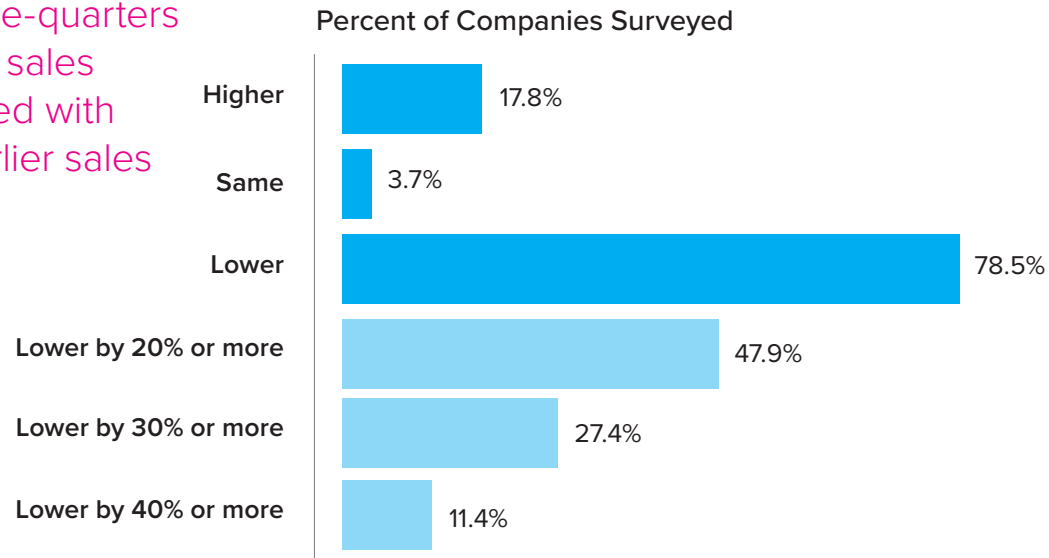




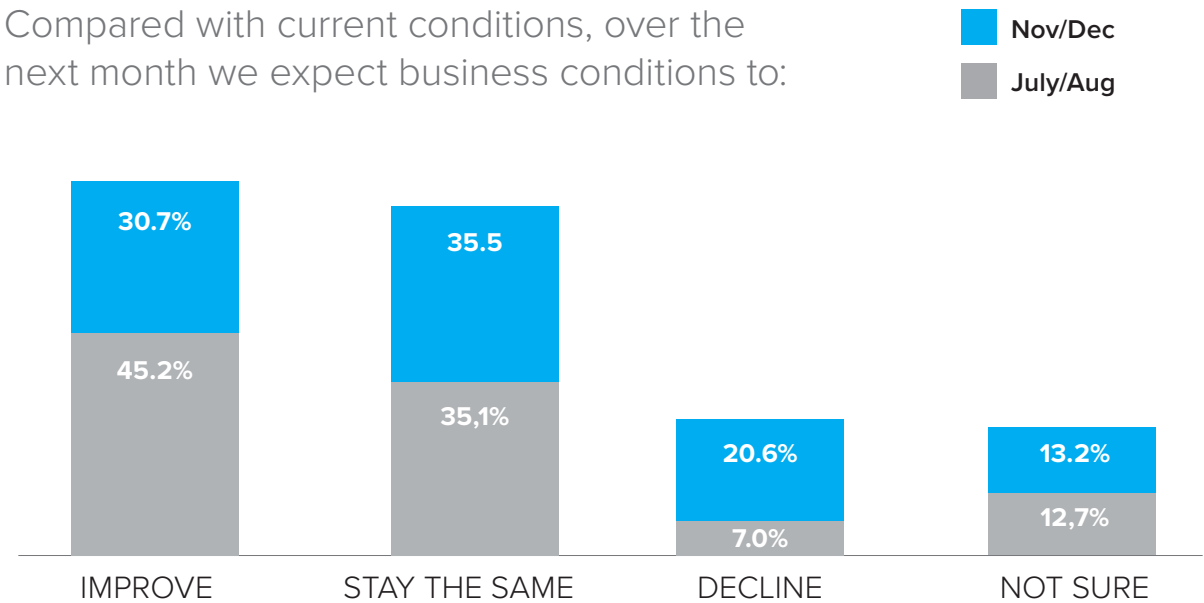
SALES: YEAR-OVER-YEAR

How sales for the first three-quarters of 2020 sales compared with year-earlier sales



CONFIDENCE

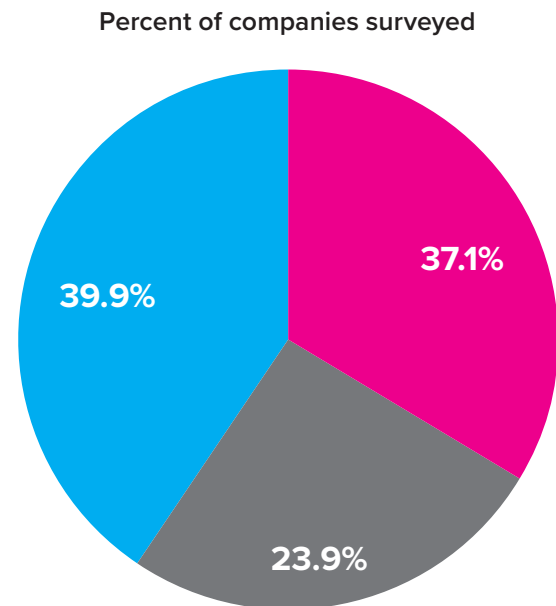
Compared with current conditions, over the next month we expect business conditions to:



CAPITAL INVESTMENT PLANS

Do you plan to invest in capital equipment in 2021?

- Yes
- No
- Not Sure



BIGGEST CONCERNS

What concerns you most heading into 2021?

Concern	Percent Citing
Uncertainty about where the COVID-19 crisis is headed	82.4%
Maintaining sales	72.7%
Maintaining profitability	65.3%
Rising cost of doing business (taxes, regulations, etc.)	46.8%
Rising cost of healthcare benefits	42.1%