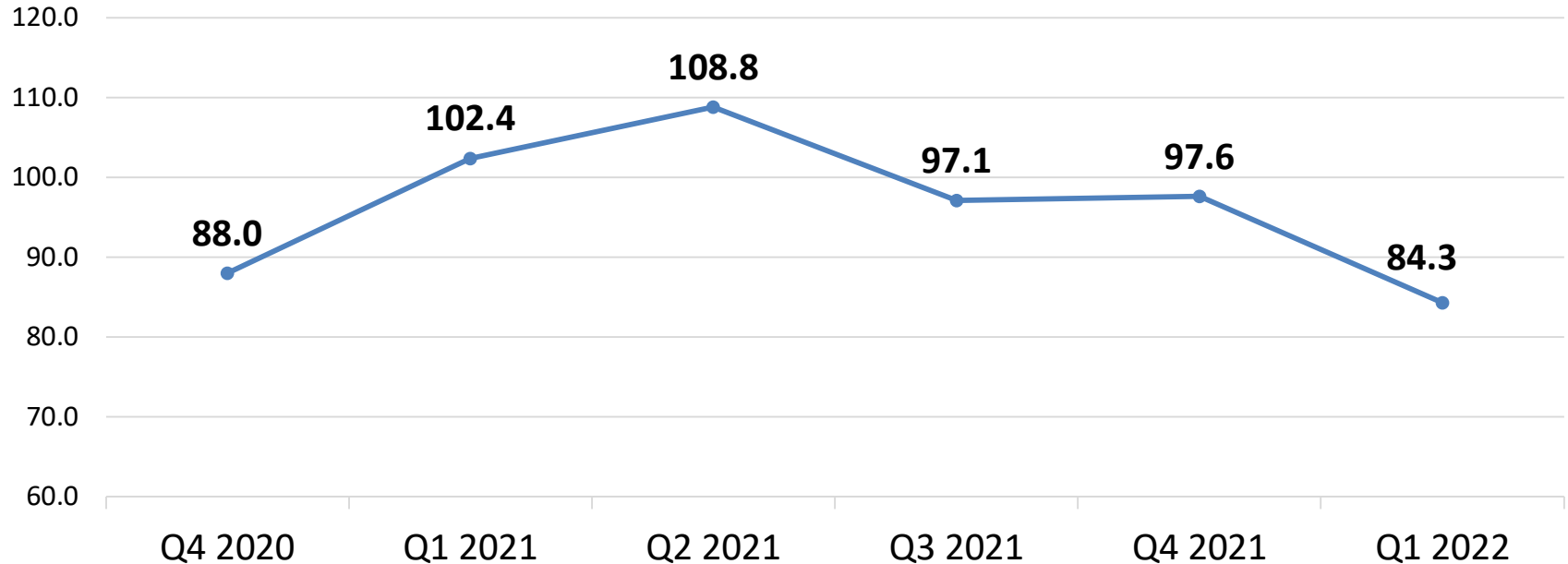


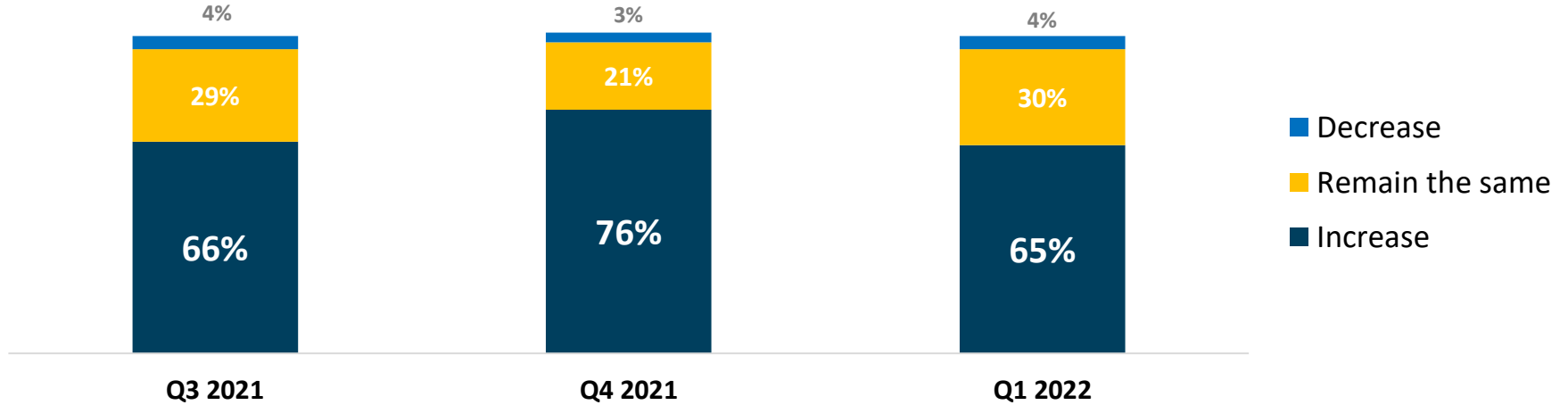
The Q1 2022 Vistage CEO Confidence Index fell to levels last recorded in late 2020



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Workforce expansion plans of small and midsize businesses reverse gains from Q4

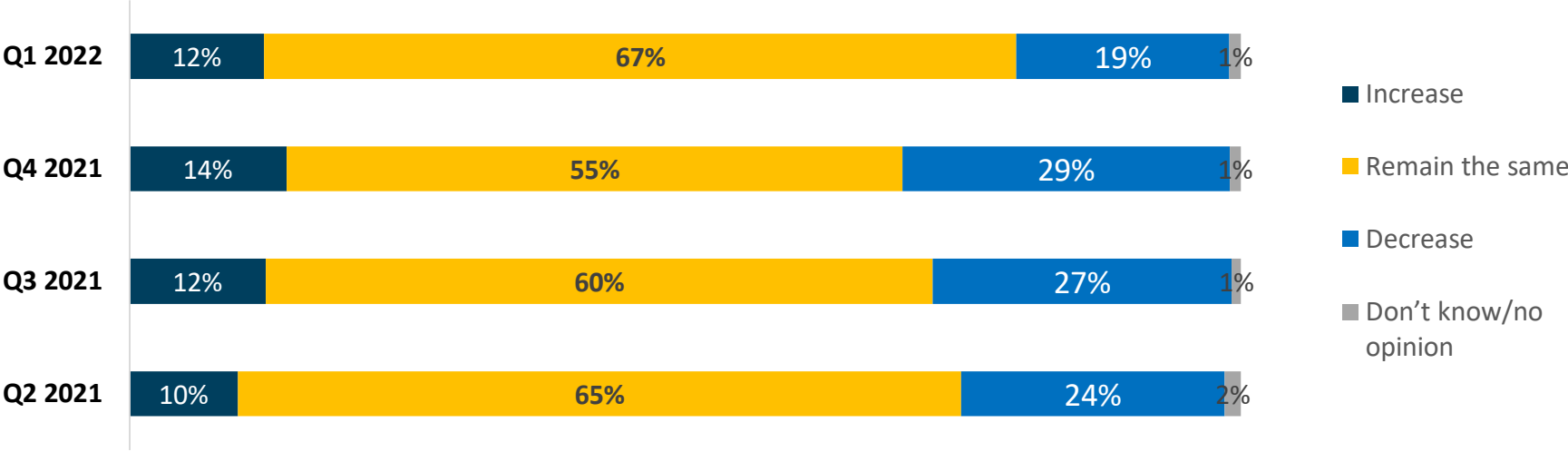
How do you expect your firm's total number of employees will change during the next 12 months?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Retention rates are stable for more than two-thirds of small and midsize businesses

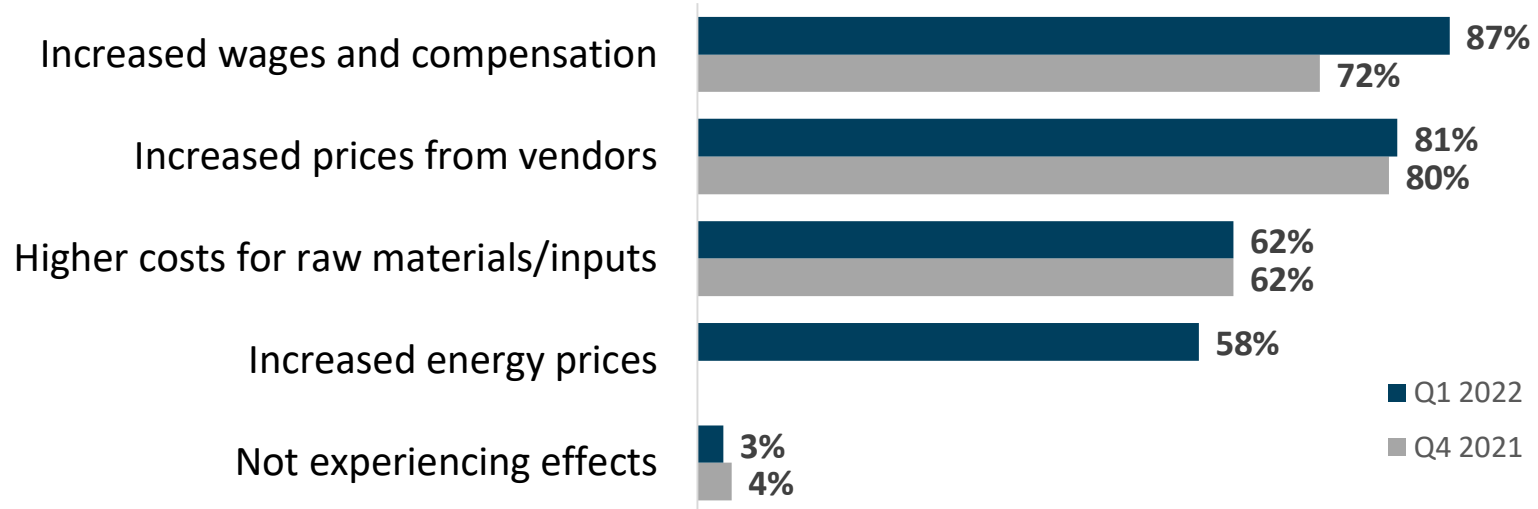
How have your employee retention rates changed since the beginning of the year?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

The proportion of CEOs that report increased labor costs increased 15 percentage points from last quarter

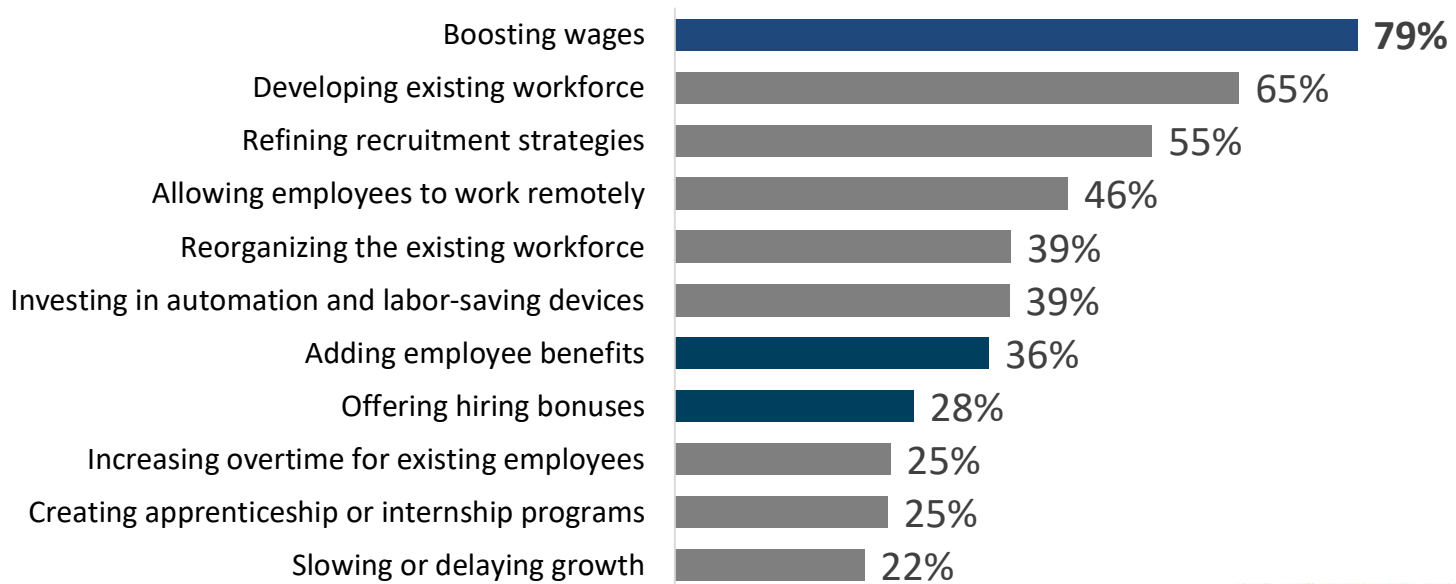
Which effects of inflation are you experiencing for your business?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Nearly 8-in-10 small and midsize businesses are adjusting compensation to compete for talent

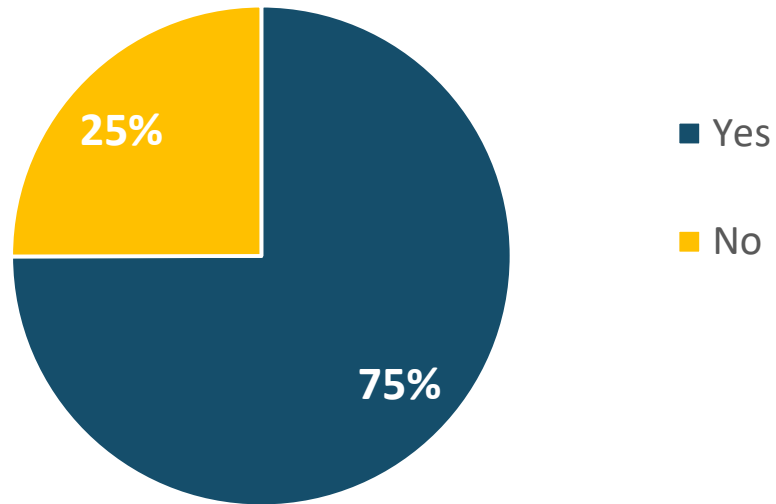
What are you doing in response to hiring challenges?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Three-quarters of CEOs report investing in development for managers and leaders

Do you invest in development specifically for your company's managers and leaders?



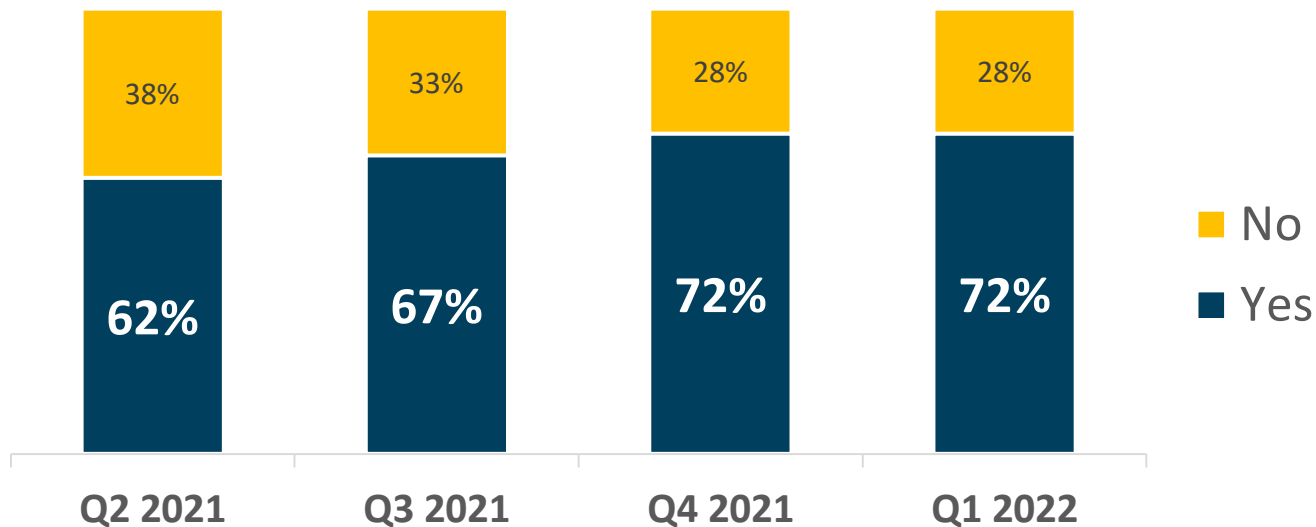
Source: Q1 2022 Vistage CEO Confidence Index n=1,584

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VISTAGE
CEO Confidence Index

Talent scarcity continues to cause operational challenges for small and midsize businesses

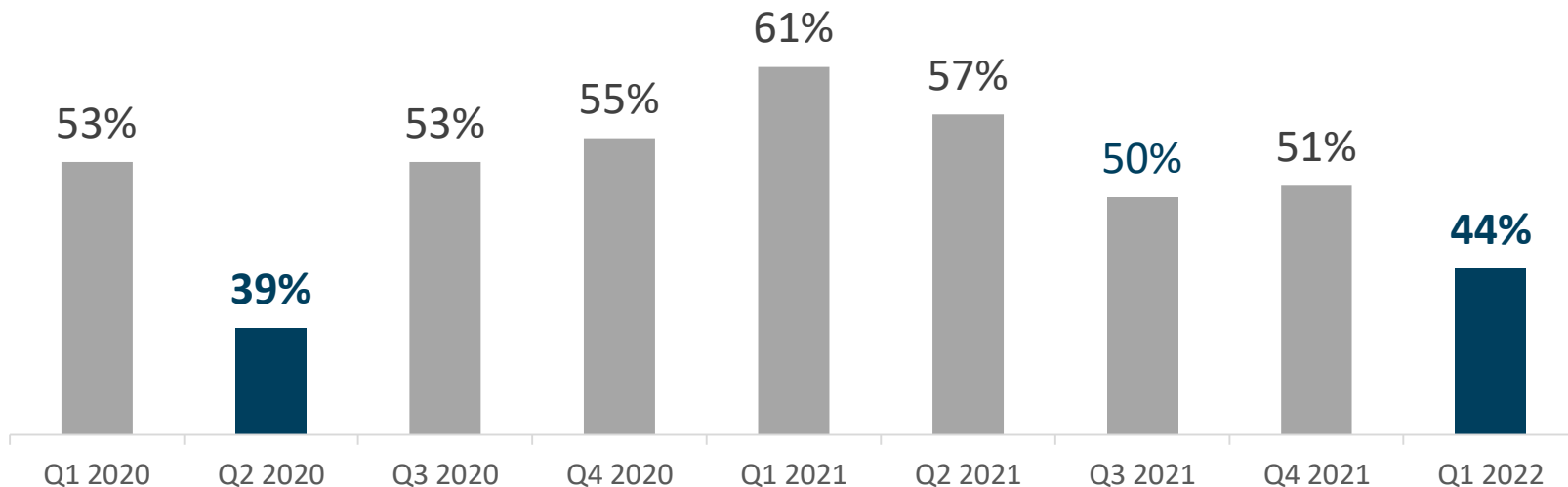
Are hiring challenges impacting your ability to operate your business at full capacity?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Profitability expectations of small and midsize businesses fall to near record lows

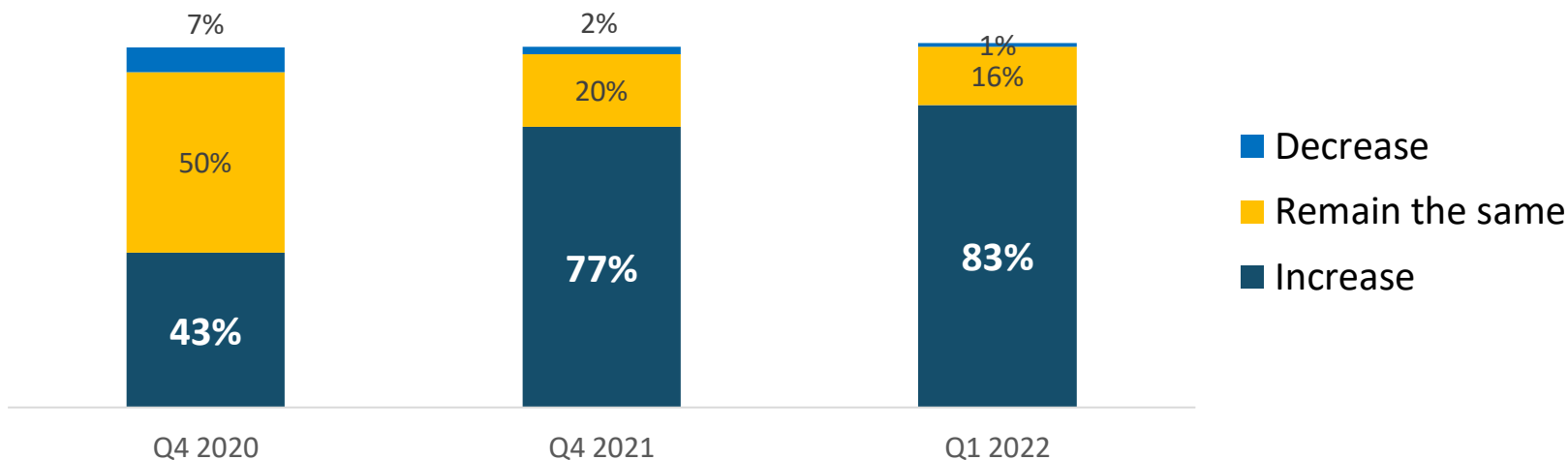
Expect increased profitability in the year ahead



Source: Q1 2022 Vistage CEO Confidence Index n=1,584

The proportion of CEOs planning price increases grew 6 percentage points from end of last year

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

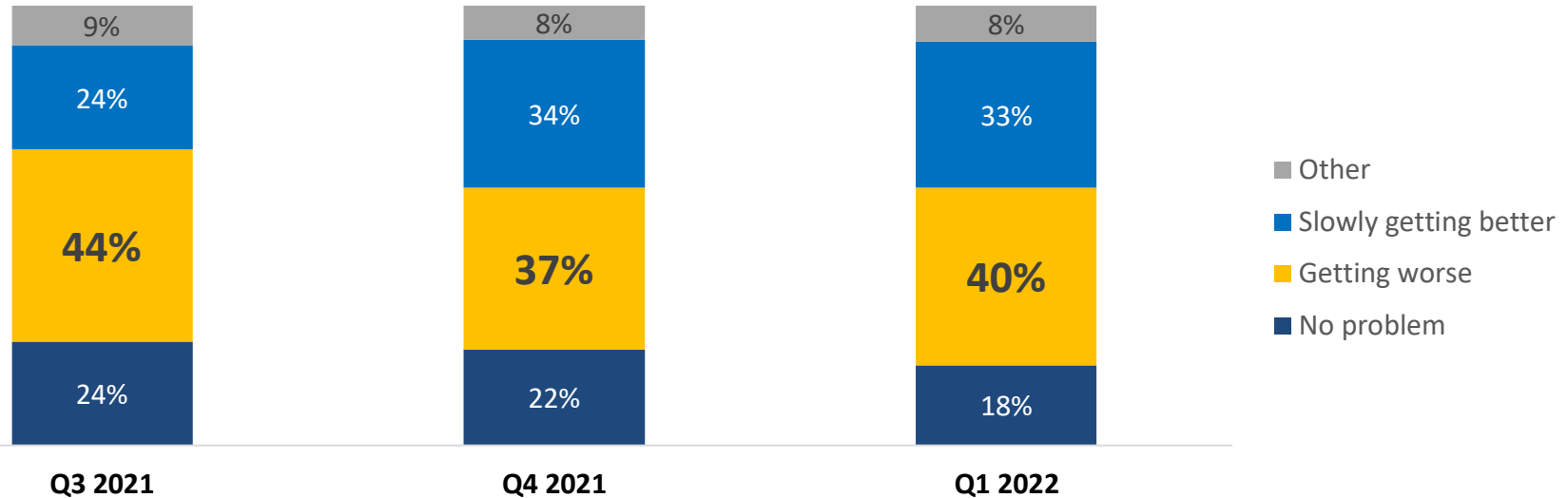


Source: Q4 2020 Vistage CEO Confidence Index, n=1,519

Source: Q1 2022 Vistage CEO Confidence Index n=1,584

Increasing proportion of CEOs report worsening supply chain; fewer report no problems

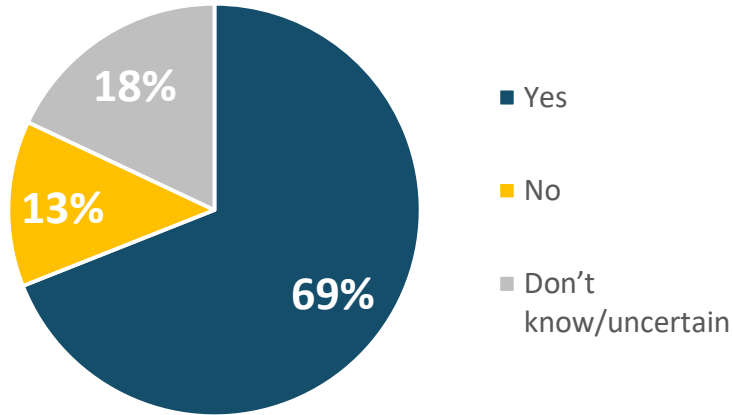
Which best describes your supply chain?



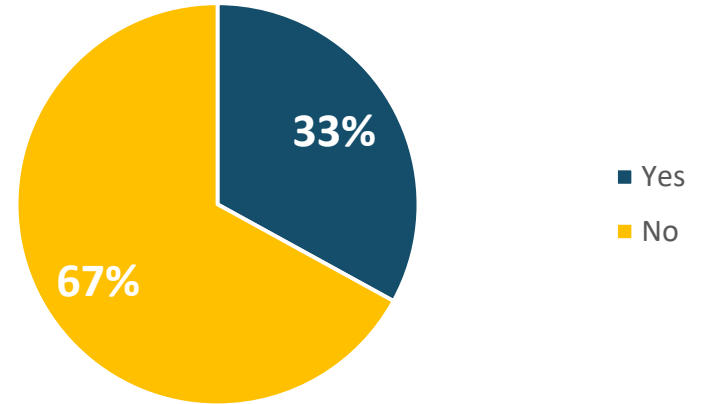
Source: Q1 2022 Vistage CEO Confidence Index n=1,584

More than two-thirds of CEOs report Russia-Ukraine war impacts; one-third have increased cybersecurity measures

Will Russia's invasion of Ukraine have any impact on your business?



Have you increased your cyber security measures due to Russia's invasion of Ukraine?



Source: Q1 2022 Vistage CEO Confidence Index n=1,584