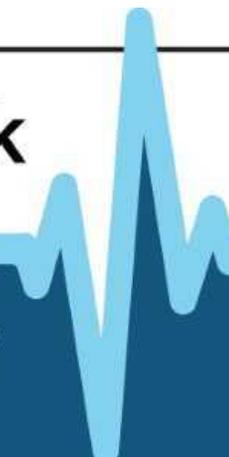


Job Creators Network

Small Business



MONTHLY
MONITOR

**August 2021
National Survey
Small Business Employers**

**Conducted By:
John McLaughlin
Scott Rasmussen**

Job Creators Network

Small Business

MONTHLY MONITOR



Methodology

This national survey of 500 small business employers was conducted between August 1-19, 2021. This presentation includes JCN's SBIQ (Small Business Intelligence Quotient). The JCN Monthly Monitor tracks its SBIQ, identifies key trends, and offers valuable insights into policies impacting small business employers.

All interviews were conducted online with randomly distributed invitations. The geographic and demographic profiles were structured to represent the population of small business employers in the United States. The sample of 500 small business employers has an accuracy of +/- 4.4% at a 95% confidence interval. The numbers in this presentation have been rounded and may not equal 100%.

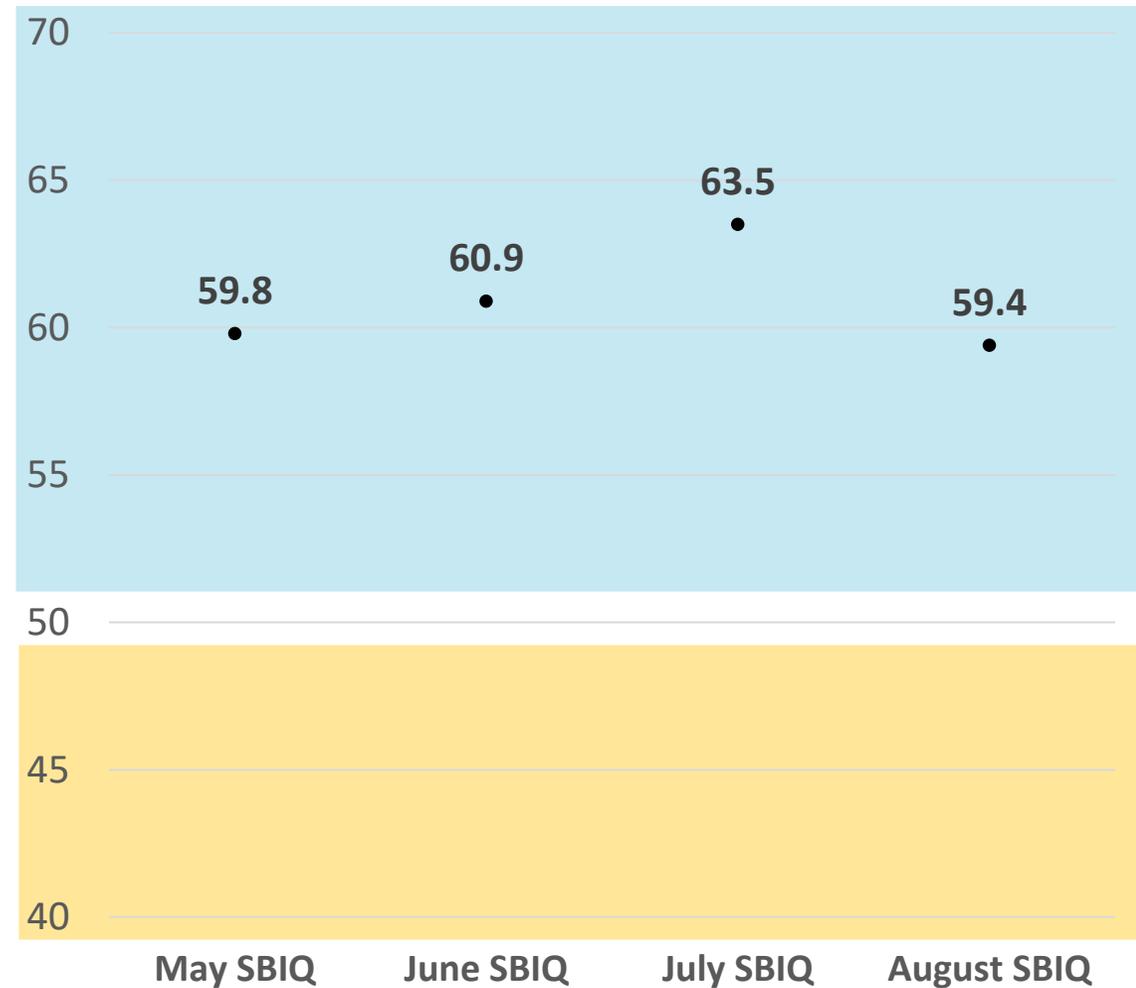
SBIQ Small Business Intelligence Quotient

August SBIQ: 59.4

This survey provides a snapshot of JCN’s SBIQ, which will be tracked monthly to identify trends at-large and among key small business employer segments. The JCN SBIQ is based on 7-questions:

- Employer’s Current Business Conditions
 - Condition of U.S. Economy Today
 - Current Climate for Small Businesses
 - Direction of Employer’s Business Over Next 3-Months
 - Employer’s Plans for Hiring Over Next 3-Months
 - Direction of U.S. Economy
 - Direction of Climate for Small Businesses
- } **Current Conditions**
- } **Future Expectations**

The JCN SBIQ is calculated on a scale from 0 to 100, with 100 being best possible conditions and 0 being worst possible conditions. A score of 50 is neutral, anything above 50 is positive and anything below is negative. To calculate the scores, point values are applied to each response and multiplied by the share of respondents giving that answer.



	May	June	July	Aug	Net
SBIQ	59.8	60.9	63.5	59.4	-4.1
Current Conditions	61.8	60.7	65.5	62.6	-2.9
Future Expectations	58.3	61.0	61.9	57.0	-4.9

Major Findings

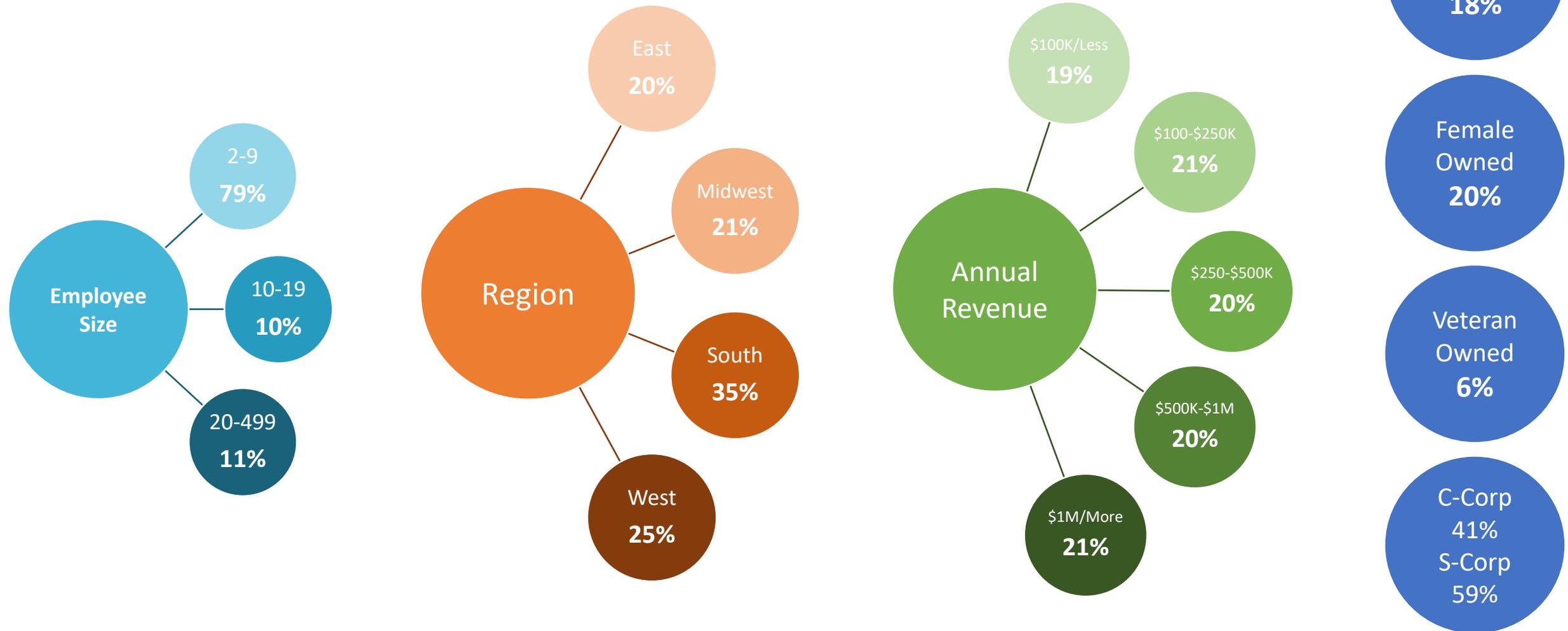
- **Small business employer attitudes soured in August. The JCN SBIQ decreased by 4-points from 63.5 to 59.4 (-4.1), which is the lowest the SBIQ has been over the Monthly Monitor's four polls.**
- **The "Future Expectations" score dropped 5-points from 61.9 to 57.0 (-4.9) while the "Current Conditions" rating decreased by 3-points from 65.5 to 62.6 (-2.9).**
- **Higher prices and inflation continues to be the leading concern followed by the economy/client spending, Covid restrictions, and general operating costs.**
- **Three-quarters (75%) are concerned about increasing Covid cases causing state or local government to implement mandates that would impact businesses.**
- **Nearly two-thirds (64%) believe any future lockdowns will hurt small businesses.**
- **Another lockdown could be catastrophic to small businesses considering only 8% impacted by the pandemic have made a full recovery.**

5 “So-What” Takeaways

1. Concern about future economic expectations dropped sharply in August among America’s small business owners. Their assessment of current conditions also dipped. ***What this means: A host of issues are making small business owners concerned about the future. The Delta variant, additional shutdowns, and overall inflation are all weighing on them.***
2. There was a significant drop in the number of small businesses saying they would hire more workers, raise wages, and offer more hours over the next three months. ***What this means: Small business concerns about the future will likely impact staff. Employers and workers alike will be feeling the pinch.***
3. Small business owners are concerned about inflation. More than 35 percent of small businesses named inflation as their biggest or second biggest concern right now. Concern about COVID-19 restrictions also topped the list jumping from 16 percent to 21 percent. ***What this means: Consumers aren’t the only ones concerned about inflation—small business owners are concerned as well. Democrats’ massive spending plans will only exacerbate the problem—bringing us back to the days of Jimmy Carter. Additionally, talk of more shutdowns is making small businesses increasingly nervous.***
4. Small business owners are concerned about the climate for small businesses with only 38 percent of small businesses thinking that the environment is getting better—a 9 point drop from July’s rating. ***What this means: More evidence that small business owners are concerned about the future and the policies that are coming out of Washington.***
5. 75 percent of business owners said that increasing COVID-19 cases triggering government mandates and the associated impact on businesses was a concern—with 36 percent saying it was a “major concern.” And although they are troubled about the virus, 42 percent said mandatory government vaccinations would hurt small businesses while only 33 percent thought they would help. ***What this means: COVID-19 is still a real worry, but small business owners are hesitant of government fixes.***

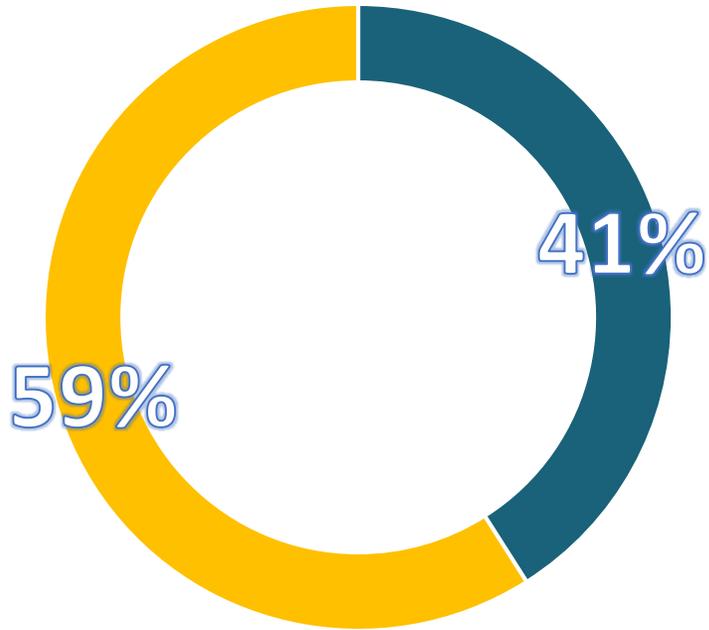
Small Business Employer Profile

Who are the 500 respondents?



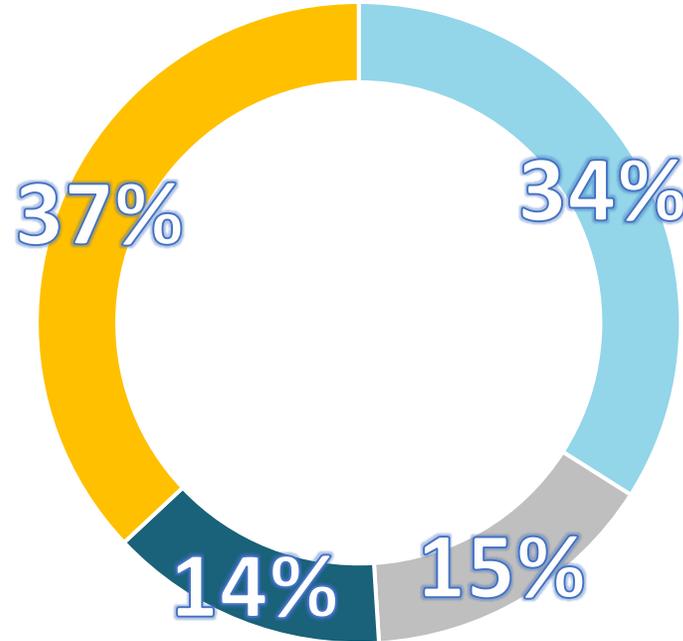
Small Business Employer Profile

Brick & Mortar Store



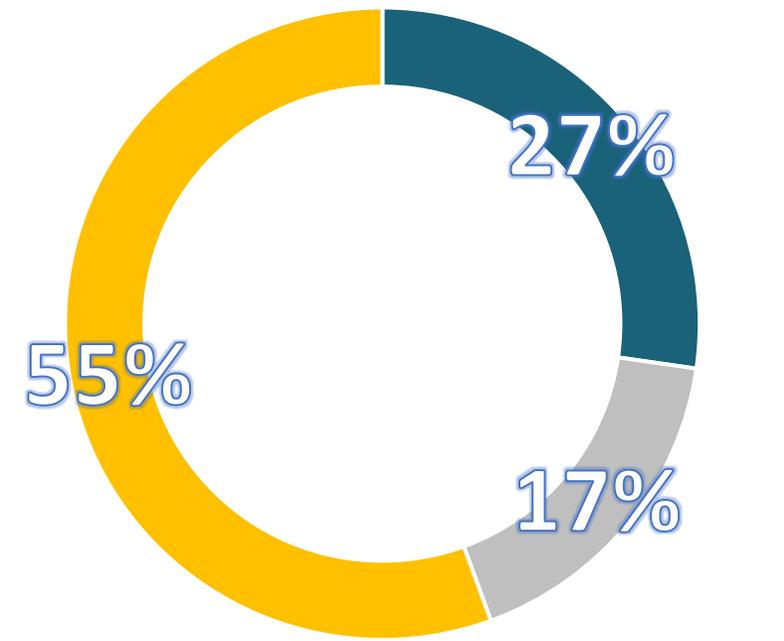
■ Yes ■ No

Professional Service Provider



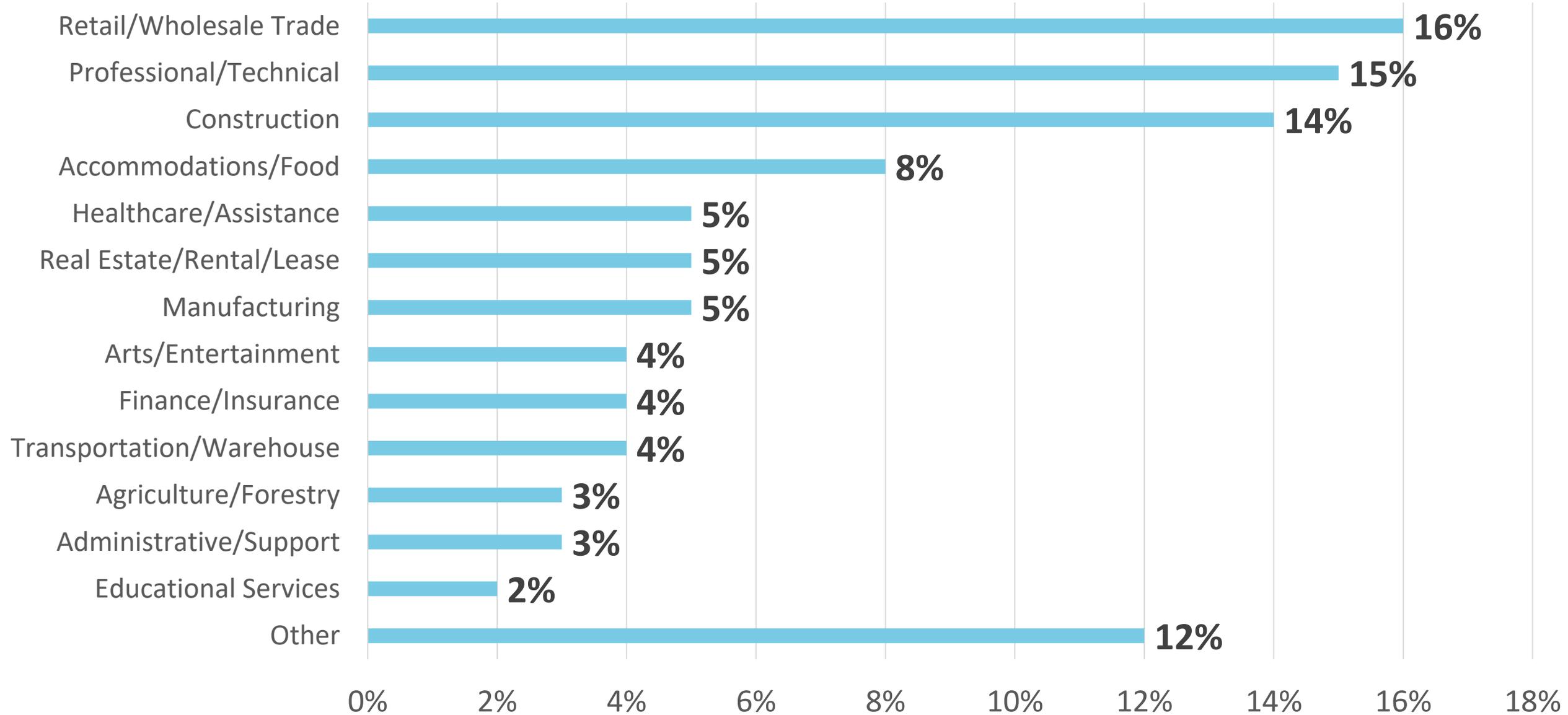
■ More In-Person ■ Half
■ More Online ■ Not Professional Service

E-Commerce Business



■ More Than Half ■ Half ■ Less Than Half

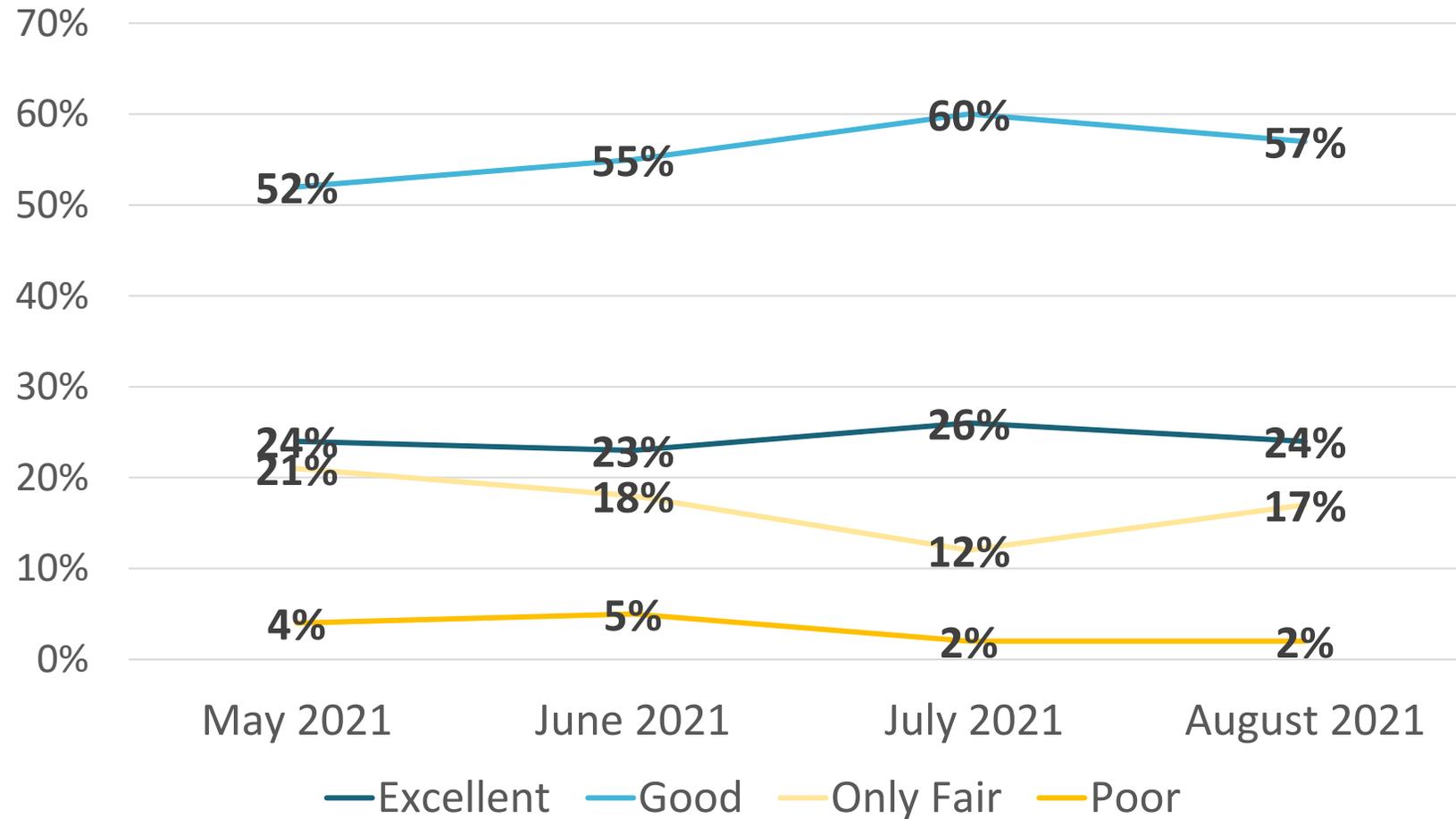
Small Business Employer Industry



Current Financial Condition

	May	June	July	Aug	Net
Excellent/Good	75%	77%	85%	81%	-4
Only Fair/Poor	25%	22%	15%	19%	+4
Net	+50	+55	+70	+62	-8

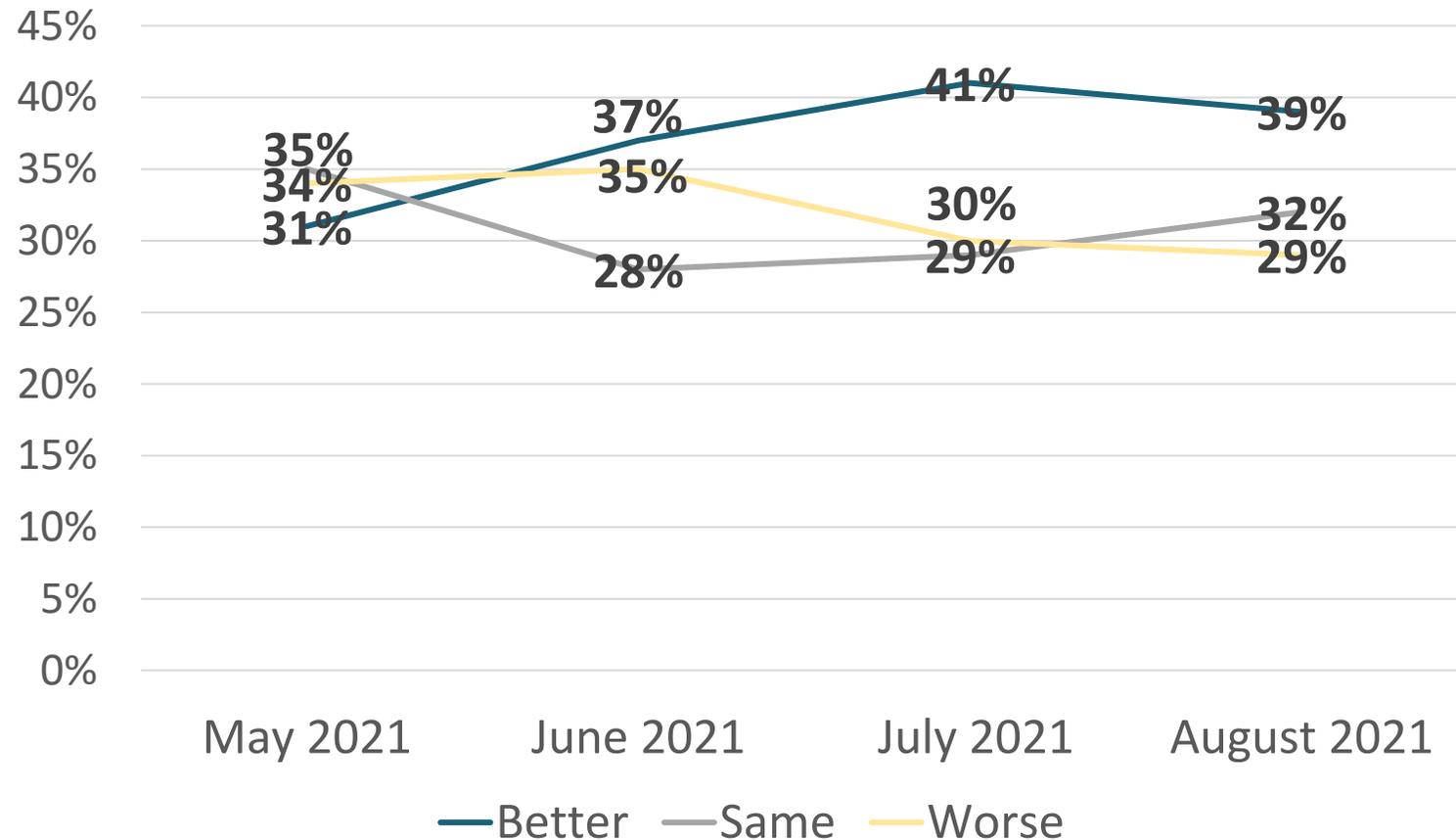
	Excel/ Good	Fair/ Poor	Net
Total	81	19	62
East	84	16	68
Midwest	82	18	63
South	84	16	68
West	74	26	49
2-9 Employees	77	23	55
10-19 Employees	95	5	90
20-More Employees	94	6	89
\$100K/Less Revenue	72	28	44
\$100K-\$250K Revenue	72	28	44
\$250K-\$500K Revenue	91	10	81
\$500K-\$1 Million Revenue	83	17	65
\$1 Million/More Revenue	88	12	76
Female-Owned	75	25	50
Minority-Owned	87	13	74



Financial Condition Over Last Year

	May	June	July	Aug	Net
Better	31%	37%	41%	39%	-2
Same	35%	28%	29%	32%	+3
Worse	34%	35%	30%	29%	-1
Net	-3	-2	+11	+10	-1

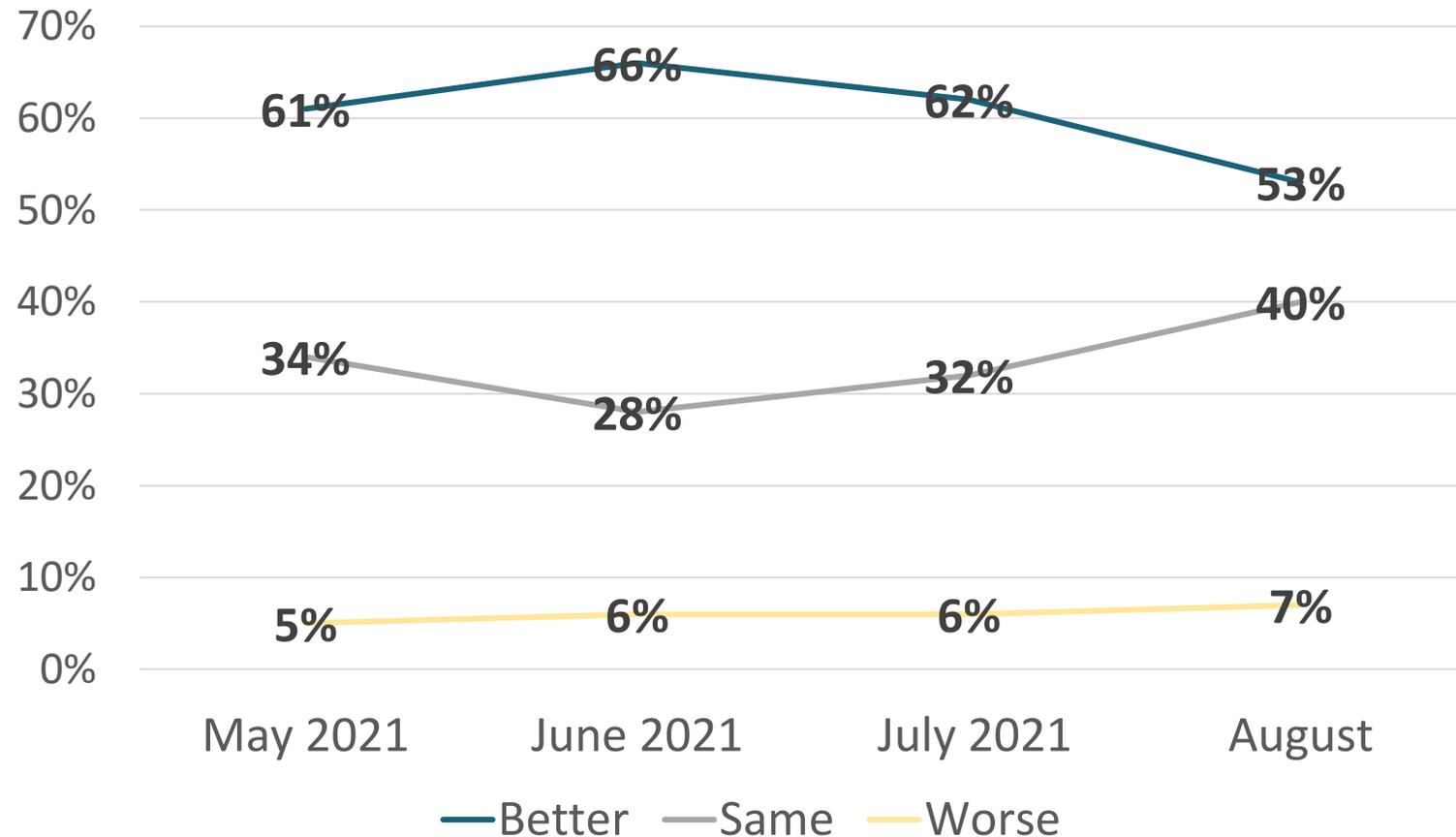
	Better	Same	Worse	Net
Total	39	32	29	10
East	35	34	32	3
Midwest	41	34	26	15
South	44	29	28	16
West	35	33	32	3
2-9 Employees	37	34	29	8
10-19 Employees	54	19	27	28
20-More Employees	39	30	32	7
\$100K/Less Revenue	38	37	25	13
\$100K-\$250K Revenue	46	24	31	15
\$250K-\$500K Revenue	35	39	26	8
\$500K-\$1 Million Revenue	32	33	35	-3
\$1 Million/More Revenue	45	27	29	16
Female-Owned	45	24	31	14
Minority-Owned	49	28	23	26



Financial Condition Next 3-Months

	May	June	July	Aug	Net
Better	61%	66%	62%	53%	-9
Same	34%	28%	32%	40%	+8
Worse	5%	6%	6%	7%	+1
Net	+56	+60	+56	+46	-10

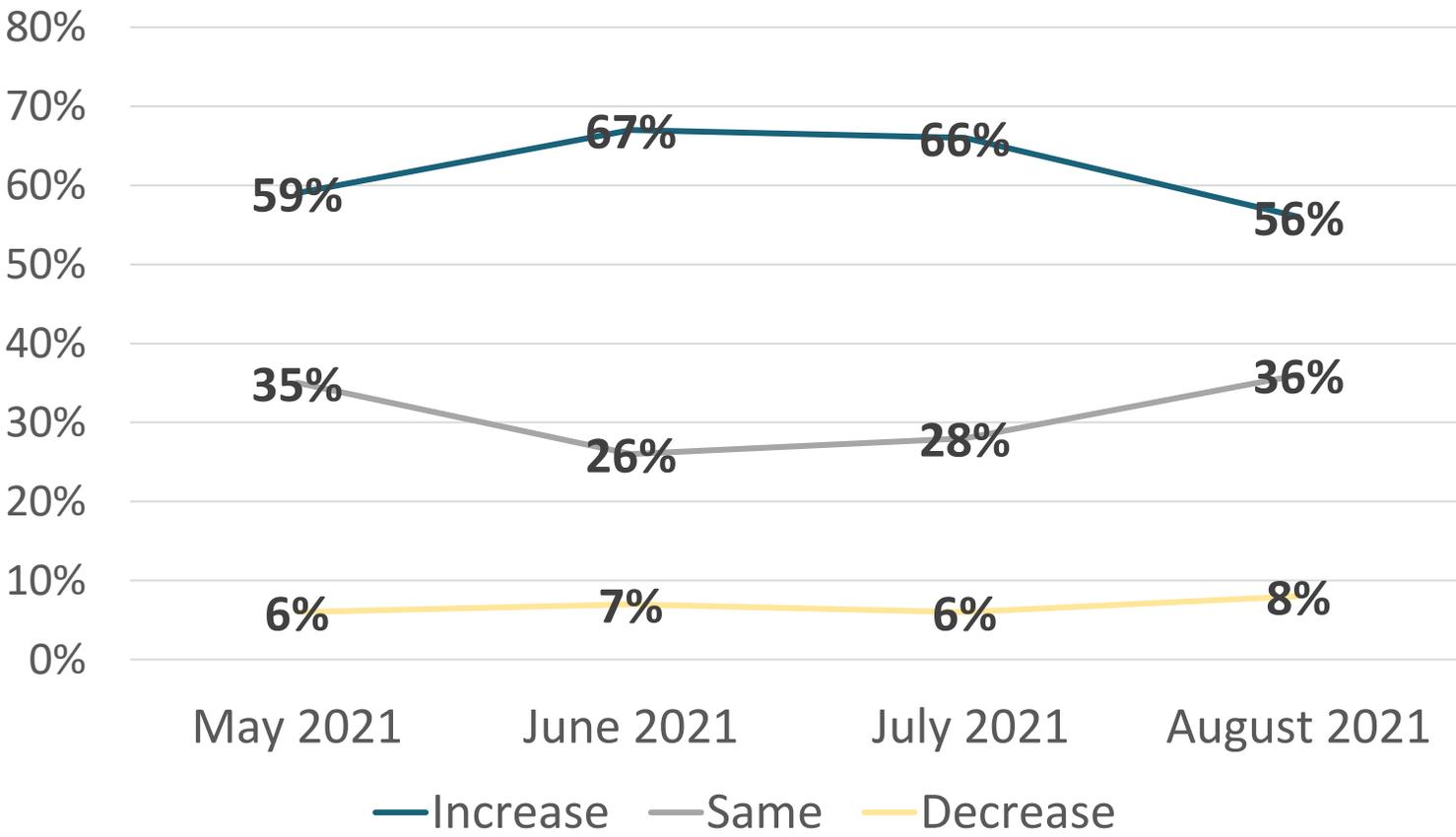
	Better	Same	Worse	Net
Total	53	40	7	46
East	48	46	6	42
Midwest	46	47	7	39
South	56	35	8	48
West	59	37	4	54
2-9 Employees	51	43	7	44
10-19 Employees	65	28	7	58
20-More Employees	60	35	5	55
\$100K/Less Revenue	57	39	5	52
\$100K-\$250K Revenue	51	40	9	43
\$250K-\$500K Revenue	43	50	8	35
\$500K-\$1 Million Revenue	65	31	4	60
\$1 Million/More Revenue	51	42	8	43
Female-Owned	57	37	6	51
Minority-Owned	66	31	3	63



Sales & Revenues Next 3-Months

	May	June	July	Aug	Net
Increase	59%	67%	66%	56%	-10
Same	35%	26%	28%	36%	+8
Decrease	6%	7%	6%	8%	+2
Net	+53	+60	+60	+48	-12

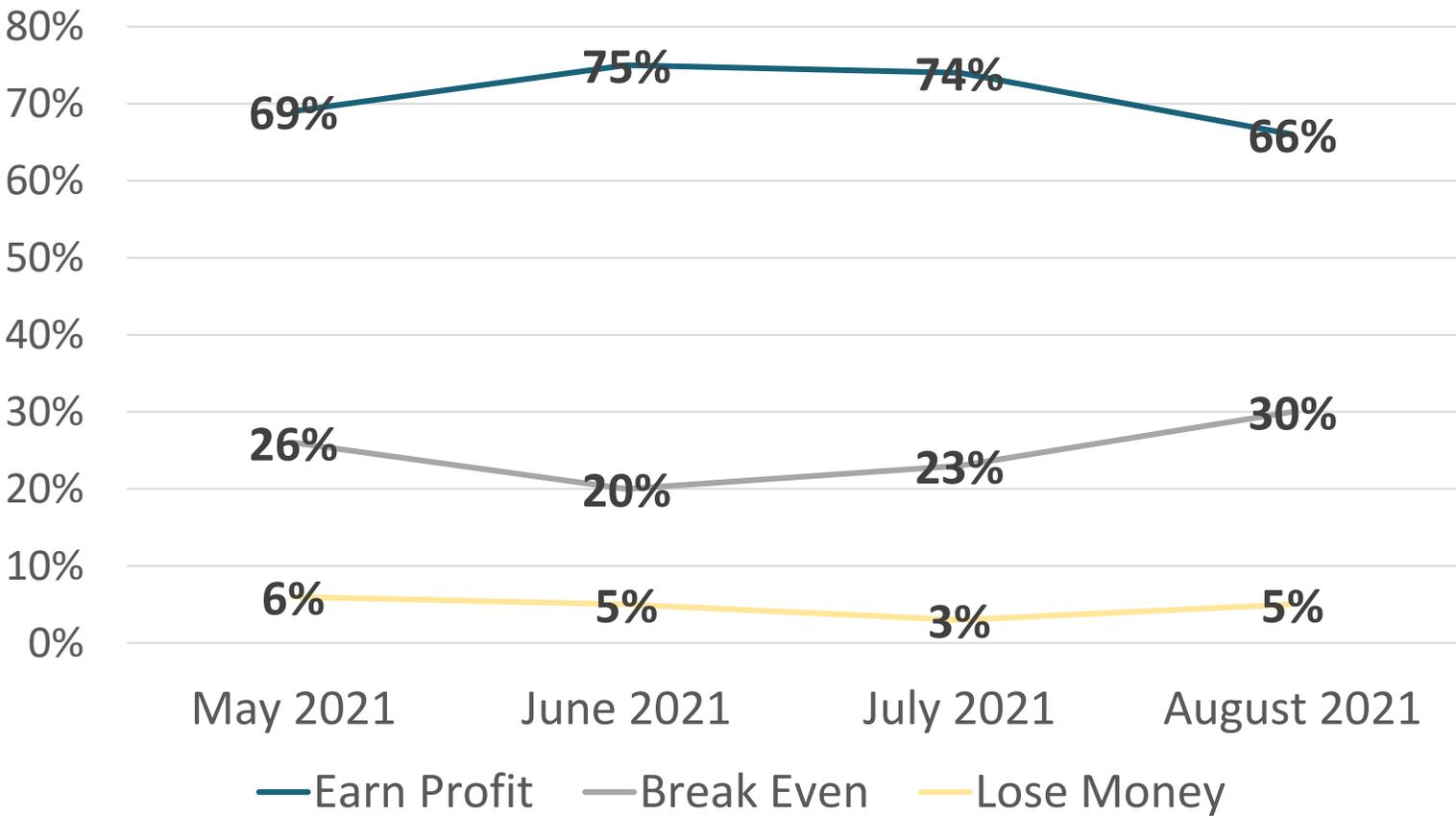
	Incr.	Same	Decr.	Net
Total	56	36	8	48
East	50	42	8	42
Midwest	56	33	11	46
South	57	35	8	49
West	59	36	5	54
2-9 Employees	53	38	9	43
10-19 Employees	71	29	0	71
20-More Employees	66	29	5	62
\$100K/Less Revenue	68	28	5	63
\$100K-\$250K Revenue	50	39	11	40
\$250K-\$500K Revenue	45	43	12	33
\$500K-\$1 Million Revenue	60	32	8	52
\$1 Million/More Revenue	57	39	4	53
Female-Owned	66	28	6	60
Minority-Owned	69	31	0	68



Profitability Next 12-Months

	May	June	July	Aug	Net
Earn Profit	69%	75%	74%	66%	-8
Break Even	26%	20%	23%	30%	+7
Lose Money	6%	5%	3%	5%	+2
Net	+63	+70	+71	+61	-10

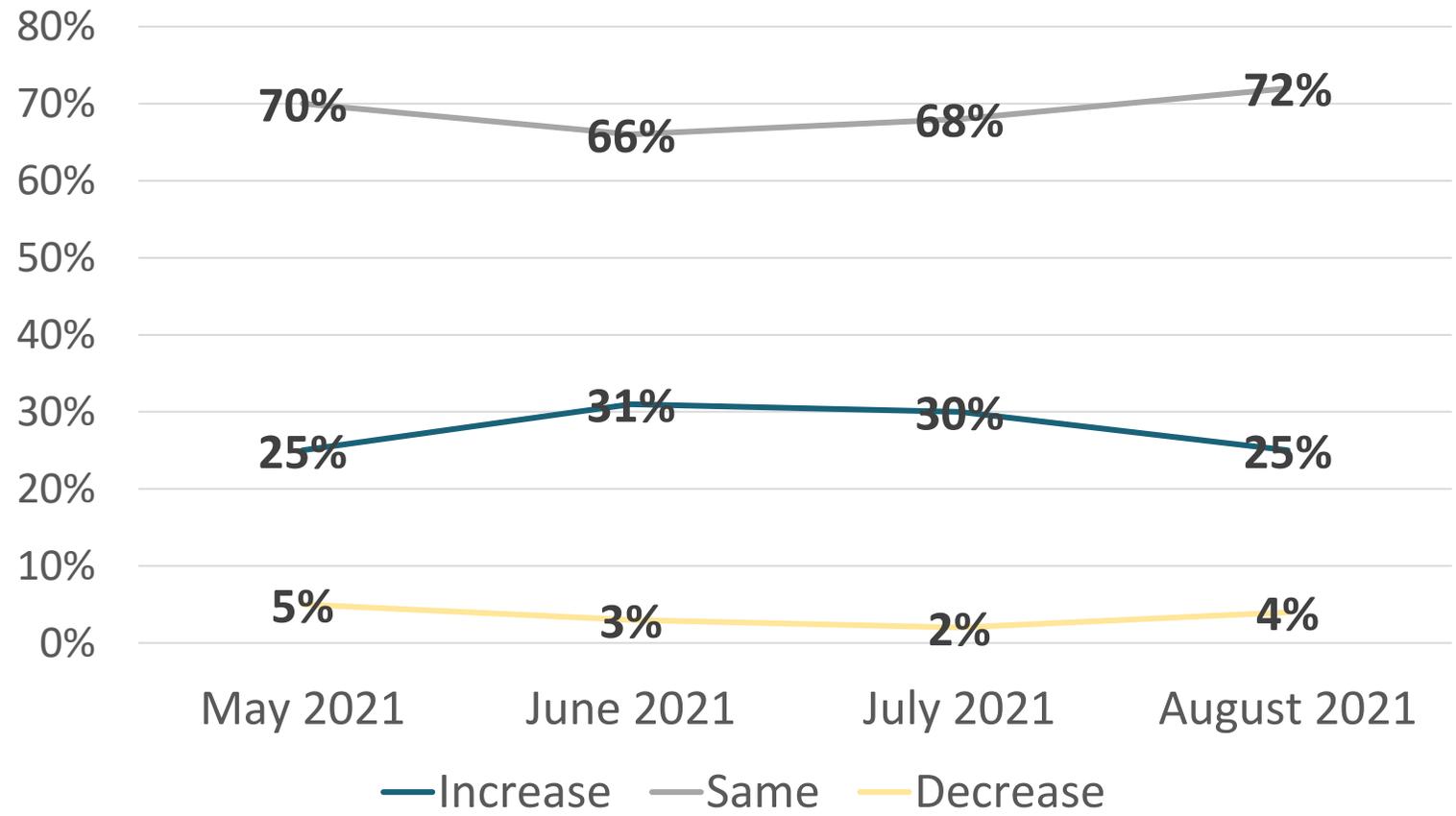
	Profit	Same	Lose	Net
Total	66	30	5	61
East	72	27	1	70
Midwest	74	23	3	70
South	64	32	4	60
West	57	34	9	48
2-9 Employees	63	32	6	57
10-19 Employees	76	24	0	76
20-More Employees	75	22	3	73
\$100K/Less Revenue	64	31	5	59
\$100K-\$250K Revenue	59	34	7	51
\$250K-\$500K Revenue	66	31	3	63
\$500K-\$1 Million Revenue	75	23	3	72
\$1 Million/More Revenue	65	30	5	61
Female-Owned	70	26	4	66
Minority-Owned	58	38	5	53



Employment Next 3-Months

	May	June	July	Aug	Net
Increase	25%	31%	30%	25%	-5
Same	70%	66%	68%	72%	+4
Decrease	5%	3%	2%	4%	+2
Net	+20	+28	+28	+21	-7

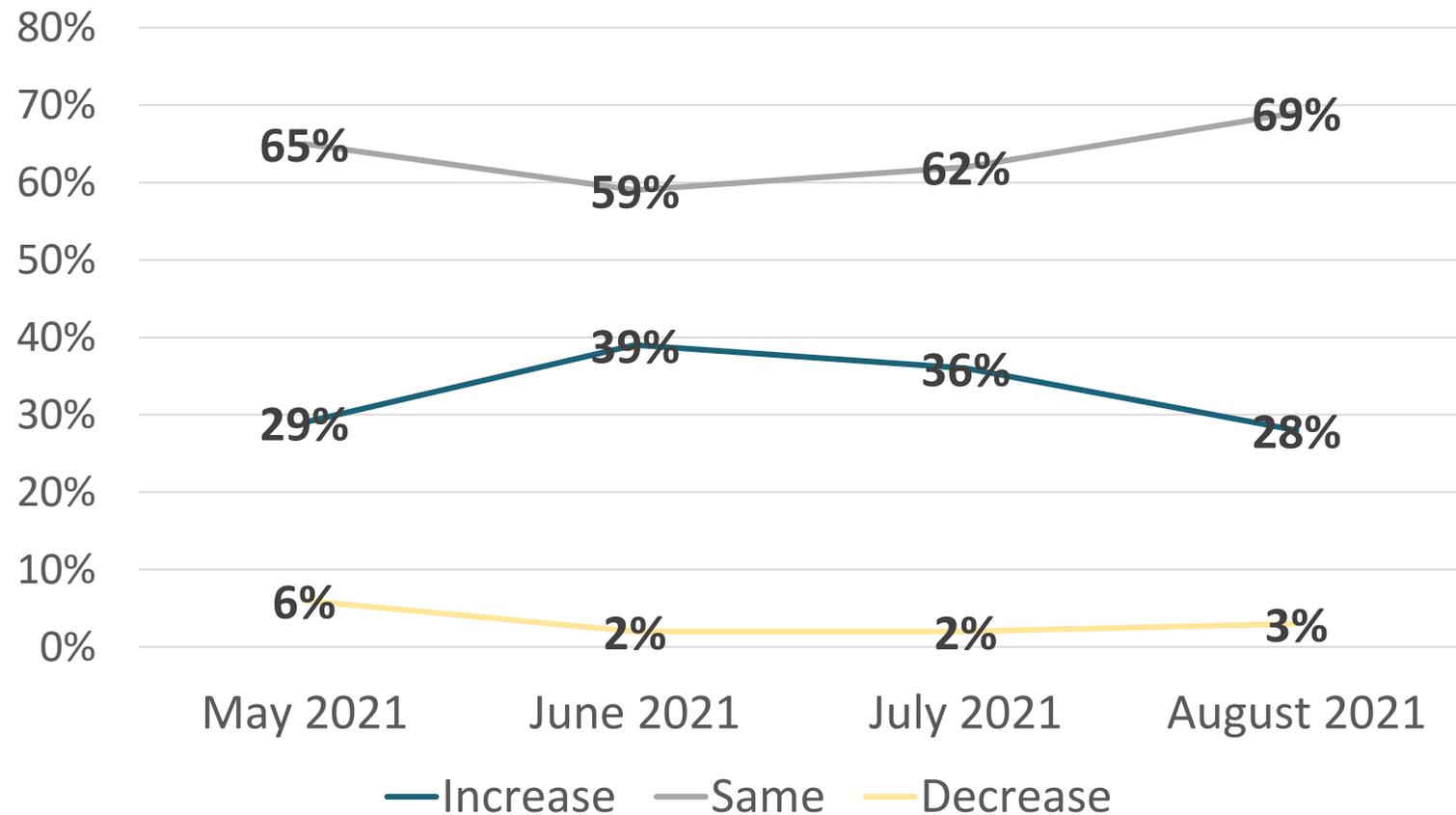
	Incr.	Same	Decr.	Net
Total	25	72	4	21
East	19	80	1	17
Midwest	27	70	4	23
South	28	69	4	24
West	25	70	5	20
2-9 Employees	21	76	4	18
10-19 Employees	43	55	3	40
20-More Employees	36	58	6	31
\$100K/Less Revenue	30	64	6	23
\$100K-\$250K Revenue	25	70	5	21
\$250K-\$500K Revenue	21	77	2	19
\$500K-\$1 Million Revenue	26	71	3	23
\$1 Million/More Revenue	23	74	3	20
Female-Owned	28	69	4	24
Minority-Owned	39	55	6	32



Employee Wages/Hours Next 3-Months

	May	June	July	Aug	Net
Increase	29%	39%	36%	28%	-8
Same	65%	59%	62%	69%	+7
Decrease	6%	2%	2%	3%	+1
Net	+23	+37	+34	+25	-9

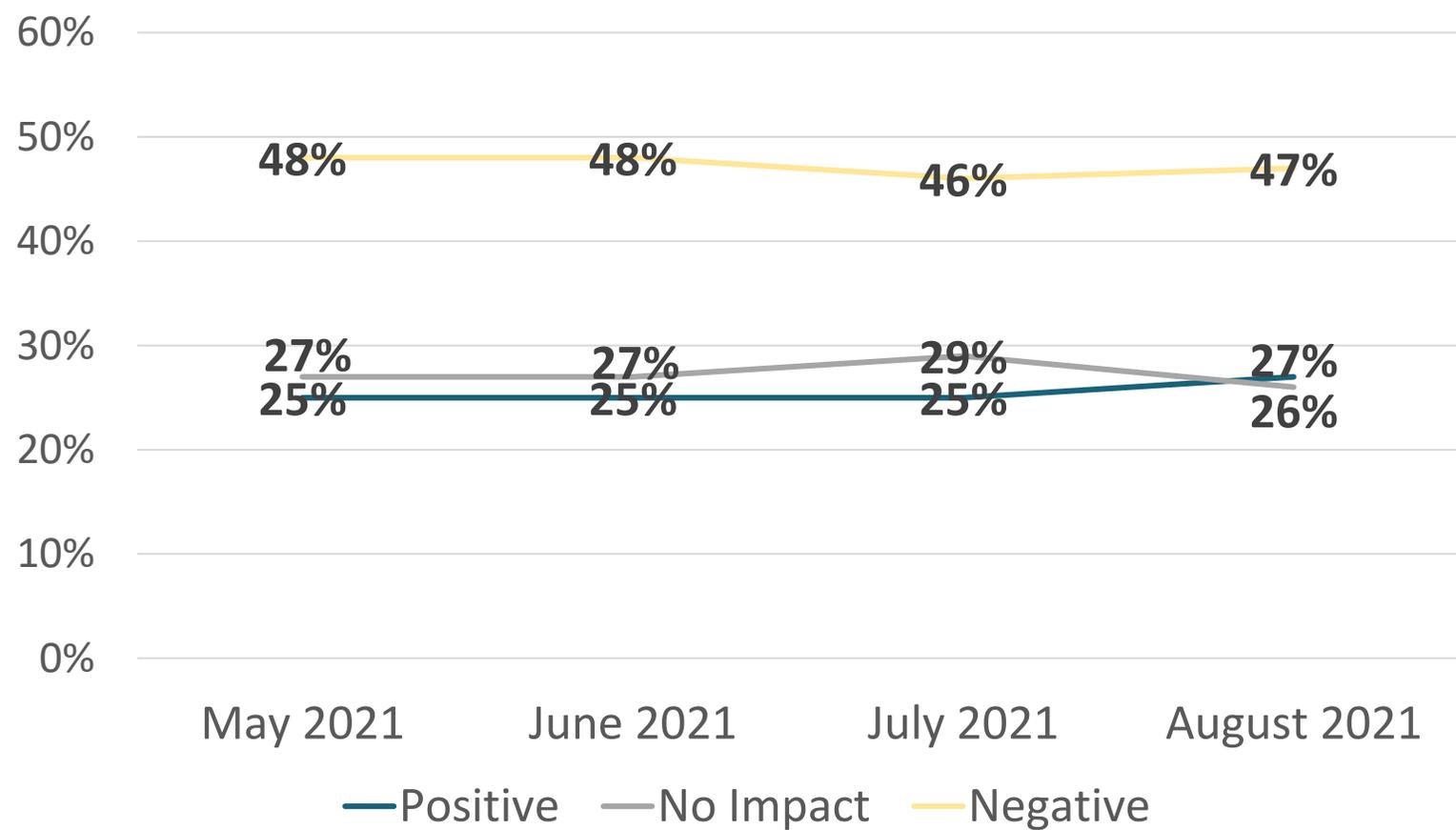
	Incr.	Same	Decr.	Net
Total	28	69	3	25
East	27	73	1	26
Midwest	38	60	2	36
South	33	63	4	29
West	14	81	6	8
2-9 Employees	24	73	4	20
10-19 Employees	44	54	1	43
20-More Employees	45	52	4	41
\$100K/Less Revenue	28	67	5	23
\$100K-\$250K Revenue	24	70	6	17
\$250K-\$500K Revenue	27	72	2	25
\$500K-\$1 Million Revenue	24	74	2	22
\$1 Million/More Revenue	38	60	2	37
Female-Owned	32	65	4	28
Minority-Owned	40	55	5	36



Pandemic Impact on Revenues

	May	June	July	Aug	Net
Positive	25%	25%	25%	27%	+2
No Impact	27%	27%	29%	26%	-3
Negative	48%	48%	46%	47%	+1
Net	-23	-23	-21	-20	+1

	Pos.	No Impact	Neg.	Net
Total	27	26	47	-20
East	27	24	49	-22
Midwest	31	26	43	-12
South	31	25	45	-14
West	19	30	52	-33
2-9 Employees	25	28	48	-23
10-19 Employees	43	21	35	8
20-More Employees	30	17	53	-22
\$100K/Less Revenue	33	30	37	-4
\$100K-\$250K Revenue	26	21	53	-27
\$250K-\$500K Revenue	30	30	40	-10
\$500K-\$1 Million Revenue	24	31	46	-22
\$1 Million/More Revenue	23	19	57	-34
Female-Owned	36	16	47	-11
Minority-Owned	44	25	31	13



Pandemic Recovery (if negative impact)

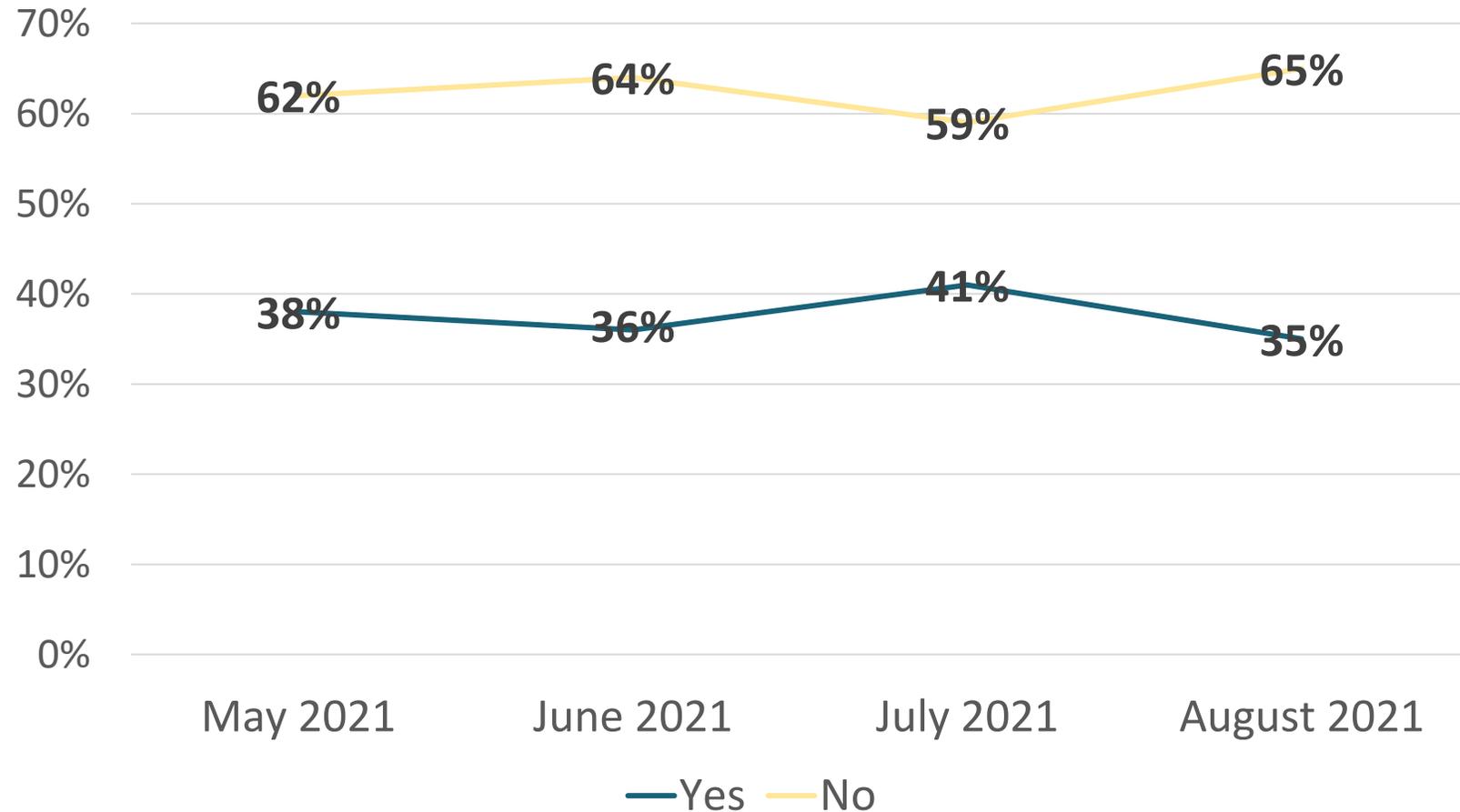
	May Total	June Total	July Total	Aug Total	East	Mid west	South	West	2-9 Employ	10-19 Employ	20-More Employ
Already Full Recovery	6%	9%	10%	8%	10%	10%	8%	6%	7%	7%	16%
Recovery Next 6-Months	43%	37%	39%	33%	28%	41%	33%	32%	33%	15%	43%
Recovery After 6-Months	38%	42%	44%	49%	56%	39%	46%	55%	50%	56%	36%
May Never Fully Recover	13%	12%	7%	9%	7%	10%	13%	7%	9%	21%	5%

	\$100K-Less Rev.	\$100K-\$250K Rev.	\$250K-\$500K Rev.	\$500K-\$1 Mill Rev.	\$1 Mill-More Rev.	Female Owned	Minority Owned	C-Corp	S-Corp
Already Full Recovery	5%	2%	13%	6%	15%	11%	2%	13%	6%
Recovery Next 6-Months	32%	36%	26%	35%	35%	29%	44%	38%	30%
Recovery After 6-Months	52%	52%	45%	52%	45%	54%	46%	42%	54%
May Never Fully Recover	12%	12%	16%	7%	5%	7%	8%	8%	11%

Pandemic Loans

	May	June	July	Aug	Net
Yes	38%	36%	41%	35%	-6
No	62%	64%	59%	65%	+6
Net	-24	-28	-18	-30	-12

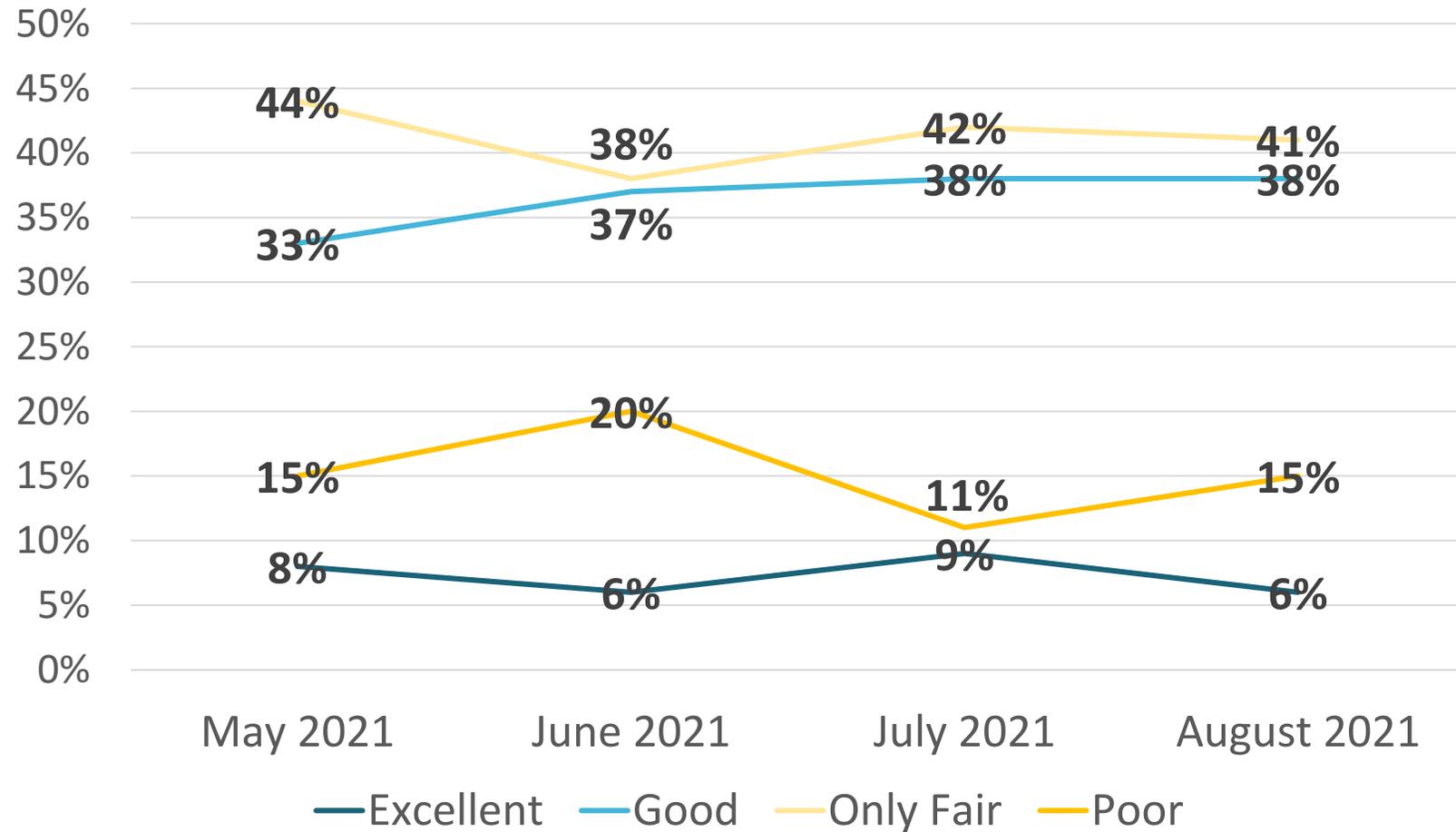
	Yes	No	Net
Total	35	65	-30
East	46	54	-8
Midwest	36	64	-28
South	29	72	-43
West	35	65	-31
2-9 Employees	29	71	-42
10-19 Employees	59	41	19
20-More Employees	58	42	16
\$100K/Less Revenue	40	60	-20
\$100K-\$250K Revenue	23	77	-53
\$250K-\$500K Revenue	23	77	-55
\$500K-\$1 Million Revenue	40	60	-19
\$1 Million/More Revenue	49	51	-2
Female-Owned	47	53	-7
Minority-Owned	49	51	-2



Condition of U.S. Economy

	May	June	July	Aug	Net
Excellent/Good	41%	43%	48%	44%	-4
Only Fair/Poor	59%	57%	53%	56%	+3
Net	-18	-14	-5	-12	-7

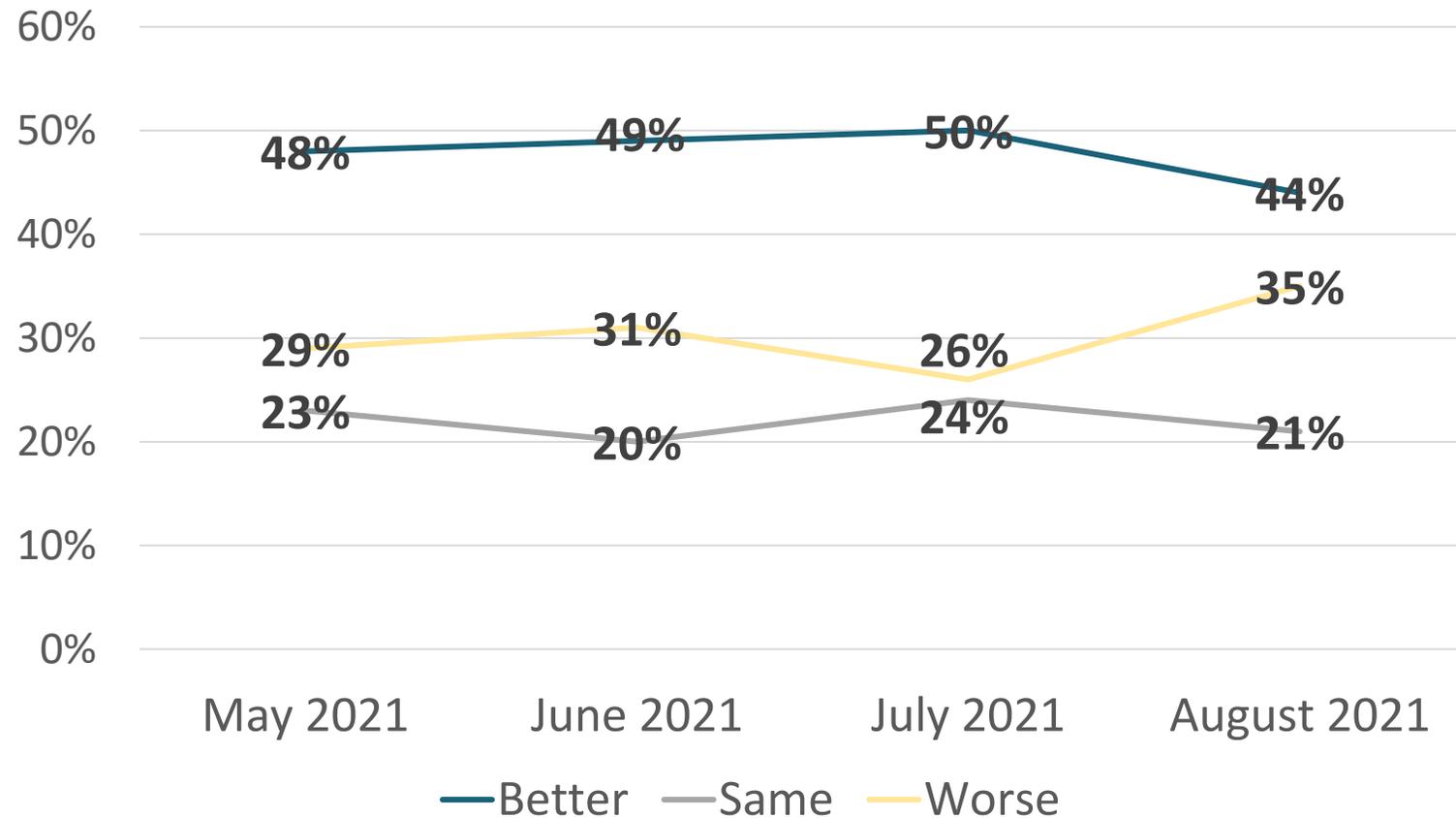
	Excel/ Good	Fair/ Poor	Net
Total	44	56	-12
East	50	50	0
Midwest	44	56	-12
South	44	56	-13
West	40	60	-21
2-9 Employees	41	59	-18
10-19 Employees	63	37	26
20-More Employees	47	53	-7
\$100K/Less Revenue	50	50	-1
\$100K-\$250K Revenue	33	67	-34
\$250K-\$500K Revenue	43	57	-14
\$500K-\$1 Million Revenue	44	56	-13
\$1 Million/More Revenue	51	49	1
Female-Owned	46	54	-8
Minority-Owned	56	44	12



Direction of U.S. Economy

	May	June	July	Aug	Net
Better	48%	49%	50%	44%	-6
Same	23%	20%	24%	21%	-3
Worse	29%	31%	26%	35%	+9
Net	+19	+18	+24	+9	-15

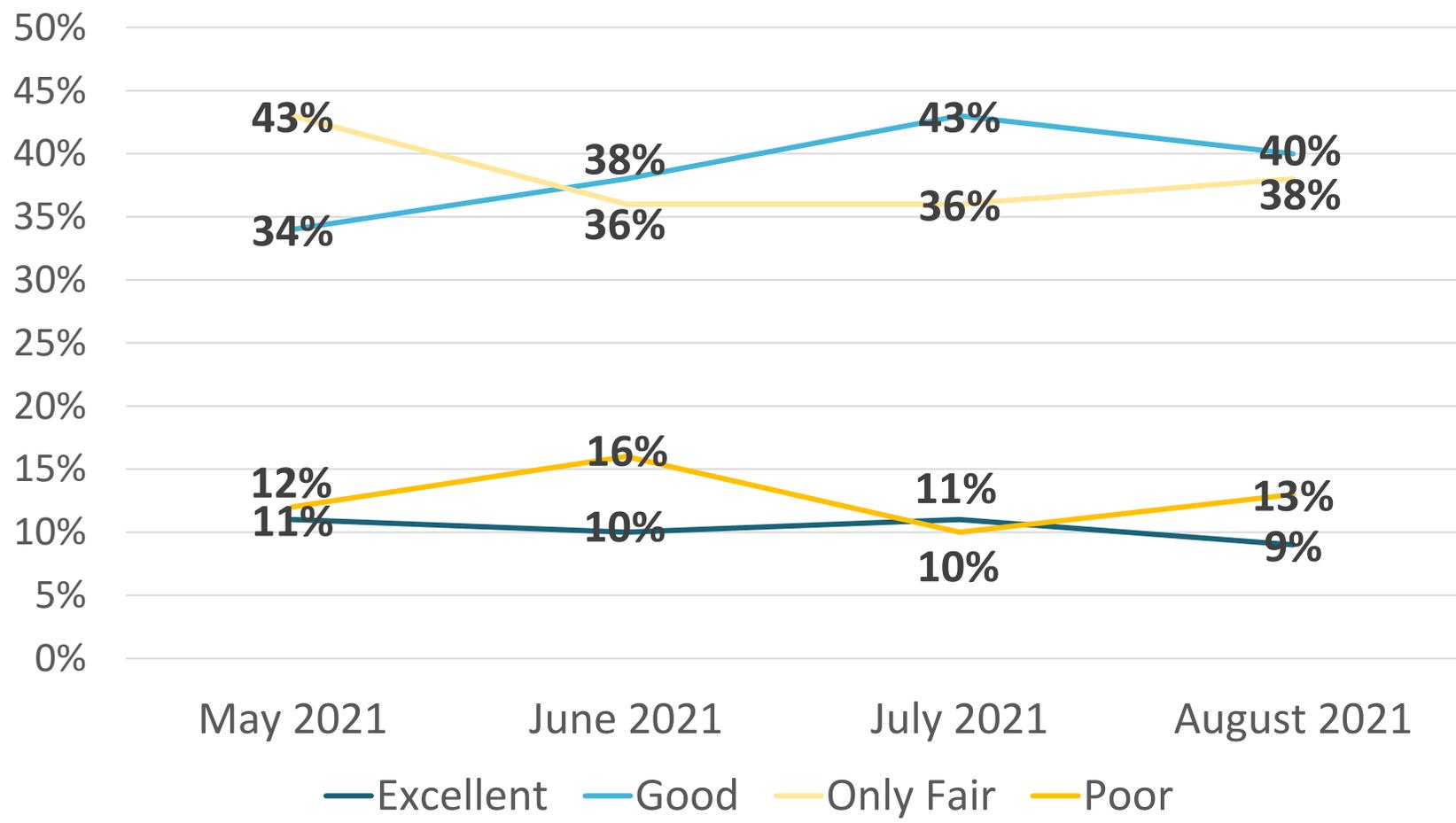
	Better	Same	Worse	Net
Total	44	21	35	9
East	52	18	30	23
Midwest	32	26	42	-10
South	39	22	39	-1
West	56	19	26	30
2-9 Employees	44	22	35	9
10-19 Employees	55	19	27	28
20-More Employees	39	21	40	-2
\$100K/Less Revenue	45	32	23	22
\$100K-\$250K Revenue	38	20	42	-4
\$250K-\$500K Revenue	45	15	41	4
\$500K-\$1 Million Revenue	53	19	28	24
\$1 Million/More Revenue	41	21	37	4
Female-Owned	52	11	37	15
Minority-Owned	60	17	24	36



Climate for Small Businesses

	May	June	July	Aug	Net
Excellent/Good	45%	49%	54%	49%	-5
Only Fair/Poor	55%	51%	46%	51%	+5
Net	-10	-2	+8	-2	-10

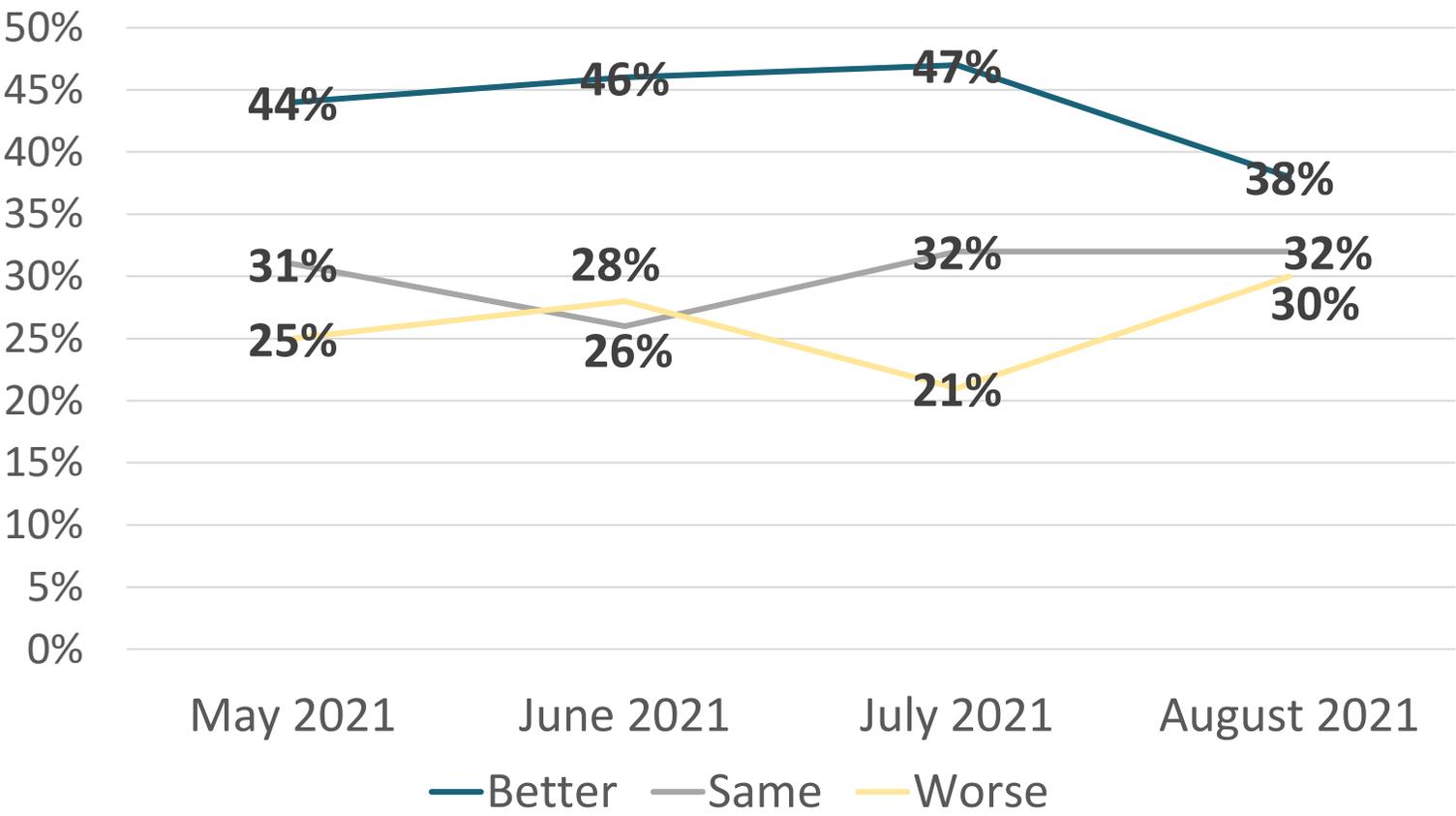
	Excel/ Good	Fair/ Poor	Net
Total	49	51	-2
East	54	46	9
Midwest	42	58	-15
South	47	53	-6
West	52	48	3
2-9 Employees	46	54	-8
10-19 Employees	62	38	25
20-More Employees	54	46	9
\$100K/Less Revenue	54	46	7
\$100K-\$250K Revenue	48	52	-4
\$250K-\$500K Revenue	41	59	-17
\$500K-\$1 Million Revenue	50	50	0
\$1 Million/More Revenue	51	49	2
Female-Owned	53	47	6
Minority-Owned	66	35	31



Direction of Climate for Small Businesses

	May	June	July	Aug	Net
Better	44%	46%	47%	38%	-9
Same	31%	26%	32%	32%	0
Worse	25%	28%	21%	30%	+9
Net	+19	+18	+26	+8	-18

	Better	Same	Worse	Net
Total	38	32	30	8
East	45	24	31	14
Midwest	34	36	30	3
South	39	32	29	10
West	35	35	30	5
2-9 Employees	34	35	31	3
10-19 Employees	64	15	21	44
20-More Employees	43	28	30	13
\$100K/Less Revenue	43	38	19	25
\$100K-\$250K Revenue	37	34	29	7
\$250K-\$500K Revenue	29	34	37	-9
\$500K-\$1 Million Revenue	45	33	22	22
\$1 Million/More Revenue	38	22	40	-2
Female-Owned	46	24	30	16
Minority-Owned	52	32	16	36

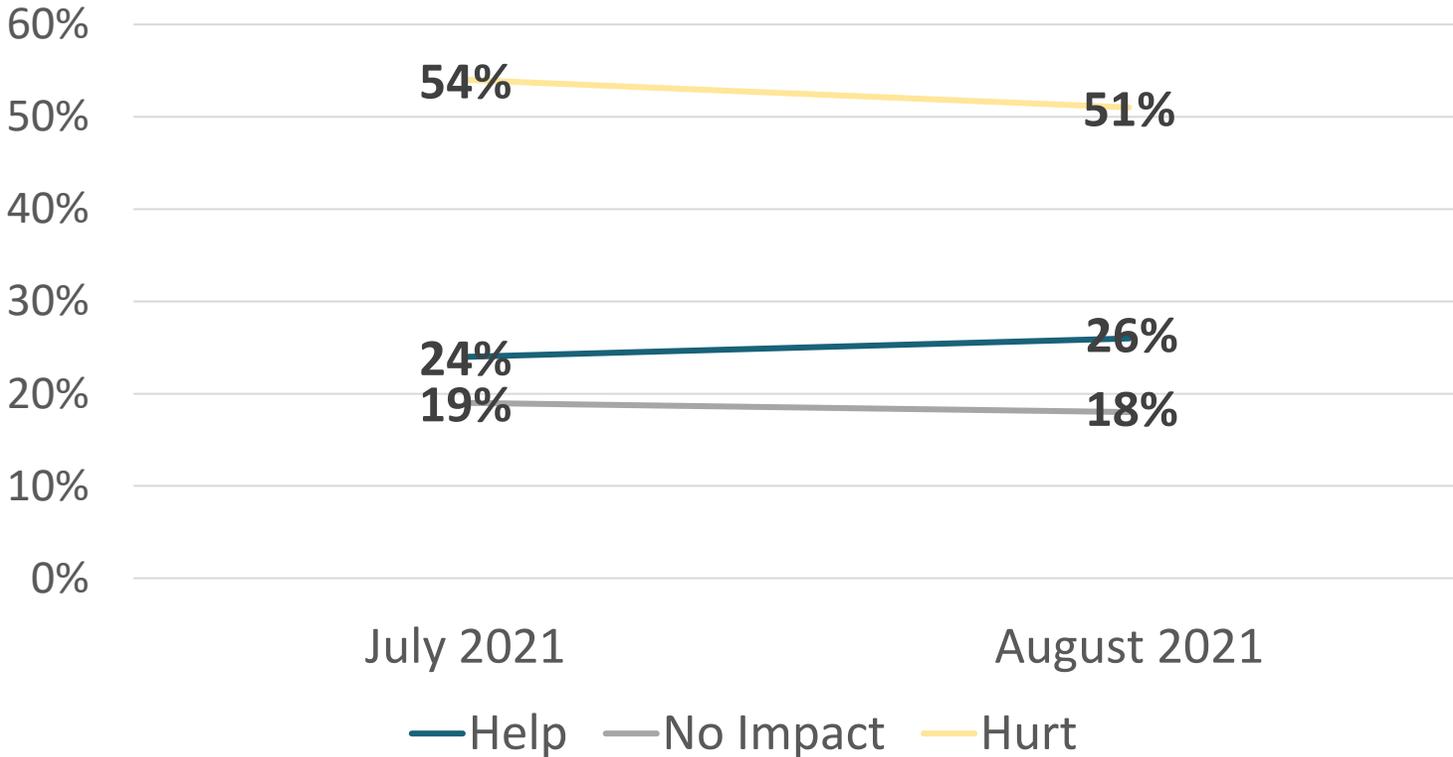


Biggest Business Concerns (1st & 2nd Choice Combo)

	May	June	July	August
Higher Prices/Inflation	**	32%	36%	35%
Economy/Client Spending	36%	25%	23%	24%
Covid Restrictions/Sales	25%	15%	16%	21%
General Operating Costs	28%	24%	25%	20%
Taxes	26%	21%	16%	17%
Available Workers	12%	12%	11%	15%
Supply-Chain Disruptions	14%	15%	16%	14%
Political Climate	13%	15%	14%	14%
Government Regulations	17%	12%	11%	13%
Healthcare Costs	12%	11%	12%	10%
Compensation/Insurance	**	3%	7%	7%
Expansion Costs	7%	7%	5%	5%
Interest Rates	6%	6%	6%	3%
Loan Accessibility	6%	3%	2%	3%

Biden Administration's Tax Increases Help/Hurt Small Business:

	July	Aug	Net
Help	24%	26%	+2
No Impact	19%	18%	-1
Hurt	54%	51%	-3
Net	-30	-25	+5

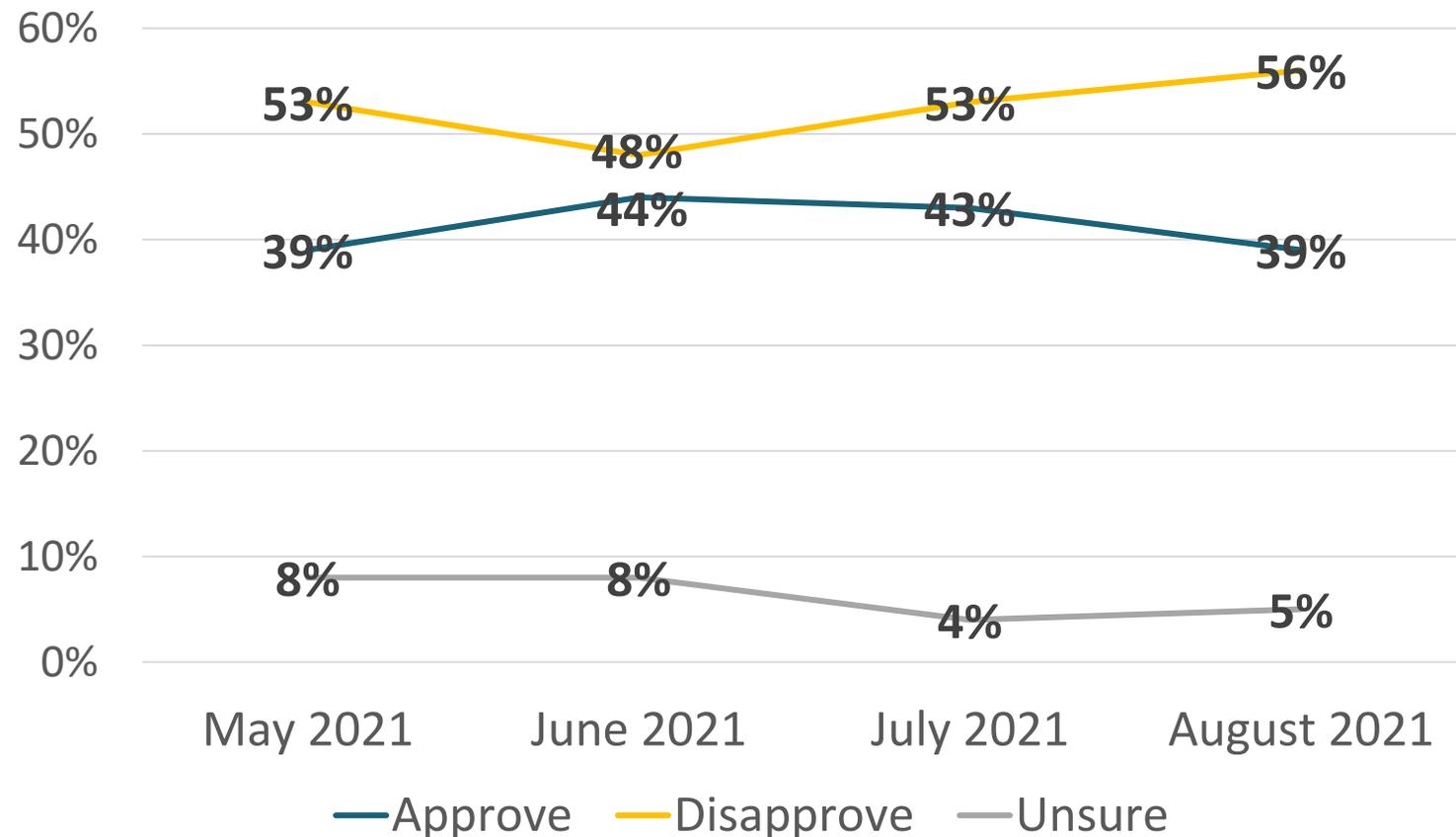


	Help	No Impact	Hurt	Net
Total	26	18	51	-25
East	30	19	45	-15
Midwest	22	20	51	-29
South	26	12	58	-33
West	29	24	46	-17
2-9 Employees	24	19	52	-28
10-19 Employees	41	15	43	-2
20-More Employees	30	16	50	-20
\$100K/Less Revenue	35	21	35	0
\$100K-\$250K Revenue	26	19	50	-25
\$250K-\$500K Revenue	13	20	60	-47
\$500K-\$1 Million Revenue	29	19	50	-21
\$1 Million/More Revenue	29	12	58	-29
Female-Owned	42	14	40	2
Minority-Owned	45	22	30	15

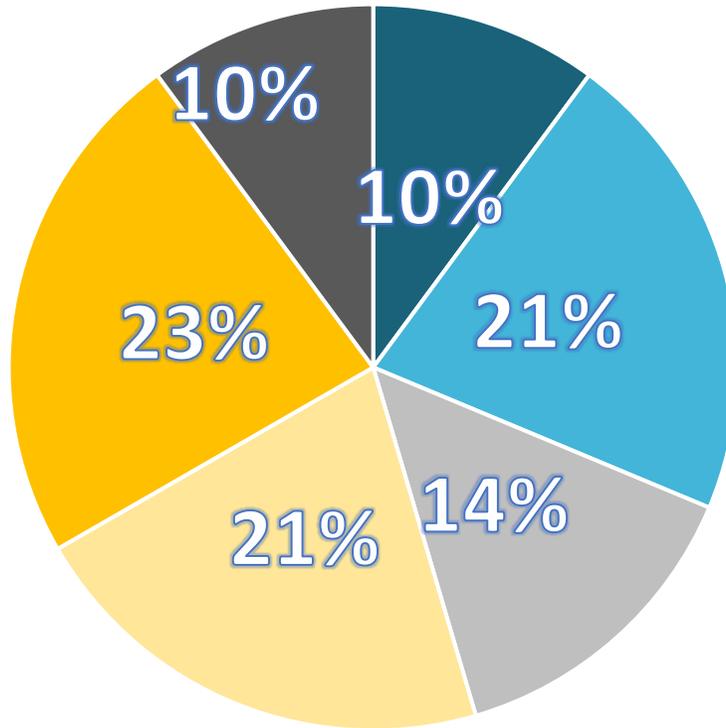
Raising Corporate Tax Rate

	May	June	July	Aug	Net
Approve	39%	44%	43%	39%	-4
Disapprove	53%	48%	53%	56%	+3
Unsure	8%	8%	4%	5%	+1
Net	-14	-4	-10	-17	-7

	App.	Disap.	Unsure	Net
Total	39	56	5	-17
East	42	50	8	-7
Midwest	33	58	9	-25
South	34	63	2	-29
West	48	48	4	*
2-9 Employees	38	57	5	-19
10-19 Employees	57	43	-	15
20-More Employees	32	60	9	-28
\$100K/Less Revenue	47	45	8	2
\$100K-\$250K Revenue	45	49	6	-4
\$250K-\$500K Revenue	30	68	3	-38
\$500K-\$1 Million Revenue	44	54	3	-10
\$1 Million/More Revenue	31	62	7	-31
Female-Owned	47	48	5	-2
Minority-Owned	63	33	4	30



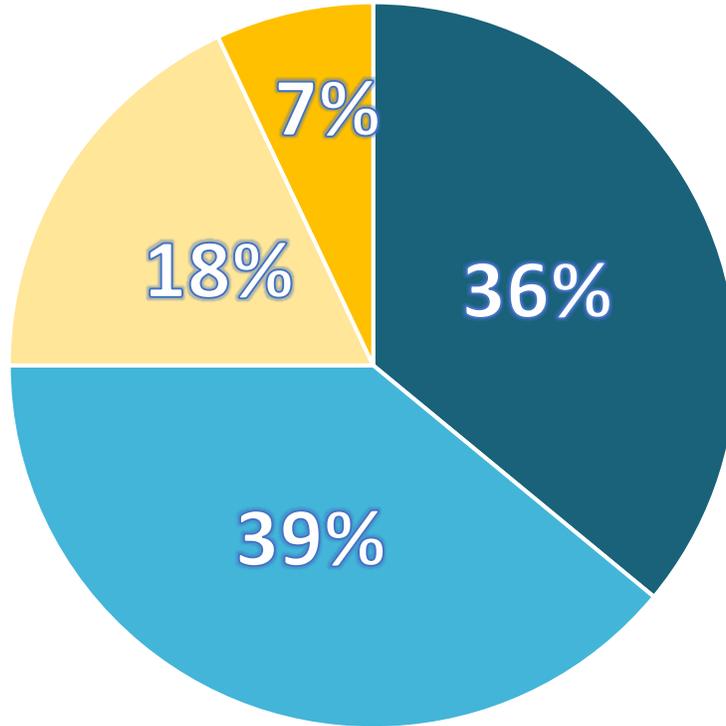
Reduce/Eliminate the Current 20% “Pass Through” Tax Deduction Help/Hurt Small Business:



- Help a Lot
- Help a Little
- No Impact
- Hurt a Little
- Hurt a Lot
- Unsure

	Help	No Impact	Hurt	Net
Total	31	14	44	-13
C-Corp	41	16	36	5
S-Corp	25	13	49	-25
East	38	14	40	-2
Midwest	25	15	43	-18
South	28	13	50	-23
West	36	16	40	-3
2-9 Employees	28	14	46	-18
10-19 Employees	40	29	30	10
20-More Employees	48	6	43	5
\$100K/Less Revenue	41	17	30	11
\$100K-\$250K Revenue	38	9	35	3
\$250K-\$500K Revenue	22	14	57	-34
\$500K-\$1 Million Revenue	33	13	46	-13
\$1 Million/More Revenue	23	18	51	-28
Female-Owned	41	10	33	8
Minority-Owned	66	9	21	45

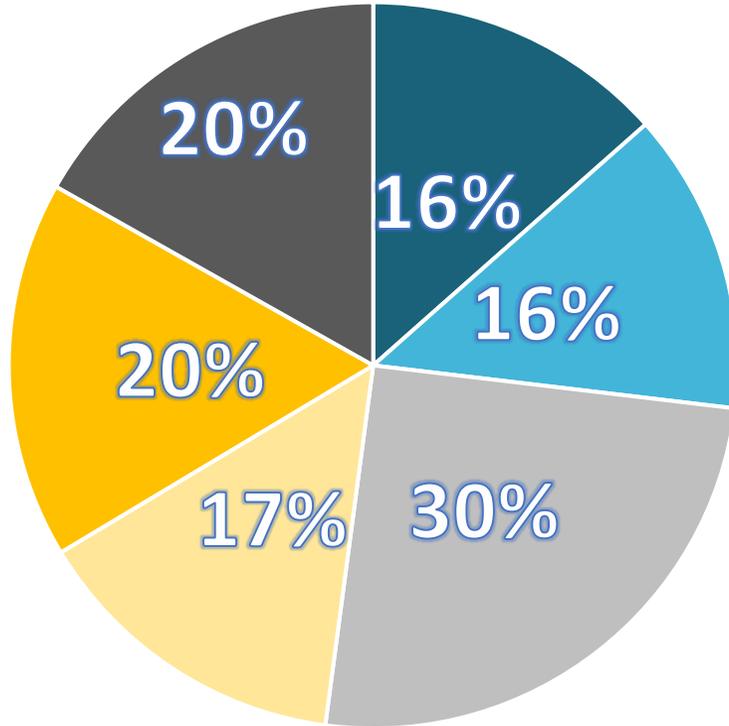
Concern About Covid Cases Causing Government Mandates Impacting Businesses



- Very Concerned
- Somewhat Concerned
- Not That Concerned
- Not Concerned At All

	Concerned	Not Concerned	Net
Total	75	25	50
East	86	14	72
Midwest	72	28	44
South	68	32	36
West	80	20	60
2-9 Employees	75	25	50
10-19 Employees	71	29	41
20-More Employees	81	19	62
\$100K/Less Revenue	75	25	49
\$100K-\$250K Revenue	73	27	47
\$250K-\$500K Revenue	72	29	43
\$500K-\$1 Million Revenue	74	26	48
\$1 Million/More Revenue	83	17	66
Female-Owned	81	19	62
Minority-Owned	75	25	51

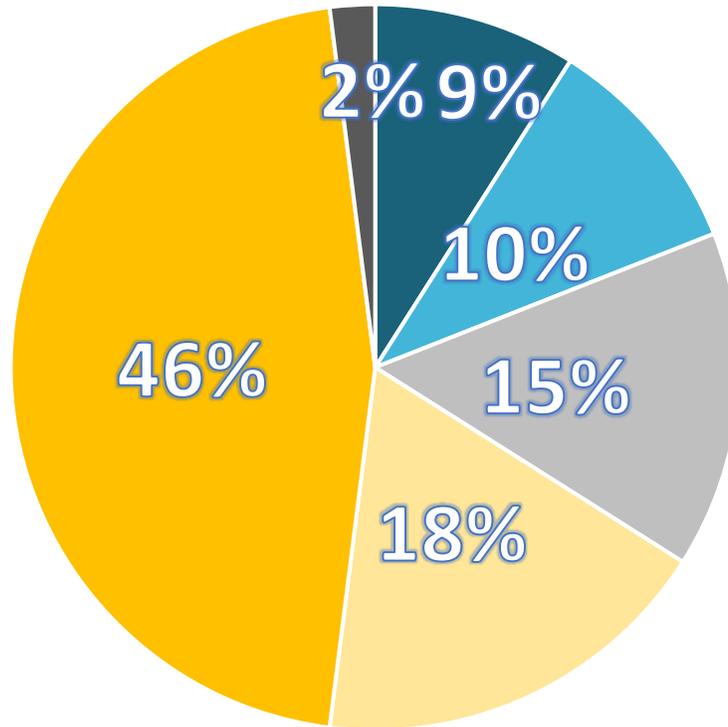
Government Indoor Mask Mandate Help/Hurt Small Business:



- Help a Lot
- Help a Little
- No Impact
- Hurt a Little
- Hurt a Lot
- Unsure

	Help	No Impact	Hurt	Net
Total	32	30	37	-5
East	32	30	37	-5
Midwest	32	25	41	-10
South	29	29	40	-11
West	35	36	28	7
2-9 Employees	30	30	39	-9
10-19 Employees	47	31	21	26
20-More Employees	34	30	34	0
\$100K/Less Revenue	39	24	31	8
\$100K-\$250K Revenue	32	26	40	-8
\$250K-\$500K Revenue	23	33	42	-19
\$500K-\$1 Million Revenue	32	34	34	-3
\$1 Million/More Revenue	34	31	35	-1
Female-Owned	43	23	30	13
Minority-Owned	50	30	18	32

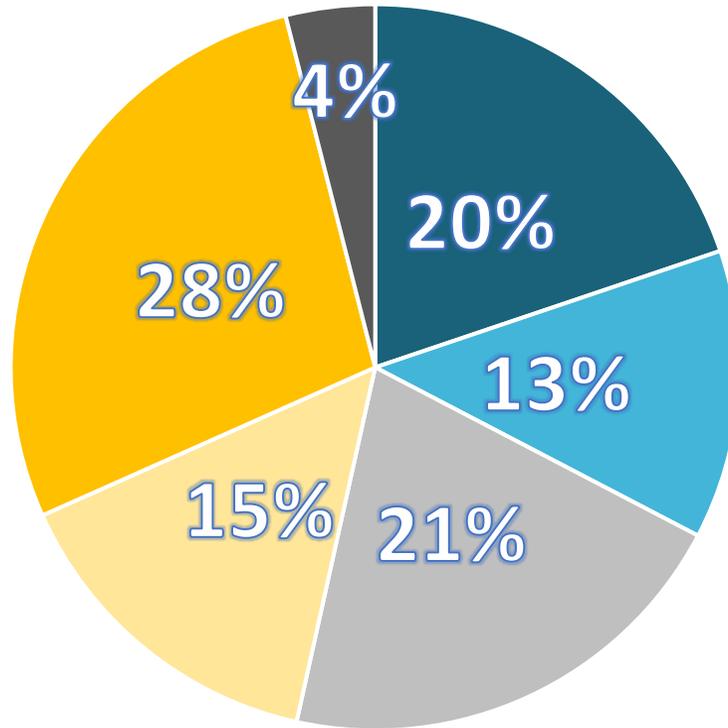
Future Lockdowns with Business Restrictions Help/Hurt Small Business:



- Help a Lot
- Help a Little
- No Impact
- Hurt a Little
- Hurt a Lot
- Unsure

	Help	No Impact	Hurt	Net
Total	19	15	64	-45
East	24	19	57	-33
Midwest	18	13	67	-50
South	19	15	65	-46
West	17	15	65	-49
2-9 Employees	15	15	68	-53
10-19 Employees	29	28	43	-14
20-More Employees	38	6	51	-13
\$100K/Less Revenue	31	16	49	-18
\$100K-\$250K Revenue	17	14	68	-51
\$250K-\$500K Revenue	6	16	79	-73
\$500K-\$1 Million Revenue	15	23	60	-45
\$1 Million/More Revenue	27	9	63	-36
Female-Owned	27	19	51	-24
Minority-Owned	37	17	45	-9

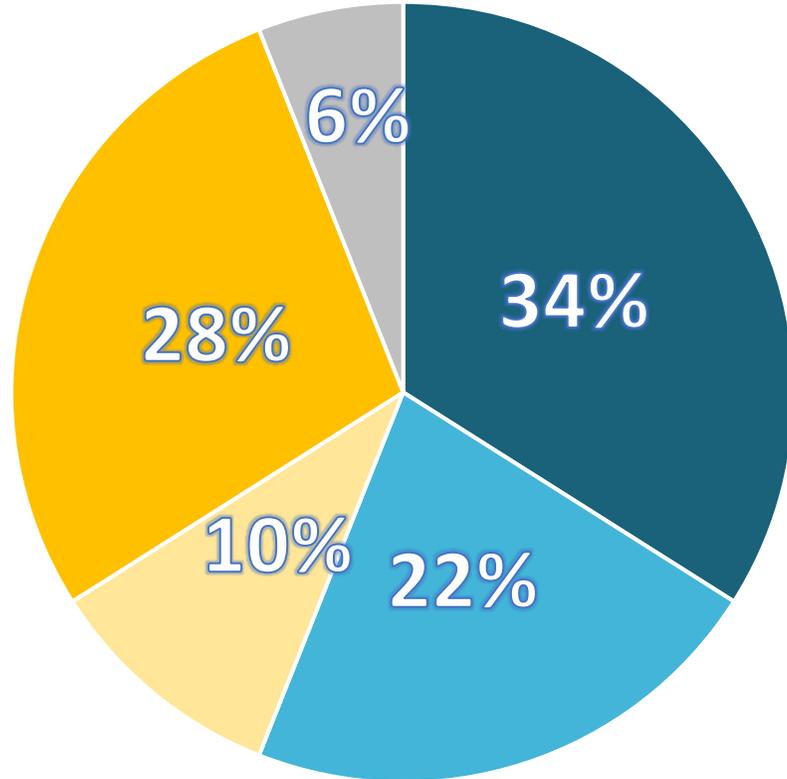
Government Mandatory Vaccinations for Workers & Customers Help/Hurt Small Business:



- Help a Lot
- Help a Little
- No Impact
- Hurt a Little
- Hurt a Lot
- Unsure

	Help	No Impact	Hurt	Net
Total	33	21	42	-9
East	36	23	40	-4
Midwest	29	20	43	-14
South	35	15	47	-12
West	31	29	38	-7
2-9 Employees	30	19	47	-16
10-19 Employees	38	35	24	14
20-More Employees	44	24	29	15
\$100K/Less Revenue	37	18	39	-2
\$100K-\$250K Revenue	28	21	48	-20
\$250K-\$500K Revenue	25	16	54	-29
\$500K-\$1 Million Revenue	29	26	43	-14
\$1 Million/More Revenue	43	25	29	14
Female-Owned	36	25	33	3
Minority-Owned	45	22	30	15

Requiring Vaccination & Proof for Own Employees



- Strongly Support
- Somewhat Support
- Somewhat Oppose
- Strongly Oppose
- Unsure

	Support	Oppose	Net
Total	56	38	18
East	66	31	35
Midwest	46	46	0
South	50	44	7
West	65	28	37
2-9 Employees	52	41	11
10-19 Employees	68	32	35
20-More Employees	73	18	55
\$100K/Less Revenue	51	43	8
\$100K-\$250K Revenue	46	45	1
\$250K-\$500K Revenue	50	40	10
\$500K-\$1 Million Revenue	59	36	23
\$1 Million/More Revenue	74	24	50
Female-Owned	56	37	19
Minority-Owned	69	24	45