

NFIB SMALL BUSINESS ECONOMIC TRENDS

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'Octej 2019

Based on a Survey of Small and Independent Business Owners

SMALL BUSINESS OPTIMISM INDEX COMPONENTS

| | Seasonally | Change from | Contribution to |
|-------------------------------|----------------|-------------|-----------------|
| Index Component | Adjusted Level | Last Month | Index Change |
| Plans to Increase Employment | 16% | 1 | * |
| Plans to Make Capital Outlays | 29% | 3 | * |
| Plans to Increase Inventories | 2% | -1 | * |
| Expect Economy to Improve | 46% | -1 | * |
| Expect Real Sales Higher | 18% | -8 | * |
| Current Inventory | -5% | -3 | * |
| Current Job Openings | 30% | -2 | * |
| Expected Credit Conditions | -3% | 0 | * |
| Now a Good Time to Expand | 22% | 0 | * |
| Earnings Trends | -9% | -4 | * |
| Total Change | | -7 | * |

(Column 1 is the current reading; column 2 is the change from the prior month; column 3 the percent of the total change accounted for by each component; * is under 1 percent and not a meaningful calculation)

NFIB SMALL BUSINESS ECONOMIC TRENDS

NFIB Research Foundation has collected Small Business Economic Trends Data with Quarterly surveys since 1973 and monthly surveys since 1986. The sample is drawn from the membership files of the National Federation of Independent Business (NFIB). Each was mailed a questionnaire and one reminder. Subscriptions for twelve monthly SBET issues are \$250. Historical and unadjusted data are available, along with a copy of the questionnaire, from the NFIB Research Foundation. You may reproduce Small Business Economic Trends items if you cite the publication name and date and note it is a copyright of the NFIB Research Foundation. © NFIB Research Foundation. ISBS #0940791-24-2. Chief Economist William C. Dunkelberg and Director of Research and Policy Analysis Holly Wade are responsible for the report.

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SUMMARY

OPTIMISM INDEX

The Index of Small Business Optimism fell 0.6 points to 104.7, sustaining the remarkable surge in optimism that started November 9, 2016, the day after the election. Three of the 10 Index components posted a gain, five declined, all by just a few points, and two were unchanged. It is encouraging that the Index has held at historically high levels for five months. Optimism has not faded much and there is growing evidence that this optimism is being translated into more spending and hiring, although not at explosive rates. Consumer confidence is hitting new high levels and small business owners have not given up hope that their optimism will be rewarded with performance.

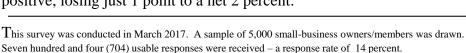
LABOR MARKETS

Small business owners reported a seasonally adjusted average employment change per firm of 0.16 workers per firm, a solid showing. Twelve (down 2 points) reported increasing employment an average of 2.2 workers per firm and 9 percent (down 1 point) reported reducing employment an average of 4.3 workers per firm (seasonally adjusted). Fifty-one percent reported hiring or trying to hire (down 1 point), but 45 percent reported few or no qualified applicants for the positions they were trying to fill. Sixteen percent of owners cited the difficulty of finding qualified workers as their Single Most Important Business Problem (down 1 point), far more than were concerned with weak sales. Thirty percent of all owners reported job openings they could not fill in the current period, down 2 points but historically high. Thirteen percent reported using temporary workers, up 1 point. A seasonally adjusted net 16 percent plan to create new jobs, up 1 point and a very strong reading. Not seasonally adjusted, 27 percent plan to increase employment at their firm (up 3 points), and 3 percent plan reductions (unchanged).

SALES AND INVENTORIES

The net percent of all owners (seasonally adjusted) reporting higher nominal sales in the past three months compared to the prior three months improved 3 percentage point to 5 percent after a 4 point gain last month. Seasonally adjusted, the net percent of owners expecting higher real sales volumes fell 8 points to a net 18 percent of owners.

The net percent of owners reporting inventory increases fell 1 point to a net 0 percent (seasonally adjusted), extending the accumulation reported in January. The net percent of owners viewing current inventory stocks as "too low" deteriorated 3 points to a net negative 5 percent, a surprise in light of the persistence of reported sales gains this year. The surge in expected sales gains earlier in the year should make some of these "excess stocks" look better, useful for meeting expected demand growth. Nonetheless, the net percent of owners planning to add to inventory stayed positive, losing just 1 point to a net 2 percent.





CAPITAL SPENDING

Sixty-four percent reported capital outlays, up 2 points over February and 5 points over January. Of those making expenditures, 46 percent reported spending on new equipment (up 1 point), 26 percent acquired vehicles (unchanged), and 15 percent improved or expanded facilities (down 2 points). Five percent acquired new buildings or land for expansion (down 2 points) and 16 percent spent money for new fixtures and furniture (unchanged). Overall, capital expenditures are trending up, fueled by expectations of better tax and regulatory treatment but also by "green shoots" on the ground with improved sales and consumer spending. The percent of owners planning capital outlays in the next 3 to 6 months rose 3 points to 29 percent, the highest reading in the recovery.

INFLATION

The net percent of owners raising average selling prices was a net 5 percent (down 1 point). Twelve percent of owners reported reducing their average selling prices in the past three months (up 2 points), and 19 percent reported price increases (up 3 points). The frequency of reported price hikes has ticked up since November, but not enough to produce much inflation. Seasonally adjusted, a net 20 percent plan price hikes.

COMPENSATION AND EARNINGS

Reports of increased compensation rose 2 points to 28 percent, one of the best readings since February 2007 but below the recovery record level reached in January. Owners complain at recovery record rates of labor quality issues, with 85 percent of those hiring or trying to hire reporting few or no qualified applicants for their open positions. A near-recovery record 16 percent ranked "finding qualified labor" as their top business problem, almost as many as cite the cost of regulatory compliance as their top challenge. Rising compensation will attract workers back into the labor force but it is a slow process. Earnings trends improved 4 points to a net negative 9 percent reporting quarter on quarter profit improvements.



CREDIT MARKETS

Only 4 percent of owners reported that all their borrowing needs were not satisfied, up 1 point and historically low. Thirty-two percent reported all credit needs met (up 2 points), and 52 percent explicitly said they did not want a loan. Only 2 percent reported that financing was their top business problem compared to 20 percent citing taxes, 17 percent citing regulations and red tape, and 16 percent the availability of qualified labor. Weak sales garnered 12 percent of the vote. Thirty percent of all owners reported borrowing on a regular basis (down 1 point). The average rate paid on short maturity loans was unchanged at 5.4 percent. Overall, loan demand remains historically weak, even with cheap money. The net percent of owners expecting credit conditions to ease in the coming months was unchanged at a negative 3 percent.

COMMENTARY

The surge in small business owner optimism was maintained in March, the fifth month of historically "off-the-charts" readings. Unfortunately, the expectation for economic growth is not off the charts. Official forecasts from the New York and Atlanta Federal Reserve Banks put first quarter growth at 0.9 percent or 2.9 percent as of March 31, hugely disparate estimates. Domestic spending, which excludes exports but includes imports will be a more important measure for small business owners. That should look better with consumer confidence surging, supported by solid job growth.

On the job side, the NFIB indicators are consistent with another low 200k job month. Hiring plans are strong and reports of past hiring solid. However, the inability of owners to find applicants that can satisfactorily fill open positions will become more of a headwind to job growth. Rising wages will attract some new participants into the workforce, but owners will also have to undertake more training to fill specialized positions. For example, the skill mismatch is restricting growth in housing construction which, in turn, is producing rising home prices. A "manufacturing renaissance" will also require solutions to the skill shortage.

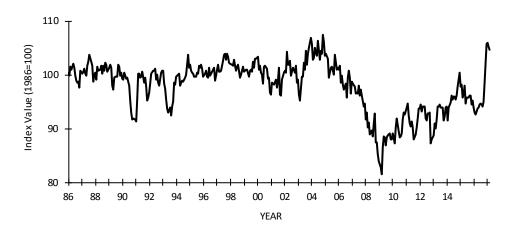
The Federal Reserve is indicating that it will raise rates several more times this year. Given the poor economic performance of 2016 prior to the last rate hike, one might wonder what, exactly, does "data dependent" mean. That said, expect the Federal Reserve to persist with a few more hikes, which will have little impact on lending activity and may enhance availability: loan committees are still troubled making longer term loans at rates we used to pay to depositors. Higher rates make it more comfortable.

In the meantime, we wait for the "fiscal policy shoe" to drop. But actual spending won't show up until 2018, if all goes well. Retroactive tax rate changes might help later this year. In the meantime, the only engine for growth is going to be the private sector and its confidence in Washington, D.C's new management team. Hopefully, it won't be shaken too badly by political antics.



OPTIMISM INDEX

Based on Ten Survey Indicators (Seasonally Adjusted 1986=100)



OPTIMISM INDEX

Based on Ten Survey Indicators (Seasonally Adjusted 1986=100)

| Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-------|--------------------------------------|---|--|---|--|---|--|---|--|---|--|
| 93.7 | 94.5 | 93.1 | 94.2 | 94.0 | 91.9 | 91.5 | 92.7 | 92.7 | 93.0 | 87.2 | 0.88 |
| 88.8 | 90.9 | 90.0 | 91.7 | 94.0 | 94.0 | 94.4 | 94.0 | 93.8 | 91.5 | 92.2 | 93.8 |
| 94.0 | 91.6 | 94.0 | 94.8 | 96.2 | 95.4 | 96.0 | 95.9 | 95.3 | 96.0 | 97.8 | 100.3 |
| 97.7 | 98.1 | 95.7 | 96.5 | 97.9 | 94.6 | 95.7 | 95.7 | 96.0 | 96.0 | 94.5 | 95.2 |
| 93.9 | 92.9 | 92.6 | 93.6 | 93.8 | 94.5 | 94.6 | 94.4 | 94.1 | 94.9 | 98.4 | 105.8 |
| 105.9 | 105.3 | 104.7 | | | | | | | | | |
| 1 | 93.7 88.8 94.0 97.7 93.9 | 93.7 94.5 88.8 90.9 94.0 91.6 97.7 98.1 93.9 92.9 | 93.7 94.5 93.1 88.8 90.9 90.0 94.0 91.6 94.0 97.7 98.1 95.7 | 93.7 94.5 93.1 94.2 88.8 90.9 90.0 91.7 94.0 91.6 94.0 94.8 97.7 98.1 95.7 96.5 93.9 92.9 92.6 93.6 | 93.7 94.5 93.1 94.2 94.0 88.8 90.9 90.0 91.7 94.0 94.0 91.6 94.0 94.8 96.2 97.7 98.1 95.7 96.5 97.9 93.9 92.9 92.6 93.6 93.8 | 93.7 94.5 93.1 94.2 94.0 91.9 88.8 90.9 90.0 91.7 94.0 94.0 94.0 91.6 94.0 94.8 96.2 95.4 97.7 98.1 95.7 96.5 97.9 94.6 93.9 92.9 92.6 93.6 93.8 94.5 | 93.7 94.5 93.1 94.2 94.0 91.9 91.5 88.8 90.9 90.0 91.7 94.0 94.0 94.4 94.0 91.6 94.0 94.8 96.2 95.4 96.0 97.7 98.1 95.7 96.5 97.9 94.6 95.7 93.9 92.9 92.6 93.6 93.8 94.5 94.6 | 93.7 94.5 93.1 94.2 94.0 91.9 91.5 92.7 88.8 90.9 90.0 91.7 94.0 94.0 94.4 94.0 94.0 91.6 94.0 94.8 96.2 95.4 96.0 95.9 97.7 98.1 95.7 96.5 97.9 94.6 95.7 95.7 93.9 92.9 92.6 93.6 93.8 94.5 94.6 94.4 | 93.7 94.5 93.1 94.2 94.0 91.9 91.5 92.7 92.7 88.8 90.9 90.0 91.7 94.0 94.0 94.4 94.0 93.8 94.0 91.6 94.0 94.8 96.2 95.4 96.0 95.9 95.3 97.7 98.1 95.7 96.5 97.9 94.6 95.7 95.7 96.0 93.9 92.9 92.6 93.6 93.8 94.5 94.6 94.4 94.1 | 93.7 94.5 93.1 94.2 94.0 91.9 91.5 92.7 92.7 93.0 88.8 90.9 90.0 91.7 94.0 94.0 94.4 94.0 93.8 91.5 94.0 91.6 94.0 94.8 96.2 95.4 96.0 95.9 95.3 96.0 97.7 98.1 95.7 96.5 97.9 94.6 95.7 95.7 96.0 96.0 93.9 92.9 92.6 93.6 93.8 94.5 94.6 94.4 94.1 94.9 | 93.7 94.5 93.1 94.2 94.0 91.9 91.5 92.7 92.7 93.0 87.2 88.8 90.9 90.0 91.7 94.0 94.0 94.4 94.0 93.8 91.5 92.2 94.0 91.6 94.0 94.8 96.2 95.4 96.0 95.9 95.3 96.0 97.8 97.7 98.1 95.7 96.5 97.9 94.6 95.7 95.7 96.0 96.0 94.5 93.9 92.9 92.6 93.6 93.8 94.5 94.6 94.4 94.1 94.9 98.4 |



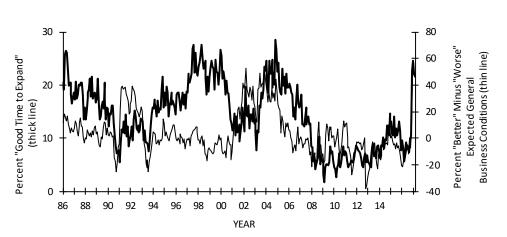
SMALL BUSINESS OUTLOOK

OUTLOOK

Good Time to Expand and Expected General Business Conditions

January 1986 to March 2017

(Seasonally Adjusted)



SMALL BUSINESS OUTLOOK (CONTINUED)

OUTLOOK FOR EXPANSION

Percent Next Three Months "Good Time to Expand" (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 9 | 8 | 8 | 8 | 7 | 6 | 5 | 5 | 6 | 7 | 6 | 7 |
| 2013 | 6 | 5 | 5 | 5 | 8 | 8 | 9 | 7 | 7 | 6 | 9 | 9 |
| 2014 | 8 | 6 | 9 | 9 | 10 | 8 | 10 | 10 | 12 | 11 | 11 | 15 |
| 2015 | 13 | 13 | 11 | 11 | 14 | 10 | 12 | 11 | 11 | 13 | 12 | 8 |
| 2016 | 10 | 8 | 6 | 8 | 9 | 8 | 8 | 9 | 7 | 9 | 11 | 23 |
| 2017 | 25 | 22 | 22 | | | | | | | | | |

MOST IMPORTANT REASON FOR EXPANSION OUTLOOK

Reason Percent by Expansion Outlook March 2017

| Reason | Good Time | Not Good Time | Uncertain |
|----------------------------|-----------|---------------|-----------|
| Economic Conditions | 11 | 12 | 13 |
| Sales Prospects | 3 | 5 | 5 |
| Fin. & Interest Rates | 0 | 1 | 2 |
| Cost of Expansion | 0 | 3 | 8 |
| Political Climate | 9 | 3 | 15 |
| Other/Not Available | 1 | 1 | 7 |

OUTLOOK FOR GENERAL BUSINESS CONDITIONS

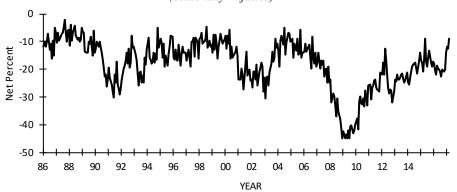
Net Percent ("Better" Minus "Worse") Six Months From Now (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -3 | -3 | -3 | -4 | -3 | -9 | -7 | -4 | 0 | 0 | -38 | -36 |
| 2013 | -30 | -25 | -23 | -14 | -6 | -3 | -5 | -4 | -12 | -19 | -23 | -12 |
| 2014 | -11 | -16 | -13 | -8 | -1 | -9 | -5 | -5 | -4 | -5 | 10 | 12 |
| 2015 | 0 | 2 | -2 | -5 | -4 | -8 | -3 | -8 | -6 | -6 | -10 | -15 |
| 2016 | -21 | -21 | -17 | -18 | -13 | -9 | -5 | -12 | 0 | -7 | 12 | 50 |
| 2017 | 48 | 47 | 46 | | | | | | | | | |



EARNINGS

Actual Last Three Months January 1986 to March 2017 (Seasonally Adjusted)



ACTUAL EARNINGS CHANGES

Net Percent ("Higher" Minus "Lower") Last Three Months Compared to Prior Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -22 | -18 | -22 | -13 | -17 | -22 | -27 | -29 | -27 | -28 | -32 | -28 |
| 2013 | -24 | -25 | -22 | -24 | -24 | -23 | -22 | -22 | -23 | -25 | -24 | -21 |
| 2014 | -25 | -26 | -23 | -21 | -19 | -18 | -18 | -18 | -19 | -22 | -17 | -14 |
| 2015 | -17 | -18 | -21 | -17 | -9 | -17 | -19 | -16 | -13 | -18 | -19 | -17 |
| 2016 | -18 | -21 | -22 | -19 | -20 | -20 | -21 | -23 | -20 | -21 | -20 | -14 |
| 2017 | -12 | -13 | -9 | | | | | | | | | |



MOST IMPORTANT REASON FOR LOWER EARNINGS

Percent Reason *March 2017*

| | Current Month | One Year Ago | Two Years Ago |
|-----------------------|----------------------|--------------|---------------|
| Sales Volume | 11 | 15 | 13 |
| Increased Costs* | 5 | 7 | 10 |
| Cut Selling Prices | 3 | 6 | 4 |
| Usual Seasonal Change | 8 | 8 | 9 |
| Other | 7 | 4 | 4 |

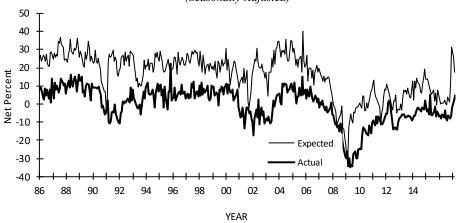
 $^{{\}it * Increased costs include labor, materials, finance, taxes, and regulatory costs.}$

SALES

Actual (Prior Three Months) and Expected (Next Three Months)

January 1986 to March 2017

(Seasonally Adjusted)



ACTUAL SALES CHANGES

Net Percent ("Higher" Minus "Lower") Last Three Months Compared to Prior Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -5 | -5 | 1 | 2 | 0 | -5 | -9 | -14 | -13 | -14 | -14 | -10 |
| 2013 | -8 | -7 | -7 | -6 | -6 | -8 | -7 | -7 | -6 | -7 | -7 | -8 |
| 2014 | -9 | -6 | -6 | -4 | -3 | -2 | -3 | -3 | -4 | -2 | -3 | 2 |
| 2015 | -2 | -4 | -3 | -6 | 5 | -6 | -6 | -4 | -1 | -7 | -4 | -5 |
| 2016 | -7 | -6 | -8 | -6 | -8 | -4 | -8 | -9 | -6 | -7 | -8 | -7 |
| 2017 | -2 | 2 | 5 | | | | | | | | | |

SALES EXPECTATIONS

Net Percent ("Higher" Minus "Lower") During Next Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 8 | 11 | 9 | 5 | 2 | -2 | -4 | 2 | 2 | 5 | -5 | -3 |
| 2013 | -3 | 0 | -3 | 3 | 8 | 6 | 8 | 6 | 9 | 4 | 3 | 7 |
| 2014 | 13 | 2 | 13 | 9 | 15 | 12 | 11 | 7 | 6 | 11 | 14 | 19 |
| 2015 | 14 | 14 | 14 | 9 | 7 | 5 | 7 | 8 | 2 | 6 | -1 | 7 |
| 2016 | 3 | 0 | 1 | 1 | 1 | 2 | 1 | -1 | 4 | 1 | 11 | 31 |
| 2017 | 29 | 26 | 18 | | | | | | | | | |

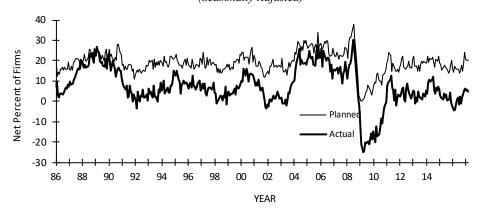


PRICES

Actual Last Three Months and Planned Next Three Months

January 1986 to March 2017

(Seasonally Adjusted)



ACTUAL PRICE CHANGES

Net Percent ("Higher" Minus "Lower") Compared to Three Months Ago (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 2 | 4 | 6 | 7 | 1 | 0 | 6 | 9 | 6 | 4 | 1 | 3 |
| 2013 | 5 | 5 | -1 | 2 | 0 | 5 | 2 | 2 | 1 | 4 | 3 | 2 |
| 2014 | 5 | 4 | 9 | 11 | 10 | 11 | 12 | 6 | 4 | 7 | 5 | 7 |
| 2015 | 6 | 3 | 2 | 1 | 4 | 2 | 3 | 1 | 1 | 1 | 4 | -1 |
| 2016 | -4 | -4 | -4 | -1 | 1 | 2 | -2 | 3 | -1 | 2 | 5 | 6 |
| 2017 | 5 | 6 | 5 | | | | | | | | | |



PRICE PLANS

Net Percent ("Higher" Minus "Lower") in the Next Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 17 | 18 | 21 | 22 | 17 | 16 | 17 | 17 | 20 | 17 | 17 | 16 |
| 2013 | 21 | 22 | 17 | 17 | 15 | 18 | 15 | 18 | 20 | 19 | 20 | 19 |
| 2014 | 19 | 22 | 19 | 21 | 21 | 21 | 22 | 19 | 17 | 21 | 20 | 22 |
| 2015 | 19 | 18 | 15 | 16 | 17 | 18 | 17 | 15 | 14 | 15 | 18 | 20 |
| 2016 | 16 | 14 | 17 | 16 | 16 | 16 | 14 | 15 | 18 | 15 | 19 | 24 |
| 2017 | 21 | 20 | 20 | | | | | | | | | |

ACTUAL EMPLOYMENT CHANGES

Net Percent ("Increase" Minus "Decrease") in the Last Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 0 | -3 | 0 | 0 | -3 | -1 | -1 | -2 | -3 | -1 | -2 | -4 |
| 2013 | 2 | -3 | 1 | 2 | -1 | 1 | -3 | 0 | 0 | 1 | 1 | 2 |
| 2014 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 0 | 3 | 1 | 1 | 7 |
| 2015 | 5 | 4 | 2 | 2 | 4 | 0 | 0 | 6 | 5 | 0 | 0 | -1 |
| 2016 | 1 | -3 | 0 | -1 | -1 | -2 | -2 | -3 | 3 | 0 | -2 | 4 |
| 2017 | 3 | 4 | 2 | | | | | | • | | | |

QUALIFIED APPLICANTS FOR JOB OPENINGS

Percent Few or No Qualified Applicants

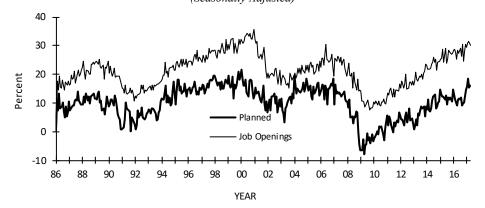
| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 31 | 31 | 32 | 34 | 37 | 33 | 38 | 37 | 41 | 38 | 36 | 33 |
| 2013 | 34 | 34 | 36 | 38 | 38 | 41 | 40 | 42 | 41 | 40 | 44 | 38 |
| 2014 | 38 | 40 | 41 | 41 | 46 | 43 | 42 | 46 | 42 | 45 | 45 | 43 |
| 2015 | 42 | 47 | 42 | 44 | 47 | 44 | 48 | 48 | 45 | 48 | 47 | 48 |
| 2016 | 45 | 42 | 41 | 46 | 48 | 48 | 46 | 48 | 48 | 48 | 52 | 44 |
| 2017 | 47 | 44 | 45 | | | · | | | • | | | |

EMPLOYMENT

Planned Next Three Months and Current Job Openings

January 1986 to March 2017

(Seasonally Adjusted)



JOB OPENINGS

Percent With Positions Not Able to Fill Right Now (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 18 | 17 | 15 | 17 | 20 | 15 | 15 | 17 | 17 | 16 | 18 | 16 |
| 2013 | 18 | 21 | 18 | 18 | 19 | 19 | 20 | 18 | 20 | 21 | 24 | 23 |
| 2014 | 22 | 22 | 22 | 24 | 24 | 26 | 24 | 25 | 21 | 24 | 25 | 25 |
| 2015 | 26 | 29 | 24 | 27 | 29 | 24 | 25 | 28 | 27 | 27 | 28 | 28 |
| 2016 | 29 | 28 | 25 | 29 | 27 | 29 | 26 | 30 | 24 | 28 | 31 | 29 |
| 2017 | 31 | 32 | 30 | | | | | | | | | |

HIRING PLANS

Net Percent ("Increase" Minus "Decrease") in the Next Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 4 | 4 | 2 | 5 | 7 | 3 | 5 | 8 | 4 | 4 | 5 | 1 |
| 2013 | 2 | 4 | 2 | 6 | 6 | 7 | 9 | 8 | 9 | 5 | 9 | 8 |
| 2014 | 11 | 7 | 7 | 8 | 11 | 12 | 13 | 8 | 9 | 10 | 11 | 15 |
| 2015 | 13 | 12 | 12 | 11 | 13 | 9 | 12 | 11 | 12 | 11 | 11 | 15 |
| 2016 | 11 | 10 | 9 | 11 | 12 | 11 | 12 | 9 | 10 | 10 | 15 | 16 |
| 2017 | 18 | 15 | 16 | | | | | | | | | |



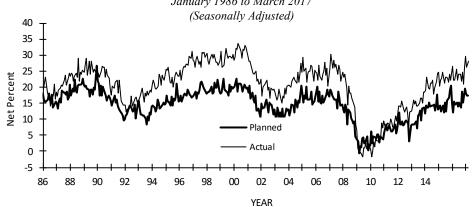
SMALL BUSINESS COMPENSATION

COMPENSATION

Actual Last Three Months and Planned Next Three Months

January 1986 to March 2017

(Seasonally Adjusted)



11 | NFIB Small Business Economic Trends Monthly Report

SMALL BUSINESS COMPENSATION (CONTINUED)

ACTUAL COMPENSATION CHANGES

Net Percent ("Increase" Minus "Decrease") During Last Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 12 | 14 | 14 | 14 | 16 | 13 | 12 | 13 | 14 | 12 | 8 | 12 |
| 2013 | 13 | 14 | 16 | 15 | 16 | 14 | 14 | 15 | 17 | 17 | 15 | 18 |
| 2014 | 19 | 19 | 23 | 20 | 20 | 21 | 21 | 22 | 18 | 20 | 22 | 24 |
| 2015 | 25 | 20 | 22 | 23 | 25 | 21 | 23 | 23 | 23 | 22 | 24 | 22 |
| 2016 | 27 | 22 | 22 | 24 | 26 | 22 | 24 | 24 | 22 | 25 | 21 | 26 |
| 2017 | 30 | 26 | 28 | | | | | | | | | |

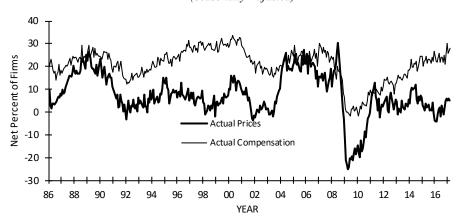
COMPENSATION PLANS

Net Percent ("Increase" Minus "Decrease") in the Next Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 7 | 12 | 9 | 9 | 9 | 8 | 8 | 9 | 10 | 9 | 3 | 6 |
| 2013 | 8 | 8 | 9 | 9 | 9 | 7 | 11 | 11 | 13 | 10 | 13 | 14 |
| 2014 | 12 | 14 | 14 | 14 | 15 | 14 | 14 | 14 | 15 | 13 | 14 | 18 |
| 2015 | 13 | 14 | 13 | 14 | 14 | 12 | 15 | 12 | 16 | 17 | 19 | 21 |
| 2016 | 15 | 12 | 16 | 15 | 15 | 14 | 15 | 14 | 14 | 19 | 15 | 20 |
| 2017 | 18 | 17 | 18 | | | | | | | | | |

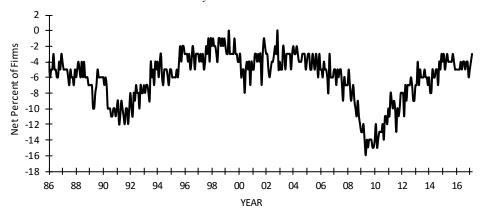
PRICES AND LABOR COMPENSATION

Net Percent Price Increase and Net Percent Compensation (Seasonally Adjusted)





Loan Availability Compared to Three Months Ago* January 1986 to March 2017



^{*} For the population borrowing at least once every three months.

REGULAR BORROWERS

Percent Borrowing at Least Once Every Three Months

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 32 | 32 | 31 | 32 | 32 | 29 | 31 | 30 | 31 | 30 | 30 | 29 |
| 2013 | 31 | 29 | 30 | 31 | 29 | 29 | 31 | 28 | 30 | 28 | 29 | 30 |
| 2014 | 31 | 30 | 31 | 30 | 31 | 28 | 30 | 29 | 31 | 28 | 33 | 31 |
| 2015 | 33 | 30 | 32 | 30 | 29 | 31 | 30 | 33 | 29 | 28 | 27 | 31 |
| 2016 | 33 | 31 | 32 | 29 | 29 | 29 | 28 | 29 | 32 | 28 | 31 | 30 |
| 2017 | 30 | 31 | 30 | | | | | | | | | |



AVAILABILITY OF LOANS

Net Percent ("Easier" Minus "Harder") Compared to Three Months Ago (Regular Borrowers)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -8 | -8 | -11 | -7 | -9 | -7 | -7 | -7 | -6 | -7 | -9 | -9 |
| 2013 | -7 | -7 | -4 | -7 | -5 | -6 | -6 | -6 | -5 | -6 | -6 | -7 |
| 2014 | -6 | -8 | -8 | -5 | -6 | -6 | -5 | -5 | -7 | -4 | -5 | -3 |
| 2015 | -4 | -3 | -5 | -4 | -3 | -4 | -4 | -4 | -4 | -3 | -4 | -5 |
| 2016 | -5 | -5 | -5 | -5 | -4 | -5 | -4 | -4 | -5 | -4 | -4 | -6 |
| 2017 | -5 | -4 | -3 | | | | | | | | | |

BORROWING NEEDS SATISFIED

Percent of All Businesses Last Three Months Satisfied/ Percent of All Businesses Last Three Months Not Satisfied (All Borrowers)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 2012 | 30/7 | 31/7 | 27/8 | 31/8 | 29/9 | 29/7 | 30/7 | 31/7 | 32/8 | 28/8 | 28/6 | 29/6 |
| 2013 | 31/6 | 29/7 | 29/7 | 31/6 | 28/5 | 29/5 | 30/5 | 31/5 | 28/6 | 28/6 | 32/4 | 32/4 |
| 2014 | 31/5 | 29/5 | 30/5 | 30/5 | 30/5 | 27/6 | 30/6 | 28/4 | 28/6 | 29/4 | 29/4 | 32/4 |
| 2015 | 32/4 | 33/3 | 35/5 | 31/4 | 30/4 | 32/5 | 32/4 | 33/3 | 30/2 | 30/3 | 32/3 | 32/4 |
| 2016 | 35/3 | 31/4 | 31/5 | 31/4 | 31/4 | 32/5 | 30/3 | 29/4 | 32/6 | 29/4 | 30/4 | 29/4 |
| 2017 | 31/4 | 30/3 | 32/4 | | | | | | | | | |

EXPECTED CREDIT CONDITIONS

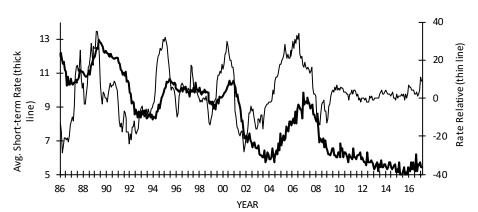
Net Percent ("Easier" Minus "Harder") During Next Three Months (Regular Borrowers)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -9 | -10 | -11 | -8 | -10 | -8 | -7 | -9 | -7 | -8 | -10 | -11 |
| 2013 | -9 | -8 | -6 | -8 | -6 | -7 | -8 | -8 | -7 | -8 | -7 | -7 |
| 2014 | -7 | -7 | -7 | -6 | -7 | -7 | -5 | -5 | -7 | -5 | -6 | -5 |
| 2015 | -5 | -4 | -6 | -4 | -4 | -4 | -5 | -7 | -6 | -5 | -4 | -6 |
| 2016 | -7 | -7 | -6 | -6 | -6 | -6 | -5 | -5 | -7 | -6 | -5 | -6 |
| 2017 | -3 | -3 | -3 | | | | | | | | | |



INTEREST RATES

Relative Rates and Actual Rates Last Three Months January 1986 to March 2017



RELATIVE INTEREST RATE PAID BY REGULAR BORROWERS

Net Percent ("Higher" Minus "Lower") Compared to Three Months Ago

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 0 | 0 | 0 | -1 | 0 | -2 | -2 | -2 | 1 | 0 | 1 | -1 |
| 2013 | -1 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 4 | 2 | 2 | 3 |
| 2014 | 4 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 0 | 0 | -1 |
| 2015 | 2 | 0 | 1 | 1 | 1 | 2 | 1 | 2 | -1 | 2 | 0 | 2 |
| 2016 | 7 | 6 | 6 | 4 | 4 | 4 | 2 | 2 | 3 | 1 | 2 | 4 |
| 2017 | 11 | 9 | 9 | | | | | | | | | |

Borrowing at Least Once Every Three Months.

ACTUAL INTEREST RATE PAID ON SHORT-TERM LOANS BY BORROWERS

Average Interest Rate Paid

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 6.0 | 5.8 | 5.7 | 5.7 | 5.5 | 6.3 | 5.7 | 5.7 | 5.7 | 5.8 | 5.7 | 5.6 |
| 2013 | 5.5 | 5.3 | 5.4 | 5.6 | 5.7 | 5.2 | 5.6 | 5.4 | 5.8 | 5.4 | 5.4 | 5.6 |
| 2014 | 5.6 | 5.4 | 5.3 | 5.4 | 5.7 | 5.7 | 5.4 | 5.3 | 5.4 | 5.5 | 5.6 | 5.1 |
| 2015 | 5.3 | 5.1 | 5.7 | 5.0 | 4.8 | 5.0 | 5.2 | 5.4 | 4.8 | 5.1 | 4.7 | 5.0 |
| 2016 | 5.4 | 5.3 | 5.2 | 5.7 | 5.3 | 5.7 | 5.3 | 5.2 | 6.2 | 5.2 | 5.6 | 5.5 |
| 2017 | 5.7 | 5.4 | 5.4 | | | | | | | | | |



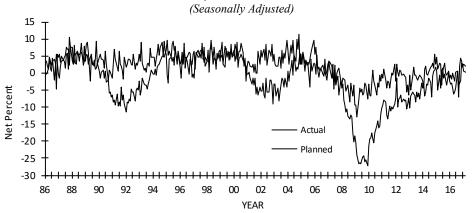
SMALL BUSINESS INVENTORIES

INVENTORIES

Actual (Last Three Months) and Planned (Next Three Months)

January 1986 to March 2017

(Seasonally Adjusted)



SMALL BUSINESS INVENTORIES (CONTINUED)

ACTUAL INVENTORY CHANGES

Net Percent ("Increase" Minus "Decrease") During Last Three Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -7 | -1 | -10 | -8 | -7 | -7 | -9 | -8 | -8 | -8 | -11 | -9 |
| 2013 | -7 | -10 | -7 | -6 | -6 | -7 | -9 | -6 | -7 | -6 | -8 | -3 |
| 2014 | -4 | -3 | -7 | -6 | -3 | -4 | -2 | -3 | -7 | -1 | 1 | 1 |
| 2015 | 2 | 1 | -5 | -1 | -4 | 0 | 2 | -2 | 0 | -2 | -4 | 0 |
| 2016 | -2 | -3 | -3 | -5 | -6 | -6 | -5 | 0 | -4 | -3 | -3 | 3 |
| 2017 | 3 | 1 | 0 | | | | | | | | | |

INVENTORY SATISFACTION

Net Percent ("Too Low" Minus "Too Large") at Present Time (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|
| 2012 | 1 | 2 | 2 | -1 | -1 | 0 | 0 | 0 | -1 | 0 | -1 | 2 |
| 2013 | -1 | 1 | -3 | -3 | 1 | -2 | -1 | 0 | 0 | -5 | -3 | -4 |
| 2014 | -2 | -5 | -2 | -2 | -3 | -2 | -3 | -2 | 0 | -3 | -2 | -2 |
| 2015 | -1 | -3 | -7 | -2 | -1 | -4 | -6 | -6 | - 5 | -4 | -5 | -4 |
| 2016 | -2 | -2 | -5 | -5 | -4 | -4 | -4 | -2 | -7 | -4 | -4 | -3 |
| 2017 | -5 | -2 | -5 | | | | | | | | | |

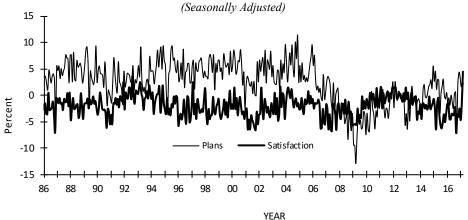
INVENTORY PLANS

Net Percent ("Increase" Minus "Decrease") in the Next Three to Six Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | -2 | 3 | 0 | -1 | 1 | 1 | -1 | 0 | -1 | -1 | -6 | -4 |
| 2013 | -6 | -1 | -5 | -1 | 2 | -1 | -1 | -1 | -2 | -1 | -1 | -2 |
| 2014 | -2 | -5 | 1 | 2 | 0 | -1 | 0 | 2 | 2 | 3 | 1 | 6 |
| 2015 | 3 | 5 | 1 | 3 | 3 | -4 | 0 | 2 | 3 | 0 | -1 | 1 |
| 2016 | -1 | -1 | -2 | 0 | -1 | -3 | 0 | 1 | -7 | 2 | 4 | 4 |
| 2017 | 2 | 3 | 2 | | | | | | | | | |

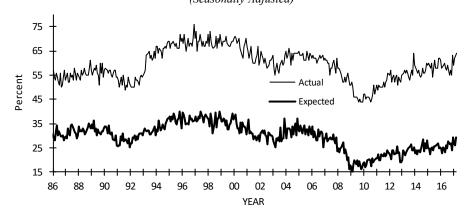
INVENTORY SATISFACTION AND INVENTORY PLANS

Net Percent ("Too Low" Minus "Too Large") at Present Time
Net Percent Planning to Add Inventories in the Next Three to Six Months
(Seasonally, Adjusted)



CAPITAL EXPENDITURES

Actual Last Six Months and Planned Next Three Months January 1986 to March 2017 (Seasonally Adjusted)





ACTUAL CAPITAL EXPENDITURES

Percent Making a Capital Expenditure During the Last Six Months

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 55 | 57 | 52 | 54 | 55 | 52 | 54 | 55 | 51 | 54 | 53 | 52 |
| 2013 | 55 | 56 | 57 | 56 | 57 | 56 | 54 | 53 | 55 | 57 | 55 | 64 |
| 2014 | 59 | 57 | 56 | 57 | 55 | 54 | 55 | 58 | 56 | 56 | 57 | 60 |
| 2015 | 59 | 60 | 58 | 60 | 54 | 58 | 61 | 58 | 58 | 58 | 62 | 62 |
| 2016 | 61 | 58 | 59 | 60 | 58 | 57 | 59 | 57 | 55 | 57 | 55 | 63 |
| 2017 | 59 | 62 | 64 | | | | | | | | | |

SMALL BUSINESS CAPITAL OUTLAYS (CONTINUED)

TYPE OF CAPITAL EXPENDITURES MADE

Percent Purchasing or Leasing During Last Six Months

| Туре | Current | One Year Ago | Two Years Ago |
|-------------------------|---------|--------------|---------------|
| Vehicles | 26 | 24 | 24 |
| Equipment | 46 | 43 | 40 |
| Furniture or Fixtures | 16 | 12 | 10 |
| Add. Bldgs. or Land | 5 | 8 | 8 |
| Improved Bldgs. or Land | 15 | 14 | 14 |

AMOUNT OF CAPITAL EXPENDITURES MADE

Percent Distribution of Per Firm Expenditures During the Last Six Months

| Amount | Current | One Year Ago | Two Years Ago |
|----------------------|---------|--------------|---------------|
| \$1 to \$999 | 4 | 3 | 3 |
| \$1,000 to \$4,999 | 9 | 10 | 9 |
| \$5,000 to \$9,999 | 7 | 6 | 5 |
| \$10,000 to \$49,999 | 19 | 18 | 18 |
| \$50,000 to \$99,999 | 9 | 8 | 9 |
| \$100,000 + | 16 | 13 | 14 |
| No Answer | 0 | 1 | 0 |

CAPITAL EXPENDITURE PLANS

Percent Planning a Capital Expenditure During Next Three to Six Months (Seasonally Adjusted)

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2012 | 23 | 22 | 20 | 24 | 24 | 22 | 23 | 26 | 23 | 23 | 19 | 19 |
| 2013 | 20 | 24 | 23 | 22 | 23 | 24 | 25 | 26 | 27 | 24 | 24 | 25 |
| 2014 | 23 | 24 | 22 | 24 | 24 | 23 | 25 | 29 | 24 | 27 | 25 | 28 |
| 2015 | 25 | 25 | 22 | 25 | 25 | 24 | 26 | 26 | 27 | 27 | 25 | 25 |
| 2016 | 25 | 23 | 25 | 25 | 23 | 26 | 25 | 28 | 27 | 27 | 24 | 29 |
| 2017 | 27 | 26 | 29 | | | | | | | | | |



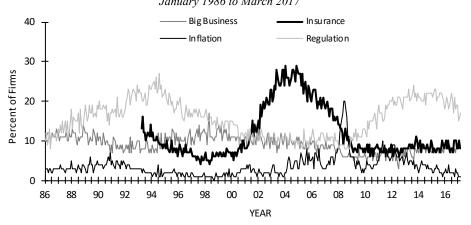
SINGLE MOST IMPORTANT PROBLEM

March 2017

| Problem | Current | One Year Ago | Survey High | Survey Low |
|--------------------------|---------|-----------------|----------------|---------------|
| Taxes | 20 | 22 | 32 | 8 |
| Inflation | 1 | 2 | 41 | 0 |
| Poor Sales | 12 | 13 | 34 | 2 |
| Fin. & Interest Rates | 2 | 2 | 37 | 1 |
| Cost of Labor | 6 | 5 | 9 | 2 |
| Govt. Regs. & Red Tape | 17 | 21 | 27 | 4 |
| Comp. From Large Bus. | 9 | 8 | 14 | 4 |
| Quality of Labor | 16 | 12 | 24 | 3 |
| Cost/Avail. of Insurance | 8 | 8 | 29 | 4 |
| Other | 9 | 7 | 31 | 1 |

SELECTED SINGLE MOST IMPORTANT PROBLEM

Inflation, Big Business, Insurance and Regulation January 1986 to March 2017

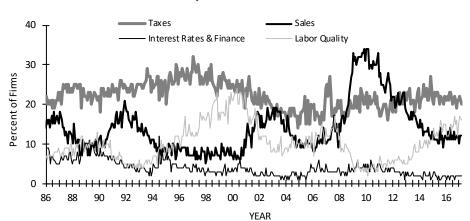




SELECTED SINGLE MOST IMPORTANT PROBLEM

Taxes, Interest Rates, Sales and Labor Quality

January 1986 to March 2017



SURVEY PROFILE

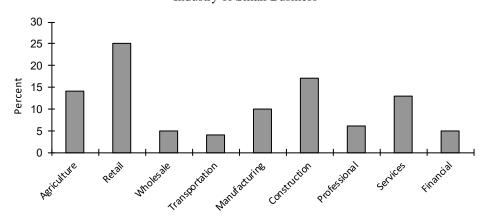
OWNER/MEMBERS PARTICIPATING IN ECONOMIC SURVEY NFIB

Actual Number of Firms

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|------|-----|-----|------|-----|-----|------|-----|-----|------|-----|-----|
| 2012 | 2155 | 819 | 757 | 1817 | 681 | 740 | 1803 | 736 | 691 | 2029 | 733 | 648 |
| 2013 | 2033 | 870 | 759 | 1873 | 715 | 662 | 1615 | 782 | 773 | 1940 | 762 | 635 |
| 2014 | 1864 | 792 | 685 | 1699 | 678 | 672 | 1645 | 598 | 608 | 1502 | 615 | 568 |
| 2015 | 1663 | 716 | 575 | 1500 | 616 | 620 | 1495 | 656 | 556 | 1411 | 601 | 509 |
| 2016 | 1438 | 756 | 727 | 1644 | 700 | 735 | 1703 | 730 | 723 | 1702 | 724 | 619 |
| 2017 | 1873 | 764 | 704 | | | | | | | | | |

NFIB OWNER/MEMBERS PARTICIPATING IN ECONOMIC SURVEY

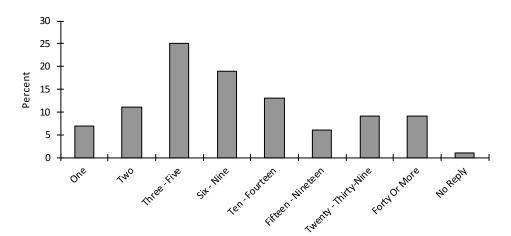
Industry of Small Business



Hul

NFIB OWNER/MEMBERS PARTICIPATING IN ECONOMIC SURVEY

Number of Full and Part-Time Employees



21 | NFIB Small Business Economic Trends Monthly Report

NFIB RESEARCH FOUNDATION SMALL BUSINESS ECONOMIC SURVEY

| SMALL BUSINESS SURVEY QUESTIONS | PAGE IN REPORT |
|--|----------------|
| Do you think the next three months will be a good time for small business to expand substantially? Why? | 5 |
| About the economy in general, do you think that six months from now general business conditions will be better than they are now, about the same, or worse? | 6 |
| Were your net earnings or "income" (after taxes) from your business during the last calendar quarter higher, lower, or about the same as they were for the quarter before? | 7 |
| If higher or lower, what is the most important reason? | 7 |
| During the last calendar quarter, was your dollar sales volume higher, lower, or about the same as it was for the quarter before? | 8 |
| (number of units) of goods and/or services that you will sell during the next three months? | 8 |
| How are your average selling prices compared to three months ago? | 9 |
| In the next three months, do you plan to change the average selling prices of your goods and/or services? | 9 |
| During the last three months, did the total number of employees in your firm increase, decrease, or stay about the same? | 10 |
| If you have filled or attempted to fill any job openings in the past three months, how many qualified applicants were there for the position(s)? | 10 |
| Do you have any job openings that you are not able to fill right now? | 11 |
| In the next three months, do you expect to increase or decrease the total number of people working for you? | 11 |
| Over the past three months, did you change the average employee compensation? | 12 |
| Do you plan to change average employee compensation during the next three months? | 12 |



| SMALL BUSINESS SURVEY QUESTIONS | PAGE IN REPORT |
|--|----------------|
| Areloans easier or harder to get than they were three months ago? | 13 |
| During the last three months, was your firm able to satisfy its borrowing needs? | 14 |
| Do you expect to find it easier or harder to obtain your required financing during the next three months? | 14 |
| If you borrow money regularly (at least once every three months) as part of your business activity, how does the rate of interest payable on your most recent loan compare | 15 |
| with that paid three months ago? | 15 |
| purposes, and the loan maturity (pay back period) was 1 year or less, what interest rate did you pay? | 15 |
| During the last three months, did you increase or decrease your inventories? | 16 |
| At the present time, do you feel your inventories are too large, about right, or inadequate? | 16 |
| Looking ahead to the next three months to six months, do you expect, on balance, to add to your inventories, keep them about the same, or decrease them? | 16 |
| During the last six months, has your firm made any capital expenditures to improve or purchase equipment, buildings, or land? | 17 |
| If [your firm made any capital expenditures], what was the total cost of all these projects? | 18 |
| Looking ahead to the next three to six months, do you expect to make any capital expenditures for plant and/or physical equipment? | 18 |
| What is the single most important problem facing your business today? | 19 |
| Please classify your major business activity, using one of the categories of example below | 20 |
| How many employees do you have full and part-time, including yourself? | 20 |

