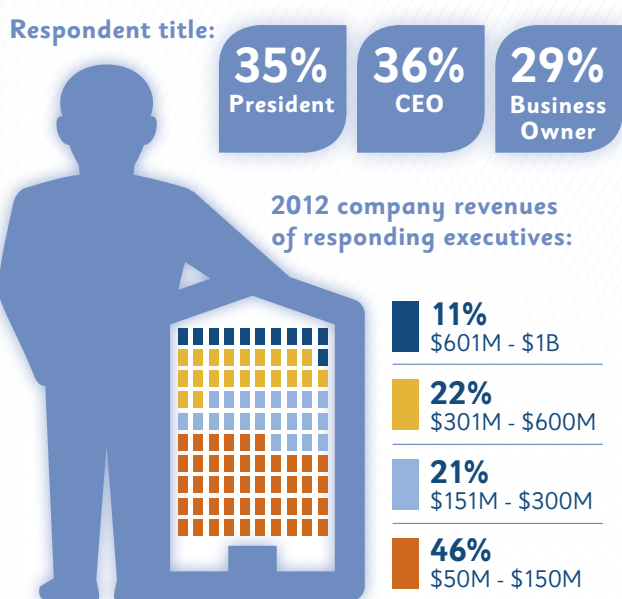


Q3 2013

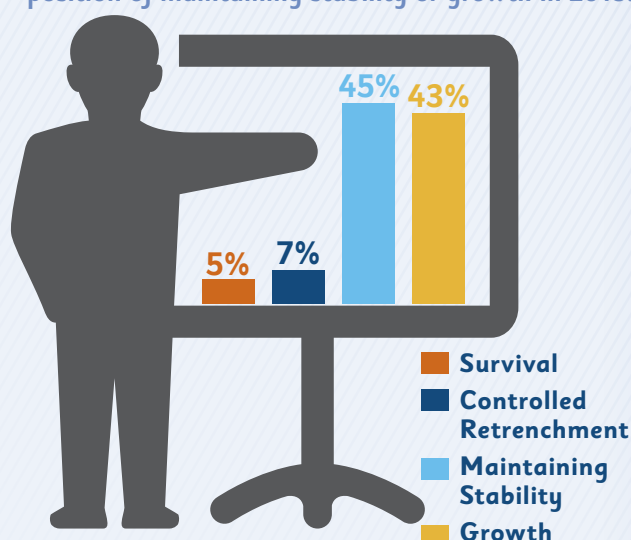
SMB JOB GENERATION OUTLOOK

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.



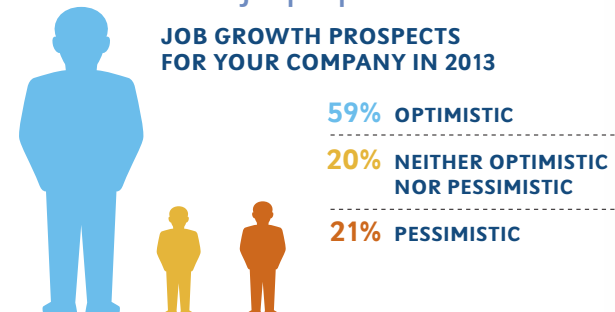
HIRING DIFFICULTY

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

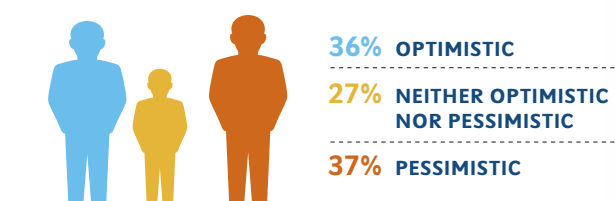


JOB GROWTH PROSPECTS FOR COMPANY AND COUNTRY

While more than half of SMBs report feeling somewhat or very optimistic about their own company's job growth, only 36% feel the same about overall U.S. job prospects.

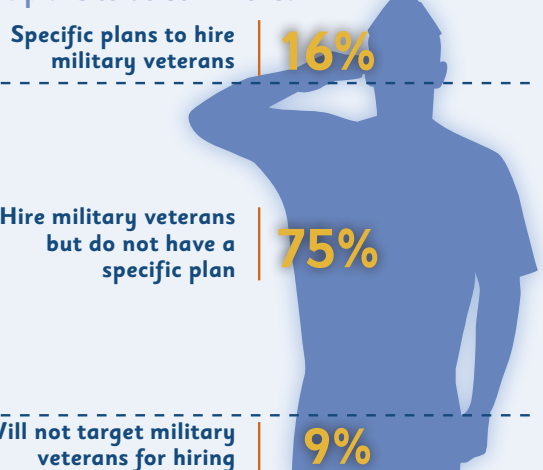


JOB GROWTH PROSPECTS FOR THE UNITED STATES IN 2013



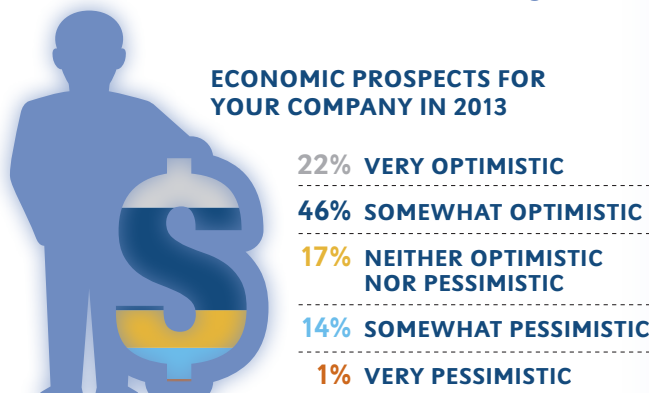
HIRING VETERANS

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

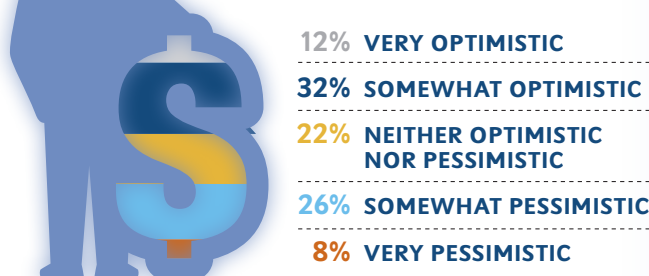


ECONOMIC PROSPECTS FOR COMPANY AND COUNTRY

Almost 68% of SMBs report a somewhat or very optimistic opinion on their own company's 2013 economic prospects, while only 44% feel the same toward the overall U.S. economy.

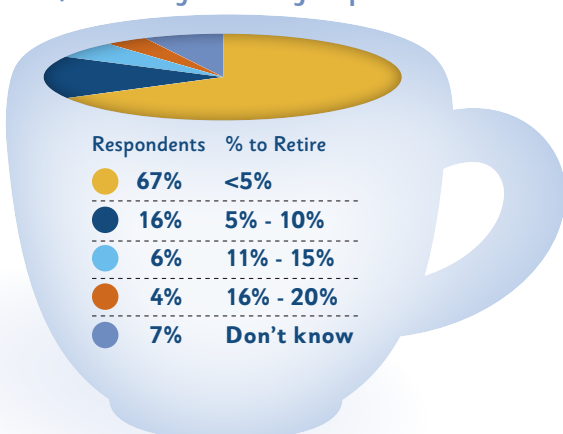


ECONOMIC PROSPECTS FOR THE UNITED STATES IN 2013



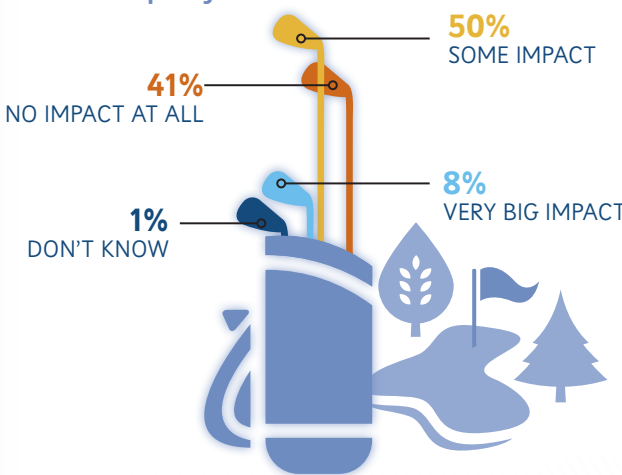
WORKFORCE RETIREMENT IN 2013

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



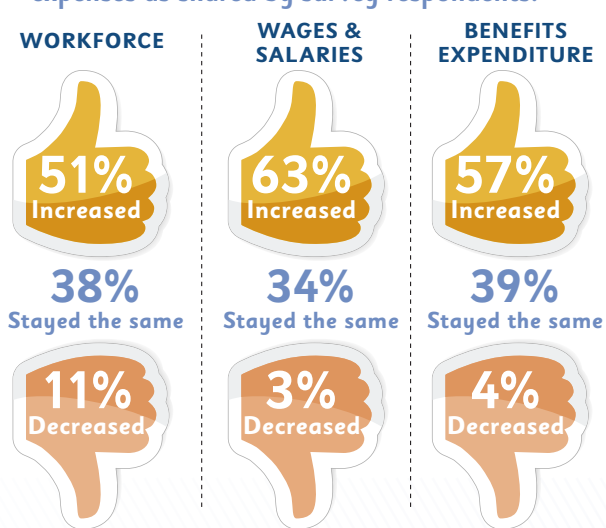
IMPACT OF RETIRING BABY BOOMERS

With 10,000 Baby Boomers retiring each day in the U.S., 58% of SMBs expect some level of business impact from retirements in 2013.



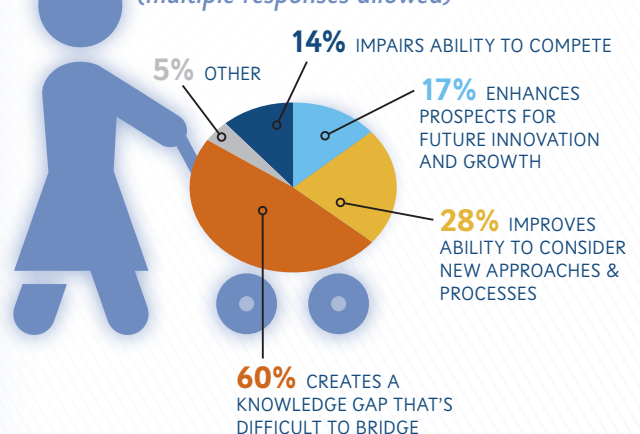
WORKFORCE, WAGES & SALARIES, AND BENEFITS INCREASES IN 2012

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



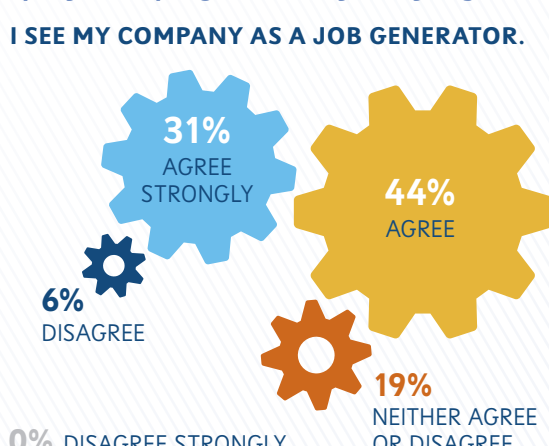
HOW RETIREMENT IMPACTS COMPANIES

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



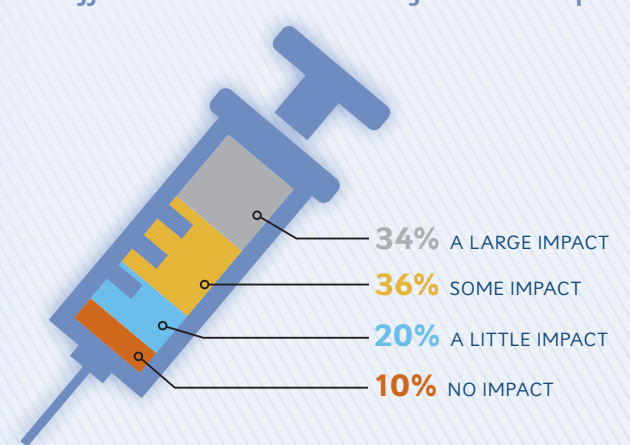
HOW SMBs VIEW THEMSELVES REGARDING JOB GENERATION

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.



IMPACT OF PATIENT PROTECTION AND AFFORDABLE CARE ACT

How much of an impact will the Patient Protection and Affordable Care Act have on your business plans?



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

