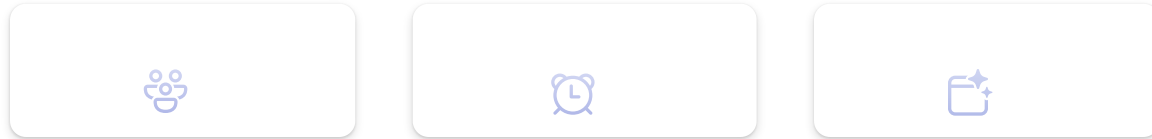


# Responses Overview Active



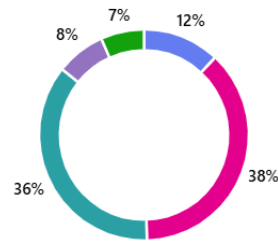
## 1. What is your Industry?

● Professional services	105
● Retail	21
● Restaurant/Food Service	14
● Manufacturing	48
● Health Care	33
● Agriculture	1
● Non-profit	19
● Construction	25
● Seasonal/Tourism	9
● Transportation	9
● Social Enterprise	1
● Other	44



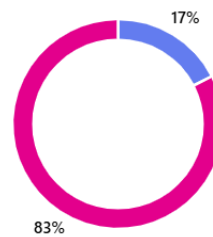
## 2. How many employees do you have today?

● Sole Proprietor	39
● 1-10	124
● 11-50	119
● 51-100	25
● 100+	22



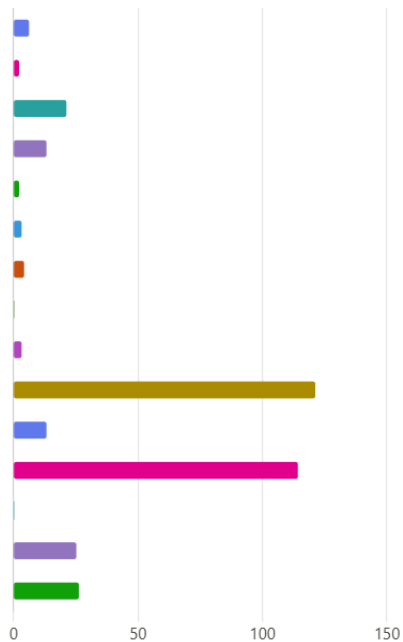
## 3. Does your business employ seasonal workers?

● Yes	57
● No	269



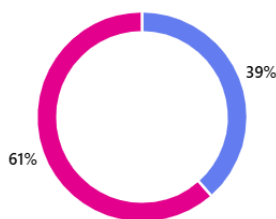
4. Does your business identify as any of the following?

Asian Indian-Owned or Controlled	6
Asian Pacific-Owned or Controlled	2
Black-Owned or Controlled	21
Disabled-Owned or Controlled	13
Hispanic-Owned or Controlled	2
LGBTQIA+-Owned or Controlled	3
Native American-Owned or Controlled	4
Pacific Islander-Owned or Controlled	0
Middle Eastern - North African Owned or Controlled	3
Caucasian-Owned or Controlled	121
Veteran-Owned or Controlled	13
Woman-Owned or Controlled	114
Limited English Proficiency (LEP)-Owned or Controlled	0
I prefer not to answer	25
Other	26



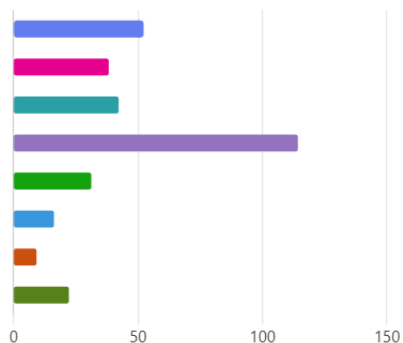
5. Is the ownership of the business comprised of more than one family member? (NOTE: "Family member" includes biological relatives, relatives from marriage, and/or adoption)

Yes	126
No	201



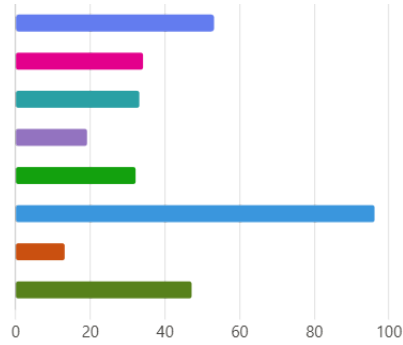
6. What range best describes your GROSS sales for the last completed fiscal year?

Less than \$250,000	52
\$250,001 - \$500,000	38
\$500,001 - \$1,000,000	42
\$1,000,001 - \$5,000,000	114
\$5,000,001 - \$10,000,000	31
\$10,000,001 - \$15,000,000	16
\$15,000,001 - \$20,000,000	9
More than \$20,000,000	22



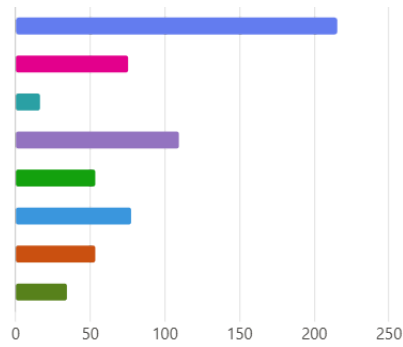
7. Of these choices, which is the single biggest problem facing your business?

● Inflation	53
● Availability of Labor	34
● Quality of Labor	33
● Taxes	19
● Regulations	32
● Economy	96
● Changes in Technology	13
● Other	47



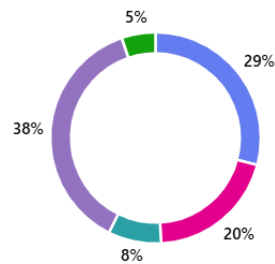
8. Considering your current workforce, what common asks are employees requesting as a basis for continued employment?

● Higher Compensation	215
● Additional Paid Time Off	75
● Wellness Initiatives	16
● Insurance Benefits	109
● Hybrid Work	53
● Growth Opportunities	77
● Professional Development	53
● Other	34



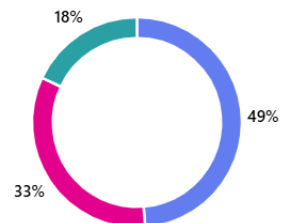
9. Are you taking steps to prepare for the possibility of a recession?

● No	118
● Yes - delaying capital expenditures	81
● Yes - hiring freeze	33
● Yes - reducing overall expenses	152
● Other	21



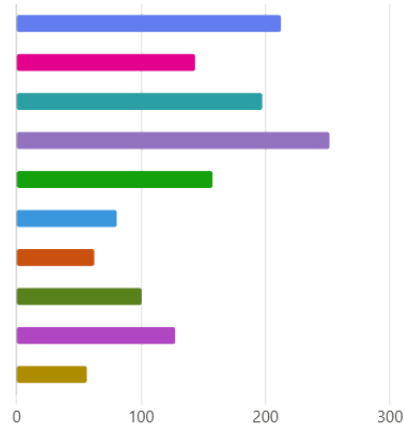
10. Are you having a hard time finding and keeping your business fully-staffed?

● No, it is not harder than it was before the pandemic	157
● Yes, it is somewhat harder than it used to be	107
● Yes, it is significantly harder to keep my business fully staffed	58



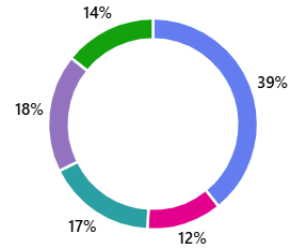
11. Which benefits do you currently offer your employees?

● Health Insurance	212
● Life & Disability Insurance	143
● Retirement Plan	197
● Paid Time Off	251
● Professional Development/Continuing Education	157
● Paid Family Leave	80
● Employee Assistance Programs	62
● Mentorship/Coaching	100
● Hybrid/Remote Work	127
● Other	56



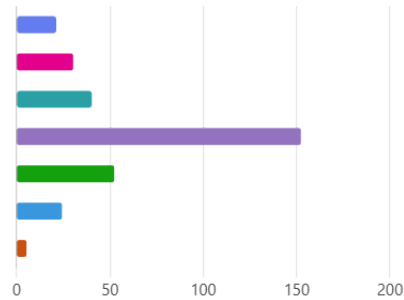
12. What have you done differently to attract and maintain employees in the past year?

● Increased wages	210
● Increased benefits (not including paid time off)	62
● Given additional paid time off	90
● Offered more flexibility in the work schedule and more remote work opportunities	97
● Nothing	76

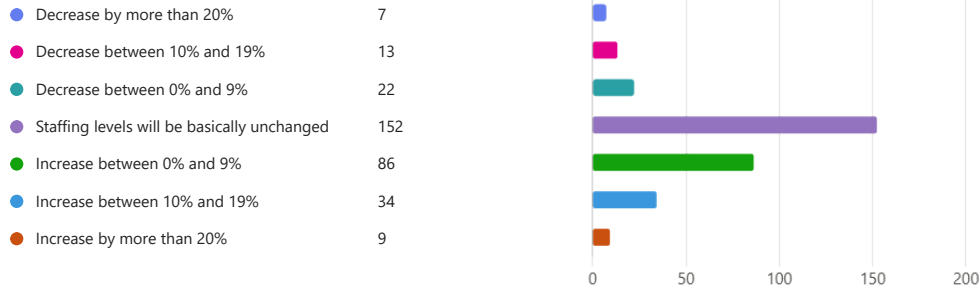


13. In the past year, how has the size of your workforce changed?

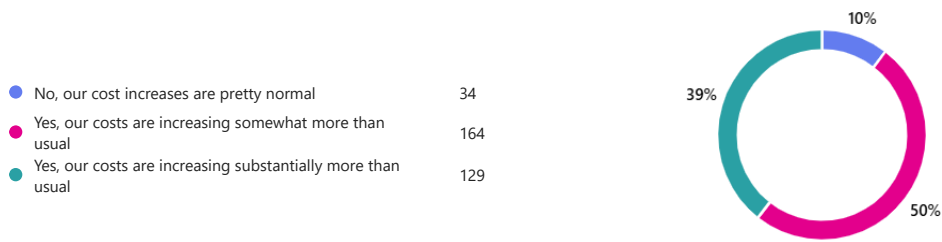
● Decreased by more than 20%	21
● Decreased between 10% and 19%	30
● Decreased between 0% and 9%	40
● Staffing levels are basically unchanged	152
● Increased between 0% and 9%	52
● Increased between 10% and 19%	24
● Increased by more than 20%	5



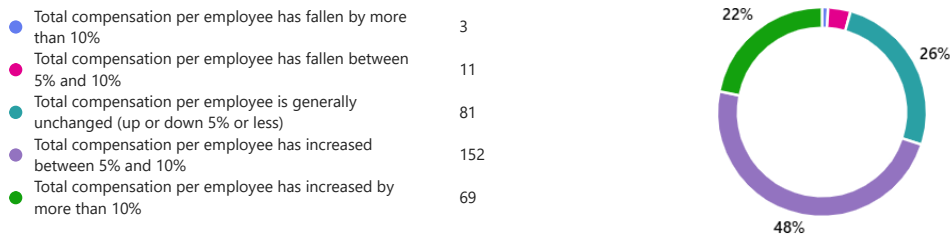
14. How do you expect your employment levels to change in the year ahead?



15. Is your business experiencing higher cost increases compared to previous years?



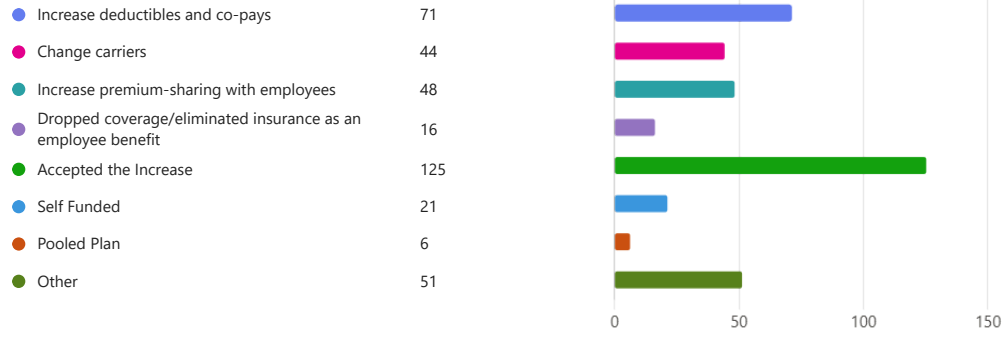
16. How much has the cost of compensation (including benefits) of your employees changed in the past year?



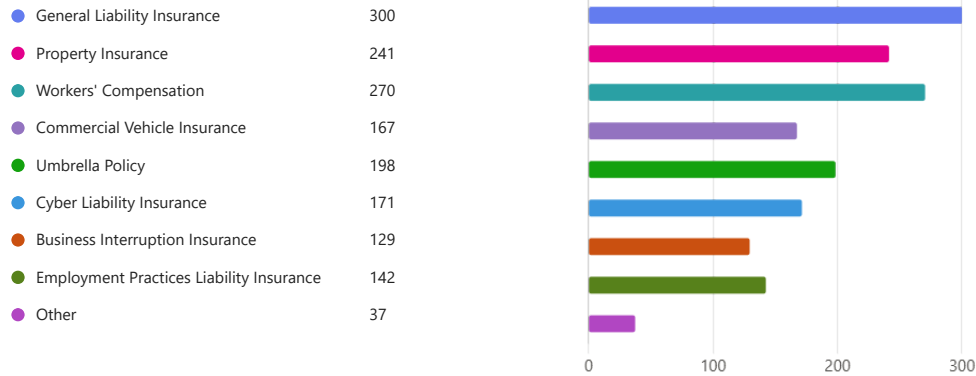
17. By what percentage have your health insurance premiums increased from 2025 to 2026?



18. What steps, if any, have you taken to mitigate the increased cost of health insurance?



19. What lines of coverage does your business have?



20. Does one carrier take care of all of your business needs?

- Yes 148
- No 170



21. What insurance carrier do you use today for your insurance for commercial lines benefits?

255  
Responses

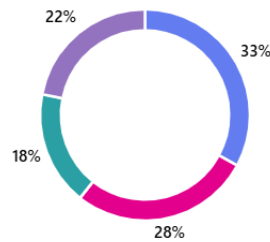
Latest Responses  
"Auto Owners"  
"Fremont"  
"The Hartford"  
...

30 respondents (12%) answered Auto Owners for this question.



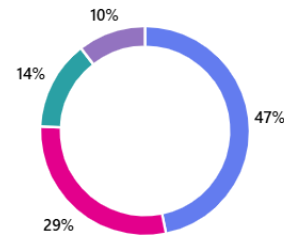
22. How has your small business incorporated artificial intelligence (AI) tools or solutions into its operations?

- We actively use AI tools to automate tasks and improve efficiency 107
- We are exploring AI options but have not yet implemented any solutions 90
- We do not currently use AI, but are interested in learning more 57
- We have no current plans to use AI in our business operations 71



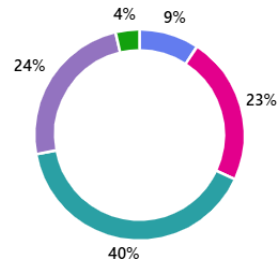
23. How has the recent government shutdown and changes at the federal level affected your business operations, financial planning, or over all outlook for the coming year?

- No noticeable impact 152
- Minor impact on daily operations or planning 94
- Moderate impact, requiring some adjustment of business strategies 45
- Significant impact, causing major shifts in business activities or outlook 34



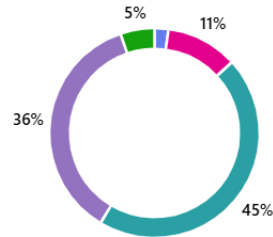
24. In the past 12 months did your gross revenues:

● Decline by more than 25%	30
● Decline by 6% to 24%	74
● Stay about the same (up or down by 5% or less)	131
● Increase by 6% to 24%	79
● Increase by more than 25%	12



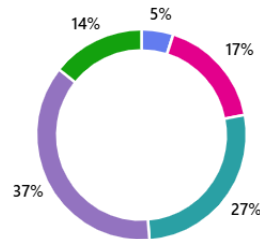
25. In the next 12 months, do you expect your gross revenues to:

● Decline by more than 25%	7
● Decline by 6% to 24%	36
● Stay about the same (up or down by 5% or less)	148
● Increase by 6% to 24%	118
● Increase by more than 25%	17



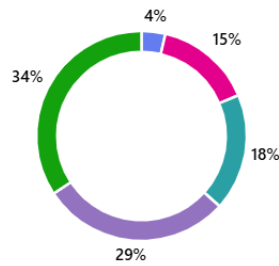
26. How are you feeling about the prospects for your business over the next six months?

● Very pessimistic	16
● Somewhat pessimistic	56
● Neutral	88
● Somewhat optimistic	121
● Very optimistic	47



27. How are you feeling about the long-term survival of your business?

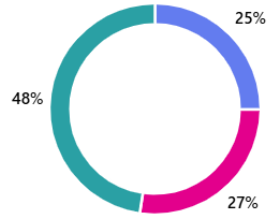
● Very pessimistic	12
● Somewhat pessimistic	49
● Neutral	59
● Somewhat optimistic	95
● Very optimistic	112





28. In 2025 has your confidence in the future of your business:

● Increased	82
● Decreased	89
● Stayed the Same	156



29. If your confidence has decreased, tell us why.

81 Responses

Latest Responses  
"Slowness in the economy"  
...

25 respondents (31%) answered Costs for this question.

