

December 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 December 4-23, 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%.



December SBIQ: 55.0

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:

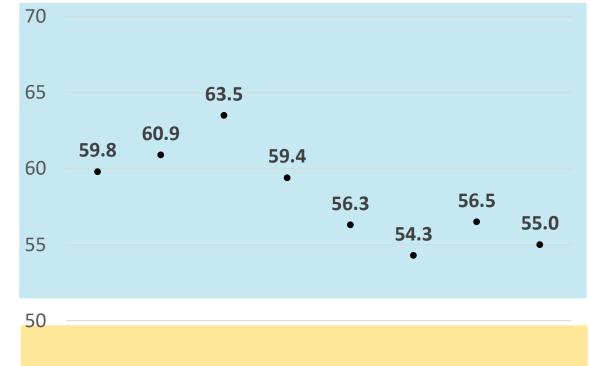
Current Conditions

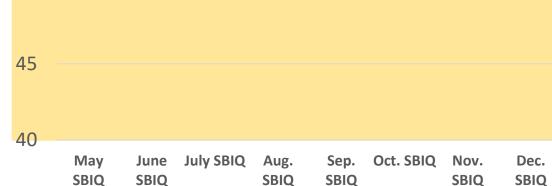
Future

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.



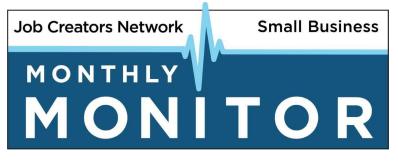


	May	June	July	Aug	Sep	Oct	Nov	Dec	Net
SBIQ	59.8	60.9	63.5	59.4	56.3	54.3	56.5	55.0	-1.5
Current Conditions	61.8	60.7	65.5	62.6	58.8	55.9	59.1	57.4	-1.7
Future Expectations	58.3	61.0	61.9	57.0	54.5	53.1	54.5	53.2	-1.3



Major Findings

- November's positive movement went in reverse. December's JCN SBIQ decreased from 56.5 to 55.0 (-1.5).
- "Current Conditions" decreased from 59.1 to 57.4 (-1.7) and "Future Expectations" had a similar decrease from 54.5 to 53.2 (-1.3).
- Despite the holiday season, optimism about the economy is depressed.
- Inflation remains the biggest concern along with the economy, covid, operating costs, supply chain, and taxes.
- Small business employers believe the Biden Administration's tax increases will hurt their business.
- They believe the Biden Administration hasn't done enough to fight inflation and supply chain disruptions.
 They think the Build Back Better bill would increase inflation.
- Small businesses remain fearful of covid mandates impacting their business.
- They oppose employee vaccine mandates. With vaccine mandates, small business employers expect to lose unvaccinated employees (by quitting or being forced to fire them) and they believe it will make it harder to find new employees.



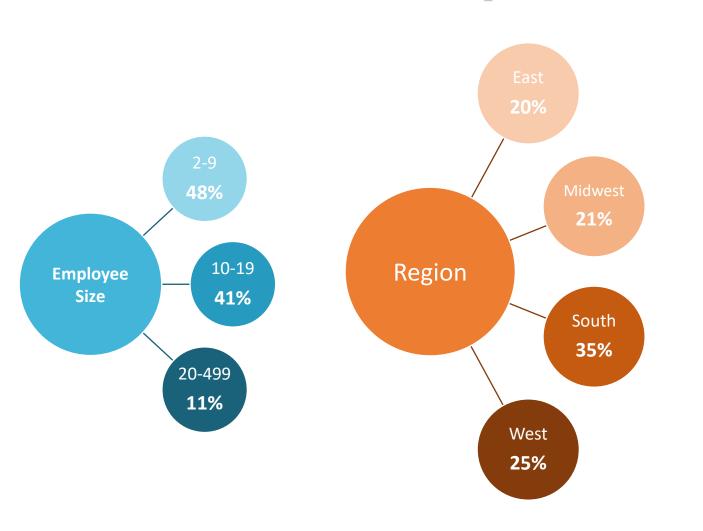
5 "So-What" Takeaways

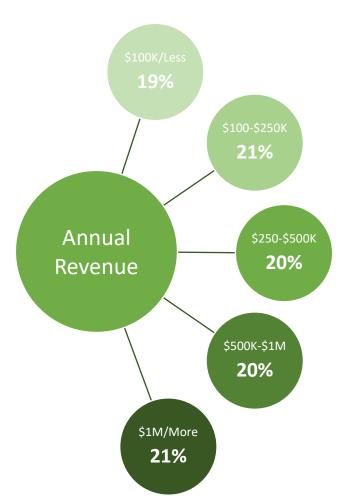
- 1. In December, the overall SBIQ (Small Business Intelligence Quotient) index dipped from a slight uptick in November, going from 56.5 to 55. The second lowest point since we started tracking in May. Primary drivers were concerns about inflation, supply chain, and COVID. What this means:

 Small businesses see storm clouds gathering and are feeling less optimistic now that some COVID restrictions are coming back, and vaccines aren't working as well as we had anticipated against variants.
- 2. Small businesses are still hurting from COVID. Among those who have suffered, 18 percent say they may never recover. This is even more pronounced among female and minority owned businesses where 33 percent and 38 percent say they may never recover, respectively. What this means: The optimism is dropping, as some small businesses start realizing their business may never be the same.
- 3. Inflation is still the biggest issue on small business owner's minds with 37 percent saying it's their biggest or second biggest concern. 70 percent of small businesses say the Biden administration isn't doing enough to fight inflation and 64 percent of them think the Build Back Better plan would increase inflation. What this means: The effects of inflation are not imaginary. Democrats' massive spending plans that will require the printing of more money will only increase inflation in the minds of small business owners.
- 4. 47 percent of small business owners think the US economy is going in a worse direction compared to only 32 percent who say it's going in a better direction. What this means: While the Administration likes to claim they have overwhelming support for their tax increases, vaccine mandates, and spending plans, small businesses don't think they will help them.
- 5. Only 18 percent of small business owners think the employer-enforced vaccine mandate will help small businesses. What this means: While we all want an end to the COVID nightmare, small businesses aren't convinced that employer-enforced mandates are the way to get there.

Small Business Employer Profile

Who are the 500 respondents?





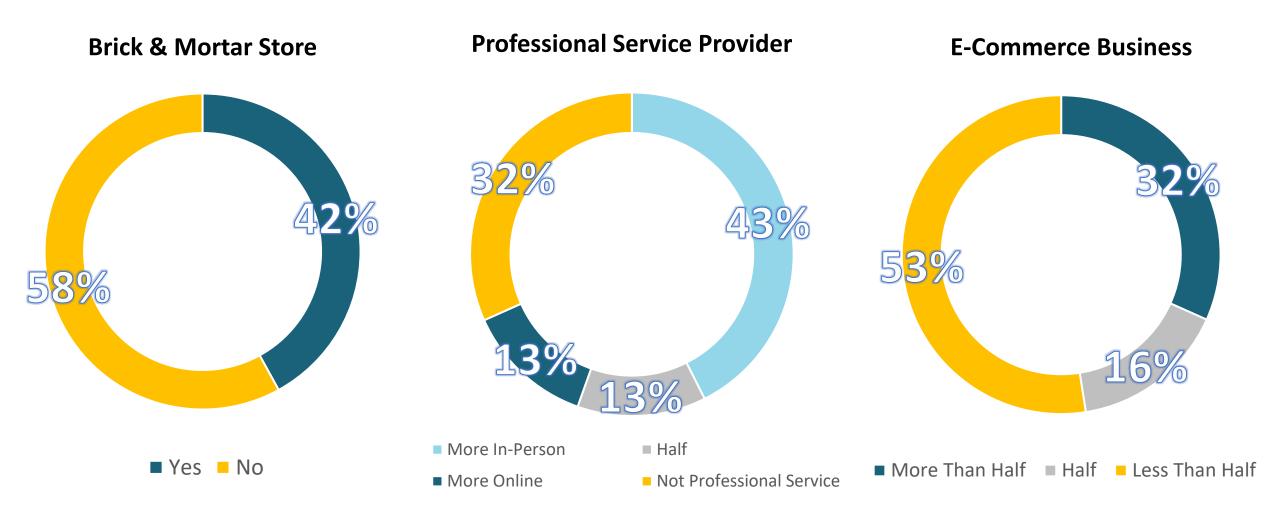
Minority
Owned
18%

Female Owned **20%**

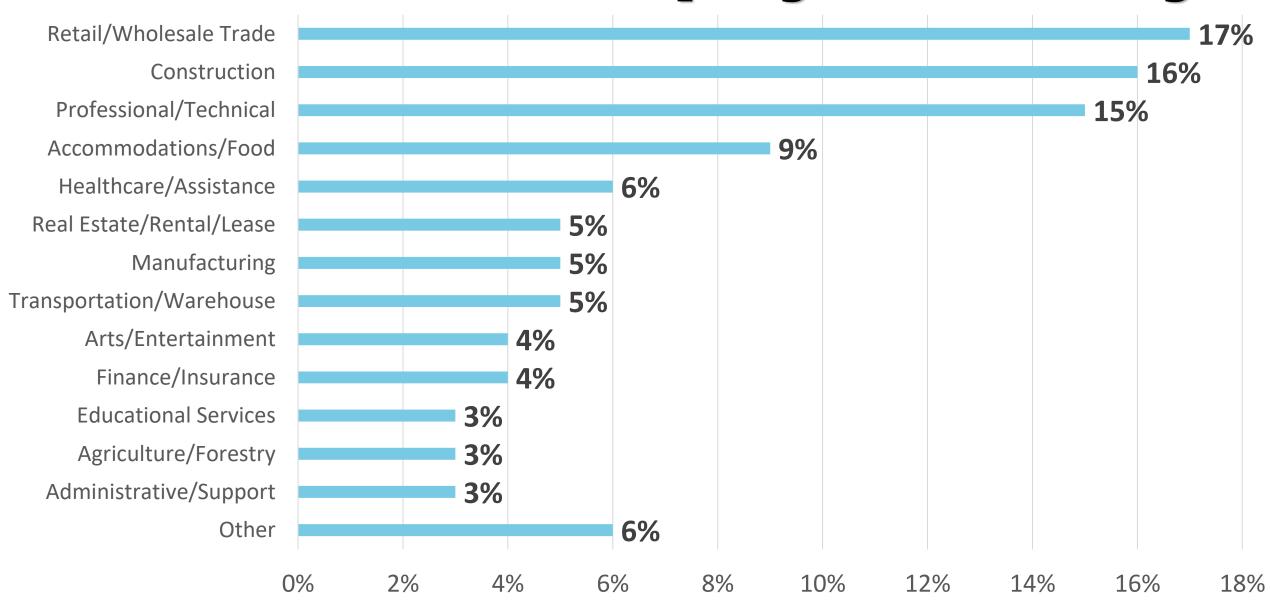
Veteran Owned **6%**

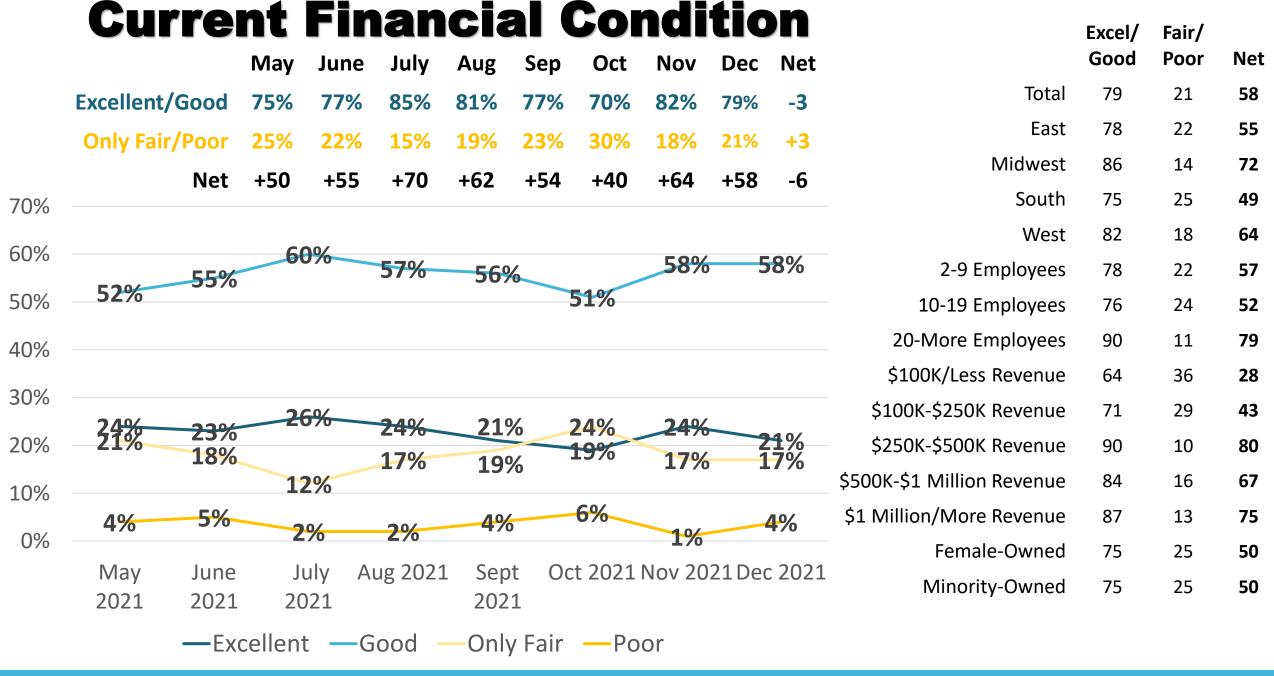
C-Corp 40% S-Corp 60%

Small Business Employer Profile



Small Business Employer Industry





Financial Condition Over Last Year

	May	June	July	Aug	Sep	Oct	Nov	Dec	Net		Better	Same	Worse	Net
Better	31%	37%	41%	39%	36%	36%	41%	40%	-1	Total	40	31	30	10
Same	35%	28%	29%	32%	29%	37%	34%	31%	-3	East	48	25	27	21
Worse	34%	35%	30%	29%	35%	27%	25%	30%	+5	Midwest	38	28	34	4
Net	-3	-2	+11	+10	+1	+9	+16	+10	-6	South	35	36	29	7
										West	41	30	29	12
	3	7%	41%	39%	200/	37%	4	L%	40 %	2-9 Employees	39	32	29	10
35° 34°	3	E 0/	30%		36% 35%	36%		1%		10-19 Employees	50	19	31	18
31	%		29%	32% 29%	29%				36 %	20-More Employees	40	28	32	7
		0/0				27%	2!	5%		\$100K/Less Revenue	42	28	30	12
										\$100K-\$250K Revenue	39	27	35	4
										\$250K-\$500K Revenue	38	48	15	23
										\$500K-\$1 Million Revenue	39	19	42	-4
										\$1 Million/More Revenue	42	31	27	15
										Female-Owned	42	22	36	6
Ma 202	•		July 2021	Aug 2021	Sept 2021	Oct 202		ov)21	Dec 2021	Minority-Owned	46	23	32	14
		— Е	Better	—Sam	ne	Norse								

Financial Condition Next 3-Months

		May	June	July	Aug	Sep	Oct	Nov	Dec	Net		Better	Same	Worse	Net
	Better	61%	66%	62%	53%	51%	55%	59%	50%	-9	Total	50	37	13	37
	Same	34%	28%	32%	40%	41%	36%	32%	37%	+5	East	44	47	10	34
	Worse	5 %	6%	6%	7 %	8%	10%	9%	13 %	+4	Midwest	46	40	14	32
	Net	+56	+60	+56	+46	+43	+45	+50	+37	-13	South	49	35	16	32
70%		66	0.4								West	61	30	9	53
60%	61%	66		2 %				50 0			2-9 Employees	50	37	13	37
0070	0 = 70				3%		55%	59 %	0		10-19 Employees	63	25	12	52
50%					3 /0	51%			50	9%	20-More Employees	42	46	11	31
40%					10%	41%			2-	70/	\$100K/Less Revenue	59	29	11	48
200/	34%		32	2%			36%	32%		7 %	\$100K-\$250K Revenue	51	32	17	35
30%		28		-, -							\$250K-\$500K Revenue	42	50	8	34
20%											\$500K-\$1 Million Revenue	48	37	14	34
10%						00/	10%	9%	13	8%	\$1 Million/More Revenue	51	37	12	39
	5%	6%	6	%	7%	8%	2070	3/0			Female-Owned	47	42	10	37
0%	May 202	21 June 2	2021 July	2021 Au	g 2021 S	Sept2021	Oct 2021	Nov 20)21 Dec	2021	Minority-Owned	54	36	9	45
			— Ве	tter –	–Same		orse								

Sales & Revenues Next 3-Months

	May	June	July	Aug	Sep	Oct	Nov	Dec	Net		Incr.	Same	Decr.	Net
Increase	59%	67%	66%	56%	53%	54%	60%	54%	-6	Total	54	33	13	41
Same	35%	26%	28%	36%	37%	34%	31%	33%	+2	East	48	41	12	36
Decrease	6%	7%	6%	8%	10%	12%	9%	13%	+4	Midwest	54	35	11	44
										South	52	30	18	34
Net	+53	+60	+60	+48	+43	+42	+51	+41	-10	West	60	29	11	49
										2-9 Employees	51	34	15	37
	67%	66%						_		10-19 Employees	63	28	10	53
59%			56	%	3%	54%	60%		4%	20-More Employees	61	31	9	52
					3 /0	0 170				\$100K/Less Revenue	55	30	15	41
35%			36	% 3	7%	34%		. 2	3%	\$100K-\$250K Revenue	53	27	20	33
337	26%	28%				J470	31%	0	3 70	\$250K-\$500K Revenue	56	36	9	47
								4	30/	\$500K-\$1 Million Revenue	50	38	12	38
6%	7%	6%	8%	6 1	0%	12%	9%	1.	3%	\$1 Million/More Revenue	53	35	12	41
										Female-Owned	46	37	18	28
May 2021	June 2021	July 2021	Au 202	_	ept 021	Oct 2021	Nov 202:		ec)21	Minority-Owned	53	31	16	38
	—Ir	ncrease	e —S	ame	—De	crease								

Prof	iita	bili	ty I	Nez	ct 1	 2- 	Voi	nth	S		Profit	Same	Lose	Net
	May	June	July	Aug	Sep	Oct	Nov	Dec	Net	Total	68	23	9	59
Earn Profit	69%	75 %	74%	66%	66%	68%	74%	68%	-6	East	70	25	6	64
Break Even	26%	20%	23%	30%	28%	27%	20%	23%	+3	Midwest	67	26	7	60
Lose Money	6%	5%	3%	5%	5%	5%	6%	9%	+3	South	65	27	9	56
Net	+63	+70	+71	+61	+61	+63	+68	+59	-9	West	72	15	13	59
		. 70	.,_	.01	. 01		. 00	. 33		2-9 Employees	68	23	9	59
69%	75%	74%		, ,		68%	74%		8%	10-19 Employees	66	26	8	58
			669	6 6	6%	00/0		00	3 / 0	20-More Employees	67	22	11	56
										\$100K/Less Revenue	62	31	7	55
										\$100K-\$250K Revenue	62	23	15	47
			30%		•••					\$250K-\$500K Revenue	66	30	4	62
26%	20%	23%	307	0 2	8%	27%	20%		3%	\$500K-\$1 Million Revenue	72	14	14	58
•	20%						20%		0.4	\$1 Million/More Revenue	77	18	5	72
6%	5%	3%	5%	5	%	5%	6%	9	%	Female-Owned	62	30	9	53
May .	June	July	Aug	g So	ept	Oct	Nov	D	ec	Minority-Owned	63	26	11	52
,	2021	2021	202		021	2021	2021	L 20)21					
—Е	arn Pro	ofit –	-Brea	k Ever	<u> </u>	ose V	loney							

80%

70%

60%

50%

40%

30%

20%

10%

0%

	mpi	Oyii			CAL	: 3-M		III3			Incr.	Same	Decr.
	May	June	July	Aug	Sep	Oct	Nov	Dec	Net	Total	31	63	7
Increase	25%	31%	30%	25%	25%	28%	31%	31%	0	East	27	72	2
Same	70%	66%	68%	72%	70%	66%	66%	63%	-3	Midwest	33	61	6
ecrease	5%	3%	2%	4%	5%	5%	3%	7 %	+4	South	30	61	10
Net	+20	+28	+28	+21	+20	+23	+28	+24	-4	West	34	59	7
										2-9 Employees	26	67	7
70%		68%	72	%	70%					10-19 Employees	52	42	6
	66%		0			66%	66%	639	%	20-More Employees	45	49	6
										\$100K/Less Revenue	32	62	7
										\$100K-\$250K Revenue	24	65	11
	31%	30%	/_				31%	31 9	%	\$250K-\$500K Revenue	29	69	3
25%	2270	307		% 2	25%	28 %	31/0			\$500K-\$1 Million Revenue	34	60	7
										\$1 Million/More Revenue	37	57	7
5%	3%	2%	4	%	5%	5%	3%	7 %	6	Female-Owned	32	57	12
May	June	July		ug (Sept	Oct2021	Nov	De	C	Minority-Owned	39	52	10
2021	2021	•		_	2021		2021	202					
		Increas	- 02	Samo	D	ecrease							

Emp	loye	e W	age	s/Ho	urs	Nex	t 3-l	Mon	ths				,	
	May	June	July	Aug	Sep	Oct	Nov	Dec	Net		Incr.	Same	Decr.	Net
	•		•		_					Total	34	61	5	29
Increase	29%	39%	36%	28%	29%	34%	36%	34%	-2	East	31	64	6	26
Same	65%	59%	62%	69%	67%	61%	60%	61%	+1	Midwest	46	53	2	44
Decrease	6%	2%	2%	3%	4%	5%	5%	5%	0	South	32	60	8	25
Net	+23	+37	+34	+25	+25	+29	+31	+29	-2	West	30	65	5	26
										2-9 Employees	31	63	5	26
CE0/			6	9%	67%					10-19 Employees	49	45	7	42
65%	59%	62%	6		01/0	61%	60	%	61 %	20-More Employees	42	56	2	40
										\$100K/Less Revenue	32	62	6	27
	39%							0/		\$100K-\$250K Revenue	30	62	8	23
29%		36 %		8%	29%	34%	36	%	34%	\$250K-\$500K Revenue	40	60	-	40
				3 /0						\$500K-\$1 Million Revenue	31	64	5	27
										\$1 Million/More Revenue	36	56	8	29
6%	2%	7%	, 3	3%	4%	5%	5%	%	5%	Female-Owned	31	61	8	23

Nov

2021

Dec

2021

—Increase —Same Decrease

3%

Aug

2021

2%

July

2021

4%

Sept

2021

Oct

2021

49

8

9

34

43

Minority-Owned

2%

June

2021

80%

70%

60%

50%

40%

30%

20%

10%

0%

May

2021

	Pan	der	nic	lmp	act	on	Re	ven	ues	5			No		
		May	June	July	Aug	Sep	Oct	Nov	Dec	Net		Pos.	Impact	Neg.	Net
	Positive	25%	25%	25%	27%	19%	24%	23%	22%	-1	Total	22	28	51	-29
											East	18	37	45	-26
	No Impact	27%	27%	29%	26%	23%	26%	25%	28%	+3	Midwest	23	22	55	-33
	Negative	48%	48%	46%	47%	58%	50%	52 %	51%	-1	South	19	30	51	-32
	Net	-23	-23	-21	-20	-39	-26	-29	-29	0	West	28	22	51	-23
70%											2-9 Employees	18	30	52	-33
60%					5	8%					10-19 Employees	37	20	43	-5
50%	48%	48%		47			50%	52 %	6 5	1%	20-More Employees	32	19	49	-17
40%	40/0	40/0	46%	47	%						\$100K/Less Revenue	25	26	49	-24
							260/				\$100K-\$250K Revenue	20	27	53	-34
30%	27% 25%	27% 25%	29% 25%	27		3%	26%	25%		8%	\$250K-\$500K Revenue	23	32	45	-22
20%				26	70	9%	24%	23%	2	2%	\$500K-\$1 Million Revenue	15	26	59	-44
10%											\$1 Million/More Revenue	26	27	47	-21
0%											Female-Owned	28	20	52	-24
070	May	June	July	Au	ig S	ept	Oct	Nov	/ D	ec ec	Minority-Owned	32	21	48	-16
	2021	2021	2021		_	021	2021	202	1 20	021					
		—Pos	sitive	—No	Impact	t —N	legati	ve							

Pandemic Recovery (if negative impact)

	July Total	Aug Total	Sep Total	Oct Total	Nov Total	Dec Total	East	Mid west	South	West	2-9 Employ	10-19 Employ	20-More Employ
Already Full Recovery	10%	8%	11%	6%	14%	4%	2%	6%	4%	1%	3%	7%	7%
Recovery Next 6-Months	39%	33%	26%	38%	35%	32%	33%	28%	21%	48%	31%	27%	39%
Recovery After 6-Months	44%	49%	49%	41%	33%	47%	49%	57%	47%	36%	47%	51%	41%
May Never Fully Recover	7%	9%	14%	15%	18%	18%	16%	9%	28%	14%	19%	16%	13%

	\$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	2%	0%	6%	4%	6%	1%	2%	9%	1%
Recovery Next 6-Months	32%	33%	22%	35%	34%	23%	16%	34%	30%
Recovery After 6-Months	42%	34%	65%	52%	44%	43%	44%	44%	48%
May Never Fully Recover	24%	34%	7%	10%	15%	33%	38%	12%	21%

Pandemic Loans

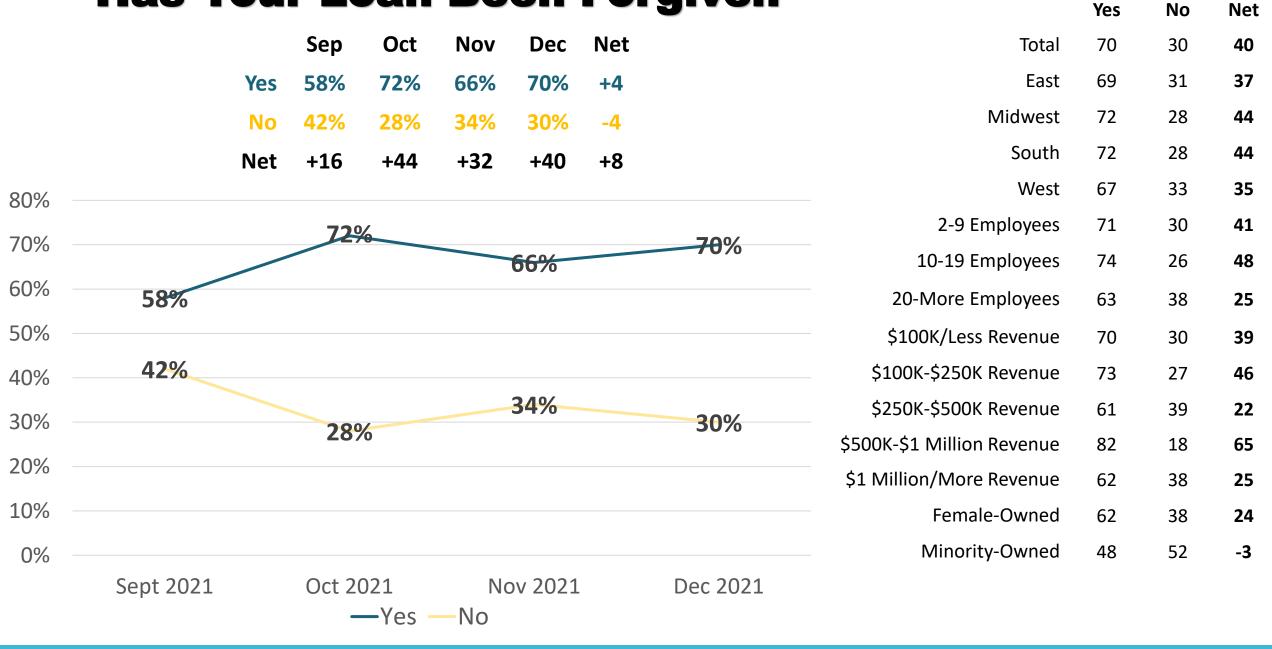
	May	June	e July	Aug	Sep	Oct	Nov	Dec	Net	Total	41	59
Yes	38%	36%	41%	35%	37%	33%	38%	41%	+3	East	36	64
No	62 %	64%	6 59%	65%	63%	67%	62 %	59%	-3	Midwest	38	62
Net	-24	-28	-18	-30	-26	-34	-24	-18	+6	South	34	66
										West	56	44
										2-9 Employees	34	66
62%	6	4%		65%	63%	6	7%	62%		10-19 Employees	70	30
02/0	0		59%					02/0	59%	20-More Employees	63	37
										\$100K/Less Revenue	33	68
38%	3	6%	41%	35%	379	6	204	38%	41 %	\$100K-\$250K Revenue	30	70
				3370			3%			\$250K-\$500K Revenue	43	57
										\$500K-\$1 Million Revenue	52	48
										\$1 Million/More Revenue	45	55
										Female-Owned	53	47
May	/ Ju	ine J	July 2021	LAug 202	21 Sep	t Oct	2021	Nov	Dec 2021	Minority-Owned	52	48
2021	1 20	021	-	—Yes	202 —No	1		2021				

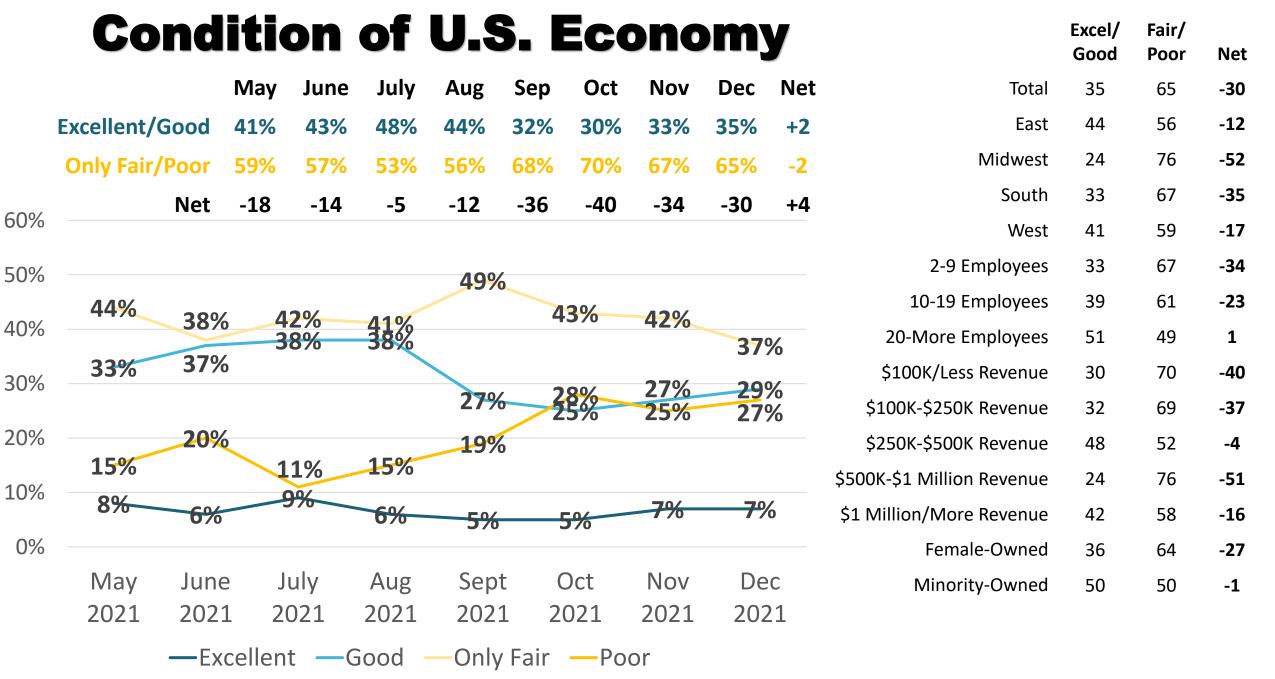
Yes

No

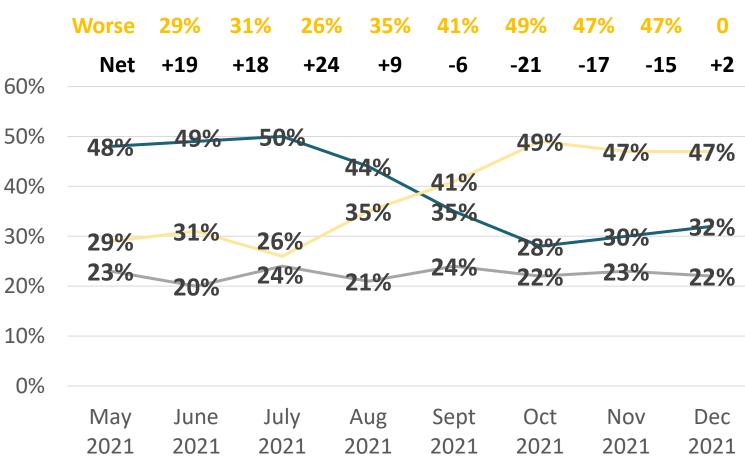
Net

Has Your Loan Been Forgiven





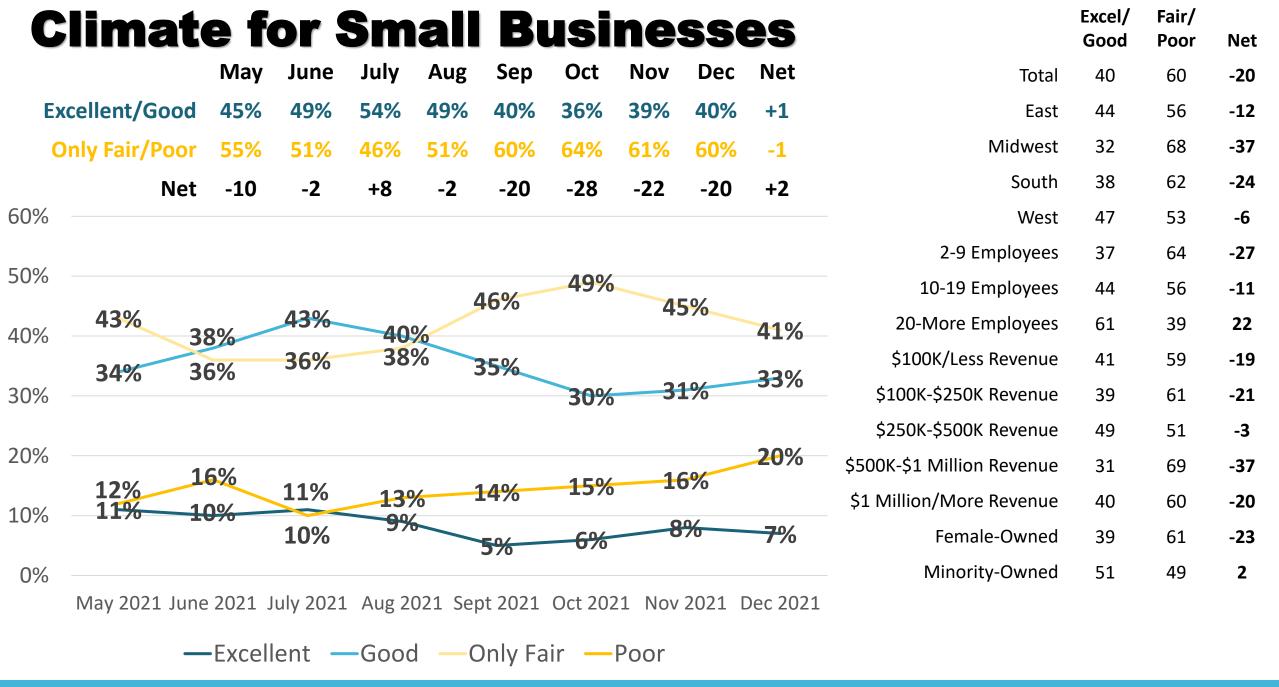
Dire	ect	tior	1 0	f U	. S.	E	cor	or	ny
	May	June	July	Aug	Sep	Oct	Nov	Dec	Net
Better	48%	49%	50%	44%	35%	28%	30%	32%	+2
Same	23%	20%	24%	21%	24%	22%	23%	22%	-1



Better —Same

Worse

"		Better	Same	Worse	Net
t	Total	32	22	47	-15
	East	31	23	45	-14
	Midwest	25	23	52	-27
•	South	30	22	48	-18
	West	40	19	41	-1
•	2-9 Employees	28	23	50	-22
	10-19 Employees	46	9	46	0
Ó	20-More Employees	47	27	26	21
	\$100K/Less Revenue	32	21	47	-15
, D	\$100K-\$250K Revenue	31	20	49	-18
,)	\$250K-\$500K Revenue	38	22	40	-2
)	\$500K-\$1 Million Revenue	24	27	49	-25
	\$1 Million/More Revenue	34	18	48	-14
	Female-Owned	36	20	44	-8
	Minority-Owned	49	16	35	14
L					



Di	rect	tion	of C	lima	ate f	or S	mall	Bus	sine	sses		Better	Same	Worse	Net
		May	June	July	Aug	Sep	Oct	Nov	Dec	Net	Total	33	27	40	-7
В	etter	44%	46%	47%	38%	30%	28%	32%	33%	+1	East	37	28	36	1
S	Same	31%	26%	32%	32%	32%	32%	32%	27%	-5	Midwest	19	35	46	-27
W	orse/	25%	28%	21%	30%	38%	40%	37%	40%	+3	South	34	24	42	-9
	Net	+19	+18	+26	+8	-8	-12	-5	-7	-2	West	42	24	35	7
50%											2-9 Employees	29	27	44	-14
45%	449	4	6%	47%							10-19 Employees	46	21	33	12
40%	200/ 200/ 40% 40%				20-More Employees	50	29	21	30						
35%				220/		220	1/	20/	37%	33 %	\$100K/Less Revenue	33	31	37	-4
30%	319	% 28	8%	32%	32°	/0		2% 8%	32%	27%	\$100K-\$250K Revenue	33	18	50	-17
25%	259	% 2	26%	210/		307	70 —			2//0	\$250K-\$500K Revenue	40	25	35	5
20%				21%							\$500K-\$1 Million Revenue	25	37	38	-13
15%											\$1 Million/More Revenue	36	24	40	-4
10% 5%											Female-Owned	36	22	42	-7
0%											Minority-Owned	51	14	35	16
370	May 2		021	ily 2021 Better		202	1		ov 2021	Dec 2021					
Dece	mber 2	2021 J	CN Mo	nthly M	lonitor						John Mcl	aughlin	Scot	t Rasmu	ssen

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

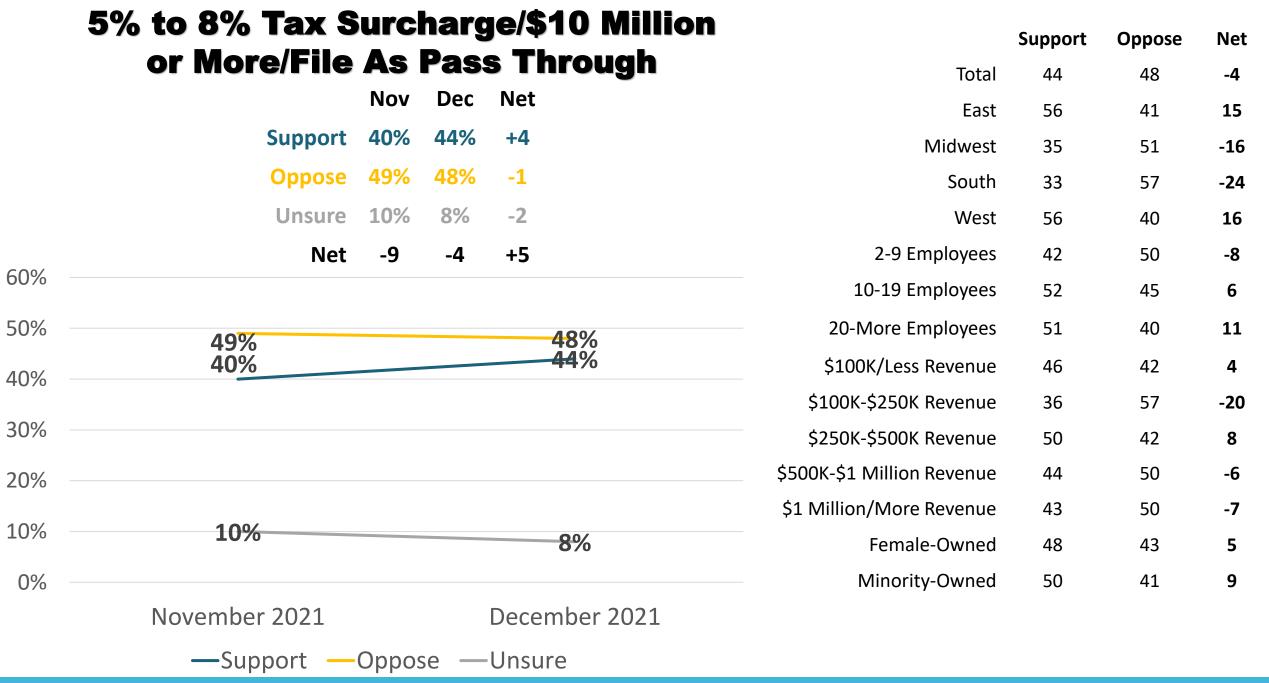
	May	June	July	August	September	October	November	December
Higher Prices/Inflation	**	32%	36%	35%	33%	40%	40%	37%
Economy/Client Spending	36%	25%	23%	24%	25%	24%	26%	26%
Covid Restrictions/Sales	25%	15%	16%	21%	20%	14%	13%	20%
General Operating Costs	28%	24%	25%	20%	23%	21%	20%	19%
Available Workers	12%	12%	11%	15%	14%	13%	15%	18%
Supply-Chain Disruptions	14%	15%	16%	14%	13%	17%	19%	17%
Taxes	26%	21%	16%	17%	18%	18%	15%	13%
Government Regulations	17%	12%	11%	13%	13%	11%	10%	10%
Gas Prices	**	**	**	**	6%	11%	9%	9%
Political Climate	13%	15%	14%	14%	16%	12%	12%	8%
Interest Rates	6%	6%	6%	3%	2%	5%	4%	6%
Expansion Costs	7%	7%	5%	5%	7%	5%	5%	6%
Healthcare Costs	12%	11%	12%	10%	4%	5%	6%	5%
Loan Accessibility	6%	3%	2%	3%	2%	2%	2%	3%
Compensation/Insurance	**	3%	7%	7%	4%	3%	4%	2%

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

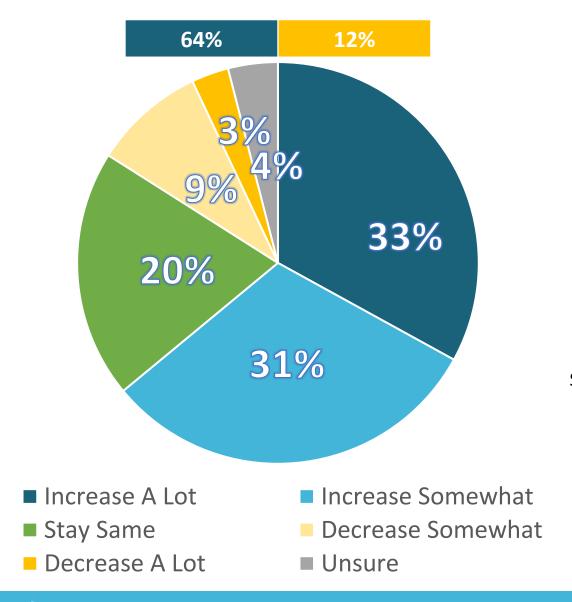
July Aug Sep Oct Nov Dec Net

Help							
пеір	24%	26%	18%	20%	16%	20%	+4
No Impact	19%	18%	16%	17%	20%	20%	0
Hurt	54%	51%	60%	58%	57%	56%	-1
Net	-30	-25	-42	-38	-41	-36	+5
			50%	589		F70/	
54%	51%			367	70	57%	
24 % 19%	26 %		L8%	20%		20%	
19/0	18%		L6%	17 %	0	16%	

		NO		
	Help	Impact	Hurt	Net
Total	20	20	56	-36
East	25	40	32	-7
Midwest	12	9	72	-60
South	21	14	62	-41
West	23	21	53	-30
2-9 Employees	18	20	57	-39
10-19 Employees	24	20	55	-31
20-More Employees	32	22	46	-15
\$100K/Less Revenue	23	18	53	-31
\$100K-\$250K Revenue	17	18	61	-44
\$250K-\$500K Revenue	24	23	46	-21
\$500K-\$1 Million Revenue	22	22	54	-32
\$1 Million/More Revenue	16	19	64	-48
Female-Owned	26	20	47	-21
Minority-Owned	28	26	36	-7



Build Back Better Increase Inflation



Total	64	20	12	52
	-			
East	54	27	13	40
Midwest	72	12	14	58
South	68	18	9	59
West	62	25	12	50
2-9 Employees	67	18	11	56
10-19 Employees	64	24	10	53
20-More Employees	48	35	16	31
\$100K/Less Revenue	55	24	14	41
\$100K-\$250K Revenue	74	9	12	63
\$250K-\$500K Revenue	67	21	8	60
\$500K-\$1 Million Revenue	63	21	14	49
\$1 Million/More Revenue	61	27	10	51
Female-Owned	58	19	19	39
Minority-Owned	61	19	15	46

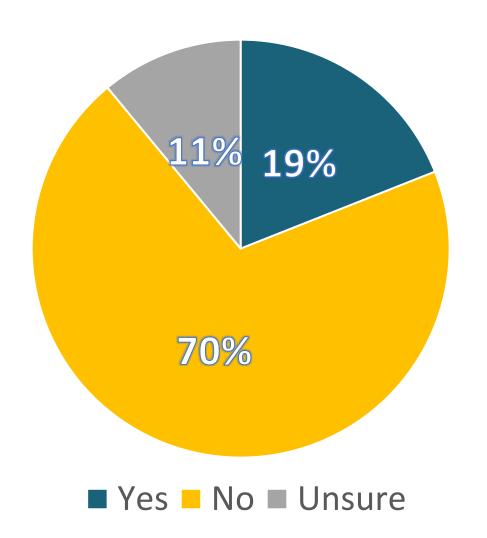
Increase

Same

Decrease

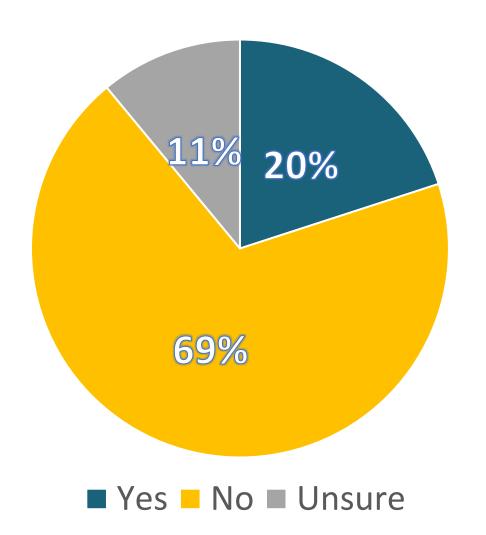
Net

Biden Administration Doing Enough to Combat Inflation



	Yes	No	Net
Total	19	70	-51
East	25	56	-31
Midwest	10	79	-69
South	16	78	-61
West	27	63	-37
2-9 Employees	17	71	-54
10-19 Employees	27	66	-39
20-More Employees	27	65	-38
\$100K/Less Revenue	14	71	-56
\$100K-\$250K Revenue	16	71	-55
\$250K-\$500K Revenue	28	65	-36
\$500K-\$1 Million Revenue	12	73	-61
\$1 Million/More Revenue	25	70	-45
Female-Owned	25	65	-40
Minority-Owned	37	52	-16

Biden Administration Doing Enough to Help Supply Chain Problems

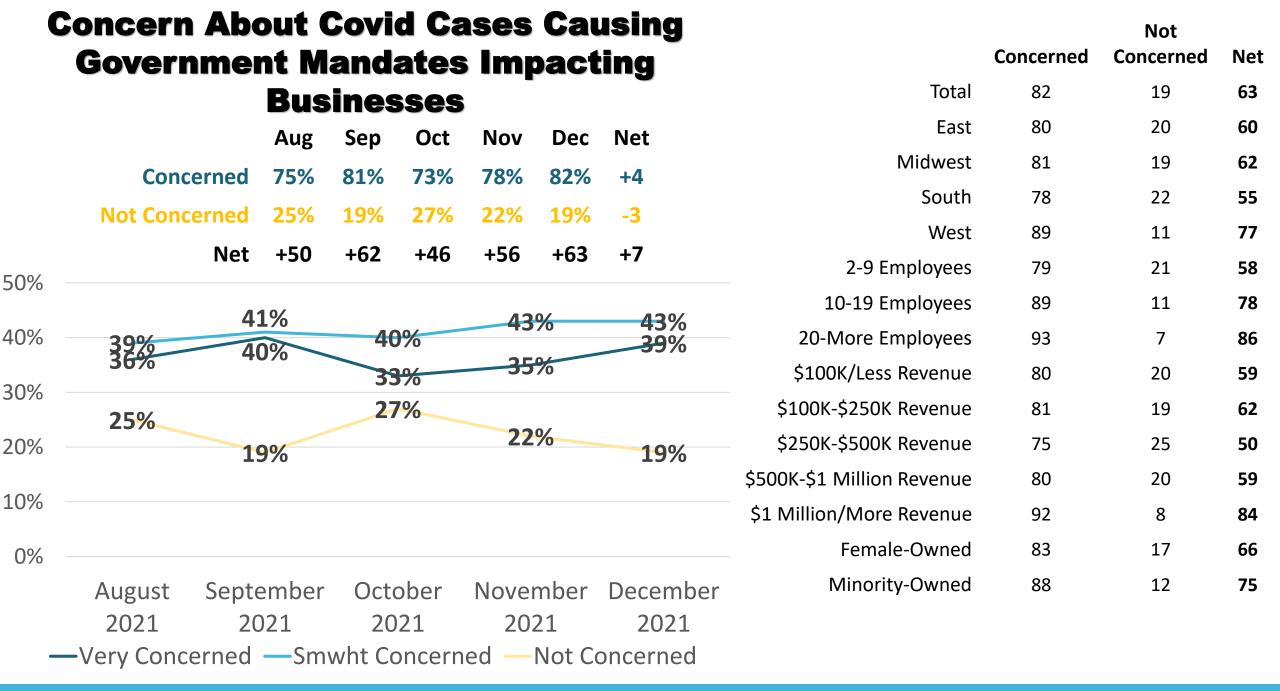


	103	110	
Total	20	69	-49
East	31	48	-18
Midwest	12	78	-66
South	16	76	-59
West	24	67	-43
2-9 Employees	18	69	-51
10-19 Employees	26	71	-45
20-More Employees	31	62	-32
\$100K/Less Revenue	13	71	-57
\$100K-\$250K Revenue	21	69	-48
\$250K-\$500K Revenue	26	63	-37
\$500K-\$1 Million Revenue	17	69	-52
\$1 Million/More Revenue	24	72	-47
Female-Owned	25	63	-38
Minority-Owned	36	58	-22

Yes

No

Net

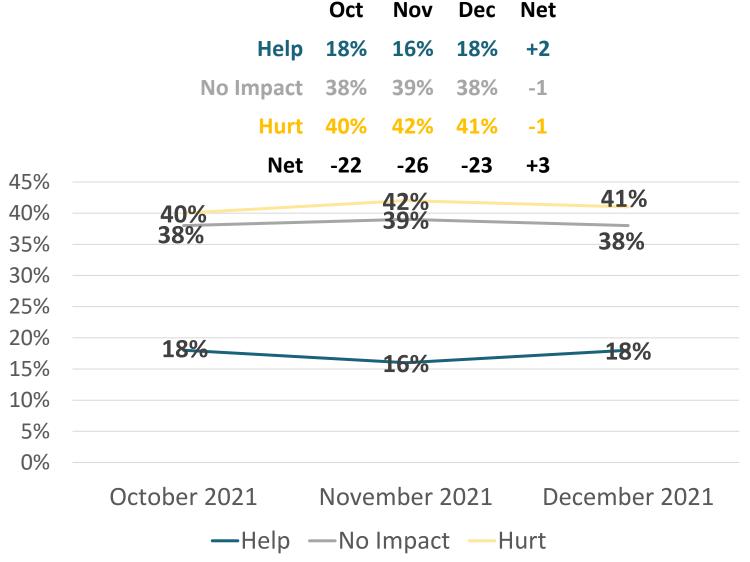


Future Lockdowns w/Business Restrictions No Help **Impact** Hurt Net **Help/Hurt Small Business: Total** 15 12 -57 Sep Aug Oct Nov Dec Net East 17 13 69 -52 14% 11% 13% Help 19% **15%** +2 Midwest 5 88 5 -83 No Impact 15% 8% 12% 15% -3 South 12 18 68 -50 64% **76%** Hurt **75%** +2 West 18 15 66 -48 -45 -62 0 -64 -57 -57 Net 2-9 Employees 12 11 75 -63 80% 76% 75% 10-19 Employees 27 9 64 -38 72% 70% 70% 64% 20-More Employees 26 19 56 -30 60% \$100K/Less Revenue 13 23 61 -38 50% \$100K-\$250K Revenue 14 11 75 -61 40% \$250K-\$500K Revenue 12 9 76 -64 30% \$500K-\$1 Million Revenue 15 10 76 -61 20% 19% **12% 15% 15%** 14% **13% 12**% \$1 Million/More Revenue 13 15 -59 10% 8% Female-Owned 0% 21 12 66 -45 November Minority-Owned 33 8 59 December -25 August September October 2021 2021 2021 2021 2021

Hurt

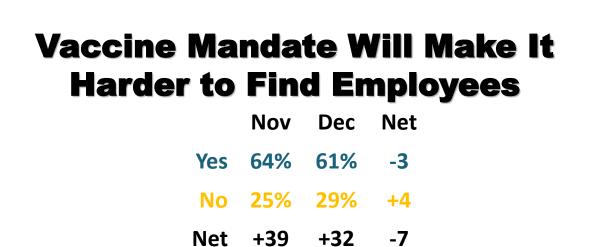
—Help —No Impact

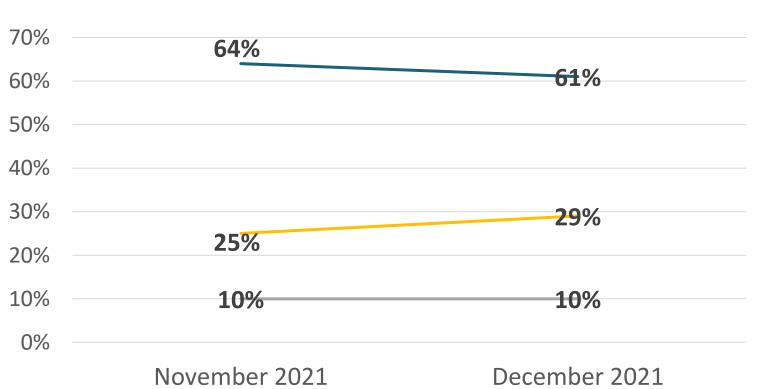
Government Requires Businesses to Verify Workers' Covid Vaccine Help/Hurt Small Business:



	Help	Impact	Hurt	Net
Total	18	38	41	-23
East	21	51	26	-4
Midwest	12	30	57	-45
South	14	33	47	-33
West	26	43	30	-4
2-9 Employees	17	41	39	-22
10-19 Employees	30	18	50	-20
20-More Employees	20	34	44	-24
\$100K/Less Revenue	22	33	40	-18
\$100K-\$250K Revenue	19	33	46	-28
\$250K-\$500K Revenue	14	45	39	-25
\$500K-\$1 Million Revenue	13	51	31	-19
\$1 Million/More Revenue	23	29	45	-22
Female-Owned	27	28	41	-15
Minority-Owned	29	16	51	-22

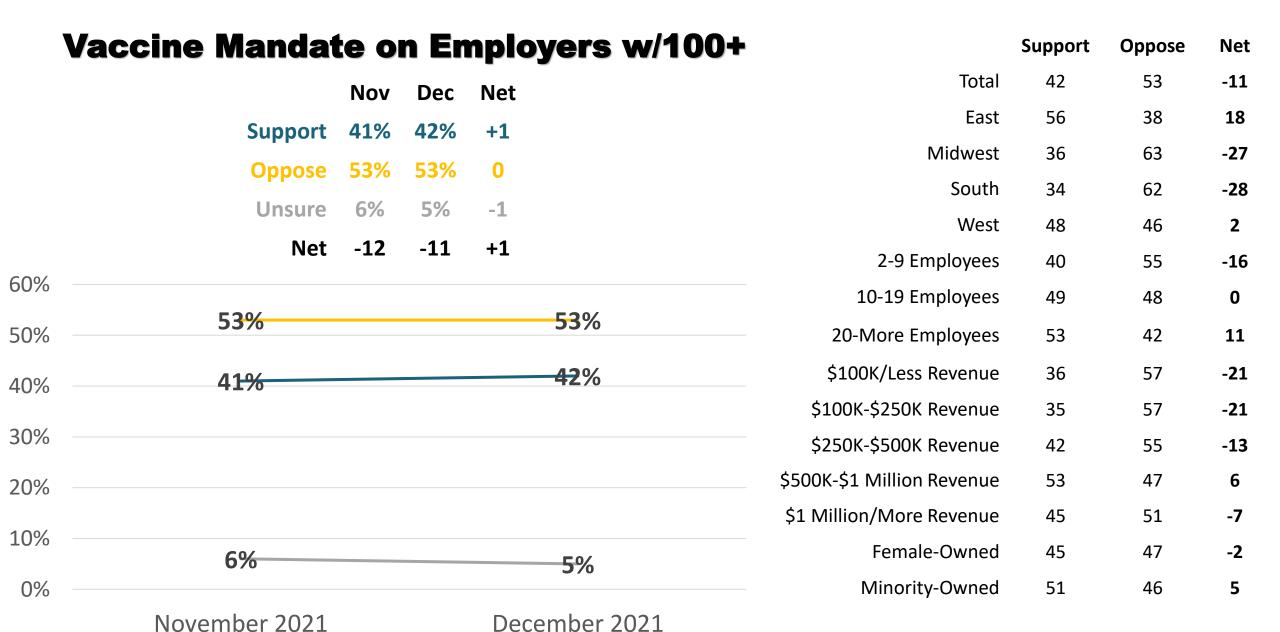
No





—Yes —No —Unsure

	Yes	No	Net
Total	61	29	32
East	40	47	-7
Midwest	73	17	56
South	66	25	41
West	60	32	29
2-9 Employees	60	29	31
10-19 Employees	70	20	50
20-More Employees	58	37	20
\$100K/Less Revenue	64	24	40
\$100K-\$250K Revenue	65	30	36
\$250K-\$500K Revenue	58	30	28
\$500K-\$1 Million Revenue	54	35	19
\$1 Million/More Revenue	61	28	34
Female-Owned	68	27	42
Minority-Owned	72	25	47

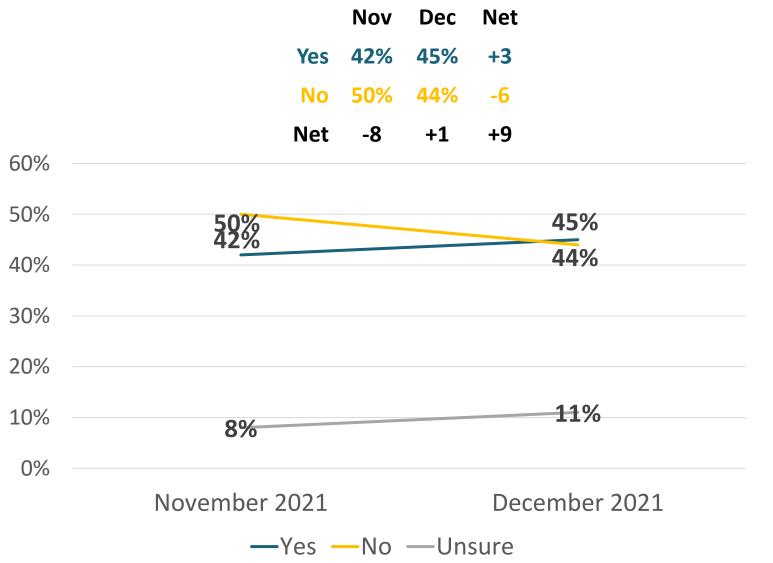


—Support

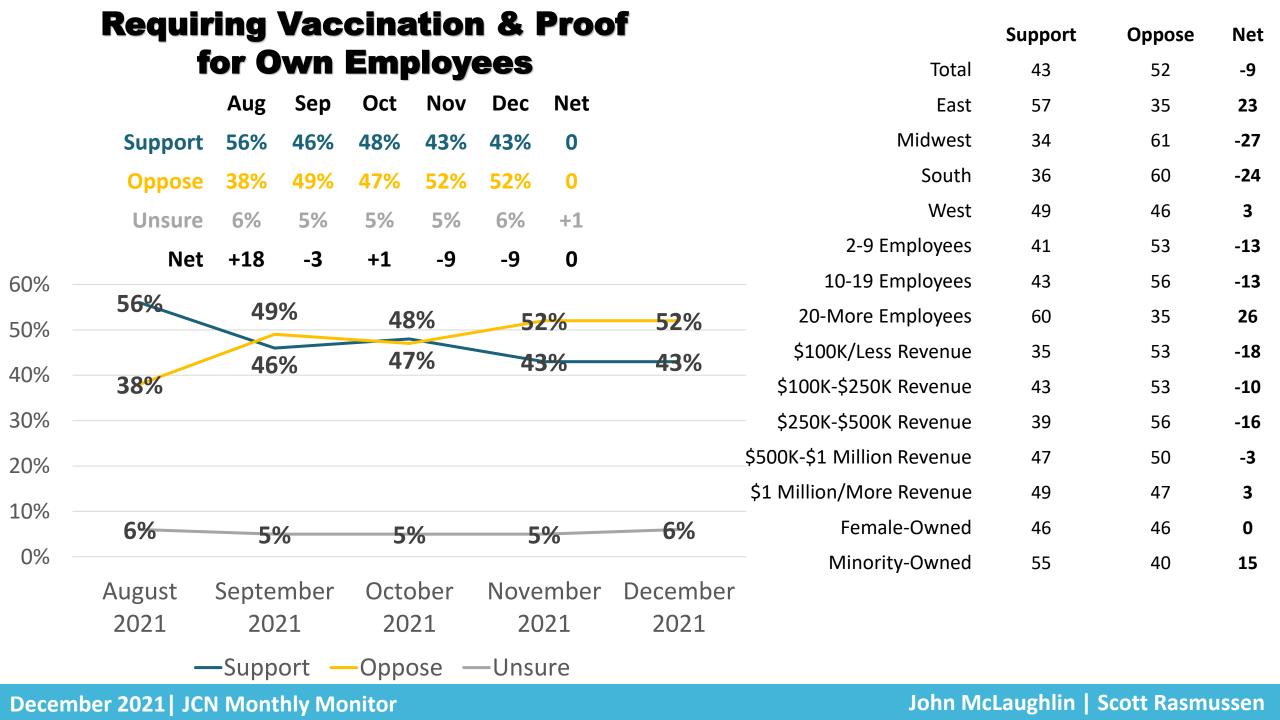
—Oppose

—Unsure

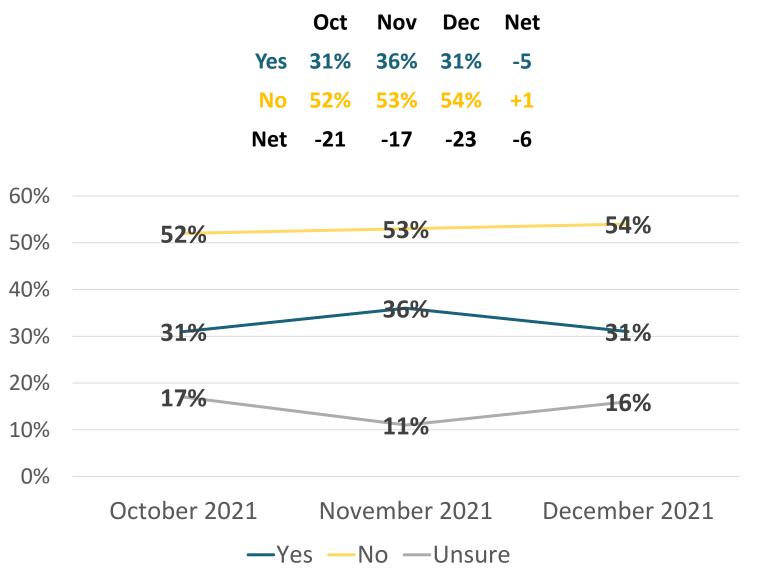
Less Than 100 Employees: If Vaccine Mandate Expanded Would Your Business Suffer



	Yes	No	Net
Total	45	44	1
East	33	50	-17
Midwest	51	41	10
South	45	45	0
West	49	39	10
2-9 Employees	42	47	-5
10-19 Employees	68	24	44
20-More Employees	46	41	5
\$100K/Less Revenue	49	41	7
\$100K-\$250K Revenue	51	44	7
\$250K-\$500K Revenue	36	37	-1
\$500K-\$1 Million Revenue	37	56	-19
\$1 Million/More Revenue	52	41	11
Female-Owned	53	37	15
Minority-Owned	62	31	31

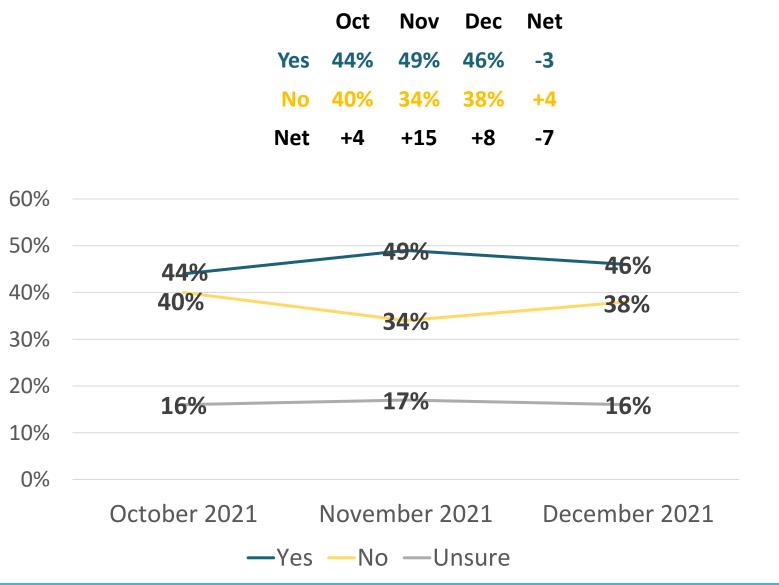


Should Employers Be The Ones Required to Enforce Worker Vaccines



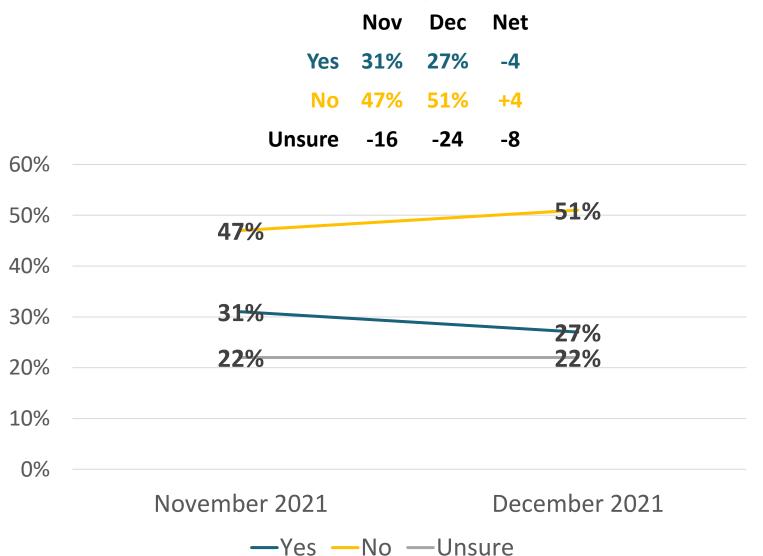
	Yes	No	Net
Total	31	54	-23
East	47	37	10
Midwest	22	59	-37
South	27	60	-34
West	31	53	-22
2-9 Employees	27	57	-29
10-19 Employees	36	53	-18
20-More Employees	52	32	20
\$100K/Less Revenue	25	56	-32
\$100K-\$250K Revenue	28	63	-34
\$250K-\$500K Revenue	31	49	-18
\$500K-\$1 Million Revenue	33	54	-22
\$1 Million/More Revenue	37	46	-9
Female-Owned	33	50	-17
Minority-Owned	45	43	2

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



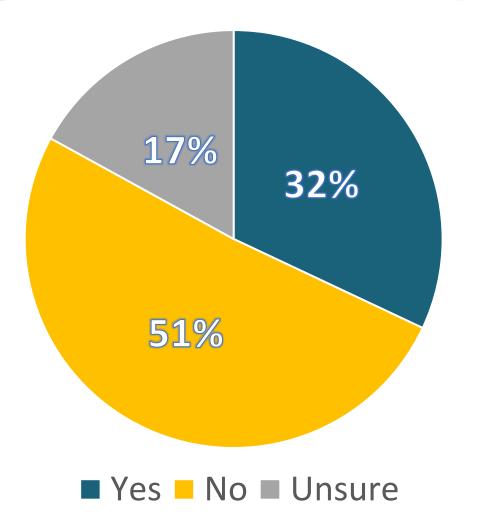
	Yes	No	Net
Total	46	38	8
East	34	52	-17
Midwest	55	25	30
South	50	35	15
West	41	44	-3
2-9 Employees	42	42	0
10-19 Employees	58	28	29
20-More Employees	60	22	38
\$100K/Less Revenue	47	40	7
\$100K-\$250K Revenue	47	38	9
\$250K-\$500K Revenue	42	38	5
\$500K-\$1 Million Revenue	40	45	-5
\$1 Million/More Revenue	51	31	19
Female-Owned	49	38	11
Minority-Owned	63	26	37

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



	Yes	No	Net
Total	27	51	-24
East	32	42	-10
Midwest	27	53	-27
South	23	53	-30
West	31	53	-23
2-9 Employees	26	50	-25
10-19 Employees	36	51	-15
20-More Employees	33	55	-23
\$100K/Less Revenue	27	50	-22
\$100K-\$250K Revenue	20	56	-36
\$250K-\$500K Revenue	29	45	-16
\$500K-\$1 Million Revenue	26	55	-29
\$1 Million/More Revenue	34	49	-15
Female-Owned	28	52	-24
Minority-Owned	36	46	-10

If Your Business Is Required to Enforce Vaccine Mandate, Would You Anticipate Having to Fire Unvaccinated Employees



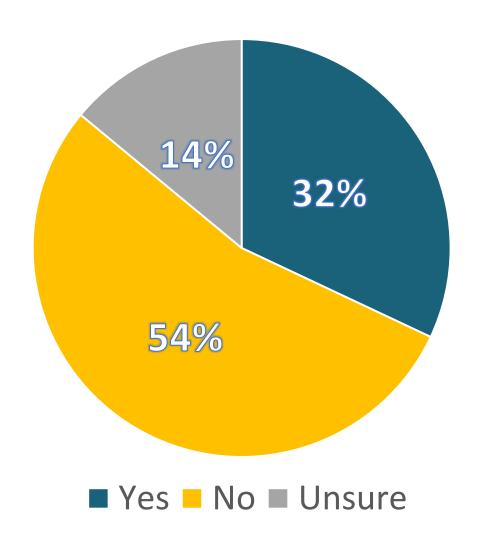
		_	
Total	32	51	-19
East	20	57	-37
Midwest	40	44	-5
South	31	52	-22
West	38	51	-14
2-9 Employees	28	56	-28
10-19 Employees	49	38	11
20-More Employees	49	33	17
\$100K/Less Revenue	28	52	-24
\$100K-\$250K Revenue	27	50	-23
\$250K-\$500K Revenue	21	61	-40
\$500K-\$1 Million Revenue	37	56	-19
\$1 Million/More Revenue	48	39	8
Female-Owned	34	50	-17
Minority-Owned	41	47	-6

Yes

No

Net

Would Offer Employees Incentives to Get Vaccinated



	Yes	No	Net
Total	32	54	-22
East	39	44	-5
Midwest	23	60	-37
South	24	63	-39
West	45	45	0
2-9 Employees	29	57	-28
10-19 Employees	42	40	2
20-More Employees	42	45	-3
\$100K/Less Revenue	26	62	-36
\$100K-\$250K Revenue	32	58	-25
\$250K-\$500K Revenue	30	54	-24
\$500K-\$1 Million Revenue	34	47	-13
\$1 Million/More Revenue	37	50	-13
Female-Owned	35	51	-16
Minority-Owned	35	53	-18