

Job Creators Network

Small Business



MONTHLY
MONITOR

**September 2021
National Survey
Small Business Employers**

**Conducted By:
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Methodology

This national survey of 500 small business employers was conducted between September 1-21, 2021. This presentation includes JCN's SBIQ (Small Business Intelligence Quotient). The JCN Monthly Monitor tracks its SBIQ, identifies key trends, and offers valuable insights into policies impacting small business employers.

All interviews were conducted online with randomly distributed invitations. The geographic and demographic profiles were structured to represent the population of small business employers in the United States. The sample of 500 small business employers has an accuracy of +/- 4.4% at a 95% confidence interval. The numbers in this presentation have been rounded and may not equal 100%.

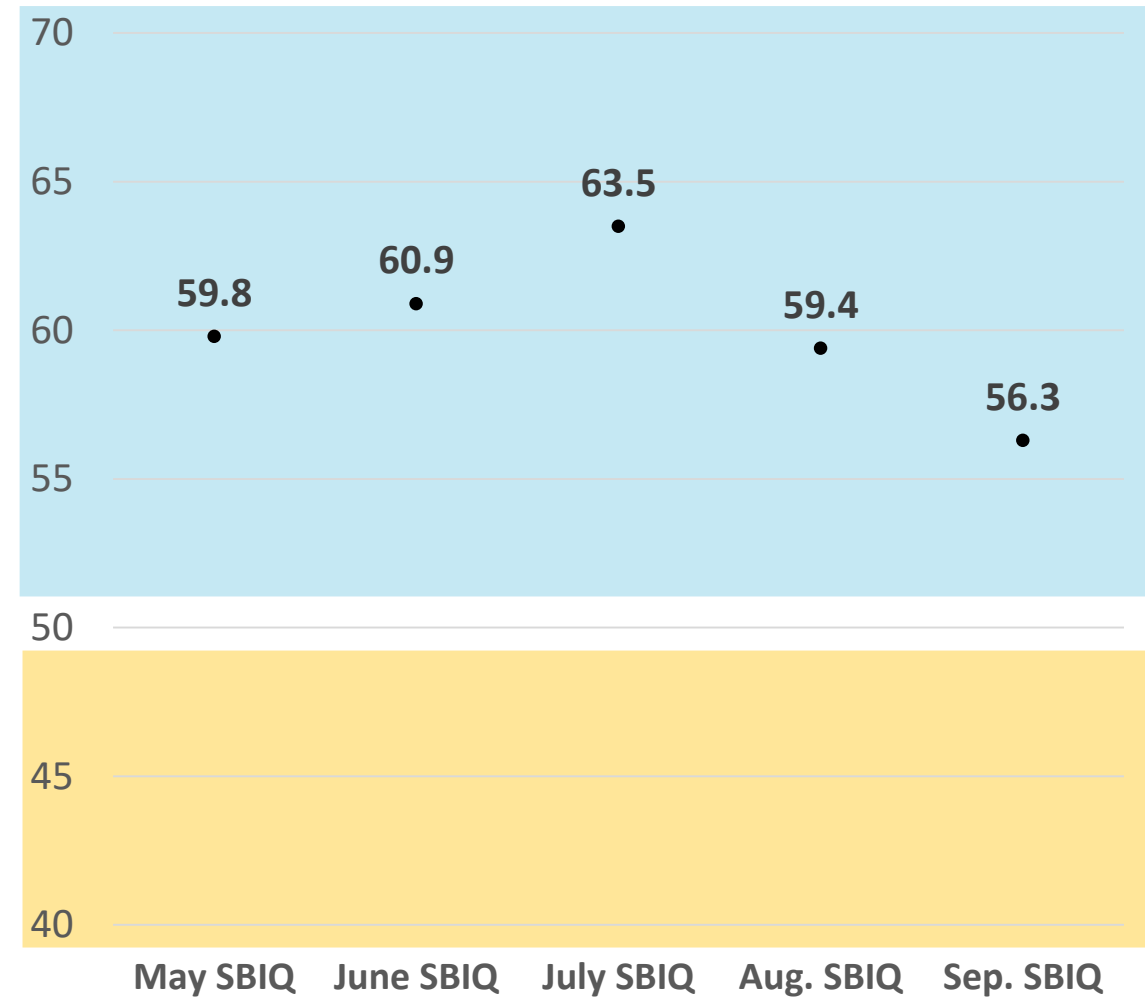
SBIQ Small Business Intelligence Quotient

September SBIQ: 56.3

This survey provides a snapshot of JCN’s SBIQ, which will be tracked monthly to identify trends at-large and among key small business employer segments. The JCN SBIQ is based on 7-questions:

- Employer’s Current Business Conditions
 - Condition of U.S. Economy Today
 - Current Climate for Small Businesses
 - Direction of Employer’s Business Over Next 3-Months
 - Employer’s Plans for Hiring Over Next 3-Months
 - Direction of U.S. Economy
 - Direction of Climate for Small Businesses
- Current Conditions** (includes: Employer’s Current Business Conditions, Condition of U.S. Economy Today, Current Climate for Small Businesses)
- Future Expectations** (includes: Direction of Employer’s Business Over Next 3-Months, Employer’s Plans for Hiring Over Next 3-Months, Direction of U.S. Economy, Direction of Climate for Small Businesses)

The JCN SBIQ is calculated on a scale from 0 to 100, with 100 being best possible conditions and 0 being worst possible conditions. A score of 50 is neutral, anything above 50 is positive and anything below is negative. To calculate the scores, point values are applied to each response and multiplied by the share of respondents giving that answer.



	May	June	July	Aug	Sep	Net
SBIQ	59.8	60.9	63.5	59.4	56.3	-3.1
Current Conditions	61.8	60.7	65.5	62.6	58.8	-3.8
Future Expectations	58.3	61.0	61.9	57.0	54.5	-2.5

Major Findings

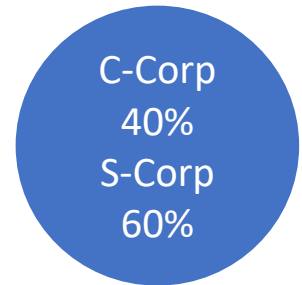
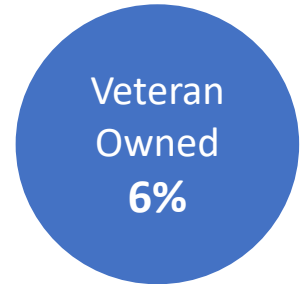
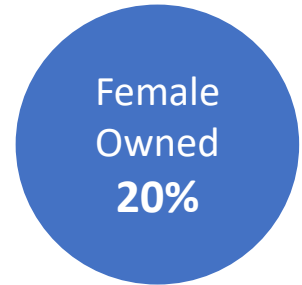
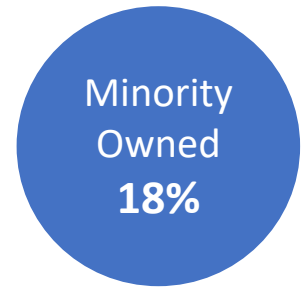
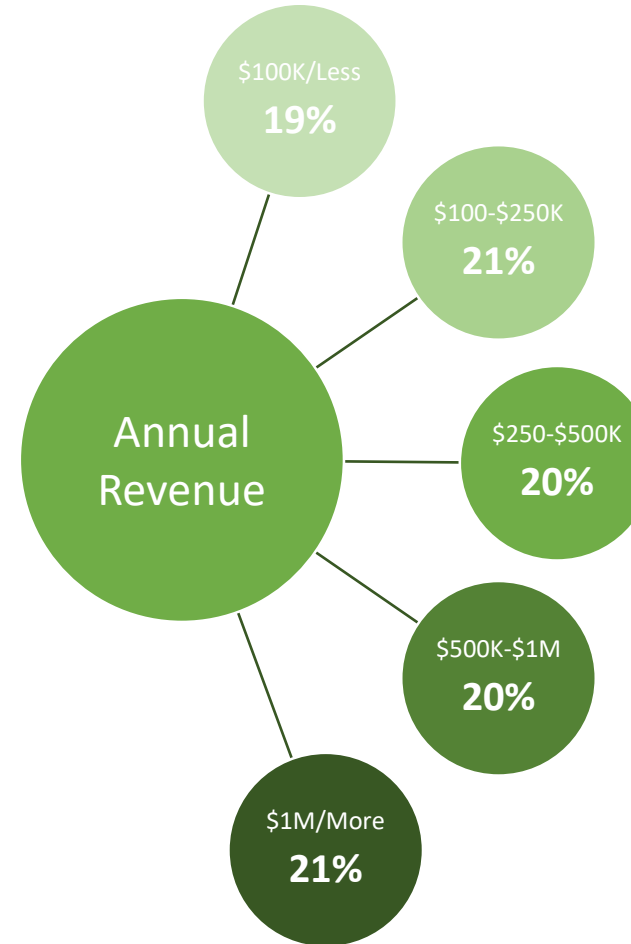
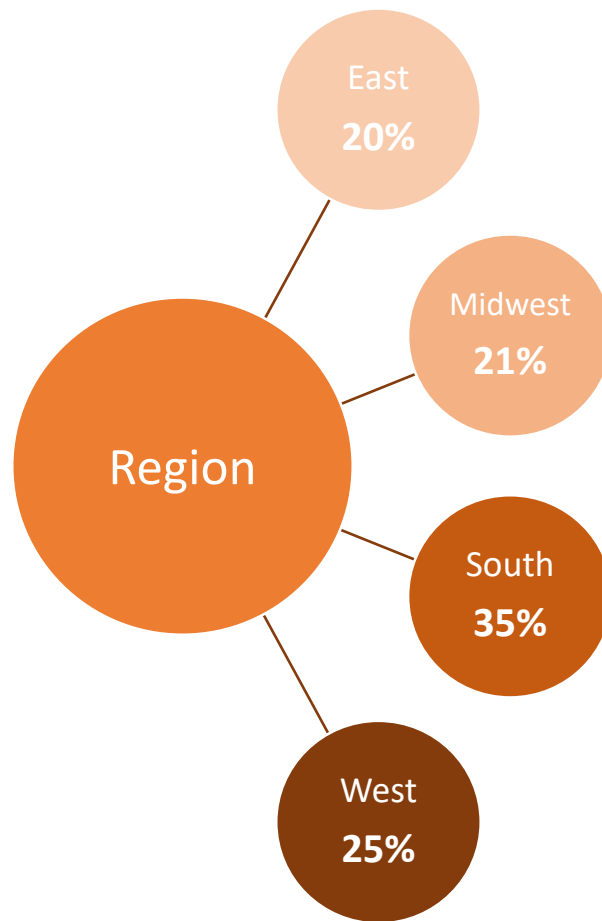
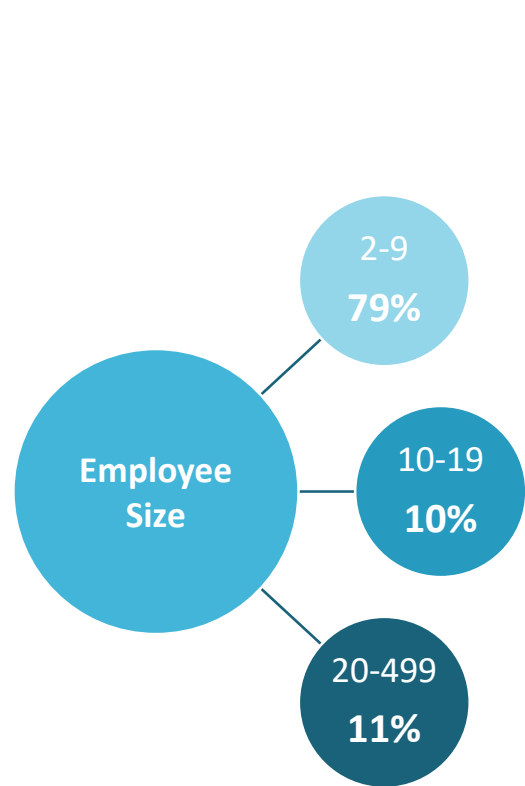
- **Small business employer attitudes continue to degrade. The September JCN SBIQ decreased by 3-points from 59.4 to 56.3 (-3.1), a new low.**
- **The “Future Expectations” dropped 4-points from 62.6 to 58.8 (-3.8) while the “Current Conditions” rating declined more than 2-points from 57.0 to 54.5 (-2.5).**
- **Higher prices and inflation continues to be the leading concern followed by the economy/client spending, general operating costs, and Covid restrictions.**
- **Small business employers are feeling more threatened. Their sensitivity and pessimism towards tax increases and covid mandates is growing.**

5 “So-What” Takeaways

1. In September, small business optimism about the economy took a big hit. Only 32 percent of small business owners consider the current economy excellent or good with 68 percent rating it fair or poor. This is a drop of more than 15 points since July’s poll. ***What this means: the economy, vaccine mandates and political unrest are weighing on the minds of business owners and their optimism about the overall economy.***
2. Respondents also felt worse about the business climate and conditions for small businesses, with 38 percent saying the climate was getting worse and only 30 percent saying it was getting better. This represents a seventeen-point net shift from August numbers. ***What this means: the same issues that are creating pessimism about the overall economy are translating to fears about their own businesses.***
3. The overall Small Business Intelligence Quotient, an index of economic optimism dropped to its lowest point since we started tracking the number in May, going down for the second month in a row. While optimism grew from May through July, small businesses are increasingly concerned with the direction of the economy and upcoming policy that will increase costs and taxes.
4. Small business owners continue to be concerned about inflation. More than 32 percent of small businesses named inflation as their biggest or second biggest concern right now. A related issue—the economy and client spending—was named by 25 percent as their biggest or second-biggest concern right now. ***What this means: Consumers aren’t the only ones concerned about inflation—small business owners are concerned as well. Democrats’ massive spending plans will only increase inflation—bringing us back to the days of Jimmy Carter.***
5. 81 percent of small businesses are concerned about increasing Covid-related mandates and restrictions, a five-point jump from August. ***What this means: Things like new mask and vaccine mandates are concerning small business owners.***

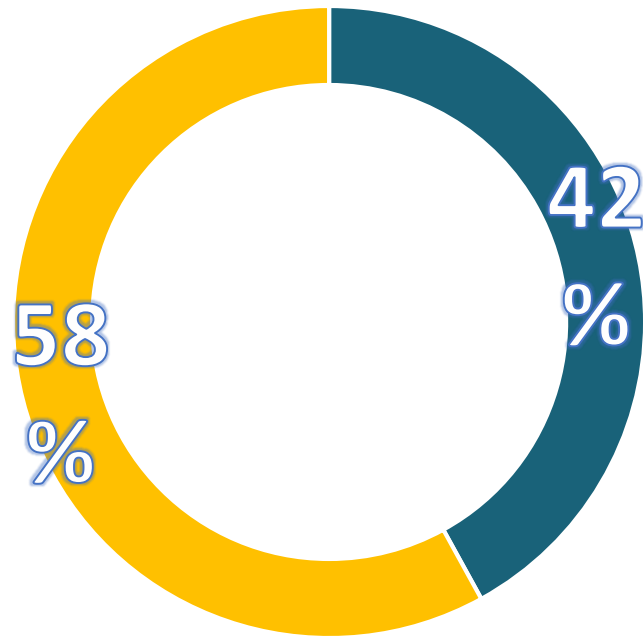
Small Business Employer Profile

Who are the 500 respondents?



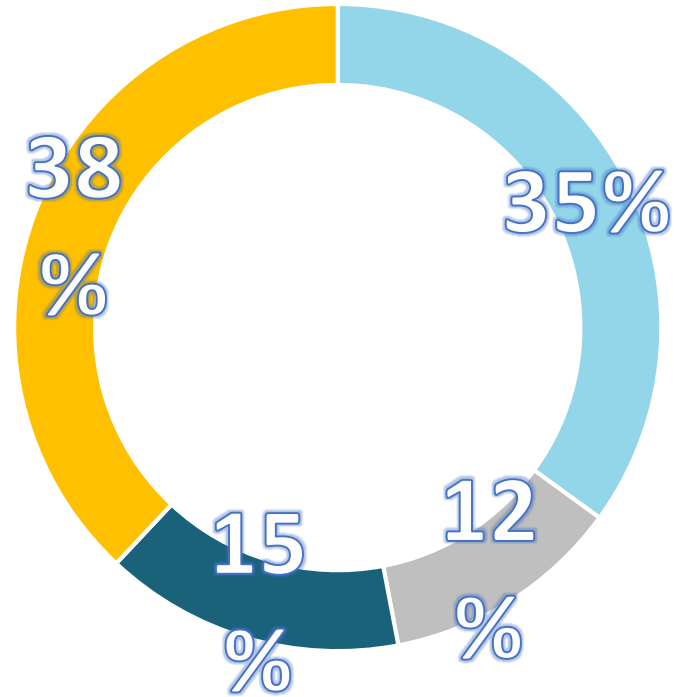
Small Business Employer Profile

Brick & Mortar Store



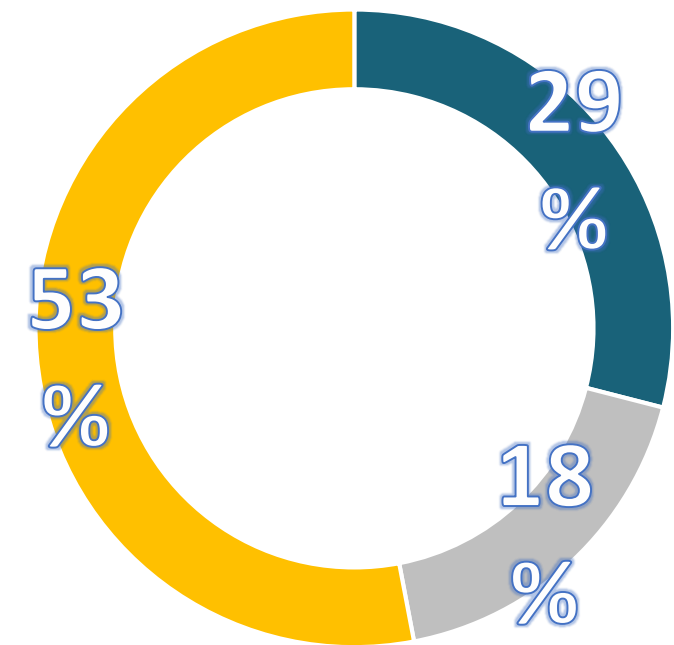
■ Yes ■ No

Professional Service Provider



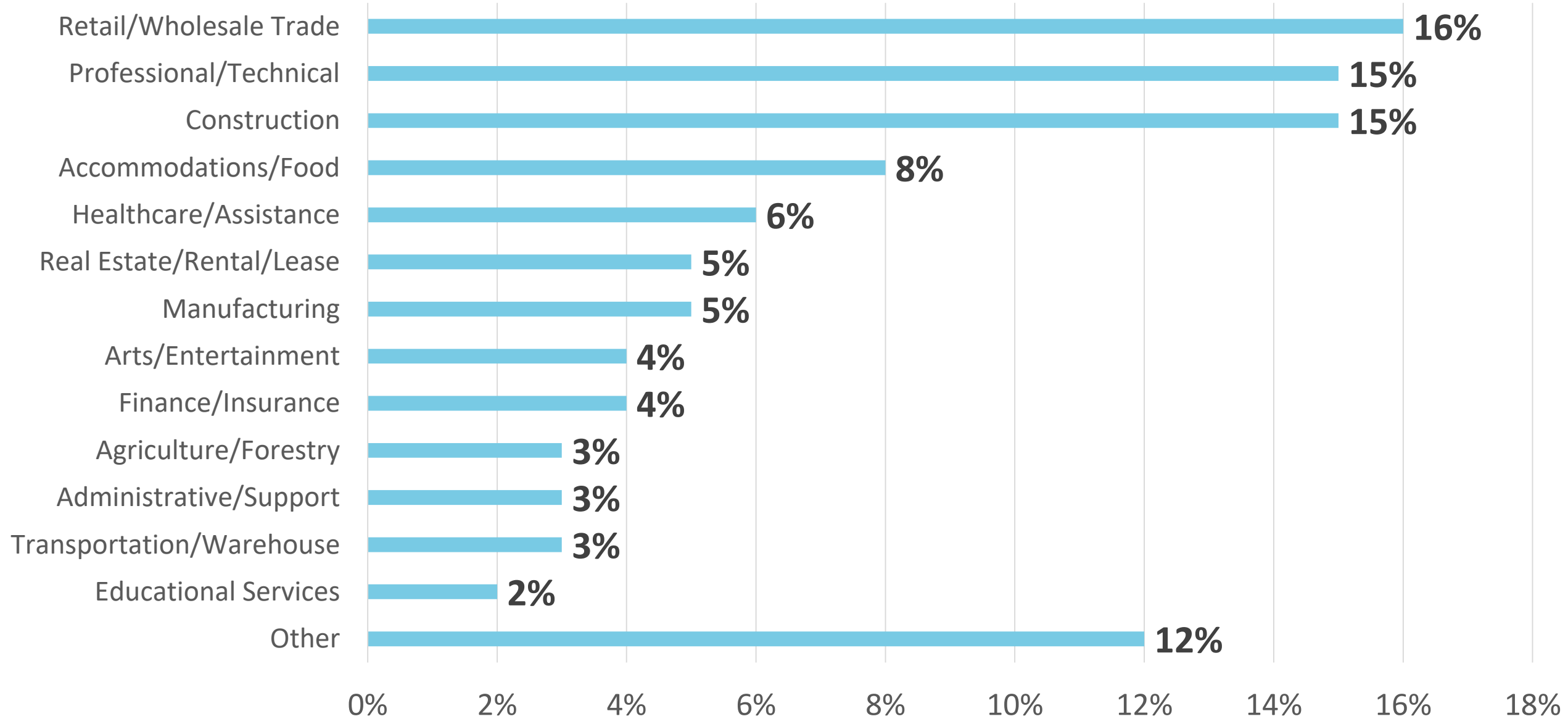
■ More In-Person ■ More Online ■ Half ■ Not Professional Service

E-Commerce Business



■ More Than Half ■ Half ■ Less Than Half

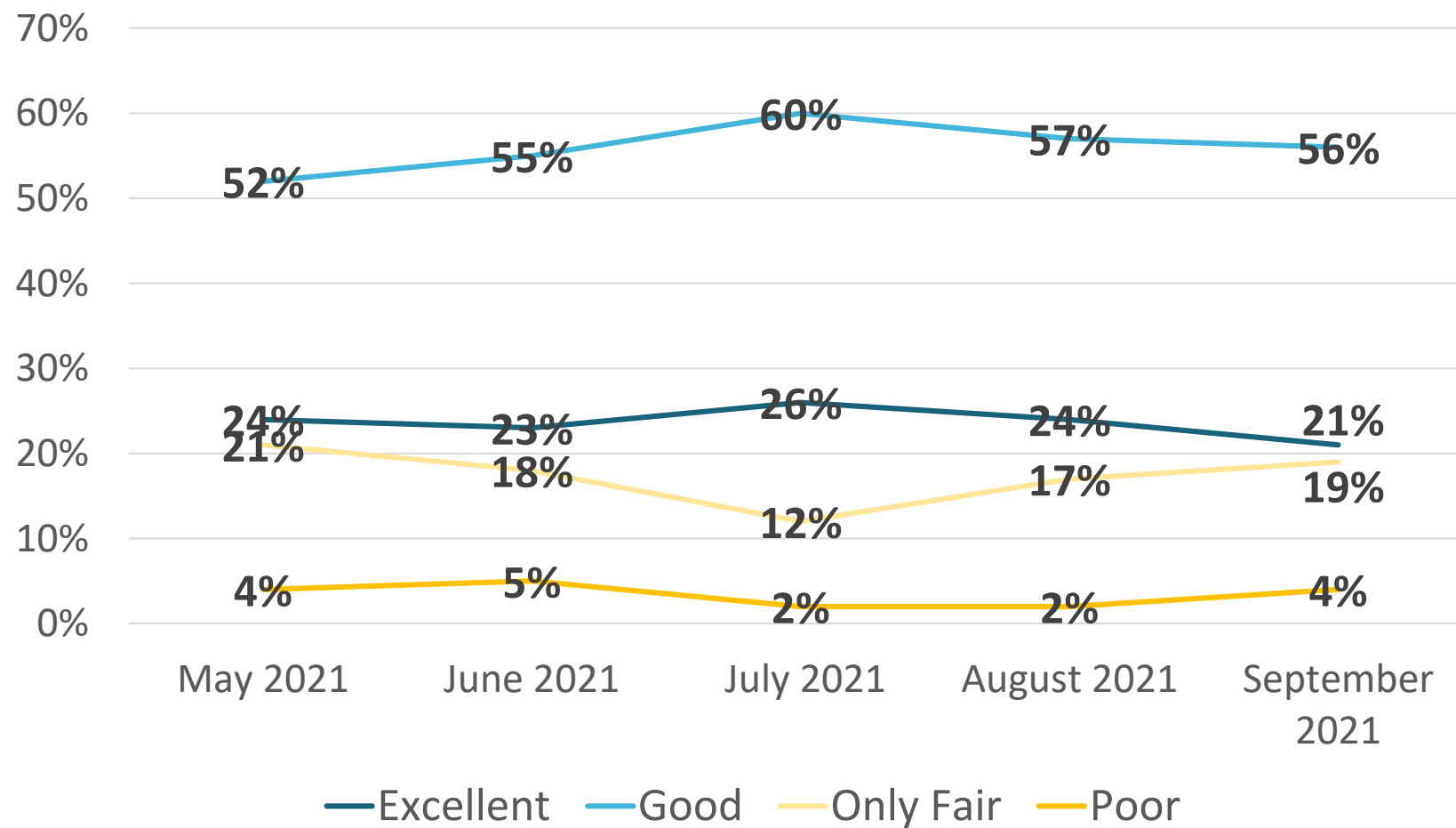
Small Business Employer Industry



Current Financial Condition

	May	June	July	Aug	Sep	Net
Excellent/Good	75%	77%	85%	81%	77%	-4
Only Fair/Poor	25%	22%	15%	19%	23%	+4
Net	+50	+55	+70	+62	+54	-8

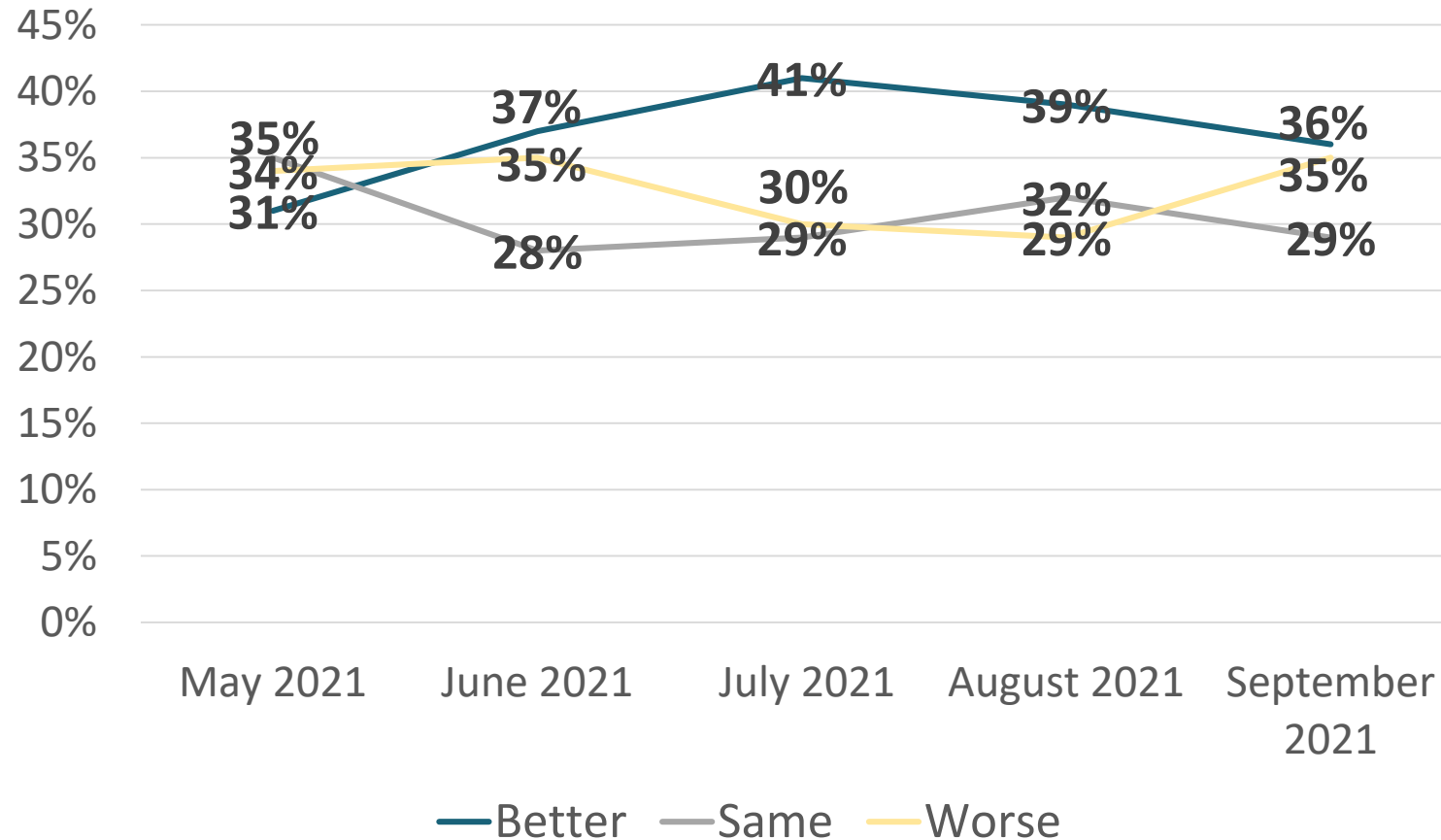
	Excel/ Good	Fair/ Poor	Net
Total	77	23	54
East	81	19	62
Midwest	77	24	53
South	77	23	54
West	74	26	47
2-9 Employees	75	25	51
10-19 Employees	83	17	66
20-More Employees	83	17	65
\$100K/Less Revenue	63	37	26
\$100K-\$250K Revenue	71	29	43
\$250K-\$500K Revenue	85	15	70
\$500K-\$1 Million Revenue	77	23	53
\$1 Million/More Revenue	88	12	75
Female-Owned	71	30	41
Minority-Owned	78	22	56



Financial Condition Over Last Year

	May	June	July	Aug	Sep	Net
Better	31%	37%	41%	39%	36%	-3
Same	35%	28%	29%	32%	29%	-3
Worse	34%	35%	30%	29%	35%	+6
Net	-3	-2	+11	+10	+1	-9

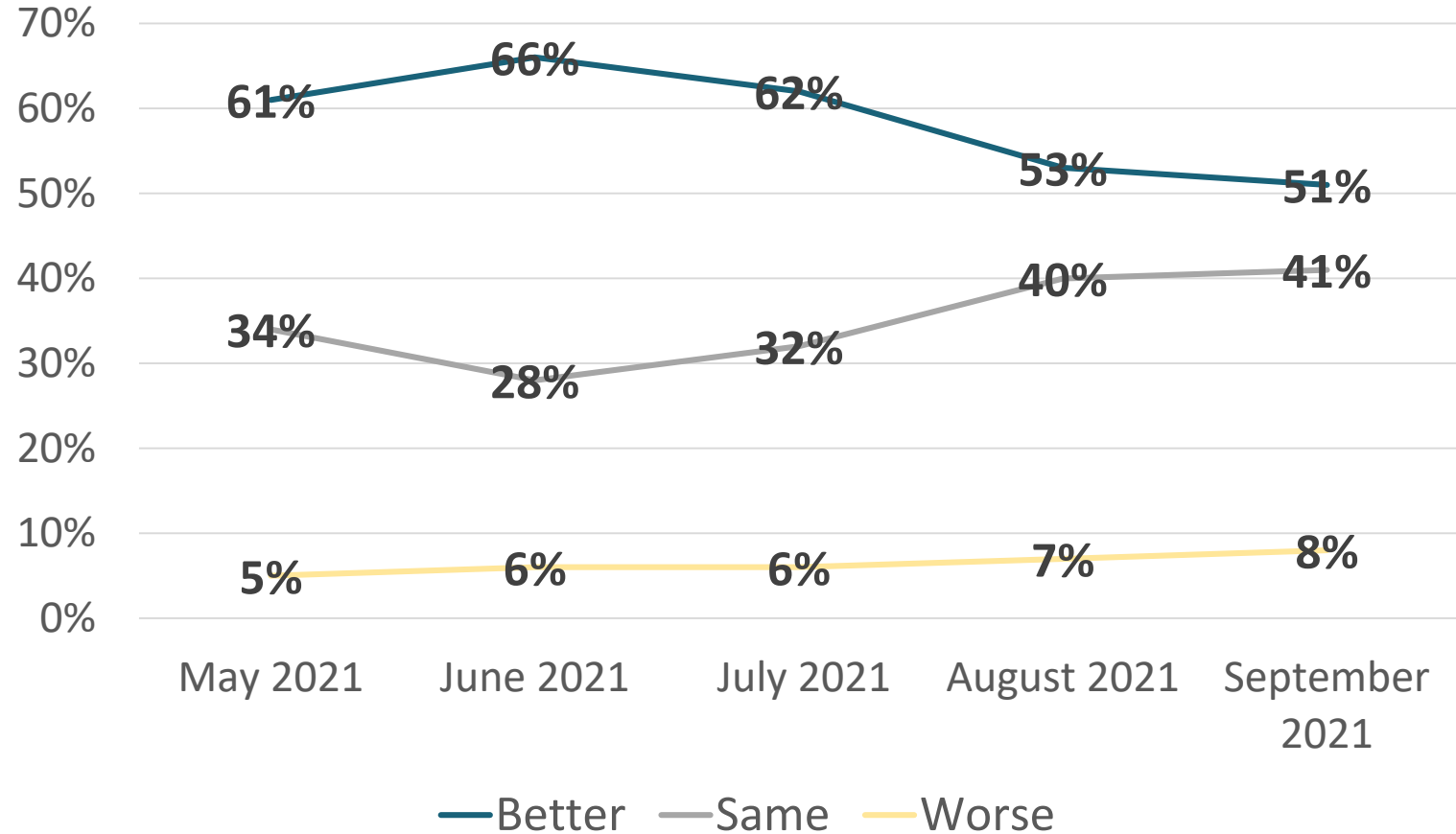
	Better	Same	Worse	Net
Total	36	29	35	1
East	40	32	28	11
Midwest	36	26	38	-1
South	37	25	38	-1
West	30	36	34	-5
2-9 Employees	31	32	37	-6
10-19 Employees	50	19	31	20
20-More Employees	54	21	25	29
\$100K/Less Revenue	29	30	41	-12
\$100K-\$250K Revenue	35	30	34	1
\$250K-\$500K Revenue	43	29	28	15
\$500K-\$1 Million Revenue	23	31	46	-24
\$1 Million/More Revenue	47	27	26	21
Female-Owned	33	30	37	-4
Minority-Owned	56	18	26	30



Financial Condition Next 3-Months

	May	June	July	Aug	Sep	Net
Better	61%	66%	62%	53%	51%	-2
Same	34%	28%	32%	40%	41%	+1
Worse	5%	6%	6%	7%	8%	+1
Net	+56	+60	+56	+46	+43	-3

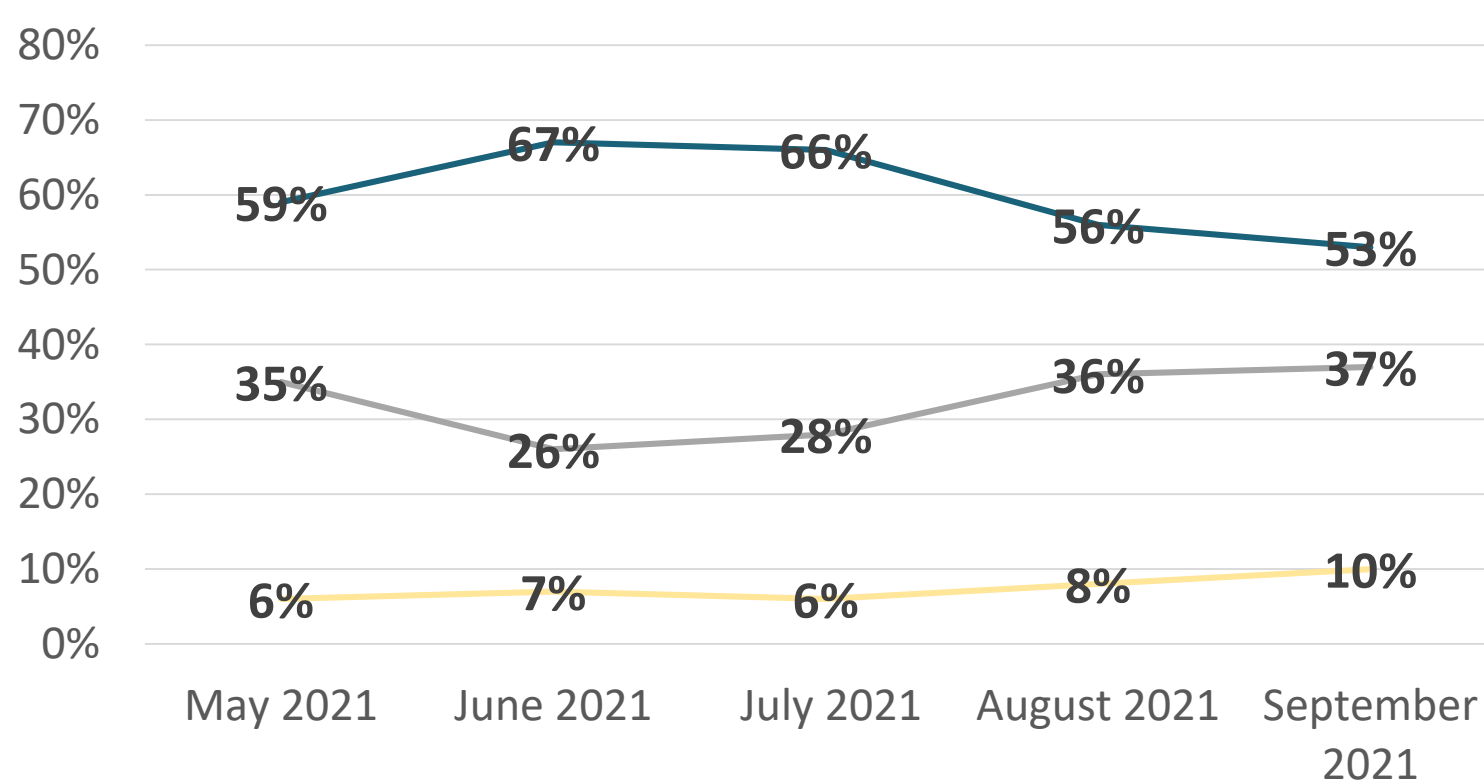
	Better	Same	Worse	Net
Total	51	41	8	43
East	58	35	8	51
Midwest	39	54	8	31
South	54	38	8	46
West	51	41	8	43
2-9 Employees	48	43	9	39
10-19 Employees	53	45	2	51
20-More Employees	70	25	4	66
\$100K/Less Revenue	57	36	7	50
\$100K-\$250K Revenue	53	36	12	41
\$250K-\$500K Revenue	48	49	3	44
\$500K-\$1 Million Revenue	43	44	13	30
\$1 Million/More Revenue	53	41	5	48
Female-Owned	58	32	10	48
Minority-Owned	70	21	9	61



Sales & Revenues Next 3-Months

	May	June	July	Aug	Sep	Net
Increase	59%	67%	66%	56%	53%	-3
Same	35%	26%	28%	36%	37%	+1
Decrease	6%	7%	6%	8%	10%	+2
Net	+53	+60	+60	+48	+43	-5

	Incr.	Same	Decr.	Net
Total	53	37	10	43
East	58	33	10	48
Midwest	46	43	11	35
South	54	37	9	46
West	52	37	11	42
2-9 Employees	49	40	11	39
10-19 Employees	58	37	5	52
20-More Employees	73	19	8	65
\$100K/Less Revenue	58	29	13	44
\$100K-\$250K Revenue	53	38	10	43
\$250K-\$500K Revenue	48	44	9	39
\$500K-\$1 Million Revenue	50	38	13	37
\$1 Million/More Revenue	56	38	6	50
Female-Owned	52	41	8	44
Minority-Owned	68	26	7	61

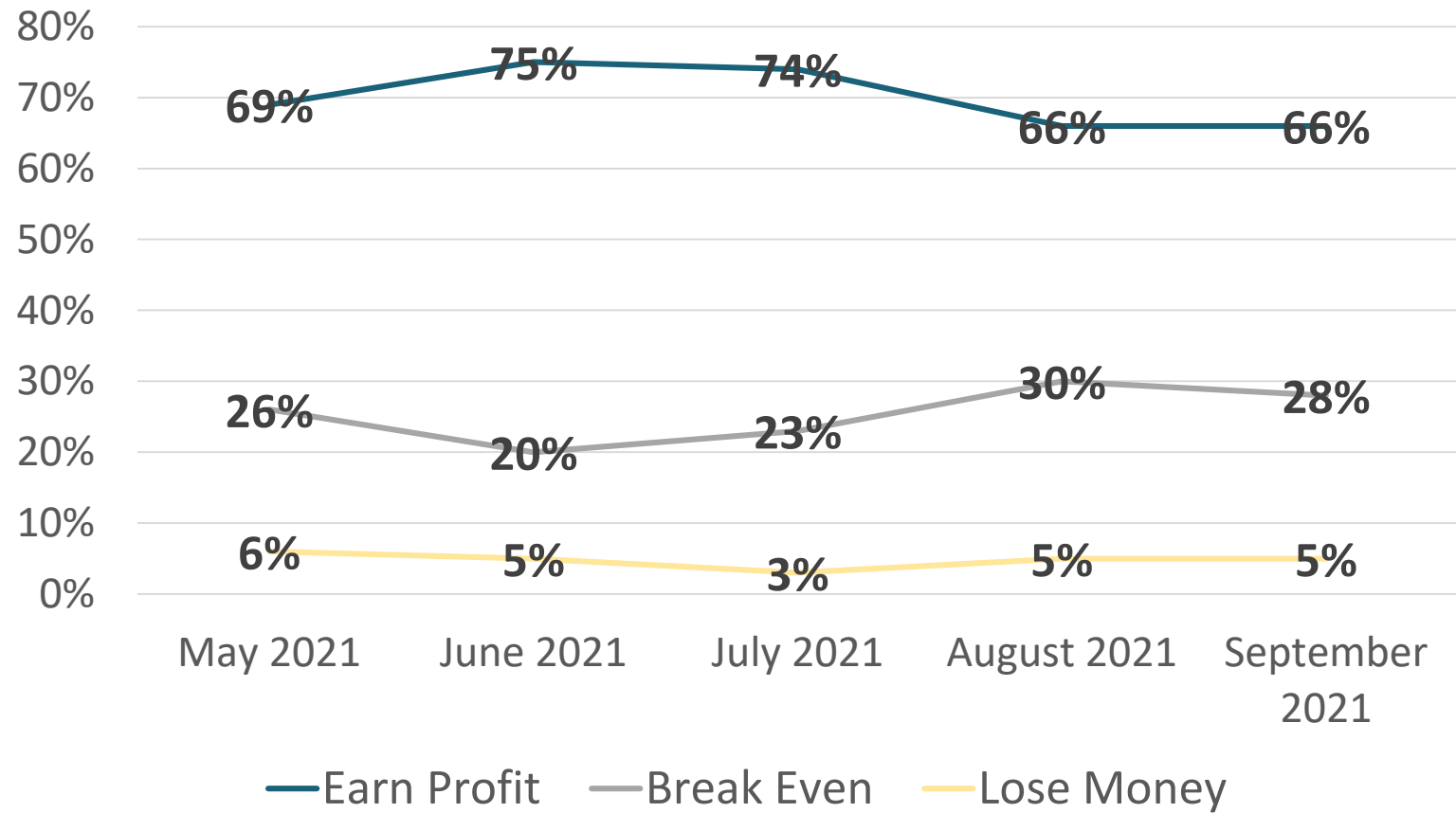


— Increase — Same — Decrease

Profitability Next 12-Months

	May	June	July	Aug	Sep	Net
Earn Profit	69%	75%	74%	66%	66%	0
Break Even	26%	20%	23%	30%	28%	-2
Lose Money	6%	5%	3%	5%	5%	0
Net	+63	+70	+71	+61	+61	0

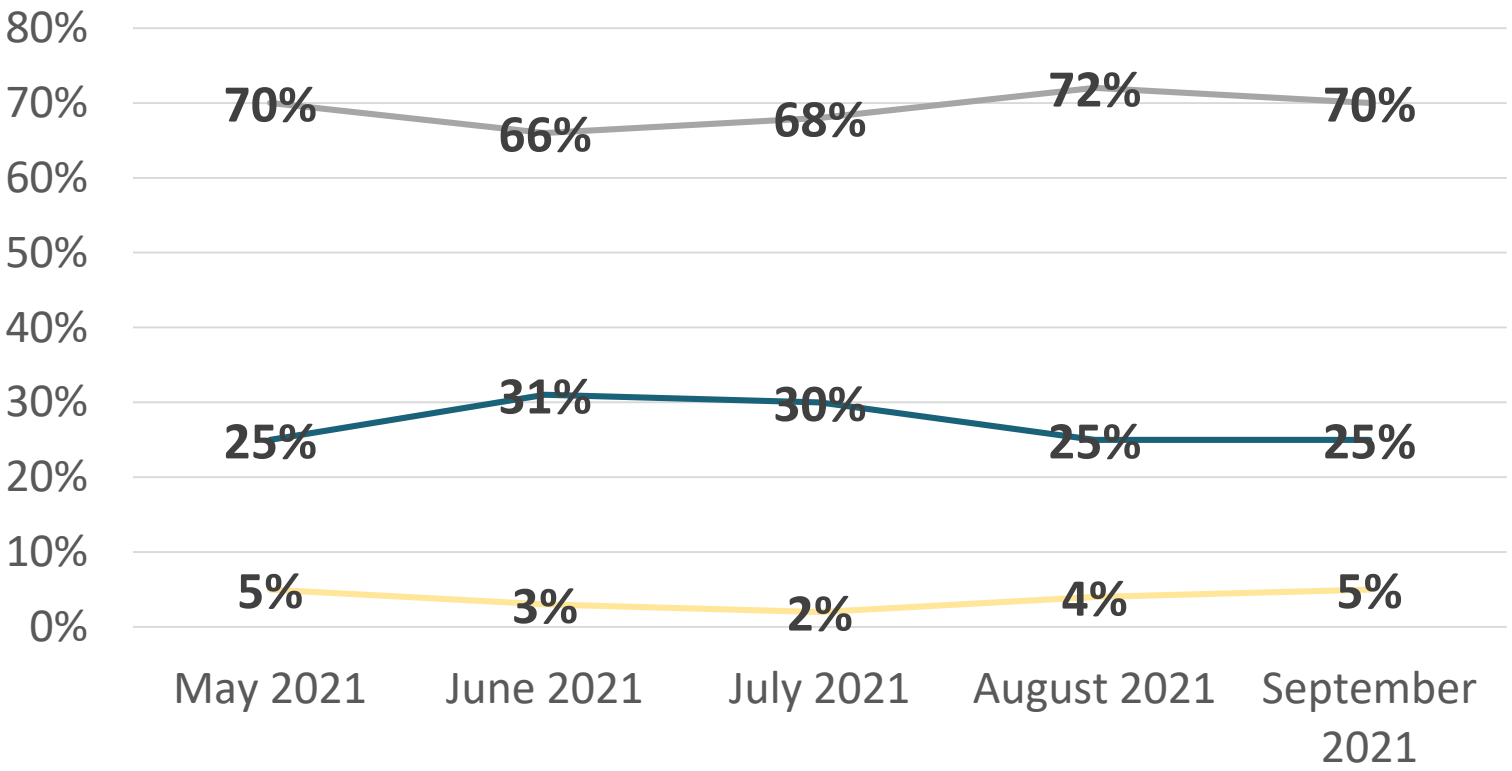
	Profit	Same	Lose	Net
Total	66	28	5	61
East	67	31	2	64
Midwest	63	32	6	57
South	72	21	7	65
West	61	33	6	55
2-9 Employees	65	29	6	59
10-19 Employees	67	29	4	63
20-More Employees	76	22	2	74
\$100K/Less Revenue	58	33	9	48
\$100K-\$250K Revenue	68	29	2	66
\$250K-\$500K Revenue	65	32	4	61
\$500K-\$1 Million Revenue	65	28	8	57
\$1 Million/More Revenue	75	21	5	71
Female-Owned	62	27	11	50
Minority-Owned	71	20	9	61



Employment Next 3-Months

	May	June	July	Aug	Sep	Net
Increase	25%	31%	30%	25%	25%	0
Same	70%	66%	68%	72%	70%	-2
Decrease	5%	3%	2%	4%	5%	+1
Net	+20	+28	+28	+21	+20	-1

	Incr.	Same	Decr.	Net
Total	25	70	5	20
East	25	74	1	24
Midwest	25	69	6	20
South	26	69	5	21
West	21	72	8	13
2-9 Employees	20	74	6	15
10-19 Employees	39	57	4	35
20-More Employees	41	55	4	37
\$100K/Less Revenue	19	72	8	11
\$100K-\$250K Revenue	26	70	4	22
\$250K-\$500K Revenue	22	75	3	19
\$500K-\$1 Million Revenue	19	74	8	11
\$1 Million/More Revenue	35	61	4	32
Female-Owned	27	67	6	21
Minority-Owned	37	59	4	33

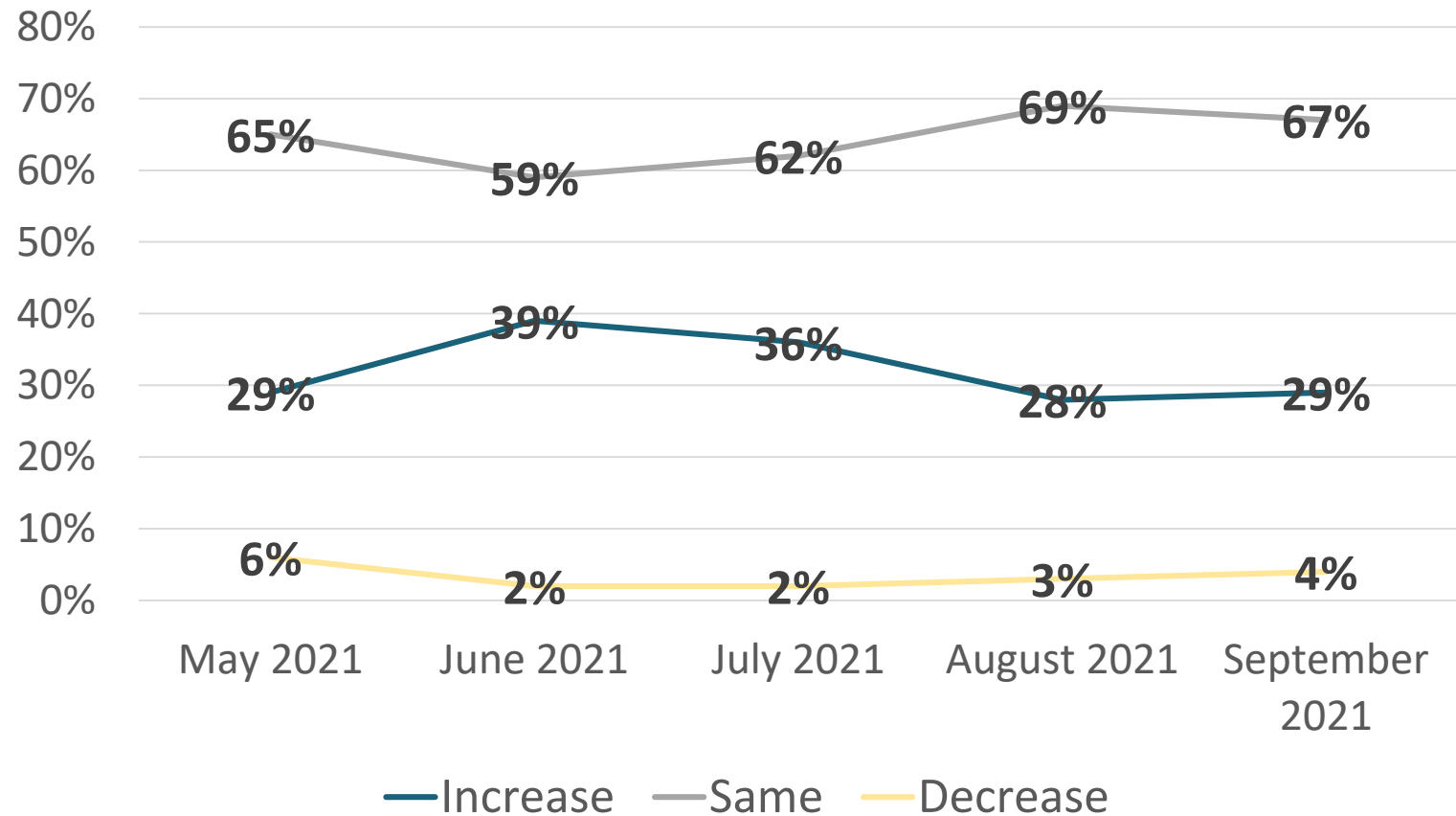


— Increase — Same — Decrease

Employee Wages/Hours Next 3-Months

	May	June	July	Aug	Sep	Net
Increase	29%	39%	36%	28%	29%	+1
Same	65%	59%	62%	69%	67%	-2
Decrease	6%	2%	2%	3%	4%	+1
Net	+23	+37	+34	+25	+25	0

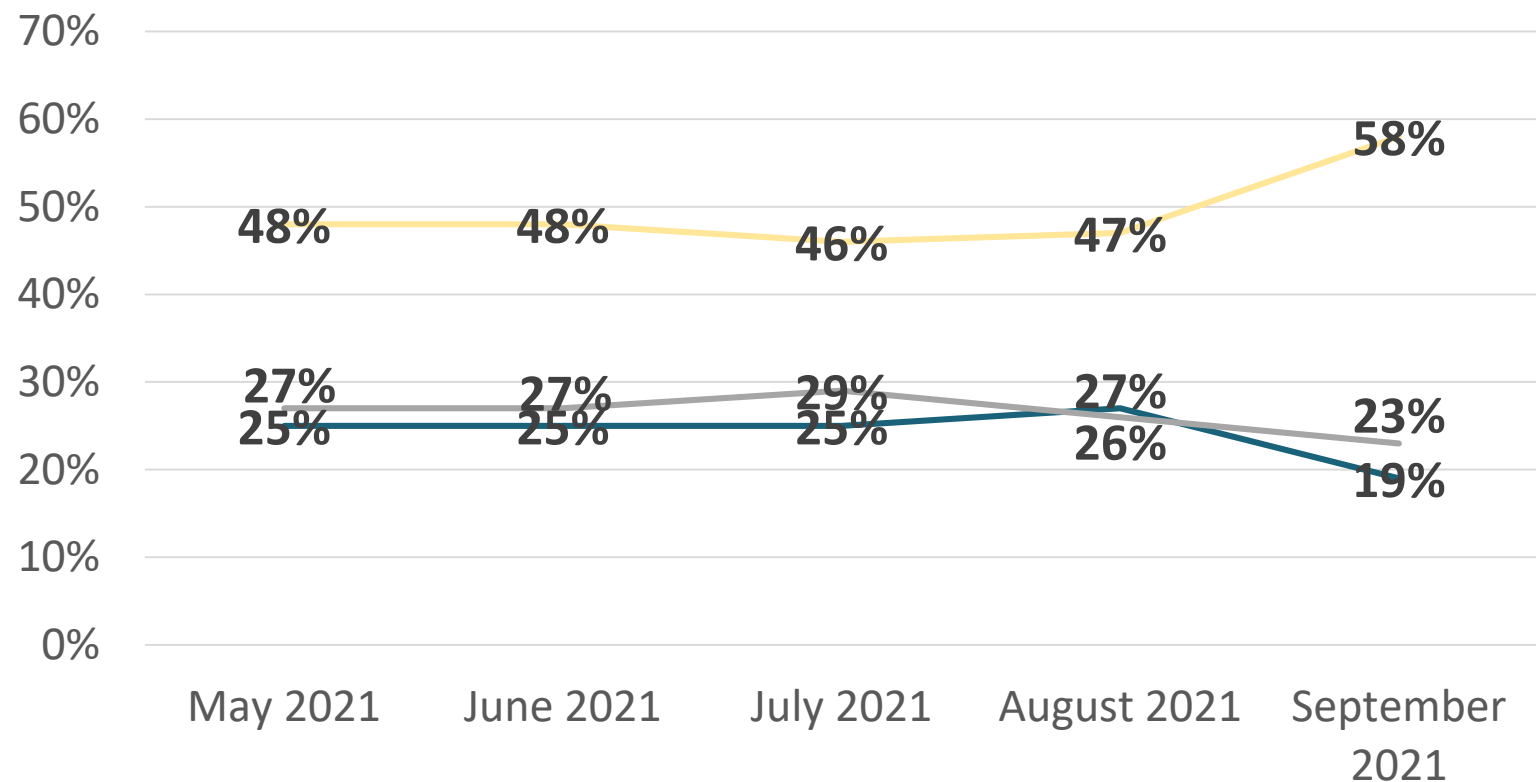
	Incr.	Same	Decr.	Net
Total	29	67	4	25
East	31	68	1	31
Midwest	30	65	5	25
South	36	60	5	31
West	19	78	3	16
2-9 Employees	26	70	4	22
10-19 Employees	33	66	1	32
20-More Employees	49	50	2	47
\$100K/Less Revenue	25	69	6	19
\$100K-\$250K Revenue	30	70	-	30
\$250K-\$500K Revenue	28	70	2	26
\$500K-\$1 Million Revenue	30	64	6	24
\$1 Million/More Revenue	34	62	4	30
Female-Owned	25	71	4	20
Minority-Owned	41	55	4	37



Pandemic Impact on Revenues

	May	June	July	Aug	Sep	Net
Positive	25%	25%	25%	27%	19%	-8
No Impact	27%	27%	29%	26%	23%	-3
Negative	48%	48%	46%	47%	58%	+11
Net	-23	-23	-21	-20	-39	-19

	Pos.	No Impact	Neg.	Net
Total	19	23	58	-39
East	25	24	51	-26
Midwest	21	20	59	-38
South	21	27	52	-31
West	11	20	69	-58
2-9 Employees	16	25	59	-43
10-19 Employees	34	19	48	-14
20-More Employees	30	16	54	-23
\$100K/Less Revenue	23	23	54	-31
\$100K-\$250K Revenue	23	22	54	-31
\$250K-\$500K Revenue	17	21	62	-45
\$500K-\$1 Million Revenue	13	21	66	-53
\$1 Million/More Revenue	20	28	52	-32
Female-Owned	20	19	61	-41
Minority-Owned	35	10	55	-20



— Positive — No Impact — Negative

Pandemic Recovery (if negative impact)

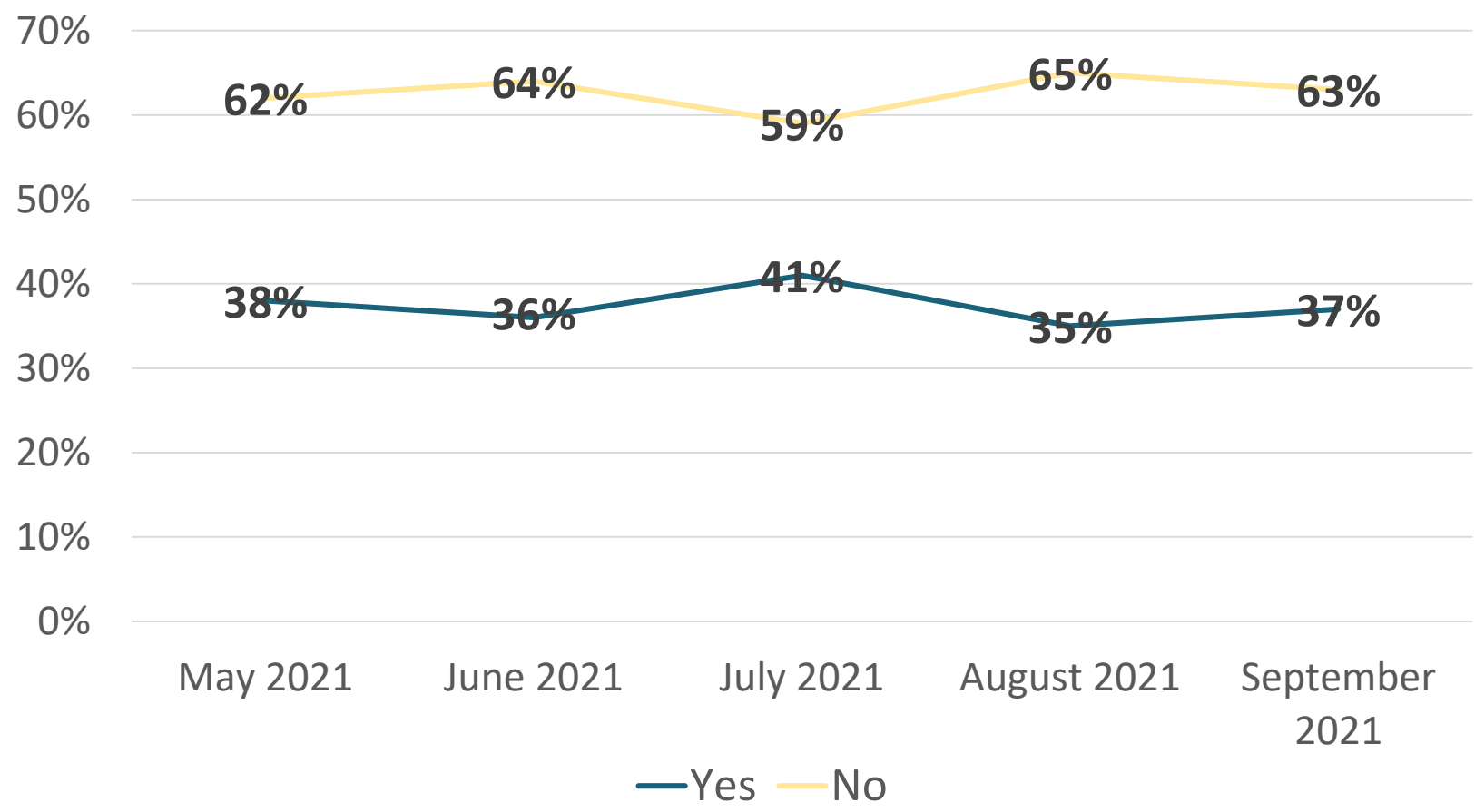
	May Total	June Total	July Total	Aug Total	Sep Total	East	Mid west	South	West	2-9 Employ	10-19 Employ	20-More Employ
Already Full Recovery	6%	9%	10%	8%	11%	11%	13%	4%	18%	12%	10%	7%
Recovery Next 6-Months	43%	37%	39%	33%	26%	23%	23%	32%	25%	25%	30%	32%
Recovery After 6-Months	38%	42%	44%	49%	49%	57%	52%	46%	45%	49%	49%	46%
May Never Fully Recover	13%	12%	7%	9%	14%	9%	13%	19%	12%	14%	11%	14%

	\$100K- Less Rev.	\$100K- \$250K Rev.	\$250K- \$500K Rev.	\$500K- \$1 Mill Rev.	\$1 Mill- More Rev.	Female Owned	Minority Owned	C-Corp	S-Corp
Already Full Recovery	9%	15%	10%	12%	11%	7%	9%	13%	10%
Recovery Next 6-Months	18%	40%	23%	19%	32%	23%	35%	34%	21%
Recovery After 6-Months	55%	33%	61%	50%	44%	60%	49%	38%	56%
May Never Fully Recover	19%	13%	6%	19%	13%	10%	7%	16%	13%

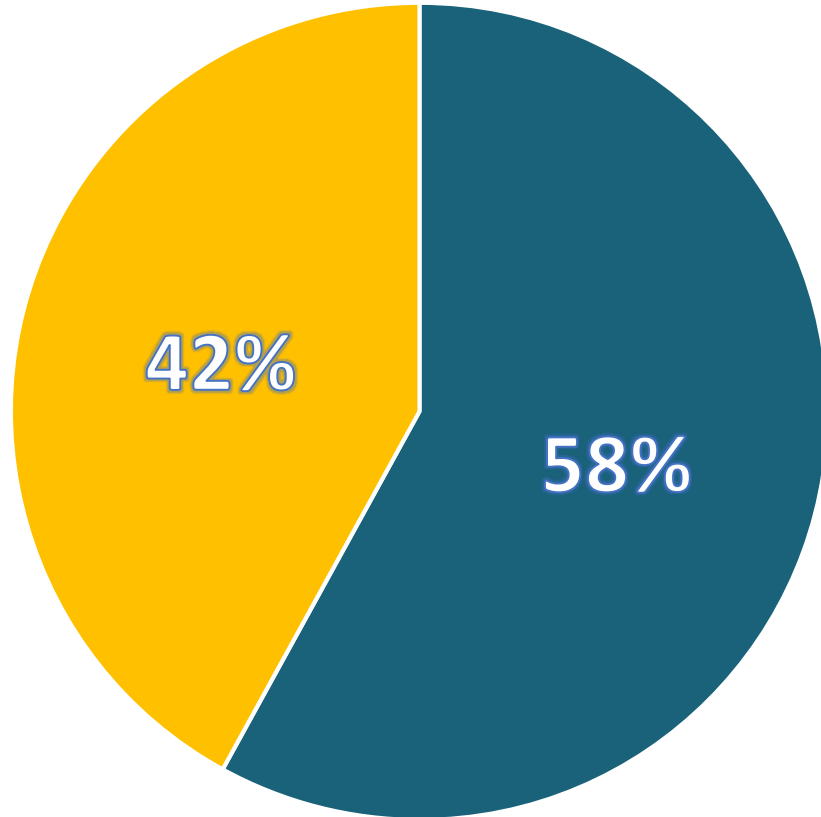
Pandemic Loans

	May	June	July	Aug	Sep	Net
Yes	38%	36%	41%	35%	37%	+2
No	62%	64%	59%	65%	63%	-2
Net	-24	-28	-18	-30	-26	+4

	Yes	No	Net
Total	37	63	-26
East	45	55	-10
Midwest	47	53	-5
South	29	71	-41
West	32	69	-37
2-9 Employees	34	66	-33
10-19 Employees	51	49	3
20-More Employees	45	55	-11
\$100K/Less Revenue	19	81	-61
\$100K-\$250K Revenue	33	67	-35
\$250K-\$500K Revenue	48	52	-4
\$500K-\$1 Million Revenue	38	62	-24
\$1 Million/More Revenue	44	56	-12
Female-Owned	26	74	-48
Minority-Owned	43	57	-14



Has Your Loan Been Forgiven



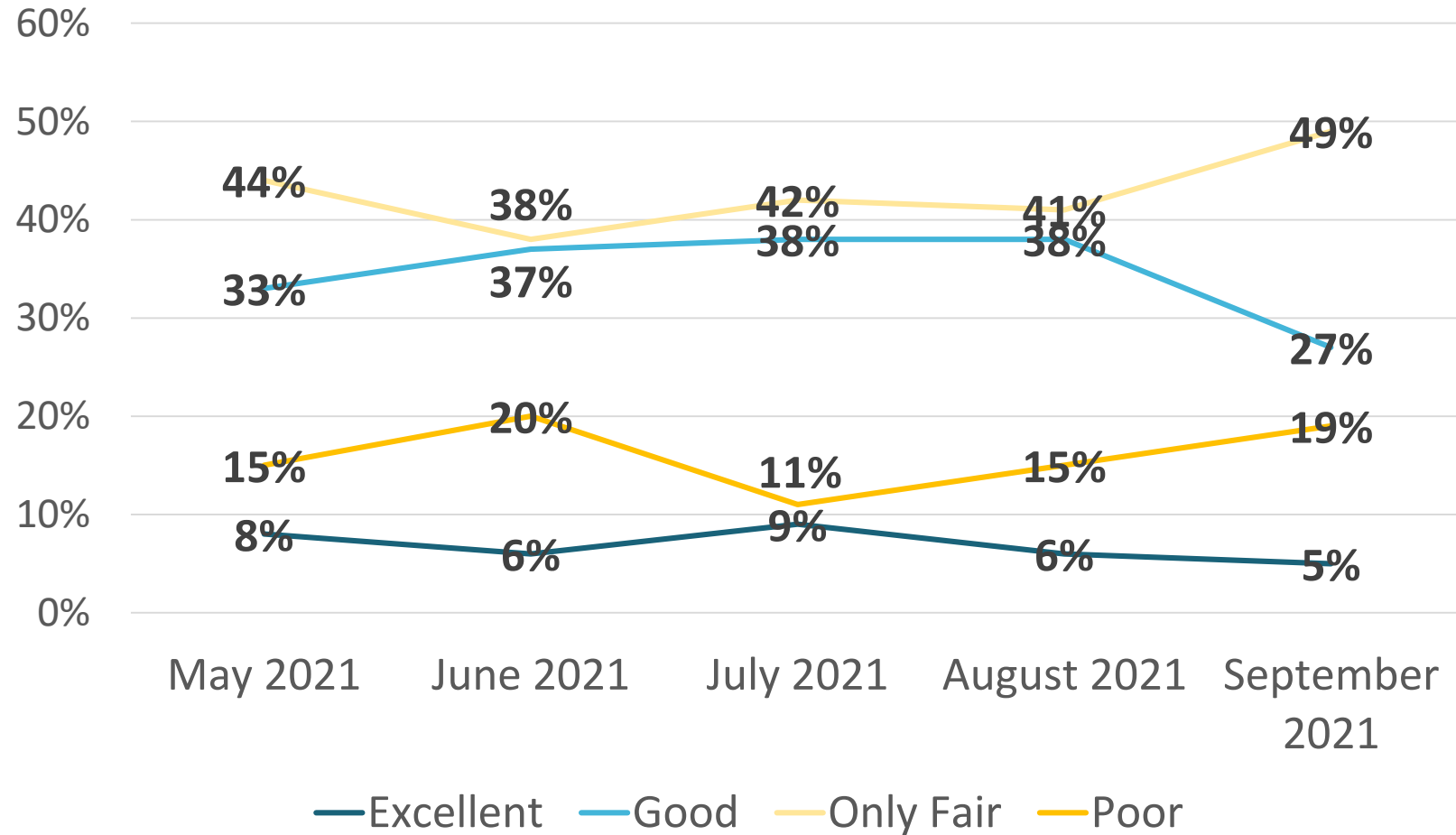
■ Yes ■ No

	Yes	No	Net
Total	58	42	16
East	68	32	36
Midwest	67	33	34
South	49	51	-1
West	49	51	-3
2-9 Employees	59	41	17
10-19 Employees	60	40	20
20-More Employees	55	45	10
\$100K/Less Revenue	70	30	39
\$100K-\$250K Revenue	42	58	-16
\$250K-\$500K Revenue	50	50	1
\$500K-\$1 Million Revenue	68	33	35
\$1 Million/More Revenue	66	34	33
Female-Owned	36	64	-27
Minority-Owned	47	53	-7

Condition of U.S. Economy

	May	June	July	Aug	Sep	Net
Excellent/Good	41%	43%	48%	44%	32%	-12
Only Fair/Poor	59%	57%	53%	56%	68%	+12
Net	-18	-14	-5	-12	-36	-24

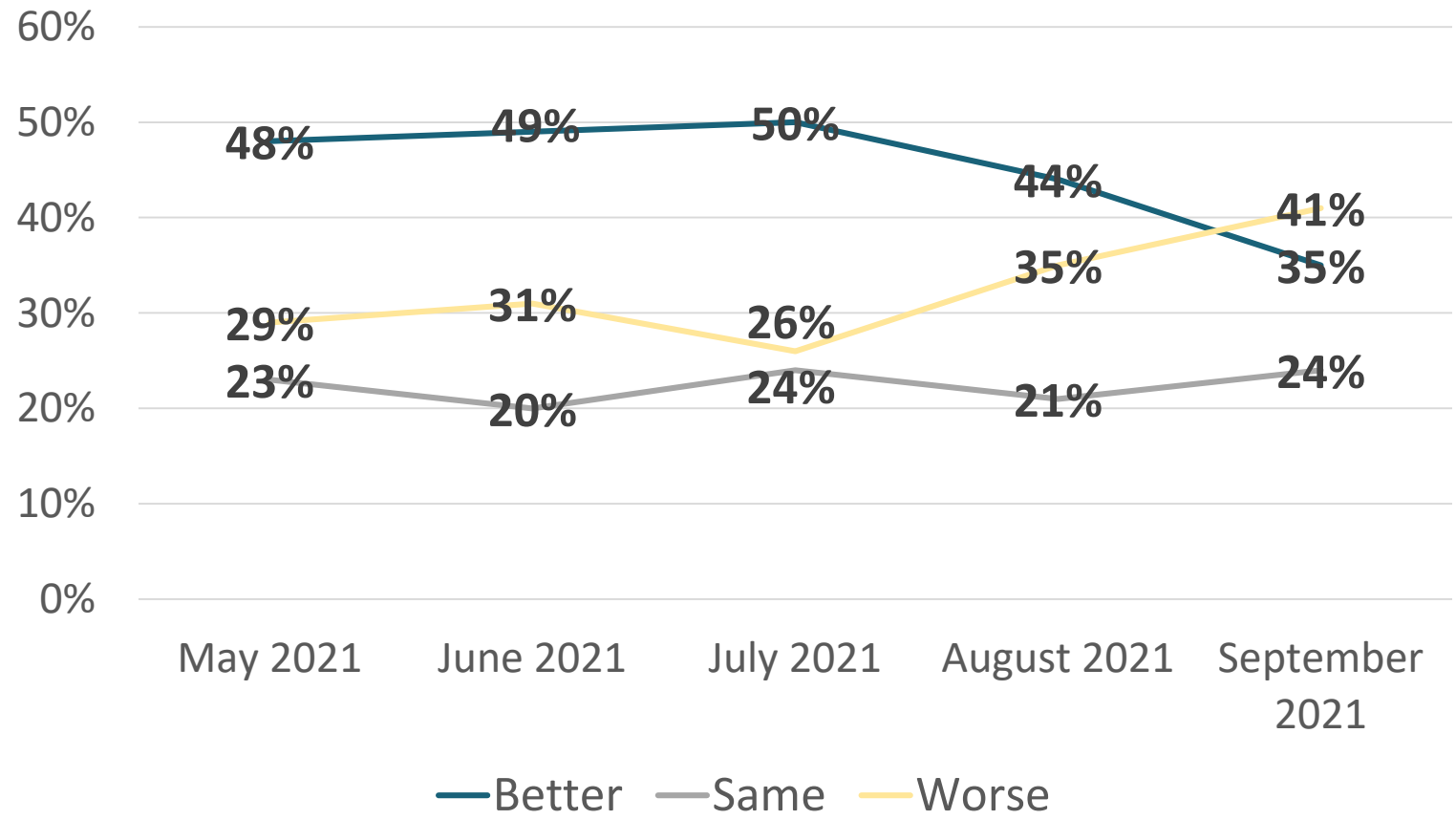
	Excel/ Good	Fair/ Poor	Net
Total	32	68	-36
East	36	64	-28
Midwest	29	71	-43
South	31	69	-38
West	34	66	-32
2-9 Employees	28	72	-43
10-19 Employees	39	61	-22
20-More Employees	53	48	5
\$100K/Less Revenue	30	70	-41
\$100K-\$250K Revenue	27	74	-47
\$250K-\$500K Revenue	34	66	-31
\$500K-\$1 Million Revenue	30	70	-40
\$1 Million/More Revenue	39	61	-21
Female-Owned	27	73	-46
Minority-Owned	39	61	-22



Direction of U.S. Economy

	May	June	July	Aug	Sep	Net
Better	48%	49%	50%	44%	35%	-9
Same	23%	20%	24%	21%	24%	+3
Worse	29%	31%	26%	35%	41%	+6
Net	+19	+18	+24	+9	-6	-15

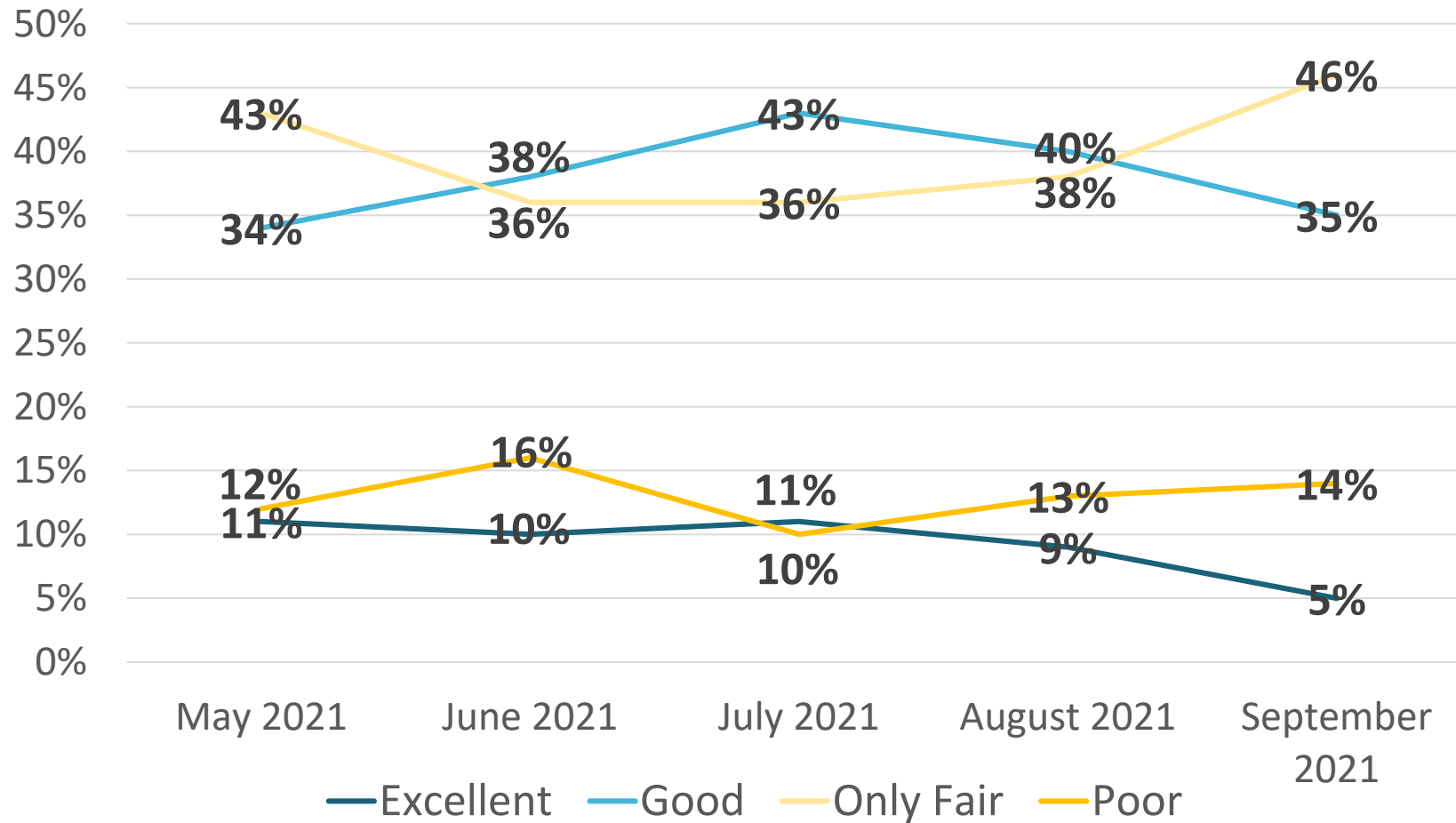
	Total	Better	Same	Worse	Net
East	36	26	38	-2	
Midwest	25	26	49	-25	
South	33	22	45	-12	
West	44	25	32	12	
2-9 Employees	32	24	45	-13	
10-19 Employees	42	22	36	7	
20-More Employees	49	30	22	27	
\$100K/Less Revenue	35	25	40	-5	
\$100K-\$250K Revenue	36	23	41	-5	
\$250K-\$500K Revenue	47	26	28	19	
\$500K-\$1 Million Revenue	22	30	48	-26	
\$1 Million/More Revenue	33	19	48	-15	
Female-Owned	38	21	40	-2	
Minority-Owned	44	27	30	14	



Climate for Small Businesses

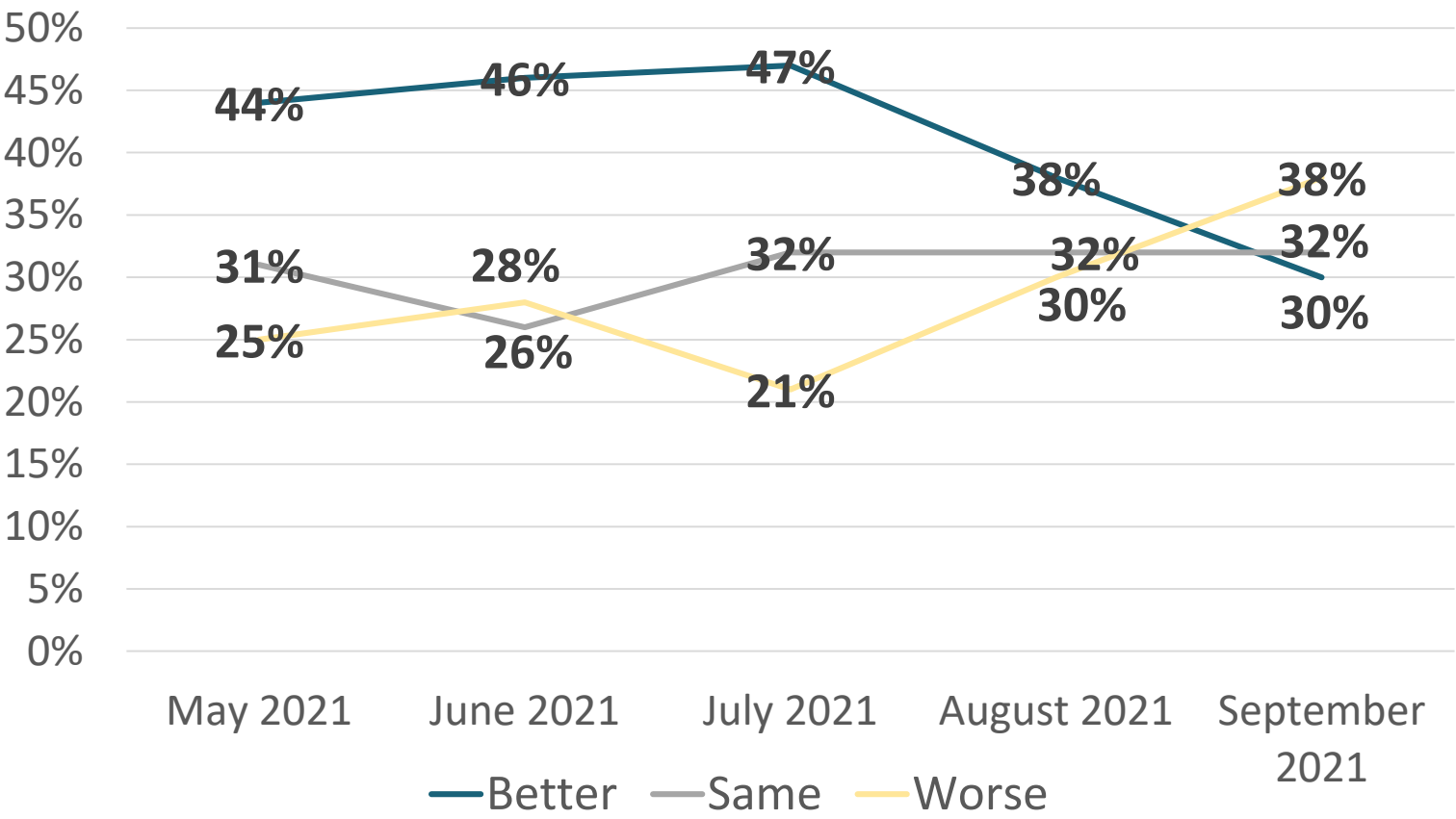
	May	June	July	Aug	Sep	Net
Excellent/Good	45%	49%	54%	49%	40%	-9
Only Fair/Poor	55%	51%	46%	51%	60%	+9
Net	-10	-2	+8	-2	-20	-18

	Excel/ Good	Fair/ Poor	Net
Total	40	60	-20
East	48	52	-4
Midwest	37	63	-26
South	41	59	-17
West	34	66	-31
2-9 Employees	37	63	-27
10-19 Employees	47	53	-6
20-More Employees	57	43	14
\$100K/Less Revenue	41	59	-18
\$100K-\$250K Revenue	39	61	-22
\$250K-\$500K Revenue	40	60	-19
\$500K-\$1 Million Revenue	32	68	-35
\$1 Million/More Revenue	47	53	-7
Female-Owned	36	64	-28
Minority-Owned	51	49	3



Direction of Climate for Small Businesses

	May	June	July	Aug	Sep	Net
Better	44%	46%	47%	38%	30%	-8
Same	31%	26%	32%	32%	32%	0
Worse	25%	28%	21%	30%	38%	+8
Net	+19	+18	+26	+8	-8	+16



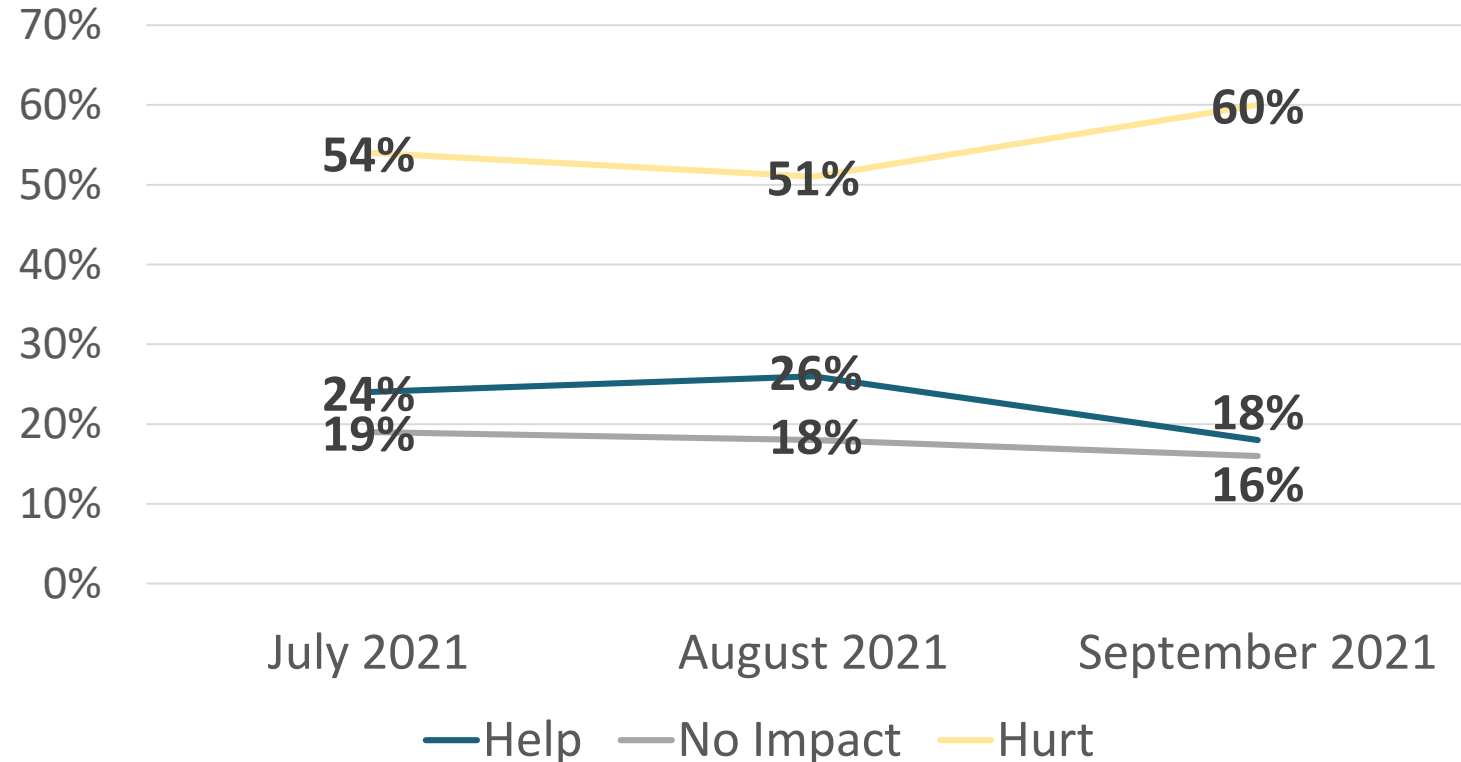
	Better	Same	Worse	Net
Total	30	32	38	-8
East	33	30	37	-3
Midwest	30	25	45	-15
South	30	34	37	-7
West	26	38	36	-10
2-9 Employees	26	33	41	-15
10-19 Employees	43	23	34	9
20-More Employees	43	35	23	20
\$100K/Less Revenue	28	34	38	-9
\$100K-\$250K Revenue	34	26	41	-7
\$250K-\$500K Revenue	28	41	31	-3
\$500K-\$1 Million Revenue	23	33	45	-22
\$1 Million/More Revenue	35	29	37	-2
Female-Owned	29	31	40	-11
Minority-Owned	43	28	29	14

Biggest Business Concerns (1st & 2nd Choice Combo)

	May	June	July	August	September
Higher Prices/Inflation	**	32%	36%	35%	33%
Economy/Client Spending	36%	25%	23%	24%	25%
General Operating Costs	28%	24%	25%	20%	23%
Covid Restrictions/Sales	25%	15%	16%	21%	20%
Taxes	26%	21%	16%	17%	18%
Political Climate	13%	15%	14%	14%	16%
Available Workers	12%	12%	11%	15%	14%
Supply-Chain Disruptions	14%	15%	16%	14%	13%
Government Regulations	17%	12%	11%	13%	13%
Expansion Costs	7%	7%	5%	5%	7%
Gas Prices	**	**	**	**	6%
Healthcare Costs	12%	11%	12%	10%	4%
Compensation/Insurance	**	3%	7%	7%	4%
Interest Rates	6%	6%	6%	3%	2%
Loan Accessibility	6%	3%	2%	3%	2%

Biden Administration's Tax Increases Help/Hurt Small Business:

	July	Aug	Sep	Net
Help	24%	26%	18%	-8
No Impact	19%	18%	16%	-2
Hurt	54%	51%	60%	+9
Net	-30	-25	-42	-17

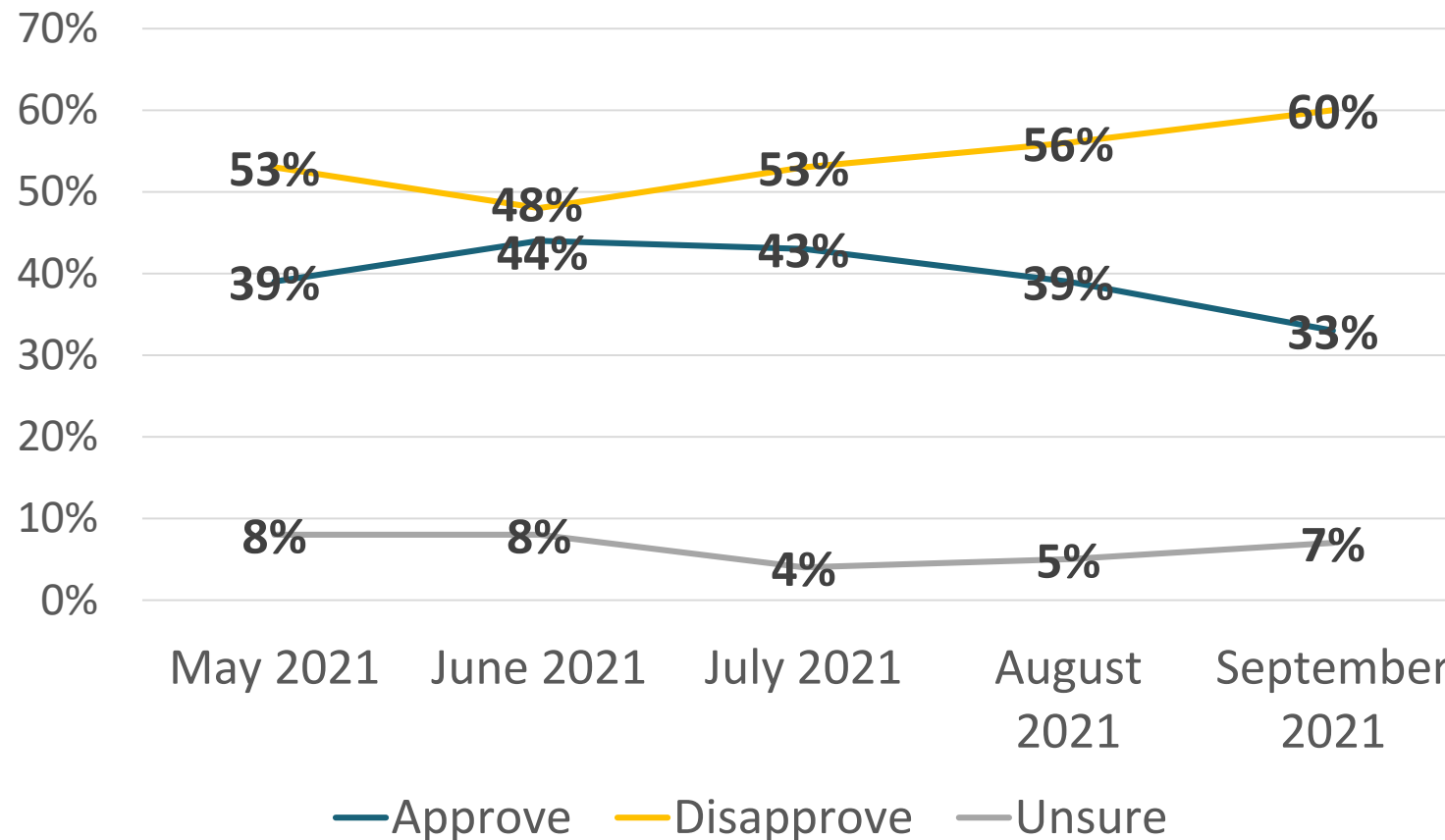


	Help	No Impact	Hurt	Net
Total	18	16	60	-42
East	18	19	55	-36
Midwest	14	14	67	-53
South	14	18	61	-47
West	28	14	56	-28
2-9 Employees	16	19	60	-44
10-19 Employees	28	6	54	-26
20-More Employees	27	9	63	-37
\$100K/Less Revenue	21	18	56	-35
\$100K-\$250K Revenue	27	14	51	-24
\$250K-\$500K Revenue	24	24	47	-24
\$500K-\$1 Million Revenue	5	17	72	-67
\$1 Million/More Revenue	14	9	71	-57
Female-Owned	19	15	54	-35
Minority-Owned	20	20	55	-35

Raising Corporate Tax Rate

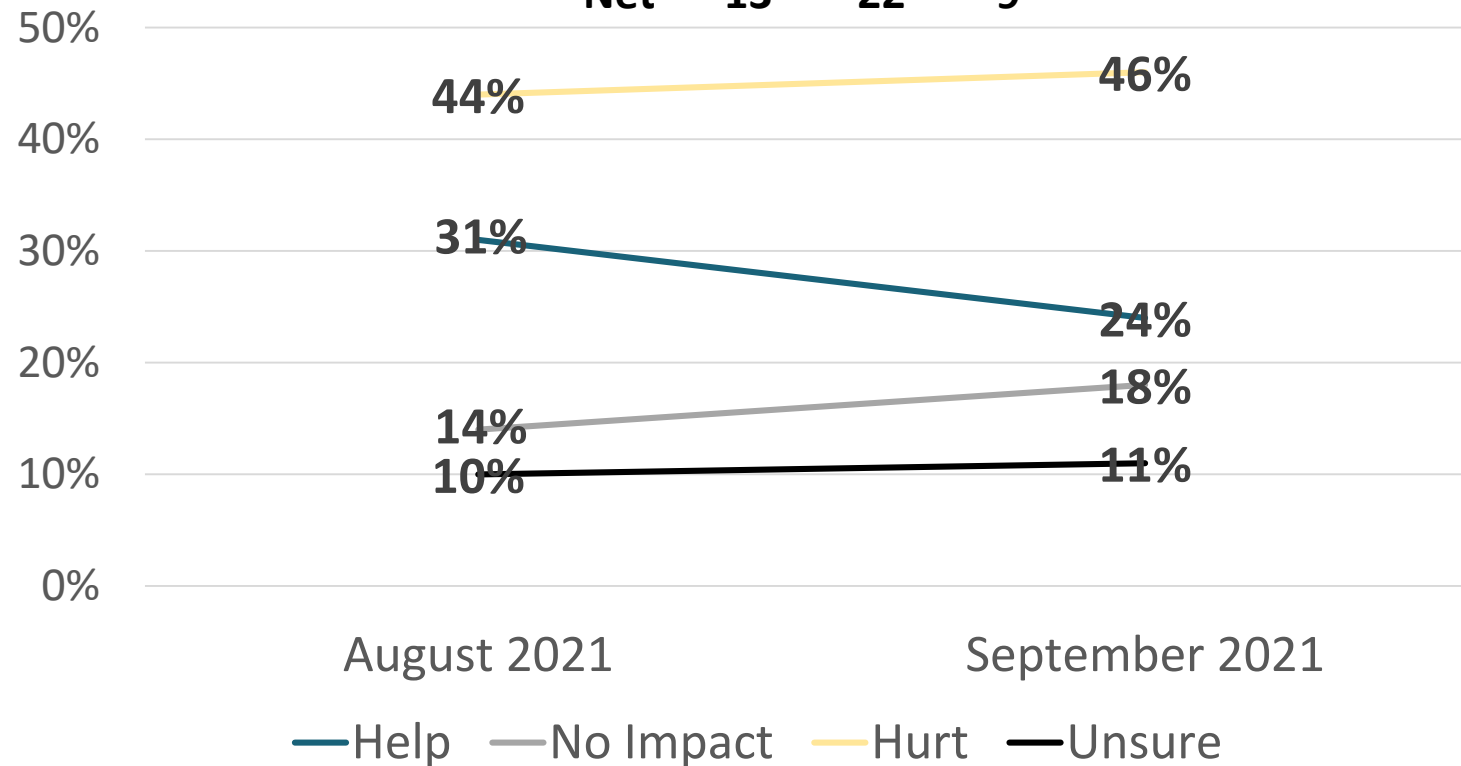
	May	June	July	Aug	Sep	Net
Approve	39%	44%	43%	39%	33%	-6
Disapprove	53%	48%	53%	56%	60%	+4
Unsure	8%	8%	4%	5%	7%	+2
Net	-14	-4	-10	-17	-27	-10

	App.	Disap.	Unsure	Net
Total	33	60	7	-27
East	34	58	8	-24
Midwest	23	65	11	-42
South	29	64	7	-36
West	47	50	3	-2
2-9 Employees	31	61	8	-30
10-19 Employees	32	59	9	-27
20-More Employees	49	50	1	0
\$100K/Less Revenue	41	50	9	-10
\$100K-\$250K Revenue	32	59	9	-27
\$250K-\$500K Revenue	50	46	4	4
\$500K-\$1 Million Revenue	22	69	9	-47
\$1 Million/More Revenue	24	72	4	-49
Female-Owned	36	53	12	-17
Minority-Owned	41	52	7	-11



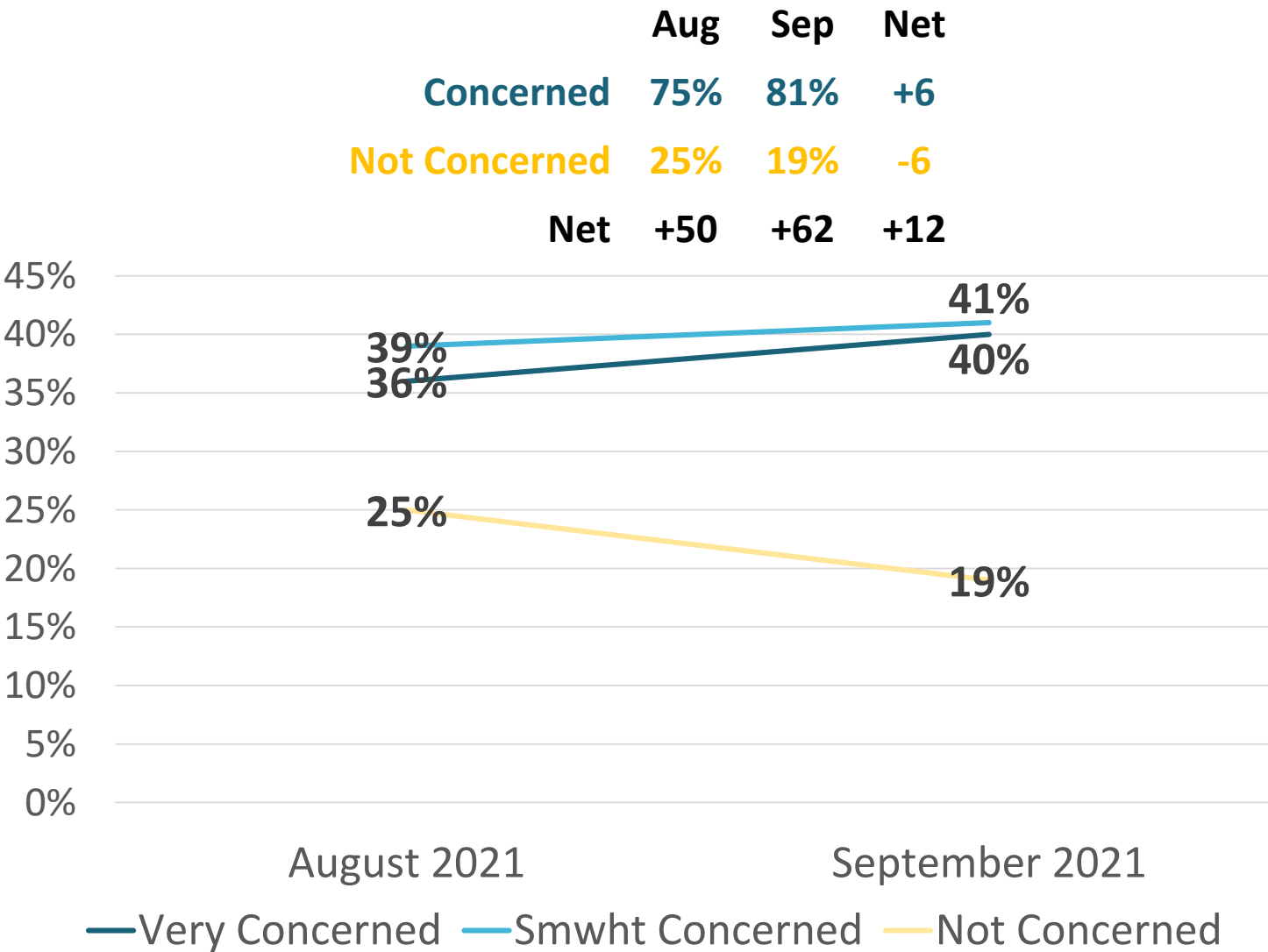
Reduce/Eliminate the Current 20% “Pass Through” Tax Deduction Help/Hurt Small Business:

	Aug	Sep	Net
Help	31%	24%	-7
No Impact	14%	18%	+4
Hurt	44%	46%	+2
Net	-13	-22	-9



	Help	No Impact	Hurt	Net
Total	24	18	46	-22
East	24	21	42	-18
Midwest	18	17	51	-33
South	25	18	45	-20
West	29	18	48	-19
2-9 Employees	22	18	48	-26
10-19 Employees	30	18	38	-8
20-More Employees	36	20	40	-4
\$100K/Less Revenue	27	23	35	-8
\$100K-\$250K Revenue	29	17	38	-8
\$250K-\$500K Revenue	32	23	41	-9
\$500K-\$1 Million Revenue	18	12	60	-42
\$1 Million/More Revenue	16	19	57	-41
Female-Owned	26	16	43	-17
Minority-Owned	31	18	40	-10
C-Corp	30	17	43	-14
S-Corp	21	19	48	-28

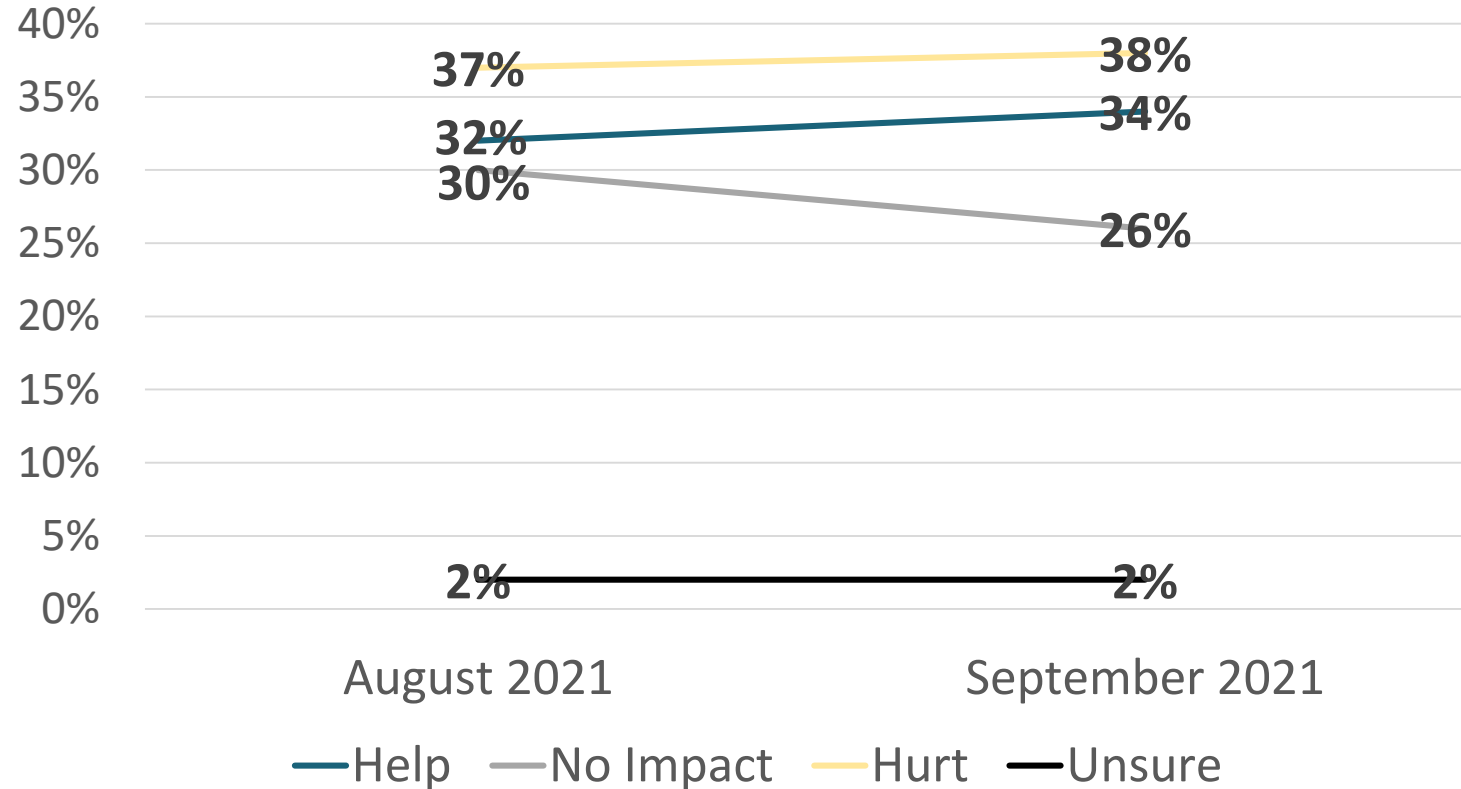
Concern About Covid Cases Causing Government Mandates Impacting Businesses



	Concerned	Not Concerned	Net
Total	81	19	62
East	83	18	65
Midwest	71	29	42
South	84	16	68
West	83	17	67
2-9 Employees	81	19	61
10-19 Employees	83	17	66
20-More Employees	81	19	62
\$100K/Less Revenue	81	19	63
\$100K-\$250K Revenue	86	14	71
\$250K-\$500K Revenue	86	14	72
\$500K-\$1 Million Revenue	77	23	53
\$1 Million/More Revenue	75	25	50
Female-Owned	87	13	73
Minority-Owned	89	11	78

Government Indoor Mask Mandate Help/Hurt Small Business:

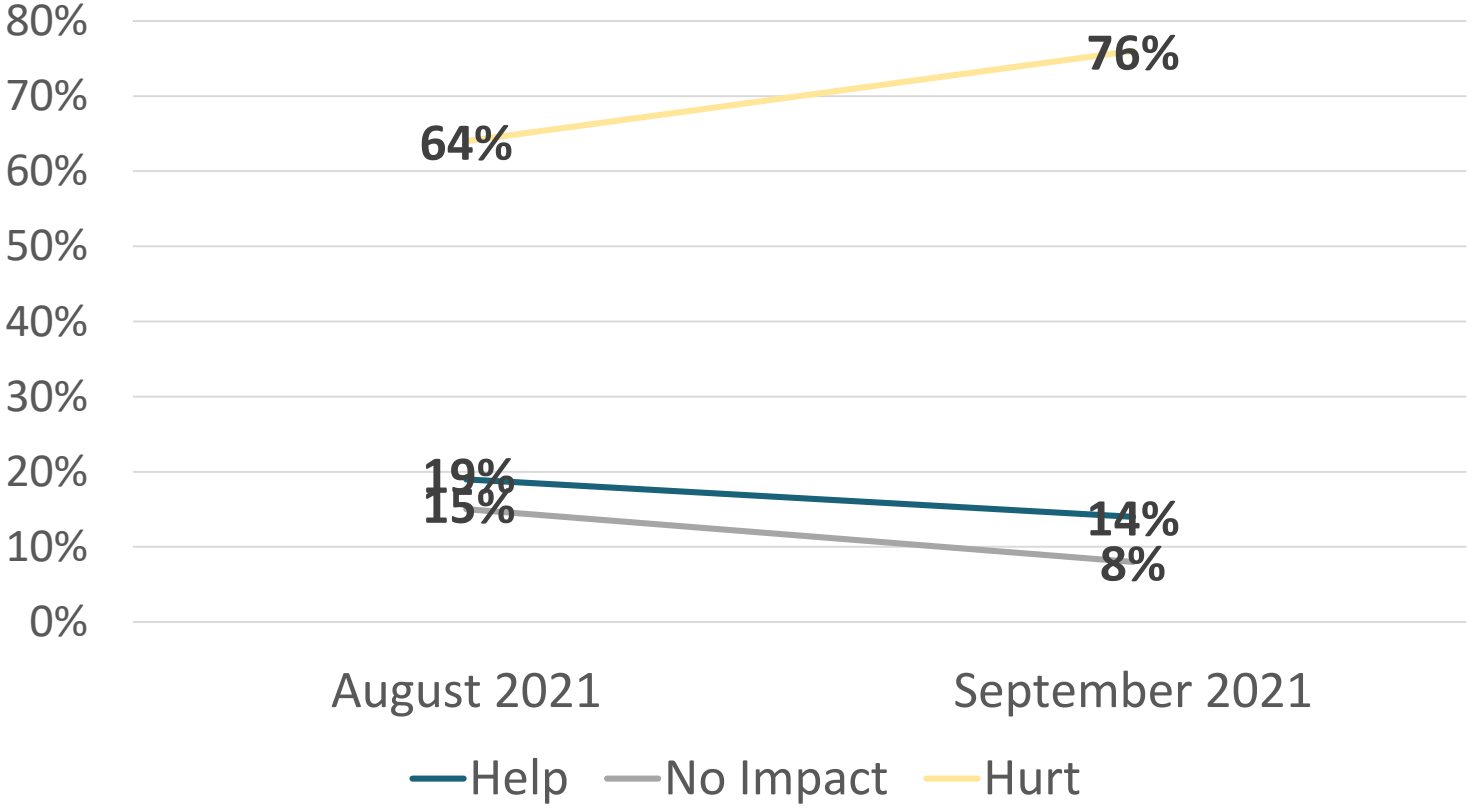
	Aug	Sep	Net
Help	32%	34%	+2
No Impact	30%	26%	-4
Hurt	37%	38%	+1
Net	-5	-4	+1



	Help	No Impact	Hurt	Net
Total	34	26	38	-4
East	32	24	42	-10
Midwest	31	17	49	-18
South	37	30	30	7
West	36	28	36	0
2-9 Employees	31	26	40	-9
10-19 Employees	40	12	47	-7
20-More Employees	55	36	10	45
\$100K/Less Revenue	33	29	36	-3
\$100K-\$250K Revenue	40	20	38	2
\$250K-\$500K Revenue	38	28	33	6
\$500K-\$1 Million Revenue	28	28	40	-12
\$1 Million/More Revenue	33	24	41	-8
Female-Owned	45	18	34	11
Minority-Owned	54	26	18	37

Future Lockdowns w/Business Restrictions Help/Hurt Small Business:

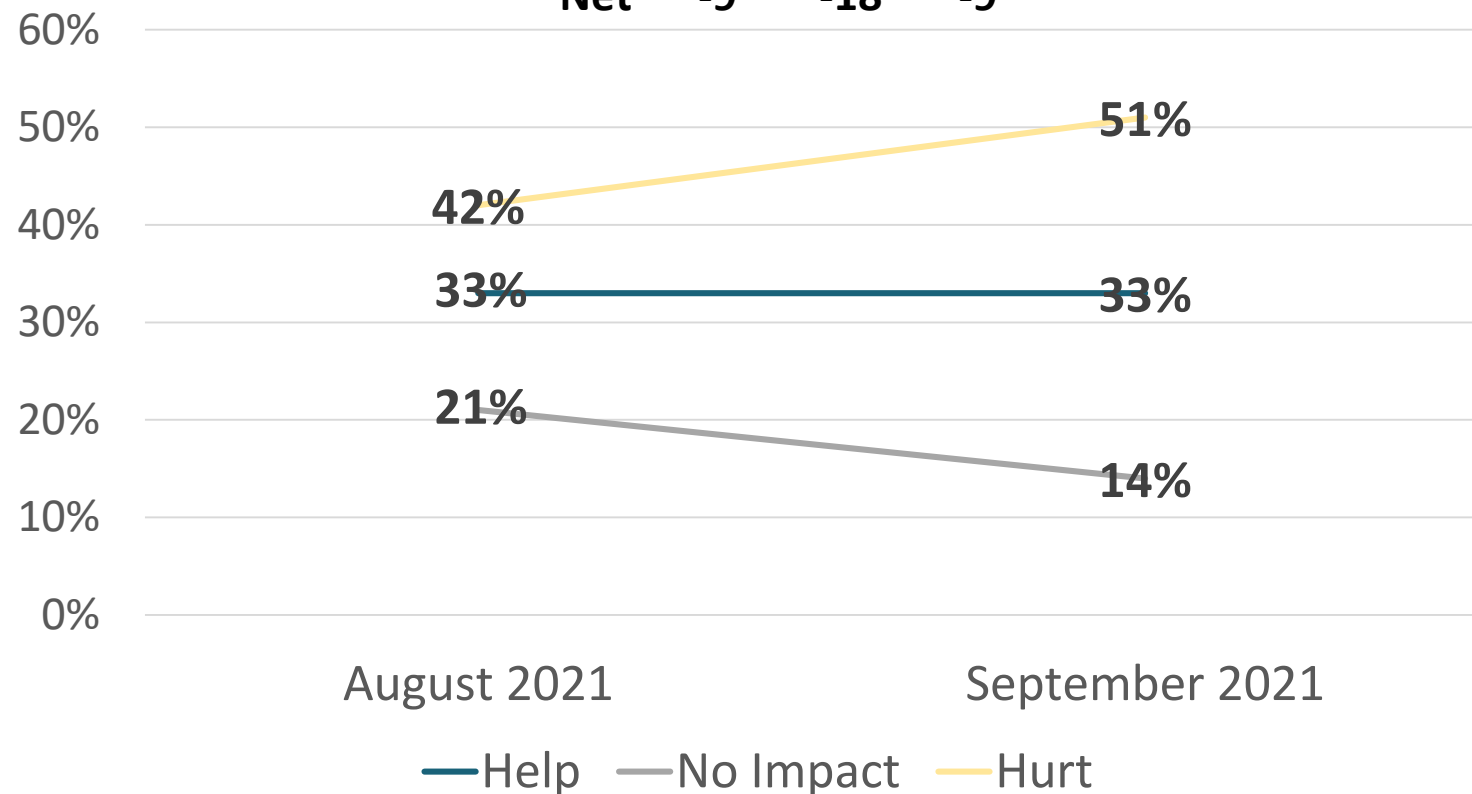
	Aug	Sep	Net
Help	19%	14%	-5
No Impact	15%	8%	-7
Hurt	64%	76%	+12
Net	-45	-62	-17



	Help	No Impact	Hurt	Net
Total	14	8	76	-62
East	14	5	80	-66
Midwest	18	4	78	-61
South	13	13	70	-57
West	12	8	80	-67
2-9 Employees	12	8	78	-67
10-19 Employees	22	4	74	-52
20-More Employees	23	15	62	-39
\$100K/Less Revenue	22	10	65	-43
\$100K-\$250K Revenue	19	9	69	-50
\$250K-\$500K Revenue	10	13	77	-67
\$500K-\$1 Million Revenue	10	2	86	-76
\$1 Million/More Revenue	10	7	83	-74
Female-Owned	18	12	66	-47
Minority-Owned	20	14	62	-42

Government Mandatory Vaccinations for Workers & Customers Help/Hurt Small Business:

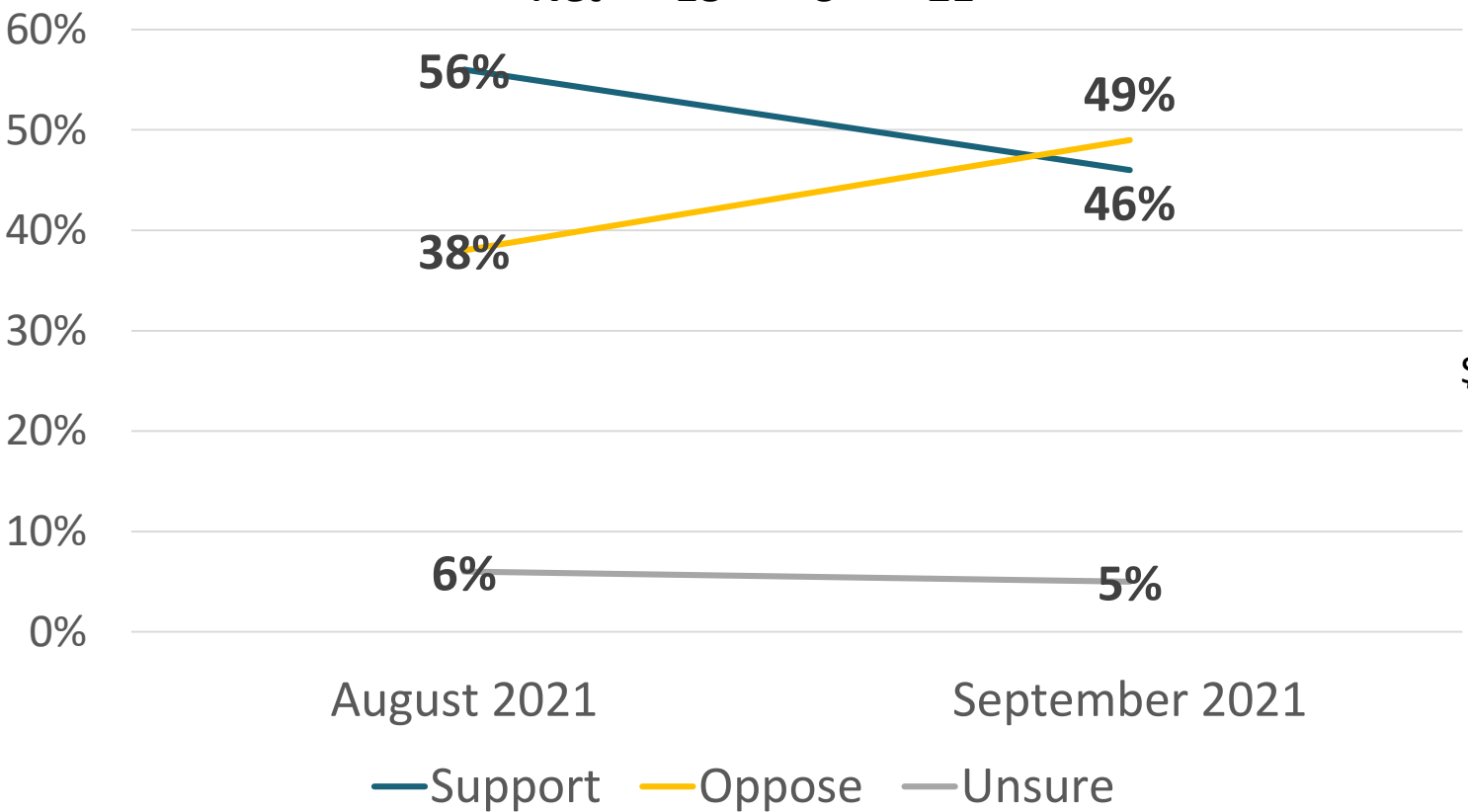
	Aug	Sep	Net
Help	33%	33%	0
No Impact	21%	14%	-7
Hurt	42%	51%	+9
Net	-9	-18	-9



	Help	No Impact	Hurt	Net
Total	33	14	51	-18
East	32	14	50	-17
Midwest	22	14	62	-40
South	30	15	50	-20
West	45	11	43	2
2-9 Employees	31	13	53	-22
10-19 Employees	41	11	46	-5
20-More Employees	38	22	38	0
\$100K/Less Revenue	37	12	48	-11
\$100K-\$250K Revenue	29	14	50	-21
\$250K-\$500K Revenue	44	15	39	6
\$500K-\$1 Million Revenue	24	10	65	-41
\$1 Million/More Revenue	30	18	51	-21
Female-Owned	33	15	47	-14
Minority-Owned	44	18	34	10

Requiring Vaccination & Proof for Own Employees

	Aug	Sep	Net
Support	56%	46%	-10
Oppose	38%	49%	+11
Unsure	6%	5%	-1
Net	+18	-3	-21



	Support	Oppose	Net
Total	46	49	-3
East	54	43	12
Midwest	33	59	-26
South	40	52	-12
West	58	40	18
2-9 Employees	43	52	-9
10-19 Employees	54	41	13
20-More Employees	61	30	31
\$100K/Less Revenue	46	47	-2
\$100K-\$250K Revenue	39	54	-14
\$250K-\$500K Revenue	63	32	31
\$500K-\$1 Million Revenue	38	57	-18
\$1 Million/More Revenue	44	53	-9
Female-Owned	54	38	16
Minority-Owned	61	34	27