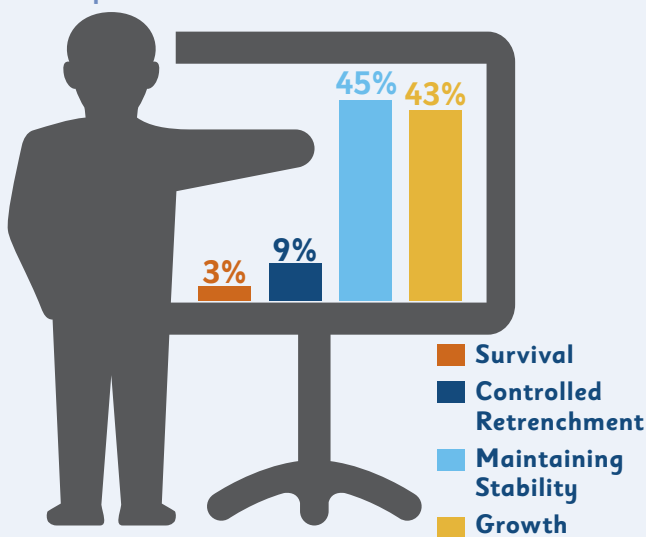


Q1 2014

SMB JOB GENERATION OUTLOOK

COMPANY POSITION

SMBs in a Growth position ticked up 5 points from last quarter to 43% in Q1 2014.



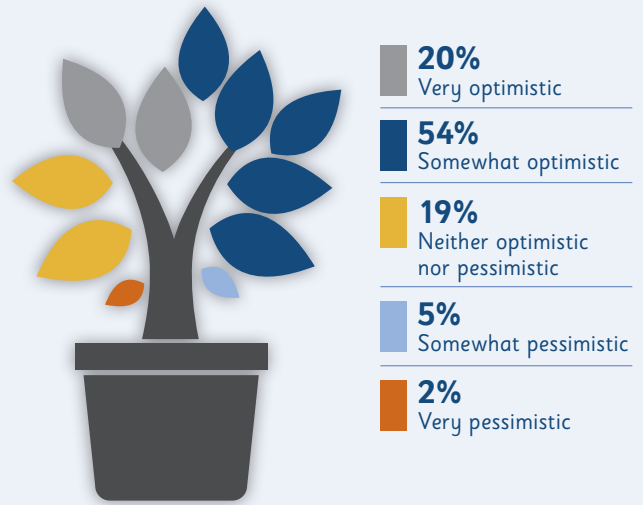
HIRING OR DOWNSIZING IN NEXT QUARTER

Percent of SMBs who report plans to hire have increased steadily over the past three quarters.



ECONOMIC PROSPECTS FOR YOUR COMPANY

In Q1 2014, SMBs reported the highest levels of economic optimism since early 2013.

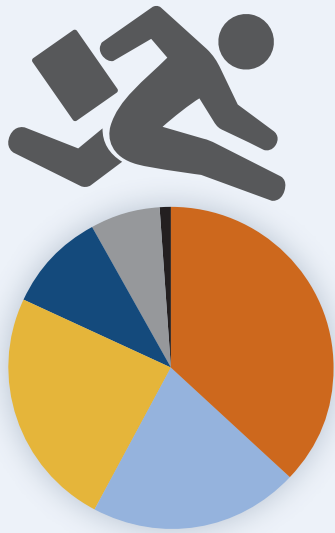


#1 BUSINESS ISSUE FACING SMBs

Healthcare costs continue to be of chief concern to SMBs around the nation.

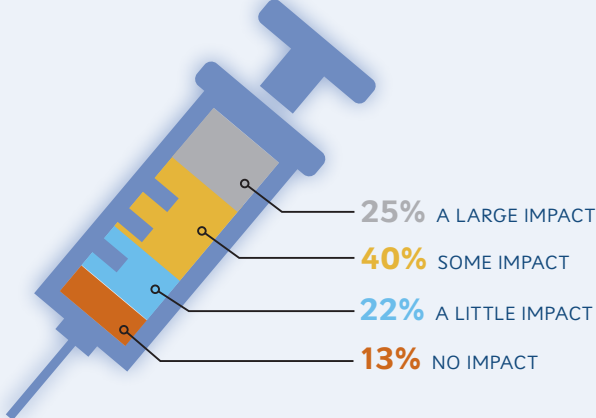
Rank:

- 37% Healthcare costs
- 24% Domestic and international costs
- 21% Talent availability
- 10% Uncertainty in tax policy
- 7% Environmental regulations
- 1% Other

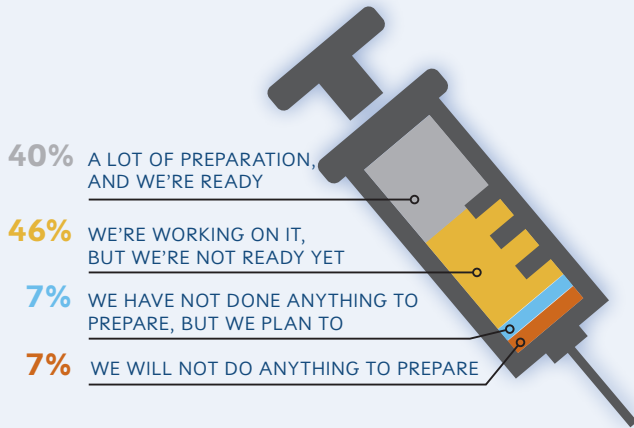


IMPACT OF PATIENT PROTECTION AND AFFORDABLE CARE ACT

The vast majority of SMBs report that they expect the ACA to project some level of impact onto their businesses.

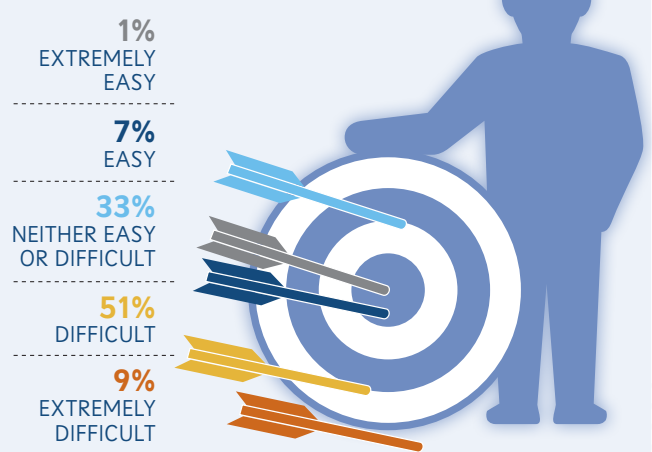


The Q1 Outlook notes a rise in the percentage of SMBs who report their companies have prepared and are ready for ACA implementation.



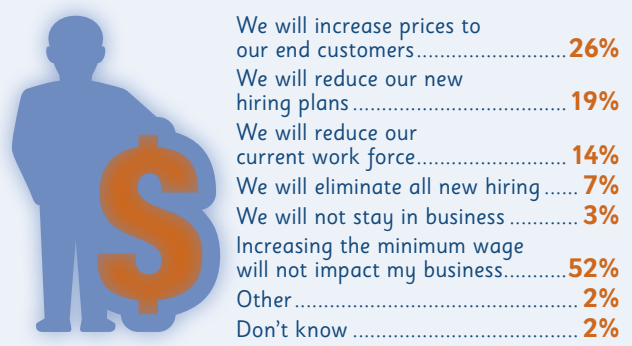
HIRING DIFFICULTY

SMB leaders report ongoing challenges in finding and hiring qualified talent for open professional positions.



MINIMUM WAGE

SMBs shared how a \$10.10 minimum wage increase could affect their businesses. (Multiple responses allowed)

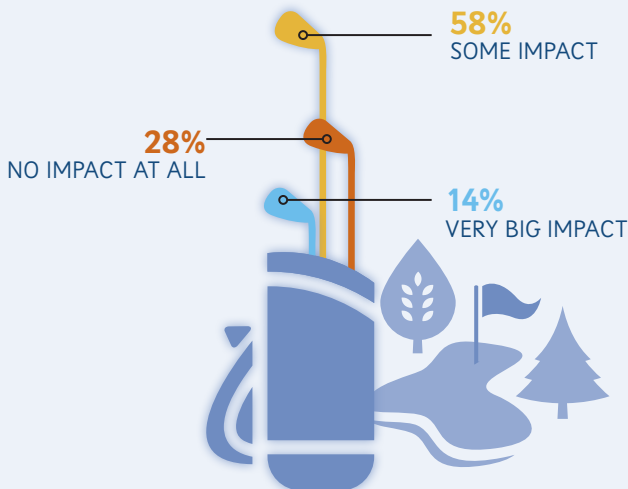


Asked to identify an ideal minimum wage via sliding scale, SMBs expressed varied levels of acceptance toward an increase.



IMPACT OF RETIRING BABY BOOMERS

While the influence of retirements may not be truly felt by businesses yet, expectation of impact on SMBs increased in Q1.



HIRING MILLENNIALS

In Q1, the Outlook asked SMB leaders what – if any – plans their companies have in place related to Millennial hiring.

