

November 2021
National Survey
Small Business Employers

Conducted By:
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# Job Creators Network MONTHLY MONTHLY



# Methodology

This national survey of 500 small business employers was conducted between November 4-29, 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%.



### **November SBIQ: 56.5**

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:

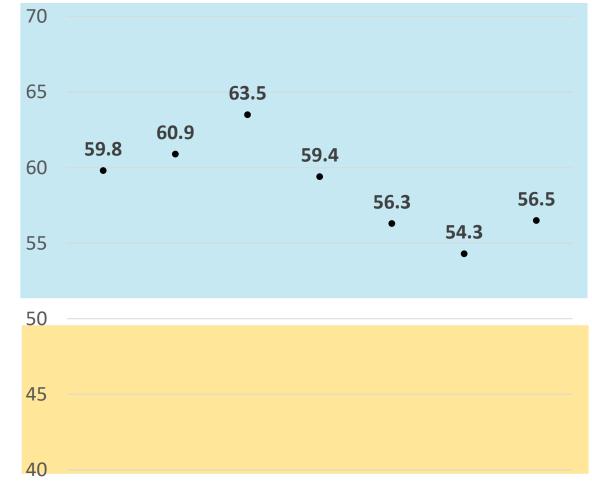
**Current Conditions** 

**Future** 

**Expectations** 

- 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

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.



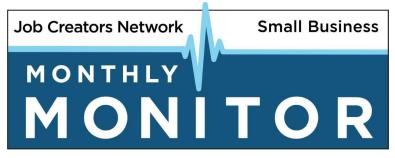
May SBIQ June SBIQ July SBIQ Aug. SBIQ Sep. SBIQ Oct. SBIQ Nov. SBIQ

	May	June	July	Aug	Sep	Oct	Nov	Net
SBIQ	59.8	60.9	63.5	59.4	56.3	54.3	56.5	+2.2
<b>Current Conditions</b>	61.8	60.7	65.5	62.6	58.8	55.9	59.1	+3.2
Future Expectations	58.3	61.0	61.9	57.0	54.5	53.1	54.5	+1.4



# Major Findings

- In November there was an uptick in JCN's SBIQ, which increased 2-points from 54.3 to 56.5 (+2.2).
- "Current Conditions" increased by 3-points from 55.9 to 59.1 (+3.2), which is double the "Future Expectations" increase of 53.1 to 54.5 (+1.4).
- Despite the uptick, troubling signs remain prevalent. Small business employers still have negative attitudes about the economy and climate for small businesses.
- Higher prices and inflation remains the dominant concern. The economy/client spending, general operating costs, supply chain disruption, and taxes also continue to weigh heavy on employers.
- Small business employers believe the Biden Administration's tax hikes are harmful to small businesses.
- Most employers fear covid mandates will impact their small business.
- Employers oppose the vaccine mandates for employees. They don't think employers should be required to enforce it, they expect employees would quit, and believe it will make it hard to hire new employees.

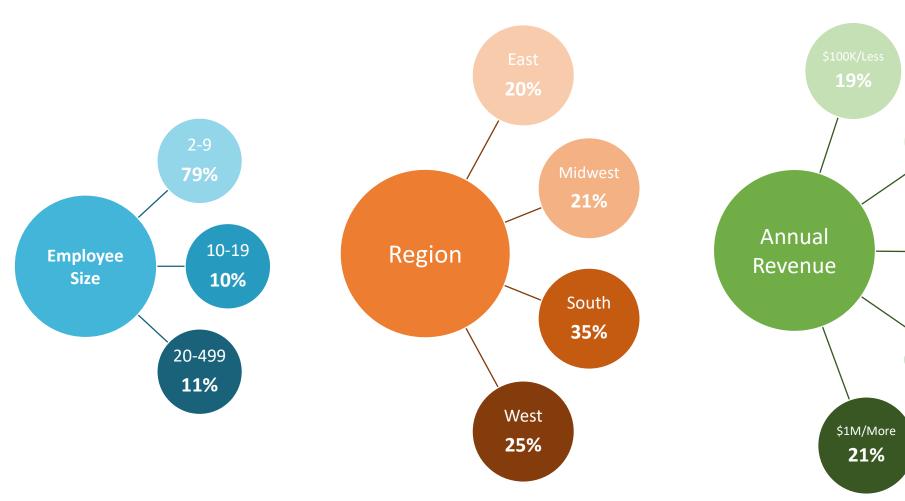


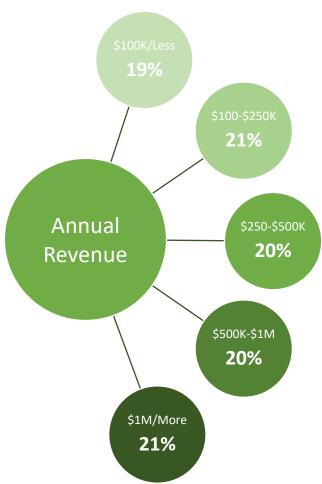
# 5 "So-What" Takeaways

- 1. The smallest of small businesses are the most nervous about the current economy and the future. For example, only 32 percent of those with 2-9 employees would rate the current economy as good or excellent, compared to 45 percent of those with 20+ employees. And only 24 percent of those currently with 2-9 employees are looking to increase employment over the next three months, compared to 72 percent of small businesses with more than 20 employees. What does this mean? The economy is still bad for those with small mom and pop businesses that don't have the resources to deal with supply chain issues and inflation.
- 2. Since we've started the Monthly Monitor, no one issue has been bigger than the current concern over high/prices and inflation. More than **40 percent** of businesses call it their 1<sup>st</sup> or 2<sup>nd</sup> biggest concern. **What does this mean? Inflation is real, and small businesses are CONCERNED.**
- 3. The Supply Chain is also a big concern with **19 percent** of small businesses listing it as their 1<sup>st</sup> or 2<sup>nd</sup> biggest concern. This is up 5 points from May. What does this mean? Small businesses are having a hard time stocking their shelves and competing with big box retailers like Amazon and Walmart.
- 4. Small businesses continue to dislike Biden's proposed tax hikes with more than **57 percent** saying they will hurt small businesses and only **16 percent** saying they will help. What does this mean? Small businesses don't believe claims that the tax hikes won't affect them.
- 5. Small businesses think that vaccine mandates will cause them to lose employees. Almost half surveyed said they would have employees quit if they were forced to get the vaccine. What does this mean? The worker shortage will get worse.

## **Small Business Employer Profile**

Who are the 500 respondents?





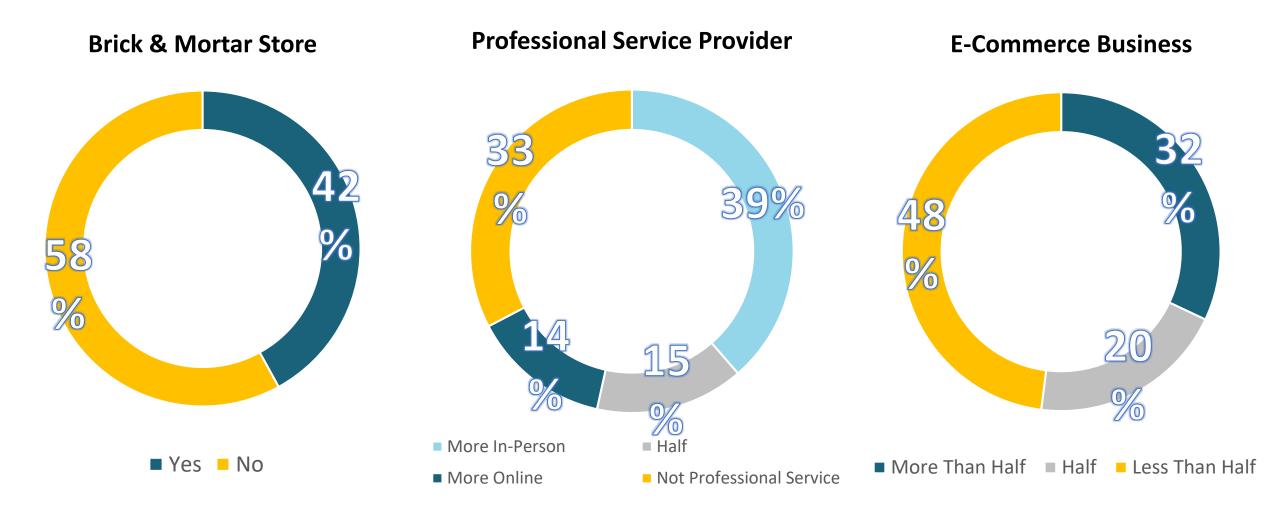
Minority Owned 18%

**Female** Owned 20%

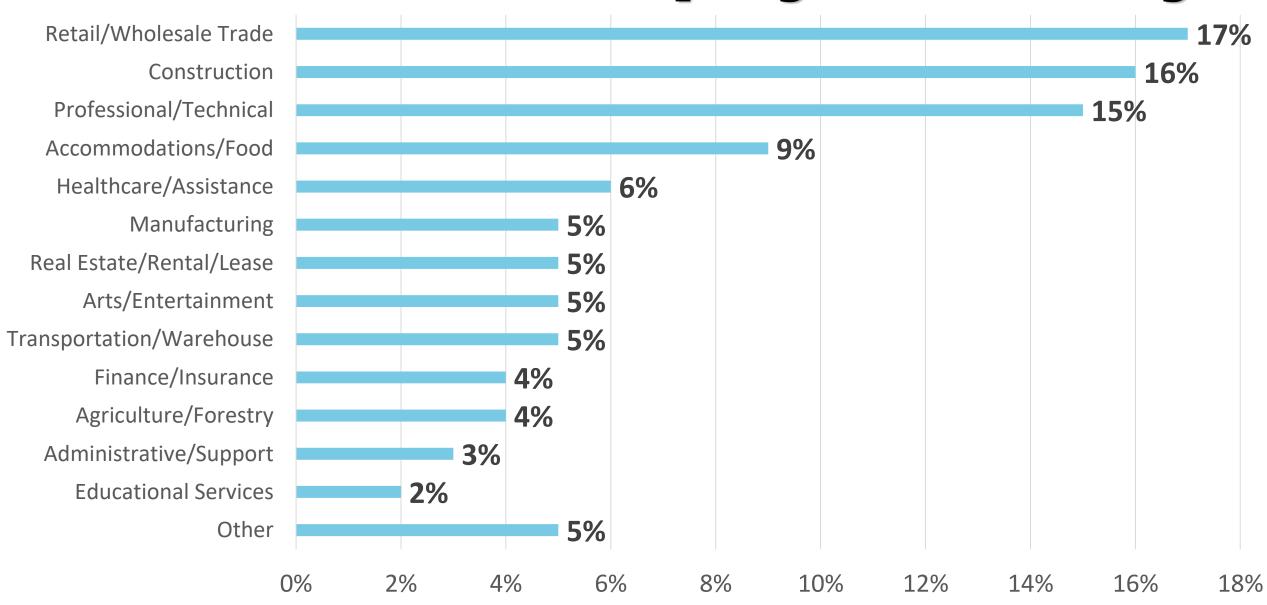
Veteran Owned 6%

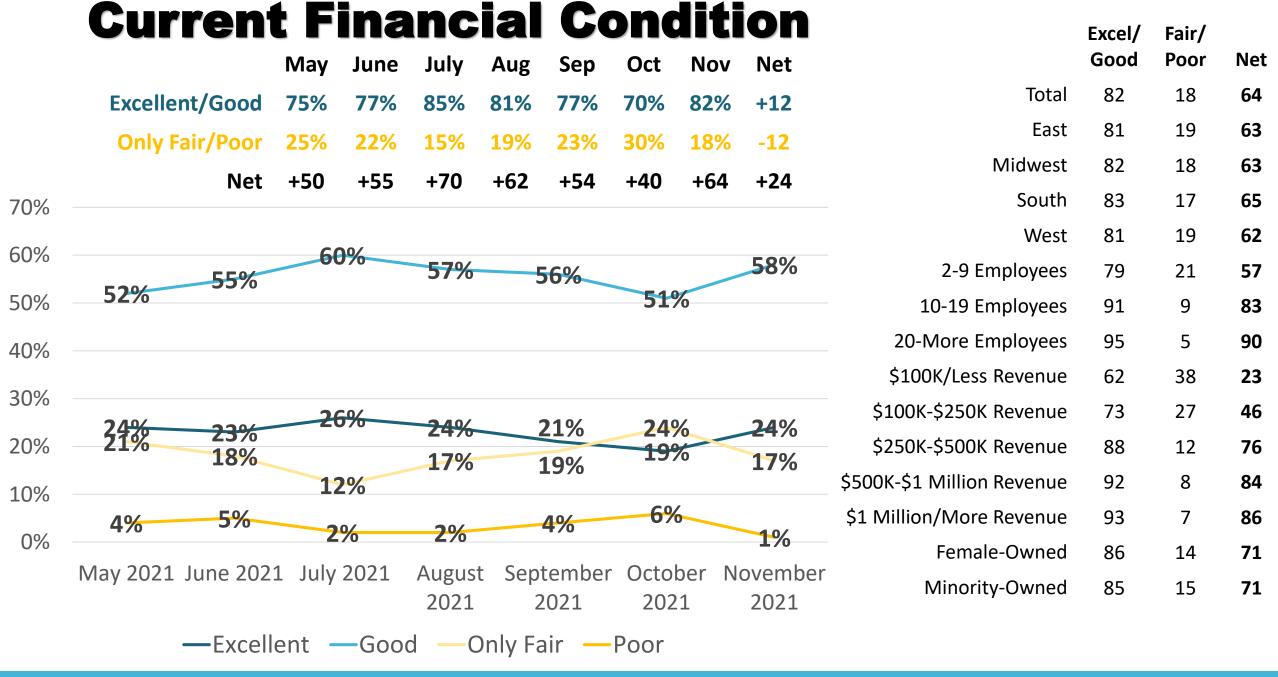
C-Corp 40% S-Corp 60%

# **Small Business Employer Profile**



# **Small Business Employer Industry**





### Financial Condition Over Last Year

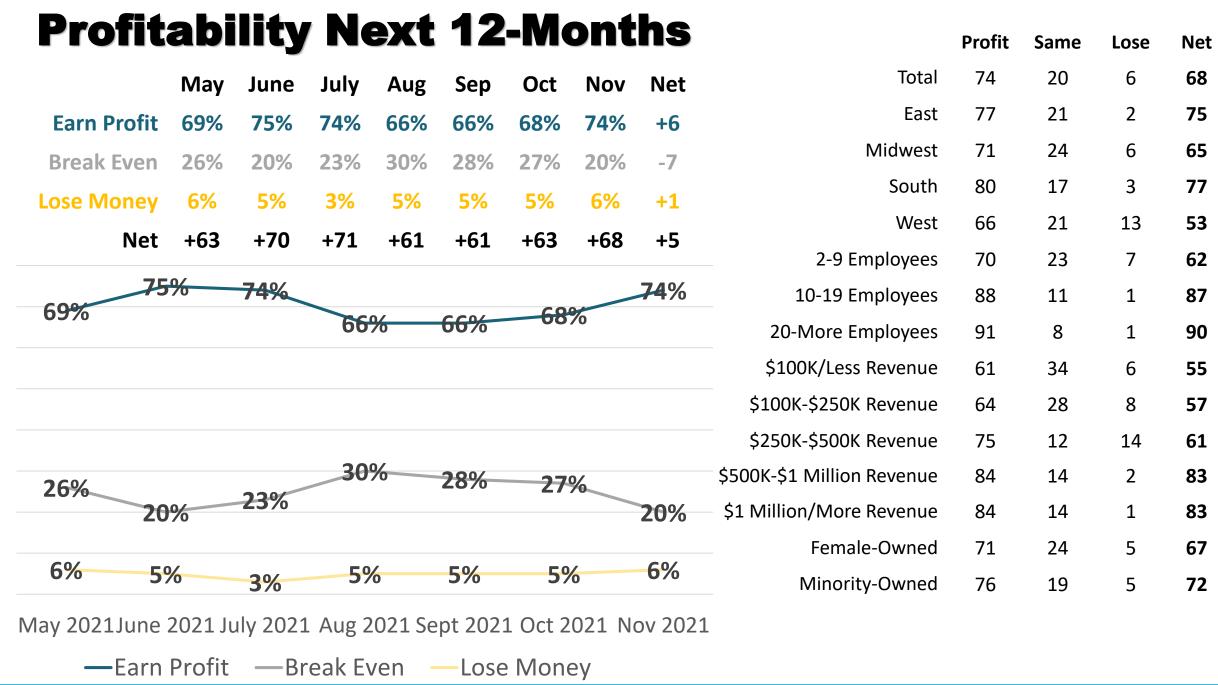
		May	June	July	Aug	Sep	Oct	Nov	Net		Better	Same	Worse	Net
	Better	31%	<b>37</b> %	41%	39%	36%	36%	41%	+5	Total	41	34	25	16
	Same	35%	28%	29%	32%	29%	37%	34%	-3	East	44	36	20	24
	Worse	34%	35%	30%	29%	<b>35%</b>	27%	25%	-2	Midwest	39	42	19	20
	Net	-3	-2	+11	+10	+1	+9	+16	+7	South	41	36	23	18
										West	41	22	37	4
		37%	41%	3	9%	200/	3	7% _	41%	2-9 Employees	38	33	29	10
	35% 34%	35%	30%	,		36% 35%		6%	34%	10-19 Employees	39	41	21	18
	31%	28%	29%		2% 2%	29%	<u> </u>			20-More Employees	67	29	4	63
		20/0					2	<b>7</b> %	25%	\$100K/Less Revenue	44	24	32	12
										\$100K-\$250K Revenue	30	34	36	-7
										\$250K-\$500K Revenue	42	36	22	20
										\$500K-\$1 Million Revenue	45	40	15	30
										\$1 Million/More Revenue	47	34	20	27
										Female-Owned	46	29	25	21
N	1ay 2021	June 2021	July 20	)21 Aug	g 2021	Sept 2021		2021	Nov 2021	Minority-Owned	61	20	19	43
		<u>—</u> Е	Better	—Sar	me —	-Wors	е							

### **Financial Condition Next 3-Months**

	May	June	July	Aug	Sep	Oct	Nov	Net		Better	Same	Worse	Net
Better	61%	66%	<b>62</b> %	53%	<b>51%</b>	55%	59%	+4	Total	59	32	9	50
Same	34%	28%	32%	40%	41%	36%	32%	-4	East	52	42	6	47
Worse	5%	<b>6</b> %	6%	<b>7</b> %	8%	10%	9%	-1	Midwest	60	28	13	46
Net	+56	+60	+56	+46	+43	+45	+50	+5	South	58	36	6	52
	66%								West	66	22	13	53
61%	00/0	62	%					<del>59</del> %	2-9 Employees	56	35	10	46
				53%	519		55%	<i></i>	10-19 Employees	68	25	7	61
									20-More Employees	76	19	5	71
34%_				40%	419		36%		\$100K/Less Revenue	60	33	7	53
3470	28%	32	%					32%	\$100K-\$250K Revenue	67	29	4	63
									\$250K-\$500K Revenue	40	41	19	21
							10%	00/	\$500K-\$1 Million Revenue	63	31	6	56
5%	6%	6%	6	7%	8%	0	10/0	9%	\$1 Million/More Revenue	65	27	8	57
1ay 2021	luno	Luby 2	0021 1	ıa 2021	Son+2	021 0	c+ 2021	Nov 2021	Female-Owned	70	27	3	67
idy ZUZI	June 2021	July 2	.UZI AL	ig zuzi	. septz	021 00	JL ZUZI	Nov 2021	Minority-Owned	76	21	3	73
		Better	- —Sa	ame -	-Wor	se							

### Sales & Revenues Next 3-Months

				_	•					Incr.	Same	Decr.	Net
	May	June	July	Aug	Sep	Oct	Nov	Net	Total	60	31	9	51
Increase	59%	67%	66%	56%	53%	54%	60%	+6	East	55	39	6	50
Same	35%	26%	28%	36%	37%	34%	31%	-3	Midwest	60	25	15	45
Decrease	6%	<b>7</b> %	6%	8%	10%	12%	9%	-3	South	57	38	6	51
Net	+53	+60	+60	+48	+43	+42	+51	+9	West	66	21	13	53
									2-9 Employees	55	34	10	45
	6 <del>7%</del>	66%	7						10-19 Employees	68	25	7	60
59%		00%		6%				<del>60</del> %	20-More Employees	82	14	5	77
				0/0	53%	5	4%		\$100K/Less Revenue	62	31	7	55
250/			2	C0/	37%				\$100K-\$250K Revenue	62	33	5	57
35%	260/	28%		6%	37/0	3	4%—	31%	\$250K-\$500K Revenue	42	39	19	23
	26%	20/0	,						\$500K-\$1 Million Revenue	63	26	11	53
	70/			8%	10%	1	2%	9%	\$1 Million/More Revenue	67	28	5	62
6%	<b>7</b> %	6%		<b>3</b> /0				<b>3</b> 70	Female-Owned	67	29	4	63
May 2021	June	July 20	21 Aug	2021	Sept	Oct	2021	Nov 2021	Minority-Owned	73	22	5	69
	2021				2021								
	—Inci	rease	—Sar	ne —	Decre	ease							



70%

60%

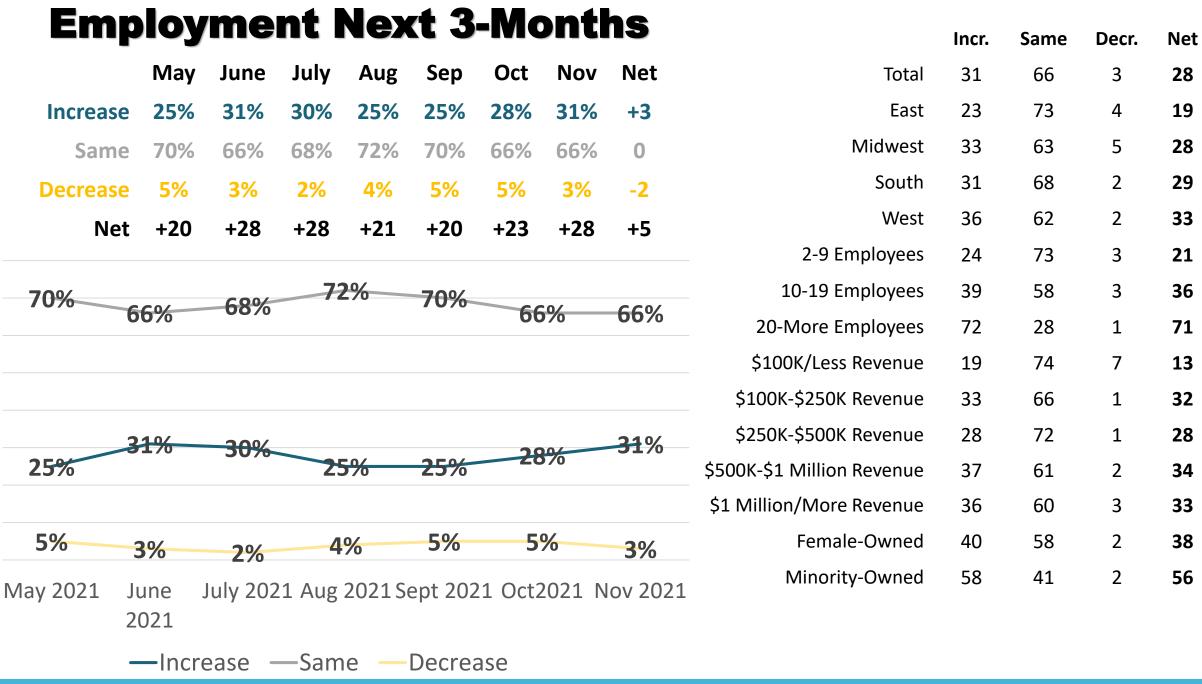
50%

40%

30%

20%

10%



70%

60%

50%

40%

30%

20%

10%

Emplo	yee	Wag	jes/l	Hou	rs N	ext	3-M	onths					
•	•							Net		Incr.	Same	Decr.	Net
_	May	June	July	Aug	Sep	Oct	Nov		Total	36	60	5	31
Increase	29%	39%	36%	28%	29%	34%	36%	+2	East	36	58	6	30
Same	65%	59%	62%	69%	67%	61%	60%	-1	Midwest	36	60	4	33
Decrease	6%	2%	2%	3%	4%	5%	5%	0	South	36	62	2	34
Net	+23	+37	+34	+25	+25	+29	+31	+2	West	35	57	8	27
									2-9 Employees	32	62	6	27
				69%	67%	<u>′</u>			10-19 Employees	45	53	3	42
65%	59%	62%			077		<b>51</b> %	60%	20-More Employees	52	47	1	52
									\$100K/Less Revenue	26	67	7	19
	39%	0.60	,					260/	\$100K-\$250K Revenue	37	58	5	31
29%		36%		<b>30</b> 0/	29%		34%	<del>36</del> %	\$250K-\$500K Revenue	29	67	4	25
23/0				28%	23/				\$500K-\$1 Million Revenue	47	52	2	45
									\$1 Million/More Revenue	40	54	5	35
6%	2%	2%		3%	4%		5%	5%	Female-Owned	48	51	1	47
May 2021	June 2021	July 20	021 Au	g 2021	Sept 20	021 Oc	t 2021	Nov 2021	Minority-Owned	48	51	1	46
	—Inc	rease	—Sa	me –	-Decr	ease							

70%

60%

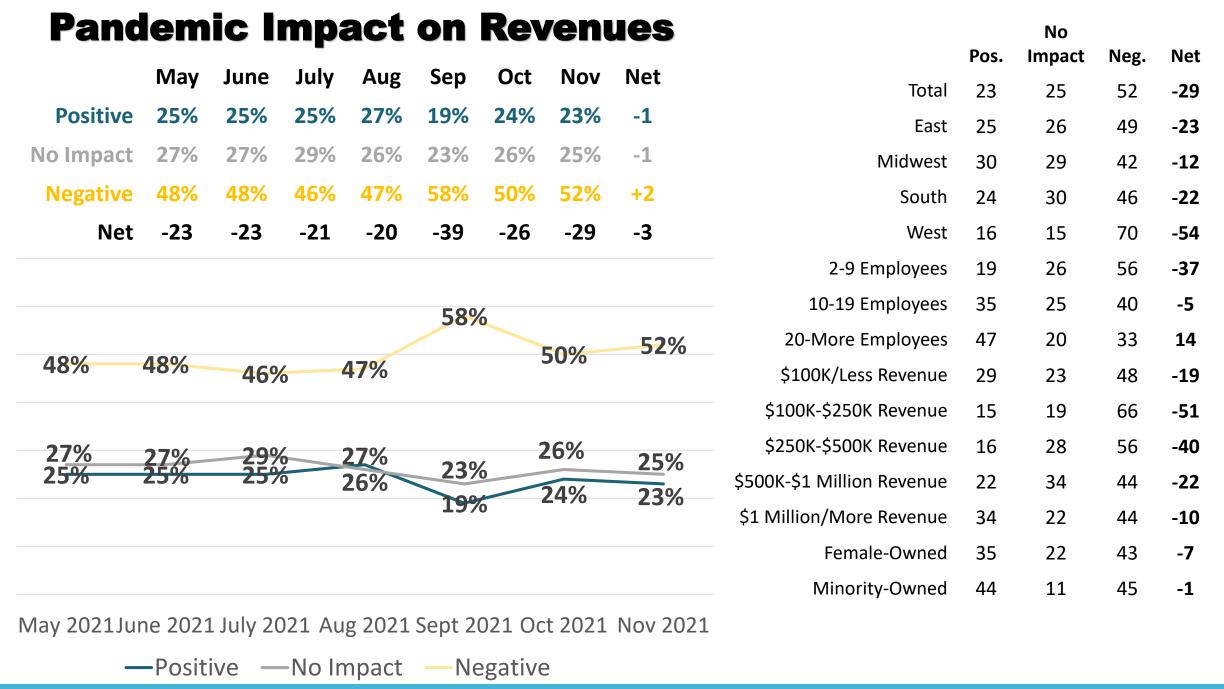
50%

40%

30%

20%

10%



60%

50%

40%

30%

20%

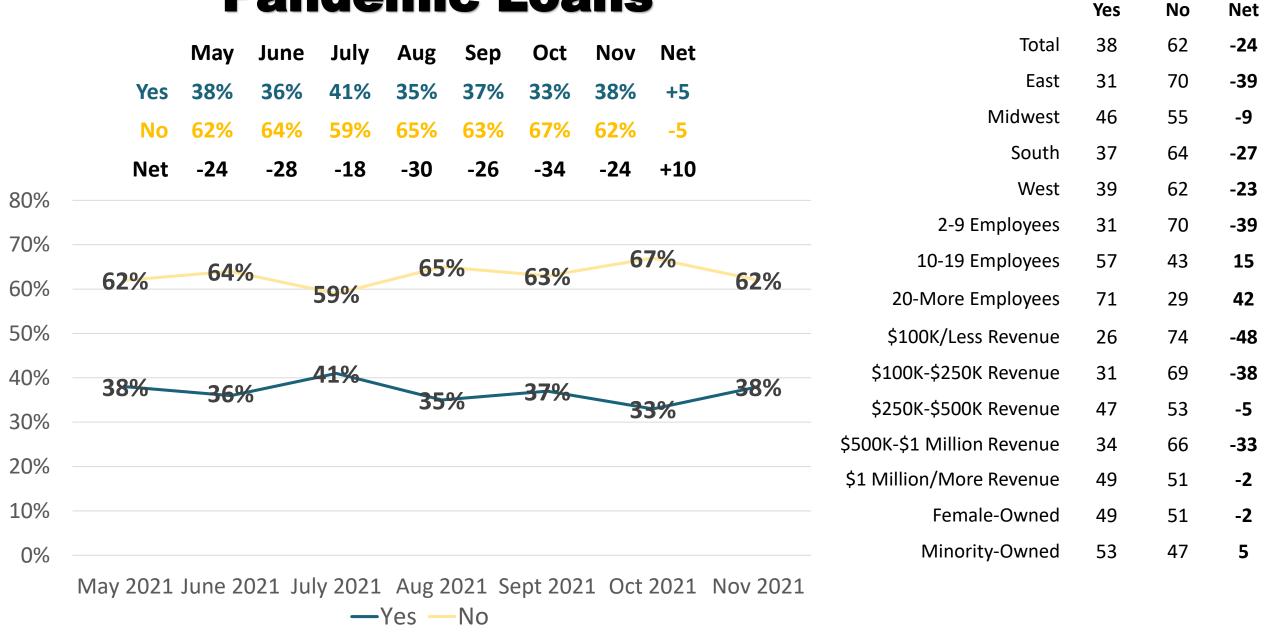
10%

# Pandemic Recovery (if negative impact)

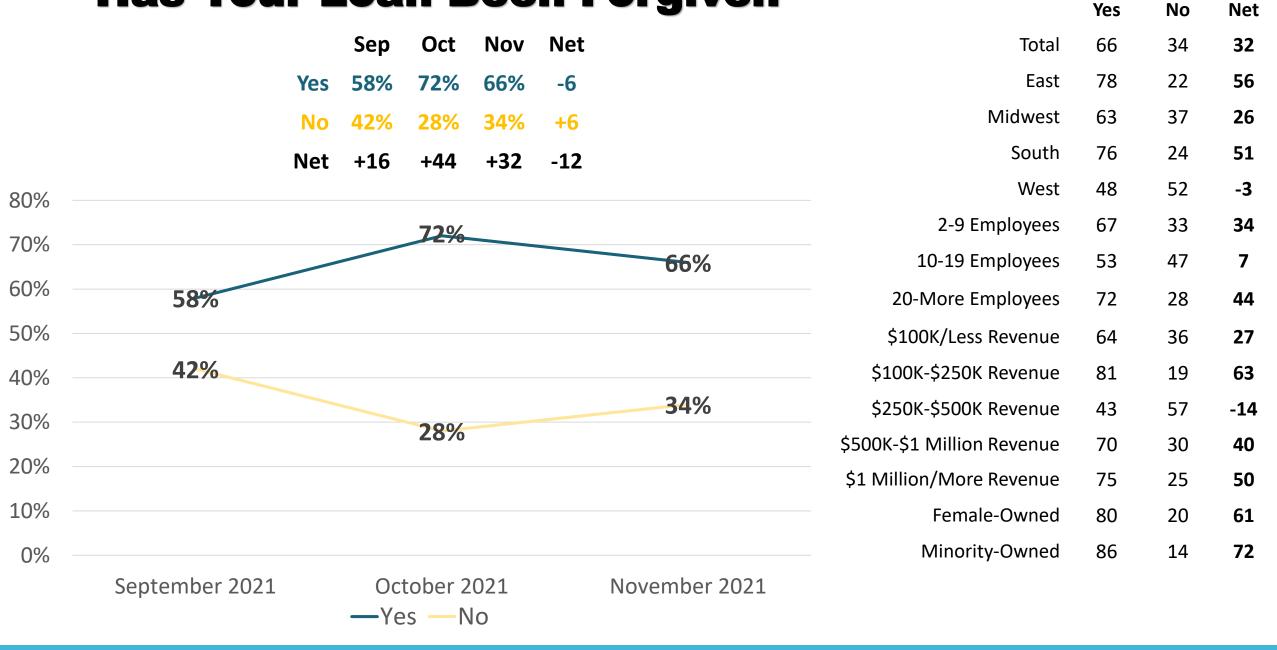
	June Total	July Total	Aug Total	Sep Total	Oct Total	Nov Total	East	Mid west	South	West	2-9 Employ	10-19 Employ	20-More Employ
Already Full Recovery	9%	10%	8%	11%	6%	14%	17%	11%	20%	8%	14%	19%	12%
Recovery Next 6-Months	37%	39%	33%	26%	38%	35%	27%	35%	39%	35%	35%	19%	51%
Recovery After 6-Months	42%	44%	49%	49%	41%	33%	41%	42%	31%	26%	33%	32%	37%
May Never Fully Recover	12%	7%	9%	14%	15%	18%	15%	12%	10%	31%	19%	30%	0%

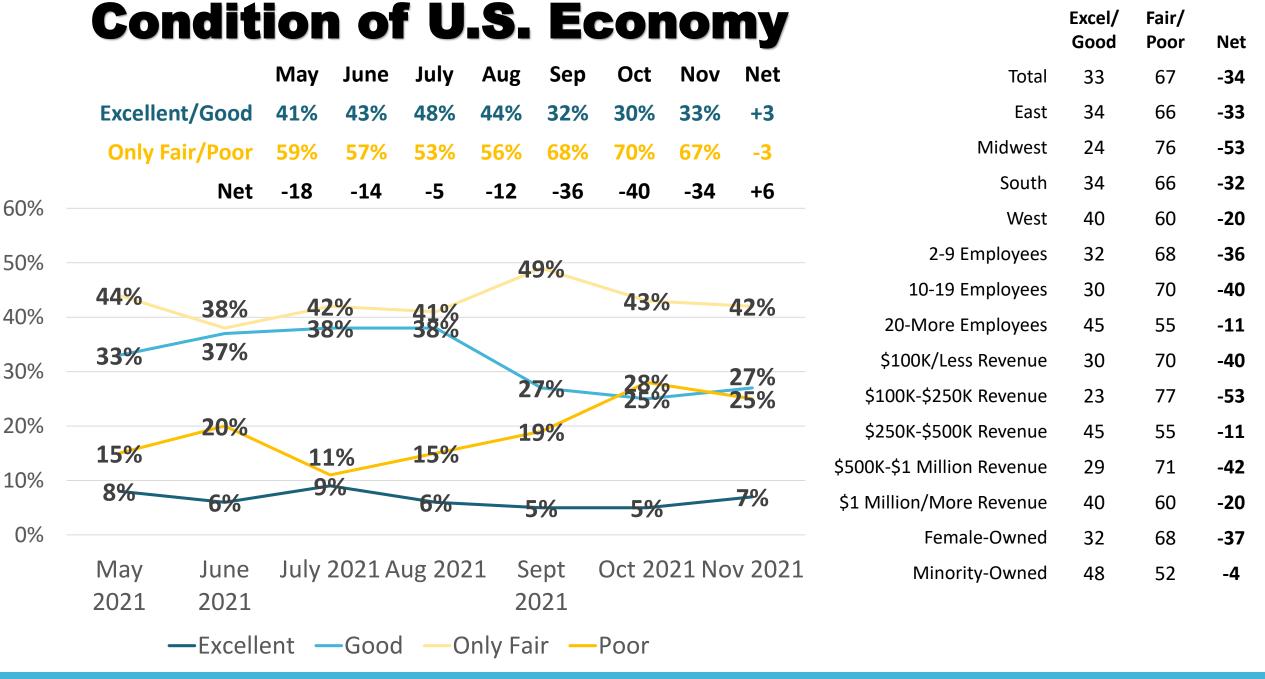
	\$100K- Less Rev.	\$100K- \$250K Rev.	\$250K- \$500K Rev.	\$500K- \$1 Mill Rev.	\$1 Mill- More Rev.	Female Owned	Minority Owned	C- Corp	S- Corp
Already Full Recovery	4%	14%	7%	25%	21%	11%	13%	16%	13%
Recovery Next 6-Months	40%	47%	22%	31%	31%	35%	41%	36%	34%
Recovery After 6-Months	38%	28%	38%	24%	38%	35%	38%	29%	36%
May Never Fully Recover	18%	11%	33%	20%	10%	19%	7%	19%	18%

### **Pandemic Loans**



### **Has Your Loan Been Forgiven**





### Direction of U.S. Economy **Better** Same Worse Net 30 23 Total 47 -17 Sep Oct Nov May June July Aug Net East 30 34 36 -6 48% 49% 50% 44% 35% 28% 30% +2 **Better** Midwest 22 24 54 -32 23% 20% 24% 21% 24% 23% +1 Same South 34 20 46 -12 Worse 29% 31% 26% 47% -2 West 33 17 50 -18 +19 +18 +24 +9 -6 -21 -17 Net +4 2-9 Employees 24 49 -22 27 10-19 Employees 30 22 48 -18 50% 49% 49% 48% 47% 20-More Employees 55 13 33 22 44% 41% \$100K/Less Revenue 31 26 43 -11 35% \$100K-\$250K Revenue 26 50 -24 24 31% <del>30</del>% 26% 29% 28% \$250K-\$500K Revenue 33 29 38 -6 24% 23% 23% 24% **22**% 21% 20% \$500K-\$1 Million Revenue 30 15 55 -24 \$1 Million/More Revenue 32 20 48 -16 Female-Owned 37 42 -5 Minority-Owned 56 23 22 35 May 2021 July 2021 Aug 2021 Sept 2021 Oct 2021 Nov 2021 June

Better —Same —Worse

2021

60%

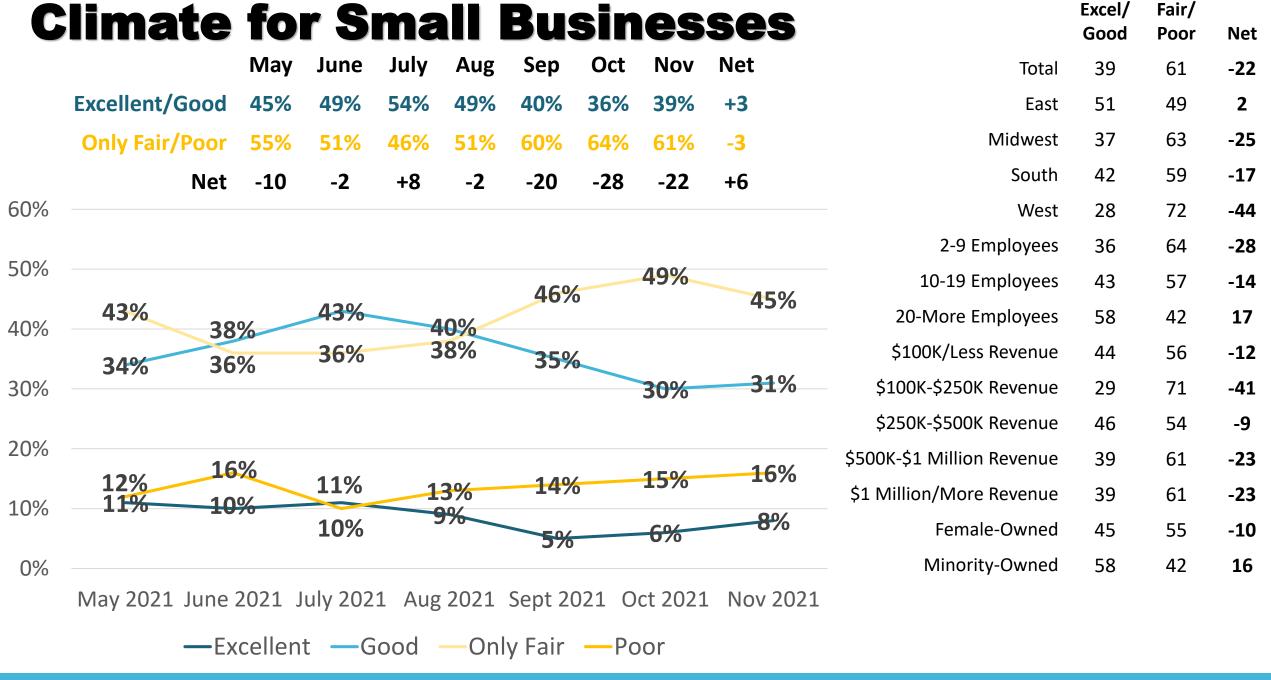
50%

40%

30%

20%

10%

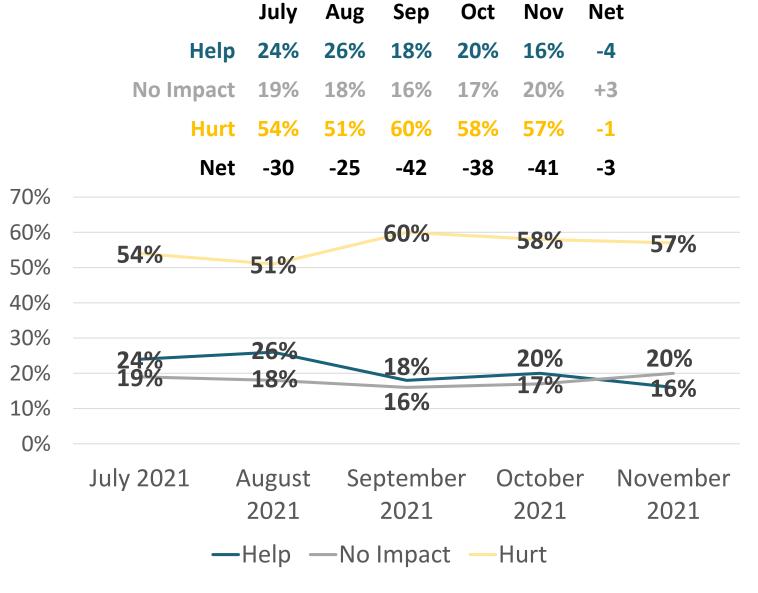


CCLIO								nesses		Better	Same	Worse
	May	June	July	Aug	Sep	Oct	Nov	Net	Total	32	32	37
Better	44%	46%	47%	38%	30%	28%	32%	+4	East	29	49	21
Same	31%	26%	32%	32%	32%	32%	32%	0	Midwest	27	34	38
Worse	<b>25%</b>	28%	21%	30%	38%	40%	<b>37%</b>	-3	South	37	25	38
Net	+19	+18	+26	+8	-8	-12	-5	+7	West	29	25	47
									2-9 Employees	28	34	38
44%	46%	0	<del>17</del> %						10-19 Employees	30	21	48
1170				38%	. 2	8%	40%	270/	20-More Employees	57	24	19
		. 2	32%	32		2%	220/	37% 32%	\$100K/Less Revenue	34	35	30
31%	28%		<b>2</b> /0	30	//	0%	32% 28%		\$100K-\$250K Revenue	31	30	40
25%	26%		21%						\$250K-\$500K Revenue	26	33	41
			<b>L L</b> /0						\$500K-\$1 Million Revenue	34	29	37
									\$1 Million/More Revenue	33	30	37
									Female-Owned	42	31	27
									Minority-Owned	59	22	18
May 2021			/ 2021	Aug 20	21 Sep	t 2021	Oct 20	21 Nov 2021	-			
	202	1 <del></del> Bett	er —	Same	<b></b> \//	orse						

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

	May	June	July	August	September	October	November
Higher Prices/Inflation	**	32%	36%	35%	33%	40%	40%
Economy/Client Spending	36%	25%	23%	24%	25%	24%	26%
General Operating Costs	28%	24%	25%	20%	23%	21%	20%
Supply-Chain Disruptions	14%	15%	16%	14%	13%	17%	19%
Taxes	26%	21%	16%	17%	18%	18%	15%
Available Workers	12%	12%	11%	15%	14%	13%	15%
Covid Restrictions/Sales	25%	15%	16%	21%	20%	14%	13%
Political Climate	13%	15%	14%	14%	16%	12%	12%
Government Regulations	17%	12%	11%	13%	13%	11%	10%
Gas Prices	**	**	**	**	6%	11%	9%
Healthcare Costs	12%	11%	12%	10%	4%	5%	6%
Expansion Costs	7%	7%	5%	5%	7%	5%	5%
Interest Rates	6%	6%	6%	3%	2%	5%	4%
Compensation/Insurance	**	3%	7%	7%	4%	3%	4%
Loan Accessibility	6%	3%	2%	3%	2%	2%	2%

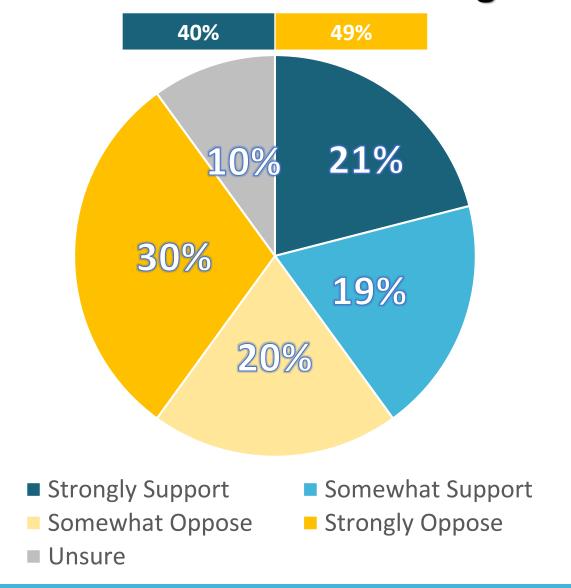
### **Biden Administration's Tax Increases Help/Hurt Small Business:**



		INO		
	Help	Impact	Hurt	Net
Total	16	20	57	-41
East	21	18	51	-31
Midwest	14	20	63	-49
South	21	16	58	-37
West	8	28	57	-48
2-9 Employees	11	22	59	-48
10-19 Employees	20	17	62	-43
20-More Employees	49	12	37	12
\$100K/Less Revenue	19	26	47	-28
\$100K-\$250K Revenue	16	17	59	-43
\$250K-\$500K Revenue	12	29	49	-38
\$500K-\$1 Million Revenue	18	9	70	-51
\$1 Million/More Revenue	17	20	60	-44
Female-Owned	26	18	48	-23
Minority-Owned	33	16	40	-7

No

# 5% to 8% Tax Surcharge/\$10 Million or More/File As Pass Through

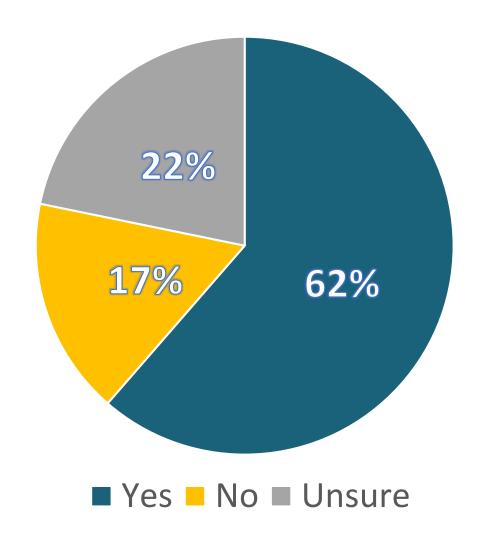


1400	Oppose	Support	
-9	49	40	Total
-7	47	41	East
-18	55	38	Midwest
-8	49	41	South
-4	46	42	West
-12	50	38	2-9 Employees
-9	49	40	10-19 Employees
12	43	55	20-More Employees
-1	44	43	\$100K/Less Revenue
-21	53	33	\$100K-\$250K Revenue
7	41	49	\$250K-\$500K Revenue
-28	61	33	\$500K-\$1 Million Revenue
-2	48	46	\$1 Million/More Revenue
0	42	42	Female-Owned
17	38	55	Minority-Owned

Support

Oppose

### Congress Should Wait for Report Build Back Better Bill Budget Impact



Total	62	17	45
East	62	16	47
Midwest	65	16	49
South	65	18	47
West	54	16	37
2-9 Employees	61	16	45
10-19 Employees	58	24	34
20-More Employees	73	19	54
\$100K/Less Revenue	56	18	39
\$100K-\$250K Revenue	66	19	47
\$250K-\$500K Revenue	57	10	47
\$500K-\$1 Million Revenue	63	20	44
\$1 Million/More Revenue	65	17	48
Female-Owned	51	20	31
Minority-Owned	58	19	39

Yes

No

### Concern About Covid Cases Causing Government Mandates Impacting Businesses

	Aug	Sep	Oct	Nov	Net		
Concerne	ed 75%	81%	<b>73</b> %	<b>78</b> %	+5		
Not Concerne	ed 25%	19%	<b>27</b> %	22%	-5		
N	let +50	+62	+46	+56	+10		
	41%					43%	
39% 36%	40%		409			<del>35</del> %	
250/			33°.			3370	
25%	19%					22%	
	1370						
August 2021	Septembe 2021	er C	ctobe	r 2021	N	ovemb 2021	er
-Very Concerned	—Smwh	t Con	cerned	N	ot Co	ncerne	be

	Concerned	Concerned	Net
Total	78	22	56
East	76	24	51
Midwest	76	24	52
South	84	17	67
West	74	26	48
2-9 Employees	78	22	55
10-19 Employees	74	26	49
20-More Employees	84	16	67
\$100K/Less Revenue	81	19	62
\$100K-\$250K Revenue	78	22	57
\$250K-\$500K Revenue	79	21	58
\$500K-\$1 Million Revenue	83	17	67
\$1 Million/More Revenue	69	31	38
Female-Owned	87	13	73
Minority-Owned	92	8	83

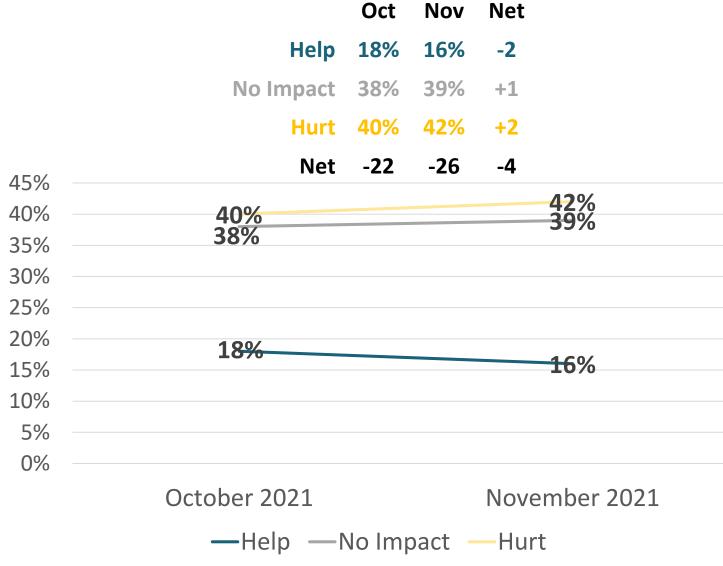
Not

### **Future Lockdowns w/Business Restrictions** No Help **Impact** Hurt Net **Help/Hurt Small Business: Total** 13 15 70 -57 Sep Aug Oct Nov Net East 15 15 62 -47 14% 11% 13% Help 19% +2 Midwest 13 11 74 -64 No Impact 15% 8% 12% 15% South 15 68 17 -52 64% **76%** -5 Hurt **75% 70%** West 8 17 75 -68 -45 -62 -64 -57 +7 Net 2-9 Employees 9 16 -63 80% 76% 75% 10-19 Employees 17 17 66 -49 70% 70% 64% 20-More Employees 33 12 56 -23 60% \$100K/Less Revenue 21 13 64 -43 50% \$100K-\$250K Revenue 14 76 -62 40% \$250K-\$500K Revenue 6 14 75 -69 30% \$500K-\$1 Million Revenue 12 17 69 -57 20% 13% **12% 15%** 14% **13**% \$1 Million/More Revenue 24 66 -56 10 10% Female-Owned 0% 21 11 66 -44 Minority-Owned 27 15 56 -30 August 2021 September October 2021 November 2021 2021

Hurt

—Help —No Impact

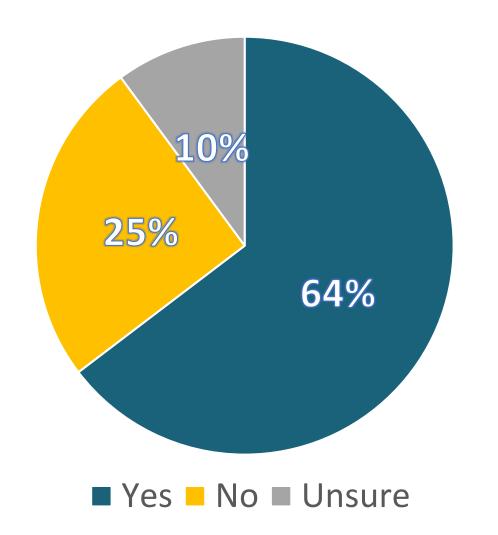




	Help	Impact	Hurt	Net
Total	16	39	42	-26
East	12	48	33	-21
Midwest	21	35	44	-23
South	20	26	50	-30
West	10	52	36	-27
2-9 Employees	12	44	40	-28
10-19 Employees	18	24	58	-40
20-More Employees	44	17	39	4
\$100K/Less Revenue	22	42	33	-12
\$100K-\$250K Revenue	14	40	39	-25
\$250K-\$500K Revenue	5	54	38	-33
\$500K-\$1 Million Revenue	18	31	49	-31
\$1 Million/More Revenue	21	29	49	-28
Female-Owned	34	20	41	-8
Minority-Owned	42	30	26	16

No

# Vaccine Mandate Will Make It Harder to Find Employees

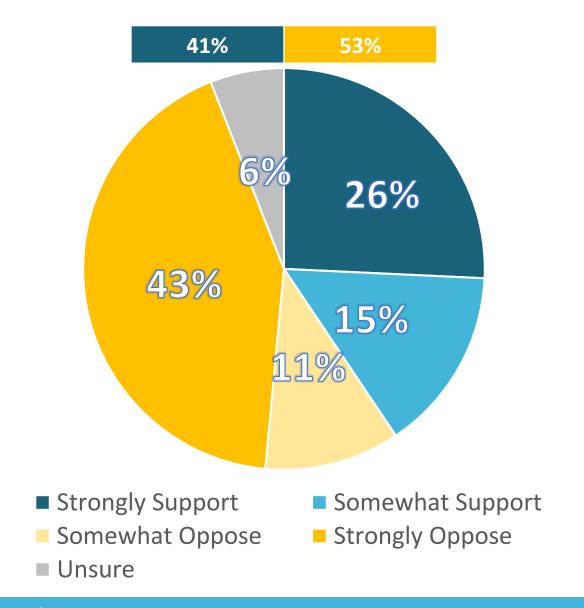


	163	140	Net
Total	64	25	39
East	59	18	41
Midwest	69	18	52
South	68	27	42
West	59	36	23
2-9 Employees	63	25	38
10-19 Employees	76	23	52
20-More Employees	62	30	32
\$100K/Less Revenue	64	27	36
\$100K-\$250K Revenue	68	18	50
\$250K-\$500K Revenue	53	32	21
\$500K-\$1 Million Revenue	71	24	48
\$1 Million/More Revenue	65	27	39
Female-Owned	60	28	32
Minority-Owned	55	37	18

Yes

No

### Vaccine Mandate on Employers w/100+

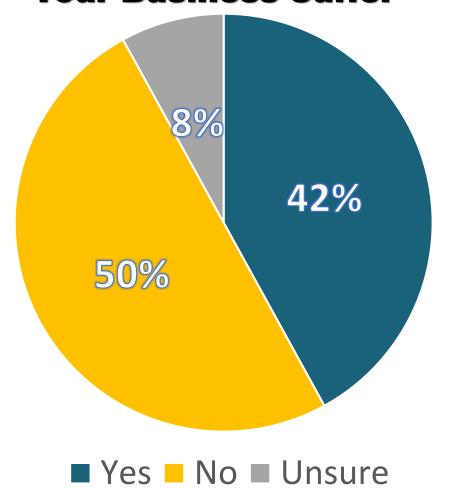


-12	53	41	Total
-6	48	42	East
-25	60	35	Midwest
-19	56	37	South
2	47	50	West
-16	54	39	2-9 Employees
-8	53	45	10-19 Employees
8	45	53	20-More Employees
-4	49	46	\$100K/Less Revenue
-24	58	34	\$100K-\$250K Revenue
-8	50	42	\$250K-\$500K Revenue
-16	55	40	500K-\$1 Million Revenue
-10	53	44	\$1 Million/More Revenue
-5	51	46	Female-Owned
29	32	61	Minority-Owned

Support

**Oppose** 

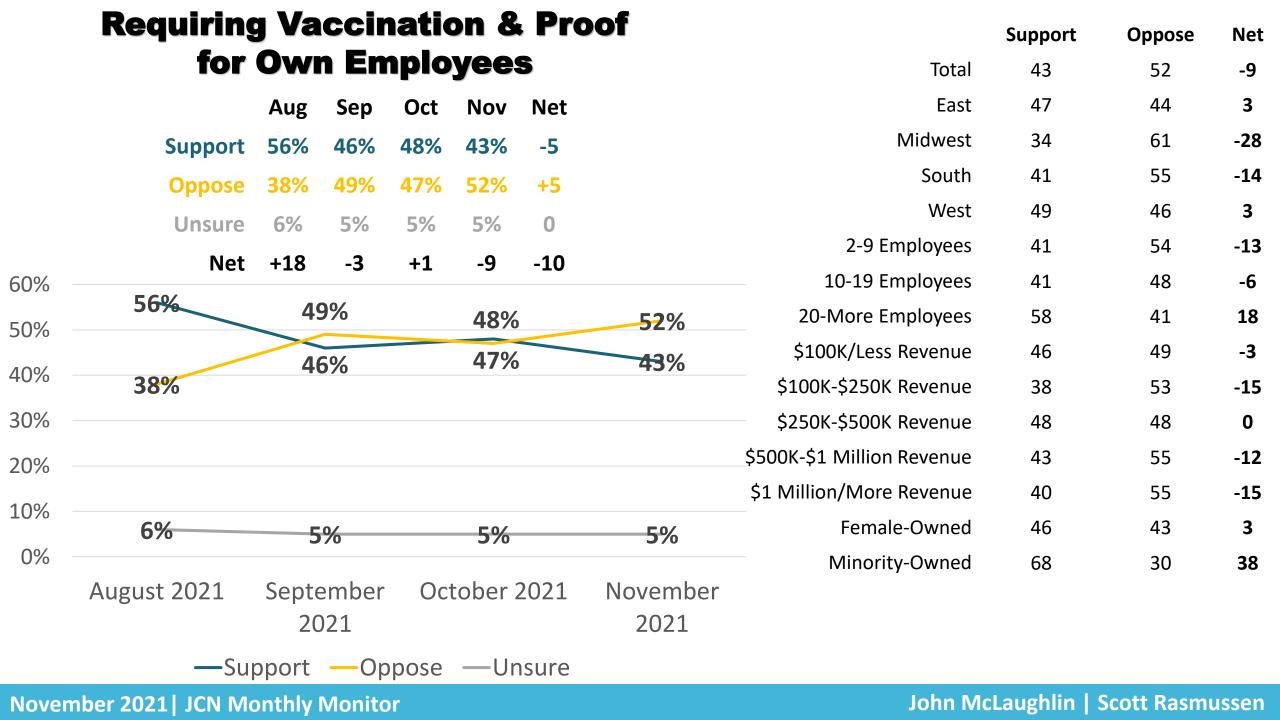
# Less Than 100 Employees: If Vaccine Mandate Expanded Would Your Business Suffer



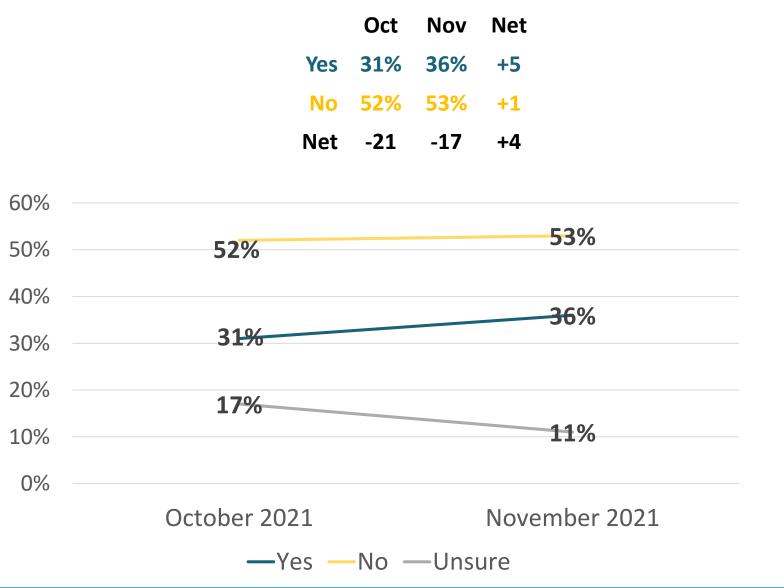
-8	50	42	Total
-8	45	37	East
-8	52	44	Midwest
5	44	49	South
-25	59	35	West
-16	54	38	2-9 Employees
26	31	57	10-19 Employees
24	36	60	20-More Employees
-13	52	39	\$100K/Less Revenue
-4	46	42	\$100K-\$250K Revenue
-15	53	38	\$250K-\$500K Revenue
-9	53	44	\$500K-\$1 Million Revenue
1	46	46	\$1 Million/More Revenue
-5	46	42	Female-Owned
-12	53	41	Minority-Owned

Yes

No

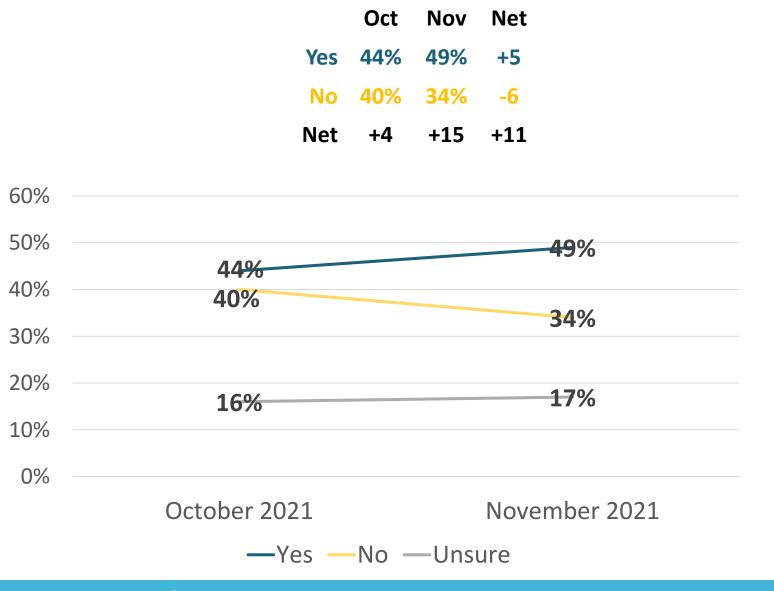


### Should Employers Be The Ones Required to Enforce Worker Vaccines



	Yes	No	Net
Total	36	53	-17
East	36	48	-12
Midwest	32	57	-25
South	33	56	-23
West	44	50	-6
2-9 Employees	35	53	-18
10-19 Employees	30	60	-30
20-More Employees	47	45	2
\$100K/Less Revenue	37	47	-10
\$100K-\$250K Revenue	33	51	-18
\$250K-\$500K Revenue	43	47	-4
\$500K-\$1 Million Revenue	40	53	-14
\$1 Million/More Revenue	28	65	-37
Female-Owned	44	45	-1
Minority-Owned	61	32	29

# If Your Business Is Required to Enforce Worker Vaccine Mandate, Will Employees Quit



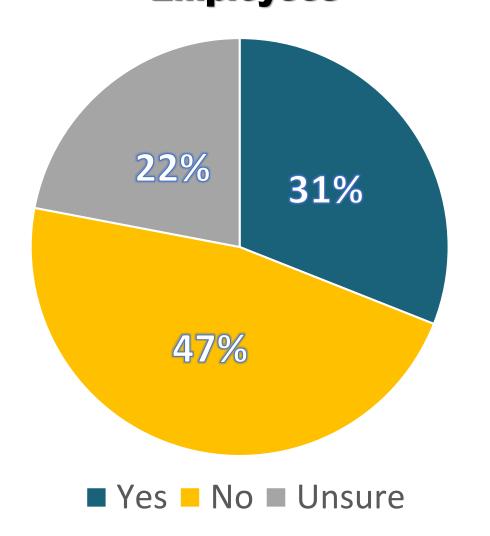
Net	No	Yes	
15	34	49	Total
18	31	50	East
20	28	48	Midwest
22	32	54	South
-1	45	44	West
8	37	45	2-9 Employees
57	17	74	10-19 Employees
31	28	59	20-More Employees
-7	46	39	\$100K/Less Revenue
36	22	59	\$100K-\$250K Revenue
0	41	40	\$250K-\$500K Revenue
25	31	56	\$500K-\$1 Million Revenue
20	32	52	\$1 Million/More Revenue
38	24	62	Female-Owned
10	36	46	Minority-Owned

Vac

No

Not

# If Your Business Is Subject to Vaccine Mandate, Would You Pass Costs to Employees



Total	31	47	-16
East	24	52	-27
Midwest	39	39	0
South	31	48	-18
West	30	50	-20
2-9 Employees	28	48	-20
10-19 Employees	38	43	-5
20-More Employees	45	45	0
\$100K/Less Revenue	29	54	-25
\$100K-\$250K Revenue	32	47	-15
\$250K-\$500K Revenue	24	46	-23
\$500K-\$1 Million Revenue	29	43	-14
\$1 Million/More Revenue	39	46	-7
Female-Owned	42	30	12
Minority-Owned	38	40	-2

Yes

No