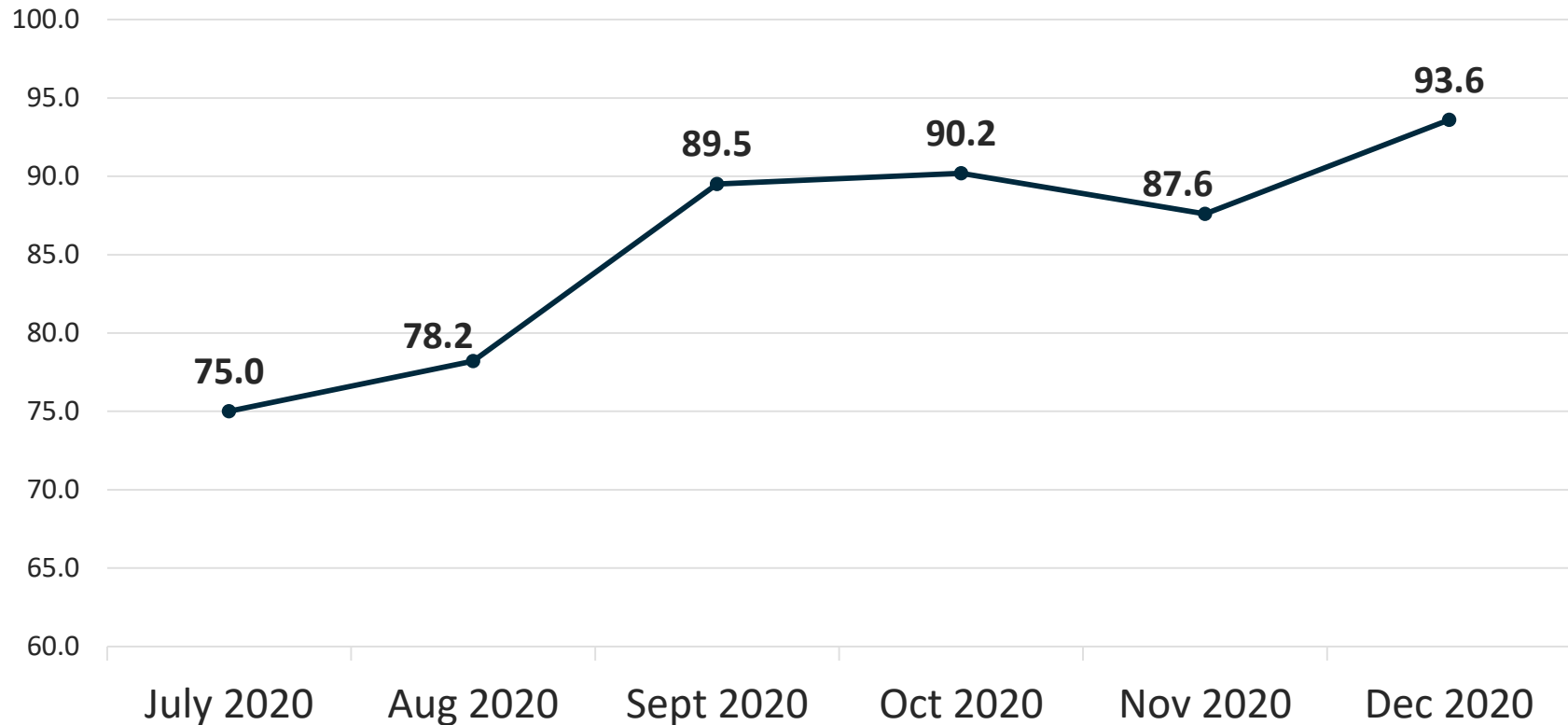


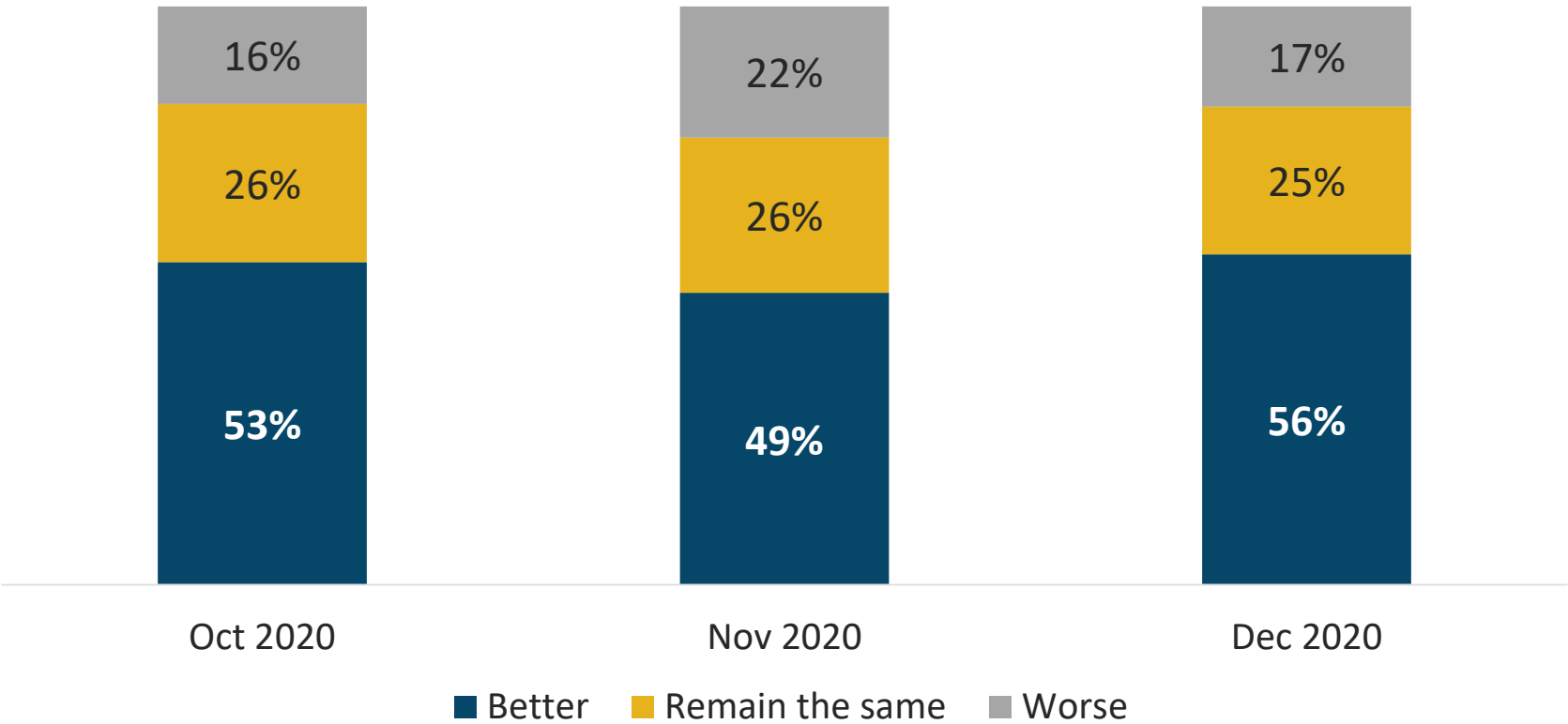
# *The WSJ/Vistage Small Business CEO Confidence Index rises driven by hiring plans of small businesses*



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804

# Small business optimism about the future of the U.S. economy rebounds after dip in November

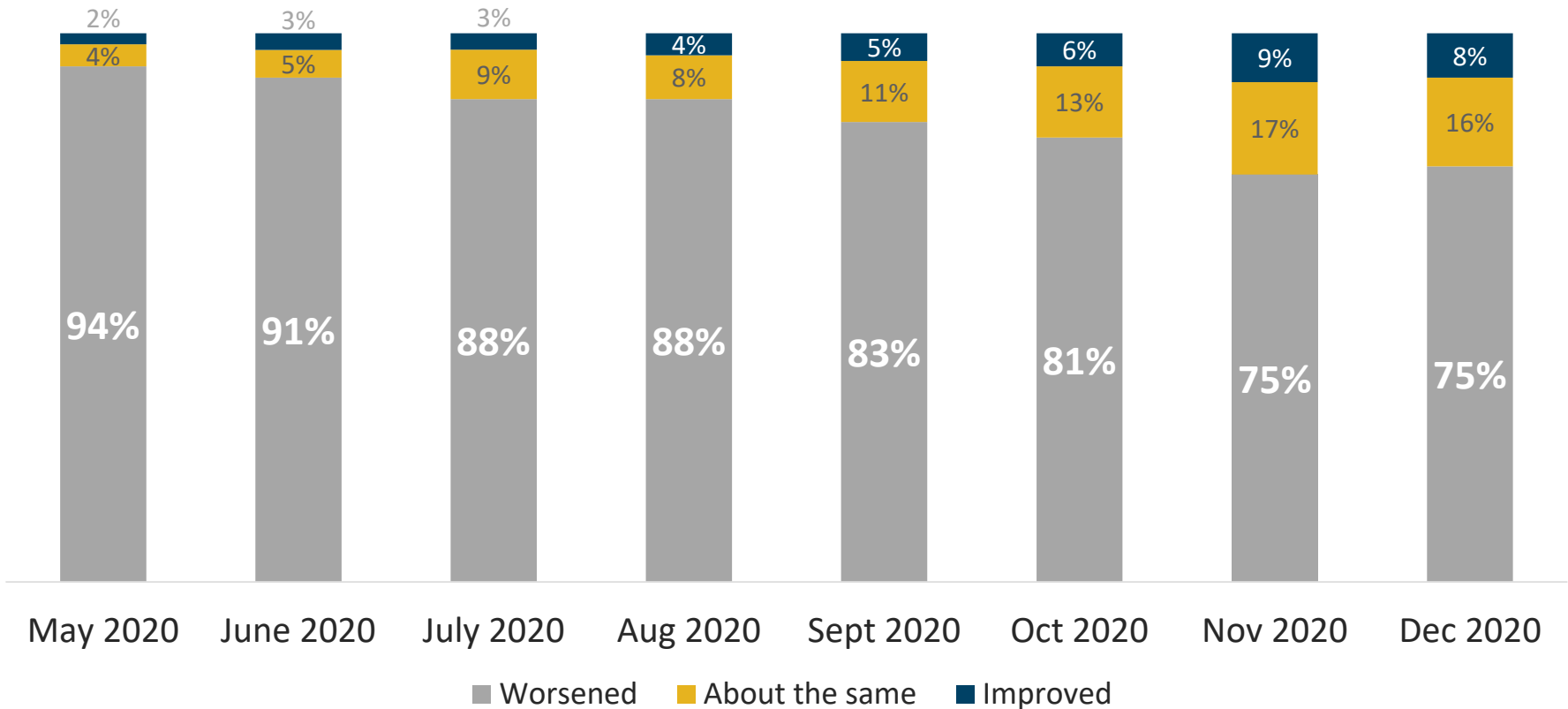
Expected changes in U.S. economy over next 12 months among small businesses



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804

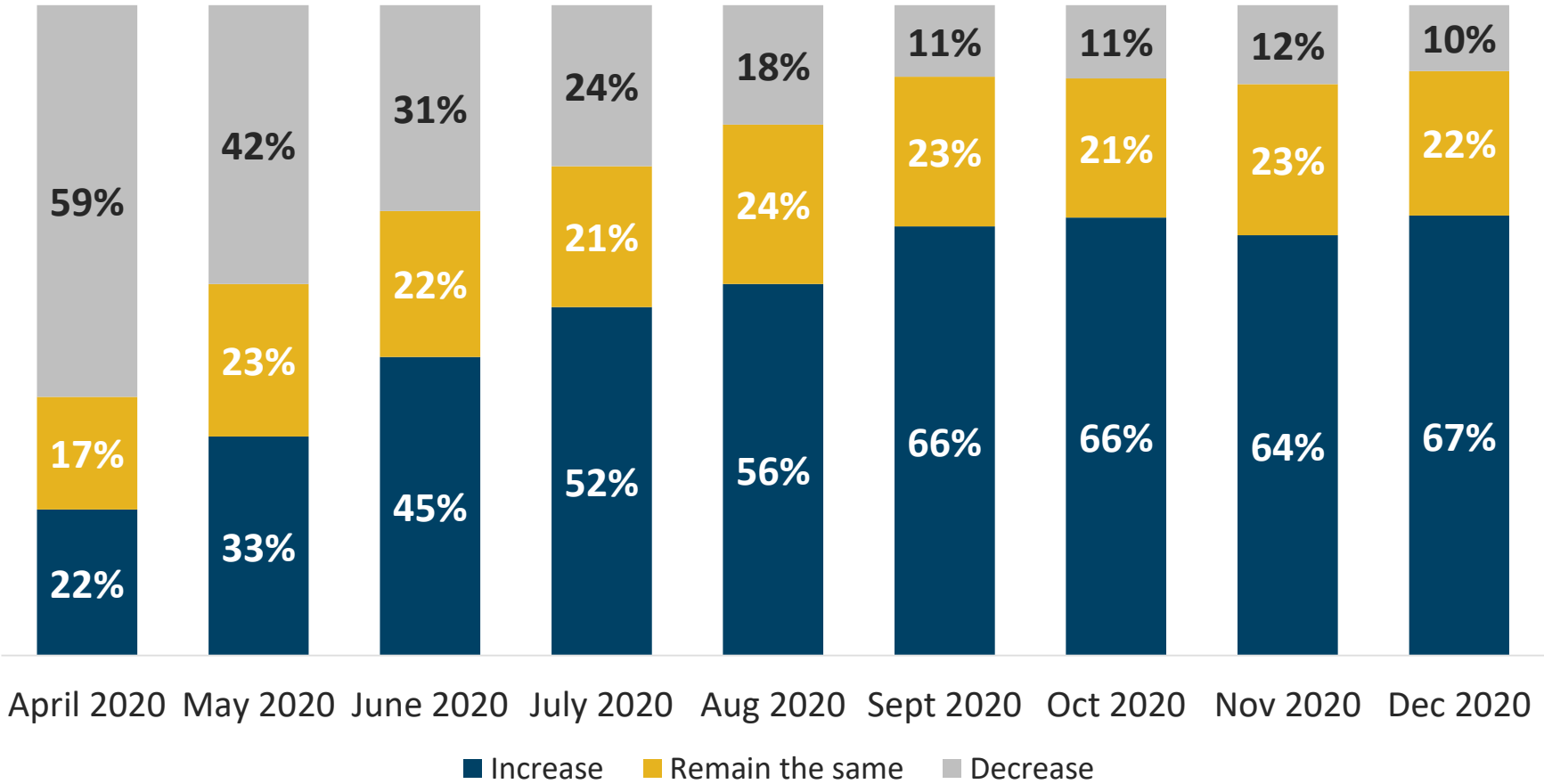
# Trends in small business sentiment about the U.S. economy unchanged from last month

Compared with a year ago, how have overall economic conditions in the U.S. changed?



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804

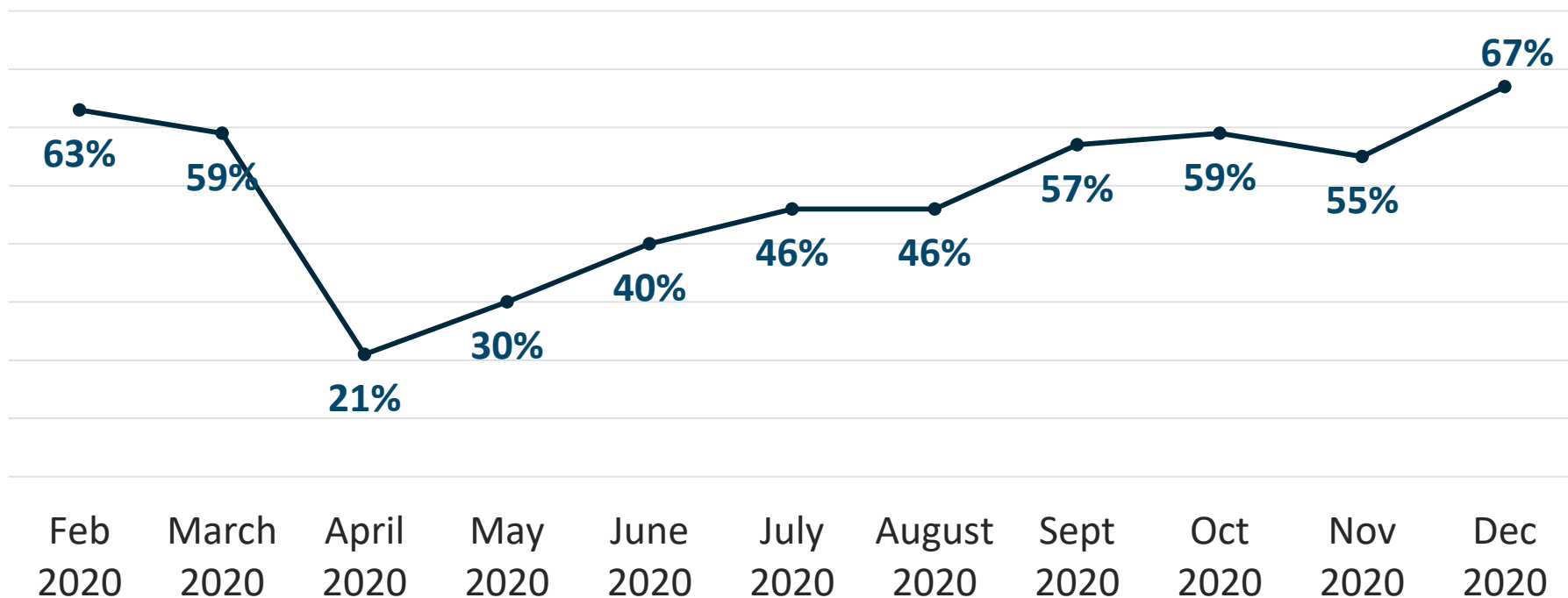
# More than two-thirds of small businesses expect increased revenues in the year ahead



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804

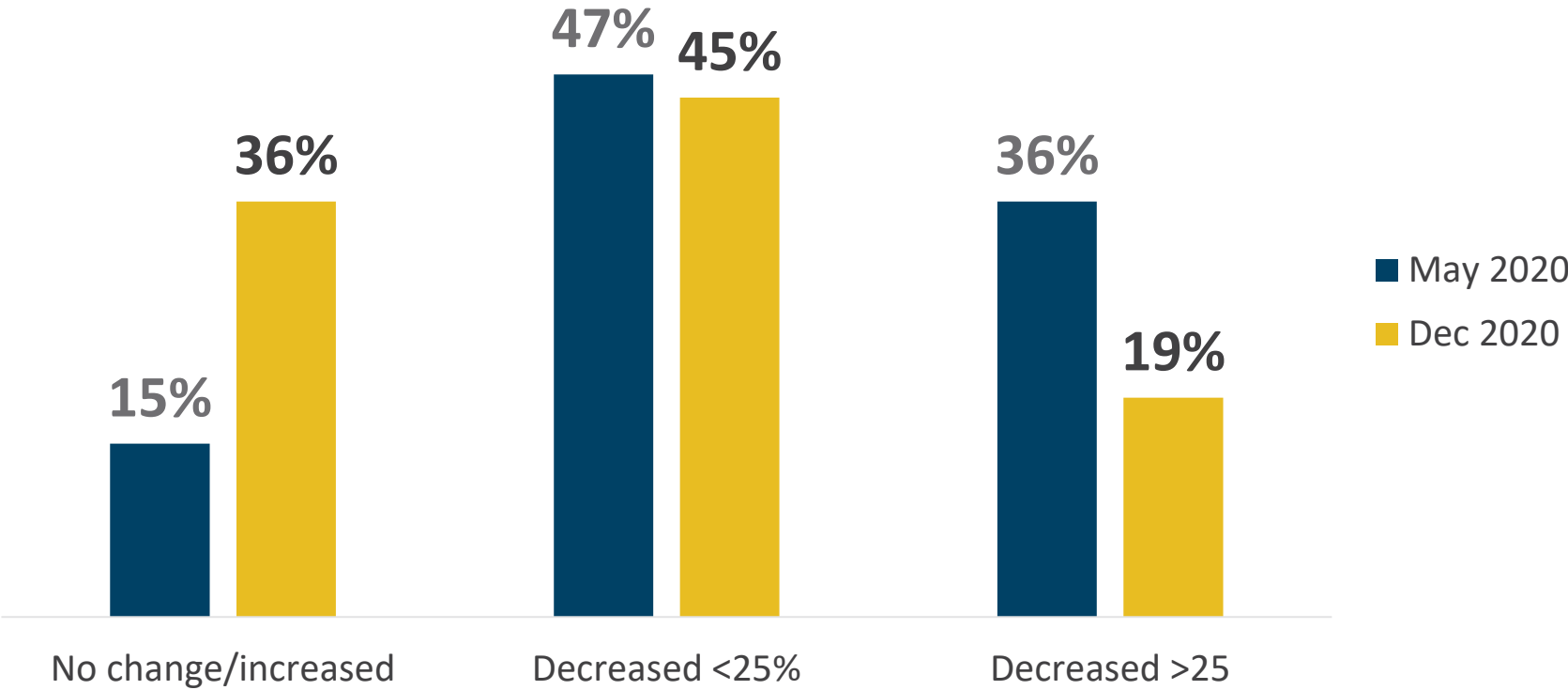
# Plans for increased hiring reach pre-pandemic levels among small businesses, highest since February 2018

Percentage of CEOs that plan to increase their workforce in the year ahead



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804

# Revenue impacts of the pandemic diminished, just 19% of small businesses report declines of 25% or more



Source: December 2020 WSJ/Vistage Small Business CEO Confidence Index n=804