# NAM MANUFACTURERS’ OUTLOOK SURVEY
## FIRST QUARTER 2023
### March 27, 2023

## Percentage of Respondents Positive About Their Own Company’s Outlook

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small Manufacturers</td>
<td>80.0%</td>
<td>(December: 76.8%)</td>
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<tr>
<td>Medium-Sized Manufacturers</td>
<td>75.3%</td>
<td>(December: 71.1%)</td>
</tr>
<tr>
<td>Large Manufacturers</td>
<td>71.9%</td>
<td>(December: 61.4%)</td>
</tr>
</tbody>
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*(December: 68.9% – Lowest Since Q3 2020)*

## Overall Facts About the Survey

- **Number of Responses:** 351
- **In the Field:** Feb. 21 – March 7, 2023
- **Small Manufacturers:** 55 responses (15.7%)
- **Medium-Sized Manufacturers:** 160 responses (45.6%)
- **Large Manufacturers:** 136 responses (38.8%)

## NAM Manufacturing Outlook Index\(^1\)

*49.7*

*(December: 45.8)*

## Expected Growth Rates

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage Change</th>
<th>Note</th>
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<tbody>
<tr>
<td><strong>SALES</strong> Over the Next 12 Months</td>
<td>↑ 2.7%</td>
<td><em>(December: ↑ 2.5% – Lowest Since Q3 2020)</em></td>
</tr>
<tr>
<td><strong>FULL-TIME EMPLOYMENT</strong> Over the Next 12 Months</td>
<td>↑ 1.6% – Still the Lowest Since Q3 2020</td>
<td><em>(December: ↑ 1.6%)</em></td>
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<tr>
<td><strong>CAPITAL INVESTMENTS</strong> Over the Next 12 Months</td>
<td>↑ 1.8% – Lowest Since Q4 2020</td>
<td><em>(December: ↑ 2.3%)</em></td>
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<tr>
<td><strong>PRICES OF COMPANY’S PRODUCTS</strong> Over the Next 12 Months</td>
<td>↑ 2.4% – Lowest Since Q4 2020</td>
<td><em>(December: ↑ 2.9%)</em></td>
</tr>
<tr>
<td><strong>INVENTORIES</strong> Over the Next 12 Months</td>
<td>↓ 1.4% – Largest Decline Since Q2 2020</td>
<td><em>(December: ↓ 0.8%)</em></td>
</tr>
<tr>
<td><strong>PRODUCTION</strong> Over the Next 12 Months</td>
<td>↑ 2.6% – Lowest Since Q3 2020</td>
<td><em>(December: ↑ 2.7%)</em></td>
</tr>
<tr>
<td><strong>EMPLOYEE WAGES</strong> Over the Next 12 Months</td>
<td>↑ 3.2% – Lowest Since Q1 2021</td>
<td><em>(December: ↑ 3.4%)</em></td>
</tr>
<tr>
<td><strong>EXORDS</strong> Over the Next 12 Months</td>
<td>↑ 0.5%</td>
<td><em>(December: ↑ 0.3% – Lowest Since Q2 2020)</em></td>
</tr>
<tr>
<td><strong>RAW MATERIAL PRICES AND OTHER INPUT COSTS</strong> Over the Next 12 Months</td>
<td>↑ 2.8%</td>
<td><em>(December: ↑ 2.7% – Lowest Since Q3 2020)</em></td>
</tr>
<tr>
<td><strong>HEALTH INSURANCE COSTS</strong> Over the Next 12 Months</td>
<td>↑ 7.3%</td>
<td><em>(December: ↑ 7.3%)</em></td>
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\(^1\) The NAM Manufacturing Outlook Index data series is revised each quarter to reflect the mean and standard deviation of the historical data, dating back to the fourth quarter of 1997. Currently, the historical average for those with positive responses in their outlook is 75.1%, with a standard deviation of 14.7%. An index reading of 40 would be consistent with one standard deviation below the mean (60.4% positive), and an index reading of 60 would be one standard deviation above the mean (89.8% positive). As such, the index helps to normalize the outlook data to put them into a historical context.
Summary of Findings

- **Manufacturing Sentiment Rose in Q1 but Remains Just Below Historical Average**: The National Association of Manufacturers conducted the Manufacturers’ Outlook Survey for the first quarter of 2023 from Feb. 21 to March 7, 2023, and 74.7% of respondents felt either somewhat or very positive in their company outlook, up from 68.9% in the fourth quarter, which had been the lowest since the third quarter of 2020 (Figures 1 and 2). It was the second straight reading below the historical average (75.1%). Along those lines, the NAM Manufacturing Outlook Index measured 49.7 in the first quarter, up from 45.8 in the fourth quarter.

- **Recession Expectations Were Split**: Just more than 49% of manufacturers believed that the U.S. economy would experience a recession in 2023 (Figure 3). This was down from 62.4% who said the same thing in the prior survey. At the same time, 14.5% felt that the economy would avoid a recession, with 36.1% uncertain.

- **Workforce Challenges Continue to Dominate**: Three-quarters of manufacturers cited the inability to attract and retain employees as their top primary challenge (Figure 4). This was followed by concerns about increased raw material costs (60.1%), supply chain challenges (55.8%), rising health care and insurance costs (51.6%), a weaker domestic economy (50.7%) and an unfavorable business climate (45.9%), among other challenges.

- **More Than 60% of Manufacturers Expect Improvement in Supply Chains by Year’s End**: In the latest survey, 21.5% of respondents suggested that supply chain disruptions had either already abated or would do so in the current quarter (Figure 5). With nearly 40% anticipating improvement in the next three quarters, 61.3% predict supply chain abatement by the end of 2023, and 83.4% forecast improvement by the end of 2024.

- **The Inability to Find Enough Workers Comes with a Cost**: More than 59% of respondents said that not having enough employees will impact their ability to make investments or expand. In contrast, 32.2% said that the lack of workers will not have an impact, with 8.7% uncertain. On the topic of workforce, 46.8% said their company offers flexible scheduling where possible to production workers (Figure 6). Other forms of flexibility for production workers include offering remote work (36.1%), a compressed workweek (29.7%) and the ability to swap or split shifts (12.2%), among others.

- **Increased Tax and Regulatory Burdens Will Hurt Manufacturers**: More than 90% of respondents said higher tax burdens on manufacturing income would make it difficult for their companies to expand their workforce, invest in new equipment or expand their facilities. Similarly, 93.9% suggest that increased regulatory burdens would weaken their ability to invest in workers, equipment or facilities. With that in mind, two-thirds of manufacturers said four or more federal agencies promulgate regulations that affect their businesses, with nearly 82% saying it is three or more.

- **Permitting Reform Would Be Beneficial**: In the survey, 74.7% of respondents said that permitting reform—which would simplify and speed up the approval process for new projects—would be helpful to their manufacturing company, allowing them to hire more workers, expand their business or increase wages and benefits.
• Proposed Air Quality Standards on Particulate Matter Will Have a Cost: Facilities that fail to meet the new EPA-proposed air standards would face restrictions, including limits on expansion and possible forced shutdowns. In this survey, 55.4% of respondents said these new standards would raise their costs of compliance, with roughly one-third suggesting it would lead to increased permitting challenges and lessen investment and facility expansion plans.

• Companies Involved in Building, Maintaining or Upgrading Infrastructure Systems and Projects Note That Dollars Are Not Flowing as Quickly as Desired: Nearly half of respondents from manufacturers involved in infrastructure repairs and upgrades do not believe Infrastructure Investment and Jobs Act money is being distributed with appropriate speed.

• Manufacturers Depend on Trade for Growth: More than 82% of manufacturers said their company regularly engages in trade, with 41% of respondents both exporting and importing goods. In addition, 77.7% of manufacturers noted that the global economy was either somewhat or very important to their company’s growth. If you include those suggesting that trade was slightly important to growth, that figure rises to 96.8%.

• Companies Are Increasing Their Investments Domestically: Of companies that are engaged in international trade, 62.3% are planning to increase investments and/or sourcing in the United States after reevaluating their company’s supply chains.

• Europe Is an Important Market for Manufacturers in the U.S.: Of companies that are engaged in international trade, nearly two-thirds of manufacturers said Europe was either somewhat or very important for their company. That increases to 85.2% when including those suggesting that Europe was slightly important. With that in mind, 77.7% would support U.S. efforts to launch market-opening trade agreement negotiations with countries in Europe.

• PMI Analysis: Production Activity Rebounded in the First Quarter Relative to the Fourth Quarter: The percentage reporting higher production rose from 23.5% in the fourth quarter to 39.7% in the first quarter, with those citing declining output falling from 33.9% to 25.0% (Figure 8 and the table below). At the same time, hiring accelerated, but capital spending softened slightly. Most importantly, all three measures were consistent with net expansions in activity.

<table>
<thead>
<tr>
<th></th>
<th>Previous PMI</th>
<th>First Quarter 2023 Relative to Fourth Quarter 2022</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Higher</td>
</tr>
<tr>
<td>Production</td>
<td>44.8</td>
<td>39.7%</td>
</tr>
<tr>
<td>Employment</td>
<td>53.0</td>
<td>27.9%</td>
</tr>
<tr>
<td>Capital Spending</td>
<td>52.1</td>
<td>24.8%</td>
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• Some other trends regarding predicted growth rates over the next 12 months:

  — Sales: Respondents expect sales to rise 2.7% over the next 12 months, up from 2.5% in the fourth quarter, which was the slowest pace since the third quarter of 2020. Sixty-one percent of manufacturers predict sales will increase over the next four quarters, with 38.4% feeling orders will rise 5% or more. Medium-sized manufacturers felt the most upbeat in
their sales expectations, predicting 3.0% growth over the next year versus 2.5% for small and large firms.

— **Production:** Respondents expect production to increase 2.6% over the next 12 months, edging down from 2.7% in the previous survey and the weakest reading since the third quarter of 2020. Yet, nearly 59% forecast output to rise over the coming months, with 18.1% seeing declining production. Similar to sales, medium-sized respondents felt more optimistic in their output outlook, expecting 3.0% growth over the next 12 months versus 2.2% for small and large manufacturers.

— **Full-Time Employment:** Respondents expect full-time employment to rise 1.6% over the next 12 months, the same pace as in the previous survey and still the slowest since the third quarter of 2020. Nearly 43% anticipate more full-time hiring over the next year, with 14.9% predicting reduced employment. Small and medium-sized manufacturers felt the most upbeat in their hiring plans, predicting 1.9% growth over the next 12 months. In contrast, large firms expect employment to rise just 1.0%.

— **Employee Wages:** Respondents anticipate employee wages (excluding nonwage compensation, such as benefits) to rise 3.2% over the next 12 months, down from 3.4% in the fourth quarter and the slowest rate in two years. Just more than two-thirds of manufacturers predict wage growth of 3% or more over the next 12 months, with 16.3% suggesting 5% or more. There was little difference by firm size.

— **Capital Investments:** Respondents expect capital spending to rise 1.8% over the next 12 months, down from 2.3% in the previous survey and the weakest pace since the fourth quarter of 2020. In this survey, 44.9% expect additional capital spending in the next year, with 36.0% predicting no change and 19.1% forecasting reduced capital expenditures. Capital investment plans were higher with greater firm size. Small, medium-sized and large manufacturers predicted 0.8%, 1.7% and 2.2% growth over the next 12 months, respectively.

— **Exports:** Respondents expect exports to increase 0.5% over the next 12 months, up from 0.3% in the fourth quarter. Overall, 26.6% anticipate higher exports in the next year, with 61.9% seeing no changes and 11.6% forecasting declines.

— **Inventories:** Respondents anticipate inventories shrinking 1.4% over the next 12 months, down from 0.8% in the third and fourth quarters of last year and the largest decline since the pandemic. (Excluding the pandemic, it was the worst reading in seven years.) More than 40% of manufacturers expect falling inventories over the next year, with 17.8% predicting increases and 42.1% seeing no changes.

— **Health Insurance Costs:** Manufacturers predict health insurance costs will rise 7.3% over the next 12 months, the same pace as in the previous survey. In the latest figures, just more than 72.3% expect costs to increase 5% or more, including 24.3% seeing costs rising 10% or more.
Figure 1: Manufacturing Business Outlook by Quarter, Q4 1997–Q1 2023
(Recessions Are Highlighted with Gray Shading)

Note: Percentage of respondents who characterized the current business outlook as somewhat or very positive. Recessions are designated by the National Bureau of Economic Research.

Figure 2: Manufacturing Business Outlook by Quarter, Q1 2020–Q1 2023

Note: Percentage of respondents who characterized the current business outlook as somewhat or very positive.
Figure 3: “Do you think the U.S. will experience a recession in 2023?”

- Yes, 49.4%
- No, 14.5%
- Uncertain, 36.1%

Figure 4: Primary Current Business Challenges, First Quarter 2023

- Attracting and retaining a quality workforce: 74.9%
- Increased raw material costs: 60.1%
- Supply chain challenges: 55.8%
- Rising health care/insurance costs: 51.6%
- Weaker domestic economy and sales for our products to U.S. customers: 50.7%
- Unfavorable business climate (e.g., taxes, regulations): 45.9%
- Transportation and logistics costs: 41.0%
- Weaker global growth and slower export sales: 21.4%
- Trade uncertainties: 19.7%
- Strengthened U.S. dollar relative to other currencies: 16.2%
- Challenges with access to capital or other forms of financing: 6.8%
- Other: 5.1%

Note: Respondents were able to check more than one response; therefore, responses exceed 100%.
Figure 5: When Firms Expect Supply Chain Disruptions to Abate

**Supply Chain Disruptions Will Abate:**
- Already Have or in Q1 2023: 21.5%
- By the End of 2023: 61.3%
- By the End of 2024: 83.4%

<table>
<thead>
<tr>
<th>Timing</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>They have already improved and are back to normal (prior to the current quarter)</td>
<td>11.9%</td>
</tr>
<tr>
<td>The first quarter of 2023 (the current quarter)</td>
<td>9.6%</td>
</tr>
<tr>
<td>The second quarter of 2023</td>
<td>11.1%</td>
</tr>
<tr>
<td>The second half of 2023</td>
<td>28.8%</td>
</tr>
<tr>
<td>Sometime in 2024</td>
<td>22.1%</td>
</tr>
<tr>
<td>At some later date</td>
<td>6.4%</td>
</tr>
<tr>
<td>Uncertain</td>
<td>10.2%</td>
</tr>
</tbody>
</table>

Figure 6: “How has your company addressed the growing need for flexibility in the workplace for production workers?”

- Our company offers flexible scheduling: 46.8%
- Our company offers remote work: 36.1%
- Our company offers compressed workweeks: 29.7%
- Our company does not offer flexibility and does not plan to do so in the future: 18.9%
- Our company allows workers to swap/split shifts: 12.2%
- Uncertain: 10.5%
- Other: 9.3%
- Our company utilizes an on-demand labor force to meet production demands: 8.1%
- Our company allows workers to job share: 5.8%
- Our company pays workers based on production, rather than hours logged: 3.8%
- Our company does not offer flexibility but plans to do so in the future: 2.3%

*Note: Respondents were able to check more than one response; therefore, responses exceed 100%.*
Figure 7: “Is your company engaged in international trade?”

![Pie chart showing the percentage of companies engaged in international trade]

- Yes, my company regularly exports, 30.5%
- Yes, my company regularly imports, 10.8%
- Yes, my company regularly exports and imports, 41.0%
- No, my company neither exports nor imports, 14.2%
- Uncertain, 3.5%

Figure 8: Change in Manufacturing Activity in First Quarter 2023 Relative to Fourth Quarter 2022

![Bar chart showing the change in manufacturing activity]

- Higher:Production 39.7%, Employment 27.9%, Capital Spending 24.8%
- No Change: Production 35.3%, Employment 56.3%, Capital Spending 53.9%
- Lower: Production 25.0%, Employment 15.8%, Capital Spending 21.4%
Figure 9: Expected Growth of Manufacturing Activity, Q1 2021–Q1 2023

Note: Expected growth rates are annual averages.

Expected Growth Over Next 12 Months
Sales ↑ 2.7%
Production ↑ 2.6%
Exports ↑ 0.5%
Capital Investments ↑ 1.8%
Full-Time Employment ↑ 1.6%
Survey Responses

1. How would you characterize the business outlook for your firm right now?
   a. Very positive – 15.80%
   b. Somewhat positive – 58.91%
   c. Somewhat negative – 22.99%
   d. Very negative – 2.30%

   *Percentage that is either somewhat or very positive in their outlook = 74.71%*

2. Over the next year, what do you expect to happen with your company’s overall sales?
   a. Increase more than 10 percent – 15.19%
   b. Increase 5 to 10 percent – 23.21%
   c. Increase up to 5 percent – 22.64%
   d. Stay about the same – 20.06%
   e. Decrease up to 5 percent – 7.74%
   f. Decrease 5 to 10 percent – 6.88%
   g. Decrease more than 10 percent – 4.30%

   *Average expected increase in sales consistent with these responses = 2.69%*

3. Over the next year, what do you expect to happen with your company’s overall production levels?
   a. Increase more than 10 percent – 16.33%
   b. Increase 5 to 10 percent – 17.77%
   c. Increase up to 5 percent – 24.64%
   d. Stay about the same – 23.21%
   e. Decrease up to 5 percent – 8.31%
   f. Decrease 5 to 10 percent – 6.02%
   g. Decrease more than 10 percent – 3.72%

   *Average expected increase in production consistent with these responses = 2.55%*

4. Over the next year, what do you expect to happen with the level of exports from your company?
   a. Increase more than 5 percent – 6.07%
   b. Increase 3 to 5 percent – 13.01%
   c. Increase up to 3 percent – 7.51%
   d. Stay about the same – 61.85%
   e. Decrease up to 3 percent – 3.18%
   f. Decrease 3 to 5 percent – 4.05%
   g. Decrease more than 5 percent – 4.34%

   *Average expected increase in exports consistent with these responses = 0.51%*

5. Over the next year, what do you expect to happen with prices on your company’s overall product line?
   a. Increase more than 10 percent – 4.01%
   b. Increase 5 to 10 percent – 19.77%
   c. Increase up to 5 percent – 41.55%
   d. Stay about the same – 23.50%
   e. Decrease up to 5 percent – 7.45%
   f. Decrease 5 to 10 percent – 2.87%
   g. Decrease more than 10 percent – 0.86%
Average expected increase in product prices consistent with these responses = 2.44%

6. Over the next year, what do you expect to happen with raw material prices and other input costs?
   a. Increase more than 10 percent – 6.00%
   b. Increase 5 to 10 percent – 25.14%
   c. Increase up to 5 percent – 35.43%
   d. Stay about the same – 17.71%
   e. Decrease up to 5 percent – 11.72%
   f. Decrease 5 to 10 percent – 3.14%
   g. Decrease more than 10 percent – 0.86%

   Average expected increase in raw material prices consistent with these responses = 2.76%

7. Over the next year, what are your company’s capital investment plans?
   a. Increase more than 10 percent – 17.43%
   b. Increase 5 to 10 percent – 12.57%
   c. Increase up to 5 percent – 14.86%
   d. Stay about the same – 36.00%
   e. Decrease up to 5 percent – 7.14%
   f. Decrease 5 to 10 percent – 4.00%
   g. Decrease more than 10 percent – 8.00%

   Average expected increase in capital investments consistent with these responses = 1.78%

8. Over the next year, what are your inventory plans?
   a. Increase more than 10 percent – 2.58%
   b. Increase 5 to 10 percent – 6.30%
   c. Increase up to 5 percent – 8.88%
   d. Stay about the same – 42.12%
   e. Decrease up to 5 percent – 18.62%
   f. Decrease 5 to 10 percent – 12.03%
   g. Decrease more than 10 percent – 9.46%

   Average expected increase in inventories consistent with these responses = -1.36%

9. Over the next year, what do you expect in terms of full-time employment in your company?
   a. Increase more than 10 percent – 4.86%
   b. Increase 5 to 10 percent – 13.71%
   c. Increase up to 5 percent – 24.00%
   d. Stay about the same – 42.57%
   e. Decrease up to 5 percent – 11.71%
   f. Decrease 5 to 10 percent – 1.71%
   g. Decrease more than 10 percent – 1.43%

   Average expected increase in full-time employment consistent with these responses = 1.55%

10. Over the next year, what do you expect to happen to employee wages (excluding nonwage compensation, such as benefits) in your company?
    a. Increase more than 5 percent – 16.33%
    b. Increase 3 to 5 percent – 51.58%
    c. Increase up to 3 percent – 24.64%
    d. Stay about the same – 6.30%
    e. Decrease up to 3 percent – 0.57%
f. Decrease 3 to 5 percent – 0.29%
g. Decrease more than 5 percent – 0.29%

Average expected increase in employee wages consistent with these responses = 3.21%

11. Over the next year, what do you expect to happen to health insurance costs for your company?
   a. Increase 15.0 percent or more – 7.71%
   b. Increase 10.0 to 14.9 percent – 16.57%
   c. Increase 5.0 to 9.9 percent – 48.00%
   d. Increase less than 5.0 percent – 20.57%
   e. No change – 3.71%
   f. Decrease less than 5.0 percent – 0.29%
   g. Decrease 5.0 percent or more – 0.29%
   h. Uncertain – 2.86%

Average expected increase in health insurance costs consistent with these responses = 7.32%

12. What are the biggest challenges you are facing right now? (Check all that apply.)
   a. Weaker domestic economy and sales for our products to U.S. customers – 50.71%
   b. Weaker global growth and slower export sales – 21.37%
   c. Trade uncertainties (e.g., actual or proposed tariffs, trade negotiation uncertainty) – 19.66%
   d. Strengthened U.S. dollar relative to other currencies – 16.24%
   e. Challenges with access to capital or other forms of financing – 6.84%
   f. Unfavorable business climate (e.g., taxes, regulations) – 45.87%
   g. Increased raw material costs – 60.11%
   h. Rising health care/insurance costs – 51.57%
   i. Transportation and logistics costs – 41.03%
   j. Supply chain challenges – 55.84%
   k. Attracting and retaining a quality workforce – 74.93%
   l. Other – 5.13%

13. What is your company’s primary industrial classification?
   a. Chemicals – 6.84%
   b. Computer and electronic products – 1.99%
   c. Electrical equipment and appliances – 6.84%
   d. Fabricated metal products – 25.36%
   e. Food manufacturing – 2.85%
   f. Furniture and related products – 1.42%
   g. Machinery – 11.40%
   h. Nonmetallic mineral products – 1.99%
   i. Paper and paper products – 3.13%
   j. Petroleum and coal products – 0.57%
   k. Plastics and rubber products – 6.55%
   l. Primary metals – 3.42%
   m. Transportation equipment – 5.70%
   n. Wood products – 1.99%
   o. Other – 19.94%

14. What is your firm size (e.g., the parent company, not your establishment)?
   a. Fewer than 50 employees – 15.67%
   b. 50 to 499 employees – 45.58%
   c. 500 or more employees – 38.75%
   d. Uncertain – none
15. How would you characterize production in the first quarter relative to the fourth quarter?
   a. Higher – 39.66%
   b. No change – 35.34%
   c. Lower – 25.00%

   Production Purchasing Managers’ Index = 57.33

16. How would you characterize employment in the first quarter relative to the fourth quarter?
   a. Higher – 27.87%
   b. No change – 56.32%
   c. Lower – 15.80%

   Employment Purchasing Managers’ Index = 56.03

17. How would you characterize capital spending in the first quarter relative to the fourth quarter?
   a. Higher – 24.79%
   b. No change – 53.85%
   c. Lower – 21.37%

   Capital Spending Purchasing Managers’ Index = 51.72

SPECIAL QUESTIONS

18. When do you expect that supply chain disruptions will abate?
   a. They have already improved and are back to normal (prior to the current quarter) – 11.92%
   b. The first quarter of 2023 (the current quarter) – 9.59%
   c. The second quarter of 2023 – 11.05%
   d. The second half of 2023 – 28.78%
   e. Sometime in 2024 – 22.09%
   f. At some later date – 6.40%
   g. Uncertain – 10.17%

19. Do you think the U.S. will experience a recession in 2023?
   a. Yes – 49.42%
   b. No – 14.45%
   c. Uncertain – 36.13%

20. Does the inability to find enough workers impact your decision to make investment plans or to expand?
   a. Yes – 59.13%
   b. No – 32.17%
   c. Uncertain – 8.70%

21. How has your company addressed the growing need for flexibility in the workplace for production workers? (Select all that apply.)
   a. Our company offers remote work – 36.05%
   b. Our company offers flexible scheduling (e.g., flexible hours, floating schedules) – 46.80%
   c. Our company offers compressed workweeks (e.g., four 10-hour days) – 29.65%
   d. Our company allows workers to swap/split shifts – 12.21%
   e. Our company allows workers to job share (e.g., two people share one position) – 5.81%
   f. Our company pays workers based on production, rather than hours logged – 3.78%
   g. Our company utilizes an on-demand labor force (including “gig” workers) to meet production demands – 8.14%
h. Other – 9.30%
i. Our company does not offer flexibility but plans to do so in the future – 2.33%
j. Our company does not offer flexibility and does not plan to do so in the future – 18.90%
k. Uncertain – 10.50%

22. If the tax burden on income from manufacturing activities increased, would your company find it more difficult to expand its workforce, invest in new equipment or expand facilities?
a. Yes – 90.43%
b. No – 9.57%

23. If regulatory burdens are increased substantially, would your company find it more difficult to expand its workforce, invest in new equipment or expand facilities?
a. Yes – 93.93%
b. No – 6.07%

24. If Congress were to enact permitting reform, simplifying and speeding up the approval process for new projects, would this be helpful for your company, allowing you to hire more workers, expand your business or increase wages and benefits?
a. Yes – 74.71%
b. No – 25.29%

25. At the federal level, how many executive agencies promulgate regulations that affect your business (e.g., Environmental Protection Agency, Department of Labor, Department of Treasury, Securities and Exchange Commission, Occupational Safety and Health Administration, National Labor Relations Board)?
a. 1 – 0.86%
b. 2 – 9.22%
c. 3 – 14.41%
d. 4 – 19.60%
e. 5 or more – 47.55%
f. Unsure – 8.07%
g. None – 0.29%

26. The EPA has proposed tightened air quality standards for particulate matter. Facilities in areas that fail to meet the new standards would face restrictions, including limits on expansion and possible forced shutdowns. How would your business likely be impacted by these new regulations? (Select all that apply.)
a. Increased permitting challenges – 33.04%
b. Heightened costs associated with compliance – 55.36%
c. Less investment and facility expansion – 34.20%
d. Decrease in workforce or wages – 15.36%
e. Shift investment and production elsewhere – 21.45%
f. No impact – 16.81%
g. Uncertain – 23.19%

27. Is your company involved in building, maintaining or upgrading infrastructure systems or projects?
a. Yes – 42.20%
b. No – 51.73% (Skip to question #30)
c. Uncertain – 6.07% (Skip to question #30)

28. Has your company sought funding or federal partnership for any project utilizing programs authorized in the 2021 Infrastructure Investment and Jobs Act?
a. Yes – 8.97%
b. No – 80.69%
c. Uncertain – 10.34%
29. Are the infrastructure improvement projects receiving funding and related federal investment from the IIJA as fast as you would expect them to?
   a. Yes – 8.28%
   b. No – 48.97%
   c. Uncertain – 42.76%

30. Is your company engaged in international trade?
   a. Yes, my company regularly exports – 30.52%
   b. Yes, my company regularly imports – 10.76%
   c. Yes, my company regularly exports and imports – 40.99%
   d. No, my company neither exports nor imports – 14.24% (Skip to end)
   e. Uncertain – 3.49% (Skip to end)

31. To what extent is the global economy important for your company’s growth?
   a. Very important – 46.29%
   b. Somewhat important – 31.45%
   c. Slightly important – 19.08%
   d. No impact on our company’s growth – 2.83%
   e. Not important at all – none
   f. Uncertain – 0.35%

32. After reevaluating your company’s supply chains, are you planning to increase your company’s investments and/or sourcing in the U.S.?
   a. Yes – 62.32%
   b. No – 22.18%
   c. Uncertain – 15.49%

33. To what extent are economic ties with Europe important for you and your company?
   a. Very important – 39.93%
   b. Somewhat important – 26.50%
   c. Slightly important – 18.73%
   d. No impact on our company’s growth – 14.13%
   e. Uncertain – 0.71%

34. Would you support U.S. efforts to launch market-opening trade agreement negotiations with countries in Europe?
   a. Yes – 77.74%
   b. No – 3.53%
   c. No opinion – 18.73%