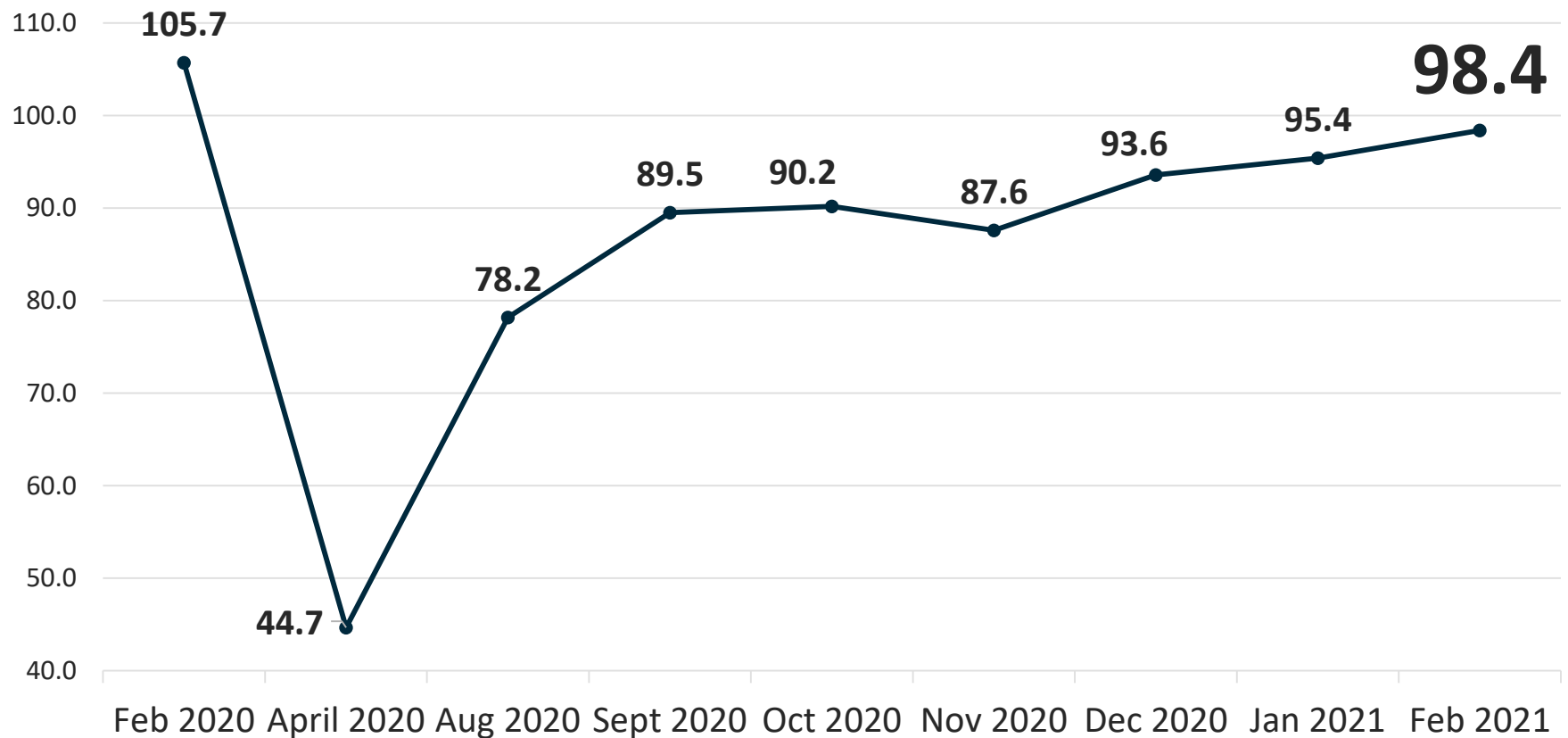


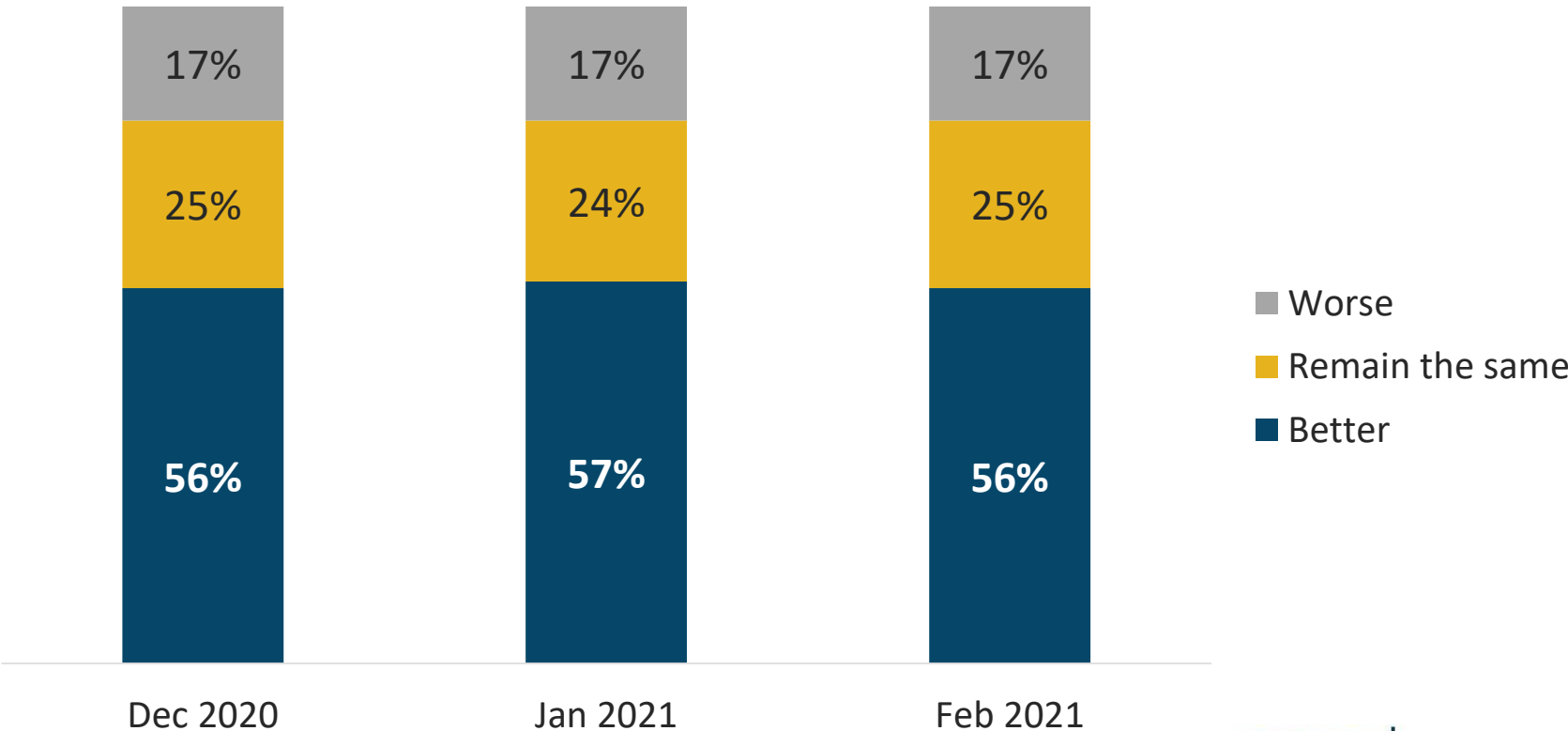
# The WSJ/Vistage Small Business CEO Confidence Index continues slow climb



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# Small business sentiment about the future of the U.S. economy holds steady over last 3 months

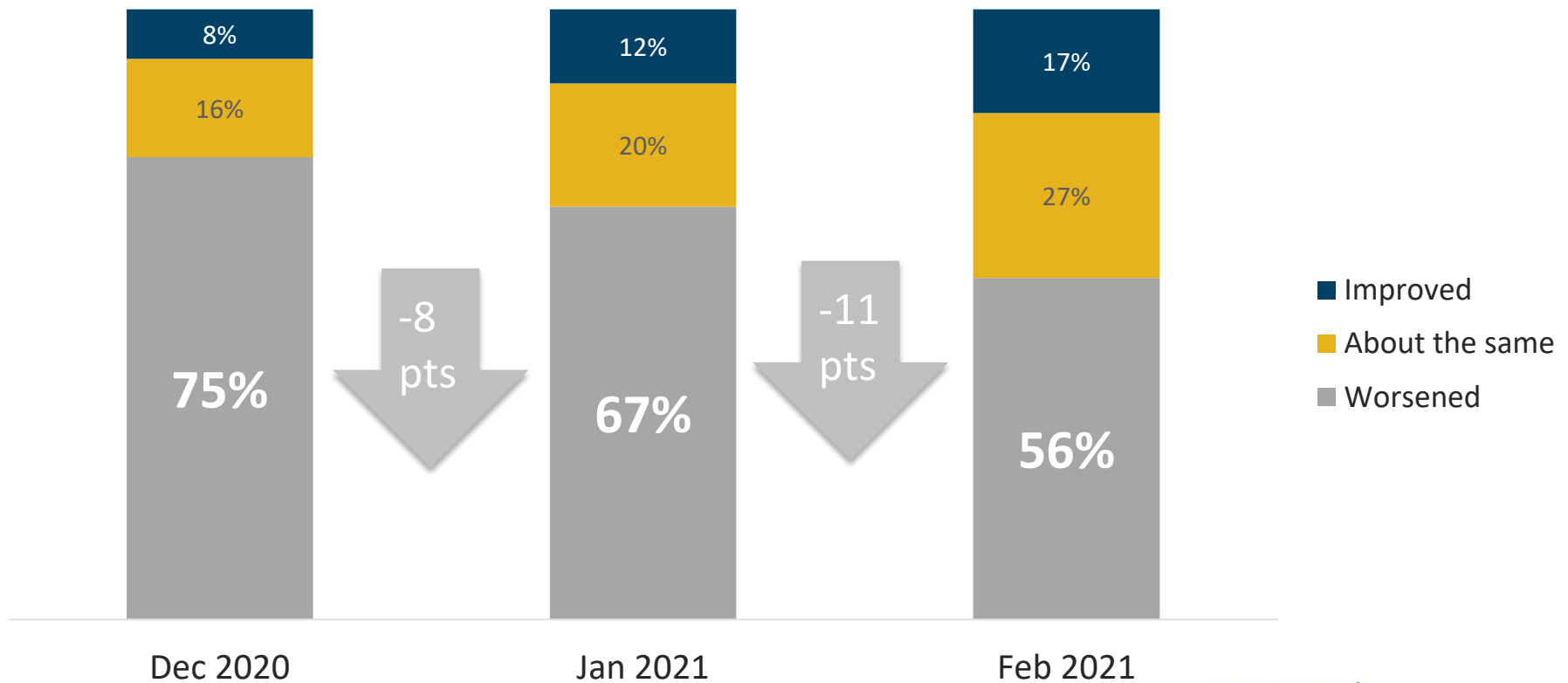
Expected changes in U.S. economy over next 12 months among small businesses



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# Over the last two months, pessimism about the state of the U.S. economy falls nearly 20 points among small businesses

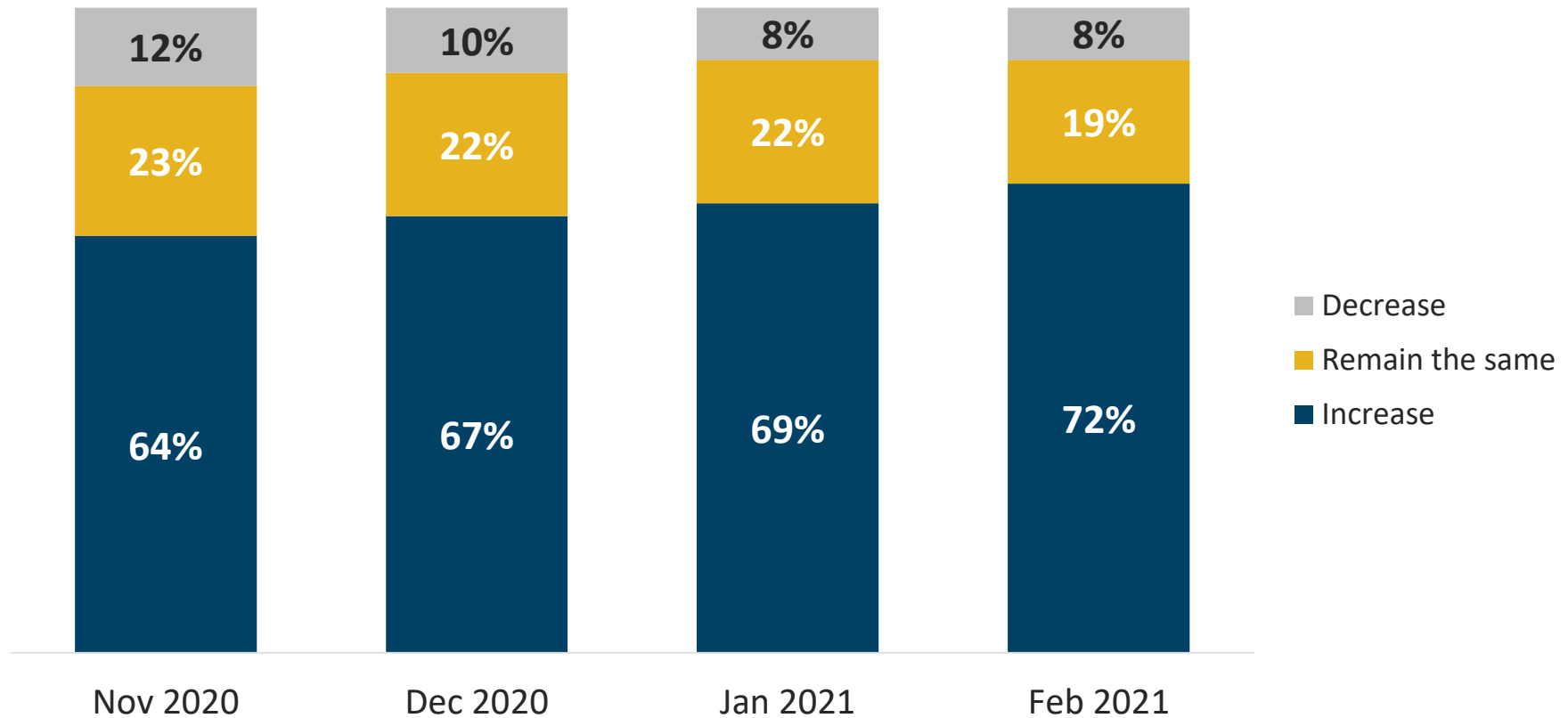
Compared with a year ago, how have overall economic conditions in the U.S. changed?



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# Nearly three quarters of small businesses expect revenues to increase in the year ahead

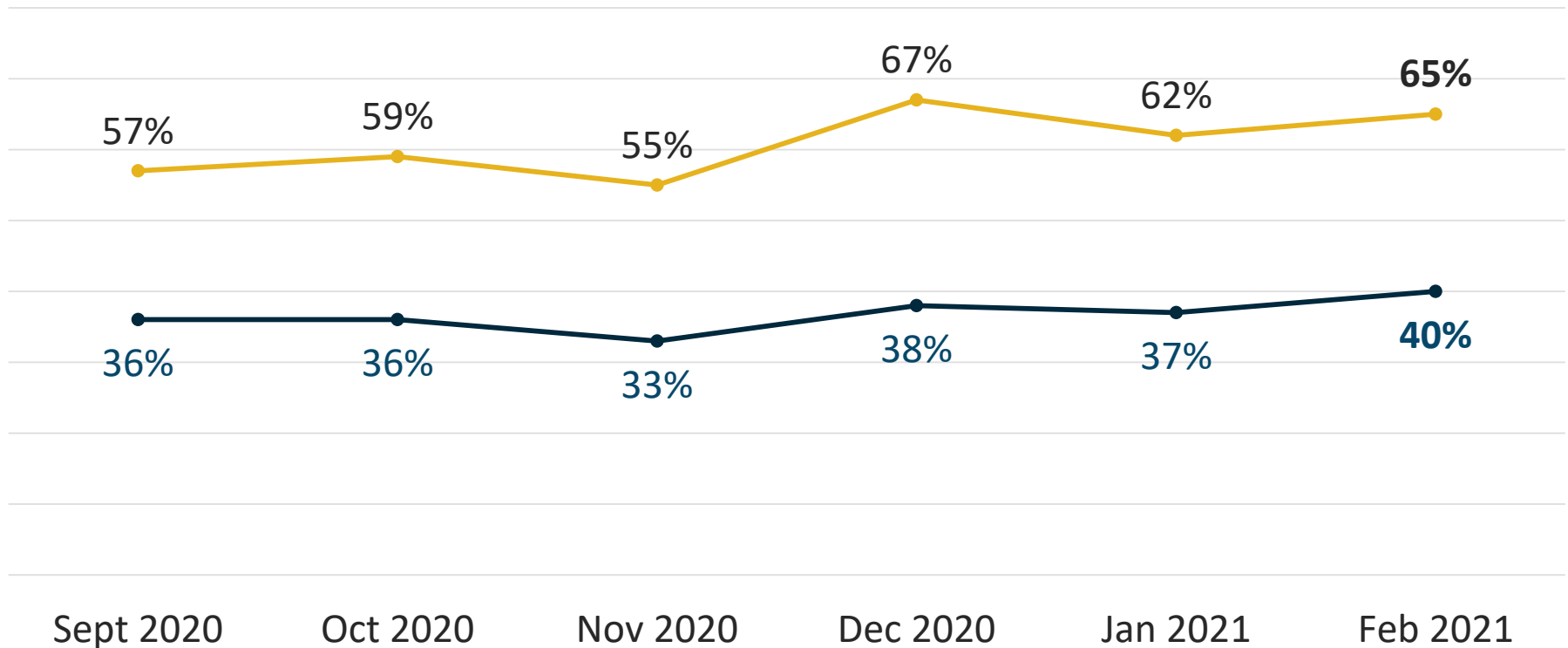
Small business projections for revenues over next 12 months



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# Expansion plans for the year ahead regain momentum after January dip among small businesses

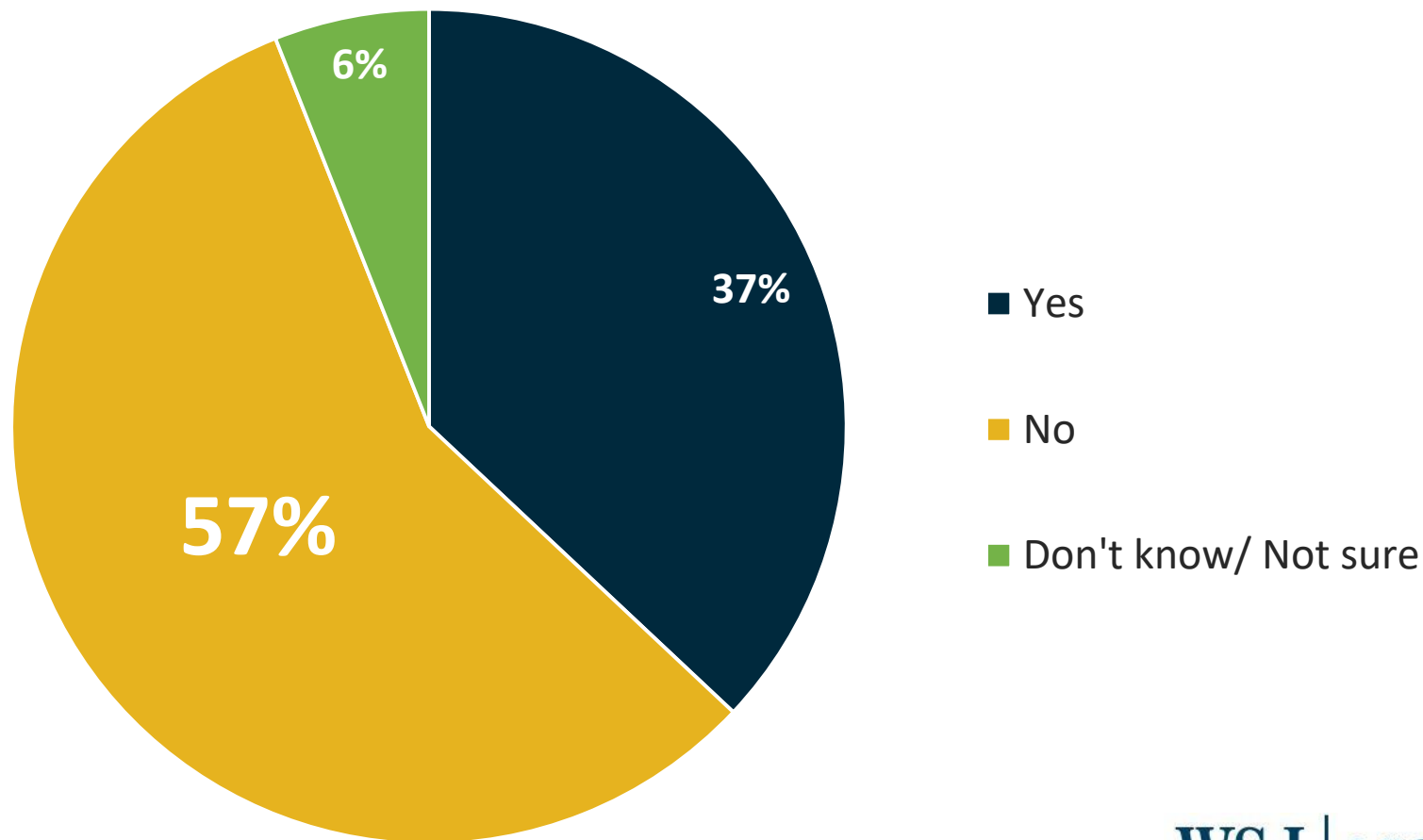
Plan to increase workforce, fixed investments in next 12 months



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# Over half of small businesses report not being impacted by an increase in the minimum wage

Would raising the minimum wage to \$15/hour affect your business?



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

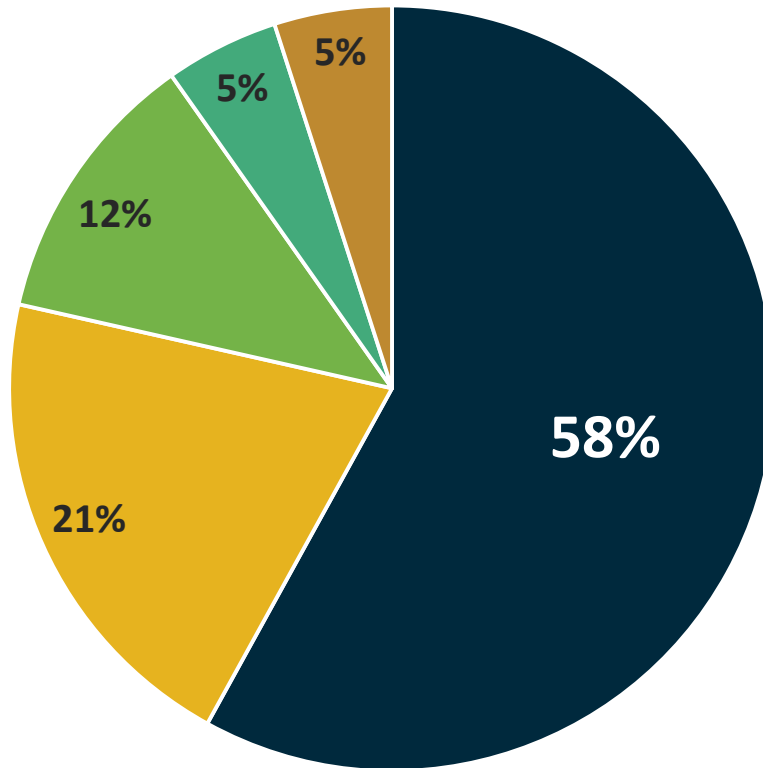
# *Small business CEOs are most concerned about the state of the national economy*

	<b>Very or extremely concerned</b>
National economy	76%
Local economy	66%
Employee morale	47%
Business' finances	39%
Personal morale	34%
Future of their business	27%

Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624

# The majority of small businesses are recommending but not requiring employees to be vaccinated

Do you plan to require that your employees receive a vaccine?



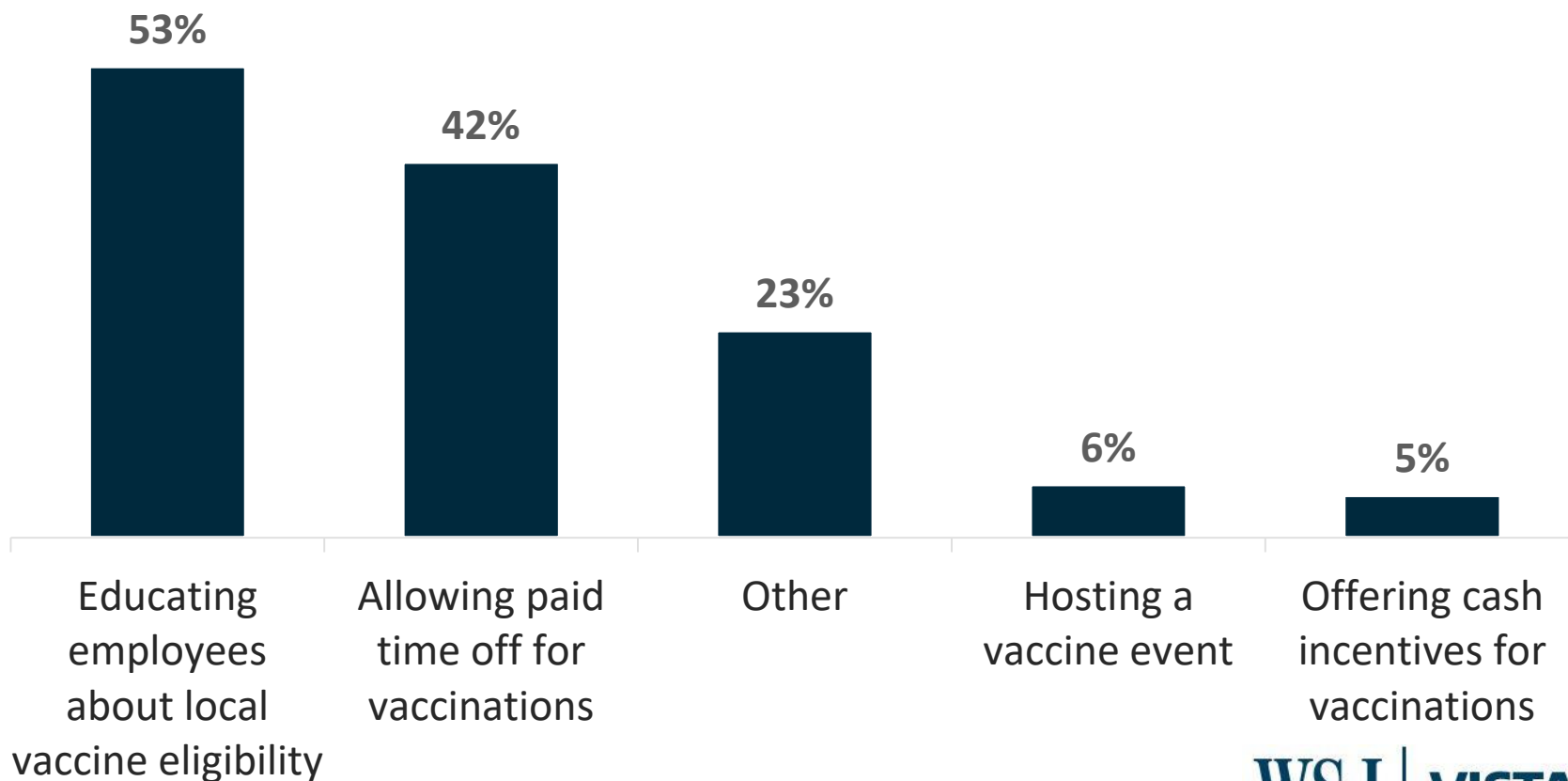
- No, vaccines will be recommended but not required
- No, vaccines will not be recommended or required
- Not certain at this time
- Yes, all will be required to receive a vaccine
- Yes, those that are in the office or traveling will be required

Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624



# Small businesses are offering education and paid time off for employees to get vaccinated

Which of the following are you implementing for your business in regards to employee vaccines?



Source: February 2021 WSJ/Vistage Small Business CEO Confidence Index n=624