



PREPARED FOR

Grundy Livingston Kankakee Workforce Board



5/29/2024

Labor Shed Market Analysis

Grundy County

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1. Executive Summary

The Grundy County Labor Shed Market Analysis, prepared for the Grundy Livingston Kankakee Workforce Board, offers an in-depth look at the labor market dynamics in and around Grundy County, Illinois. This analysis is crucial for understanding the current labor supply, workforce characteristics, underemployment patterns, commuting trends, and skills gaps in the region.

An Ample Supply of Skilled Workers Is Available in Proximity to Key Sites in the County

Site 1 (Interstate 80 and Brisbin Road, Morris IL)



Population: Within a 30-minute drivetime of Site 1, the population is [555,092 with a labor force of 296,120](#).



Educational Attainment: The region's educational attainment is [broadly in line with job demand](#), with 58.5% of the labor force aged 25-64 possessing an associate's degree or less and about 58% of jobs typically requiring that level of education.



Manufacturing Labor Supply: There is [ample labor supply](#) for an expansion up to 500 jobs in the manufacturing industry. There are at least 55 potential candidates for every opening in key occupations such as team assemblers and first-line supervisors of production.



Transportation & Warehousing Labor Supply: There is [ample labor supply](#) for an expansion up to 500 jobs in the transportation, warehousing, distribution, and logistics (TWDL) industry. There are at least 67 potential candidates for every opening in key occupations such as heavy and tractor-trailer truck drivers and laborers and freight stock and material movers hand workers.

Site 2 (Reed Road and S. Broadway Road, Coal City IL)



Population: A 30-minute drivetime from Site 2 encompasses a population of [279,318 and a labor force of 147,568](#).



Educational Attainment: The education of the labor force is [aligned with typical job requirements](#), as 70.9% of the labor force aged 25-64 has a two-year award or less, and about 64% of jobs typically require that level of education.



Manufacturing Labor Supply: There is [ample labor supply](#) for an expansion up to 300 jobs in the manufacturing industry, with at least 55 potential candidates for every opening in key occupations such as team assemblers and first-line supervisors of production.



Transportation & Warehousing Labor Supply: There is [ample labor supply](#) for an expansion up to 200 jobs in the transportation, warehousing, distribution, and logistics (TWDL) industry, with at least 58 potential candidates for every opening in key occupations such as heavy and tractor-trailer truck drivers and laborers and freight stock and material movers hand workers.

Competitive Wages Differ by Site and Target Industry

Wage structures at both major sites in Grundy County—Interstate 80 and Brisbin Road, Morris IL (Site 1) and Reed Road and S. Broadway Road, Coal City IL (Site 2)—reflect the economic incentives available to potential workers and the competitiveness of these areas for attracting skilled labor. Higher wages in specialized sectors such as manufacturing and transportation, warehousing, distribution, and logistics (TWDL) highlight the potential for these sites to draw a high-quality workforce. This analysis provides a detailed look into the wage differences across various occupations at both sites, offering valuable insights for businesses considering establishing operations in these areas.

Site 1 (Interstate 80 and Brisbin Road, Morris IL)

Mean Wage: \$59,300
Entry-Level Wage: \$31,200

Manufacturing Wages: 3,000+ area workers in occupations that outperform regional average.

TWDL Wages: 3,750+ area workers in occupations that outperform regional average.

Site 2 (Reed Road and S. Broadway Road, Coal City IL)




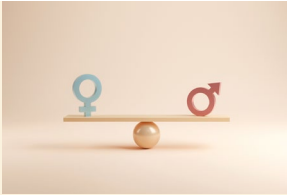
Mean Wage: \$60,300
Entry-Level Wage: \$31,500

Manufacturing Wages: ~2,000 area workers in occupations that outperform regional average.

TWDL Wages: 2,000+ area workers in occupations that outperform regional average.

Regional Workforce Data Display Experienced, Diverse, and Educated Labor Supply

Grundy County's workforce is a strategic asset for potential new and expanding businesses, presenting demographic diversity and a strong educational foundation. The workforce predominantly comprises a prime-aged workforce, which typically translates to a high degree of professional experience and reliability and is particularly advantageous for businesses seeking a stable, experienced labor force committed to crucial occupations. Additionally, the workforce's racial composition is predominantly White, but also includes substantial Black or African American and Asian communities, providing a culturally diverse supply of workforce talent. Specific highlights include:

 <p>Most Prominent Age Group</p> <p>45 to 54 years - suggests a workforce with years of professional experience and industry knowledge but not yet approaching retirement within both regions</p>	 <p>Racial Diversity</p> <p>Predominantly White but also has significant representation from Black or African American and Asian workers.</p>	 <p>Advanced Education</p> <p>Meets Regional Demand for Target Industries - for specialized positions requiring advanced knowledge, 27.5% of adults aged 25-64 in the county hold a bachelor's degree or higher.</p>	 <p>Gender Split</p> <p>Balanced Gender Ratio (55% male to 45% female) - Manufacturing occupations within the county are 77% male, and TWDL occupations also show a significant male dominance of 81%. The local gender ratio is in line with the national average but suggests potential for fostering gender diversity.</p>
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Underemployed Workers Represent Potential Latent Talent Pool

The analysis of underemployment within Grundy County reveals a significant portion of the workforce that is overqualified for their current positions, particularly in sales, office, and administrative support roles. This underutilization of skills presents a unique opportunity for new businesses to harness this latent talent pool. Employing these individuals in roles that match their qualifications can lead to improved job satisfaction, higher productivity, and a more dynamic workplace environment.

- Within the general workforce, **over 400 individuals are underemployed in sales and similar numbers in office and administrative support roles**, indicating significant potential for higher productivity and job satisfaction if appropriately utilized. In both the manufacturing and TWDL industries, a significant number of workers are currently well positioned to advance into higher supervisory roles should such opportunities arise.

Commuting Patterns Show Grundy Residents Mostly Stay Within County for Work. Region has an Opportunity to Capture Net Out-Commuter Losses with Shorter Commutes.

Grundy County's commuting patterns reveal a deeply interconnected workforce with strong local and regional ties. A significant majority of the workforce lives and works within the county, indicating a stable local employment base, while a notable portion commutes from neighboring counties such as Will, Cook, and LaSalle. This mix enhances the local labor pool with diverse skills and offers businesses both the stability of a local workforce and the dynamism of regional economic integration.

- Chmura estimates that **9,599 workers living outside Grundy County commute into the region for work**. Another 13,008 residents both live and work in the county, and 13,628 residents commute outside the region for work.
- **57.5% of Grundy County's workforce resides and works within the county**, which helps in maintaining a stable local workforce. Additionally, 15.9% commute from Will County, 5.2% from Cook County, and 4.4% from LaSalle County, expanding the local labor pool with diverse skills from neighboring regions. The existing commuting infrastructure supports a well-connected labor market, making Grundy County an attractive location for businesses seeking a strategic logistical advantage within the region.

Skills Gaps Analysis Indicates an Abundance of Manufacturing Skills

The skills analysis for Grundy County underscores both the strengths and gaps within the local workforce. Notable skill surpluses in specific areas suggest areas where the workforce is well-prepared, while significant deficits in other skills highlight opportunities for targeted training and recruitment to meet business needs. This balance of surplus and deficit provides a roadmap for aligning local talent development with the actual demands of the economy.

- The **manufacturing workforce has a surplus of workers** with skills such as lean manufacturing, forklifts, gauges, and CAD software. Supporting the TWDL cluster, the region shows a surplus of workers with Class A Commercial Drivers Licenses (CDL-A), inventory control, circuit boards, and lift trucks. These skill surpluses can support expanding firms. Gaps in the clusters include blueprint reading, MIG welding, and HVAC systems in manufacturing, as well as forklifts (stand-up and sit-down) and warehouse management systems in TWDL. Gaps in both sectors present potential opportunities for workforce training.

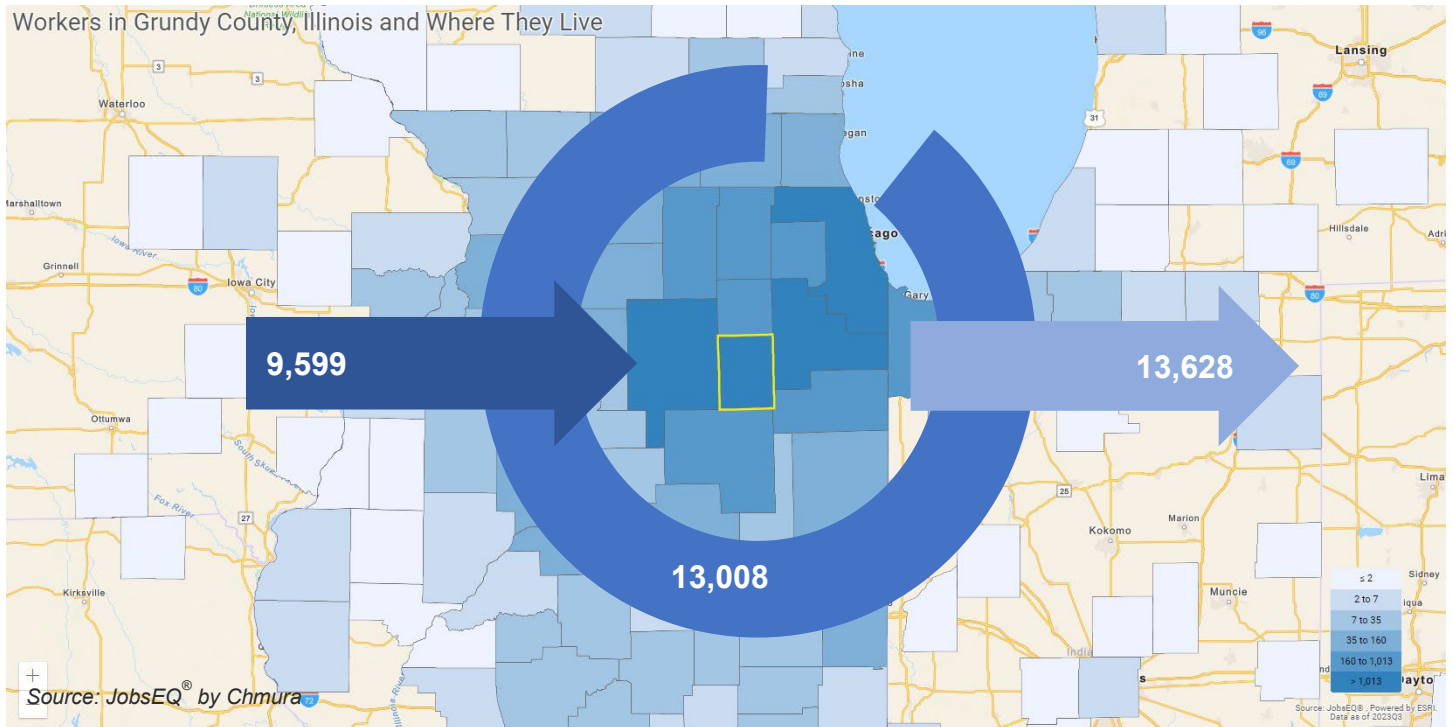
2. County Commuting Patterns

TABLE 2.1: Workers of Grundy County, Illinois and Where They Live

Location	Count	Share
Grundy County, Illinois	13,008	57.5%
Will County, Illinois	3,599	15.9%
Cook County, Illinois	1,177	5.2%
LaSalle County, Illinois	993	4.4%
All Other Locations	3,830	16.9%

Source: Chmura's JobsEQ®

Figure 2.1: 13,087 Residents Both Live and Work in Grundy County



Chmura estimates that 9,599 workers living outside Grundy County commute into the region for work.¹ As shown in Figure 2.1, another 13,008 residents both live and work in the county, and 13,628 residents commute outside the region for work. 15.9% of the county's workers commute from Will County and 5.2% from Cook County. Additionally, LaSalle County provides 4.4% of Grundy County's workers. The remaining 16.9% of workers reside in various other locations, indicating that a considerable number of Grundy County's workforce is willing to travel beyond their immediate county for employment. However, over half of Grundy County's workforce (57.5%) lives within the county itself, reflecting a community where the majority have the opportunity to work close to where they reside. This distribution shows that Grundy County is a community with strong local employment, as well as home to many workers that are integrally connected to the broader regional economy.

¹ Chmura used an internal commuting model, which uses a combination of data from LODES and the ACS survey provided by the U.S. Census Bureau, to calculate commuting patterns for the region.

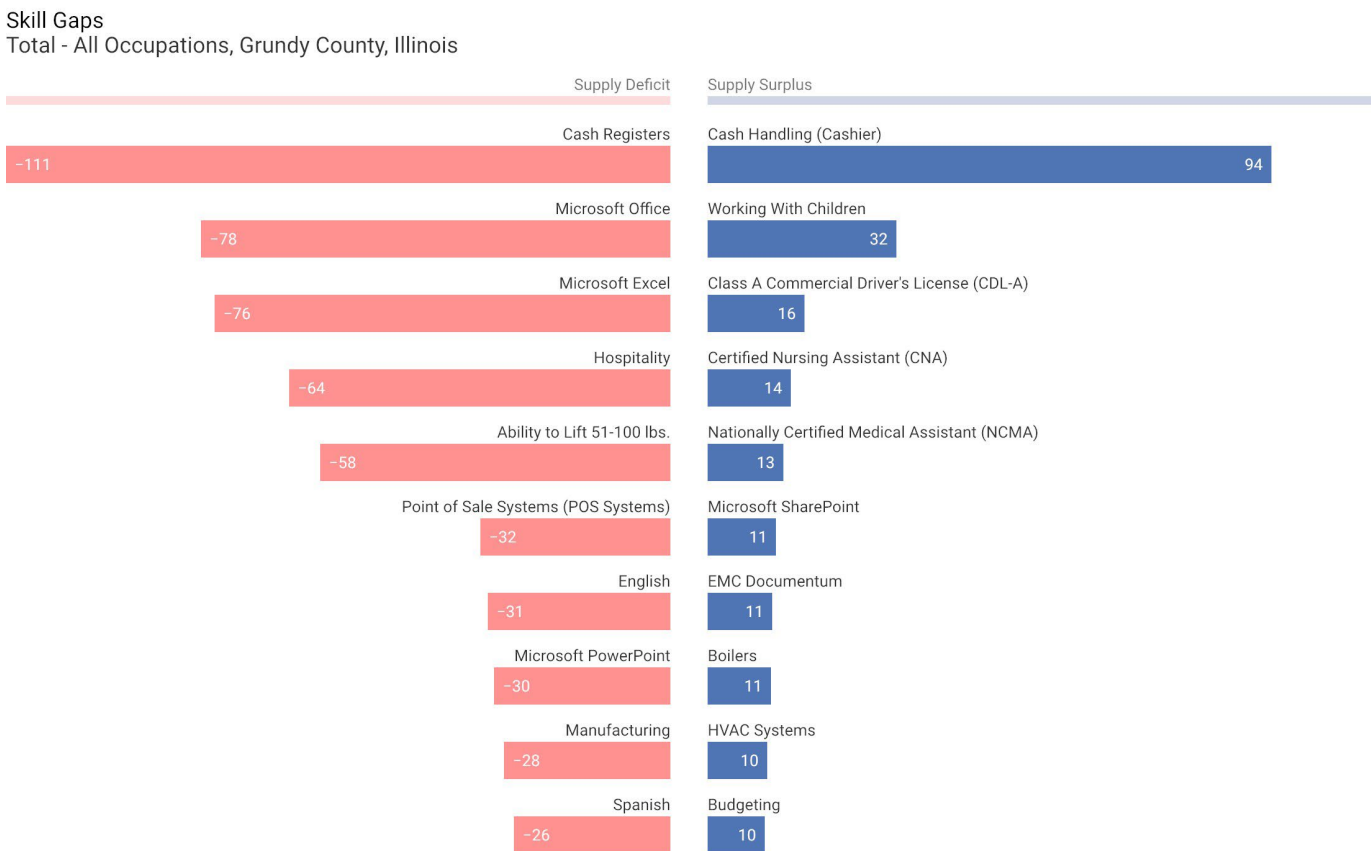
3. Skills Analysis

Chmura defines a skill gap as the difference between the supply and demand for a skill. This can be measured by percentage or a job count (where the job count is relative to occupation demand). Positive gaps are surpluses of a skill, while negative gaps represent a shortage of a skill. Skill supply (candidates) is collected from resume data; demand (openings) is collected from job ads with JobsEQ (RTI). The results of the analysis may indicate a mismatch between the skills workers possess and those that employers are seeking. Efforts to address these gaps may include targeted training programs, recruitment strategies, or educational initiatives to equip the workforce with skills that are in high demand, thereby creating a more balanced job market. The results also may demonstrate an abundance of qualified workers who are capable of filling positions for new or expanding firms in the region.

All Occupations

A skill gap analysis for Grundy County across all occupations shows a surplus of some skills in the job market. The most substantial surplus is in cash handling (cashier) skills, with 92 more workers with that skill than advertised needs. Other areas with notable surpluses include working with children (+32), holding a Class A Commercial Driver's License (CDL-A) (+16), and being a Certified Nursing Assistant (CNA) (+14). Skills such as being a Nationally Certified Medical Assistant (NCMA), using Microsoft SharePoint, working with boilers, HVAC systems, EMC Documentum, and scheduling software show smaller surpluses ranging from +10 to +13. The analysis also indicates that there is a significant supply deficit in several skills, most notably with cash registers showing the largest gap at -111, followed by proficiency in Microsoft Office and Microsoft Excel at -78 and -76, respectively. Hospitality skills are also in deficit by -64, and there's a notable shortage of individuals who can lift 51-100 lbs., as indicated by a gap of -58. Skills with POS (Point of Sale) systems, English, Microsoft PowerPoint, manufacturing, and Spanish are in lesser but still short supply.

Figure 3.1: Cash Register and Microsoft Office Skills Are in High Demand in Grundy County



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

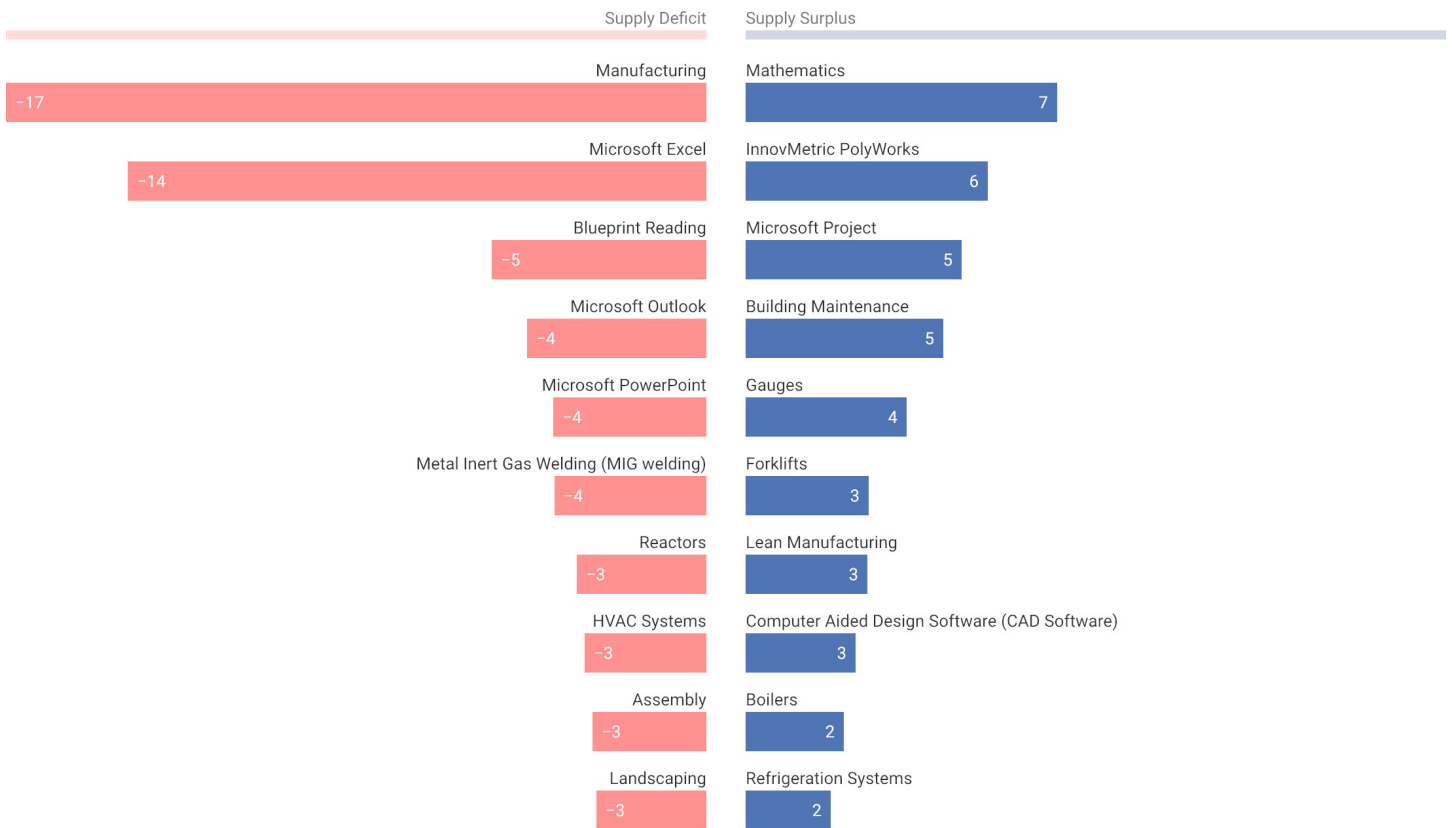
Manufacturing

Within manufacturing occupations, the most substantial skill deficit is in general manufacturing skills, with a shortfall of 17. There is also a notable gap in Microsoft Excel skills, with a gap of -14, and blueprint reading is lacking by -5. Additionally, there is a smaller gap for Microsoft Outlook, PowerPoint, and metal inert gas (MIG) welding skills at -4 each. Skills in working with reactors, HVAC systems, assembly, and landscaping are each short by -3.

Conversely, the manufacturing sector in Grundy County appears to have an ample supply to support expansion in several areas. Mathematics skills show a surplus of 7, indicating there are more candidates with this skill than there are roles currently requiring it. There is a surplus of 6 in InnovMetric PolyWorks, a surplus of 5 in both Microsoft Project and building maintenance, and 4 in gauges. Skills in operating forklifts, lean manufacturing, computer-aided design (CAD) software, boilers, and refrigeration systems show smaller surpluses, ranging from +2 to +3.

Figure 3.2: General Manufacturing and Microsoft Office Skills Are in High Demand in Manufacturing Occupations

Skill Gaps
Manufacturing (CTE Cluster), Grundy County, Illinois



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

Transportation, Warehousing, Distribution, and Logistics

The transportation, distribution, and logistics (TWDL) sector in Grundy County is experiencing significant skill gaps in several areas, the largest being in the physical capability to lift 51-100 lbs., with a deficit of -34. There is also a notable shortage of -20 in operating tractor-trailer trucks, and skills in using barcode scanners are lacking by -14. The gap extends to warehouse management systems (WMS), with a shortfall of -13, and a shortfall of -12 for operators of stand-up forklifts. Proficiency with personal computers (PC) and forklifts each have a gap of -11, there's a -10 gap in working with tankers, and a shortage of -9 for both Microsoft Office and sit-down forklifts.

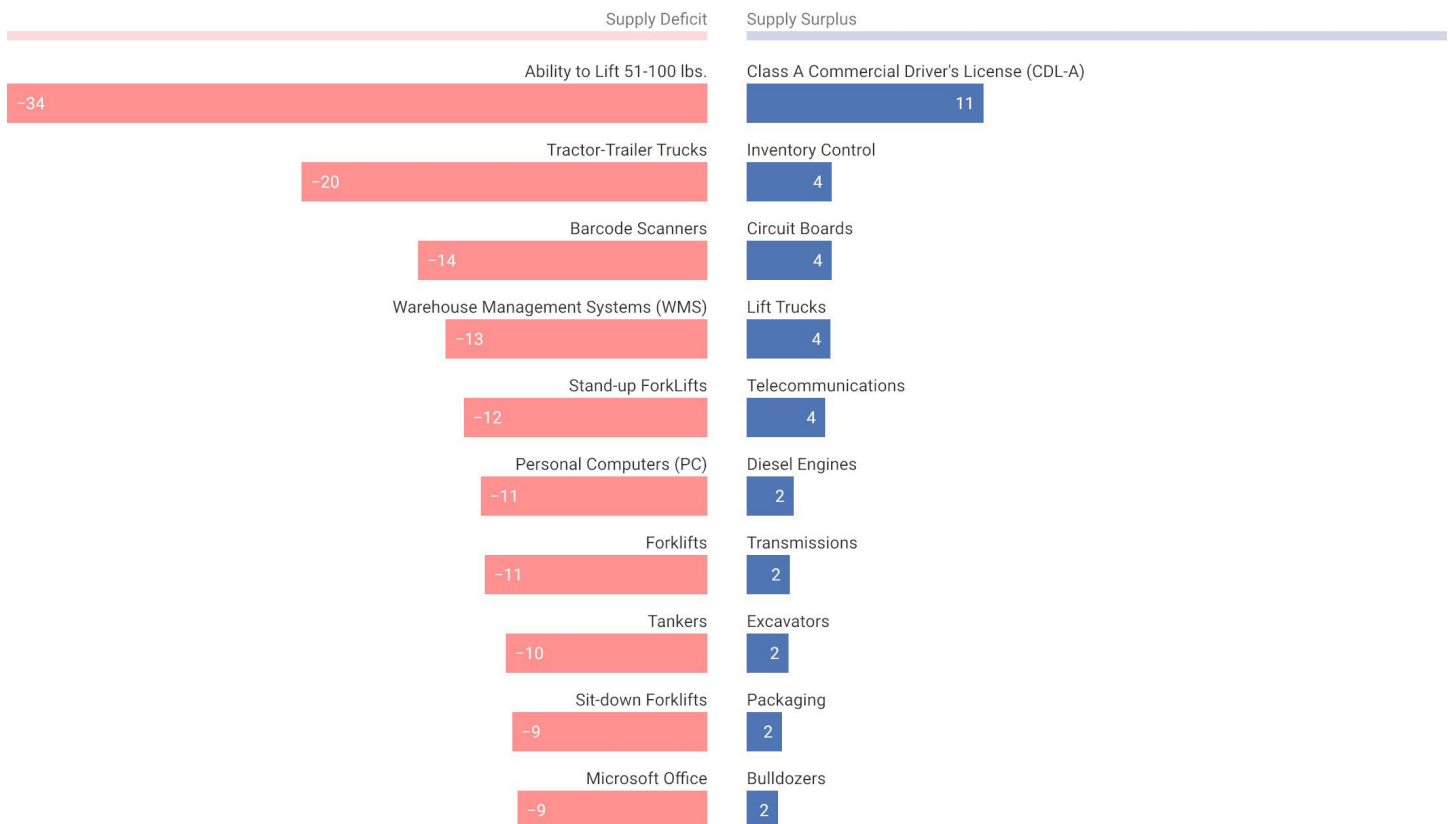
Conversely, there is a surplus of workers with a Class A Commercial Driver's License (CDL-A), exceeding demand by 11. This is often a difficult-to-find skill for truck drivers and would be attractive to TWDL firms. Other areas with skill surpluses include inventory control, circuit boards, lift trucks, and telecommunications, each with a surplus of 4. Skills in diesel engines, transmissions, excavators, packaging, and operating bulldozers are in excess by smaller margins, with a surplus of +2 each.

The data indicates a demand for physically capable workers and those skilled in operating specific machinery and systems which currently outstrips supply. On the other hand, there is an abundance of candidates with certain technical skills and qualifications that surpass employer needs, suggesting that new firm expansions or opportunities for retraining or upskilling within existing firms in the region could help realign the workforce with market demands.

Figure 3.3: Ability to Lift Heavy Weights and Drive Tractor-Trailer Trucks Are in High Demand in TWDL Occupations

Skill Gaps

Transportation, Distribution & Logistics (CTE Cluster), Grundy County, Illinois



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

4. Underemployment

Underemployed workers² represent a potential supply of college-educated workers for skilled jobs needed in business expansions. The concentration of workers not making full use of their degrees, however, also represents a misalignment between educational supply and typical education and training needs for jobs in the region.

Grundy County, Illinois

All Occupations

A large number of workers in sales and related occupations are underemployed in Grundy County, meaning workers with a college degree are employed in these occupations. Over 400 people in sales positions and office and administrative support positions are potential candidates to fill jobs which they are more qualified for. If an expansion occurred that created positions which required the use of their degrees, they represent a pool of potential candidates to help fill jobs. Compared to the national makeup, Grundy County has a similar representation of the occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 27.1% of workers in office and administrative support occupations are underemployed compared to 17.4% of workers in these positions in Grundy County. Similarly, 23.9% of workers in sales and related occupations on the national level are underemployed compared to 15.6% in Grundy County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

TABLE 4.1: Underemployed Workers in All Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth ³	Unempl Rate
41-0000	Sales and Related Occupations	403	2,583	\$46,100	0.0%	5.6%
43-0000	Office and Administrative Support Occupations	384	2,206	\$50,000	-0.4%	3.9%
11-0000	Management Occupations	251	1,682	\$130,300	0.6%	2.1%
53-0000	Transportation and Material Moving Occupations	243	3,402	\$49,000	0.9%	6.8%
35-0000	Food Preparation and Serving Related Occupations	166	1,693	\$34,600	0.5%	6.6%
51-0000	Production Occupations	127	1,192	\$63,400	0.0%	3.9%
33-0000	Protective Service Occupations	99	501	\$61,700	0.1%	4.2%
47-0000	Construction and Extraction Occupations	85	1,477	\$80,300	0.6%	5.3%
25-0000	Educational Instruction and Library Occupations	76	1,734	\$64,500	-0.2%	3.1%
39-0000	Personal Care and Service Occupations	74	421	\$41,800	1.0%	4.6%
49-0000	Installation, Maintenance, and Repair Occupations	67	1,030	\$68,100	0.5%	2.8%
29-0000	Healthcare Practitioners and Technical Occupations	65	1,301	\$98,100	1.0%	1.8%
13-0000	Business and Financial Operations Occupations	62	832	\$87,700	0.5%	2.8%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	52	233	\$62,400	0.6%	4.9%
31-0000	Healthcare Support Occupations	51	519	\$41,600	1.1%	3.7%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	39	569	\$40,100	0.5%	5.7%

² Chmura adopts the New York Fed methodology of counting as underemployed only those who have acquired at least a Bachelor's degree and yet are working in an occupation that does not typically require a Bachelor's degree. The only occupations shown in the Underemployment table are "non-college jobs", as designated by the New York Fed. Per the New York Fed, "a job is classified as a college job if 50 percent or more of the people working in that job indicate that at least a bachelor's degree is necessary; otherwise, the job is classified as a non-college job".

³ The forecast average annual employment growth rate.

TABLE 4.1: Underemployed Workers in All Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth ³	Unempl Rate
15-0000	Computer and Mathematical Occupations	28	231	\$99,300	0.9%	2.7%
17-0000	Architecture and Engineering Occupations	11	406	\$106,000	0.4%	2.6%
23-0000	Legal Occupations	8	68	\$134,000	1.0%	1.6%
45-0000	Farming, Fishing, and Forestry Occupations	6	78	\$45,100	0.2%	6.9%
19-0000	Life, Physical, and Social Science Occupations	6	252	\$97,700	0.3%	10.9%
00-0000	Total - All Occupations	2,301	22,626	\$65,100	0.4%	4.5%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Manufacturing

Within the manufacturing industry, there are employees who have the necessary academic credentials for positions that demand a bachelor's degree or other advanced degrees, even though their current roles do not utilize this level of education. The largest number of underemployed workers are first-line supervisors of production and operating occupations. Individuals currently employed as first-line supervisors who possess a bachelor's degree – but are in roles that do not require such qualifications – may be well-positioned to advance into higher supervisory roles should such opportunities arise. Compared to the national makeup, Grundy County has a similar representation of the manufacturing occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 18.7% of first-line supervisors of production and operating workers are underemployed compared to 13.4% of workers in these positions in Grundy County. Similarly, 28.8% of chemical equipment operators and tenders on the national level are underemployed compared to 22.6% in Grundy County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

TABLE 4.2: Underemployed Workers in Manufacturing Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
51-1011	First-Line Supervisors of Production and Operating Workers	22	164	\$72,000	0.1%	2.5%
51-8011	Nuclear Power Reactor Operators	22	132	\$128,400	0.0%	0.2%
51-9011	Chemical Equipment Operators and Tenders	19	84	\$59,200	-0.4%	3.1%
49-9071	Maintenance and Repair Workers, General	15	216	\$56,700	0.5%	4.3%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	13	114	\$85,800	0.2%	1.3%
43-5061	Production, Planning, and Expediting Clerks	12	43	\$61,500	0.4%	2.3%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	10	76	\$48,400	-0.1%	4.1%
51-8013	Power Plant Operators	6	38	\$115,500	-2.6%	0.2%
51-2092	Team Assemblers	5	82	\$41,200	-0.6%	5.1%
19-4031	Chemical Technicians	5	16	\$60,400	0.3%	2.1%
49-9041	Industrial Machinery Mechanics	4	69	\$75,100	1.1%	1.5%
51-9111	Packaging and Filling Machine Operators and Tenders	3	44	\$40,600	0.7%	6.3%
49-9099	Installation, Maintenance, and Repair Workers, All Other	3	32	\$57,300	0.4%	3.8%

TABLE 4.2: Underemployed Workers in Manufacturing Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
17-3023	Electrical and Electronic Engineering Technologists and Technicians	2	18	\$75,300	-0.4%	0.4%
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	2	13	\$52,800	1.4%	3.5%
51-9199	Production Workers, All Other	2	28	\$41,000	0.5%	6.2%
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2	45	\$49,200	0.6%	1.6%
51-3021	Butchers and Meat Cutters	2	33	\$39,200	0.3%	5.1%
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	2	18	\$109,300	-0.7%	7.3%
51-8092	Gas Plant Operators	1	13	\$80,400	-0.7%	3.7%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, Logistics

In the transportation, warehousing, distribution, and logistics (TWDL) industry, the largest number of underemployed workers are heavy and tractor-trailer truck drivers and laborers and freight, stock, and material movers, hand workers. In the event of an expansion, many of these workers would be well-positioned for career advancement into positions that best utilize their educational background. Additionally, individuals currently employed as first-line supervisors in the TWDL industry who possess a bachelor's degree – but are in roles that do not require such qualifications – are well-positioned to advance into more supervisory roles should such opportunities arise. Compared to the national makeup, Grundy County has a similar representation of the TWDL occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 9.2% of heavy and tractor-trailer truck drivers are underemployed compared to 6.3% of workers in these positions in Grundy County. Similarly, 9.5% of laborers and freight, stock, and material movers, hand on the national level are underemployed compared to 5.9% in Grundy County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

TABLE 4.3: Underemployed Workers in Transportation, Warehousing, Distribution, and Logistics Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
53-3032	Heavy and Tractor-Trailer Truck Drivers	59	931	\$61,400	0.7%	5.0%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	45	765	\$40,300	0.9%	9.0%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	16	113	\$67,400	0.8%	2.4%
53-3051	Bus Drivers, School	13	139	\$49,200	0.3%	3.5%
53-3033	Light Truck Drivers	13	194	\$52,500	1.3%	5.0%
53-7064	Packers and Packagers, Hand	8	108	\$36,200	0.1%	10.5%
43-5032	Dispatchers, Except Police, Fire, and Ambulance	7	54	\$58,700	0.1%	3.3%
53-7051	Industrial Truck and Tractor Operators	6	153	\$48,600	0.8%	6.6%
49-3023	Automotive Service Technicians and Mechanics	5	135	\$55,100	0.5%	2.2%
43-5021	Couriers and Messengers	3	24	\$37,100	0.6%	8.4%
53-3054	Taxi Drivers	3	13	\$31,700	2.4%	3.5%

TABLE 4.3: Underemployed Workers in Transportation, Warehousing, Distribution, and Logistics Occupations for Grundy County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2	73	\$68,400	0.3%	0.5%
53-7061	Cleaners of Vehicles and Equipment	2	50	\$36,200	0.7%	6.4%
53-3053	Shuttle Drivers and Chauffeurs	2	14	\$34,900	0.8%	5.4%
43-5011	Cargo and Freight Agents	1	7	\$55,200	0.9%	3.7%
53-4031	Railroad Conductors and Yardmasters	1	12	\$78,300	0.5%	0.4%
49-3093	Tire Repairers and Changers	1	21	\$38,300	0.4%	2.7%
53-7073	Wellhead Pumpers	1	13	\$72,300	0.0%	2.8%
53-6031	Automotive and Watercraft Service Attendants	1	19	\$37,400	0.2%	5.4%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1	31	\$62,000	0.7%	1.3%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

5. Labor Supply Overview

Site 1: Interstate 80 and Brisbin Road, Morris, IL

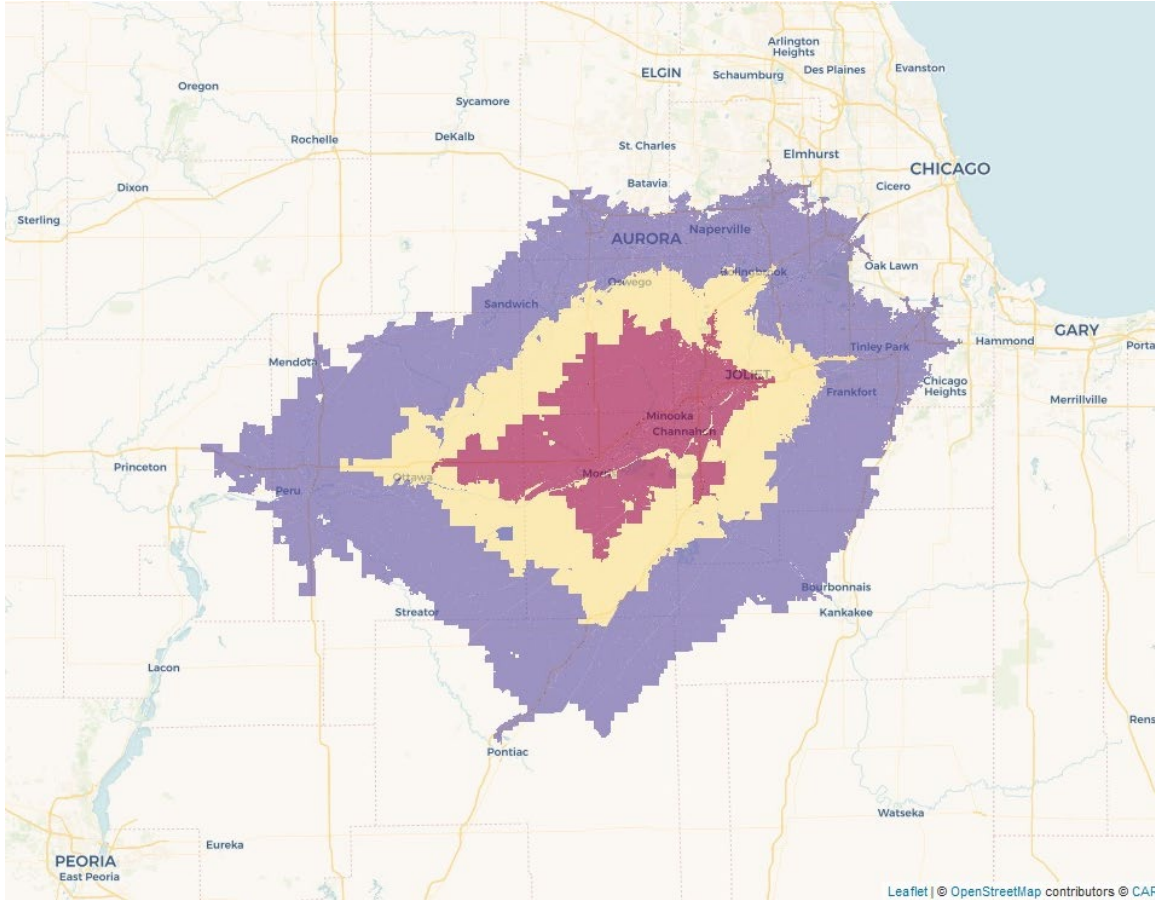


TABLE 5.1: Demographic Overview of Site 1 – Brisbin Road and I-80

	20 Minute Drivetime	30 Minute Drivetime	45 Minute Drivetime
Labor Supply			
Population ¹	204,513	555,092	1,825,018
Labor Force ¹	109,076	296,120	979,291
Employed ²	79,426	251,922	869,922
Unemployed ²	5,124	12,865	41,230
Educational Attainment (Ages 25-64)			
High School Graduate ¹	28.1%	25.9%	21.4%
Some College or Associate's Degree ¹	34.5%	32.6%	29.2%
Bachelor's Degree or Higher ¹	28.8%	32.3%	41.9%

Source: Chmura's JobsEQ®

1. Data from American Community Survey, 2018-22.

2. Data by SOC, 4Q Moving Average, ending 2023Q4.

Manufacturing Expansion

Specific to the 30-minute drive time from the location of Site 1, at an expansion of a manufacturing firm size up to 500 workers, ample labor supply remains available for the top 10 occupations by new employer demand. At a firm size of 750, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 30% of total hiring for a 500-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above five workers, 100% have ample labor supply at a 500-worker expansion. These additional occupations include maintenance and repair workers, industrial truck and tractor operators, and packers and packagers, all of which show a potential labor supply of at least 250 candidates per opening.

TABLE 5.2: Top 10 Occupations by New Employer Demand in a Manufacturing Expansion of 500 Jobs for Site 1 – Brisbon Road and I-80

SOC	Title	New Employer Demand†	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended†	Unempl Extended	Potential Candidates per Opening§
51-2092	Team Assemblers	37	2,191	108	\$39,100	\$43,300	759	47	62
51-1011	First-Line Supervisors of Production and Operating Workers	19	1,483	35	\$69,200	\$73,900	1,232	48	80
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	16	12,607	1,151	\$38,400	\$40,400	0	0	860
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15	1,500	57	\$46,000	\$50,900	5,733	443	104
51-9111	Packaging and Filling Machine Operators and Tenders	12	972	74	\$38,500	\$41,800	17,200	1,396	87
51-4041	Machinists	11	780	14	\$52,300	\$55,000	1,072	51	72
51-4121	Welders, Cutters, Solderers, and Brazers	11	768	36	\$50,100	\$54,100	9,072	495	73
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	10	630	36	\$39,700	\$44,700	31	5	67
11-1021	General and Operations Managers	10	7,809	175	\$125,800	\$129,000	9,156	201	798
17-2112	Industrial Engineers	9	479	12	\$98,700	\$105,300	1,533	33	55

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Transportation, Warehousing, Distribution, and Logistics Expansion

Specific to the 30-minute drive time from the location of Site 1, at an expansion of a transportation, warehousing, distribution, and logistics firm with a size of up to 500 workers, ample labor supply remains available for the top 10 occupations by new employer demand. Once reaching a firm size in the range of 750, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 52% of total hiring for a 500-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above five workers, 90% have ample labor supply at a 500-worker expansion. These additional occupations include shipping, receiving, and inventory clerks, office clerks, packers and packagers, and first-line supervisors of office and administrative support workers, all of which show a potential labor supply of at least 250 candidates per opening.

TABLE 5.3: Top 10 Occupations by New Employer Demand in a TWDL Expansion of 500 Jobs for Site 1 – Brisbon Road and I-80

SOC	Title	New Employer Demand [†]	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended [†]	Unempl Extended	Potential Candidates per Opening [§]
53-3032	Heavy and Tractor-Trailer Truck Drivers	69	6,615	320	\$58,400	\$57,300	3,433	174	100
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	54	12,607	1,151	\$38,400	\$40,400	0	0	255
53-3033	Light Truck Drivers	31	2,837	135	\$49,800	\$48,800	3,613	247	96
53-7065	Stockers and Order Fillers	23	7,142	678	\$37,200	\$38,200	29,830	2,225	340
53-7051	Industrial Truck and Tractor Operators	19	3,108	206	\$46,200	\$46,600	17,639	1,385	174
13-1111	Management Analysts	19	1,226	38	\$112,300	\$109,200	4,252	139	67
11-1021	General and Operations Managers	14	7,809	175	\$125,800	\$129,000	9,156	201	570
43-4051	Customer Service Representatives	10	5,060	266	\$43,200	\$44,200	4,404	219	533
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	10	1,525	33	\$64,100	\$64,700	10,454	291	156
11-9199	Managers, All Other	9	1,608	28	\$130,500	\$142,200	2,094	52	182

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Site 2: Reed Road and S. Broadway Road, Coal City, IL

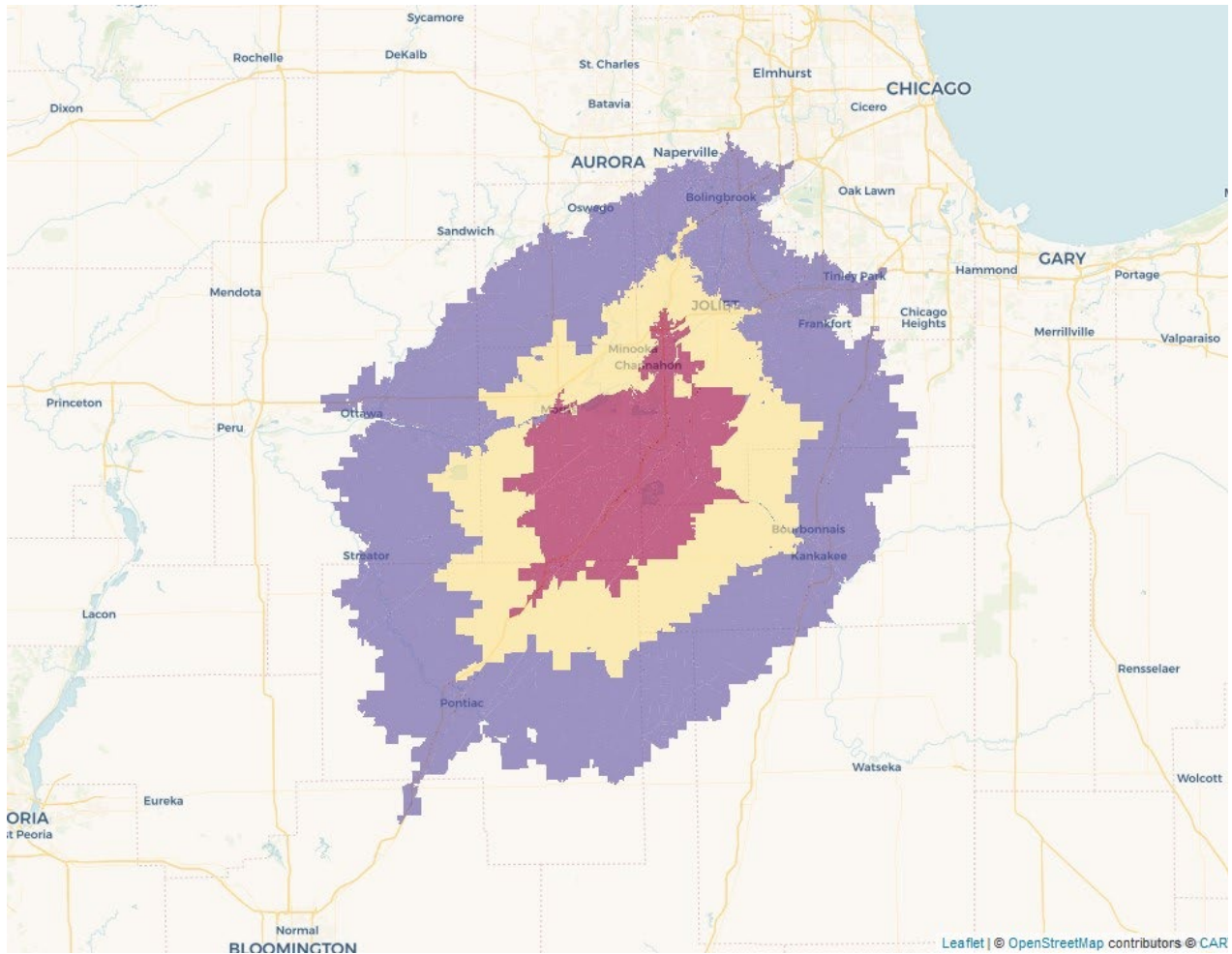


TABLE 5.4: Demographic Overview of Site 2 – Reed Road and S. Broadway Road

	20 Minute Drivetime	30 Minute Drivetime	45 Minute Drivetime
Labor Supply			
Population ¹	55,507	279,318	1,037,154
Labor Force ¹	29,209	147,568	556,259
Employed ²	26,101	116,969	440,476
Unemployed ²	1,313	7,007	23,675
Educational Attainment (Ages 25-64)			
High School Graduate ¹	35.2%	30.2%	24.2%
Some College or Associate's Degree ¹	36.9%	34.9%	30.7%
Bachelor's Degree or Higher ¹	22.4%	26.0%	37.6%

Source: Chmura's JobsEQ®

1. Data from American Community Survey 2018-22.
2. Data by SOC, 4Q Moving Average, ending 2023Q4.

Manufacturing Expansion

Specific to the 30-minute drive time from the location of Site 2, at an expansion of a manufacturing firm size up to 300 workers, ample labor supply remains available for the top 10 occupations by new employer demand. At a firm size of 400, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 30% of total hiring for a 500-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above five workers, 93% have ample labor supply at a 500-worker expansion. These additional occupations include laborers and freight, stock, and material movers and general and operations managers, all of which show a potential labor supply of at least 250 candidates per opening. Industrial engineers, industrial production managers, and mechanical engineers fall below the ample threshold but each have at least 32 potential candidates per opening.

TABLE 5.5: Top 10 Occupations by New Employer Demand in a Manufacturing Expansion of 300 Jobs for Site 2 – Reed Rd. and S. Broadway Rd.

SOC	Title	New Employer Demand*	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended†	Unempl Extended	Potential Candidates per Opening§
51-2092	Team Assemblers	22	1,160	60	\$39,300	\$43,300	424	28	55
51-1011	First-Line Supervisors of Production and Operating Workers	12	831	20	\$69,800	\$73,900	643	26	71
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	9	802	32	\$46,200	\$50,900	3,012	239	93
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	9	6,597	640	\$38,400	\$40,400	0	0	804
51-9111	Packaging and Filling Machine Operators and Tenders	7	495	39	\$38,800	\$41,800	9,122	780	76
51-4121	Welders, Cutters, Solderers, and Brazers	7	469	23	\$50,500	\$54,100	4,969	283	70
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	6	336	20	\$39,900	\$44,700	11	2	59
11-1021	General and Operations Managers	6	3,636	90	\$127,600	\$129,000	4,476	102	621
51-4041	Machinists	6	453	9	\$52,900	\$55,000	629	31	77
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6	1,226	17	\$74,600	\$81,700	54	2	207

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Transportation, Warehousing, Distribution, and Logistics Expansion

Specific to the 30-minute drive time from the location of Site 2, at an expansion of a transportation, warehousing, distribution, and logistics firm with a size of up to 200 workers, ample labor supply remains available for the top 10 occupations by new employer demand. Once reaching a firm size in the range of 300-350, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. However, if excluding management analysts (SOC 13-1111), ample labor supply remains available for the remaining top ten occupations by new employer demand up to an expansion size of about 500 workers. This indicates a strong supply of workers needed to fill the necessary labor-intensive positions in the industry. The top 10 occupations account for 53% of total hiring for a 200-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above five workers, 100% have ample labor supply at a 200-worker expansion. These additional occupations include laborers and freight, stock, and material movers, stockers and order fillers, and general and operations managers, all of which show a potential labor supply of at least 250 candidates per opening.

TABLE 5.6: Top 10 Occupations by New Employer Demand in a TWDL Expansion of 200 Jobs for Site 2 – Reed Road and S. Broadway Road

SOC	Title	New Employer Demand*	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended†	Unempl Extended	Potential Candidates per Opening§
53-3032	Heavy and Tractor-Trailer Truck Drivers	28	3,608	186	\$59,000	\$57,300	1,877	101	135
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	22	6,597	640	\$38,400	\$40,400	0	0	329
53-3033	Light Truck Drivers	13	1,508	76	\$50,200	\$48,800	2,023	145	122
53-7065	Stockers and Order Fillers	9	3,824	386	\$37,400	\$38,200	15,572	1,233	468
53-7051	Industrial Truck and Tractor Operators	8	1,742	120	\$46,200	\$46,600	9,335	776	233
13-1111	Management Analysts	8	450	16	\$114,300	\$109,200	1,543	58	58
11-1021	General and Operations Managers	6	3,636	90	\$127,600	\$129,000	4,476	102	621
43-4051	Customer Service Representatives	4	2,450	140	\$43,600	\$44,200	2,331	123	647
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	4	858	20	\$64,300	\$64,700	5,410	160	219
11-9199	Managers, All Other	4	645	13	\$132,200	\$142,200	747	22	164

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

6. Workforce Characteristics

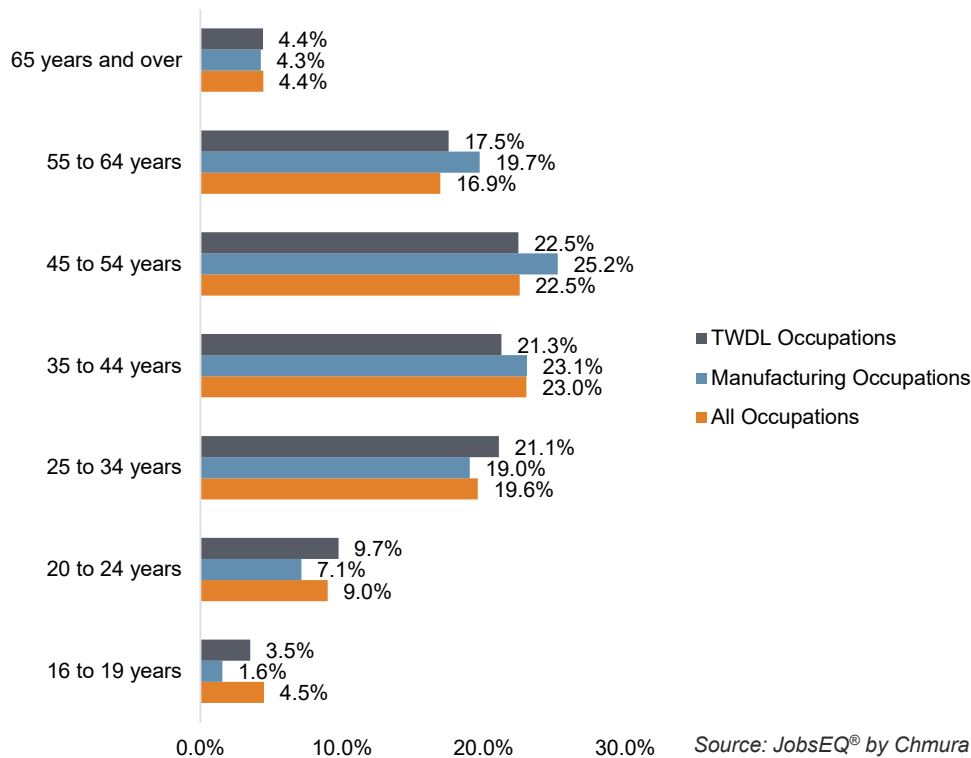
The workforce characteristics/data in this section are representative of the ZCTAs within a 30-minute drivetime of Grundy County, Illinois. This results in a slightly larger reach than the block level data featured in the 30-minute drivetime above.

Site 1: Interstate 80 and Brisbin Road, Morris, IL

The region around Site 1 in Grundy County, Illinois exhibits a strong labor force, with a significant number of workers falling within the prime working age range. Overall, the prime age (25 to 54) labor force participation rate is 86.1%, higher than the 84.7% rate in the state and 82.8% rate in the nation. The largest percentage of prime age workers falls between 45 to 54 years, making up 22.5% of all workers in TWDL occupations, 25.2% of all workers in manufacturing occupations, and 22.5% of all occupations. The data indicate the lowest representation at the entry-level (16 to 19 years) stage, with workers in this age range only making up 3.5% of TWDL occupations, 1.6% of manufacturing jobs, and 4.5% of all occupations. The percentage of workers in the 65 years and over age range that make up the manufacturing occupations, TWDL occupations, and all occupations are fairly similar – hovering between 4.3 to 4.4%. This distribution suggests a workforce that is heavily concentrated in the mid-career stages across sectors, with less representation at the entry-level and retirement stages.

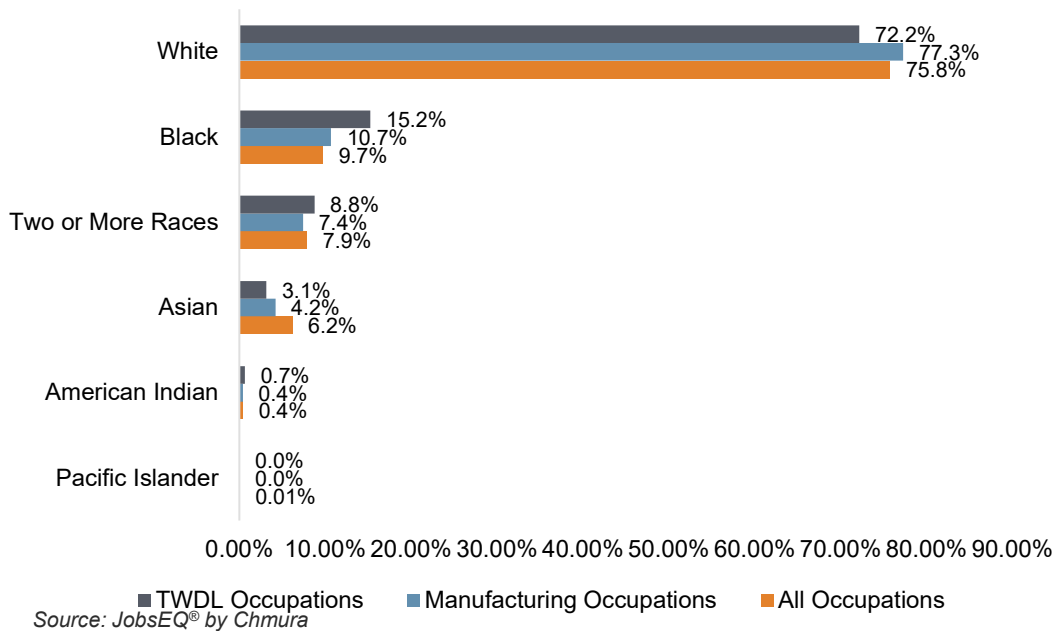
Notably, manufacturing occupations have a much larger representation of workers in the 55-to-64-year age range, at or nearing retirement. Workers aged 55 to 64 make up 19.7% of all manufacturing occupations in the region, compared to 17.5% makeup in TWDL occupations and 16.9% in all occupations. This may make the manufacturing industry in Grundy County more susceptible to labor shortages as older workers approach retirement and if training is not passed on to younger workers in the pipeline.

Figure 6.1: Majority of Workers are in the Prime Work Force Age Range



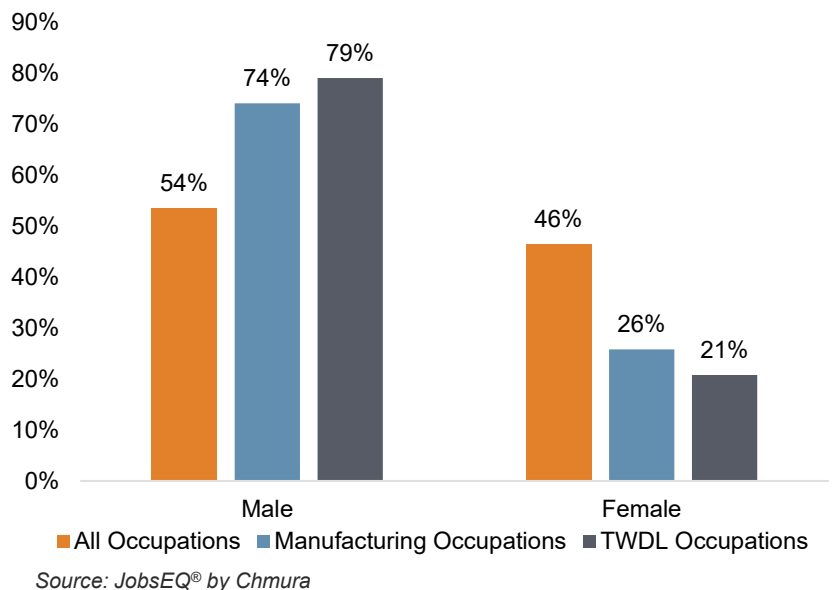
Demographically, a majority of workers in the region identified as White across all employment categories, with the highest percentage in manufacturing occupations at 77.3% of workers, followed by all occupations at 75.8%, and TWDL occupations at 72.2%. Black or African American workers make up the next largest group, with 15.2% in TWDL, 10.7% in manufacturing, and 9.7% in all occupations. Workers who identify with two or more races represent 8.8% of workers in TWDL, 7.4% in manufacturing, and 7.9% in all occupations. The workforce percentages for Asians are 3.1% in TWDL, 4.2% in manufacturing, and 6.2% in all occupations. The workforce percentages for American Indian are 0.7% in TWDL, 0.4% in manufacturing, and 0.4% in all occupations. Pacific Islander workers represent 0.0% in TWDL, 0.0% in manufacturing, and 0.01% in all occupations.

Figure 6.2: In All Occupations and Both Industries, Workers are Predominately White



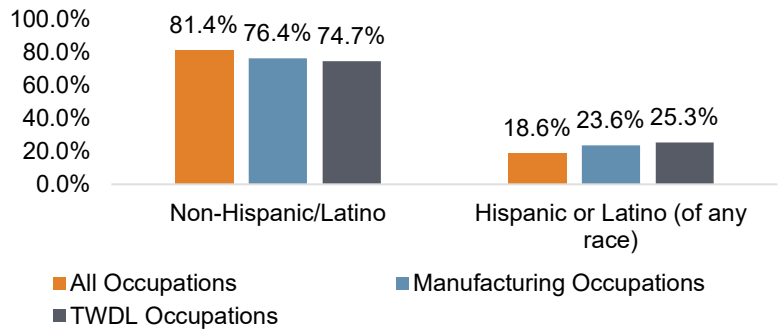
Opportunities exist to increase labor supply by developing pathways for female workers in traditionally male-dominated industries. Male workers significantly outnumber women in both TWDL and manufacturing occupations. Specifically, males constitute 79% of TWDL occupations and 74% of manufacturing occupations. In contrast, females make up 26% of the workforce in manufacturing occupations and are further underrepresented in TWDL occupations, accounting for only 21%. The discrepancy is less pronounced within the broader category of all occupations, although males still lead with 54% representation compared to 46% for females. These figures are similar to what is seen on a national and statewide level: males constitute 53% (nationwide) and 52% (statewide) of all occupations, 75% and 74% of manufacturing occupations, and 80% and 78% of TWDL jobs.

Figure 6.3: Male Workers Significantly Outnumber Females in Manufacturing and TWDL Occupations



Workers of Hispanic/Latino ethnicity vary within the region's occupational categories but have a significantly stronger presence in manufacturing and TWDL occupations compared to all occupations. Specifically, Hispanic or Latino workers account for 25.3% in TWDL occupations, substantially higher than the 18.6% representation in all occupational categories and above the 23.6% in manufacturing occupations. This concentration of Hispanic/Latino workers in target labor sectors in Grundy County suggests a potential need for English language learning opportunities and other support services in these areas.

Figure 6.4: Workers with Hispanic/Latino Ethnicity are More Prevalent in Manufacturing & TWDL Occupations

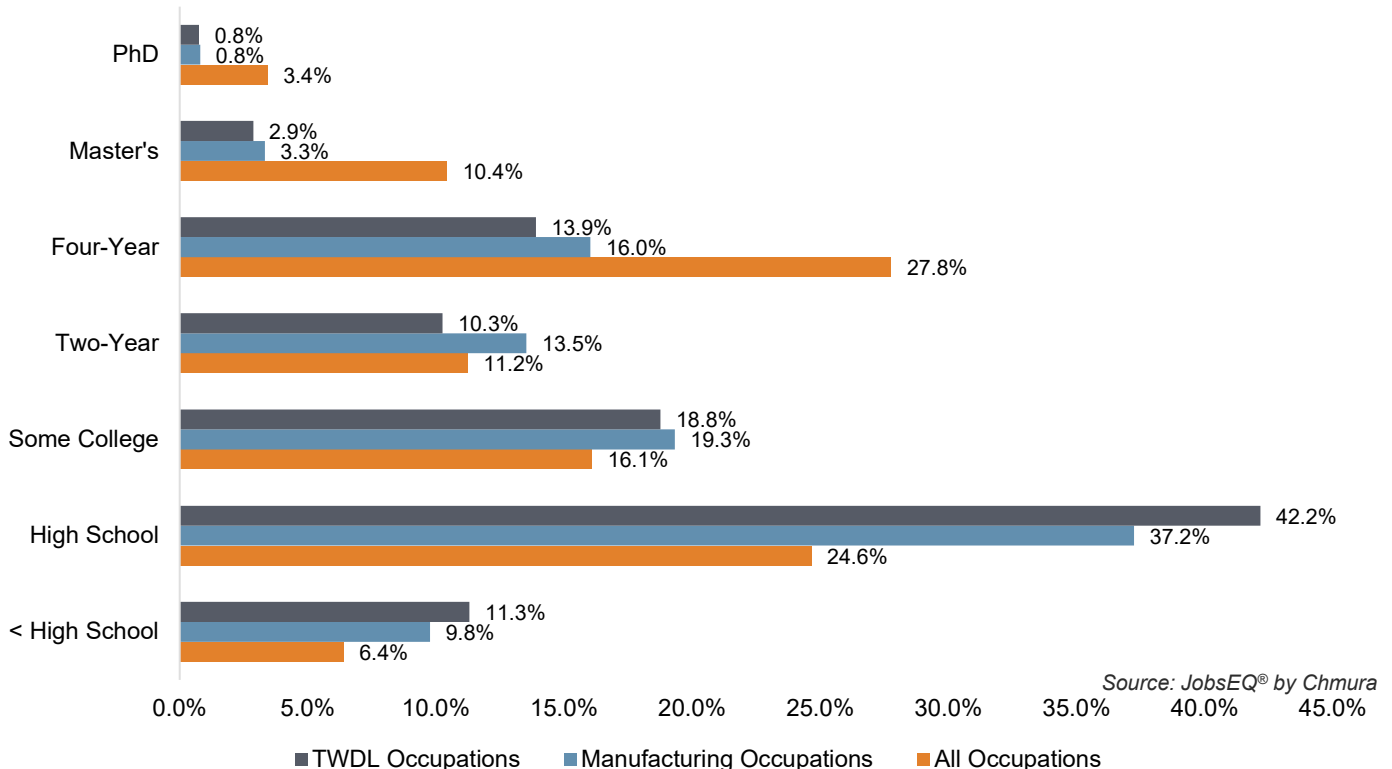


Source: JobsEQ® by Chmura

In terms of educational attainment, nearly a third of the region's overall workforce holds a four-year college degree (27.8%), while those with a high school diploma represent 24.6% of the workforce, indicating a workforce broadly in alignment with job openings and the target industries. More than 10% have attained a master's degree, whereas 11.2% have completed a two-year degree and 16.1% have some college experience without a degree. The most common level of education in TWDL occupations is a high school diploma, representing 42.2% of the workforce, followed by those with some college (no degree) at 18.8%, and those with a four-year college degree at 13.9%. In manufacturing occupations, the trend is similar, with the highest percentage having a high school education at 37.2%, then some college at 19.3%, and a four-year degree at 16.0%. The data indicate that workers in TWDL and manufacturing tend to have a lower proportion of college-educated workers than the overall workforce population, likely indicating fewer barriers to entry for potential new workers in the event of an expansion in these industries.

The educational attainment demographics of workers in the manufacturing and TWDL industries in the region are well matched with the education and training requirements for the occupations that make up these industries.

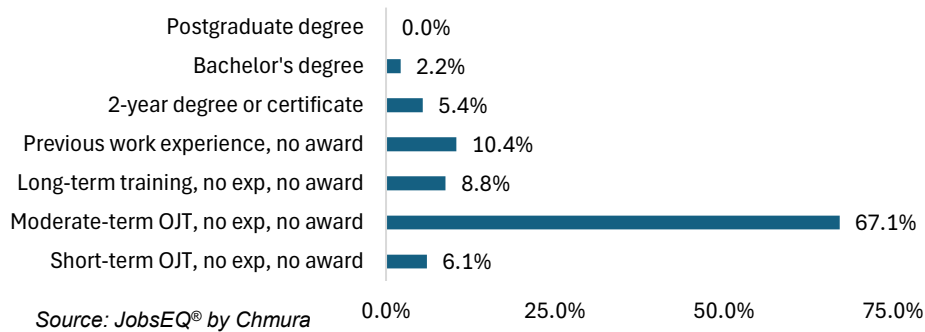
Figure 6.5: Manufacturing and TWDL Industries Typically Require Less Education Than Average Occupations



Source: JobsEQ® by Chmura

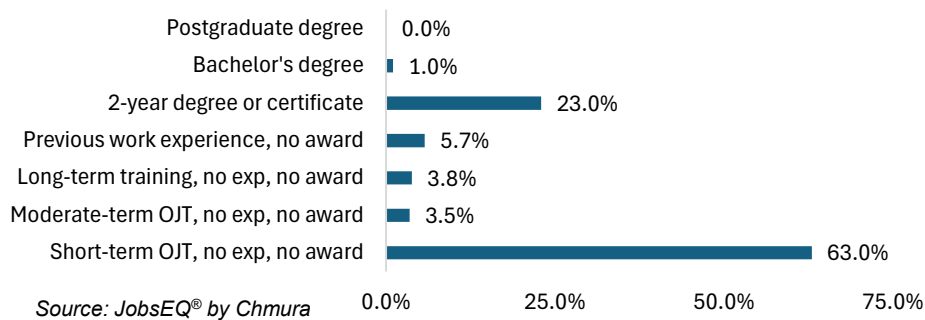
A significant portion of the region's manufacturing occupations are accessible without extensive training or education, as reflected by the 67.1% of occupations that require moderate-term on-the-job training (OJT), without the necessity for prior experience or an educational award. A smaller yet notable percentage of the occupations, 10.4%, are positions that require previous work experience but still no formal award. Long-term training without the need for previous experience or an award is a requirement for 8.8% of occupations. Positions that are attainable with short-term OJT and no experience or award needed comprise 6.1% of the occupations. The necessity for formal education is minimal, with only 2.2% of occupations requiring a bachelor's degree and none requiring a postgraduate degree. Those with a 2-year degree or certificate requirement make up 5.4% of the workforce. This data indicates that the manufacturing sector primarily favors hands-on, on-the-job training over formal education, creating a workforce with accessible entry points for individuals without higher education. This can be advantageous for attracting a broad pool of applicants to the industry. The lower barriers to entry may prove helpful in recruiting employees for new or existing companies that present opportunities for quick employment and competitive pay.

Figure 6.6: Manufacturing Occupations Typically Require No Awards and Moderate-term On-the-Job Training



For TWDL (Transportation, Warehousing, and Distribution Logistics) occupations, the sector is also accessible for individuals without advanced degrees. The largest proportion of the occupations, 63.0%, are positions that require short-term on-the-job training (OJT) with no prior experience or educational award. A significant segment, 23.0%, are occupations that require a 2-year degree or certificate. There are a smaller number of roles, 5.7%, that call for previous work experience in the absence of an educational award. Long-term training without prior experience or an award is needed for 3.8% of positions, while moderate-term OJT is required for 3.5%. There is minimal representation of bachelor's degrees at 1.0%, and no positions are noted that require a postgraduate degree. This distribution suggests that TWDL occupations predominantly offer opportunities that do not necessitate extensive education or training, which could be beneficial in rapidly assembling the necessary workforce and providing swift pathways to employment within the industry.

Figure 6.7: TWDL Occupations Typically Require No Awards and Short-term On-the-Job Training



Wage Analysis

All Occupations

For all occupations in the region around Site 1 in Grundy County, workers earn a mean wage of \$59,300. Workers in transportation and material moving occupations make a mean wage of \$44,500 and workers in production occupations make a mean wage of \$47,000. While both of these occupation groups earn less than the average of all workers in Grundy County, the entry level wages for transportation and material moving occupations (\$30,900) are similar to the average for all occupations (\$31,200) and higher for production occupations (\$31,900). This may make entry-level jobs from expanding firms attractive to workers in the region.

TABLE 6.1: Occupation Wages and Employment for All Occupations for Site 1 – Brisbin Road and I-80

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-0000	Transportation and Material Moving Occupations	46,159	3,059	\$30,900	\$40,300	\$44,500
43-0000	Office and Administrative Support Occupations	26,528	1,297	\$32,500	\$43,100	\$46,900
41-0000	Sales and Related Occupations	23,019	1,325	\$28,400	\$34,700	\$48,400
35-0000	Food Preparation and Serving Related Occupations	19,852	1,629	\$27,500	\$30,200	\$32,700
11-0000	Management Occupations	18,438	401	\$60,500	\$107,100	\$123,500
25-0000	Educational Instruction and Library Occupations	16,214	392	\$33,700	\$55,300	\$60,200
51-0000	Production Occupations	15,746	892	\$31,900	\$41,400	\$47,000
29-0000	Healthcare Practitioners and Technical Occupations	11,794	222	\$44,200	\$76,500	\$89,500
47-0000	Construction and Extraction Occupations	11,170	842	\$43,800	\$75,200	\$75,600
49-0000	Installation, Maintenance, and Repair Occupations	10,715	354	\$37,300	\$56,100	\$61,000
13-0000	Business and Financial Operations Occupations	10,068	333	\$47,900	\$74,700	\$82,700
37-0000	Building and Grounds Cleaning and Maintenance Occupations	7,224	573	\$29,800	\$36,000	\$38,500
31-0000	Healthcare Support Occupations	6,671	380	\$30,200	\$35,800	\$39,200
39-0000	Personal Care and Service Occupations	6,264	366	\$27,900	\$33,000	\$38,900
33-0000	Protective Service Occupations	5,922	252	\$32,700	\$56,700	\$61,600
15-0000	Computer and Mathematical Occupations	3,872	130	\$54,600	\$92,800	\$96,700
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,244	147	\$33,400	\$53,100	\$62,700
21-0000	Community and Social Service Occupations	3,178	72	\$36,300	\$50,000	\$54,400
17-0000	Architecture and Engineering Occupations	2,768	74	\$59,000	\$89,500	\$93,200
19-0000	Life, Physical, and Social Science Occupations	1,546	62	\$49,600	\$80,100	\$89,200
23-0000	Legal Occupations	941	17	\$52,600	\$102,700	\$125,800
45-0000	Farming, Fishing, and Forestry Occupations	589	45	\$31,100	\$39,300	\$43,100
00-0000	Total - All Occupations	251,922	12,865	\$31,200	\$45,600	\$59,300

Source: Chmura's JobsEQ®. Data as of 2023Q3.

Manufacturing

The manufacturing industry in the region around Site 1 of Grundy County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$59,300. Within the region, first-line supervisors of production and operating workers earn mean wages of \$69,200; first-line supervisors of mechanics, installers, and repairers earn mean wages of \$81,900; industrial machinery mechanics earn mean wages of \$71,600; and purchasing agents, except wholesale, retail, and farm products earn mean wages of \$74,300. In total, four of the top twenty manufacturing occupations by employment within the region account for over 3,000 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.2: Occupation Wages and Employment for Manufacturing Occupations for Site 1 – Brisbin Road and I-80

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
49-9071	Maintenance and Repair Workers, General	2,664	128	\$35,100	\$50,000	\$53,800
51-2092	Team Assemblers	1,779	108	\$30,300	\$36,700	\$39,100
51-1011	First-Line Supervisors of Production and Operating Workers	1,312	35	\$45,600	\$64,500	\$69,200
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1,303	57	\$33,100	\$41,300	\$46,000
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	936	13	\$53,000	\$79,500	\$81,900
51-9111	Packaging and Filling Machine Operators and Tenders	887	74	\$31,700	\$36,600	\$38,500
51-4121	Welders, Cutters, Solderers, and Brazers	642	36	\$37,200	\$48,000	\$50,100
51-4041	Machinists	558	14	\$35,200	\$48,700	\$52,300
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	543	36	\$31,400	\$36,600	\$39,700
51-9199	Production Workers, All Other	519	39	\$30,300	\$34,600	\$39,100
49-9041	Industrial Machinery Mechanics	512	9	\$51,600	\$77,000	\$71,600
43-5061	Production, Planning, and Expediting Clerks	473	13	\$40,000	\$55,000	\$58,600
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	443	8	\$49,400	\$70,900	\$74,300
51-2099	Assemblers and Fabricators, All Other	439	26	\$30,300	\$36,600	\$39,100
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	395	7	\$35,800	\$44,000	\$46,600
51-3092	Food Batchmakers	381	12	\$31,700	\$39,700	\$42,600
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	363	27	\$31,000	\$38,200	\$41,900
51-9011	Chemical Equipment Operators and Tenders	363	13	\$40,600	\$57,800	\$57,400
51-9198	Helpers--Production Workers	321	23	\$32,600	\$36,100	\$37,900
49-9099	Installation, Maintenance, and Repair Workers, All Other	307	16	\$37,500	\$49,200	\$54,300

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, and Logistics

The TWDL industry in the region around Site 1 of Grundy County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$59,300. Within the region, first-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors earn mean wages of \$64,100; transportation, storage, and distribution managers earn mean wages of \$109,100; bus and truck mechanics and diesel engine specialists earn mean wages of \$64,700; rail car repairers earn mean wages of \$60,300; logisticians earn mean wages of \$66,900; and railroad conductors and yardmasters earn mean wages of \$74,100. In total, six of the top twenty TWDL occupations by employment within the region account for over 3,750 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.3: Occupation Wages and Employment for TWDL Occupations for Site 1 – Brisbin Road and I-80

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,716	1,151	\$29,600	\$36,700	\$38,400
53-3032	Heavy and Tractor-Trailer Truck Drivers	7,103	320	\$40,600	\$58,200	\$58,400
53-7051	Industrial Truck and Tractor Operators	3,967	206	\$37,400	\$45,500	\$46,200
53-3033	Light Truck Drivers	2,763	135	\$31,900	\$46,700	\$49,800
53-7064	Packers and Packers, Hand	2,397	271	\$29,300	\$34,700	\$34,300
49-3023	Automotive Service Technicians and Mechanics	1,839	42	\$33,800	\$47,800	\$52,000
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1,535	33	\$44,900	\$61,400	\$64,100
53-3051	Bus Drivers, School	1,137	37	\$39,400	\$46,800	\$46,700
53-7061	Cleaners of Vehicles and Equipment	689	59	\$27,900	\$31,000	\$34,000
11-3071	Transportation, Storage, and Distribution Managers	658	21	\$65,200	\$99,300	\$109,100
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	632	3	\$47,700	\$63,300	\$64,700
43-5032	Dispatchers, Except Police, Fire, and Ambulance	467	20	\$36,100	\$55,200	\$56,000
53-3054	Taxi Drivers	441	18	\$27,300	\$32,200	\$29,900
43-5021	Couriers and Messengers	415	42	\$28,300	\$35,600	\$35,000
49-3043	Rail Car Repairers	396	3	\$40,000	\$61,500	\$60,300
13-1081	Logisticians	370	8	\$41,900	\$62,300	\$66,900
49-3021	Automotive Body and Related Repairers	267	2	\$38,000	\$49,100	\$52,800
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	252	4	\$39,800	\$53,400	\$58,800
53-4031	Railroad Conductors and Yardmasters	234	1	\$58,600	\$73,200	\$74,100
53-3053	Shuttle Drivers and Chauffeurs	214	19	\$27,900	\$30,300	\$33,000

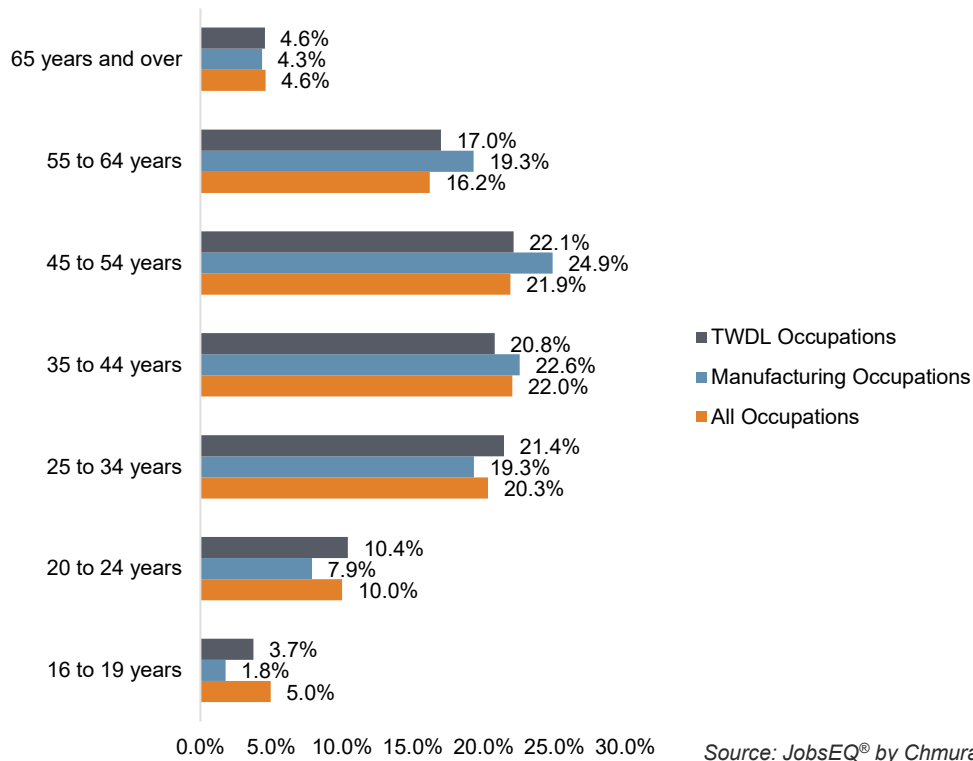
Source: Chmura's JobsEQ®. Data as of 2023Q4.

Site 2: Reed Road and S. Broadway Road, Coal City, IL

The region around Site 2 in Grundy County, Illinois exhibits a strong labor force, with a significant number of workers falling within the prime working age range. Overall, the prime age (25 to 54) labor force participation rate is 84.5%, slightly lower than the 84.7% rate in the state and higher than the 82.8% rate in the nation. The largest percentage of prime age workers falls between 45 to 54 years, making up 22.1% of all workers in TWDL occupations, 24.9% of all workers in manufacturing occupations, and 21.9% of all occupations. The data indicate the lowest representation at the entry-level (16 to 19 years) stage for the selected industries, with workers in this age range only making up 3.7% of TWDL occupations and 1.8% of manufacturing jobs. The percentage of workers in the 65 years and over age range that make up the manufacturing occupations, TWDL occupations, and all occupations are fairly similar – hovering between 4.3 to 4.6%. This distribution suggests a workforce that is heavily concentrated in the mid-career stages across sectors, with less representation at the entry-level and retirement stages.

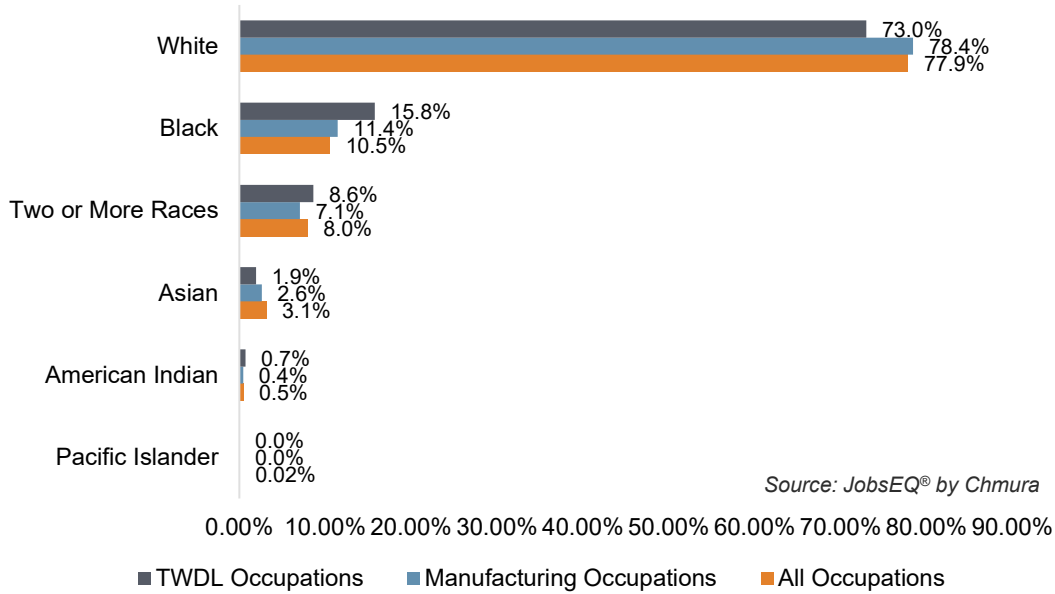
Notably, manufacturing occupations have a higher representation of workers in the 55-to-64-year age range. Workers aged 55 to 64 make up 19.3% of all manufacturing occupations in the region, compared to 17.0% makeup in TWDL occupations and 16.2% in all occupations. This may make the manufacturing industry in Grundy County more susceptible to labor shortages as older workers approach retirement.

Figure 6.8: Majority of Workers are in the Prime Work Force Age Range



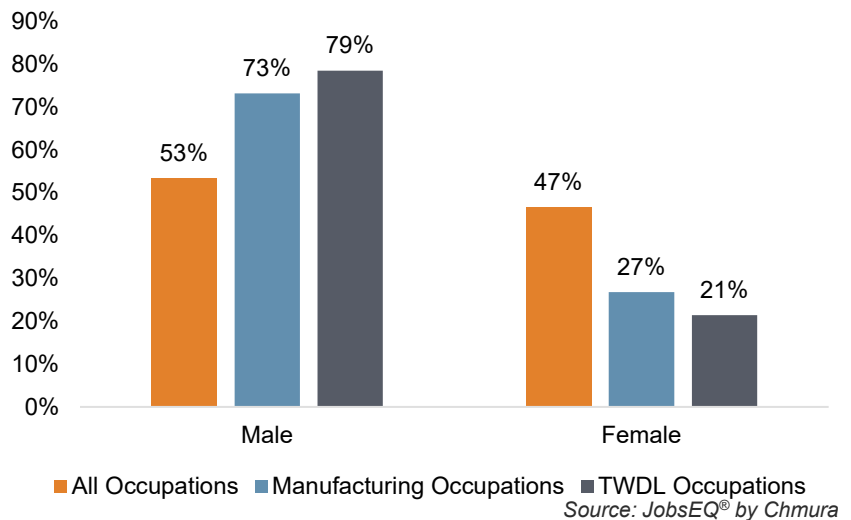
Demographically, a majority of workers in the region identified as White across all employment categories, with the highest percentage in manufacturing occupations at 78.4% of workers, followed by all occupations at 77.9%, and TWDL occupations at 73.0%. Black or African American workers make up the next largest group, with 15.8% in TWDL, 11.4% in manufacturing, and 10.5% in all occupations. Workers who identify with two or more races represent 8.6% of workers in TWDL, 7.1% in manufacturing, and 8.0% in all occupations. The workforce percentages for Asians are 1.9% in TWDL, 2.6% in manufacturing, and 3.1% in all occupations. There is a smaller representation of American Indians, with 0.7% in TWDL, 0.4% in manufacturing, and 0.5% in all occupations. Pacific Islanders have the least representation, with 0.0% in both TWDL and manufacturing, and making up just 0.02% of all occupations.

Figure 6.9: In All Occupations and Both Industries, Workers are Predominately White



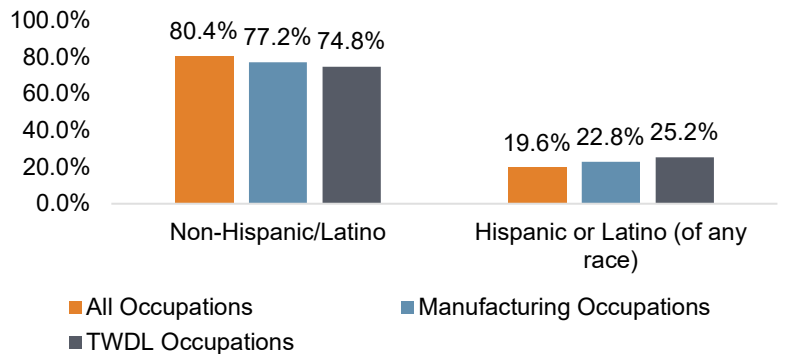
Male workers significantly outnumber women in both TWDL and manufacturing occupations. Specifically, males constitute 73% of manufacturing occupations and 79% of TWDL occupations. In contrast, females make up 27% of the workforce in manufacturing occupations and are further underrepresented in TWDL occupations, accounting for only 21%. The discrepancy is less pronounced within the broader category of all occupations, although males still lead with 53% representation compared to 47% for females. These figures are similar to what is seen on a national and statewide level: males constitute 53% (nationwide) and 52% (statewide) of all occupations, 75% and 74% of manufacturing occupations, and 80% and 78% of TWDL jobs.

Figure 6.10: Male Workers Significantly Outnumber Females in Manufacturing and TWDL



Workers of Hispanic/Latino ethnicity vary within the region’s occupational categories but have a significantly stronger presence in manufacturing and TWDL occupations compared to all occupations. Specifically, Hispanic or Latino workers account for 25.2% in TWDL occupations, substantially higher than the 19.6% representation in all occupational categories and above the 22.8% in manufacturing occupations. This concentration of Hispanic/Latino workers in target labor sectors in Grundy County suggests a potential need for English language learning opportunities and other support services in these areas.

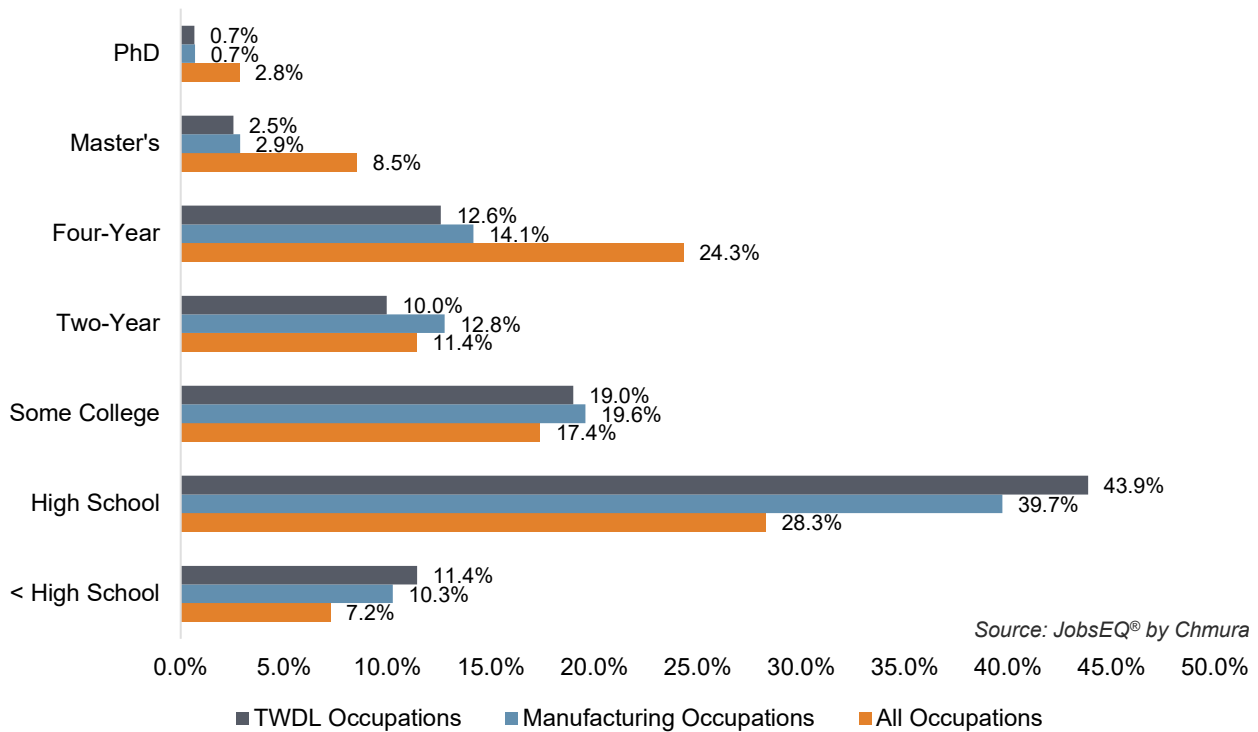
Figure 6.11: Workers with Hispanic/Latino Ethnicity are More Prevalent in Manufacturing & TWDL Occupations



Source: JobsEQ® by Chmura

In terms of educational attainment, a quarter of the region’s overall workforce holds a four-year college degree (24.3%), in line with fewer job opportunities typically requiring such education. Nearly 9% have attained a master’s degree, whereas 11.4% have completed a two-year degree and 17.4% have some college experience without a degree. Those with a high school diploma, often good candidates for expanding companies in the target industries, represent 28.3% of the workforce. The most common level of education in TWDL occupations is a high school diploma, representing 43.9% of the workforce, followed by those with some college (no degree) at 19.0%, and those with a four-year college degree at 12.6%. In manufacturing occupations, the trend is similar, with the highest percentage having a high school education at 39.7%, then some college at 19.6%, and a four-year degree at 14.1%. The data indicate that workers in TWDL and manufacturing tend to have a lower proportion of college-educated workers than the overall workforce population, likely indicating less barriers to entry for potential new workers in the event of an expansion in these industries.

Figure 6.12: Manufacturing and TWDL Industries Typically Require Education Than Average Occupations

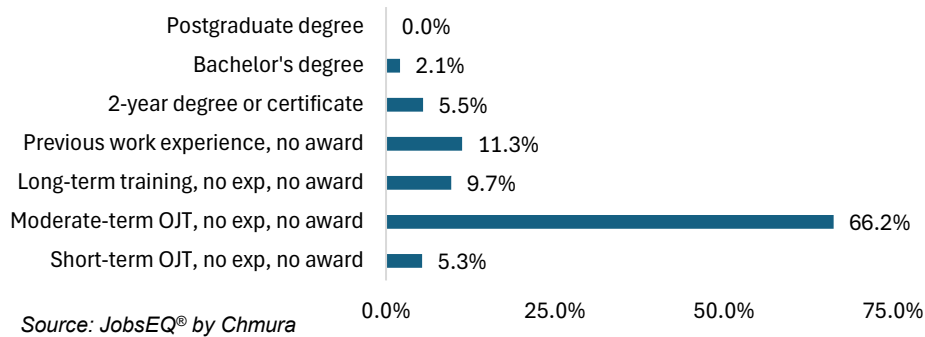


Source: JobsEQ® by Chmura

The educational attainment demographics of workers in the manufacturing and TWDL industries in Grundy County are well matched with the education and training requirements for the occupations that make up these industries.

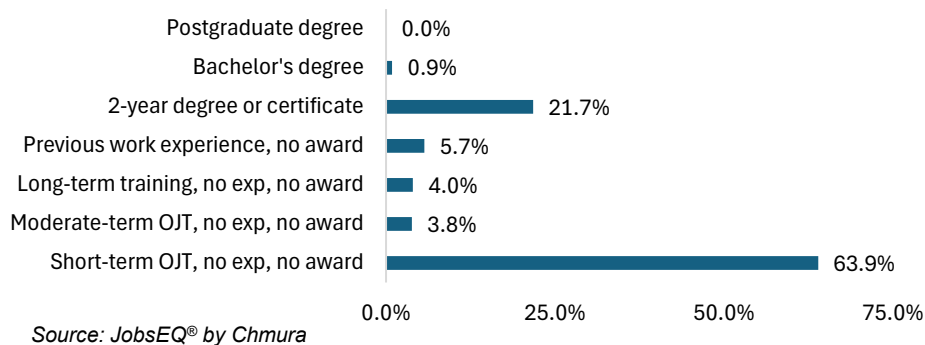
A significant portion of the region’s manufacturing occupations are accessible without extensive training or education, as reflected by the 66.2% of occupations that typically require moderate-term on-the-job training (OJT), without the necessity for prior experience or an educational award. A smaller yet notable percentage of the occupations, 11.3%, are positions that require previous work experience but still no formal award. Long-term training without the need for previous experience or an award is a requirement for 9.7% of occupations. Positions that can be attained with short-term OJT, with no experience or award needed, comprise 5.5% of the workforce. The demand for formal education is minimal, with only 2.1% of occupations requiring a bachelor's degree and none requiring a postgraduate degree. Occupations requiring a 2-year degree or certificate make up 5.4% of the workforce. This data indicates that the manufacturing sector primarily favors hands-on, on-the-job training over formal education, creating a workforce with accessible entry points for individuals without higher education. This is advantageous for attracting a broad pool of applicants to the industry. The lower barriers to entry may prove helpful in recruiting employees for new or existing companies that present opportunities for quick employment and competitive pay.

Figure 6.13: Manufacturing Occupations Typically Require No Awards and Moderate-term On-the-Job Training



For TWDL occupations, the sector is also accessible for individuals without advanced degrees. The largest proportion of the workforce, 63.9%, are positions that require short-term on-the-job training (OJT) with no prior experience or educational award. A significant segment, 21.7%, are occupations that require a 2-year degree or certificate. There are a smaller number of roles, 5.7%, that call for previous work experience in the absence of an educational award. Long-term training without prior experience or an award is needed for 3.8% of positions, while moderate-term OJT is required for 3.8%. There is minimal necessity for bachelor's degrees at 0.9%, and no positions require a postgraduate degree. This distribution suggests that TWDL occupations predominantly offer opportunities that do not necessitate extensive education or training, which could be beneficial in rapidly assembling the necessary workforce and providing swift pathways to employment within the industry.

Figure 6.14: TWDL Occupations Typically Require No Awards and Short-term On-the-Job Training



Wage Analysis

All Occupations

For all occupations in the region around Site 2 in Grundy County, workers earn a mean wage of \$60,300. Workers in transportation and material moving occupations make a mean wage of \$44,900 and workers in production occupations make a mean wage of \$49,000. While both occupation groups earn less than the average of all workers in Grundy County, the entry level wages for transportation and material moving occupations (\$31,100) are similar to the average for all occupations (\$31,500) and higher for production occupations (\$32,300). This may make entry-level jobs from expanding firms attractive to workers in the region.

TABLE 6.4: Occupation Wages and Employment for All Occupations for Site 2 – Reed Road and S. Broadway Road

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-0000	Transportation and Material Moving Occupations	21,009	1,733	\$31,100	\$40,600	\$44,900
43-0000	Office and Administrative Support Occupations	12,234	710	\$32,700	\$43,600	\$47,400
41-0000	Sales and Related Occupations	10,547	725	\$28,500	\$35,000	\$48,500
35-0000	Food Preparation and Serving Related Occupations	9,144	898	\$27,700	\$30,500	\$33,100
11-0000	Management Occupations	8,461	190	\$61,500	\$108,600	\$125,200
25-0000	Educational Instruction and Library Occupations	7,934	194	\$34,200	\$56,200	\$61,200
51-0000	Production Occupations	6,252	513	\$32,300	\$42,700	\$49,000
29-0000	Healthcare Practitioners and Technical Occupations	5,871	122	\$45,300	\$77,300	\$90,600
47-0000	Construction and Extraction Occupations	5,467	476	\$44,200	\$76,200	\$76,500
49-0000	Installation, Maintenance, and Repair Occupations	5,406	219	\$37,700	\$57,000	\$61,900
13-0000	Business and Financial Operations Occupations	4,593	135	\$48,300	\$75,400	\$83,500
31-0000	Healthcare Support Occupations	3,456	224	\$30,500	\$36,200	\$39,600
37-0000	Building and Grounds Cleaning and Maintenance Occupations	3,303	305	\$30,100	\$36,400	\$38,900
33-0000	Protective Service Occupations	2,947	146	\$32,400	\$55,200	\$61,500
39-0000	Personal Care and Service Occupations	2,800	190	\$28,000	\$33,500	\$39,500
21-0000	Community and Social Service Occupations	1,629	31	\$36,600	\$50,300	\$54,800
15-0000	Computer and Mathematical Occupations	1,603	49	\$54,900	\$93,300	\$97,200
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,437	54	\$33,600	\$53,300	\$63,000
17-0000	Architecture and Engineering Occupations	1,319	33	\$60,400	\$92,200	\$95,900
19-0000	Life, Physical, and Social Science Occupations	867	32	\$50,800	\$82,200	\$90,500
23-0000	Legal Occupations	486	7	\$54,300	\$105,500	\$129,200
45-0000	Farming, Fishing, and Forestry Occupations	202	21	\$31,400	\$39,200	\$43,600
00-0000	Total - All Occupations	116,969	7,007	\$31,500	\$46,400	\$60,300

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Manufacturing

The manufacturing industry in the region around Site 2 of Grundy County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$60,300. Within the region, first-line supervisors of production and operating workers earn mean wages of \$69,800; first-line supervisors of mechanics, installers, and repairers earn mean wages of \$82,400; industrial machinery mechanics earn mean wages of \$72,100; nuclear power reactor operators earn mean wages of \$125,000; purchasing agents, except wholesale, retail, and farm products earn mean wages of \$75,000; and nuclear technicians earn mean wages of \$105,100. In total, six of the top twenty manufacturing occupations by employment within the region employ just under 2,000 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.5: Occupation Wages and Employment for Manufacturing Occupations for Site 2 – Reed Road and S. Broadway Road

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
49-9071	Maintenance and Repair Workers, General	1,296	75	\$35,200	\$50,300	\$54,200
51-2092	Team Assemblers	629	60	\$30,400	\$36,700	\$39,300
51-1011	First-Line Supervisors of Production and Operating Workers	619	20	\$45,900	\$65,100	\$69,800
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	527	32	\$33,200	\$41,500	\$46,200
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	490	8	\$53,300	\$80,000	\$82,400
51-9111	Packaging and Filling Machine Operators and Tenders	364	39	\$31,900	\$36,800	\$38,800
51-4121	Welders, Cutters, Solderers, and Brazers	298	23	\$37,300	\$48,400	\$50,500
51-9011	Chemical Equipment Operators and Tenders	269	8	\$40,400	\$57,500	\$57,000
49-9041	Industrial Machinery Mechanics	268	6	\$51,900	\$77,700	\$72,100
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	249	4	\$36,100	\$44,400	\$47,000
51-8011	Nuclear Power Reactor Operators	232	0	\$96,700	\$123,600	\$125,000
43-5061	Production, Planning, and Expediting Clerks	213	7	\$40,300	\$55,400	\$58,900
51-9199	Production Workers, All Other	199	24	\$30,300	\$35,000	\$39,200
51-4041	Machinists	195	9	\$35,600	\$49,200	\$52,900
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	192	3	\$49,700	\$71,500	\$75,000
19-4051	Nuclear Technicians	184	22	\$73,600	\$108,100	\$105,100
51-2099	Assemblers and Fabricators, All Other	164	16	\$30,400	\$36,600	\$39,200
49-9099	Installation, Maintenance, and Repair Workers, All Other	141	11	\$37,800	\$49,600	\$54,700
51-3021	Butchers and Meat Cutters	137	13	\$29,100	\$36,300	\$37,700
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	124	12	\$34,000	\$45,700	\$48,000

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, and Logistics

The TWDL industry in the region around Site 2 of Grundy County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$60,300. Within the region, first-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors earn mean wages of \$64,300; rail car repairers earn mean wages of \$60,400; bus and truck mechanics and diesel engine specialists earn mean wages of \$65,400; transportation, storage, and distribution managers earn mean wages of \$109,600; logisticians earn mean wages of \$67,200; and railroad conductors and yardmasters earn mean wages of \$74,400. In total, six of the top twenty TWDL occupations by employment within the region account for over 2,000 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.6: Occupation Wages and Employment for TWDL Occupations for Site 2 – Reed Road and S. Broadway Road

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,187	640	\$29,600	\$36,700	\$38,400
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,491	186	\$40,800	\$58,800	\$59,000
53-7051	Industrial Truck and Tractor Operators	1,800	120	\$37,300	\$45,400	\$46,200
53-3033	Light Truck Drivers	1,003	76	\$32,000	\$47,100	\$50,200
49-3023	Automotive Service Technicians and Mechanics	996	26	\$34,000	\$48,100	\$52,500
53-7064	Packers and Packagers, Hand	952	142	\$29,400	\$34,900	\$34,500
53-3051	Bus Drivers, School	830	24	\$39,700	\$47,200	\$47,000
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	698	20	\$45,100	\$61,600	\$64,300
49-3043	Rail Car Repairers	360	2	\$40,000	\$61,600	\$60,400
53-3054	Taxi Drivers	352	10	\$27,300	\$32,400	\$30,000
53-7061	Cleaners of Vehicles and Equipment	334	34	\$28,000	\$31,400	\$34,600
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	323	2	\$48,200	\$64,100	\$65,400
11-3071	Transportation, Storage, and Distribution Managers	311	11	\$65,500	\$99,800	\$109,600
43-5032	Dispatchers, Except Police, Fire, and Ambulance	234	13	\$36,100	\$55,600	\$56,300
13-1081	Logisticians	168	3	\$42,000	\$62,500	\$67,200
53-4031	Railroad Conductors and Yardmasters	147	1	\$58,800	\$73,500	\$74,400
43-5021	Couriers and Messengers	130	25	\$28,500	\$36,000	\$35,400
49-3021	Automotive Body and Related Repairers	129	2	\$38,600	\$49,700	\$53,800
53-3053	Shuttle Drivers and Chauffeurs	128	12	\$27,900	\$30,400	\$33,300
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	121	2	\$39,900	\$53,800	\$59,500

Source: Chmura's JobsEQ®. Data as of 2023Q4.