

MONTHLY POLL

April 2022 Job Creators Network Small Business Monthly Poll

Conducted By: John McLaughlin Scott Rasmussen



Methodology

This national survey of 500 small business employers was conducted between April 5-28, 2022. This presentation includes JCN's SBIQ (Small Business Intelligence Quotient). The Small Business IQ Monthly Poll 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%.

Small Business Intelligence Quotient

April SBIQ: 55.4

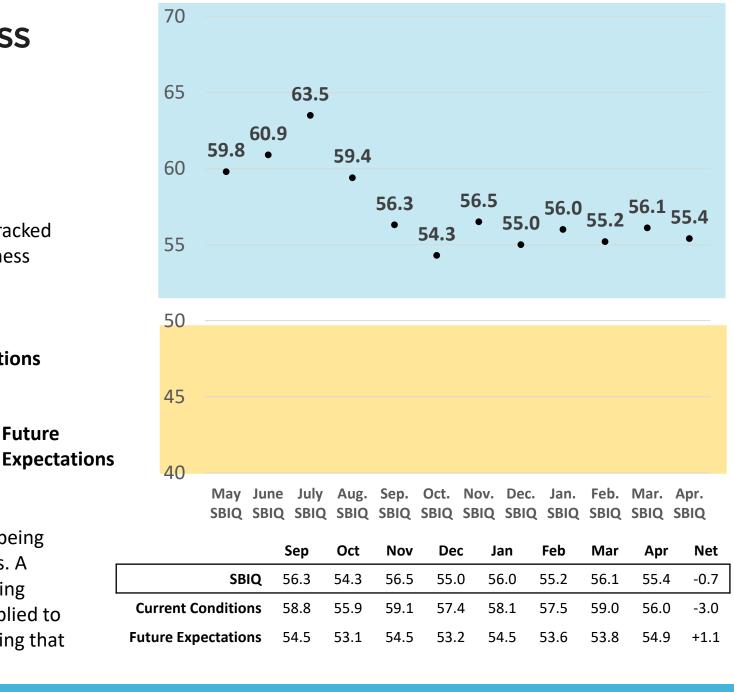
This survey provides a snapshot of JCN's SBIQ, which will be tracked monthly to identify trends at-large and among key small business employer segments. The JCN SBIQ is based on 7-questions:

Current Conditions

Future

- 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.



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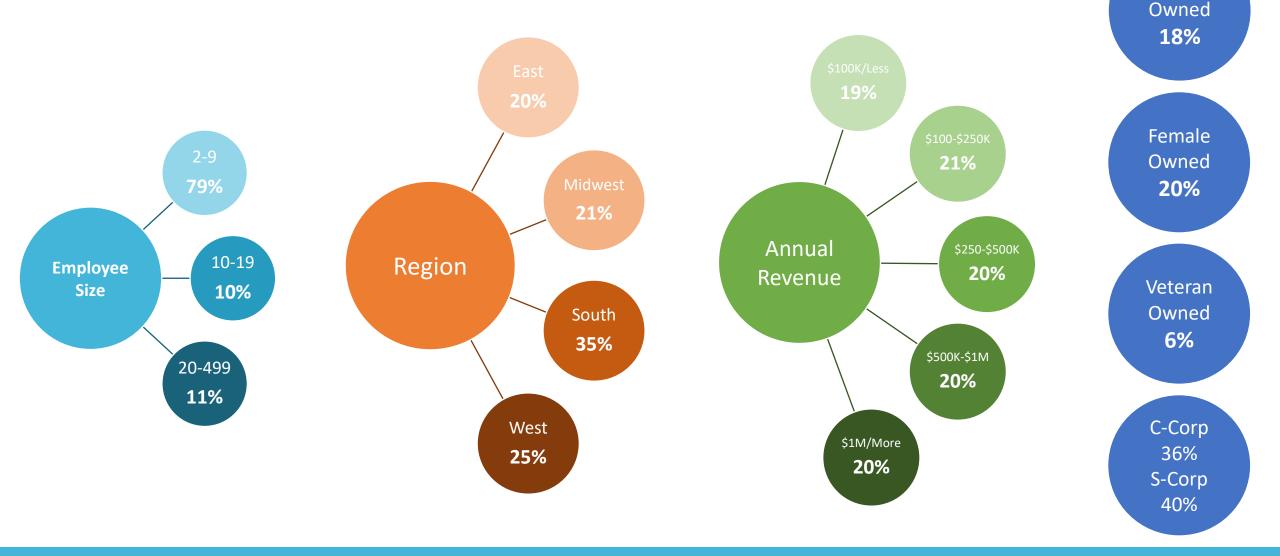


- April's SBIQ dipped from 56.1 to 55.4 with employers' attitudes about "Current Conditions" eroding.
- Inflation continues to dominate business concerns along with general operating costs, economy/client spending, and gas prices.
- Small businesses continue to believe the Biden Administration is failing to combat inflation and address supply chain disruptions.
- Small businesses believe Biden's tax increase policies would hurt them.
- The vast majority supports increasing domestic gas and oil production and favors expanding American pipeline infrastructure.
- The majority is concerned economic conditions could force them to close their business. The majority has or anticipates to make significant adjustments in order to stay in business.
- Small businesses support increasing American manufacturing and reducing our reliance on importing.



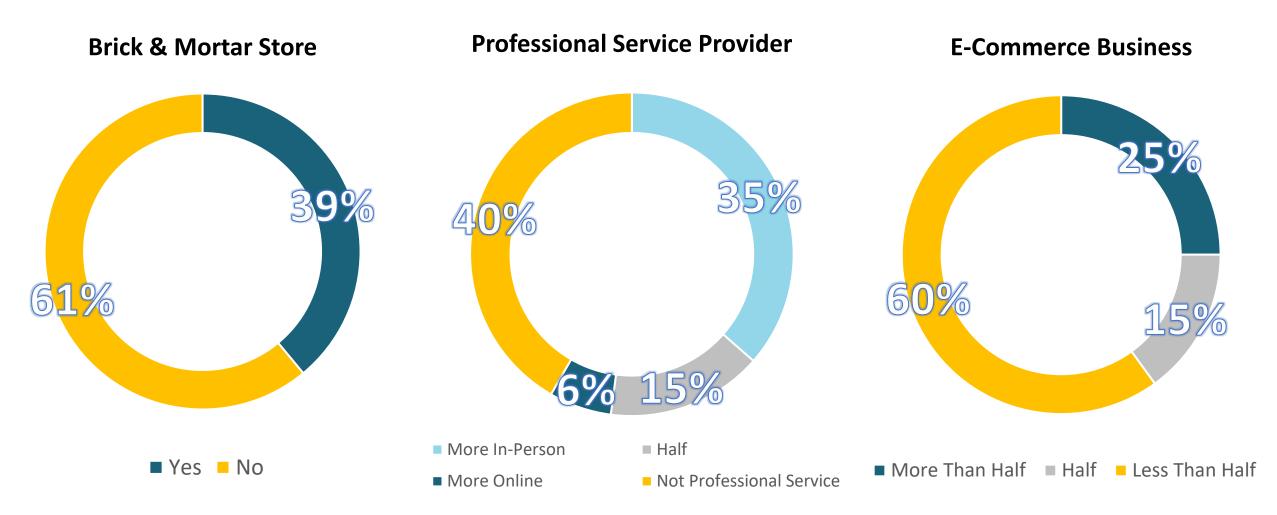
- Only 27 percent of small businesses view the condition of the U.S. economy as either "good" or "excellent"—the lowest reading of the indicator since the poll began in May 2021. More specifically, among businesses employing between 2 and 19 people, 25 percent say the economy is "good" or "excellent." Forty-one percent of businesses with between 20 and 499 workers say the same. So what? Small businesses in general see the current economy as the softest it's been in at least nearly a year; the smallest small businesses have the gloomiest view.
- 2. In April, attitudes about the climate for small business soured considerably—losing nearly all the gains made in March. Currently, only forty-two percent of respondents see the climate as "good" or "excellent" while 58 percent see it as "fair" or "poor." *So what? Persistent inflation is drowning out any initial optimism about the economy that was felt in March.*
- 3. Parsing the data by region, employers in the Eastern U.S. have poorer views about both the current small business climate and the direction it's heading compared to the Midwest, South, and West. So what? Entrepreneurs on the East Coast feel they are in a worse position than their counterparts in the rest of the country. Differences between state policies on a wide range of issues—including pandemic response—could explain the dichotomy.
- 4. Seventy-seven percent of small businesses support expanding the oil and natural gas pipeline infrastructure in the U.S. So what? A vast majority of small businesses differ from the Biden administration when it comes to handicapping traditional energy infrastructure in the U.S.
- 5. A majority of small businesses (57 percent) say they have or anticipate making significant operational adjustments in order to stay in business. **So** what? While the Biden administration is touting a "small business boom," small employers don't agree. Small businesses are having to change the way they do business just to withstand economic challenges—including high inflation, labor shortages, and supply chain issues.

Small Business Employer Profile Who are the 500 respondents?

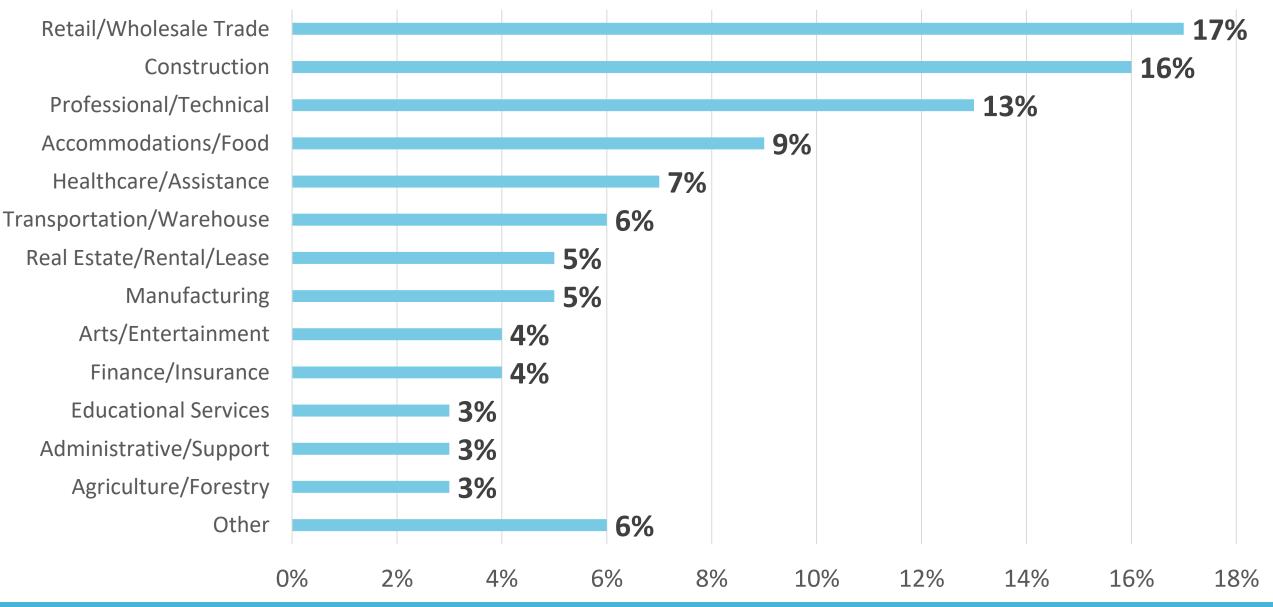


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Small Business Employer Profile



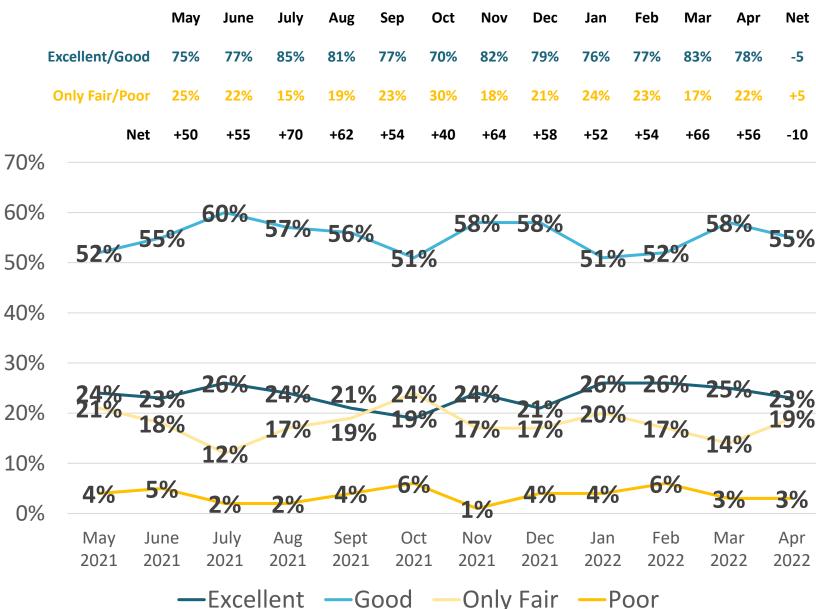
Small Business Employer Industry



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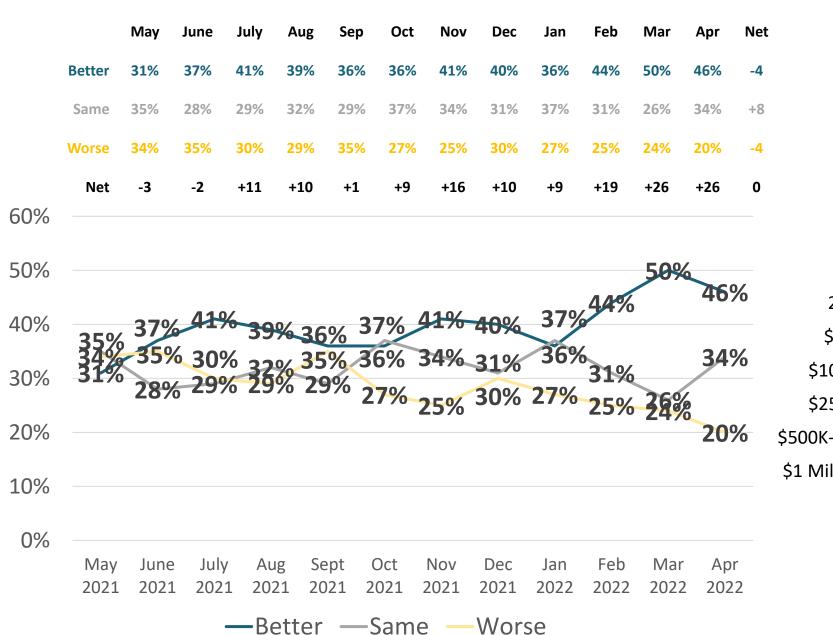
Current Financial Condition



	Excel/ Good	Fair/ Poor	Net
Total	78	22	56
East	77	23	54
Midwest	79	21	58
South	81	19	62
West	74	26	48
2-9 Employees	75	25	50
10-19 Employees	90	10	80
20-More Employees	90	10	80
\$100K/Less Revenue	61	39	22
\$100K-\$250K Revenue	74	26	48
\$250K-\$500K Revenue	73	27	46
\$500K-\$1 Million Revenue	89	11	78
\$1 Million/More Revenue	92	8	84
Female-Owned	76	25	51
Minority-Owned	78	22	56

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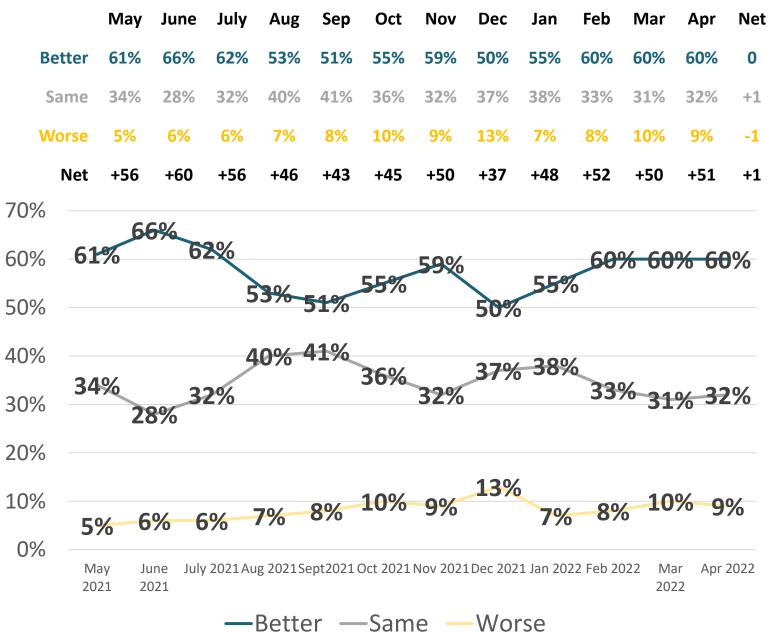
Financial Condition Over Last Year



	Better	Same	Worse	Net
Total	46	34	20	26
East	41	39	20	21
Midwest	41	33	26	15
South	51	34	15	36
West	47	30	23	24
2-9 Employees	43	36	22	21
10-19 Employees	54	32	15	39
20-More Employees	63	23	14	49
\$100K/Less Revenue	46	26	28	18
\$100K-\$250K Revenue	44	31	25	19
\$250K-\$500K Revenue	44	33	23	21
00K-\$1 Million Revenue	51	40	9	42
Million/More Revenue	44	39	17	27
Female-Owned	51	9	20	31
Minority-Owned	60	22	19	41

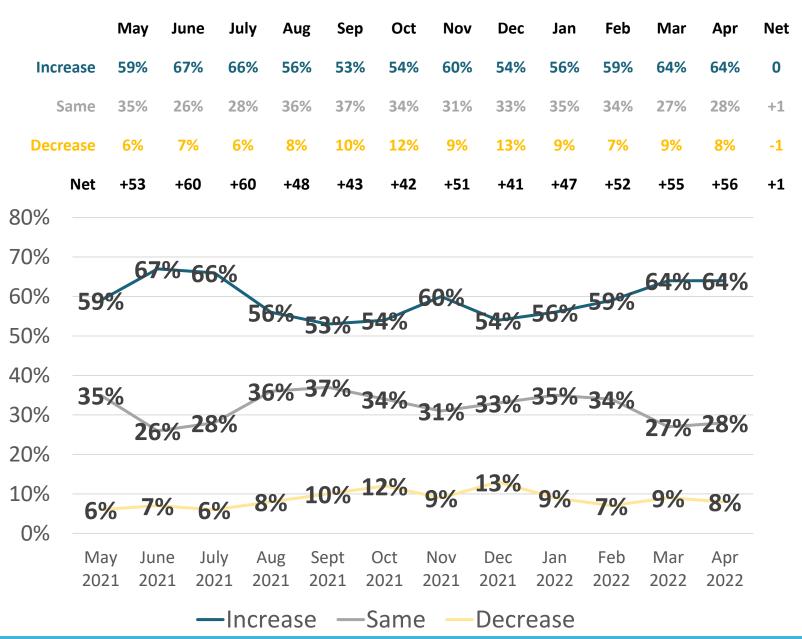
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	Better	Same	Worse	Net
Total	60	32	9	51
East	47	37	16	31
Midwest	53	35	12	41
South	69	27	4	65
West	63	30	7	56
2-9 Employees	59	32	9	50
10-19 Employees	58	32	10	48
20-More Employees	66	27	7	59
\$100K/Less Revenue	68	26	6	62
\$100K-\$250K Revenue	62	27	11	51
\$250K-\$500K Revenue	57	35	8	49
\$500K-\$1 Million Revenue	57	34	9	48
\$1 Million/More Revenue	55	36	10	45
Female-Owned	75	20	4	71
Minority-Owned	73	18	9	64

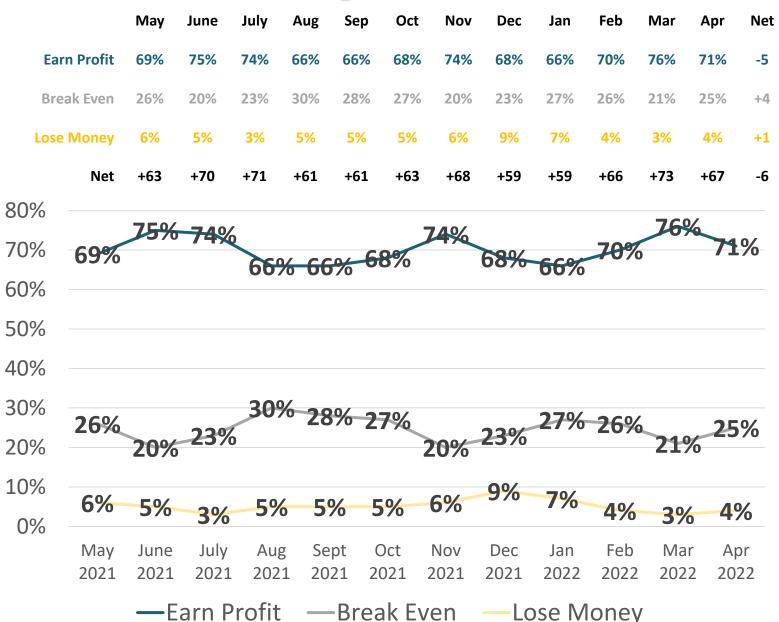
Sales & Revenues Next 3-Months



Incr.	Same	Decr.	Net
64	28	8	56
43	44	13	30
61	26	14	47
70	25	5	65
76	20	4	72
62	30	9	53
71	21	8	63
78	17	5	73
69	24	7	62
62	28	10	52
69	24	7	62
63	28	10	53
59	33	8	51
77	19	4	73
81	12	8	73
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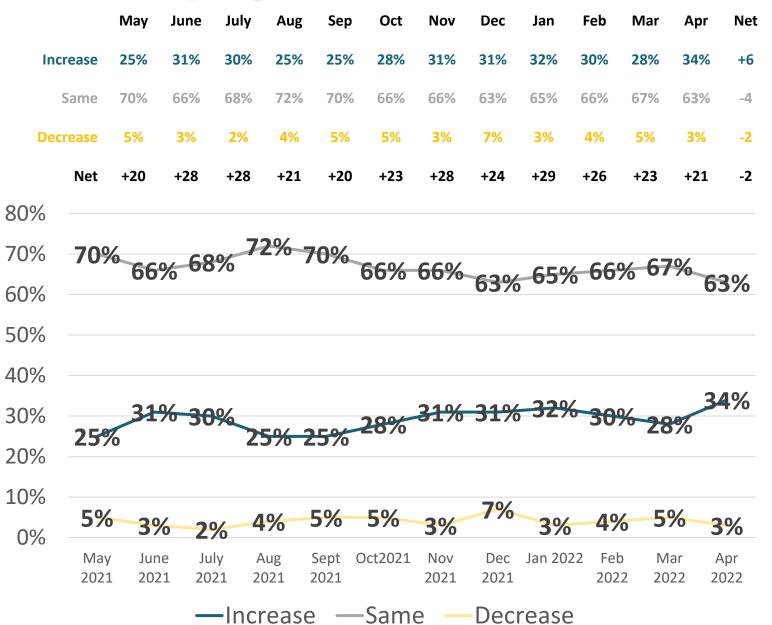
Profitability Next 12-Months



	Profit	Same	Lose	Net
Total	71	25	4	67
East	61	35	4	57
Midwest	76	18	6	70
South	73	24	3	70
West	72	23	5	67
2-9 Employees	70	26	4	66
10-19 Employees	72	25	3	69
20-More Employees	76	18	6	70
\$100K/Less Revenue	61	35	5	56
\$100K-\$250K Revenue	68	27	5	63
\$250K-\$500K Revenue	66	30	3	63
\$500K-\$1 Million Revenue	86	14	1	85
\$1 Million/More Revenue	74	19	7	67
Female-Owned	67	31	2	65
Minority-Owned	69	27	4	65

April 2022 | JCN SBIQ Monthly Poll

Employment Next 3-Months



	Incr.	Same	Decr.	Net
Total	34	63	3	31
East	21	74	5	16
Midwest	30	67	3	27
South	35	62	2	33
West	46	53	1	45
2-9 Employees	30	68	3	27
10-19 Employees	50	49	1	49
20-More Employees	53	44	4	49
\$100K/Less Revenue	27	71	2	25
\$100K-\$250K Revenue	28	68	4	24
\$250K-\$500K Revenue	28	69	3	25
\$500K-\$1 Million Revenue	37	63	0	37
\$1 Million/More Revenue	50	46	4	46
Female-Owned	39	59	2	37
Minority-Owned	43	53	4	39

April 2022 | JCN SBIQ Monthly Poll

Employee Wages/Hours Next 3-Months

crease	29%	39%	36%	28%	29%	34%	36%	34%	35%	37%	34%	38%	
Same	65%	59%	62%	69%	67%	61%	60%	61%	62%	60%	61%	57%	
crease	<mark>6%</mark>	<mark>2%</mark>	<mark>2%</mark>	<mark>3%</mark>	4%	5%	5%	5%	3%	<mark>3%</mark>	<mark>6%</mark>	5%	
Net	+23	+37	+34	+25	+25	+29	+31	+29	+32	+34	+28	+33	
			6	9%	67%								
65%													
03%	599	62	%		0/70	61%	60%	<mark>61%</mark>	62%	609	<mark>% 6</mark> 1	!%	7
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29%	39 9	36 36 3	% 2 % 3 Iy A	8%	29 %	34%	36%	34%	35%	37 37 3 %	6 0 №	%	38

	Incr.	Same	Decr.	Net
Total	38	57	5	33
East	31	65	5	26
Midwest	38	56	7	31
South	41	57	2	39
West	41	53	6	35
2-9 Employees	36	60	4	32
10-19 Employees	38	60	3	35
20-More Employees	56	37	7	49
\$100K/Less Revenue	39	55	6	33
\$100K-\$250K Revenue	41	56	3	38
\$250K-\$500K Revenue	31	65	4	27
\$500K-\$1 Million Revenue	39	58	3	36
\$1 Million/More Revenue	41	53	6	35
Female-Owned	50	48	3	47
Minority-Owned	46	50	5	41

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Pandemic Impact on Revenues

		May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Net
Pos	itive	25%	25%	25%	27%	19%	24%	23%	22%	22%	26%	30%	26%	-4
No Im	pact	27%	27%	29%	26%	23%	26%	25%	28%	27%	29%	24%	29%	+5
Neg	ative	48%	48%	46%	47%	58%	50%	52%	51%	51%	44%	46%	<mark>46%</mark>	0
70%	Net	-23	-23	-21	-20	-39	-26	-29	-29	-29	-18	-16	-20	-4
60%						58%								
50% 40%	489	<mark>⁄⁄⁄ 48</mark>	8% 4	6% 4	7%		50%	52%	519	<mark>% 51</mark>	% 4/	4% 4	6%	46%
30%	279	% 27	% 2	9% 2 5% 2	7%	23%	26%	2 5%	289	% 7 7	% 3	3%3	0%	29%
20%	257	% 2 5	0% Z.	270 2	6%	19%	24%	23%	229	% 22	%	2/0 2	4%	20/0
10%														
0%	Ma	V III	no li	11/2 /	λυσ	Sent	Oct	Nov			n F	oh M	Mar	Anr

—Positive —No Impact —Negative

	Pos.	No Impact	Neg.	Net
		•	•	
Total	26	29	46	-20
East	27	27	47	-20
Midwest	21	25	54	-33
South	26	32	42	-16
West	29	29	43	-14
2-9 Employees	23	30	47	-24
10-19 Employees	27	20	53	-26
20-More Employees	42	31	28	14
\$100K/Less Revenue	33	20	47	-14
\$100K-\$250K Revenue	24	31	46	-22
\$250K-\$500K Revenue	11	31	58	-47
\$500K-\$1 Million Revenue	30	28	42	-12
\$1 Million/More Revenue	30	34	36	-6
Female-Owned	33	18	49	-16
Minority-Owned	31	24	46	-15

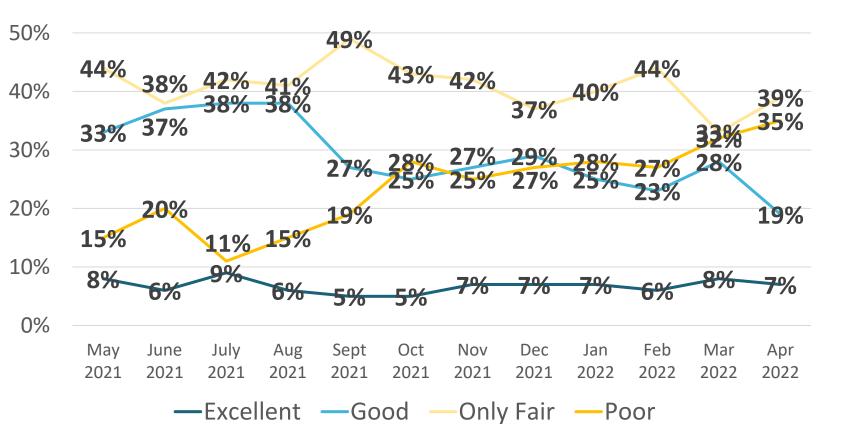
Pandemic Recovery (if negative impact)

	Nov Total	Dec Total	Jan Total	Feb Total	Mar Total	Apr Total	East	Mid- West	South	West	2-9 Employ	10-19 Employ	20/More Employ
Already Full Recovery	14%	4%	7%	15%	13%	13%	17%	12%	16%	6%	12%	16%	24%
Recovery Next 6-Months	35%	32%	28%	22%	34%	33%	23%	32%	44%	26%	34%	32%	19%
Recovery After 6-Months	33%	47%	44%	41%	37%	42%	56%	35%	31%	50%	42%	39%	42%
May Never Fully Recover	18%	18%	21%	22%	16%	13%	4%	21%	9%	17%	13%	12%	15%

	\$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	10%	5%	14%	16%	22%	5%	14%	19%	11%
Recovery Next 6-Months	31%	46%	30%	27%	28%	34%	28%	31%	33%
Recovery After 6-Months	43%	36%	46%	55%	27%	46%	51%	28%	47%
May Never Fully Recover	15%	14%	11%	3%	22%	14%	7%	22%	9%

Condition of U.S. Economy

		May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Net
	Excellent/Good	41%	43%	48%	44%	32%	30%	33%	35%	31%	29%	36%	27%	-9
	Only Fair/Poor	59%	57%	53%	56%	68%	70%	67%	65%	<mark>69%</mark>	71%	65%	73%	+8
60%	Net	-18	-14	-5	-12	-36	-40	-34	-30	-38	-42	-29	-47	-18
0070														



	Excel/ Good	Fair/ Poor	Net
Total	27	73	-46
East	30	70	-40
Midwest	24	76	-52
South	25	75	-50
West	29	72	-43
2-9 Employees	25	75	-50
10-19 Employees	25	75	-50
20-More Employees	41	59	-18
\$100K/Less Revenue	29	71	-42
\$100K-\$250K Revenue	22	78	-56
\$250K-\$500K Revenue	25	75	-50
\$500K-\$1 Million Revenue	27	73	-46
\$1 Million/More Revenue	30	70	-40
Female-Owned	26	74	-48
Minority-Owned	30	70	-40

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Direction of U.S. Economy

		May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Net
B	Better	48%	49%	50%	44%	35%	28%	30%	32%	27%	25%	25%	28%	+3
	Same	23%	20%	24%	21%	24%	22%	23%	22%	24%	21%	21%	16%	-5
v	Vorse	<mark>29%</mark>	<mark>31%</mark>	<mark>26</mark> %	35%	41%	49%	47%	47%	50%	54%	54%	56%	+2
	Net	+19	+18	+24	+9	-6	-21	-17	-15	-23	-29	-29	-28	+1
60%											54	1% 5	54%	56%
50%	48	% 4	9%	50%			49%	47%	47%	50	%			
40%					44%	41%								
30%	- 20	3	1%		35%	35%		20%	32%					
		% 2		26%		24%	28% 22%	23%		27	6% 2	5% 2	5%	28%
20%	20	2	0% '	2-770	21%		ZZ /0	2070	/	0	Z:	1% 2	1%	16%
10%														
0%														
0,0	Ma	,	une	July	Aug	Sept	Oct	Nov	Dec				Mar	Apr
	20	ZI 2	021	2021	2021	2021	2021	2021	2022	L 202	22 20)22 2	2022	2022

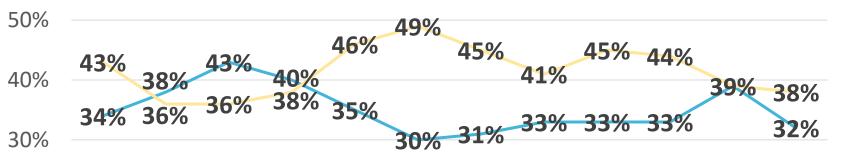
-Better -Same -Worse

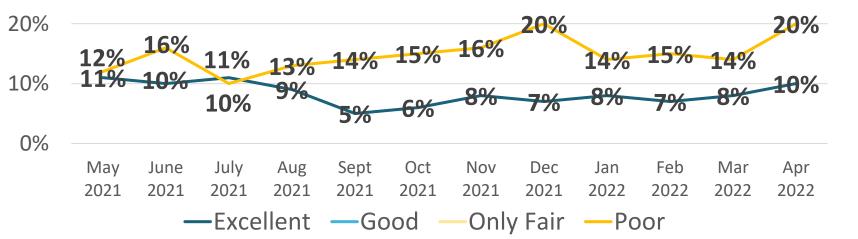
	Better	Same	Worse	Net
Total	28	16	56	-28
East	33	8	59	-26
Midwest	24	17	59	-35
South	23	20	58	-35
West	35	18	48	-13
2-9 Employees	26	16	58	-32
10-19 Employees	33	11	56	-23
20-More Employees	35	21	44	-9
\$100K/Less Revenue	27	24	48	-21
\$100K-\$250K Revenue	24	18	58	-34
\$250K-\$500K Revenue	37	5	58	-21
\$500K-\$1 Million Revenue	26	11	63	-37
\$1 Million/More Revenue	26	23	51	-25
Female-Owned	31	24	45	-14
Minority-Owned	36	16	48	-12
2-9 Employees 10-19 Employees 20-More Employees \$100K/Less Revenue \$100K-\$250K Revenue \$250K-\$500K Revenue \$500K-\$1 Million Revenue \$1 Million/More Revenue Female-Owned	26 33 35 27 24 37 26 26 31	16 11 21 24 18 5 11 23 24	58 56 44 48 58 58 63 51 45	-32 -23 -9 -21 -34 -21 -37 -25 -14

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Climate for Small Businesses

	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Net
Excellent/Good	45%	49%	54%	49%	40%	36%	39%	40%	41%	41%	47%	42%	-5
Only Fair/Poor	55%	51%	46%	51%	60%	<mark>64%</mark>	61%	60%	59%	59%	53%	58%	+5
Net	-10	-2	+8	-2	-20	-28	-22	-20	-18	-18	-6	-16	-10
60%													

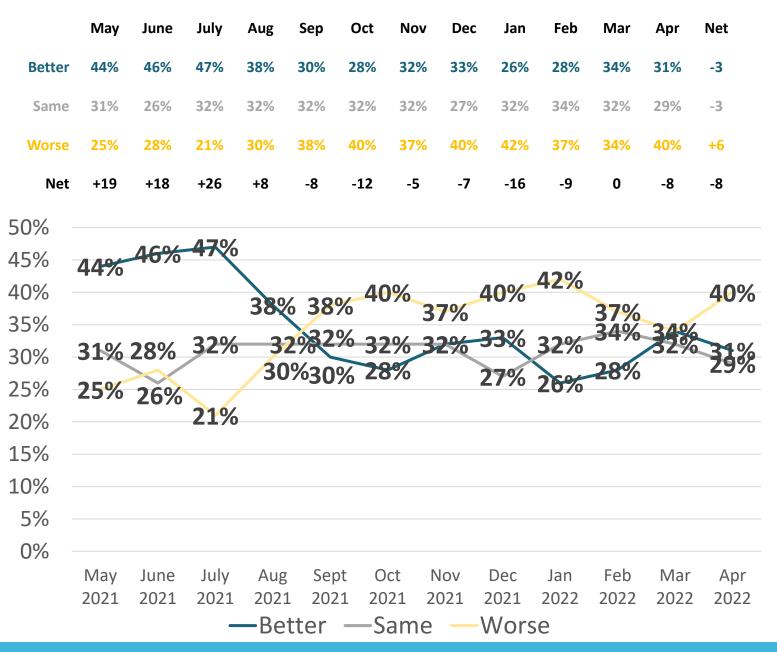




	Excel/ Good	Fair/ Poor	Net
Total	42	58	-16
East	35	65	-30
Midwest	44	56	-12
South	43	57	-14
West	44	56	-12
2-9 Employees	40	60	-20
10-19 Employees	42	58	-16
20-More Employees	59	41	18
\$100K/Less Revenue	44	57	-13
\$100K-\$250K Revenue	41	59	-18
\$250K-\$500K Revenue	43	57	-14
\$500K-\$1 Million Revenue	37	63	-26
\$1 Million/More Revenue	45	55	-10
Female-Owned	51	49	2
Minority-Owned	49	51	-2

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Direction of Climate for Small Businesses



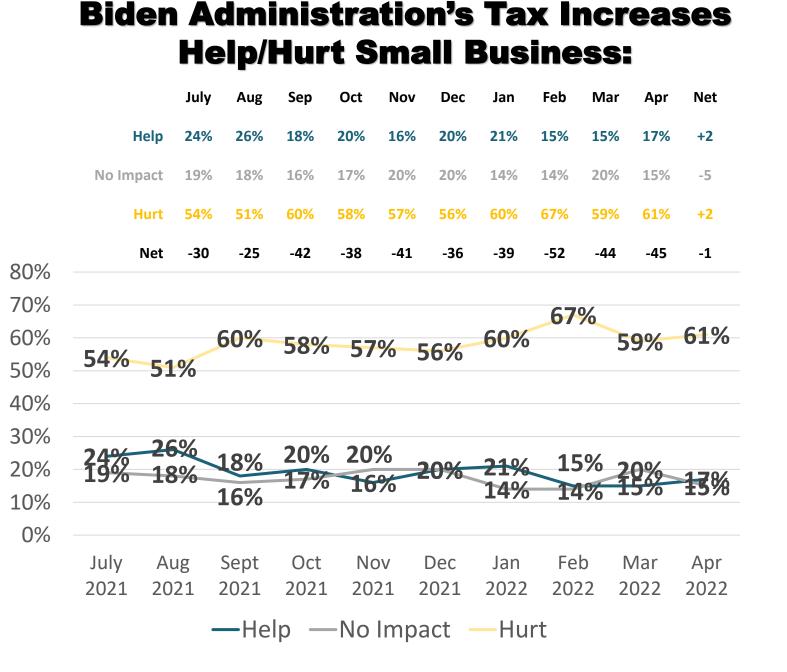
	Better	Same	Worse	Net
Total	31	29	40	-9
East	25	30	45	-20
Midwest	34	21	45	-11
South	33	31	37	-4
West	33	32	36	-3
2-9 Employees	30	30	40	-10
10-19 Employees	33	24	43	-10
20-More Employees	41	27	32	9
\$100K/Less Revenue	33	33	34	-1
\$100K-\$250K Revenue	29	32	39	-10
\$250K-\$500K Revenue	37	28	36	1
\$500K-\$1 Million Revenue	23	28	49	-26
\$1 Million/More Revenue	36	23	41	-5
Female-Owned	38	34	28	10
Minority-Owned	39	27	34	5

April 2022 | JCN SBIQ Monthly Poll

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

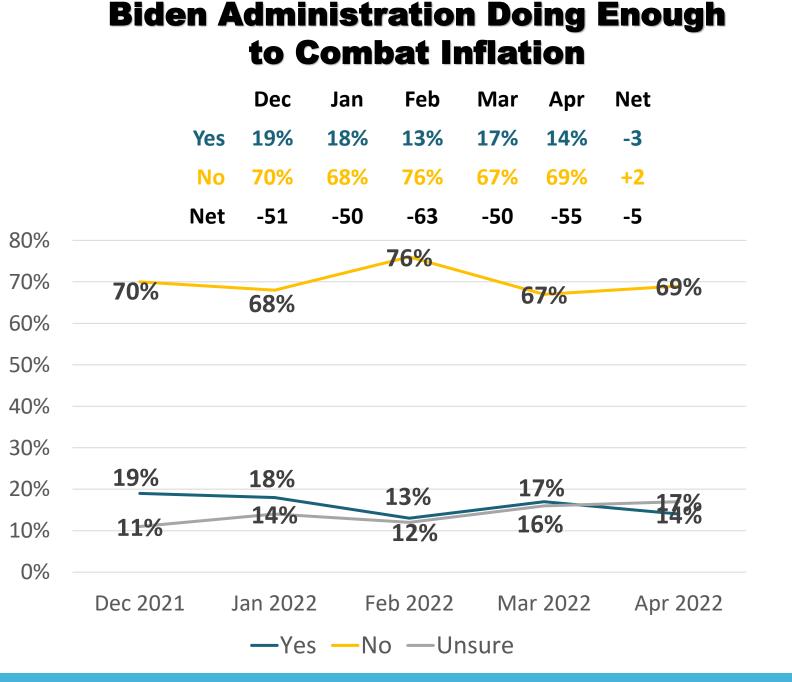
	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Higher Prices/Inflation	**	32%	36%	35%	33%	40%	40%	37%	40%	40%	43%	42%
General Operating Costs	28%	24%	25%	20%	23%	21%	20%	19%	21%	24%	21%	28%
Economy/Client Spending	36%	25%	23%	24%	25%	24%	26%	26%	21%	19%	20%	23%
Gas Prices	**	**	**	**	6%	11%	9%	9%	9%	10%	25%	19%
Supply-Chain Disruptions	14%	15%	16%	14%	13%	17%	19%	17%	20%	20%	14%	16%
Taxes	26%	21%	16%	17%	18%	18%	15%	13%	14%	15%	13%	15%
Available Workers	12%	12%	11%	15%	14%	13%	15%	18%	11%	14%	12%	15%
Political Climate	13%	15%	14%	14%	16%	12%	12%	8%	10%	9%	12%	8%
Government Regulations	17%	12%	11%	13%	13%	11%	10%	10%	14%	10%	10%	8%
Covid Restrictions/Sales	25%	15%	16%	21%	20%	14%	13%	20%	21%	16%	9%	7%
Interest Rates	6%	6%	6%	3%	2%	5%	4%	6%	6%	2%	4%	5%
Healthcare Costs	12%	11%	12%	10%	4%	5%	6%	5%	5%	7%	7%	4%
Expansion Costs	7%	7%	5%	5%	7%	5%	5%	6%	4%	4%	4%	4%
Loan Accessibility	6%	3%	2%	3%	2%	2%	2%	3%	3%	4%	4%	4%
Compensation/Insurance	**	3%	7%	7%	4%	3%	4%	2%	2%	6%	3%	4%

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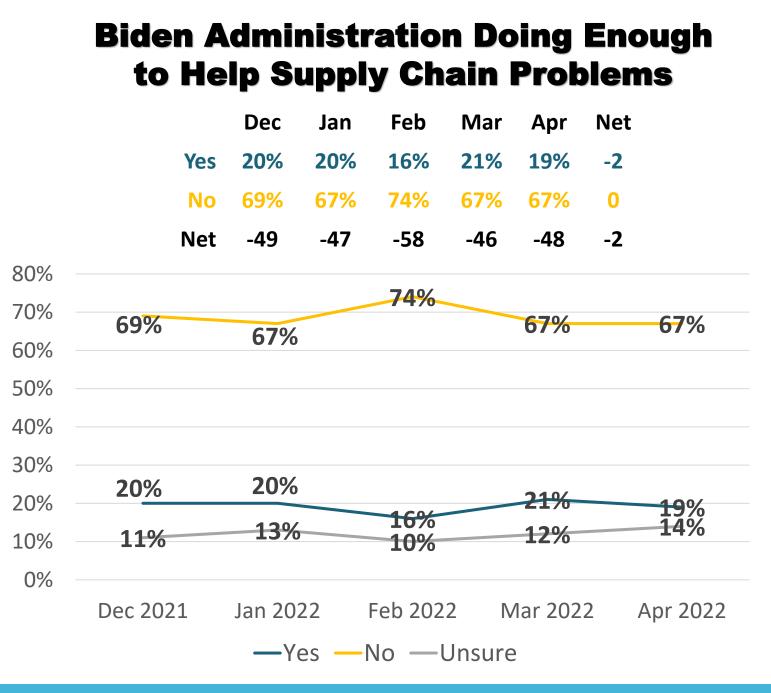


		No		
	Help	Impact	Hurt	Net
Total	17	15	61	-44
East	17	22	60	-43
Midwest	15	19	53	-38
South	19	10	66	-47
West	15	13	63	-48
2-9 Employees	15	15	63	-48
10-19 Employees	25	7	54	-29
20-More Employees	23	19	53	-30
\$100K/Less Revenue	26	15	49	-23
\$100K-\$250K Revenue	15	13	64	-49
\$250K-\$500K Revenue	14	12	74	-60
\$500K-\$1 Million Revenue	16	18	58	-42
\$1 Million/More Revenue	14	17	61	-47
Female-Owned	28	10	44	-16
Minority-Owned	28	13	51	-23

April 2022 | JCN SBIQ Monthly Poll

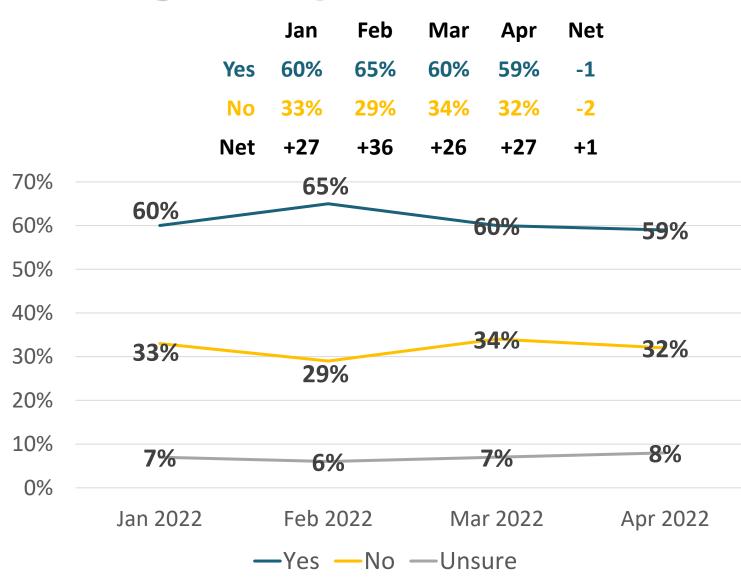


	Yes	No	Net
Total	14	69	-55
East	15	70	-55
Midwest	20	63	-43
South	10	73	-63
West	12	69	-57
2-9 Employees	14	69	-55
10-19 Employees	8	81	-73
20-More Employees	20	56	-36
\$100K/Less Revenue	20	61	-41
\$100K-\$250K Revenue	12	72	-60
\$250K-\$500K Revenue	17	60	-43
\$500K-\$1 Million Revenue	7	78	-71
\$1 Million/More Revenue	13	74	-61
Female-Owned	15	64	-49
Minority-Owned	19	60	-41



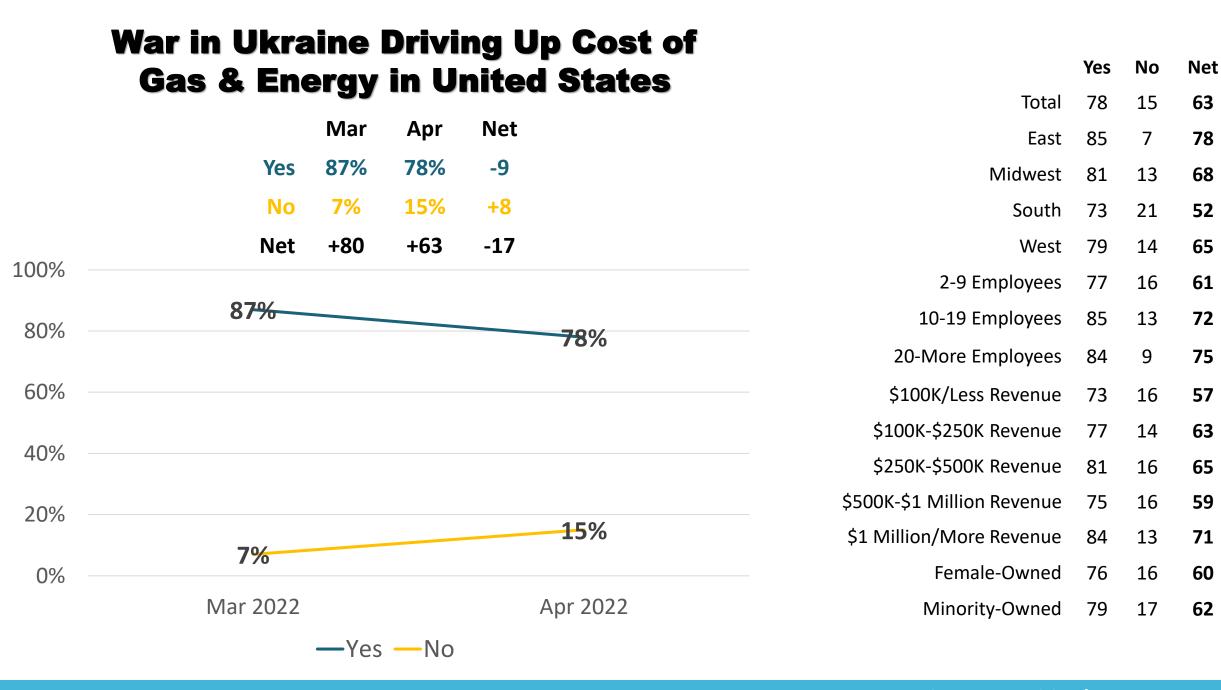
	Yes	No	Net
Total	19	67	-48
East	27	62	-35
Midwest	20	59	-39
South	12	73	-61
West	20	70	-50
2-9 Employees	17	69	-52
10-19 Employees	19	72	-53
20-More Employees	29	47	-18
\$100K/Less Revenue	23	58	-35
\$100K-\$250K Revenue	18	68	-50
\$250K-\$500K Revenue	16	70	-54
\$500K-\$1 Million Revenue	17	71	-54
\$1 Million/More Revenue	19	69	-50
Female-Owned	18	65	-47
Minority-Owned	20	57	-37

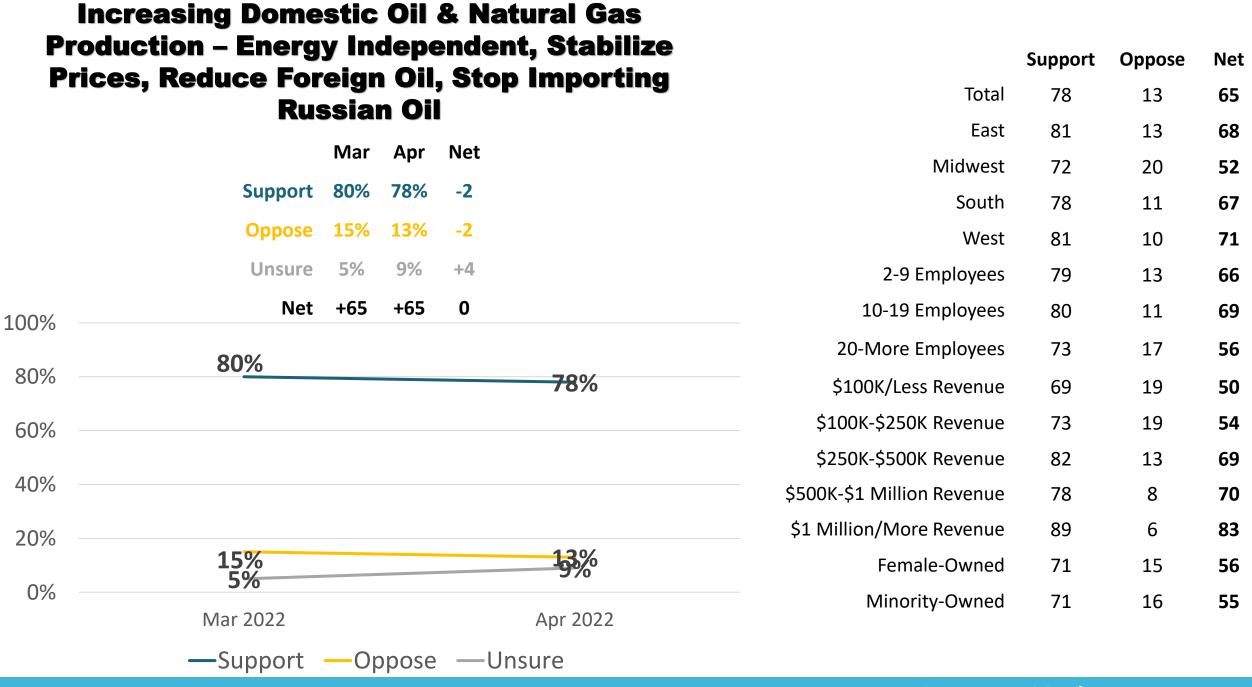
Are Supply Chain Problems Having A Negative Impact on Your Business

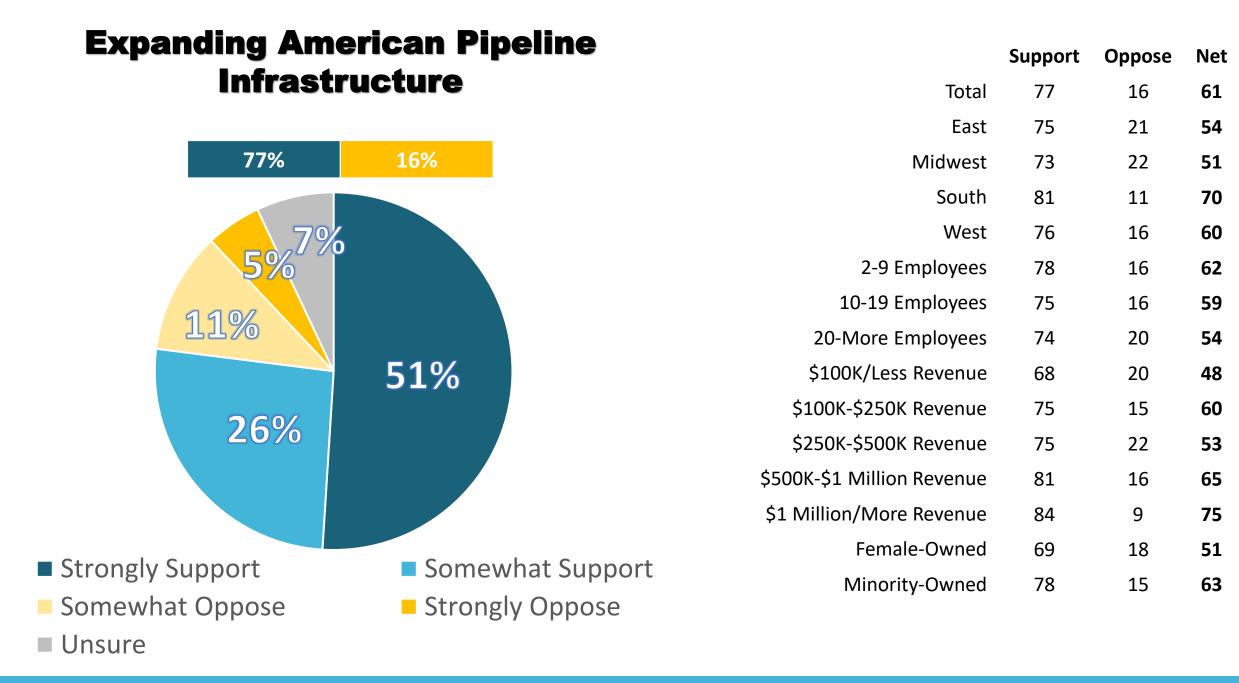


	Yes	No	Net
Total	59	32	27
East	61	34	27
Midwest	65	26	39
South	55	35	20
West	60	32	28
2-9 Employees	58	33	25
10-19 Employees	70	28	42
20-More Employees	61	34	27
\$100K/Less Revenue	51	34	17
\$100K-\$250K Revenue	59	31	28
\$250K-\$500K Revenue	60	28	32
\$500K-\$1 Million Revenue	64	34	30
\$1 Million/More Revenue	62	36	26
Female-Owned	49	35	14
Minority-Owned	56	32	24

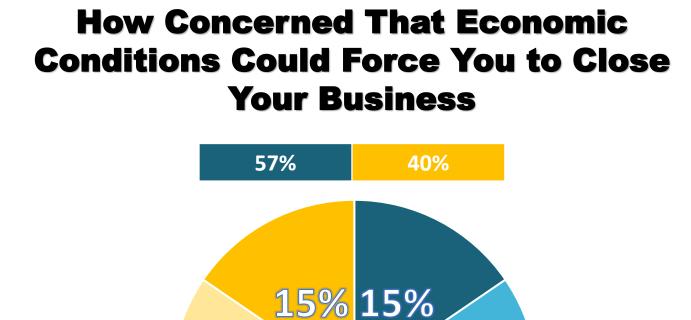
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John McLaughlin | Scott Rasmussen



42%

25%

	Concerned	Not Concerned	Net
Total	57	40	17
East	48	49	-1
Midwest	52	44	8
South	65	33	32
West	57	39	18
2-9 Employees	57	40	17
10-19 Employees	58	35	23
20-More Employees	57	43	14
\$100K/Less Revenue	52	43	9
\$100K-\$250K Revenue	66	31	35
\$250K-\$500K Revenue	62	38	24
\$500K-\$1 Million Revenue	47	46	1
\$1 Million/More Revenue	57	43	14
Female-Owned	63	35	28
Minority-Owned	62	35	27

Not That Concerned

Very Concerned

Somewhat Concerned

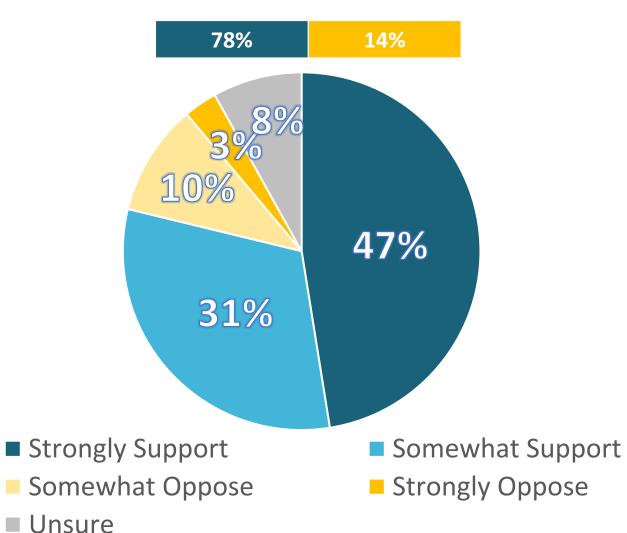
Not Concerned At All

Have you or do you anticipate making significant business adjustments in order to stay in business?

	Apr		Mid-			2-9	10-19	20/More
	Total	East	West	South	West	Employ	Employ	Employ
YES	57%	55%	48%	64%	54%	55%	60%	67%
Yes, already made	25%	17%	22%	25%	31%	23%	30%	30%
Yes, anticipate making	32%	38%	26%	39%	23%	32%	30%	37%
NO	36%	38%	40%	31%	38%	38%	30%	2 5%

	\$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
YES	56%	70%	47%	53%	56%	61%	75%	58%	56%
Yes, already made	23%	30%	23%	24%	23%	32%	33%	28%	22%
Yes, anticipate making	34%	41%	23%	29%	33%	29%	42%	29%	34%
NO	33%	24%	48%	40%	36%	28%	20%	33%	38%

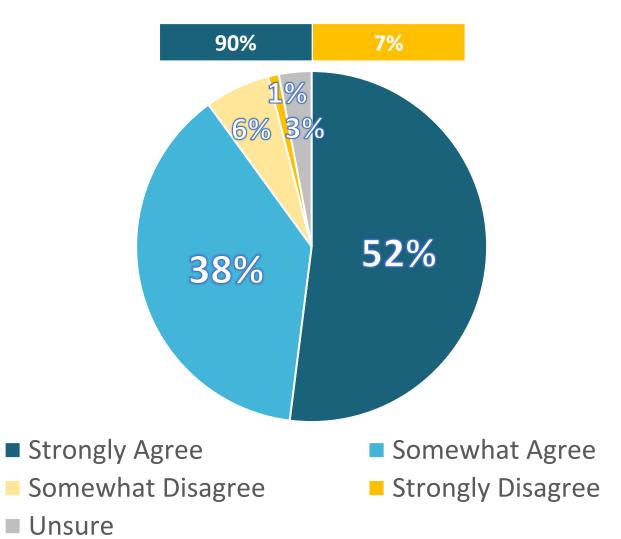
Incentivizing & Increasing American Manufacturing & Reducing Reliance on Importing



	Support	Oppose	Net
Total	78	14	64
East	84	13	71
Midwest	78	13	65
South	77	13	64
West	76	16	60
2-9 Employees	78	14	64
10-19 Employees	80	11	69
20-More Employees	77	17	60
\$100K/Less Revenue	67	17	50
\$100K-\$250K Revenue	85	7	78
\$250K-\$500K Revenue	78	20	58
\$500K-\$1 Million Revenue	77	13	64
\$1 Million/More Revenue	83	11	72
Female-Owned	65	19	46
Minority-Owned	71	18	53

April 2022 | JCN SBIQ Monthly Poll

Increasing American Manufacturing Would Help Improve Economy, Create Jobs & Improve Supply Chain



	Agree	Disagree	Net
Total	90	7	83
East	97	2	95
Midwest	87	9	78
South	88	9	79
West	90	7	83
2-9 Employees	90	7	83
10-19 Employees	89	3	86
20-More Employees	87	11	76
\$100K/Less Revenue	82	12	70
\$100K-\$250K Revenue	95	3	92
\$250K-\$500K Revenue	91	8	83
\$500K-\$1 Million Revenue	86	8	78
\$1 Million/More Revenue	94	5	89
Female-Owned	84	13	71
Minority-Owned	84	12	72

April 2022 | JCN SBIQ Monthly Poll