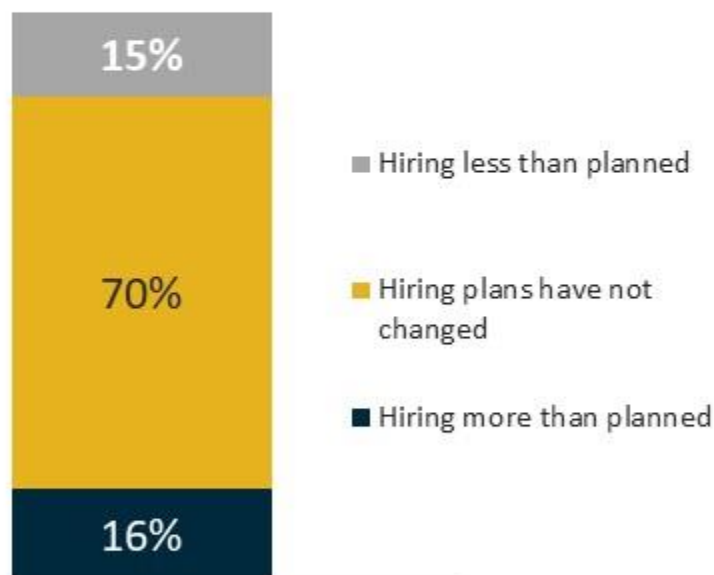


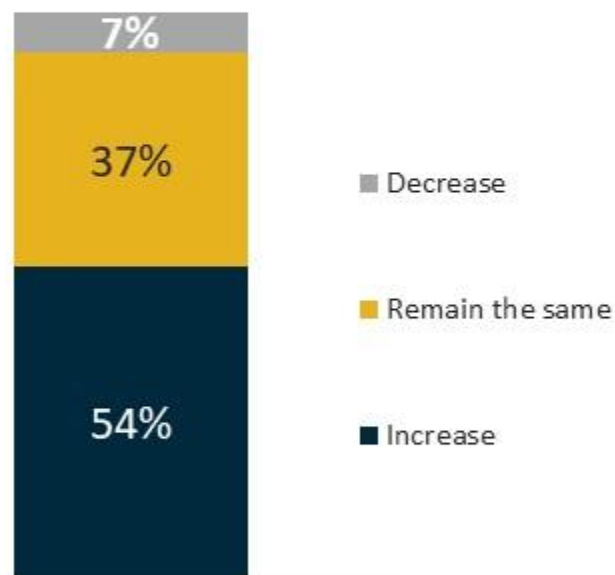
Small businesses' hiring plans remain unchanged despite uncertainty; more than half plan workforce expansion

How will your hiring for the remainder of 2022 change compared to your plans at the start of the year?



Nov 2022

How do you expect your firm's number of employees to change over the next 12 months?

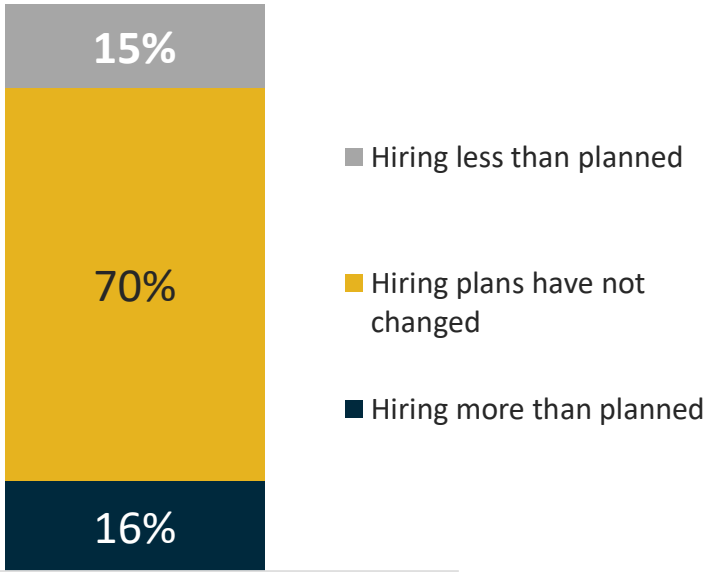


Nov 2022

Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

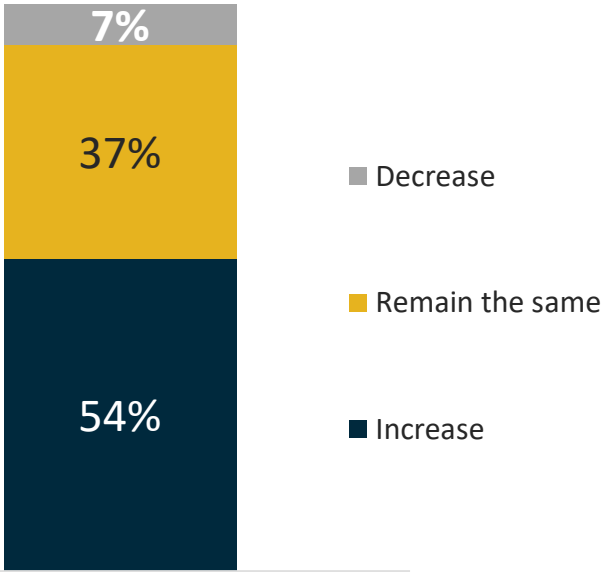
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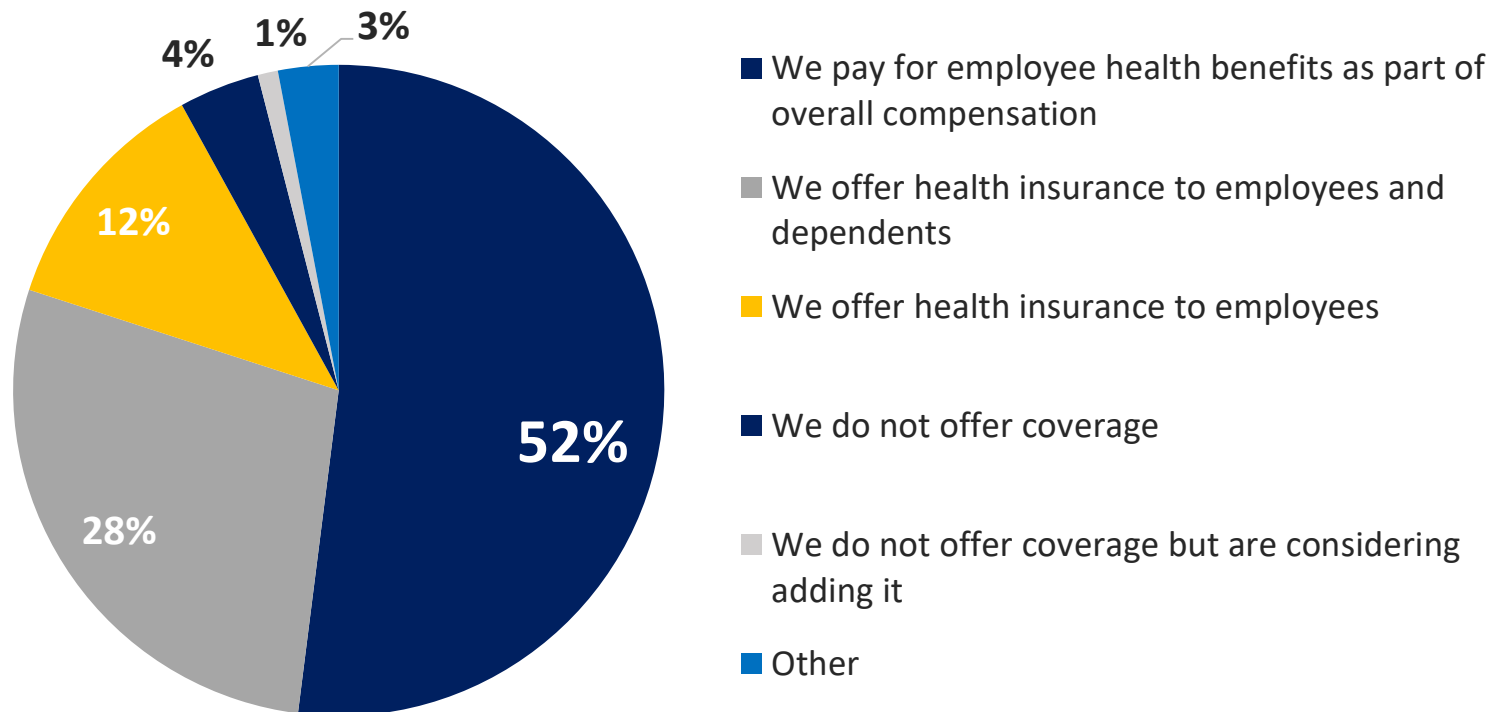


Nov 2022

Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Over half of small businesses cover the cost of employee health insurance as part of overall compensation

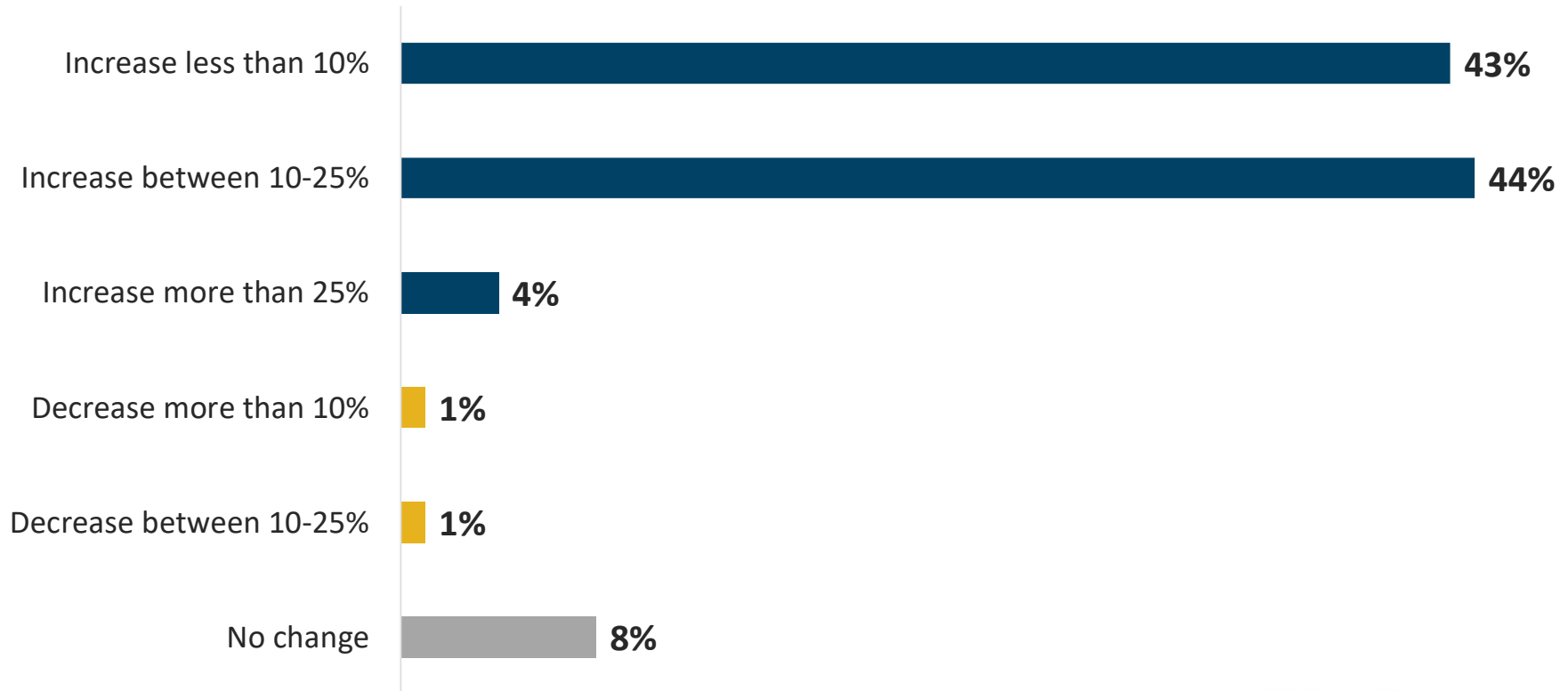
Which of the following statements best describes the health insurance your company offers to employees?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

9 out of 10 small businesses expect costs for employee health care to increase next year

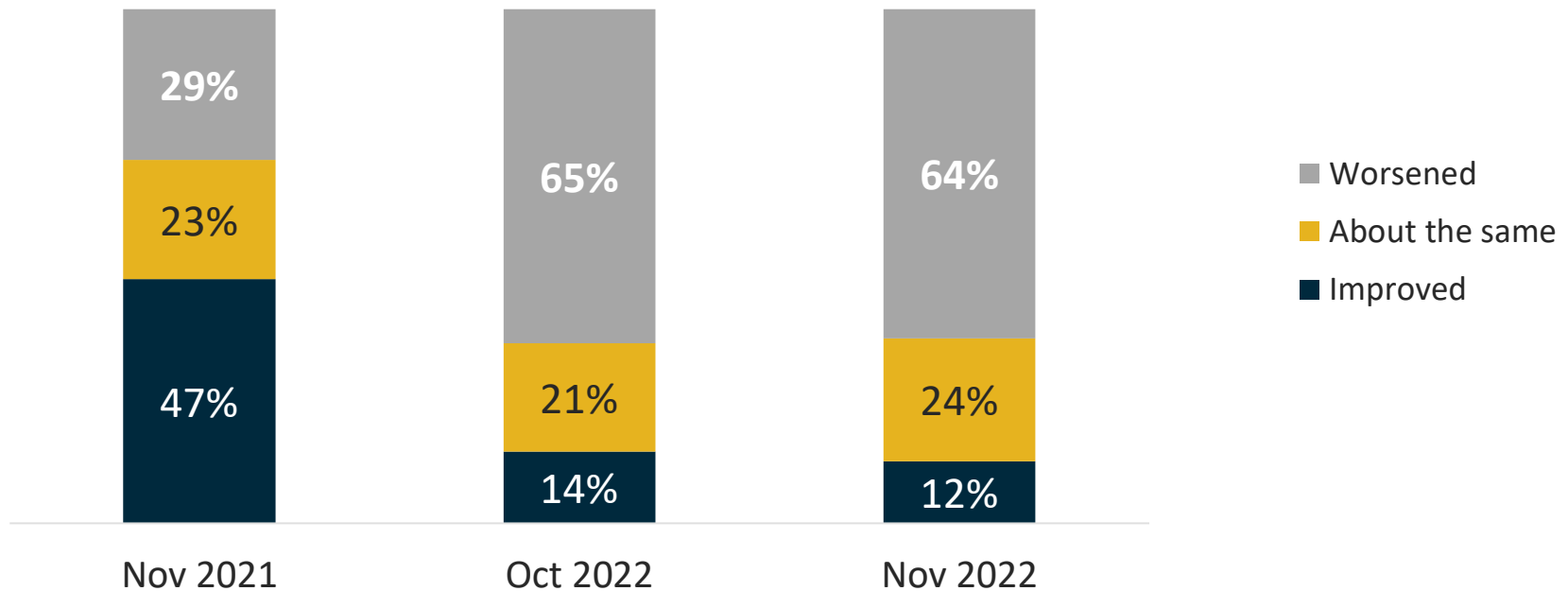
How much will your costs for employee health care change next year?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Pessimism about the current economy among small businesses is more than double last year

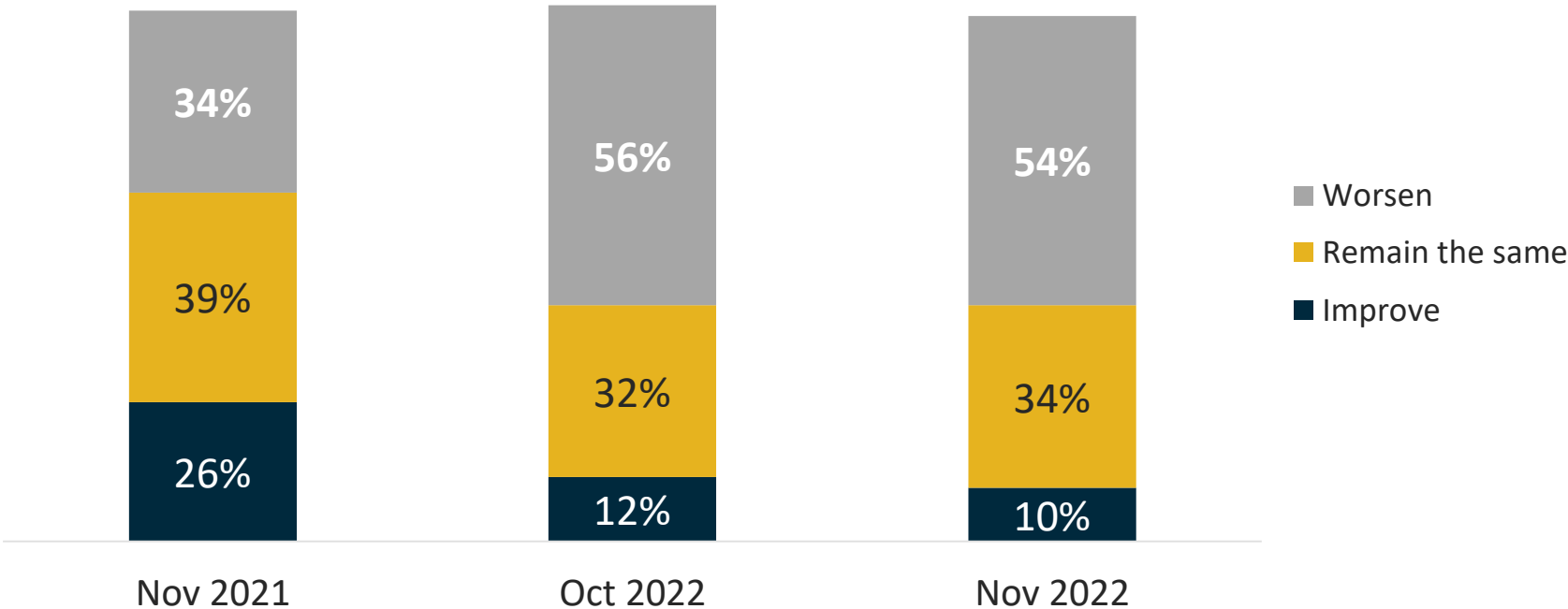
Compared with a year ago, how have the overall economic conditions in the United States changed?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Small business optimism about the future of the U.S. economy drops 16 percentage points from last year

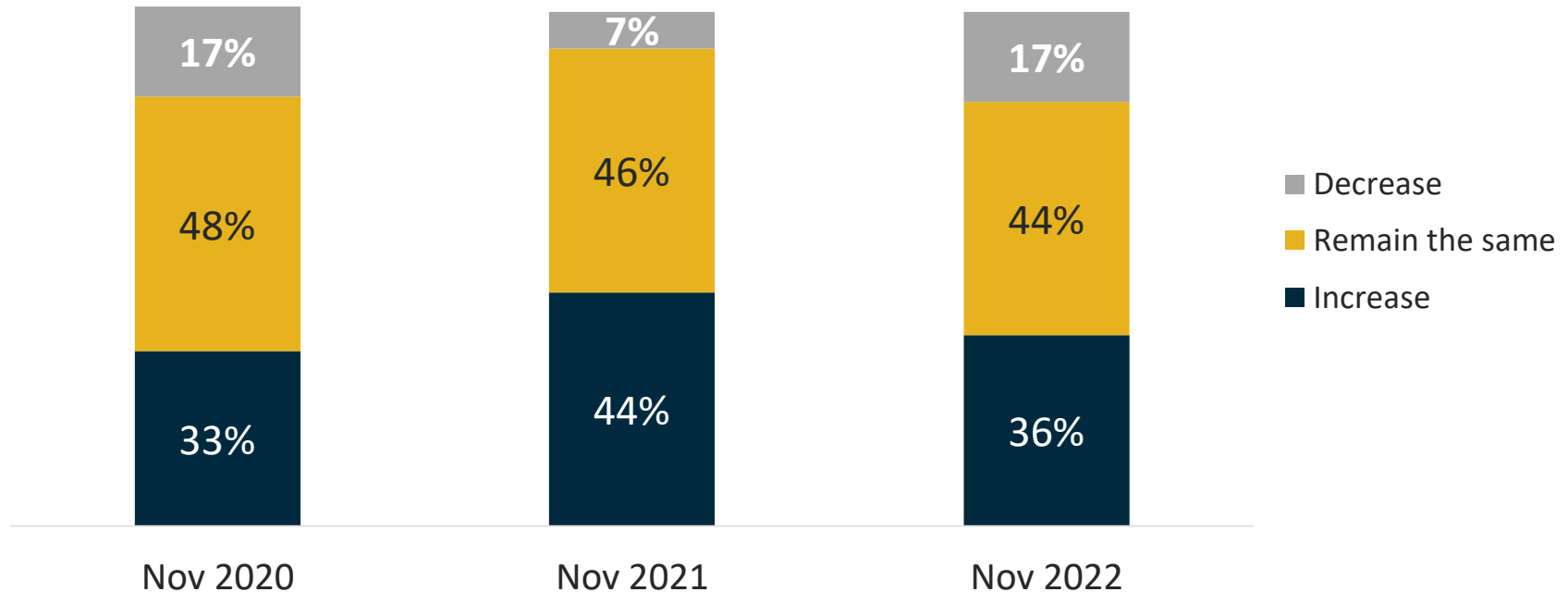
During the next 12 months, how do you expect the overall economic conditions in the U.S. will change?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Small businesses' investment plans for the next 12 months fall back to 2020 levels

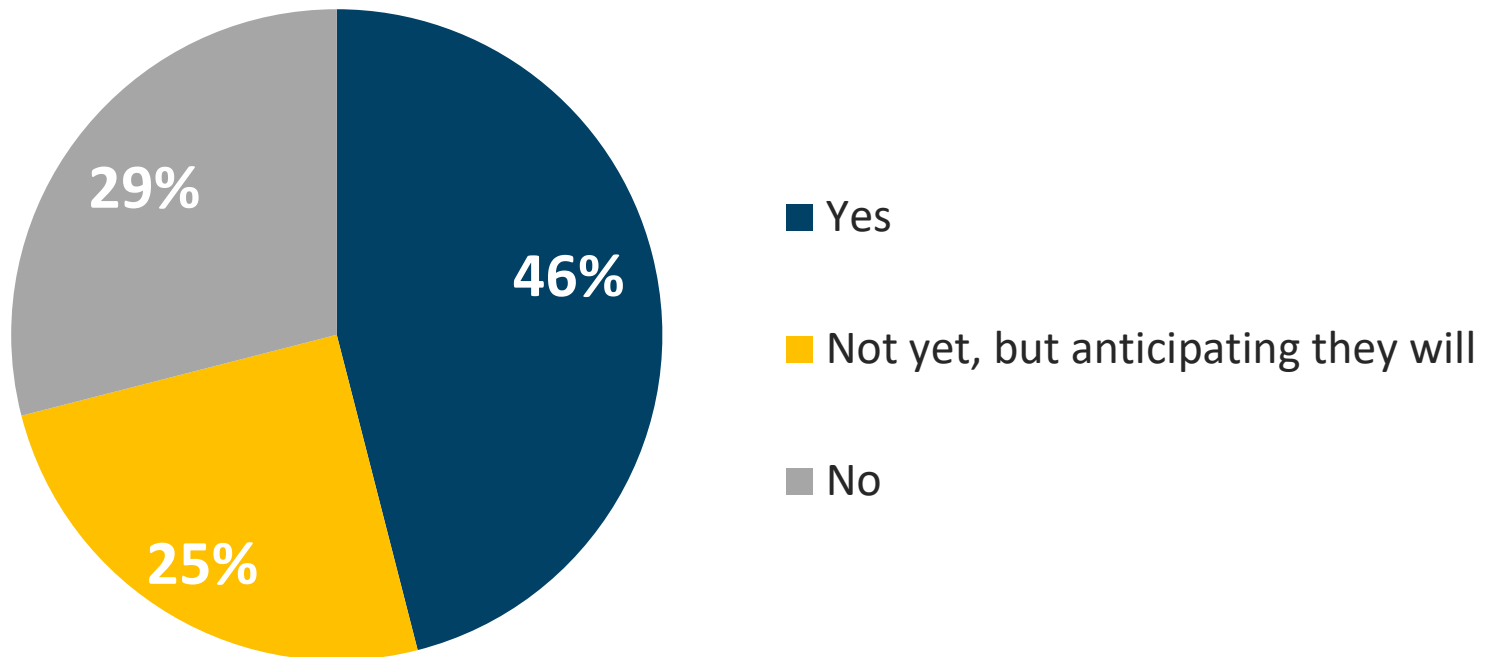
How are your firm's total fixed investment expenditures likely to change during the next 12 months?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Higher interest rates have or will impact more than 7-in-10 small businesses

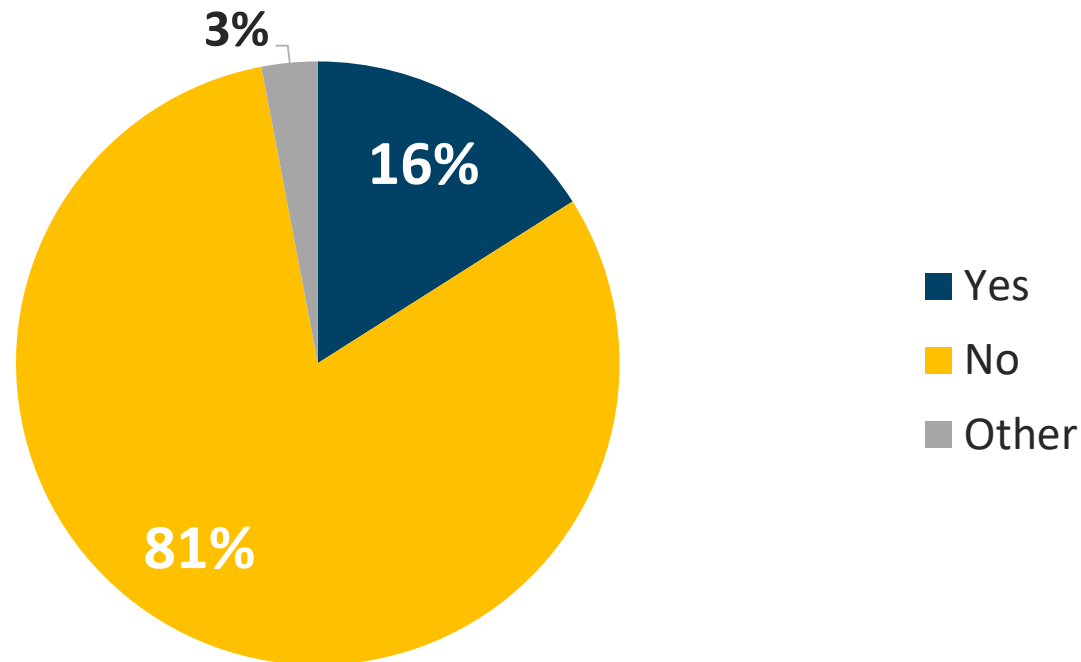
Are higher interest rates impacting your business?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

More than 8-in-10 small businesses are not impacted by pay-transparency laws

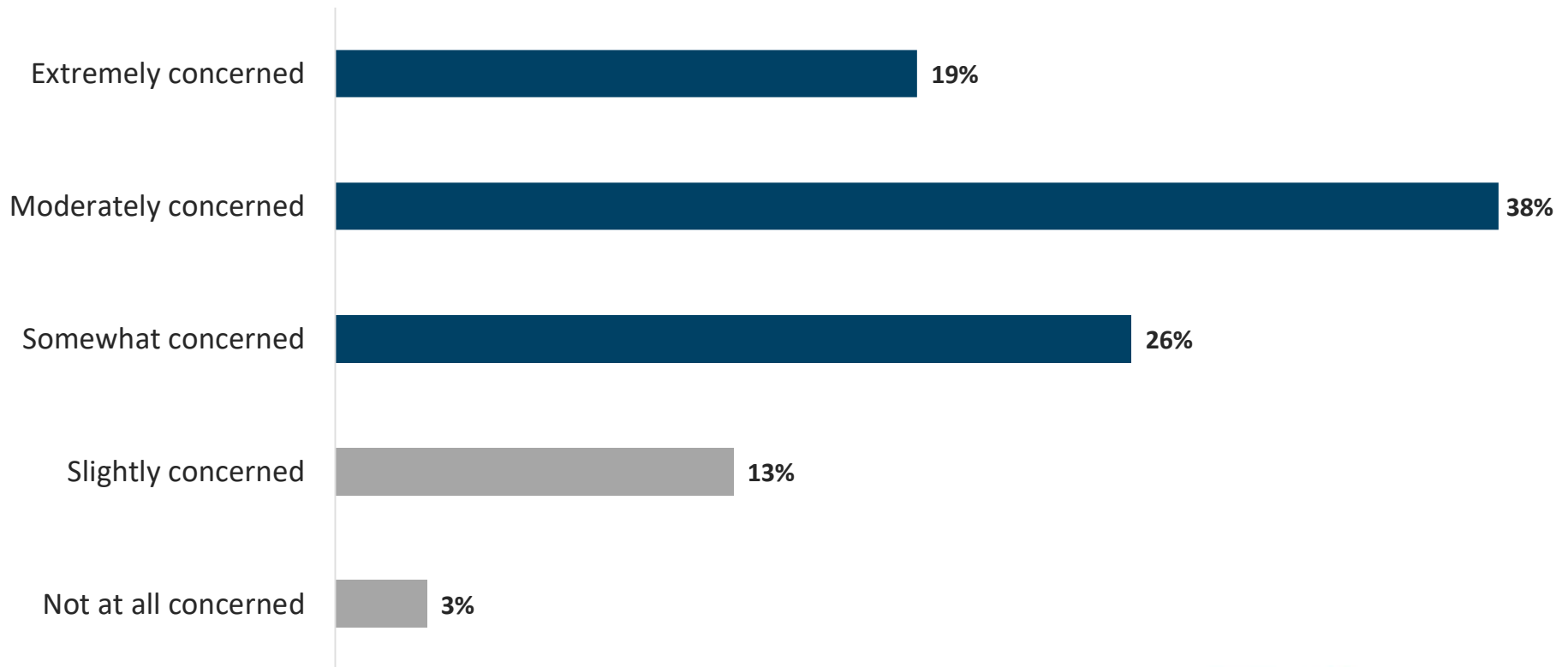
Are you impacted by pay-transparency laws — such as a requirement to post salary ranges in job ads?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

The majority of small businesses have some level of concern about the potential effects of a recession

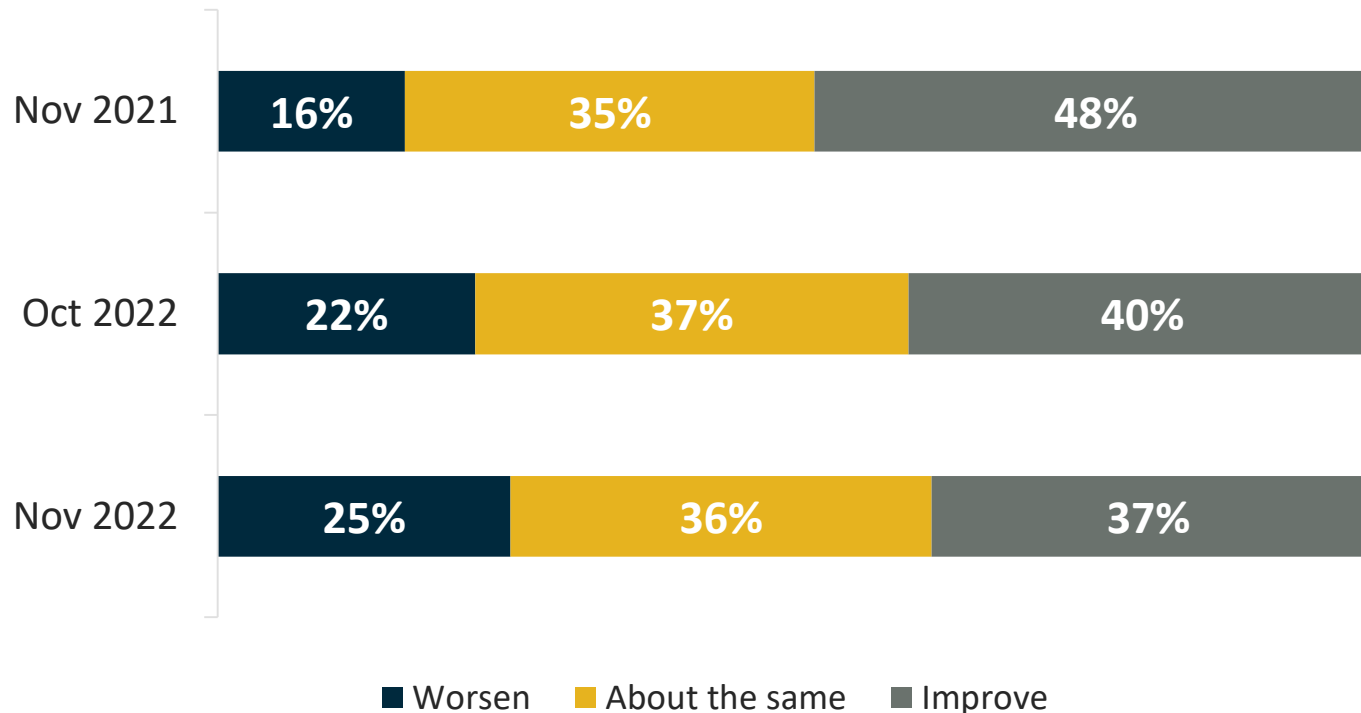
To what degree are you concerned about a potential recession affecting your business?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Growing proportion of small businesses expect profitability to decline in the next 12 months

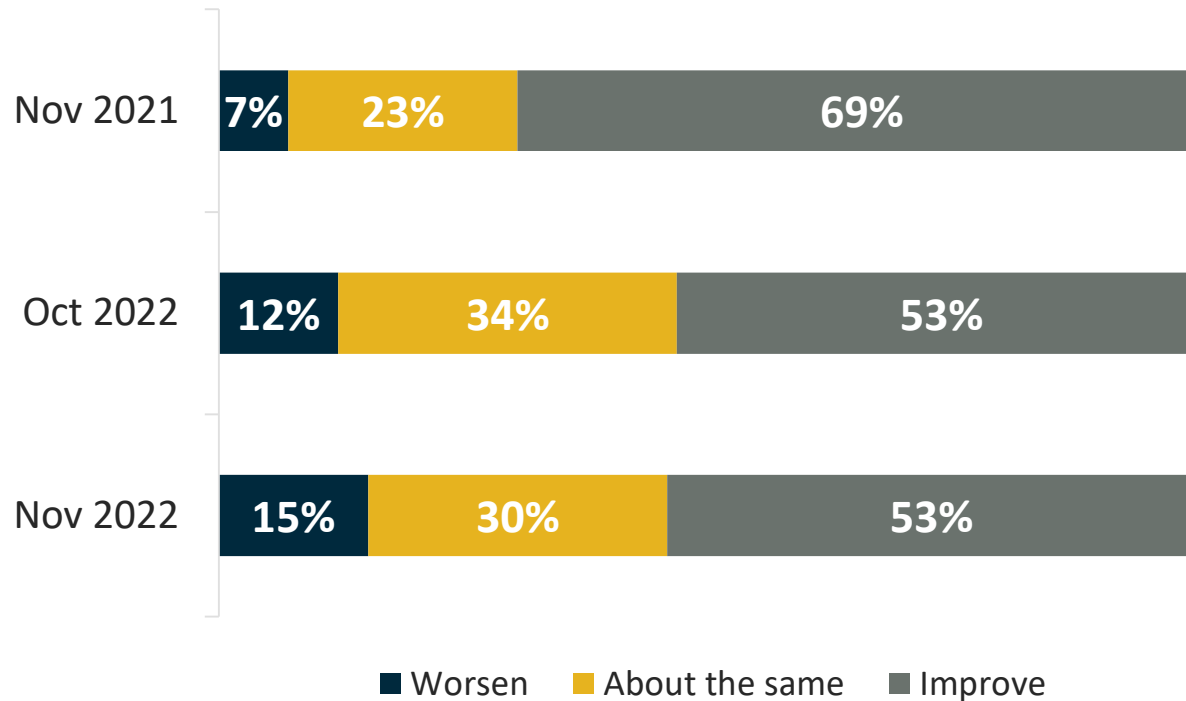
How do you expect your firm's profitability to change during the next 12 months?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

Expectations for improved revenues have dropped 16 percentage points from last year

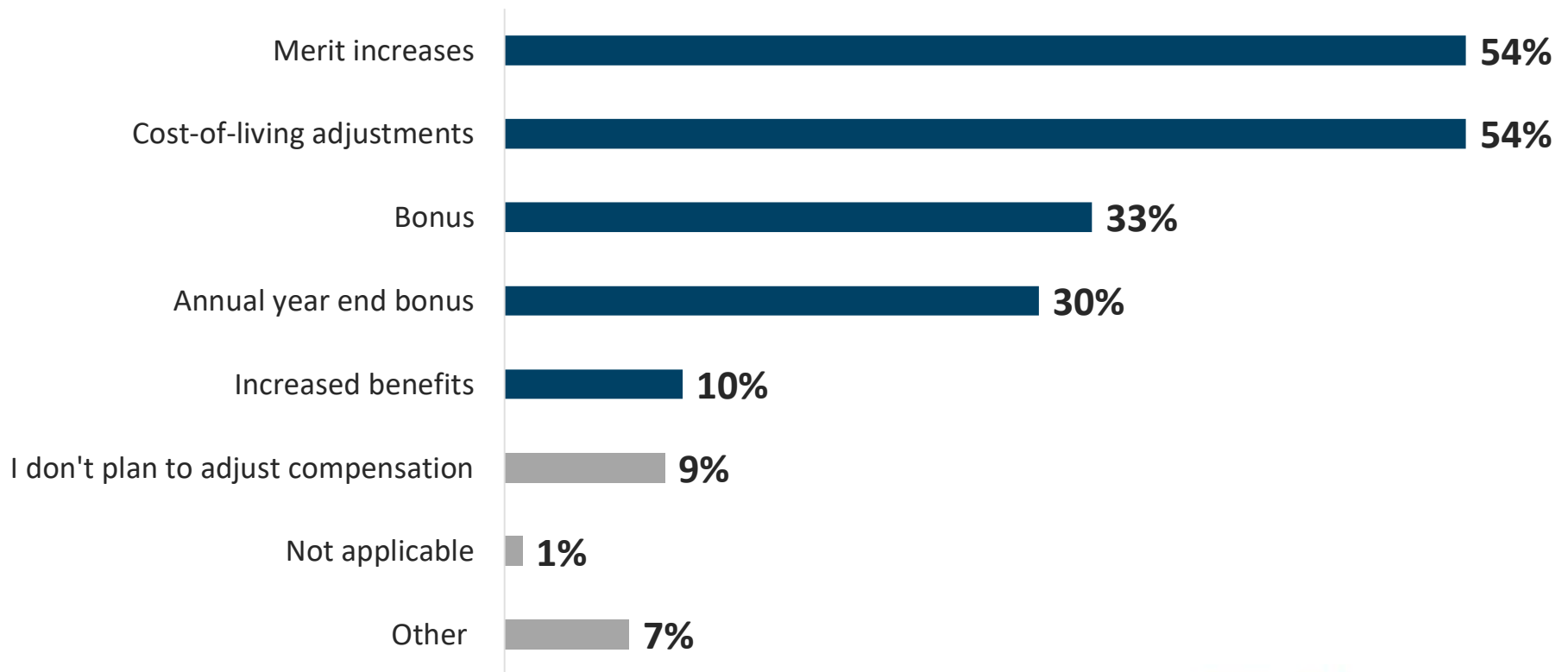
How do you expect your firm's sales revenue to change during the next 12 months?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601

In response to inflation, small businesses adjust compensation through merit increases and cost-of-living adjustments

How are you adjusting compensation to accommodate for inflation?



Source: November 2022 WSJ/Vistage Small Business CEO Confidence Index n = 601