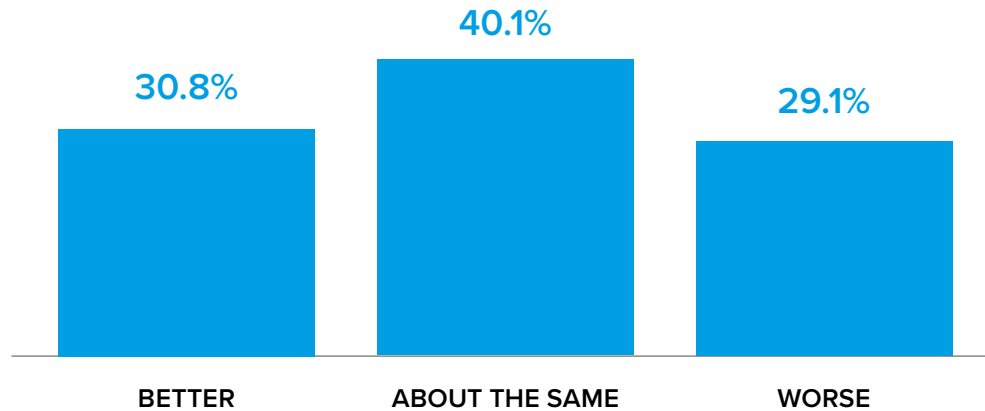




## 2023 EXPECTATIONS

How do you expect business conditions in 2023 to compare with conditions in 2022?



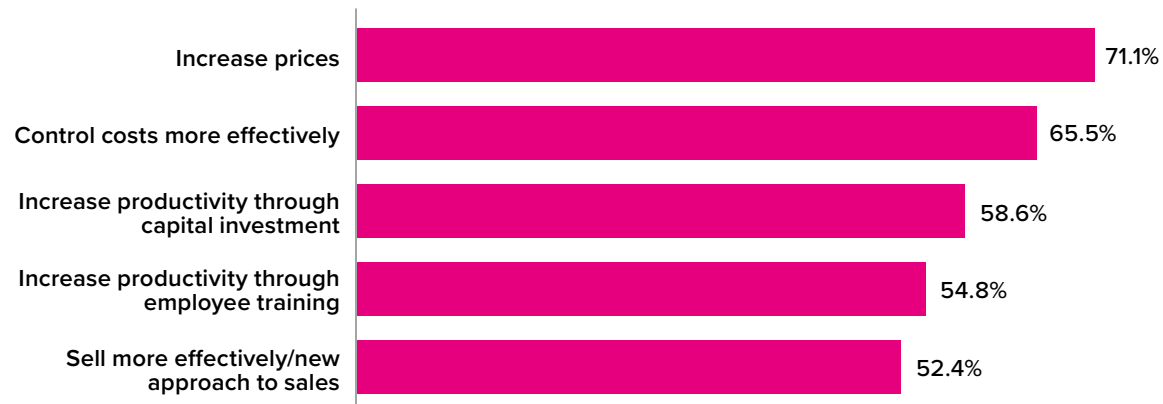
## BIGGEST CHALLENGES, FIRST HALF 2023

What do you expect your biggest challenges to be during the first half of 2023? Top five responses.



## PLANS TO IMPROVE PROFITABILITY

How do you plan to improve profitability in 2023? Top five responses.



## CAPITAL INVESTMENT PLANS

Will you be investing in capital equipment, hardware, or software in 2023?

