

Leeds-Grenville-Thousand Islands and Rideau Lakes

2025 Business Survey Report

July 3, 2025



Medium / Large Business -
50 and above full-time equivalent employees

Survey Timeframe: April 29 – June 4, 2025

Communities

Athens | Augusta | Brockville | Edwardsburgh Cardinal | Elizabethtown-Kitley | Front of Yonge
Gananoque | Leeds and the Thousand Islands | Merrickville-Wolford | North Grenville | Prescott
Rideau Lakes | Westport

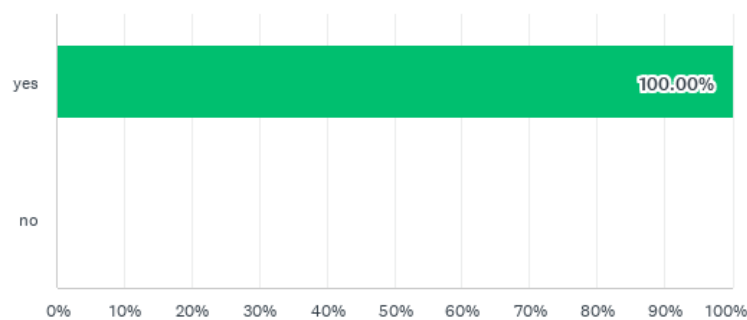
Prepared by:

United Counties of Leeds and Grenville
Economic Development Office
32 Wall Street, Suite 300, Brockville, ON
econdev@uclg.on.ca

invest.leedsgrenville.com/reportsandplans

Is your organization a for-profit business registered to carry out business in Ontario? (required)

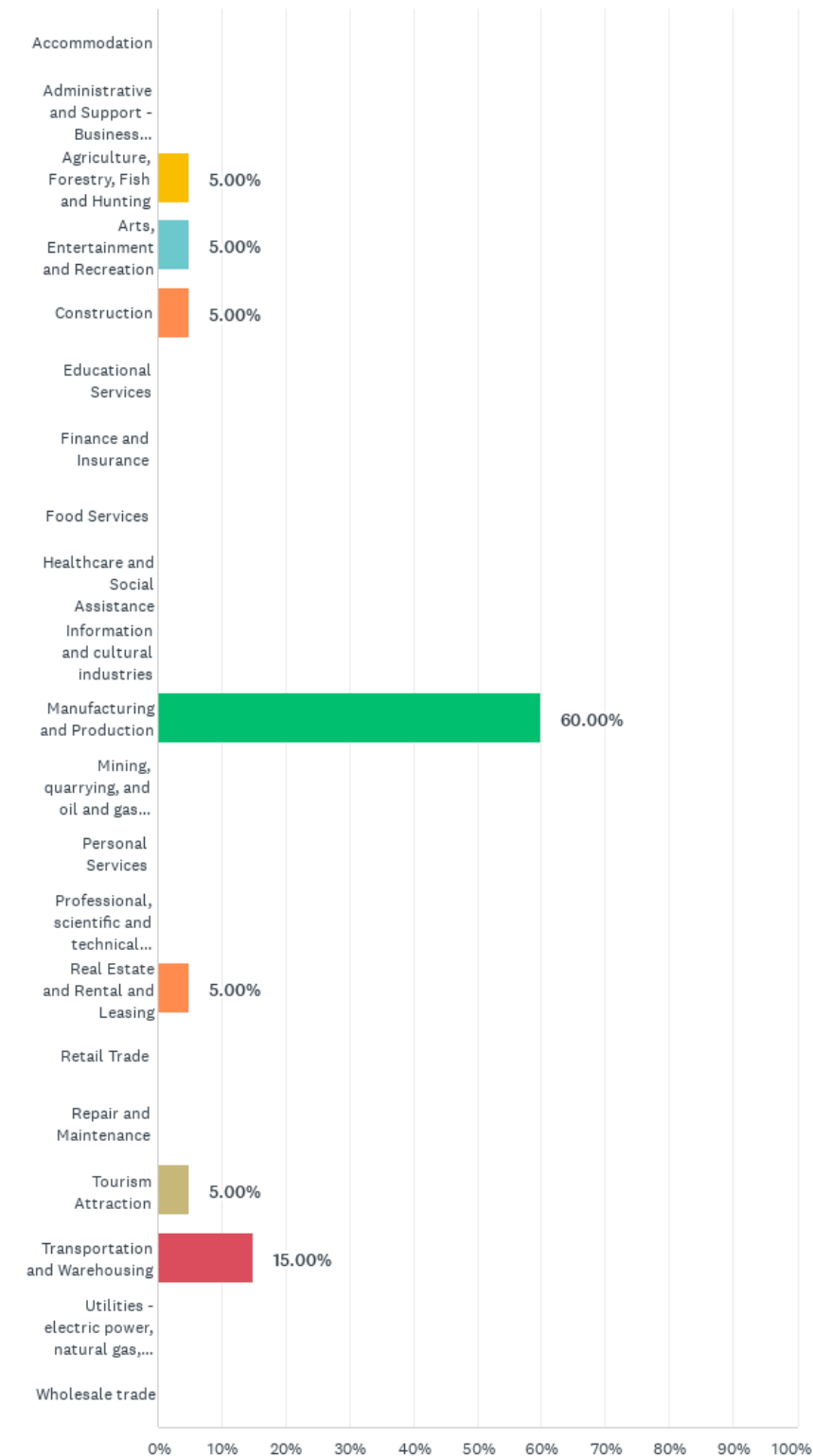
Answered: 20 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		100.00%	20
no		0.00%	0
TOTAL			20

#G2. What sector is your business primarily operating in?(find your business category here)

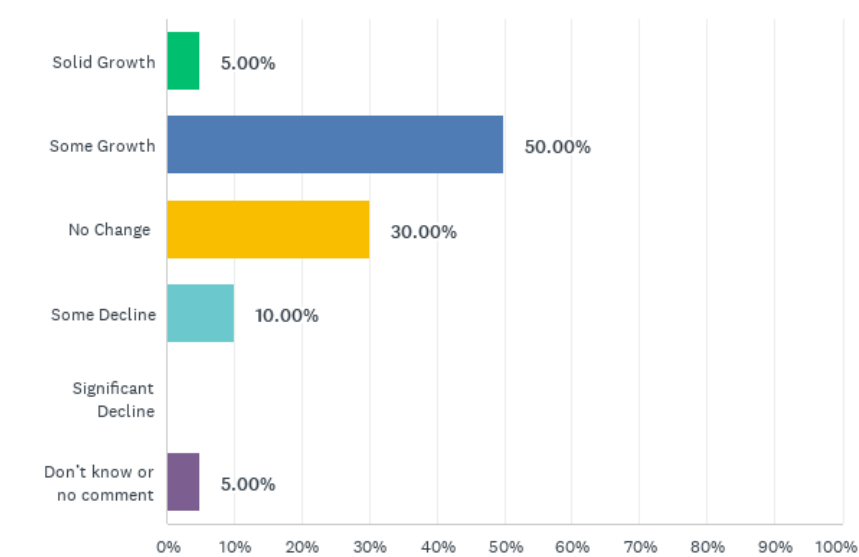
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ANSWER CHOICES	RESPONSES	
Accommodation	0.00%	0
Administration and Support – Business Services	0.00%	0
Agriculture, Forestry, Fish and Hunting	5.00%	1
Arts, Entertainment and Recreation	5.00%	1
Construction	5.00%	1
Educational Services	0.00%	0
Finance and Insurance	0.00%	0
Food Services	0.00%	0
Healthcare and Social Assistance	0.00%	0
Information and cultural industries	0.00%	0
Manufacturing and Production	60.00%	12
Mining, quarrying, and oil and gas extraction	0.00%	0
Personal Services	0.00%	0
Professional, scientific and technical services	0.00%	0
Real Estate and Rental and Leasing	5.00%	1
Retail Trade	0.00%	0
Repair and Maintenance	0.00%	0
Tourism Attraction	5.00%	1
Transportation and Warehousing	15.00%	3
Utilities – electric power, natural gas, water-sewage	0.00%	0
Wholesale trade	0.00%	0
TOTAL		20

#G3. In your last fiscal year, how did your sales / revenues perform?

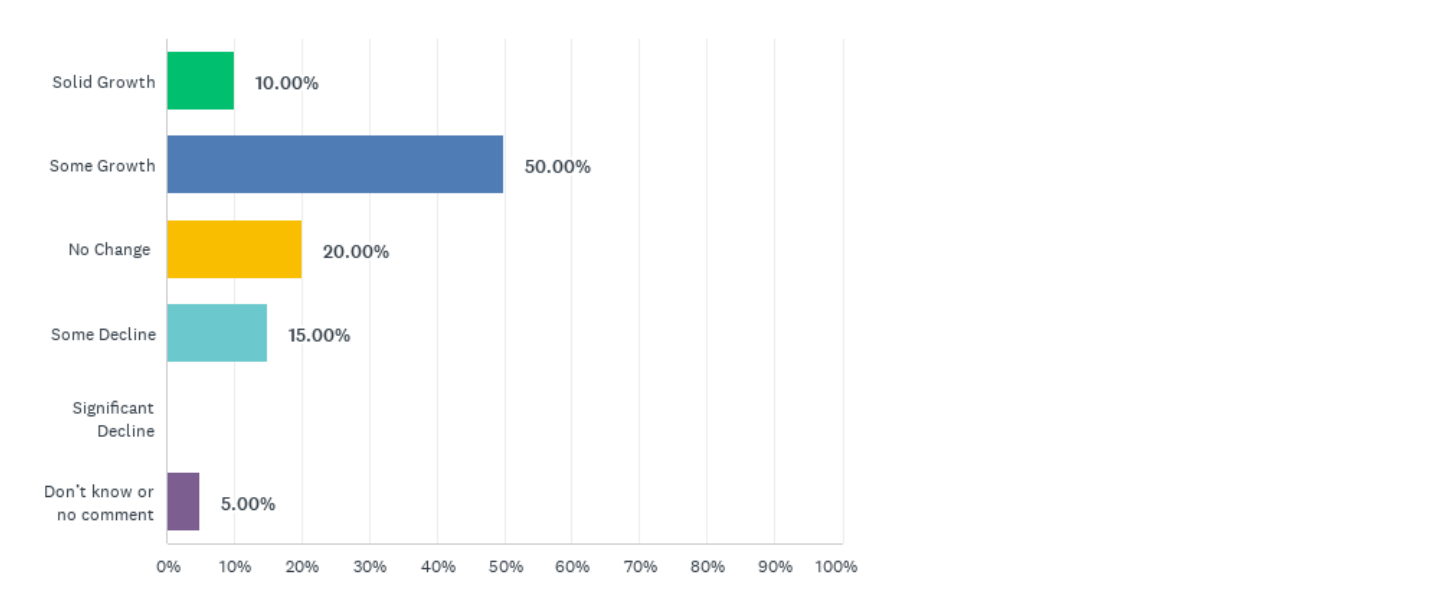
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ANSWER CHOICES	RESPONSES	
Solid Growth	5.00%	1
Some Growth	50.00%	10
No Change	30.00%	6
Some Decline	10.00%	2
Significant Decline	0.00%	0
Don't know or no comment	5.00%	1
TOTAL		20

#G4. How did your net income in the last fiscal year compare to the previous year?

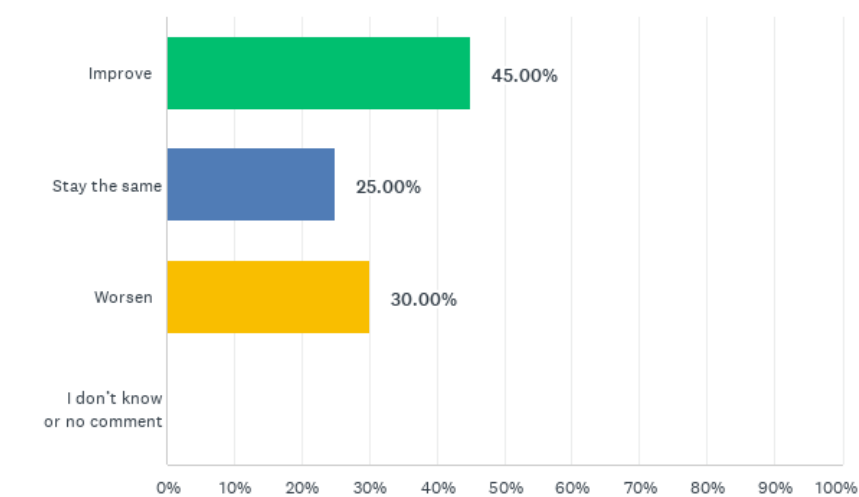
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ANSWER CHOICES	RESPONSES	
Solid Growth	10.00%	2
Some Growth	50.00%	10
No Change	20.00%	4
Some Decline	15.00%	3
Significant Decline	0.00%	0
Don't know or no comment	5.00%	1
TOTAL		20

#G5. Over the next year, do you expect the market for your business sector to:

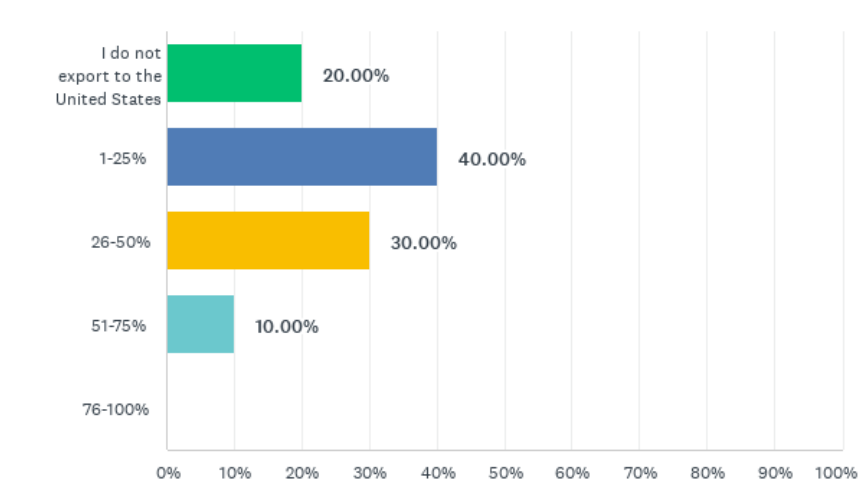
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ANSWER CHOICES	RESPONSES	
Improve	45.00%	9
Stay the same	25.00%	5
Worsen	30.00%	6
I don't know or no comment	0.00%	0
TOTAL		20

#G6. What percentage of your business's exports are directed to the United States?

Answered: 20 Skipped: 0

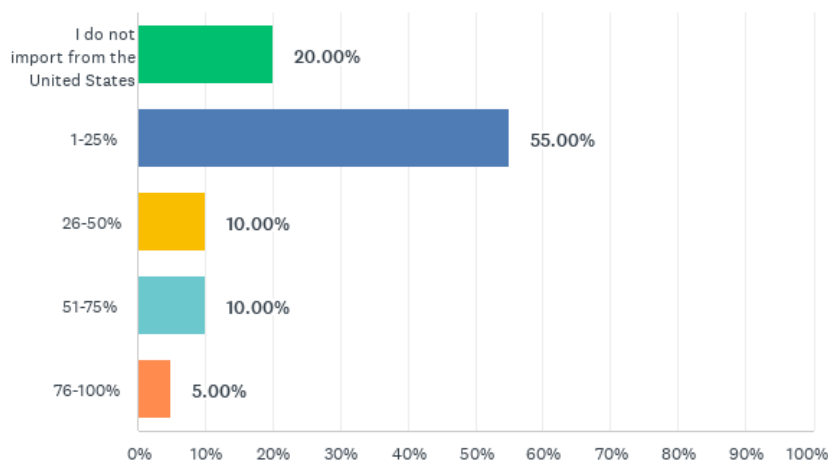


ANSWER CHOICES	RESPONSES	
I do not export to the United States	20.00%	4
1-25%	40.00%	8
26-50%	30.00%	6
51-75%	10.00%	2
76-100%	0.00%	0
TOTAL		20

#G7. What percentage of your business relies on imports from the United States?

Answered: 20

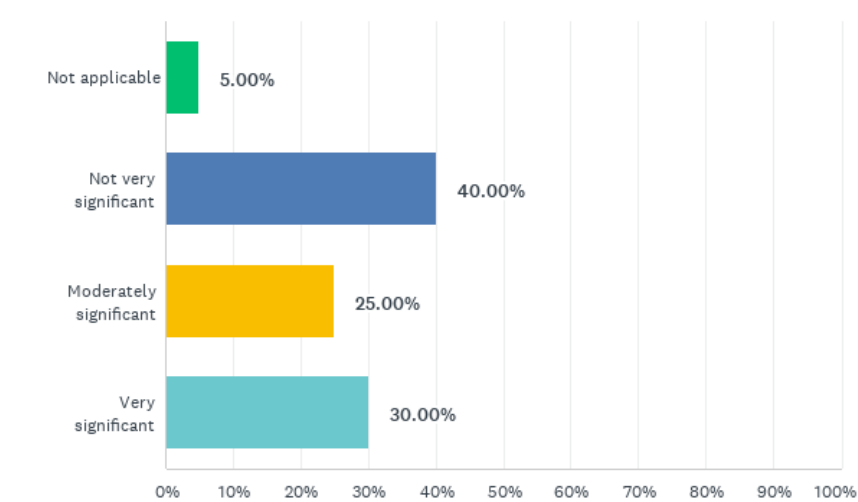
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ANSWER CHOICES	RESPONSES	
I do not import from the United States	20.00%	4
1-25%	55.00%	11
26-50%	10.00%	2
51-75%	10.00%	2
76-100%	5.00%	1
TOTAL		20

#G8. How significant is the U.S. market to your business’s overall revenue?

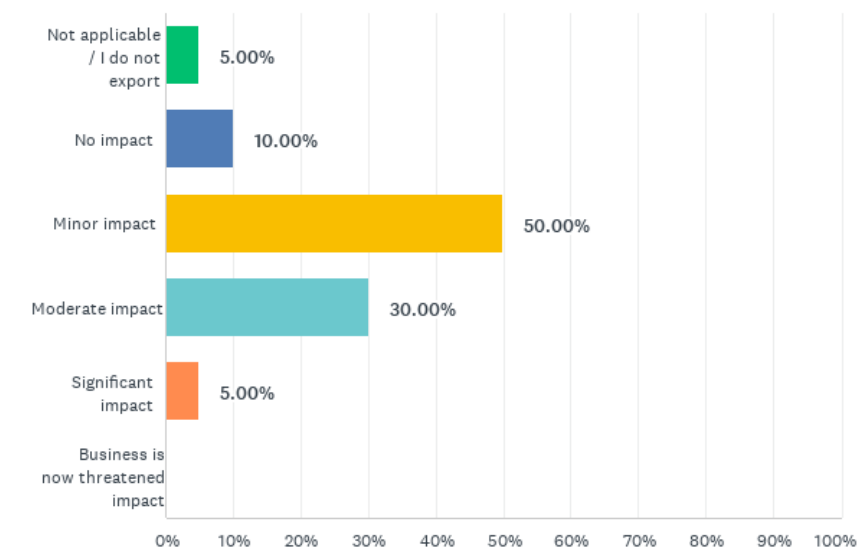
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ANSWER CHOICES	RESPONSES	
Not applicable	5.00%	1
Not very significant	40.00%	8
Moderately significant	25.00%	5
Very significant	30.00%	6
TOTAL		20

#G9. Has the 25% tariff on Canadian goods impacted your business operations?

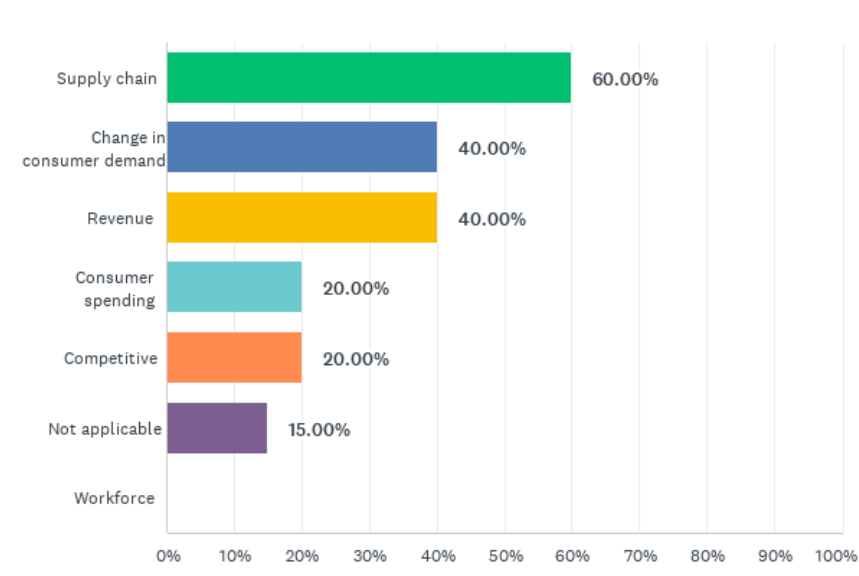
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ANSWER CHOICES	RESPONSES	
Not applicable / I do not export	5.00%	1
No impact	10.00%	2
Minor impact	50.00%	10
Moderate impact	30.00%	6
Significant impact	5.00%	1
Business is now threatened impact	0.00%	0
TOTAL		20

#G10. What specific areas of your business are or will be most affected by the economic trade war? Choose all that apply.

Answered: 20 Skipped: 0



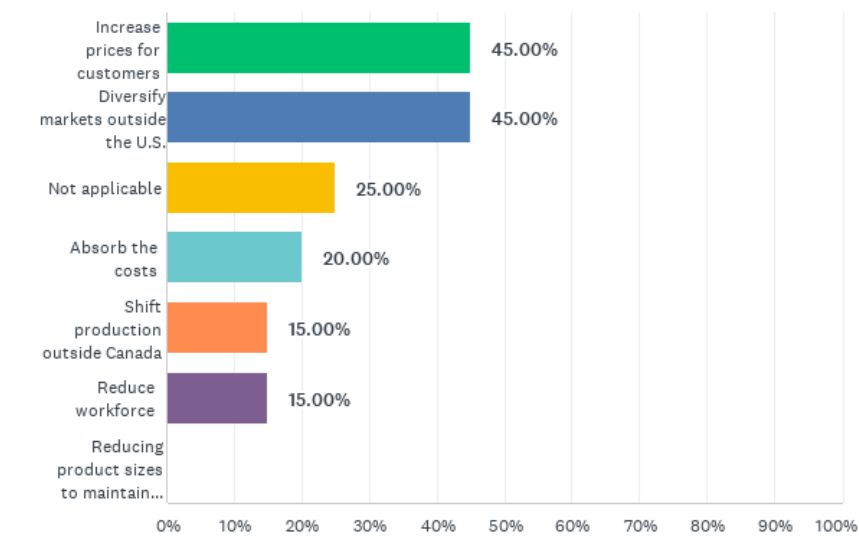
ANSWER CHOICES	RESPONSES	
Supply chain	60.00%	12
Change in consumer demand	40.00%	8
Revenue	40.00%	8
Consumer spending	20.00%	4
Competitive	20.00%	4
Not applicable	15.00%	3
Workforce	0.00%	0

- Effects will be mildly only.

#G11. How is or will your business be responding to the tariffs?

Choose all that apply.

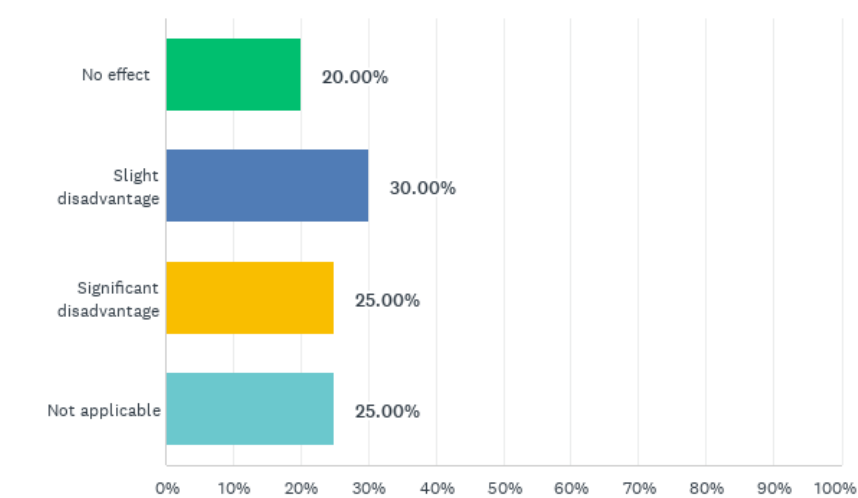
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ANSWER CHOICES	RESPONSES	
Increase prices for customers	45.00%	9
Diversify markets outside the U.S.	45.00%	9
Not applicable	25.00%	5
Absorb the costs	20.00%	4
Shift production outside Canada	15.00%	3
Reduce workforce	15.00%	3
Reducing product sizes to maintain price for customers	0.00%	0

#G12. How will these tariffs affect your ability to compete with U.S. based companies in the U.S. market?

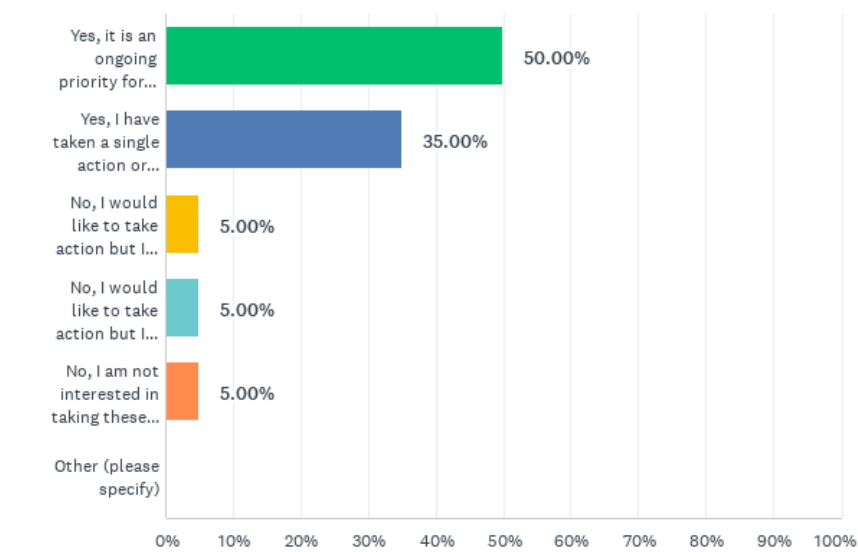
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
No effect	20.00%	4
Slight disadvantage	30.00%	6
Significant disadvantage	25.00%	5
Not applicable	25.00%	5
TOTAL		20

#G13. Have you taken action in the last 5 years to increase your business’s energy efficiency and/or reduce your business’s carbon emissions?

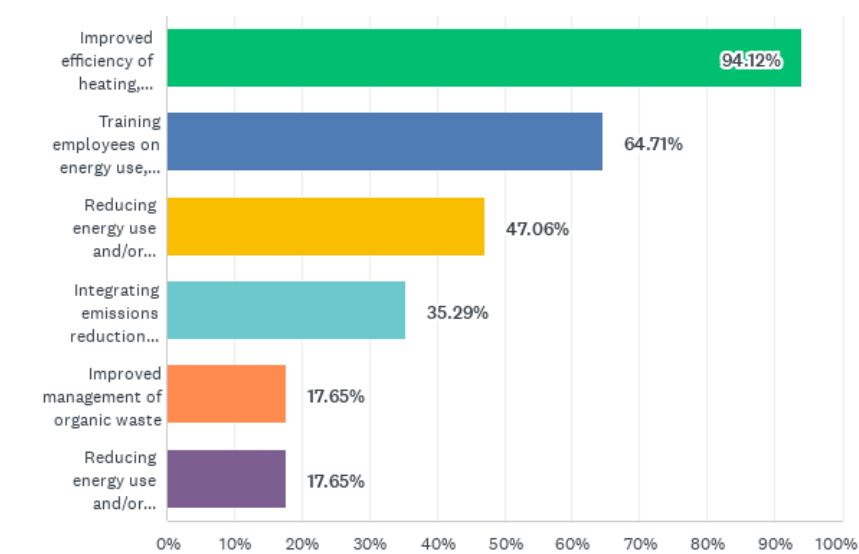
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ANSWER CHOICES	RESPONSES	
Yes, it is an ongoing priority for the business with multiple and/or impactful actions taken	50.00%	10
Yes, I have taken a single action or multiple single actions when possible	35.00%	7
No, I would like to take action but I am not sure what action to take	5.00%	1
No, I would like to take action but I am unable to at this time	5.00%	1
No, I am not interested in taking these actions	5.00%	1
Other (please specify)	0.00%	0
TOTAL		20

#G13 a. If you have taken action, what were these actions? Check all that apply

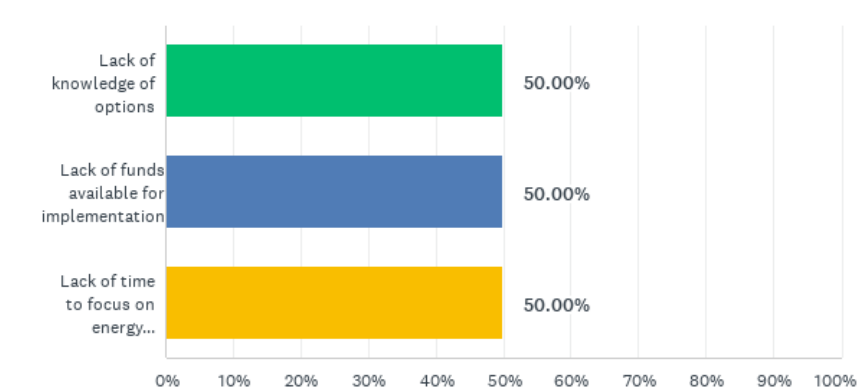
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Improved efficiency of heating, cooling and/or ventilation systems	94.12%	16
Training employees on energy use, waste reduction, etc.	64.71%	11
Reducing energy use and/or emissions from business operations	47.06%	8
Integrating emissions reduction considerations into business strategy	35.29%	6
Improved management of organic waste	17.65%	3
Reducing energy use and/or emissions from supply chain	17.65%	3

#G13 b. If you have not taken action and would like to, what is preventing you? Check all that apply.

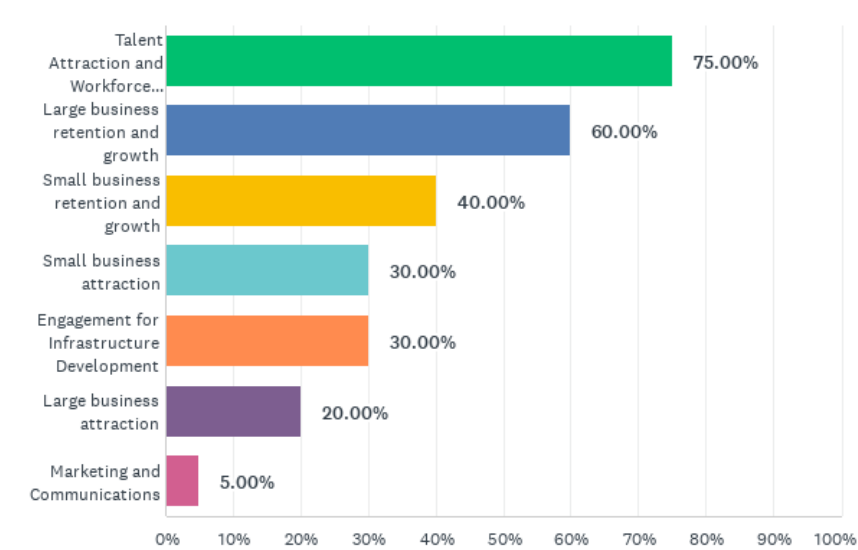
Answered: 2 Skipped: 1



ANSWER CHOICES	RESPONSES	
Lack of knowledge of options	50.00%	1
Lack of funds available for implementation	50.00%	1
Lack of time to focus on energy efficiency and/or carbon emissions	50.00%	1

#G16. What should the United Counties of Leeds and Grenville Economic Development focus on for the next 5 years? Please pick top 3.

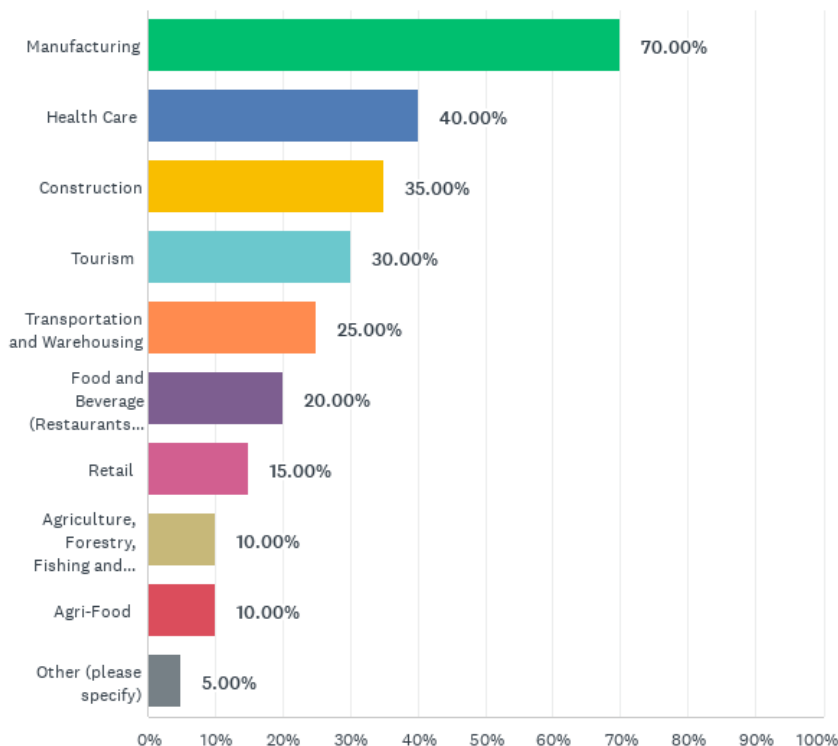
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Talent Attraction and Workforce Development	75.00%	15
Large business retention and growth	60.00%	12
Small business retention and growth	40.00%	8
Small business attraction	30.00%	6
Engagement for Infrastructure Development	30.00%	6
Large business attraction	20.00%	4
Marketing and Communications	5.00%	1

#G17. In support of the Leeds Grenville diversified economy, what business sectors require Counties Economic Development support? Please pick top 3

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Manufacturing	70.00%	14
Health Care	40.00%	8
Construction	35.00%	7
Tourism	30.00%	6
Transportation and Warehousing	25.00%	5
Food and Beverage (Restaurants, Bars, Catering, Food Service)	20.00%	4
Retail	15.00%	3
Agriculture, Forestry, Fishing and Hunting	10.00%	2
Agri-Food	10.00%	2
Other (please specify)	5.00%	1

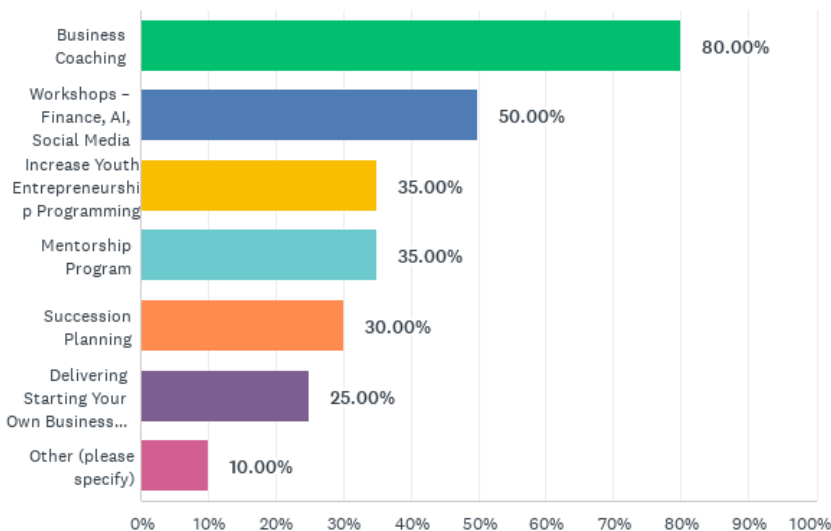
Other (please specify)

- Hiking and biking trails to support tourism and the community.

#G18. To grow small businesses, what areas should Counties support? Pick top 3

Answered: 20

Skipped: 0



ANSWER CHOICES	RESPONSES	
Business Coaching	80.00%	16
Workshops – Finance, AI, Social Media	50.00%	10
Increase Youth Entrepreneurship Programming	35.00%	7
Mentorship Program	35.00%	7
Succession Planning	30.00%	6
Delivering Starting Your Own Business Workshops	25.00%	5
Other (please specify)	10.00%	2

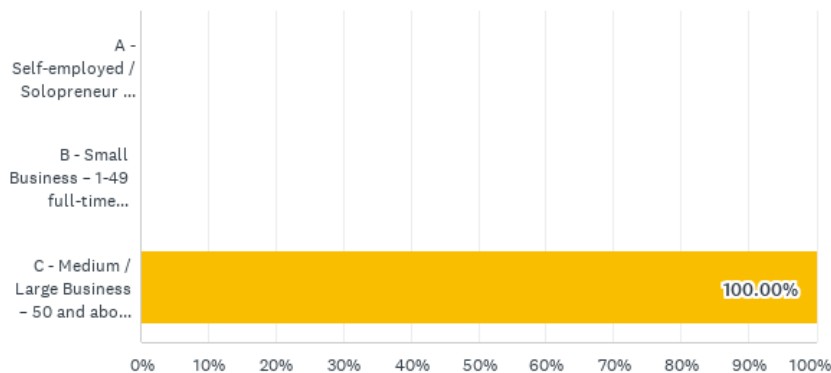
Other (please specify)

- Develop CIP Programs like other Counties do.
- Get area to be open for business.

#G19. Identify your business size

Answered: 20

Skipped: 0

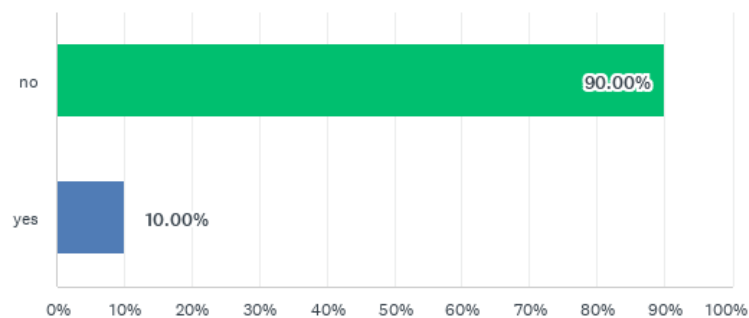


ANSWER CHOICES	RESPONSES	
A – Self-employed / Solopreneur / No employees	0.00%	0
B – Small Business – 1-49 full-time equivalent employees	0.00%	0
C – Medium / Large Business – 50 and above full-time equivalent employees	100.0%	20
TOTAL		20

C – Medium / Large Business – 50 and above full-time equivalent employees

#C1. Are your employees unionized?

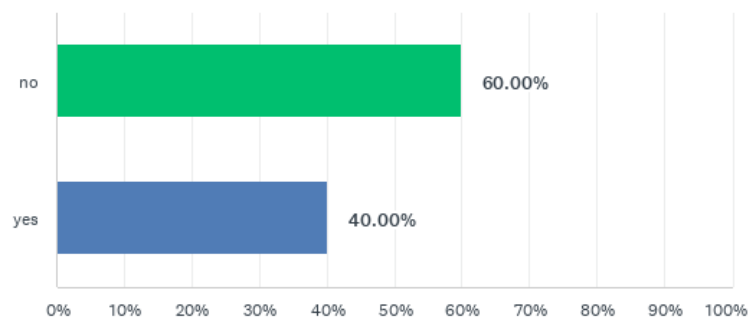
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	90.00%	18
Yes	10.00%	2
TOTAL		20

#C2. Do you have broadband / internet connectivity challenges?

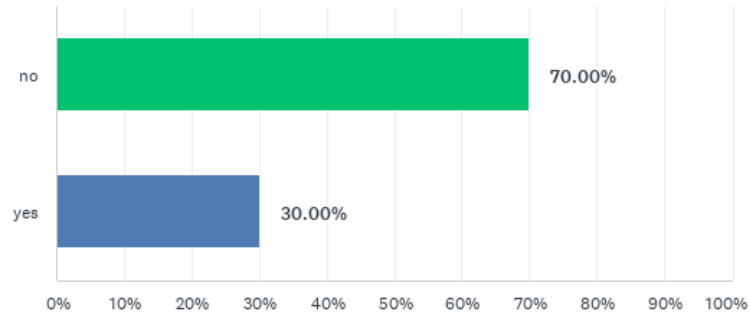
Answered: 20 Skipped: 0



ANSWER CHOICES		RESPONSES
No	60.00%	12
Yes	40.00%	8
TOTAL		20

#C3. Do you have cellular phone connectivity challenges?

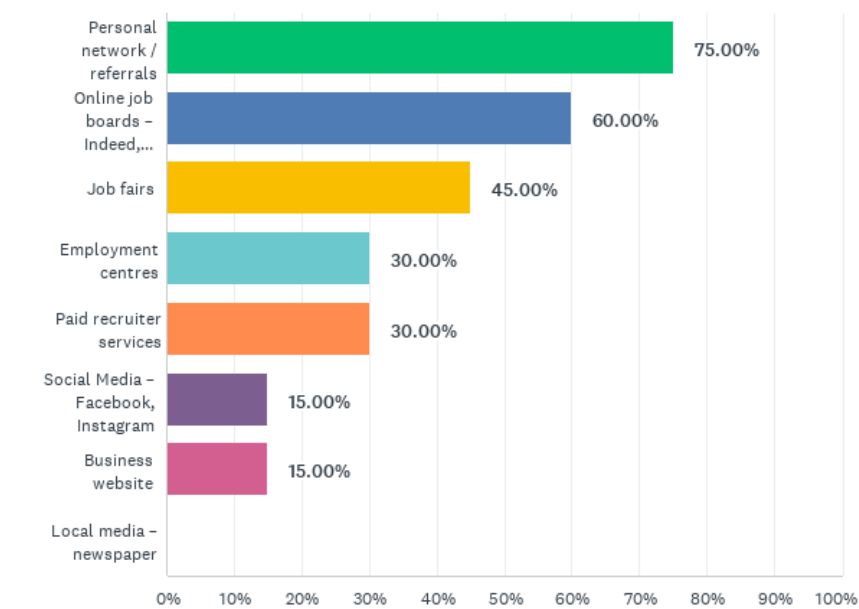
Answered: 20 Skipped: 0



ANSWER CHOICES		RESPONSES
No	70.00%	14
Yes	30.00%	6
TOTAL		20

#C4. What methods do you utilize for employee recruitment that gives you the best results? (Choose your top 3)

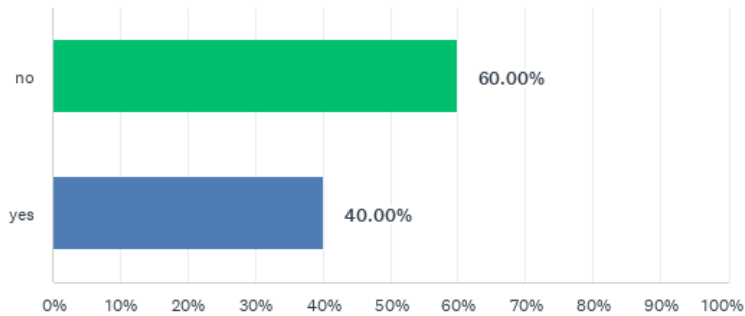
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Personal / network / referrals	75.00%	15
Online job boards – Indeed, LinkedIn	60.00%	12
Job fairs	45.00%	9
Employment Centres	30.00%	6
Paid recruiter services	30.00%	6
Social Media – Facebook, Instagram	15.00%	3
Business Website	15.00%	3
Local media - newspaper	0.00%	0

#C5. In the last 2 years have your hired foreign workers on permit, OR refugee / refugee claimants, OR international students?

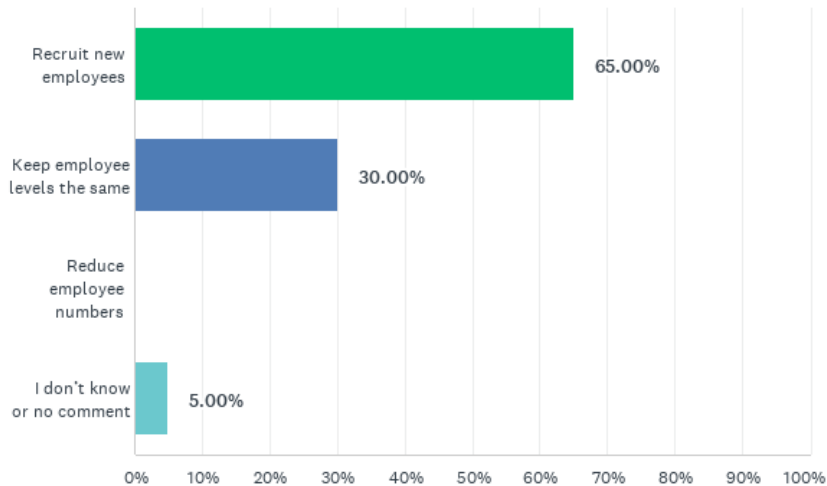
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	60.00%	12
Yes	40.00%	8
TOTAL		20

#C6. In the next year do you plan to:

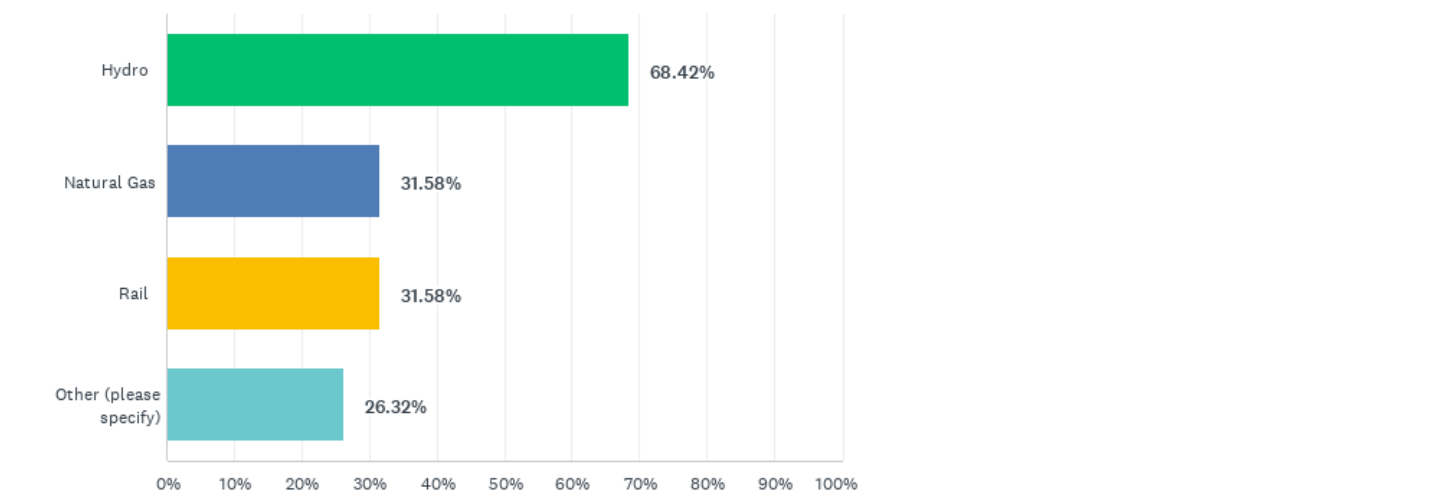
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Recruit new employees	65.00%	13
Keep employee levels the same	30.00%	6
Reduce employee numbers	0.00%	0
I don't know or no comment	5.00%	1
TOTAL		20

#C7. What are your top infrastructure issues? check all that apply

Answered: 19 Skipped: 1

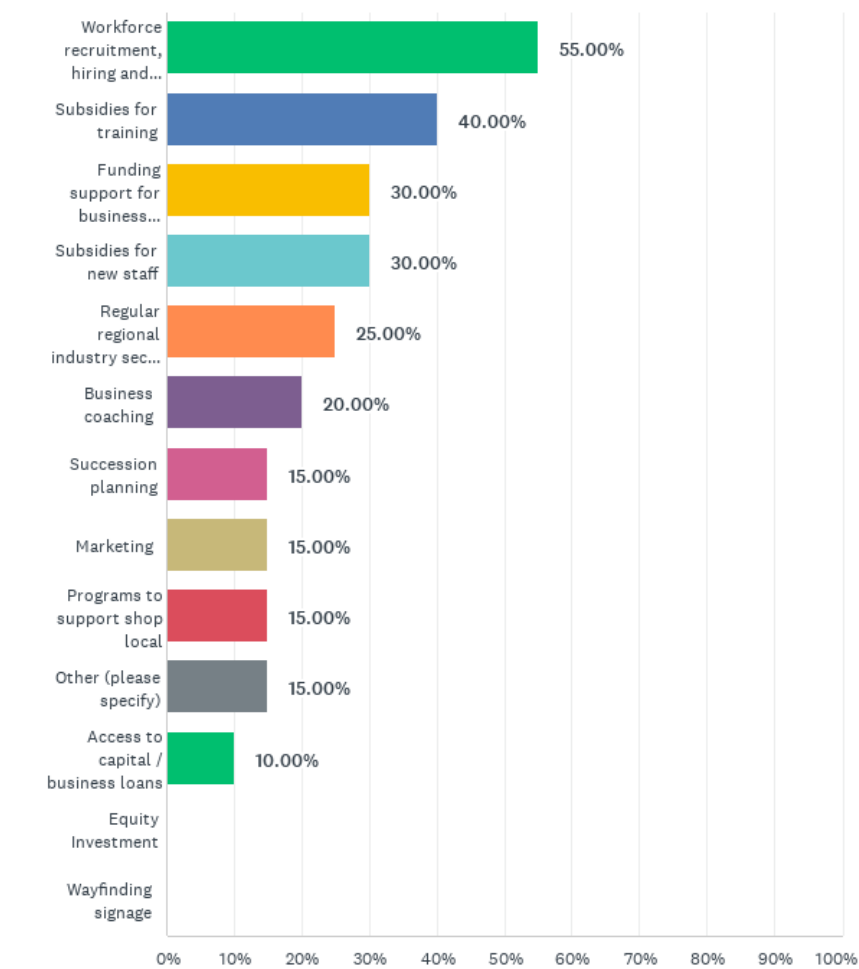


ANSWER CHOICES	RESPONSES	
Hydro	68.42%	13
Natural Gas	31.58%	6
Rail	31.58%	6
Other (please specify)	26.32%	5

- Permits and restrictions within the municipality.
- Connectivity.

#C8. What are the top 3 areas of support that would be most helpful to your business right now?

Answered: 20 Skipped: 0

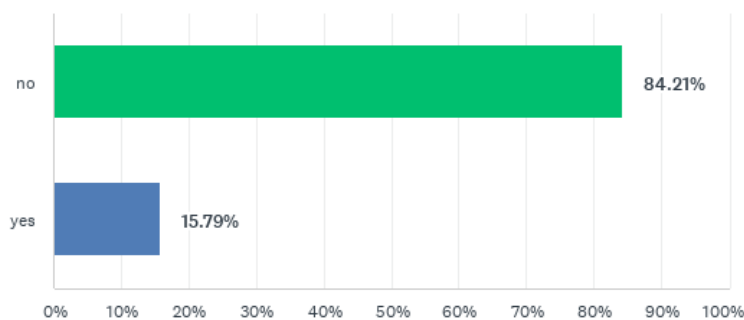


ANSWER CHOICES	RESPONSES	
Workforce recruitment, hiring and resourcing staff	55.00%	11
Subsidies for training	40.00%	8
Funding support for business expansion	30.00%	6
Subsidies for new staff	30.00%	6
Regular regional industry sector focus groups	25.00%	5
Business coaching	20.00%	4
Succession planning	15.00%	3
Marketing	15.00%	3
Programs to support shop local	15.00%	3
Other (please specify)	15.00%	3
Access to capital / business loans	10.00%	2
Equity Investment	0.00%	0
Wayfinding signage	0.00%	0

#S1. Would you like to connect with a member of the Economic Development / Small Business teams?

Answered: 19

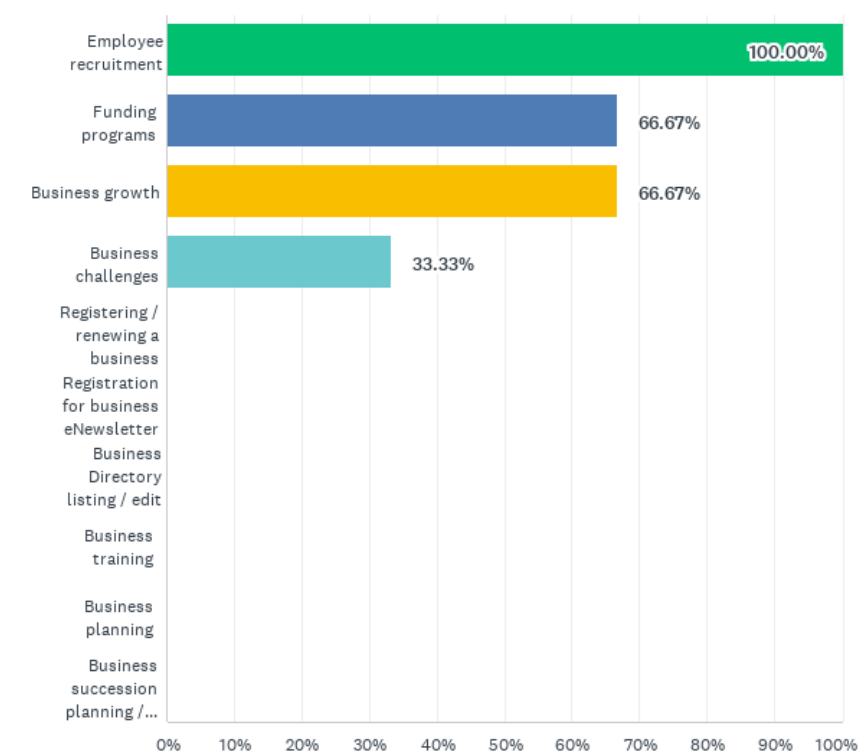
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ANSWER CHOICES	RESPONSES	
no	84.27%	16
yes	15.79%	3
TOTAL		19

#S1-b. I would like to discuss the following: (choose all that apply)

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Employee recruitment	100.00%	3
Funding programs	66.67%	2
Business growth	66.67%	2
Business challenges	33.33%	1
Registering / renewing a business	0.00%	0
Registration for business eNewsletter	0.00%	0
Business Directory listing / edit	0.00%	0
Business training	0.00%	0
Business planning	0.00%	0
Business succession planning / closing a business	0.00%	0
TOTAL		3

Additional Notes:

- Survey Timeframe: April 29 to June 4, 2025
- Survey Distribution: Businesses that were part the Counties Economic Development business directory, with active email addresses, received the survey directly. In addition, some members of Business Support Working Group distributed the survey through their membership lists and social media channels.
- Economic implications impacting survey results: U.S. tariffs ranging from 10-25% on Canada products were introduced on March 4th, followed by Canadian 25% retaliatory tariffs on some U.S. products. Some CUSMA-compliant products were exempt. On June 3rd, U.S. announced a 50% tariff on steel and aluminum effective June 4th. Constant changes in tariff messaging occurred through the survey period.

Business Support Working Group:

Municipalities

Athens | Augusta | Brockville | Edwardsburgh Cardinal | Elizabethtown-Kitley | Front of Yonge | Gananoque | Leeds and the Thousand Islands | Merrickville-Wolford | North Grenville | Prescott | Rideau Lakes | Westport

MP / MPP

MP Office of Leeds-Grenville-Thousand Islands-Rideau Lakes

MPP Office of Leeds-Grenville-Thousand Islands and Rideau Lakes

Community Futures Development Corporations

1000 Islands CDC | Community Futures Grenville | Valley Heartland CFDC

Small Business Centres

Leeds Grenville Small Business

Small Business Advisory Centre – Smiths Falls | Lanark

Chambers of Commerce

1000 Islands Gananoque | Brockville and District | Lyndhurst, Seeley's Bay & District | Merrickville and District | North Grenville | South Grenville

BIAs

Downtown Brockville | Downtown Gananoque | Downtown Prescott | Old Town Kemptville

Employment Services

CSE Consulting | Employment and Education Centre | KEYS Job Centre

Other Business & Education Agencies

Regional Tourism Organization 9 | Eastern Ontario Workforce Innovation Board | St. Lawrence College | Kemptville Campus Education and Community Hub | Ontario Tourism Education Corporation | St. Lawrence-Rideau Immigration Partnership | Ministry of Economic Development Job Creation and Trade – East Region

THANK-YOU!

On behalf of the Business Support Working Group, I would like to thank each business who completed the survey. This report provides the region with key data to help in plan future initiatives to support business.

Ann Weir, Economic Development Manager

United Counties of Leeds and Grenville

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