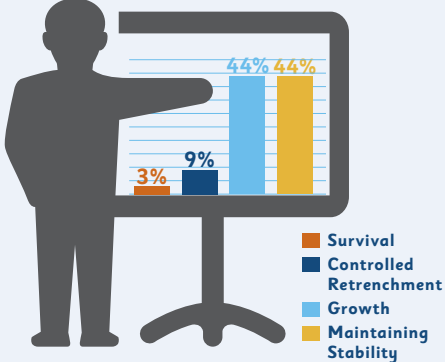


Q3 2015

SMB JOB GENERATION OUTLOOK

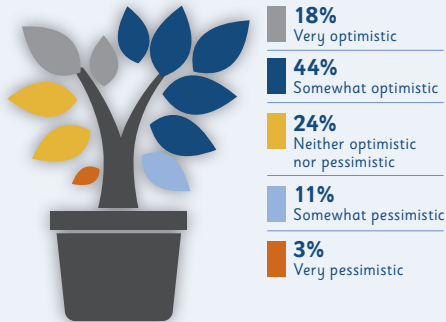
COMPANY POSITION

A majority of SMB executives report their companies to be in general good health and stable positioning.



ECONOMIC PROSPECTS FOR YOUR COMPANY

SMB optimism regarding individual company economic prospects (4-quarter average = 71%) dropped to lowest level in over a year.



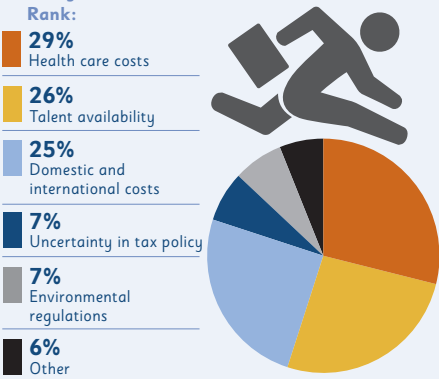
HIRING OR DOWNSIZING IN NEXT QUARTER

The percent of SMBs who report near-term hiring plans has averaged 46% over the past year.



#1 BUSINESS ISSUE FACING SMBS

Health Care costs continue to be the chief SMB concern, with Talent Availability and Competition challenges close behind.

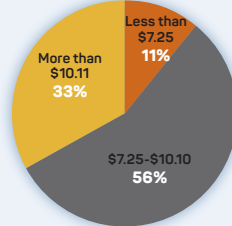


MINIMUM WAGE

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



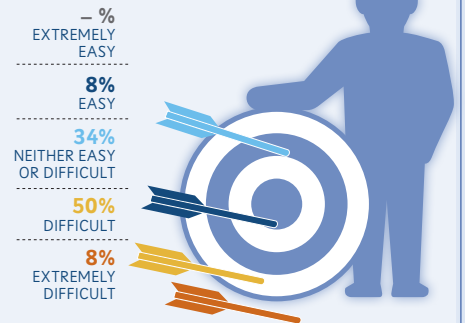
Asked to identify an ideal minimum wage via sliding scale, SMBs expressed varied levels of acceptance toward an increase.



\$9.40
Ideal Mean Minimum Wage (4-quarter average)

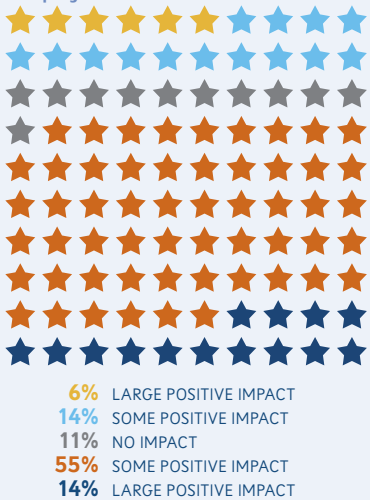
HIRING DIFFICULTY

SMB leaders report ongoing challenges in finding qualified professional talent, particularly in Sales and Information Technology.



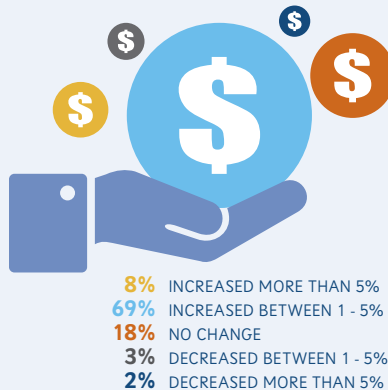
CONGRESSIONAL IMPACT

7 in 10 SMB execs believe the U.S. Congress negatively impacts issues related to the economy and employment.



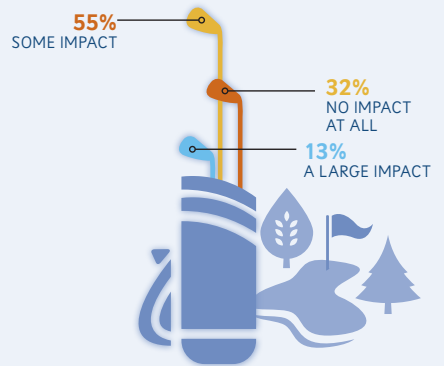
CHANGE IN TAKE-HOME WAGES

Almost three-quarters of SMBs report employee take-home wages increased over the last 12 months.



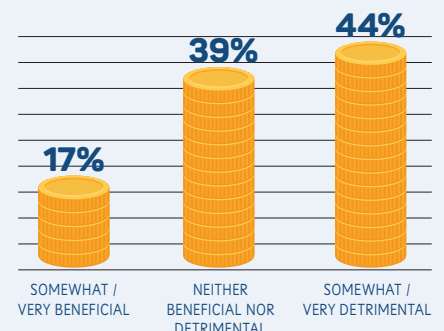
IMPACT OF RETIRING BABY BOOMERS

About two-thirds of SMBs expect some level of business impact from the generational workforce shift created by Baby Boomer retirements.



RISE IN INTEREST RATES

Close to half of SMB leaders predict some level of detrimental impact from a Federal Reserve interest rate increase.



For more survey results and data from the Q3 2015 SMB Job Generation Outlook, download the full report at http://smb.lucasgroup.com/lg_smb_reports/q3-2015-smb-job-generation-outlook-report/



Join the conversation on Twitter @Lucas_Group.