

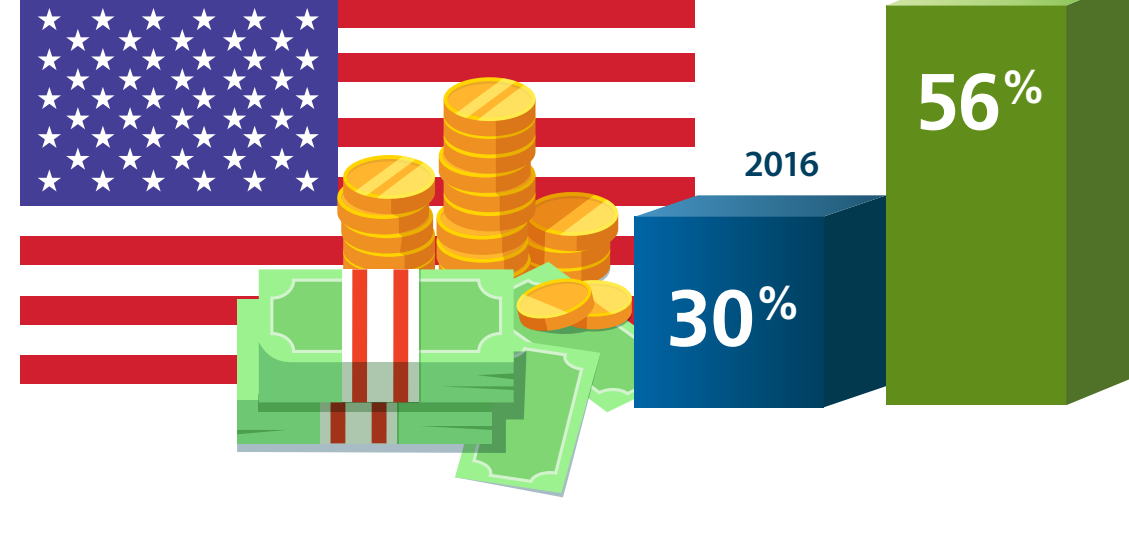
CEO confidence holds steady at positive levels.

April 2017

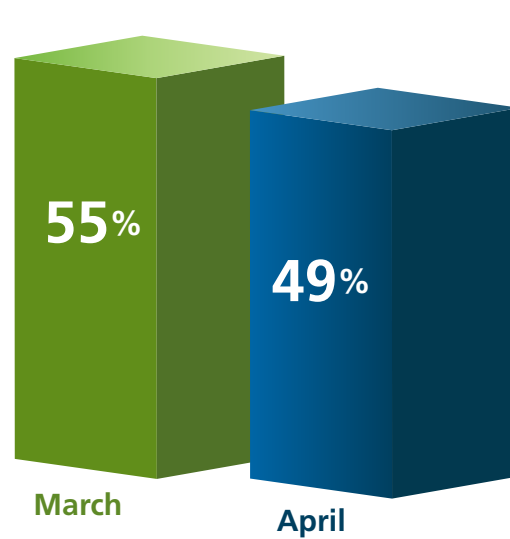
The WSJ/Vistage Small Business CEO Confidence Index was 112.3 in April, barely below the five month average of 112.5.

Economy improves.

56% of CEOs said that the economy had improved during the past year, well above last year's 30%.



The outlook for the economy during the year ahead eased somewhat in April, as 49% of CEOs anticipated improved conditions, down from last month's 55%.



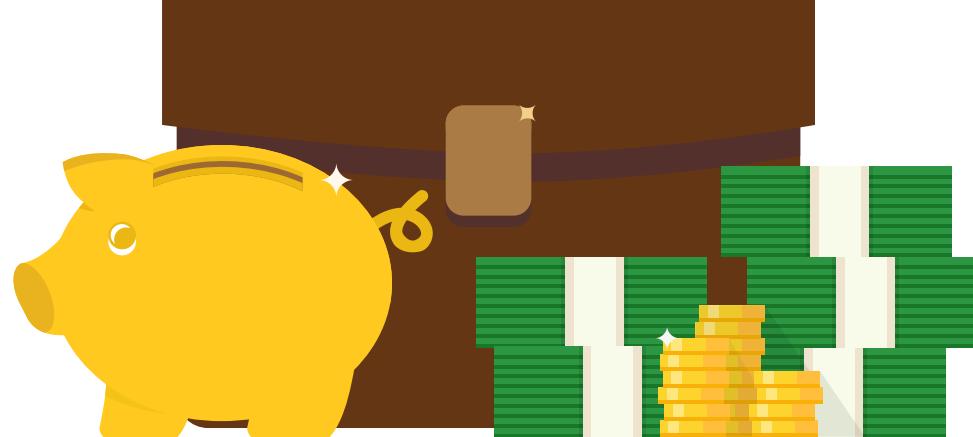
Anticipated revenue and profit gains.

76% of CEOs said they expect higher revenues in the year ahead, and 63% said they expect higher profits. Both numbers have remained consistent over the past few months.



Strong hiring plans.

49% planned to increase their fixed investment spending in the year ahead.

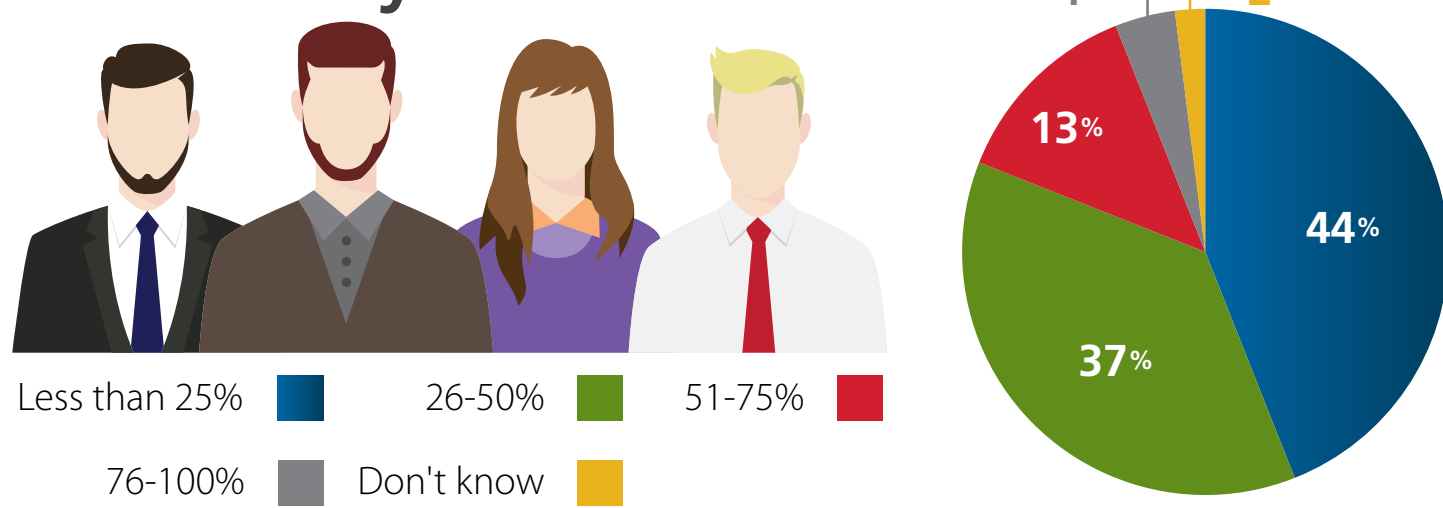


61% of CEOs plan to increase hiring in the year ahead, with the last five months remaining in the most favorable range since June 2015.



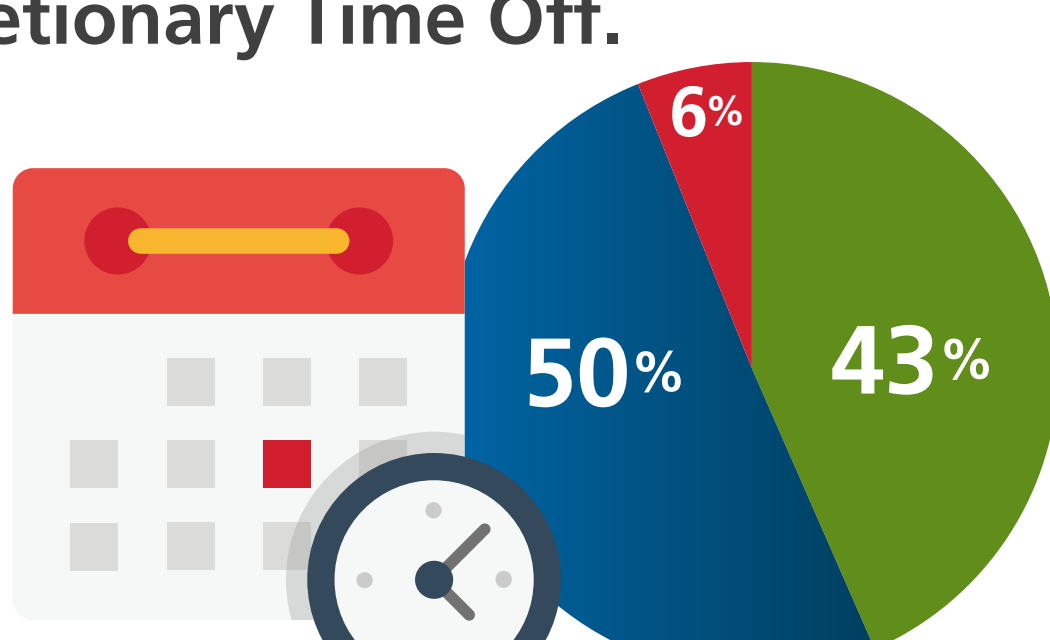
Millennials.

What percentage of your workforce is currently millennials:



Benefits.

43% of companies offer a traditional leave program with separate days allocated for holiday, vacation and sick time, while 50% offer Paid Time Off programs. Just 6% offer unlimited Discretionary Time Off.



67% of companies offer flexible work scheduling. 93% of those who offer flexible work scheduling said their employees use it.

