

Survey Data Findings Small Business Index Q4 2021

Ipsos survey on behalf of MetLife - U.S. Chamber of Commerce

Washington, DC, December 14, 2021

These are the findings of an Ipsos poll conducted between October 13 – October 27, 2021. For this survey, a sample of roughly 750 small business owners and operators age 18+ from the continental U.S., Alaska and Hawaii was interviewed online in English.

The sample for this study was randomly drawn from Ipsos' online panel, partner online panel sources, and "river" sampling and does not rely on a population frame in the traditional sense. Ipsos uses fixed sample targets, unique to the study, in drawing sample. Small businesses are defined in this study as companies with fewer than 500 employees that are not sole proprietorships. Ipsos used fixed sample targets, unique to this study, in drawing sample. This sample calibrates respondent characteristics to be representative of the U.S. small business population using standard procedures such as raking-ratio adjustments. The source of these population targets is U.S. Census 2018 Statistics of U.S. Businesses dataset. The sample drawn for this study reflects fixed sample targets on firmographics. Post-hoc weights were made to the population characteristics on region, industry sector and size of business.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 4.1 percentage points for all respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (n=750, DEFF=1.5, adjusted Confidence Interval=+/-5.6 percentage points).

Starting with the March 2020 survey, small business decision makers are reached via an online survey, in place of the typical phone-based approach. This methodological shift is in response to lower anticipated response rates in dialing owners at their businesses as a result of mandated closures related to the COVID-19 outbreak. While significant changes in data points can largely be attributed to the recent economic environment, switching from a phone to online approach may have also generated a mode effect.

1. First, how would you rate the overall health of your business?

| | <u>Q4-</u> | <u>Q1-</u> | Q2-20* | Q2-20 | Q2-20 | Q3-20 | Q3-20 | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-</u> | <u>Q3-</u> | <u>Q4-</u> |
|---------------|-------------|-------------|---------|---------|----------------|---------------|---------|-------------|-------------|-------------|-------------|-------------|
| | <u>2019</u> | <u>2020</u> | 3/25-28 | 4/21-28 | <u>5/21-27</u> | <u>7/9-16</u> | 8/21-27 | <u>2020</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> |
| Very good | 43 | 35 | 33 | 24 | 25 | 27 | 25 | 23 | 23 | 23 | 20 | 30 |
| Somewhat good | 26 | 30 | 24 | 26 | 28 | 27 | 28 | 27 | 28 | 30 | 35 | 31 |
| About average | 22 | 25 | 27 | 26 | 29 | 27 | 30 | 30 | 25 | 27 | 25 | 20 |
| Somewhat poor | 6 | 7 | 12 | 17 | 12 | 12 | 12 | 14 | 17 | 15 | 16 | 15 |
| Very poor | 3 | 2 | 3 | 7 | 7 | 6 | 5 | 4 | 7 | 5 | 3 | 3 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 1 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 1 |

^{*}Beginning in Q2 2020, an online approach was used in place of the typical phone methodology.



2. How would you rate the overall health of the United States economy?

| | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-20</u> | Q2-20 | Q2-20 | Q3-20 | Q3-20 | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-</u> | <u>Q3-</u> | <u>Q4-</u> |
|---------------|-------------|-------------|--------------|---------|----------------|---------------|---------|-------------|-------------|-------------|-------------|-------------|
| | <u>2019</u> | <u>2020</u> | 3/25-28 | 4/21-28 | <u>5/21-27</u> | <u>7/9-16</u> | 8/21-27 | <u>2020</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> |
| Very good | 29 | 29 | 12 | 6 | 6 | 10 | 7 | 7 | 8 | 8 | 7 | 9 |
| Somewhat good | 28 | 30 | 13 | 16 | 18 | 18 | 15 | 22 | 13 | 19 | 27 | 23 |
| About average | 25 | 26 | 20 | 15 | 18 | 15 | 20 | 20 | 19 | 26 | 24 | 22 |
| Somewhat poor | 12 | 9 | 36 | 34 | 39 | 31 | 39 | 37 | 42 | 36 | 31 | 33 |
| Very poor | 4 | 3 | 18 | 29 | 18 | 24 | 19 | 13 | 18 | 10 | 10 | 13 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 2 | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 |

3. How would you rate the overall health of the economy in your local area?

| | <u>Q4-</u> 2019 | <u>Q1-</u> 2020 | <u>Q2-20</u> 3/25-28 | <u>Q2-20</u> 4/21-28 | <u>Q2-20</u> 5/21-27 | <u>Q3-20</u> 7/9-16 | <u>Q3-20</u> 8/21-27 | <u>Q4-</u> 2020 | <u>Q1-</u> 2021 | <u>Q2-</u> 2021 | <u>Q3-</u> 2021 | <u>Q4-</u> 2021 |
|---------------|--------------------|--------------------|-------------------------|-------------------------|-------------------------|------------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Very good | 29 | 24 | 13 | 7 | 6 | 11 | 8 | 8 | 11 | 10 | 14 | 13 |
| Somewhat good | 30 | 28 | 19 | 18 | 21 | 19 | 19 | 24 | 17 | 23 | 28 | 27 |
| About average | 25 | 31 | 28 | 25 | 33 | 30 | 35 | 36 | 29 | 36 | 31 | 32 |
| Somewhat poor | 11 | 14 | 28 | 32 | 29 | 29 | 27 | 25 | 31 | 23 | 22 | 21 |
| Very poor | 5 | 3 | 11 | 17 | 10 | 10 | 9 | 8 | 12 | 6 | 5 | 7 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 |

4. Compared to six months ago, does your business see more competition, less competition or about the same level of competition from smaller or local companies?

| | <u>Q4-</u> 2019 | <u>Q1-</u> 2020 | <u>Q2-20</u> 3/25-28 | <u>Q2-20</u> 4/21-28 | <u>Q2-20</u> 5/21-27 | <u>Q3-20</u> 7/9-16 | <u>Q3-20</u> 8/21-27 | <u>Q4-</u> 2020 | <u>Q1-</u> 2021 | <u>Q2-</u> 2021 | <u>Q3-</u> 2021 | <u>Q4-</u> 2021 |
|-----------------------|--------------------|--------------------|-------------------------|-------------------------|-------------------------|------------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| More competition | 14 | 14 | 25 | 23 | 21 | 31 | 29 | 26 | 24 | 26 | 26 | 30 |
| Less competition | 6 | 6 | 14 | 24 | 28 | 19 | 24 | 22 | 24 | 20 | 17 | 18 |
| Stayed about the same | 76 | 76 | 57 | 49 | 47 | 47 | 43 | 49 | 49 | 51 | 55 | 49 |
| Refused | 1 | 1 | | | | | | | | | | |
| Don't know | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 2 | 4 | 1 | 2 |

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5. How comfortable are you with your company's current cash flow situation?

| | <u>Q4-</u> | <u>Q1-</u> | Q2-20 | Q2-20 | Q2-20 | Q3-20 | Q3-20 | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-</u> | <u>Q3-</u> | <u>Q4-</u> |
|------------------------|-------------|-------------|----------------|----------------|----------------|---------------|----------------|-------------|-------------|-------------|-------------|-------------|
| | <u>2019</u> | <u>2020</u> | <u>3/25-28</u> | <u>4/21-28</u> | <u>5/21-27</u> | <u>7/9-16</u> | <u>8/21-27</u> | <u>2020</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> |
| Very comfortable | 37 | 28 | 19 | 11 | 18 | 17 | 17 | 17 | 23 | 19 | 20 | 26 |
| Somewhat comfortable | 46 | 52 | 40 | 37 | 38 | 38 | 39 | 42 | 38 | 45 | 46 | 41 |
| Not very comfortable | 10 | 11 | 23 | 29 | 25 | 30 | 31 | 26 | 23 | 24 | 25 | 22 |
| Not at all comfortable | 4 | 6 | 17 | 22 | 18 | 15 | 11 | 14 | 14 | 11 | 9 | 11 |
| Refused | 1 | 1 | | | | | | | | | | |
| Don't know | 3 | 2 | 1 | 1 | 1 | 0 | 2 | 1 | 1 | 1 | 0 | 0 |

6. For the upcoming year, do you plan to...?

| | <u>Q4-</u> 2019 | <u>Q1-</u> 2020 | <u>Q2-20</u> 3/25-28 | <u>Q2-20</u> 4/21-28 | <u>Q2-20</u> 5/21-27 | <u>Q3-20</u> 7/9-16 | <u>Q3-20</u> 8/21-27 | <u>Q4-</u> 2020 | <u>Q1-</u> 2021 | <u>Q2-</u> 2021 | <u>Q3-</u> 2021 | <u>Q4-</u> 2021 |
|---|--------------------|--------------------|-------------------------|-------------------------|-------------------------|------------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Increase investment Invest about as | 26 | 29 | 30 | 25 | 27 | 35 | 33 | 31 | 35 | 33 | 29 | 42 |
| much in the business as you did last year | 58 | 52 | 38 | 39 | 36 | 32 | 38 | 38 | 37 | 42 | 48 | 35 |
| Reduce investment | 10 | 13 | 15 | 19 | 22 | 18 | 17 | 20 | 18 | 16 | 15 | 14 |
| Refused | 1 | 1 | | | | | | | | | | |
| Don't know | 5 | 6 | 16 | 17 | 16 | 14 | 12 | 12 | 9 | 10 | 8 | 9 |

7. Compared to six months ago, has the time or resources you spend completing licensing, compliance or other government requirements increased, decreased or stayed the same?

| | <u>Q4-</u> | <u>Q1-</u> | Q2-20 | Q2-20 | Q2-20 | Q3-20 | Q3-20 | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-</u> | <u>Q3-</u> | <u>Q4-</u> |
|-----------------|-------------|-------------|---------|---------|----------------|---------------|---------|-------------|-------------|-------------|-------------|-------------|
| | <u>2019</u> | <u>2020</u> | 3/25-28 | 4/21-28 | <u>5/21-27</u> | <u>7/9-16</u> | 8/21-27 | <u>2020</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> |
| Increased | 22 | 21 | 20 | 23 | 21 | 29 | 25 | 28 | 28 | 27 | 30 | 32 |
| Decreased | 3 | 4 | 11 | 16 | 19 | 13 | 15 | 18 | 14 | 14 | 10 | 11 |
| Stayed the same | 74 | 73 | 66 | 56 | 58 | 53 | 54 | 51 | 54 | 57 | 58 | 55 |
| Refused | 0 | 1 | | | | | | | | | | |
| Don't know | 2 | 2 | 3 | 5 | 2 | 5 | 5 | 3 | 3 | 2 | 2 | 3 |

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8. Over the past year, would you say you have...?

| | <u>Q4-</u> 2019 | <u>Q1-</u> 2020 | <u>Q2-20</u> 3/25-28 | <u>Q2-20</u> 4/21-28 | <u>Q2-20</u> 5/21-27 | <u>Q3-20</u> 7/9-16 | <u>Q3-20</u> 8/21-27 | <u>Q4-</u> 2020 | <u>Q1-</u> 2021 | <u>Q2-</u> 2021 | <u>Q3-</u> 2021 | <u>Q4-</u> 2021 |
|------------------------------|--------------------|--------------------|-------------------------|-------------------------|-------------------------|------------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Increased staff | 20 | 17 | 15 | 14 | 13 | 20 | 15 | 16 | 17 | 18 | 13 | 18 |
| Retained the same size staff | 66 | 66 | 71 | 67 | 67 | 60 | 64 | 64 | 55 | 57 | 68 | 64 |
| Reduced staff | 13 | 16 | 13 | 19 | 18 | 17 | 19 | 18 | 27 | 23 | 17 | 17 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 1 | 0 | 1 | 0 | 1 | 4 | 2 | 1 | 1 | 1 | 2 | 1 |

9. In the next year, do you anticipate...?

| | <u>Q4-</u> 2019 | <u>Q1-</u> 2020 | <u>Q2-20</u> 3/25-28 | <u>Q2-20</u> 4/21-28 | <u>Q2-20</u> 5/21-27 | <u>Q3-20</u> 7/9-16 | <u>Q3-20</u> 8/21-27 | <u>Q4-</u> 2020 | <u>Q1-</u> 2021 | <u>Q2-</u> 2021 | <u>Q3-</u> 2021 | <u>Q4-</u> 2021 |
|-------------------------------|--------------------|--------------------|-------------------------|-------------------------|-------------------------|------------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Increasing staff | 28 | 30 | 23 | 24 | 23 | 30 | 28 | 27 | 32 | 32 | 28 | 38 |
| Retaining the same size staff | 65 | 64 | 60 | 55 | 60 | 53 | 58 | 52 | 49 | 52 | 62 | 48 |
| Reducing staff | 6 | 5 | 9 | 13 | 10 | 9 | 9 | 14 | 14 | 11 | 6 | 9 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 1 | 2 | 9 | 7 | 7 | 8 | 5 | 7 | 5 | 4 | 4 | 5 |

10. Looking forward one year, do you expect next year's revenues to increase, decrease or stay the same?

| | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-20</u> | <u>Q2-20</u> | <u>Q2-20</u> | Q3-20 | <u>Q3-20</u> | <u>Q4-</u> | <u>Q1-</u> | <u>Q2-</u> | <u>Q3-</u> | <u>Q4-</u> |
|---------------|-------------|------------|--------------|--------------|----------------|---------------|--------------|-------------|-------------|-------------|-------------|-------------|
| | <u>2019</u> | 2020 | 3/25-28 | 4/21-28 | <u>5/21-27</u> | <u>7/9-16</u> | 8/21-27 | <u>2020</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> | <u>2021</u> |
| Increase | 58 | 60 | 50 | 47 | 50 | 53 | 52 | 52 | 47 | 57 | 58 | 59 |
| Decrease | 9 | 7 | 19 | 25 | 19 | 18 | 16 | 14 | 14 | 9 | 8 | 10 |
| Stay the same | 30 | 31 | 23 | 22 | 21 | 22 | 25 | 27 | 32 | 30 | 31 | 28 |
| Refused | 0 | 0 | | | | | | | | | | |
| Don't know | 3 | 2 | 8 | 6 | 9 | 6 | 6 | 7 | 7 | 5 | 3 | 3 |
| | | | | | | | | | | | | |

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Q4 - 2021 Storyline Questions

11. Which of the following are the biggest challenges facing small business owners coming out of the COVID-19 pandemic?

| | Q3-2021 | Q4-2021 |
|--|---------|---------|
| Revenue | 34 | 26 |
| Inflation costs | 19 | 23 |
| COVID-19 safety protocols/compliance | 23 | 21 |
| Supply chain issues | 19 | 18 |
| Lack of applicants for job openings | 11 | 12 |
| Employee retention | 7 | 11 |
| Employee well-being/morale | 8 | 11 |
| Caring for family | 10 | 10 |
| Low quality of applicants who applied for job openings | 7 | 9 |
| Access to credit or a loan | 8 | 8 |
| Something else | 6 | 6 |
| Don't know | 2 | 2 |

12. In a few words, please explain why you selected the previous as the biggest challenge(s) facing small business owners coming out of the COVID-19 pandemic.

Open-ended responses provided separately

13. Coming out of the COVID-19 pandemic, how concerned are you, if at all, about the impact of inflation on your business?

| | <u>Q4-2021</u> |
|----------------------|----------------|
| Very concerned | 31 |
| Somewhat concerned | 43 |
| Not very concerned | 15 |
| Not at all concerned | 10 |
| Don't know | 1 |
| Concerned (Net) | 74 |
| Not concerned (Net) | 25 |
| | |

14. How much do you agree or disagree with the following?

Total Agree Summary

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| | <u>Q3-2021</u> | <u>Q4-2021</u> |
|---|----------------|----------------|
| I feel optimistic about the future of my business | 79 | 77 |
| Rising prices have had a significant impact on my business in the past year | 73 | 71 |
| I have increased the prices of my products or services in the past year, as a result of inflation | - | 63 |
| I have considered closing my business in the past year | 43 | 47 |
| I have taken out a loan within the past year specifically to cover higher costs due to inflation | - | 45 |
| I have decreased staff as a way of managing higher costs due to inflation | - | 41 |

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Rising prices have had a significant impact on my business in the past year

| | Q3-2021 | Q4-2021 |
|-------------------|---------|---------|
| Strongly agree | 29 | 30 |
| Somewhat agree | 45 | 40 |
| Somewhat disagree | 18 | 18 |
| Strongly disagree | 8 | 10 |
| Don't know | | 1 |
| Agree (Net) | 73 | 71 |
| Disagree (Net) | 26 | 28 |

I have increased the prices of my products or services in the past year, as a result of inflation b.

| | Q4-2021 |
|-------------------|---------|
| Strongly agree | 25 |
| Somewhat agree | 38 |
| Somewhat disagree | 18 |
| Strongly disagree | 17 |
| Don't know | 2 |
| Agree (Net) | 63 |
| Disagree (Net) | 35 |

I have decreased staff as a way of managing higher costs due to inflation

| | <u>Q4-2021</u> |
|-------------------|----------------|
| Strongly agree | 17 |
| Somewhat agree | 24 |
| Somewhat disagree | 22 |
| Strongly disagree | 34 |
| Don't know | 4 |
| Agree (Net) | 41 |
| Disagree (Net) | 56 |

I have taken out a loan within the past year specifically to cover higher costs due to inflation d.

| | Q4-2021 |
|-------------------|---------|
| Strongly agree | 20 |
| Somewhat agree | 25 |
| Somewhat disagree | 15 |
| Strongly disagree | 38 |
| Don't know | 2 |
| Agree (Net) | 45 |
| Disagree (Net) | 53 |

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e. I have considered closing my business in the past year

| | Q3-2021 | Q4-2021 |
|-------------------|---------|---------|
| Strongly agree | 20 | 21 |
| Somewhat agree | 23 | 26 |
| Somewhat disagree | 18 | 16 |
| Strongly disagree | 37 | 36 |
| Don't know | 2 | 1 |
| Agree (Net) | 43 | 47 |
| Disagree (Net) | 55 | 52 |

f. I feel optimistic about the future of my business

| | Q3-2021 | Q4-2021 |
|-------------------|-----------|-----------|
| Strongly agree | 34 | 37 |
| Somewhat agree | 45 | 40 |
| Somewhat disagree | 15 | 13 |
| Strongly disagree | 5 | 7 |
| Don't know | 1 | 2 |
| Agree (Net) | <i>79</i> | <i>77</i> |
| Disagree (Net) | 20 | 20 |

15. [ASK IF Q13 = AGREE TO 'RISING PRICES HAVE HAD A SIGNIFICANT IMPACT ON MY BUSINESS IN THE PAST YEAR'] Over the past year, where in your business have you seen the impact of rising prices the most?

| e in your business have you seen the impact of rising prices the most. | | |
|--|---------|---------|
| | Q3-2021 | Q4-2021 |
| | (N=557) | (N=540) |
| The costs of goods or supplies | 60 | 62 |
| The costs of utilities or fuel | 41 | 39 |
| Rent for retail, commercial, or office space | 21 | 25 |
| Employee wages | 18 | 23 |
| Employee medical insurance coverage plans | 19 | 20 |
| Your own medical insurance rates (not for employees) | 15 | 19 |
| Other | 2 | 2 |
| Don't know | 2 | 1 |

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16. How much do you agree or disagree with the following?

Agree Summary

| | Q3-2021 | Q4-2021 |
|--|---------|---------|
| I have had to alter my business' supply chain in the past 6 months | - | 63 |
| My business' supply chain has been dramatically disrupted or affected by the COVID-19 pandemic | 62 | 61 |
| I expect supply chain disruptions to make it difficult for my business to manage the upcoming holiday season | - | 60 |
| My business' supply chain has been dramatically disrupted or affected by worker shortages | - | 55 |
| I am unable to keep up with customer demand because of disruptions to my supply chain | - | 47 |

a. My business' supply chain has been dramatically disrupted or affected by the COVID-19 pandemic

| | Q3-2021 | Q4-2021 |
|-------------------|-----------|---------|
| Strongly agree | 21 | 25 |
| Somewhat agree | 41 | 36 |
| Somewhat disagree | 21 | 22 |
| Strongly disagree | 17 | 15 |
| Don't know | 1 | 2 |
| Agree (Net) | 62 | 61 |
| Disagree (Net) | <i>38</i> | 37 |

b. My business' supply chain has been dramatically disrupted or affected by worker shortages

| | Q4-2021 |
|-------------------|---------|
| Strongly agree | 24 |
| Somewhat agree | 31 |
| Somewhat disagree | 21 |
| Strongly disagree | 21 |
| Don't know | 3 |
| Agree (Net) | 55 |
| Disagree (Net) | 42 |

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c. I am unable to keep up with customer demand because of disruptions to my supply chain

| | <u>Q4-2021</u> |
|-------------------|----------------|
| Strongly agree | 18 |
| Somewhat agree | 29 |
| Somewhat disagree | 26 |
| Strongly disagree | 25 |
| Don't know | 2 |
| Agree (Net) | 47 |
| Disagree (Net) | 51 |

d. I expect supply chain disruptions to make it difficult for my business to manage the upcoming holiday season

| | Q4-2021 |
|-------------------|---------|
| Strongly agree | 23 |
| Somewhat agree | 37 |
| Somewhat disagree | 20 |
| Strongly disagree | 18 |
| Don't know | 2 |
| Agree (Net) | 60 |
| Disagree (Net) | 38 |

e. I have had to alter my business' supply chain in the past 6 months

| | Q4-2021 |
|-------------------|---------|
| Strongly agree | 22 |
| Somewhat agree | 42 |
| Somewhat disagree | 16 |
| Strongly disagree | 19 |
| Don't know | 1 |
| Agree (Net) | 63 |
| Disagree (Net) | 35 |

17. [ASK IF Q15 = AGREE TO 'MY BUSINESS' SUPPLY CHAIN HAS BEEN DRAMATICALLY DISRUPTED OR AFFECTED BY THE COVID-19 PANDEMIC'] How long do you think disruptions to your supply chain caused by the COVID-19 pandemic will last?

| | Q4-2021 |
|------------------------------|----------------|
| | <u>(N=465)</u> |
| Less than 6 months | 28 |
| 6 months to less than a year | 32 |
| One year or more | 32 |
| Don't know | 8 |

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18. Have you personally experienced or noticed worker shortages in the following areas?

Yes Summary

| | <u>Q4-2021</u> |
|--|----------------|
| At any other small business in your area | 76 |
| At other small businesses, in your specific sector, in your area | 68 |
| At your business | 46 |

a. At your business

| | <u>Q4-2021</u> |
|-----|----------------|
| Yes | 46 |
| No | 54 |

b. At other small businesses, in your specific sector, in your area

| | <u>Q4-2021</u> |
|-----|----------------|
| Yes | 68 |
| No | 32 |

c. At any other small business in your area

| | <u>Q4-202</u> |
|-----|---------------|
| Yes | 76 |
| No | 24 |

19. How important is this upcoming holiday season for your overall profit for the year?

| | Q4-2021 |
|----------------------|---------|
| Very important | 37 |
| Somewhat important | 33 |
| Not very important | 18 |
| Not at all important | 10 |
| Don't know | 2 |
| Important (Net) | 70 |
| Not important (Net) | 28 |

20. Thinking about the upcoming holiday season, do you plan to do any of the following?

Yes Summary

| | <u>Q4-2021</u> |
|---|----------------|
| Hire seasonal employees | 29 |
| [ASK IF 'HIRE SEASONAL EMPLOYEES' = YES] Offer hiring incentives or bonuses | 77 |
| to attract seasonal employees | (N=227) |

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a. Hire seasonal employees

| | <u>Q4-2021</u> |
|-----|----------------|
| Yes | 29 |
| No | 71 |

b. [ASK IF 'HIRE SEASONAL EMPLOYEES' = YES] Offer hiring incentives or bonuses to attract seasonal employees

| | Q4-2021 |
|-----|---------|
| | (N=227) |
| Yes | 77 |
| No | 23 |

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About Ipsos

Ipsos is a global independent Insights and Analytics company. Our team of 18,000 across 90 countries serves 5,000 clients and undertakes 70,000 different projects each year. Our polling practice is a non-partisan, objective, survey-based research practice made up of seasoned professionals. We conduct strategic research initiatives for a diverse number of American and international organizations, based not only on public opinion research, but elite stakeholder, corporate, and media opinion research.

As a global research and insights organization, Ipsos aims to make our changing world easier and faster to navigate and to inspire our clients to make smarter decisions. We are committed to driving the industry with innovative, best-in-class research techniques that are meaningful in today's connected society. We deliver research with security, speed, simplicity, and substance. Our tagline "Game Changers" summarizes our ambition.

Our broad range of industry experts offer an intimate understanding of people, markets, brands and society. Whether testing communications content, bringing concepts to market, assessing customer experience, or gauging public opinion, Ipsos strives to identify and offer the right solutions to our client's specific challenges.

Ipsos is committed to building an organization dedicated to a single endeavor: providing our clients with the best service, using qualitative or quantitative methods, at local, regional, and international levels. This is what drives us to ask and probe, to subject our hypotheses to rigorous analyses, and, finally, to deliver reliable data and the most effective recommendations in the shortest time possible.

Ipsos has been listed on the Paris Stock Exchange since 1999 and generated global revenues of €1,749.5 million in 2018.

GAME CHANGERS

« Game Changers » is the Ipsos signature.

At Ipsos we are passionately curious about people, markets, brands and society. We make our changing world easier and faster to navigate and inspire clients to make smarter decisions. We deliver with security, speed, simplicity and substance. We are Game Changers.

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The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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