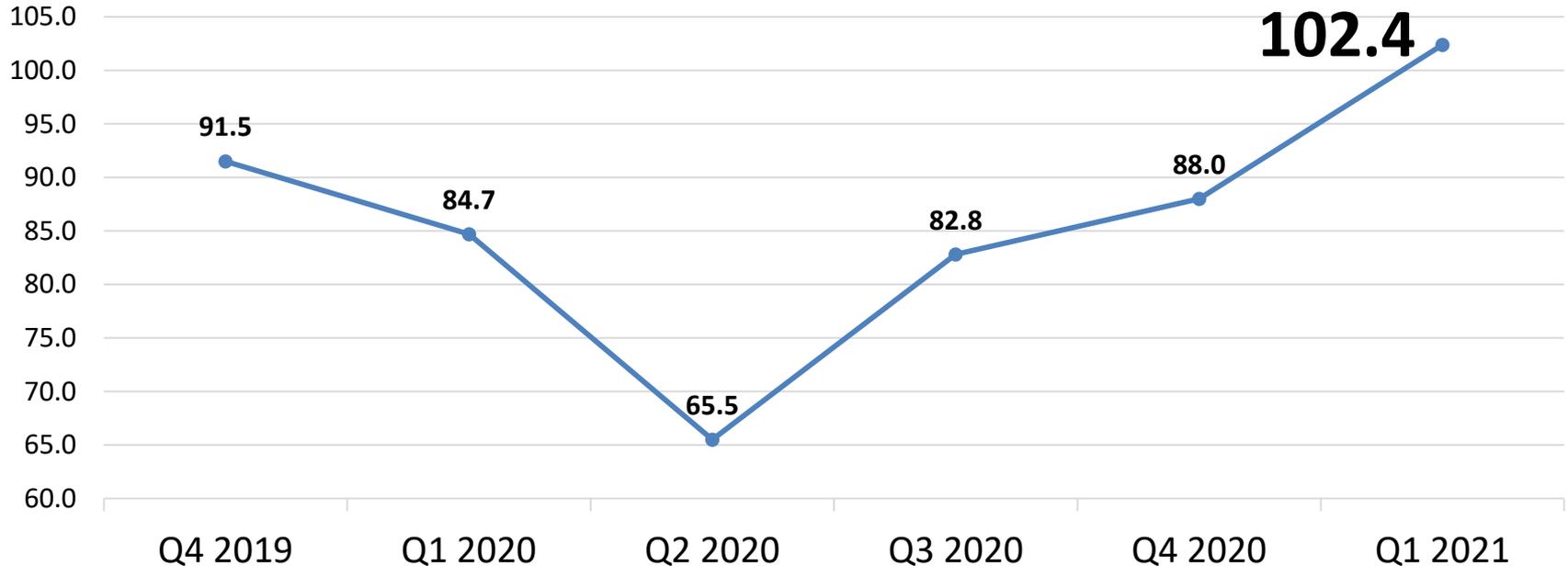


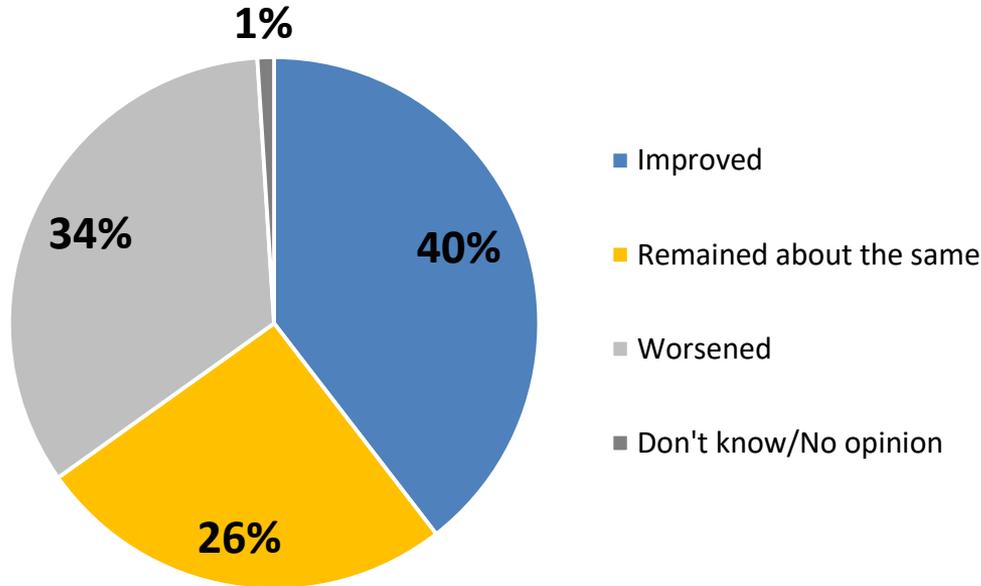
The Vistage CEO Confidence Index jumped to 102.4 in Q1 2021 driven by improving projections for revenues and profits



Source: Q1 2021 Vistage CEO Confidence Index n=1,579

CEO sentiment about the U.S. economy continues to improve

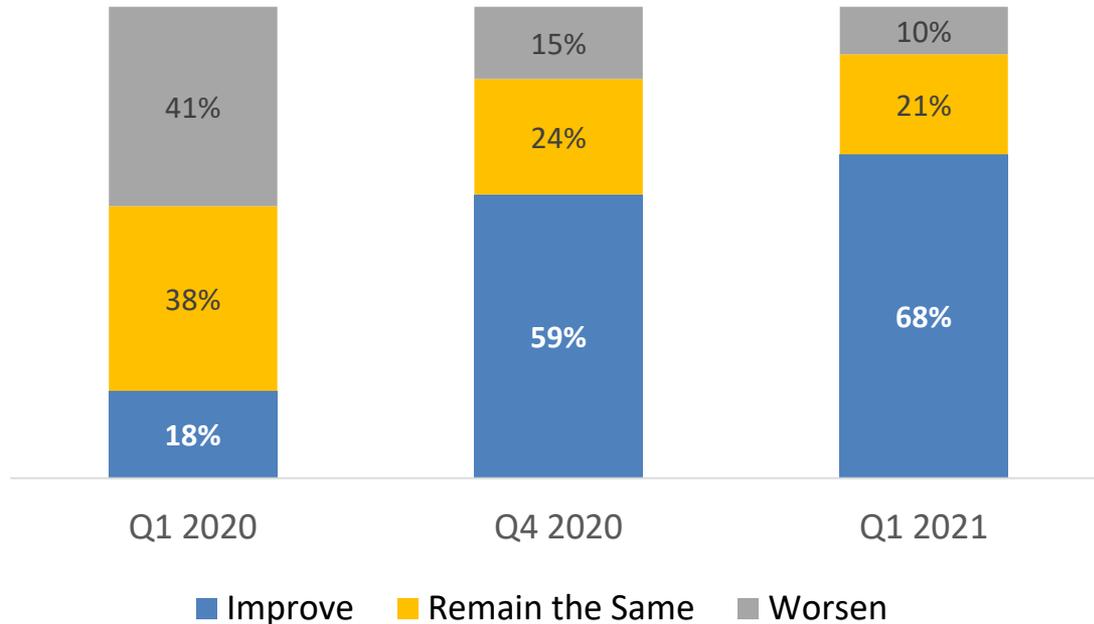
Compared with a year ago, how have overall economic conditions in the United States changed?



For the first time since Q4 2019, the proportion of CEOs who believe the economy recently improved is higher than those that report that it recently worsened.

Source: Q1 2021 Vantage CEO Confidence Index n=1,579

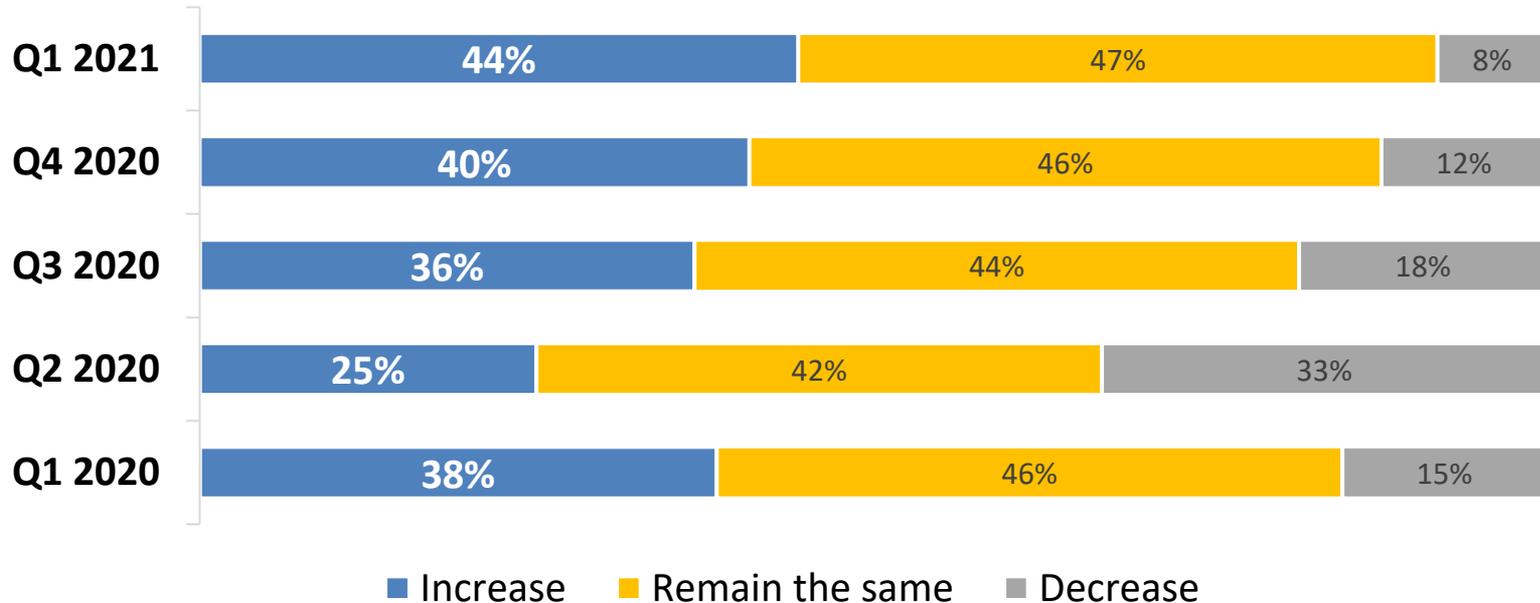
CEO optimism about the future of the U.S. economy reaches highest levels in 17 years



The proportion of CEOs who believe the economy will improve jumps 9 percentage points from last quarter, highest since Q1 2004.

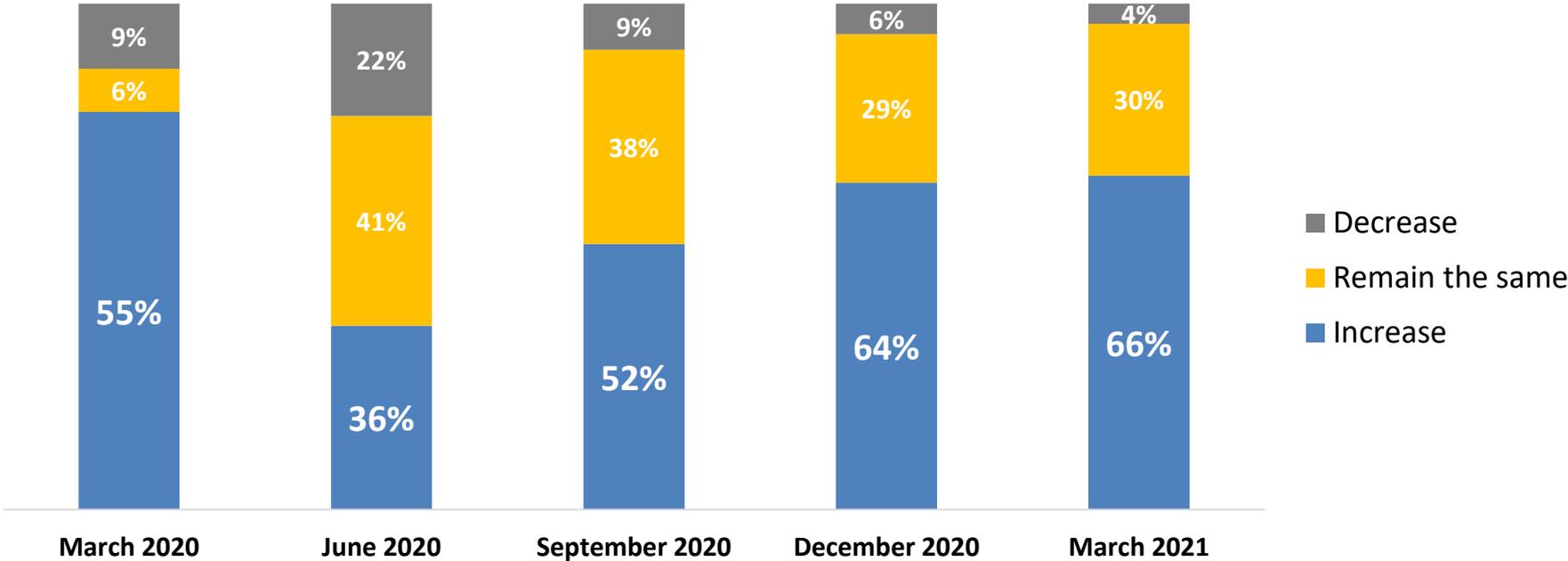
Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Investment plans for the year ahead climb above pre-pandemic levels among small and midsize businesses



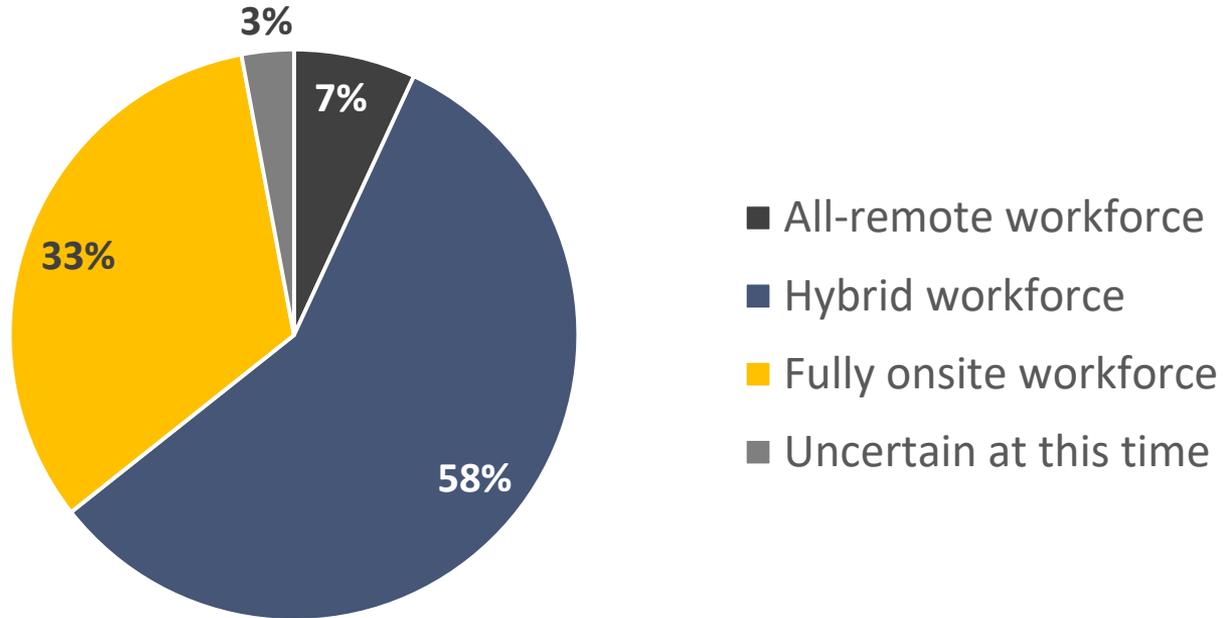
Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Two-thirds of CEOs report plans to increase their workforce in the year ahead



Source: Q1 2021 Vistage CEO Confidence Index n=1,579

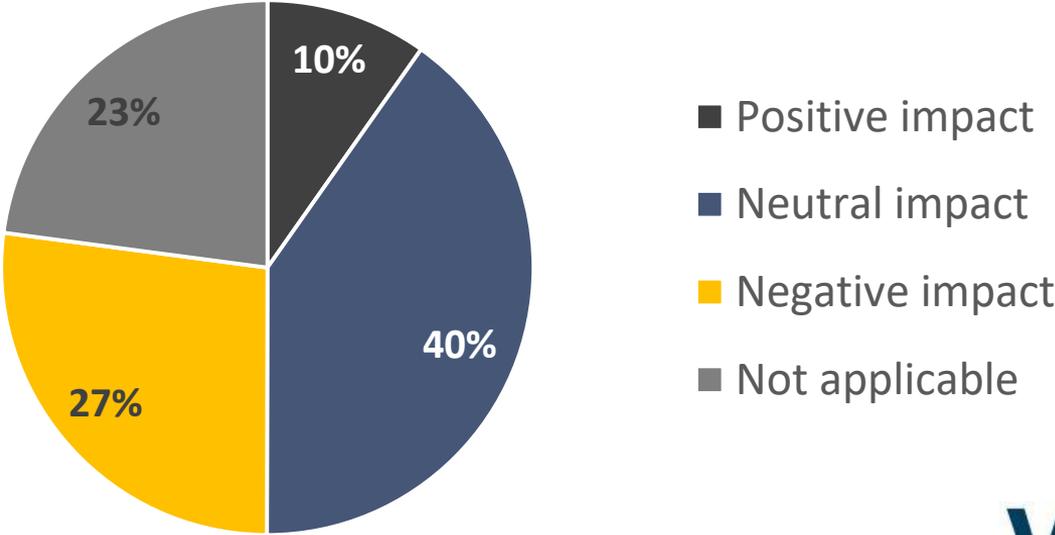
Nearly 6-in-10 CEOs plan to maintain a hybrid model for their workforce through the remainder of 2021



Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Remote working has had varied impacts on onboarding practice of small and midsize businesses

How has a remote working environment impacted the onboarding portion of your hiring practices?



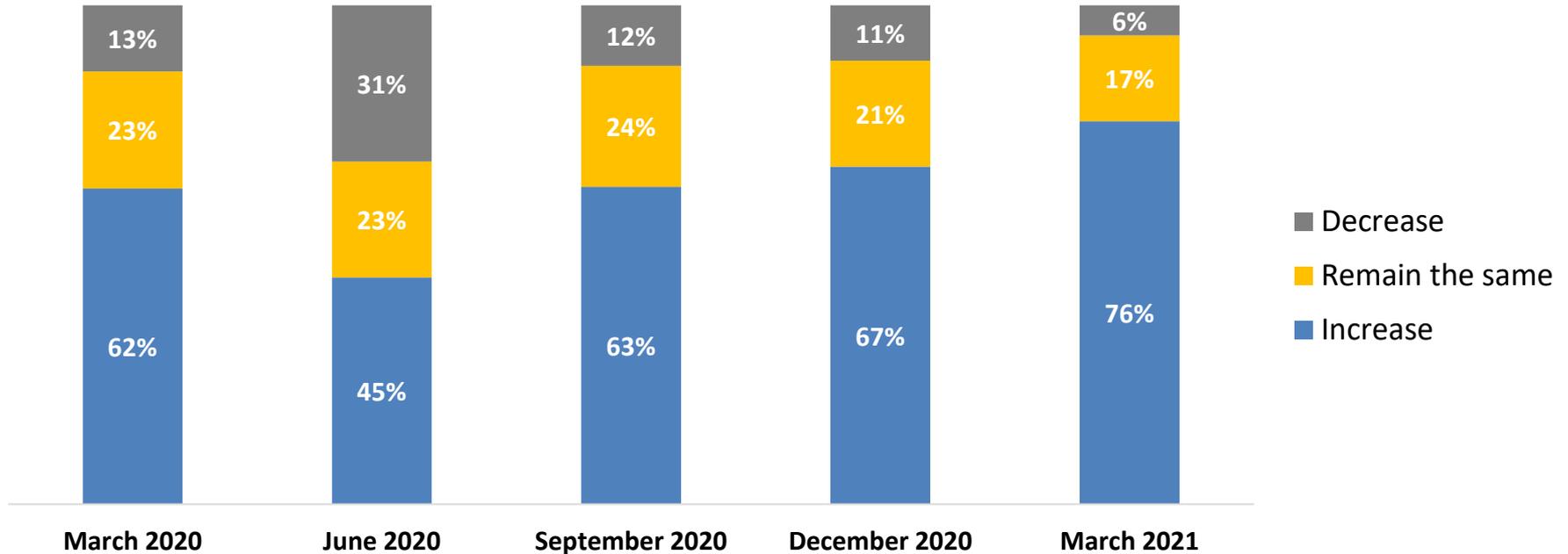
Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Retention, culture top the list of talent management priorities for small and midsize businesses

Components of talent management strategy ranked by importance rating	Very important
Retaining existing talent	70%
Creating a strong culture	67%
Attracting qualified talent	65%
Training and development of employees	40%
Improving employee engagement	39%
Managing performance	37%
Developing career paths for employees	27%

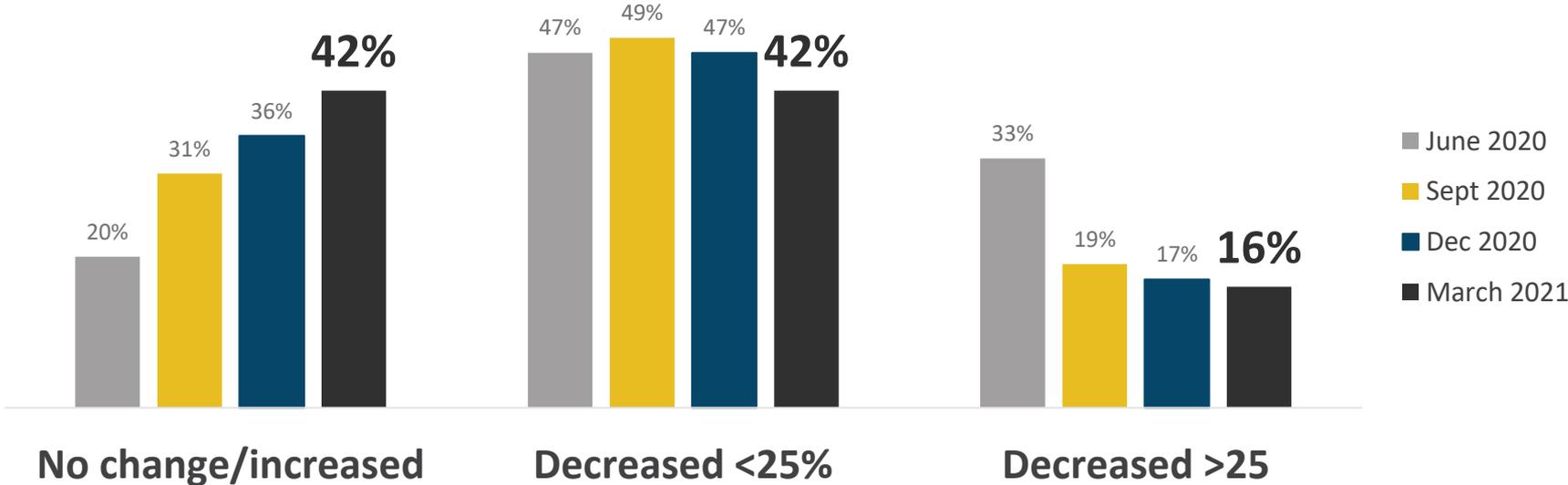
Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Increased revenues expected by more than three quarters of CEOs in the next 12 months



Source: Q1 2021 Vistage CEO Confidence Index n=1,579

Revenue impacts of the pandemic continue to improve; just 16% of CEOs report declines over the past year



Source: Vistage CEO Confidence Index April – last 4 quarters

Cash reserves have stabilized; 4-in-10 CEOs report having cash reserves of greater than a year

