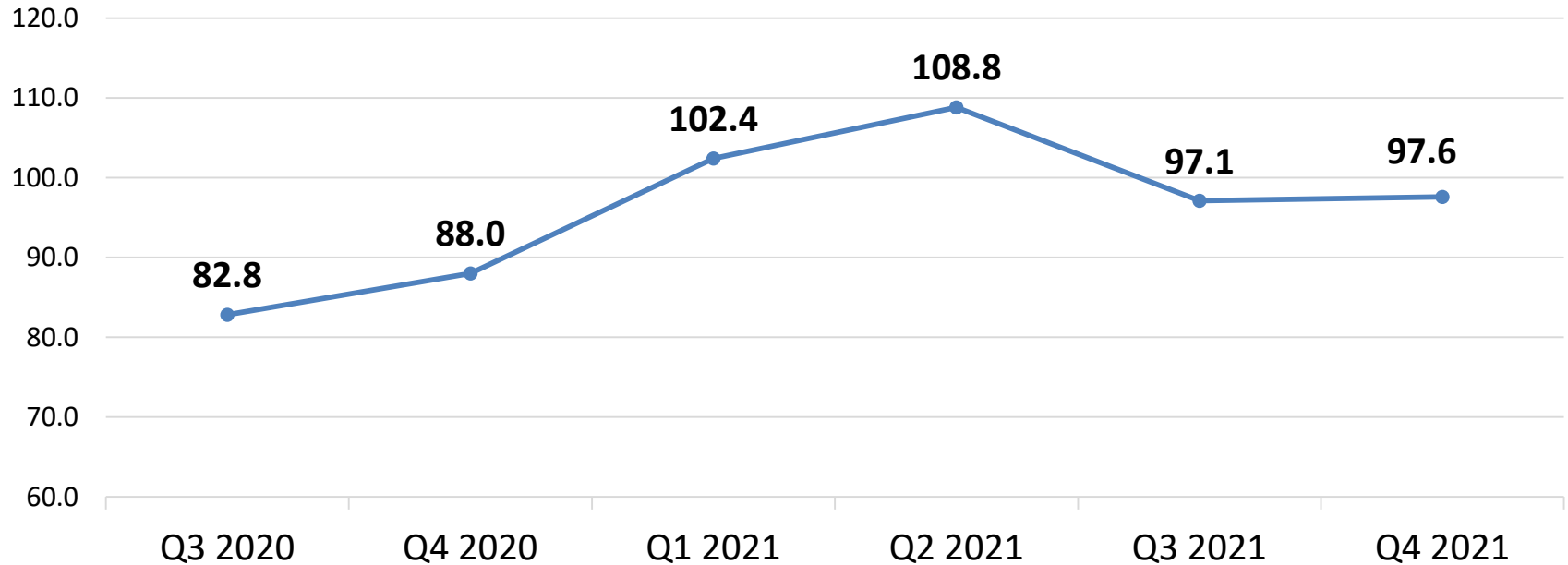


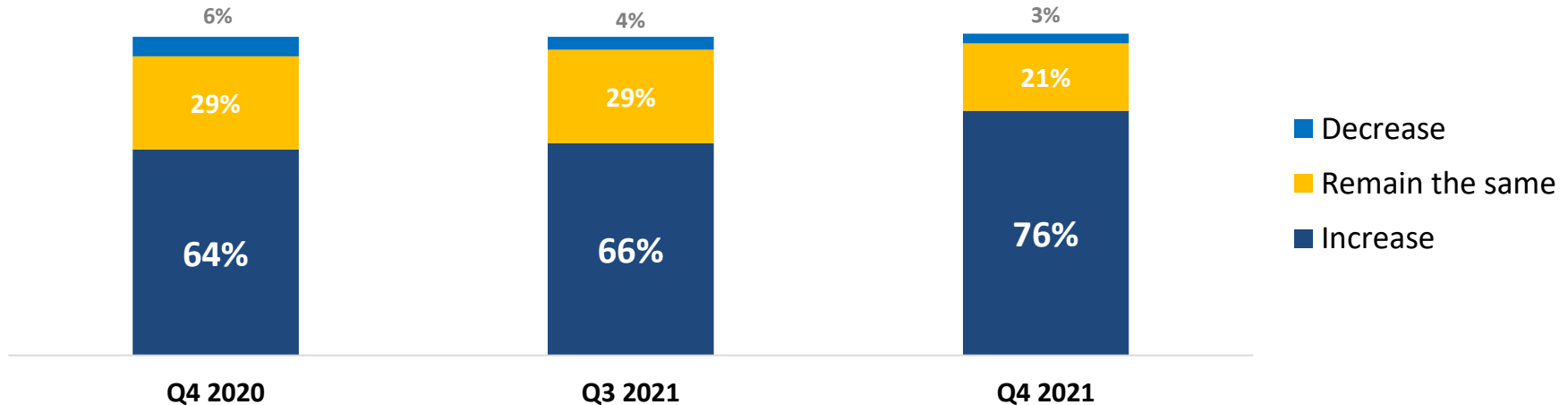
## *The Q4 Vistage CEO Confidence Index remained stable in the face of economic uncertainty and record hiring plans*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# Workforce expansion plans of small and midsize businesses reach a record high in Q4 2021

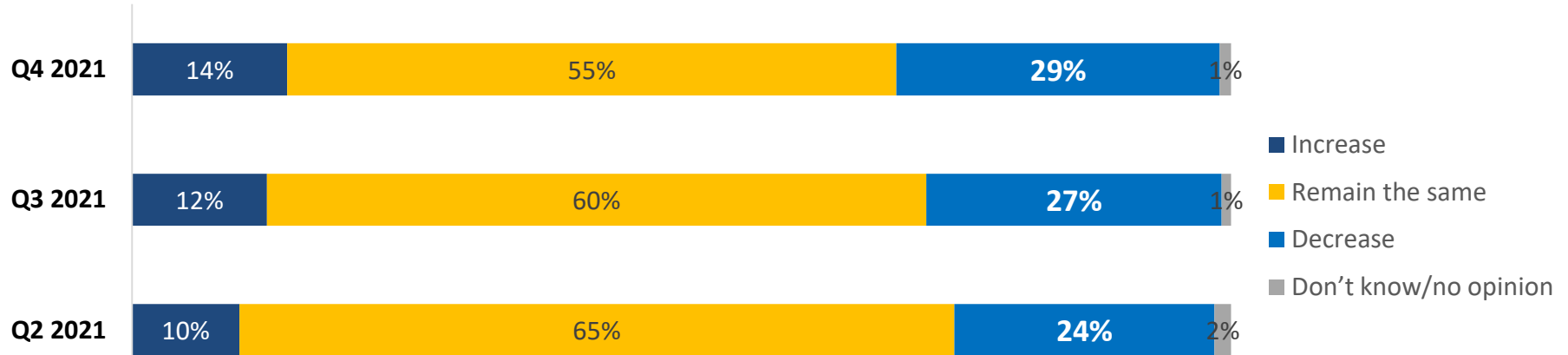
*How do you expect your firm's total number of employees will change during the next 12 months?*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# Employee retention rates have gradually decreased over the course of the year, significantly changing from pandemic levels

*How have your employee retention rates changed since the beginning of 2021?*



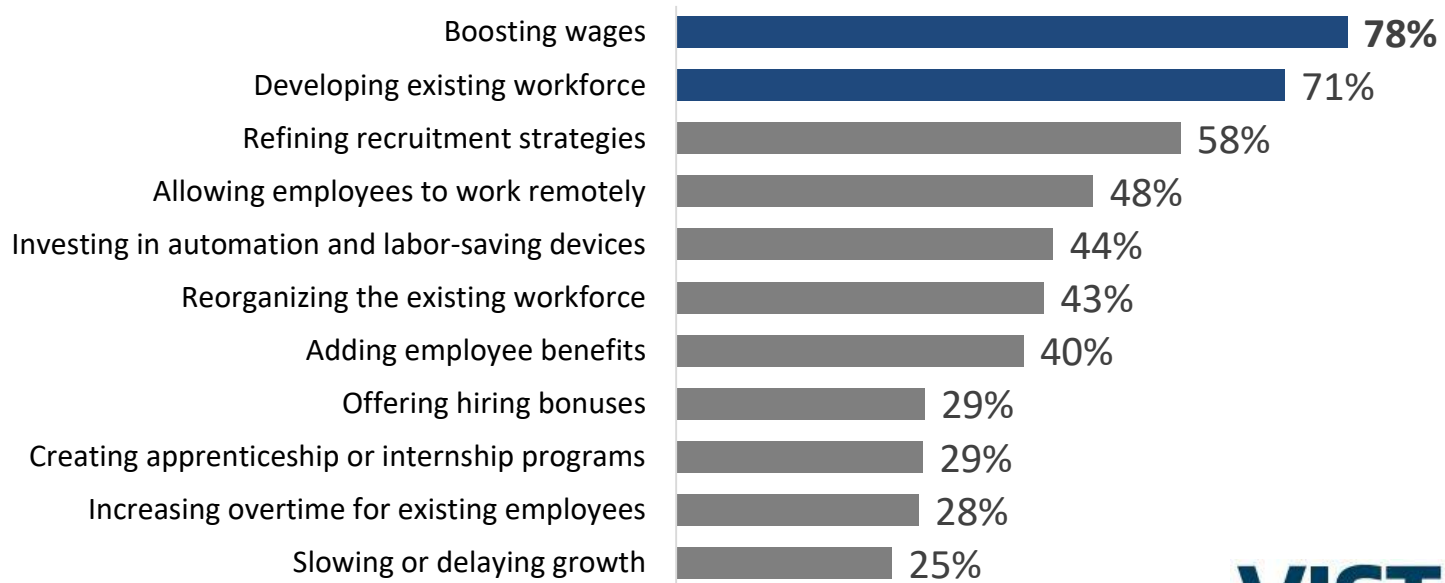
*How did your employee retention rates change in the past year?*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# *Developing the existing workforce is among the top tactics for small and midsize businesses faced with hiring challenges*

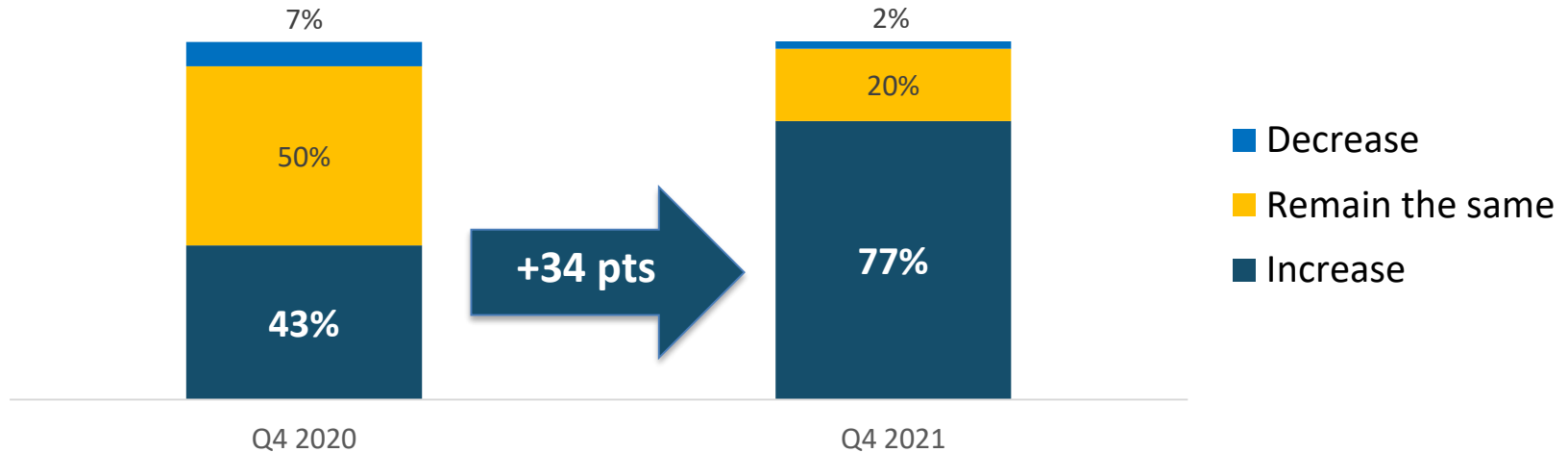
*What are you doing in response to hiring challenges?*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# More than three-quarters of CEOs plan to raise prices in the year ahead, a 34-point increase from last year

How do you expect prices for your product or service to change during the next 12 months?

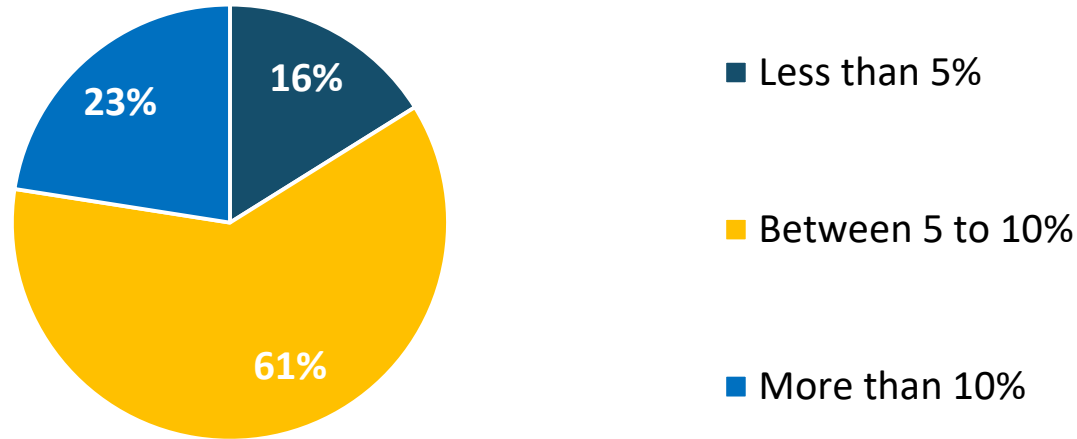


Source: Q4 2020 Vistage CEO Confidence Index, n=1,519

Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# *Of CEOs planning price increases in the year ahead, more than 8-in-10 indicate increases greater than 5%.*

*How much are you planning to increase prices in the next 12 months?*

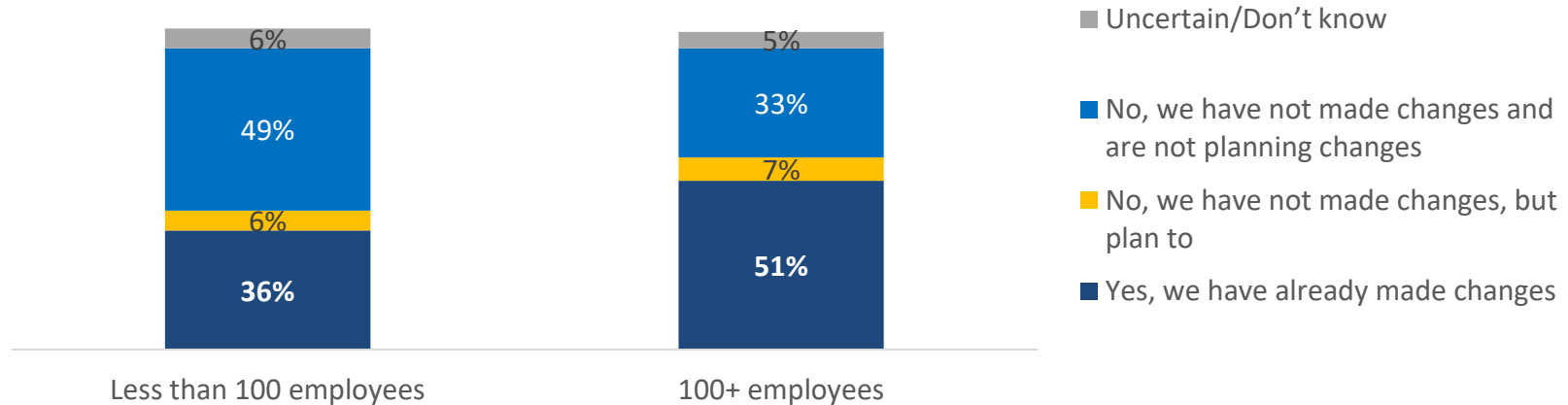


Source: Q4 2021 Vistage CEO Confidence Index n=1,540

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# *More than half of companies with 100+ employees have made changes in response to the pandemic; one-third plan no changes.*

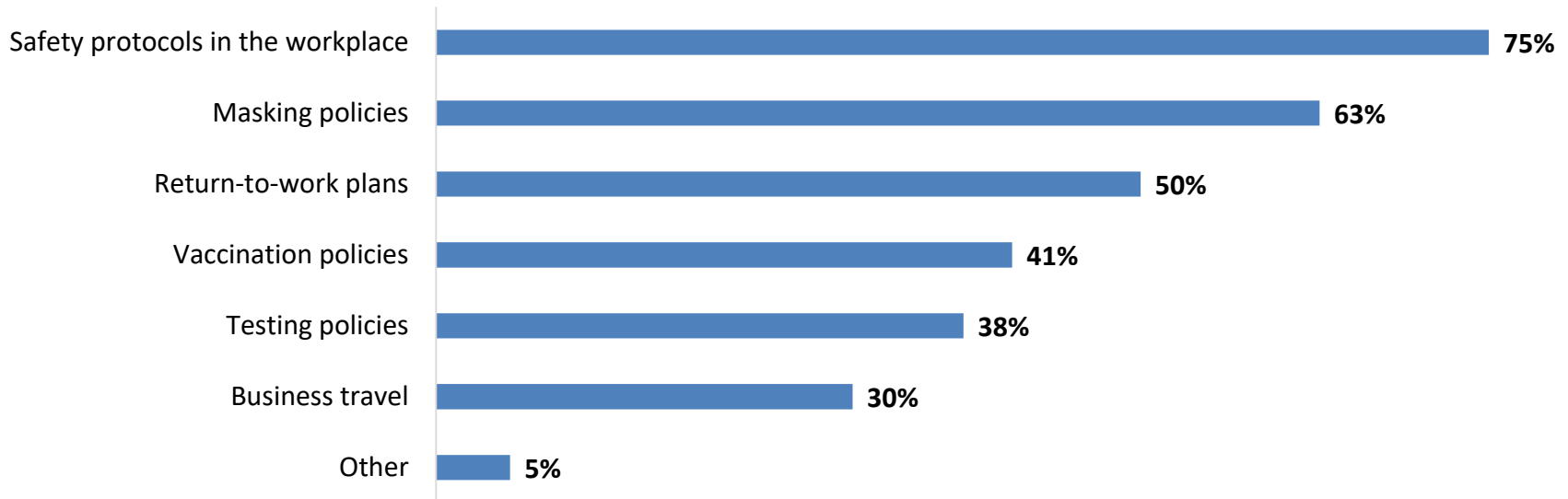
*Has your business made changes in response to the ongoing pandemic, the Omicron variant or government actions?*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# *Workplace safety protocols is the top change that small and midsize businesses are making in response to the pandemic*

*Which changes have you made or are planning to make response to the ongoing pandemic, the Omicron variant or government actions?*

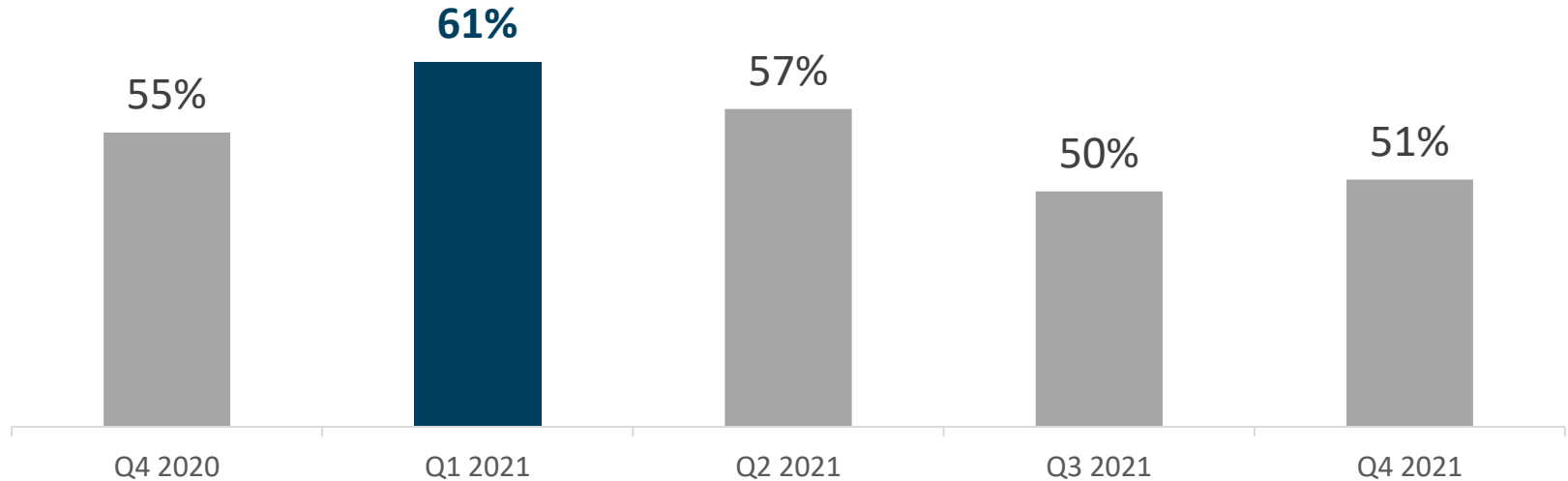


Source: Q4 2021 Vistage CEO Confidence Index n=1,540



# *After spike in Q1 2021, profitability expectations of CEOs remain low in the face of rising prices and inflationary pressures*

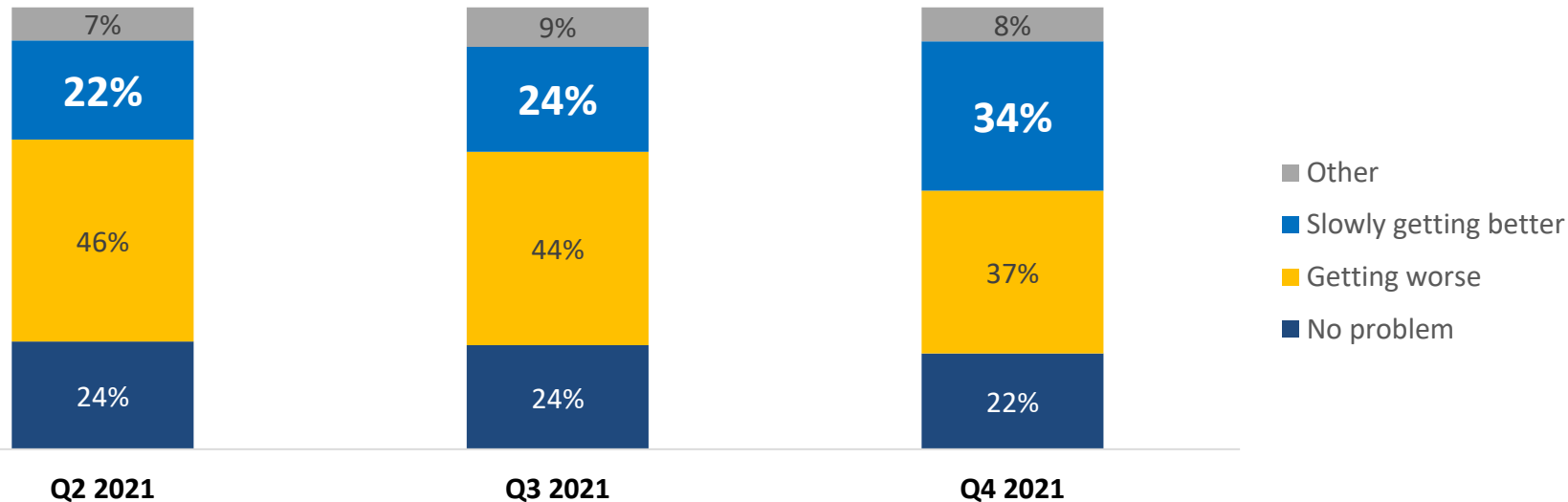
*Expect increased profitability in the year ahead*



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

# Over one-third of CEOs report their supply chain is slowly getting better, a 10-point increase since Q3.

Which best describes your supply chain?



Source: Q4 2021 Vistage CEO Confidence Index n=1,540

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