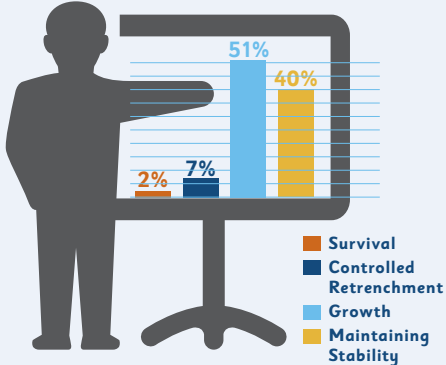


Q1 2015

SMB JOB GENERATION OUTLOOK

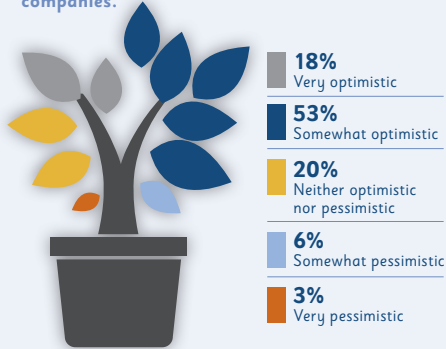
COMPANY POSITION

A majority of SMB executives report their companies to be in a healthy condition of either stability or growth.



ECONOMIC PROSPECTS FOR YOUR COMPANY

SMBs generally continue to be optimistic about the economic prospects for their own companies.



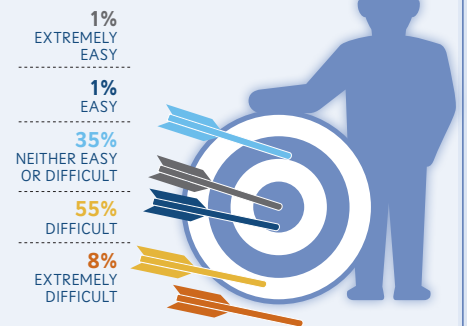
HIRING OR DOWNSIZING IN NEXT QUARTER

The percent of SMBs who plan to hire in the coming months is up 14 points from this same time last year.



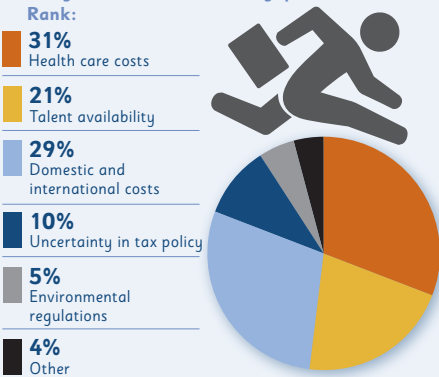
HIRING DIFFICULTY

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



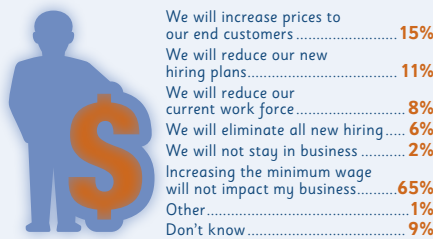
#1 BUSINESS ISSUE FACING SMBS

Healthcare costs continue to be of chief concern to SMBs, though talent availability challenges have steadily increased to close the gap.

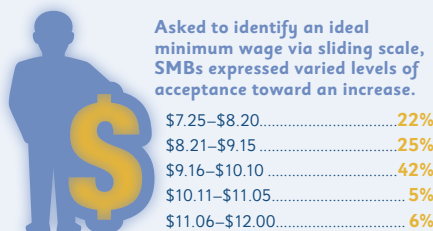


MINIMUM WAGE

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

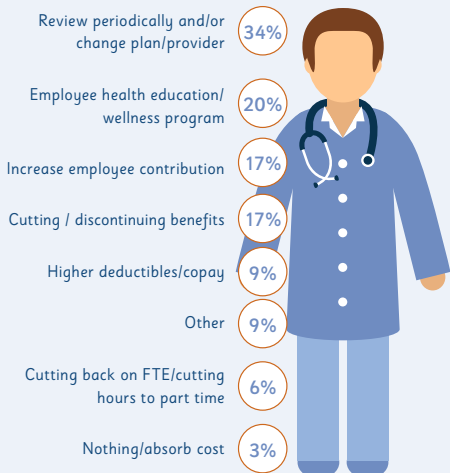


Asked to identify an ideal minimum wage via sliding scale, SMBs expressed varied levels of acceptance toward an increase.



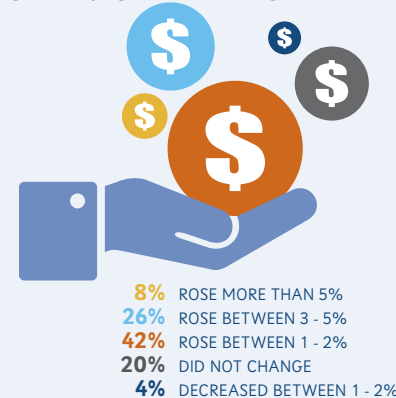
MANAGING HEALTHCARE COSTS

SMBs are utilizing a variety of strategies to address healthcare costs. (Multiple responses allowed)



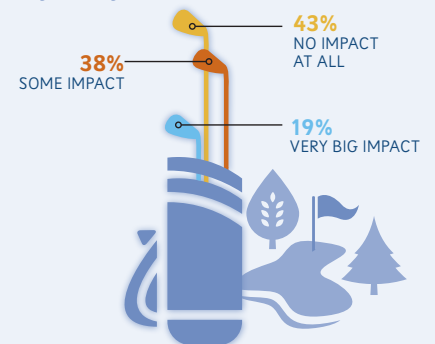
CHANGE IN TAKE-HOME WAGES

The majority of SMBs report increases in last year's employee take-home wages.



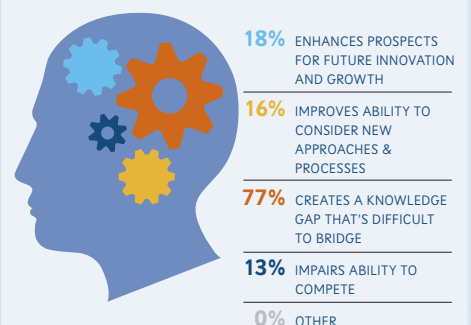
IMPACT OF RETIRING BABY BOOMERS

With 10,000 Baby Boomers retiring every day for the next 15 years, a majority of SMBs expect business impact from this generational workforce shift.



HOW RETIREMENT IMPACTS COMPANIES

"Brain drain" continues to be the chief retirement effect expected by SMBs. (Multiple responses allowed)



For more survey results and data from the Q1 2015 SMB Job Generation Outlook, download the full report at www.lucasgroup.com/smb-job-generation/smb-job-generation-outlook/



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