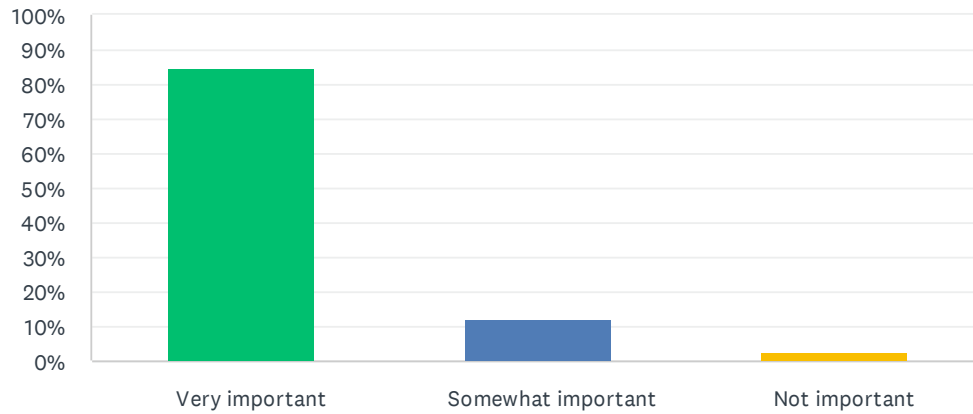


## Q1 How important to your business is your ability to recruit and retain talent given today's economic climate?

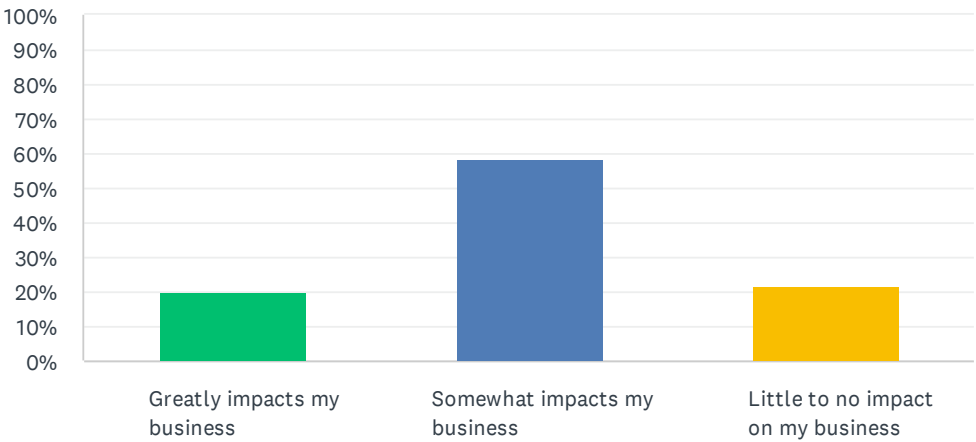
Answered: 663 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very important	84.77%	562
Somewhat important	12.37%	82
Not important	2.87%	19
TOTAL		663

Q2 How has and will a rising interest rate environment impact your business over the next 12-24 months?

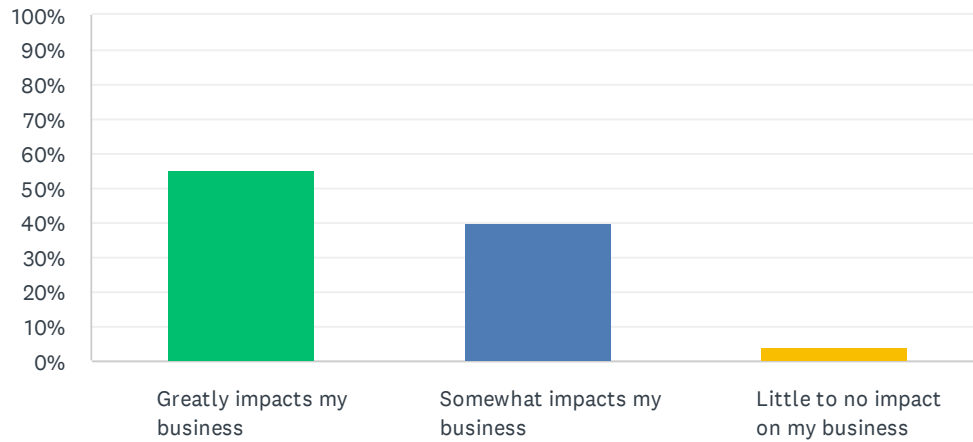
Answered: 663    Skipped: 0



ANSWER CHOICES	RESPONSES	
Greatly impacts my business	19.91%	132
Somewhat impacts my business	58.67%	389
Little to no impact on my business	21.42%	142
TOTAL		663

## Q3 How has and will inflation impact your business over the next 12-24 months?

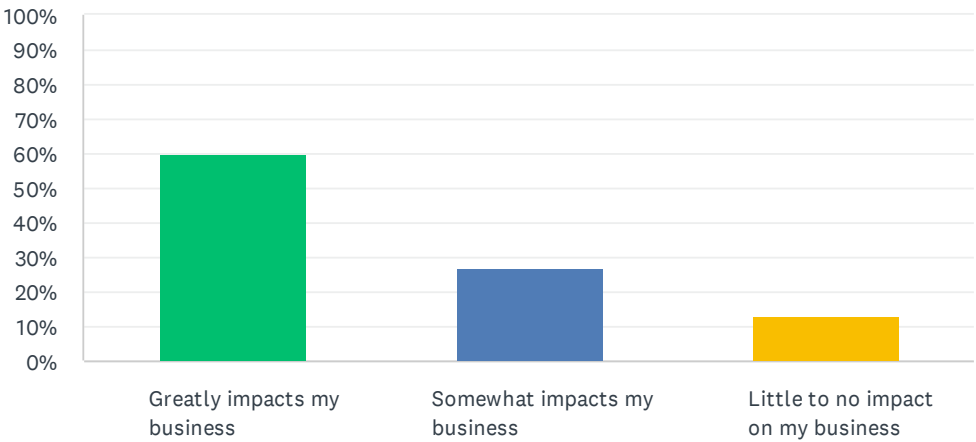
Answered: 663 Skipped: 0



ANSWER CHOICES	RESPONSES	
Greatly impacts my business	55.51%	368
Somewhat impacts my business	40.12%	266
Little to no impact on my business	4.37%	29
TOTAL		663

Q4 How have and will supply chain challenges impact your business over the next 12-24 months?

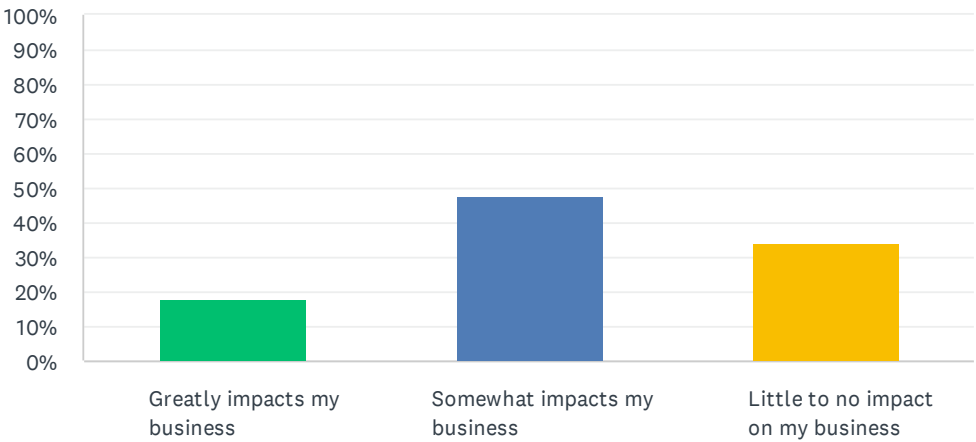
Answered: 663    Skipped: 0



ANSWER CHOICES	RESPONSES	
Greatly impacts my business	60.18%	399
Somewhat impacts my business	26.85%	178
Little to no impact on my business	12.97%	86
TOTAL		663

Q5 How has and will increased geopolitical tensions impact your business over the next 12-24 months?

Answered: 663    Skipped: 0



ANSWER CHOICES	RESPONSES	
Greatly impacts my business	18.10%	120
Somewhat impacts my business	47.81%	317
Little to no impact on my business	34.09%	226
TOTAL		663

**Q6 What do you see as the biggest challenge or barrier facing your business over the next 12-24 months? Please check all that apply and rank each answer on the level of importance (1-6) with 6 being very important and 1 being not important.**

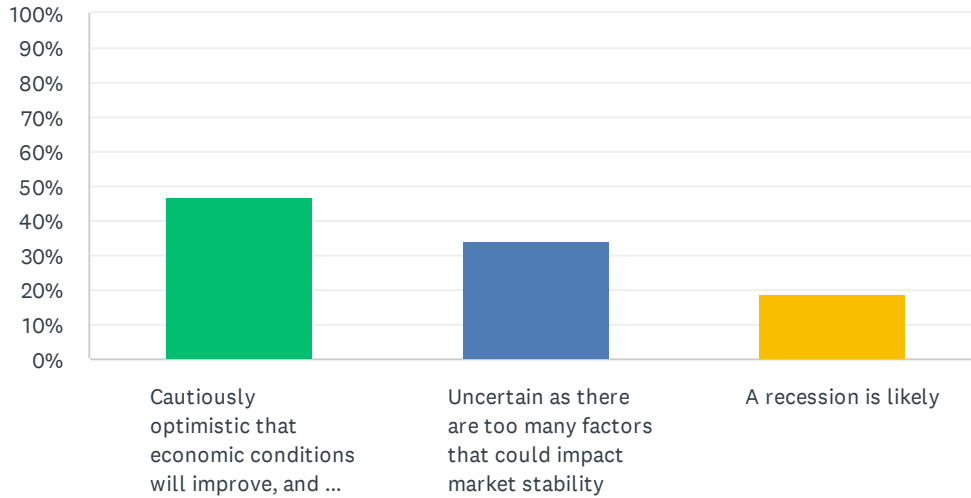
Answered: 663 Skipped: 0



	1	2	3	4	5	6	TOTAL	SCORE
Recruitment & retention	26.55% 176	12.67% 84	11.31% 75	12.52% 83	13.57% 90	23.38% 155	663	3.56
Rising interest rates	9.20% 61	15.23% 101	29.26% 194	27.30% 181	14.48% 96	4.52% 30	663	3.64
Inflation	10.41% 69	23.08% 153	23.98% 159	22.93% 152	14.63% 97	4.98% 33	663	3.77
Supply chain issues	16.59% 110	21.42% 142	17.35% 115	16.29% 108	17.35% 115	11.01% 73	663	3.71
Increased geopolitical tensions	11.01% 73	22.32% 148	11.01% 73	15.38% 102	33.63% 223	6.64% 44	663	3.42
Other (please specify in the question 7 and include your ranking)	26.24% 174	5.28% 35	7.09% 47	5.58% 37	6.33% 42	49.47% 328	663	2.91

## Q8 How do you feel about the business environment over the next 12-24 months?

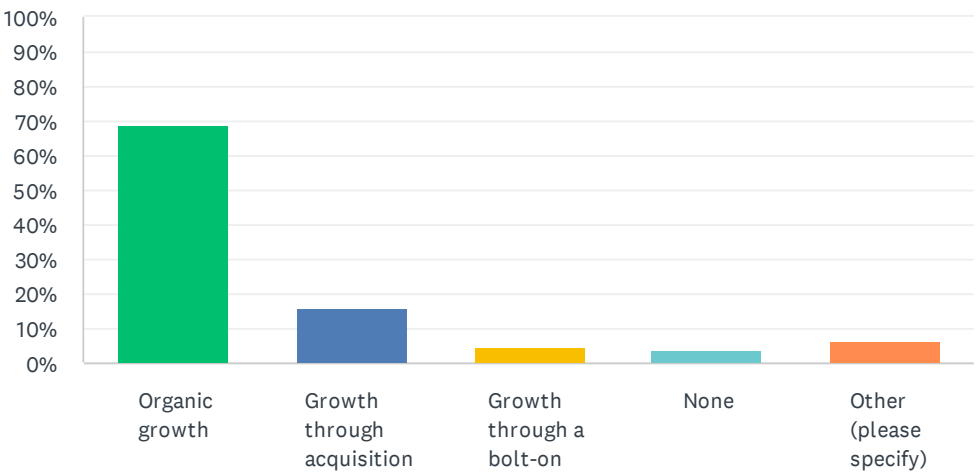
Answered: 663 Skipped: 0



ANSWER CHOICES	RESPONSES	
Cautiously optimistic that economic conditions will improve, and the market will stabilize	47.06%	312
Uncertain as there are too many factors that could impact market stability	34.09%	226
A recession is likely	18.85%	125
TOTAL		663

Q9 What are your plans to grow your business over the next 12-24 months?

Answered: 663    Skipped: 0

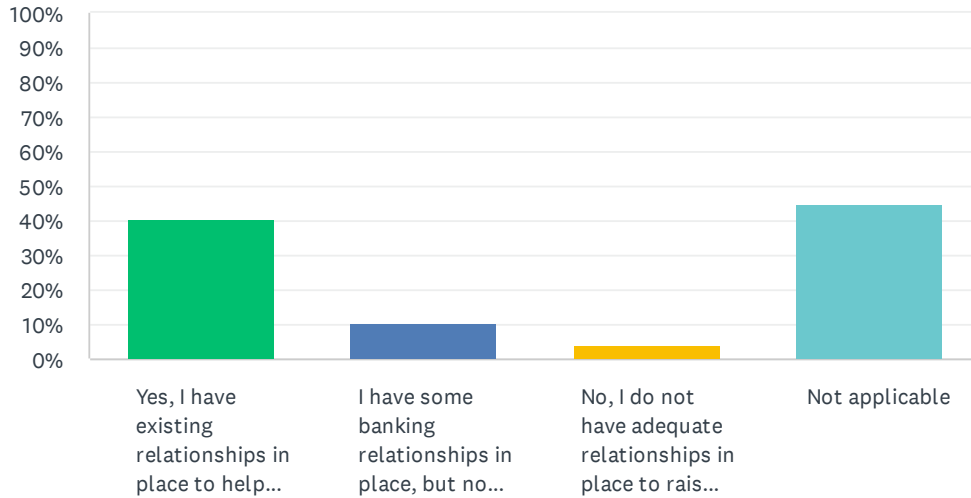


ANSWER CHOICES	RESPONSES	
Organic growth	68.93%	457
Growth through acquisition	15.69%	104
Growth through a bolt-on	4.98%	33
None	3.92%	26
Other (please specify)	6.49%	43
TOTAL		663



## Q10 If you plan on acquiring a business or adding a bolt-on, do you have the right capital provider(s) in place to help you fund a transaction?

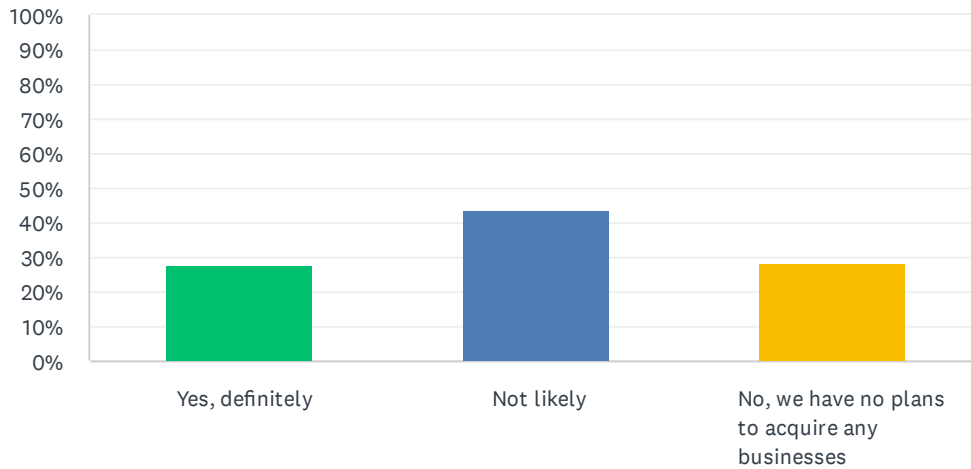
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ANSWER CHOICES	RESPONSES	
Yes, I have existing relationships in place to help with all my capital needs	40.72%	270
I have some banking relationships in place, but not access the full credit markets	10.41%	69
No, I do not have adequate relationships in place to raise capital for an acquisition	4.22%	28
Not applicable	44.65%	296
TOTAL		663

## Q11 Do you expect your company to actively pursue an acquisition in the next 12 months?

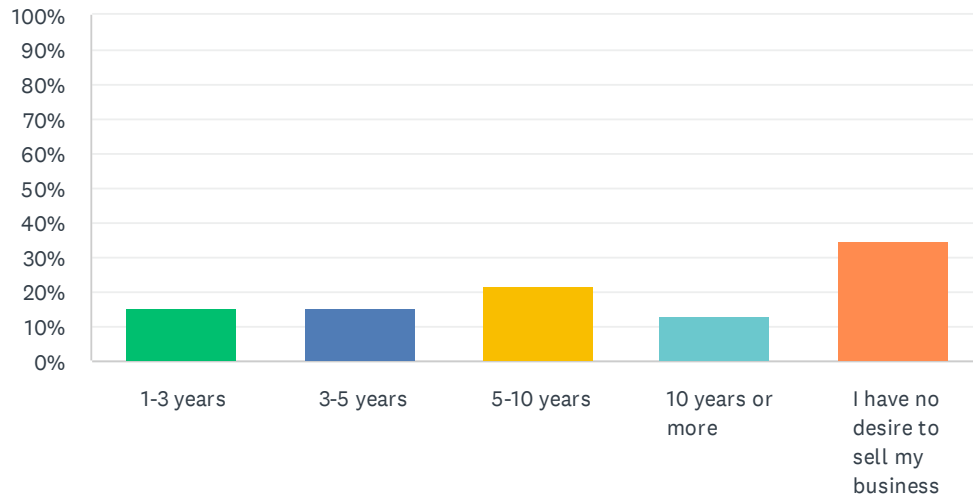
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ANSWER CHOICES	RESPONSES	
Yes, definitely	27.90%	185
Not likely	43.89%	291
No, we have no plans to acquire any businesses	28.21%	187
TOTAL		663

## Q12 Do you anticipate a change of ownership for your business within the following time frame?

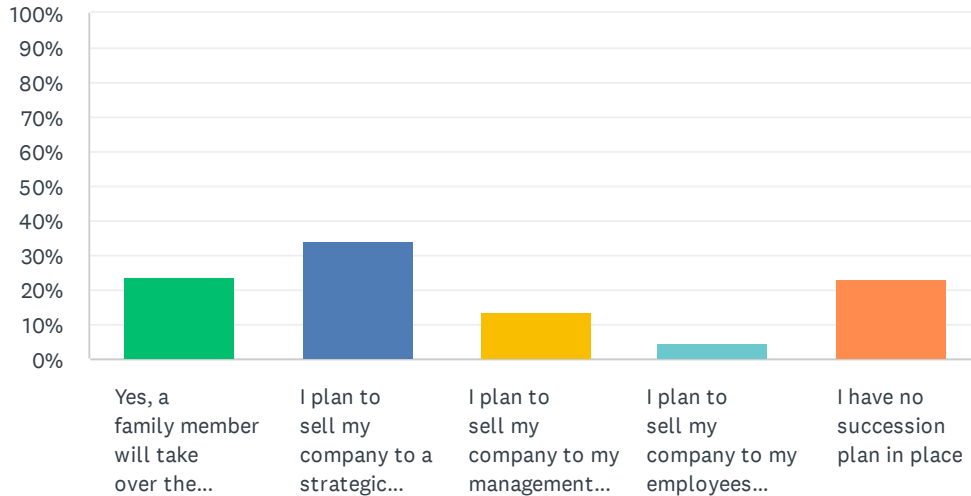
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ANSWER CHOICES	RESPONSES	
1-3 years	15.08%	100
3-5 years	15.38%	102
5-10 years	21.72%	144
10 years or more	13.12%	87
I have no desire to sell my business	34.69%	230
TOTAL		663

## Q13 Do you have a succession plan in place for your business once you are ready to retire or generate liquidity to fund the next business venture?

Answered: 663 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, a family member will take over the business	23.83%	158
I plan to sell my company to a strategic buyer (competitor) or a financial buyer (private equity)	34.39%	228
I plan to sell my company to my management team	13.88%	92
I plan to sell my company to my employees through an employee stock ownership plan (ESOP)	4.83%	32
I have no succession plan in place	23.08%	153
TOTAL		663

## Q14 How confident are you that you have the right management team in place to run your company when you are ready to exit the business?

Answered: 663 Skipped: 0



ANSWER CHOICES	RESPONSES	
I feel very confident I have the right management team in place to continue to run the company	50.38%	334
I think I have the right management team in place, but I am not 100% certain in their ability	36.05%	239
I do not have a strong management team in place to take over my company should I exit the business or retire	10.11%	67
I do not have a management team	3.47%	23
TOTAL		663