

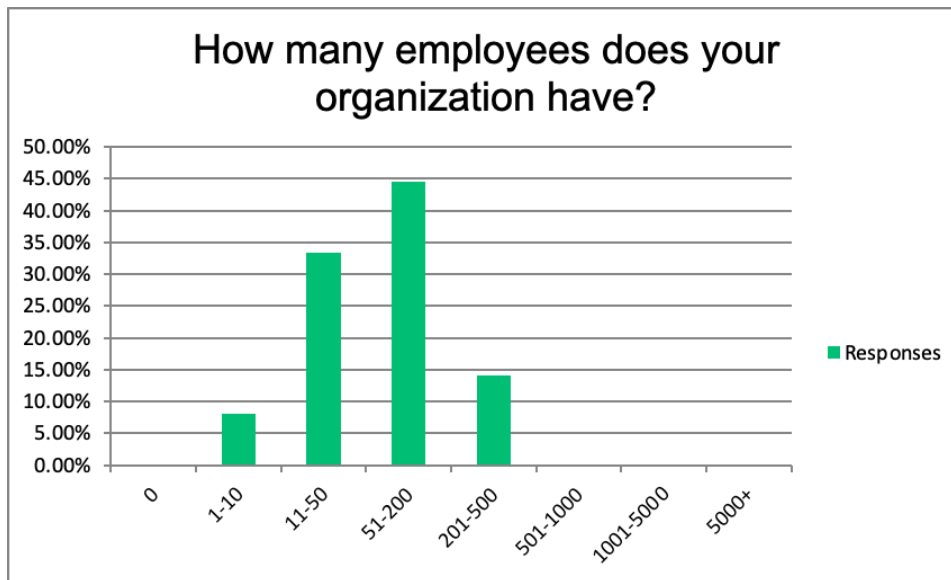


### Mineral Small Business Survey: Topical Issues Facing Business Owners

**Methodology:** This survey of 1200+ small-to-medium sized businesses was conducted by Mineral online between August 27, 2021 to September 8, 2021. Small-to-medium sized businesses are defined by businesses that have 500 or less employees.

#### How many employees does your organization have?

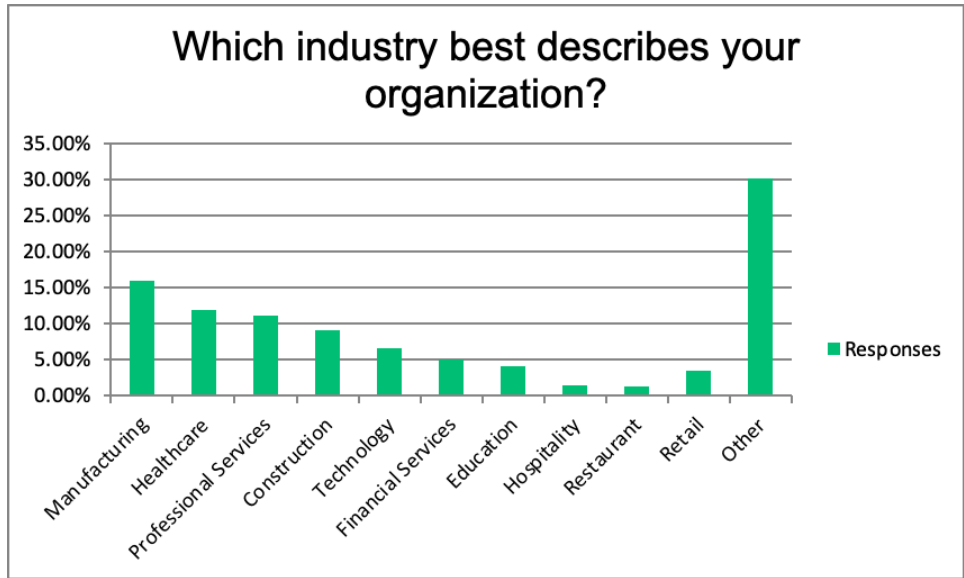
<u>Answer Choices</u>	<u>Responses</u>
1-10	8%
11-50	33%
51-200	45%
201-500	14%



#### Which industry best describes your organization?

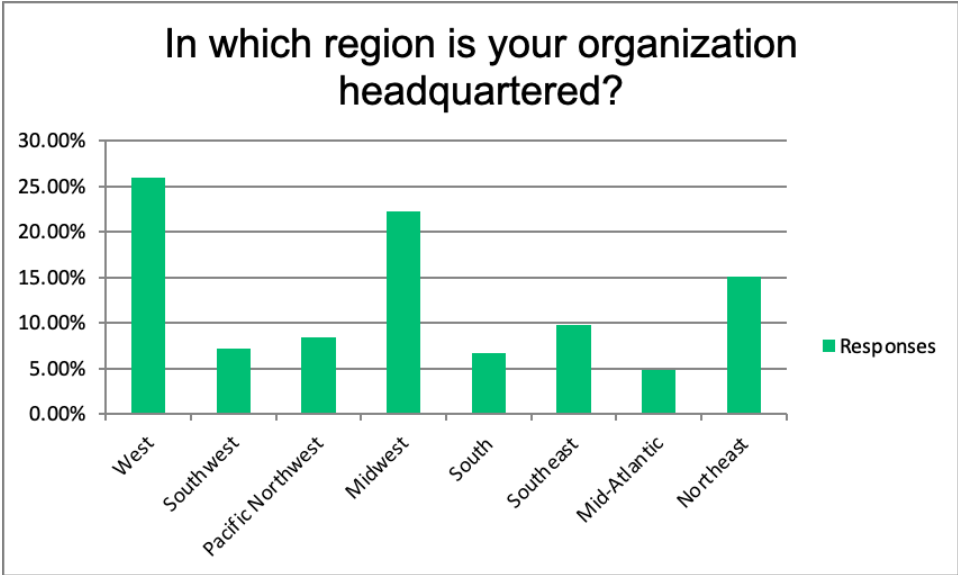
<u>Answer Choices</u>	<u>Responses</u>
Manufacturing	16%
Healthcare	12%
Professional Services	11%
Construction	10%
Technology	6%
Financial Services	5%
Education	4%
Hospitality	1%
Restaurant	1%

Retail	3%
Other	31%



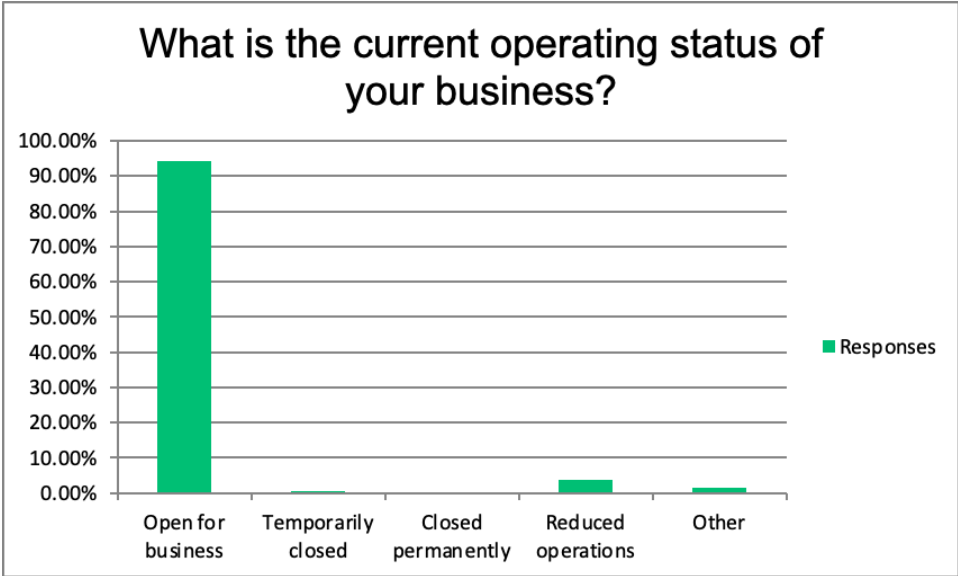
**In which region is your organization headquartered?**

<u>Answer Choices</u>	<u>Responses</u>
West	26%
Southwest	7%
Pacific Northwest	8%
Midwest	22%
South	7%
Southeast	10%
Mid-Atlantic	5%
Northeast	15%



**What is the current operating status of your business?**

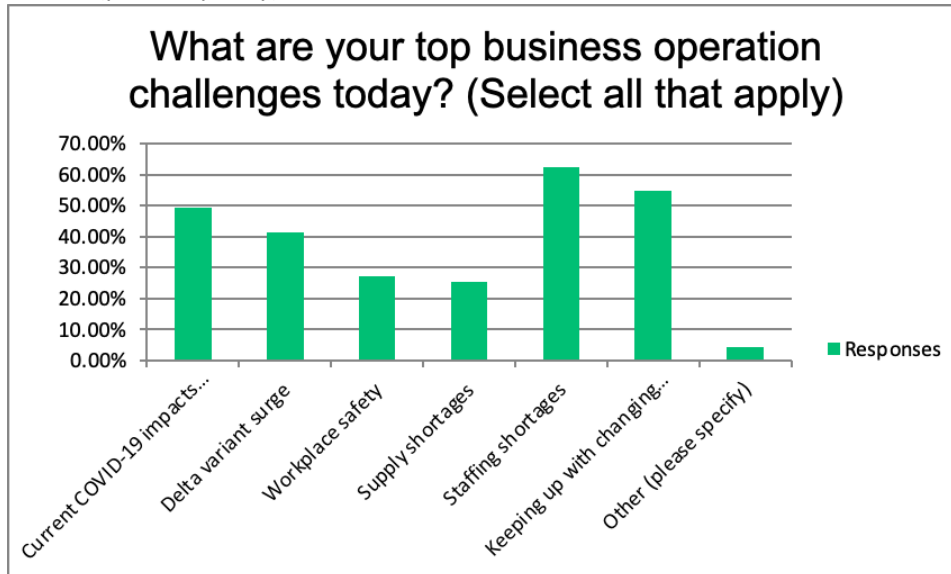
<u>Answer Choices</u>	<u>Responses</u>
Open for business	94%
Temporarily closed	1%
Reduced operations	4%
Other	1%



**What are your top business operation challenges today? (Select all that apply)**

<u>Answer Choices</u>	<u>Responses</u>
Current COVID-19 impacts on the organization	49%
Delta variant surge	41%
Workplace safety	27%

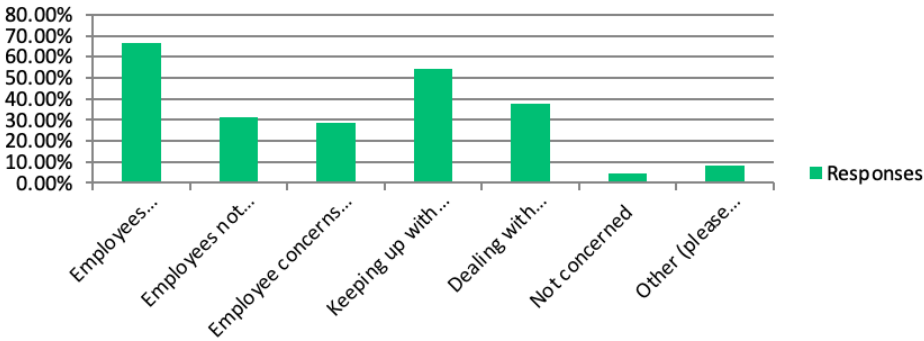
Supply shortages	25%
Staffing shortages	62%
Keeping up with changing laws and regulations	55%
Other (please specify)	4%



**What most concerns you about the surge of the COVID-19 Delta variant as it relates to your organization? (Select all that apply)**

<u>Answer Choices</u>	<u>Responses</u>
Employees spreading COVID-19 in the workplace	67%
Employees not returning to work due to health concerns	32%
Employee concerns about bringing COVID-19 home	29%
Keeping up with changing health regulations	54%
Dealing with potential business reduction or closure	38%
Not concerned	5%
Other (please specify)	8%

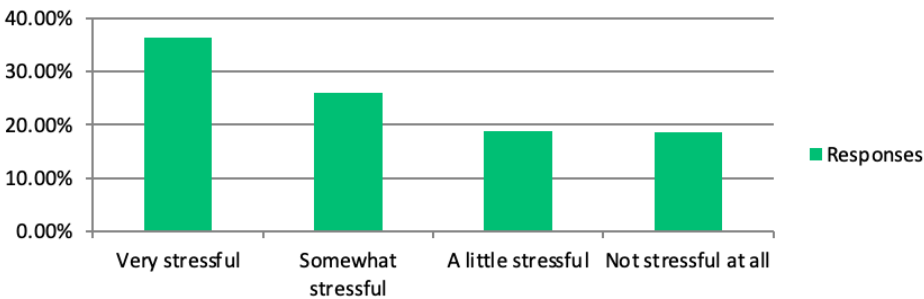
**What most concerns you about the surge of the COVID-19 Delta variant as it relates to your organization? (Select all that apply)**



**Some states and municipalities are requiring businesses to enforce policies where employees/patrons display their vaccine credentials. How stressful would this be for you?**

<u>Answer Choices</u>	<u>Responses</u>
Very stressful	37%
Somewhat stressful	26%
A little stressful	19%
Not stressful at all	18%

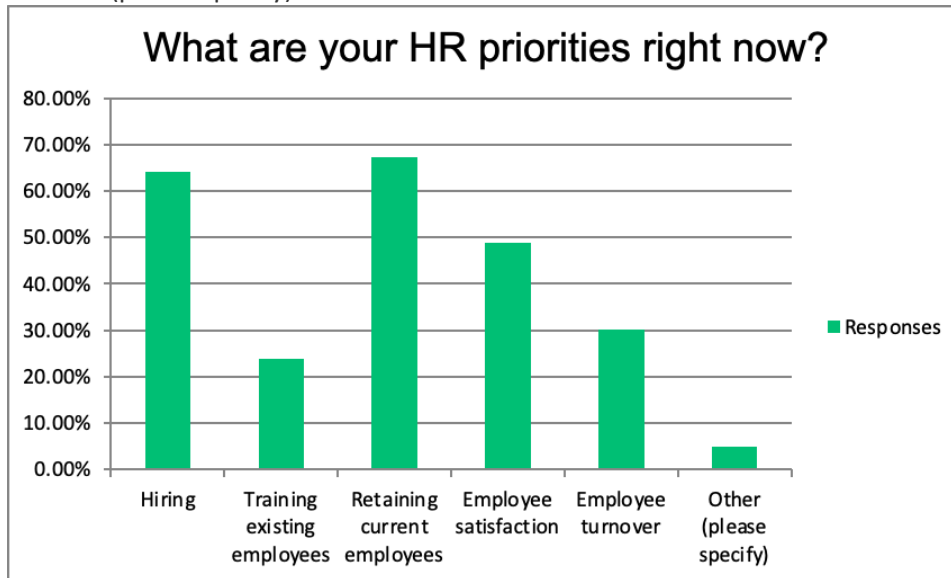
**Some states and municipalities are requiring businesses to enforce policies where employees/patrons display their vaccine credentials. How stressful would this be for you?**



**What are your HR priorities right now? (Select all that apply)**

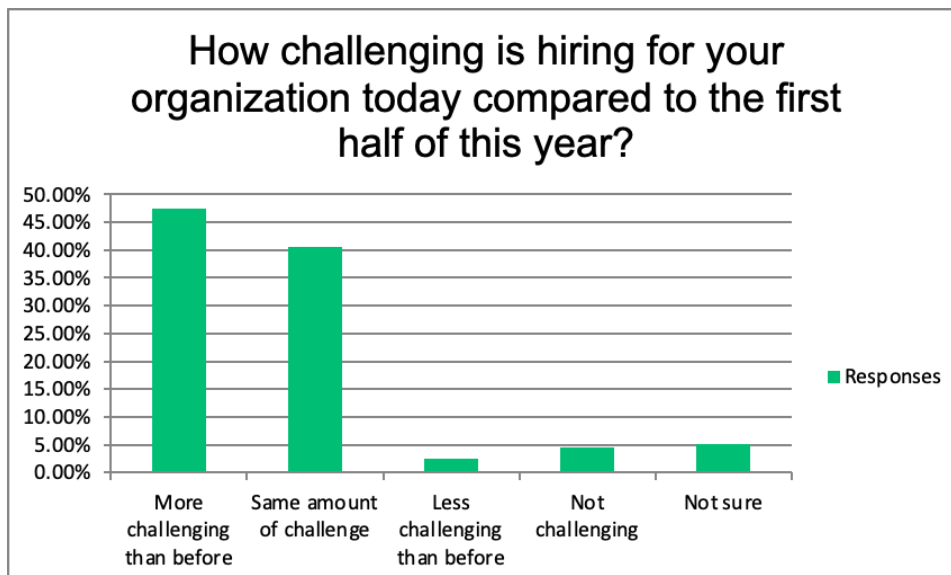
<u>Answer Choices</u>	<u>Responses</u>
Retaining current employees	67%
Hiring	64%

Employee satisfaction	49%
Employee turnover	30%
Training existing employees	24%
Other (please specify)	5%



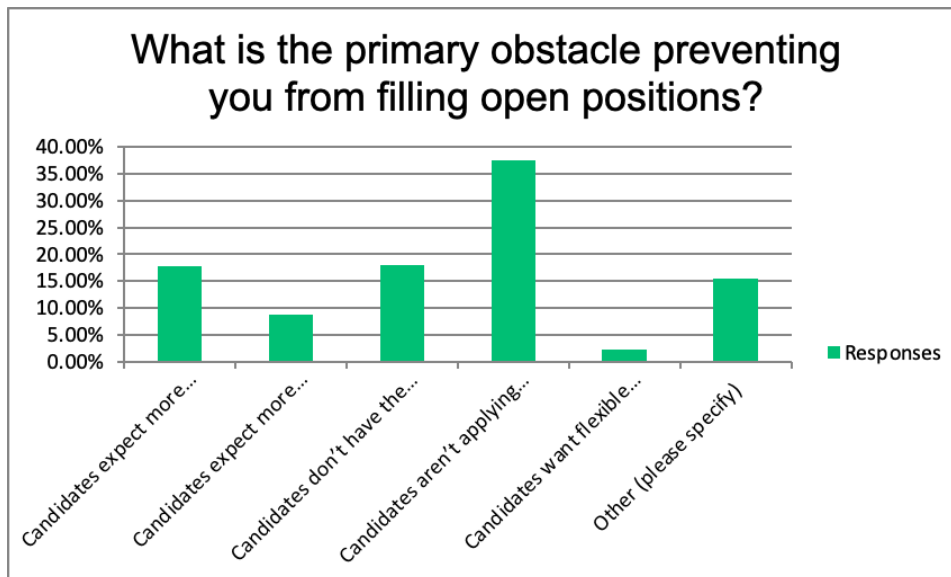
### How challenging is hiring for your organization today compared to the first half of this year?

<u>Answer Choices</u>	<u>Responses</u>
More challenging than before	47%
Same amount of challenge	41%
Less challenging than before	2%
Not challenging	5%
Not sure	5%



**What is the primary obstacle preventing you from filling open positions?**

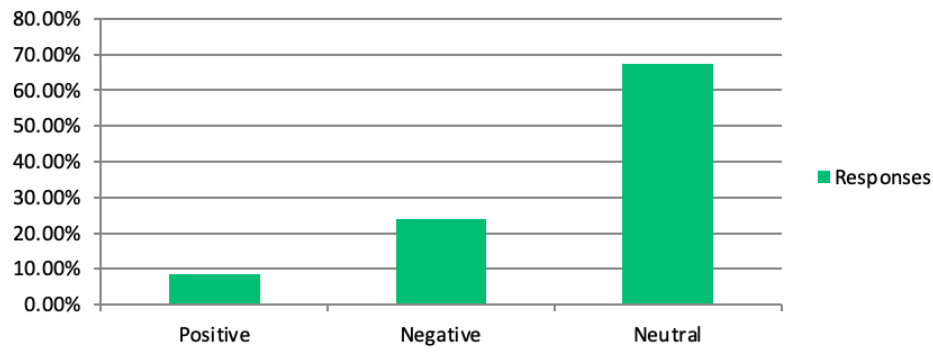
<u>Answer Choices</u>	<u>Responses</u>
Candidates expect more money than we can pay	18%
Candidates expect more money than we want to pay	9%
Candidates don't have the necessary experience for the job	18%
Candidates aren't applying for open positions	37%
Candidates want flexible work arrangements and we can't offer it	2%
Other (please specify)	16%



**If the federal minimum wage were increased to \$15/hour, would that be ultimately positive, negative, or neutral to your business?**

<u>Answer Choices</u>	<u>Responses</u>
Positive	9%
Negative	24%
Neutral	67%

**If the federal minimum wage were increased to \$15/hour, would that be ultimately positive, negative, or neutral to your business?**



**\*Please help us understand the “why” behind your response to the previous question.**

*\*Please note this was asked as an open-ended question to better understand why an increase to the federal minimum wage would be positive, negative or neutral to businesses. Select open-ended responses follow below. For the full list of open-ended responses, please send a request to [katy@katygoldsteincomms.com](mailto:katy@katygoldsteincomms.com).*

- “Even our lowest paid employees are paid more than \$15 an hour.”
- “We exceed the minimum wage already.”
- “We already pay above the federal minimum wage.”
- “All of our staff makes more than \$15/hour”
- “Our min begins at \$15 and even with that amount we are having problems getting people to work”
- “Sales are not going up but to pay employees more hourly wages it will impact the net income of the company. We will have to cut back on employee to keep the company profitable. Also, it would require nearly a company wide increase in pay rates making new hires nearly matched to the long term veterans of the company.”
- “This would be an approx. 50% increase to what the law currently requires of a business our size.”
- “Our city's cost of living is very different from big cities where that kind of income is necessary to pay rent. If we have to increase pay to our lowest paid employees we will have to reduce staff to accommodate or increase pricing to our customers. We will also need to move up in salary our higher paid employees. This will also increase selling prices or cause us to need to eliminate positions.”
- “We would not be able to hire as many people or offer as many benefits. It is already competitive enough. Some positions such as a bagging position should only be worth \$13 an hour with room for advancement.”