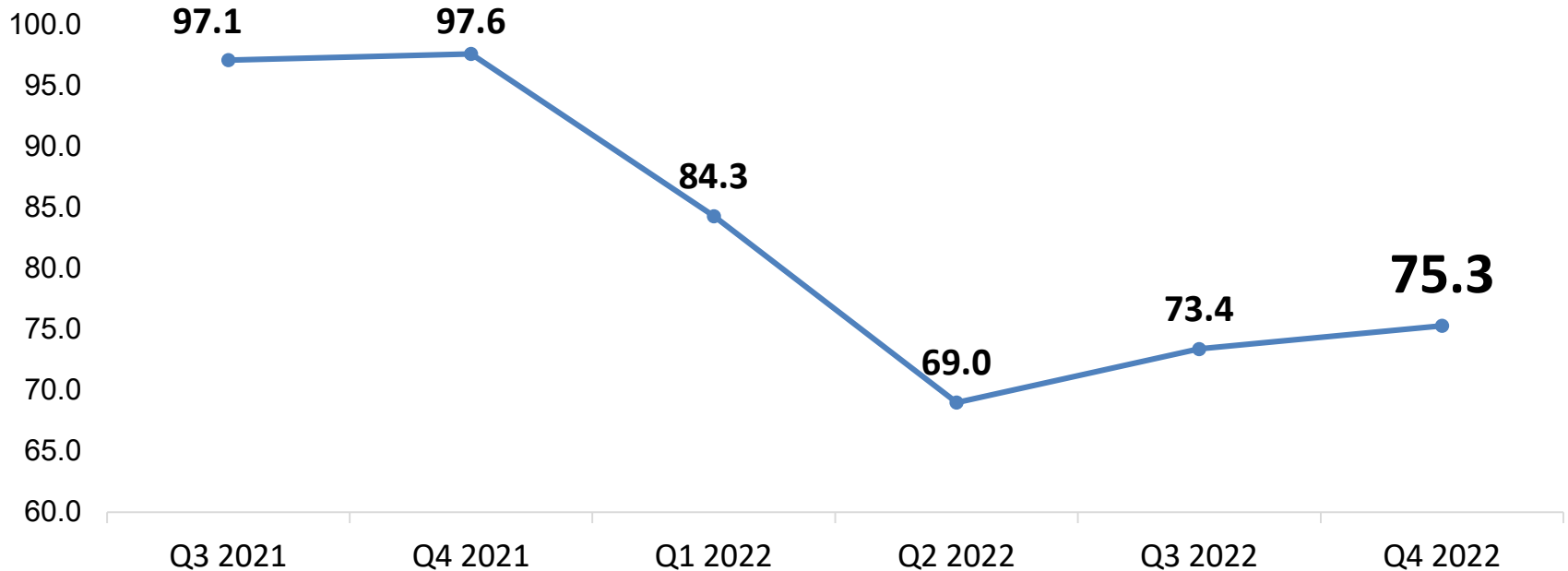


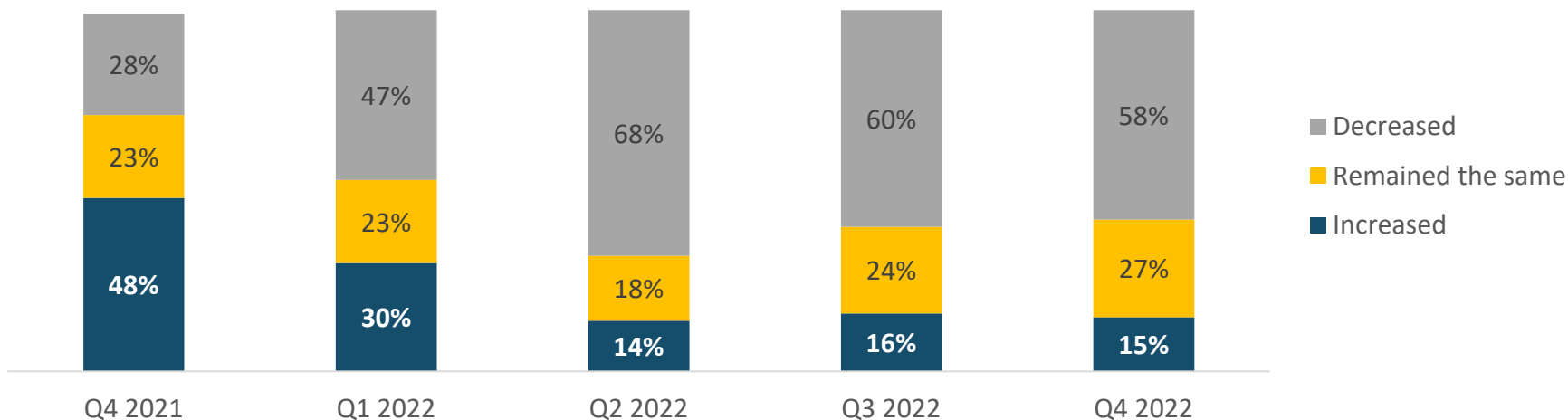
CEO confidence ticks up in Q4 2022 as pessimism about the U.S. economy decreases



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

The proportion of CEOs that feel the economy has declined compared to last year eases by 10 percentage points since Q2

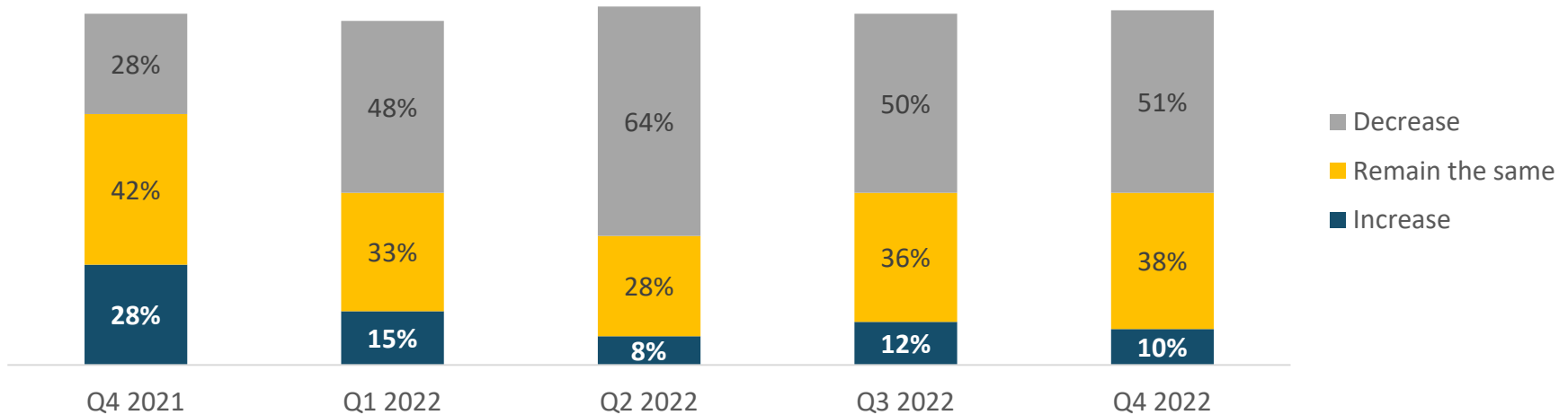
Compared to a year ago, how have overall economic conditions in the United States changed?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

CEOs' expectations of the economy is back on the rise after record low in Q2

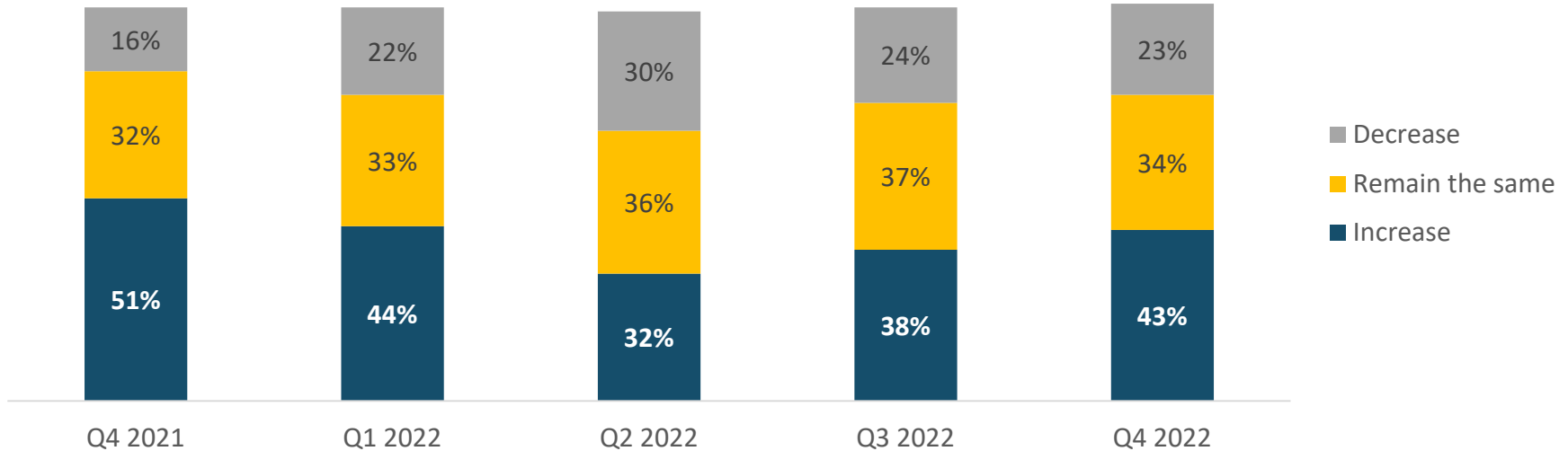
During the next 12 months, how do you expect overall economic conditions in the United States to change?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

As inflation eases, CEOs' profitability expectations continue to improve after record low in Q2

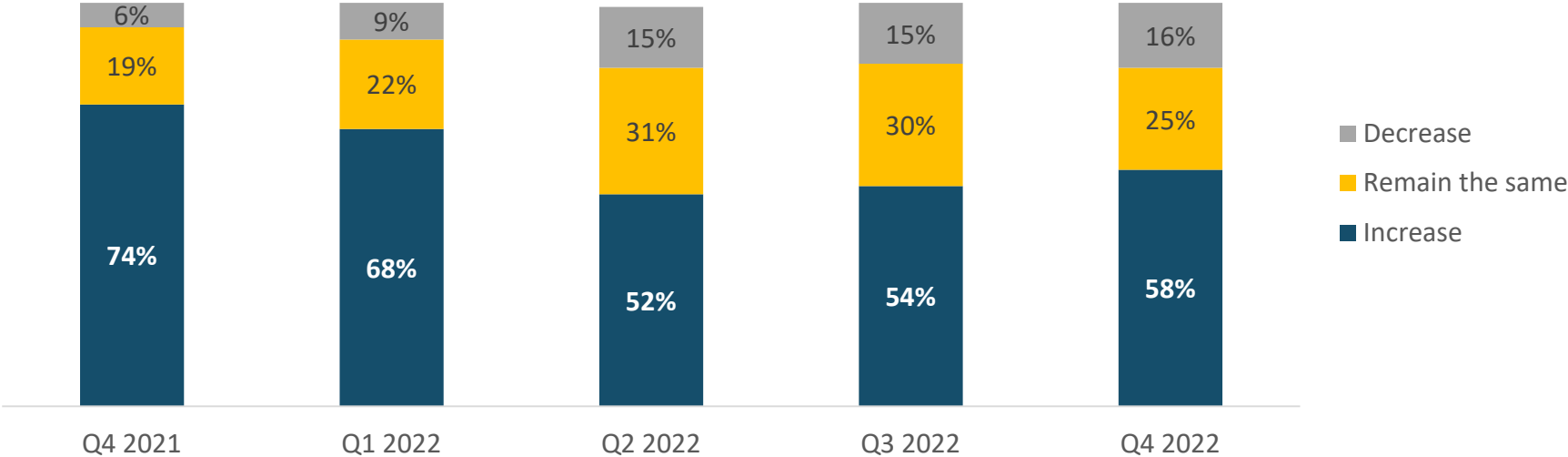
How do you expect your firm's profitability to change during the next 12 months?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

CEOs' revenue expectations hold despite changing buyer behaviors

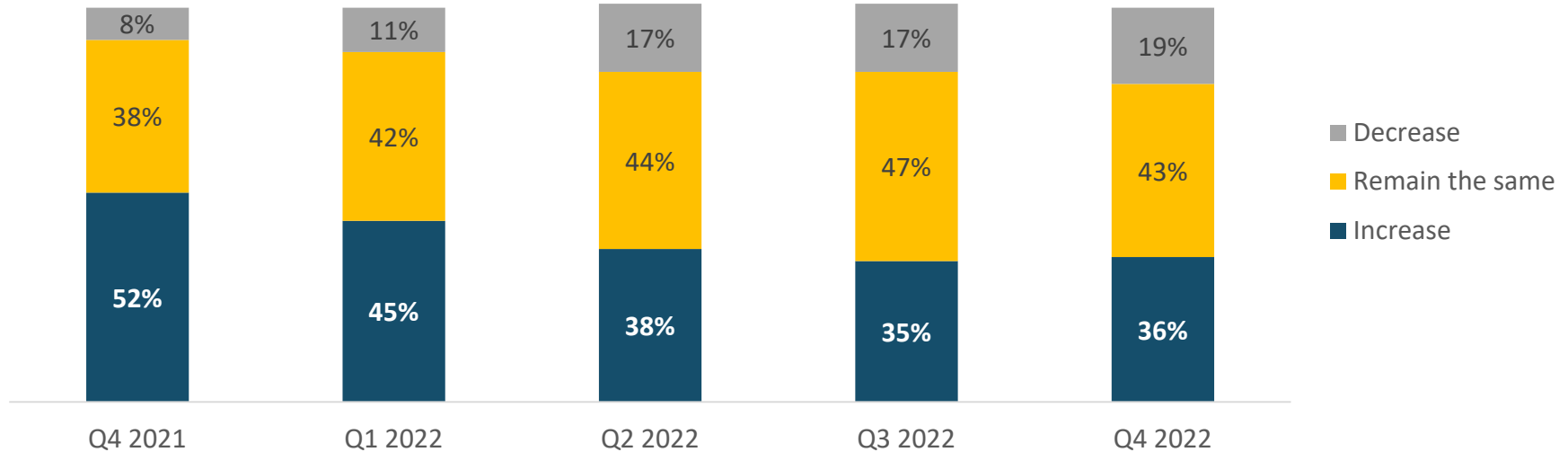
How do you expect your firm's revenues to change during the next 12 months?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Rising interest rates impact CEOs' investment plans for the year ahead

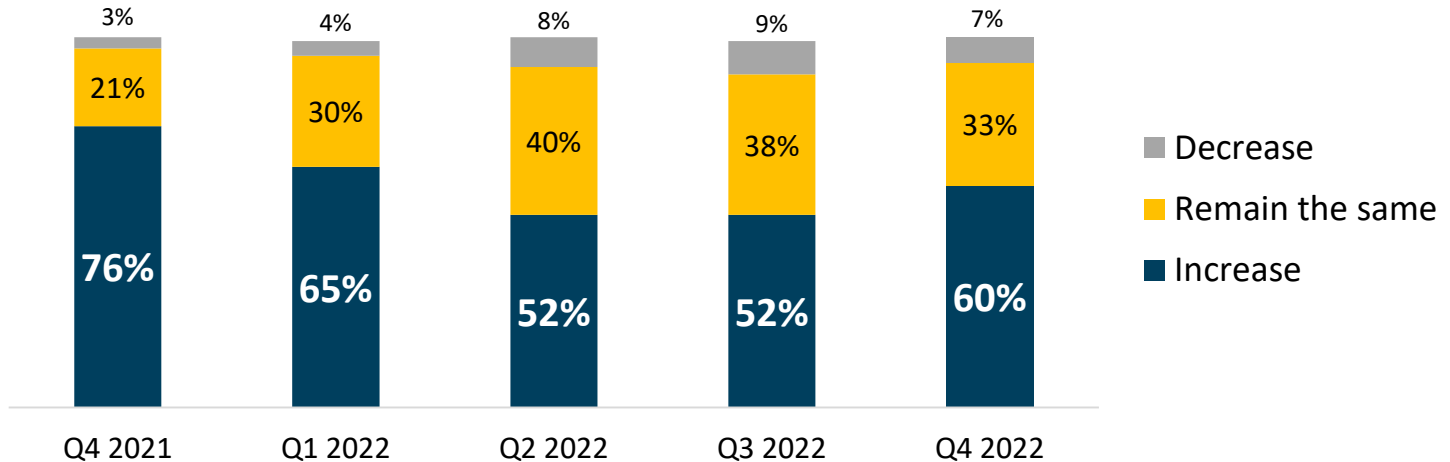
How do you expect your firm's total fixed expenditures to change during the next 12 months?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Coming off last year's record high, 6-in-10 CEOs plan future workforce expansion

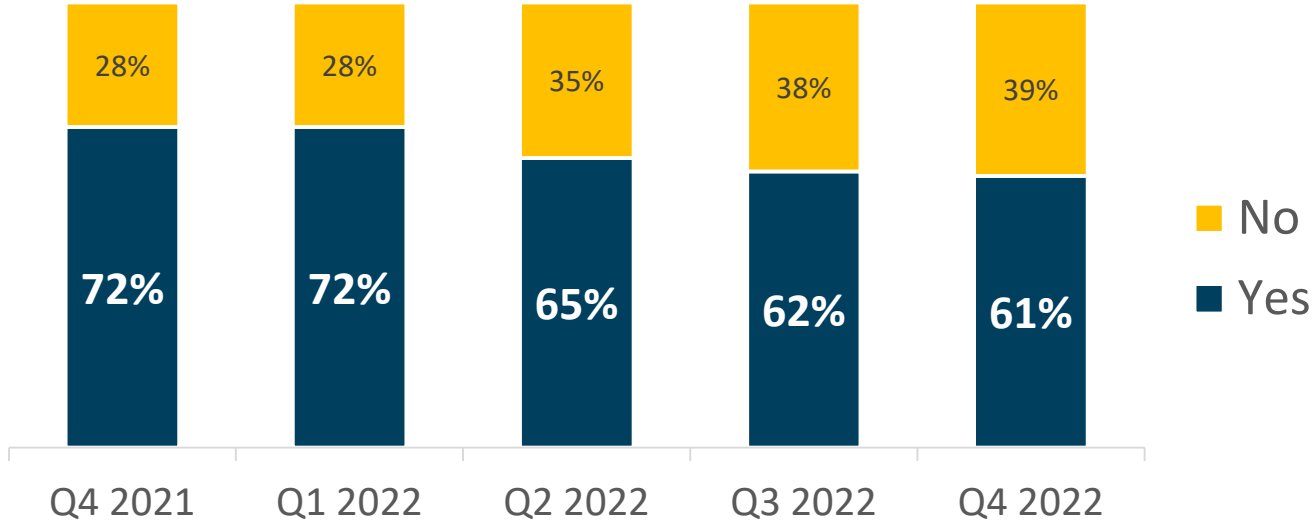
How do you expect your firm's total number of employees will change during the next 12 months?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Operational impacts of talent scarcity slowly easing, dropping 11 percentage points since last year

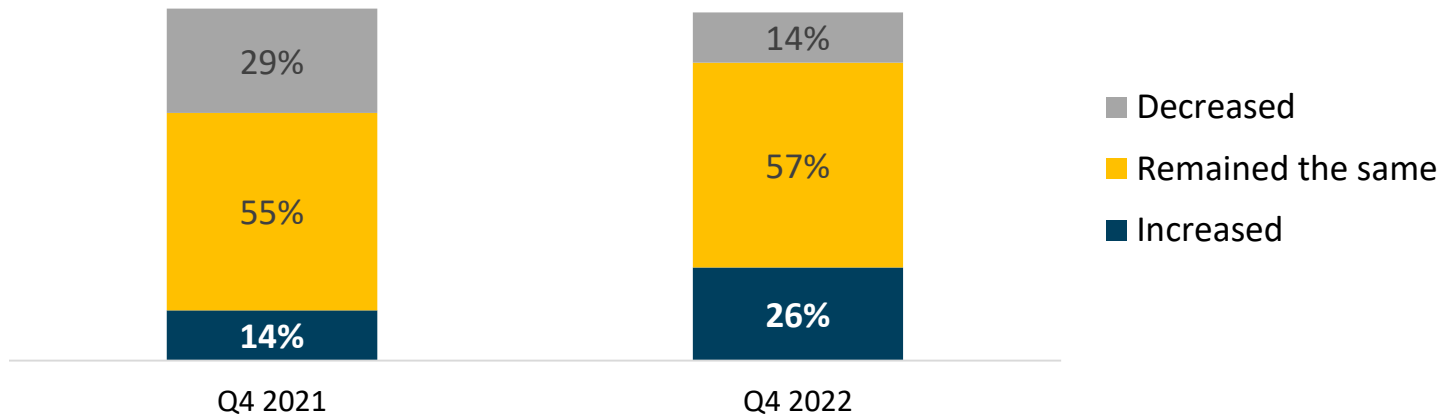
Are hiring challenges impacting your ability to operate your business at full capacity?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

The proportion of CEOs that report an improving retention rate grew 12 percentage points from last year

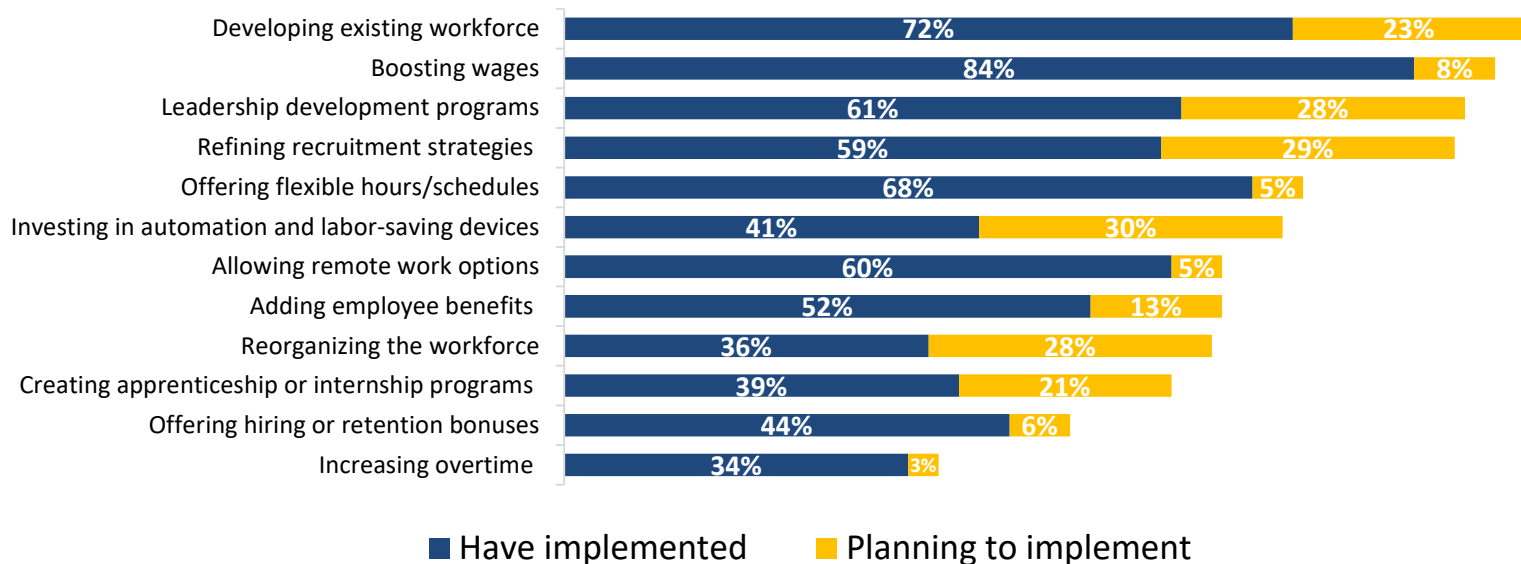
How have your employee retention rates changed since the beginning of the year?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Majority of CEOs report developing workforce and increasing wages to support hiring and retention

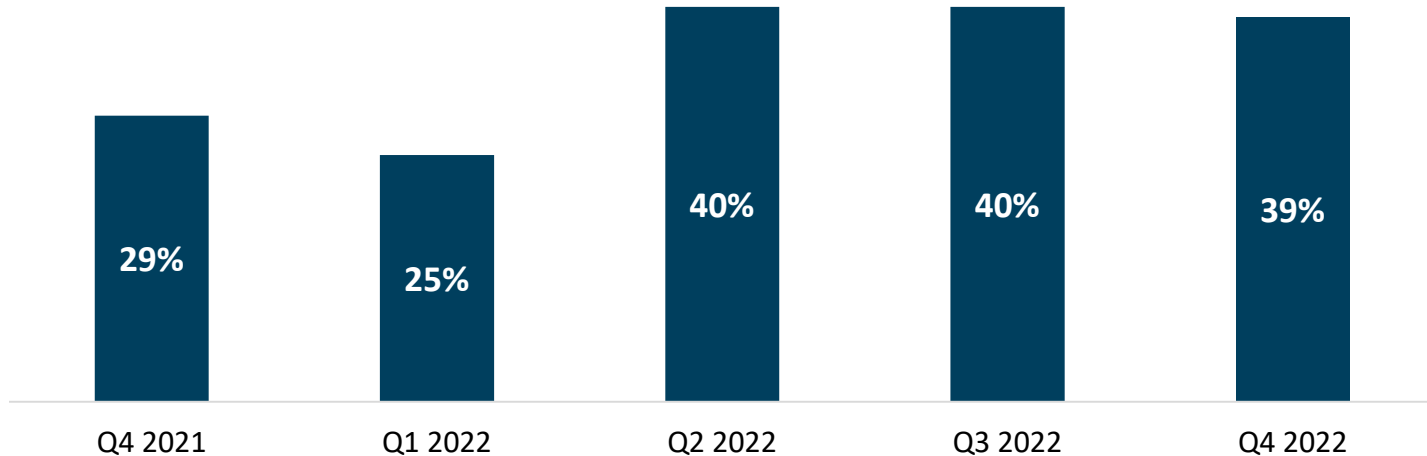
If hiring employees has become more difficult, what are you doing in response?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Proportion of CEOs leveraging apprenticeship and internship programs has increased over the last year

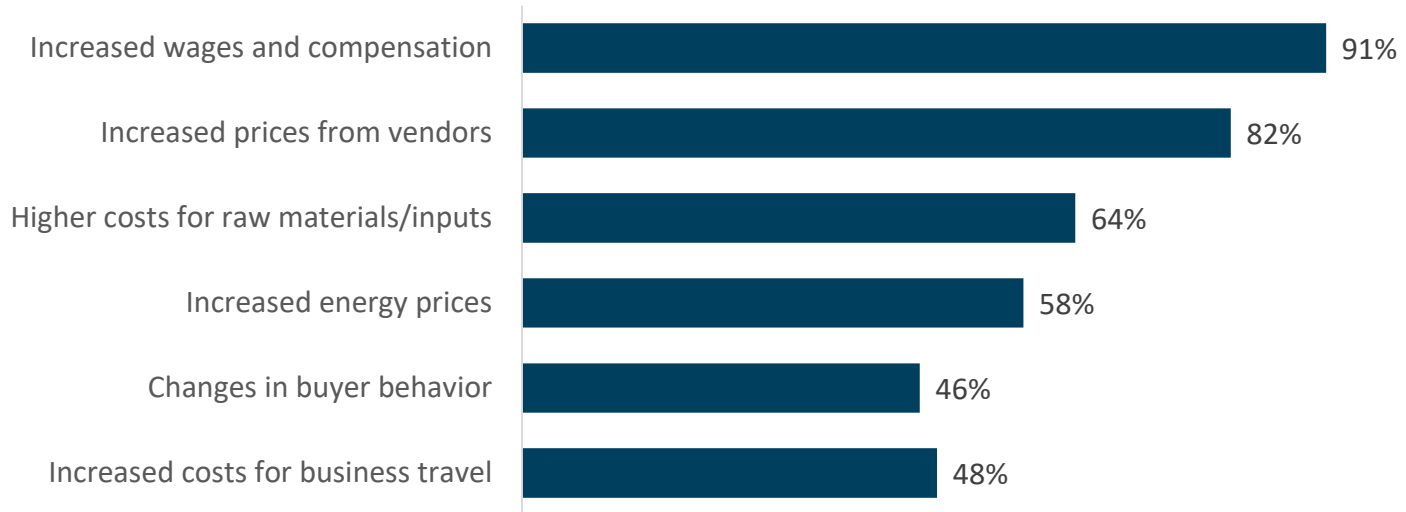
If hiring employees has become more difficult, what are you doing in response? Creating apprenticeship or internship programs



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

Increased wages and compensation remain the top inflationary pressure for CEOs

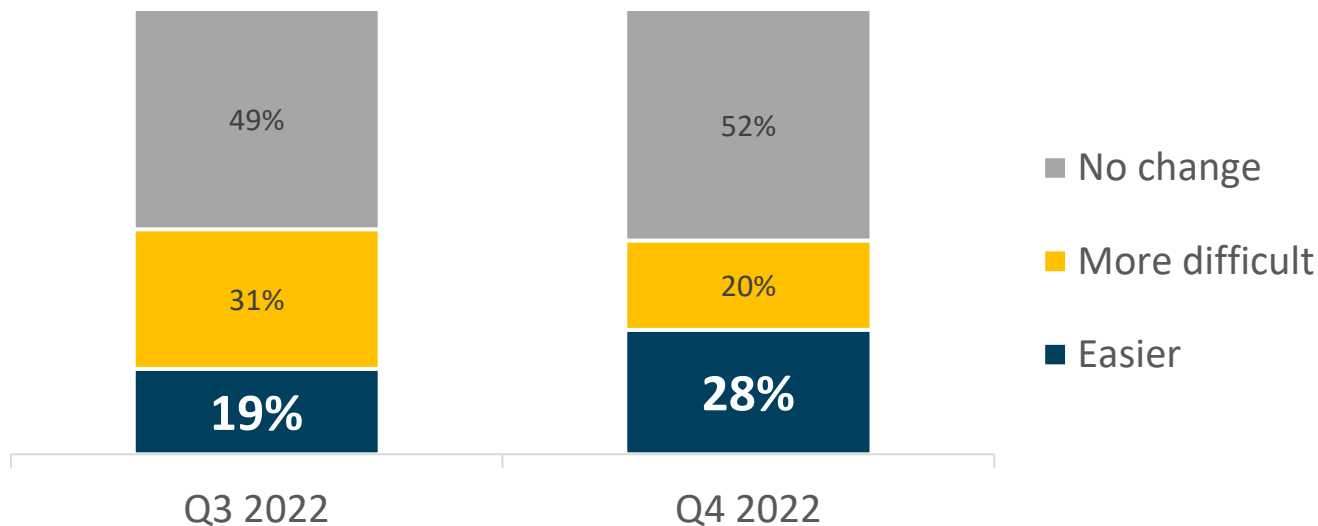
Which effects of inflation are you experiencing for your business?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

For the first time, the proportion of CEOs reporting it is easier to hire is greater than those reporting it is harder

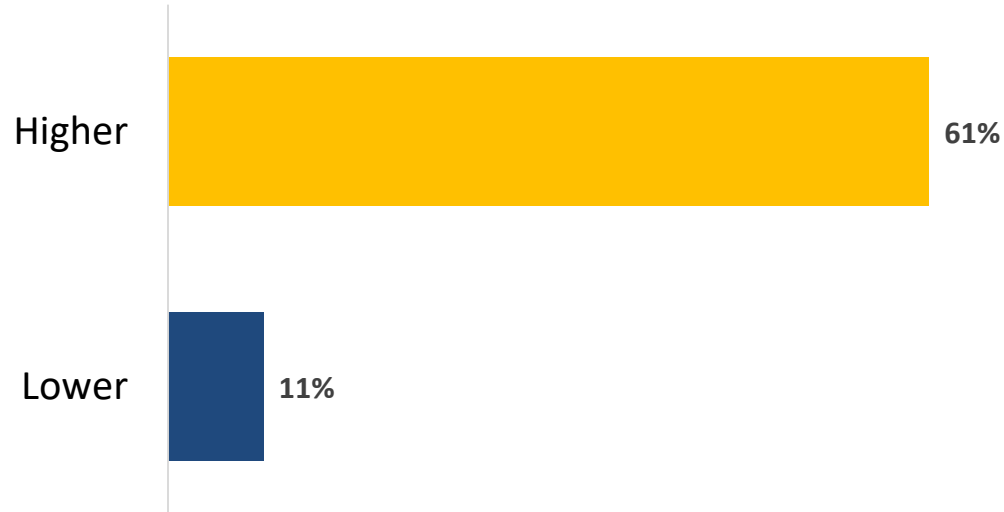
Is your company finding it easier or more difficult to fill job openings than it was at the start of the year?



Source: Q4 2022 Vistage CEO Confidence Index n=1,373

More than 6-in 10 CEOs report offering higher wages to new hires compared to a year ago

How does the pay you are offering new hires today compare to wages offered to new hires in similar roles a year ago?



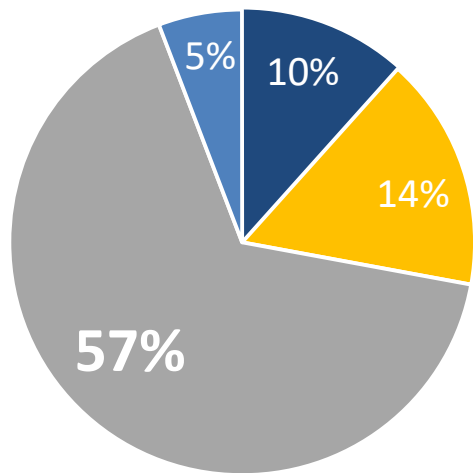
Source: Q4 2022 Vistage CEO Confidence Index n=1,373

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VISTAGE
CEO Confidence Index

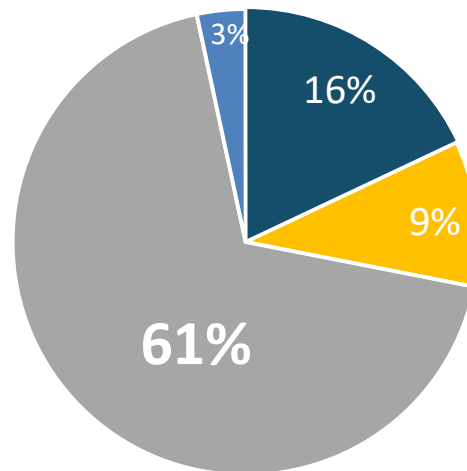
The proportion of CEOs that report an improving supply chain grew 4 percentage points from last quarter

Which best describes your supply chain?



Q3 2022

- No problem
- Getting worse
- Slowly getting better
- Other

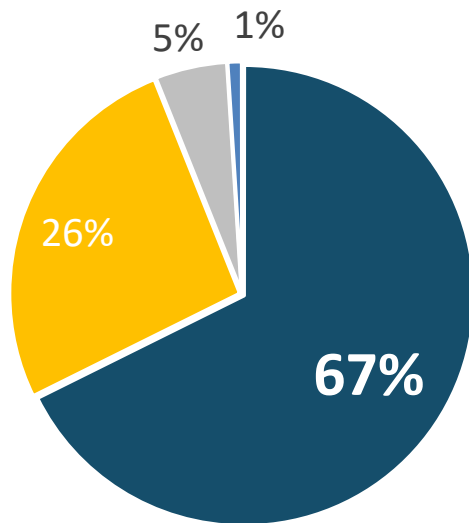


Q4 2022

Source: Q4 2022 Vistage CEO Confidence Index n=1,373

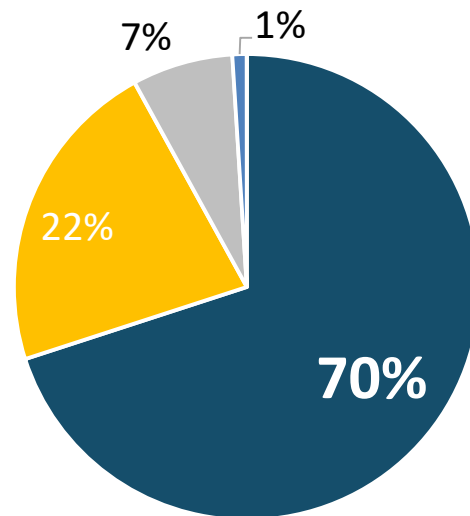
7-in-10 CEOs report plans for price increases in the next 12 months, up from 67% last quarter

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



Q3 2022

- Increase
- Remain the same
- Decrease
- Don't know/No opinion



Q4 2022

Source: Q4 2022 Vistage CEO Confidence Index n=1,373