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N=228	Total						l	Industry												
		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry							
		Α	В	С	D	Е	F	G	Н	I	J	К	L							
Total	226	24	25	9	8	8	32	2	16	50	22	8	22							
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%							
1=More optimistic	106	13	14	5	3	4	17	2	10	17	9	3	8							
	47.1%	54.2%	56.0%	55.6%	37.5%	57.1%	53.1%	100.0%	62.5%	34.7%	40.9%	37.5%	38.1%							
0=No change	71	5	5	2	3	2	11	0	5	22	5	4	6							
	31.6%	20.8% i	20.0% i	22.2%	37.5%	28.6%	34.4%	0.0%	31.3%	44.9% ab	22.7%	50.0%	28.6%							
-1=Less optimistic	48	6	6	2	2	1	4	0	1	10	8	1	7							
	21.3%	25.0%	24.0%	22.2%	25.0%	14.3%	12.5%	0.0%	6.3%	20.4%	36.4%	12.5%	33.3%							
							j		j		fh									
Mean	0.26	0.29	0.32	0.33	0.13	0.43	0.41	1.00	0.56	0.14	0.05	0.25	0.05							
									i	h										

1a. Are you more or less optimistic about your country's economy compared to last quarter?

N=228			Sales Re	evenue			
	Less than \$25 million	\$25-99 million	\$100-499 million	\$500-999 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion
	A	В	С	D	E	F	G
Total	80	62	38	14	16	5	9
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%
1=More optimistic	39	31	16	6	3	3	6
	48.8%	50.8%	44.4%	42.9%	18.8%	60.0%	66.7%
	е	е			abg		е
0=No change	22	17	13	5	7	2	3
	27.5%	27.9%	36.1%	35.7%	43.8%	40.0%	33.3%
-1=Less optimistic	19	13	7	3	6	0	0
·	23.8%	21.3%	19.4%	21.4%	37.5%	0.0%	0.0%
					g		е
Mean	0.25	0.30	0.25	0.21	-0.19	0.60	0.67
		е			bfG	е	E

1a. Are you more or less optimistic about your country's economy compared to last quarter?

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

1a. Are you more or less optimistic about your country's economy compared to last quarter?

N=228		Where are you personally located?									
	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US					
	A	В	С	D	E	F					
Total	62	49	43	28	27	17					
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%					

1=More optimistic	24	26	18	15	14	8
	38.7%	53.1%	45.0%	53.6%	51.9%	47.1%
0=No change	19	14	16	6	9	6
	30.6%	28.6%	40.0%	21.4%	33.3%	35.3%
-1=Less optimistic	19	9	6	7	4	3
	30.6%	18.4%	15.0%	25.0%	14.8%	17.6%
Mean	0.08	0.35	0.30	0.29	0.37	0.29

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

<u>1b. Rate your optimism about your country's economy on a scale from 0-100, with 0 being the least optimistic and 100 being the most optimistic.</u>

N=228	Tota	રા 👘					ļ	ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	К	L
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Optimism rating	71.14	70.52	73.25	70.00	73.25	68.13	71.32	77.50	69.64	69.82	72.21	71.67	73.70
	75.00	72.50	75.00	77.50	80.00	75.00	75.00	1.00	80.00	75.00	74.50	85.00	80.00

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

5

4

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

<u>1b. Rate your optimism about your country's economy on a scale from 0-100, with 0 being the least optimistic and 100 being the most optimistic.</u>

Sales Revenue

Mean Median	Less than \$25 million	\$25-99 million	\$100-499 million	\$500-999 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion
	A	В	С	D	E	F	G
Number	80	62	38	14	16	5	9
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%
Optimism rating	69.94	72.42	71.46	70.92	70.07	63.75	82.14
	75.00	75.00	75.00	75.00	75.00	70.00	85.00
						g	f

<u>1b. Rate your optimism about your country's economy on a scale from 0-100, with 0 being the least optimistic and 100 being the most optimistic.</u>

N=228		Where are	you personall	y located?		
Mean			South		South	
Median	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	Е	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Optimism rating	71.28	71.95	72.16	70.35	70.13	70.60
	75.00	75.00	75.00	80.00	75.00	75.00

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

2a. Are you more or less optimistic about the financial prospects for your own company compared to last quarter?

N=228	Total							ndustry					
		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
1=More optimistic	122 54.0%	12 50.0%	13 52.0%	4 44.4%	6 75.0%	3 37.5%	19 59.4%	2 100.0%	10 66.7%	24 49.0%	11 50.0%	5 62.5%	12 54.5%
0=No change	65 28.8%	6 25.0%	8 32.0%	3 33.3%	1 12.5%	2 25.0%	9 28.1%	0	3 20.0%	15 30.6%	7 31.8%	2 25.0%	8 36.4%
-1=Less optimistic	39	6	4	2	1	3	4	0	2	10	4	1	2

	17.3%	25.0%	16.0%	22.2%	12.5%	37.5%	12.5%	0.0%	13.3%	20.4%	18.2%	12.5%	9.1%
Mean	0.37	0.25	0.36	0.22	0.63	0.00	0.47	1.00	0.53	0.29	0.32	0.50	0.45

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

2a. Are you more or less optimistic about the financial prospects for your own company compared to last quarter?

N=228				Sales Reve	enue					Ownershi	р	
	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	Α	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
1=More optimistic	42	33	18	7	8	4	7	8	6	79	2	6
	53.2%	54.1%	47.4%	50.0%	50.0%	80.0%	77.8%	47.1%	75.0%	53.7%	33.3%	40.0%
0=No change	25	18	10	4	6	0	1	5	2	41	3	6
	31.6%	29.5%	26.3%	28.6%	37.5%	0.0%	11.1%	29.4%	25.0%	27.9%	50.0%	40.0%
-1=Less optimistic	12	10	10	3	2	1	1	4	0	27	1	3
	15.2%	16.4%	26.3%	21.4%	12.5%	20.0%	11.1%	23.5%	0.0%	18.4%	16.7%	20.0%
Mean	0.38	0.38	0.21	0.29	0.38	0.60	0.67	0.24	0.75	0.35	0.17	0.20

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

2a. Are you more or less optimistic about the financial prospects for your own company compared to last quarter?

N=228			Numbe	er of Employe	es			Fo	oreign Sales		
	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	Α	В	С	D	E	F	G	A	В	С	D

8

9

Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
1=More optimistic	34	21	7	6	5	4	8	54	43	13	7
	51.5%	43.8%	46.7%	42.9%	45.5%	66.7%	80.0%	50.9%	53.8%	59.1%	63.6%
		g					b				
0=No change	19	16	4	5	4	1	1	35	21	7	1
	28.8%	33.3%	26.7%	35.7%	36.4%	16.7%	10.0%	33.0%	26.3%	31.8%	9.1%
-1=Less optimistic	13	11	4	3	2	1	1	17	16	2	3
	19.7%	22.9%	26.7%	21.4%	18.2%	16.7%	10.0%	16.0%	20.0%	9.1%	27.3%
Mean	0.32	0.21	0.20	0.21	0.27	0.50	0.70	0.35	0.34	0.50	0.36

N=228		Where are	you personall	y located?		
			South		South	
	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
1=More optimistic	32	24	24	16	12	13
ľ	51.6%	51.1%	55.8%	57.1%	44.4%	76.5%
					f	e
0=No change	20	10	14	6	10	4
	32.3%	21.3%	32.6%	21.4%	37.0%	23.5%
-1=Less optimistic	10	13	5	6	5	0
	16.1%	27.7%	11.6%	21.4%	18.5%	0.0%
		f		f		bd
Mean	0.35	0.23	0.44	0.36	0.26	0.76
	f	f			f	abe

2a. Are you more or less optimistic about the financial prospects for your own company compared to last quarter?

N=228	Total							ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	1	J	K	L
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Optimism rating	71.02 75.00	63.95 62.50	71.11 75.00	71.43 77.50	78.75 85.00	63.13 60.00	69.79 80.00	82.50 1.00	70.00 75.00	72.76 75.00	68.95 72.50	73.33 85.00	78.50 80.00
		L				I							Ae

N=228				Sales Reve	enue					Ownersh	р	
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	А	В	С	D	E
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Optimism rating	69.64	71.60	70.94	73.58	72.20	71.25	77.86	63.75	80.43	70.70	71.67	71.31
	75.00	75.00	80.00	80.00	77.50	75.00	82.50	65.00	86.50	75.00	85.00	72.50

N=228			Numbe	er of Employe	es			Fo	reign Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	Α	В	С	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Optimism rating	69.64	68.60	72.54	73.57	66.20	69.00	76.63	71.68	70.39	71.05	73.18
	75.00	72.50	80.00	80.00	70.00	75.00	75.00	75.00	75.00	80.00	80.00

N=228		Where are	you personall	ly located?		
Mean			South		South	
Median	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Optimism rating	73.98	64.46	74.05	72.88	66.67	77.00
	75.00	72.00	80.00	75.00	75.00	80.00
	b	acf	b			b

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228	Total							Industry					
		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Total	228	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.5%	11.0%	3.9%	3.5%	3.5%	14.0%	0.9%	7.0%	21.9%	9.6%	3.5%	9.6%
Difficulty attracting / retaining qualified	94	5	8	3	5	0	8	0	7	30	10	4	14
employees	41.2%	20.8%	32.0%	33.3%	62.5%	0.0%	25.0%	0.0%	43.8%	60.0%	45.5%	50.0%	63.6%
		dIL	il		aef	dhljkL	dIL		e	AbEF	е	е	AbEF
Government policies	70	9	4	1	2	5	9	0	3	15	9	6	7
	30.7%	37.5%	16.0%	11.1%	25.0%	62.5%	28.1%	0.0%	18.8%	30.0%	40.9%	75.0%	31.8%
			eK	ek		bch	k		ek	k		Bcfhil	k
Data security	69	5	13	2	2	0	14	2	5	8	5	1	12
	30.3%	20.8%	52.0%	22.2%	25.0%	0.0%	43.8%	100.0%	31.3%	16.0%	22.7%	12.5%	54.5%
		bgl	aelj			bfgl	el	aeljk		BFGL	bgl	gl	aeljk
Regulatory	66	6	10	2	2	4	9	0	5	3	13	3	8
requirements	28.9%	25.0%	40.0%	22.2%	25.0%	50.0%	28.1%	0.0%	31.3%	6.0%	59.1%	37.5%	36.4%
		ij	I			I	lj		I	aBEFHJ KL	afl	I	I
Rising wages and	65	9	5	2	4	2	6	0	7	17	4	1	8
salaries	28.5%	37.5%	20.0%	22.2%	50.0%	25.0%	18.8%	0.0%	43.8%	34.0%	18.2%	12.5%	36.4%
Cost of benefits	62	9	7	4	1	1	11	1	2	13	3	3	7
	27.2%	37.5%	28.0%	44.4%	12.5%	12.5%	34.4%	50.0%	12.5%	26.0%	13.6%	37.5%	31.8%
Employee productivity	51	4	2	2	2	1	9	0	7	14	4	1	4
	22.4%	16.7%	8.0%	22.2%	25.0%	12.5%	28.1%	0.0%	43.8%	28.0%	18.2%	12.5%	18.2%

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3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228				Sales Reve	enue					Ownersh	ip	
	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	Α	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.1%	27.2%	16.7%	6.1%	7.0%	2.2%	3.9%	7.5%	3.5%	65.4%	2.6%	6.6%
Difficulty attracting /												
retaining qualified	21	36	17	5	8	4	2	6	6	63	5	7
employees	26.3%	58.1%	44.7%	35.7%	50.0%	80.0%	22.2%	35.3%	75.0%	42.3%	83.3%	46.7%
	Bcf	Ag	a			а	b			d	С	
Government policies	27	15	12	5	4	2	4	8	4	40	4	6
	33.8%	24.2%	31.6%	35.7%	25.0%	40.0%	44.4%	47.1%	50.0%	26.8%	66.7%	40.0%
										d	С	
Data security	28	18	6	2	7	3	4	4	3	38	1	11
	35.0%	29.0%	15.8%	14.3%	43.8%	60.0%	44.4%	23.5%	37.5%	25.5%	16.7%	73.3%
	С		aef		С	С		E		E	е	ACd
Regulatory	21	17	11	2	6	2	6	8	3	42	1	5
requirements	26.3%	27.4%	28.9%	14.3%	37.5%	40.0%	66.7%	47.1%	37.5%	28.2%	16.7%	33.3%
	g	g	g	g			abcd					
Rising wages and	15	22	18	3	4	1	1	1	1	51	1	2
salaries	18.8%	35.5%	47.4%	21.4%	25.0%	20.0%	11.1%	5.9%	12.5%	34.2%	16.7%	13.3%
	bC	a	Α					С		а		
Cost of benefits	22	21	11	3	3	0	2	2	1	39	3	6
	27.5%	33.9%	28.9%	21.4%	18.8%	0.0%	22.2%	11.8%	12.5%	26.2%	50.0%	40.0%
Employee productivity	25	14	6	3	2	0	0	1	0	36	2	3
, , ,	31.3%	22.6%	15.8%	21.4%	12.5%	0.0%	0.0%	5.9%	0.0%	24.2%	33.3%	20.0%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228			Numbe	r of Employee	es			Fo	reign Sales		
	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	29.4%	21.5%	6.6%	6.1%	4.8%	2.6%	4.4%	46.9%	35.5%	9.6%	4.8%
Difficulty attracting /											
retaining qualified	17	29	10	8	3	4	2	45	33	11	3
employees	25.4%	59.2%	66.7%	57.1%	27.3%	66.7%	20.0%	42.1%	40.7%	50.0%	27.3%
	BCdf	Ag	Ag	а		а	bc				
Government policies	23	9	4	4	3	3	5	34	23	7	3
	34.3%	18.4%	26.7%	28.6%	27.3%	50.0%	50.0%	31.8%	28.4%	31.8%	27.3%
		g					b				
Data security	20	16	5	2	3	3	4	36	21	6	3
	29.9%	32.7%	33.3%	14.3%	27.3%	50.0%	40.0%	33.6%	25.9%	27.3%	27.3%
Regulatory	24	13	2	3	1	2	8	35	15	6	6
requirements	35.8%	26.5%	13.3%	21.4%	9.1%	33.3%	80.0%	32.7%	18.5%	27.3%	54.5%
	G	G	G	G	G		ABCDE	b	aD		В
Rising wages and	14	20	8	6	3	0	1	28	28	5	2
salaries	20.9%	40.8%	53.3%	42.9%	27.3%	0.0%	10.0%	26.2%	34.6%	22.7%	18.2%
	bc	a	afg			С	С				
Cost of benefits	13	19	8	2	5	1	2	29	23	4	4
	19.4%	38.8%	53.3%	14.3%	45.5%	16.7%	20.0%	27.1%	28.4%	18.2%	36.4%
	bC	а	Ad	С							
Employee productivity	11	14	4	2	3	0	0	22	24	2	1
	16.4%	28.6%	26.7%	14.3%	27.3%	0.0%	0.0%	20.6%	29.6%	9.1%	9.1%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228		Where are	you personally	/ located?		
	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.2%	21.5%	18.9%	12.3%	11.8%	7.5%
Difficulty attracting /						
retaining qualified	31	13	22	10	10	8
employees	50.0%	26.5%	51.2%	35.7%	37.0%	47.1%
	b	ac	b			
Government policies	18	15	13	9	11	4
	29.0%	30.6%	30.2%	32.1%	40.7%	23.5%
Data security	20	15	15	7	9	3
	32.3%	30.6%	34.9%	25.0%	33.3%	17.6%
Regulatory	16	12	11	11	11	4
requirements	25.8%	24.5%	25.6%	39.3%	40.7%	23.5%
Rising wages and	20	16	11	8	6	4
salaries	32.3%	32.7%	25.6%	28.6%	22.2%	23.5%
Cost of benefits	19	13	13	6	8	3
	30.6%	26.5%	30.2%	21.4%	29.6%	17.6%
Employee productivity	12	11	10	5	3	9
	19.4%	22.4%	23.3%	17.9%	11.1%	52.9%
	F	f	f	f	F	AbcdE

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228	Total							Industry					
		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	К	L
Rising input or	51	8	0	6	1	2	2	0	1	27	2	2	0
commodity costs	22.4%	33.3% BfL	0.0% ACelk	66.7% BdFHJL	12.5% ci	25.0% bl	6.3% aCl	0.0%	6.3% Cl	54.0% BdFHJL	9.1% Cl	25.0% bl	0.0% ACelk
Employee morale	38 16.7%	1 4.2%	2 8.0%	1 11.1%	3 37.5%	2 25.0%	1 3.1%	1 50.0%	4 25.0%	12 24.0%	5 22.7%	0 0.0%	5 22.7%
		dgi			aF	f	Deghijl	af	f	af	f		f
Economic uncertainty	36	3	7	2	2	2	3	0	1	4	6	2	4
	15.8%	12.5%	28.0% i	22.2%	25.0%	25.0%	9.4%	0.0%	6.3%	8.0% bj	27.3% i	25.0%	18.2%
Access to capital	30	3 12.5%	2 8.0%	2	0	3 37.5%	7 21.9%	0	4	8	1	0	0.0%
	13.2%	12.5%	8.0%		0.0%	37.5% jL	21.9%	0.0%	25.0%	16.0%	4.5% e	0.0%	0.0% cEfh
Weak demand for	29	3	3	1	2	1	2	0	4	6	5	0	2
your products/ services	12.7%	12.5%	12.0%	11.1%	25.0%	12.5%	6.3%	0.0%	25.0%	12.0%	22.7%	0.0%	9.1%
Cost of borrowing	22	2	8	1	0	1	3	1	1	2	2	0	0
	9.6%	8.3% b	32.0% afIL	11.1%	0.0%	12.5%	9.4% b	50.0% IL	6.3%	4.0% BG	9.1%	0.0%	0.0% BG
Corporate tax code	21	3	2	1	0	2	4	0	1	2	3	0	3
	9.2%	12.5%	8.0%	11.1%	0.0%	25.0% i	12.5%	0.0%	6.3%	4.0% e	13.6%	0.0%	13.6%
Other	17	3	0	1	0	0	4	0	1	4	2	0	2
	7.5%	12.5%	0.0%	11.1%	0.0%	0.0%	12.5%	0.0%	6.3%	8.0%	9.1%	0.0%	9.1%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228				Sales Reve	enue					Ownershi	ip	
	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	Α	В	С	D	E
Rising input or	13	15	11	7	3	1	1	5	2	35	3	1
commodity costs	16.3%	24.2%	28.9%	50.0%	18.8%	20.0%	11.1%	29.4%	25.0%	23.5%	50.0%	6.7%
	D			A							е	d
Employee morale	14	13	4	1	2	2	1	3	2	24	1	3
	17.5%	21.0%	10.5%	7.1%	12.5%	40.0%	11.1%	17.6%	25.0%	16.1%	16.7%	20.0%
Economic uncertainty	20	4	6	3	1	1	1	4	0	22	1	4
	25.0%	6.5%	15.8%	21.4%	6.3%	20.0%	11.1%	23.5%	0.0%	14.8%	16.7%	26.7%
	В	Α										
Access to capital	18	4	4	2	1	0	0	1	0	25	0	0
	22.5%	6.5%	10.5%	14.3%	6.3%	0.0%	0.0%	5.9%	0.0%	16.8%	0.0%	0.0%
	В	Α										
Weak demand for	12	6	7	0	2	0	2	2	2	20	1	1
your products/ services	15.0%	9.7%	18.4%	0.0%	12.5%	0.0%	22.2%	11.8%	25.0%	13.4%	16.7%	6.7%
Cost of borrowing	10	4	3	2	1	1	0	1	0	16	0	0
	12.5%	6.5%	7.9%	14.3%	6.3%	20.0%	0.0%	5.9%	0.0%	10.7%	0.0%	0.0%
Corporate tax code	7	4	2	1	4	1	1	4	2	11	0	2
· · · · ·	8.8%	6.5%	5.3%	7.1%	25.0%	20.0%	11.1%	23.5%	25.0%	7.4%	0.0%	13.3%
		е	е		bc			С		a		
Other	5	9	2	0	1	0	0	0	0	12	0	2
	6.3%	14.5%	5.3%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	8.1%	0.0%	13.3%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228			Numbe	r of Employee	es			Fo	reign Sales		
	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Dising input or	10	10		0	0			4 5	07		
Rising input or	13	10	4	8	3	2	2	15	27	7	2
commodity costs	19.4% D	20.4% D	26.7%	57.1% AB	27.3%	33.3%	20.0%	14.0% Bc	33.3% A	31.8% a	18.2%
				AD				DC	~	a	
Employee morale	11	12	1	2	1	2	1	13	14	8	2
	16.4%	24.5%	6.7%	14.3%	9.1%	33.3%	10.0%	12.1%	17.3%	36.4%	18.2%
								С		А	
Economic uncertainty	17	3	2	1	2	1	1	22	7	5	2
	25.4%	6.1%	13.3%	7.1%	18.2%	16.7%	10.0%	20.6%	8.6%	22.7%	18.2%
	В	A		,.				b	a		
Access to capital	14	5	2	0	0	1	0	14	10	4	1
	20.9%	10.2%	13.3%	0.0%	0.0%	16.7%	0.0%	13.1%	12.3%	18.2%	9.1%
Weak demand for	12	8	2	1	2	0	2	13	12	3	1
your products/ services	17.9%	16.3%	13.3%	7.1%	18.2%	0.0%	20.0%	12.1%	14.8%	13.6%	9.1%
Cost of borrowing	10	2	1	1	3	0	0	14	5	1	1
ŭ	14.9%	4.1%	6.7%	7.1%	27.3%	0.0%	0.0%	13.1%	6.2%	4.5%	9.1%
		е			b						
Corporate tax code	7	3	0	2	1	1	1	10	7	2	1
	10.4%	6.1%	0.0%	14.3%	9.1%	16.7%	10.0%	9.3%	8.6%	9.1%	9.1%
						_					
Other	4	4	1	1	0	0	0	10	5	2	0
	6.0%	8.2%	6.7%	7.1%	0.0%	0.0%	0.0%	9.3%	6.2%	9.1%	0.0%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228		Where are	you personally	located?		
	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Rising input or	14	14	5	4	7	7
commodity costs	22.6%	28.6%	11.6%	14.3%	25.9%	41.2%
		С	bf	f		cd
Employee morale	10	9	4	4	6	4
	16.1%	18.4%	9.3%	14.3%	22.2%	23.5%
Economic uncertainty	9	7	7	8	3	2
	14.5%	14.3%	16.3%	28.6%	11.1%	11.8%
Access to capital	7	6	6	3	5	3
	11.3%	12.2%	14.0%	10.7%	18.5%	17.6%
Weak demand for	7	6	6	7	3	0
your products/services	11.3%	12.2%	14.0%	25.0% f	11.1%	0.0% d
						u
Cost of borrowing	7	7	6	0	1	0
	11.3%	14.3%	14.0%	0.0%	3.7%	0.0%
		d	d	bc		
Corporate tax code	6	1	7	1	5	1
	9.7%	2.0% ce	16.3% b	3.6%	18.5% b	5.9%
		Ce			D	
Other	7	4	3	1	0	2
	11.3%	8.2%	7.0%	3.6%	0.0%	11.8%

N=228	Total						l	ndustry					
		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Inflation	14 6.1%	3	2 8.0%	0	0.0%	0	2 6.3%	0	1 6.3%	2	1 4.5%	1 12.5%	<u>2</u> 9.1%
			0.0 /0										
Currency risk	13 5.7%	1 4.2%	4.0%	0.0%	0.0%	1 12.5%	2 6.3%	1 50.0%	0.0%	6 12.0%	0.0%	0.0%	4.5%
		g	g				g	abfhJl	g		G		g
Geopolitical / health	6	1	2	1	0	0	1	0	0	0	1	0	0
crises	2.6%	4.2%	8.0%	11.1%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0% bc	4.5%	0.0%	0.0%
			I	I						DC			
Deflation	2	0	0	0	0	0	2	0	0	0	0	0	0
	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228				Sales Rev	enue					Ownersh	ip	
	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	Α	В	С	D	E
Inflation	5	3	3	2	0	1	0	1	0	11	1	0
	6.3%	4.8%	7.9%	14.3%	0.0%	20.0%	0.0%	5.9%	0.0%	7.4%	16.7%	0.0%
Currency risk	2	2	5	0	1	0	3	3	2	6	0	0
	2.5%	3.2% G	13.2% a	0.0% g	6.3%	0.0%	33.3% ABd	17.6%	25.0% C	4.0% aB	0.0%	0.0%
Geopolitical / health	2	1	1	1	1	0	0	1	1	4	0	0
crises	2.5%	1.6%	2.6%	7.1%	6.3%	0.0%	0.0%	5.9%	12.5%	2.7%	0.0%	0.0%
Deflation	1	1	0	0	0	0	0	0	0	2	0	0
	1.3%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228			Numbe	r of Employe	es			Fo	reign Sales		
	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Inflation	3	2	0	2	2	1	0	9	4	1	0
	4.5%	4.1%	0.0%	14.3%	18.2%	16.7%	0.0%	8.4%	4.9%	4.5%	0.0%
Currency risk	3	1	1	1	2	0	3	0	5	3	5
	4.5%	2.0%	6.7%	7.1%	18.2%	0.0%	30.0%	0.0%	6.2%	13.6%	45.5%
	G	eG			b		AB	BCD	AD	A	AB
Geopolitical / health	3	1	0	0	1	0	1	3	3	0	0
crises	4.5%	2.0%	0.0%	0.0%	9.1%	0.0%	10.0%	2.8%	3.7%	0.0%	0.0%
Deflation	2	0	0	0	0	0	0	1	0	0	1
	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%	9.1%
								d	D		aE

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

3. During the past quarter, which items have been the most pressing concerns for your company's top management team?

N=228		Where are	you personall	y located?		
	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Inflation	1	7	0	3	1	2
	1.6%	14.3%	0.0%	10.7%	3.7%	11.8%
	b	ac	bdf	С		С
Currency risk	4	4	2	1	2	0
	6.5%	8.2%	4.7%	3.6%	7.4%	0.0%
Geopolitical / health	1	2	1	1	0	1
crises	1.6%	4.1%	2.3%	3.6%	0.0%	5.9%
Deflation	0	1	0	1	0	0
	0.0%	2.0%	0.0%	3.6%	0.0%	0.0%

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [Unweighted - Winsorized]

N=228	Total							Industry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Earnings	11.46	8.62	6.89	12.60	22.94	16.17	10.41	11.50	20.14	15.70	0.38	7.75	11.65
	5.00	5.00	5.00	13.00	7.00	6.00	10.00	1.00	15.00	10.00	3.00	5.00	5.00
Technology spending	10.21	9.47	6.11	6.67	8.20	9.75	8.50	7.00	17.80	13.16	6.90	-3.25	15.87
	5.00	5.00	5.00	9.00	9.50	10.00	5.00	1.00	20.00	5.00	5.00	2.00	10.00
Revenue	9.70	8.29	6.09	7.86	6.17	13.50	7.94	13.00	17.78	12.46	3.25	4.00	15.67
	6.00	7.25	5.00	5.00	5.00	8.00	5.00	1.00	13.50	10.00	4.00	3.50	7.50
Health care costs	8.64	9.51	7.48	12.17	7.64	7.67	9.64	8.00	8.84	9.07	7.99	6.14	7.88
	8.00	8.00	6.00	14.00	7.00	10.00	10.00	5.00	9.00	8.00	6.50	6.50	7.00
Marketing/	7.86	5.29	6.45	-6.67	7.00	4.00	14.21	2.00	19.74	6.44	4.61	2.00	7.21
advertising spending	5.00	5.00	3.50	3.50	9.00	3.00	10.00	3.00	17.50	5.00	3.00	1.00	10.00
Capital spending	7.69	1.76	3.29	6.50	14.17	19.86	4.03	7.00	13.20	11.12	3.62	0.00	13.51
	5.00	6.75	3.50	10.00	5.00	7.50	6.25	-6.50	10.00	10.00	7.50	3.00	7.50
Research and	7.10	6.83	6.00	-0.50		25.00	18.56	5.00	5.90	5.79	-0.50	3.50	10.75
development spending	5.00	9.25	7.50	1.00		1.00	7.50	3.50	10.00	5.00	5.00	1.00	10.00
Number of domestic	5.82	2.02	3.26	6.50	3.50	9.25	8.31	4.00	11.86	5.17	5.16	3.50	9.00
full-time employees	4.50	3.00	3.50	5.00	2.00	10.00	9.50	2.50	10.00	5.00	5.00	5.00	5.00

Wages/Salaries	4.77	5.89	3.61	1.43	6.75	5.08	6.69	2.00	10.84	4.53	2.05	2.63	3.38
	3.00	5.00	3.00	3.00	4.00	3.50	5.00	2.50	5.00	3.00	3.00	2.00	3.00
Prices of your products	4.22	4.64	2.38	5.60	4.40	7.69	4.74	6.00	6.89	4.03	2.84	3.20	2.73
	3.00	3.00	3.00	5.00	5.50	15.38	5.00	4.00	5.00	3.00	2.00	4.00	3.00

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [Unweighted - Winsorized]

N=228				Sales Reve	enue					Ownersh	ip	
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Earnings	14.39	12.16	6.68	15.92	5.77	6.40	11.78	9.47	5.14	11.40	2.67	9.30
	10.00	5.00	5.00	10.00	5.00	10.00	11.00	10.00	7.50	6.00	3.50	3.00
Technology spending	7.84	8.66	18.43	10.86	4.70	8.33	7.50	8.33	5.50	10.31	7.00	11.50
	5.00	5.00	10.00	11.00	4.00	10.00	1.00	3.50	5.00	5.00	9.50	5.00
Revenue	10.47	9.90 5.00	10.54 8.50	11.42 8.00	4.64 5.00	6.00 5.50	9.88	6.81	13.01 8.00	10.06	5.40 7.50	10.74 4.50
Health care costs	10.38	8.88	7.92	7.67	5.75	5.00	5.17	5.38	4.00	8.97	6.83	9.07
	8.00	8.00	9.00	7.00	5.00	5.50	6.00	5.50	5.00	8.00	7.00	8.00
Marketing/	12.62	4.30	10.47	6.22	0.67	2.67	1.25	3.38	-1.00	9.11	3.50	1.67
advertising spending	10.00	3.50	5.00	7.50	2.50	6.50	2.00	3.00	1.00	5.00	3.00	4.00
Capital spending	8.37 5.00	1.94 5.00	12.14 10.00	16.90 10.00	4.79 5.00	9.50 10.00	11.71 10.00	9.50 5.00	13.80 10.00	7.15 5.00	5.00 5.00	13.26 2.00
Research and	10.86	3.29	10.21	2.33	-1.67	7.50	3.00	5.80	-3.33	8.07		10.00
development spending	10.00	3.00	5.00	5.00	7.50	1.00	3.00	7.50	5.00	5.00		-7.50
Number of domestic	8.26	6.51	5.06	6.80	0.31	1.75	2.33	0.33	0.43	6.65	13.00	8.50
full-time employees	5.00	4.00	5.00	5.00	2.00	3.00	2.00	2.00	2.00	5.00	1.50	5.00
Wages/Salaries	5.36 3.50	4.89 3.00	5.63 4.00	3.96 3.00	1.69 3.00	2.80 2.50	2.72 3.00	2.90 3.00	0.38	5.67 3.50	2.50 2.00	3.00 3.00
Prices of your products	4.27	4.74	3.75	4.74	3.67	3.50	4.08	2.90	2.21	4.67	3.25	3.50

	3.00	4.50	3.00	5.00	3.00	1.00	3.00	2.00	2.50	3.00	4.00	4.00
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4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [Unweighted - Winsorized]

N=228		Number of Employees Foreign Sales											
Mean							More						
Median	Fewer	100-	500-	1000-	2500-	5000-	than				More		
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%		
Number	67	49	15	14	11	6	10	107	81	22	11		
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%		
Earnings	10.65	12.53	4.64	8.00	1.80	20.00	9.60	10.70	11.72	18.25	10.18		
	5.00	8.00	5.00	5.00	4.00	22.50	10.00	5.00	10.00	10.00	10.00		
Technology spending	8.11	10.11	17.44	14.42	7.71	3.33	7.25	9.22	10.02	15.46	14.33		
	5.00	10.00	11.00	9.00	9.00	4.50	10.00	5.00	6.00	15.00	12.00		
Revenue	9.79	11.07	7.07	8.86	4.56	12.17	7.22	8.10	11.31	16.22	8.60		
	5.00	6.50	7.00	8.00	5.00	15.00	7.50	5.00	7.00	11.00	10.00		
1111	0.70	0.00	0.00	0.70	7.05	0.05	. 75	0.77	0.00	10.70	5.00		
Health care costs	9.70	9.23	6.38	6.73	7.95	6.25	4.75	8.77	8.62	10.73	5.38		
	8.00	8.00	6.00	7.50	6.00	8.00	4.00	7.00	8.00	10.00	5.00		
Marketing/	13.82	5.36	4.71	2.71	1.86	2.00	0.17	6.36	7.82	15.97	7.57		
advertising spending	10.00	5.00	5.00	4.00	3.50	2.50	2.00	5.00	5.00	10.00	4.00		
Capital spending	7.95	4.10	7.78	13.80	2.72	15.40	6.57	7.60	6.75	14.66	7.83		
	5.00	5.00	7.50	10.00	8.75	15.00	8.50	5.00	5.00	10.00	10.00		
Research and	9.85	5.85	-7.67	12.50	-13.00	10.00	3.00	12.94	3.84	13.46	0.43		
development spending	5.50	5.00	1.00	5.00	1.00	2.00	3.00	8.50	5.00	10.00	4.00		
Number of domestic	7.98	6.12	2.14	5.54	-0.56	2.80	2.14	6.43	4.51	9.30	3.67		
full-time employees	4.50	5.00	5.00	3.50	1.50	2.50	3.00	5.00	3.00	8.50	4.00		
Wagaa/Salariaa	E 40	4.64	5.53	4 4 5	0.06	0.40	0.55	4.04	4.98	6 10	4 50		
Wages/Salaries	5.40 3.00	4.64 3.00	3.00	4.15 4.00	2.86 3.00	3.40 3.50	2.55 3.00	4.31 3.00	4.98	6.16 5.00	4.50 3.00		
Prices of your	4.05	4.54	1.90	5.65	2.56	5.40	2.75	4.13	4.76	3.89	1.60		
products													
	3.00	5.00	3.00	6.00	2.50	6.50	2.00	4.00	3.00	3.00	2.50		

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [Unweighted - Winsorized]

N=228		Where are	you personally	y located?		
Mean			South		South	
Median	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
<u> </u>						
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Earnings	16.80	6.89	9.89	5.64	7.25	23.85
	10.00	5.00	7.50	6.00	5.00	10.00
Technology spending	12.76	8.90	8.34	17.56	3.81	9.71
reennology spending	5.00	5.00	7.00	10.00	5.00	10.00
Revenue	12.79	7.37	8.96	10.85	7.96	9.60
	7.00	8.00	6.00	10.00	5.00	5.00
Health care costs	9.22	6.98	8.74	8.53	9.45	9.80
	8.00	6.50	6.50	8.00	8.00	10.00
Marketing/	7.99	3.52	7.50	9.56	9.45	14.68
advertising spending	8.00	3.00	4.00	5.00	4.50	10.00
Capital spending	6.17	4.56	12.05	4.93	4.69	17.99
Capital operioling	5.00	5.00	5.00	8.00	7.00	10.00
Description 1	0.00	E 00	45.40	7.00	0.75	
Research and	6.82	5.30	15.42	7.33	6.75	-1.40
development spending	5.00	5.00	7.50	10.00	5.00	10.00
Number of domestic	6.90	5.68	5.26	2.49	6.03	7.28
full-time employees	5.00	3.50	5.00	2.49	5.00	5.00
Wages/Salaries	5.50	4.64	4.43	3.61	3.15	6.74
	3.00	3.00	3.00	3.50	3.00	5.00
Prices of your products	4.19	3.42	4.41	4.18	4.63	5.58
	3.00	3.00	3.00	3.00	5.00	5.00

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [All Companies - Winsorized - Revenue Weighted]

N=224	Total		Industry												
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry		
Capital spending	8.27 5.00	11.36 10.00	2.41 3.03	5.57 7.82	7.66 5.00	1.75 3.60	7.92 8.29	7.00 -6.50	14.54 12.65	20.69 20.00	7.99 10.00	3.20 4.12	3.21 4.00		
Earnings	8.05 5.53	12.18 10.00	4.98 5.00	37.15 22.78	6.88 9.81	9.93 9.99	7.77 4.27	13.00 4.01	5.99 10.00	14.67 10.00	-4.67 5.00	3.03 3.94	7.42 9.83		
Technology spending	7.22	6.20	6.71	8.92	9.21	2.89	6.28	11.98	11.28	10.80	5.31	2.03	7.46		
	5.00	5.00	2.00	9.98	14.36	2.13	5.00	6.51	10.00	3.00	4.57	2.00	10.00		
Revenue	6.91 6.00	11.86 8.34	2.65 5.00	13.82 16.74	3.10 5.00	4.64 4.95	5.00 3.60	15.99 3.02	10.42 10.07	12.66 10.00	1.63 6.00	3.06 3.50	5.44 3.07		
Prices of your products	3.80	7.41	6.32	3.57	4.83	0.93	3.09	6.00	3.76	5.15	-0.53	2.94	3.21		
	3.00	2.65	9.41	3.56	5.50	3.80	3.00	4.00	5.00	5.00	1.78	3.94	3.00		
Research and	3.06	9.90	5.00	-5.74		29.77	18.56	5.00	5.94	4.49	-8.06	4.82	5.51		
development spending	5.00	0.66	7.50	-0.37		20.24	7.50	3.50	10.00	3.00	3.07	5.00	7.56		
Marketing/ advertising spending	1.94 2.00	2.89 3.07	3.03 3.00	8.86 6.67	3.27 5.62	2.25 3.22	6.93 4.60	2.00 3.00	12.51 12.67	2.94 2.00	-4.85 -0.38	2.00 2.00	0.53 5.00		

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [All Companies - Winsorized - Revenue Weighted]

N=224				Sales Reve	enue			Ownership				
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
Capital spending	8.37 5.00	1.94	12.14 10.00	16.90 10.00	4.79 5.00	9.50 10.00	11.71 10.00	6.27	14.67 10.00	9.02 7.71	35.63 67.68	4.56
Earnings	14.39	12.16	6.68	15.92	5.77	6.40	11.78	9.73	8.82	6.43	1.11	-2.20
	10.00	5.00	5.00	10.00	5.00	10.00	11.00	10.00	17.00	5.00	1.52	-3.18
Technology spending	7.84	8.66	18.43	10.86	4.70	8.33	7.50	3.70	6.82	11.37	8.86	9.22
	5.00	5.00	10.00	11.00	4.00	10.00	6.67	3.50	5.00	5.72	9.50	5.00
Revenue	10.47	9.90	10.54	11.42	4.64	6.00	9.88	6.60	8.08	6.40	5.49	3.77
	6.00	5.00	8.50	8.00	5.00	5.50	8.00	6.00	11.49	5.00	7.50	4.00
Prices of your products	4.27	4.74	3.75	4.74	3.67	3.50	4.08	3.68	2.27	5.05	5.76	3.96
	3.00	4.50	3.00	5.00	3.00	6.67	3.00	2.94	2.99	3.00	3.68	4.00
Research and	10.86	3.29	10.21	2.33	-1.67	7.50	3.00	5.98	-17.14	8.30		10.00
development spending	10.00	3.00	5.00	5.00	7.50	6.67	3.00	7.50	-5.89	5.00		-7.50
Marketing/	12.62	4.30	10.47	6.22	0.67	2.67	1.25	3.42	-5.88	5.95	3.04	-3.80
advertising spending	10.00	3.50	5.00	7.50	2.50	6.50	2.00	3.00	-1.81	4.00	5.44	-1.17

4. Relative to the previous 12 months, what will be your company's PERCENTAGE CHANGE during the next 12 months? [All Companies - Winsorized - Revenue Weighted]

N=224			Number	r of Employee	Foreign Sales						
Mean							More				
Median	Fewer	100-	500-	1000-	2500-	5000-	than				More
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%
Capital spending	23.40	10.55	9.33	4.75	6.13	15.40	6.57	3.46	11.00	17.73	0.88
	5.00	10.00	9.94	4.32	8.75	15.00	8.50	3.32	10.00	20.88	6.07
Earnings	3.60	17.80	4.75	5.38	-7.25	20.00	9.60	7.02	7.31	9.58	12.55
	5.00	16.19	7.93	5.00	3.00	22.50	10.00	5.00	7.75	7.82	16.04
Technology spending	12.96	8.87	20.75	7.54	4.32	3.33	7.25	8.52	6.74	16.52	5.30
	10.00	10.00	16.29	2.26	5.29	4.50	10.00	4.26	5.00	10.00	7.79
Revenue	8.19	14.66	8.50	4.26	-1.15	12.17	7.22	4.33	7.97	7.69	7.13
	5.00	6.01	10.00	6.07	3.69	15.00	7.50	3.00	6.00	6.00	10.00
Prices of your products	7.01	0.97	1.72	5.99	0.71	5.40	2.75	3.29	4.20	2.20	3.72
	5.00	2.03	3.00	5.56	3.44	6.50	2.00	3.00	3.53	1.78	2.00
Research and	10.77	11.11	-7.67	12.50	-19.15	10.00	3.00	7.54	2.44	5.36	3.16
development spending	5.50	5.00	1.00	5.00	-12.55	2.00	3.00	8.50	5.00	4.26	4.00
Marketing/	26.12	7.17	5.15	3.72	-2.04	2.00	0.17	3.20	1.44	0.64	2.23
advertising spending	10.00	5.00	5.00	3.02	3.00	2.50	2.00	3.00	3.00	2.44	2.00

N=224		Where are	you personally	/ located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
		0.74		0.05	0.05	
Capital spending	22.55	9.71	3.96	9.95	3.05	6.18
	23.47	6.94	5.00	10.00	4.20	7.50
Earnings	11.63	0.00	12.26	6.31	7.51	9.81
	10.00	5.00	5.00	7.75	5.00	10.00
Technology spending	17.35	5.31	7.21	15.20	5.07	6.27
	5.46	4.54	2.00	10.00	5.11	10.00
Revenue	11.33	3.51	6.56	6.13	5.21	8.79
	6.52	7.00	6.00	7.13	3.00	6.59
Prices of your products	4.80	0.68	5.21	2.82	2.67	6.92
· · ·	2.36	2.00	3.00	3.00	4.00	5.00
Research and	1.63	-1.94	6.23	2.53	5.01	9.96
development spending	1.61	3.00	5.00	6.29	5.00	10.00
Marketing/	3.72	-0.86	4.25	-0.70	2.58	5.81
advertising spending	5.00	2.23	3.00	0.28	3.00	7.67

N=172	Total						Ir	ndustry					
Mean Median		Retail/ Whole- sale	Bank/Fin Insur Real Estate	Mining Construc - tion	Trans- portation Pub. Util	Energy	Service Consult- ing	Commun - ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
Health care	7.63	7.61	7.53	11.08 10.00	9.84 7.83	3.18 3.29	10.61 11.46	8.00 5.00	6.51 5.00	7.41	8.18 6.50	6.29 7.74	6.61 5.61
Number of	4.46	-0.53	2.84	7.73	6.31	-1.67	8.19	4.00	7.88	4.85	3.04	4.00	7.01
domestic full- time employees	3.00	2.00	4.00	12.75	9.00	1.80	9.00	2.50	5.00	2.00	2.99	7.50	4.06
Wages/	4.11	4.66	3.58	2.91	7.63	3.41	5.82	2.00	7.72	4.38	1.87	2.71	3.23
Salaries	3.00	3.01	3.00	5.00	6.74	4.15	5.00	2.50	4.58	3.00	2.27	2.50	3.00

N=172			S	ales Revenue	9				Owi	nership		
Mean Median	Less than \$25 million	\$25-99 million	\$100-499 million	\$500-999 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
Health care	10.47	8.92	6.94	7.44	5.34	5.50	5.17	4.33	5.13	8.98	6.77	9.67
costs	8.00	8.00	8.00	5.00	5.00	3.60	6.00	5.00	4.62	8.00	6.87	9.09
Number of	6.78	6.41	5.47	4.60	2.19	0.50	2.33	1.20	2.57	5.92	13.00	9.20
domestic full- time employees	4.00	3.09	5.00	5.00	2.00	3.60	2.00	2.00	2.00	5.00	1.50	6.36
Wages/	4.74	5.43	5.86	3.51	2.24	2.50	2.72	2.72	2.38	5.54	2.52	3.16
Salaries	3.00	3.00	4.00	3.00	3.00	3.60	3.00	3.00	3.80	3.50	2.02	3.00

N=172			Number of	Employees				Foreign \$	Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
Health care	9.70	9.23	6.38	6.73	7.95	6.25	4.75	7.78	7.32	9.29	5.66
costs	8.00	8.00	6.00	7.50	6.00	8.00	4.00	6.29	6.00	8.91	6.29
Number of	7.98	6.12	2.14	5.54	-0.56	2.80	2.14	5.20	3.30	7.43	3.29
domestic full- time employees	4.50	5.00	5.00	3.50	1.50	2.50	3.00	5.00	2.00	5.00	4.00
Wages/	5.40	4.64	5.53	4.15	2.86	3.40	2.55	4.17	4.18	4.38	3.11
Salaries	3.00	3.00	3.00	4.00	3.00	3.50	3.00	3.00	3.00	2.84	3.00

N=172		Where are	you personall	y located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
Health care	7.81	6.58	9.43	8.35	6.80	7.37
costs	7.10	6.00	8.77	8.00	6.00	7.34
Number of	5.84	4.81	5.58	0.04	3.97	4.13
domestic full- time employees	5.00	3.00	5.00	1.00	4.18	2.00
Wages/	4.98	4.13	4.11	3.23	2.80	4.27
Salaries	3.00	3.00	3.97	3.00	2.00	3.00

N=123	Total						I	ndustry					
Mean Median		Retail/ Whole- sale	Bank/Fin Insur Real Estate	Mining Construc - tion	Trans- portation Pub. Util	Energy	Service Consult- ing	Commun - ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
Earnings	9.46	14.63	7.06	40.00		8.00			7.50	17.72	-8.33		9.98
	10.00	19.68	7.66	22.50		6.67			6.67	22.18	5.00		7.50
Revenue	7.04	12.75	0.14	15.00		3.33			11.00	13.25	0.00		6.87
	6.50	19.55	4.39	9.50		4.50			6.67	16.53	7.00		37.05

N=123			S	ales Revenue)				Owi	nership		
Mean Median	Less than \$25 million	\$25-99 million	\$100-499 million	\$500-999 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
Earnings		-4.00	3.50	6.50	6.29	10.00	12.57	9.73	8.82			
		3.00	0.43	0.43	5.00	10.00	11.00	10.00	17.00			
Revenue		-2.00	21.02	7.50	4.38	8.00	9.50	6.60	8.08			
		0.50	10.00	0.43	6.00	10.50	8.00	6.00	11.49			

N=123			Number of	f Employees				Foreign	Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
Earnings		-4.00		4.39	-14.17	20.00	9.75	9.01	9.46	7.26	12.50
		-4.50		0.79	4.00	22.50	10.00	10.93	10.00	10.00	6.67
Revenue	10.00	65.46		-4.58	-4.24	12.17	6.14	3.61	9.25	5.85	2.50
	4.00	35.31		-1.27	4.06	15.00	7.50	4.95	8.00	6.00	6.67

N=123		Where are	you personall	y located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
Earnings	11.41	0.12	22.48	8.00	7.00	15.00
	11.06	9.84	39.97	6.67	6.67	6.67
Revenue	11.78 7.00	2.76 8.00	4.99 6.50	5.50 6.67	2.00 2.50	17.50 6.67

Duke / CFO magazine Global Business Outlook survey - U.S. - Second Quarter, 2018

Q5a. What is your current long-term borrowing interest rate?

N=228	Total							ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	К	L
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
What is your current	5.19	4.80	4.50	4.81	3.93	4.73	4.91	5.00	8.42	5.42	5.43	3.88	5.17
long-term borrowing interest rate?	4.75	4.13	4.57	5.00	4.05	4.40	5.00	3.00	6.88	4.75	5.00	3.85	5.00
		h	h				h		abfi	h			

N=228				Sales Rev	enue					Ownersh	ip	
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	A	В	С	D	E
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
What is your current	5.55	5.33	4.62	4.84	4.80	6.15	4.30	5.54	5.83	5.25	4.13	5.06
long-term borrowing interest rate?	5.00	4.50	4.00	4.20	5.00	5.88	4.00	5.75	5.50	4.67	3.25	4.00

Q5a. What is your current long-term borrowing interest rate?

N=228			Numbe	r of Employe	es			Fo	oreign Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
What is your current	5.18	5.51	5.23	5.14	4.96	5.60	4.40	4.76	5.49	6.56	4.94
long-term borrowing interest rate?	4.75	4.50	4.85	4.90	5.25	5.75	4.25	4.32	5.00	5.40	4.90
						g	f	bc	а	а	

Q5a. What is your current long-term borrowing interest rate?

Q5a. What is your current long-term borrowing interest rate?

N=228		Where are	you personall	y located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
What is your current	5.29	5.39	5.04	5.53	4.51	5.22
long-term borrowing interest rate?	4.50	4.75	5.00	5.00	4.50	5.50

Q5b. What is your current debt-to-assets ratio?

N=228	Total						I	ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Number Percent	228 100.0%	24	25 11.1%	9	8 3.5%	8 3.5%	32 14.2%	2	16 7.1%	50 22.1%	22 9.7%	8	22 9.7%
	100.070	10.070	11.170	4.070	0.070	0.070	14.2 /0	0.070	7.170	22.170	0.170	0.070	0.170
What is your current	30.51	34.58	34.96	32.68	45.83	42.01	21.32	15.00	30.46	31.31	36.55	22.64	20.80
debt-to-assets ratio?	25.00	40.00	34.00	43.00	60.00	52.06	11.00	7.50	10.00	30.00	31.50	20.00	18.00
													d

N=228				Sales Rev	enue				Public, NYSE Public, Nasdaq/ AMEX Govern- Private Nonprofit A B C D E 17 8 149 6 15				
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	,	Nasdaq/	Private		Nonprofit	
	A	В	С	D	E	F	G	A	В	С	D	E	
Number	80	62	38	14	16	5	9	17	8	149	6	15	
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%	
What is your current	22.06	28.96	40.55	37.15	44.33	31.20	34.33	42.85	55.86	28.46	22.97	21.17	
debt-to-assets ratio?	12.00	22.50	33.50	42.50	50.00	38.00	42.00	43.00	65.00	20.00	20.00	16.50	
	CE		A		А			e	cdE	b	b	aB	

Q5b. What is your current debt-to-assets ratio?

<u>Q5b. What is your current debt-to-assets ratio?</u>

N=228			Numbe	r of Employe	es			F	oreign Sales		
Mean							More				
Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	than 10.000	0%	1-24%	25-50%	More than 50%
	A	493 B	555 C	2499 D	+999 E	5555 F	G	A	B	23-30 /8 C	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
What is your current	24.60	30.04	32.79	33.46	59.78	32.17	40.86	28.69	34.55	30.82	20.37
debt-to-assets ratio?	13.00	23.90	22.00	36.00	61.00	30.00	47.00	24.00	29.50	35.00	17.50
	E	Е	е	е	ABcdF	E					

Q5b. What is your current debt-to-assets ratio?

N=228		Where are	you personall	y located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
What is your current	28.26	31.46	28.48	30.10	37.59	30.37
debt-to-assets ratio?	23.00	31.00	25.00	25.50	46.00	32.50

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? LOW INTEREST RATES

N=228	Total							ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
There is a 1-in-10	4.52	4.18	4.49	3.39	3.87	4.13	4.36	5.00	5.47	4.87	5.04	2.75	4.66
chance that our long- term borrowing rate will be:	4.25	4.00	4.88	3.60	4.18	4.00	5.00	3.00	5.00	4.25	5.00	3.00	4.50
			k				k		k	k	k	bfhij	
At this low borrowing	32.70	32.26	47.21	61.67	36.20	53.17	13.63	18.00	38.50	33.30	30.14	27.30	23.73
rate, what do you expect your debt- to- assets ratio will be in June 2019?	30.00	25.00	50.00	77.50	57.50	63.00	1.00	9.00	30.00	30.00	36.50	30.00	25.00
			F	Fkl		FI	BCEi			f		С	ce
At this low borrowing	8.39	8.40	3.47	12.00	9.50	25.00	6.33	12.00	10.00	4.46	13.92	12.17	11.87
rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	5.00	3.00	10.00	7.00	15.00	5.00	6.00	7.50	5.00	5.00	5.00	5.00
		b	acde	b	b	bfi	е			е			

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? LOW INTEREST RATES

N=228				Sales Reve	enue					Ownersh	ip	
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
There is a 1-in-10	5.08	4.41	4.03	4.53	4.22	4.56	3.90	4.44	5.28	4.72	2.50	4.23
chance that our long- term borrowing rate will be:	5.00	4.00	3.50	4.63	4.20	5.75	4.00	4.50	5.00	4.50	3.00	4.25
	С		a					d	d	d	abc	
At this low borrowing	22.36	35.29	40.25	33.78	44.11	27.20	40.25	40.50	55.00	31.39	15.20	28.75
rate, what do you expect your debt-to- assets ratio will be in June 2019?	11.00	40.00	32.00	40.00	45.00	33.50	40.00	40.00	57.50	25.00	18.00	30.00
	ce		a		a				d		b	
At this low borrowing	9.85	8.70	8.97	6.08	5.08	5.40	3.00	-0.57	5.50	8.57	10.00	7.40
rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	5.00	6.00	5.00	5.00	3.50	5.00	3.00	12.00	5.00	7.50	5.00

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? LOW INTEREST RATES

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	C	D	E	F	G	A	В	С	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
There is a 1-in-10	4.77	4.72	4.05	5.12	4.50	4.79	3.93	4.33	4.68	4.98	4.81
chance that our long- term borrowing rate will be:	4.75	4.00	3.75	4.75	4.75	5.38	4.00	4.38	4.25	5.00	5.00
At this low borrowing	23.55	35.86	33.59	21.90	62.50	31.75	44.33	31.58	35.70	32.97	24.83
rate, what do you expect your debt-to- assets ratio will be in June 2019?	11.50	40.00	26.00	30.00	74.00	40.00	50.00	30.00	30.00	32.00	27.00
	е			е	adf	е					
At this low borrowing	7.98	7.78	4.67	16.09	6.25	9.40	3.57	9.60	6.32	11.11	6.89
rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	6.50	5.00	6.00	5.00	8.50	5.00	5.00	5.00	10.00	7.50

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? LOW INTEREST RATES

N=228		Where are	you personally	/ located?		
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
There is a 1-in-10	4.29	5.06	4.46	4.69	4.11	4.66
chance that our long- term borrowing rate will be:	4.00	4.63	4.47	4.50	4.00	5.00
At this low borrowing	31.69	32.10	30.73	36.17	31.85	40.44
rate, what do you expect your debt-to- assets ratio will be in June 2019?	25.00	30.00	30.00	35.00	30.00	48.00
At this low borrowing	7.15	6.63	9.72	4.85	15.86	6.00
rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	5.00	5.00	3.00	10.00	5.00
	е				а	

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? BEST GUESS

N=228	Total							Industry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	1	J	K	L
Number Percent	228 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
I expect that in one	5.83	5.45	5.41	5.68	4.48	5.18	5.38	6.00	8.02	6.06	6.63	4.50	5.85
year our long-term borrowing interest rate will be:	5.00	5.00	5.50	5.10	4.70	5.00	5.50	4.75	5.50	5.00	5.00	4.50	6.00
			h				h		bf				
At this borrowing rate,	31.77	31.76	46.79	55.00	35.40	51.17	13.43	17.00	37.25	32.43	28.32	27.30	23.27
what do you expect your debt-to- assets ratio will be in June 2019?	29.00	25.00	50.00	67.50	57.50	60.00	1.00	8.50	30.00	29.00	34.00	30.00	25.00
			F	fl		FI	BcEi			f			се
At this borrowing rate,	7.10	7.80	2.74	6.33	9.17	13.60	5.45	11.00	9.44	3.49	12.64	11.67	11.33
what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	5.00	2.00	5.00	5.00	12.50	5.00	5.50	7.50	5.00	5.00	5.00	5.00
		b	ade		b	b							

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? BEST GUESS

N=228				Sales Reve	enue			Image: Construct on the system Public, Nasdaq/AMEX Private Government Nonprofit A B C D E A B C D E Image: A T T 8 149 6 15 Image: A T T 8 149 6 15 Image: A T T T 76.4% 3.1% 7.7% Image: A T T T T 7.5% 5.00 3.75				
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	· · ·	Nasdaq/	Private		Nonprofit
	Α	В	С	D	E	F	G	A	В	С	D	E
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%		-			
I expect that in one year our long-term	6.48 6.00	5.72 5.25	5.22 4.50	5.91 5.00	5.41 5.20	6.06 6.25	4.72					
borrowing interest rate will be:	0.00	5.25	4.50	5.00	5.20	0.25	4.75	0.13	6.00	5.00	3.75	5.00
	С		a			g	f					
At this borrowing rate,	21.72	33.92	39.56	32.67	43.22	25.40	40.00	40.33	51.67	30.16	15.20	28.55
what do you expect your debt-to-assets ratio will be in June 2019?	11.00	40.00	30.00	40.00	42.50	32.50	40.00	40.00	55.00	25.00	18.00	30.00
	се		a		a				d		b	
At this borrowing rate,	8.02	7.33	8.14	5.58	3.40	5.40	2.60	-0.86	2.50	7.06	9.00	6.65
what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	5.00	5.00	5.00	3.75	3.50	5.00	3.00	5.00	5.00	5.00	2.50

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? BEST GUESS

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Mean							More				
Median	Fewer	100-	500-	1000-	2500-	5000-	than				More
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%
	A	В	С	D	E	F	G	A	В	С	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
I expect that in one	6.06	6.21	5.69	6.00	5.94	5.94	4.87	5.55	6.04	6.72	5.62
year our long-term borrowing interest rate will be:	5.50	5.25	5.00	5.00	7.00	6.25	4.75	5.00	5.25	6.25	5.75
At this borrowing rate,	22.97	34.63	33.59	21.73	61.75	31.25	42.50	30.92	34.97	30.16	24.67
what do you expect your debt-to-assets ratio will be in June 2019?	11.50	30.00	26.00	29.00	74.00	40.00	45.00	30.00	29.50	30.00	27.00
	E			е	Adf	е					
At this borrowing rate,	6.69	6.62	3.83	16.09	5.72	8.60	1.86	8.03	5.47	8.78	6.78
what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	4.00	5.00	5.00	6.00	4.00	7.50	5.00	5.00	4.50	10.00	7.50

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? BEST GUESS

N=228		Where are you personally located?								
Mean			South		South					
Median	Midwest	Northeast	Central	Pacific	Atlantic	Mountain				
	US	US	US	US	US	US				
	A	В	С	D	E	F				
Number	62	49	43	28	27	17				
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%				
I expect that in one	5.66	6.25	5.60	6.43	5.41	5.78				
year our long-term borrowing interest rate will be:	5.00	5.38	5.00	5.50	5.00	5.88				
At this borrowing rate,	30.57	31.83	29.98	34.50	30.44	39.78				
what do you expect your debt-to-assets ratio will be in June 2019?	25.00	30.00	29.00	35.00	30.00	47.00				
At this borrowing rate,	6.11	5.97	7.43	4.05	13.76	5.73				
what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.00	3.00	5.00	3.00	5.00	5.00				

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? HIGH INTEREST RATES

N=228	Total							ndustry					
Mean Median		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
There is a 1-in-10	7.51	6.32	6.30	7.46	5.31	7.00	6.63	7.00	11.98	8.42	8.28	6.50	7.13
chance our long- term borrowing rate will be:	7.00	6.00	6.63	7.50	5.28	6.00	7.00	5.50	12.00	6.00	7.25	6.00	7.00
		Н	Н	d	С		Н		ABFI				h
At this high	30.00	31.26	45.63	46.67	32.40	46.00	12.30	14.00	36.00	31.16	26.86	24.80	21.00
	25.00	25.00	50.00	55.00	52.50	53.00	1.00	7.00	30.00	25.00	29.00	30.00	25.00
			F	f		FI	BcEi			f			е
At this high borrowing rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	5.42 3.00	6.15	2.21	2.67 2.00	8.50 2.00	2.60 6.50	<u>4.48</u> 5.00	<u>10.00</u> 5.00	8.56	1.70 3.50	<u>11.54</u> 5.00	9.33	9.93

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? HIGH INTEREST RATES

N=228				Sales Reve	enue			Ownership				
Mean Median	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	A	В	С	D	E
Number	80	62	38	14	16	5	9	17	8	149	6	15
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
There is a 1-in-10	8.02	7.07	6.57	7.91	6.60	7.18	14.40	10.32	6.99	7.45	5.80	7.27
chance our long- term borrowing rate will be:	7.00	6.38	6.00	8.75	6.20	7.00	6.50	7.75	7.00	6.50	5.50	7.00
	cg	g	ag				abc					
At this high	20.39	32.01	37.29	30.22	41.67	24.40	38.25	39.83	41.67	28.10	15.20	28.45
borrowing rate, what do you expect your debt-to-assets ratio will be in June 2019?	11.00	35.00	27.00	38.00	40.00	32.50	38.00	38.00	42.50	20.00	18.00	30.00
	ce		a		a							
At this high	5.54	5.99	6.48	4.42	2.71	4.40	1.80	-1.21	0.75	5.27	9.00	5.20
borrowing rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	2.00	5.00	4.00	4.00	3.00	3.50	4.50	2.00	5.00	3.00	5.00	2.00

*Presented data require LOW<=BEST<=HIGH for interest rates and LOW>=BEST>=HIGH for debt ratios and capital spending *Capital Spending numbers of over 100 were rounded down to 100

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? HIGH INTEREST RATES

N=228			Number	of Employee	s			Fo	reign Sales		
Mean Median	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
There is a 1-in-10	7.55	7.62	7.24	7.21	7.16	6.88	12.07	7.06	7.25	8.80	11.36
chance our long-term borrowing rate will be:	7.00	6.50	6.00	6.00	7.50	7.10	6.50	6.13	7.00	8.00	7.00
								d	d		ab
At this high	20.61	32.52	33.14	21.07	59.50	31.25	39.67	29.70	33.31	25.47	23.83
borrowing rate, what do you expect your debt-to-assets ratio will be in June 2019?	11.50	30.00	23.50	25.00	74.00	40.00	40.00	25.00	27.50	30.00	27.00
	E			e	Adf	е					
At this high	5.18	5.58	2.93	16.00	2.31	8.20	0.57	6.63	4.04	4.56	5.44
borrowing rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	2.00	5.00	2.00	5.50	3.00	6.50	4.50	4.00	3.00	3.00	7.00

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

*Presented data require LOW<=BEST<=HIGH for interest rates and LOW>=BEST>=HIGH for debt ratios and capital spending *Capital Spending numbers of over 100 were rounded down to 100

Q5c. What do you expect your long-term borrowing rate, debt ratio, and capital spending plans will be in June 2019? HIGH INTEREST RATES

N=228		Where are	you personally	y located?]
Mean Median	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
There is a 1-in-10	7.03	9.22	7.16	7.55	6.73	7.15
chance our long-term borrowing rate will be:	6.00	7.00	7.38	7.00	7.00	7.25
At this high	28.19	31.29	28.31	32.83	27.79	38.00
borrowing rate, what do you expect your debt-to-assets ratio will be in June 2019?	20.00	30.00	25.00	30.00	30.00	46.50
At this high	4.25	5.34	4.55	2.90	12.16	4.82
borrowing rate, what do you expect your planned growth in capital spending will be for June 2019 to June 2020?	4.00	2.00	3.90	3.00	5.00	5.00

Significance Tests Between Columns: Lower case: p<.05 Upper case: p<.01

*Presented data require LOW<=BEST<=HIGH for interest rates and LOW>=BEST>=HIGH for debt ratios and capital spending *Capital Spending numbers of over 100 were rounded down to 100

Q6a. To your knowledge, have hackers ever successfully penetrated your systems in an attempt to steal, change, or make public important data?

N=228	Total							ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		А	В	С	D	E	F	G	Н	I	J	К	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8	8 3.5%	32 14.2%	2	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
No	166	18	15	7	7	6	25	2	11	32	18	7	17
	74.4%	75.0%	62.5%	77.8%	87.5%	75.0%	80.6%	100.0%	68.8%	65.3%	85.7%	87.5%	77.3%
Yes	38 17.0%	3 12.5%	6 25.0%	2 22.2%	0	1 12.5%	2 6.5%	0	2 12.5%	14 28.6%	2 9.5%	1 12.5%	5 22.7%
							i			f			
Don't Know	18 8.1%	3 12.5%	3 12.5%	0 0.0%	0	1 12.5%	4 12.9%	0	3 18.8%	3 6.1%	1 4.8%	0	0 0.0% h
N/A	1	0	0	0	1	0	0	0	0	0	0	0	0
	0.4%	0.0%	0.0%	0.0%	12.5% i	0.0%	0.0%	0.0%	0.0%	0.0% d	0.0%	0.0%	0.0%

Q6a. To your knowledge, have hackers ever successfully penetrated your systems in an attempt to steal, change, or make public important data?

N=228				Sales Reve	enue					Ownersh	p	
Number	Less						More		Public,		-	
Col %	than	\$25-99	\$100-49	\$500-99	\$1-4.9	\$5-9.9	than \$10	Public,	Nasdaq/		Govern-	
	\$25	million	9	9	billion	billion	billion	NYSE	AMEX	Private	ment	Nonprofit
	million		million	million								
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
lotal	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
No	63	46	29	8	10	2	5	6	8	114	4	11
	80.8%	75.4%	76.3%	61.5%	62.5%	40.0%	55.6%	37.5%	100.0%	78.1%	66.7%	73.3%
	f					а		BC	Α	Α		
Yes	9	11	6	4	3	2	3	6	0	22	2	4
	11.5%	18.0%	15.8%	30.8%	18.8%	40.0%	33.3%	37.5%	0.0%	15.1%	33.3%	26.7%
								С		a		
Don't Know	6	4	3	1	2	1	1	4	0	10	0	0
	7.7%	6.6%	7.9%	7.7%	12.5%	20.0%	11.1%	25.0%	0.0%	6.8%	0.0%	0.0%
								се		а		a
N/A	0	0	0	0	1	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	е				а							

Q6a. To your knowledge, have hackers ever successfully penetrated your systems in an attempt to steal, change, or make public important data?

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer	100-	500-	1000-	2500-	5000-	More than				More
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%
	A	В	С	D	E	F	G	Α	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
No	51	39	11	7	9	3	6	75	60	18	7
	78.5%	81.3%	73.3%	50.0%	90.0%	50.0%	60.0%	71.4%	75.0%	85.7%	63.6%
	d	d		ab							
Yes	8	7	2	7	1	1	3	17	16	2	3
	12.3%	14.6%	13.3%	50.0%	10.0%	16.7%	30.0%	16.2%	20.0%	9.5%	27.3%
	D	D	d	ABc							
Don't Know	6	2	2	0	0	2	1	13	3	1	1
	9.2%	4.2%	13.3%	0.0%	0.0%	33.3%	10.0%	12.4%	3.8%	4.8%	9.1%
		f		f		bd		b	а		
N/A	0	0	0	0	0	0	0	0	1	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.0%

Q6a. To your knowledge, have hackers ever successfully penetrated your systems in an attempt to steal, change, or make public important data?

N=228		Where are	you personall	y located?		
Number			South		South	
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
lotai	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
No	41	34	34	22	22	12
	66.1%	73.9%	79.1%	81.5%	81.5%	70.6%
Yes	12	11	7	3	3	2
	19.4%	23.9%	, 16.3%	11.1%	11.1%	11.8%
Don't Know	9	1	2	2	2	2
	14.5%	2.2%	4.7%	7.4%	7.4%	11.8%
	b	a				
N/A	0	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223	Total							ndustry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	1	J	K	L
Total	223	24	25	9	8	8	30	2	16	50	21	8	22
	100.0%	10.8%	11.2%	4.0%	3.6%	3.6%	13.5%	0.9%	7.2%	22.4%	9.4%	3.6%	9.9%
Installed new software or changed procedures to specifically try to reduce the threat of a	159	19	20	5	6	6	22	1	8	35	15	7	15
data breach	71.3%	79.2%	80.0%	55.6%	75.0%	75.0%	73.3%	50.0%	50.0%	70.0%	71.4%	87.5%	68.2%
Taken steps to make it more difficult for a hacker to penetrate your systems (e.g., two factor authentication, shorter password expirations, more elaborate passwords,	158	16	19	4	5	7	20	2	11	38	12	4	20
salted hashes)	70.9%	66.7%	76.0%	44.4%	62.5%	87.5%	66.7%	100.0%	68.8%	76.0%	57.1%	50.0%	90.9%
				L			I						Cfjk

Required employee training on best practices to prevent hacking and data	120	15	21	7	5	5	9	2	8	23	8	3	14
breaches	53.8%	62.5%	84.0%	77.8%	62.5%	62.5%	30.0%	100.0%	50.0%	46.0%	38.1%	37.5%	63.6%
		f	FhlJk	f			aBcl		b	В	В	b	f

<u>Q6b.</u> During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	Α	В	С	D	E
Total	79	61	37	14	16	5	9	17	8	146	6	15
	35.4%	27.4%	16.6%	6.3%	7.2%	2.2%	4.0%	7.6%	3.6%	65.5%	2.7%	6.7%
Installed new software or changed procedures to specifically try to reduce the threat of a	50	42	29	12	12	4	8	15	4	100	5	14
data breach	63.3%	68.9%	78.4%	85.7%	75.0%	80.0%	88.9%	88.2%	50.0%	68.5%	83.3%	93.3%
								b	ae	е		bc
Taken steps to make it more difficult for a hacker to penetrate your systems (e.g., two factor authentication, shorter password expirations, more elaborate passwords, salted hashes)	51	40 65.6%	31 83.8%	10 71.4%	13 81.3%	4 80.0%	8	17	6 75.0%	101 69.2%	4 66.7%	12 80.0%
	С		а					bCd	а	A	a	
Required employee training on best practices to prevent hacking and data	26	32	23	11	13	4	9	15	5	71	3	11
breaches	32.9%	52.5%	62.2%	78.6%	81.3%	80.0%	100.0%	88.2%	62.5%	48.6%	50.0%	73.3%
	bCDEfG	aeG	Ag	А	Ab	а	ABc	С		А		

<u>Q6b.</u> During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223			Numbe	r of Employee	S			For	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	65	48	15	14	11	6	10	105	80	22	11
	29.1%	21.5%	6.7%	6.3%	4.9%	2.7%	4.5%	47.1%	35.9%	9.9%	4.9%
Installed new software or changed procedures to specifically try to reduce the threat of a	46	31	12	12	9	5	8	75	58	15	7
data breach	70.8%	64.6%	80.0%	85.7%	81.8%	83.3%	80.0%	71.4%	72.5%	68.2%	63.6%
Taken steps to make it more difficult for a hacker to penetrate your systems (e.g., two factor authentication, shorter password expirations, more elaborate passwords, salted hashes)	43 66.2%	33 68.8%	12 80.0%	12 85.7%	10 90.9%	5 83.3%	8 80.0%	68 64.8%	60 75.0%		8
,		00.070	00.070	00.170	00.070	00.070	00.070		10.070	0	. 2.17 /0
Required employee training on best practices to prevent hacking and data	22	29	11	8	11	5	9	55	43	13	5
breaches	33.8%	60.4%	73.3%	57.1%	100.0%	83.3%	90.0%	52.4%	53.8%	59.1%	45.5%
	BCEfG	Ae	A	е	Abd	а	A				

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223		Where are	you personally	y located?]
Number			South		South	
Col %	Midwest US	Northeast US	Central US	Pacific US	Atlantic US	Mountain US
	Α	В	С	D	Е	F
Total	62	47	42	28	27	17
	27.8%	21.1%	18.8%	12.6%	12.1%	7.6%
Installed new software or changed procedures to specifically try to reduce the threat of a	46	35	31	18	16	13
data breach	74.2%	74.5%	73.8%	64.3%	59.3%	76.5%
Taken steps to make it more difficult for a hacker to penetrate your systems (e.g., two factor authentication, shorter password expirations, more elaborate passwords,	52	35	27	17	15	12
salted hashes)	83.9%	74.5%	64.3%	60.7%	55.6%	70.6%
	cdE		а	а	Α	
Required employee training on best practices to prevent hacking and data	39	29	19	12	11	10
breaches	62.9%	61.7%	45.2%	42.9%	40.7%	58.8%

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223	Total							ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Hired a cybersecurity firm or a consultant to review your	97	12	13	5	5	0	12	0	8	14	12	3	13
protocol and the safety of your system	43.5%	50.0%	52.0%	55.6%	62.5%	0.0%	40.0%	0.0%	50.0%	28.0%	57.1%	37.5%	59.1%
		е	ei	е	е	abcdfhJ L	е		е	bjl	Ei		Ei
Moved to cloud	83	12	12	3	3	4	8	1	5	20	2	1	12
servers	37.2%	50.0%	48.0%	33.3%	37.5%	50.0%	26.7%	50.0%	31.3%	40.0%	9.5%	12.5%	54.5%
		J	J			j	I			j	ABeiL	1	fJk
Purchased new hardware to try to	78	9	9	2	3	5	10	1	4	21	4	3	7
prevent a data breach	35.0%	37.5%	36.0%	22.2%	37.5%	62.5%	33.3%	50.0%	25.0%	42.0%	19.0%	37.5%	31.8%
						j					е		
Sent out a fake email to employees trying to get them to click a	58	4	11	2	5	4	2	1	3	14	4	1	7
phishing link	26.0%	16.7%	44.0%	22.2%	62.5%	50.0%	6.7%	50.0%	18.8%	28.0%	19.0%	12.5%	31.8%
		bd	aF		aFhj	F	BDEil		d	f	d		f
Hired at least one staff member specializing in	41	3	8	0	3	4	4	0	6	5	4	0	4

cybersecurity	18.4%	12.5%	32.0%	0.0%	37.5%	50.0%	13.3%	0.0%	37.5%	10.0%	19.0%	0.0%	18.2%
		е	i	eh	i	acflk	е		ci	bdEh		е	

<u>Q6b.</u> During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	A	В	С	D	E
Hired a cybersecurity firm or a consultant to review your protocol and the	25	25	19	6	11	3	6	10	7	54	4	7
safety of your system	31.6%	41.0%	51.4%	42.9%	68.8%	60.0%	66.7%	58.8%	87.5%	37.0%	66.7%	46.7%
	cEg		а		А		a		С	В		
Moved to cloud	23	22	17	6	7	2	5	7	3	51	1	7
servers	29.1%	36.1%	45.9%	42.9%	43.8%	40.0%	55.6%	41.2%	37.5%	34.9%	16.7%	46.7%
Purchased new hardware to try to prevent a data	20 25.3%	26 42.6%	18 48.6%	5 35.7%	4 25.0%	1 20.0%	33.3%	7 41.2%	2	49 33.6%	4 66.7%	4 26.7%
breach	bc	a	a									
Sent out a fake email to employees trying to get them to click a	7	15	12	3	11	3	7	13	3	28	2	6
phishing link	8.9%	24.6%	32.4%	21.4%	68.8%	60.0%	77.8%	76.5%	37.5%	19.2%	33.3%	40.0%
	bCEFG	aEG	Aeg	eg	ABcd	A	ABcd	Ce		A		a
Hired at least one staff member specializing in	2	6	7	5	10	3	8	12	3	17	1	1
cybersecurity	2.5%	9.8%	18.9%	35.7%	62.5%	60.0%	88.9%	70.6%	37.5%	11.6%	16.7%	6.7%
	CDEFG	dEFG	AEfG	Abg	ABC	ABc	ABCd	CdE	C	Ab	a	A

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Hired a cybersecurity firm or a consultant to review your protocol and the	22	23	5	10	8	4	6	43	38	11	2
safety of your system	33.8%	47.9%	33.3%	71.4%	72.7%	66.7%	60.0%	41.0%	47.5%	50.0%	18.2%
	de			а	а						
Moved to cloud	23	17	9	4	6	2	5	33	37	7	5
servers	35.4%	35.4%	60.0%	28.6%	54.5%	33.3%	50.0%	31.4%	46.3%	31.8%	45.5%
								b	а		
Purchased new hardware to try to	18	17	8	5	4	2	4	35	24	10	6
prevent a data breach	27.7%	35.4%	53.3%	35.7%	36.4%	33.3%	40.0%	33.3%	30.0%	45.5%	54.5%
Sent out a fake email to employees trying to get them to click a	4	14	7	7	5	4	8	26	22	6	3
phishing link	6.2%	29.2%	46.7%	50.0%	45.5%	66.7%	80.0%	24.8%	27.5%	27.3%	27.3%
	BCDEFG	AG	А	А	А	А	AB				
Hired at least one staff member specializing in	2	6	3	3	7	4	8	13	17	6	4
cybersecurity	3.1%	12.5%	20.0%	21.4%	63.6%	66.7%	80.0%	12.4%	21.3%	27.3%	36.4%
	cdEFG	EFG	aeG	aeG	ABcd	AB	ABCD	d			a 100.174

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Hired a cybersecurity firm or a consultant to review your protocol and the	21	25	21	14	9	7
safety of your system	33.9%	53.2%	50.0%	50.0%	33.3%	41.2%
	b	a				
Moved to cloud	26	23	12	10	9	3
servers	41.9%	48.9%	28.6%	35.7%	33.3%	17.6%
		f				b
Purchased new hardware to try to	24	16	16	7	8	7
prevent a data breach	38.7%	34.0%	38.1%	25.0%	29.6%	41.2%
Sent out a fake email to employees trying to get them to click a	17	13	9	6	8	5
phishing link	27.4%	27.7%	21.4%	21.4%	29.6%	29.4%
Hired at least one staff member specializing in	14	10	6	3	5	3
cybersecurity	22.6%	21.3%	14.3%	10.7%	18.5%	17.6%

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223	Total							Industry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
In the past year, we have not taken any significant steps to address information security or cybersecurity because we have confidence	15	0	0	1	1	0	3	0	2	3	3	1	1
in our systems	6.7%	0.0%	0.0%	11.1%	12.5%	0.0%	10.0%	0.0%	12.5%	6.0%	14.3%	12.5%	4.5%
Other information and cybersecurity steps taken in past year	13 5.8%	0 0.0% h	0 0.0% h	1 11.1%	0	0	2 6.7%	0	3 18.8% abj	6 12.0%	0 0.0% h	0	1 4.5%
In the past year, we have not taken any significant steps to address information security or cybersecurity, though we should have	12	2	0	1	0	0	2	0	1	3	2	0	1
taken steps	5.4%	8.3%	0.0%	11.1%	0.0%	0.0%	6.7%	0.0%	6.3%	6.0%	9.5%	0.0%	4.5%

<u>Q6b.</u> During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223				Sales Rev	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
In the past year, we have not taken any significant steps to address information security or cybersecurity because we have confidence	10	2	1	0	1	1	0	0	2	9	0	1
in our systems	12.7%	3.3%	2.7%	0.0%	6.3%	20.0%	0.0%	0.0%	25.0%	6.2%	0.0%	6.7%
								b	ac	b		
Other information and cybersecurity steps taken in past year	6 7.6%	2 3.3%	4 10.8%	1 7.1%	0	0	0	1	1 12.5%	8 5.5%	0	0
In the past year, we have not taken any significant steps to address information security or cybersecurity, though we should have	7	4	1	0	0	0	0	0	0	8	0	0
taken steps	8.9%	6.6%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%	0.0%	0.0%

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223			Numbe	r of Employee	es			Fo	oreign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
In the past year, we have not taken any significant steps to address information security or cybersecurity because we have confidence	6	1	0	1	0	0	1	10	3	1	1
in our systems	9.2%	2.1%	0.0%	7.1%	0.0%	0.0%	10.0%	9.5%	3.8%	4.5%	9.1%
Other information and cybersecurity steps taken in past	4	2	2	0	1	0	0	6	4	3	0
year	6.2%	4.2%	13.3%	0.0%	9.1%	0.0%	0.0%	5.7%	5.0%	13.6%	0.0%
In the past year, we have not taken any significant steps to address information security or cybersecurity, though we should have	4	3	0	0	0	0	0	6	4	1	1
taken steps	6.2%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.7%	5.0%	4.5%	9.1%

Q6b. During the past year, indicate which of the following (if any) steps your firm has taken as a result of concerns about hacking and data security.

N=223		Where are	you personall	y located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
In the past year, we have not taken any significant steps to address information security or cybersecurity because we have confidence	1	2	2	5	3	2
in our systems	1.6%	4.3%	4.8%	17.9%	11.1%	11.8%
	De			A	а	
Other information and cybersecurity steps taken in past	2	6	1	3	0	1
year	3.2%	12.8%	2.4%	10.7%	0.0%	5.9%
In the past year, we have not taken any significant steps to address information security or cybersecurity, though we should have	2	4	2	1	2	1
taken steps	3.2%	8.5%	4.8%	3.6%	7.4%	5.9%

N=223	Total						I	ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Total	223	24	25	9	8	8	31	2	15	50	21	8	22
	100.0%	10.8%	11.2%	4.0%	3.6%	3.6%	13.9%	0.9%	6.7%	22.4%	9.4%	3.6%	9.9%
Analytics/business	102	14	10	3	2	1	10	1	7	30	10	3	11
support mandate	45.7%	58.3% e	40.0%	33.3%	25.0%	12.5% ai	32.3% i	50.0%	46.7%	60.0% ef	47.6%	37.5%	50.0%
Data security threats	90	12	11	5	3	3	17	2	5	15	6	1	10
	40.4%	50.0%	44.0%	55.6%	37.5%	37.5%	54.8% ik	100.0% ik	33.3%	30.0% fg	28.6%	12.5% fg	45.5%
Tax, legal, or political	86	14	9	5	3	5	15	1	3	15	6	2	8
change	38.6%	58.3% hi	36.0%	55.6%	37.5%	62.5%	48.4%	50.0%	20.0% a	30.0% a	28.6%	25.0%	36.4%
Cost-control mandate	85	10	8	2	1	2	10	2	5	26	11	2	6
	38.1%	41.7%	32.0%	22.2%	12.5% gi	25.0%	32.3%	100.0% dl	33.3%	52.0% d	52.4%	25.0%	27.3% g
M&A activity	77	8	7	4	2	5	5	1	8	26	5	1	5
	34.5%	33.3%	28.0%	44.4%	25.0%	62.5% f	16.1% ehl	50.0%	53.3% f	52.0% Fjkl	23.8% i	12.5% i	22.7% i
Accounting standards	66	8	7	4	2	3	8	0	3	13	7	3	8
change	29.6%	33.3%	28.0%	44.4%	25.0%	37.5%	25.8%	0.0%	20.0%	26.0%	33.3%	37.5%	36.4%

Regulatory	64	7	11	3	1	5	12	0	0	8	11	3	3
changes													
	28.7%	29.2%	44.0%	33.3%	12.5%	62.5%	38.7%	0.0%	0.0%	16.0%	52.4%	37.5%	13.6%
		h	Hil	h		HII	Hi		aBcEFJ	bEfJ	HIL	h	beJ
									k				

N=223				Sales Reve	enue				Ownership Public.				
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit	
	Α	В	С	D	E	F	G	Α	В	С	D	E	
Total	78	61	38	14	16	5	9	17	8	147	6	15	
	35.0%	27.4%	17.0%	6.3%	7.2%	2.2%	4.0%	7.6%	3.6%	65.9%	2.7%	6.7%	
Analytics/business	31	28	23	5	9	1	4	8	5	63	1	9	
support mandate	39.7%	45.9%	60.5%	35.7%	56.3%	20.0%	44.4%	47.1%	62.5%	42.9%	16.7%	60.0%	
	С		a										
Data security threats	32	28	11	5	7	2	4	8	2	53	2	8	
	41.0%	45.9%	28.9%	35.7%	43.8%	40.0%	44.4%	47.1%	25.0%	36.1%	33.3%	53.3%	
Tax, legal, or political	34	20	13	6	7	2	3	8	4	60	0	2	
change	43.6%	32.8%	34.2%	42.9%	43.8%	40.0%	33.3%	47.1%	50.0%	40.8%	0.0%	13.3%	
								de		de	ac	ac	
Cost-control mandate	29	20	17	6	7	2	4	9	4	52	2	5	
	37.2%	32.8%	44.7%	42.9%	43.8%	40.0%	44.4%	52.9%	50.0%	35.4%	33.3%	33.3%	
M&A activity	18	20	19	7	5	2	5	10	6	52	2	1	
	23.1%	32.8%	50.0%	50.0%	31.3%	40.0%	55.6%	58.8%	75.0%	35.4%	33.3%	6.7%	
	Cdg		A	a			a	E	cE	be		ABc	
Accounting standards	18	18	13	8	6	1	1	4	2	43	4	5	
change	23.1%	29.5%	34.2%	57.1%	37.5%	20.0%	11.1%	23.5%	25.0%	29.3%	66.7%	33.3%	
	d			ag			d						
Regulatory changes	24	18	10	4	6	0	1	3	2	43	4	5	
	30.8%	29.5%	26.3%	28.6%	37.5%	0.0%	11.1%	17.6%	25.0%	29.3%	0.0% ac 2 33.3% 2 33.3% 4 66.7%	33.3%	
								d			a		

N=223			Numbe	r of Employee	es			Fo	reign Sales		
Number							More				
Col %	Fewer	100-	500-	1000-	2500-	5000-	than				More
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	65	48	15	14	11	6	10	106	79	22	11
	29.1%	21.5%	6.7%	6.3%	4.9%	2.7%	4.5%	47.5%	35.4%	9.9%	4.9%
Analytics/business	24	26	11	8	6	4	4	42	41	12	5
support mandate	36.9%	54.2%	73.3%	57.1%	54.5%	66.7%	40.0%	39.6%	51.9%	54.5%	45.5%
support manuale	50.9 %	54.2 %	73.3 % a	57.1%	54.5%	00.7 %	40.0 %	39.0 %	51.9%	54.5%	45.5 %
Data security threats	27	20	4	2	6	4	3	44	32	10	2
Data security tilleats	41.5%	41.7%	26.7%	14.3%	54.5%	66.7%	30.0%	41.5%	40.5%	45.5%	18.2%
	41.3%	41.7 %	20.7%	14.3% ef	54.5% d	d	30.0%	41.5%	40.3%	45.5%	10.2%
Tax, legal, or political	32	15	3	4	5	2	3	38	34	7	4
change	49.2%	31.3%	20.0%	28.6%	45.5%	33.3%	30.0%	35.8%	43.0%	31.8%	36.4%
	С		a								
Cost-control mandate	24	19	7	6	5	2	6	39	33	7	6
	36.9%	39.6%	46.7%	42.9%	45.5%	33.3%	60.0%	36.8%	41.8%	31.8%	54.5%
M&A activity	16	17	6	7	4	5	6	32	27	11	5
	24.6%	35.4%	40.0%	50.0%	36.4%	83.3%	60.0%	30.2%	34.2%	50.0%	45.5%
	Fg	f				Ab	а				
Accounting standards	15	16	10	5	3	2	1	36	18	8	2
change	23.1%	33.3%	66.7%	35.7%	27.3%	33.3%	10.0%	34.0%	22.8%	36.4%	18.2%
	C	C	Abg		- /-		C		- /-		
Regulatory changes	22	14	5	3	0	2	2	39	14	4	6
	33.8%	29.2%	33.3%	21.4%	0.0%	33.3%	20.0%	36.8%	17.7%	18.2%	54.5%
	е	е	е		abc			В	AD	d	Bc

N=223						
Number			South		South	
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	47	42	28	27	17
	27.8%	21.1%	18.8%	12.6%	12.1%	7.6%
Analytics/business	32	17	23	10	12	8
support mandate	51.6%	36.2%	54.8%	35.7%	44.4%	47.1%
Data security threats	23	23	16	11	12	5
	37.1%	48.9%	38.1%	39.3%	44.4%	29.4%
Tax, legal, or political	23	20	15	10	13	5
change	37.1%	42.6%	35.7%	35.7%	48.1%	29.4%
Cost-control mandate	26	25	13	9	9	3
	41.9%	53.2%	31.0%	32.1%	33.3%	17.6%
		cf	b			b
M&A activity	28	15	10	9	8	7
	45.2%	31.9%	23.8%	32.1%	29.6%	41.2%
	C		a			
Accounting standards	19	18	15	4	5	5
change	30.6%	38.3%	35.7%	14.3%	18.5%	29.4%
		d		b		
Regulatory changes	17	12	17	7	10	1
	27.4%	25.5%	40.5%	25.0%	37.0%	5.9%
			f		f	ce

N=223	Total							Industry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	1	J	К	L
Innovation/growth Support mandate 27	61 27.4%	6 25.0%	4 16.0%	1 11.1%	0	1 12.5%	7 22.6%	0	12 80.0%	19 38.0%	6 28.6%	1 12.5%	4 18.2%
		Н	Н	Н	Hi	Н	Н	h	ABCDE FgIJKL	dH	Н	H	Н
Finance talent	49	4	5	1	1	1	5	0	3	13	3	3	10
shortage	22.0%	16.7%	20.0%	11.1%	12.5%	12.5%	16.1%	0.0%	20.0%	26.0%	14.3%	37.5%	45.5%
		l					I				I		afj
Risk management	42	5	6	2	1	0	11	0	3	6	5	1	2
mandate	18.8%	20.8%	24.0%	22.2%	12.5%	0.0%	35.5%	0.0%	20.0%	12.0%	23.8%	12.5%	9.1%
							il			f			f
Fintech management/	39	1	12	1	0	1	4	0	4	8	3	0	5
evolution	17.5%	4.2%	48.0%	11.1%	0.0%	12.5%	12.9%	0.0%	26.7%	16.0%	14.3%	0.0%	22.7%
		Bh	AdFljk		b		В		a	В	b	b	
Reporting changes	37	4	5	3	3	0	3	0	2	9	3	1	4
	16.6%	16.7%	20.0%	33.3%	37.5%	0.0%	9.7%	0.0%	13.3%	18.0%	14.3%	12.5%	18.2%
Capital structure	35	2	1	3	3	2	3	0	3	9	3	1	5
change	15.7%	8.3%	4.0%	33.3%	37.5%	25.0%	9.7%	0.0%	20.0%	18.0%	14.3%	12.5%	22.7%
			cd	b	b								
Corporate governance	31	2	6	1	0	2	1	1	2	7	3	2	4
change	13.9%	8.3%	24.0%	11.1%	0.0%	25.0%	3.2%	50.0%	13.3%	14.0%	14.3%	25.0%	18.2%
			f			f	begk	f				f	

N=223				Sales Reve	enue			Ownership				
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	Е	F	G	A	В	С	D	E
Innovation/growth	19	19	13	0	4	3	3	4	3	46	0	1
support mandate	24.4% d	31.1% d	34.2% d	0.0% abcFg	25.0%	60.0% D	33.3% d	23.5%	37.5%	31.3%	0.0%	6.7%
	u	u	u	арсгу		U	ŭ			e		C
Finance talent	13	15	11	1	4	3	2	6	3	25	4	6
shortage	16.7%	24.6%	28.9%	7.1%	25.0%	60.0%	22.2%	35.3%	37.5%	17.0%	66.7%	40.0%
	f			f		ad				De	C	C
Risk management	14	13	7	4	1	1	1	2	1	29	1	3
mandate	17.9%	21.3%	18.4%	28.6%	6.3%	20.0%	11.1%	11.8%	12.5%	19.7%	16.7%	20.0%
Fintech management/	16	5	8	3	4	1	1	4	1	27	0	3
evolution	20.5%	8.2%	21.1%	21.4%	25.0%	20.0%	11.1%	23.5%	12.5%	18.4%	0.0%	20.0%
	b	a										
Reporting changes	16	6	5	6	1	1	2	5	0	22	1	4
	20.5%	9.8%	13.2%	42.9%	6.3%	20.0%	22.2%	29.4%	0.0%	15.0%	16.7%	26.7%
		D	d	Bce	d							
Capital structure	16	7	4	3	2	2	1	1	3	28	0	0
change	20.5%	11.5%	10.5%	21.4%	12.5%	40.0%	11.1%	5.9%	37.5% е	19.0%	0.0%	0.0% b
									E			
Corporate governance	10	10	7	2	0	0	2	1	0	18	3	3
change	12.8%	16.4%	18.4%	14.3%	0.0%	0.0%	22.2%	5.9%	0.0%	12.2%	50.0%	20.0%
								d	d	D	abC	

N=223			Number	r of Employee	s			Foi	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Innovation/growth	15	16	5	4	2	3	3	22	28	8	3
support mandate	23.1%	33.3%	33.3%	28.6%	18.2%	50.0%	30.0%	20.8%	35.4%	36.4%	27.3%
								b	а		
Finance talent	9	11	7	5	2	3	3	26	15	5	3
shortage	13.8%	22.9%	46.7%	35.7%	18.2%	50.0%	30.0%	24.5%	19.0%	22.7%	27.3%
	Cf		Α			а					
Risk management	16	7	1	1	5	1	0	18	18	1	2
mandate	24.6%	14.6%	6.7%	7.1%	45.5%	16.7%	0.0%	17.0%	22.8%	4.5%	18.2%
		е	е	е	bcdg		е				
Fintech management/	10	8	4	3	3	0	1	24	9	4	2
evolution	15.4%	16.7%	26.7%	21.4%	27.3%	0.0%	10.0%	22.6%	11.4%	18.2%	18.2%
								b	а		
Reporting changes	13	8	1	4	2	0	2	20	11	6	0
	20.0%	16.7%	6.7%	28.6%	18.2%	0.0%	20.0%	18.9%	13.9%	27.3%	0.0%
Capital structure	10	7	2	1	2	0	2	11	16	3	4
change	15.4%	14.6%	13.3%	7.1%	18.2%	0.0%	20.0%	10.4%	20.3%	13.6%	36.4%
								d			a
Corporate governance	5	9	2	3	1	0	2	17	13	1	0
change	7.7%	18.8%	13.3%	21.4%	9.1%	0.0%	20.0%	16.0%	16.5%	4.5%	0.0%

N=223		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Innovation/growth	17	16	8	8	5	7
support mandate	27.4%	34.0%	19.0%	28.6%	18.5%	41.2%
Finance talent	18	7	10	5	5	4
shortage	29.0%	14.9%	23.8%	17.9%	18.5%	23.5%
Risk management	10	10	8	4	8	2
mandate	16.1%	21.3%	19.0%	14.3%	29.6%	11.8%
Fintech management/	10	8	8	6	3	4
evolution	16.1%	17.0%	19.0%	21.4%	11.1%	23.5%
Reporting changes	13	7	4	7	4	2
	21.0%	14.9%	9.5%	25.0%	14.8%	11.8%
Capital structure	12	6	4	5	4	4
change	19.4%	12.8%	9.5%	17.9%	14.8%	23.5%
Corporate governance	11	5	7	5	1	2
change	17.7%	10.6%	16.7%	17.9%	3.7%	11.8%

N=223	Total						ļ	ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	1	J	K	L
ESG (environment, social, and governance)	16 7.2%	1 4.2%	3	1	0	1	2	0	0.0%	1	5	0	2 9.1%
mandate									i	J	hl		
									,				
Investor relations	12	2	1	1	2	1	0	0	2	1	1	0	1
mandate	5.4%	8.3%	4.0%	11.1%	25.0%	12.5%	0.0%	0.0%	13.3%	2.0%	4.8%	0.0%	4.5%
					FI		Dh		f	D			
Other	6	0	0	1	1	0	1	0	0	1	1	0	1
	2.7%	0.0%	0.0%	11.1%	12.5%	0.0%	3.2%	0.0%	0.0%	2.0%	4.8%	0.0%	4.5%

N=223				Sales Reve	enue					Ownersh	p	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
ESG (environment, social, and	7	4	2	0	2	0	1	0	2	7	1	2
governance) mandate	9.0%	6.6%	5.3%	0.0%	12.5%	0.0%	11.1%	0.0%	25.0%	4.8%	16.7%	13.3%
								b	ac	b		
Investor relations	4	3	2	0	0	1	1	1	1	7	0	1
mandate	5.1%	4.9%	5.3%	0.0%	0.0%	20.0%	11.1%	5.9%	12.5%	4.8%	0.0%	6.7%
Other	3	2	0	0	1	0	0	0	0	5	0	0
	3.8%	3.3%	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%

N=223			Numbe	r of Employe	es			Fo	reign Sales		
Number	_				0500		More				
Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	than 10,000	0%	1-24%	25-50%	More than 50%
	Α	В	С	D	E	F	G	A	В	C	D
ESG (environment,											
social, and	4	3	1	0	0	1	1	12	3	1	0
governance) mandate	6.2%	6.3%	6.7%	0.0%	0.0%	16.7%	10.0%	11.3%	3.8%	4.5%	0.0%
Investor relations	4	2	0	1	0	0	2	5	3	2	0
mandate	6.2%	4.2%	0.0%	7.1%	0.0%	0.0%	20.0%	4.7%	3.8%	9.1%	0.0%
Other	3	0	0	1	0	0	0	5	0	1	0
	4.6%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	4.7%	0.0%	4.5%	0.0%

N=223		Where are	you personal	ly located?]
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
ESG (environment, social, and	3	2	6	1	3	1
governance) mandate	4.8%	4.3%	14.3%	3.6%	11.1%	5.9%
Investor relations	4	1	2	3	2	0
mandate	6.5%	2.1%	4.8%	10.7%	7.4%	0.0%
Other	1	0	2	2	0	1
	1.6%	0.0%	4.8%	7.1%	0.0%	5.9%

Q8. In general, how would you describe the current funding environment for your company?

N=228	Total							Industry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Equity finance													
Very tight	18	3	0	0	0	2	2	0	2	3	3	1	2
, ,	8.3%	13.0%	0.0%	0.0%	0.0%	25.0%	6.9%	0.0%	14.3%	6.0%	14.3%	12.5%	9.5%
			е			b							
Somewhat tight	21	0	5	1	2	0	4	1	3	3	2	0	0
	9.7%	0.0%	20.8%	11.1%	25.0%	0.0%	13.8%	50.0%	21.4%	6.0%	9.5%	0.0%	0.0%
		bdGh	al		al			AiL	al	g			bdGh
Neither tight nor	44	4	4	0	2	3	9	0	2	9	5	2	4
attractive	20.3%	17.4%	16.7%	0.0%	25.0%	37.5%	31.0%	0.0%	14.3%	18.0%	23.8%	25.0%	19.0%
Somewhat attractive	40	7	6	4	1	0	3	0	2	9	4	2	2
	18.4%	30.4%	25.0%	44.4%	12.5%	0.0%	10.3%	0.0%	14.3%	18.0%	19.0%	25.0%	9.5%
				efl		С	С						С
Very attractive	18	2	0	0	0	1	1	1	2	6	2	0	3
	8.3%	8.7%	0.0%	0.0%	0.0%	12.5%	3.4%	50.0%	14.3%	12.0%	9.5%	0.0%	14.3%
			G				g	Bf					
Don't know or N/A	76	7	9	4	3	2	10	0	3	20	5	3	10
	35.0%	30.4%	37.5%	44.4%	37.5%	25.0%	34.5%	0.0%	21.4%	40.0%	23.8%	37.5%	47.6%

Q8. In general, how would you describe the current funding environment for your company?

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	Α	В	С	D	E	F	G	А	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Equity finance												
Very tight	10	1	3	1	2	0	1	2	1	10	1	1
	13.2%	1.7%	8.1%	8.3%	12.5%	0.0%	11.1%	12.5%	12.5%	7.0%	16.7%	7.1%
	b	а										
Somewhat tight	10	3	3	1	1	2	1	3	0	13	0	1
	13.2%	5.0%	8.1%	8.3%	6.3%	40.0%	11.1%	18.8%	0.0%	9.1%	0.0%	7.1%
		F	f			Bc						
Neither tight nor	16	15	5	2	5	0	0	2	2	29	2	3
attractive	21.1%	25.0%	13.5%	16.7%	31.3%	0.0%	0.0%	12.5%	25.0%	20.3%	33.3%	21.4%
Somewhat attractive	10	8	7	4	5	3	2	6	3	22	0	1
	13.2%	13.3%	18.9%	33.3%	31.3%	60.0%	22.2%	37.5%	37.5%	15.4%	0.0%	7.1%
	F	F	f			ABc		С		a		
Very attractive	3	4	6	2	1	0	2	0	2	13	0	0
	3.9%	6.7%	16.2%	16.7%	6.3%	0.0%	22.2%	0.0%	25.0%	9.1%	0.0%	0.0%
	cg		а				а	b	а			
Don't know or N/A	27	29	13	2	2	0	3	3	0	56	3	8
	35.5%	48.3%	35.1%	16.7%	12.5%	0.0%	33.3%	18.8%	0.0%	39.2%	50.0%	57.1%
		def		b	b	b		е	cde	b	b	ab

Q8. In general, how would you describe the current funding environment for your company?

		Numbe	r of Employee	es			Foi	reign Sales		
Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
A	В	С	D	E	F	G	A	В	С	D
67	49	15	14	11	6	10	107	81	22	11
39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
7	1	1	2	2	1	1	9	4	3	2
10.9%	2.3%	6.7%	14.3%	20.0%	16.7%	10.0%	8.7%	5.3%	13.6%	18.2%
	e			b						
8	2	1	1	1	0	1	10	8	1	2
12.5%	4.5%	6.7%	7.1%	10.0%	0.0%	10.0%	9.7%	10.5%	4.5%	18.2%
17	8	1	0	4	1	1	21	17	3	1
26.6%	18.2%	6.7%	0.0%	40.0%	16.7%	10.0%	20.4%	22.4%	13.6%	9.1%
d			ae	d						
11	7	2	4	1	3	3	20	13	4	1
17.2%	15.9%	13.3%	28.6%	10.0%	50.0%	30.0%	19.4%	17.1%	18.2%	9.1%
3	3	1	3	0	1	1	7	7	3	1
4.7%	6.8%	6.7%	21.4%	0.0%	16.7%	10.0%	6.8%	9.2%	13.6%	9.1%
d			a							
18	23	9	4	2	0	3	36	27	8	4
	52.3% af	60.0% af	28.6%	20.0%		30.0%	35.0%	35.5%	36.4%	36.4%
	than 100 A 67 39.0% 7 10.9% 11 12.5% 11 17.2% 33 4.7% 4.7% 1	than 100 499 A B 67 49 39.0% 28.5% 39.0% 28.5% 10 28.5% 11 10.9% 2.3% 6 11 10.9% 2.3% 6 11 10.9% 2.3% 6 12.5% 4.5% 12.5% 4.5% 12.5% 4.5% 11 7 12.5% 18.2% 11 7 17 8 26.6% 18.2% 11 7 13 3 3 3 4.7% 6.8% 0 1 18 23 28.1% 52.3%	Fewer than 100 100-499 500-999 A B C 67 49 15 39.0% 28.5% 8.7% 7 1 1 10.9% 2.3% 6.7% 8 2 1 110.9% 2.3% 6.7% 8 2 1 12.5% 4.5% 6.7% 12 17 8 1 26.6% 18.2% 6.7% 11 7 2 17.2% 111 7 2 13.3% 3 3 1 4.7% 6.8% 6.7% 13 3 1 4.7% 6.8% 6.7% 13 3 1 4.7% 6.8% 6.7% 13 3 1 4.7% 6.8% 6.7% 13 3 1 4.7% 6.8% 6.7% <td< td=""><td>Fewer than 100100- 499500- 9991000- 2499ABCD6749151439.0%28.5%8.7%8.1%711210.9%2.3%6.7%14.3%661000-11.9%2.3%6.7%14.3%661000-11.9%2.3%6.7%14.3%10.9%2.3%6.7%7.1%1112112.5%4.5%6.7%7.1%117241781026.6%18.2%6.7%0.0%1172417.2%15.9%13.3%28.6%33134.7%6.8%6.7%21.4%daa18239428.1%52.3%60.0%28.6%</td><td>than 10049999924994999ABCDEABCDE674915141139.0%28.5%8.7%8.1%6.4%39.0%28.5%8.7%8.1%6.4%39.0%28.5%8.7%8.1%6.4%10.9%28.5%6.7%14.3%20.0%10.9%2.3%6.7%14.3%20.0%11.9%2.3%6.7%14.3%20.0%11.9%4.5%6.7%7.1%10.0%12.5%4.5%6.7%7.1%10.0%11.1724112.5%18.2%6.7%0.0%40.0%11724117.2%15.9%13.3%28.6%10.0%13.331304.7%6.8%6.7%21.4%0.0%182394228.1%52.3%60.0%28.6%20.0%</td><td>Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 5000- 9999 A B C D E F 67 49 15 14 11 6 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 7 1 1 2 2 1 10.9% 2.3% 6.7% 14.3% 20.0% 16.7% 8 2 1 1 0 16.7% 8 2 1 1 0 0.0% 112.5% 4.5% 6.7% 7.1% 10.0% 0.0% 11 7 8 1 0 4 1 26.6% 18.2% 6.7% 0.0% 40.0% 16.7% 4 1 7 2 4 1 3 111 7 2 4 1 3 1 3 0 1 111 7<td>Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 5000- 9999 More than 10,000 A B C D E F G I 67 49 15 14 11 6 10 I 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% Image: Comparison of the comparison</td><td>Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 500- 9999 More than 10,000 More than 0% A B C D E F G A 67 49 15 14 11 6 10 107 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% 48.4% 7 1 1 2 2 1 1 9 10.9% 2.3% 6.7% 14.3% 20.0% 16.7% 10.0% 8.7% 8 2 1 1 0 1 10 12.5% 4.5% 6.7% 7.1% 10.0% 0.0% 10.0% 9.7% 11 7 8 1 0 1 10 10 12.5% 4.5% 6.7% 0.0% 40.0% 10.0% 20.4% 11 7 2 4 1 3 3 20</td><td>$\begin{array}{ c c c c c c c c c c c c c c c c c c c$</td><td>$\begin{array}{c c c c c c c c c c c c c c c c c c c$</td></td></td<>	Fewer than 100100- 499500- 9991000- 2499ABCD6749151439.0%28.5%8.7%8.1%711210.9%2.3%6.7%14.3%661000-11.9%2.3%6.7%14.3%661000-11.9%2.3%6.7%14.3%10.9%2.3%6.7%7.1%1112112.5%4.5%6.7%7.1%117241781026.6%18.2%6.7%0.0%1172417.2%15.9%13.3%28.6%33134.7%6.8%6.7%21.4%daa18239428.1%52.3%60.0%28.6%	than 10049999924994999ABCDEABCDE674915141139.0%28.5%8.7%8.1%6.4%39.0%28.5%8.7%8.1%6.4%39.0%28.5%8.7%8.1%6.4%10.9%28.5%6.7%14.3%20.0%10.9%2.3%6.7%14.3%20.0%11.9%2.3%6.7%14.3%20.0%11.9%4.5%6.7%7.1%10.0%12.5%4.5%6.7%7.1%10.0%11.1724112.5%18.2%6.7%0.0%40.0%11724117.2%15.9%13.3%28.6%10.0%13.331304.7%6.8%6.7%21.4%0.0%182394228.1%52.3%60.0%28.6%20.0%	Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 5000- 9999 A B C D E F 67 49 15 14 11 6 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 7 1 1 2 2 1 10.9% 2.3% 6.7% 14.3% 20.0% 16.7% 8 2 1 1 0 16.7% 8 2 1 1 0 0.0% 112.5% 4.5% 6.7% 7.1% 10.0% 0.0% 11 7 8 1 0 4 1 26.6% 18.2% 6.7% 0.0% 40.0% 16.7% 4 1 7 2 4 1 3 111 7 2 4 1 3 1 3 0 1 111 7 <td>Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 5000- 9999 More than 10,000 A B C D E F G I 67 49 15 14 11 6 10 I 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% Image: Comparison of the comparison</td> <td>Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 500- 9999 More than 10,000 More than 0% A B C D E F G A 67 49 15 14 11 6 10 107 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% 48.4% 7 1 1 2 2 1 1 9 10.9% 2.3% 6.7% 14.3% 20.0% 16.7% 10.0% 8.7% 8 2 1 1 0 1 10 12.5% 4.5% 6.7% 7.1% 10.0% 0.0% 10.0% 9.7% 11 7 8 1 0 1 10 10 12.5% 4.5% 6.7% 0.0% 40.0% 10.0% 20.4% 11 7 2 4 1 3 3 20</td> <td>$\begin{array}{ c c c c c c c c c c c c c c c c c c c$</td> <td>$\begin{array}{c c c c c c c c c c c c c c c c c c c$</td>	Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 5000- 9999 More than 10,000 A B C D E F G I 67 49 15 14 11 6 10 I 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% Image: Comparison of the comparison	Fewer than 100 100- 499 500- 999 1000- 2499 2500- 4999 500- 9999 More than 10,000 More than 0% A B C D E F G A 67 49 15 14 11 6 10 107 39.0% 28.5% 8.7% 8.1% 6.4% 3.5% 5.8% 48.4% 7 1 1 2 2 1 1 9 10.9% 2.3% 6.7% 14.3% 20.0% 16.7% 10.0% 8.7% 8 2 1 1 0 1 10 12.5% 4.5% 6.7% 7.1% 10.0% 0.0% 10.0% 9.7% 11 7 8 1 0 1 10 10 12.5% 4.5% 6.7% 0.0% 40.0% 10.0% 20.4% 11 7 2 4 1 3 3 20	$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	$ \begin{array}{c c c c c c c c c c c c c c c c c c c $

N=228 Where are you personally located? Number South South Col % Midwest Northeast Central Pacific Atlantic Mountain US US US US US US Е F В С D А 62 49 43 28 27 17 Total 21.7% 7.5% 27.4% 19.0% 12.4% 11.9% Equity finance Very tight 7 3 2 3 3 0 15.2% 10.7% 4.9% 4.8% 11.5% 0.0% Somewhat tight 8 4 2 2 4 1 13.1% 8.7% 9.5% 7.1% 3.8% 14.3% Neither tight nor 6 6 16 6 7 3 9.8% 13.0% 26.9% attractive 38.1% 21.4% 21.4% Ce С AB а Somewhat attractive 13 13 3 3 4 4 28.3% 10.7% 21.3% 9.5% 11.5% 28.6% b С Very attractive 6 2 5 2 2 1 9.8% 7.1% 4.3% 11.9% 3.8% 14.3% Don't know or N/A 25 14 11 12 11 3 21.4% 41.0% 30.4% 26.2% 42.9% 42.3%

Q8. In general, how would you describe the current funding environment for your company?

Q8. In general, how would you describe the current funding environment for your company?

N=228	Total							ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
Corporate bonds													
Very tight	12 5.6%	2 8.7%	1 4.2%	0 0.0%	0	1 12.5%	1 3.7%	0	2 15.4%	3 6.0%	1 4.8%	0	1 4.8%
Somewhat tight	8 3.8%	0	2 8.3% i	0 0.0%	1 12.5% i	1 12.5% i	1 3.7%	0.0%	1 7.7%	0 0.0% bdek	1 4.8%	1 12.5% i	0 0.0%
Neither tight nor	36	5	3	2	1	1	8	0	1	6	3	2	4
attractive	16.9%	21.7%	12.5%	22.2%	12.5%	12.5%	29.6%	0.0%	7.7%	12.0%	14.3%	25.0%	19.0%
Somewhat attractive	24	1	5	1	1	0	1	1	1	6	4	2	1
	11.3%	4.3% G	20.8%	11.1%	12.5%	0.0% g	3.7% G	100.0% AeFhiL	7.7% g	12.0% g	19.0%	25.0%	4.8% G
Very attractive	10 4.7%	1 4.3%	2 8.3%	0	1 12.5%	0 0.0%	0	0	0	4	1 4.8%	0	1 4.8%
Don't know or N/A	123 57.7%	14 60.9%	11 45.8%	6 66.7%	4	5 62.5%	16 59.3%	0	8 61.5%	31 62.0%	11 52.4%	3 37.5%	14 66.7%

Q8. In general, how would you describe the current funding environment for your company?

N=228				Sales Reve	enue					Ownershi	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Corporate bonds												
Very tight	6	1	2	1	2	0	0	1	1	9	0	0
	8.2%	1.7%	5.6%	8.3%	12.5%	0.0%	0.0%	6.3%	12.5%	6.4%	0.0%	0.0%
Somewhat tight	5	0	0	1	1	0	1	2	0	4	1	0
	6.8%	0.0%	0.0%	8.3%	6.3%	0.0%	11.1%	12.5%	0.0%	2.9%	16.7%	0.0%
	b	adg	g	b			bc					
Neither tight nor	14	9	6	2	3	1	0	3	2	20	4	1
attractive	19.2%	15.0%	16.7%	16.7%	18.8%	20.0%	0.0%	18.8%	25.0%	14.3%	66.7%	7.1%
								d		D	aCe	d
Somewhat attractive	4	4	4	2	4	1	5	5	1	9	0	2
	5.5%	6.7%	11.1%	16.7%	25.0%	20.0%	55.6%	31.3%	12.5%	6.4%	0.0%	14.3%
	eG	eG	G		ab		ABC	C		A		
Very attractive	0	2	2	1	2	1	2	2	1	5	1	1
	0.0%	3.3%	5.6%	8.3%	12.5%	20.0%	22.2%	12.5%	12.5%	3.6%	16.7%	7.1%
	cdEFG	g	a	a	Α	Α	Ab					
Don't know or N/A	44	44	22	5	4	2	1	3	3	93	0	10
	60.3%	73.3%	61.1%	41.7%	25.0%	40.0%	11.1%	18.8%	37.5%	66.4%	0.0%	71.4%
	eG	dEG	eg	b	aBc		ABc	CE		AD	CE	AD

Q8. In general, how would you describe the current funding environment for your company?

N=228			Numbe	r of Employee	es			For	reign Sales		
Number							More		_		
Col %	Fewer	100-	500-	1000-	2500-	5000-	than				More
	than 100	499	999	2499	4999	9999	10,000	0%	1-24%	25-50%	than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
Iotai	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Corporate bonds											
Very tight	4	1	1	1	1	0	0	3	4	4	1
, ,	6.5%	2.4%	6.7%	7.1%	10.0%	0.0%	0.0%	3.0%	5.3%	18.2%	9.1%
								C		А	
Somewhat tight	3	0	0	1	1	0	1	4	3	0	1
	4.8%	0.0%	0.0%	7.1%	10.0%	0.0%	10.0%	4.0%	4.0%	0.0%	9.1%
		eg			b		b				
Neither tight nor	14	8	1	0	4	2	1	18	12	3	1
attractive	22.6%	19.0%	6.7%	0.0%	40.0%	33.3%	10.0%	18.0%	16.0%	13.6%	9.1%
				ef	d	d					
Somewhat attractive	3	4	1	2	0	2	5	9	8	4	2
	4.8%	9.5%	6.7%	14.3%	0.0%	33.3%	50.0%	9.0%	10.7%	18.2%	18.2%
	fG	G	g		g	а	ABce				
Very attractive	0	1	2	3	0	2	1	5	3	1	1
	0.0%	2.4%	13.3%	21.4%	0.0%	33.3%	10.0%	5.0%	4.0%	4.5%	9.1%
	CDFg	dF	Α	Ab		AB	а				
Don't know or N/A	know or N/A 38 22	28	10	7	4	0	2	61	45	10	5
	61.3%	66.7%	66.7%	50.0%	40.0%	0.0%	20.0%	61.0%	60.0%	45.5%	45.5%
	Fg	FG	fg	f		ABcd	aBc				

N=228		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Corporate bonds						
Very tight	5	3	1	3	0	0
	8.3%	6.5%	2.4%	11.1%	0.0%	0.0%
Somewhat tight	1	1	3	0	2	1
	1.7%	2.2%	7.3%	0.0%	8.0%	7.1%
Neither tight nor	8	5	11	7	4	1
attractive	13.3%	10.9%	26.8%	25.9%	16.0%	7.1%
Somewhat attractive	6	6	3	2	3	4
	10.0%	13.0%	7.3%	7.4%	12.0%	28.6%
			f			C
Very attractive	5	2	1	0	1	1
	8.3%	4.3%	2.4%	0.0%	4.0%	7.1%
Don't know or N/A	35	29	22	15	15	7
	58.3%	63.0%	53.7%	55.6%	60.0%	50.0%

Q8. In general, how would you describe the current funding environment for your company?

Q8. In general, how would you describe the current funding environment for your company?

N=228	Total							Industry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Bank borrowing													
Very tight	12	2	0	1	0	0	3	0	1	3	2	0	0
	5.5%	8.7%	0.0%	11.1%	0.0%	0.0%	11.1%	0.0%	7.1%	6.0%	9.5%	0.0%	0.0%
Somewhat tight	22	0	4	2	0	1	6	0	2	3	2	1	0
	10.1%	0.0%	16.7%	22.2%	0.0%	12.5%	22.2%	0.0%	14.3%	6.0%	9.5%	12.5%	0.0%
		bcf	а	al			ail			f			cf
Neither tight nor	53	8	6	1	1	3	9	1	2	10	3	4	5
attractive	24.4%	34.8%	25.0%	11.1%	12.5%	37.5%	33.3%	50.0%	14.3%	20.0%	14.3%	50.0%	22.7%
Somewhat attractive	60	7	5	2	4	1	3	1	7	15	8	0	7
	27.6%	30.4%	20.8%	22.2%	50.0%	12.5%	11.1%	50.0%	50.0%	30.0%	38.1%	0.0%	31.8%
					fk		dHj		Fk		f	dh	
Very attractive	46	5	6	2	2	1	1	0	1	17	3	2	6
	21.2%	21.7%	25.0%	22.2%	25.0%	12.5%	3.7%	0.0%	7.1%	34.0%	14.3%	25.0%	27.3%
			f				bll			F			f
Don't know or N/A	24	1	3	1	1	2	5	0	1	2	3	1	4
	11.1%	4.3%	12.5%	11.1%	12.5%	25.0%	18.5%	0.0%	7.1%	4.0%	14.3%	12.5%	18.2%
						i	i			efl			i

Q8. In general, how would you describe the current funding environment for your company?

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Bank borrowing												
Very tight	6	3	2	0	1	0	0	0	1	9	1	0
	8.0%	5.0%	5.4%	0.0%	6.3%	0.0%	0.0%	0.0%	12.5%	6.3%	16.7%	0.0%
Somewhat tight	12	3	1	3	2	0	0	2	0	15	1	1
	16.0%	5.0%	2.7%	25.0%	12.5%	0.0%	0.0%	12.5%	0.0%	10.6%	16.7%	6.7%
	bc	ad	ad	bc								
Neither tight nor	22	14	11	0	3	0	1	3	0	33	3	3
attractive	29.3%	23.3%	29.7%	0.0%	18.8%	0.0%	11.1%	18.8%	0.0%	23.2%	50.0%	20.0%
	d		d	ac					d		b	
Somewhat attractive	14	23	6	6	5	1	5	5	2	42	0	6
	18.7%	38.3%	16.2%	50.0%	31.3%	20.0%	55.6%	31.3%	25.0%	29.6%	0.0%	40.0%
	bdg	ac	bdg	ac			ac					
Very attractive	5	14	16	3	3	3	2	3	5	29	1	2
	6.7%	23.3%	43.2%	25.0%	18.8%	60.0%	22.2%	18.8%	62.5%	20.4%	16.7%	13.3%
	BCdF	Ac	Ab	a		А		b	aCe	В		b
Don't know or N/A	16	3	1	0	2	1	1	3	0	14	0	3
	21.3%	5.0%	2.7%	0.0%	12.5%	20.0%	11.1%	18.8%	0.0%	9.9%	0.0%	20.0%
	Bc	Α	а									

Q8. In general, how would you describe the current funding environment for your company?

N=228			Numbe	r of Employee	s			Foi	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Bank borrowing											
Very tight	2	4	1	1	1	0	0	3	5	2	1
, ,	3.2%	9.1%	6.7%	7.1%	10.0%	0.0%	0.0%	2.9%	6.6%	9.1%	9.1%
Somewhat tight	11	1	0	2	2	0	0	10	6	3	2
	17.5%	2.3%	0.0%	14.3%	20.0%	0.0%	0.0%	9.8%	7.9%	13.6%	18.2%
	b	ae			b						
Neither tight nor	16	12	4	1	3	2	1	30	17	4	1
attractive	25.4%	27.3%	26.7%	7.1%	30.0%	33.3%	10.0%	29.4%	22.4%	18.2%	9.1%
Somewhat attractive	14	16	6	4	3	1	6	30	18	5	6
	22.2%	36.4%	40.0%	28.6%	30.0%	16.7%	60.0%	29.4%	23.7%	22.7%	54.5%
	g						a		d		b
Very attractive	9	10	4	6	1	3	2	17	20	6	1
	14.3%	22.7%	26.7%	42.9%	10.0%	50.0%	20.0%	16.7%	26.3%	27.3%	9.1%
	df			a		а					
Don't know or N/A	11	1	0	0	0	0	1	12	10	2	0
	17.5%	2.3%	0.0%	0.0%	0.0%	0.0%	10.0%	11.8%	13.2%	9.1%	0.0%
	b	a									

N=228		Where are	you personally	y located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	Е	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Bank borrowing						
Very tight	3	5	1	1	2	0
	5.0%	10.9%	2.4%	3.7%	7.4%	0.0%
Somewhat tight	3	3	7	3	3	2
	5.0%	6.5%	16.7%	11.1%	11.1%	14.3%
Neither tight nor	14	9	9	9	8	4
attractive	23.3%	19.6%	21.4%	33.3%	29.6%	28.6%
Somewhat attractive	19	15	8	6	7	5
	31.7%	32.6%	19.0%	22.2%	25.9%	35.7%
Very attractive	17	9	9	4	5	2
	28.3%	19.6%	21.4%	14.8%	18.5%	14.3%
Don't know or N/A	4	5	8	4	2	1
	6.7%	10.9%	19.0%	14.8%	7.4%	7.1%

Q8. In general, how would you describe the current funding environment for your company?

N=228	Total							Industry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
Equity finance													
-2=Very tight	18 12.8%	3 18.8%	0 0.0% e	0 0.0%	0	2 33.3% b	2 10.5%	0	2 18.2%	3 10.0%	3 18.8%	1 20.0%	2 18.2%
-1=Somewhat tight	21 14.9%	0 0.0% bdgh	5 33.3% al	1 20.0%	2 40.0% al	0	4 21.1%	1 50.0% al	3 27.3% a	3 10.0%	2 12.5%	0	0 0.0% bdg
0=Neither tight nor	44	4	4	0	2	3	9	0	2	9	5	2	4
attractive	31.2%	25.0%	26.7%	0.0%	40.0%	50.0%	47.4%	0.0%	18.2%	30.0%	31.3%	40.0%	36.4%
1=Somewhat attractive	40 28.4%	7 43.8%	6 40.0%	4 80.0% efhijl	1 20.0%	0 0.0% C	3 15.8% C	0	2 18.2% C	9 30.0% c	4 25.0% C	2 40.0%	2 18.2% c
2=Very attractive	18 12.8%	2 12.5%	0 0.0% gl	0 0.0%	0 0.0%	1 16.7%	1 5.3%	1 50.0% b	2 18.2%	6 20.0%	2 12.5%	0	3 27.3% b
Mean	0.13	0.31	0.07	0.60	-0.20	-0.33	-0.16	0.50	-0.09	0.40	0.00	0.00	0.36

Q8. In general, how would you describe the current funding environment for your company? **AVERAGE SCORES - Don't** Know excluded

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Equity finance												
-2=Very tight	10	1	3	1	2	0	1	2	1	10	1	1
	20.4%	3.2%	12.5%	10.0%	14.3%	0.0%	16.7%	15.4%	12.5%	11.5%	33.3%	16.7%
	b	а										
-1=Somewhat tight	10	3	3	1	1	2	1	3	0	13	0	1
	20.4%	9.7%	12.5%	10.0%	7.1%	40.0%	16.7%	23.1%	0.0%	14.9%	0.0%	16.7%
0=Neither tight nor	16	15	5	2	5	0	0	2	2	29	2	3
attractive	32.7%	48.4%	20.8%	20.0%	35.7%	0.0%	0.0%	15.4%	25.0%	33.3%	66.7%	50.0%
		cfg	b			b	b					
1=Somewhat	10	8	7	4	5	3	2	6	3	22	0	1
attractive	20.4%	25.8%	29.2%	40.0%	35.7%	60.0%	33.3%	46.2%	37.5%	25.3%	0.0%	16.7%
2=Very attractive	3	4	6	2	1	0	2	0	2	13	0	0
	6.1%	12.9%	25.0%	20.0%	7.1%	0.0%	33.3%	0.0%	25.0%	14.9%	0.0%	0.0%
	cg		a				а					
Mean	-0.29	0.35	0.42	0.50	0.14	0.20	0.50	-0.08	0.63	0.17	-0.67	-0.33
	bc	а	а									

Q8. In general, how would you describe the current funding environment for your company? **AVERAGE SCORES - Don't** Know excluded

N=228			Numbe	r of Employee	s			Foi	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Equity finance											
-2=Very tight	7	1	1	2	2	1	1	9	4	3	2
	15.2%	4.8%	16.7%	20.0%	25.0%	16.7%	14.3%	13.4%	8.2%	21.4%	28.6%
-1=Somewhat tight	8	2	1	1	1	0	1	10	8	1	2
	17.4%	9.5%	16.7%	10.0%	12.5%	0.0%	14.3%	14.9%	16.3%	7.1%	28.6%
0=Neither tight nor	17	8	1	0	4	1	1	21	17	3	1
attractive	37.0% d	38.1% d	16.7%	0.0% abe	50.0% d	16.7%	14.3%	31.3%	34.7%	21.4%	14.3%
	u	u		abe	u						
1=Somewhat	11	7	2	4	1	3	3	20	13	4	1
attractive	23.9%	33.3%	33.3%	40.0%	12.5%	50.0%	42.9%	29.9%	26.5%	28.6%	14.3%
2=Very attractive	3	3	1	3	0	1	1	7	7	3	1
-	6.5%	14.3%	16.7%	30.0%	0.0%	16.7%	14.3%	10.4%	14.3%	21.4%	14.3%
	d			a							
Mean	-0.11	0.43	0.17	0.50	-0.50	0.50	0.29	0.09	0.22	0.21	-0.43
		е			b						

N=228		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Equity finance						
-2=Very tight	3	7	2	3	3	0
	8.3%	21.9%	6.5%	18.8%	20.0%	0.0%
-1=Somewhat tight	8	4	4	2	1	2
	22.2%	12.5%	12.9%	12.5%	6.7%	18.2%
0=Neither tight nor	6	6	16	6	7	3
attractive	16.7%	18.8%	51.6%	37.5%	46.7%	27.3%
	Ce	С	AB		a	
1=Somewhat	13	13	4	3	3	4
attractive	36.1%	40.6%	12.9%	18.8%	20.0%	36.4%
	C	C	ab			
2=Very attractive	6	2	5	2	1	2
	16.7%	6.3%	16.1%	12.5%	6.7%	18.2%
Mean	0.31	-0.03	0.19	-0.06	-0.13	0.55

N=228	Total Industry												
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
Corporate bonds		i											
-2=Very tight	12 13.3%	2 22.2%	1 7.7%	0 0.0%	0	1 33.3%	1 9.1%	0	2 40.0%	3 15.8%	1 10.0%	0	1 14.3%
-1=Somewhat tight	8.9%	0	2 15.4%	0 0.0%	1 25.0% i	1 33.3% i	1 9.1%	0	1 20.0%	0 0.0% de	1 10.0%	1 20.0%	0 0.0%
0=Neither tight nor attractive	36 40.0%	55.6%	3 23.1%	2 66.7%	1 25.0%	1 33.3%	8 72.7%	0	1 20.0%	6 31.6%	3 30.0%	2 40.0%	4 57.1%
	40.0%	55.0%	23.1% f	00.7%	25.0%	33.3%	72.7% bi	0.0%	20.0%	51.0% f	30.0%	40.0%	57.1%
1=Somewhat attractive	24 26.7%	11.1%	5 38.5%	1 33.3%	1 25.0%	0 0.0%	1 9.1% g	1 100.0% f	1 20.0%	6 31.6%	4 40.0%	2 40.0%	1 14.3%
2=Very attractive	10 11.1%	1 11.1%	2 15.4%	0 0.0%	1 25.0%	0 0.0%	0	0	0	4 21.1%	1 10.0%	0	1 14.3%
Mean	0.13	-0.11	0.38	0.33	0.50	-1.00	-0.18	1.00	-0.80	0.42	0.30	0.20	0.14

Q8. In general, how would you describe the current funding environment for your company? **AVERAGE SCORES - Don't** Know excluded

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	Α	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Corporate bonds												
-2=Very tight	6	1	2	1	2	0	0	1	1	9	0	0
	20.7%	6.3%	14.3%	14.3%	16.7%	0.0%	0.0%	7.7%	20.0%	19.1%	0.0%	0.0%
-1=Somewhat tight	5	0	0	1	1	0	1	2	0	4	1	0
	17.2%	0.0%	0.0%	14.3%	8.3%	0.0%	12.5%	15.4%	0.0%	8.5%	16.7%	0.0%
0=Neither tight nor	14	9	6	2	3	1	0	3	2	20	4	1
attractive	48.3%	56.3%	42.9%	28.6%	25.0%	33.3%	0.0%	23.1%	40.0%	42.6%	66.7%	25.0%
	g	g	g				abc					
1=Somewhat	4	4	4	2	4	1	5	5	1	9	0	2
attractive	13.8%	25.0%	28.6%	28.6%	33.3%	33.3%	62.5%	38.5%	20.0%	19.1%	0.0%	50.0%
	G						A					
2=Very attractive	0	2	2	1	2	1	2	2	1	5	1	1
	0.0%	12.5%	14.3%	14.3%	16.7%	33.3%	25.0%	15.4%	20.0%	10.6%	16.7%	25.0%
	cdeFG		a	a	а	A	A					
Mean	-0.45	0.38	0.29	0.14	0.25	1.00	1.00	0.38	0.20	-0.06	0.17	1.00
	BcfG	Α	а			а	A					

Q8. In general, how would you describe the current funding environment for your company? **AVERAGE SCORES - Don't** Know excluded

N=228			Numbe	r of Employee	S			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Corporate bonds											
-2=Very tight	4	1	1	1	1	0	0	3	4	4	1
L= vory light	16.7%	7.1%	20.0%	14.3%	16.7%	0.0%	0.0%	7.7%	13.3%	33.3%	16.7%
								С		а	
-1=Somewhat tight	3	0	0	1	1	0	1	4	3	0	1
	12.5%	0.0%	0.0%	14.3%	16.7%	0.0%	12.5%	10.3%	10.0%	0.0%	16.7%
0=Neither tight nor	14	8	1	0	4	2	1	18	12	3	1
attractive	58.3%	57.1%	20.0%	0.0%	66.7%	33.3%	12.5%	46.2%	40.0%	25.0%	16.7%
	dg	d		abe	d		а				
1=Somewhat	3	4	1	2	0	2	5	9	8	4	2
attractive	12.5%	28.6%	20.0%	28.6%	0.0%	33.3%	62.5%	23.1%	26.7%	33.3%	33.3%
	G				g		Ae				
2=Very attractive	0	1	2	3	0	2	1	5	3	1	1
	0.0% CDF	7.1%	40.0%	42.9%	0.0%	33.3%	12.5%	12.8%	10.0%	8.3%	16.7%
	CDF		A	A		A					
Mean	-0.33	0.29	0.60	0.71	-0.50	1.00	0.75	0.23	0.10	-0.17	0.17
	dFG			a	fg	Ae	Ae				

N=228		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Corporate bonds						
-2=Very tight	5	3	1	3	0	0
	20.0%	17.6%	5.3%	25.0%	0.0%	0.0%
-1=Somewhat tight	1	1	3	0	2	1
	4.0%	5.9%	15.8%	0.0%	20.0%	14.3%
0=Neither tight nor	8	5	11	7	4	1
attractive	32.0%	29.4%	57.9%	58.3%	40.0%	14.3%
1=Somewhat	6	6	3	2	3	4
attractive	24.0%	35.3%	15.8%	16.7%	30.0%	57.1%
			f			C
2=Very attractive	5	2	1	0	1	1
	20.0%	11.8%	5.3%	0.0%	10.0%	14.3%
Mean	0.20	0.18	0.00	-0.33	0.30	0.71
				f		C

N=228	Total							Industry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	K	L
Tatal	000	0.4	05		0			0	10	50			
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
	100.0%	10.0%	11.170	4.0%	3.5%	3.5%	14.2%	0.9%	7.170	22.1%	9.1%	3.5%	9.7%
Bank borrowing										1			
-2=Very tight	12	2	0	1	0	0	3	0	1	3	2	0	0
	6.2%	9.1%	0.0%	12.5%	0.0%	0.0%	13.6%	0.0%	7.7%	6.3%	11.1%	0.0%	0.0%
-1=Somewhat tight	22	0	4	2	0	1	6	0	2	3	2	1	0
	11.4%	0.0%	19.0%	25.0%	0.0%	16.7%	27.3%	0.0%	15.4%	6.3%	11.1%	14.3%	0.0%
		bcf	a	al			ail			f			cf
0=Neither tight nor	53	8	6	1	1	3	9	1	2	10	3	4	5
attractive	27.5%	36.4%	28.6%	12.5%	14.3%	50.0%	40.9%	50.0%	15.4%	20.8%	16.7%	57.1%	27.8%
										k		i	
1=Somewhat	60	7	5	2	4	1	3	1	7	15	8	0	7
attractive	31.1%	31.8%	23.8%	25.0%	57.1%	16.7%	13.6%	50.0%	53.8%	31.3%	44.4%	0.0%	38.9%
					fk		dhj		fk		fk	dhj	
2=Very attractive	46	5	6	2	2	1	1	0	1	17	3	2	6
,	23.8%	22.7%	28.6%	25.0%	28.6%	16.7%	4.5%	0.0%	7.7%	35.4%	16.7%	28.6%	33.3%
			f				bll			F			f
Mean	0.55	0.59	0.62	0.25	1.14	0.33	-0.32	0.50	0.38	0.83	0.44	0.43	1.06
		F	F		F		ABDIjL			F	f		F

N=228				Sales Reve			Ownersh	р				
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	Α	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Bank borrowing												
-2=Very tight	6	3	2	0	1	0	0	0	1	9	1	0
	10.2%	5.3%	5.6%	0.0%	7.1%	0.0%	0.0%	0.0%	12.5%	7.0%	16.7%	0.0%
-1=Somewhat tight	12	3	1	3	2	0	0	2	0	15	1	1
	20.3%	5.3% ad	2.8% ad	25.0% bc	14.3%	0.0%	0.0%	15.4%	0.0%	11.7%	16.7%	8.3%
	DC	au	au	DC								
0=Neither tight nor	22	14	11	0	3	0	1	3	0	33	3	3
attractive	37.3%	24.6%	30.6%	0.0%	21.4%	0.0%	12.5%	23.1%	0.0%	25.8%	50.0%	25.0%
	d		d	ac					d		b	
1=Somewhat	14	23	6	6	5	1	5	5	2	42	0	6
attractive	23.7%	40.4%	16.7%	50.0%	35.7%	25.0%	62.5%	38.5%	25.0%	32.8%	0.0%	50.0%
	g	С	bdG	С			aC				е	d
2=Very attractive	5	14	16	3	3	3	2	3	5	29	1	2
	8.5%	24.6%	44.4%	25.0%	21.4%	75.0%	25.0%	23.1%	62.5%	22.7%	16.7%	16.7%
	bCF	acf	Ab			Ab			се	b		b
Mean	0.00	0.74	0.92	0.75	0.50	1.75	1.13	0.69	1.25	0.52	-0.17	0.75
	BCdFG	А	А	а		А	A					

Q8. In general, how would you describe the current funding environment for your company? **AVERAGE SCORES - Don't** Know excluded

N=228			Number	of Employee	s			Foi	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Bank borrowing											
-2=Very tight	2	4	1	1	1	0	0	3	5	2	1
	3.8%	9.3%	6.7%	7.1%	10.0%	0.0%	0.0%	3.3%	7.6%	10.0%	9.1%
-1=Somewhat tight	11	1	0	2	2	0	0	10	6	3	2
	21.2%	2.3%	0.0%	14.3%	20.0%	0.0%	0.0%	11.1%	9.1%	15.0%	18.2%
	B	Ae			b						
0=Neither tight nor	16	12	4	1	3	2	1	30	17	4	1
attractive	30.8%	27.9%	26.7%	7.1%	30.0%	33.3%	11.1%	33.3%	25.8%	20.0%	9.1%
1=Somewhat	14	16	6	4	3	1	6	30	18	5	6
attractive	26.9%	37.2%	40.0%	28.6%	30.0%	16.7%	66.7%	33.3%	27.3%	25.0%	54.5%
	g						a				
2=Very attractive	9	10	4	6	1	3	2	17	20	6	1
	17.3%	23.3%	26.7%	42.9%	10.0%	50.0%	22.2%	18.9%	30.3%	30.0%	9.1%
	d			a							
Mean	0.33	0.63	0.80	0.86	0.10	1.17	1.11	0.53	0.64	0.50	0.36
	g				g		ae				

N=228		Where are	you personally	/ located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Bank borrowing						
-2=Very tight	3	5	1	1	2	0
	5.4%	12.2%	2.9%	4.3%	8.0%	0.0%
-1=Somewhat tight	3	3	7	3	3	2
	5.4%	7.3%	20.6%	13.0%	12.0%	15.4%
	C		a			
0=Neither tight nor	14	9	9	9	8	4
attractive	25.0%	22.0%	26.5%	39.1%	32.0%	30.8%
1=Somewhat	19	15	8	6	7	5
attractive	33.9%	36.6%	23.5%	26.1%	28.0%	38.5%
2=Very attractive	17	9	9	4	5	2
·	30.4%	22.0%	26.5%	17.4%	20.0%	15.4%
Mean	0.79	0.49	0.50	0.39	0.40	0.54

Q9. During the next 12 months how do you expect M&A activity to change? ...in your country

N=228	Total							Industry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Decrease Significantly	0	0	0	0	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Decrease Somewhat	5	2	0	0	0	1	0	0	0	2	0	0	0
	2.3%	8.7%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%
No change	49	8	6	1	1	1	6	1	4	8	5	3	5
	22.4%	34.8%	24.0%	12.5%	12.5%	12.5%	19.4%	50.0%	26.7%	16.7%	23.8%	37.5%	22.7%
Increase somewhat	122	8	15	5	6	3	20	1	6	26	15	4	13
	55.7%	34.8% fj	60.0%	62.5%	75.0%	37.5%	64.5% a	50.0%	40.0%	54.2%	71.4% a	50.0%	59.1%
Increase significantly	32	5	2	2	1	1	4	0	3	10	0	1	3
	14.6%	21.7% j	8.0%	25.0% j	12.5%	12.5%	12.9%	0.0%	20.0% j	20.8% j	0.0% achi	12.5%	13.6%
			_			_		_	_			_	
Don't know	5.0%	0.0%	2 8.0%	0.0%	0.0%	2 25.0%	1 3.2%	0.0%	2 13.3%	2 4.2%	1 4.8%	0.0%	1 4.5%
	J.U%	0.0%	0.0%	0.0%	0.0%	25.0% afi	3.2% e	0.0%	13.3%	4.2% e	4.070	0.0%	4.0%

Q9. During the next 12 months how do you expect M&A activity to change? ...in your country

N=228				Sales Reve	enue			Ownership					
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit	
	Α	В	С	D	E	F	G	A	В	С	D	E	
Total	80	62	38	14	16	5	9	17	8	149	6	15	
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%	
Decrease Significantly	0	0	0	0	0	0	0	0	0	0	0	0	
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Decrease Somewhat	1	1	3	0	0	0	0	1	0	4	0	0	
	1.3%	1.7%	8.1%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	2.8%	0.0%	0.0%	
No change	19	9	9	6	3	0	3	3	1	28	2	4	
	24.7%	15.0% d	24.3%	46.2%	18.8%	0.0%	33.3%	17.6%	12.5%	19.6%	33.3%	26.7%	
Increase somewhat	42	41	14	4	12	3	4	9	4	84	2	9	
	54.5%	68.3% Cd	37.8% Be	30.8% be	75.0% cd	60.0%	44.4%	52.9%	50.0%	58.7%	33.3%	60.0%	
Increase significantly	11	6	9	2	1	1	2	2	3	19	2	2	
	14.3%	10.0%	24.3%	15.4%	6.3%	20.0%	22.2%	11.8%	37.5%	13.3%	33.3%	13.3%	
Don't know	4	3	2	1	0	1	0	2	0	8	0	0	
	5.2%	5.0%	5.4%	7.7%	0.0%	20.0%	0.0%	11.8%	0.0%	5.6%	0.0%	0.0%	

Q9. During the next 12 months how do you expect M&A activity to change? ...in your country

N=228			Number	r of Employee	s			For	eign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Decrease Significantly	0	0	0	0	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Decrease Somewhat	3	0	1	0	0	0	0	2	2	1	0
	4.7%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	1.9%	2.6%	4.5%	0.0%
No change	19	7	5	2	3	0	3	25	15	1	7
	29.7%	14.9%	35.7%	15.4%	27.3%	0.0%	30.0%	23.8%	19.7%	4.5%	63.6%
								cD	D	aD	ABC
Increase somewhat	33	33	7	6	3	3	6	61	39	14	4
	51.6%	70.2% e	50.0%	46.2%	27.3% b	50.0%	60.0%	58.1%	51.3%	63.6%	36.4%
		C			0						
Increase significantly	7	6	0	5	3	3	1	11	15	6	0
	10.9%	12.8%	0.0%	38.5%	27.3%	50.0%	10.0%	10.5%	19.7%	27.3%	0.0%
	df	df	def	abc	С	abc		C		а	
Don't know	2	1	1	0	2	0	0	6	5	0	0
	3.1%	2.1%	7.1%	0.0%	18.2% ab	0.0%	0.0%	5.7%	6.6%	0.0%	0.0%
	е	е			ab						

N=228	Where are you personally located?									
Number			South		South					
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain				
	US	US	US	US	US	US				
	A	В	С	D	E	F				
Total	62	49	43	28	27	17				
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%				
Decrease Significantly	0	0	0	0	0	0				
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Decrease Somewhat	3	0	1	1	0	0				
	5.0%	0.0%	2.4%	3.6%	0.0%	0.0%				
No change	10	11	12	3	8	5				
	16.7%	23.9%	28.6%	10.7%	30.8%	29.4%				
Increase somewhat	35	24	22	17	16	8				
	58.3%	52.2%	52.4%	60.7%	61.5%	47.1%				
Increase significantly	9	7	5	6	2	3				
	15.0%	15.2%	11.9%	21.4%	7.7%	17.6%				
Don't know	3	4	2	1	0	1				
	5.0%	8.7%	4.8%	3.6%	0.0%	5.9%				

Q9. During the next 12 months how do you expect M&A activity to change? ... in your industry

N=228	Total							Industry					
Number			Bank/		_								
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	K	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Decrease Significantly	1	0	0	0	0	0	0	0	0	1	0	0	0
	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%
Decrease Somewhat	6	1	0	0	0	1	1	0	0	1	2	0	0
	2.7%	4.3%	0.0%	0.0%	0.0%	12.5%	3.3%	0.0%	0.0%	2.0%	9.5%	0.0%	0.0%
No change	52	7	4	1	1	1	8	0	0	9	4	6	11
	23.6%	30.4% hk	16.0% Kl	11.1% k	14.3% k	12.5% k	26.7% hk	0.0%	0.0% afKL	18.4% KL	19.0% Kl	75.0% aBcdefH IJ	50.0% bHlj
Increase somewhat	109	11	13	6	5	3	13	2	9	29	10	0	7
	49.5%	47.8% k	52.0% k	66.7% k	71.4% k	37.5%	43.3% k	100.0% k	60.0% k	59.2% Kl	47.6% k	0.0% abcdfghl j	31.8% i
Increase significantly	44	4	8	2	1	3	6	0	5	7	4	2	2
	20.0%	17.4%	32.0%	22.2%	14.3%	37.5%	20.0%	0.0%	33.3%	14.3%	19.0%	25.0%	9.1%
Don't know	8	0	0	0	0	0	2	0	1	2	1	0	2
	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	6.7%	4.1%	4.8%	0.0%	9.1%

Q9. During the next 12 months how do you expect M&A activity to change? ... in your industry

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Decrease Significantly	0	0	0	0	0	0	1	1	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	5.9%	0.0%	0.0%	0.0%	0.0%
	G	g	g				Abc	C		A		
Decrease Somewhat	3	0	2	0	1	0	0	2	0	2	0	2
	3.9%	0.0%	5.3%	0.0%	6.7%	0.0%	0.0%	11.8%	0.0%	1.4%	0.0%	13.3%
		е			b			С		AE		С
No change	20	15	6	4	5	0	2	2	1	28	4	7
	26.3%	25.0%	15.8%	28.6%	33.3%	0.0%	22.2%	11.8%	12.5%	19.3%	66.7%	46.7%
								de		De	aC	ac
Increase somewhat	36	31	19	7	8	1	4	7	4	78	1	6
	47.4%	51.7%	50.0%	50.0%	53.3%	20.0%	44.4%	41.2%	50.0%	53.8%	16.7%	40.0%
Increase significantly	13	12	11	3	0	3	2	4	3	31	1	0
	17.1%	20.0%	28.9%	21.4%	0.0%	60.0%	22.2%	23.5%	37.5%	21.4%	16.7%	0.0%
	f	f	е		cF	abE			е	e		bc
Don't know	4	2	0	0	1	1	0	1	0	6	0	0
	5.3%	3.3%	0.0%	0.0%	6.7%	20.0%	0.0%	5.9%	0.0%	4.1%	0.0%	0.0%
			F			С						

Q9. During the next 12 months how do you expect M&A activity to change? ... in your industry

N=228			Numbe	r of Employee	s			Foi	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Decrease Significantly	0	0	0	0	0	0	1	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	9.1%
	g	g					ab	D	D		AB
Decrease Somewhat	3	0	1	0	0	1	0	5	0	1	0
	4.7%	0.0%	6.7%	0.0%	0.0%	16.7%	0.0%	4.8%	0.0%	4.5%	0.0%
		F				В					
No change	17	9	6	5	0	0	2	26	16	2	6
	26.6%	19.6%	40.0%	35.7%	0.0%	0.0%	20.0%	25.0%	20.8%	9.1%	54.5%
			е	е	cd			d	d	D	abC
Increase somewhat	28	29	6	6	6	3	5	50	40	12	3
	43.8%	63.0%	40.0%	42.9%	60.0%	50.0%	50.0%	48.1%	51.9%	54.5%	27.3%
	b	а									
Increase significantly	12	7	2	3	4	2	2	20	17	6	1
	18.8%	15.2%	13.3%	21.4%	40.0%	33.3%	20.0%	19.2%	22.1%	27.3%	9.1%
Don't know	4	1	0	0	0	0	0	3	4	1	0
	6.3%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	5.2%	4.5%	0.0%

N=228	Where are you personally located?									
Number Col %	Midwest	Northeast	South Central	Pacific	South Atlantic	Mountain				
	US	US	US	US	US	US				
	A	В	С	D	E	F				
Total	62	49	43	28	27	17				
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%				
Decrease Significantly	0	1	0	0	0	0				
	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%				
Decrease Somewhat	3	1	0	0	2	0				
	4.9%	2.2%	0.0%	0.0%	7.4%	0.0%				
No change	11	7	12	6	11	5				
	18.0%	15.6%	28.6%	22.2%	40.7%	29.4%				
	e	e			ab					
Increase somewhat	34	24	20	12	11	7				
	55.7%	53.3%	47.6%	44.4%	40.7%	41.2%				
Increase significantly	11	9	9	8	3	4				
	18.0%	20.0%	21.4%	29.6%	11.1%	23.5%				
Don't know	2	3	1	1	0	1				
	3.3%	6.7%	2.4%	3.7%	0.0%	5.9%				

N=228	Total						I	ndustry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	К	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
-2=Decrease	0	0	0	0	0	0	0	0	0	0	0	0	0
significantly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
-1=Decrease	5	2	0	0	0	1	0	0	0	2	0	0	0
somewhat	2.4%	8.7%	0.0%	0.0%	0.0%	16.7% f	0.0% e	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%
0=No Change	49	8	6	1	1	1	6	1	4	8	5	3	5
	23.6%	34.8%	26.1%	12.5%	12.5%	16.7%	20.0%	50.0%	30.8%	17.4%	25.0%	37.5%	23.8%
1=Increase somewhat	122	8	15	5	6	3	20	1	6	26	15	4	13
	58.7%	34.8% bfj	65.2% a	62.5%	75.0%	50.0%	66.7% a	50.0%	46.2%	56.5%	75.0% a	50.0%	61.9%
2=Increase	32	5	2	2	1	1	4	0	3	10	0	1	3
significantly	15.4%	21.7% j	8.7%	25.0% j	12.5%	16.7%	13.3%	0.0%	23.1% j	21.7% j	0.0% achi	12.5%	14.3%
Mean	0.87	0.70	0.83	1.13	1.00	0.67	0.93	0.50	0.92	0.96	0.75	0.75	0.90

N=228				Sales Reve	enue					Ownershi	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	Α	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
-2=Decrease	0	0	0	0	0	0	0	0	0	0	0	0
significantly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
-1=Decrease	1	1	3	0	0	0	0	1	0	4	0	0
somewhat	1.4%	1.8%	8.6%	0.0%	0.0%	0.0%	0.0%	6.7%	0.0%	3.0%	0.0%	0.0%
0=No Change	19	9	9	6	3	0	3	3	1	28	2	4
	26.0%	15.8%	25.7%	50.0%	18.8%	0.0%	33.3%	20.0%	12.5%	20.7%	33.3%	26.7%
		d		b								
1=Increase somewhat	42	41	14	4	12	3	4	9	4	84	2	9
	57.5%	71.9%	40.0%	33.3%	75.0%	75.0%	44.4%	60.0%	50.0%	62.2%	33.3%	60.0%
		Cd	Be	be	cd							
2=Increase	11	6	9	2	1	1	2	2	3	19	2	2
significantly	15.1%	10.5%	25.7%	16.7%	6.3%	25.0%	22.2%	13.3%	37.5%	14.1%	33.3%	13.3%
Mean	0.86	0.91	0.83	0.67	0.88	1.25	0.89	0.80	1.25	0.87	1.00	0.87

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
-2=Decrease	0	0	0	0	0	0	0	0	0	0	0
significantly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
-1=Decrease	3	0	1	0	0	0	0	2	2	1	0
somewhat	4.8%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	2.0%	2.8%	4.5%	0.0%
0=No Change	19	7	5	2	3	0	3	25	15	1	7
	30.6%	15.2%	38.5%	15.4%	33.3%	0.0%	30.0%	25.3%	21.1%	4.5%	63.6%
								cD	D	aD	ABC
1=Increase somewhat	33	33	7	6	3	3	6	61	39	14	4
	53.2%	71.7% e	53.8%	46.2%	33.3% b	50.0%	60.0%	61.6%	54.9%	63.6%	36.4%
		U			~						
2=Increase	7	6	0	5	3	3	1	11	15	6	0
significantly	11.3% df	13.0% df	0.0% def	38.5% abc	33.3% c	50.0% abc	10.0%	11.1%	21.1%	27.3%	0.0%
					-						
Mean	0.71	0.98	0.46	1.23	1.00	1.50	0.80	0.82	0.94	1.14	0.36
	bdf	aCf	BDF	aC		abCg	f	cd	d	aD	abC

N=228		Where are	you personally	y located?		
Number			South		South	
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
-2=Decrease	0	0	0	0	0	0
significantly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
-1=Decrease	3	0	1	1	0	0
somewhat	5.3%	0.0%	2.5%	3.7%	0.0%	0.0%
0=No Change	10	11	12	3	8	5
	17.5%	26.2%	30.0%	11.1%	30.8%	31.3%
1=Increase somewhat	35	24	22	17	16	8
	61.4%	57.1%	55.0%	63.0%	61.5%	50.0%
2=Increase	9	7	5	6	2	3
significantly	15.8%	16.7%	12.5%	22.2%	7.7%	18.8%
Mean	0.88	0.90	0.78	1.04	0.77	0.88

N=228	Total							Industry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	1	J	K	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
-2=Decrease significantly	1 0.5%	0	0 0.0%	0	0	0 0.0%	0	0	0.0%	1 2.1%	0	0 0.0%	0 0.0%
-1=Decrease somewhat	6 2.8%	1 4.3%	0 0.0%	0	0	1 12.5%	1 3.6%	0	0.0%	1 2.1%	2 10.0%	0	0 0.0%
0=No Change	52 24.5%	7 30.4% hk	4 16.0% KL	1 11.1% kl	1 14.3% k	1 12.5% k	8 28.6% hk	0.0%	0 0.0% afKL	9 19.1% KL	4 20.0% kl	6 75.0% aBcdefH Ij	11 55.0% BcHlj
1=Increase somewhat	109	11	13	6	5	3	13	2	9	29	10	0	7
	51.4%	47.8% k	52.0% k	66.7% k	71.4% k	37.5%	46.4% k	100.0% k	64.3% K	61.7% Kl	50.0% k	0.0% abcdfgH Ij	35.0% i
2=Increase significantly	44 20.8%	4 17.4%	8 32.0%	2 22.2%	1 14.3%	3 37.5%	6 21.4%	0.0%	5 35.7%	7 14.9%	4 20.0%	2 25.0%	2 10.0%
Mean	0.89	0.78 h	1.16 kL	1.11	1.00	1.00	0.86 h	1.00	1.36 afijKL	0.85 h	0.80 h	0.50 bH	0.55 BcH

N=228				Sales Reve	enue					Ownersh	ір	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
-2=Decrease	0	0	0	0	0	0	1	1	0	0	0	0
significantly	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	6.3%	0.0%	0.0%	0.0%	0.0%
	G	g	g				Abc	С		A		
-1=Decrease	3	0	2	0	1	0	0	2	0	2	0	2
somewhat	4.2%	0.0%	5.3%	0.0%	7.1%	0.0%	0.0%	12.5%	0.0%	1.4%	0.0%	13.3%
		е			b			С		AE		С
0=No Change	20	15	6	4	5	0	2	2	1	28	4	7
	27.8%	25.9%	15.8%	28.6%	35.7%	0.0%	22.2%	12.5%	12.5%	20.1%	66.7%	46.7%
								de		De	aC	ac
1=Increase somewhat	36	31	19	7	8	1	4	7	4	78	1	6
	50.0%	53.4%	50.0%	50.0%	57.1%	25.0%	44.4%	43.8%	50.0%	56.1%	16.7%	40.0%
2=Increase	13	12	11	3	0	3	2	4	3	31	1	0
significantly	18.1%	20.7%	28.9%	21.4%	0.0%	75.0%	22.2%	25.0%	37.5%	22.3%	16.7%	0.0%
	F	f	е		cF	AbE		e	е	е		abc
Mean	0.82	0.95	1.03	0.93	0.50	1.75	0.67	0.69	1.25	0.99	0.50	0.27
	f	ef	е		bcF	abE			E	E		BC

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
-2=Decrease	0	0	0	0	0	0	1	0	0	0	1
significantly	0.0% g	0.0% g	0.0%	0.0%	0.0%	0.0%	10.0% ab	0.0% D	0.0% d	0.0%	9.1% Ab
-1=Decrease	3	0	1	0	0	1	0	5	0	1	0
somewhat	5.0%	0.0%	6.7%	0.0%	0.0%	16.7%	0.0%	5.0%	0.0%	4.8%	0.0%
		F				В					
0=No Change	17	9	6	5	0	0	2	26	16	2	6
	28.3%	20.0%	40.0% e	35.7% е	0.0% cd	0.0%	20.0%	25.7% d	21.9% d	9.5% D	54.5% abC
1=Increase somewhat	28	29	6	6	6	3	5	50	40	12	3
	46.7%	64.4%	40.0%	42.9%	60.0%	50.0%	50.0%	49.5%	54.8%	57.1%	27.3%
2=Increase	12	7	2	3	4	2	2	20	17	6	1
significantly	20.0%	15.6%	13.3%	21.4%	40.0%	33.3%	20.0%	19.8%	23.3%	28.6%	9.1%
Mean	0.82	0.96	0.60	0.86	1.40	1.00	0.70	0.84	1.01	1.10	0.27
	е	е	е		abc			d	D	d	aBc

N=228	Where are you personally located?									
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US				
	A	В	С	D	E	F				
Total	62	49	43	28	27	17				
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%				
-2=Decrease	0	1	0	0	0	0				
significantly	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%				
-1=Decrease	3	1	0	0	2	0				
somewhat	5.1%	2.4%	0.0%	0.0%	7.4%	0.0%				
0=No Change	11	7	12	6	11	5				
	18.6% e	16.7% e	29.3%	23.1%	40.7% ab	31.3%				
	e	e			au					
1=Increase somewhat	34	24	20	12	11	7				
	57.6%	57.1%	48.8%	46.2%	40.7%	43.8%				
2=Increase	11	9	9	8	3	4				
significantly	18.6%	21.4%	22.0%	30.8%	11.1%	25.0%				
Mean	0.90	0.93	0.93	1.08	0.56	0.94				
				e	d					

N=228	Total							Industry					
Number Mean		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult - ing	Commu n- ications Media	Tech Soft- Hardwa re Bio	Manufa c- turing	Health- care Pharm	Agr, Pub Admin	Other Industry
Number	228	24	25	9	8	8	32	2	16	50	22	8	22
Percent	100.0%	10.5%	11.0%	3.9%	3.5%	3.5%	14.0%	0.9%	7.0%	21.9%	9.6%	3.5%	9.6%
Over the next 10 years, I	201	23	22	8	7	6	29	1	13	43	19	8	22
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be less than:	2.77	2.91	2.16	2.94	0.02	1.29	3.32	2.90	3.69	2.62	3.62	2.03	3.00
Over the next 10 years, I	200	22	22	8	7	6	29	1	14	43	19	7	22
expect the average annual S&P 500 return will be: Expected return:	6.73	6.85	6.61	6.31	4.86	5.17	7.02	2.70	7.26	6.71	7.32	6.71	6.93
Over the next 10 years, I	200	22	22	8	7	6	29	1	13	43	19	8	22
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be greater than:	10.04	9.25	10.41	11.25	7.93	8.33	9.60	2.80	10.36	9.92	10.70	10.63	11.34
Over the next year, I expect	200	22	22	8	7	6	28	1	14	43	19	8	22
the average annual S&P 500 return will be: There is a 1-in- 10 chance it will be less than:	-0.08	-0.90	-1.58	-1.58	-3.43	-5.28	2.00	14.71	1.21	-1.03	2.42	-0.25	0.85

Over the next year, I expect	199	22	23	8	7	6	28	1	13	43	19	7	22
the average annual S&P 500 return will be: Expected return:	5.87	4.92	6.08	4.75	6.07	1.90	6.34	12.00	6.81	5.63	6.56	5.86	6.52
Over the next year, I expect	201	23	22	8	7	6	28	1	14	43	19	8	22
the average annual S&P 500 return will be: There is a 1-in- 10 chance it will be greater than:	10.04	8.89	10.26	9.48	9.98	8.17	9.87	17.00	11.36	9.58	11.24	9.75	10.75

N=228				Sales Rev	/enue			Ownership					
Number Mean	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofi t	
Number	80	62	38	14	16	5	9	17	8	149	6	15	
Percent	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%	
Over the next 10 years, I	70	53	38	13	15	5	6	14	6	132	6	14	
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be less than:	3.85	2.18	2.70	2.38	1.02	2.40	1.36	1.54	3.00	2.79	2.04	3.54	
Over the next 10 years, I	69	54	38	12	15	5	6	14	6	132	5	14	
expect the average annual S&P 500 return will be: Expected return:	7.19	6.73	6.90	6.08	5.70	6.20	4.87	6.39	6.58	6.76	5.80	7.33	
Over the next 10 years, I	69	53	38	13	15	5	6	14	6	131	6	14	
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be greater than:	9.96	10.70	10.29	9.69	9.37	8.20	7.72	10.18	9.67	9.97	11.33	11.71	
Over the next year, I expect	69	54	38	12	15	5	6	14	6	131	6	14	
the average annual S&P 500 return will be: There is a 1-in- 10 chance it will be less than:	2.60	-1.37	-0.71	-0.97	-4.28	-1.00	-0.73	-3.69	-1.83	0.36	-1.83	0.21	

Over the next year, I expect	6	9 53	38	12	15	5	6	15	6	130	5	14
the average annual S&P 500 return will be: Expected return:	6.0	9 6.42	5.49	4.58	4.96	6.20	5.75	4.49	5.83	5.86	6.40	6.15
Over the next year, I expect	7	54	38	12	15	5	6	14	6	132	6	14
the average annual S&P 500 return will be: There is a 1-in- 10 chance it will be greater than:	8.9	1 11.31	9.98	9.25	9.93	10.37	12.23	10.17	11.81	9.89	11.64	9.84

N=228			Nun	ber of Emplo			Foreign S	ales			
Number Mean	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
Number	67	49	15	14	11	6	10	107	81	22	11
Percent	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Over the next 10 years, I	58	42	15	14	9	5	8	99	68	20	10
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be less than:	3.72	1.83	1.75	1.93	2.11	2.90	2.02	2.95	2.73	2.47	2.00
Over the next 10 years, I	57	43	15	13	9	5	8	98	68	20	10
expect the average annual S&P 500 return will be: Expected return:	7.30	6.47	5.70	7.32	5.67	6.70	5.28	6.76	6.77	6.50	6.83
Over the next 10 years, I	57	42	15	14	9	5	8	99	67	20	10
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be greater than:	10.27	10.19	10.16	11.29	8.72	9.60	8.16	10.22	9.87	9.80	10.23
Over the next year, I expect	56	43	15	14	9	5	8	99	67	20	10
the average annual S&P 500 return will be: There is a 1- in- 10 chance it will be less than:	2.51	-2.81	0.73	-2.40	-0.77	-3.92	-0.42	0.68	-0.42	-2.56	1.52
Over the next year, I expect	56	42	15	13	10	5	8	99	66	20	10
the average annual S&P 500 return will be: Expected return:	5.98	6.36	5.20	7.08	4.35	5.18	6.19	5.97	5.75	4.95	7.75
Over the next year, I expect	57	43	15	14	9	5	8	99	68	20	10

the average annual S&P 500	8.94	11.50	9.49	11.07	8.44	12.60	13.03	9.97	10.00	9.33	12.02
return will be: There is a 1-											
in-											
10 chance it will be greater											
than:											

N=228		Where are	you personally	/ located?		
Number			South		South	
Mean	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
Number	62	49	43	28	27	17
Percent	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Over the next 10 years, I	54	41	41	24	26	15
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be less than:	3.01	2.65	2.73	3.51	2.03	2.45
Over the next 10 years, I	54	41	40	24	26	15
expect the average annual S&P 500 return will be: Expected return:	6.60	7.20	6.63	7.49	5.80	6.63
Over the next 10 years, I	54	41	40	24	26	15
expect the average annual S&P 500 return will be: There is a 1-in-10 chance it will be greater than:	9.85	10.50	9.96	11.16	9.30	9.20
Over the sector of the sector	54	40	40	04	00	
Over the next year, I expectthe average annual S&P 500return will be: There is a 1-in-10 chance it will be less than:	54 0.15	42 -0.18	40 -0.80	24 1.28	26 0.24	14 -1.58
Over the next year, I expect	54	41	40	24	26	14
the average annual S&P 500 return will be: Expected return:	5.78	6.21	5.76	6.71	5.21	5.37
Over the next year, I expect	54	42	41	24	26	14
the average annual S&P 500 return will be: There is a 1-in- 10 chance it will be greater than:	9.56	11.01	9.76	10.52	9.19	10.49

Return on assets (ROA=operating earnings/assets) (Winsorized)

N=183	Total							Industry					
Number Mean		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	К	L
Number	183	23	20	8	6	6	21	1	10	45	19	7	17
Percent	100.0%	12.6%	10.9%	4.4%	3.3%	3.3%	11.5%	0.5%	5.5%	24.6%	10.4%	3.8%	9.3%
% Approximate ROA	183	23	20	8	6	6	21	1	10	45	19	7	17
in 2017	9.10	10.28	5.42	4.97	8.88	1.25	16.03	36.30	3.68	10.12	8.26	7.86	8.39
		bE	aF		е	Adfij	Behj		f	е	ef		
% Expected ROA in	183	23	20	8	6	6	21	1	10	45	19	7	17
2018	11.04	11.02	5.80	6.96	7.60	9.88	17.28	38.20	9.32	13.11	10.45	7.09	9.33
		b	aFl				В			В			

N=183 Sales Revenue Ownership Number Public, More Less \$500-99 Mean than \$25-99 \$100-49 \$1-4.9 \$5-9.9 than \$10 Public, Nasdaq/ Govern-\$25 million 9 9 billion billion billion NYSE AMEX Private ment Nonprofit million million million С D Е F G В С D Е А В А Number 60 53 34 12 15 4 12 5 122 5 4 14 77.2% 29.1% 8.2% 2.2% 7.6% 3.2% 3.2% Percent 33.0% 18.7% 6.6% 2.2% 8.9% % Approximate ROA 12 12 60 53 34 15 4 4 5 122 5 14 19.08 in 2017 9.30 7.92 9.35 8.74 8.57 9.25 5.79 9.00 9.60 7.32 4.11 b g % Expected ROA in 60 53 34 12 15 4 4 12 5 122 5 14 10.13 9.13 11.75 2018 12.40 9.35 12.26 9.72 20.67 7.38 8.52 6.52 4.34 bc bc g g е е

Return on assets (ROA=operating earnings/assets) (Winsorized)

Return on assets (ROA=operating earnings/assets) (Winsorized)

N=183			Numbe	r of Employe	es			Fo	oreign Sales		
Number Mean	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	А	В	С	D	E	F	G	A	В	С	D
Number	52	39	14	12	9	5	6	86	65	19	10
Percent	38.0%	28.5%	10.2%	8.8%	6.6%	3.6%	4.4%	47.8%	36.1%	10.6%	5.6%
% Approximate ROA	52	39	14	12	9	5	6	86	65	19	10
in 2017	10.52	5.99	11.08	7.83	6.13	7.86	17.22	7.83	8.73	13.02	14.37
	b	aG		g	g		Bde	cd		a	a
% Expected ROA in	52	39	14	12	9	5	6	86	65	19	10
2018	13.28	7.58	10.74	9.13	6.19	9.22	18.12	8.89	11.10	17.84	16.06
	b	ag		g	g		bde	Cd	С	Ab	a

Return on assets (ROA=operating earnings/assets) (Winsorized)

N=183		Where are	you personall	y located?		
Number			South		South	
Mean	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Number	50	41	36	22	22	12
Percent	27.3%	22.4%	19.7%	12.0%	12.0%	6.6%
% Approximate ROA	50	41	36	22	22	12
in 2017	9.57	6.14	11.74	7.76	8.75	12.46
		С	b			
% Expected ROA in	50	41	36	22	22	12
2018	12.09	8.10	13.44	8.59	11.35	13.52
	b	acf	b			b

N=50	Total							ndustry					
Number Mean		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	1	J	K	L
Number	50	0	0	0	0	0	0	0	0	50	0	0	0
Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
% of capacity utilized	50	0	0	0	0	0	0	0	0	50	0	0	0
in first half of 2017	71.09									71.09			
% of capacity utilization planned for the second half	50 75.05	0	0	0	0	0	0	0	0	50 75.05	0	0	0
of 2017													

N=50				Sales Rev	enue				AMEXPrivatementNonprivateBCDE32400			
Number Mean	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Nasdaq/	Private		Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Number	13	17	12	4	1	0	3	-		-		0
Percent	26.0%	34.0%	24.0%	8.0%	2.0%	0.0%	6.0%	6.7%	4.4%	88.9%	0.0%	0.0%
% of capacity utilized	13	17	12	4	1	0	3	3	2	40	0	0
in first half of 2017	71.54	63.55	76.83	73.04	95.00		78.33	68.33	87.50	70.61		
		С	b					b	a			
% of capacity	13	17	12	4	1	0	3	3	2	40	0	0
utilization planned for the second half of 2017	77.92	66.35	80.92	73.37	95.00		84.00	74.00	91.50	73.96		
2017		С	b									

N=50			Numbe	r of Employe	es			Fo	reign Sales		
Number							More				
Mean	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	Α	В	С	D
Number	11	14	6	5	1	1	2	4	32	10	4
Percent	27.5%	35.0%	15.0%	12.5%	2.5%	2.5%	5.0%	8.0%	64.0%	20.0%	8.0%
% of capacity utilized	11	14	6	5	1	1	2	4	32	10	4
in first half of 2017	65.00	67.88	76.03	78.00	68.00	90.00	72.50	65.00	70.26	79.20	63.54
% of capacity	11	14	6	5	1	1	2	4	32	10	4
utilization planned for the second half of 2017	71.41	70.31	79.58	77.60	72.00	95.00	78.50	73.75	73.56	83.80	66.37
										d	С

N=50		Where are	you personall	y located?		
Number			South		South	
Mean	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Neurole au		10	7			0
Number	24	10	1	5	1	3
Percent	48.0%	20.0%	14.0%	10.0%	2.0%	6.0%
% of capacity utilized	24	10	7	5	1	3
in first half of 2017	69.31	70.40	74.17	78.00	60.00	72.67
% of capacity	24	10	7	5	1	3
utilization planned for the second half of 2017	74.89	75.15	75.92	76.00	60.00	77.33

N=228	Total							Industry					
Number Col %		Retail/ Whole-	Bank/ Fin Insur	Mining Constru	Trans- portatio		Service Consult-	Commu n-	Tech Soft-	Manufac	Health- care	Agr, Pub	Other
		sale	Real Estate	c- tion	n Pub. Util	Energy	ing	ications Media	Hardwar e Bio	- turing	Pharm	Admin	Industry
		A	В	С	D	E	F	G	Н	<u> </u>	J	K	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
CFO	135	18	12	7	6	5	14	1	7	32	14	3	16
	60.3%	75.0% f	48.0%	77.8%	75.0%	62.5%	45.2% a	50.0%	46.7%	64.0%	63.6%	37.5%	72.7%
CEO	27	1	5	1	1	0	9	0	2	4	1	2	1
	12.1%	4.2% f	20.0%	11.1%	12.5%	0.0%	29.0% aijl	0.0%	13.3%	8.0% f	4.5% f	25.0%	4.5% f
							ciji						
Other	27 12.1%	2 8.3%	5 20.0%	0 0.0%	1 12.5%	3 37.5%	5 16.1%	0.0%	2 13.3%	2 4.0%	3 13.6%	1 12.5%	3 13.6%
			i							bE			
VP of Finance	17 7.6%	0.0%	3 12.0%	0 0.0%	0 0.0%	0 0.0%	2 6.5%	1 50.0%	4 26.7%	3 6.0%	3 13.6%	1 12.5%	0 0.0%
	1.0 %	Gh	12.0 %	0.0 %	0.0 %	0.0 %	0.5 %	AfiL	ail	gh	13.0 %	12.5%	Gh
Controller	13	2	0	0	0	0	1	0	0	8	1	0	1
	5.8%	8.3%	0.0% i	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	16.0% b	4.5%	0.0%	4.5%
-													
Treasurer	5 2.2%	1 4.2%	0.0%	1 11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1 2.0%	0.0%	1 12.5%	1 4.5%

N=228				Sales Reve	enue					Ownersh	р	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
CFO	36	43	30	9	8	3	5	9	6	85	5	12
	46.2%	69.4%	78.9%	64.3%	50.0%	60.0%	55.6%	52.9%	75.0%	57.0%	83.3%	80.0%
	BC	Α	Ae		С							
CEO	17	6	0	1	1	1	0	0	0	25	0	0
	21.8%	9.7%	0.0%	7.1%	6.3%	20.0%	0.0%	0.0%	0.0%	16.8%	0.0%	0.0%
	C		AF			С						
Other	13	4	5	0	3	0	2	3	1	20	0	1
	16.7%	6.5%	13.2%	0.0%	18.8%	0.0%	22.2%	17.6%	12.5%	13.4%	0.0%	6.7%
VP of Finance	3	4	2	2	3	1	2	4	1	8	0	0
	3.8%	6.5%	5.3%	14.3%	18.8%	20.0%	22.2%	23.5%	12.5%	5.4%	0.0%	0.0%
	eg				а		a	C		Α		
Controller	7	3	1	1	1	0	0	1	0	9	0	2
	9.0%	4.8%	2.6%	7.1%	6.3%	0.0%	0.0%	5.9%	0.0%	6.0%	0.0%	13.3%
Treasurer	2	2	0	1	0	0	0	0	0	2	1	0
	2.6%	3.2%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	16.7%	0.0%
										D	С	

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
CFO	32	34	11	8	8	5	5	60	51	14	6
	48.5%	69.4%	73.3%	57.1%	72.7%	83.3%	50.0%	56.6%	63.8%	63.6%	54.5%
	b	а									
CEO	13	4	0	1	1	0	0	17	6	1	3
	19.7%	8.2%	0.0%	7.1%	9.1%	0.0%	0.0%	16.0%	7.5%	4.5%	27.3%
									d		b
Other	12	5	2	1	0	0	3	15	7	3	1
	18.2%	10.2%	13.3%	7.1%	0.0%	0.0%	30.0%	14.2%	8.8%	13.6%	9.1%
VP of Finance	2	2	1	2	1	1	2	7	5	4	1
	3.0%	4.1%	6.7%	14.3%	9.1%	16.7%	20.0%	6.6%	6.3%	18.2%	9.1%
	g						a				
Controller	5	4	1	1	1	0	0	4	9	0	0
	7.6%	8.2%	6.7%	7.1%	9.1%	0.0%	0.0%	3.8%	11.3%	0.0%	0.0%
								b	a		
Treasurer	2	0	0	1	0	0	0	3	2	0	0
	3.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	2.8%	2.5%	0.0%	0.0%

N=228		Where are	you personally	y located?		
Number Col %	Midwest US	Northeast US	South Central US	Pacific US	South Atlantic US	Mountain US
	A	В	С	D	Е	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
CFO	39	31	22	14	19	10
	63.9%	63.3%	52.4%	50.0%	70.4%	58.8%
CEO	3	4	6	8	3	3
	4.9%	8.2%	14.3%	28.6%	11.1%	17.6%
	D	d		Ab		
Other	5	5	6	4	4	3
	8.2%	10.2%	14.3%	14.3%	14.8%	17.6%
VP of Finance	7	2	6	1	0	1
	11.5%	4.1%	14.3%	3.6%	0.0%	5.9%
			е		C	
Controller	5	5	2	0	1	0
	8.2%	10.2%	4.8%	0.0%	3.7%	0.0%
Treasurer	2	2	0	1	0	0
	3.3%	4.1%	0.0%	3.6%	0.0%	0.0%

What is your age?

N=228	Total							Industry					
Number Col %		Retail/ Whole- sale	Bank/ Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		A	В	С	D	E	F	G	Н	I	J	К	L
Total	226 100.0%	24 10.6%	25 11.1%	9 4.0%	8 3.5%	8 3.5%	32 14.2%	2 0.9%	16 7.1%	50 22.1%	22 9.7%	8 3.5%	22 9.7%
<40	6 2.7%	1 4.2%	0 0.0%	0.0%	0.0%	0.0%	0 0.0% j	0.0%	1 6.3%	1 2.0%	3 13.6% f	0	0
40-49	37 16.4%	2 8.3%	1 4.0% ehi	0.0%	1 12.5%	3 37.5% b	3 9.7%	0	5 31.3% b	13 26.0% b	5 22.7%	1 12.5%	3 13.6%
50-59	71 31.6%	9 37.5% d	8 32.0% d	3 33.3% d	7 87.5% abcFhIJ L	3 37.5%	7 22.6% D	1 50.0%	5 31.3% d	17 34.0% D	3 13.6% D	3 37.5%	5 22.7% D
>=60	108 48.0%	12 50.0% d	15 60.0% D	6 66.7% d	0 0.0% aBcFijL	2 25.0% f	21 67.7% Dehl	1 50.0%	5 31.3% f	18 36.0% dFl	11 50.0% d	3 37.5%	14 63.6% Di
Prefer not to answer	1.3%	0.0%	1 4.0%	0	0.0%	0	0	0	0	1	0.0%	1 12.5%	0.0%

What is your age?

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	А	В	С	D	E	F	G	A	В	С	D	E
Total	80 35.7%	62 27.7%	38 17.0%	14 6.3%	16 7.1%	5 2.2%	9 4.0%	17 8.7%	8 4.1%	149 76.4%	6 3.1%	15 7.7%
<40	3.8%	1	1 2.6%	0.0%	1 6.3%	0.0%	0.0%	0.0%	1 12.5%	4	0.0%	0.0%
40-49	3	13	8	4	4	1	4	8	3	21	1	3
	3.8% BCDEG	21.0% A	21.1% A	28.6% A	25.0% A	20.0%	44.4% A	47.1% C	37.5%	14.2% A	16.7%	20.0%
50-59	25 31.6%	18 29.0%	12 31.6%	3	6 37.5%	3 60.0%	2	5 29.4%	1 12.5%	51 34.5%	3	3
>=60	48	30	15	7	5	1	2	3	3	70	2	9
	60.8% ceg	48.4%	39.5% a	50.0%	31.3% a	20.0%	22.2% a	17.6% ce	37.5%	47.3% a	33.3%	60.0% a
Prefer not to answer	0	0	2	0.0%	0	0	1 10/	1	0	2	0	0
	0.0% cG	0.0% g	5.3% a	0.0%	0.0%	0.0%	11.1% Ab	5.9%	0.0%	1.4%	0.0%	0.0%

What is your age?

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number							More				
Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	C	D	E	F	G	A	В	C	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
<40	2	1	0	0	0	0	1	4	1	1	0
	3.0%	2.1%	0.0%	0.0%	0.0%	0.0%	10.0%	3.7%	1.3%	4.5%	0.0%
40-49	5	11	1	4	3	3	4	12	17	4	4
	7.5%	22.9%	6.7%	28.6%	27.3%	50.0%	40.0%	11.2%	21.3%	18.2%	36.4%
	bdeFG	а	f	а	a	Ac	Α	d			a
50-59	24	17	6	5	2	2	2	32	26	7	3
	35.8%	35.4%	40.0%	35.7%	18.2%	33.3%	20.0%	29.9%	32.5%	31.8%	27.3%
>=60	35	19	8	5	5	1	2	58	36	9	4
	52.2%	39.6%	53.3%	35.7%	45.5%	16.7%	20.0%	54.2%	45.0%	40.9%	36.4%
Prefer not to answer	1	0	0	0	1	0	1	1	0	1	0
	1.5%	0.0%	0.0%	0.0%	9.1%	0.0%	10.0%	0.9%	0.0%	4.5%	0.0%
		eg			b		b				

What is your age?

N=228		Where are	you personally	y located?		
Number			South		South	
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
<40	2	3	1	0	0	0
	3.2%	6.1%	2.3%	0.0%	0.0%	0.0%
40-49	13	12	4	2	3	3
	21.0%	24.5%	9.3%	7.1%	11.1%	18.8%
50-59	22	15	15	7	5	7
	35.5%	30.6%	34.9%	25.0%	18.5%	43.8%
>=60	23	18	23	19	19	6
	37.1%	36.7%	53.5%	67.9%	70.4%	37.5%
	DE	dE		Ab	ABf	е
Prefer not to answer	2	1	0	0	0	0
	3.2%	2.0%	0.0%	0.0%	0.0%	0.0%

What type of pension plan does your company offer?

N=228	Total						l	ndustry					
Number			Bank/										
Col %		Retail/ Whole- sale	Fin Insur Real Estate	Mining Constru c- tion	Trans- portatio n Pub. Util	Energy	Service Consult- ing	Commu n- ications Media	Tech Soft- Hardwar e Bio	Manufac - turing	Health- care Pharm	Agr, Pub Admin	Other Industry
		Α	В	С	D	E	F	G	Н	I	J	К	L
Total	226	24	25	9	8	8	32	2	16	50	22	8	22
	100.0%	10.6%	11.1%	4.0%	3.5%	3.5%	14.2%	0.9%	7.1%	22.1%	9.7%	3.5%	9.7%
Defined benefit	13	3	1	0	1	0	0	0	0	3	1	2	2
	5.9%	12.5%	4.0%	0.0%	12.5%	0.0%	0.0% K	0.0%	0.0%	6.1%	4.8%	25.0% F	9.1%
Defined contribution	105	11	14	5	2	2	10	0	11	28	10	1	11
	47.9%	45.8%	56.0%	55.6%	25.0%	25.0%	33.3%	0.0%	78.6%	57.1%	47.6%	12.5%	50.0%
			k		h	h	Hi		deFK	fk		bHi	
Combination of a and	33	3	2	3	4	3	0	1	0	7	4	4	2
b	15.1%	12.5%	8.0%	33.3%	50.0%	37.5%	0.0%	100.0%	0.0%	14.3%	19.0%	50.0%	9.1%
		dgk	dGk	Fh	abFHil	Fh	CDEGij K	aBFHil	cDeGK	dfgk	f	abFHil	dgk
None	63	7	7	1	1	3	19	0	2	11	6	1	5
	28.8%	29.2%	28.0%		12.5%	37.5%	63.3%	0.0%	14.3%	22.4%	28.6%	12.5%	22.7%
		f	f	F	f	/ -	abCdHlj kL		F	F	f	f	F
NA	5	0	1	0	0	0	1	0	1	0	0	0	2
	2.3%	0.0%	4.0%	0.0%	0.0%	0.0%	3.3%	0.0%	7.1%	0.0%	0.0%	0.0%	9.1% i

What type of pension plan does your company offer?

N=228				Sales Reve	enue					Ownersh	ip	
Number Col %	Less than \$25 million	\$25-99 million	\$100-49 9 million	\$500-99 9 million	\$1-4.9 billion	\$5-9.9 billion	More than \$10 billion	Public, NYSE	Public, Nasdaq/ AMEX	Private	Govern- ment	Nonprofit
	A	В	С	D	E	F	G	A	В	С	D	E
Total	80	62	38	14	16	5	9	17	8	149	6	15
	35.7%	27.7%	17.0%	6.3%	7.1%	2.2%	4.0%	8.7%	4.1%	76.4%	3.1%	7.7%
Defined benefit	2	9	1	1	0	0	0	1	0	9	2	1
	2.6%	14.5%	2.6%	7.7%	0.0%	0.0%	0.0%	6.3%	0.0%	6.1%	33.3%	6.7%
	b	а								d	С	
Defined contribution	40	33	17	3	5	1	4	6	4	69	1	10
	52.6%	53.2%	44.7%	23.1%	33.3%	25.0%	44.4%	37.5%	57.1%	46.9%	16.7%	66.7%
Combination of a and	4	4	5	8	5	2	5	6	2	12	3	4
b	5.3%	6.5%	13.2%	61.5%	33.3%	50.0%	55.6%	37.5%	28.6%	8.2%	50.0%	26.7%
	DEFG	DEFG	DG	ABC	AB	AB	ABC	С		ADe	С	С
None	29	15	14	1	3	1	0	2	1	53	0	0
	38.2%	24.2%	36.8%	7.7%	20.0%	25.0%	0.0%	12.5%	14.3%	36.1%	0.0%	0.0%
	dg		g	a			ac			E		С
NA	1	1	1	0	2	0	0	1	0	4	0	0
	1.3%	1.6%	2.6%	0.0%	13.3%	0.0%	0.0%	6.3%	0.0%	2.7%	0.0%	0.0%
	е	е			ab							

What type of pension plan does your company offer?

N=228			Numbe	r of Employee	es			Fo	reign Sales		
Number Col %	Fewer than 100	100- 499	500- 999	1000- 2499	2500- 4999	5000- 9999	More than 10,000	0%	1-24%	25-50%	More than 50%
	A	В	С	D	E	F	G	A	В	С	D
Total	67	49	15	14	11	6	10	107	81	22	11
	39.0%	28.5%	8.7%	8.1%	6.4%	3.5%	5.8%	48.4%	36.7%	10.0%	5.0%
Defined benefit	1	8	2	0	1	0	0	7	6	0	C
	1.5%	16.7%	13.3%	0.0%	10.0%	0.0%	0.0%	6.8%	7.7%	0.0%	0.0%
	Bc	Α	a								
Defined contribution	33	21	9	4	5	2	3	47	39	14	3
	50.8%	43.8%	60.0%	28.6%	50.0%	33.3%	33.3%	45.6%	50.0%	63.6%	27.3%
Combination of a and	3	6	3	4	2	3	6	16	9	3	3
b	4.6%	12.5%	20.0%	28.6%	20.0%	50.0%	66.7%	15.5%	11.5%	13.6%	27.3%
	cDFG	fG	ag	Α		Ab	ABc				
None	26	13	0	6	1	1	0	31	23	4	4
	40.0%	27.1%	0.0%	42.9%	10.0%	16.7%	0.0%	30.1%	29.5%	18.2%	36.4%
	Cg	С	AbD	Cg			ad				
NA	2	0	1	0	1	0	0	2	1	1	1
	3.1%	0.0%	6.7%	0.0%	10.0%	0.0%	0.0%	1.9%	1.3%	4.5%	9.1%
		е			b						

What type of pension plan does your company offer?

N=228	Where are you personally located?					
Number			South		South	
Col %	Midwest	Northeast	Central	Pacific	Atlantic	Mountain
	US	US	US	US	US	US
	A	В	С	D	E	F
Total	62	49	43	28	27	17
	27.4%	21.7%	19.0%	12.4%	11.9%	7.5%
Defined benefit	6	3	3	1	0	0
	10.0%	6.3%	7.1%	3.7%	0.0%	0.0%
Defined contribution	33	25	17	11	10	9
	55.0%	52.1%	40.5%	40.7%	37.0%	60.0%
Combination of a and	10	9	2	3	6	3
b	16.7%	18.8%	4.8%	11.1%	22.2%	20.0%
		С	be		С	
None	10	11	19	10	10	3
	16.7%	22.9%	45.2%	37.0%	37.0%	20.0%
	Cde	С	Ab	а	а	
NA	1	0	1	2	1	0
	1.7%	0.0%	2.4%	7.4%	3.7%	0.0%