Questions What is your Industry? 127	Answers to Questions Small Business Spring Survey 2024				
38 9% Setal 1.20 1.20 1.20 1.20 1.20 1.20 1.20 1.20	Question: What is your Industry?				
38 9% Setal 1.20 1.20 1.20 1.20 1.20 1.20 1.20 1.20	122	27%	Professional convises		
Section 1995 Sect					
91 14% parameterizing 92 7% parameterizing 93 7% parameterizing 93 7% parameterizing 93 7% parameterizing 94 9% parameterizing 95 9% parameterizing 96 14 9% parameterizing 96 15 9% parameterizing 97 16 9% parameterizing 98 16 9% parameterizing 98 16 9% parameterizing 98 17 9% parameterizing 98 18 18 9% parameterizing 98 18 18 9% parameterizing 98 18 18 18 9% parameterizing 98 18 18 18 18 18 18 18 18 18 18 18 18 18					
22 7% Agriculture 32 7% Agriculture 32 7% Agriculture 32 7% Not-percit 33 7% Construction 34 1% Separated Torsion 4 1 1% Soul Enterprise 6 1% Transportation 3 1 1% Conditionary 75 16 % Other Answers Question: How many employees do you have today? Question (Answers) 48 11% Sole Provideor 11/4 Jable 11% 15% Sole Provideor 15% 15% So					
7 2% photographic process of the components of t			-		
14					
14 3% 24%					
44 9 15% Secont/Courter 3 15% Second Emprise 3 16% (preservation) 48 11% Sole Progenetor 48 11% Sole Progenetor 49 11% Sole Progenetor 49 110 105 195 195 195 110 105 195 195 110 105 195 195 195 110 105 195 195 195 195 195 195 195 195 195 19	30	7%	· ·		
Guestion: How many employees do you have today? Question: How many employees do you have today? 488 11% Sole Proprietor 174 33% 1-10 165 36% 11-50 38 8% 11-10 39 20 7% 100+ Question: Does your business employ seasonal workers? Yes 70 Question: The Corporate Transparency Act CTIA) went into effect on January 2, 2044. This lay received a new requirement for most small businesses to report sensitive understanding of the Corporate Transparency Act CTIA) went into effect on January 2, 2044. This lay received a new requirement for most small businesses to report sensitive understanding of the Corporate Transparency Act CTIA) went into effect on January 2, 2044. This lay received a new requirement for most small businesses to report sensitive understanding of the Corporate Transparency Act CTIA) went into effect on January 2, 2044. This lay received a new requirement for most small businesses to report sensitive understanding of the Corporate Transparency Act CTIA) went into effect on January 2, 2044. This lay received a new requirement for most small businesses to report sensitive understanding of the Corporate Transparency Act and Its requirements. Yes 70 15% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 88 207% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 143 32% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 144 32% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 145 32% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 146 15% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 149 22% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 140 15% 1 have a good understanding of the Corporate Transparency Act and Its requirements. 140 15% 1 have a good understanding of the Corporate Transparency	14	3%			
3 1 1% Social Entergrise 75 16 % Other Answers Question: How many employees do you have today? 48 11% Sole Froprisor 174 38% 110 165 38% 11-50 39% 11-50 39 39 8% 51-100 190 4 Question: Does your business employ seasonal workers? Yee 90 90 20 % Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive, information on owners and certain employees to the Financial Crimes Enforcement Network (part of the 185) for the purposes of investigating financial crimes. The penument of the Corporate Transparency Act (TTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive, information on owners and certain employees to the Financial Crimes Enforcement Network (part of the 185) for the purposes of investigating financial crimes. The penuments of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 152 36% I have a good understanding of the Corporate Transparency Act and its requirements. 153 36% I have a limited understanding of the Corporate Transparency Act and its requirements. 154 37% I have a good understanding of the Corporate Transparency Act and its requirements. 155 36% I have a limited understanding of the Corporate Transparency Act and its requirements. 156 19% I have a good understanding of the Corporate Transparency Act and its requirements. 157 36% I have a good understanding of the Corporate Transparency Act and its requirements. 158 10 10 10 10 10 10 10 10 10 10 10 10 10	6	1%			
Question: How many employees do you have today? 48	3	1%			
48 11% Sole Proprietor 1.74 38% 1.10 1.15% 1.150 1.150 1.150 38% 1.1.50 1.150 38% 1.1.50 38% 1.1.50 38% 1.1.50 38% 1.1.50 38% 1.1.50 38% 1.1.50 3.1.5	75	16 %			
174 38% 1-10	Question: How many employees do you have t	oday?			
174 38% 1-10 165 36% 11-50 32 7% 100+ Question: Does your business employ seasonal workers? Yes 90 Question: The Corporate Transparency Act (CTA) went into effect on January 1, 204. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the RS) for the purposes of investigating financial crimes. The penassociated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 88 20% I have a fair understanding of the Corporate Transparency Act and its requirements. 152 34% I have a limited understanding of the Corporate Transparency Act and its requirements. 153 15% I have new heart of the Corporate Transparency Act and its requirements. 154 25% I have new heart of the Corporate Transparency Act of its requirements. 155 34% I have a limited understanding of the Corporate Transparency Act and its requirements. 156 25% No No No No No No No N	48	11%	Sola Proprietor		
165 36% 11.50 35 89% 3-1.100 32 7% 100+ Yes 90 Question: Does your business employ seasonal workers? Yes 90 Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Retwork (part of the 185) for the purposes of investigating financial crimes. The penn associated with monocompliance are indicased of debiase in the sand up to two years in federal prison. Which of the following statements most closely markets your level understanding of the Corporate Transparency Act and its requirements. 66 15% 1 have a finite dunderstanding of the Corporate Transparency Act and its requirements. 88 20% 1 have a finite dunderstanding of the Corporate Transparency Act and its requirements. 152 34% 1 have a finite dunderstanding of the Corporate Transparency Act and its requirements. 143 22% 1 have never head of the Corporate Transparency Act and its requirements. 98 22% 1 have never head of the Corporate Transparency Act and its requirements. 70 15% Yes 279 61% No 105 22% Undecided Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 86 10% Yes 277 62% No 104-10% Yes 277 62% No 104-10% No 105-10% Yes 277 62% No 106-10% No 107-10% No 108-10% No 108-10% No 109-10% No 109-					
Question: Does your business employ seasonal workers? Yes 90 Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the IRS) for the purposes of investigating financial crimes. The pent associated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% 1 have a good understanding of the Corporate Transparency Act and its requirements. 88 20% 1 have a fair understanding of the Corporate Transparency Act and its requirements. 152 34% 1 have a fair understanding of the Corporate Transparency Act and its requirements. 143 22% 1 have newer heard of the Corporate Transparency Act and its requirements. 40 15% 18% 18% 18% 18% 18% 19% 19% 19					
Question: Does your business employ seasonal workers? Yes 90 20 % Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the JRS) for the purposes of investigating financial crimes. The pen information on owners and certain employees to the Financial Crimes and up to two years in federal prison. Which of the following statements must closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 68 20% I have a fair understanding of the Corporate Transparency Act and its requirements. 152 34% I have a imitted understanding of the Corporate Transparency Act and its requirements. 143 32% I have never heard of the Corporate Transparency Act and its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do you support this proposal? 86 19% Yes 277 62% No 86 19% Availability of Labor 98 22% Inflation 98 22% Inflation 98 22% Inflation 99 24% Availability of Labor 99 41% Availability of Labor 90 16% Quality of Labor 90 16% Changes in Technology 91 45 10% Changes in Technology Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
Question: Does your business employ seasonal workers? Yes 90 20 % 20 % 20 % 20 % 20 % 20 % 20 % Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the IRS) for the purposes of investigating financial crimes. The pens associated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 88 20% I have a fair understanding of the Corporate Transparency Act and its requirements. 132 34% I have a limited understanding of the Corporate Transparency Act and its requirements. 143 32% I have never heard of the Corporate Transparency Act and its requirements. 20 yestion: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 67% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 64 19% Availability of Labor 64 19% Availability of Labor 65 18% Taxes 66 18% Taxes 67 18% Regulations 68 18% Connemy 69 20% Changes in Technology 60 Changes in Technology 60 Changes in Technology 61 Changes in Technology 62 Continued employment?					
Ves 90 20 % Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive, information on owners and certain employees to the Financial Crimes Enforcement Retwork (part of the IRS) for the purposes of investigating financial crimes. The pen associated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 88 20% I have a firmited understanding of the Corporate Transparency Act and its requirements. 152 34% I have a limited understanding of the Corporate Transparency Act and its requirements. 143 32% I have a limited understanding of the Corporate Transparency Act and its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 1059 22% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Ves 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 44 14% Quality of Labor 45 Availability of Labor 46 14% Quality of Labor 47 Availability of Labor 48 Pagulations 89 22% Changes in Technology 45 10% Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?			100 T		
Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive, information on owners and certain employees to the Financial Crimes Enforcement Network (part of the IRS) for the purposes of investigating financial crimes. The pent associated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66	Question: Does your business employ seasona	I workers?			
Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the 185) for the purposes of investigating financial crimes. The pent associated with moncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches you leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 88 20% I have a fair understanding of the Corporate Transparency Act and its requirements. 152 34% I have a fair understanding of the Corporate Transparency Act and its requirements. 143 32% I have a limited understanding of the Corporate Transparency Act and its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 98 22% Inflation 98 22% Inflation 98 22% Inflation 99 22% Changes in Technology 99 24% Changes in Technology 99 25% Changes in Technology 99 27% Changes in Technology 90 Changes in Technology			Yes		
Question: The Corporate Transparency Act (CTA) went into effect on January 1, 2024. This law created a new requirement for most small businesses to report sensitive information on owners and certain employees to the Financial Crimes Enforcement Network (part of the IRS) for the purposes of investigating financial crimes. The pens associated with oncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act and its requirements. 66 15% I have a good understanding of the Corporate Transparency Act and its requirements. 88 20% I have a fair understanding of the Corporate Transparency Act and its requirements. 152 34% I have a fair understanding of the Corporate Transparency Act and its requirements. 143 32% I have never heard of the Corporate Transparency Act and its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Yes 277 62% No 86 19% Ves 277 62% No 86 19% Ves 370 88 22% Inflation 84 19% Availability of Labor 36 8% Taxes 371 8% Regulations 372 8% Regulations 373 8% Regulations 374 8% Regulations 375 Regulations 380 18% Regulations 380 Regulations			90		
information on owners and certain employees to the Financial Crimes Enforcement Network (part of the IRS) for the purposes of investigating financial crimes. The pena sascicated with noncompliance are thousands of dollars in fines and up to two years in federal prison. Which of the following statements most closely matches your leve understanding of the Corporate Transparency Act 7			20 %		
152 34% I have a limited understanding of the Corporate Transparency Act and its requirements. 143 32% I have never heard of the Corporate Transparency Act or its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 64 14% Quality of Labor 36 8% Regulations 80 18% Regulations 80 18% Economy 9 296 Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
143 32% It have never heard of the Corporate Transparency Act or its requirements. Question: There is a proposal to extend unemployment benefits from a maximum of 20 weeks per year to 26 weeks per year. Do you support this proposal? 70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 64 14% Quality of Labor 36 88% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	152	34%			
70 15% Yes 279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10% Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	143	32%			
279 61% No 105 23% Undecided Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86 19% Yes 277 62% No 86 19% Undecided Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 64 14% Quality of Labor 36 8% Regulations 80 88% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	Question: There is a proposal to extend unem	ployment benefits from a m	naximum of 20 weeks per year to 26 weeks per year. Do you support this proposal?		
Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86	70	15%	Yes		
Question: There is a proposal to increase the unemployment cash benefit from a maximum of \$362 per week to \$602 per week with an automatic annual increase. Do yo support this proposal? 86	279	61%	No		
support this proposal? 86	105	23%	Undecided		
Question: Of these choices, which is the single biggest problem facing your business? 98	support this proposal?				
Question: Of these choices, which is the single biggest problem facing your business? 98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	277	62%	No		
98 22% Inflation 84 19% Availability of Labor 64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	86	19%	Undecided		
84 19% Availability of Labor 64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	Question: Of these choices, which is the single	biggest problem facing yo	our business?		
84 19% Availability of Labor 64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?	gs.	77%	Inflation		
64 14% Quality of Labor 36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
36 8% Taxes 37 8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
8% Regulations 80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
80 18% Economy 9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
9 2% Changes in Technology 45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
45 10 % Other Answers Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
Question: Considering your current workforce, what common asks are employees requesting as a basis for continued employment?					
287 67% Higher Compensation	Question: Considering your current workforce	, wnat common asks are en	mpioyees requesting as a basis for continued employment?		
inglier Compensation	287	67%	Higher Compensation		
100 23% Additional Paid Time Off					
13 3% Wellness Initiatives					

92	21%	Insurance Benefits
66	15%	Hybrid Work
85	20%	Growth Opportunities
54	13%	Professional Development
50	12 %	Other Answers
Question: Are you taking steps to prepare for t	the possibility of a recession	on?
172	38%	No
98	22%	Yes - delaying capital expenditures
44	10%	Yes - hiring freeze
201	45%	Yes - reducing overall expenses
21	5 %	Other Answers
Question: Are you having a hard time finding a	and keeping your business	fully-staffed?
165	37%	No, it is not harder than it was before the pandemic
177	40%	Yes, it is somewhat harder than it used to be
99	22%	Yes, it is significantly harder to keep my business fully staffed
Question: Which benefits do you currently offe	er your employees?	<u> </u>
, ,	, ,	
262	64%	Health Insurance
171	42%	Life & Disability Insurance
244	60%	Retirement Plan
316	77%	Paid Time Off
208	51%	Professional Development/Continuing Education
71	17%	Paid Family Leave
70	17%	Employee Assistance Programs
153	37%	Mentorship/Coaching
158	39%	Hybrid/Remote Work
58	14 %	Other Answers
Question: What have you done differently to a	ttract and maintain employ	yees in the past year?
289	66%	Increased wages
91	21%	
86	20%	Increased benefits (not including paid time off)
154	35%	Given additional paid time off
90	21%	Offered more flexibility in the work schedule and more remote work opportunities
		Nothing
Question: In the past year, how has the size of	your workforce changed?	
31	7%	Desired by many than 2007
	7%	Decreased by more than 20%
32		Decreased between 10% and 19%
54	12%	Decreased between 0% and 9%
217	49%	Staffing levels are basically unchanged
72	16%	Increased between 0% and 9%
20	5%	Increased between 10% and 19%
16	4%	Increased by more than 20%
Question: How do you expect your employmen	t levels to change in the ye	ear ahead?
-		
12	3%	Decrease by more than 20%
7	2%	Decrease between 10% and 19%
25	6%	Decrease between 0% and 9%
213	48%	Staffing levels will be basically unchanged
122	28%	Increase between 0% and 9%
48	11%	Increase between 10% and 19%
16	4%	Increase by more than 20%
Question: Is your business experiencing highe	r cost increases compared	to previous years?
47	10%	No, our cost increases are pretty normal
213	47%	Yes, our costs are increasing somewhat more than usual
190	42%	Yes, our costs are increasing substantially more than usual
Question: How much has the cost of compensa	ition (including benefits) o	f your employees changed in the past year?
11	3%	Total componentian per ampleyee has falled by many than 100/
		Total compensation per employee has fallen by more than 10%
15	4%	Total compensation per employee has fallen between 5% and 10%
96	22%	Total compensation per employee is generally unchanged (up or down 5% or less)
201	47%	Total compensation per employee has increased between 5% and 10%

105	25%	Total compensation per employee has increased by more than 10%
Question: How much has the cost of your h	eaith insurance benefits increas	sed this past year?
98	25%	00/ 40/
117	30%	0% - 4% 5% - 9%
117	30%	
58	15%	10% - 14% 15% - 20%+
Question: What steps, if any, have you take	n to mitigate the increased cos	or nealth insurance?
56	15%	Increase deductibles and co-pays
31	8%	Change carriers
32	9%	Increase premium-sharing with employees
14	4%	Dropped coverage/eliminated insurance as an employee benefit
145	39%	Accepted the Increase
20	5%	Self Funded
3	1%	Pooled Plan
71	19 %	Other Answers
Question: In the past 12 months did your g		
30	7%	Decline by more than 25%
100	22%	Decline by 6% to 24%
172	39%	Stay about the same (up or down by 5% or less)
125	28%	Increase by 6% to 24%
18	4%	Increase by more than 25%
Question: In the next 12 months, do you ex	pect vour gross revenues to:	
	<u> </u>	
13	3%	Decline by more than 25%
46	10%	Decline by 6% to 24%
213	47%	Stay about the same (up or down by 5% or less)
151	34%	Increase by 6% to 24%
27	6%	Increase by more than 25%
Question: How are you feeling about the pr	ospects for your business over	the next six months?
22	5%	Very pessimistic
81	18%	Somewhat pessimistic
117	26%	Neutral
154	34%	Somewhat optimistic
74	17%	Very optimistic
Question: How are you feeling about the lo	ng-term survival of your busine	ess?
25	6%	Very pessimistic
53	12%	Somewhat pessimistic
58	13%	Neutral
160	36%	Somewhat optimistic
154	34%	Very optimistic
Question: In 2024 has your confidence in tl	ne future of your business:	
116	26%	Increased
115	25%	Decreased
221	49%	Stayed the Same