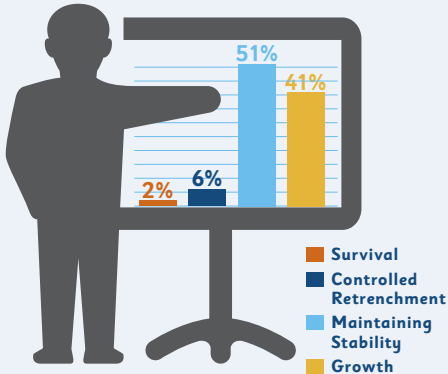


2015 Review

SMB JOB GENERATION OUTLOOK

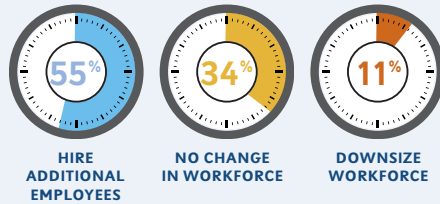
COMPANY POSITION

In 2015, the majority of SMB executives said their companies were in stable or growth positions.



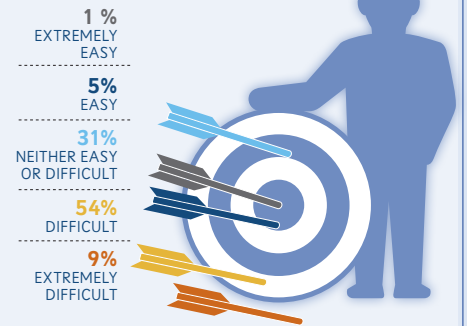
HIRING OR DOWNSIZING IN NEXT 12 MONTHS

More than half of SMBs surveyed in 2015 reported plans to hire in next 12 months.



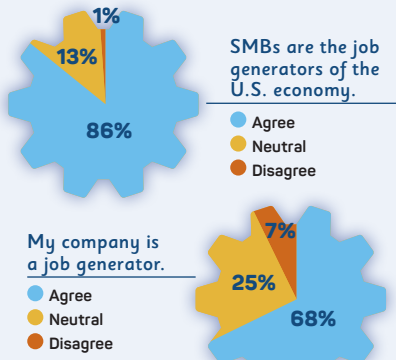
HIRING DIFFICULTY

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



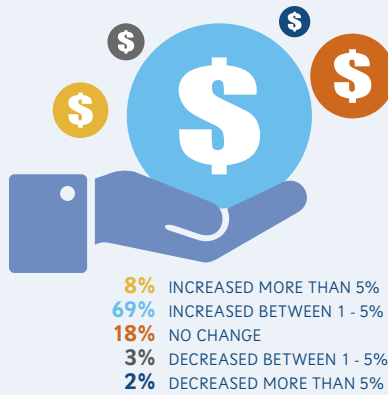
SMBS AND JOB GENERATION

SMB execs are more likely to view the market sector as a job generator than their own company.



CHANGE IN TAKE-HOME WAGES

In 2015, most SMB execs reported companywide increases in employee take-home wages.



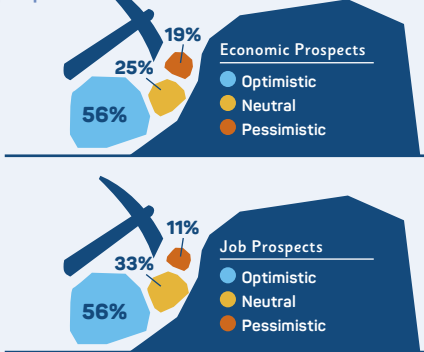
AREAS OF HIRING DIFFICULTY

SMBs struggled to fill open Sales and IT positions in 2015. (Multiple responses allowed)



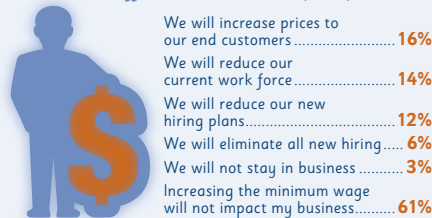
PROSPECTS FOR YOUR COMPANY

In 2015, SMB execs were generally optimistic about their company's economic and job prospects.

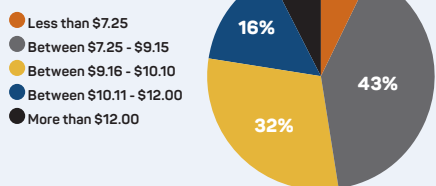


MINIMUM WAGE

Executives shared how a federal minimum wage of \$10.10 could affect their SMB. (Multiple responses allowed)

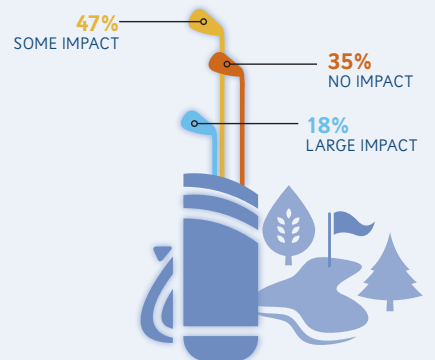


Asked to identify an ideal minimum wage via sliding scale, SMB opinions varied greatly. The ideal mean response during 2015 was \$9.58.



IMPACT OF RETIRING BABY BOOMERS

In 2015, over two-thirds of SMBs reported their company is facing tangible impacts from Baby Boomer retirements.



For more survey results and data from the Q4 2015 SMB Job Generation Outlook, download the full report at

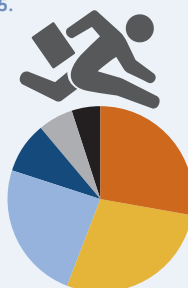
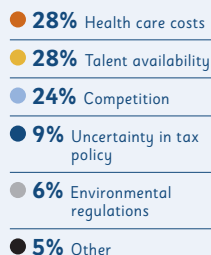
http://smb.lucasgroup.com/lg_smb_reports/q4-2015-smb-job-generation-outlook-report/



Join the conversation on Twitter @Lucas_Group.

#1 BUSINESS ISSUE FACING SMBS

Talent Availability and Health Care costs were top SMB concerns during 2015.



HOW RETIREMENT IMPACTS COMPANIES

"Brain Drain" was the most commonly reported business impact from retirements. (Multiple responses allowed)

