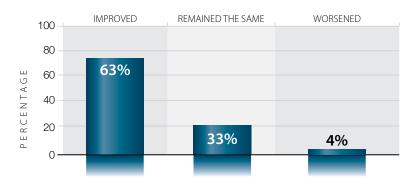


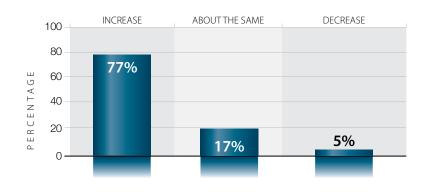
Surveying CEOs of Small to Mid-sized Businesses Since 2003

Q4 2014 Highlights

Overall economic conditions in the U.S. compared to last year



Anticipated sales revenue gains in the year ahead



Anticipated hiring in the year ahead

