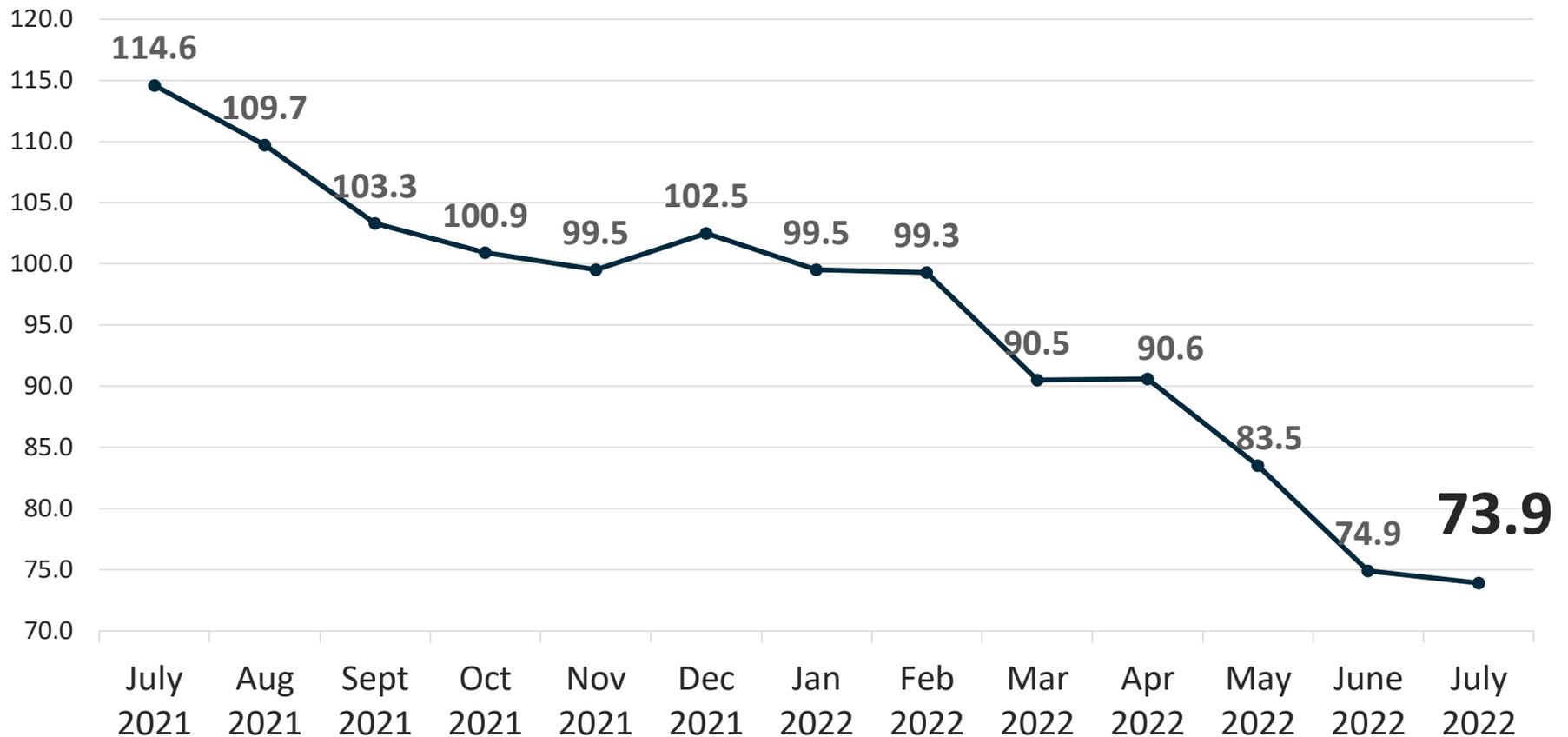


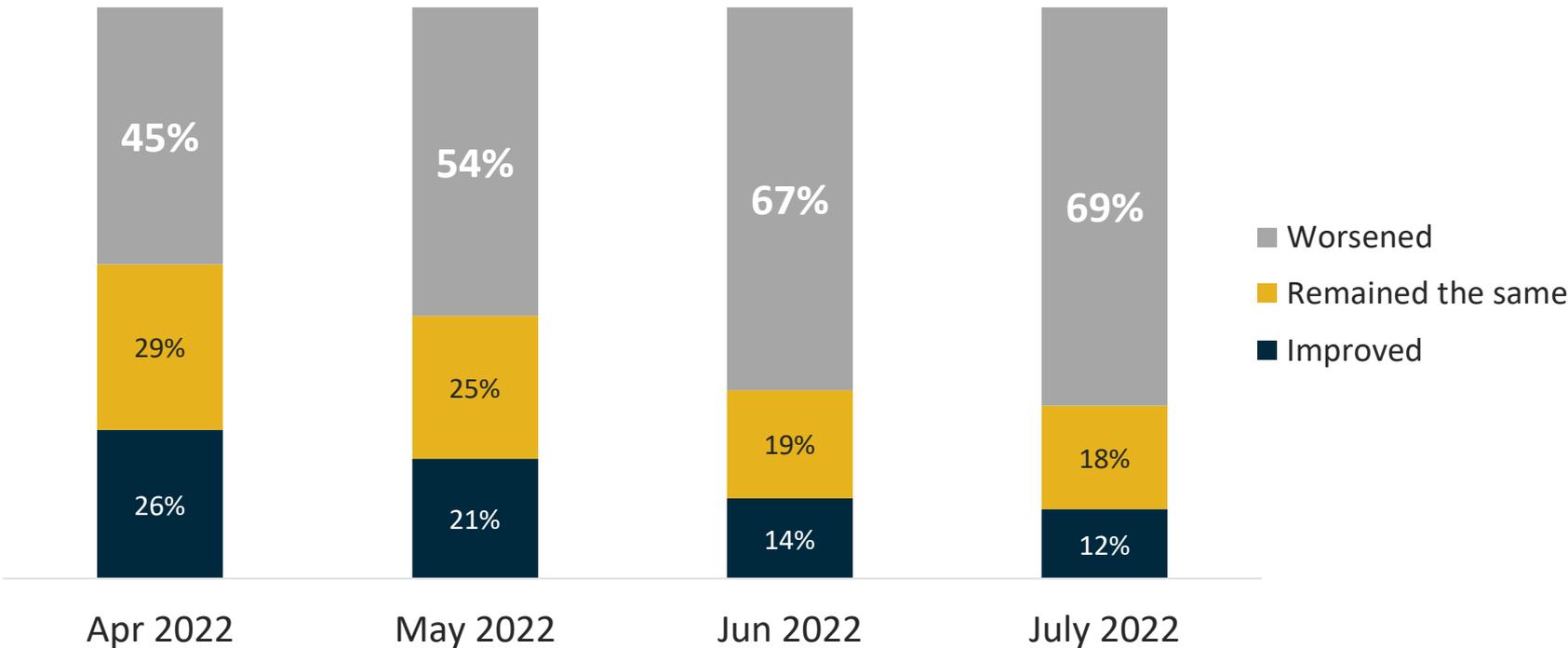
The WSJ/Vistage Small Business CEO Confidence Index holds steady posting a 1-point drop in the past month



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Small businesses seeing comparably worse economic conditions in the past year, nearly 70% report worsening

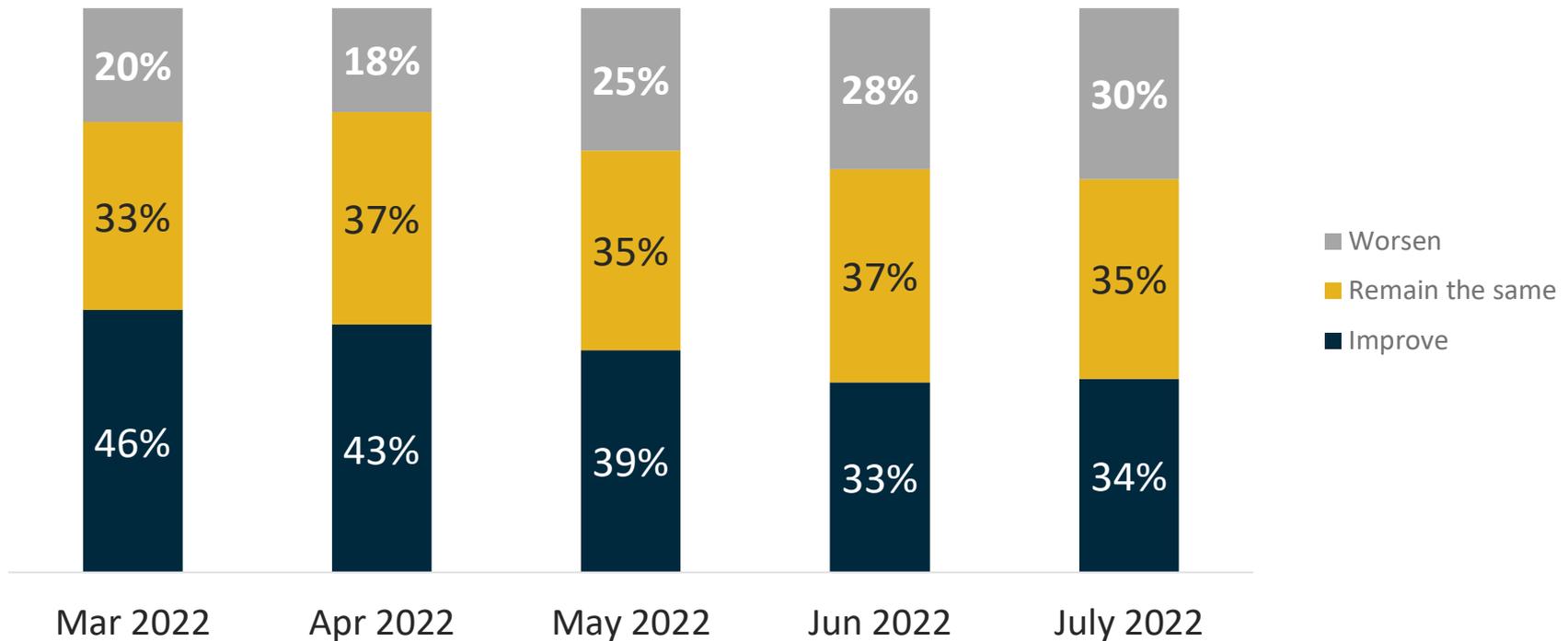
Compared with a year ago, how have the overall economic conditions in the United States changed?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Tumultuous economic conditions fuel the worsening expectations for profitability

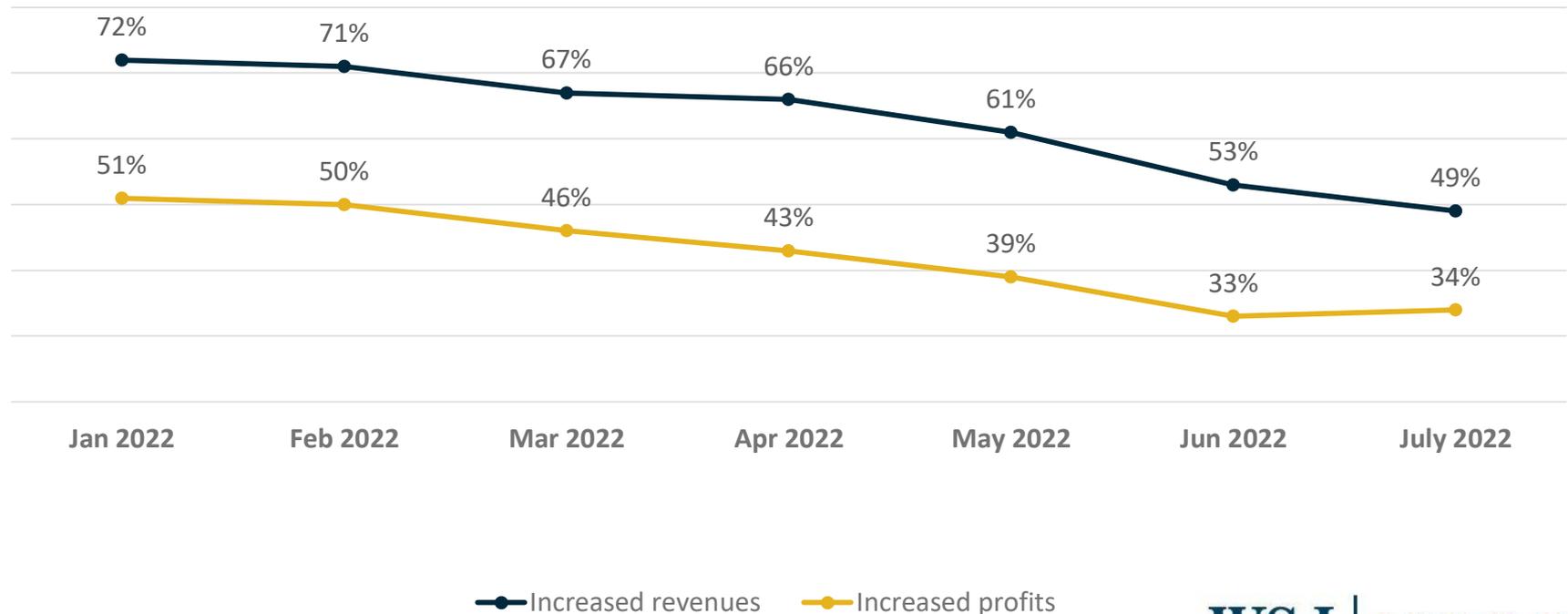
How do you expect your firm's profitability to change during the next 12 months?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

In the past 5 months, small businesses have marked a 26-point decrease in both expected increases in revenue and profit

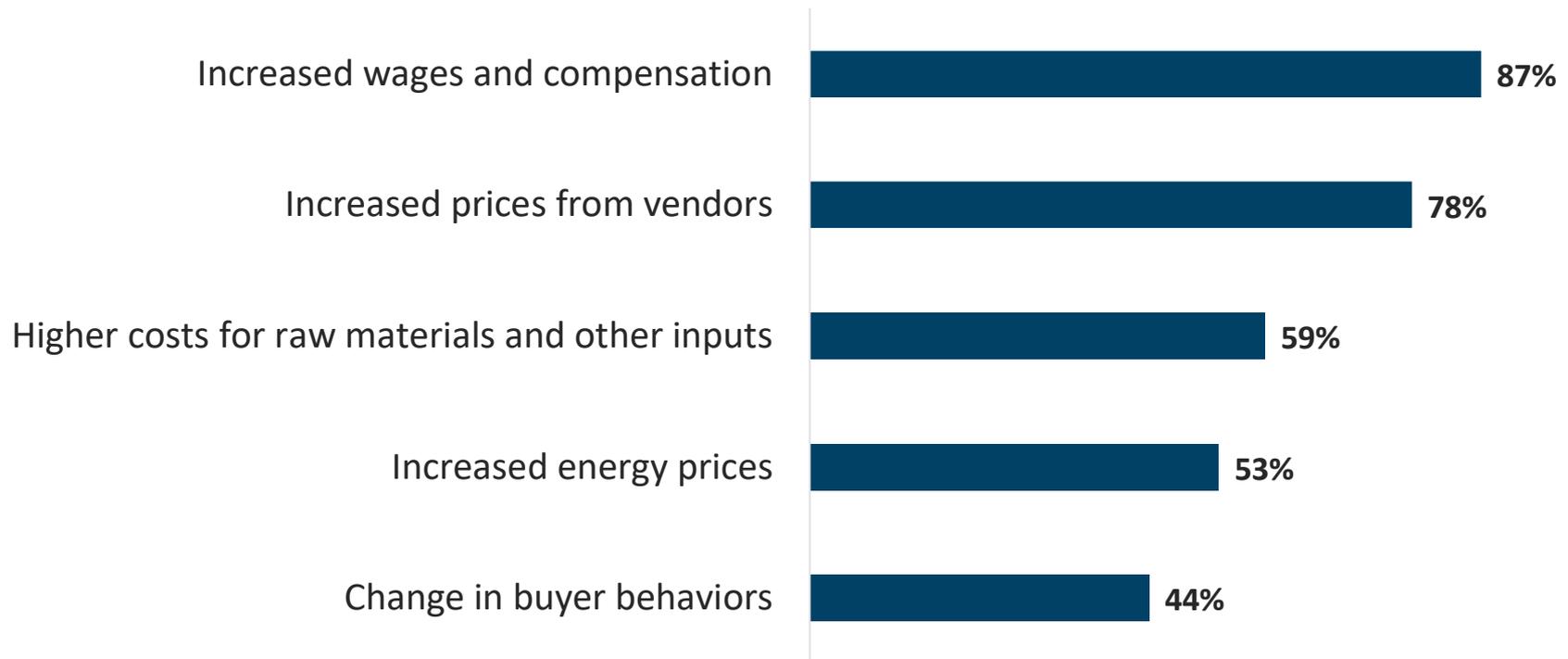
Percentage of small businesses that expect increased revenues and profits in the next 12 months:



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Inflation continues to effect the economy as small businesses make necessary price increases

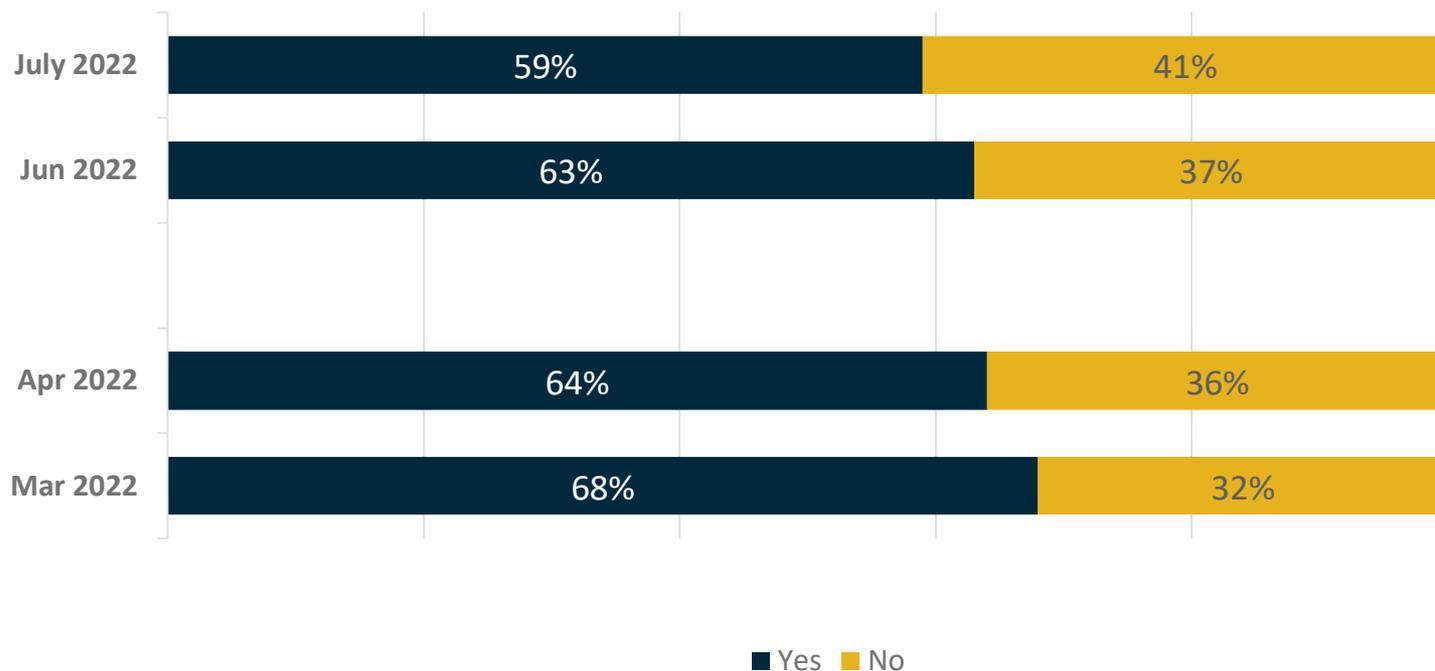
Which effects of inflation are you experiencing for your business?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Small business are steadily chipping away at the hiring challenges they have faced in the past 5 months

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

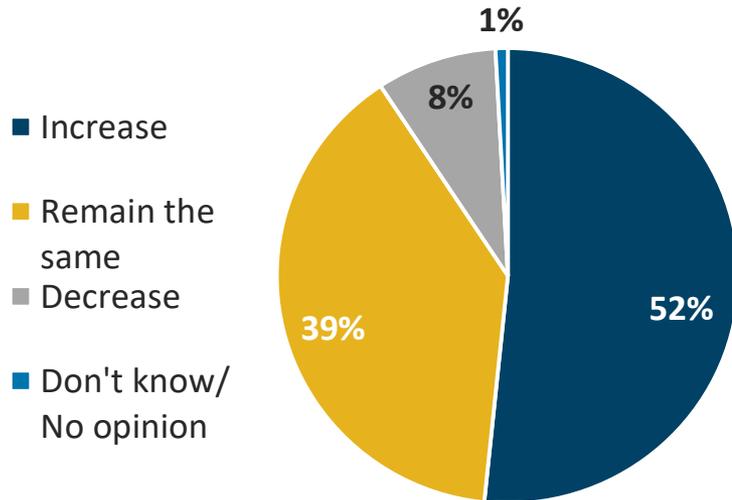


Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

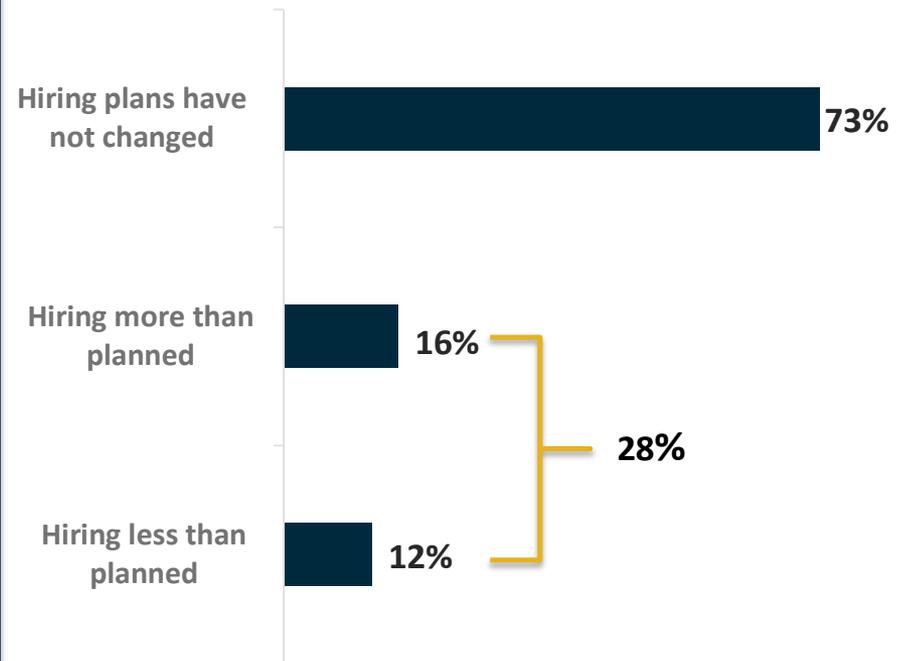
Note: May data not available.

Workforce expansion plans remain steady for small businesses, just 12% hiring fewer than planned at the start of the year

Do you expect your firm's total number of employees will increase, remain about the same, or decrease during the next 12 months?



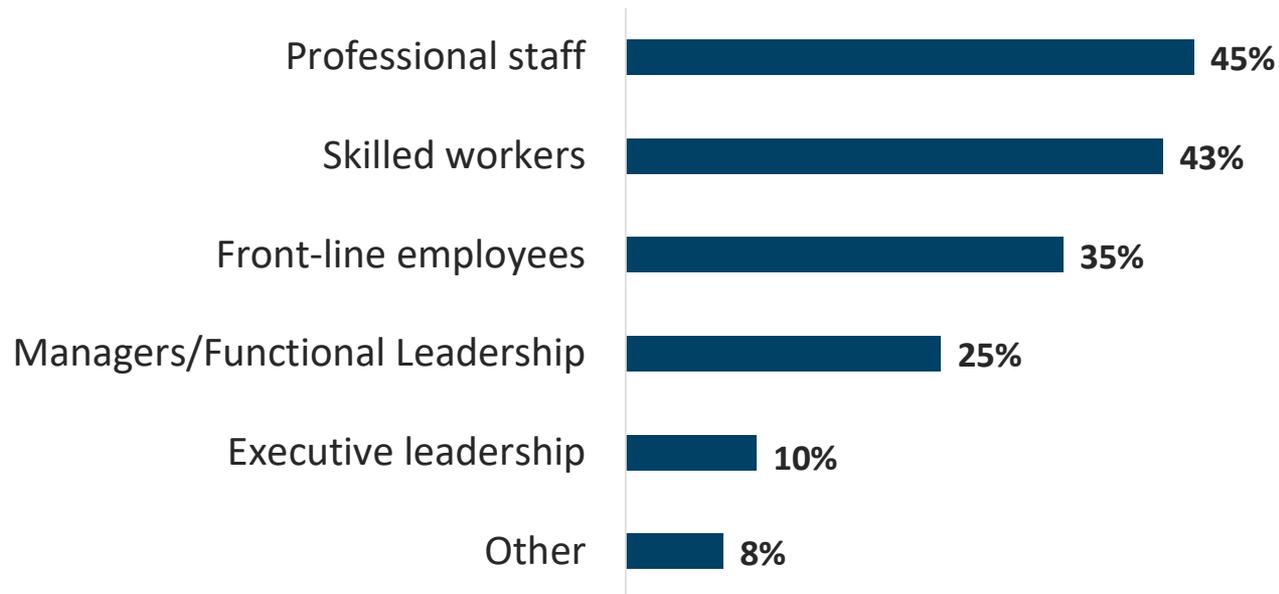
How will your hiring for the remainder of 2022 change compared to your plans at the start of the year?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Professional staff and skilled workers are in demand as businesses have difficulty filling the pipeline for talented labor

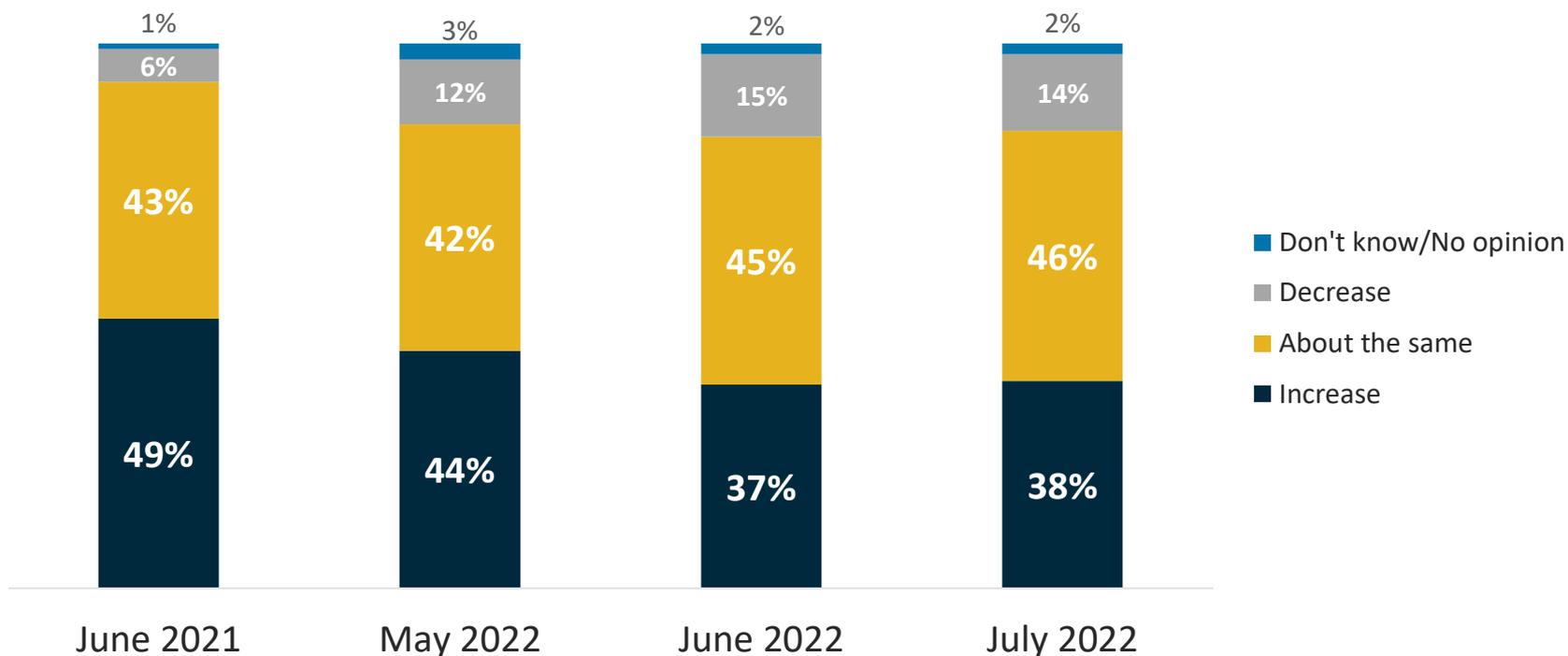
Since the beginning of the year, what roles have you had the most difficulty filling?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Small businesses are expecting similar investment expenditures for the next 12 months

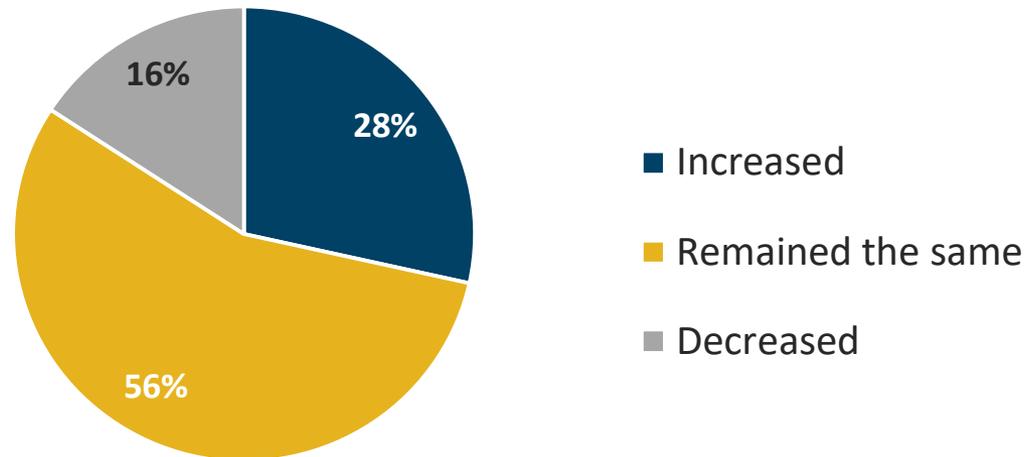
How are your firm's total fixed investment expenditures likely to change during the next 12 months?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Demand for products and services remains a high point for businesses, despite unfavorable economic conditions

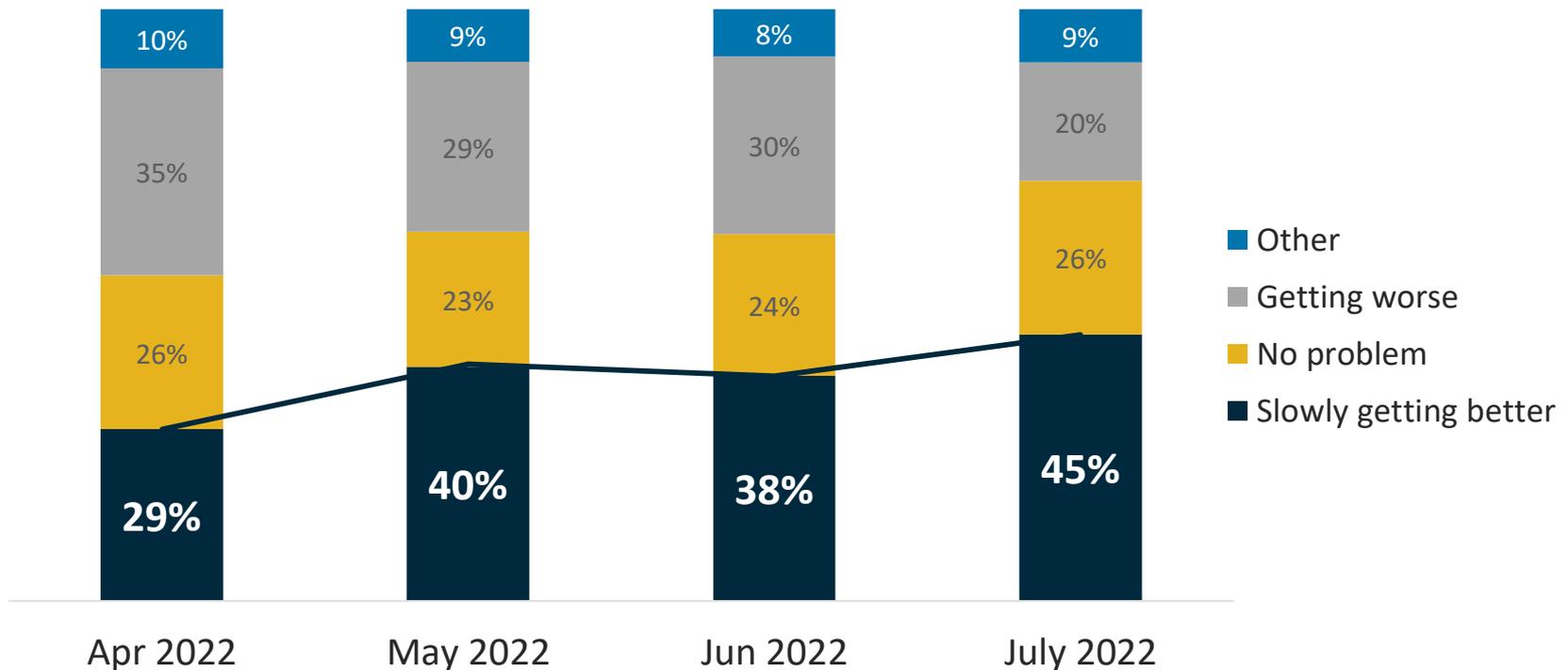
Outside of expected seasonal fluctuations, how has demand for your company's products and services changed in the last three months?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Supply chain showing improvement as 45% of small businesses report “slowly getting better”

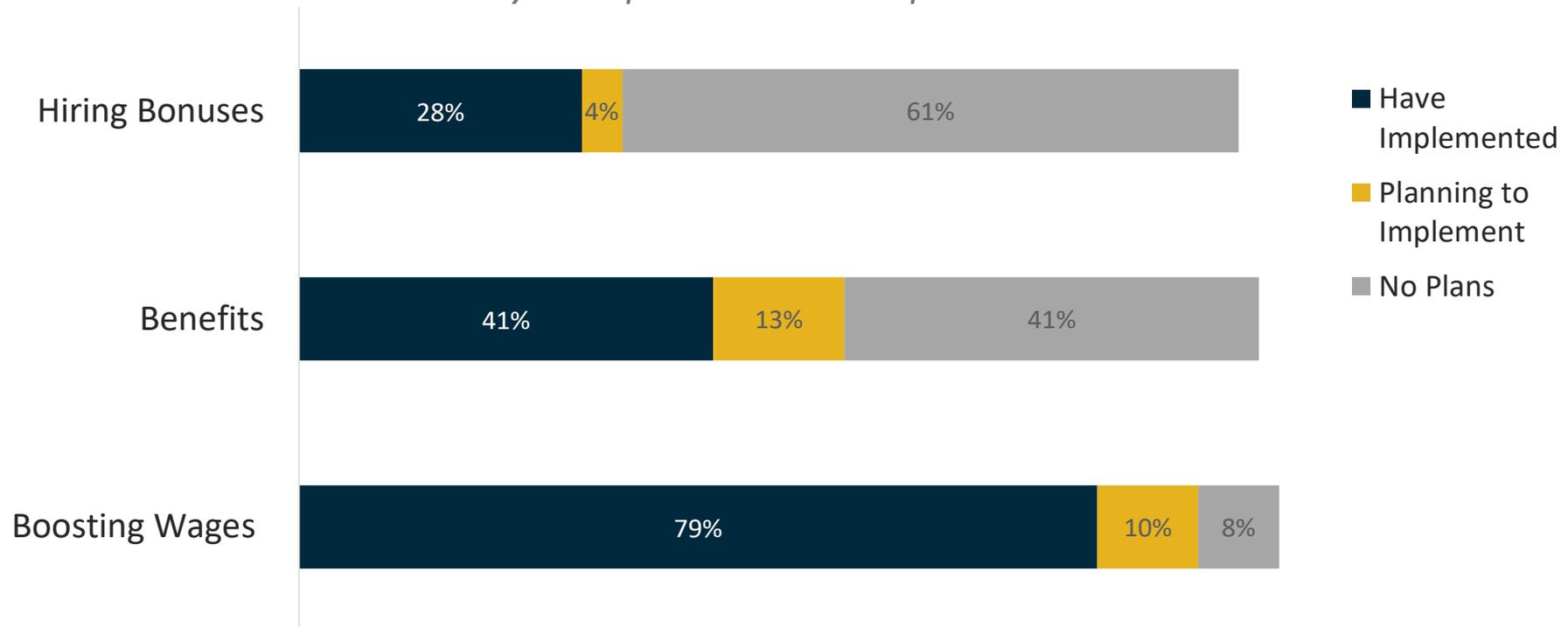
Which best describes your supply chain?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

A majority of small business leaders have implemented salary and wage increases to maintain their workforce

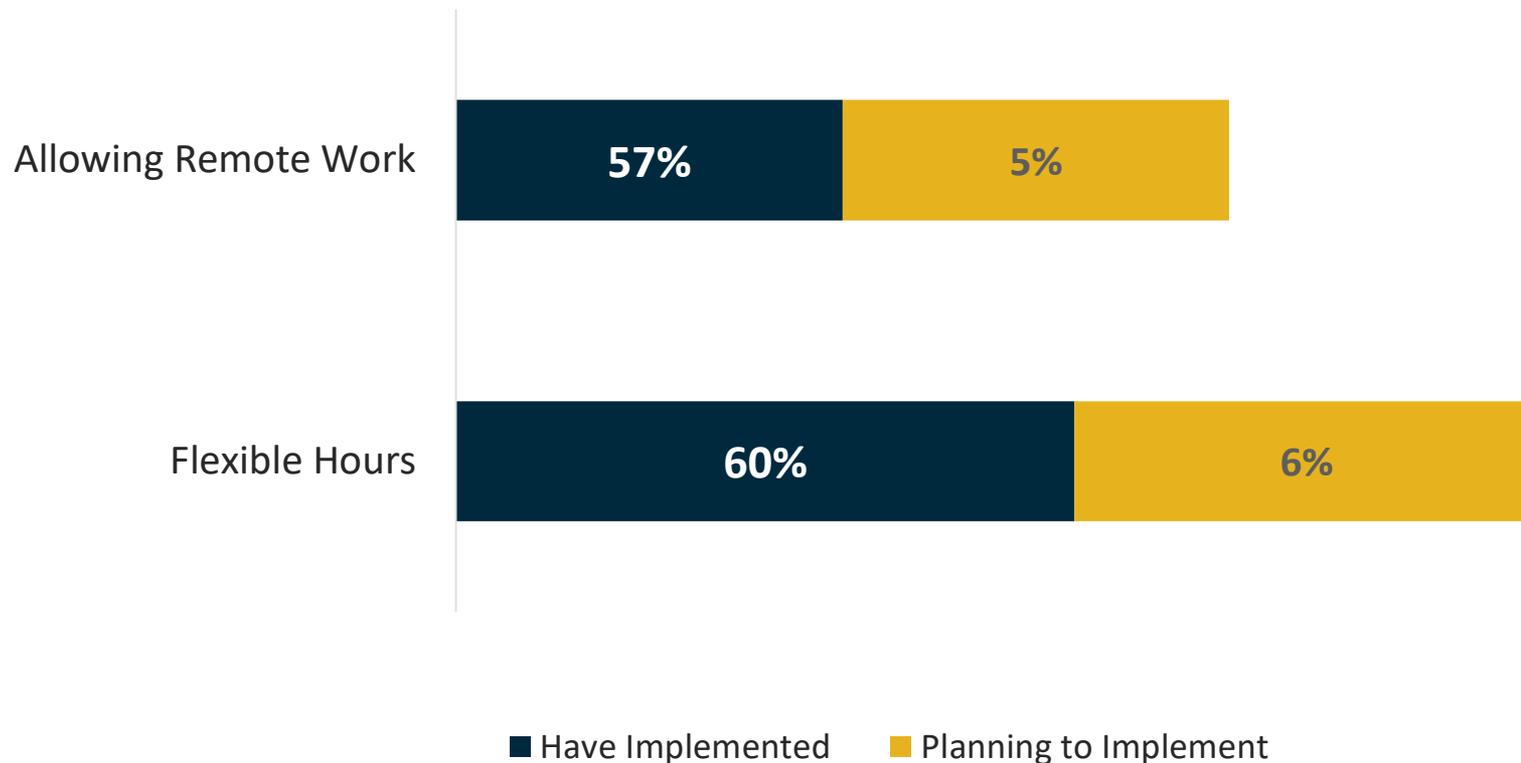
If hiring and employees has become more difficult, what strategies have you implemented in response?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Talent scarcity has caused small businesses to offer flexible work options

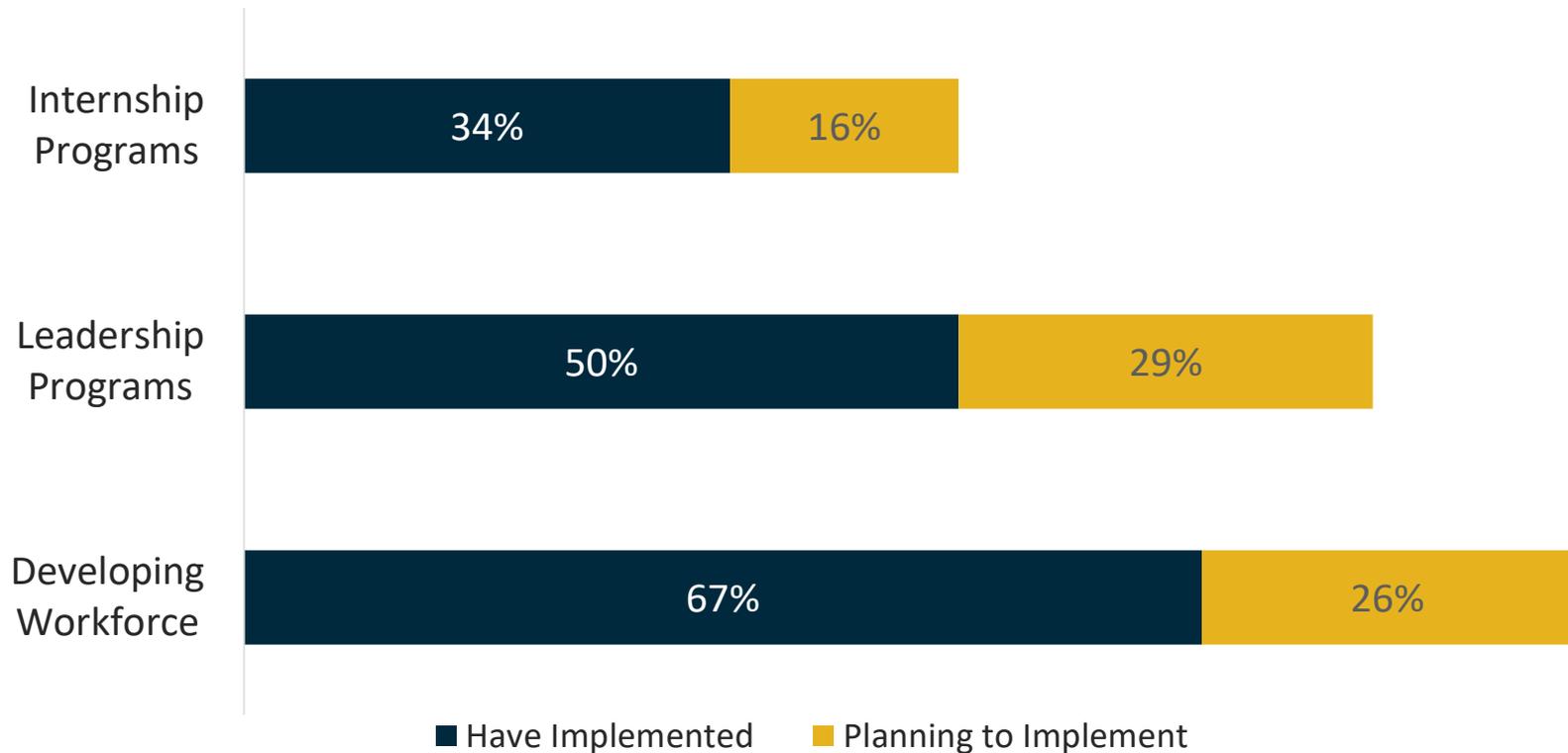
If hiring employees has become more difficult, what strategies have you implemented in response?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581

Workforce development programs are the key strategies being used to attract and retain employees

If hiring employees has become more difficult, what strategies have you implemented in response?



Source: July 2022 WSJ/Vistage Small Business CEO Confidence Index n = 581