

# Stakeholder Mapping



| Increasing Impact on Decisions                                                                                                                                                                                                                                 |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| Inform                                                                                                                                                                                                                                                         |  | Consult                                                                                                                                                                                                                                                                                              |                                                                                                                                                          |                                                                                                       | Involve                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  |                              | Collaborate                                                                                                                                                                                                                                                                                                                                                                                                                          |                              |
| <b>Public Participation Goal</b><br>To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.<br><br><b>Promise to the Public</b><br>We will keep you informed. |  | <b>Public Participation Goal</b><br>To obtain public feedback on analysis, alternatives and/or decisions.<br><br><b>Promise to the Public</b><br>We will keep you informed, listen to and acknowledge concerns and future aspirations, and provide feedback on how public input influenced the plan. |                                                                                                                                                          |                                                                                                       | <b>Public Participation Goal</b><br>To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.<br><br><b>Promise to the Public</b><br>We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision. |                                  |                              | <b>COLLABORATE</b><br><br><b>Public Participation Goal</b><br>To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.<br><br><b>Promise to the Public</b><br>We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible. |                              |
| Engagement Tools & Activities Planned                                                                                                                                                                                                                          |  | Inform through the Website, Handouts, Newsletters, Social Media - typically one-way communication only                                                                                                                                                                                               | Reach out at Pop Up Events - Community Events, Apartment Complex Events, Homes Association Block Parties, Employer Lobby, Religious Group Meetings, etc. | Presentations at their organizational meetings with Conversation Kit exercise or online questionnaire | Recruit to Participate in Online Forum & Questionnaires                                                                                                                                                                                                                                                                                                                                                                 | Environmental Scan Questionnaire | NOVI 2050 Pulse Panel Member | Special Invite to Participate in the Community Workshops & Plan Reveal (both open to the public)                                                                                                                                                                                                                                                                                                                                     | Governing Body Presentations |
| <b>Strategy Developers &amp; Decision-Makers</b>                                                                                                                                                                                                               |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| City Council                                                                                                                                                                                                                                                   |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       | X                                | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                            |
| Long-Range Strategic Plan Committee                                                                                                                                                                                                                            |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       | X                                | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                            |
| Internal Project Team (City Staff)                                                                                                                                                                                                                             |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       | X                                |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Leadership Team                                                                                                                                                                                                                                                |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       | X                                |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      | X                            |
| <b>City Boards &amp; Committees</b>                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Boards and Commissions Chairs                                                                                                                                                                                                                                  |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       | X                                | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Corridor Improvement Authority (CIA)                                                                                                                                                                                                                           |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Beautification Commission                                                                                                                                                                                                                                      |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Historical Commission                                                                                                                                                                                                                                          |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Library Board                                                                                                                                                                                                                                                  |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Parks, Recreation & Cultural Services Commission                                                                                                                                                                                                               |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Planning Commission                                                                                                                                                                                                                                            |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Zoning Board of Appeals                                                                                                                                                                                                                                        |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                              | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| <b>Influencers</b>                                                                                                                                                                                                                                             |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Education & Youth Partners (i.e. school district leadership, PROs, teachers, students)                                                                                                                                                                         |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Community Service Organizations (i.e. Alpha Kappa Alpha Sorority)                                                                                                                                                                                              |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |
| Resident/Community Leaders (i.e. HOA Boards, Past Mayors, Ambassador Academy Graduates)                                                                                                                                                                        |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                            | X                                                                                                                                                                                                                                                                                                                                                                                                                                    |                              |

# Stakeholder Mapping



| Increasing Impact on Decisions                                                                                                                                                                                                                                 |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                  |                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------------------------|
| Inform                                                                                                                                                                                                                                                         |  | Consult                                                                                                                                                                                                                                                                                              |                                                                                                                                                          |                                                                                                       | Involve                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  | Collaborate                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                  |                              |
| <b>Public Participation Goal</b><br>To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.<br><br><b>Promise to the Public</b><br>We will keep you informed. |  | <b>Public Participation Goal</b><br>To obtain public feedback on analysis, alternatives and/or decisions.<br><br><b>Promise to the Public</b><br>We will keep you informed, listen to and acknowledge concerns and future aspirations, and provide feedback on how public input influenced the plan. |                                                                                                                                                          |                                                                                                       | <b>Public Participation Goal</b><br>To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.<br><br><b>Promise to the Public</b><br>We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision. |                                  | <b>COLLABORATE</b><br><br><b>Public Participation Goal</b><br>To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.<br><br><b>Promise to the Public</b><br>We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible. |                                                                                                  |                              |
| Engagement Tools & Activities Planned                                                                                                                                                                                                                          |  | Inform through the Website, Handouts, Newsletters, Social Media - typically one-way communication only                                                                                                                                                                                               | Reach out at Pop Up Events - Community Events, Apartment Complex Events, Homes Association Block Parties, Employer Lobby, Religious Group Meetings, etc. | Presentations at their organizational meetings with Conversation Kit exercise or online questionnaire | Recruit to Participate in Online Forum & Questionnaires                                                                                                                                                                                                                                                                                                                                                                 | Environmental Scan Questionnaire | NOVI 2050 Pulse Panel Member                                                                                                                                                                                                                                                                                                                                                                                                         | Special Invite to Participate in the Community Workshops & Plan Reveal (both open to the public) | Governing Body Presentations |
| Business & Economic Stakeholders (i.e. small business owners, major employers, chambers of commerce)                                                                                                                                                           |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      | X                                                                                                |                              |
| Commercial & Industrial Property Owners                                                                                                                                                                                                                        |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      | X                                                                                                |                              |
| Housing & Development Partners (i.e. residential developers, property managers, architects, builders)                                                                                                                                                          |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      | X                                                                                                |                              |
| Religious Leaders                                                                                                                                                                                                                                              |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Public Safety & Health Stakeholders (i.e. police, fire, EMS, healthcare networks)                                                                                                                                                                              |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Infrastructure, Mobility, & Environment (i.e. public works, utilities, transit providers, environmental organizations)                                                                                                                                         |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Innovation, Technology & Future Economy (i.e. tech companies, mobility researchers, smart-city partners)                                                                                                                                                       |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Cultural, Civic & Community Organizations (i.e. faith-based groups, cultural associations, nonprofits)                                                                                                                                                         |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Equity & Access Stakeholders (i.e. Disability / Senior / Ethnic Community)                                                                                                                                                                                     |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  | X                                                                                                                                                                                                                                                                                                                                                                                                                                    | X                                                                                                |                              |
| Oakland County (and sub-agencies)                                                                                                                                                                                                                              |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     | X                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      | X                                                                                                |                              |
| Neighboring Municipalities                                                                                                                                                                                                                                     |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                  |                              |
| SEMCOG                                                                                                                                                                                                                                                         |  | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                  |                              |
|                                                                                                                                                                                                                                                                |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                  |                              |
| Public                                                                                                                                                                                                                                                         |  |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                  |                              |

# Stakeholder Mapping



| Increasing Impact on Decisions                                                                                                                                                                                                                                 |   |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| Inform                                                                                                                                                                                                                                                         |   | Consult                                                                                                                                                                                                                                                                                              |                                                                                                                                                          |                                                                                                       | Involve                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  |                              | Collaborate                                                                                                                                                                                                                                                                                                                                                                                                                          |                              |
| <b>Public Participation Goal</b><br>To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.<br><br><b>Promise to the Public</b><br>We will keep you informed. |   | <b>Public Participation Goal</b><br>To obtain public feedback on analysis, alternatives and/or decisions.<br><br><b>Promise to the Public</b><br>We will keep you informed, listen to and acknowledge concerns and future aspirations, and provide feedback on how public input influenced the plan. |                                                                                                                                                          |                                                                                                       | <b>Public Participation Goal</b><br>To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.<br><br><b>Promise to the Public</b><br>We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision. |                                  |                              | <b>COLLABORATE</b><br><br><b>Public Participation Goal</b><br>To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.<br><br><b>Promise to the Public</b><br>We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible. |                              |
| Engagement Tools & Activities Planned                                                                                                                                                                                                                          |   | Inform through the Website, Handouts, Newsletters, Social Media - typically one-way communication only                                                                                                                                                                                               | Reach out at Pop Up Events - Community Events, Apartment Complex Events, Homes Association Block Parties, Employer Lobby, Religious Group Meetings, etc. | Presentations at their organizational meetings with Conversation Kit exercise or online questionnaire | Recruit to Participate in Online Forum & Questionnaires                                                                                                                                                                                                                                                                                                                                                                 | Environmental Scan Questionnaire | NOVI 2050 Pulse Panel Member | Special Invite to Participate in the Community Workshops & Plan Reveal (both open to the public)                                                                                                                                                                                                                                                                                                                                     | Governing Body Presentations |
| All residents                                                                                                                                                                                                                                                  | X | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Seniors                                                                                                                                                                                                                                                        | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Youth                                                                                                                                                                                                                                                          | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Residents with disabilities & Accessibility Focused Audiences                                                                                                                                                                                                  | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Residents who are not typically the "average" Novi resident                                                                                                                                                                                                    | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Economically disadvantaged households                                                                                                                                                                                                                          | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Asian community                                                                                                                                                                                                                                                | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| South Asian community                                                                                                                                                                                                                                          | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Muslim community                                                                                                                                                                                                                                               | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Multi-generational households                                                                                                                                                                                                                                  | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Environmental Advocates                                                                                                                                                                                                                                        | X |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |
| Employees of Major Employers                                                                                                                                                                                                                                   | X | X                                                                                                                                                                                                                                                                                                    |                                                                                                                                                          | X                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |