* The Chicago Council commissioned GfK to conduct a survey among Midwest Business Leaders. The survey was fielded online using a combination of sample from GfK’s Knowledge Panel and a traditional opt-in online panel.
  + The survey was conducted from August 20 through September 10, 2013. A total of 500 surveys were completed.
  + All respondents were placed into one of three quota groups:
    - Small (defined as 1 to 100 employees) (n=175)
    - Medium company (defined as 101 to 999 employees) (n=175)
    - Large company (defined as 1000 or more employees) (n=150)
  + To participate in the study a Midwest business leader had to meet the following criteria:
    - Live in the Midwest (defined as ND, SD, NE, MO, IL, KS, MN, IA, WI, IN, OH or MI).
    - Be either self-employed or working as a paid employee
    - Hold a senior position within the company (defined as sole proprietor, owner, C-level suit executive, president, vice-president or senior manager.
    - Have at least some involvement in the hiring and firing decisions made by their company