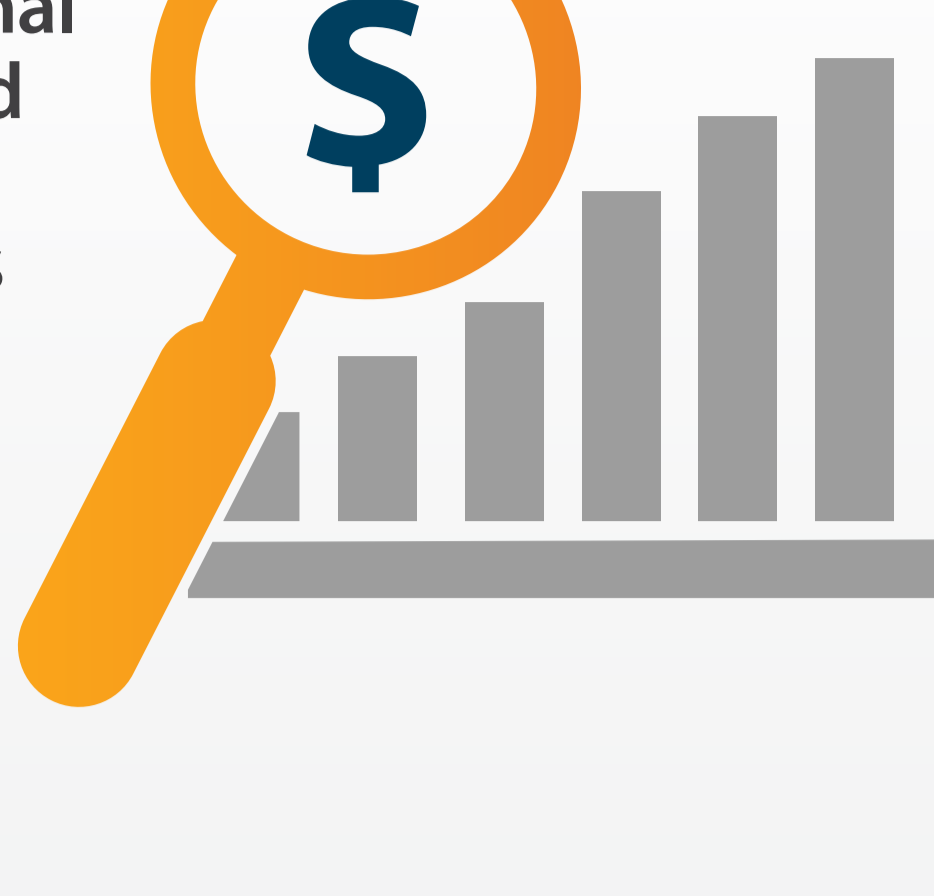


CEO confidence falls to lowest level in 3 years

The Vistage CEO Confidence Index was 88.8 in the 2nd quarter 2016 survey, down from last quarter's 92.3 and last year's 99.0.

Economic Confidence

Just 21% of all CEOs thought that the national economy had improved during the past year, less than half of last year's 46%. Just 20% expect the economy to improve in the year ahead, down from 35% a year ago.



40% of CEOs plan to increase spending in new plant and equipment in the year ahead, the lowest level in three years.



64% of CEOs expect revenue gains in the year ahead, and 51% of CEOs expect increased profits.

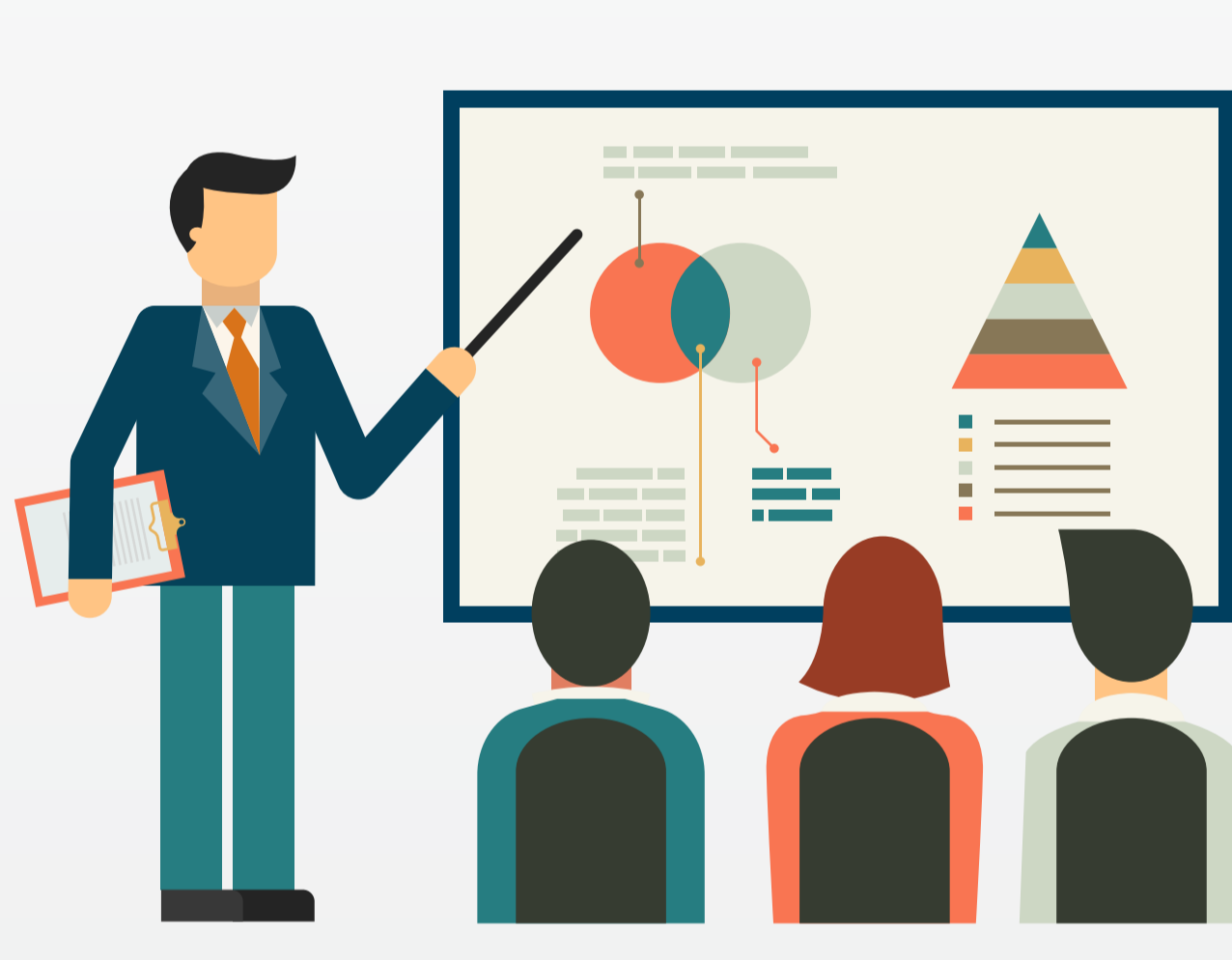


Hiring & Talent Management

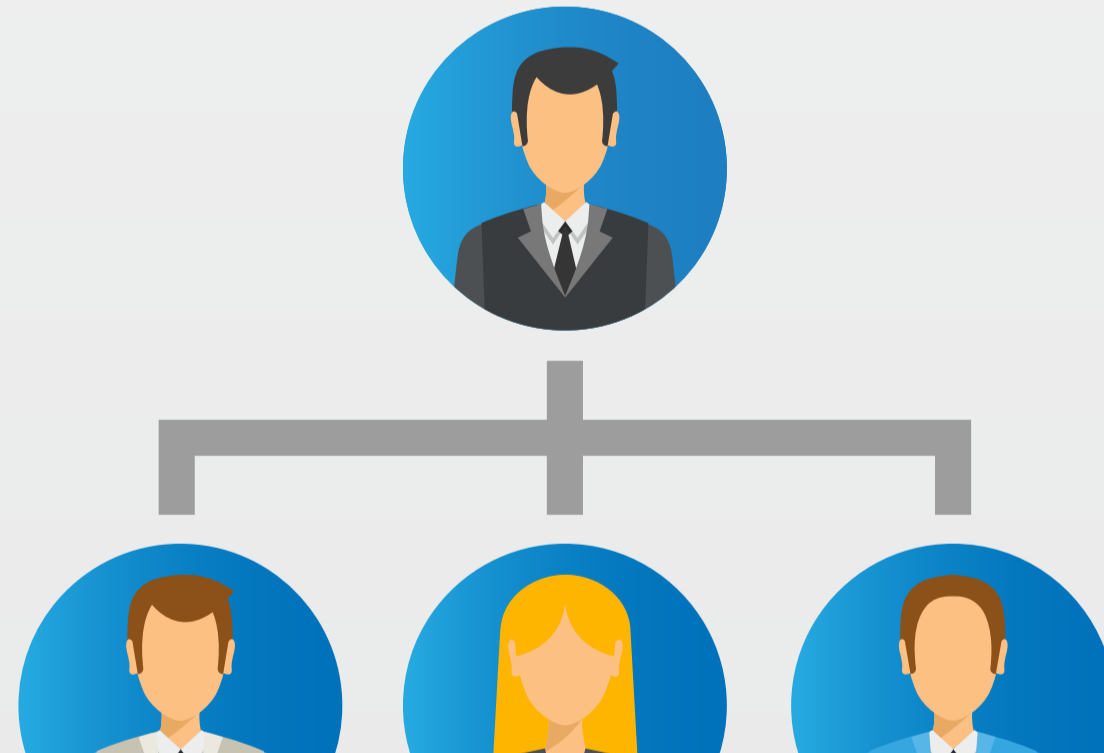
50% of CEOs plan to expand their workforce in the next year, and only 8% of CEOs plan cutbacks.



34% of CEOs said finding, hiring, retaining and training their employees is the most significant business issue they are currently facing.



64% of all CEOs have adapted their management style to younger workers, with 57% offering specially designed benefit packages to attract young talent.



83% of CEOs encourage all their employees to use their vacation days, although about half expect employees to check and respond to email while on vacation.



82% of CEOs conduct employee performance reviews, although 60% of CEOs don't have a system in place for evaluating their own performance.

