



P.O Box 2396
Asheville, NC 28802
828-239-0932
www.justeconomicswnc.org

Section 1: Basic Information

Please complete all fields that apply to you and/or your business. Make sure to complete all three (3) pages of the application.

Name of Employer/Business: _____

Address: _____

City: _____ State: _____ ZIP: _____

Phone: _____

Website: _____

General Email: _____

Primary Contact Person: _____

Contact Person's Email: _____

Yes, I'd like to become an individual member of Just Economics. Just Economics is an individual membership based organization that needs individual members in order to grow. Annual individual membership starts at \$10.

Please make checks payable to Just Economics.



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Section 2: Certification Eligibility

1. How is employee compensation currently determined?

2. What is the total size of your workforce? _____
3. Do all full and part time employees receive a living wage (for Buncombe and Transylvania Counties, \$11.35/hour without benefits or \$9.85/hour with employee provided health insurance)? Yes No
4. How many employees earn below the living wage as defined above? _____
5. What does the lowest paid employee earn per hour? \$_____ /hour
6. What was the dollar figure increase per hour that was needed to meet the Just Economics living wage criteria? _____
7. How many people did that increase effect? _____
8. Do you have tools/policies in place to determine employee raises and promotions? Yes No
9. Which of the following benefits and supplementary services are offered to employees? *Check all that apply*
 - a. _____ Health Insurance - ____% Paid by Employer
 - b. _____ Dental Insurance - ____% Paid by Employer
 - c. _____ Life insurance - ____% Paid by Employer
 - d. _____ Paid Vacation - ____ days per year
 - e. _____ Paid Sick Days - _____ days per year
 - f. _____ Childcare - ____ On-site ____ Off-site
 - g. _____ Non-medical sabbatical/leave of absence - _____ *Please describe*
 - h. _____ Maternity/Paternity Leave - _____ *Please describe*
 - i. _____ Retirement plan (Pension, 401K, etc) - _____ *Please describe*
 - j. _____ Health & Wellness Program - _____ *Please describe*
 - k. _____ Counseling Services - _____ *Please describe*
 - l. _____ Continuing Education Reimbursement - _____ *Please describe*
 - m. _____ Opportunities for professional development - _____ *Please describe*
 - n. _____ Other: _____ *Please describe*
10. If you currently pay less than a living wage, what is your expected incremental cost in order to meet Just Economics criteria for paying a Living Wage to all your employees?
Total cost annually: _____

Number of workers to receive a wage increase: _____



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Section 3: Additional Information

11. What is the total cost to your business for a new hire? _____ (Please estimate)
12. How much do you spend on average on advertising for recruitment purposes only per year? \$_____
13. How much do you spend to train a new employee ? _____ (Please estimate)
14. How many positions do you recruit for, on average, during a year? _____
15. What is your average employee turn over rate per year? _____
16. How much do you spend on the following forms of advertising each month?
 - a. Print (newspaper, magazine, catalogs, directory) \$_____/month
 - b. On-line (pay per click, Google ad words, banner) \$_____/month
 - c. Radio/TV (program underwriting, commercials) \$_____/month
 - d. Networking/trade shows/special events \$_____/month
17. Do you advertise in feeder markets? Yes No
18. Do you have regular publicity in media outlets? Yes No
19. Is your business a member of any of the following groups? *Check all that apply*
 - a. _____ Chamber of Commerce
 - b. _____ Convention and Visitors Bureau
 - c. _____ Mountain BizWorks
 - d. _____ Other _____ *Please specify*
17. Is there a local purchasing strategy or policy in place? Yes No
18. What percentage of expenditures (other than labor) are from local supplies (within 300 mile radius)? _____%
19. What is the biggest challenge your business faces?

20. What would allow your business to be more successful? *Check all that apply*
 - a. _____ Free advertising in local media outlets
 - b. _____ Seminars on topics related to business development
 - c. _____ Discounted membership to business associations
 - d. _____ Networking opportunities with other local business owners
 - e. _____ Other _____ *Please specify*