wage increase from $7.25 to $8.25 on Guam in 2015.

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III. Previous Empirical Studies of the Minimum Wage — A Research Review

Minimum wage research has been a mainstay interest of U.S. policy makers, industry groups, and the public. While individual perspectives may vary, research has essentially focused on whether minimum wage improves economic productivity and yields benefits to workers as well as to the businesses that employ them. This research overview begins with the theory of competitive labor markets as a policy frame and follows with highlights of findings on major themes relevant to the policy debate.

A. The Theory of Competitive Labor Markets

Economists rely on a model of competitive labor markets to underpin minimum wage research. In competitive labor markets workers compete for available jobs and employers compete for skilled workers. Wage rates tend to adjust depending on demand and supply of available labor. Labor demand is derived by the context of employment. Some jobs, especially those requiring specialized skill, tend to have higher wage rates than those for which less skill is needed. Wage theory in this context asserts that labor markets are fluid relative to supply and demand for labor and wage rates tend to naturally adjust to market equilibrium — all else equal, wage rates fall with a surplus of workers and rise when a shortage exists. Research shows, however, that wage levels tend to stagnate in poorer economies with an excess of low skilled workers, and minimum wage prevails.

Minimum wage jobs are essentially jobs for which the barriers to entry are few, the number of workers capable of performing these jobs is many, and technology and outsourcing are viable alternatives to labor. This profile underpins the qualities which make some wage rates less competitive than others and establishes that low skilled workers have a harder time commanding wage increases. With an established research base, studies of competitive labor markets are better understood as an integrated collection of themes, which frame the debate as to whether, and how, increasing minimum wage distorts notions of a competitive labor market. Following is a presentation of a few themes introduced as headline making concerns about minimum wage and effects on businesses, households, and the overall economy.

Raising the Minimum Wage Causes Job Loss

A low wage worker has a higher risk of losing a job. Those working in accommodation and food services industries are more likely to experience job loss than workers in other commercial sectors. One explanation for job loss among low wage workers is that they lack skills and/or work behaviors to keep a job. (Reich, Allegretto, Jacobs, & Claire, 2016, pp. 23-24). Others cite that low wage workers are less risk adverse, as they have little to lose by leaving a job to seek employment elsewhere. Policies to increase minimum wage rates are undertaken for many reasons.

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Reducing unemployment among low wage workers tends to be one. But does it work? Recent studies suggest that a higher minimum wage at $10.10 per hour may reduce turnover among workers who voluntarily leave their jobs to seek higher wages. The Congressional Budget Office (CBO), however, forecasts a reduction of 500,000 workers in 2016 if the federal minimum wage of $10.10 is implemented. The report notes the potential for disproportional hardships affecting regions with current levels of high unemployment. (Congressional Budget Office, 2014, p. 9). Recent reports from U.S. Department of Labor indicate that employment rates are improving in the United States and the CBO forecast is not supported by current U.S. labor data.

Teens, Young Adults, and Low-Skilled Workers Experience Greater Job Loss than Other Workers

Teenagers and young adults are an identified subset of those at risk for job loss when wage rates rise. Teenagers hold seasonal and part-time after-school jobs that are characterized by high rates of turnover. Jobs held by high school students and young, unmarried adults are usually temporary or starting jobs with starting, minimum wage salaries. One economic analysis of job vulnerability among this group noted higher wage rates reduced aggregate earnings of these low wage workers. Several studies validate these findings with the use of multiple methods to help control the issue with comparing states of different economies (Federal Reserve Bank of Francisco, 2015). Other studies confirm a decline in teenage employment when a higher minimum wage was implemented, notably a 2014 report of a 1.5 percent decline in adolescent employment in the United States. When looking at the regional effect —a 10 percent increase in minimum wage represents a 7 percent decline in adolescent employment. (Kalenkoski, 2016, pp. 3-4). Much of this points to a labor substitution effect. With higher minimum wages, firms may substitute the less skilled worker for higher skilled adults, driving up unemployment among teens and young adults. Firms may also employ other labor-saving approaches as noted below.

Businesses Employ More Labor-Saving Approaches

With higher labor costs, business firms respond with labor-saving strategies. Such strategies tend to fall in three categories — a shift from labor to technology, a reduction in the number of full-time workers, or a reduction in employer-sponsored benefits. Technology has replaced segments of the workforce where job functions are characterized as repetitive manual labor. With higher costs of labor, employers tend to seek higher skilled workers or reduce the number of lower skilled workers. (American Legislative Exchange Councils, 2014, p.4). The decision of whether a business firm implements automation also depends on both capital and labor costs (Reich, Allegretto, Jacobs, & Montialoux, 2016, pp. 22-23). A business decision to reduce the number of workers to adjust to higher labor costs tends to occur during periods of recession, when the firms realize fewer growth options or the ability to raise product/service prices to offset established higher wage scales. As benefits are considered compensation, adjustments to the amount of benefits paid for by the employer may be reduced or the costs of existing benefits shared with the

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employee. Firms tend to use a mix of these strategies. Lowering wage scales tends to be more difficult for business firms, especially for firms with minimum wage workers.

Income-Inequality, Poverty, and Worker Bias are not Substantially Reduced

Studies of income inequality have developed from a line of inquiry, which follows from redistribution theory. Redistribution theory suggests that income transfers to balance effects of wage gaps can be achieved by policies involving taxation and transfer payments, such as public assistance programs. Rebalancing a wage gap between higher wage and lower wage workers is another policy goal of minimum wage legislation at a macroeconomic level. Studies of economies which have greater wealth disparities are often economies that struggle with pervasive poverty and tend have lower rates of productivity as measured by GDP. However, at a microeconomic level, businesses view higher wage costs as higher production costs and seek to minimize costs to maximize profits. A policy distortion occurs as these two perspectives sometimes conflict. At a national level, the incentive is to improve national wealth through investments in education and worker training to advance productivity. Wage rates however may stagnate among some firms and some population groups or higher rates of unemployment occur when businesses seek to reduce labor costs by reducing its workforce. Higher rates of unemployment are likely to occur after minimum wage policies are implemented during periods of recession, thereby exacerbating the levels of income inequality. Increasing the minimum wage rate does not fully address income inequality as these issues are often more business sector and regionally specific nor does it resolve many of the pervasive problems of poverty that are frequently attributable to factors other than income. (Litwin, 2015, pp. 2-3).

Economies Experience Impacts of Minimum Wage Increases Differently — Geography Matters

There appear to be regional differences in the impact of a minimum wage increase on communities. This is in part attributable to the economic condition of the region prior to a minimum wage increase. Some regions have geographic features that are advantageous for economic growth. These are often areas with natural resources, a highly skilled workforce, and multiple routes for transportation (Kalenkoski, 2016, p. 4). These economies are often vibrant with opportunities for job creation, expansion, and capacities for commanding high production prices in various markets. Minimum wage policies implemented in regions of prosperity are absorbed without disruptions to businesses or the workforce, especially in growth cycles. However, this may not be the case is communities facing economic recession or are part of regions with significant levels of structural unemployment. Minimum wage policies in these economic conditions are likely to have a negative effect of higher unemployment and be a burden on businesses without the capacity for growth. Cities and states with higher GDP levels, a strong business base, highly skilled workforce, and a growth outlook are more likely to establish higher minimum wage policies and view a wage floor as economically sustainable over time.

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IV. The Macroeconomic Context of Minimum Wage – – Guam

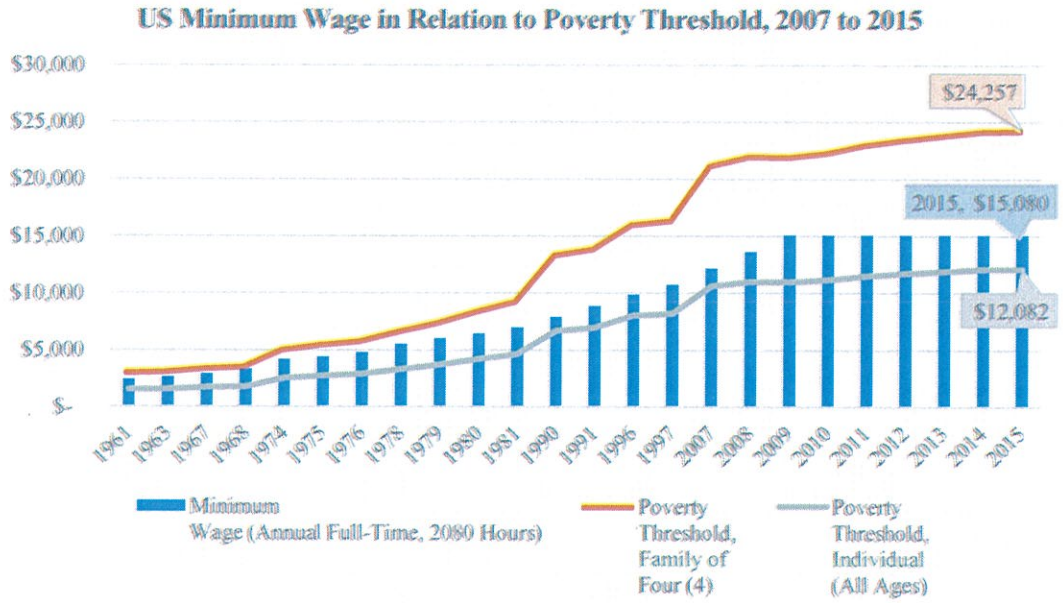
Minimum wage studies point out effects that wage increases have on macroeconomic activity. Most note fewer negative effects when economies are growing in terms of real output. The cost of a wage increase is absorbed by businesses when they are better able to raise prices or sales volume to increase revenues. Overall, unemployment levels decline and inflation tends to increase, as more workers earn more and demand more at higher prices. The cyclical nature of growth and recession is thought to maintain a healthy balance of growth over time with government policies designed to stimulate or slow economic activity beyond expected levels or duration. Interest rate adjustments, and fiscal policies —tax, spending, and transfer payments— are approaches used by government. Some policies, such as unemployment insurance, act as automatic stabilizers to maintain economic activity in downturns. But as researchers note, there are few examples of states using macroeconomic stabilizers to maintain wages relative to the purchasing power of the dollar. Most use legislative policy to adjust minimum wage rates. These policies are often fraught with problems of timing — the time between realizing a change in economic condition with the actions of the policy correction. Such policy lags contribute to less than effective policy implementation and lead to support for an automatic stabilizer approach. In the case of minimum wage, adjustments would need to fluctuate under different economic conditions. As wages are often viewed as sticky prices (difficult to adjust downward), the use of this approach has not been broadly adopted.

The gap between the federal minimum wage and the U.S. consumer price index has widened over time. Some theorize that a minimum wage tied to inflation would alleviate the need for formal policy actions by government to raise the minimum wage. Others note that federal policies may be out of sync with regional and local outlooks. The issue of local conditions different from national trends supports state and local government policy actions, which may vary from federal minimum wage standards. The matter is further complicated by a reported decline in the percentage of workers who earn the federal minimum wage or less. A 2014 U.S. Bureau of Labor Statistics report, Characteristics of Minimum Wage Workers, notes that "workers earning the prevailing minimum wage or less declined from 4.3 percent in 2013 to 3.9 percent in 2014. These data are derived from self-reporting surveys conducted in 50 states excluding the U.S. Territories. Other findings from this report show that the typical minimum wage worker in the United States is under the age of 25; more women than men report earning less than the prevailing minimum wage; and those without a high school diploma earned the federal minimum wage or less. The report also notes that among the major occupational groups ten percent of hourly paid workers were employed in service occupations. The industry that employed the highest percentage of minimum wage workers was leisure and hospitality, the majority in restaurants and food services.

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The federal minimum hourly wage rate is currently $7.25 per hour. As Chart 1 shows, the established minimum wage rate falls below the poverty threshold ($24,257) for households with a family of four. Minimum wage workers, single, under the age of 25, with a high school diploma as reported in the 2014 U.S. Bureau of Labor Statistics report, would exceed the poverty threshold. Chart 1 calls attention to the fact that earning a full-time minimum wage does not alleviate poverty, nor does it disqualify minimum wage households from participating in federal public assistance programs. Single minimum wage earners would qualify for public assistance if annual earnings fell below $12,082. Some research indicates that single minimum wage workers are more prone to job dropout. This may in part be attributable to seasonal employment among teens and young adults in school. For others, job dropout may be a way to maintain income support and assistance.

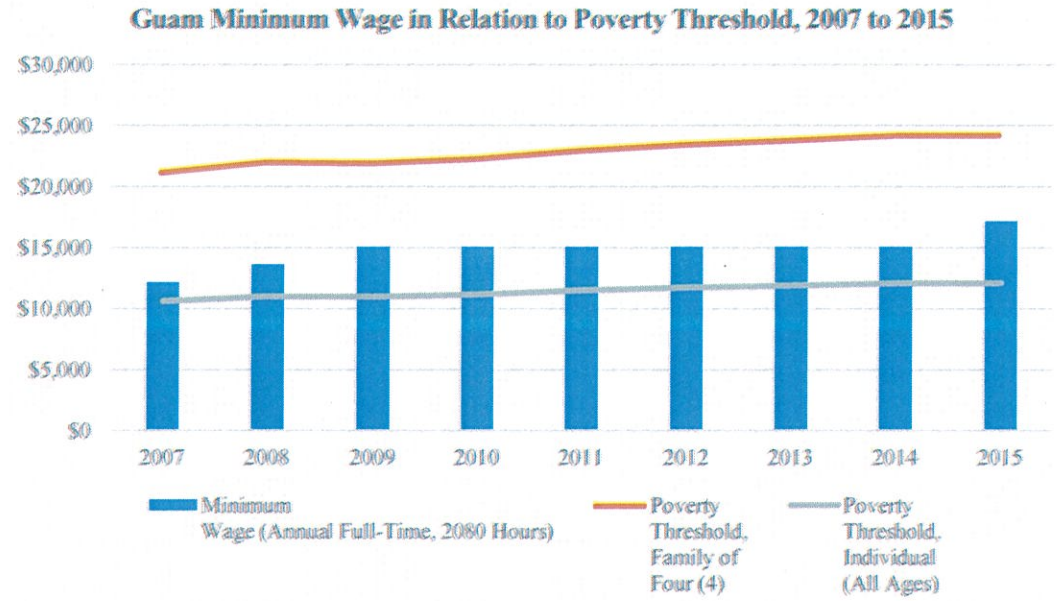
CHART 1. U.S. MINIMUM WAGE AND U.S. CPI



Source: Economic Policy Institute analysis of the Fair Labor Standards Act and amendments. Total economy productivity data from the Bureau of Labor Statistics Labor Productivity and Costs program. Average hourly wages of production nonsupervisory workers from the Bureau of Labor Statistics Current Employment Statistics.

At $8.25 per hour, Guam's minimum wage is higher than the federal standard. Federal poverty guidelines for public assistance programs remain the same. As Chart 3 indicates, Guam minimum wages are higher than those of Chart 2. Guam households with higher annual incomes would continue to qualify for federal assistance programs. Full-time individual minimum wage earners exceed the threshold by a greater amount.

CHART 2. GUAM MINIMUM WAGE IN RELATION TO POVERTY THRESHOLD



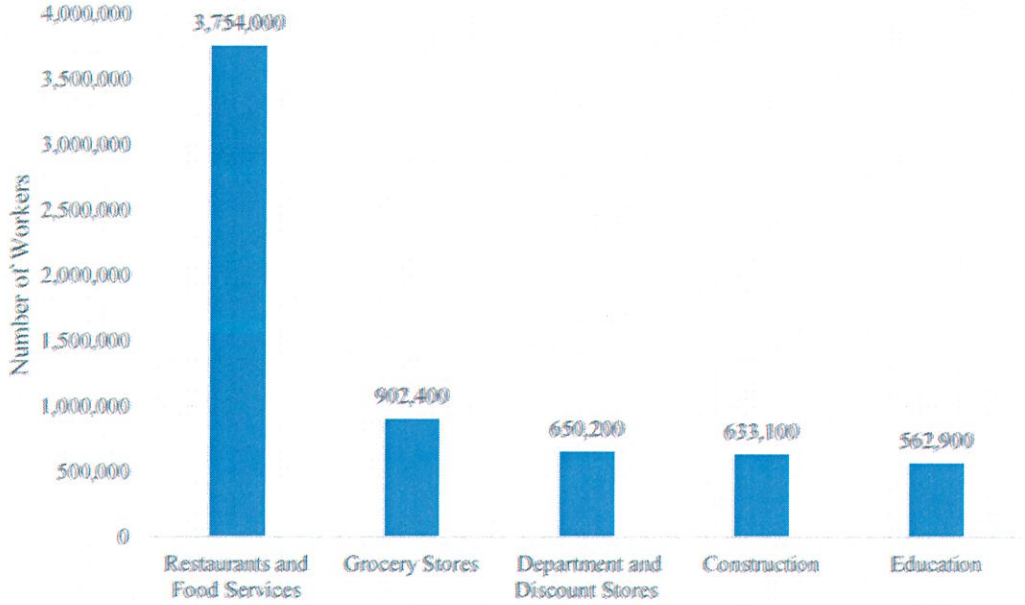
Source: Economic Policy Institute analysis of the Fair Labor Standards Act and amendments. Total economy productivity data from the Bureau of Labor Statistics Labor Productivity and Costs program. Average hourly wages of production nonsupervisory workers from the Bureau of Labor Statistics Current Employment Statistics.

The U.S. Census gathers household and individual employment data through its population surveys. IPUMS-CPS is an integrated public use microdata series which links sets of data from the Current Population Survey (CPS). The monthly survey is conducted jointly by the U.S. Census Bureau and the Bureau of Labor Statistics. The survey was initially designed to measure unemployment and has maintained a data collection for trend analyses from 1962. Chart 3 profiles the Pew Research Study of minimum wage industries. These data were compiled using the IPUMS-CPS collection. This information comes from U.S. data with relevance to Guam. Given the prominence of Guam's tourism industry the profile is similar to that found on Guam. Guam OES data show the distribution of industries that employ the most near-minimum wage jobs in Chart 3.

While Chart 3 shows the industries, which employ the most near-minimum wage jobs, Chart 4 shows what jobs near-minimum wage workers hold. The data in Chart 4 reflect the dominance of Restaurant and Food Services industries shown in Chart 3. There is a close relationship to what is expected on Guam given its tourism industry. There are some differences however, with more workers performing in jobs related to health and educational support services and in leisure services related to tourism. Chart 3 shows Guam's profile of jobs most near-minimum wage workers hold.

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CHART 3. U.S. INDUSTRIES THAT EMPLOY THE MOST NEAR-MINIMUM WAGE WORKERS:



Source: Pew Research Center estimates based on 2013 IPUMS-CPS microdata

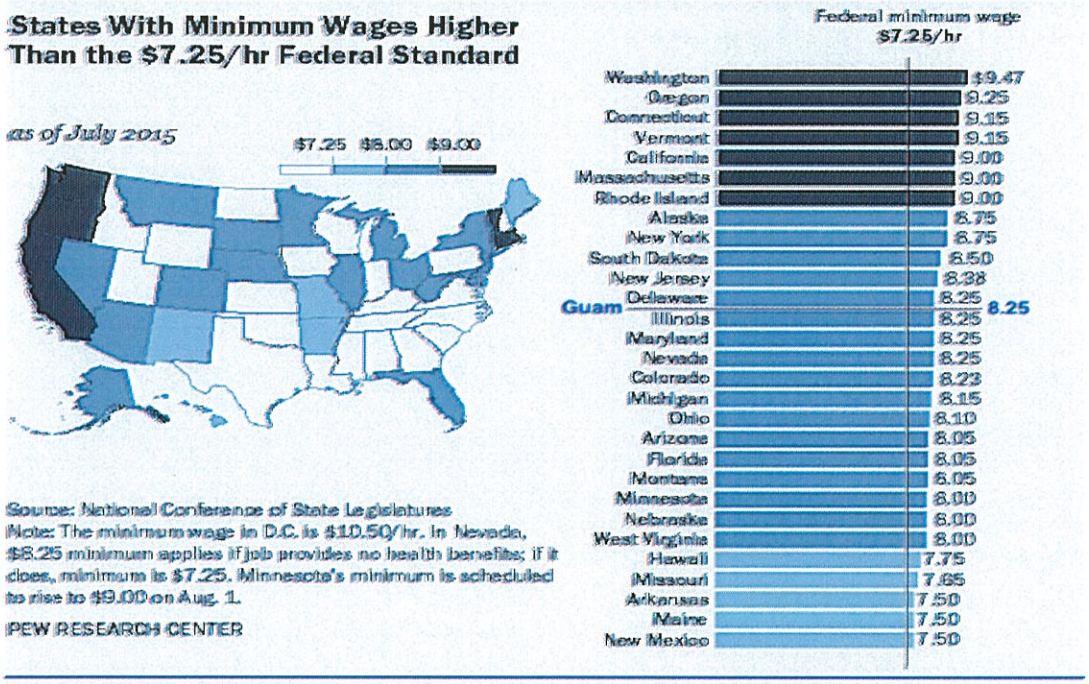
CHART 4. U.S. MOST COMMON NEAR-MINIMUM WAGE OCCUPATIONS



Source: Pew Research Center estimates based on 2013 IPUMS-CPS microdata

Regional differences are evident from these studies of what near-minimum wage workers do and where they work. The 2014 Characteristics of Minimum Wage Workers also notes differences among the resident states of hourly paid workers. Those living in higher cost of living states, Alaska, California, Oregon, and Washington were among those with the lowest percentages of hourly paid workers earning more than the federal minimum wage. States with minimum wages higher than the $7.25 hourly federal standard are listed in Chart 5. Guam has taken similar steps by passing PL 32-229 to increase the island's hourly minimum wage from $7.25 to $8.25 in January 2015. Its ranking has been added to Chart 5 for comparison with others that have higher than federal minimum wage standard.

CHART 5. STATES WITH MINIMUM WAGE HIGHER THAN THE $7.25/HR. FEDERAL STANDARD



Source: Pew Research Center, 2015

From Chart 5, with the addition of Guam to the list, Guam's minimum wage is in line with higher cost of living states. Cost of living estimates for these states range from 103 (Nevada) to 136 (California). With 100 being the baseline index, these numbers indicate above or the percentage above the index. The state with the highest cost of living in Q3 2016 was Hawaii at 168. Guam's CPI for this period was 123, comparable to Rhode Island at 121 and Maryland at 125.

These states tend to have higher GDPs and GDP per capita as reported by the U.S. Bureau of Economic Analysis for 2015 (Guam data 2014) in Table 1. States with Minimum Wage higher than the $7.25/hr. Federal Standard by per Capita GDP 2015. The significance of this is economic

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productivity, the dollar value of all goods and services produced in 2015. Guam's GDP was reported as $5.7 billion in 2015. Guam's per capita GDP in 2014 as shown in Table 1 is $31,809, (2015 estimate $34,545). Guam's placement among states with above the federal minimum wage rates and among states with higher GDP per capita places the island economy among the highest costs of living in the nation with the lowest GDP per capita.

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TABLE 1. STATES WITH MINIMUM WAGE HIGHER THAN THE $7.25/HR. FEDERAL STANDARD BY PER CAPITA GDP 2015

Alaska	$66,835
Massachusetts	64,017
Delaware	63,783
New York	63,390
Connecticut	62,800
California	56,851
New Jersey	56,663
Washington	55,577
Maryland	54,626
Illinois	53,669
Oregon	50,009
South Dakota	47,785
Rhode Island	47,413
Nevada	43,126
Vermont	43,122
Guam*	31,809

Source: U.S. Bureau of Economic Analysis 2015 and 2014*

This collection of data indicators serves as background for a look at how Guam's economy has been faring relative to national data indicators. The following section profiles in more detail Guam's economy relative to the minimum wage discussion of whether an increase to $8.25 per hour has had an impact.

A. Guam's Economy in 2015 – Review of Leading Indicators

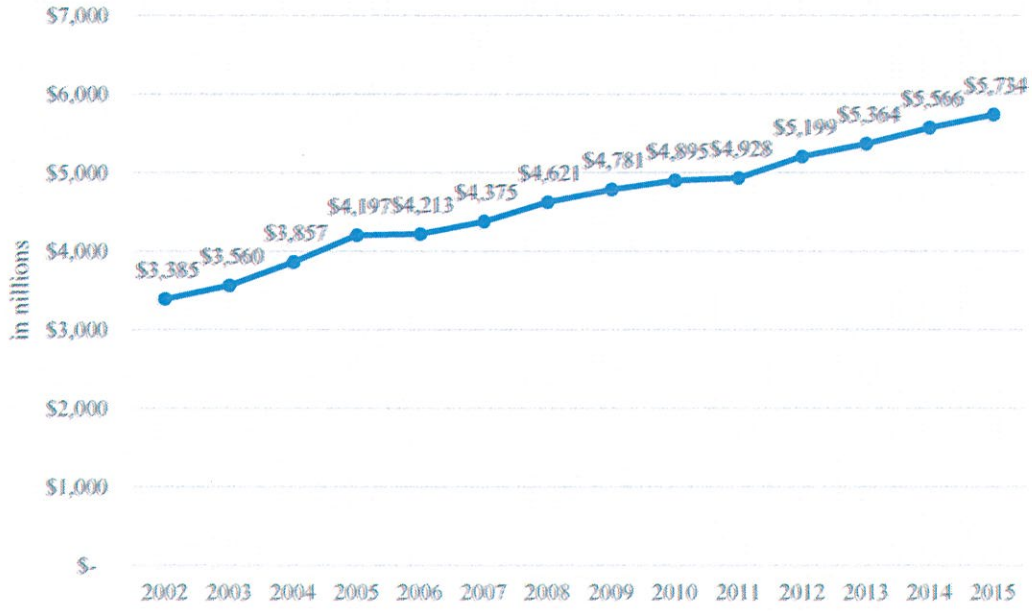
To consider how an increase in Guam's minimum wage affected its economy, the following macroeconomic indicators are presented and discussed. The selection of these indicators has been noted as important contributors to the assessment of minimum wage impact. Taken together these indicators frame a portrait of Guam's economy, its productivity, workforce participation, wage rate trends, and business growth. As minimum wage levels are targeted supports to low-income workers, other contextual data are included, specifically impacts on government assistance program enrollments. The goal is to assess macroeconomic impact from changes in Guam's leading economic indicators for 2015, the year in which the minimum wage increase became law.

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B. Guam's GDP Increased to $5.7B in 2015 — A Growth Outlook

The US Bureau of Economic Analysis reports Guam's GDP in 2015 as $5.7 billion - an increase from its reported GDP in 2014 at $5.6 billion. Bank of Guam Chief Economist, Joseph Bradley in his January 2016 presentation attributes this growth to increased numbers of visitor arrivals, tourist spending, and infrastructure investments by the U.S. government to support the military build-up. Presentations by Guam Economic Development Authority in November 2016 confirm that Guam's economy is in an expansionary phase with reported GDP in 2015 at $5.7 billion. In theory, employment growth and wage increases are expected as economies expand. Guam's minimum wage increase in 2015 is likely not a significant factor in GDP growth, but rather characteristic of the island's economic expansion and legislative policy action to keep wages in line with expected inflation, also characteristic in periods of economic growth. Bradley forecasts a 3 to 4 percent rise in GDP. Chart 6 shows the trend in the island's nominal GDP from 2002 to 2015.

CHART 6. GUAM GDP IN MILLIONS, 2002-2015

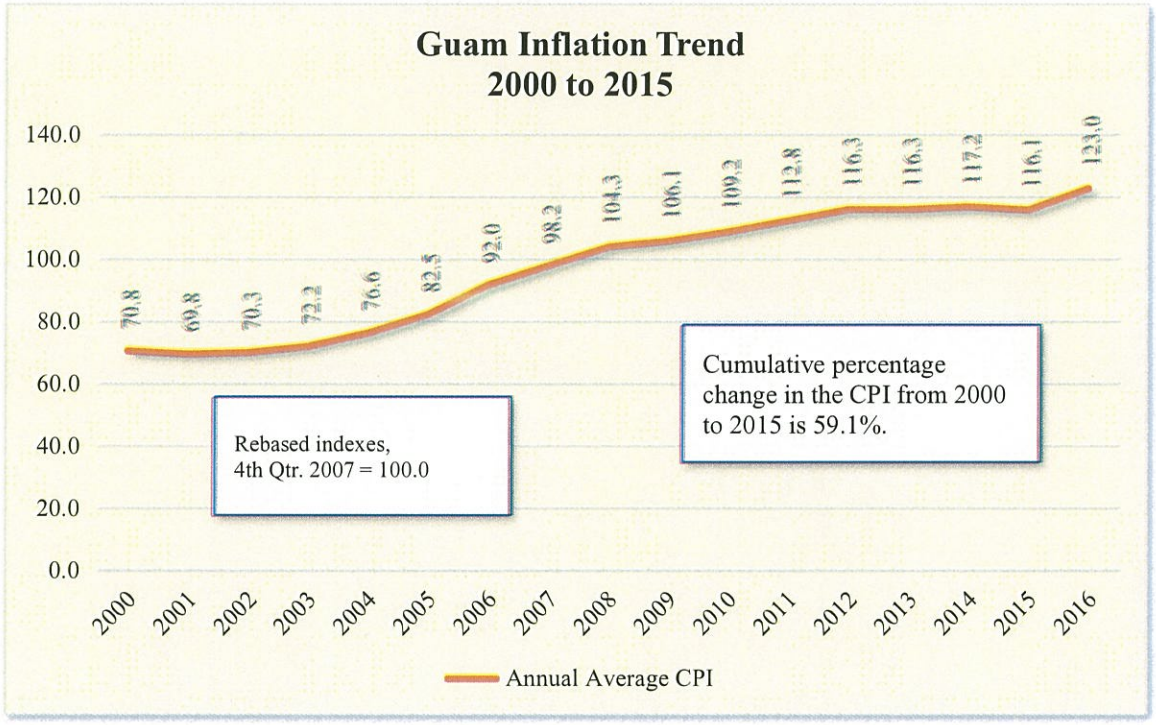


Source: Bureau of Economic Analysis BEA 15-59

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C. Guam's Inflation Rate Declined Slightly in 2015; Rising in 2016

CHART 7. GUAM INFLATION TREND 2000-2016; CONSUMER PRICE INDEX



Source: Cost of Living Section, Business and Economic Statistics Program, Bureau of Statistics and Plans, Government of Guam, 4th Quarter 2016, Cost of Living Section, VOL. XLII No. 4

Guam's Consumer Price Index shows a cumulative increase of 59 percent since 2000. The index is rebased on 2007 to show significant economic changes attributed to the U.S. financial crisis. The prices of items in the Guam CPI were 16 percent higher in 2015 than they were in 2007. Some argue that with higher prices in the CPI, wage rate adjustments should keep pace. With regard to 2015, the decline in gasoline prices is a factor in the slight decline in CPI. With recent increases, 2016 is showing an upward adjustment. Guam households likely find that prices of goods and services on Guam are higher than in other locations. It is important to note that an increase in CPI affects businesses as well. The cost of inventory will likely increase along with costs of labor under conditions of minimum wage increases.

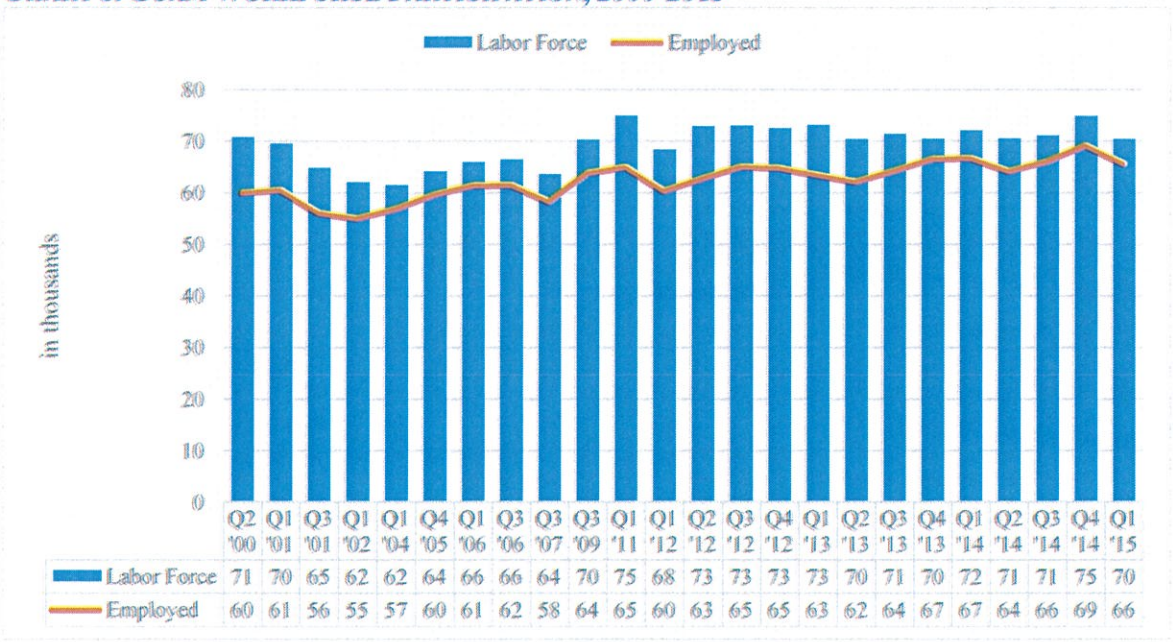
D. Guam's Workforce Increased by 2.20 percent in 2015 — Private Sector Increased by 2.6 percent.

Minimum wage studies consider data sets pertaining to the overall workforce, its availability and compatibility with the type of work needed for available jobs, sectors in which the workforce is employed, and the educational levels and skills of the workforce, among others. One indicator of

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impact is whether jobs were affected. Did employment levels decline; if they did among what groups of workers, in which sectors. Chart 8 shows that Guam's workforce participation rate declined in Q1 of 2015. This may be attributable to seasonal adjustments in workforce participation rates following Q4 2014 business volume. The pattern of Guam's workforce participation appears inconsistent with not all quarters available over the past 15 years. The period following 2001 is the exception but attributable to the 9/11 terrorist attacks and the downturn in tourism. Employment levels in Chart 8 show less than full employment, which supports the potential for business expansion and economic growth. Guam's recent unemployment rate fell below 7 percent in 2015, but so too has the labor force participation rate from the year prior.

CHART 8. GUAM WORKFORCE PARTICIPATION, 2000-2015



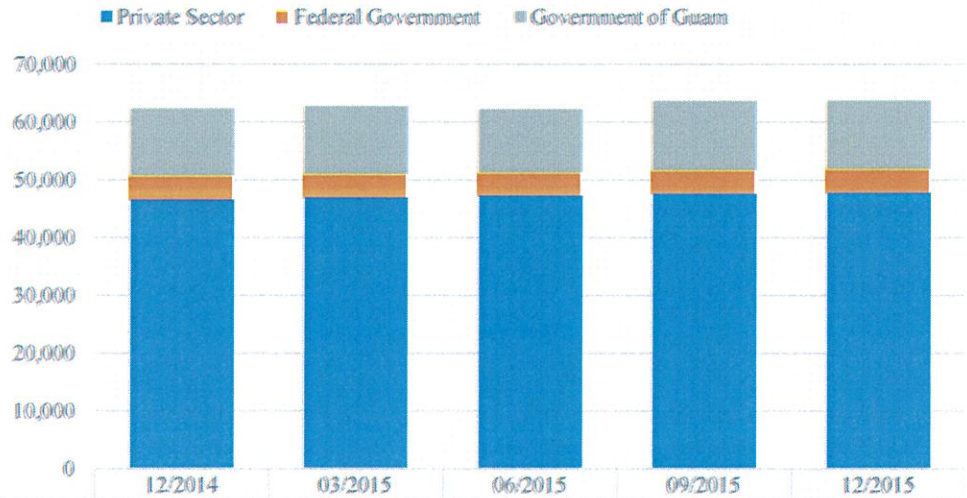
	Q2 '00	Q1 '01	Q3 '01	Q1 '02	Q1 '04	Q4 '05	Q1 '06	Q3 '06	Q3 '07	Q3 '09	Q1 '11	Q1 '12	Q2 '12	Q3 '12	Q4 '12	Q1 '13	Q2 '13	Q3 '13	Q4 '13	Q1 '14	Q2 '14	Q3 '14	Q4 '14	Q1 '15
Labor Force	71	70	65	62	62	64	66	66	64	70	75	68	73	73	73	73	70	71	70	72	71	71	75	70
Employed	60	61	56	55	57	60	61	62	58	64	65	60	63	65	65	63	62	64	67	67	64	66	69	66

SOURCE: COST OF LIVING SECTION, BUSINESS AND ECONOMIC STATISTICS PROGRAM, BUREAU OF STATISTICS AND PLANS, GOVERNMENT OF GUAM, 4TH QUARTER 2016, COST OF LIVING SECTION, VOL. XLII NO. 4

The number of private sector jobs increased by 2.6 percent in 2015. In the same year, federal employment levels declined, and number of Government of Guam jobs increased by 1.2 percent. New market entrants in the tourism industry and increased tourism arrivals likely boosted the increase in private sector jobs. The other sectors were relatively stable in 2015 with slight adjustments in employment levels. Increases in the minimum wage had greater impacts on the private sector as jobs below $8.25 were more prevalent in the private sector than in government. With the increase in the wage rate, no private sector job declines are evident from these data. What

is not reported are job growth forecasts and whether these forecasts met expected levels following implementation of the minimum wage increase.

CHART 9. GUAM EMPLOYMENT BY SECTOR — PRIVATE SECTOR JOBS INCREASED IN 2015



	12/2014	03/2015	06/2015	09/2015	12/2015
Government of Guam	11,730	11,760	10,950	12,040	11,890
Federal Government	4,110	4,040	4,020	4,030	4,080
Private Sector	46,530	46,930	47,220	47,570	47,750

SOURCE: COST OF LIVING SECTION, BUSINESS AND ECONOMIC STATISTICS PROGRAM, BUREAU OF STATISTICS AND PLANS, GOVERNMENT OF GUAM, 4TH QUARTER 2016, COST OF LIVING SECTION, VOL. XLII NO. 4

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V. The Study of Minimum Wage Impact — Guam

This study was designed to examine economic impact of a minimum hourly wage increase on Guam from $7.25 to $8.25 in January 2015. The study's scope examines demonstrated effects on Guam's households and businesses with minimum wage earners. Both primary and secondary data collections were used for this purpose. Four hundred eighty interviews of Guam businesses and households were conducted in Fall 2016. The study design is based on research from other communities about economic impact of a minimum wage increase with the assistance of the University of Washington. Some of this research provides the theoretical frame, while other applied research is used to support the design validity of the household and business surveys. The survey research derives from work conducted by the University of Washington to understand minimum wage impact of public laws in Seattle and Chicago.

A. Study Design

The study design relies on primary data collection via survey of 355 households and 125 business firms who have minimum wage earners during 2015. The survey design was developed from the University of Washington Seattle Minimum Wage study and modified for Guam. Of the 480 household and business interviews, 50 were conducted qualitative interviews. In this way, the survey captures both scale and scope impacts of minimum wage increase.

Secondary data were used to characterize the economic condition of Guam at the time of the minimum wage increase. The secondary data collection is indexed by source to include information on Guam's Gross Domestic Product, Consumer Price Index, Labor Force Participation Rates, Employment by Sector, Unemployment. The data collection also includes data from U.S. indices pertaining to minimum wage impacts and trends in the United States for comparative purposes.

The instruments used for the Guam Business Survey (GBS) and Guam Household Survey (GHS) met reliability and validity standards, and received approval from Institutional Review Boards affiliated with the University of Washington and the University of Guam.

B. Research Questions

What effect has an hourly minimum wage increase from $7.25 to $8.25 had on minimum wage households and employers on Guam in 2015? What were the effects of the minimum wage increase on Guam's economy in 2015?

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C. Approach

Macroeconomic Approach

To assess macroeconomic effects of a minimum wage increase, secondary data were assembled to provide a portrait of Guam's economy before and after implementation of PL32-178. Secondary data sources collected for this study are presented in Table 2: Secondary Data Index. In addition to data specific to Guam, the macroeconomic review included data from U.S. national sources and for states with similar changes to their minimum wage rates. These data collections form a basis for considering impact to Guam's economy given a change in the minimum wage in 2015. Most data sources pertain to 2015 or as otherwise indicated.

TABLE 2. SECONDARY DATA INDEX

Title	Source	Purpose
Guam OES 2015	**U.S. Bureau of Labor Statistics**	**Macroeconomic Indicator/GBS Sampling Study**
2010 Guam Census	U.S. Census Bureau	Macroeconomic Indicator/GHS Sampling Study
Guam's Economic Indicators	Guam Department of Labor	Macroeconomic Indicator/GHS Sampling Study
FHB's Economic Forecast 2015	First Hawaiian Bank	Macroeconomic Indicator/GHS Sampling Study
Bill 316.32 Fiscal Notes	33rd Guam Legislature	Macroeconomic Indicator/GHS Sampling Study
2010 Guam Census	U.S. Census Bureau	Macroeconomic Indicator/GHS Sampling Study
Current Employment Report 2015	Guam Department of Labor	Macroeconomic Indicator/GHS
Register of Wage Determination Under the Services Contract Act 2016	U.S. Department of Labor Employment Standards Administration	Macroeconomic Indicator/Wage
The Federal Minimum Wage in Brief 2015	Congressional Research Service	Macroeconomic Overview
Inflation and the Real Minimum Wage Fact Sheet 2014	Congressional Research Service	Macroeconomic Overview
Federal Minimum Wage Rates Under the Fair Labor Standards Act	U.S. Department of Labor	Macroeconomic Data

Wage Rigidity Meter	Federal Reserve Bank of San Francisco	Macroeconomic Data/Indicator
Minimum Wage Impact Estimates 2016	Guam Department of Labor	Macroeconomic Estimates
Guam Long Term Industry Projections (2012-2022)	Guam Department of Labor	Macroeconomic Projections
Economic Outlook for Guam 2015, 2016 2017	'Guam Bureau of Statistics and Plans Guam Department of Labor	Macroeconomic Overview
US Industries with Most Near-Minimum Wage Workers	Pew Research Center, IPUMS-CPS Micro-data	Macroeconomic Sampling Study
Guam GDP 2002-2015	Bureau of Economic Analysis	Macroeconomic Indicator
Cost of Living (Guam)	'Business and Economic Statistics Program, Bureau of Statistics and Plans	Macroeconomic Indicator
Workforce Participation 2000-2015 (Guam)	Bureau of Economic Analysis	Macroeconomic Indicator
National Conference of State Legislatures	Pew Research Center	Macroeconomic Overview of Minimum Wage Distribution

Microeconomic Approach

Survey instruments were designed to understand the direct effects that the wage increase had on changes in household or business behaviors. Four hundred eighty interviews were conducted (125 business surveys; 355 household surveys). Of these surveys 50 (25/household. 25/business) were conducted as one-on-one interviews to understand in more detail the scale and scope of any changes to households and business firms. The surveys are differentiated as Quantitative (the 430 phone interviews) and Qualitative (the 50 personal interviews).

The tables in Appendix 2a and 2b show the variables included in the household and business surveys. The selection of the variable and the pilot testing of the questions to assess them, are included in Appendix 1: Technical Notes.

With the variables specified, the next step identified a representative sample of businesses and households to participate in the survey. Sampling frames were developed with minimum wage as a primary criterion. Firms participating in the business survey would include those that employ minimum wage workers, and eligible households would have at least one minimum wage earner in 2015.

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The GBS sampling frame was constructed from two main data sources — the Guam Occupational Employment Survey (OES) and Guam Business License Registries (general business, contractors, and public health). Both sources contained information about businesses on Guam in 2015. The Guam business license data qualified the business for the sample and provided information for sample weighting. Guam businesses are licensed in three main categories of interest to this study: service (60%), retail (30%), and wholesale (10%). The Guam OES provided guidance on low wage occupations and the industry sectors that employ low-wage workers; the Guam business license registries assured that the study was sampling businesses licensed for business in 2015. The business license registry was used to define a sampling strata to be proportionally representative of business type (sole, partnership, corporations) and sector (retail, wholesale, service).

D. Analysis

Microeconomic Analytics

The following sections present the survey results for businesses followed by the survey results for households. Each section begins with an overview of the research program and details pertaining to the survey design and sampling protocol. The findings are then presented by major categories defined by the survey variables. Detailed information about the survey design and instrumentation is presented in Technical Notes in the Appendix 1 of this report.

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VI. PRINCIPAL FINDINGS: GUAM BUSINESS SURVEY (GBS)

A. Summary

The Guam Business Survey (GBS) was conducted between November and December 2016 to provide descriptive information about the increase in hourly minimum wage from $7.25 to $8.25 in January 2015 as it affected firms employing minimum wage workers. The Survey was conducted in two formats, Guam Business Survey—Quantitative and the Guam Business Survey––Qualitative. Both business survey components collected information about business models, employment practices, and finances at the time of the 2015 minimum wage increase. The surveys also collected information about initial responses to the increase, and self-reported plans for how firms may respond to future increases. All findings from self-reported plans for future increases are included as an addendum.

Subsequent surveys can collect similar information from the same set of employers to investigate how increased minimum wages are affecting employers over time. While these surveys provide insight into employers' beliefs about how wage increases are affecting their business, there is inevitable recall bias in reporting given the minimum wage increase of study occurred in 2015. Therefore, in addition to these surveys, the Guam Minimum Wage Study has examined employment records and census data to triangulate employer reports about changes in employment and profitability.

B. About the GBS Surveys

The survey instruments used in the Guam study were drawn from surveys designed, pilot tested, and used by researchers at the University of Washington for an economic impact study of an increase in minimum wage rates in Seattle. Working with UW researchers, the Guam research team modified the survey to adjust for local differences. For example, the Seattle survey referenced counties. This term was replaced with villages. References to such elements as unemployment insurance were removed because they are not applicable on Guam. The major variables, however, were essentially similar.

The GBS-Quantitative sample was drawn from a random selection of firms holding active business licenses on Guam in 2015. There were three sources for this pool: 1) Guam Department of Revenue and Taxation, 2) Business Licensing Branch, Guam Contractors Licensing Board, and, 3) Department of Public Health Child Care/Day Care Licenses. The licenses were categorized by business sector (retail, wholesale, service, peddler, vending and others) and by business type (sole proprietorship, partnership, limited liability corporation, corporation, and foreign). The General Business License data set was quite large due to multiple licenses issued to the same firm for separate business activities such as cigarettes, liquor, and vending machine sales. Some firms had

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multiple locations, with business licenses for each. As the goal was to build the pool of eligible business firms, the research team reviewed the active data sets to include the name of the firm only once and to include businesses with a higher probability of multiple workers. A conservative protocol was designed to eliminate over-sampling of firms with 1) multiple entries of the same business license number 2) consulting licenses in which the name of the firm was the same as the owner, and 3) business activity identified as peddling. The total number of eligible businesses from all three licensing sources was 7,677. The list was then stratified by business sector and business type. A random sample of 2500 businesses was identified for the quantitative survey to select 100 business firms. Data in this report are based on unweighted survey responses, meaning that every survey response is counted equally.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether an employer currently had workers earning less than $10.10 an hour. Next, a detailed survey about business practices was completed with employers who were determined eligible in the screener.

C. Guam Business Survey: Initial Findings

Demographics

Businesses that participated in this study reflect a wide range of sectors and sizes. Business interviews were intentionally done within the sectors of retail, food and accommodation, and other services where it is general knowledge that the largest majority of low-wage workers are employed. Examples of firm types from interviews include: a bakery, child care services, sporting goods store, plumbing services, pest control, a gym, telecom services, a clinic, hotel, and other food services. Most businesses interviewed and surveyed have only one single business location on Guam. About a third of businesses have multiple locations on Guam—these businesses include food services, auto parts and rentals, and various retail stores.

The employer survey respondents mirrored the wide variety of firms interviewed, with most firms with low-wage workers working in retail trade or accommodation and food services. See Table 3 below.

TABLE 3. INDUSTRIES SURVEYED, GBS QUANTITATIVE

Industry name from business license	Freq.	Percent
Retail Trade	26	26%
Accommodation, Food Services	18	18%
Educational Services	9	9%
Health Care, Social Assistance	8	8%

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Professional, Science, Technical Services	7	7%
Construction	5	5%
Wholesale Trade	5	5%
Arts, Entertainment, Recreation	4	4%
Other Services (except Public Administration)	4	4%
Administration, Support, Waste Management	3	3%
Manufacturing	2	2%
Transportation, Warehousing	2	2%
Finance and Insurance	2	2%
Utilities	1	1%
Information	1	1%
Real Estate, Rental, Leasing	1	1%
Management of Companies and Enterprise Services	1	1%
Missing	*1*	*1%*
Total	**100**	**100%**

Over 60% of all businesses interviewed and surveyed stated their firms are family-owned. The customer base of businesses was a good mixture between residents, tourists, and government agencies.

The quantitative survey asked businesses to describe the location of their customers. Most businesses have customers who live on Guam and go to their place of business. Only 26% of respondents said they provide goods or services to customers outside Guam. See Chart 10 below for more details.

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CHART 10. TYPE OF CUSTOMER/CLIENT BASE, BUSINESSES ON GUAM

"Which of the following describes the location of your firm's customers/clients?"

Among Guam businesses employing workers at $10.10/hr or less, N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

Locations

Number of business locations ranged from 1 to 38, with many businesses having only 1 location. For the outlier business that has 38 locations, this business operated within public schools and therefore explains the multitude of sites. These findings were consistent with survey respondents as well, with 70% of businesses stating they have only 1 location, followed by 16% with 2 locations, and 7% with 3 locations. There were no firms with more than 7 locations in the employer survey.

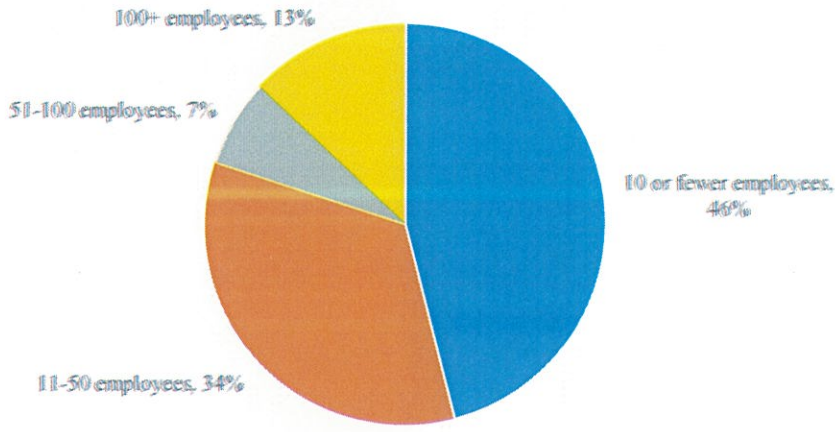
Employees

Businesses participating in interviews and the survey ranged in size from very small (1 to 2 employees) to large (over 500 employees). Almost half of the full sample had 10 or fewer employees, followed by about a third of businesses employing between 11-50 employees. See Chart 11 below for details.

CHART 11. NUMBER OF EMPLOYEES

"Please give your best estimation of how many employees your firm had in Guam as of September 1, 2016."

Among Guam businesses employing workers at $10.10/hr or less, N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

When considering types of employees that worked at each business—such as high school graduates, college graduates, veterans, and seniors—there was also a good mix of employee type. The range of responses about employee type include high school graduates, college students, and veterans. One respondent described their employees as follows:

> *"We have everything from our frontline employee can be made up of... it's the gamut of all segments of society. All demographics, we have professionals, we have maybe those tied to the military who are looking to just supplement family income as part-time position, some of our frontline employees are the major bread winners of the family. As far as my management staff, we have professionals, college grad, to those that just have continued to expand their roles and responsibility through hard work and self-improvement."*

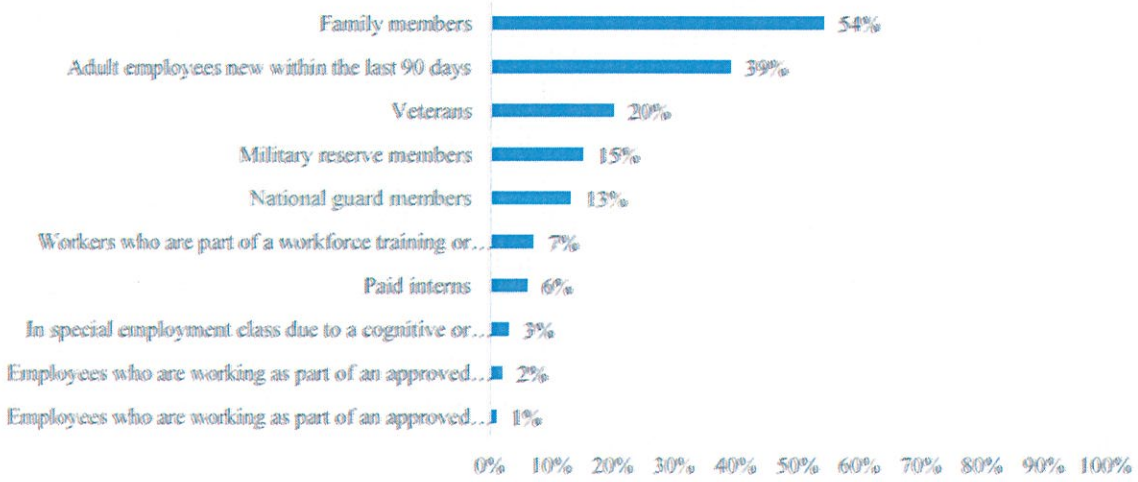
In the survey, respondents were asked about employee characteristics such as whether family members worked at the establishment, or whether employees were part of military reserve or the National Guard. Over half of respondents stated employees are family members, and about 40 percent of respondents stated they had adult employees new within the last 3 months. See Chart 12 below for responses.

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CHART 12. TYPES OF EMPLOYEES

"Please indicate whether you have any employees with the following characteristics."

Among Guam businesses employing workers at $10.10/hr or less, N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

Wages

In the survey, employers were asked how many non-tipped employees were earning under $8.25 per hour, between $8.25 and $8.99 per hour, between $9.00 and $9.99 per hour, and $10.00 per hour or more. Nearly 50 percent of employees were reported earning less than $10.00 per hour, while the other half of employees make over $10 an hour. See Chart 13 below.

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CHART 13. NON-TIPPED EMPLOYEE WAGES

Thinking of the employees at your establishment, how many non-tipped employees are paid in the following pay ranges?

Among all employees of businesses employing workers at $10.10 or less, N=2326



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

In the interviews, almost all employers stated they gave employees raises last year (18/25), mostly based on yearly performance evaluations. Raise amounts ranged from $.50 to $1.50 or more.

Combined, only 22 percent of firms reported having employees who earn tips in addition to their wages, and 12.5 percent reported employees who receive commissions. Survey respondents were asked if they employed H1 or H2 visa workers, but fewer than 10 percent of employers answered yes to this question.

In the interviews, employers brought up the high cost of living in Guam and often wished they could pay employees more, but feel limited in their ability to do so. Knowing the cost of hiring and training new employees is often high, employers stated they would do what they could to maintain employees as long as possible and reduce turnover. Unfortunately, for places like large hotels and restaurants, high turnover is often inevitable. Since these businesses recognize this inevitability, they do their best to incentivize and promote their best, most dedicated employees to retain them.

Hiring and turnover

To assess how much turnover occurred within businesses in the last year, the survey asked businesses to report the number of employees hired, discharged, quit, laid off, and recalled from layoff in the last 12 months. In the last year, the average business hired or recalled from layoff

24% of employees. The average business had a total number of resignations, discharges, and layoffs of around 34%.

One employer in the qualitative interviews described their staffing levels as an internal business challenge stating:

> *"Each site is dependent upon the business needs and the participation level of [the sites]. There've been times where we had to make adjustments to staffing levels because participation levels may drop off or they weren't what we expected them to. For example, had to downsize at [one site] because of the client not being able to ride the staff to support our operation from a requirement of their standpoint"*

Interview participants were also asked if the business had made any changes to their hiring practices since the minimum wage increase in 2015, but the majority (21/25) of employers stated they did not.

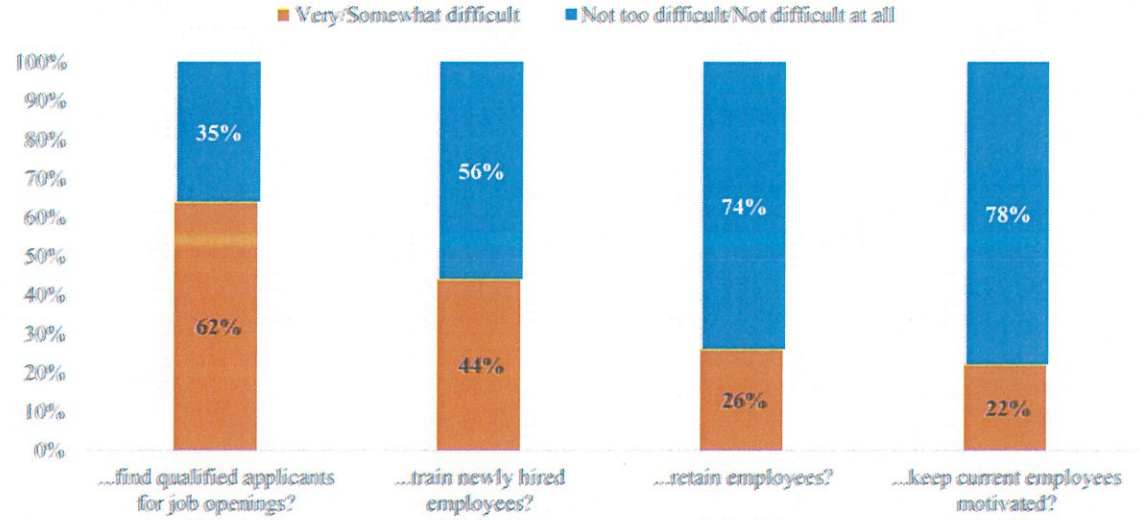
In the survey, employers were asked about difficulty hiring and maintaining employees. Most respondents (62 percent) stated it was difficult to find qualified applicants for job openings, while it was not difficult to retain employees or keep current employees motivated. Some employers expect low-wage jobs will become more competitive and this will require employees to have more experience or training, but these opinions were not strongly shared across participants in this study.

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CHART 14. HIRING AND TRAINING DIFFICULTY

How hard is it to...?

Among businesses employing workers at $10.10 or less, N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

Anticipated Changes in Hiring

Overall, employers cared about employees who had dedicated themselves to the business and were willing to work hard. Many employers stated they wanted to reward long-time employees and would put more energy into retaining those that have been committed to the business.

In the qualitative interviews, none of the businesses said they anticipate down-sizing in the next year, though a couple added that it depended on how the rest of the year went for them. When asked if businesses anticipate adding staff in the next year, 7 of the 25 businesses said yes and 6 of the 25 businesses say they anticipate adding additional positions in the next year.

Benefits

The survey asked participants if they offered any of the following benefits to employees: health insurance for the employee; health insurance for the employee's spouse, domestic partner, or dependents; paid sick leave; paid vacation leave; paid holidays; undesignated leave or universal "paid time off" (PTO); parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences); or contributions to a retirement or pension plan (401k, 403b, etc.). Most survey respondents stated they offer some benefits to employees (70 percent). A little over 60 percent of employers offer health insurance for the employees, and just over half (52 percent) offer paid vacation leave. See Chart 15 for details.

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CHART 15. BENEFITS OFFERED BY GUAM EMPLOYERS

Which of the following benefits does your business offer to employees?

Among businesses employing workers at $10.10 or less, N=100



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

These findings were consistent across business interviews as well. In the interviews, benefits were often stated as the way employers retain employees and remain competitive; therefore, benefits were stated as a very important aspect of hiring and employee retention. Additionally, only about a third of the businesses interviewed and surveyed offer benefits to part-time employees.

Only about a third (30 percent) of employers stated they do not offer any benefits to employees. When asked for reasons why benefits were not universally offered, one retailer's response was as follows:

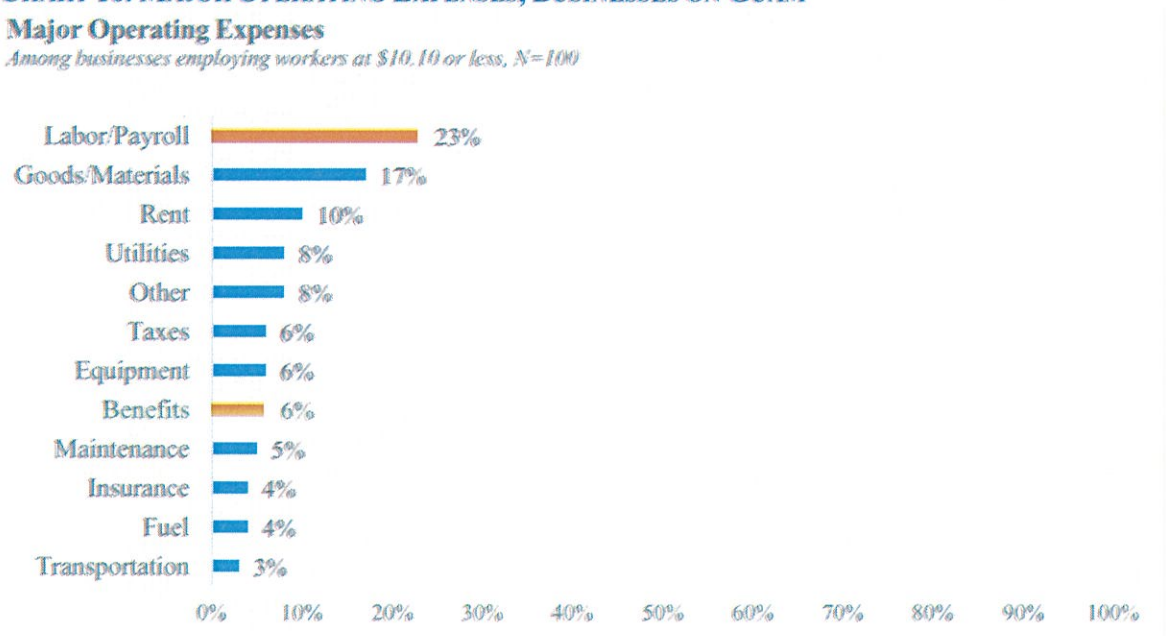
> *"No, benefits suck. Health insurance, firstly, we canceled – we couldn't afford it. They work full time to a point where we pay one week vacation. If they work two years, they get two weeks' pay vacation. Right now, we're trying to get – what is it? The Guam Chamber's – someone is offering a program but you have to join them – right now, we're working on that to join them to where they have some kind of coverage program to make it very reasonable. That's what I'm trying to join right now."*

Profits and expenditures

Business owners have a lot of expenses, including many they have little control over. The most common expenses mentioned include: payroll salaries and benefits, taxes, rent, materials, and equipment. The most common expenses employers feel like they have the least amount of control over are rent and payroll. As one interview respondent described, "We have less control in the fuel price because this is beyond our control…even if the pricing is depended on the fuel company." Another described their lack of control over utilities, stating, "We cannot control the increase in the utilities company like the water, once there is an increase we cannot control that."

In the interviews, 64 percent of employers stated their costs had increased in the last year, and 52 percent of employers in the survey stated their costs had increased in 2015. When asked how and why costs have changed in the last year, one respondent replied, "Because of demand needed to expand and make more purchase of goods/inventory," while others said, "Fuel price increased," and, "Everything has gone up."

CHART 16. MAJOR OPERATING EXPENSES, BUSINESSES ON GUAM



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

While businesses reported struggling to make ends meet, they had various methods of doing so. For example, a few businesses reported in interviews having added services and increasing the number and type of products or services offered. Other businesses reported holding back on giving raises, and a few businesses that have been on the island for a long time are remaining cautionary and positive while hoping their business profits increase. When asked how employers are planning

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to deal with future cost increases, businesses had varied responses. One business owner said they plan to "decrease employee hours, take on-call instead of regular schedule" while another said they were "potentially increasing rates for products or reduction of workforce through increasing efficiencies, such as software generated solutions."

While price increases are sometimes thought of as the simple reaction to rising expenditures, one respondent described them as follows:

> *"You can't – you can't raise the prices because the consumer is super sensitive. We're competing with internet which unfortunately, is here to stay... The only thing left is to, well my opinion is to get the guys more efficient so I can work more with less guys. But that's where the problem comes in. Because then I need to find people that are a little more competent... But it gets back to the fact that this is a small business so it's kind of like a rat race, running in circles. That's probably the only thing I can think of right now. I mean, here I have 10 items and I'm crying because of inventory costs and the guy shows 100. I think the only thing is the service."*

Another retailer also expanded on the difficulties of balancing raising prices with employee workload, stating:

> *"It's probably been squeezed – our sales have been about the same. We probably lost about 3 points. We're kind of going to the Kmart style where its volume – we've definitely been a lot busier. The rub is we're a lot busier, the guys have been getting worn out but the margin is thinner. But if we don't lower the price, we lose our business. So if we lower our price, we got to do more to make up so instead of making a dollar, you're making $0.50."*

When asked about changes in profits in the last one to five years, only about 20 percent of businesses stated an observed increase in profits. Around 17 percent reported a decrease in profits, and rest reported no significant change.

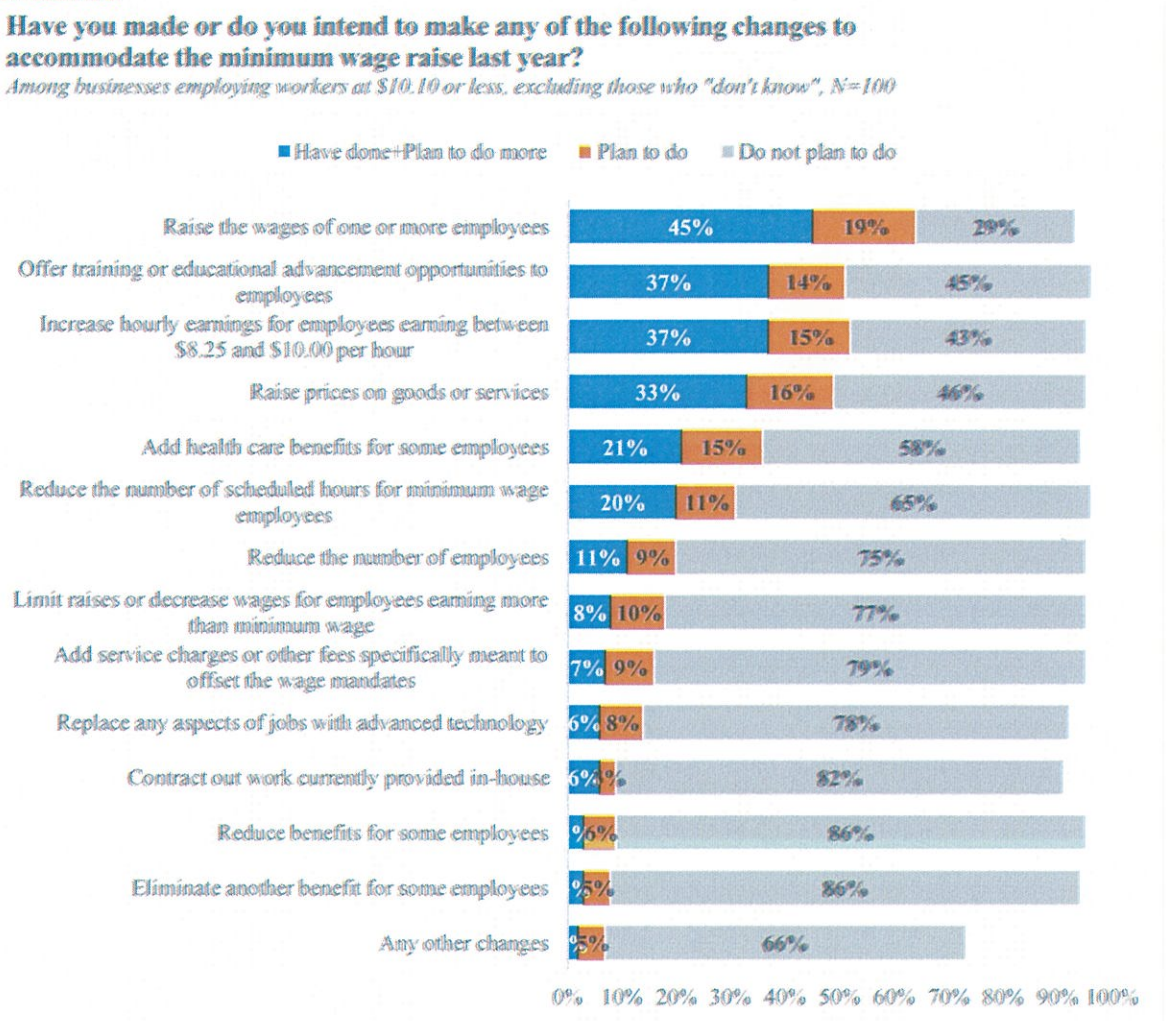
Minimum Wage Increase 2015

Reflecting on changes made since the minimum wage increase in 2015, survey participants were asked, "Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?" As shown below, most businesses did not make, nor plan to make, any major changes. The only outstanding change employers state they plan to make is

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reducing benefits for employees (37 percent). Over a third of respondents raised prices for goods or services, increased hourly wages for employees making between $8.25 and $10 per hour, offer training or educational opportunities, and raised the wages for one or more employees.

CHART 17. CHANGES TO BUSINESS PRACTICES IN RESPONSE TO 2015 MINIMUM WAGE INCREASE



Source: Market Research & Development, Guam Business Quantitative Survey, 2017

In the qualitative interviews, consistent with the survey, almost a third of businesses said they have increased prices of goods or services to keep up with wage increases. As one respondent described, "We have to include the increase in the minimum wage so whatever we expend on minimum wage… the impact of the minimum wage 2015 until now we were able to include that and bill that to our clients."

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Employers stated wage increases will potentially affect raises for employees making above the minimum wage already. One retailer described the 2015 wage increase and how it's affected their business as follows:

> *"That first change didn't really bother because back then we were already paying about the same wage. Yeah, the only thing, for example, I see a guy with a little bit of potential, as I mentioned earlier, there's no incubation stage anymore. Right now, back in the old days, I give a guy 6 months to see if they can get their act together. Now, in a few weeks, if I sense that it's not happening, I just tell them straight up, you should just quit. Because the cost of incubating that person right now, it raises quite a bit. I think that's probably the only biggest thing that's happened here. Again, no one on Guam can survive on minimum wage unless you're shacking off your parents. My job is try to get them to where they actually – you ain't going to be rich but at least you can make a living."*

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VII. Principal Findings: Guam Household Survey (GHS)

A. Summary

The Guam Household Survey (GHS) was conducted between November and December 2016 to provide descriptive information about the increase in hourly minimum wage from $7.25 to $8.25 in January 2015 as it affected households with at least one minimum wage worker. The Survey was conducted in two formats — the Guam Household Survey—Quantitative and the Guam Household Survey—Qualitative. Both household survey components collected information about household demographics, employment, and household budgets at the time of the 2015 minimum wage increase. The surveys also collected information about initial household changes resulting from the 2015 wage increase, and self-reported plans for how households may respond to future increases. All findings from self-reported plans for future increases are included as an addendum.

Subsequent surveys can collect similar information from the same set of households to investigate how increased minimum wages are affecting households on Guam over time. While these surveys provide insight into household experiences about how wage increases are affecting their lives, there is inevitable recall bias in reporting given the minimum wage increase of study occurred in 2015. Prospective study of household responses is necessary to evaluate household change over time and better attribute causal change to wage increases.

B. About the GHS Surveys

The GHS-Quantitative involved 330 households in structured telephone interviews to acquire descriptive data about the households and the actions taken following the minimum wage increase. The GHS-Qualitative was conducted as personal interviews with 25 members of low-wage households to acquire more in-depth information regarding impact and outlook. Both surveys were modified from the Seattle Minimum Wage Study and were reviewed and approved by Guam Department of Labor, and the University of Guam Institutional Review Board (IRB) prior to use. Descriptive findings are presented below, beginning with the results of the GHS-Quantitative.

The GHS-Quantitative surveys were approximately 15 minutes in length, and was fielded via CATI (Computer-Assisted Telephone Interviewing) using a landline telephone sample drawn from the most recent GTA phone listing. Random households were selected by the CATI system, but the specific respondent will be the "head of household" – or the person primarily in charge of paying the bills. Further, the household needed to have at least one person who was employed at a rate of $10.10 or lower, and was contributing to the household expenses.

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The sample size of N=330 was be accurate to within ±3.5% at the 95% confidence level; that is, if the survey were to be repeated 100 times, the probability is that 95 times out of a hundred, the results will not vary by more than ±3.5%.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether households currently had any household members earning less than $10.10 an hour. Next, a detailed survey about household demographics, job profiles and benefits, and opinions about how minimum wage increases affect their daily life was completed with households who were determined eligible in the screener. The survey took about 30-minutes to complete via phone or web. There were 330 completed surveys that fit this eligibility.

C. Guam Household Survey: Initial Findings

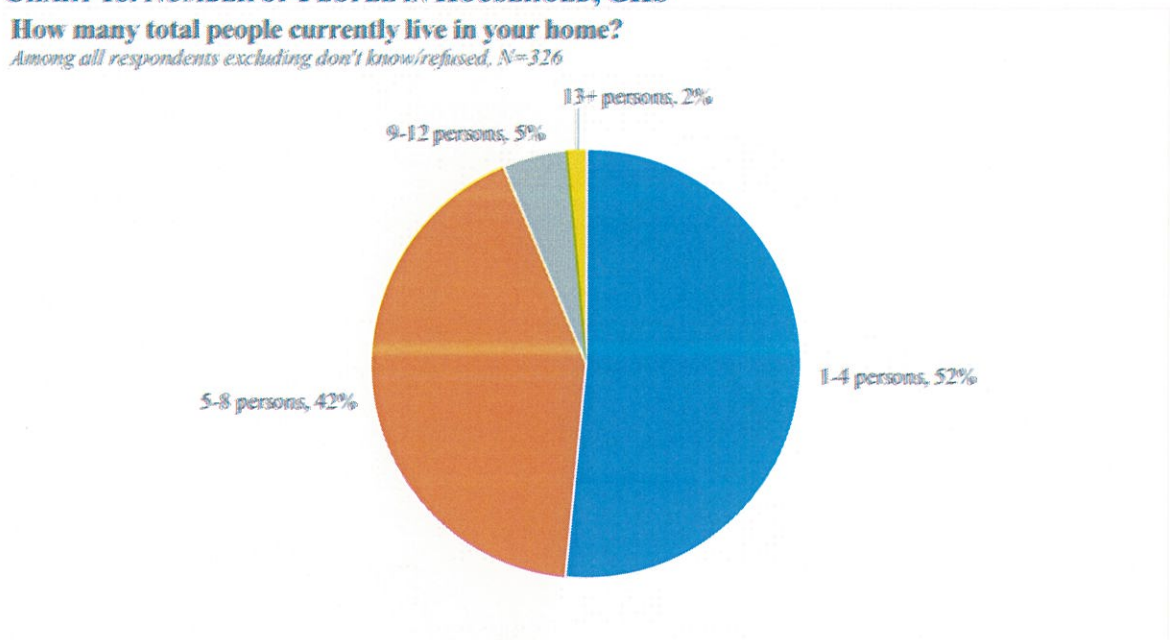
For this part of the study, households completed a 30-minute survey via phone or web to discuss their household demographics, job profiles and benefits, and opinions about how minimum wage increases affect their daily life. To be eligible for the study, one or more household members that contribute to the monthly bills or expenses of the household must earn $10 an hour or less. There were 330 completed surveys that fit this eligibility.

Household Demographics

Of the 330 households surveyed, an average of 4.8 people lived in each household, with a median of 4 people. Over half the sample (51.5 percent) lived in a household with 1-4 people (see Chart 18 below).

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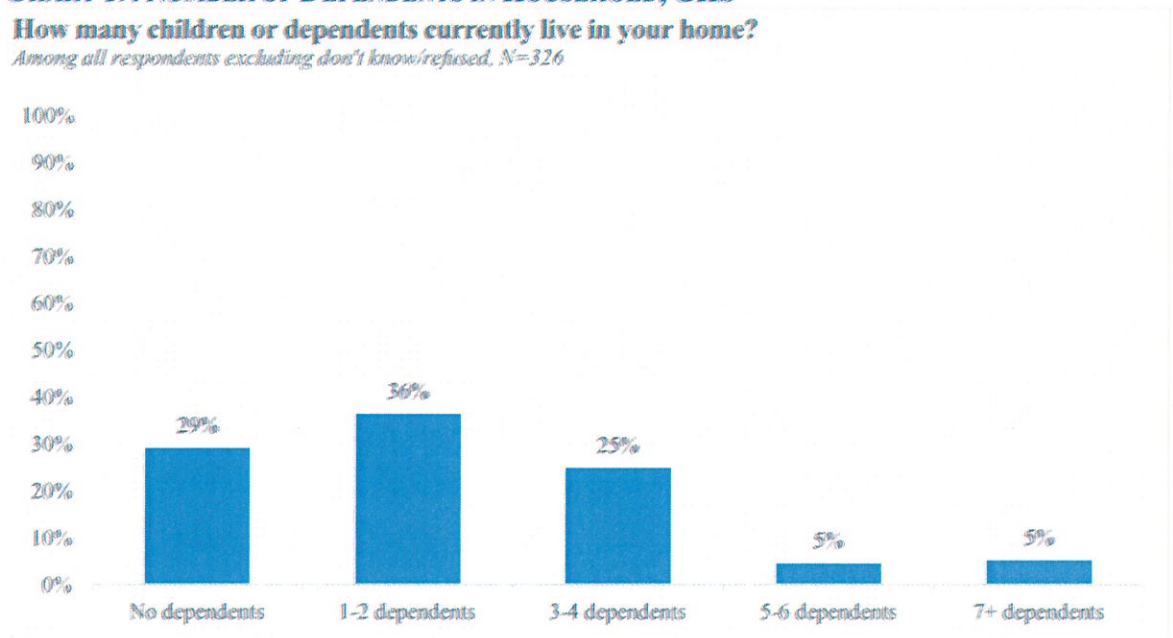
CHART 18. NUMBER OF PEOPLE IN HOUSEHOLD, GHS



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

Of these 330 households, 234 (70.9 percent) had dependents living at home. The number of dependents varied greatly, with the most common number of dependents as 1 to 2. These numbers are consistent with qualitative interviews conducted as well, with the majority of families (17/25) having 3 or less children in the home. See Chart 19 below for more details regarding dependents.

CHART 19. NUMBER OF DEPENDENTS IN HOUSEHOLD, GHS



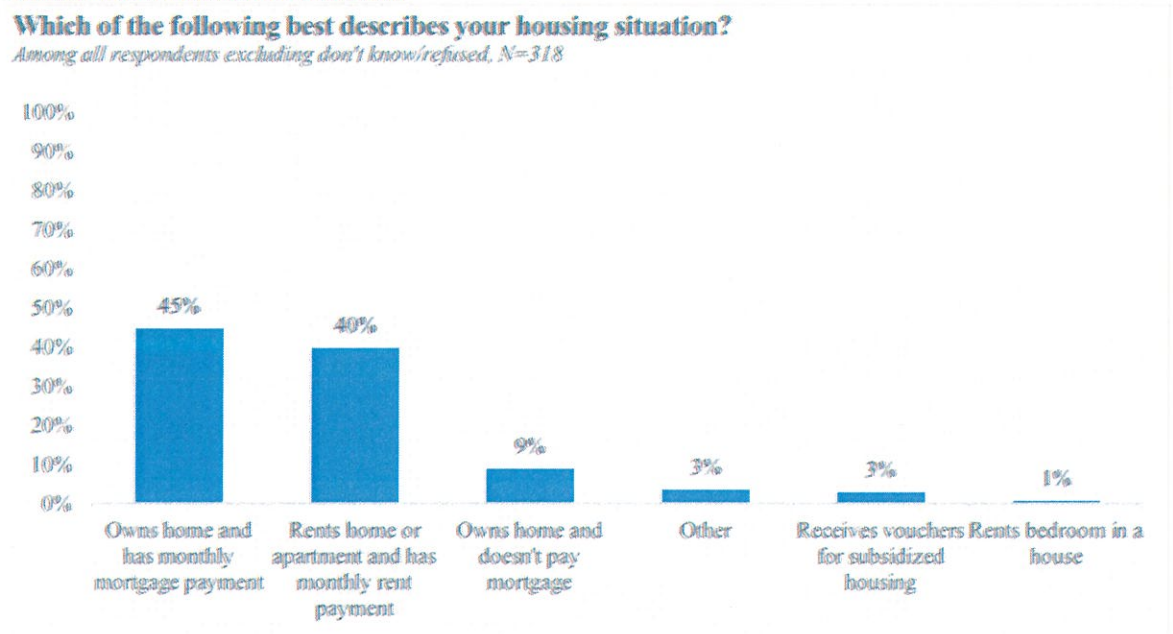
Source: Market Research & Development, Guam Household Quantitative Survey, 2017

Most households have a high school diploma. About 88.5 percent of respondents stated they have a high school diploma, yet only about 22.4 percent of respondents stated they have a 4-year degree. Interestingly, when survey respondents were asked if anyone in their household had stopped going to college to work, over 40 percent (41.2) stated they or someone in their household had. Considering the population of the survey being minimum wage earners, this fact is not surprising but may lead to some insight into who these workers are. Education is one of the principal predictors of wage attainment.

Most households rent or own their home. Chart 20 gives details about the housing situations of survey respondents, showing many households either owning a home and paying a mortgage, or renting a home or apartment. Only 9 respondents (3 percent) live in subsidized housing. Of the respondents who replied "other" in this question, most indicated they were staying with other family members. Most respondents had lived on Guam for many years - and often, their whole lives. The average number of years on living on Guam was 9.89 years.

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CHART 20. HOUSING SITUATION



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

Most households do not receive public assistance. Over two-thirds of survey respondents (71.8 percent) stated they do not receive any type of public assistance. Of the respondents who do receive public assistance, the most common types of assistance received were Supplemental Nutrition Assistance Program (SNAP) (17.3 percent) and Medicaid (15.5 percent).

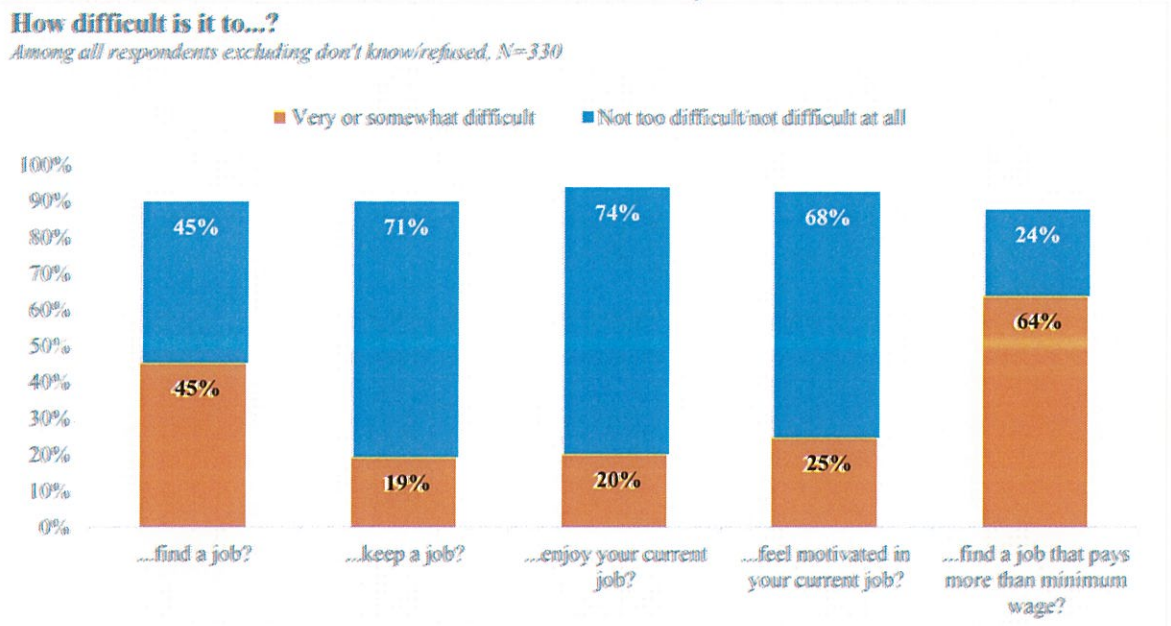
Employment

Survey respondents work in over 20 different types of sectors. The most common sectors mentioned include hospitability, accommodation and food services; and retail/trade. From less than a year to over 35 years, respondents have been in their current job for an average of 6.5 years (median 3 years). Most workers surveyed work full-time (67.3 percent), with an average of 35.4 hours worked a week across all respondents.

One in 10 workers got a new job in the last year, while only 1 in 20 workers quit their job. When asked about the difficulties of finding, keeping, and staying motivated in a job, respondents stated it is more difficult to find a job or find a job that pays above minimum wage, while it is not difficult to keep a job, enjoy, or feel motivated in their current job. See Chart 21 below for details.

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CHART 21. DIFFICULTY OF FINDING AND ENJOYING JOB, GUAM HOUSEHOLDS



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

Almost a third of respondents do not receive benefits. As shown in Chart 22 below, a little over 50% of respondents receive health insurance through their employer. Less than half of households surveyed received any of the other benefits, including: health insurance for [their] spouse, domestic partner, or dependents; paid sick leave; paid vacation leave; paid holidays; undesignated leave or universal "Paid time off" (PTO); parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences); or contributions to a retirement or pension plan (401k, 403b, etc.). Benefits are common ways employers can support and retain employees, and not having benefits from employers may contribute to high expenses such as medical bills and taking paid time away from work for family obligations or holiday.

Many participants interviewed did not receive benefits or were unsure about their benefits. It was not uncommon for the interviewer to ask about a worker receiving Paid Time Off (PTO) or contributions to a retirement fund and have the worker unsure whether they received those. Here's one excerpt around benefits that was a shared sentiment from many:

Interviewer: "Okay, how about, do you have something called paid time off or PTO? Where she puts a certain amount of hours and if you need to do something, you can take it from that group of hours?"

Participant: "Unm... No, I'm not sure. I haven't gotten to that yet."

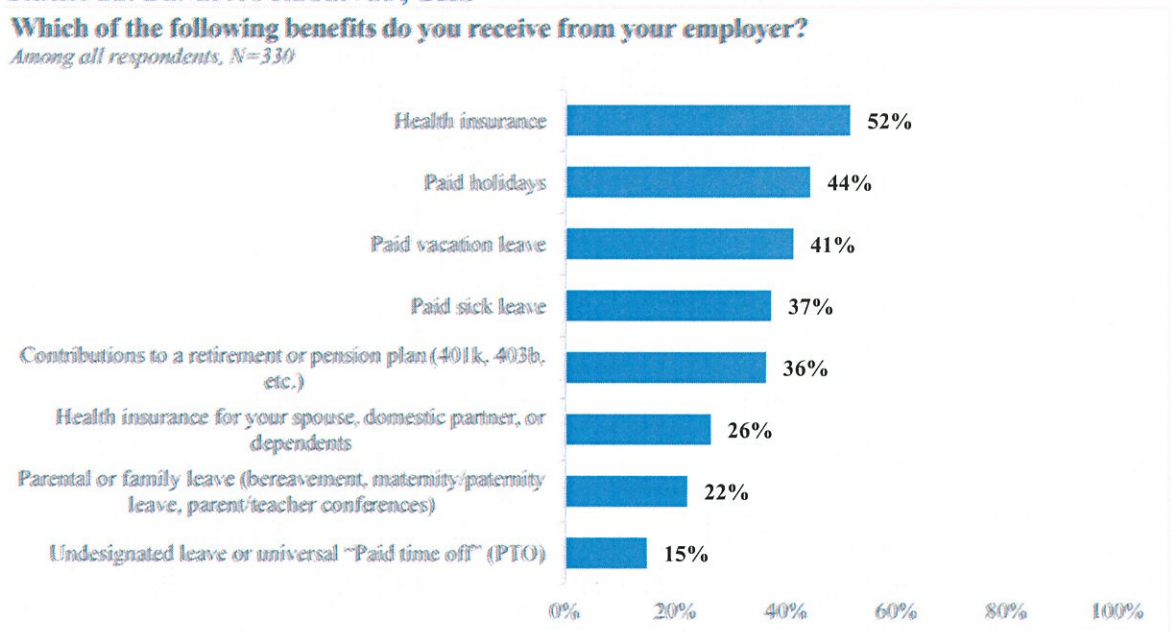
Interviewer: "How about family leave? Do you get family leave?"

Participant: "No. I don't. Or, well not that I've tried yet."

Interviewer: "Does she contribute to a retirement plan or a pension plan for you?"

Participant: "No. I didn't find anything so no, I didn't."

CHART 22. BENEFITS RECEIVED, GHS



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

Most respondents can pay off bills each month. Yet, only 47 percent of respondents have funds left over after paying bills for savings or leisure. Of the total sample, 15 percent cannot pay off all bills or don't feel like they can ever make ends meet (see Chart 23 below). The most common expenses households include utilities (water, sewer, power, gas, phone), food, and transportation. Only 45 households (13.6%) said they put money away in savings or investments each month.

In the qualitative household interviews, few households have savings. Only 9 of 25 respondents said they could save money each month, while many respondents stated the difficulties of saving money. Multiple participants expressed trying to save money but ultimately needing it every month to pay bills. Common threads we heard from respondents were along the lines of:

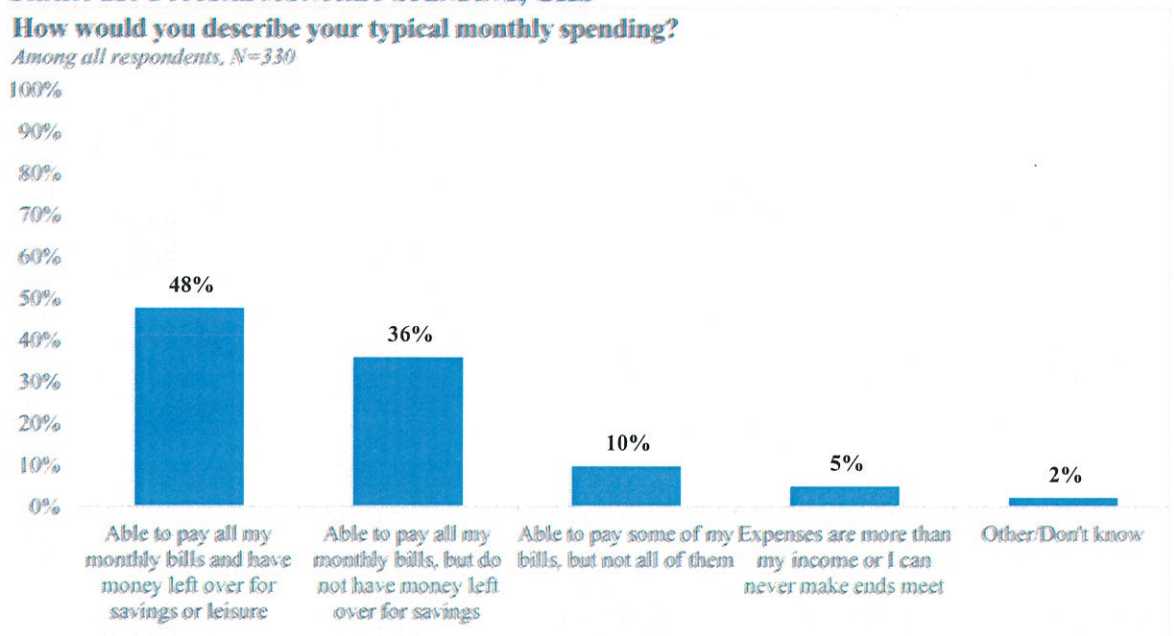
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"All income goes to bills and kids' needs"

Additionally, in the qualitative household interviews, there are a few bill-paying strategies that respondents mentioned. Many workers stated being paycheck to paycheck and just barely able to make ends meet. Others rely on churches, family, and partners to pay bills. As one respondent stated when asked how they pay down their bills every month:

"Well, every other paycheck, I've already divided like - let's say the first paycheck, you got to pay for the car, the phone and then next paycheck, pay for the trash, the water, the car - like that"

CHART 23. TYPICAL MONTHLY SPENDING, GHS



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

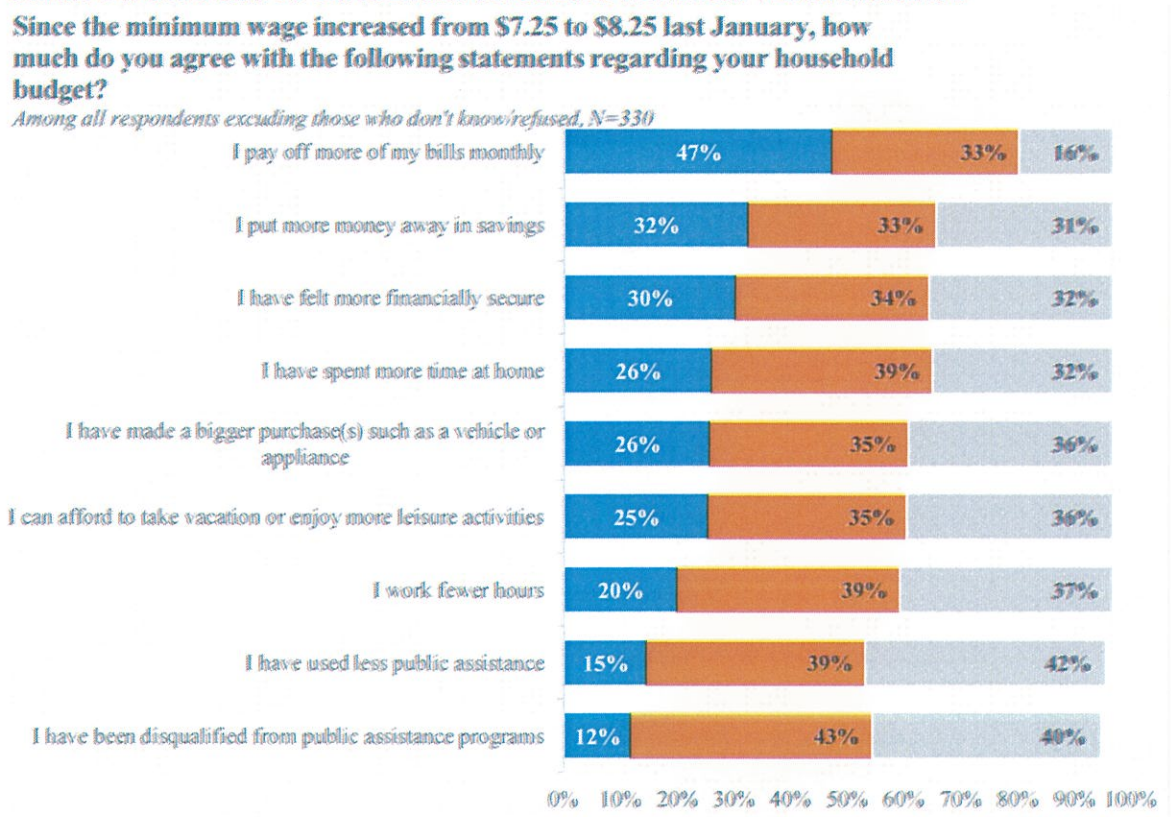
Rising expenses felt across households. Respondents in the qualitative interviews were varied in how they plan to address rising expenses in the future with many respondents unsure what they'll do. Seven respondents talked about prioritizing expenses and staying within budget, while eight respondents plan to look for different or additional jobs. One respondent talked about possibly asking for a raise.

Changes Since Last Increase in Minimum Wage

When respondents were asked, "Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?"

there was a strong variety of responses. This lack of consensus about how the last minimum wage has impacted households truly shows the range of households living in Guam and their circumstances. There was not one question that most respondents agreed upon, though many (47.3 percent) agreed that they can pay off more of their monthly bills. Other than paying off bills, there is stronger feeling that households are not using less public assistance than they were previously. Between 30-40 percent of households have not observed any changes in their spending or saving habits since the increase in minimum wage in January 2015.

CHART 24. CHANGES TO HOUSEHOLD SINCE 2015 MINIMUM WAGE INCREASE



Source: Market Research & Development, Guam Household Quantitative Survey, 2017

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VIII. SUMMARY

This study was designed to identify impact of an hourly minimum wage increase from $7.25 to $8.25 on Guam in 2015. Following the presentation of findings, the research group calls attention to key findings about businesses, households, and Guam's economy.

The study hypothesized that the impact of this minimum wage increase would likely not have a significant effect on the overall condition of Guam's economy. A review of the island's macroeconomic indicators shows Guam to be in an expansionary phase of its business cycle. Leading indicators of GDP, employment, inflation, and others presented here confirm that the minimum wage has not negatively impacted Guam's economic progress. Employment trends show continued job and wage growth.

The Guam Business Survey confirms this finding. Few businesses report reductions in the number of workers, hours, or benefits in the year following the minimum wage increase to $8.25 per hour. Many businesses interviewed indicated that they had absorbed higher minimum wages with no major disruption to their business activities, nor to the employees who work for them. Benefits, number of hours, and full-time employment did not change significantly because of a higher minimum wage to $8.25 per hour.

The Guam Household Survey shows that minimum wage households, while somewhat better off because of the wage increase, report continued dependence on other types of assistance, such as family support or public benefits for food, housing, and utility expenses. This was not the finding for households who had at least one member of the household earning a minimum wage. For these households, most are not enrolled in public assistance programs of any kind and are more reliant on income and benefits from employment to support the household. Many households share concerns about quality of life as they try to keep pace with higher costs for goods and services on Guam.

Where the interests of businesses and households overlap appear to be on issues of developing worker skill. Businesses report wanting greater productivity from workers for whom they are now paying more; households report a desire to improve their skills to move beyond a minimum wage income as they recognize that quality of life will improve with better opportunities, particularly the opportunity to reduce the number of jobs held to have a better quality of life with family. The surveys show shared interests in benefits compensation, job stability, career advancement, and employee morale.

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The research team reiterates its findings of no significant impact during this period of study without forecast of implications under other economic conditions.

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IX. RECOMMENDATIONS

Although this study finds no impact of the hourly minimum wage increase to $8.25 from indicators of Guam's economy, this research group provides recommendations to further the policy goals of improving Guam's economy for those who work and conduct business here.

The finding of no impact is based on interviews and data for 2015, the year in which the minimum wage increase was implemented. The study team recommends that the protocols for monitoring economic indicators for impact in future years be pursued.

Guam's economy may have been able to absorb the minimum wage increase as economic indicators show a growth phase at the time of implementation. The study team recommends that consideration be given to effects of this minimum wage increase under conditions of recession. The decisions by business firms and households may be different.

The study team recommends a broader consideration of compensation, rather than only wage. This study showed interest in valuing total compensation in household and business decisions.

Some firms reported that they did not raise prices because of competition. The nature of this competition was not explored in this study, so whether Guam's competitive market is coming from within the island or from off-island sources is not known. What is interesting is the reported actions by some firms to grow their businesses in new directions and to re-evaluate their businesses to gain efficiencies. These findings should be pursued for impact, as it appears the minimum wage increase may have been an incentive.

Future studies would benefit from data modernization initiatives being taken by various government agencies and should be pursued to make possible continued studies of Guam's economy.

Collaboration with agencies was important and the research benefitted from their contributions. Diverse perspectives working together to understand the impact of minimum wage has broadened our views on this and related subjects and should be continued.

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I. APPENDICES

A. Appendix 1: Technical Notes

Guam Business Survey: Qualitative

Twenty-five businesses on Guam were selected to participate in a qualitative interview to provide more information about the impact of a minimum wage increase. The interview was designed as an open-ended questionnaire conducted during a one-on-one phone session with a trained interviewer.

Firms participating in the qualitative interview were selected from Guam 2015 business license data using a stratified sampling approach. The Guam May 2015 Occupational and Wage Estimates (US Bureau of Labor Statistics) report was used as a basis for determining the sample strata. Nearly 80 percent of lower wage occupations on Guam are found in the Services sector; 20 percent are in Retail. The sample of 25 firms is representative with 20 firms selected from 2015 business license data categorized as Services and 5 firms from 2015 business license data in the Retail sector. A matched replacement sample was identified using similar procedures in the event that a firm is unable or unwilling to participate in the interview.

TABLE 1. SAMPLE SELECTION, GBS-QUALITATIVE

Sample Selection Total	25
Services	**20**
Food Preparation	7
Transportation	4
Building/Grounds Maintenance	4
Production	2
Personal Care	2
Protective Services	1
Retail	**5**

A copy of the survey instrument used for the GBS-Quantitative may be found in Appendix F.

Guam Business Survey: Quantitative

The quantitative segment of the Guam Business Survey (GBS) was conducted from November 2016 to January 2017. Similar to the qualitative business survey, this survey was conducted to assess the impact of the minimum wage increase from $7.25 to $8.25 among businesses on Guam employing workers at a salary rate of $10.10 or lower.

The survey instrument used in the Guam study is based on, and used with permission, the instrument designed, pilot tested, and used by researchers at the University of Washington for the Seattle minimum wage study. A copy of the final GBS-Quantitative survey instrument used for Guam is located in Appendix E, with the variable listing available in Appendix 2A.

Interviews were collected using Computer Assisted Telephone Interviewing, using sample derived from active Guam business license data: the 1) Guam Department of Revenue and Taxation, 2) Business Licensing Branch, Guam Contractors Licensing Board, and, 3) Department of Public Health Child Care/Day Care Licenses. The licenses were categorized by business sector (retail, wholesale, service, peddler, vending and others) and by business type (sole proprietorship, partnership, limited liability corporation, corporation, and foreign). The General Business License data set was quite large due to multiple licenses issued to the same firm for separate business activities such as cigarettes, liquor, and vending machine sales. Some firms had multiple locations, with business licenses for each. As the goal was to build the pool of eligible business firms, the research team reviewed the active data sets to include the name of the firm only once and to include businesses with a higher probability of multiple workers.

A conservative protocol was designed to eliminate over-sampling of firms with 1) multiple entries of the same business license number 2) consulting licenses in which the name of the firm was the same as the owner, and 3) business activity identified as peddling. The total number of eligible businesses from all three licensing sources was 7,677. The list was then stratified by business sector and business type. A random sample of 2500 businesses was identified for the quantitative survey to select 100 business firms. Data in this report are based on unweighted survey responses, meaning that every survey response is counted equally.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether an employer currently had workers earning less than $10.10 an hour. Next, a detailed survey about business practices was completed with employers who were determined eligible in the screener.

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Guam Household Survey: Qualitative

The research team interviewed twenty-five households on Guam which had at least one member who earned a rate of $10.10 or lower and contributed to the household expenses. This survey aimed to get in-depth feedback regarding the impact of the minimum wage increase from $7.25 to $8.25 in 2015.

On average, each interview was approximately 1-2 hours in length. This survey was modified, with permission, from the Seattle Minimum Wage Study and were reviewed and approved by Guam Department of Labor, and the University of Guam Institutional Review Board (IRB) prior to use. A copy of the final survey instrument used for the GHS-Qualitative is found in Appendix H.

Guam Household Survey: Quantitative

The GHS-Quantitative involved 330 households in structured telephone interviews to acquire descriptive data about the households and the actions taken following the minimum wage increase. The GHS-Quantitative surveys were approximately 15 minutes in length, and was fielded via CATI (Computer-Assisted Telephone Interviewing) using a landline telephone sample drawn from the most recent GTA phone listing. Random households were selected by the CATI system, but the specific respondent will be the "head of household" – or the person primarily in charge of paying the bills. Further, the household needed to have at least one person who was employed at a rate of $10.10 or lower, and was contributing to the household expenses.

The sample size of N=330 was be accurate to within ±3.5% at the 95% confidence level; that is, if the survey were to be repeated 100 times, the probability is that 95 times out of a hundred, the results will not vary by more than ±3.5%.

The surveys occurred in two steps: first, a brief screening survey was completed to determine whether households currently had any household members earning less than $10.10 an hour. Next, a detailed survey about household demographics, job profiles and benefits, and opinions about how minimum wage increases affect their daily life was completed with households who were determined eligible in the screener. The survey took about 30-minutes to complete via phone or web. There were 330 completed surveys that fit this eligibility. A copy of the survey instrument used is located in Appendix G, while a list of the variables used are located in Appendix 2B.

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B. Appendix 2a: Variable List: Guam Business Survey

Variable Name	Description
id	Unique Identifier
datestamp	Date stamp
Prepopulate_BCONTACTNM	[Business contact name] Business contact name
Prepopulate_BTITLE	[Title of business contact] Business contact name
Prepopulate_BADDRESS	[Business Address] Business contact name
Prepopulate_BUSDESC	[Description of business] Business contact name
BUSNAME2	What is your firm's name?
BUSNAME0	{BUSNAME2.shown}
SECTOR	Industry name from business license data
STRATA	Industry sector for sampling purposes
EMPEXAPP	Is that an exact or approximate number?
EMPC	Please give your best estimation of how many employees your firm had in Guam as of September 1, 2016.
LOWWAGE	What percentage of these employees earn less than $10.10 per hour?
ISFRANCH	Is [BUSINESS NAME] part of a franchise?
EMPLOYNAT	Does [BUSINESS NAME] have more or less than 100 employees total? Please include employees both inside and outside of Guam. {if(ISFRANCH == 1,'Include all workers at all franchise locations, even the locations with different owners.','')}.
VERIFYSECTOR	All businesses are grouped into sectors, which describe their type of business. We have [BUSINESS NAME]'s business type listed as {INSERTANS:527999X276X10222}. Is that correct?
BUSTYPE	What type of business are you?
BUSTYPE_other	[Other] What type of business are you?
PROFIT	Is your business for-profit, non-profit, government, or another type of business?
PROFIT_other	[Other] Is your business for-profit, non-profit, government, or another type of business?
OWNER	Are you the owner, president, the general manager, or someone who would know about numbers and types of employees, employee compensation, and business strategy, who could complete a survey?

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Variable Name	Description
SURVWHEN	Thank you! Your business is eligible to take our survey. We can either do the survey now, or I can schedule a time to call back, or it can be done on the web. Would you like to do the survey now?
CONTACT_NAME1	[Name (if not [CONTACT NAME] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees
CONTACT_TITLE1	[Title (if not {INSERTANS:527999X276X10223BTITLE}:)] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employee
CONTACT_ADDRESS 1	[Address (if not {INSERTANS:527999X276X10223BADDRESS})] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees
CONTACT_CITYSTAT EZIP1	[City, State, Zip:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
CONTACT_BPHONE1	[Business Phone :] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
CONTACT_CPHONE1	[Cell Phone:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business
CONTACT_EMAIL1	[Email:] Thank you for your responses. Can you provide me with the contact information for {BUSNAME0.shown}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy
PHONECONTACT	Can I get your name, in case the next person we talk to asks who we already spoke with?
PHONECONTACT_ot her	[Other] Can I get your name, in case the next person we talk to asks who we already spoke with?
CATIINSTR	{if(SURVWHEN == 2,'END THIS SURVEY AND SCHEDULE A CALLBACK TIME.','TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.')}

Variable Name	Description
CATIINSTR_other	[Other] {if (SURVWHEN == 2,'END THIS SURVEY AND SCHEDULE A CALLBACK TIME.','TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.')}
STARTSURVEY	{if (SURVWHEN == 1, 'Thank you. We are conducting a survey of Guam Employers as part of a study of the minimum wage workforce and business environment. By completing this survey, you will provide information to leaders in Guam about the challenges facing e
RTITLE_RTITLEO	[The owner] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply
RTITLE_RTITLEM	[A manager or supervisor] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me
RTITLE_RTITLEP	[A personnel department official] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment?
RTITLE_RTITLEDK	[Don't know] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply
RTITLE_RTITLEREF	[Refuse] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply.
RTITLE_other	[Other] To start off, I'd like to ask some general questions about you and your organization. [IWER: "SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER."] What is your position in the establishment? Tell me all that apply.
PRODUCT	What is your firm's main product or service? For example, "we manufacture sporting goods," "casual restaurant," or "accounting and business services"
FAMILYOWN	Is {BUSNAME0.shown} a family-owned firm?
WOMANOWN	Is {BUSNAME0.shown} a woman-owned firm?
LOCNUM	How many locations does {BUSNAME0.shown} have within Guam? This could include an office, a branch, or retail or manufacturing location.
LOCEXAPP	Is that an exact or approximate number?

Variable Name	Description
OLOC	Does your firm/organization have other locations outside of Guam?
OLOCNUM	How many locations does {BUSNAME0.shown} have outside of Guam?
OLOCEXAPP	Is that an exact or approximate number?
CYEARS	For how long has your company/organization been in operation here in Guam? (If less than one year, say 0.)
PRIOREX	Was your company/organization in existence before your Guam operations began?
CUSTLOC_CUSTLOC1	[Our {if (PROFIT == 1,'customers','clients')} come to our place of business.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC2	[We provide goods and services to {if (PROFIT == 1,'customers','clients')} who are located outside of Guam.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC3	[We provide goods and services to {if (PROFIT == 1,'customers','clients')} who are located in Guam.] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC4	[Our business/services are not geographically specific (example: internet-based).] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOCDK	[Don't know] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_CUSTLOC	[Refuse] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
CUSTLOC_other	[Other] Which of the following describes the location of your firm's {if (PROFIT == 1,'customers','clients')} Let me know all that apply.
NFTEE	The rest of the questions will focus on your employees working on Guam. How many of the {if(EMPC > 0, EMPC. shown, EMPNUM. shown)} Guam employees work full-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.
NFTEEC	What percentage of your employees do you estimate work full-time?
NPTEE	How many of the {if(EMPC > 0, EMPC. shown, EMPNUM. shown)} Guam employees work part-time? Do not count temporary workers.
NPTEEC	What percentage of your employees do you estimate work part-time?
TEMPORARYEE	Do you have Guam employees who are temporary employees? (Temporary workers could work full-time or part-time and hired on for holiday seasons, tourism, or school years. Do not count independent contractors.)

Variable Name	Description
NTEMPEE	How many workers did you hire in the past 12 months on a temporary basis?
CONTRACTW	Does your firm/organization employ H1 or H2 workers?
NCONTRACT	How many H1 and/or H2 employees do you have working for you in Guam?
YTIPPED	Do any of your employees receive tips in addition to their wages?
TIPPEDN	How many employees do you have who receive tips?
TIPPEDEST	Please give your best estimation of how many employees you have who receive tips.
YCOMMISSION	Do any of your employees receive commissions?
CBAANY	Are any of your employees covered by a collective bargaining agreement?
CBAPROF	Do you have non-professional and non-managerial employees who are covered by a collective bargaining agreement?
CBA	What number or percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
CBAN	What number of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
CBAP	What percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement?
ECHARGRID_ECHARINT	[Paid interns] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARFAM	[Family members] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARDIS	[In special employment class, due to a cognitive or physical disability] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHAREDU	[Employees who are working as part of an approved government subsidized temporary youth employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARWST	[Employees who are working as part of an approved government subsidized transitional employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARWF	[Workers who are part of a workforce training or employment program] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARNEW	[Adult employees new within the last 90 days] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARVET	[Veterans] Please indicate whether you have any employees with the following characteristics.

Variable Name	Description
ECHARGRID_ECHARRES	[Military reserve members] Please indicate whether you have any employees with the following characteristics.
ECHARGRID_ECHARNG	[National guard members] Please indicate whether you have any employees with the following characteristics.
WORKERSGRID_QUITS	[...have quit?] Over the past 12 months, how many of your Guam employees...
WORKERSGRID_DISCHARGES	[...have been discharged?] Over the past 12 months, how many of your Guam employees...
WORKERSGRID_LAYOFFS	[...have been laid off?] Over the past 12 months, how many of your Guam employees...
WORKERSGRID_RECALLS	[...have been recalled from layoff?] Over the past 12 months, how many of your Guam employees...
WORKERSGRID_NEWHIRES	[...have you newly hired?] Over the past 12 months, how many of your Guam employees...
COLLEGEDEG	In your firm, how many employees are in positions that do not require a college degree? Please say the actual number or percent.
COLLEGEDEGN	Enter number: In your firm, how many employees are in positions that do not require a college degree?
COLLEGEDEGP	Percent of employees (%) in positions that do not require a college degree
WOMEN	Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are women? Please say the number or percent.
WOMENN	Number of Female employees:
WOMENP	Percent of female employees (%):
AGEDEMOGGRID	Thinking of the {if (EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following age groups?
EMPNUM	The next few questions are about your employees. How many employees did {BUSNAME0} have in Guam as of September 1, 2016? [If you have multiple locations, include all locations].
AGEDEMOGGRIDN_AGEUND16N	[Under 16 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_AGE1617N	[16 or 17 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?

Variable Name	Description
AGEDEMOGGRIDN_AGE1825N	[Between 18 and 25 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_AGE2650N	[Between 26 and 50 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_AGE5164N	[Between 51 and 64 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDN_AGE65OVN	[65 years of age or older] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
AGEDEMOGGRIDP_AGEUND16P	[Under 16 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_AGE1617P	[16 or 17 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_AGE1525P	[Between 18 and 25 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_AGE1650P	[Between 26 and 50 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_AGE5164P	[Between 51 and 64 years of age] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
AGEDEMOGGRIDP_AGE65OVP	[65 years of age or older] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percentage of them are in the following age groups?
RACEDEMOGGRID	Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDN_RACECHMN	[Chamorro] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?

Variable Name	Description
RACEDEMOGGRIDN_RACEFILN	[Filipino] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_RACEWHTN	[Caucasian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_RACEMIC	[Micronesian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_RACEMULN	[Multiracial] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDN_RACEOTHN	[Other] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number of them are in the following age groups?
RACEDEMOGGRIDP_RACECHMP	[Chamorro] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_RACEFILP	[Filipino] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_RACEWHTP	[Caucasian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_RACEMIC	[Micronesian] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_RACEMULP	[Multiracial] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
RACEDEMOGGRIDP_RACEOTHP	[Other] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what percent of them are in the following race and ethnicity categories?
QUALITYGRID_QUALIFIED	[How hard is it to find qualified applicants for job openings?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.

Variable Name	Description
QUALITYGRID_TRAIN	[How hard is it to train newly hired employees?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
QUALITYGRID_RETAIN	[How hard is it to retain employees?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
QUALITYGRID_MOTIVATE	[How hard is it to keep current employees motivated?] Next I have some questions about how easy or difficult it is for {BUSNAME0.shown} to maintain a quality workforce.
PAYRANGEN	The next questions ask about non-tipped employee wages. You can answer these questions in either raw numbers or percentages.
PAYRANGENN_PAYRANGENDN	[Under $8.25 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENCN	[Between $8.26 and $8.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENBN	[Between $9.00 and $9.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENN_PAYRANGENAN	[$10.00 per hour or more? ($21,000 per year or more)] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENDP	[Under $8.25 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENCP	[Between $8.26 and $8.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENBP	[Between $9.00 and $9.99 per hour?] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?
PAYRANGENP_PAYRANGENAP	[$10.00 per hour or more? ($21,000 per year or more)] Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment, how many non-tipped employees are paid in the following pay ranges?

Variable Name	Description
MCJ10	Think of all of your establishment's non-tipped employees who earn less than $10.00 per hour. What is the most common job title or type of employee in that earning range? (Examples: technician, aide, assistant, server, busser, barista, etc.)
PAYRANGEIT	The next questions ask about tipped employee wages, but ask you to include both hourly pay and tips received. You can answer these questions in either raw numbers or percentages.
PAYRANGEITN_PAYRANGEITDN	[Under $8.25 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYRANGEITCN	[Between $8.26 and $8.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYRANGEITBN	[Between $9.00 and $9.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITN_PAYRANGEITAN	[$10.10 per hour or more? ($21,000 per year or more)] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYRANGEITDP	[Under $8.25 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYRANGEITCP	[Between $8.26 and $8.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYRANGEITBP	[Between $9.00 and $9.99 per hour?] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
PAYRANGEITP_PAYRANGEITAP	[$10.10 per hour or more? ($21,000 per year or more)] Thinking of the tipped employees at your establishment, how many employees are paid in the following pay ranges (including tips)?
MCJNUM	How many {MCJ10.shown}s did you have in Guam as of September 1, 2016?
MCJEXAPP	Is that an exact or approximate number?
MCJCATN	Please give your best estimation of how many {MCJ10.shown}s you had in Guam as of July 1, 2016.

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Variable Name	Description
MCJPAY	What is the typical starting hourly wage for a new {MCJ10.shown}? If you have not recently hired a new {MCJ10.shown} please use the starting hourly wage for the last {MCJ10.shown} hired.
MCJPAY_other	[Other] What is the typical starting hourly wage for a new {MCJ10.shown}? If you have not recently hired a new {MCJ10.shown} please use the starting hourly wage for the last {MCJ10.shown} hired.
MCJWAGEEXAPP	Is the starting wage an exact or approximate number?
MCJWAGEEXAPP_other	[Other] Is the starting wage an exact or approximate number?
RAISES	Did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
RAISEAMT	How much did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
RAISEAMT_other	[Other] How much did the starting wage for a new {MCJ10.shown} increase during calendar year 2015?
BENHINS_BENHINS	[Health insurance for employee] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know
BENHINS_BENSICKLV	[Paid sick leave] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENVACLV	[Paid vacation leave] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENPDHOL	[Paid holidays] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one e

Variable Name	Description
BENHINS_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that
BENHINS_BENNONE	[None of the above] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENDK	[Don't know] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENHINS_BENREF	[Refuse] The next questions ask about benefits. Which of the following benefits does your business offer to employees? Include the benefits if offered to at least one employee. Let me know all that apply.
BENPTOINCL	Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?
BENPTOINCL_other	[Other] Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?
BENJOBCATGRID_BENHINS	[Health insurance for employee] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENSICKLV	[Paid sick leave] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENVACLV	[Paid vacation leave] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENPDHOL	[Paid holidays] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to full-time employees? Tell me all that apply.

Variable Name	Description
BENJOBCATGRID_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENNONE	[None of the above] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENDK	[Don't know] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID_BENREF	[Refuse] Which benefits apply to full-time employees? Tell me all that apply.
BENJOBCATGRID2_BENHINS	[Health insurance for employee] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENSICKLV	[Paid sick leave] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENVACLV	[Paid vacation leave] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENPDHOL	[Paid holidays] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENNONE	[None of the above] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENDK	[Don't know] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID2_BENREF	[Refuse] Which benefits apply to part-time employees? Tell me all that apply.
BENJOBCATGRID3_BENHINS	[Health insurance for employee] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENFHINS	[Health insurance for employee's spouse, domestic partner, or dependents] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENSICKLV	[Paid sick leave] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.

Variable Name	Description
BENJOBCATGRID3_BENVACLV	[Paid vacation leave] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENPDHOL	[Paid holidays] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENPTO	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENFAMILY	[Undesignated leave or universal "Paid time off" (PTO)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENNONE	[None of the above] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENDK	[Don't know] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
BENJOBCATGRID3_BENREF	[Refuse] Which benefits apply to {MCJ10.shown}s? Tell me all that apply.
MCJUSEHINS	Do any of your {MCJ10.shown}s use company-provided health insurance for themselves?
MCGSALES	The next questions are about {BUSNAME0.shown}'s sales and business operations. You said that your main product or service is {PRODUCT.shown}. In the last 12 months, have prices for {PRODUCT.shown} increased, decreased, or stayed the same?
MCGCHGAMT	What was the approximate overall percentage change in the price of {PRODUCT.shown} during 2015?
TOTVOL	Across all products and services, what was your approximate total sales value last year?
SALES15	During the first two quarters of 2015, did your firm's total sales or revenues grow, decline, or stay about the same relative to the same period the prior year?
SALESCHG	What was the approximate overall percentage change in your sales/revenue volume during the first two quarters of 2015?
COSTS15	In the first two quarters of 2015, did your firm's costs or expenditures grow, decline, or stay about the same? Consider all costs: labor, raw materials, goods, facilities, services, etc.
COSTSCHNG	Approximately what was the overall percentage change in your total costs/expenditures during the first two quarters of 2015?

Variable Name	Description
COSTSCHG100	Did you mean to indicate a percentage greater than 100%?
MINWAGETIP	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay tipped employees working in Guam as of January 1, 2015?
MINWAGENTIP	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay non-tipped employees working in Guam as of January 1, 2015?
MINWAGE	Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay employees working in Guam as of January 1, 2015?
CHANGEGRID_CHGRAISE	[Raise the wages of one or more employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGRAISENMIN	[Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGLIMIT	[Limit raises or decrease wages for employees earning more than minimum wage?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGREDUCEH	[Reduce the number of scheduled hours for minimum wage employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGREDUCEE	[Reduce the number of employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGRCONTRACT	[Contract out work currently provided in-house?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID_CHGFEES	[Add service charges or other fees specifically meant to offset the wage mandates?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGRAISEPR	[Raise prices on goods or services?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGTRAIN	[Offer training or educational advancement opportunities to employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?

Variable Name	Description
CHANGEGRID2_CHGTECH	[Replace any aspects of jobs with advanced technology?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGADDHBEN	[Add health care benefits for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGREBEN	[Reduce benefits for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGELIMOBEN	[Eliminate another benefit for some employees?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHANGEGRID2_CHGOTH	[Any other changes?] Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year?
CHGFEESSPEC	You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.
CHGFEESSPEC_other	[Other] You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.
CHGFEESPER	How much is your service fee?
CHGFEESPER_other	[Other] How much is your service fee?
CHGOTHSPEC	You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.
CHGOTHSPEC_other	[Other] You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.
ANTICIPATEGRID_ANTICRAISE	[Raise the wages of one or more employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICRAISENMIN	[Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICLIMIT	[Limit raises or decrease wages for employees earning more than minimum wage?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICREDUCEH	[Reduce the number of scheduled hours for minimum wage employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?

Variable Name	Description
ANTICIPATEGRID_ANTICREDUCEE	[Reduce the number of employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICRCONTRACT	[Contract out work currently provided in-house?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICRAISEPR	[Raise prices on goods or services?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICFEES	[Add service charges or other fees specifically meant to offset the wage mandates?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID_ANTICTRAIN	[Offer training or educational advancement opportunities to employees] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICTECH	[Replace any aspects of jobs with advanced technology?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICADDHBEN	[Add health care benefits for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICREBEN	[Reduce benefits for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICELIMOBEN	[Eliminate another benefit for some employees?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICLOWTURN	[Lower rates of turnover among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICIMPMOR	[Improved morale among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICIMPPROD	[Improved productivity among minimum wage workers?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?

Variable Name	Description
ANTICIPATEGRID2_ANTICDECPROD	[Diminished morale or productivity among employees earning between $10.00 and $13.00 per hour?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICINCAPP	[A higher number of applicants for minimum wage positions?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICIPATEGRID2_ANTICOTH	[Any other changes?] If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to {BUSNAME0.shown}?
ANTICOTHSPEC	You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.
ANTICOTHSPEC_other	[Other] You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.
FINALSAY	That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?
CONTACTEND_BUSNAMECONF	[Business Name:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_NAMECONF	[Your Name*:] I would like to thank you for your participation .Before we finish, I would like to confirm your contact information.
CONTACTEND_TITLECONF	[Title:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BPHONECONF	[Business Phone* (###-###-####):] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BADDRCONF	[Business Address:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BCITYCONF	[City, State, Zip:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_CPHONECONF	[Cell Phone:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CONTACTEND_BEMAILCONF	[Business Email*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.

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D. Appendix 2b: Variable List: Guam Household Survey

Variable Name	Variable Label
id	id
submitdate	Submit date
datestamp	Date stamp
CATSTART	Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct household. "Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are calling households as part of
HOUSEHOLDTOTAL	How many total people currently live in your home?
HOUSEHOLDTOTAL_other	[Other] How many total people currently live in your home?
HOUSEDEPNUM	How many children or dependents currently live in your home?
HOUSEDEPNUM_other	[Other] How many children or dependents currently live in your home?
HOUSEDEPNUMEXAPP	Is that an exact or approximate number?
HOUSEWORKERNUM	How many people in your home currently have a paying job?
HOUSEWORKERNUM_other	[Other] How many people in your home currently have a paying job?
MWAGE	Does anyone in your home earn $10.10 or less per hour?
MWAGENUM	How many people in your household home earn the minimum wage or less than $10/hour?
MWAGENUM_other	[Other] How many people in your household home earn the minimum wage or less than $10/hour?
MWAGEHEADOFHOUSE	Does the person in your household earning $10.10 or less per hour contribute to the household expenses?
MWAGELENGTH	Has the person who makes less than $10.10/hour had their job for at least 2 months?
SURVWHEN	Thank you! You are eligible to take our survey. Would you like to do the survey now, or would you prefer that I schedule a time to call back?
CONTACT_FIRSTNAME	[Name] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
CONTACT_LASTNAME	[Last Name] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
CONTACT_CPHONE	[Cell Phone] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?

CONTACT_CBTIME	[Ideal Callback Date/Time] Thank you for your responses. Can you provide me with the contact information for the person in your home that makes minimum wage?
THNKYOU	(no low wage workers)Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me?
FAMNUM	{INSERTANS:286168X329X11742other}
AGEDEMOGGRID_AGEUND10N	[Under 10 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE1018N	[Between 10 and 18 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE1825N	[Between 18 and 25 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE2650N	[Between 26 and 50 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE5164N	[Between 51 and 64 years of age] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
AGEDEMOGGRID_AGE65OVN	[65 years of age or older] To start off, I'd like to ask some general questions about your home. Thinking of everyone who lives in your household, how many people, including yourself, are in the following age groups?
RACEDEMOGGRID_RACECHMN	[Chamorro] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEFILN	[Filipino] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEWHTN	[Caucasian] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEMICRO	[Micronesian] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
RACEDEMOGGRID_RACEMULN	[Multiracial] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?

RACEDEMOGGRID_RACEOTHN	[Other] Thinking of everyone who lives in your household, how many people, including yourself, are in the following race or ethnic groups?
FINANCEPOS	What is your role in the household? Tell me all that apply.
FINANCEPOS_other	[Other] What is your role in the household? Tell me all that apply.
GENDER	What is your gender?
GENDER_other	[Other] What is your gender?
HSDIPLOMA	Do you have a high school diploma?
HOUSEHOLDDIPLOMA	How many people in your home have a high school diplomas?
HOUSEHOLDDIPLOMA_other	[Other] How many people in your home have a high school diplomas?
COLLEGEDEG	Do you have a four-year college degree? (IF NECESSARY: "a Bachelor's degree")
HOUSEHOLDCOLLEGE	How many people in your home have a college degrees Please say the actual number.
HOUSEHOLDCOLLEGE_other	[Other] How many people in your home have a college degrees Please say the actual number.
COLLEGEDROP	Has anyone in your household stopped going to college in order to work?
HOUSING	Which of the following best describes your housing situation?
HOUSING_other	[Other] Which of the following best describes your housing situation?
LENGTHRESIDENCE	How long have you lived in Guam?
WHEREFROM	Before you lived in Guam, in which country did you live?
WHEREFROM_other	[Other] Before you lived in Guam, in which country did you live?
MOVEMPLOYMENT	Did you move to Guam primarily for employment?
MOVEMPLOYMENT_other	[Other] Did you move to Guam primarily for employment?
ADDITIONALSOURCE	Do you typically rely on other sources outside of wages for financial support?(if necessary: support from extended family, etc.)
ADDITIONALSOURCE_other	[Other] Do you typically rely on other sources outside of wages for financial support?(if necessary: support from extended family, etc.)
INCOMETYPE_1	[A job] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_2	[Informal or under-the-table work] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_4	[Don't know] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
INCOMETYPE_5	[Refuse] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?

INCOMETYPE_other	[Other] Now I'm going to ask about your job and types of income. Over the past 12 months, what ways have you made money?
PUBASSIST_1	[Temporary Assistance for Needy Families (TANF)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_2	[Supplemental Security Income (SSI)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_3	[Earned Income Credit (EIC)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_4	[Supplemental Nutrition Assistance Program (SNAP)] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_5	[Child care support] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_6	[Medicaid] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_8	[Have not received any public assistance] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_9	[Don't know] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_10	[Refuse] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PUBASSIST_other	[Other] Over the past 12 months, have you received any of the follow public assistance? Tell me all that apply.
PAYDAYLOAN	Over the past 12 months, how often have you received a payday advance from your employer? [select all that apply]
SECTOR	Now I'm going to ask you questions about your current job. In what industry do you work?
SECTOR_other	[Other] Now I'm going to ask you questions about your current job. In what industry do you work?
PRIMARYWORK	What is your current job title? If you have more than one job, please enter the job title for your primary job.
PRIMARYWORK_other	[Other] What is your current job title? If you have more than one job, please enter the job title for your primary job.
CURRENTJOB	How long have you been in your current job?
CURRENTJOB_other	[Other] How long have you been in your current job?
CURRENTJOBEXAPP	Is that an exact or approximate number?
CURRENTJOBMONTHS	How many months have you been in your current job?

CURRENTJOBMONTHS_other	[Other] How many months have you been in your current job?
CURRENTJOBMONTHSEXAP	Is that an exact or approximate number?
FULLPARTTIME	Now I'm going to ask about your work schedule. Is your (main) job full-time or part-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.
HOURSAVG	How many hours do you work on average per week, counting all jobs?
HOURSAVG_other	[Other] How many hours do you work on average per week, counting all jobs?
HOURSAVGEXAPP	Is that an exact or approximate number?
HOURSLAST	How many hours did you work last week?
HOURSLAST_other	[Other] How many hours did you work last week?
HOURSLASTEXAPP	Is that an exact or approximate number?
TEMPORARYEE	Over the past 12 months, have you been hired on as a temporary employee?
CONTRACTW	Are you an H1 or H2 worker?
PAYFREQ	How often do you get paid?
YTIPPED	Do you receive tips in addition to your wages?
TIPPEDN	How much do you make on average per hour in tips?
TIPPEDN_other	[Other] How much do you make on average per hour in tips?
TIPEST	Please give your best estimation of how much you typically makes per hour in tips.
YCOMMISSION	Do you receive commissions?
SCHEDULE	Is your work or shift schedule the same every week?
SCHEDULEADVANCE	If your schedule varies week by week, how far in advance do you receive your schedule?
SCHEDULEADVANCE_other	[Other] If your schedule varies week by week, how far in advance do you receive your schedule?
ECHARGRID_ECHARINT	[Working as a paid intern] Please indicate whether any of the following apply to you. Are you...
ECHARGRID_ECHARFAM	[Working for a family member(s)] Please indicate whether any of the following apply to you. Are you...
ECHARGRID_ECHARDIS	[In special employment class due to a cognitive or physical disability] Please indicate whether any of the following apply to you. Are you...
ECHARGRID_ECHARWF	[Working as part of a workforce training or employment program] Please indicate whether any of the following apply to you. Are you...
ECHARGRID_ECHARNEW	[New to your job within the last 90 days] Please indicate whether any of the following apply to you. Are you...

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ECHARGRID_ECHARVET	[A veteran] Please indicate whether any of the following apply to you. Are you...
ECHARGRID_ECHARRES	[A military reserve member] Please indicate whether any of the following apply to you. Are you...
WORKERSGRID_QUITS	[...quit?] Over the past 12 months, how many times have you...
WORKERSGRID_DISCHARGES	[...been discharged?] Over the past 12 months, how many times have you...
WORKERSGRID_LAYOFFS	[...been laid off?] Over the past 12 months, how many times have you...
WORKERSGRID_RECALLS	[...been recalled from layoff?] Over the past 12 months, how many times have you...
WORKERSGRID_NEWJOB	[...gotten a new job] Over the past 12 months, how many times have you...
QUALITYGRID_FINDJOB	[How hard is it to find a job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MAINTAIN	[How hard is it to keep a job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_ENJOY	[How hard is it to enjoy your current job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MOTIVATE	[How hard is it to feel motivated in your current job?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
QUALITYGRID_MWAGEJOB	[How hard is it to find a job that pays more than minimum wage?] Next I have some questions about how easy or difficult it is for you to maintain a quality job.
HOURLYWAGE	Thinking of your job, how much do you earn per hour?
HOURLYWAGE_other	[Other] Thinking of your job, how much do you earn per hour?
HOURLYWAGESEXAPP	Is that an exact or approximate number?
RAISES	Did you get a raise in 2015?
RAISEAMT	How much did your wage increase during calendar year 2015?
RAISEAMT_other	[Other] How much did your wage increase during calendar year 2015?
BENHINS_BENHINS	[Health insurance] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENFHINS	[Health insurance for your spouse, domestic partner, or dependents] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?

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BENHINS_BENSICKLV	[Paid sick leave] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENVACLV	[Paid vacation leave] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENPDHOL	[Paid holidays] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENPTO	[Undesignated leave or universal "Paid time off" (PTO)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENFAMILY	[Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENRETIRE	[Contributions to a retirement or pension plan (401k, 403b, etc.)] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENNONE	[None of the above] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENDK	[Don't know] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_BENREF	[Refuse] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
BENHINS_other	[Other] The next questions ask about benefits. Which of the following benefits do you have with your current/primary employer?
USEHINS	Do you use company-provided health insurance for yourself?
TOTALINC	Now I'm going to ask about your household income and spending. Across all workers in your household, what was your approximate total household income last year?
TOTALINC_other	[Other] Now I'm going to ask about your household income and spending. Across all workers in your household, what was your approximate total household income last year?
COSTSCHG	In the last 12 months, have your household costs grown, declined, or stay about the same? Consider all costs: rent, food, utilities, etc.
RENTN	Rent or mortgage payment
RENTN_other	[Other] Rent or mortgage payment
RENTTP	Is this a typical amount? IF NECESSARY: "For rent or mortgage payment"
FOODN	Food
FOODN_other	[Other] Food
FOODTP	Is this a typical amount? IF NECESSARY: "For food"

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UTILN	Utilities (water/sewer/power/gas/phone)
UTILN_other	[Other] Utilities (water/sewer/power/gas/phone)
UTILTP	IF NECESSARY: For utilities (water/sewer/power/gas/phone)?
TRANSPORTN	Transportation
TRANSPORTN_other	[Other] Transportation
TRANSPORTP	Is this a typical amount? IF NECESSARY: For transportation ?
MEDICALN	Medical costs (including insurance)
MEDICALN_other	[Other] Medical costs (including insurance)
MEDICALTP	Is this a typical amount? IF NECESSARY: For medical costs (including insurance) ?
EDUCN	Education or training
EDUCN_other	[Other] Education or training
EDUCTP	Is this a typical amount? IF NECESSARY: For education or training ?
SAVEN	Savings/investments
SAVEN_other	[Other] Savings/investments
SAVETP	Is this a typical amount?IF NECESSARY: For savings/investments?
LEISN	Leisure
LEISN_other	[Other] Leisure
LEISTP	Is this a typical amount?IF NECESSARY: For leisure ?
OTHN	Other
OTHN_other	[Other] Other
householdbudgetoth	Can you tell me what this other expense is?
OTHTP	Is this a typical amount? IF NECESSARY: For something else?
SPENDCATEG	How would you describe your typical monthly spending?
SPENDCATEG_other	[Other] How would you describe your typical monthly spending?
CHANGEGRID_CHGBILLS	[I pay off more of my bills monthly] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGSAVINGS	[I put more money away in savings] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGVACATION	[I can afford to take vacation or enjoy more leisure activities] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGHOURS	[I work fewer hours] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?

CHANGEGRID_CHGBUY	[I have made a bigger purchase(s) such as a vehicle or appliance] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGHOME	[I have spent more time at home] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGSECURE	[I have felt more financially secure] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGNEEDPUBASSIST	[I have used less public assistance] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
CHANGEGRID_CHGPUBASSIST	[I have been disqualified from public assistance programs] Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget?
ANTICIPATEGRID_ANTICBILLS	[I will pay off more of my bills monthly] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICSAVINGS	[I will put more money away in savings] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICVACATION	[I will afford to take vacation or enjoy more leisure activities] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICHOURS	[I will work fewer hours] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICBUY	[I will make a bigger purchase(s) such as a vehicle or appliance] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICHOME	[I will spend more time at home] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICSECURE	[I will feel more financially secure] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
ANTICIPATEGRID_ANTICPUBASSIST	[I will need less public assistance] If the Guam minimum wage requirement increases to $10.10, do you anticipate any of the following happening?
FINALSAY	That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?

CATIEND_FAMNAME	[Family Name:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_FIRSTNAME	[Your Name*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_PHONE	[Phone* (###-###-####):] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_CPHONE	[Cell Phone:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.
CATIEND_EMAIL	[Email*:] I would like to thank you for your participation. Before we finish, I would like to confirm your contact information.

E. Guam Business Survey: Quantitative

Survey of GuamEmployers (SGE) Programming Script

Module 1: Screener

Text in **bold blue** are variable names.

Text in brackets {} denotes a text fill. If a variable name is in the brackets, the response value is used for the text fill.

DATA FROM SAMPLE TABLE TO BE IMPORTED INTO SURVEY. ***These variables will be automatically filled from the sample data:***

PAC Web survey access code

BUSID Business ID

BUSNAME Business name

TRADENAME Trade name

BCONTACTNM Business contact name

BTITLE Title of business contact

BADDRESS Business Address

BUSDESC Description of business

STRATA

Industry sector for sampling purposes

1 Hospitality
2 Construction
3 Retail
4 Wholesale
5 Service
6 Healthcare
7 All other sectors

SECTOR

Industry name from business license data

1 11: Agriculture, Forestry, Fishing, Hunting

2 21: Mining, Quarrying, Oil and Gas Extraction

3 22: Utilities

4 23: Construction

5 31-33: Manufacturing

6 42: Wholesale Trade

7 44-45: Retail Trade

8 48-49: Transportation, Warehousing

9 51: Information

10 52: Finance and Insurance

11 53: Real Estate, Rental, Leasing

12 54: Professional, Science, Technical Services

13 55; Management of Companies and Enterprises

14 56: Administration, Support, Waste Management, Remediation Services

15 61: Educational Services

16 62: Health Care, Social Assistance

17 71: Arts, Entertainment, Recreation

18 72: Accommodation, Food Services

19 81: Other Services (except Public Administration)

20 92: Public Administration

21 99: Unclassified

22 Nonprofit Human Services organization

23. Other (specify): _____

Variables used for programming:

ELIGIBILITY Eligibility status

1. Eligible
2. Ineligible – No low wage workers

Screening Survey Start: (ALL SCREENING DONE IN CATI)

CATI INTRO SCREEN:

Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct business.

"Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are contacting businesses and organizations as part of a study of the Guam minimum wage. You should have received a letter from us recently giving you a brief overview of the study. [Confirm the letter was received] Can I ask you a few questions to determine if your business fits the criteria for our survey?"

Please remember to write a comment after every call attempt. Please also note the phone number called (all 9 digits the first and last time a number is called; x followed by last 4 digits all other times). To keep comments short, please refer to your general calling abbreviation guide.

Click the blue arrow button to begin screener.

ISBUS

[IWER: CONFIRM BUSINESS NAME UPON PERSON ANSWERING PHONE. TRADE NAME IS **{TRADENAME}.** BUSINESS LEGAL NAME IS **{BUSNAME}.** IF VERIFIED, SELECT APPROPRIATE NAME TO USE THROUGHOUT SURVEY BELOW.]

Hello. My name is _____, and I'm calling from Market Research & Development, Inc. We are contacting businesses and organizations as part of a study of the Guam minimum wage.

1 Yes, trade name is correct

2 Yes, business legal name is correct

3 No →[IWER: VERIFY PHONE #]

PROGRAMMER:

IF ***ISBUS***= 1, USE ***TRADENAME*** THROUGHOUT SURVEY.

IF ***ISBUS***= 2, USE ***BUSNAME*** THROUGHOUT SURVEY.

IF *ISBUS*= YES (1 OR 2), SKIP TO *EMPLOYN.*

IF ***ISBUS***= NO, CONTINUE.

BUSNAME2

What is your firm's name?

SCREENOUT

Thank you for your time.

PROGRAMMER: END SURVEY &SET SAMPLE TABLE SCREENER TO "INCORRECT BUSINESS/PHONE".

EMPNUM

The next few questions are about your employees.

How many employees did {**TRADENAME/BUSNAME**} have in Guam as of September 1, 2016? {If you have multiple locations, include all locations}. [IWER: IF THEY DON'T KNOW, ASK : If you don't know the exact number, what is your best guess?

Number of employees: _____ (Range: 0+)

Don't know

Refuse

EMPEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

IF ***EMPNUM*** = DK OR REF, CONTINUE.

IF ***EMPNUM*** >0, SKIP TO ***LOWWAGE***

IF ***EMPNUM*** =0, SKIP TO ***THNKYOU***.

EMPC

Please give your best estimation of how many employees your firm had in Guam as of September 1, 2016.

1 1 to 4

2 5 to 19

3 20 to 49

4 50 to 99

5 100 to 249

6 250 to 499

7 500+

8 Don't know

9 Refuse

LOWWAGE

What percentage of these employees earn less than $10.10 per hour?

1 None

2 Less than 1 in 10 (<10%)

3 10% or more but less than a quarter (25%)

4 25% or more but less than half (50%)

5 50% or more

6 Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

ISFRANCH

Is {**TRADENAME/BUSNAME**} part of a franchise?

1 Yes

2 No

3 Don't know

4 Refuse

[IWER: A "franchise" means a written agreement by which:

- 1. A person is granted the right to engage in the business of offering, selling, or distributing goods or services under a marketing plan prescribed or suggested in substantial part by the grantor or its affiliate;
- 2. The operation of the business is substantially associated with a trademark, service mark, trade name, advertising, or other commercial symbol; designated, owned by, or licensed by the grantor or its affiliate; and

- 3. The person pays, agrees to pay, or is required to pay, directly or indirectly, a franchise fee.]

IF ***ISFRANCH*** = YES, INCLUDE TEXT IN BRACKETS IN ***EMPLOYNAT***.
IF ***ISFRANCH*** =NO, DO NOT INCLUDE TEXT IN BRACKETS IN ***EMPLOYNAT***.

EMPLOYNAT

Does {**TRADENAME/BUSNAME**} have more or less than 100 employees total? Please include employees both inside and outside of Guam. {Include all workers at all franchise locations, even the locations with different owners.}

1 Definitely less than 100

2 Probably less than 100

3 Probably more than 100

4 Definitely more than 100

5 Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

VERIFYSECTOR

All businesses are grouped into sectors, which describe their type of business. We have {**TRADENAME/BUSNAME**}'s business type listed as {**SECTOR**}. Is that correct?

1 Yes

2 No

3 Don't know [IWER: IF DK, ASK TO SPEAK TO SOMEONE WHO WOULD KNOW]

4 Refuse

IF ***VERIFYSECTOR*** = YES, SKIP TO ***PROFIT***.

IF ***VERIFYSECTOR*** = NO, CONTINUE.

BUSTYPE

What type of business are you?

_____

Don't know

PROFIT

Is your business for-profit, non-profit, government, or another type of business?

1 For-profit

2 Non-profit

3 Government

4 Another type (please specify): **PROFIT_SPEC**

5 Don't know

6 Refuse

IF ***LOWWAGE***= 1 NONE, GO TO ***THNKYOU***. (**Programmer**: Set **ELIGIBILITY** to 2 (INELIGIBLE-NO LOW WAG WORGERS))

IF FIRM HAS LOW WAGE WORKERS (***LOWWAGE***> 0), CONTINUE.

OWNER

Are you the owner, president, the area manager, or someone who would know about numbers and types of employees, employee compensation, and business strategy, who could complete a survey?

1 Yes, Owner/President
2 Yes, Area Manager
3 Yes, other manager
4 No

IF ***OWNER***= ANY YES, CONTINUE.

IF ***OWNER***= NO, SKIP TO ***CONTACT*** AND USE WORDING LEFT OF SLASH IN CURLY BRACKETS.

SURVWHEN

Thank you! Your business is eligible to take our survey. We can either do the survey now, or I can schedule a time to call back, or it can be done on the web. Would you like to do the survey now?

1. Yes, do the survey now

2. No, schedule a call back time
3. No, do it on the web

IF ***SURVWHEN***= DO SURVEY NOW, SKIP TO INSTRUCTION BOX BEFORE ***STARTSURVEY***

IF ***SURVWHEN***= SCHEDULE A CALL BACK TIME OR DO ON WEB, CONTINUE & USE WORDING RIGHT OF SLASH I CURLY BRACKETS.

PROGRAMMER: Autofill contact information with imported business contact information.

CONTACT

Thank you for your responses. Can you {provide me with the contact information for {**TRADENAME/BUSNAME**}'s owner, president, area manager, or someone else who would know about numbers and types of employees, employee compensation, and business strategy / first provide me with your contact information}?

[IWER: COLLECT THE FOLLOWING CONTACT INFORMATION. (THE NEXT SCREEN WILL ASK IF THERE IS A SECOND CONTACT.)]

Name:	**{BCONTACTNM}NAME1**
Title:	**{BTITLE} TITLE1**
Address:	**{BADDRESS} ADDRESS1**
City, State, Zip:	**CITYSTATEZIP1**

Business Phone : **BPHONE1**

Cell Phone: **CPHONE1**

Email: **EMAIL1**

PHONECONTACT

Can I get your name, in case the next person we talk to asks who we already spoke with?

_____

Refuse

CATIINSTR

Programmer:

If **SURVWHEN** = 2 (schedule call back), show: [IWER: END THIS SURVEY AND SCHEDULE A CALLBACK TIME.]

If **SURVWHEN** = 3 (do on web), show: [IWER: TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.]

NOT ELIGIBLE:

THNKYOU **(no low wage workers)**

Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me? [IWER: PAUSE, ANSWER QUESTIONS.]

SCREENNO (no employees in Guam)

Thank you for your responses and your time. At this point we are only contacting businesses and organizations with employees in Guam.

Module 2: Survey

IF ***SURVWHEN*** = DO SURVEY NOW, CONTINUE TO ***STARTSURVEY*** (**CATI2**).

IF ***SURVWHEN*** = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA CATI, CONTINUE TO **STARTSURVEY** (**CATI**).

IF ***SURVWHEN*** = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA WEB, SKIP TO **STARTSURVEY** (**WEB**).

IF ***SURVWHEN*** = DO IT ON WEB, SKIP TO ***STARTSURVEY*** (**WEB**)

STARTSURVEY (CATI)

Hi. My name is _____. I'm calling from the Market Research & Development, Inc. Am I speaking to {**CONTACTNM**} at {**TRADENAME/BUSNAME**}? [IWER: IF NOT, ASK FOR CORRECT CONTACT AT BUSINESS.]

(CATI2)

Thank you. We are conducting a survey of Guam Employers as part of a study of the minimum wage workforce and business environment. By completing this survey you will provide information to leaders in Guam about the challenges facing employers here. The survey should take about 20 minutes to complete.

We are very grateful for your time and appreciate all the information you will share with us.

STARTSURVEY (WEB) (WEB SURVEYS START HERE IF SCREENING COMPLETED)

Market Research & Development, Inc. is conducting a survey of employers about doing business in Guam. This survey should take about 20 minutes to complete. Your responses will be confidential. By completing this survey you will provide information to leaders in Guam about the challenges facing employers in your region. As a reminder, we are interested in your responses regarding your firm {**TRADENAME/BUSNAME**}, located at {**BADDRESS**}.

Throughout the survey, please use the NEXT and BACK buttons to move around in the survey. *Do not use the Forward and Back buttons on your browser*. If you need to take a break, simply close the browser window. Your responses will be saved to that point, so when you return the survey will start where you left off. (Please keep your access code handy to be able to log in again.)

If you need assistance or would like to finish the survey with an interviewer, please call our toll-free number, PHONE NUMBER HERE and leave a message. An interviewer will then call you to schedule a time to complete the survey.

PROGRAMMER NOTES: IF **WEB** SURVEY, SHOW **STARTSURVEY (WEB)**AND **RTITLE** ON THE SAME SCREEN.

IF **CATI** SURVEY & **SURVWHEN** = **DO IT NOW**, SHOW IWER INSTRUCTIONS IN **RTITLE**.

RTITLE

{CATI: To start off, I'd like to ask/WEB: First are} some general questions about you and your organization. {CATI: [IWER: SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER.] }

What is your position in the establishment? {WEB: *Select all that apply* /CATI: Tell me all that apply }

RTITLEO The owner

RTITLEM A manager or supervisor

RTITLEP A personnel department official

RTITLEOT Other (please specify) **RTITLEOTH**

RTITLEDK Don't know

RTITLEREF Refuse

PRODUCT

What is your firm's main product or service? For example "we manufacture sporting goods," "casual restaurant," or "accounting and business services" (Range: 1-300 characters)

Don't know

Refuse

FAMILYOWN

Is {**TRADENAME/BUSNAME**} a family-owned firm?

1 Yes

2 No

3 Don't know

4 Refuse

WOMANOWN

Is {**TRADENAME/BUSNAME**} a woman-owned firm? (Woman-owned means 51% ownership or greater, regardless of official certification.)

1 Yes

2 No

3 Don't know

4 Refuse

Doc. No. 34GL-17-0199.

LOCNUM

How many locations does {**BUSNAME**} have within Guam? This could include an office, a branch, or retail or manufacturing location.

Number of locations: _____ (Range: 0-99)

Don't know

Refuse

LOCEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

OLOC

Does your firm/organization have other locations outside of Guam?

1 Yes

2 No

3 Don't know

4 Refuse

IF ***OLOC***= YES, CONTINUE.

IF ***OLOC***= NO, DK OR REF, SKIP TO INSTRUCTION BOX BEFORE ***CYEARS***.

OLOCNUM

How many locations does your firm/organization have outside of Guam?

Number of locations: _____ (Range: 0-)

Don't know

Refuse

OLOCEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

CYEARS

For how long has your company/organization been in operation here in Guam? (If less than one year, {WEB: please enter/CATI: say} 0.)

Number of years: _____ (Range: 0-99)

Don't know

Refuse

PRIOREX

Was your company/organization in existence before your Guam operations began?

1 Yes

2 No

3 Don't know

4 Refuse

MOVED

Has your business moved in the last 10 years?

1 Yes

2 No

3 Don't know

4 Refuse

IF ***PROFIT***= FOR-PROFIT, CONTINUE AND USE TEXT LEFT OF SLASH IN CURLY BRACKETS.

IF ***PROFIT***= NON-PROFIT, CONTINUE AND USE TEXT RIGHT OF SLASH.

CUSTLOC

Which of the following describes the location of your firm's {customers / clients}? {{WEB: *Select/*CATI:*Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES] }

CUSTLOC1 Our {customers / clients} come to our place of business.

CUSTLOC2 We provide goods and services to {customers / clients} who are located outside of Guam.

CUSTLOC3 We provide goods and services to {customers / clients} who are located in Guam.

CUSTLOC4 Our business/services are not geographically specific (example: internet-based).

CUSTLOC5 Other (please specify) **CUSTLOCOTH**

Don't know

Refuse

NFTEE

The rest of the questions will focus on your employees working on Guam. How many of the {**EMPNUM**/**EMPC**} Guam employees work full-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure. Do not count temporary workers.

Number of full-time Guam employees: _____ (Range: 0+)

Don't know

Refuse

IF ***NFTEE*** = DK OR REF, CONTINUE. OTHERWISE, SKIP TO **NPTEE**.

NFTEEC

What percentage of your employees do you estimate work full-time?

1 None

2 Less than 1 in 10 (<10%)

3 10% or more but less than a quarter (25%)

4 25% or more but less than half (50%)

5 50% or more

6 Don't know

NPTEE

How many of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} Guam employees work part-time? Do not count temporary workers.

Number of part-time Guam employees: _____ (Range: 0+)

Don't know

Refuse

IF ***NPTEE*** = DK OR REF, CONTINUE. OTHERWISE, SKIP TO **TEMPORARYEE**

NPTEEC

What percentage of your employees do you estimate work part-time?

1 None

2 Less than 1 in 10 (<10%)

3 10% or more but less than a quarter (25%)

4 25% or more but less than half (50%)

5 50% or more

6 Don't know

TEMPORARYEE

Do you have Guam employees who are temporary employees? (Temporary workers could work full-time or part-time and hired on for holiday seasons, tourism, or school years. Do not count independent contractors.)

1 Yes

2 No

3 Don't know

4 Refuse

IF ***TEMPORARYEE*** = YES, CONTINUE.

IF ***TEMPORARYEE*** = NO, DK OR REF, SKIP TO ***SEASONALEE***.

NTEMPEE

How many workers did you hire in the past 12 months on a temporary basis?

Number of temporary employees: _____ (Range: 1+)

Don't know

Refuse

CONTRACTW

Does your firm/organization employ H1 or H2 workers?

1 Yes

2 No

3 Don't know

4 Refuse

IF ***CONTRACTW*** = YES, CONTINUE.

IF ***CONTRACTW*** = NO, DK OR REF, SKIP TO ***YTIPPED***.

NCONTRACT

How many H1 and/or H2 employees do you have working for you in Guam?

Number of contract workers: _____ (Range: 1+)

Don't know

Refuse

YTIPPED

Do any of your employees receive tips in addition to their wages?

1 Yes

2 No

3 Don't know

4 Refuse

IF ***YTIPPED*** = YES, CONTINUE. IF***YTIPPED*** = NO, DK OR REF, SKIP TO ***YCOMMISSION***.

TIPPEDN

How many employees do you have who receive tips?

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Number of tipped employees: _____ (Range: 1+)

Don't know

Refuse

IF ***TIPPEDN*** = DK OR REF, CONTINUE.

IF ***TIPPEDN*** > 0, SKIP TO ***YCOMMISSION***.

TIPPEDEST

Please give your best estimation of how many employees you have who receive tips.

1 1 to 4

2 5 to 19

3 20 to 49

4 50 to 99

5 100 to 249

6 250 to 499

7 500+

8 Don't know

9 Refuse

YCOMMISSION

Do any of your employees receive commissions?

1 Yes, we have employees who receive commissions in addition to wages

2 Yes, we have employees who receive commissions but no wages

3 No, we do not have any employees who receive commissions

4 Don't know

5 Refuse

CBAANY

Are any of your employees covered by a collective bargaining agreement?

1 Yes

2 No

3 Don't know

4 Refuse

IF **CBAANY** = YES, CONTINUE.

IF **CBAANY** = NO, DK OR REF, SKIP TO ***ECHARGRID***

CBAPROF

Do you have non-professional and non-managerial employees who are covered by a collective bargaining agreement?

1 Yes

2 No

3 Don't know

4 Refuse

IF **CBAPROF** = YES, CONTINUE.

IF **CBAPROF** = NO, DK OR REF, SKIP TO **ECHARGRID**

CBA

What number or percentage of your non-professional and non-managerial employees are covered by a collective bargaining agreement? {CATI:[IWER: ENTER/SAY THE ACTUAL NUMBER OR PERCENT.]}

Number of employees: _____ **CBAN**

ORPercent of employees (%): _____ (Range: 0-100) **CBAP**

Don't know

Refuse

ECHARGRID

Please indicate whether you have any employees with the following characteristics.

	Yes	No	Don't Know	Refuse	
Paid interns					ECHARINT
Family members					ECHARFAM
In special employment class due to a cognitive or physical disability					ECHARDIS
Employees who are working as part of an approved government subsidized temporary youth employment program					ECHAREDU
Employees who are working as part of an approved government subsidized transitional employment program					ECHARWST
Workers who are part of a workforce training or employment program					ECHARWF
Adult employees new within the last 90 days					ECHARNEW
Veterans					ECHARVET
Military reserve members					ECHARRES
National guard members					ECHARNG

WORKERSGRID

Over the past 12 months, how many of your Guam employees…	Number (Range 0+)	Don't know	Refuse	
…have quit?				**QUITS**
…have been discharged?				**DISCHARGES**
…have been laid off?				**LAYOFFS**
…have been recalled from layoff?				**RECALLS**
…have you newly hired?				**NEWHIRES**

COLLEGEDEG

In your firm, how many employees are in positions that do not require a college degree? *Please {WEB: enter/CATI: say} the actual number or percent.*

Number of employees: _____ **COLLEGEDEGN**

ORPercent of employees (%): _____ **COLLEGEDEGP**

Don't know

Refuse

WOMEN

Thinking of the {**EMPLOYN**/**EMPLOYC**} employees at your establishment(s), what number or percent of them are women? *Please {WEB: enter/CATI: say} the number or percent.*

Number of Female employees: _____ **WOMENN**

OR Percent of female employees (%): _____ **WOMENP**

Don't know

Refuse

PROGRAMMINGNOTE: PERCENTS IN ***AGEDEMOGGRID*** AND ***RACEDEMOGGRID*** NEED TO ADD UP TO 100%

AGEDEMOGGRID

Thinking of the {if (EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following age groups?	Number	OR Percent (%)	Don't know	Refuse
Under 16 years of age	**AGEUND16N**	**AGEUND16P**		
16 or 17 years of age	**AGE1617N**	**AGE1617P**		
Between 18 and 25 years of age	**AGE1825N**	**AGE1525P**		
Between 26 and 50 years of age	**AGE2650N**	**AGE1650P**		
Between 51 and 64 years of age	**AGE5164N**	**AGE5164P**		
65 years of age or older	**AGE65OVN**	**AGE65OVP**		

RACEDEMOGGRID

Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)} employees at your establishment(s), what number or percent of them are in the following race and ethnicity categories?	Number	OR Percent (%)	Don't know	Refuse
Chamorro	**RACECHMN**	**RACECHMP**		
Filipino	**RACEFILN**	**RACEFILP**		
Caucasian	**RACEWHTN**	**RACEWHTP**		
Micronesian	**RACEMIC**	**RACEMIC**		
Multiracial	**RACEMULN**	**RACEMULP**		
Other	**RACEOTHN**	**RACEOTHP**		

QUALITYGRID

{WEB: Next are/CATI: Next I have} some questions about how easy or difficult it is for {**TRADENAME/BUSNAME**} to maintain a quality workforce. {CATI: IWER: READ ALL RESPONSES FOR EACH QUESTION IN THE GRID.]}

	Very difficult	Somewhat difficult	Not too difficult	Not difficult at all	N/A: Have not hired recently	Don't know	Refuse	

How hard is it to find qualified applicants for job openings?								QUALIFIED
How hard is it to train newly hired employees ?								TRAIN
How hard is it to retain employees ?								RETAIN
How hard is it to keep current employees motivated?								MOTIVATE

PAYRANGEN

The next questions ask about **non-tipped** employee wages. You can answer these questions in either raw numbers or percentages.

Thinking of the {if(EMPC > 0, EMPC.shown, EMPNUM.shown)}	Number of Employees	OR Percent (%)	N/A – All workers	Don't know	Refuse

employees at your establishment, how many non-tipped employees are paid in the following pay ranges?			are tipped		
Under $8.25 per hour?	**PAYRANGENDN**	**PAYRANGENDP**			
Between $8.26 and $8.99 per hour?	**PAYRANGENCN**	**PAYRANGENCP**			
Between $9.00 and $9.99 per hour?	**PAYRANGENBN**	**PAYRANGENBP**			
$10.00 per hour or more? ($21,000 per year or more)	**PAYRANGENAN**	**PAYRANGENAP**			

IF (**PAYRANGENB(N or P)** OR **PAYRANGENC(N or P)** OR **PAYRANGEND(N or P)** > 0 (OR > 0%)), CONTINUE TO ***MCJ10***.

OTHERWISE, SKIP TO NEXT INSTRUCTION BOX.

MCJ10

Think of all of your establishment's **non-tipped** employees who earn less than $10.00 per hour. What is the most common job title or type of employee in that earning range? (Examples: technician, aide, assistant, server, busser, barista, etc.)

_____ (0-100 characters)

Don't know

Refuse

IF ***YTIPPED*** = YES, CONTINUE. IF ***YTIPPED*** = NO, DK OR REF, SKIP TO INSTRUCTION BOX BEFORE ***MCJNUM***.

PAYRANGEIT

The next questions ask about **tipped** employee wages, but ask you to include both hourly pay and tips received. You can answer these questions in either raw numbers or percentages.

Thinking of the **tipped** employees at your establishment, how many employees are paid in the following pay ranges(including tips)?	Number of Employees	OR Percent (%)	Don't know	Refuse
$8.25 or less per hour?	**PAYRANGEITDN**	**PAYRANGEITDP**		
Between $8.26 and $8.99 per hour?	**PAYRANGEITCN**	**PAYRANGEITCP**		
Between $9.00 and $9.99 per hour?	**PAYRANGEITBN**	**PAYRANGEITBP**		
$10.10 per hour or more? ($21,000 per year or more)	**PAYRANGEITAN**	**PAYRANGEITAP**		

PROGRAMMER:

IF ***MCJ10*** ANSWERED, USE ***MCJ10*** IN NEXT QUESTION.

IF NOT ANSWERED, SKIP TO ***BENHINS.***

MCJNUM

How many {**MCJ10**}s did you have in Guam as of September 1, 2016?

Number of {**MCJ10**}s: _____ (Range 0+)

Don't know

Refuse

MCJEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

IF ***MCJNUM***= DK OR REF, CONTINUE.

IF ***MCJNUM***>=0, SKIP TO ***MCJWAGENUM***

MCJCATN

Please give your best estimation of how many {**MCJ10.shown**}s you had in Guam as of July 1, 2016.

1 1 to 4
2 5 to 19

3 20 to 49

4 50 to 99

5 100 to 249

6 250 to 499

7 500+

8 Don't know

9 Refuse

MCJPAY

What is the typical starting hourly wage for a new {**MCJ10**}?

{CATI: [IWER: IF THE R SAYS "MINIMUM WAGE", PROMPT: "THE MINIMUM WAGE IN GUAM

IS $8.25 PER HOUR. DO YOU MEAN THE GUAM MINIMUM?" IF YES, ENTER $8.25.

If you have not recently hired a new {**MCJ10**} please use the starting hourly wage for the last {**MCJ10**} hired.

1 Starting hourly wage ($): _____ **MCJWAGEAMT**

2 State minimum wage ($8.25)

3 Don't know

4 Refuse

MCJWAGEEXAPP

Is the starting wage an exact or approximate number?

1 Exact

2 Approximate

RAISES

Did the starting wage for a new {**MCJ10**} increase during calendar year 2015?

1 Yes

2 No

3 Not Applicable

4 Don't know

5 Refuse

IF ***RAISES***= YES, CONTINUE.

IF ***RAISES*** = NO, NA, DK OR REF, SKIP TO NEXT INSTRUCTION BOX.

RAISEAMT

How much did the starting wage for a new {**MCJ10**} increase during calendar year 2015?

1 By the amount of the mandatory minimum wage increase

2 By a different amount (please specify)$**RAISEAMT_SPEC**

3 Don't know

4 Refuse

IF ***YTIPPED*** = YES, CONTINUE.

IF ***YTIPPED*** = NO,DK, REF, SKIP TO ***BENHINS***.

MCJTIP

Do your {**MCJ10**}s receive tips in addition to their wages?

1 Yes

2 No

3 Don't know

4 Refuse

Doc. No. 34GL-17-0199.

IF ***MCJTIP***= YES, CONTINUE.

IF ***MCJTIP***=No, DK, REF, SKIP TO ***BENHINS***.

MCJTIPAM

Approximately how much does a/an {**MCJ10**} typically make per hour in tips?

1. Amount in tips per hour ($):_____
2 Don't know
3 Refuse

IF ***MCJTIPAM***= DK OR REF, CONTINUE.

IF ***MCJTIPAM***>= 0, SKIP TO ***BENHINS***.

MCJTIPEST

Please give your best estimation of how much your {**MCJ10**} typically makes per hour in tips.

1. Less than $2 per hour
2. $2 to $4.55 per hour
3. $4.56 to $8.45 per hour
4. $8.46 or more per hour
5. Don't know

6. Refuse

BENHINS

The next questions ask about benefits.

Which of the following benefits does your business offer toemployees?

Include the benefits if offered to at least one employee.

{WEB: *Select/CATI: Let me know} all that apply.* {CATI:[IWER: READ ALL RESPONSES] }

BENHINS Health insurance for the employee

BENFHINS Health insurance for the employee's spouse, domestic partner, or dependents

BENSICKLV Paid sick leave

BENVACLV Paid vacation leave

BENPDHOL Paid holidays

BENPTO Undesignated leave or universal "Paid time off" (PTO)

BENFAMILY Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)

BENRETIRE Contributions to a retirement or pension plan (401k, 403b, etc.)

BENNONE None of the above

Don't know

Refuse

IF ***BENPTO*** **ONLY** IS SELECTED, CONTINUE.

IF ***BENPTO*** IS NOT SELECTED OR BENPTO AND OTHER OPTIONS ARE SELECTED, SKIP TO ***BENJOBCATGRID***

BENPTOINCL

Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?

1 Yes - please specify which leave is separate: **BENPTOINCLYES**
2 No separate leave
3 Don't know
4 Refuse

PROGRAMMER: SHOW ROWS IN NEXT GRID FOR ONLY ITEMS SELECTED IN ***BENHINS***.

1. IF THERE ARE NO FULL-TIME EMPLOYEES (***NFTEE***=0), HIDE FIRST COLUMN IN ***BENJOBCATGRID***.
2. IF THERE ARE NO PART-TIME EMPLOYEES (***NPTEE***=0), HIDE SECOND COLUMN.
3. IF THERE ARE NO LOW-WAGE EMPLOYEES (***MCJ10*** 0BLANK AND ***MCJ10TIP***=BLANK), HIDE THIRD COLUMN.

IF (***NFTEE***=0 AND ***NPTEE***=0 AND ***MCJ10***=BLANK AND ***MCJ10TIP***=BLANK) OR ***BENHINS***= DK or REF, SKIP TO ***MCJSALES***

BENJOBCATGRID

Which employees qualify for which benefits? {WEB: *Select/CATI: Tell me} all that apply*{CATI: [IWER: READ ALL	Offered to full-time employees	Offered to part-time employees	Offered to {**MCJ10**}s	DK	REF

RESPONSES FOR EACH QUESTION IN GRID.] }					
Health insurance for employee	**BENHINSFT**	**BENHINSPT**	**BENHINSMCJ**		
Health insurance for employee's spouse, domestic partner, or dependents	**BENFHINSFT**	**BENFHINSPT**	**BENFHINSMCJ**		
Paid sick leave	**BENSICKLVFT**	**BENSICKLVPT**	**BENSICKLVMCJ**		
Paid vacation leave	**BENVACLVFT**	**BENVACLVPT**	**BENVACLVMCJ**		
Paid holidays	**BENPDHOLFT**	**BENPDHOLPT**	**BENPDHOLMCJ**		
Parental or family leave (bereavement, maternity/paternity leave, parent/teacher conferences)	**BENFAMILYFT**	**BENFAMILYPT**	**BENFAMILYMCJ**		
Undesignated leave or universal "Paid time off" (PTO)	**BENPTOFT**	**BENPTOPT**	**BENPTOMCJ**		
Contributions to a retirement or pension plan (401k, 403b, etc.)	**BENRETIREFT**	**BENRETIREPT**	**BENRETIREMCJ**		

IF ***BENHINSMCJ*** SELECTED, CONTINUE.

IF ***BENHINSMCJ*** NOT SELECT, SKIP TO ***MCGSALES***

MCJUSEHINS

Do any of your {**MCJ10**}s use company-provided health insurance for themselves?

1 Yes
2 No, did not sign up or choose to use
3 Don't know
4 Refuse
5

IF ***MCG*** = DK OR REF, USE "your main product or service" IN NEXT QUESTIONS.

OTHERWISE, USE RESPONSE FROM ***MCG***.

MCGSALES

The next questions are about {**TRADENAME/BUSNAME**}'s sales and business operations.

You said that your main product or service is {**PRODUCT**}. In the last 12 months, have prices for {**PRODUCT**} increased, decreased, or stayed the same?

1 Increased
2 Decreased
3 Stayed the same
4 Don't know
5 Refuse

IF ***MCGSALES*** = INCREASED OR DECREASED, CONTINUE.

IF ***MCGSALES*** = STAY THE SAME, DK OR REF, SKIP TO ***TOTVOL***

MCGCHGAMT

What was the approximate overall percentage change in the price of {**PRODUCT**} during 2015?

Percentage change (%): (Range -900 – 900)

Don't know

Refuse

TOTVOL

Across all products and services, what was your approximate total sales value last year?

Total sales value ($): (Range: -1,000,000,000 – 1,000,000,000)

Don't know

Refuse

SALES15

During the first two quarters of 2015, did your firm's totalsales or revenues grow, decline, or stay about the same relative to the same period the prior year?

6 Grow
7 Decline
8 Stay the same
9 Don't know
10 Refuse

IF ***SALES15*** = GROW OR DECLINE, CONTINUE.

IF ***SALES15*** = STAY THE SAME, DK OR REF, SKIP TO ***COSTS14***.

SALESCHG

What was the approximate overall percentage change in your sales/revenue volume during the first two quarters of 2015?

Percentage change (%): (Range -900 – 900)

Don't know

Refuse

COSTS15

In the first two quarters of 2015, did your firm's **costs** or **expenditures** grow, decline, or stay about the same? Consider all costs: labor, raw materials, goods, facilities, services, etc.

1 Grow
2 Decline
3 Stay the same
4 Don't know
5 Refuse

IF ***COSTS15*** = GROW OR DECLINE, CONTINUE.

IF ***COSTS15*** = STAY THE SAME, DK OR REF, SKIP TO ***AWARE***.

COSTSCHNG

Approximately what was the overall percentage change in your total costs/expenditures during the first two quarters of 2015?

Percentage change (%): (Range: -900 – 900))

Don't know

Refuse

IF ***COSTSCHNG*** > 100 CONTINUE.

OTHERWISE, SKIP TO ***AWARE***.

COSTSCHG100

Did you mean to indicate a percentage greater than 100%?

1. Yes (**Programmer**: Continue to next question)
2. No (**Programmer**: Show **COSTSCHNG** again)
3. Don't know
4. Refuse

IF ***YTIPPED*** = YES AND ***YTIPPED*** < ***EMPNUM***, CONTINUE & ASK BOTH ***MINWAGETIP*** AND ***MINWAGENTIP***.

IF ***YTIPPED*** = YES AND ***YTIPPED*** = ***EMPNUM***, ASK ONLY ***MINWAGETIP***.

IF ***YTIPPED*** = NO, ASK ***MINWAGE***.

PROGRAMMER: SHOW ***MINWAGETIP*** AND ***MINWAGENTIP*** ON THE SAME SCREEN (IF BOTH ASKED)

MINWAGETIP

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay **tipped** employees working in Guam as of January 1, 2015?

Wage ($): (Range (0 – 20.00, allow decimals)

Don't know

Refuse

MINWAGENTIP

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay **non-tipped** employees working in Guam as of January 1, 2015?

Wage ($): (Range 0 – 20.00, allow decimals)

Don't know

Refuse

MINWAGE

Based on your understanding of the minimum wage requirement, what is the minimum wage that you had to pay employees working in Guam as of January 1, 2015?

Wage ($): (Range (0 – 20.00, allow decimals)

Don't know

Doc. No. 34GL-17-0199.

Refuse

CHANGEGRID

Have you made or do you intend to make any of the following changes to accommodate the minimum wage raise last year? {CATI: [IWER: READ ALL RESPONSES FOR EACH QUESTION IN GRID.] }	Have already done this	Have done some and plan to do more	Plan to do this	Do not plan to do this	Don't know	Refuse	
Raise the wages of one or more employees?							**CHGRAISE**
Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?							**CHGRAISENMIN**
Limit raises or decrease wages for employees earning more than minimum wage?							**CHGLIMIT**
Reduce the number of scheduled hours for minimum wage employees?							**CHGREDUCEH**

Reduce the number of employees?							**CHGREDUCEE**
Contract out work currently provided in-house?							**CHGRCONTRACT**
Raise prices on goods or services?							**CHGRAISEPR**
Add service charges or other fees specifically meant to offset the wage mandates?							**CHGFEES**
Offer training or educational advancement opportunities to employees?							**CHGTRAIN**
Replace any aspects of jobs with advanced technology?							**CHGTECH**
Add health care benefits for some employees?							**CHGADDHBEN**
Reduce benefits for some employees?							**CHGREBEN**

Eliminate another benefit for some employees?							**CHGELIMOBEN**
Any other changes?							**CHGOTH**

IF ANY YES IN SERVICE CHARGE CATEGORY(***CHGFEES***) IN***CCHANGEGRID,*** CONTINUE.

IF SERVICE CHARGE CATEGORY IN***CCHANGEGRID*** = NO, DK OR REF, SKIP TONEXT INSTRUCTION BOX.

CHGFEESSPEC

You said "Yes" to "Add service charges or other fees" in the last question. Please explain what you use the fees or service charges for.

_____(0-300 characters)

Don't know

Refuse

CHGFEESPER

How much is your service fee?

Percentage (%): (Range: -900 – 900))

Don't know

Refuse

IF ANY YES IN OTHER CATEGORY(***CHGOTH***) IN***CCHANGEGRID,*** CONTINUE. IF OTHER CATEGORY IN***CCHANGEGRID*** = NO, DK OR REF, SKIP TO***ANTICIPATEGRID.***

CHGOTHSPEC

You said "Yes" to "Any other changes?" in the last question. Please explain your other changes to the new policy.

_____(0-300 characters)

Don't know

Refuse

SKIP TO***ANTICIPATEGRID.***

ANTICIPATEGRID

If the minimum wage requirement increases to $10.10, do you anticipate any of the following happening to	This will definitely happen	This will probably happen	This will probably NOT happen	This will definitely NOT happen	Don't know	Refuse	

{**TRADENAME/BUSNAME**}?							
Raise the wages of one or more employees?							**ANTICRAISE**
Increase hourly earnings for employees earning between $8.25 and $10.00 per hour?							**ANTICRAISENMIN**
Limit raises or decrease wages for employees earning more than minimum wage?							**ANTICLIMIT**
Reduce the number of scheduled hours for minimum wage employees?							**ANTICREDUCEH**
Reduce the number of employees?							**ANTICREDUCEE**
Contract out work currently provided in-house?							**ANTICRCONTRACT**
Raise prices on goods or services?							**ANTICRAISEPR**
Add service charges or other fees specifically							**ANTICFEES**

meant to offset the wage mandates?							
Offer training or educational advancement opportunities to employees							**ANTICTRAIN**
Replace any aspects of jobs with advanced technology?							**ANTICTECH**
Add health care benefits for some employees?							**ANTICADDHBEN**
Reduce benefits for some employees?							**ANTICREBEN**
Eliminate another benefit for some employees?							**ANTICELIMOBEN**
Lower rates of turnover among minimum wage workers?							**ANTICLOWTURN**
Improved morale among minimum wage workers?							**ANTICIMPMOR**

Improved productivity among minimum wage workers?							**ANTICIMPPROD**
Diminished morale or productivity among employees earning between $10.00 and $13.00 per hour?							**ANTICDECPROD**
A higher number of applicants for minimum wage positions?							**ANTICINCAPP**
Any other changes?							**ANTICOTH**

IF ANY YES IN OTHER CATEGORY(***ANTICOTH***) IN***ANTICIPATEGRID***, CONTINUE.

IF OTHER CATEGORY IN***ANTICIPATEGRID*** = NO, DK OR REF, SKIP TO***FINALSAY***.

ANTICOTHSPEC

You said "Yes" to "Any other changes?" in the last question. Please explain your other anticipated changes due to the new policy.

_____(0-300 characters)

Don't know

Refuse

FINALSAY

That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?

(Range: no length restriction)

_____

Don't know

Refuse

IF ***SURVWHEN*** = DO SURVEY NOW, CONTINUE TO ***CATIEND***, THEN EXIT.

IF ***SURVWHEN*** = SCHEDULE CALLBACK TIME OR DO ON WEB, SKIP TO ***CONTACT***.

CATIEND

I would like to thank you for your participation.

CONTACTEND

{CATI: I would like to thank you / WEB: Thank you} for your participation.

{CATI: Before we finish, I would like to confirm your contact information. [IWER: VERIFY INFORMATION BELOW. CATEGORIES WITH * ARE REQUIRED.]

WEB: Please enter your contact information listed below. (*Items with an asterisk (*) are required*). When you are finished click SUBMIT to submit your responses.

Programmer: If contact information was asked during screener, fill next fields with that info (CATI ONLY)

Business Name: **BUSNAME**

Your Name*: **NAME**

Title: **TITLE**

Business Phone* (###-###-####): **BPHONE**

Business Address: **BADDR**

City, State, Zip: **BCITY**

Cell Phone: **CPHONE**

Business Email*: **BEMAIL**

F. Guam Business Survey: Qualitative

EMPLOYER INTERVIEW PROTOCOL

Date: _____

Location: _____

Interviewer(s): _____

Study ID: _____

Interviewer Instructions:

These interviews should be conversational rather than scripted. Use as many probes as necessary. Probes are not designated to redirect the interview, but rather to uncover more detail.

As much as possible, please avoid speaking the participant's name or any other identifying information on the audio recorder.

Prior to beginning interview, check with the participant to see if they have any time constraints and complete the informed consent process.

Doc. No. 34GL-17-0199.

Introduction and Informed Consent:

My name is _____ from Market Research & Development. Thank you for agreeing to participate in this interview. My purpose in conducting this interview with you is to learn more about your approach to running your business, with a specific focus on how Guam's minimum wage increases are affecting your business strategy. I'll be asking a series of questions about your own business background, a bit of history about this business, and then a range of items about the jobs and employees here. As a(n) [Owner/Manager], you are especially well positioned to provide insights into those issues.

The interview should take about 30 minutes of your time or slightly more if you have time to give more detailed answers. Is this still a good time to do the interview?

Thank you. Here is an information sheet about this study. I want to remind you that your participation is voluntary and if you do not wish to participate, you may stop at any time. Your responses will be kept confidential. Your contact information will not be shared with anyone, and your name will not appear in any reports or publications. You do not have to answer any questions you do not want to answer.

Do you have any questions about this research?

Do you consent to participating in this interview? [If "yes," continue with interview. If "no," thank the participant for their time]

In order to make sure that I capture everything you say, I'd like to record our conversation today. Is that OK with you? [If consent is given to record, begin recording now and record a statement of identification: "This is interviewer # _____, interviewing participant #_____"]

INTERVIEWEE AND BUSINESS HISTORY

The first questions I'm going to ask will be about your business and workforce.

QUESTION/PROBES	RESPONSE
To begin with, can you please tell me a little bit about your business? Probe: • *What is your main product or line of work?* • *How long have you been involved in the business?* • *What are your customers like? – who buys from you, where are they located, and how do they find you, etc.?*	
How many locations do you have? • Probe: *Locations inside/outside Guam or planned changes in location*	
Are you thinking about closing any sites or moving your business off-island? What about opening new locations?	

WORKFORCE

QUESTION/PROBES	RESPONSE

Can you tell me about your workforce?
 	
• How many employees do you have?
• How many of them work…?
  ○ Full-time? _____
  ○ Part-time? _____
  ○ On-call? _____
  ○ Seasonal? _____
• Probe: what # hours constitute FT?	

What types of people work here? • Probe: College *graduates, high school graduates, students, youth, veterans, etc.?*	
Do any of your family members work here? • Probe: *how much do you rely on family help or how many hours a week do family members help out? What types of jobs do they do?*	

HIRING

QUESTION/PROBES	RESPONSE
Have you hired any new employees in the past year? Why? How? • What about past 3 months? • *Probe: How many new employees have you hired?*	
Since the minimum wage increase to $8.25 in January 2015 Have there been any changes in your hiring practices? Probe in terms of.. • Direct procedure? (e.g. hiring fewer, requiring more training etc.) • Difficulty in filling positions? • Seeing more or fewer applicants?	

STAFFING CHANGES

QUESTION/PROBES	RESPONSE
Have you downsized or added staff or new job titles in the past year?	
Do you foresee downsizing or adding staff or new job titles in the next year? *Probe for reasoning.*	

WAGES

Now I'm going to ask you about employee pay. (Numbers can be approximated, please mark appropriately (e.g. ~10%))

QUESTION/PROBES	RESPONSE
How many employees are paid hourly (versus on a salary)?	
How many workers are paid minimum wage?	
How many employees are paid less than $10/hour?	
For staff that earn more than minimum wage, have you adjusted their wages as the minimum wage has gone up? • *Probe: What kind of factors do you weigh as you set the hourly rates for different types of positions?*	

RAISES

QUESTION/PROBES	RESPONSE
Did you give any raises in the last year? • If so, why and to whom? How much? • *Probe: Were raises due to mandated raises in the minimum wage or raises to employees making above the minimum?*	

TIPS, COMMISSIONS, AND SERVICE CHARGES

QUESTION/PROBES	RESPONSE
Tips: Do any employees receive tips? • If so, which ones? • Do you do tip pooling or have some workers "tip out" other workers? *(if no tipped employees, skip to commissions question)*	

QUESTION/PROBES	RESPONSE
About how much money do employees make in tips (per hour/shift/week?) How do you know? • Probe: *Employees self-report, mostly on credit cards, etc,* • *how formal is system and* • *Does employer believes s/he has accurate tip information*?	
Have you changed wages or how tips are allocated in the past few years? If so, why? • Probe: *Have you added or taken away tips?*	
Commissions: Do any employees receive commissions? If so, how are these calculated? • *Probe for details: Is the base pay 8.25 plus commissions, how are these paid, how much of the pay is commissions?)*	
Service Charges: Do you charge customers a service charge? If so, how much? • Probe: *Which employees benefit from the proceeds of the service charge? Specifically, how is the service charge distributed or utilized by the company?* ☐ *Distributed to employees?* ☐ *Retained by employer?* ☐ *Something else?*	

BENEFITS

Now I want to talk about employee benefits.

What benefits do you offer employees? I'll read off different benefits, please tell me which are offered to part-time employees, full-time employees, and employees making less than $10/hour?

Which employees qualify for which benefits?	Offered to full-time employees	Offered to part-time employees	Offered to employees making less than $10/hr	Don't know
Health insurance for employee				
Health insurance for employee's spouse, domestic partner, or dependents				
Paid sick leave				
Paid vacation leave				
Paid holidays				
Undesignated leave or universal "Paid time off" (PTO)				
Parental or family leave				
Contributions to a retirement or pension plan (401k, 403b, etc.)				

QUESTION/PROBES	RESPONSE
Have you cut or added any benefits in the last 1-2 years since the law has been in effect? • *If yes, were these changes due to the increase in the minimum wage? Probe for details.*	

COSTS

Now I'd like to talk about the costs of running your business.

QUESTION/PROBES	RESPONSE
What are your top five expense areas? • *Probe* for: *Facilities: Rent / building costs,* • *Utilities,* • *Insurance,* • *Equipment (leases or regular purchases),* • *Debt service,* • *Supplies,* • *Raw goods/stock,* • *Taxes,* • *Payroll,* • *Health benefits,* • *Transportation, Janitorial / other services*	
Which of these expenses do you have more or less control over? • Probe: Cost structure (labor vs rent, etc)	
Have you experienced changes in costs since January 2015? • What/why? • How do you plan to address future changes?	

REVENUE

QUESTION/PROBES	RESPONSE
How have your profits changed in the past 5 years? What about since January 2015? • Probe: ***Reasons for changes***	
Do you have fluctuations in revenue (seasonal, week-to-week)? • ***Probe*: *Reasons for changes***	
What do you anticipate will happen in the next 1-2 years? Foreseen challenges?	

GUAM MINIMUM WAGE

Now I would like to get a sense of your familiarity with and response to the changes in the Guam minimum wage.

QUESTION/PROBES	RESPONSE
What's the minimum wage you currently have to pay employees? *(Note: knowledge/familiarity question)*	
$7.25 to $8.25 change (2014-2015):	
Did you have to raise wages because of changes in the Guam minimum wage? • **[if yes]** How has the minimum wage impacted your business and operations, if at all? [Probe for responses indicating changes brought on since 2015] • [if yes] How have you absorbed those increased wage changesso far?	
Have you changed your products or services offered in response to the law that increased the minimum wage from $7.25 to $8.25 and hour? • [if yes] *probe for details*	
Have you changed product prices in response to the minimum wage increase? • [if yes] *probe for details*	
Potential increase to $10.10 in 2017	

Will you have to raise wages next year or in the future because of the possible $10.10 minimum wage mandate? • Do you think you would have done those increases anyhow? [i.e., is law binding for you – or will it be?]	
How do you plan to adjust your business to account for these increases? • Probe for possible adjustments, e.g. • Changing scheduled hours, • adding technology to reduce labor, • changing job descriptions, • limiting raises, • moving, • adding contract work, • adding service charges, • changing tipping, • adding health care benefits,	
Do you anticipate changing your hiring practices or applicant requirements in response to the potential $10.10 wage increase? • [if yes] *probe for details*	
Are you discussing any future business changes to adjust to the next increase in the minimum wage? • [if yes] *probe for details*	

CLOSEOUT:
That was my last question, do you have any final questions or comments that you would like to make and assure they are captured in this evaluation?
Do you know other businesses that have been affected that we should talk to?

We are done!

Thank you very much for agreeing to be interviewed. Your answers will help us, other business people, and policy makers to better understand the challenges that businesses face in being profitable while seeking to manage their workforces effectively.

Doc. No. 34GL-17-0199.

G. Guam Household Survey: Quantitative

Survey of Guam Households (SGH) Programming Script

Module 1: Screener

9/21/2016

Text in **bold blue** are variable names.
Text in brackets {} denotes a text fill. If a variable name is in the brackets, the response value is used for the text fill.

DATA FROM SAMPLE TABLE TO BE IMPORTED INTO SURVEY. ***These variables will be automatically filled from the sample data:***

FAMNAME	Last name from phonebook
FIRSTNAME	First name from phonebook
PHONE	Phone number from phonebook
ADDRESS:	Household address from phonebook
CITYSTATEZIP1	City, State, Zip

Variables used for programming:

ELIGIBILITY

Eligibility status

1. Eligible
2. Ineligible – No low wage worker as head of household

Screening Survey Start: (ALL SCREENING DONE IN CATI)

CATI INTRO SCREEN:

Introduce yourself, explain why you are calling, and confirm you are talking to an appropriate person at the correct household. {Appropriate person is a head of household or someone who makes household budget decisions}

"Hello. My name is _____ and I'm calling from Market Research & Development, Inc. We are contacting households as part of a study of the Guam minimum wage. Can I ask you a few questions to determine if your household fits the criteria for our survey?"

Please remember to write a comment after every call attempt. Please also note the phone number called (all 9 digits the first and last time a number is called; x followed by last 4 digits all other times). To keep comments short, please refer to your general calling abbreviation guide.

Click the blue arrow button to begin screener.

ISFAM

[IWER: CONFIRM FAMILY NAME UPON PERSON ANSWERING PHONE. ASK TO SPEAK TO HEAD OF HOUSEHOLD. LAST NAME IS **{FAMNAME}.** WHEN VERIFIED, SELECT APPROPRIATE NAME TO USE THROUGHOUT SURVEY BELOW.]

Hello. My name is _____, and I'm calling from Market Research & Development, Inc. We are contacting households as part of a study of the Guam minimum wage.

1 Yes, family name is correct
2 No →[IWER: VERIFY PHONE #]

PROGRAMMER:
IF ***ISFAM*** = 1, USE ***FAMNAME*** THROUGHOUT SURVEY.

IF *ISFAM* = 1 YES, SKIP TO *HOUSEDEPNUM.*
IF ***ISFAM*** = 2, NO, CONTINUE.

FAMNAME2

What is your family's lastname?

PROGRAMMER:
IF ***FAMNAME2*** = answered, USE ***FAMNAME2*** THROUGHOUT SURVEY.

HOUSEDEPNUM

How many children or dependents currently live at the {FAMNAME/FAMNAME2} household?

Number of children/dependents: _____ (Range: 0+)
Don't know
Refuse

HOUSEDEPNUMEXAPP

Is that an exact or approximate number?

1 Exact
2 Approximate

HOUSEHOLDTOTAL

How many people currently live at the {FAMNAME/FAMNAME2} household?

Number of household members: _____ (Range: 0+)
Don't know
Refuse

HOUSEWORKERNUM

How many people at the {FAMNAME/FAMNAME2} household currently have a paying job?

Number of working household members: _____ (Range: 0+)
Don't know
Refuse

MWAGE

Does anyone in the {FAMNAME/FAMNAME2} household currently earn the Guam minimum wage?

1 Yes
2 No
3 Don't know
4 Refuse

PROGRAMMER:
IF ***MWAGE***= 1, CONTINUE.
IF ***MWAGE*** *= NO, SKIP TO THANKYOU*
IF***MWAGE*** *= DK or REFUSE, SKIP TO CONTACT*

MWAGENUM

How many people in the {FAMNAME/FAMNAME2} household earn the minimum wage?

Number of household members: _____ (Range: 0+)
Don't know
Refuse

MWAGEHEADOFHOUSE

Does the head of household or a person responsible for at least 50% of the {**FAMNAME/FAMNAME2**} household budget earn the minimum wage?

1 Yes
2 No
3 Don't know
4 Refuse

PROGRAMMER:
IF ***MWAGEHEADOFHOUSE*** = 1, CONTINUE.
IF ***MWAGEHEADOFHOUSE*** = *NO, SKIP TO* ***THANKYOU***
IF***MWAGEHEADOFHOUSE*** = *DK or REFUSE, SKIP TO CONTACT*

IF ***MWAGE***= NONE, GO TO ***THNKYOU***. (**Programmer**: Set **ELIGIBILITY** to 2 (INELIGIBLE-NO LOW WAC WORGERS))
IF HOUSEHOLD HAS MINIMUM WAGE WORKERS (***MWAGE***> 0), CONTINUE.

SURVWHEN

Thank you! You are eligible to take our survey. We can either do the survey now, or I can schedule a time to call back, or it can be done on the web. Would you like to do the survey now?

1. Yes, do the survey now
2. No, schedule a call back time
3. No, do it on the web

IF ***SURVWHEN***= DO SURVEY NOW, SKIP TO INSTRUCTION BOX BEFORE ***STARTSURVEY***
IF ***SURVWHEN***= SCHEDULE A CALL BACK TIME OR DO ON WEB, CONTINUE & USE WORDING RIGHT OF SLASH I CURLY BRACKETS.

PROGRAMMER: Autofill contact information with imported contact information.

CONTACT

Thank you for your responses. Can you provide me with the contact information for the person in the {**FAMNAME/FAMNAME2**} household who would know about the household budgets and operations?

[IWER: COLLECT THE FOLLOWING CONTACT INFORMATION.]

Name:	**FIRSTNAME1**
Last Name:	**LASTNAME1**
Address:	**ADDRESS1**
City, State, Zip:	**CITYSTATEZIP1**
Home Phone:	**BPHONE1**
Cell Phone:	**CPHONE1**
Email:	**EMAIL1**

PHONECONTACT

Can I get your name, in case the next person we talk to asks who we already spoke with?

_____

Refuse

CATIINSTR

Programmer:

If **SURVWHEN**= 2 (schedule call back), show: [IWER: END THIS SURVEY AND SCHEDULE A CALLBACK TIME.]

If **SURVWHEN**= 3 (do on web), show: [IWER: TELL R YOU WILL EMAIL THE SURVEY LINK TO HIM/HER, ALONG WITH THE ACCESS CODE.]

NOT ELIGIBLE:

THNKYOU (no low wage workers)

Thank you for your time. I appreciate it! Those are all of the questions I have at this time. Do you have any questions for me? [IWER: PAUSE, ANSWER QUESTIONS.]

Module 2: Survey

IF ***SURVWHEN***= DO SURVEY NOW, CONTINUE TO ***STARTSURVEY***(**CATI2**).

IF ***SURVWHEN*** = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA CATI, CONTINUE TO **STARTSURVEY**(**CATI**).

IF ***SURVWHEN*** = SCHEDULE A CALLBACK TIME & SURVEY BEING DONE VIA WEB, SKIP TO **STARTSURVEY**(**WEB**).

IF ***SURVWHEN***= DO IT ON WEB, SKIP TO ***STARTSURVEY***(**WEB**)

STARTSURVEY (CATI)

Hi. My name is _____. I'm calling from the Market Research & Development, Inc. Am I speaking to {**CONTACTNM**} at {**FAMNAME/FAMNAME2**}? [IWER: IF NOT, ASK FOR CORRECT CONTACT AT HOUSEHOLD.]

(CATI2)

Thank you. We are conducting a survey of Guam Households as part of a study of the minimum wage workforce. By completing this survey, you will provide information to leaders in Guam about the challenges facing workers here. The survey should take about 20 minutes to complete.

We are very grateful for your time and appreciate all the information you will share with us.

STARTSURVEY (WEB) (WEB SURVEYS START HERE IF SCREENING COMPLETED)

Research & Development, Inc. is conducting a survey of Guam households. This survey should take about 20 minutes to complete. Your responses will be confidential. By completing this survey you will provide information to leaders in Guam about the challenges facing workers in your region. As a reminder, we are interested in your responses regarding the household member making minimum wage.

Throughout the survey, please use the NEXT and BACK buttons to move around in the survey. *Do not use the Forward and Back buttons on your browser.* If you need to take a break, simply close the browser window. Your responses will be saved to that point, so when you return the survey will start where you left off. (Please keep your access code handy to be able to log in again.)

If you need assistance or would like to finish the survey with an interviewer, please call our toll-free number and leave a message. An interviewer will then call you to schedule a time to complete the survey.

PROGRAMMER NOTES: IF **WEB** SURVEY, SHOW **STARTSURVEY (WEB)** AND **RTITLE** ON THE SAME SCREEN. IF **CATI** SURVEY &**SURVWHEN** = **DO IT NOW**, SHOW IWER INSTRUCTIONS IN **RTITLE**.

AGEDEMOGGRID

{CATI: To start off, I'd like to ask/WEB: First are} some general questions about you and your household. {CATI: [IWER: SOME OF THESE QUESTIONS MAY SEEM SIMILAR TO WHAT YOU JUST ASKED IN THE SCREENER.] }

Thinking of everyone who lives in the {FAMNAME/FAMNAME2} household, how many people, including yourself, are in the following age groups?	Number	OR Percent (%)	Don't know	Refuse
Under 10 years of age	**AGEUND10N**	**AGEUND10P**		
Between 10 and 18 years of age	**AGE1018N**	**AGE1018P**		
Between 18 and 25 years of age	**AGE1825N**	**AGE1525P**		
Between 26 and 50 years of age	**AGE2650N**	**AGE1650P**		
Between 51 and 64 years of age	**AGE5164N**	**AGE5164P**		
65 years of age or older	**AGE65OVN**	**AGE65OVP**		

RACEDEMOGGRID

Thinking of everyone who lives in the {FAMNAME/FAMNAME2} household, how many people, including yourself, are in the following race or ethnic groups?	Number	OR Percent (%)	Don't know	Refuse
Chamorro	**RACECHMN**	**RACECHMP**		
Filipino	**RACEFILN**	**RACEFILP**		
White	**RACEWHTN**	**RACEWHTP**		
Chuukese	**RACECHUN**	**RACECHUP**		
Multiracial	**RACEMULN**	**RACEMULP**		
Other non-white	**RACEOTHN**	**RACEOTHP**		

PROGRAMMINGNOTE: PERCENTS IN ***AGEDEMOGGRID*** AND ***RACEDEMOGGRID*** NEED TO ADD UP TO 100%

FINANCEPOS

What is your financial position in the household? {WEB: *Select all that apply* /CATI: Tell me all that apply }

INCONLY I am the only income earner in the household

INCHALF I am the responsible for half our household income

INCMULTIPLE I am one of the multiple income earners in the household

INCOTH Other (please specify) INCOTH
INCDK Don't know
INCREF Refuse

GENDER

What is your gender?

1 Male
2 Female
3 Other
4 Don't know
5 Refuse

COLLEGEDEG

Do you have a college degree?

1 Yes
2 No
3 Don't know
4 Refuse

HOUSEHOLDCOLLEGE

How many members of your household have college degrees? *Please {WEB: enter/CATI: say} the actual number or percent.*

Number of household members with college degrees: _____ **COLLEGEDEGN**
OR Percent of household members with college degrees (%): _____ **COLLEGEDEGP**
Don't know
Refuse

HOUSING

Which of the following best describes your housing situation?

1 I own a home and have a monthly mortgage payment.
2 I rent an apartment and have a monthly rent payment.
3 I rent a bedroom in a house.
4 I receive vouchers for subsidized housing.
5 Other
6 Don't know
7 Refuse

MOVED

Has your household moved in the last 10 years?

1 Yes
2 No
3 Don't know
4 Refuse

FOCALPLANS

Is your household planning to move? {CATI: [IWER: READ ALL RESPONSES] }

1 Yes – definite timeline and location
2 Yes – no definite timeline or location
3 Possibly
4 No
5 Don't know
6 Refuse

IF ***FOCALPLANS***= YES OR POSSIBLY (1 OR 2 OR 3), CONTINUE.
IF ***FOCALPLANS***= NO, DK, REF SKIP TO NEXT INSTRUCTION BOX.

RELOCAREA

Where are you planning or possibly planning to move? {CATI: [IWER: READ ALL RESPONSES] }

1 Within the city
2 To a suburb
3 Out of Guam
5 Don't know
6 Refuse

FAMLOC

Which of the following describes the location of your extended family? [IF FAMNUM>1, CONTINUE & USE WORDING RIGHT OF SLASH IN CURLY BRACKETS, OTHERWISE USE WORDING TO LEFT OF CURLY BRACKETS]. {WEB: *Select/*CATI:*Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES] }

FAMLOC1 {My/Our} extended family lives in the same city.

FAMLOC2 {My/Our} extended family lives in Guam, but a different city.

FAMLOC3 {My/Our} extended family lives outside of Guam.

FAMLOC4 {I/We} do not have any extended family.

FAMLOC5 Other (please specify) **FAMLOCOTH**

Don't know

Refuse

SECTOR

In what industry do you work?

1 11: Agriculture, Forestry, Fishing, Hunting
2 21: Mining, Quarrying, Oil and Gas Extraction
3 22: Utilities
4 23: Construction
5 31-33: Manufacturing
6 42: Wholesale Trade
7 44-45: Retail Trade
8 48-49: Transportation, Warehousing
9 51: Information
10 52: Finance and Insurance
11 53: Real Estate, Rental, Leasing
12 54: Professional, Science, Technical Services
13 55; Management of Companies and Enterprises
14 56: Administration, Support, Waste Management, Remediation Services
15 61: Educational Services
16 62: Health Care, Social Assistance
17 71: Arts, Entertainment, Recreation
18 72: Accommodation, Food Services
19 81: Other Services (except Public Administration)
20 92: Public Administration
21 99: Unclassified
22 Nonprofit Human Services organization

PRIMARYWORK

What is your current job title? If you have more than one job, please enter the job title for your primary job.

Job title: _____ (Range: 0-300 characters)

Don't know

Refuse

CURRENTJOB

How long have you been in your current job?

Number of years in current job (if less than one year please enter 0): _____ (Range: 0+)

Don't know

Refuse

CURRENTJOBEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

IF ***CURRENTJOB***>0, SKIP TO **FULLPARTTIME**
If **CURRENTJOB** = 0, DK OR REF, CONTINUE

CURRENTJOBMONTHS

How many months have you been in your current job?

Number of months in current job, if less than a month enter 1:_____ (Range: 0+)

Don't know

Refuse

CURRENTJOBMONTHSEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

FULLPARTTIME

Now I'm going to ask about your work schedule. Is your job as a {**PRIMARYWORK**} full-time or part-time? Use 40 hours per week as a full-time measure unless your firm/organization uses another measure.

1 Full-time

2 Part-time

3 Don't know

4 Refuse

HOURSAVG

How many hours do you work on average per week, counting all jobs?

Number of hours worked per week: _____ (Range: 0+)

Don't know

Refuse

HOURSAVGEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

HOURSLAST

How many hours did you work last week?

Number of hours worked last week: _____ (Range: 0+)

Don't know

Refuse

HOURSLASTEXAPP

Is that an exact or approximate number?

1 Exact

2 Approximate

TEMPORARYEE

Over the past 12 months, have you been hired on as a temporary employee? (Temporary workers could work full-time or part-time. Do not count if you're a seasonal workers or independent contractor.)

1 Yes

2 No

3 Don't know

4 Refuse

SEASONALEE

Over the **past 12 months** have you been hired on a seasonal basis?

1 Yes

2 No

3 Don't know

4 Refuse

PAYFREQ

How often do you get paid?

1 Every two weeks
2 Every week
3 Once a month
4 After each shift
5 Don't know
6 Refuse

YTIPPED

Do you receive tips in addition to your wages?

1 Yes
2 No
3 Don't know
4 Refuse

IF ***YTIPPED***= YES, CONTINUE.
IF***YTIPPED***= NO, DK OR REF, SKIP TO ***YCOMMISSION***.

TIPPEDN

How much do you make on average per hour in tips?

Amount of tips per hour: _____ (Range: 0+)
Don't know
Refuse

IF ***TIPPEDN***= DK OR REF, CONTINUE.
IF ***TIPPEDN***>0, SKIP TO ***YCOMMISSION***.

TIPEST

Please give your best estimation of how much you typically makes per hour in tips.

1. Less than $2 per hour
2. $2 to $4.55 per hour
3. $4.56 to $8.45 per hour
4. $8.46 or more per hour

5. Don't know
6. Refuse

YCOMMISSION

Do you receive commissions?

1 Yes, I receive commissions in addition to wages
2 Yes, I receive commissions but no wages
3 No, I do not receive commissions
4 Don't know
5 Refuse

CBAANY

Are you covered by a collective bargaining agreement?

1 Yes
2 No
3 Don't know
4 Refuse

SCHEDULE

Is your schedule the same every week?

1 Yes
2 No
3 Don't know
4 Refuse

IF ***SCHEDULE***= 2 NO, DK OR REF, CONTINUE.
IF ***SCHEDULE***=1 YES, SKIP TO ***ECHARGRID***.

SCHEDULEADVANCE

If your schedule varies week by week, how far in advance do you receive your schedule?

1 One week in advance
2 Two weeks in advance
3 A month in advance
4 Other
3 Don't know
4 Refuse

ECHARGRID

Please indicate whether you have any following characteristics.

	Yes	No	Don't Know	Refuse	
Working as a paid intern					ECHARINT
Working for a family member(s)					ECHARFAM
In special employment class due to a cognitive or physical disability					ECHARDIS
Working as part of an approved government subsidized temporary youth employment program					ECHAREDU
Working as part of an approved government subsidized transitional employment program					ECHARWST
Workingas part of a workforce training or employment program					ECHARWF
New to your job within the last 90 days					ECHARNEW

WORKERSGRID

Over the past 12 months, how many times have you…	Number (Range 0+)	Don't know	Refuse	
…quit?				QUITS
…been discharged?				DISCHARGES
…been laid off?				LAYOFFS
…been recalled from layoff?				RECALLS
…been newly hired?				NEWHIRES

QUALITYGRID

{WEB: Next are/CATI: Next I have} some questions about how easy or difficult it is for you to maintain a quality job. {CATI: IWER: READ ALL RESPONSES FOR EACH QUESTION IN THE GRID.]}

	Very difficult	Somewhat difficult	Not too difficult	Not difficult at all	N/A: Have not been hired	Don't know	Refuse	

					recentl y			
How hard is it to find a job?								**FINDJOB**
How hard is it to find a job you enjoy?								**ENJOY**
How hard is it to maintain employment ?								**MAINTAIN**
How hard is it to keep motivated in your current job?								**MOTIVATE**
How hard is it to find a job that pays more than minimum wage?								**MWAGEJO B**

HOURLYWAGE

The next questions ask about your **non-tipped** wages.

Thinking of your job at {**PRIMARYWORK**}, how much do you earn per hour?

{CATI: [IWER: IF THE R SAYS "MINIMUM WAGE", PROMPT: "THE MINIMUM WAGE IN GUAM IS $8.25 PER HOUR. DO YOU MEAN THE GUAM MINIMUM?" IF YES, ENTER $8.25.

1 Hourly wage ($): _____ **HOURLYWAGEAMT**
2 State minimum wage ($8.25)
3 Don't know
4 Refuse

HOURLYWAGESEXAPP

Is that an exact or approximate number?

1 Exact
2 Approximate

RAISES

Did your wage increase during calendar year 2015?

1 Yes
2 No
3 Not Applicable
4 Don't know
5 Refuse

IF ***RAISES*** = YES, CONTINUE.
IF ***RAISES*** = NO, NA, DK OR REF, SKIP TO **BENHINS**.

RAISEAMT

How much did your wage increase during calendar year 2015?

1 By the amount of the mandatory minimum wage increase
2 By a different amount (please specify)$**RAISEAMT_SPEC**
3 Don't know
4 Refuse

BENHINS

The next questions ask about benefits.

Which of the following benefits do you have with your current/primary employer?

{WEB: *Select/CATI: Let me know} all that apply.* {CATI: [IWER: READ ALL RESPONSES] }

BENHINS Health insurance
BENFHINS Health insurance for your spouse, domestic partner, or dependents
BENSICKLV Paid sick leave
BENVACLV Paid vacation leave
BENPDHOL Paid holidays
BENPTO Undesignated leave or universal "Paid time off" (PTO)
BENRETIRE Contributions to a retirement or pension plan (401k, 403b, etc.)
BENNONE None of the above

Don't know
Refuse

IF ***BENPTO*** **ONLY** IS SELECTED, CONTINUE.
IF ***BENPTO*** IS NOT SELECTED OR BENPTO AND OTHER OPTIONS ARE SELECTED, SKIP TO ***BENJOBCATGRID***

BENPTOINCL

Is any kind of leave provided separately from Paid Time Off (PTO)? That is, do workers have both PTO and paid holidays?

5 Yes - please specify which leave is separate: **BENPTOINCLYES**
6 No separate leave
7 Don't know
8 Refuse

USEHINS

Do you use company-provided health insurance for yourself?

6 Yes
7 No, did not sign up or choose to use
8 Don't know
9 Refuse

ACAMANDATE

To your knowledge, does the federal Affordable Care Act require your employer to offer health insurance coverage to employees? {CATI: [IWER: IF UNCLEAR, THE AFFORDABLE CARE ACT IS ALSO KNOWN AS OBAMACARE.]}

1 Yes
2 No
3 Don't know
4 Refuse

TOTALINC

Across all workers in your household, what was your approximate total household income last year?

Total income ($): (Range: 0 - 1,000,000)
Don't know
Refuse

COSTSCHG

In the last 12 months, has your household's **costs** or **expenditures** grow, decline, or stay about the same? Consider all costs: rent, food, utilities, etc.

6 Grow
7 Decline
8 Stay the same
9 Don't know
10 Refuse

INCOMETYPE

Over the past 12 months, in what various ways have you received income? [select all that apply]

1 A job
2 Informal work
3 Public assistance (SNAP/TANF, housing vouchers)
4 Unemployment benefits
5 Student loans/other loans
6 Other
7 Don't know
8 Refuse

HOUSEHOLDBUDGET

Thinking of your total household budget, what percent of your monthly household income goes towards the following expenses?	Amount	OR Percent (%)	Don't know	Refuse
Rent	**RENTN**	**RENTP**		
Food	**FOODN**	**FOODP**		
Utilities	**UTILN**	**UTILP**		
Transportation	**TRANSPORTN**	**TRANSPORTP**		
Medical costs (including insurance)	**MEDICALN**	**MEDICALP**		
Education	**EDUCN**	**EDUCP**		
Savings/investments	**SAVEN**	**SAVEP**		
Leisure	**LEISN**	**LEISP**		
Other	**OTHN**	**OTHP**		

PROGRAMMINGNOTE: PERCENTS IN ***HOUSEHOLDBUDGET*** NEED TO ADD UP TO 100%

IF ***OTHN*** OR **OTHP** >0 IN ***HOUSEHOLDBUDGET,*** CONTINUE.
IF ***OTHN*** = O, DK OR REF, SKIP TO ***SPENDCATEG.***

OTHSPEC

You said "Yes" to "other expenses" in the last question. Please explain your other expenses.

_____(0-300 characters)

Don't know

Refuse

SPENDCATEG

How would you describe your monthly spending?

1 I am able to pay all my monthly bills and have money left over for savings or leisure
2 I am able to pay all my monthly bills, but do **not** have money left over for savings
3 I am able to pay some of my bills, but not all of them.
4 My expenses outweigh my income or I can never make ends meet
5 Other
6 Don't know
7 Refuse

IF **SPENDCATEG** = 5 ***OTHER*** CONTINUE, OTHERWISE SKIP TO **CHANGEGRID**.

SPENDCATEGOTH

You said "other" in the last question. Please explain how you would categorize your monthly spending.

_____(0-300 characters)

Don't know

Refuse

CHANGEGRID **(PROGRAMMER:** Same grid used in non-profit section)

Since the minimum wage increased from $7.25 to $8.25 last January, how much do you agree with the following statements regarding your household budget or spending	Agree	Somewhat agree	Neutral /no changes	Somewhat disagree	Disagree	Refuse	

habits? {CATI: [IWER: READ ALL RESPONSES FOR EACH QUESTION IN GRID.] }							
I pay off more of my bills per month							CHGBILLS
I put more money away in savings							CHGSAVIN GS
I can afford to take vacation or time off without worry							CHGVACA TION
I can afford to move							CHGMOV E
I can afford to work fewer hours or less jobs							CHGHOUI S
I have made a bigger purchase(s) such as a vehicle or appliance							CHGPURC HASE
I can afford more leisure or extracurricular activities							CHGLEISU RE
I have started school or entered into training programs							CHGTRAII
I have spent more time at home							CHGMOR HOME
I have spent less time at home							CHGLESSH OME
I have felt more financially secure							CHGSECU RE
I have not felt more financially secure							CHGNOTS ECURE

ANTICIPATEGRID

If the Guam minimum wage requirement increases again, how do you anticipate the {**FAMNAME/FAMNAME2**} household changing?	This will definitely happen	This will probably happen	This will probably NOT happen	This will definitely NOT happen	N/A	Don't know	Refuse	
I will stay at my current job for longer								**ANTICSTAY**
I will look for more training or opportunities for career advancement								**ANTICTRAIN**
I will buy a home								**ANTICHOME**
I will buy a car or other large purchase								**ANTICBUY**
I will pay off my debt								**ANTICDEBT**
I will save more money								**ANTICSAVE**

FINALSAY

That is the end of the survey! Is there anything else you would like us to know or anything we should pass along to the Government of Guam?
(Range: no length restriction)

_____

Don't know
Refuse

IF ***SURVWHEN***= DO SURVEY NOW, CONTINUE TO ***CATIEND***, THEN EXIT.
IF ***SURVWHEN***= SCHEDULE CALLBACK TIME OR DO ON WEB, SKIP TO ***CONTACT***.

CATIEND

I would like to thank you for your participation.

CONTACTEND

{CATI: I would like to thank you / WEB: Thank you} for your participation.

{CATI: Before we finish, I would like to confirm your contact information. [IWER: VERIFY INFORMATION BELOW. CATEGORIES WITH * ARE REQUIRED.]

WEB: Please enter your contact information listed below. (*Items with an asterisk (*) are required*). When you are finished click SUBMIT to submit your responses.

Programmer: If contact information was asked during screener, fill next fields with that info (CATI ONLY)

Family Name:	**FAMNAME**
Your Name*:	**FIRSTNAME**
Phone* (###-###-####):	**PHONE**
Cell Phone:	**CPHONE**
Email*:	**EMAIL**

H. Guam Household Survey: Qualitative

HOUSEHOLD INTERVIEW PROTOCOL

Date: _____

Location: _____

Interviewer(s): _____

Study ID: _____

Interviewer Instructions:

These interviews should be conversational rather than scripted. Use as many probes as necessary. Probes are not designated to redirect the interview, but rather to uncover more detail.

Prior to beginning interview, check with the participant to see if…

- They have any time constraints and complete the informed consent process.
- They earn less than $10.10 per hour.

Doc. No. 34GL-17-0199.

Introduction and Informed Consent:

My name is _____ from Market Research & Development. Thank you for agreeing to participate in this interview. My purpose in conducting this interview with you is to learn more about on how Guam's minimum wage increases are affecting your household. I'll be asking a series of questions about your work, a bit of history about your household, and then a range of items about your spending and saving.

The interview should take about 30 minutes of your time or slightly more if you have time to give more detailed answers. Is this still a good time to do the interview?

Thank you. Here is an information sheet about this study. I want to remind you that your participation is voluntary and if you do not wish to participate, you may stop at any time. Your responses will be kept confidential. Your contact information will not be shared with anyone, and your name will not appear in any reports or publications. You do not have to answer any questions you do not want to answer.

Do you have any questions about this research?

Do you consent to participating in this interview? [If "yes," continue with interview. If "no," thank the participant for their time]

Do you earn less than $10.10 per hour?[If "yes," continue with interview. If "no," thank the participant for their time]

In order to make sure that I capture everything you say, I'd like to record our conversation today. Is that OK with you? [If consent is given to record, begin recording now and record a statement of identification: "This is interviewer # _____, interviewing participant #_____"]

HOUSEHOLD INFORMATION

The first questions I'm going to ask will be about your household.

QUESTION/PROBES	RESPONSE

To begin with, can you please tell me a little bit about your family?
 	
Probe:
 	
• How many people are in your household? _____
• How many are…
  ○ Children under 2? ____
  ○ Children under 18? ____
  ○ Children over 18? ____
• Are you married or living with a partner?	

How long have you lived on Guam? *Probe:* • Does your extended family live here? • Do you plan to move? Why?	
How many people in your household have a job? _____ • How many people earn less than $10/hour?_____ • *Do each of these people work full time?* • *Part-time?*	

Does your household receive any type of public assistance?
 	
• *Probe*: Types of assistance:
  ☐ Temporary Assistance for Needy Families (TANF)
  ☐ Supplemental Security Income (SSI)	

☐ Earned Income Credit (EIC) ☐ Supplemental Nutrition Assistance Program (SNAP) ☐ Child care support ☐ Medicaid • How long have they been receiving each? • Have benefits changed in the last year?	
How many people in your home have a high school diploma? Probe: What about an • Associates' degree • College degree? • Master's Degree	**HS:** **ASSOCIATES':** **4-YEAR COLLEGE+:**
Has anyone in your home stopped going to high school in order to work?	

JOB & SCHEDULE

QUESTION/PROBES	RESPONSE
In what ways have you made money in the past year? • Have you worked any informal or under-the-table jobs?	
Can you tell me about your current job(s)? • Probe: How long have you worked there? Full-time or part-time?	
How many hours do you work a week? • Probe: Is this a normal amount? Does it change week to week?	
Is your schedule the same every week? • Probe: when do you know your schedule?	
If your schedule is not the same every week, how does that impact your home life? Probe: how does that impact your • Time with your kids, family, friends • Your ability to do things around the house?	
What does your normal daily schedule look like? • Probe: commute time, dropping/picking kids up, work hours, home time	

WAGES

Now I'm going to ask you about your pay.

QUESTION/PROBES	RESPONSE
How much money do you make per hour? Per job?	
Did you receive any raises last year? How much? • Probe: Were raises due to mandated raises in the minimum wage?	
Do you receive tips in addition to your wages?? • Probe: Do you get to take home all of your tips? • Does your work do tip pooling or do you have to "tip out" other workers?	
How much money in tips do you make an hour? Or per shift?	

BENEFITS

QUESTION/PROBES	RESPONSE
What kind of benefits do you get in your current (main) job? ☐ Health insurance for employee ☐ Health insurance for employee's spouse, domestic partner, or dependents ☐ Paid sick leave ☐ Paid vacation leave ☐ Paid holidays	

☐ Undesignated leave or universal "Paid time off" (PTO) ☐ Parental or family leave ☐ Contributions to a retirement or pension plan (401k, 403b, etc.)	
Have any of your benefits changed in the last 1-2 years? • *If yes: Probe for details*	

HOUSEHOLD COSTS

Now I'd like to talk about your household costs.

QUESTION/PROBES	RESPONSE
What are your major expense areas? ***Probe* for:** ____ 1.Rent costs, ____ 2.utilities, ____ 3.food, ____ 4.medical, ____ 5.transportation, ____ 6.childcare, ____ 7.other **Can you describe your household expenses last month?**	
Have you experienced changes in your expenses over the last few years, what/why? • *Probe* for: How did you handle rising expenses? Did your wage keep up with rising costs?	
What is your method of paying off bills each month? • *Probe* for: Are your expenses more than your income each month? Or do you break even? • Are you able to put money away in savings?	
Have you taken out any advances on your salary (or a payday loan) in the past year?	

• [If *yes*] How often? Reason for taking out loans? Difficulty paying back?	
How do you plan to address future changes or rising expense costs?	

GUAM MINIMUM WAGE

Now I would like to get a sense of your response to the changes in the Guam minimum wage.

QUESTION/PROBES	RESPONSE
Were you working a minimum wage job when the wage increased from $7.25 to $8.25? • *[If yes] How have your take-home wages changed since this increase?* • *Have the amount of hours you work changed since this increase?* • *How much did this $1 increase affect your household spending and saving?* • *Probe for: Why* for each of the above	
If the wage goes up to $10.10 an hour, how do you anticipate this will affect you? • *Probe for:* • *Ability to pay off bills* • *Have more money in savings* • *Eating out more* • *Take more vacations* • *Other (Please specify)*	
Do you anticipate working <u>more or fewer hours</u> if the wage goes up (to $10.10)? Why?	

Do you anticipate <u>making any big purchases</u> if the wage goes up (to $10.10)? What/why?	
If you're currently using public assistance, how do you anticipate that changing if the wage goes up (to $10.10)? Why?	
How do you anticipate your home or family life changing if the wage increases? • *Probe for: spending more time at home, feeling more secure, taking vacation time* • *Probe for: Why?*	

That was my last question, do you have any final questions or comments that you would like to make and assure they are captured in this interview?

We are done!

Thank you very much for agreeing to be interviewed. Your answers will help us and policy makers to better understand the challenges that families making minimum wage face in Guam.

Doc. No. 34GL-17-0199.