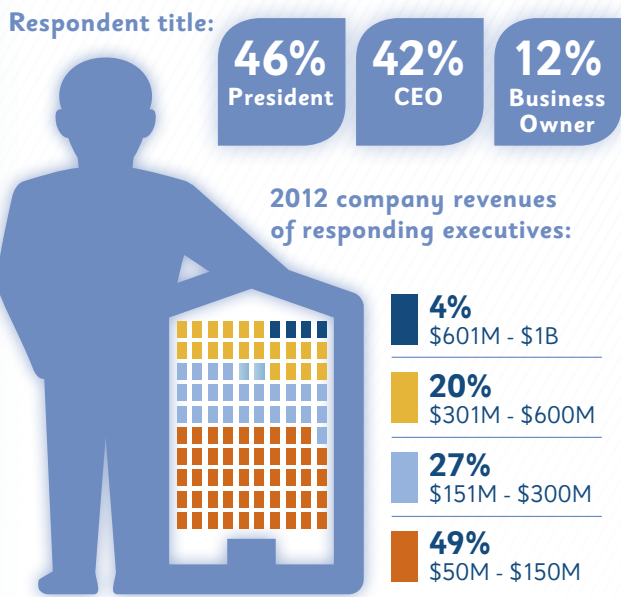


Q1 2013

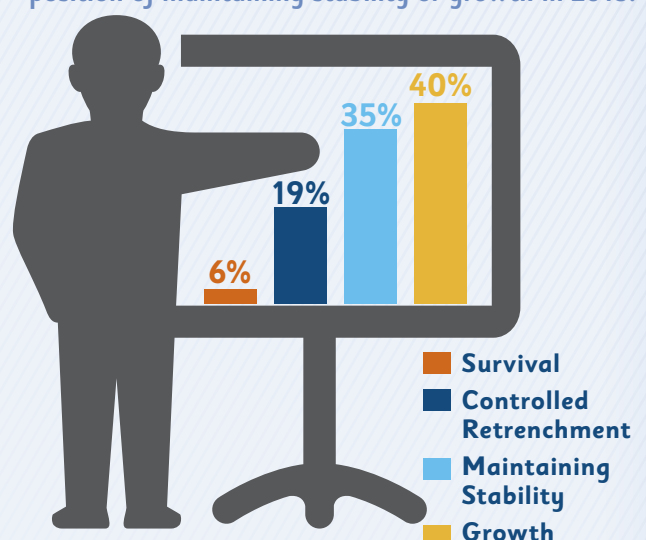
SMB JOB GENERATION OUTLOOK

TITLES & COMPANY REVENUE



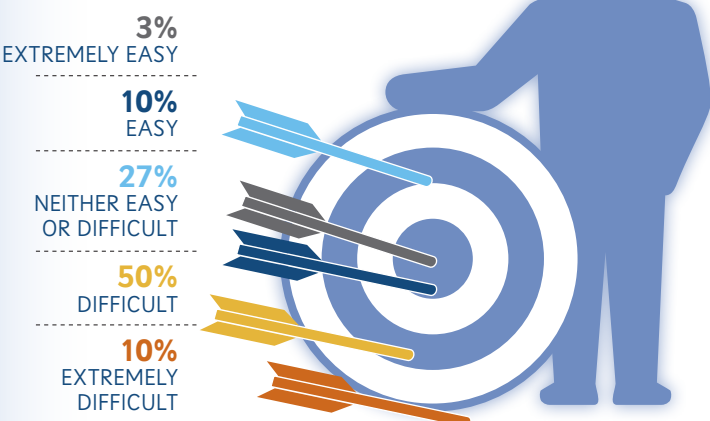
HOW SMBs SEE THEMSELVES IN 2013

The vast majority of responding SMBs report a position of maintaining stability or growth in 2013.



HIRING DIFFICULTY

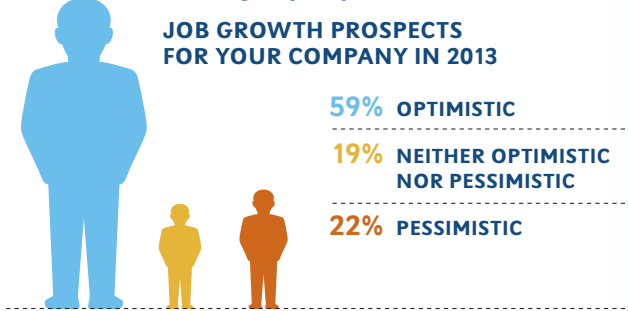
Rate the level of difficulty your company faces in finding qualified candidates for professional and management positions.



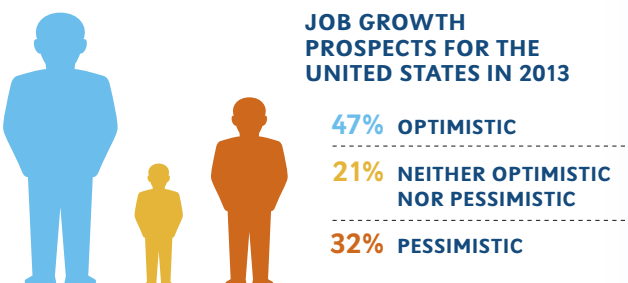
JOB GROWTH PROSPECTS FOR COMPANY AND COUNTRY

While more than half of SMBs report feeling somewhat or very optimistic about their own company's job growth, only 47% feel the same about overall U.S. job prospects.

JOB GROWTH PROSPECTS FOR YOUR COMPANY IN 2013

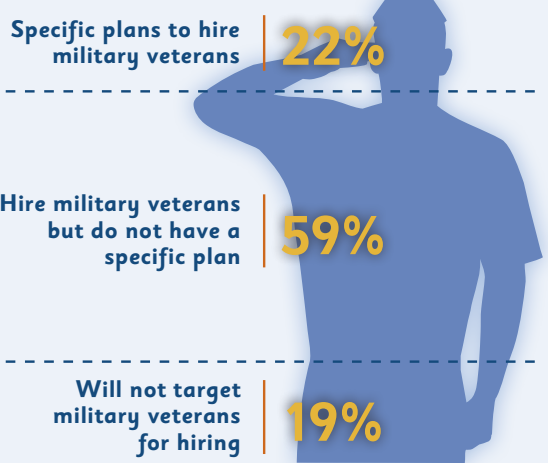


JOB GROWTH PROSPECTS FOR THE UNITED STATES IN 2013



HIRING VETERANS

The majority of SMBs surveyed were amenable to hiring veterans, though most do not have specific plans to do so in 2013.



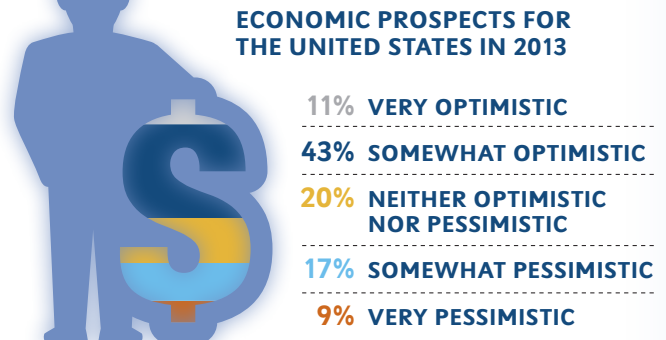
ECONOMIC PROSPECTS FOR COMPANY AND COUNTRY

Almost 71% of SMBs report a somewhat or very optimistic opinion on their own company's 2013 economic prospects, while less than 55% feel the same toward the overall U.S. economy.

ECONOMIC PROSPECTS FOR YOUR COMPANY IN 2013

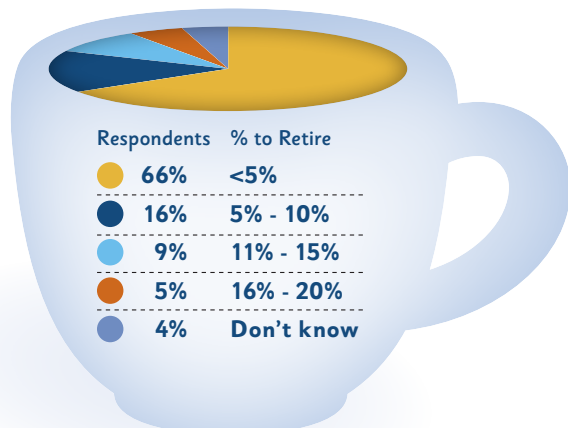


ECONOMIC PROSPECTS FOR THE UNITED STATES IN 2013



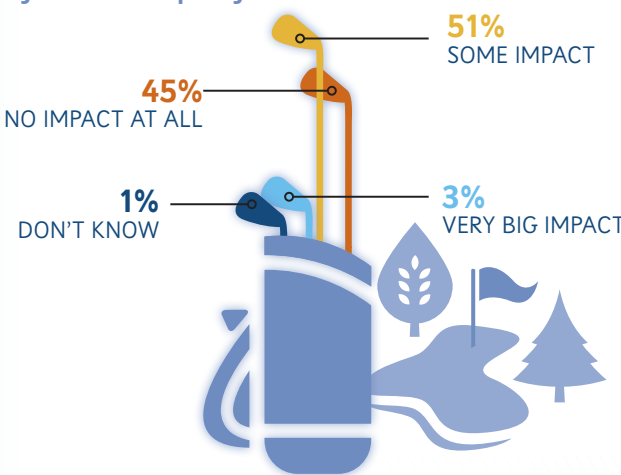
WORKFORCE RETIREMENT IN 2013

Expected percentage of SMB workforce to retire in 2013, according to survey respondents.



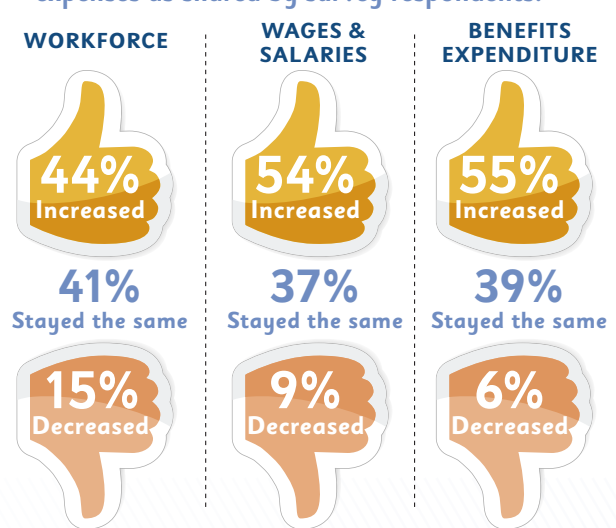
IMPACT OF RETIRING BABY BOOMERS

With 10,000 Baby Boomers retiring each day in the U.S., almost 55% of SMBs expect some level of business impact from retirements in 2013.



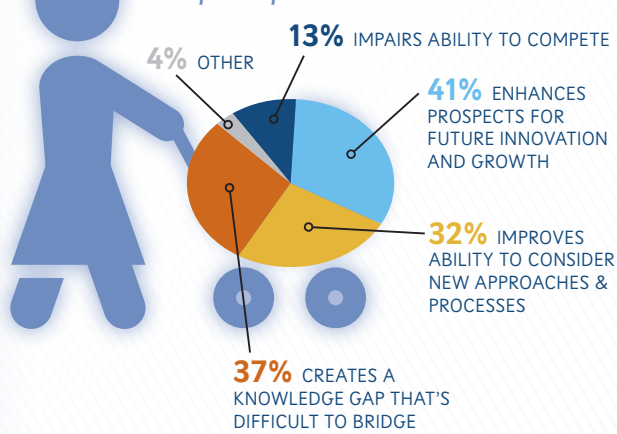
WORKFORCE, WAGES & SALARIES, AND BENEFITS INCREASES IN 2012

2012 changes in SMB workforce and related expenses as shared by survey respondents:



HOW RETIREMENT IMPACTS COMPANIES

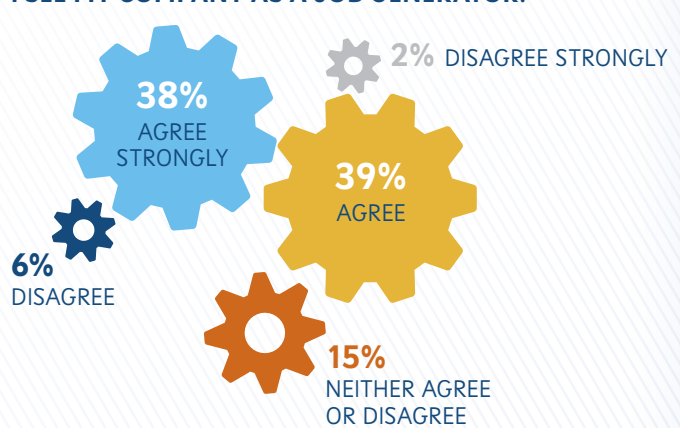
SMBs report a mixture of both positive and negative business impact expected in 2013 from Baby Boomer retirement. (multiple responses allowed)



HOW SMBs VIEW THEMSELVES REGARDING JOB GENERATION

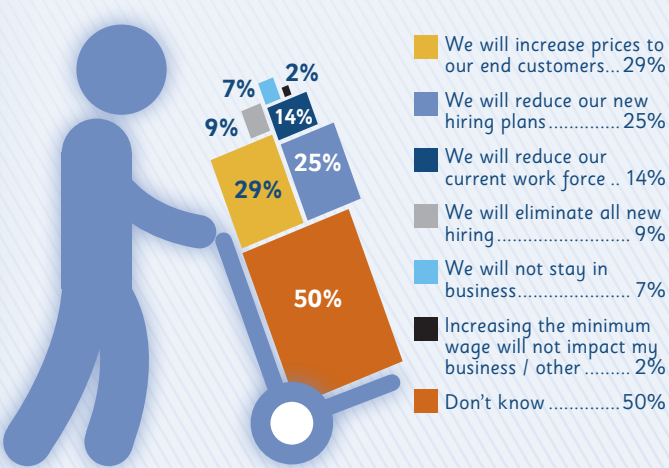
SMB Presidents, CEOs, and business owners were asked how they viewed both the market and their specific company in terms of U.S. job generation.

I SEE MY COMPANY AS A JOB GENERATOR.



IMPACT OF MINIMUM WAGE INCREASE

If the minimum wage was to increase to \$9.00 per hour, what impact would that have on your business? (multiple responses allowed)



SMBs ARE THE JOB GENERATORS OF THE U.S. ECONOMY.

