

January 2022
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 January 7-31, 2022. 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%.



#### January SBIQ: 56.0

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:

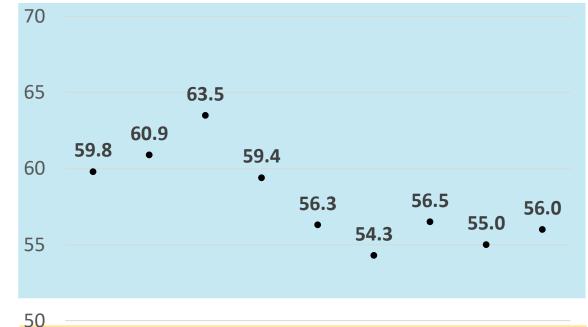
**Current Conditions** 

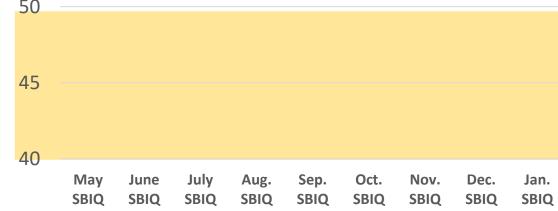
**Future** 

**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.



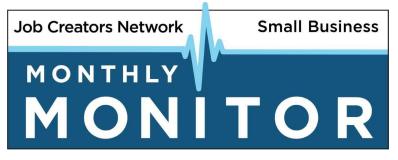


		•			Dec	Jan	Net
63.5	59.4	56.3	54.3	56.5	55.0	56.0	1.0
65.5	62.6	58.8	55.9	59.1	57.4	58.1	0.7
61.9	57.0	54.5	53.1	54.5	53.2	54.5	1.3
	65.5	65.5 62.6	65.5 62.6 58.8	65.5 62.6 58.8 55.9	65.5 62.6 58.8 55.9 59.1	65.5 62.6 58.8 55.9 59.1 57.4	63.5     59.4     56.3     54.3     56.5     55.0     56.0       65.5     62.6     58.8     55.9     59.1     57.4     58.1       61.9     57.0     54.5     53.1     54.5     53.2     54.5



## Major Findings

- January's SBIQ made a slight uptick by 1-point from 55.0 to 56.0.
- Despite the uptick, small business employers remain negative on the conditions of the economy.
- Inflation continues to dominate their business concerns along with supply chain disruption, covid, and other
  cost related issues.
- Two-thirds believe Biden isn't doing enough to combat inflation.
- Three in five small businesses say supply chain disruption is hurting their business and they believe the Biden Administration isn't doing enough to help.
- By a 3 to 1 ratio, the majority believes the Biden Administration's tax increases hurt small businesses.
- Since July, the number of businesses impacted by covid that say they may "never recover" has tripled from 7% to 21%.
- Small businesses remain fearful of covid mandates and restrictions impacting their business.

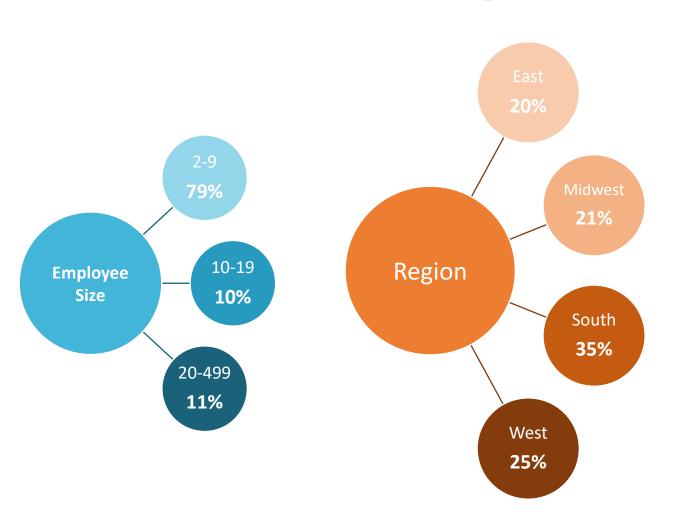


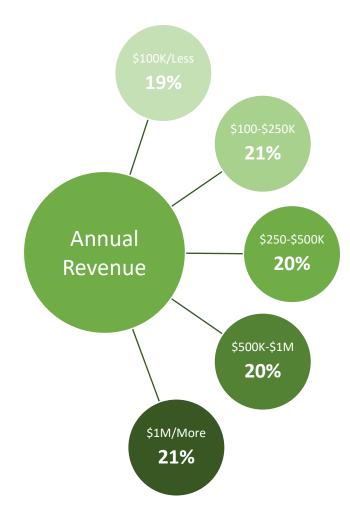
### 5 "So-What" Takeaways

- 1. Inflation continues to be the biggest concern with 40 percent of small businesses saying it is their 1st or 2nd biggest concern. Covid restrictions and supply chain disruptions are also high on the list. So What: No amount of administration PR spin can change what businesses and consumers are seeing at the cash register.
- 2. 66 percent of small businesses think that the Build Back Better agenda will increase inflation and 67 percent of small businesses think the Biden administration isn't doing enough to help supply chain issues. So What: While the administration seems focused on vaccine mandates and covid restrictions, businesses want them focused on inflation and the supply chain.
- 3. 74 percent are concerned about Covid-related government mandates hurting their business. So What: Even though the employee vaccine mandate has been stopped, businesses are still concerned about lockdowns and other mandates.
- 4. 69 percent of small businesses think the economy is only fair or poor. That number jumps to 75 percent for employers with 2-9 employees. So What: Even some businesses that are doing okay still think the overall economy is hurting.
- 5. 50 percent believe the economy is getting worse with only 27 percent saying better—the lowest number we've seen in nine months. So What: Businesses are losing faith in the administration's ability to improve the economy.

#### **Small Business Employer Profile**

Who are the 500 respondents?





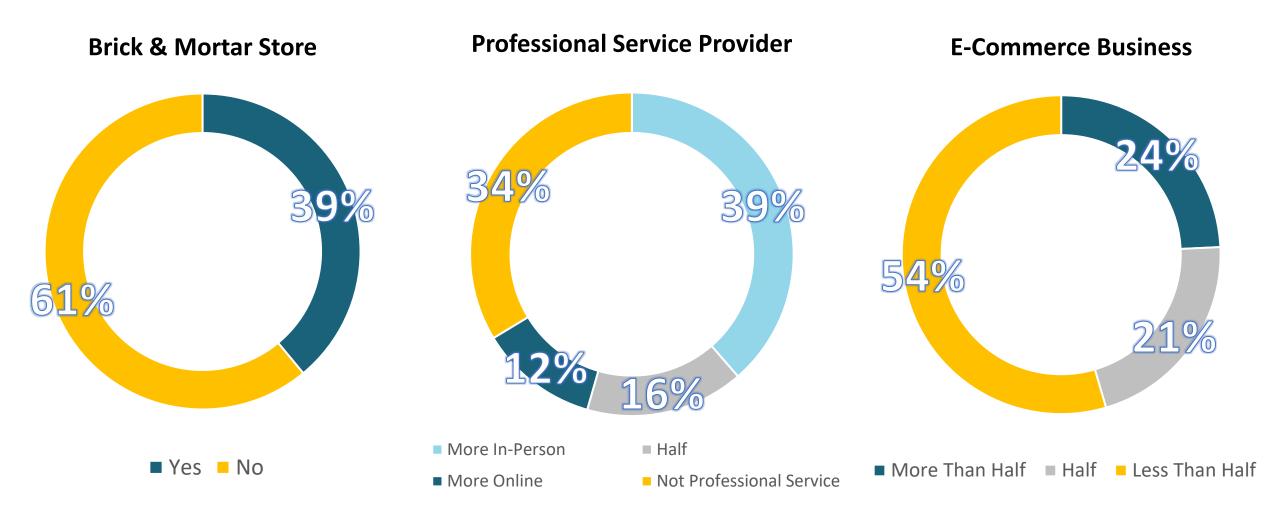
Minority
Owned
18%

Female Owned **20%** 

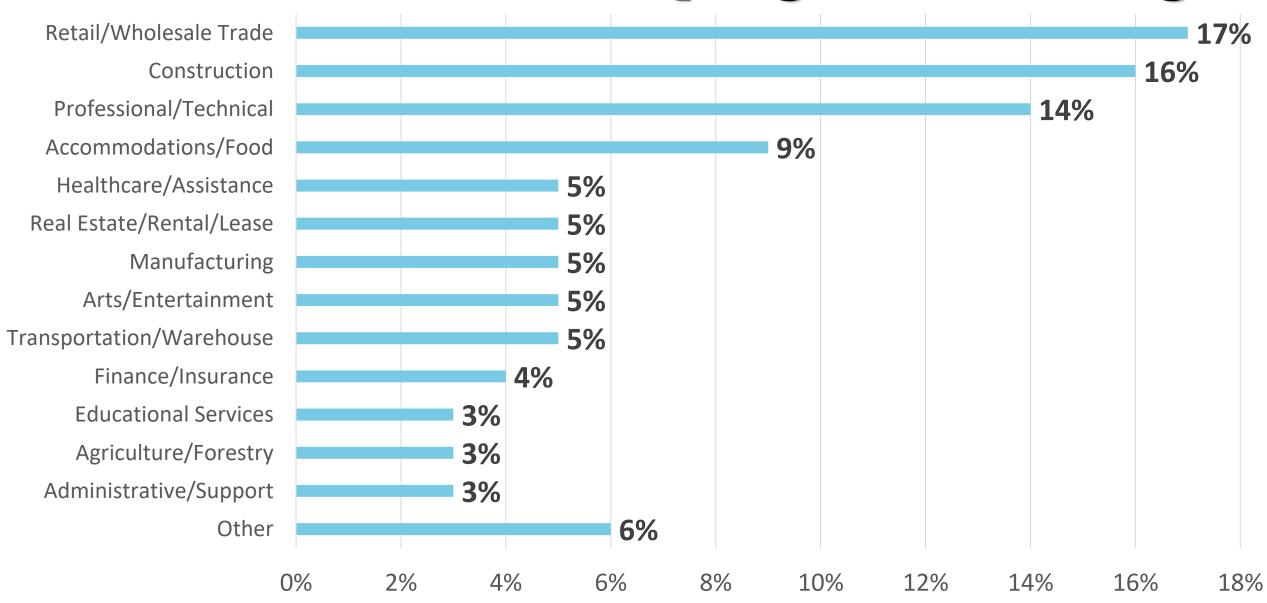
Veteran Owned **6%** 

C-Corp 36% S-Corp 64%

### **Small Business Employer Profile**



### **Small Business Employer Industry**



Curre	May	June	<b>na</b> July	NC Aug	Sep	Oct	Nov	Dec	Jan	Net		Excel/ Good	Fair/ Poor
Excellent/Good	75%	77%	85%	81%	77%	70%	82%	<b>79%</b>	76%	-3	Total	76	24
Only Fair/Poor	25%	22%	15%	19%	23%	30%	18%	21%	24%	+3	East	81	19
Net	+50	+55	+70	+62	+54	+40	+64	+58	+52	-6	Midwest	68	32
	. 30	. 33	.,,	- 02		140	104	. 50			South	76	24
	<b>CO</b> 0										West	80	20
55%	609	5	<b>7</b> %	56%			58%	58%			2-9 Employees	74	26
52%					51	%			51	.%	10-19 Employees	86	14
											20-More Employees	82	19
											\$100K/Less Revenue	61	39
240/	269	6	4%	210/	24	0/ *	24%		26	5%	\$100K-\$250K Revenue	70	31
24 <del>% 23</del> % 18%			<del>4%</del> <b>7</b> %	21%	24 <sup>1</sup>	0/	17%	21% 17%			\$250K-\$500K Revenue	74	26
10/0	129		7 70	19%		-	L / 70	1/70			\$500K-\$1 Million Revenue	81	19
4% 5%	2%		2%	4%	6%	6	10/	4%	49	%	\$1 Million/More Revenue	95	5
							1%				Female-Owned	81	19
May June 2021 2021	Jul 202	•	Nug 021	Sept 2021	Oc 202		Nov 2021	Dec 2021	Ja 20		Minority-Owned	79	21
<u>—</u> Е)	celler	nt —	Good	<u>—</u> С	nly Fa	air <mark>—</mark>	-Poor						

#### **Financial Condition Over Last Year**

	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Net		Better	Same	Worse	Net
Better	31%	37%	41%	39%	36%	36%	41%	40%	36%	-4	Total	36	37	27	9
Same	35%	28%	29%	32%	29%	37%	34%	31%	37%	+6	East	50	37	14	36
Worse	34%	35%	30%	29%	35%	<b>27</b> %	25%	30%	<b>27</b> %	-3	Midwest	28	24	49	-21
Net	-3	-2	+11	+10	+1	+9	+16	+10	+9	-1	South	34	42	24	10
											West	36	43	22	14
	3	7%	11%	39%	260/	37%	419	<del>6 40</del>	% 3	<b>7</b> %	2-9 Employees	30	38	32	-2
35 34	% 3	<b>E</b> 0/	30%		36% 35%	36%	34%	6 21	0/	6%	10-19 Employees	43	49	8	36
31	%		29%	32% 29%	29%			-21			20-More Employees	75	18	7	68
		0/0				27%	25%	6 30	<b>1</b> % <b>2</b>	27%	\$100K/Less Revenue	34	33	33	0
											\$100K-\$250K Revenue	27	45	28	0
											\$250K-\$500K Revenue	36	40	24	12
											\$500K-\$1 Million Revenue	44	30	26	17
											\$1 Million/More Revenue	41	37	22	18
											Female-Owned	56	28	16	39
Ma 202	•		July 2021	Aug 2021	Sept 2021	Oct 2021	Nov 202			Jan 1022	Minority-Owned	58	25	17	41
		_	-Bette	er — S	Same	Wo	rse								

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

	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Ne	t	Better	Same	Worse	Ne
Better	61%	66%	<b>62</b> %	<b>53%</b>	51%	55%	59%	<b>50%</b>	<b>55%</b>	+5	Total	55	38	7	48
Same	34%	28%	32%	40%	41%	36%	32%	37%	38%	+1	East	45	49	6	39
<b>Norse</b>	5%	<b>6%</b>	<b>6%</b>	<b>7</b> %	8%	10%	9%	13%	<b>7</b> %	-6	Midwest	52	30	19	33
Net	+56	+60	+56	+46	+43	+45	+50	+37	+48	+11	<b>L</b> South	65	31	4	61
	66	0./									West	52	47	2	50
61%	66		%				59%				2-9 Employees	52	40	8	43
			5	3%	-10	55%	33%0		55%	6	10-19 Employees	61	38	1	60
					<b>)1</b> /0			50%	)		20-More Employees	75	22	3	72
			4	0%	11%	36%		37%	38%	6	\$100K/Less Revenue	54	39	7	48
34%		32	%			3070	32%		,		\$100K-\$250K Revenue	61	32	8	53
	28	<b>7</b> 0									\$250K-\$500K Revenue	47	43	10	37
								13%			\$500K-\$1 Million Revenue	54	39	6	48
5%	6%	6 69	0/0	7%	8%	10%	9%	13/0	7%	, )	\$1 Million/More Revenue	58	38	4	54
3%	07		70								Female-Owned	66	30	4	62
May 20	21 Jun 202	•	2021 Aug	2021 Se	pt2021 (	Oct 2021	Nov 202:	1 Dec 202	21 Jan 20	22	Minority-Owned	68	29	3	65
		—[	3etter	—Sa	me –	-Wors	se								

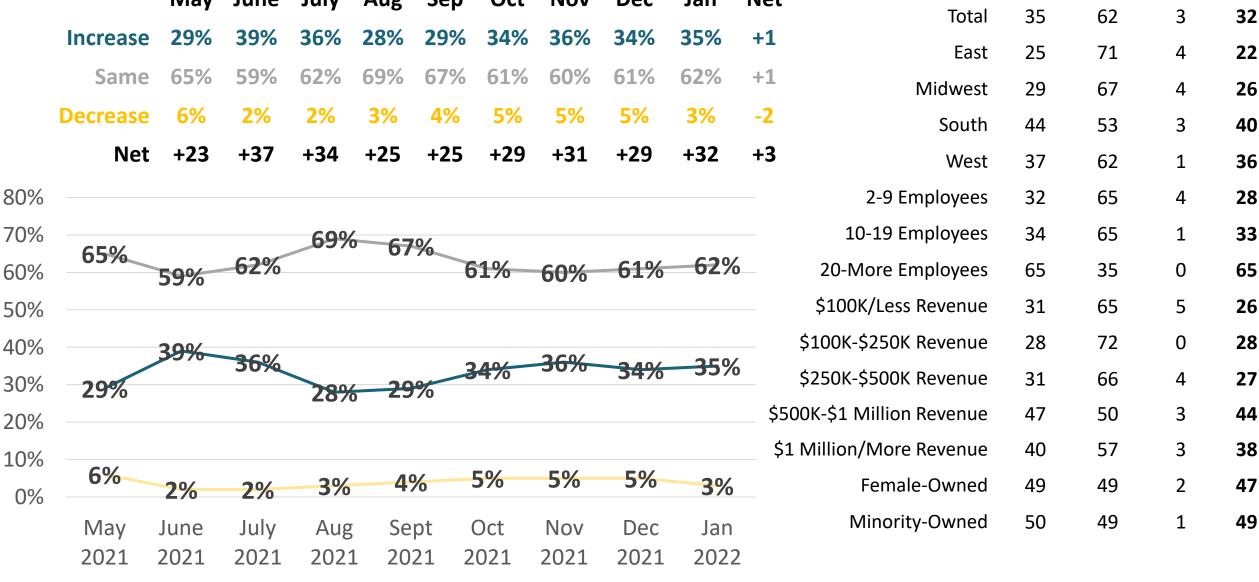
#### **Sales & Revenues Next 3-Months**

	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Net	į	Incr.	Same	Decr.	Net
ncrease	59%	67%	66%	56%	53%		60%	54%	56%	+2	Total	56	35	9	47
Same	35%	26%	28%	36%	37%			33%	35%	+2	East	52	43	6	46
								13%		-4	Midwest	56	29	15	41
rease	6%	7%	6%	8%	10%				9%		South	61	31	8	53
Net	+53	+60	+60	+48	+43	+42	+51	+41	+47	+6	West	51	42	7	44
											2-9 Employees	54	36	10	44
	67%	669	6								10-19 Employees	48	47	4	44
59%			56	% 5	3%	54%	60%	54%	<del>56</del> %		20-More Employees	76	20	4	72
					<b>3</b> /0						\$100K/Less Revenue	55	37	8	46
35%			36	% 3	7%	34%	240/	33%	<del>3</del> 5%		\$100K-\$250K Revenue	56	33	11	45
	26%	<b>28</b> %	6				31%	<b>33</b> /0			\$250K-\$500K Revenue	48	42	10	38
						4.00/		120/		\$	500K-\$1 Million Revenue	55	36	9	46
6%	7%	6%	89	<b>%</b> 1	0%	12%	9%	13%	9%	_	\$1 Million/More Revenue	64	30	6	58
											Female-Owned	58	36	6	51
May 2021	June 2021		'	•	ept 021	Oct 2021	Nov 2021	Dec 2021	Jan 2022		Minority-Owned	59	38	3	55
	_	—Incre	ease -	—San	ne –	-Decr	ease								

			_		_	_			_	_			Profit	Same	Lose	Net
		May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Net	Total	66	27	7	59
rn	Profit	69%	<b>75%</b>	<b>74%</b>	66%	66%	68%	74%	68%	66%	-2	East	72	22	7	65
eal	k Even	26%	20%	23%	30%	28%	27%	20%	23%	27%	+4	Midwest	58	32	10	48
e N	/loney	<b>6%</b>	5%	3%	5%	<b>5</b> %	<b>5</b> %	6%	9%	<b>7</b> %	-2	South	71	22	7	64
	Net	+63	+70	+71	+61	+61	+63	+68	+59	+59	0	West	61	35	4	57
_		<del>75%</del>	740/					740/				2-9 Employees	65	27	8	57
_	69%	<b>73</b> /0	74%	669	<del>6 66</del>	<del>%</del>	8%	74%	68%	66%		10-19 Employees	70	28	2	68
_				007		,,,				0070		20-More Employees	69	27	4	66
_												\$100K/Less Revenue	60	31	10	50
-											- \$	3100K-\$250K Revenue	68	22	10	58
-	26%			309	6 <b>2</b> 8	3% 2	27%			27%	- \$	250K-\$500K Revenue	51	41	9	42
-	2070	20%	23%				-770	20%	23%			K-\$1 Million Revenue	73	23	5	68
_	<i>C</i> 0/	<b>T</b> 0/		=0.4	, <u> </u>	0.4	<b>-</b> 0/	<b>C</b> 0/	9%	<b>7</b> %	_ \$1 N	Million/More Revenue	78	20	2	76
_	6%	5%	3%	5%	5	%	5%	6%		7 70		Female-Owned	56	39	6	50
	May	June	July	Aug	g Se	pt	Oct	Nov	Dec	Jan		Minority-Owned	54	39	7	47
	2021	2021	2021	202	1 20	21 2	2021	2021	2021	2022						
	-	—Earn	Profit	—В	reak E	ven	—Los	se Mor	iey							

	E	Emp	oloy	me	ent	Ne	xt 3	B-M	ont	hs			Incr.	Same	Decr.	Net
		- May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Ne	t Total	32	65	3	29
Incr	ease	25%	31%	30%	25%	25%	28%	31%	31%	32%	+1	L East	30	68	2	28
S	ame	70%	66%	68%	<b>72</b> %	70%	66%	66%	63%	65%	+2	Midwest	24	71	5	19
Decr	ease	<b>5</b> %	3%	2%	4%	5%	5%	3%	<b>7</b> %	3%	-4	South	29	68	3	26
	Net	+20	+28	+28	+21	+20	+23	+28	+24	+29	+5	West	45	53	2	42
80%												2-9 Employees	26	71	4	22
70%	70%		689	7	2% 7	70%						10-19 Employees	45	55	-	45
60%		66%	6 00	/0	_		66%	66%	63%	<del>65</del> %	Ó	20-More Employees	64	34	2	63
50%												\$100K/Less Revenue	25	71	5	20
40%												\$100K-\$250K Revenue	31	68	1	29
		319	/ 200	2/				31%	31%	<del>-32</del> %	<b>'</b>	\$250K-\$500K Revenue	27	72	1	26
30%	25%		<del>6 30</del> 9		5% 2	25%	28%	<b>31</b> /0	31/0	<i>J</i> 2/(		\$500K-\$1 Million Revenue	39	56	5	34
20%												\$1 Million/More Revenue	38	60	3	35
10%	5%	3%	2%	4	%	5%	5%	3%	7%	3%		Female-Owned	60	37	4	56
0%	May			0		Sont (	Oct2021		Dec	Jan 20		Minority-Owned	54	44	2	52
	May 2021			-	_	2021		2021	2021	Jail ZU	<b>_</b> _					
			—Incr	ease	—Sar	ne -	–Decre	ease								
Januar	y 2022	2   JCN	Month	ly Mon	itor							John McLa	ughlin	Scott	Rasmu	ssen

#### **Employee Wages/Hours Next 3-Months** May July Aug Sep Oct Nov Dec Jan Net 29% 36% 28% 29% 34% 36% 34% 35% +1



—Increase

Same

Incr.

Net

Decr.

—Same

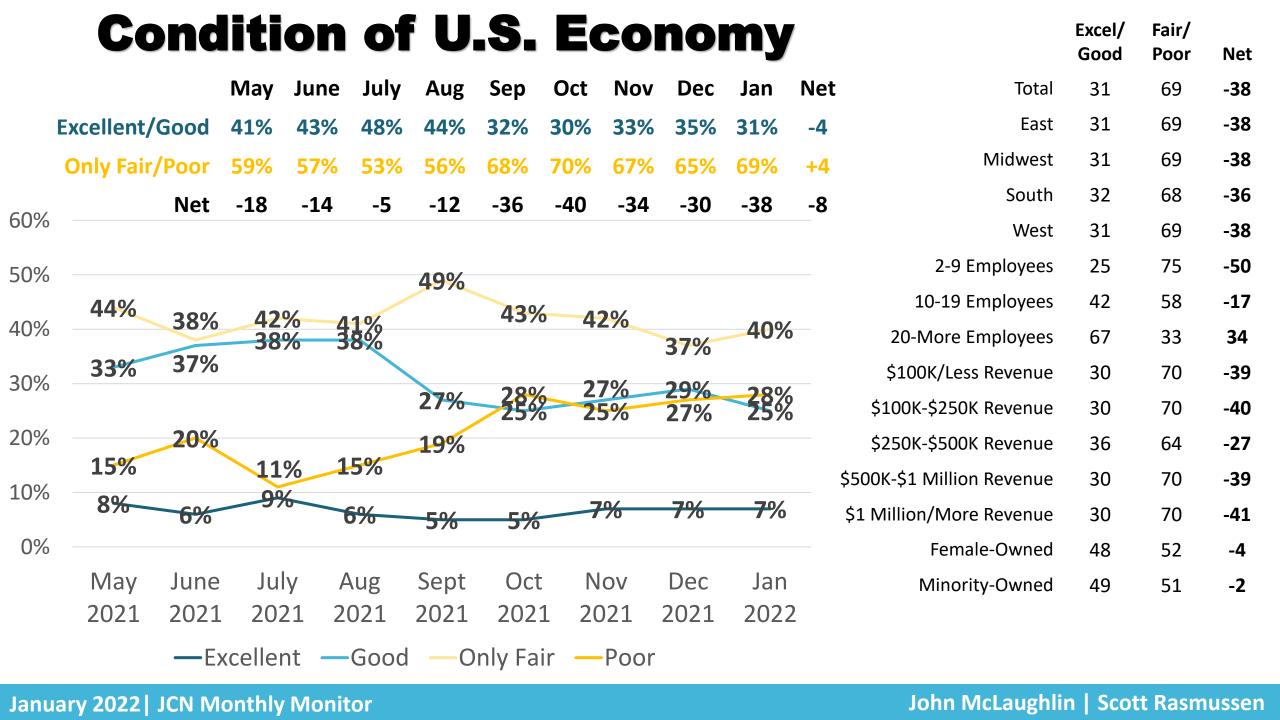
Decrease

	Pai	nde	mic	: Im	pa	ct d	on I	Rev	enu	les				No		
		May	June	July	- Aug	Sep	Oct	Nov	Dec	Jan	Net	t	Pos.	Impact	Neg.	Net
	Positive	25%	25%	25%	27%	19%	24%	23%	22%	22%	0	Total	22	27	51	-29
							-					East	28	33	39	-12
	No Impact	27%	27%	29%	26%	23%	26%	25%	28%	27%	-1	Midwest	15	16	69	-55
	Negative	48%	48%	46%	47%	58%	50%	<b>52</b> %	<b>51%</b>	<b>51%</b>	0	South	25	28	48	-23
	Net	-23	-23	-21	-20	-39	-26	-29	-29	-29	0	West	21	30	48	-27
%												2-9 Employees	17	28	55	-38
%					58	%						10-19 Employees	35	19	46	-11
%	48%	48%		470			0%	<b>52</b> %	<b>51</b> %	<b>51</b> 9	<b>%</b> —	20-More Employees	49	28	23	25
%	40/0	40/0	46%	47%	)							\$100K/Less Revenue	22	27	51	-30
							60/					\$100K-\$250K Revenue	26	19	55	-29
%	27% 25%	27%	29% 25%	27%		%2	6%	25%	28%			\$250K-\$500K Revenue	18	32	50	-32
6			2070	26%	19	% 2	4%	23%	22%	<del>22</del> 9	<b>%</b>	\$500K-\$1 Million Revenue	24	34	43	-19
6												\$1 Million/More Revenue	22	24	54	-32
%												Female-Owned	48	19	33	15
, 0	May	June	July	Aug	Se	pt (	Oct	Nov	Dec	Jar	1	Minority-Owned	51	17	32	19
	2021	2021	2021	2021		-	021	2021	2021	202	.2					
		<b>—</b> Ро	ositive	—N	o Imp	act	—Ne	gative								
					•									1.0		

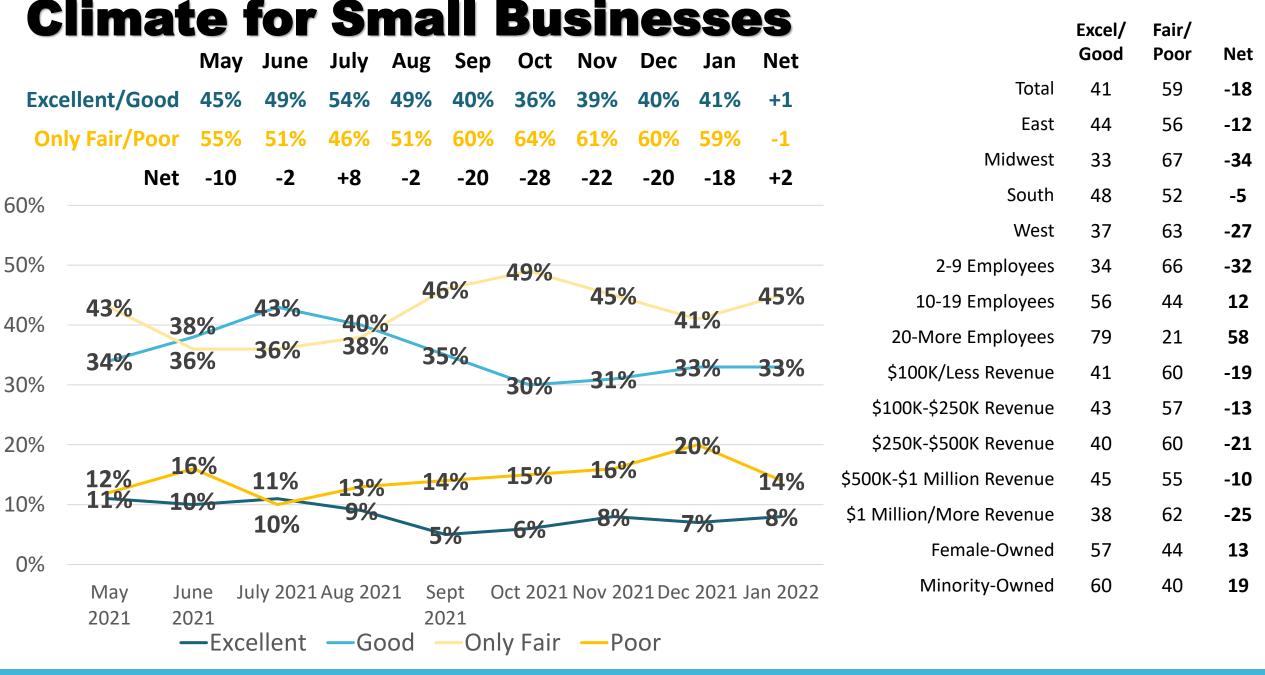
### Pandemic Recovery (if negative impact)

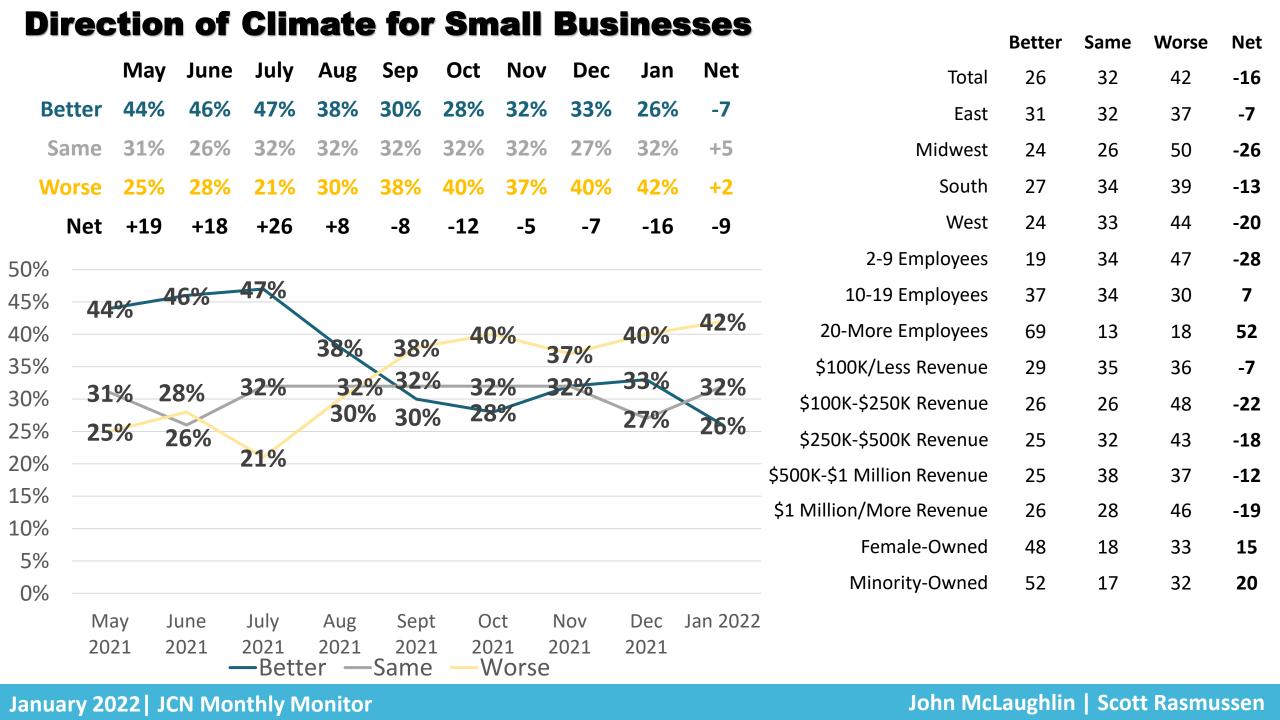
	Aug Total	Sep Total	Oct Total	Nov Total	Dec Total	Jan Total	East	Mid- West	South	West	2-9 Employ	10-19 Employ	20/More Employ
Already Full Recovery	8%	11%	6%	14%	4%	7%	9%	3%	10%	7%	6%	10%	19%
Recovery Next 6-Months	33%	26%	38%	35%	32%	28%	34%	23%	29%	29%	27%	35%	38%
Recovery After 6-Months	49%	49%	41%	33%	47%	44%	43%	43%	38%	55%	44%	53%	31%
May Never Fully Recover	9%	14%	15%	18%	18%	21%	14%	31%	23%	9%	23%	2%	12%

	\$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	3%	5%	19%	1%	8%	4%	8%	6%	8%
Recovery Next 6-Months	29%	33%	16%	33%	29%	28%	30%	41%	23%
Recovery After 6-Months	46%	51%	38%	37%	47%	46%	48%	34%	48%
May Never Fully Recover	22%	11%	28%	29%	16%	23%	14%	19%	21%



D	ir	ec		on	of	U.	<b>5.</b>	Ec	<b>:01</b>	<b>10</b> ľ	ny		Better	Same	Worse	Net
	N	⁄lay	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Net	Total	27	24	50	-23
Bette	er 4	8%	49%	50%	44%	35%	28%	30%	32%	27%	-5	East	33	23	44	-11
Sam	ne 2	3%	20%	24%	21%	24%	22%	23%	22%	24%	+2	Midwest	16	22	62	-46
Wors	se 2	9%	31%	26%	35%	41%	49%	47%	47%	50%	+3	South	26	30	44	-18
			02/0			,-	,	.,,	1 F			West	32	18	51	-19
6 —	et +	-19	+18	+24	+9	-6	-21	-17	-15	-23	-8	2-9 Employees	20	24	56	-36
/		400	0/ <b>F</b>	00/							<b>E0</b> 0/	10-19 Employees	39	26	34	5
4	8%	499	<del>%</del> 5	0%	44%		49%	47	7% 4	17%	50%	20-More Employees	63	22	15	48
ó —						41%						\$100K/Less Revenue	27	28	45	-18
, <b>-</b> 7	9%	319	% 2	6%	35%	35%	200	<del>, 3</del> 6	<del>}</del>	32%		\$100K-\$250K Revenue	26	17	57	-31
2	3%		7	4%	210/	24%	2 <del>8%</del>	0		22%	<b>27</b> %	\$250K-\$500K Revenue	30	25	46	-16
		209	6	<b>T</b> /U	21%			0		<b>42</b> /0		\$500K-\$1 Million Revenue	19	30	51	-32
												\$1 Million/More Revenue	31	20	48	-17
<b>/</b> 0												Female-Owned	42	26	32	10
	⁄lay	Jun	e J	uly	Aug	Sept	Oct	N	OV	Dec	Jan	Minority-Owned	45	24	31	14
	021	202		,	2021	2021	202			2021	2022					
			_	Bette	r — S	Same	W	orse								





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

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

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

	July	Aug	Sep	Oct	Nov	Dec	Jan	Net
Help	24%	26%	18%	20%	16%	20%	21%	+1
No Impact	19%	18%	16%	17%	20%	20%	14%	-6
Hurt	54%	<b>51%</b>	60%	58%	<b>57%</b>	56%	60%	+4
Net	-30	-25	-42	-38	-41	-36	-39	-3
54%	51%	6	0%	58%	5	7%	56%	60%
24 <del>%</del> 19%	26% 18%	1	8% 6%	20% 17%		0% <del>6%</del>	<del>-20%</del>	21% 14%
July 2021	Aug 2021		ept 021	Oct 2021		lov 021	Dec 2021	Jan 2022
	_	Help	—No	lmpa	ct —	-Hurt		

		140			
	Help	Impact	Hurt	Net	
Total	21	14	60	-39	
East	23	16	58	-35	
Midwest	16	14	67	-51	
South	19	13	62	-43	
West	26	16	53	-27	
2-9 Employees	13	15	68	-55	
10-19 Employees	36	12	49	-13	
20-More Employees	67	14	15	52	
\$100K/Less Revenue	21	15	54	-34	
\$100K-\$250K Revenue	23	14	61	-38	
\$250K-\$500K Revenue	18	23	56	-37	
\$500K-\$1 Million Revenue	21	9	68	-47	
\$1 Million/More Revenue	22	12	62	-39	
Female-Owned	44	14	39	6	
Minority-Owned	49	15	34	15	

No

70%

60%

50%

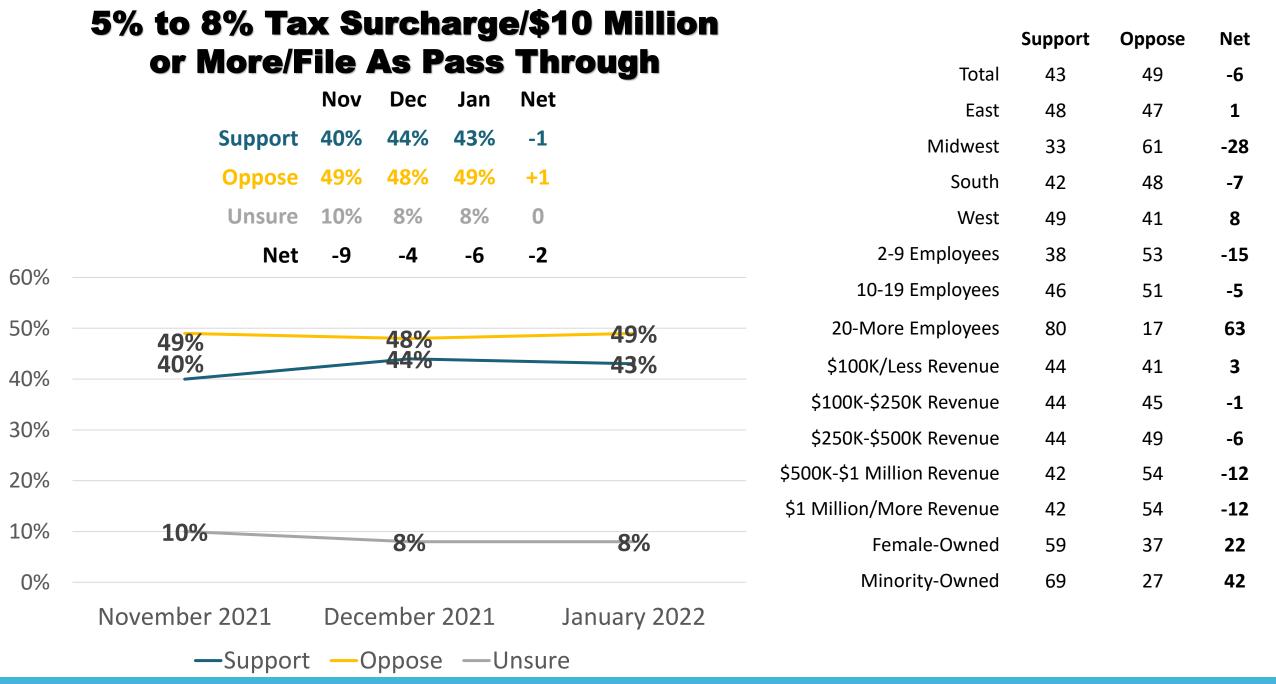
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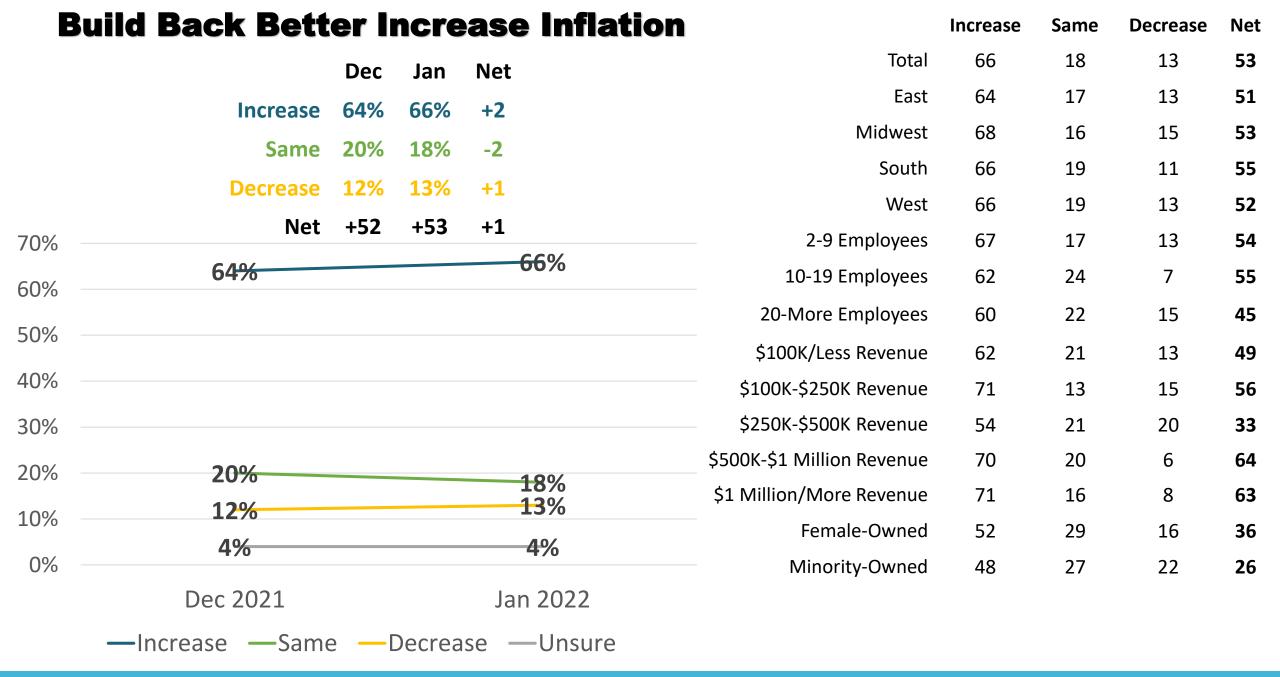
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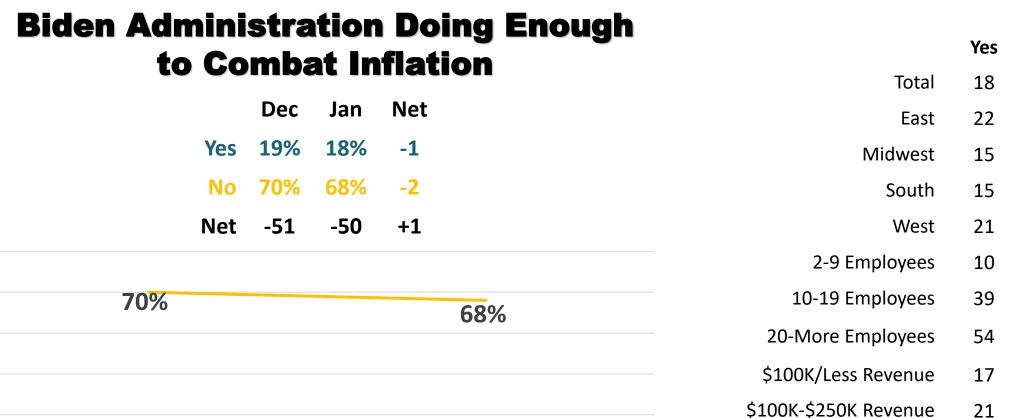
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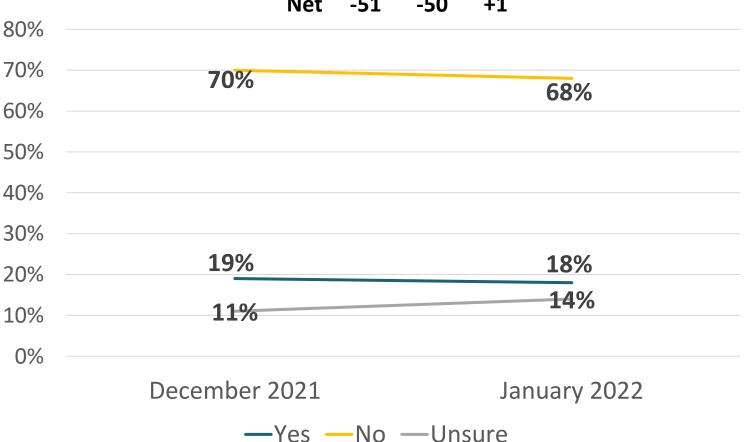
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68 -47 73 -58 70 -55 -39 61 -65 75 -18 57 29 25 62 -46 \$100K-\$250K Revenue 21 -49 70 \$250K-\$500K Revenue 19 60 -41 \$500K-\$1 Million Revenue 19 76 -57 \$1 Million/More Revenue 15 72 -57 Female-Owned 43 44 -2 Minority-Owned 44 41 4

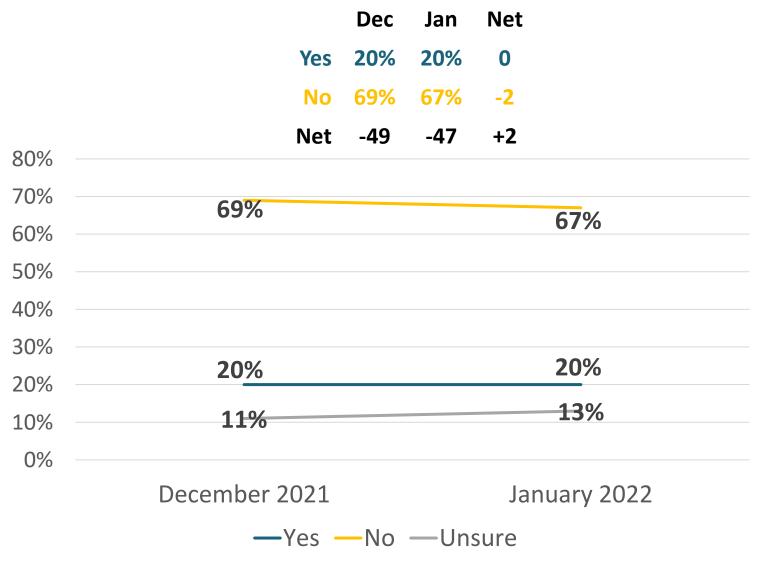
No

68

Net

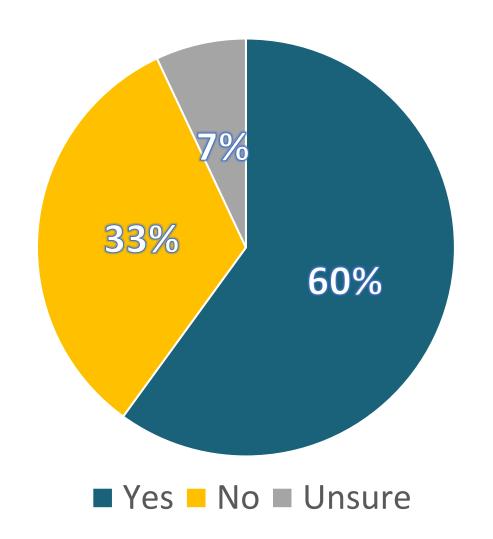
-50

### Biden Administration Doing Enough to Help Supply Chain Problems



	Yes	No	Net
Total	20	67	-47
East	24	66	-42
Midwest	15	73	-58
South	17	70	-53
West	24	60	-36
2-9 Employees	15	72	-57
10-19 Employees	28	58	-29
20-More Employees	45	42	2
\$100K/Less Revenue	17	66	-48
\$100K-\$250K Revenue	18	68	-50
\$250K-\$500K Revenue	24	64	-39
\$500K-\$1 Million Revenue	19	69	-50
\$1 Million/More Revenue	19	70	-51
Female-Owned	34	58	-24
Minority-Owned	39	52	-12

### **Are Supply Chain Problems Having A Negative Impact on Your Business**



	Yes	NO	Net
Total	60	33	27
East	52	42	10
Midwest	75	18	57
South	59	36	23
West	57	37	21
2-9 Employees	60	34	26
10-19 Employees	64	30	35
20-More Employees	58	31	27
\$100K/Less Revenue	47	42	5
\$100K-\$250K Revenue	65	31	34
\$250K-\$500K Revenue	61	33	28
\$500K-\$1 Million Revenue	70	28	42
\$1 Million/More Revenue	58	33	25
Female-Owned	62	32	31
Minority-Owned	68	24	44

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

—Very Concerned —Smwht Concerned —Not Concerned

		Aug	Sep	Oct	Nov	Dec	Jan	Net	East	75
C	Concerned	<b>75</b> %	81%	<b>73</b> %	<b>78</b> %	<b>82</b> %	<b>74%</b>	-8	Midwest	68
Not C	Concerned	<b>25%</b>	19%	27%	22%	19%	26%	+7	South	73
	Net	+50	+62	+46	+56	+63	+48	-15	West	81
									2-9 Employees	70
20		1%	40%		43%		3%	200/	10-19 Employees	85
36	3% 40	0%	33%		35%		9%	39% 35%	20-More Employees	91
			27%					20/	\$100K/Less Revenue	78
25	5%	201			22%		001	26%	\$100K-\$250K Revenue	84
	19	9%				1	9%		\$250K-\$500K Revenue	62
									\$500K-\$1 Million Revenue	71
									\$1 Million/More Revenue	74
۸	2021 Cant	2021	Oat 20	)21 NI	ov 202	1 Dec	2021	lan 2022	Female-Owned	91
Aug .	2021 Sept	2021	Oct 20	JZI IV	OV 2U2	т рес	2021	Jan 2022	Minority-Owned	91

Concerned

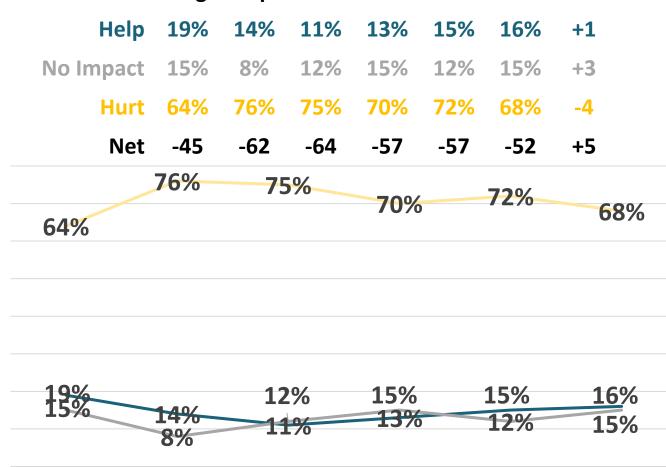
Total

Not

Concerned

Net

#### **Future Lockdowns w/Business Restrictions Help/Hurt Small Business:** Sep Oct Nov Dec Jan Net Aug 14% 11% **13% 15%** 16% Help 19% +1







		140		
	Help	Impact	Hurt	Net
Total	16	15	68	-52
East	17	11	72	-55
Midwest	16	12	72	-56
South	16	15	68	-52
West	15	23	60	-45
2-9 Employees	10	17	72	-62
10-19 Employees	18	9	73	-55
20-More Employees	57	11	32	26
\$100K/Less Revenue	13	21	64	-51
\$100K-\$250K Revenue	13	12	74	-61
\$250K-\$500K Revenue	15	18	64	-49
\$500K-\$1 Million Revenue	19	15	64	-45
\$1 Million/More Revenue	19	10	71	-52
Female-Owned	41	20	37	4
Minority-Owned	44	18	38	6

No

80%

70%

60%

50%

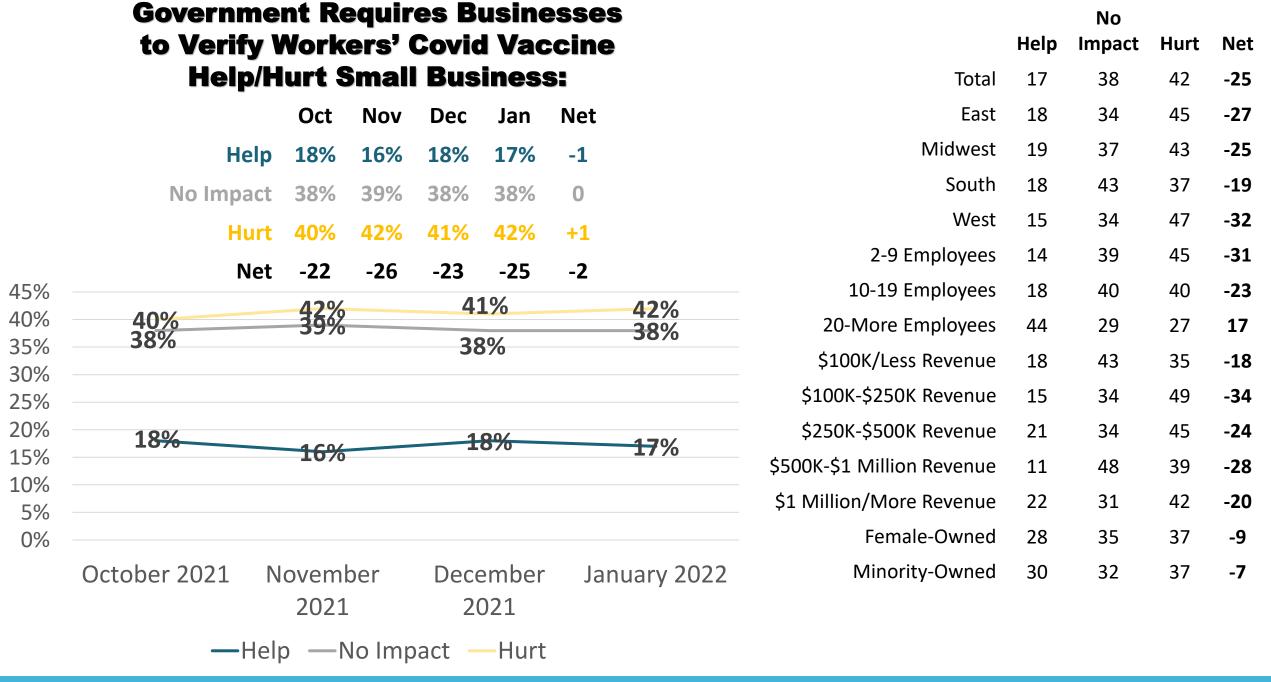
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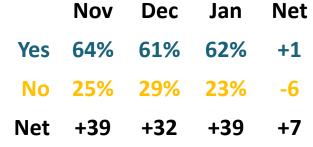
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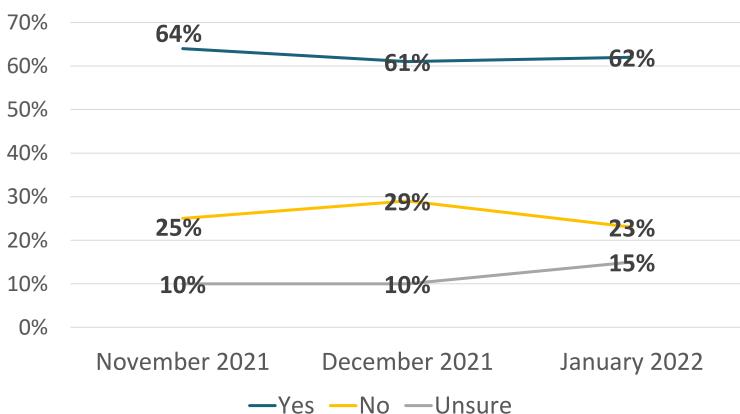
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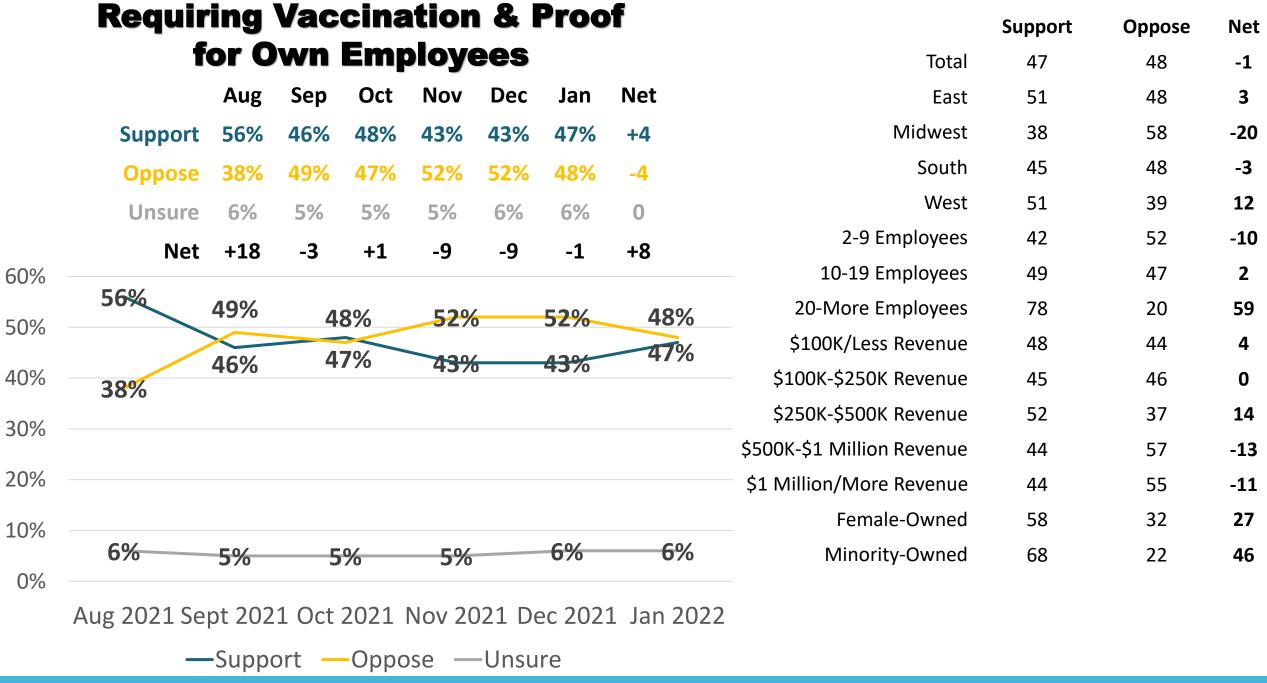


### Vaccine Mandate Will Make It Harder to Find Employees

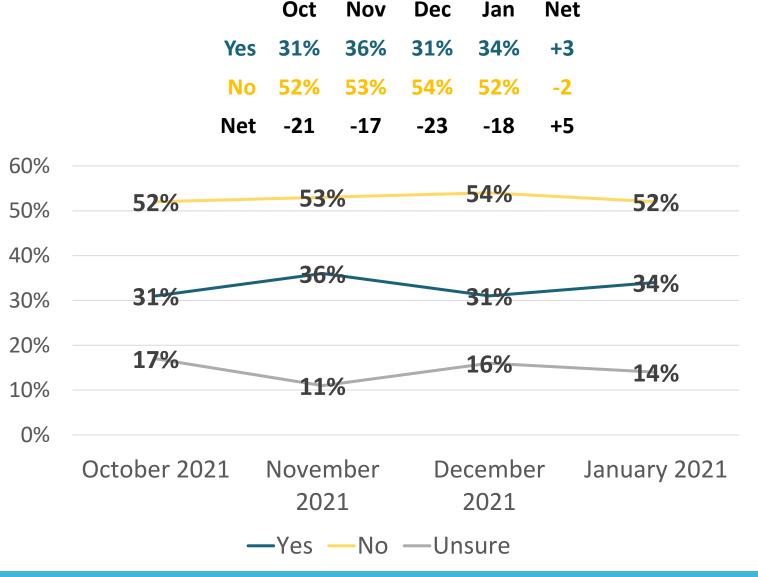




	Yes	No	Net
Total	62	23	39
East	62	22	41
Midwest	67	19	48
South	61	24	37
West	59	27	32
2-9 Employees	61	23	38
10-19 Employees	68	22	46
20-More Employees	64	25	39
\$100K/Less Revenue	64	22	42
\$100K-\$250K Revenue	59	27	32
\$250K-\$500K Revenue	50	31	19
\$500K-\$1 Million Revenue	76	18	58
\$1 Million/More Revenue	62	19	43
Female-Owned	72	19	53
Minority-Owned	66	28	38

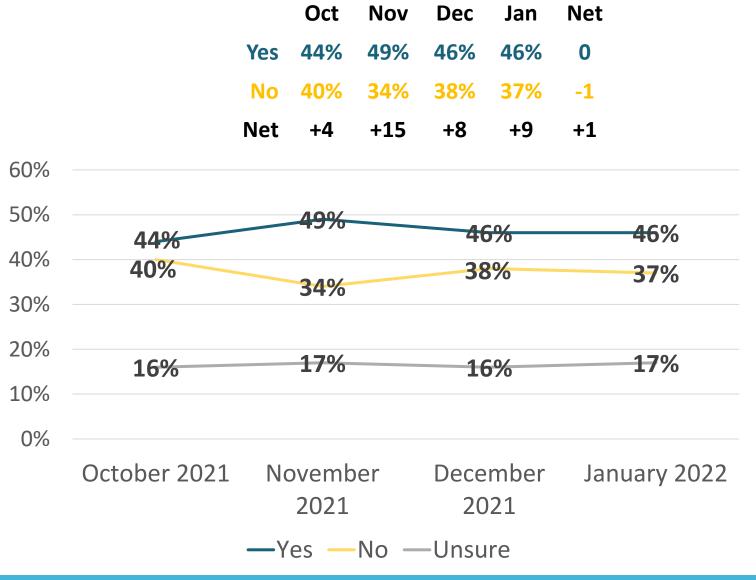


#### Should Employers Be The Ones Required to Enforce Worker Vaccines



	Yes	No	Net
Total	34	52	-18
East	33	52	-19
Midwest	30	49	-20
South	35	56	-22
West	36	50	-14
2-9 Employees	31	54	-24
10-19 Employees	25	56	-31
20-More Employees	63	34	29
\$100K/Less Revenue	41	46	-5
\$100K-\$250K Revenue	35	49	-15
\$250K-\$500K Revenue	42	44	-3
\$500K-\$1 Million Revenue	25	61	-36
\$1 Million/More Revenue	27	61	-33
Female-Owned	49	37	12
Minority-Owned	51	33	18

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



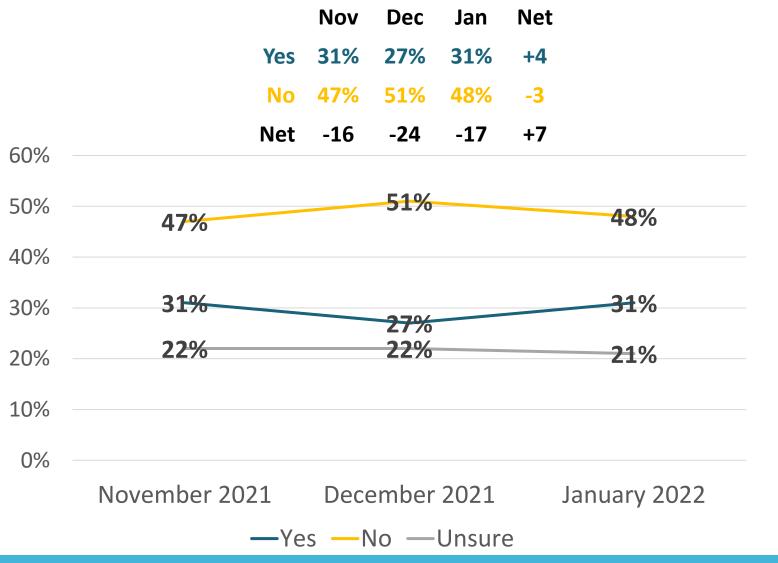
1	Total	46	37	9
	East	47	45	2
	Midwest	44	23	21
	South	38	47	-9
	West	60	28	32
	2-9 Employees	44	38	7
	10-19 Employees	46	42	4
	20-More Employees	62	26	36
	\$100K/Less Revenue	38	45	-7
	\$100K-\$250K Revenue	49	31	18
	\$250K-\$500K Revenue	37	49	-12
	\$500K-\$1 Million Revenue	54	34	19
	\$1 Million/More Revenue	54	27	27
	Female-Owned	61	31	31
	Minority-Owned	61	32	28

Yes

No

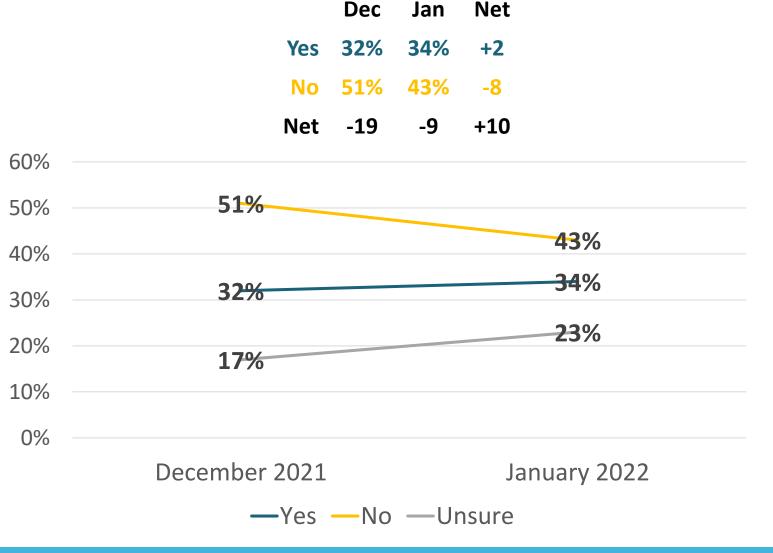
Net

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



	Yes	No	Net
Total	31	48	-17
East	32	58	-26
Midwest	28	43	-14
South	36	44	-7
West	26	52	-26
2-9 Employees	28	52	-24
10-19 Employees	35	35	0
20-More Employees	54	34	20
\$100K/Less Revenue	35	46	-12
\$100K-\$250K Revenue	35	50	-15
\$250K-\$500K Revenue	20	51	-30
\$500K-\$1 Million Revenue	36	38	-2
\$1 Million/More Revenue	29	56	-26
Female-Owned	52	29	24
Minority-Owned	57	25	32

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



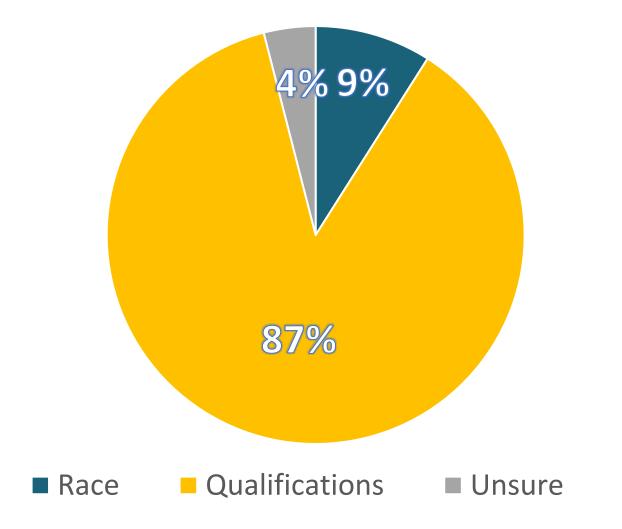
	Yes	No	Net
Total	34	43	-9
East	39	45	-6
Midwest	28	38	-10
South	28	53	-25
West	44	34	10
2-9 Employees	33	46	-13
10-19 Employees	34	38	-4
20-More Employees	47	32	15
\$100K/Less Revenue	26	57	-31
\$100K-\$250K Revenue	41	41	1
\$250K-\$500K Revenue	29	48	-19
\$500K-\$1 Million Revenue	34	34	-1
\$1 Million/More Revenue	40	38	3
Female-Owned	50	30	21
Minority-Owned	53	25	28

### Would Offer Employees Incentives to Get Vaccinated

		Dec	Jan	Net		
	Yes	32%	33%	+1		
	No	54%	<b>54%</b>	0		
	Net	-22	-21	+1		
60%						
50%	54%				<del>54</del> %	
40%						
30%	3 <del>2%</del>				<del>33</del> %	
20%						
10%	14%				13%	
0%						
	December 2021			Ja	nuary 2022	
	—Yes —No —Unsure					

	Yes	No	Net
Total	33	54	-21
East	37	52	-15
Midwest	27	64	-37
South	29	53	-24
West	42	49	-7
2-9 Employees	29	58	-29
10-19 Employees	39	44	-5
20-More Employees	58	34	24
\$100K/Less Revenue	28	56	-29
\$100K-\$250K Revenue	33	49	-15
\$250K-\$500K Revenue	33	54	-21
\$500K-\$1 Million Revenue	41	58	-17
\$1 Million/More Revenue	31	53	-22
Female-Owned	58	30	27
Minority-Owned	67	24	43

# Agree with More? Race & Ethnicity Should Be Part of Hiring Job Qualifications Should Be Only Criteria



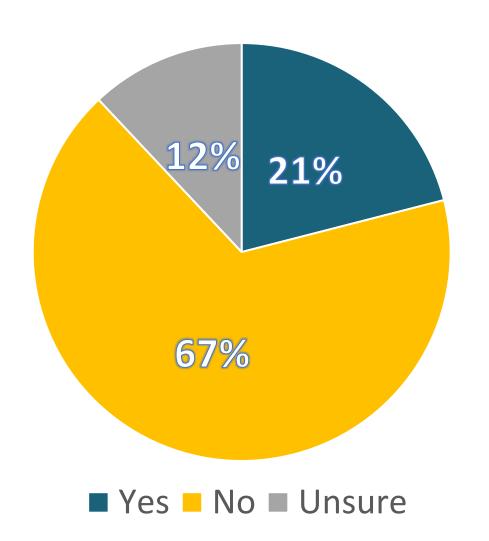
-78	87	9	Total
-78	86	9	East
-92	93	1	Midwest
-73	85	12	South
-73	85	11	West
-85	90	6	2-9 Employees
-66	79	13	10-19 Employees
-40	69	29	20-More Employees
-75	84	9	\$100K/Less Revenue
-74	85	11	\$100K-\$250K Revenue
-74	84	11	\$250K-\$500K Revenue
-81	90	9	\$500K-\$1 Million Revenue
-85	91	6	\$1 Million/More Revenue
-54	75	21	Female-Owned
-53	75	21	Minority-Owned

Race

Qualify

Net

#### **Should Companies Get Involved**with Political Movements



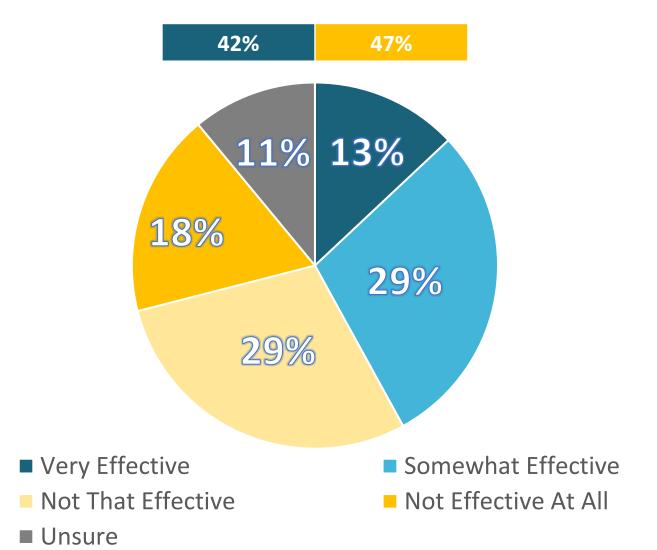
	162	INO	Met
Total	21	67	-46
East	18	73	-56
Midwest	19	68	-50
South	19	69	-50
West	30	57	-26
2-9 Employees	19	70	-52
10-19 Employees	22	60	-39
20-More Employees	41	45	-4
\$100K/Less Revenue	20	71	-51
\$100K-\$250K Revenue	30	62	-32
\$250K-\$500K Revenue	16	65	-49
\$500K-\$1 Million Revenue	21	67	-47
\$1 Million/More Revenue	21	69	-48
Female-Owned	41	52	-11
Minority-Owned	38	50	-12

Yes

No

Net

### How Effective Is Corporate Diversity Training



	Effective	Effective	Net
Total	42	47	-5
East	45	50	-5
Midwest	29	63	-34
South	40	46	-7
West	53	31	22
2-9 Employees	36	51	-14
10-19 Employees	50	47	2
20-More Employees	76	17	58
\$100K/Less Revenue	46	39	6
\$100K-\$250K Revenue	40	50	-10
\$250K-\$500K Revenue	51	33	18
\$500K-\$1 Million Revenue	41	59	-18
\$1 Million/More Revenue	33	51	-18
Female-Owned	67	22	44
Minority-Owned	68	19	49

Not