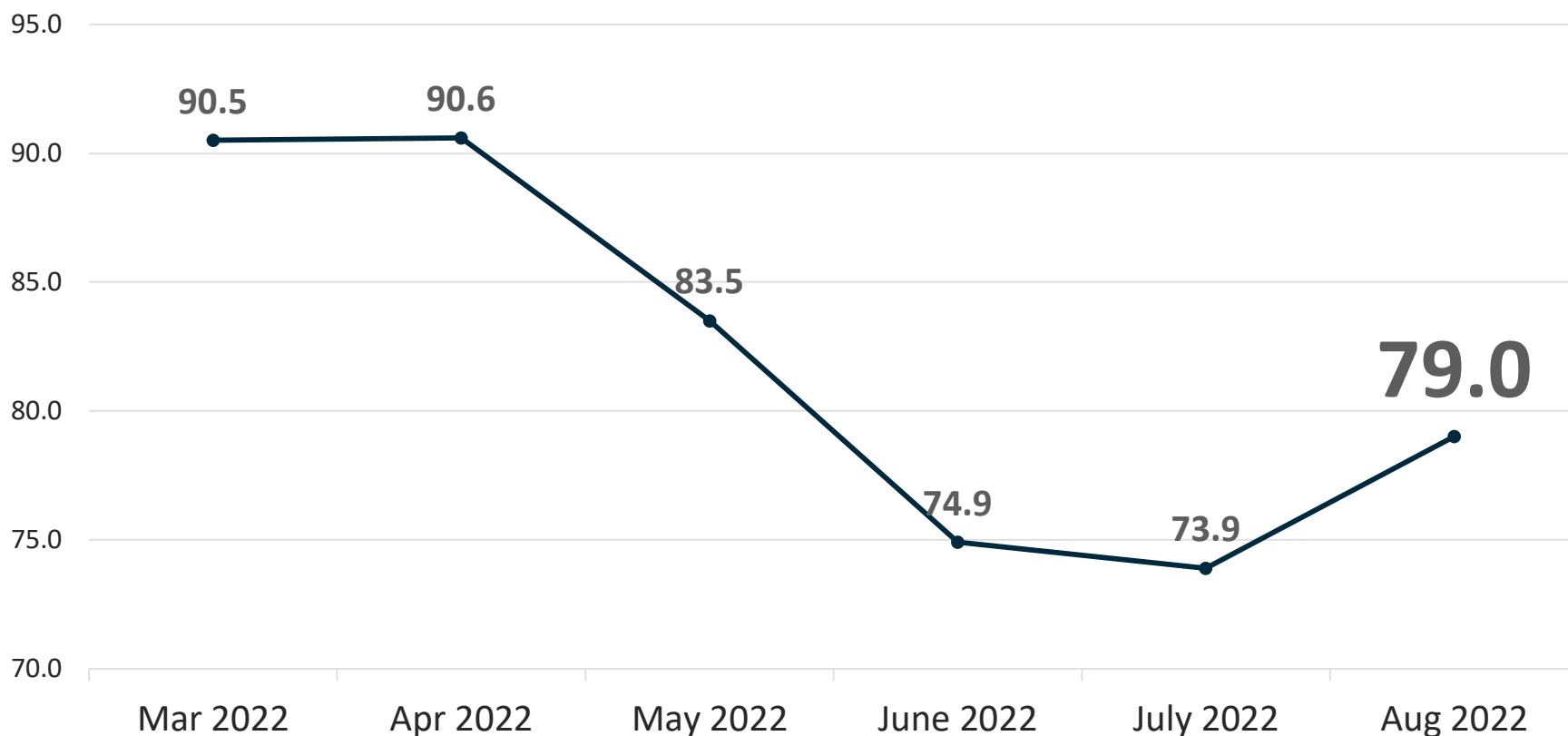


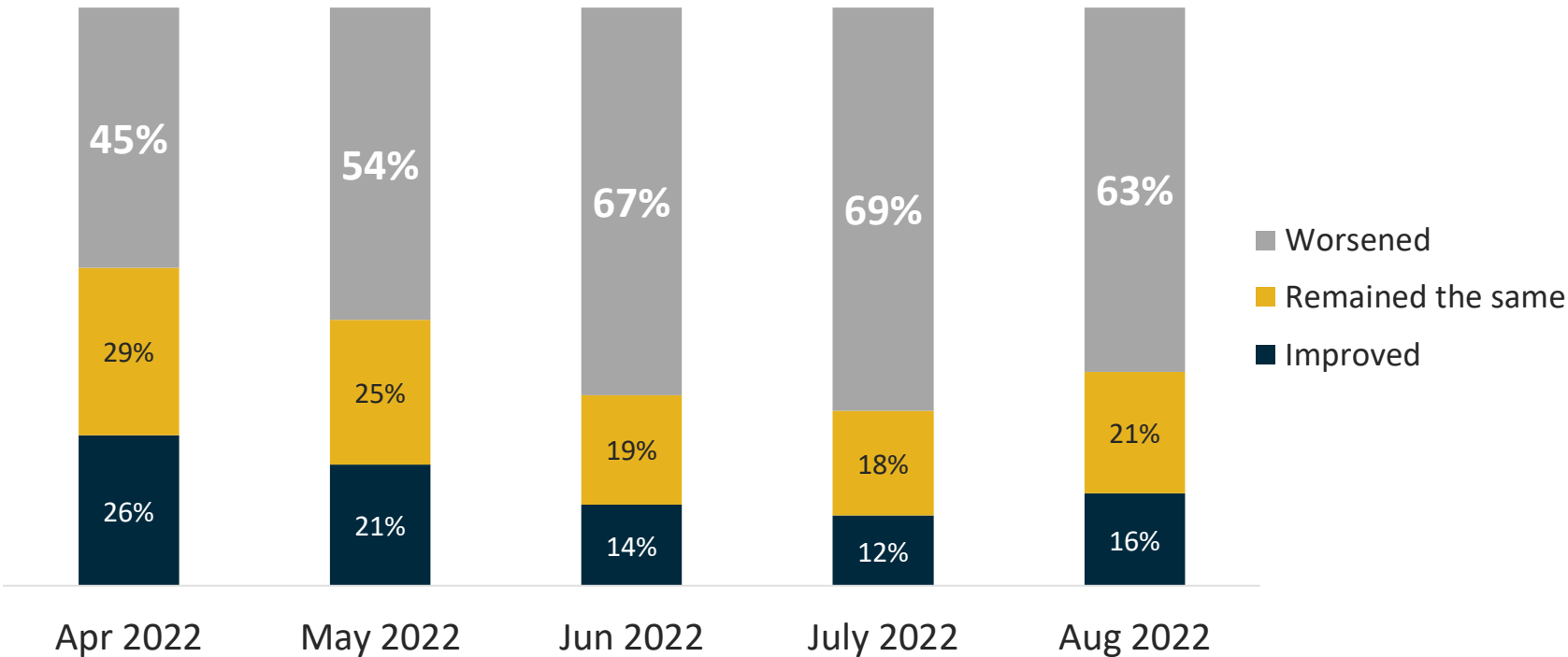
# The WSJ/Vistage Small Business CEO Confidence Index rose 6.9% in August, the most significant gain in 18 months



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Small businesses' view of current U.S. economy improves over last 2 months

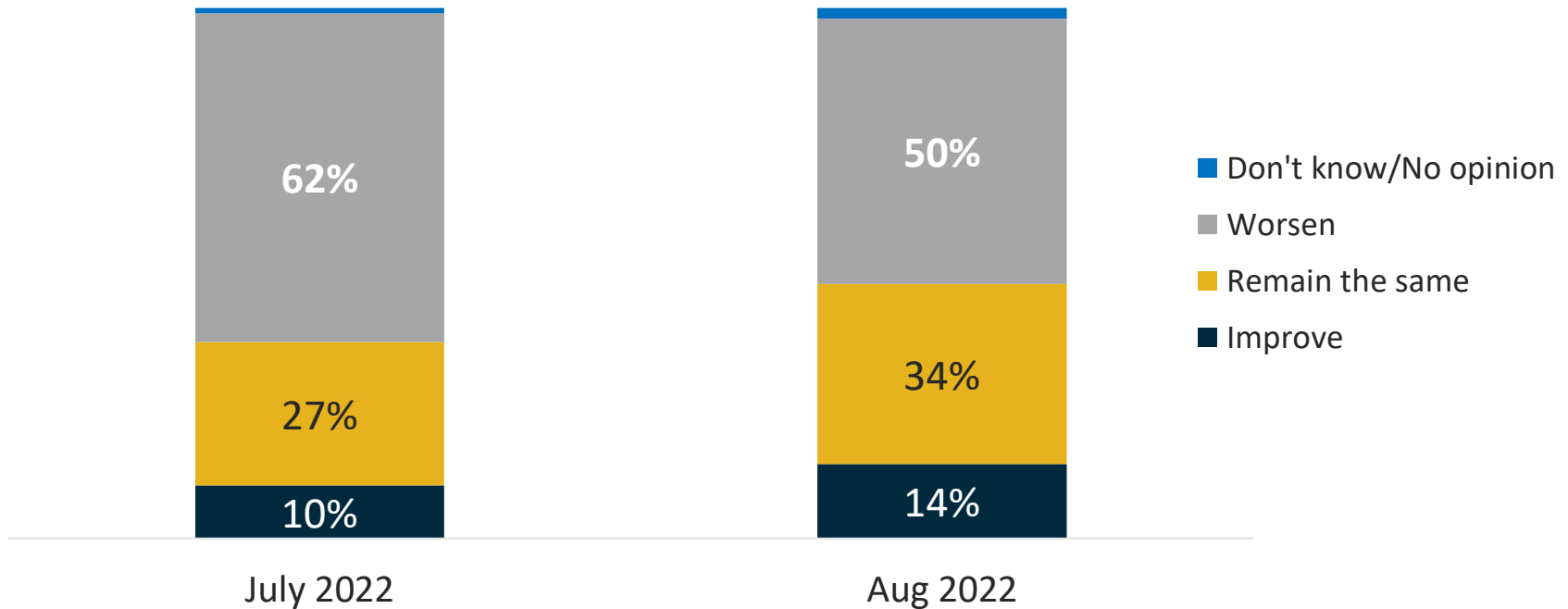
Compared with a year ago, how have the overall economic conditions in the United States changed?



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Pessimism about the U.S. economy eases; the proportion who expect worsening conditions falls 12 points from July

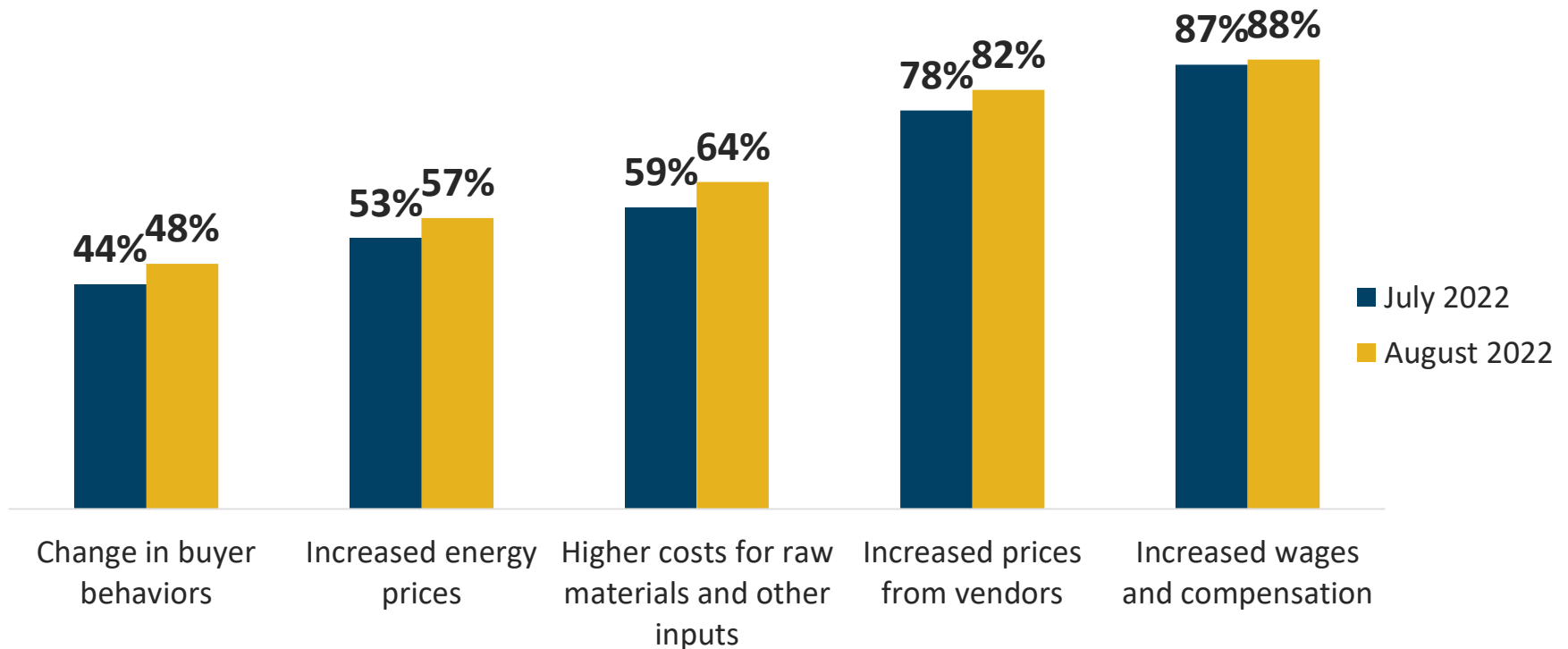
During the next 12 months, how do you expect the overall economic conditions in the U.S. will change?



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Proportion of small businesses impacted by inflationary pressures increases slightly from last month

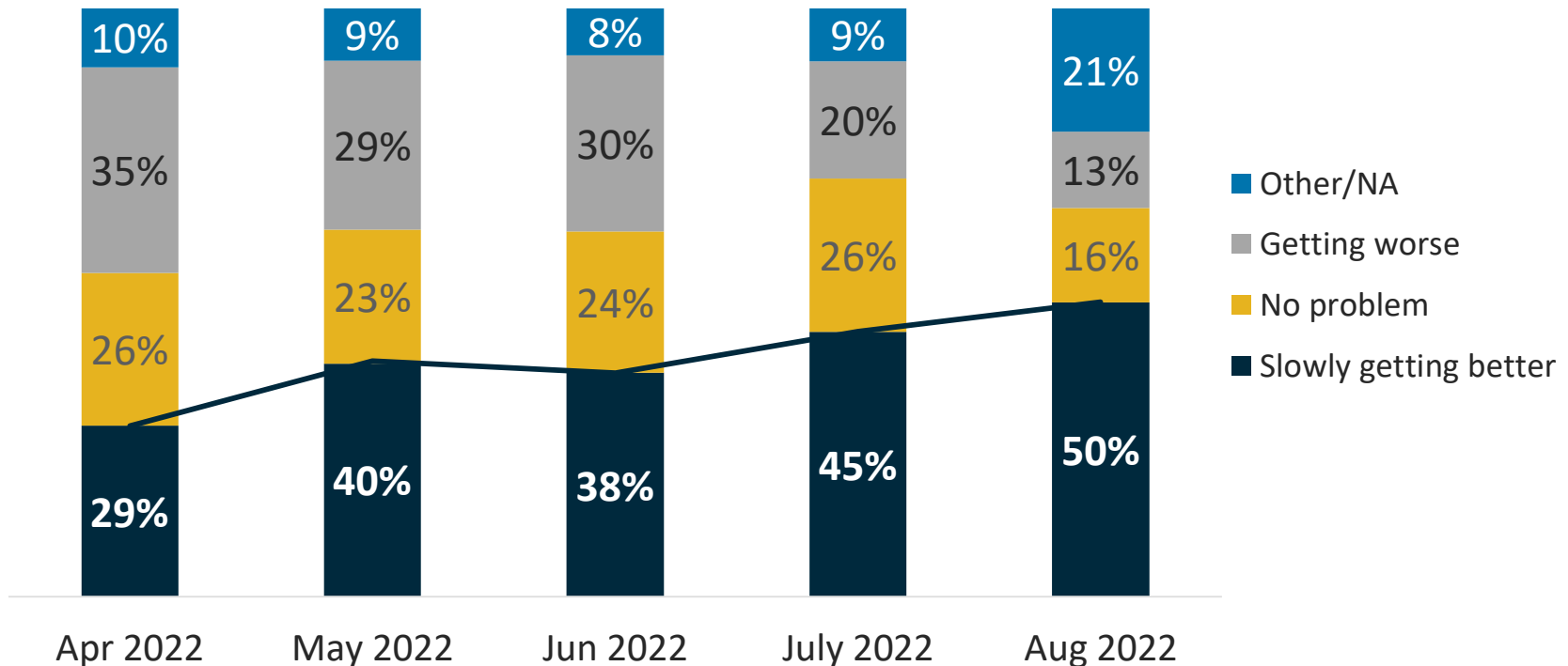
Which effects of inflation are you experiencing for your business?



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Supply chain continues improvement from April low; half of small businesses now report “slowly getting better”

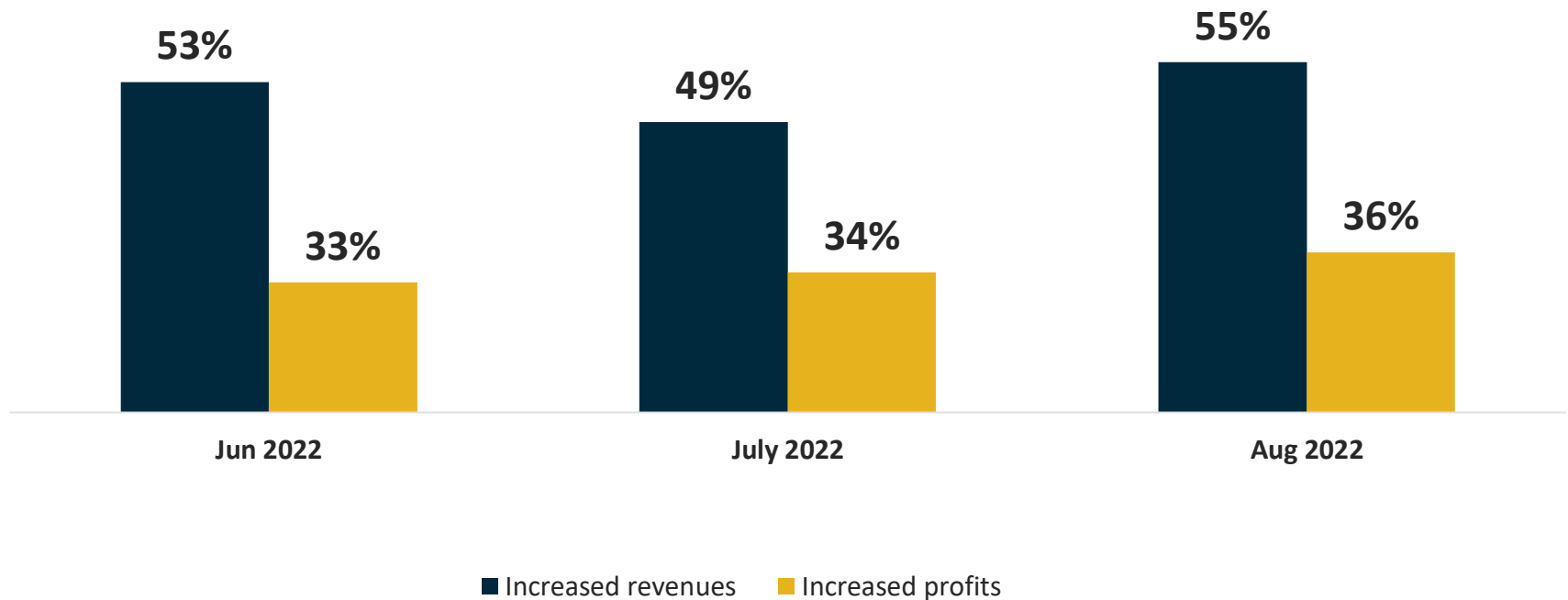
Which best describes your supply chain?



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Revenue and profit expectations rise slightly in August; small businesses expecting increased revenues grows 6 points

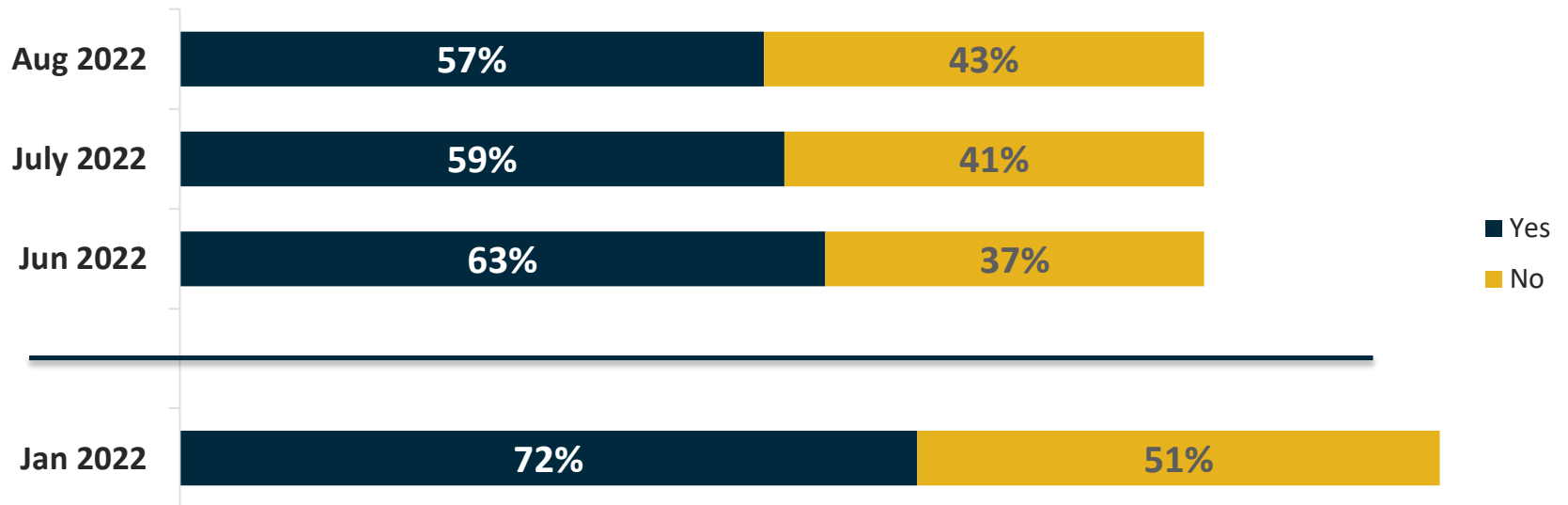
Percentage of small businesses that expect increased revenues and profits in the next 12 months:



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Labor market impact on operations eases for small businesses, improving 15 points from January

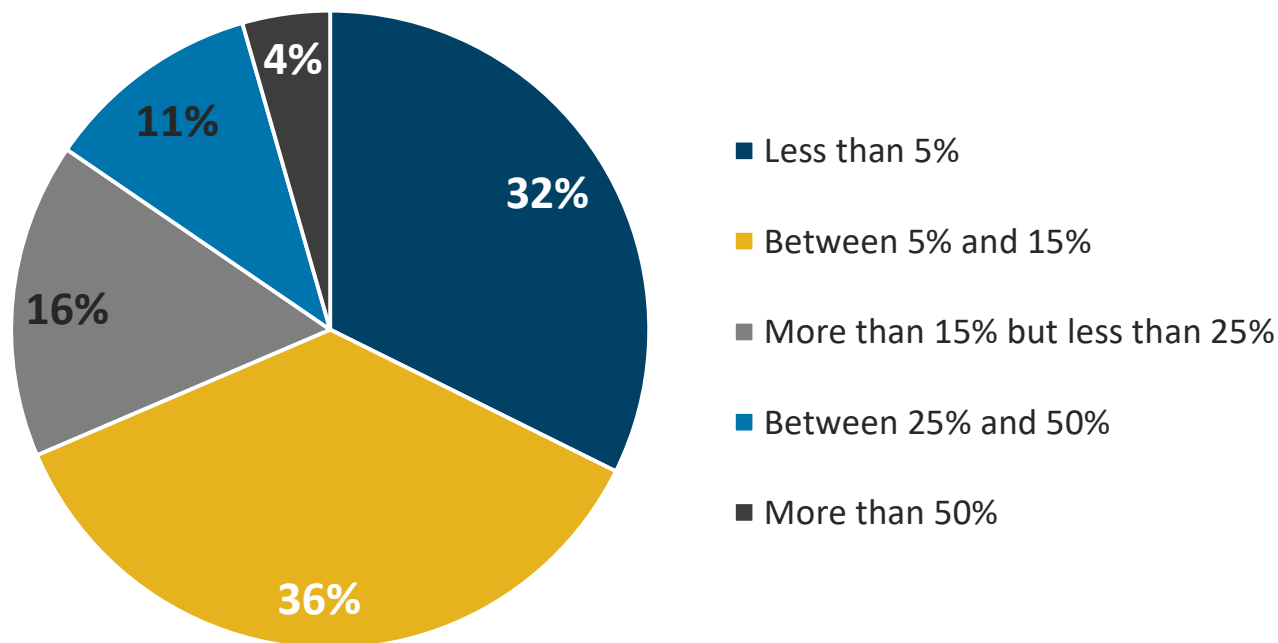
*Are hiring challenges impacting your ability to operate your business at full capacity?*



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Nearly one third of small businesses report employee turnover of less than 5% since the start of the pandemic

How much employee turnover have you seen since the start of the pandemic?

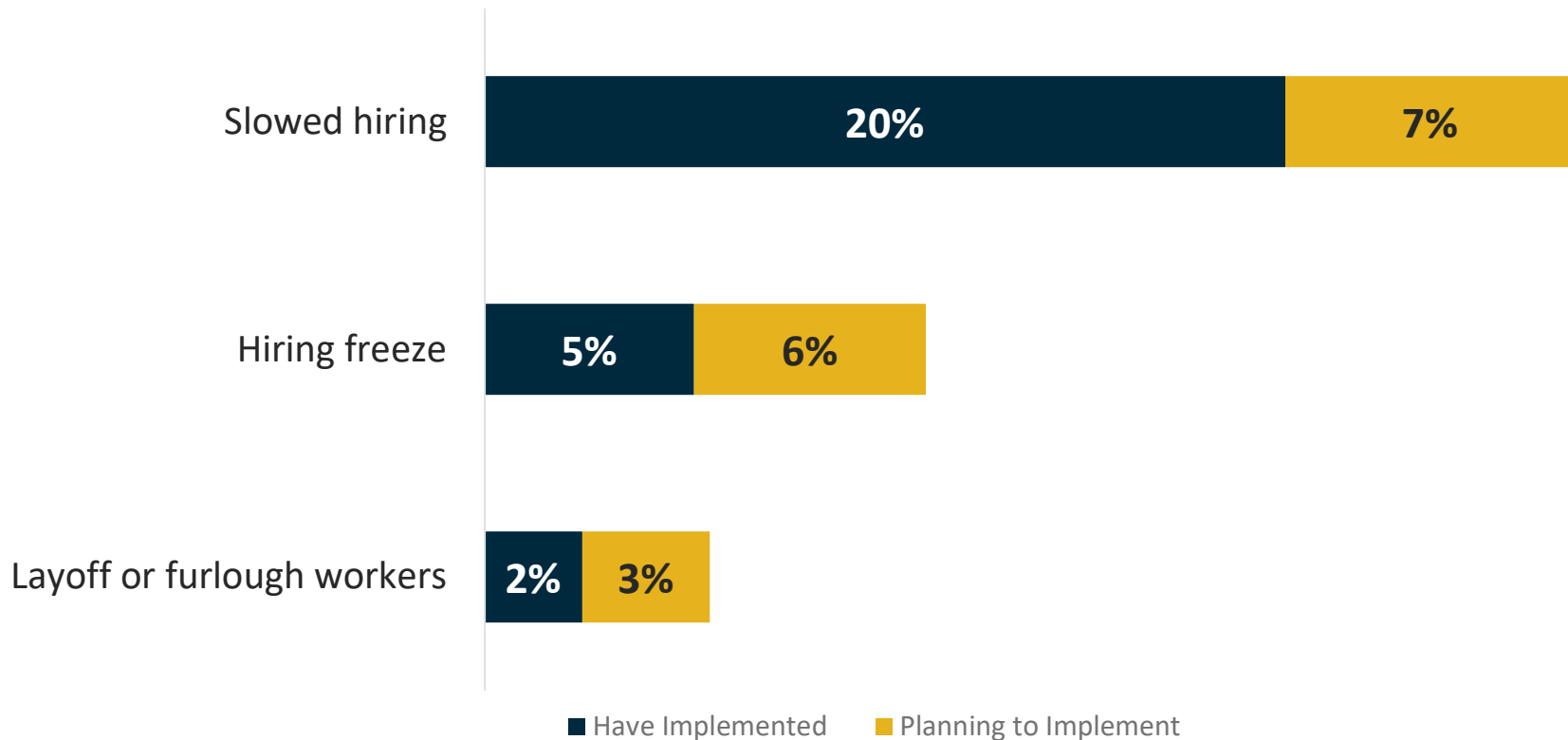


Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566



# *Economic conditions have minimal impact on hiring for small businesses; just 20% report slower pace of hiring*

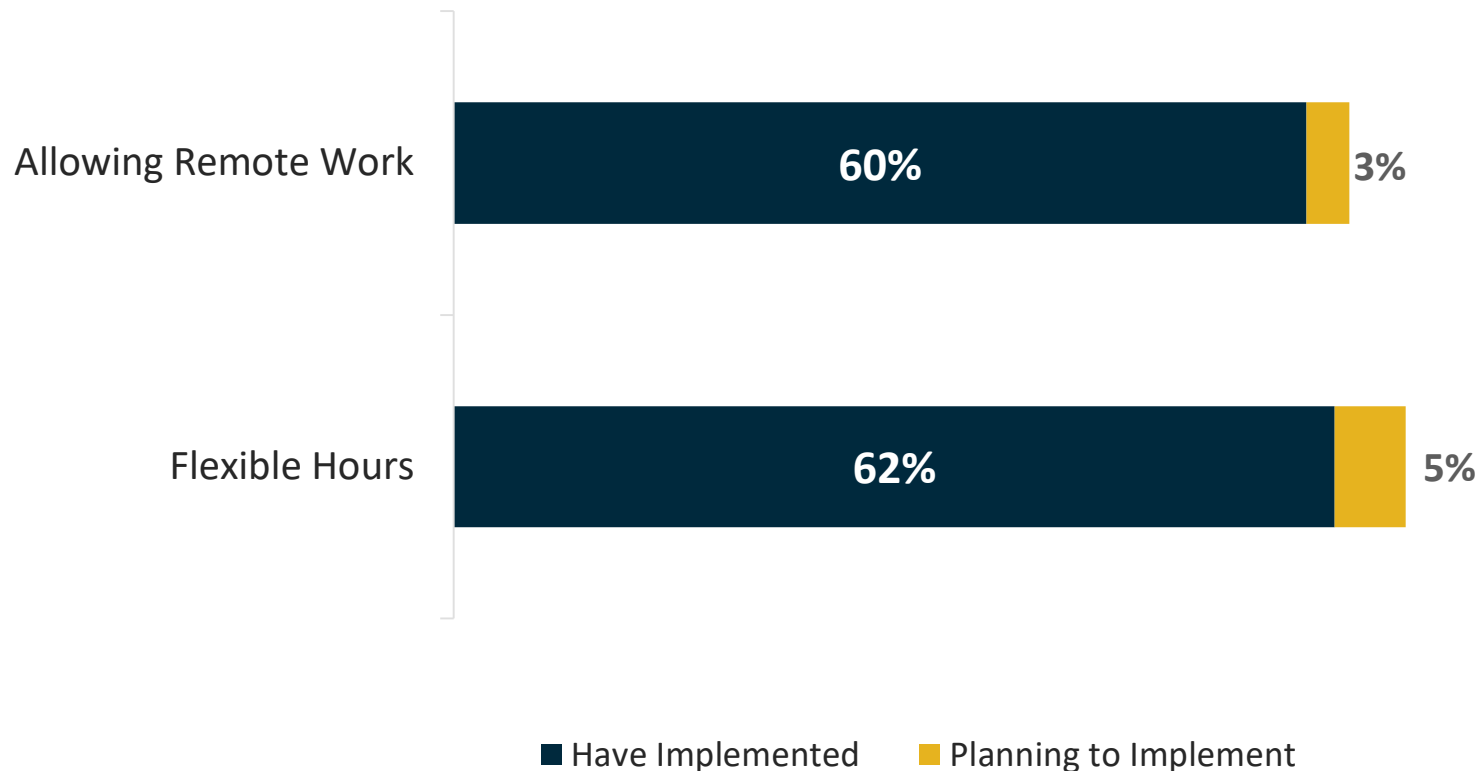
*Which of the following actions have you taken as a result of current economic conditions?*



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Small businesses offer flexible work options to compete for talent in tight labor market

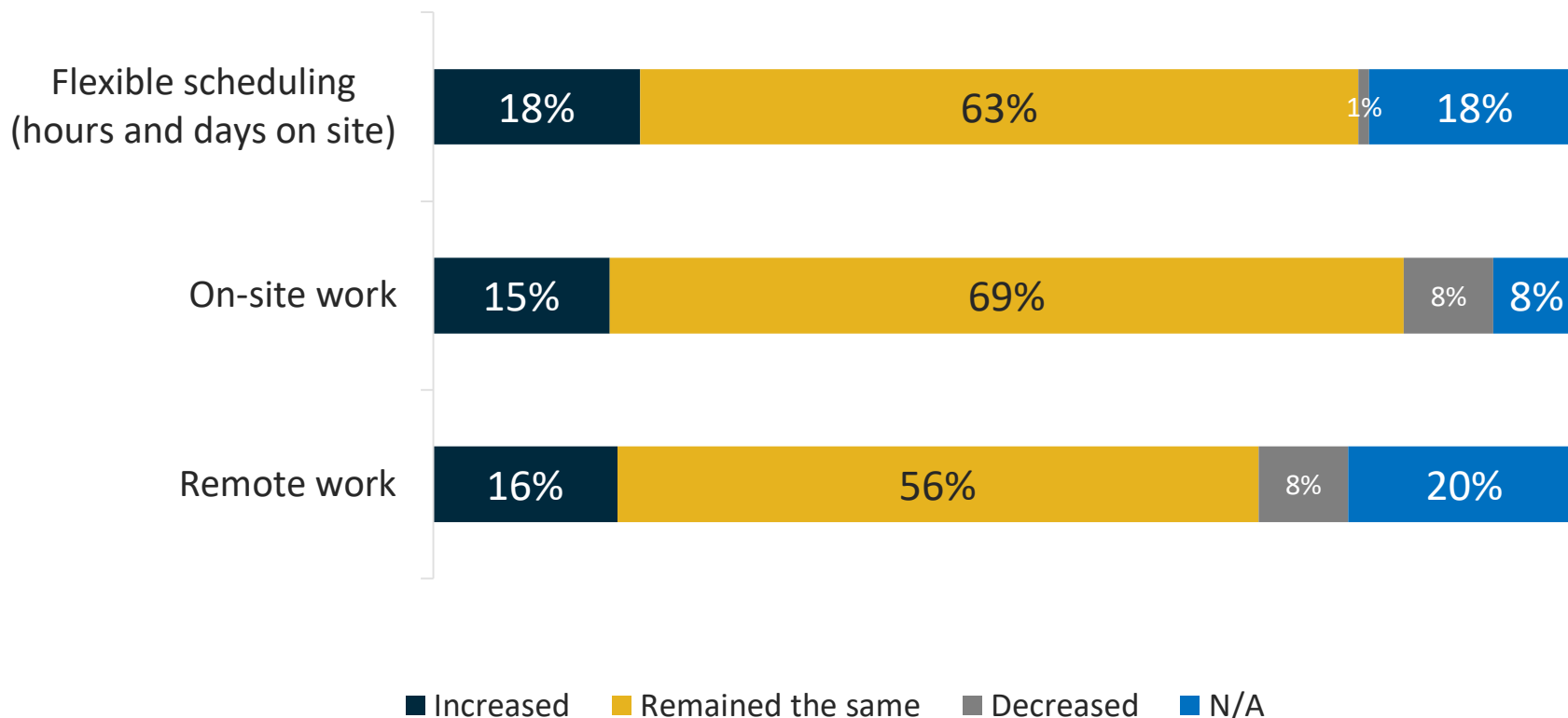
*If hiring employees has become more difficult, what strategies have you implemented in response?*



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566

# Flexible work options unchanged over last 3 months, small businesses more likely to increase than decrease

*In the last three months, how have the following components of your workforce model changed?*



Source: August 2022 WSJ/Vistage Small Business CEO Confidence Index n = 566