Answers to Questions Small Business Fall Survey 2023

		As of: 9/18/2023 11:26:25 AM
Page: Page One: Pulse of Small I	Business	
Question: What is your Industry?		
Number Who Answered: 486		
147	30%	Professional services
69	14%	Retail
29	6%	Restaurant/Food Service
43	9%	Manufacturing
32	7%	Health Care
8	2%	Agriculture
29	6%	Non-profit
27	6%	Construction
9	2%	Seasonal/Tourism
7	1%	Transportation
86	18 %	Other Answers
Question: How many employees do you ha	ive today?	•
Number Who Answered: 489		
46	9%	Sole Proprietor
216	44%	1-10
152	31%	11-50
152 43	31% 9%	11-50 51-100
43 32	9% 7%	51-100 100+
43 32 Question: There is a proposal in the legisla employees (including part-time) through a	9% 7% ature to require all of a new tax on emplo	51-100
43 32 Question: There is a proposal in the legisla employees (including part-time) through a reasons for paid leave would be similar to	9% 7% ature to require all of a new tax on emplo	51-100 100+ employers (with 1 or more employees) to offer uyers similar to an Unemployment Insurance asse
43 32 Question: There is a proposal in the legisla employees (including part-time) through a reasons for paid leave would be similar to	9% 7% ature to require all of a new tax on emplo	51-100 100+ employers (with 1 or more employees) to offer uyers similar to an Unemployment Insurance asse
43 32 Question: There is a proposal in the legisla employees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488	9% 7% ature to require all of a new tax on emplothe federal Family	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal?
Question: There is a proposal in the legisla employees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488	9% 7% ature to require all a new tax on emplo the federal Family	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11%	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would be similar to wou	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11%	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided
Question: There is a proposal in the legisla employees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11%	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would how the Answered: 488	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business?
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would have the Who Answered: 488 Number Who Answered: 488 341	9% 7% ature to require all of a new tax on emplothe federal Family 8% 81% 11% uld this proposal be	51-100 100+ employers (with 1 or more employees) to offer urgers similar to an Unemployment Insurance assembled to a similar to an Unemployment Insurance assembled to your support this proposal? Yes No Undecided to your small business? Extremely
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would how the Answered: 488 341 99 48	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be 70% 20% 10%	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business? Extremely Somewhat
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would how the Answered: 488 341 99 48 Question: Including all forms of paid leave	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be 70% 20% 10% e (vacation, sick time)	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business? Extremely Somewhat Not at All
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would have the Answered: 488 341 99 48 Question: Including all forms of paid leave seniority, what is the maximum paid leave	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be 70% 20% 10% e (vacation, sick time)	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business? Extremely Somewhat Not at All
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Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would have worked: 488 341 99 48 Question: Including all forms of paid leave seniority, what is the maximum paid leave Number Who Answered: 488	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be 70% 20% 10% e (vacation, sick time benefit annually?	51-100 100+ employers (with 1 or more employees) to offer u yers similar to an Unemployment Insurance asse Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business? Extremely Somewhat Not at All lee, etc.) how much paid leave do you provide? If
Question: There is a proposal in the legislatemployees (including part-time) through a reasons for paid leave would be similar to Number Who Answered: 488 40 396 52 Question: If enacted, how detrimental would have who Answered: 488 341 99 48 Question: Including all forms of paid leave seniority, what is the maximum paid leave Number Who Answered: 488 111	9% 7% ature to require all of a new tax on employ the federal Family 8% 81% 11% uld this proposal be 70% 20% 10% e (vacation, sick time benefit annually?	51-100 100+ employers (with 1 or more employees) to offer urgers similar to an Unemployment Insurance assesed Medical Leave Act. Do you support this proposal? Yes No Undecided to your small business? Extremely Somewhat Not at All Not at All No, etc.) how much paid leave do you provide? If

30	6%	6 Weeks +	
Question: Do you offer a short-term disabil Number Who Answered: 488	incy insurance policy	, to your employees?	
303	62%	No	
		117	
69	14%	Yes - for some employees	
116	24%	Yes - for all employees	
unemployment benefits from 20 weeks an		ration of unemployment insurance benefits. Do	you
Number Who Answered: 488			
51	10%	Yes	
216	44%	No	
178	36%	No, but I would feel differently if I were more co built into it.	nfide
43	9%	Undecided	
Question: There are proposals to increase a paid to unemployment benefits? Number Who Answered: 487	the amount and du	ration of unemployment insurance benefits. Do	you
70	14%	Yes	
229	47%	No	
	., ,,		
145	30%	No, but I would feel differently if I were more co built into it.	nfide
145 43	30% 9%	built into it.	nfide
43	9%	built into it. Undecided	nfide
43 Main Question: Of these choices, how muc	9% th of a problem are t	built into it. Undecided these issues in relation to your business?	
43 Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not	9% th of a problem are t	built into it. Undecided	
43 Main Question: Of these choices, how much Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488	9% th of a problem are to a Problem, 2 being	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem	
43 Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488	9% ch of a problem are to a Problem, 2 being 2	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36	9% ch of a problem are to a Problem, 2 being 2 173	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279	
43 Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 %	9% ch of a problem are to a Problem, 2 being 2	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36	9% ch of a problem are to a Problem, 2 being 2 173	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3)	9% ch of a problem are to a Problem, 2 being 2 173	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279	
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Main Question: Of these choices, how muct Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 %	9% ch of a problem are to a Problem, 2 being 2 173 35 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 %	
Main Question: Of these choices, how mucical Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3)	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
Main Question: Of these choices, how mucical Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1 96	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
Main Question: Of these choices, how muc Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1 96 20 %	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
Main Question: Of these choices, how mucical Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1 96 20 % Question: Taxes (1 to 3)	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
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Main Question: Of these choices, how mucical Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1 96 20 % Question: Taxes (1 to 3)	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 %	
Main Question: Of these choices, how muck Question: Inflation (1 to 3) 1 being Not Number Who Answered: 488 1 36 7 % Question: Availability of labor (1 to 3) Number Who Answered: 485 1 91 19 % Question: Quality of labor (1 to 3) Number Who Answered: 486 1 96 20 % Question: Taxes (1 to 3) Number Who Answered: 486	9% ch of a problem are to a Problem, 2 being 2 173 35 % 2 145 30 % 2 138 28 %	built into it. Undecided these issues in relation to your business? Somewhat a Problem, 3 being a Major Problem 3 279 57 % 3 249 51 % 3 252 52 %	

Number Who Answered: 483			
1	2	3	
94	181	208	
19 %	37 %	43 %	
Question: New Business/Sales Trends	(1 to 3)	•	
Number Who Answered: 480			
1	2	3	
169	203	108	
35 %	42 %	23 %	
Main Question: Thinking about the futurbusiness?			
Question: Expand the workforce (1 to 3	Please indicate with	1 being Not a Pr	iority, 2 being Somewhat a Priorit
Number Who Answered: 473			
1	2	3	
68	170	235	
14 %	36 %	50 %	
Question: Lower taxes (1 to 3)		_	
Number Who Answered: 478			
1	2	3	
59	134	285	
12 %	28 %	60 %	
Question: Reduce regulations (1 to 3)			
Number Who Answered: 474			
1	2	3	
86	137	251	
18 %	29 %	53 %	
Question: Improve the educational syste	em (1 to 3)		
Number Who Answered: 477			
1	2	3	
53	138	286	
11 %	29 %	60 %	
Question: Improve infrastructure (roads	, bridges, broadband, e	tc) (1 to 3)	•
Number Who Answered: 475			
1	2	3	
65	182	228	
14 %	38 %	48 %	
Question: Expand childcare options (1	to 3)		•
Number Who Answered: 469			
1	2	3	
136	171	162	
29 %	36 %	35 %	
Question: Increase access to post high s			to 3)
Number Who Answered: 472		g	

1	2	3	
73	167	232	
15 %	35 %	49 %	
Question: Are you taking steps to prep	are for the possibility o	of a recession?	
Number Who Answered: 485			
153	32%	No	
140	29%	Yes - delaying capi	tal expenditures
54	11%	Yes - hiring freeze	
241	50%	Yes - reducing ove	rall expenses
25	5 %	Other Answers	
Question: Are you having a hard time f	inding and keeping you	ır business fully-stat	fed?
Number Who Answered: 484			
139	29%	No, it is not harder	than it was before the pandemic
172	36%	Yes, it is somewha	t harder than it used to be
173	36%	Yes, it is significan	tly harder to keep my business fully
Question: Which benefits do you curre	ntly offer your employe	es?	
Number Who Answered: 435			
277	64%	Health Insurance	
200	46%	Life & Disability In:	surance
255	59%	Retirement Plan	
348	80%	Paid Time Off	
	2.4.0/	Other Answers	
104	24 %	Other Answers	
104 Question: What have you done differer	t		e past year?
	t		e past year?
Question: What have you done differer	t		e past year?
Question: What have you done differer Number Who Answered: 482	ntly to attract and main	Increased wages	ne past year? (not including paid time off)
Question: What have you done differer Number Who Answered: 482 355	ntly to attract and main	Increased wages	(not including paid time off)
Question: What have you done differer Number Who Answered: 482 355 101	74%	Increased wages Increased benefits Given additional pa	(not including paid time off) aid time off
Question: What have you done different Number Who Answered: 482 355 101 106	74% 21% 22%	Increased wages Increased benefits Given additional pa	(not including paid time off) aid time off
Question: What have you done different Number Who Answered: 482 355 101 106 243	74% 21% 22% 50% 16%	Increased wages Increased benefits Given additional particular offered more flexible Nothing	(not including paid time off) aid time off
Question: What have you done different Number Who Answered: 482 355 101 106 243	74% 21% 22% 50% 16%	Increased wages Increased benefits Given additional particular offered more flexible Nothing	(not including paid time off) aid time off
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the	74% 21% 22% 50% 16%	Increased wages Increased benefits Given additional particular offered more flexible Nothing	(not including paid time off) aid time off bility in the work schedule and more
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481	74% 21% 22% 50% 16% e size of your workforce	Increased wages Increased benefits Given additional pa Offered more flexil Nothing e changed?	(not including paid time off) aid time off bility in the work schedule and more
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481 56	74% 21% 22% 50% 16% e size of your workforce	Increased wages Increased benefits Given additional pa Offered more flexil Nothing e changed? Decreased by more	(not including paid time off) aid time off bility in the work schedule and more than 20% in 10% and 19%
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481 56 46	74% 21% 22% 50% 16% e size of your workforc	Increased wages Increased benefits Given additional paragraphy offered more flexible Nothing e changed? Decreased by more processed betwee Decreased betwee	(not including paid time off) aid time off bility in the work schedule and more than 20% in 10% and 19%
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481 56 46 62	74% 21% 22% 50% 16% e size of your workforc 12% 10% 13%	Increased wages Increased benefits Given additional paragraphy offered more flexible Nothing e changed? Decreased by more perceased betwee Decreased betwee	(not including paid time off) aid time off bility in the work schedule and more e than 20% n 10% and 19% n 0% and 9% basically unchanged
Question: What have you done differer Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has th Number Who Answered: 481 56 46 62 211	74% 21% 22% 50% 16% e size of your workforc 12% 10% 13% 44%	Increased wages Increased benefits Given additional paragraphy offered more flexible Nothing e changed? Decreased by more pecreased betwee Decreased betwee Staffing levels are	(not including paid time off) aid time off bility in the work schedule and more than 20% and 10% and 19% and 0% basically unchanged 0% and 9%
Question: What have you done differer Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has th Number Who Answered: 481 56 46 62 211 66	12% 10% 13% 44% 14%	Increased wages Increased benefits Given additional paragraph of the changed? Decreased by more perceased betwee pecreased betwee Increased between Increas	(not including paid time off) aid time off bility in the work schedule and more e than 20% n 10% and 19% n 0% and 9% basically unchanged 0% and 9% 10% and 19%
Question: What have you done differer Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has th Number Who Answered: 481 56 46 62 211 66 20	12% 10% 11% 12% 10% 14% 14% 14% 14% 44% 44% 44%	Increased wages Increased benefits Given additional paragraph of the parag	(not including paid time off) aid time off bility in the work schedule and more than 20% In 10% and 19% In 0% and 9% Ibasically unchanged 0% and 9% 10% and 19% 10% and 19% than 20%
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481 56 46 62 211 66 20 20	12% 10% 11% 12% 10% 14% 14% 14% 14% 14% 14% 14%	Increased wages Increased benefits Given additional paragraph of the parag	(not including paid time off) aid time off bility in the work schedule and more than 20% and 19% and 9% basically unchanged 0% and 9% 10% and 19% 10% and 19% than 20%
Question: What have you done differer Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has th Number Who Answered: 481 56 46 62 211 66 20 20 Question: How do you expect your emp	12% 10% 11% 12% 10% 14% 14% 14% 14% 14% 14% 14%	Increased wages Increased benefits Given additional paragraph of the parag	(not including paid time off) aid time off bility in the work schedule and more e than 20% in 10% and 19% in 0% and 9% basically unchanged 0% and 9% 10% and 19% than 20% than 20%
Question: What have you done differer Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has th Number Who Answered: 481 56 46 62 211 66 20 20 Question: How do you expect your emp Number Who Answered: 486	12% 10% 13% 44% 14% 4% 4% 10yment levels to char	Increased wages Increased benefits Given additional paragraph of the parag	(not including paid time off) aid time off bility in the work schedule and more than 20% and 19% and 19% basically unchanged 0% and 9% 10% and 19% than 20% than 20%
Question: What have you done different Number Who Answered: 482 355 101 106 243 77 Question: In the past year, how has the Number Who Answered: 481 56 46 62 211 66 20 20 Question: How do you expect your emp Number Who Answered: 486 18	12% 10% 13% 44% 14% 49% 49% 49%	Increased wages Increased benefits Given additional paragraph of the parag	(not including paid time off) aid time off bility in the work schedule and more e than 20% n 10% and 19% n 0% and 9% basically unchanged 0% and 9% 10% and 19% than 20% 11? than 20% 10% and 19%

110	23%	Increase between 0% and 9%	
50	10%	Increase between 10% and 19%	
14	3%	Increase by more than 20%	
Question: Is your business experiencing higher	r cost increases	,	
Number Who Answered: 485			
28	6%	No, our cost increases are pretty normal	
200	41%	Yes, our costs are increasing somewhat more than usu	
257	53%	Yes, our costs are increasing substantially more than u	
Question: How much has the cost of compensa	tion (including	benefits) of your employees changed in the past yea	
Number Who Answered: 470			
8	2%	Total compensation per employee has fallen by more t	
14	3%	Total compensation per employee has fallen between 5	
88	19%	Total compensation per employee is generally unchang	
203	43%	Total compensation per employee has increased between	
157	33%	Total compensation per employee has increased by mo	
Question: How much has the cost of your healt	h insurance ber	nefits increased this past year?	
Number Who Answered: 435		i ,	
123	28%	0% - 4%	
139	32%	5% - 9%	
116	27%	10% - 14%	
57	13%	15% - 20%+	
Question: What steps, if any, have you taken to	o mitigate the in	ncreased cost of health insurance?	
Number Who Answered: 355	J		
112	32%	Increase deductibles and co-pays	
32	9%	Change carriers	
65	18%	Increase premium-sharing with employees	
31	9%	Dropped coverage/eliminated insurance as an employe	
115	32 %	Other Answers	
Question: How much has the rising cost of ene	rgy impacted yo	our business?	
Number Who Answered: 484			
72	15%	Extreme Impact	
233	48%	Moderate Impact	
132	27%	Little Impact	
47	10%	No Impact	
Question: In the past 12 months did your gross	s revenues:	-	
Number Who Answered: 481			
39	8%	Decline by more than 25%	
121	25%	Decline by 6% to 24%	
191	40%	Stay about the same (up or down by 5% or less)	
119	25%	Increase by 6% to 24%	
11	2%	Increase by more than 25%	
		· · · · · · · · · · · · · · · · · · ·	
Question: In the next 12 months, do you expec	ct your gross rev	venues to:	
Question: In the next 12 months, do you expect Number Who Answered: 480	t your gross rev	venues to:	

235 140 18	49% 29%	Stay about the same (up or down by 5% or less) Increase by 6% to 24%	
		Increase by 6% to 24%	
18		Increase by 6% to 24%	
	4%	Increase by more than 25%	
Question: How are you feeling about the pr	ospects for your b	usiness over the next six months?	
lumber Who Answered: 485			
30	6%	Very pessimistic	
118	24%	Somewhat pessimistic	
128	26%	Neutral	
155	32%	Somewhat optimistic	
54	11%	Very optimistic	
Question: How are you feeling about the lo	ng-term survival o	of your business?	
lumber Who Answered: 483			
30	6%	Very pessimistic	
79	16%	Somewhat pessimistic	
93	19%	Neutral	
130	27%	Somewhat optimistic	
151	31%	Very optimistic	
Question: In 2023 has your confidence in t	he future of your b	pusiness:	
lumber Who Answered: 484			
86	18%	Increased	
147	30%	Decreased	
251	52%	Stayed the Same	

15 weeks of paid leave per year rent based on payroll expenses.	ar to all . The qualified
have an escalating benefit bas	ed on

support increasing to maximum	weeks of
t the unemployment system had re	eal accountability
support increasing the weekly o	ash benefit
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t the unemployment system had re	eal accountability
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e Michigan a better place to op	erate a small
y, 3 being a Major Priority	
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han 10%	· · · · · · · · · · · · · · · · · · ·
5% and 10%	
jed (up or down 5% or less)	
en 5% and 10%	
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