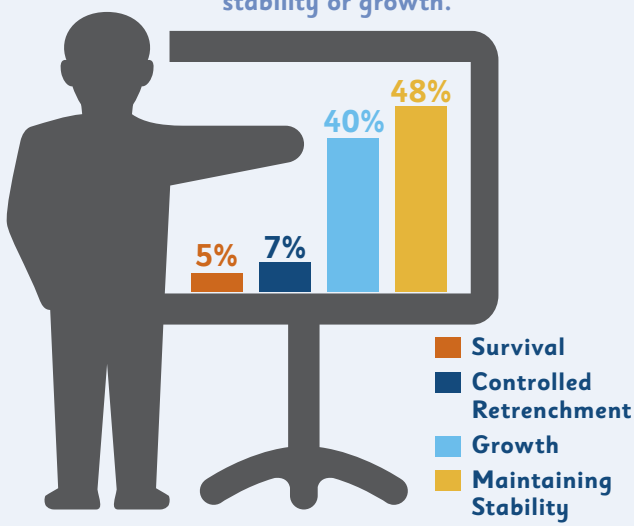


Q2 2014

SMB JOB GENERATION OUTLOOK

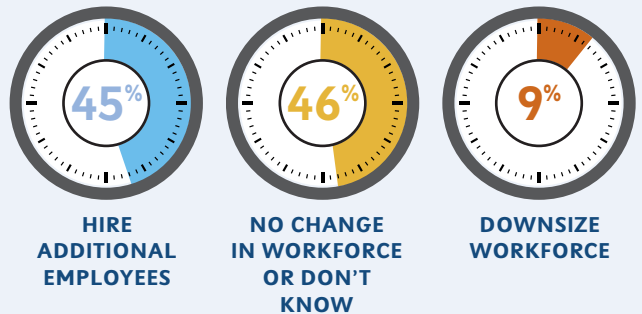
COMPANY POSITION

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



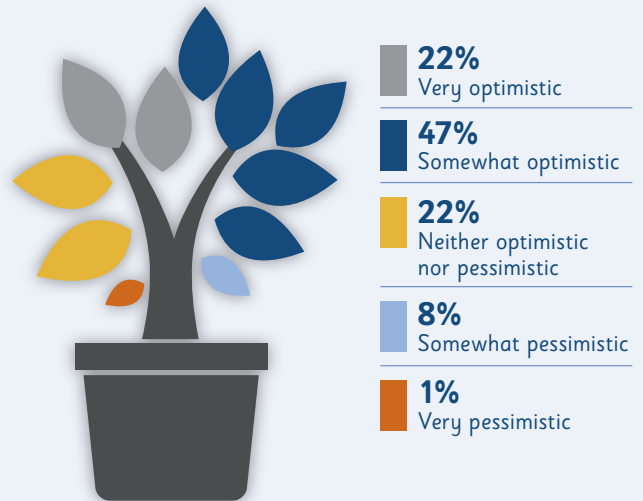
HIRING OR DOWNSIZING IN NEXT QUARTER

After increasing each of the past three quarters, percent of SMBs who report plans to hire in coming months remained steady in Q2.



ECONOMIC PROSPECTS FOR YOUR COMPANY

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



#1 BUSINESS ISSUE FACING SMBs

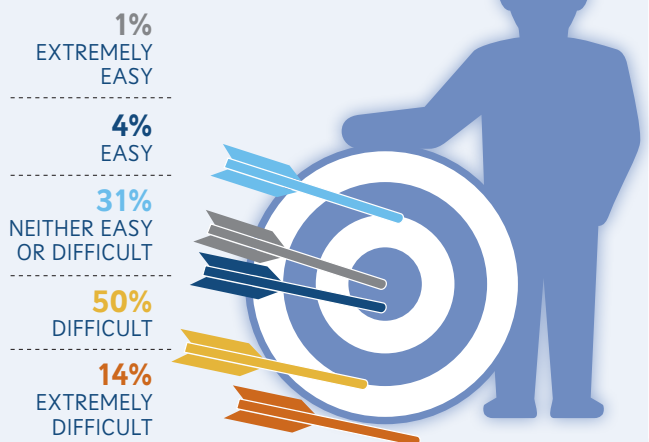
Healthcare costs continue to be of chief concern to SMBs, though talent availability challenges have steadily increased to close the gap.

- Rank:
- 33% Healthcare costs
 - 28% Talent availability
 - 18% Domestic and international costs
 - 12% Uncertainty in tax policy
 - 8% Environmental regulations
 - 1% Other



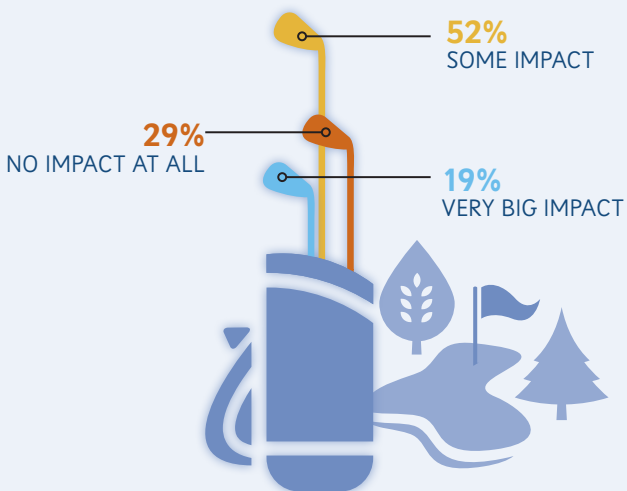
HIRING DIFFICULTY

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



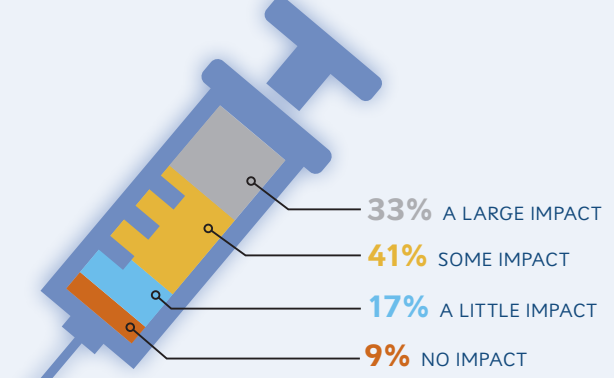
IMPACT OF RETIRING BABY BOOMERS

While the influence of retirements may not be truly felt by businesses yet, expectation of impact on SMBs increased again in Q2 to reach a survey high.

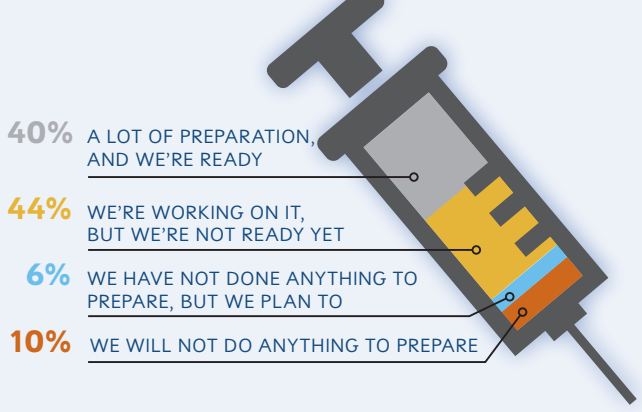


IMPACT OF PATIENT PROTECTION AND AFFORDABLE CARE ACT

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

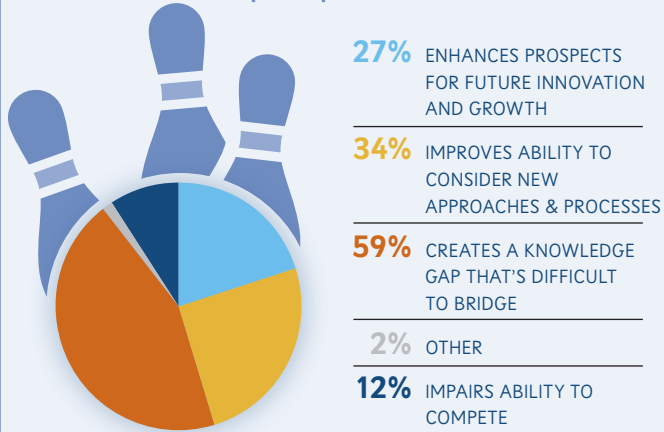


The Q2 Outlook noted an Outlook high in the percentage of SMBs who report their companies have prepared and are ready for ACA implementation.



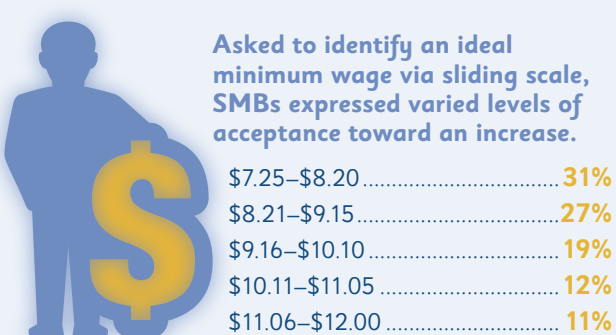
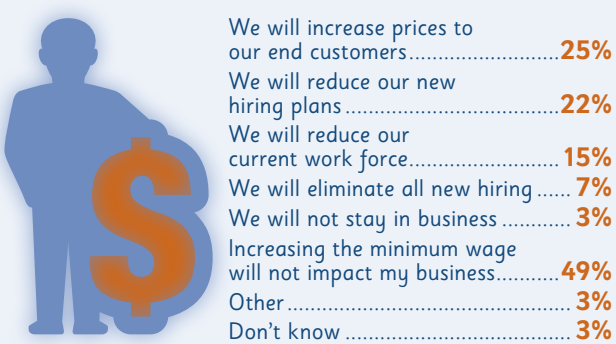
HOW RETIREMENT IMPACTS COMPANIES

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



MINIMUM WAGE

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



For more survey results and data from the Q2 2014 SMB Job Generation Outlook, download the full report here.



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