

CEO Survey Results & Subindices	2024 Q3				2024 Q4				Quarter-Quarter Change in Subindex
	Increase	No Change	Decrease	Subindex	Increase	No Change	Decrease	Subindex	
How do you expect your company's sales to change in the next six months?	71%	18%	11%	110.0	79%	15%	6%	123.1	+13.1
How do you expect your company's U.S. capital spending to change in the next six months?	35%	52%	13%	72.9	42%	49%	9%	83.3	+10.4
How do you expect your company's U.S. employment to change in the next six months?	34%	37%	29%	54.8	38%	40%	21%	67.3	+12.5

Note: Totals may not sum to 100% due to rounding.