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Predicting the future of marketing
Tracking marketing excellence
Improving the value of marketing

## CMO Survey Report: Topline Results <br> Feb. 2014

## Topic 1: Marketplace Dynamics

## Overall Economy and Company

1 Are you more or less optimistic about the U.S. economy compared to last quarter?
$\underline{2}$ Rate your optimism about the U.S. economy on a scale from 0-100 with 0 being the least optimistic.
$\underline{3}$ Are you more or less optimistic about your own company compared to last quarter?
4 Rate your optimism about your company on a scale from $0-100$ with 0 being the least optimistic.

## Customers

$\underline{5}$ Are you more or less optimistic about your prospects for revenue growth compared to the prior 12 months?
6 Rate your optimism about your prospects for sales revenue growth $0-100$ with 0 being the least optimistic.
7 Do you expect the following customer outcomes in the next 12 months?
$\underline{8}$ Rank your customers' top three priorities $(1,2,3)$ over the next 12 months, where 1 is most important.

## Topic 2: Firm Growth Strategies

$\underline{9}$ Allocate 100 points to reflect your firm's spending on growth strategies during the prior 12 months.
10 Allocate 100 points to reflect your firm's spending on growth strategies during the next 12 months.
11 Allocate 100 points to reflect how your firm will grow during the next 12 months.
12 What percentage of your firm's sales is domestic? Through the internet?
13 Which international market is your highest revenue growth market?
14 Considering this market, by what percent did your sales increase in the prior 12 months? (reported in aggregate)
15 Considering this market, by what percent did your sales increase in the last 12 months? (reported by market)

## Topic 3: Marketing Spending

16 What is your company's change in marketing spending during the next 12 months?
17 What percentage of your firm's overall budget does marketing currently account for?
18 Marketing expenses account for what percent of your firm's revenues?
19 What percent of your marketing budget is currently devoted to training and development?
20 Which best describes how your company shows the short-term impact of marketing spend on your business?
21 Which best describes how your company shows the long-term impact of marketing spend on your business?

## Topic 4: Financial and Marketing Performance

$\underline{22}$ Rate your firm's performance during the last 12 months.
23 What is your firm's goal for the next 12 months?
24 Rate your company's marketing excellence.

## Topic 5: Social Media

$\underline{25}$ What percent of your marketing budget do you currently spend on social media?
25 What percent of your marketing budget will you spend on social media in the next 12 months?
25 What percent of your marketing budget will you spend on social media in the next five years?
26 In-house vs. outsourcing of social media activities
$\underline{27}$ How effectively is social media integrated with your firm's marketing strategy?
28 How effectively does your company integrate customer information across purchasing, communication, and social media channels?
$\underline{29}$ Which best describes how you show the impact of social media on your business?

## Topic 6: Marketing Jobs

30 Percentage change in marketing hires in next 12 months.
31 Percentage change in outsourcing of marketing activities in next 12 months.

## Topic 7: Marketing Organization

32 How many employees/marketing employees are in your company?
33 Which organizational structure is most common in your firm-product/service groups or customer groups?

## Topic 8: Marketing Leadership

34 What is marketing primarily responsible for in your firm?
35 How many direct reports and indirect reports do you have?
36 How many years have you been with this firm in your current role? In any role?
37 Do you feel pressure from your CEO or Board to prove the value of marketing?
38 Is this pressure increasing, decreasing, or about the same?

## Topic 9: Marketing Analytics

39 What percent of your marketing budget do you spend on marketing analytics?
40 Percentage of projects using marketing analytics before a decision is made?
41 To what degree has the use of marketing analytics contributed to your company's performance?
42 To what extent does your company have the right talent to fully leverage marketing analytics?
43 Have you added analytics talent to your marketing organization in the last year?
44 How challenging was it to find the right talent?
45 How do you measure the ROI of your company's marketing efforts?
46 What percent of your marketing budget do you spend measuring your ROI on marketing?

Topic 10: The CMO Survey Award for Marketing Excellence
47 Which company across all industries sets the standard for excellence in marketing? - Overall Winner
48 Which company in your industry sets the standard for excellence in marketing? - Industry-Specific Winners

## Appendix: Firm-level Descriptive Information

49 In what sector(s) do you compete? (check all that apply)
50 Which is your primary economic sector?
51 What is your firm's ownership structure?
52 What was your firm's sales revenue in last 12 months?
53 Which industry sector best describes your firm?

## Topic 1: Marketplace Dynamics - Overall Economy and Company

Are you more or less optimistic about the U.S. economy compared to last quarter?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| $3=$ More | 221 | $54.4 \%$ | $\pm 4.9 \%$ |
| 2=No Change | 131 | $32.3 \%$ | $\pm 4.6 \%$ |
| 1=Less | 54 | $13.3 \%$ | $\pm 3.3 \%$ |
| Total | 406 | $100.0 \%$ |  |

Mean $=2.4$
$\mathrm{SD}=0.7$
Missing Cases $=2$
Response Percent $=99.5$ \%

## Topic 1: Marketplace Dynamics - Overall Economy and Company

Rate your optimism about the U.S. economy on a scale from 0-100 with 0 being the least optimistic.

$$
\begin{aligned}
& \text { Minimum }=37 \\
& \text { Maximum }=95 \\
& \text { Mean }=66.1 \\
& \text { Median }=70 \\
& \text { Standard Deviation (Unbiased Estimate) }=13.6 \\
& 95 \text { Percent Confidence Interval around the mean }=64.8-67.5
\end{aligned}
$$

Quartiles
$1=60$
$2=70$
$3=75$
Valid Cases $=389$
Missing Cases $=19$
Response Percent $=95.3 \%$

## Topic 1: Marketplace Dynamics - Overall Economy and Company

Are you more or less optimistic about your own company compared to last quarter?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| 3=More | 247 | $61.4 \%$ | $\pm 4.8 \%$ |
| 2=No Change | 98 | $24.4 \%$ | $\pm 4.2 \%$ |
| 1=Less | 57 | $14.2 \%$ | $\pm 3.4 \%$ |
| Total | 402 | $100.0 \%$ |  |

Mean $=2.5$
$\mathrm{SD}=0.7$
Missing Cases $=6$
Response Percent $=98.5 \%$

## Topic 1: Marketplace Dynamics - Overall Economy and Company

Rate your optimism about your company on a scale from $0-100$ with 0 being the least optimistic.

> Minimum $=40$
> Maximum $=100$
> Mean $=73.2$
> Median $=75$
> Standard Deviation (Unbiased Estimate) $=15.4$
> 95 Percent Confidence Interval around the mean $=71.7-74.7$

Quartiles
$1=65$
$2=75$
$3=85$
Valid Cases $=398$
Missing Cases $=10$
Response Percent $=97.5 \%$

## Topic 1: Marketplace Dynamics - Customers

Are you more or less optimistic about your prospects for revenue growth compared to the prior 12 months?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| 3=More | 249 | $68.2 \%$ | $\pm 4.8 \%$ |
| 2=No Change | 65 | $17.8 \%$ | $\pm 3.6 \%$ |
| 1=Less | 51 | $14.0 \%$ | $\pm 3.2 \%$ |
| Total | 365 | $100.0 \%$ |  |

Mean $=2.5$
SD $=0.7$
Missing Cases $=43$
Response Percent $=89.5$ \%

## Topic 1: Marketplace Dynamics - Customers

Rate your optimism about your prospects for sales revenue growth on a scale from 0-100 with 0 being the least optimistic and 100 being the most optimistic

```
Minimum = 35
Maximum \(=100\)
```

Mean $=71.7$

Median $=75$

Standard Deviation $($ Unbiased Estimate $)=16.8$
95 Percent Confidence Interval around the mean $=70.0-73.5$
Quartiles
$1=60$
$2=75$
$3=85$

Valid Cases $=355$
Missing Cases $=53$
Response Percent $=87.0 \%$

## Topic 1: Marketplace Dynamics - Customers

Do you expect the following customer outcomes in the next 12 months?
( $\mathrm{N}=408$ )

|  | Mean \& SD | More 3 | $\begin{gathered} \text { No Change } \\ 2 \\ \hline \end{gathered}$ | Less $1$ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: |
| My firm's ability to acquire new customers | 2.7 | 271 | 72 | 20 | 363 |
|  | 0.6 | 74.7\% | 19.8\% | 5.5\% | 100.0\% |
|  | 2.6 | 253 | 80 | 32 | 365 |
| Customer's purchase volume | 0.6 | 69.3\% | 21.9\% | 8.8\% | 100.0\% |
| Customer will buy related products/ services from my firm | 2.6 | 216 | 137 | 11 | 364 |
|  | 0.6 | 59.3\% | 37.6\% | 3.0\% | 100.0\% |
| The entry of new customers into this market | 2.4 | 180 | 154 | 29 | 363 |
|  | 0.6 | 49.6\% | 42.4\% | 8.0\% | 100.0\% |
| My firm's ability to retain current customers | 2.4 | 179 | 149 | 37 | 365 |
|  | 0.7 | 49.0\% | 40.8\% | 10.1\% | 100.0\% |
| Customer's price per unit | 2.1 | 125 | 157 | 82 | 364 |
|  | 0.7 | 34.3\% | 43.1\% | 22.5\% | 100.0\% |

## Topic 1: Marketplace Dynamics - Customers

For this market, rank your customers' top three priorities $(1,2,3)$ over the next 12 months, where 1 is most important.


## Topic 2: Firm Growth Strategies

Allocate 100 points to reflect your firm's spending in each of the four growth strategies during the prior 12 months.

|  | Mean | SD | $95 \%$ CI | Median | Minimum | Maximum | Total |
| :--- | ---: | :---: | :---: | :---: | :---: | ---: | :---: |
| Existing products or services in existing markets | 52.9 | 26.7 | $49.9-56.0$ | 50 | 0 | 100 | 291 |
| Existing products or services in new markets | 15.3 | 13.6 | $13.7-16.8$ | 10 | 0 | 75 | 291 |
| New products or services in existing markets | 21.8 | 18.1 | $19.7-23.8$ | 20 | 0 | 100 | 291 |
| New products or services in new markets | 10.0 | 13.8 | $8.5-11.6$ | 5 | 0 | 100 | 291 |

## Topic 2: Firm Growth Strategies

Allocate 100 points to reflect your firm's spending in each of the four growth strategies during the next 12 months

|  | Mean | SD | $95 \%$ CI | Median | Minimum | Maximum | Total |
| :--- | ---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Existing products or services in existing markets | 47.1 | 25.4 | $44.2-50.1$ | 50 | 0 | 100 | 285 |
| Existing products or services in new markets | 17.0 | 13.3 | $15.5-18.6$ | 20 | 0 | 80 | 285 |
| New products or services in existing markets | 24.3 | 17.5 | $22.2-26.3$ | 20 | 0 | 80 | 285 |
| New products or services in new markets | 11.5 | 13.8 | $9.9-13.1$ | 10 | 0 | 100 | 285 |

## Topic 2: Firm Growth Strategies

Allocate 100 points to reflect how your firm will grow during the next 12 months.

|  | Mean | SD | $95 \% \mathrm{CI}$ | Median | Minimum | Maximum | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | ---: |
| Growth from your firm internally | 71.8 | 28.1 | $68.6-75.0$ | 80 | 0 | 100 | 299 |
| Growth from acquisitions | 10.2 | 18.2 | $8.1-12.3$ | 0 | 0 | 100 | 299 |
| Growth from partnerships | 12.8 | 17.2 | $10.9-14.8$ | 5 | 0 | 100 | 299 |
| Growth from licensing arrangements | 5.2 | 11.4 | $3.9-6.5$ | 0 | 0 | 100 | 299 |

## Topic 2: Firm Growth Strategies

What percentage of your firm's sales is domestic? Through the internet?

|  | Mean | SD | $95 \% \mathrm{CI}$ | Median | Minimum | Maximum | Total |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| What \% of your firm's sales is through the Internet? | 9.9 | 16.5 | $8.0-11.7$ | 2 | 0 | 59 | 302 |
| What \% of your firm's sales is domestic? | 77.5 | 24.1 | $74.7-80.2$ | 85 | 26 | 100 | 299 |

## Topic 2: Firm Growth Strategies

Which international market is your highest revenue growth market? (outside the U.S.)

|  | Number | Percent | Cumulative |
| :--- | ---: | ---: | ---: |
| Western Europe | 62 | $26.1 \%$ | $26.1 \%$ |
| China | 36 | $15.1 \%$ | $41.2 \%$ |
| Canada | 29 | $12.2 \%$ | $53.4 \%$ |
| Brazil | 17 | $7.1 \%$ | $60.5 \%$ |
| Southeast Asia | 11 | $4.6 \%$ | $65.1 \%$ |
| Japan | 9 | $3.8 \%$ | $68.9 \%$ |
| Mexico | 9 | $3.8 \%$ | $72.7 \%$ |
| Russia | 8 | $3.4 \%$ | $76.1 \%$ |
| India | 6 | $2.5 \%$ | $78.6 \%$ |
| Australia | 6 | $2.5 \%$ | $81.1 \%$ |
| Middle East | 5 | $83.2 \%$ |  |
| Korea | 5 | $2.1 \%$ | $85.3 \%$ |
| Eastern Europe | 4 | $2.1 \%$ | $87.0 \%$ |
| Chile | 0 | $1.7 \%$ | $87.0 \%$ |
| Argentina | 0 | $0.0 \%$ | $87.0 \%$ |
| Other: | 31 | $0.0 \%$ | $13.0 \%$ |
| Total | 238 | $100.0 \%$ | $100.0 \%$ |

Missing Cases $=170$
Response Percent $=58.3$ \%

## Topic 2: Firm Growth Strategies

Consider this international market, by what percent did your sales revenue increase in the last $\mathbf{1 2}$ months? - reported in aggregate

```
Minimum = 0
Maximum = 150
Mean = 18.4
Median = 10
Standard Deviation (Unbiased Estimate) =27.1
95 Percent Confidence Interval around the mean =14.9-21.8
99 Percent Confidence Interval around the mean = 13.8-22.9
```

|  | Number | Percent | Cumulative |
| :--- | ---: | ---: | ---: |
| Less than 5\% | 78 | $32.9 \%$ | $32.9 \%$ |
| $5-9 \%$ | 25 | $10.5 \%$ | $43.5 \%$ |
| $10-14 \%$ | 35 | $14.8 \%$ | $58.2 \%$ |
| $15-19 \%$ | 25 | $10.5 \%$ | $68.8 \%$ |
| $20 \%$ or more | 74 | $31.2 \%$ | $100.0 \%$ |
| Total | 237 | $100.0 \%$ | $100.0 \%$ |

Missing Cases $=171$
Response Percent $=58.1$ \%

## Topic 2: Firm Growth Strategies

Consider this international market, by what percent did your sales revenue increase in the last $\mathbf{1 2}$ months (reported by market)?

|  | Mean | SD | N | Pct. |
| :--- | :---: | :---: | :---: | :---: |
| For Entire Sample | 21.2 | 35.4 | 242 | $100.0 \%$ |

Highest revenue growth market

| Australia | 26.0 | 30.3 | 5 | $2.3 \%$ |
| :--- | ---: | ---: | ---: | ---: |
| Brazil | 18.6 | 25.6 | 17 | $7.8 \%$ |
| Canada | 12.2 | 17.7 | 25 | $11.4 \%$ |
| China | 28.3 | 31.2 | 33 | $15.1 \%$ |
| Eastern Europe | 29.5 | 47.2 | 4 | $1.8 \%$ |
| India | 25.0 | 11.2 | 5 | $2.3 \%$ |
| Japan | 6.5 | 5.8 | 8 | $3.7 \%$ |
| Korea | 26.3 | 16.5 | 4 | $1.8 \%$ |
| Mexico | 22.1 | 21.7 | 8 | $3.7 \%$ |
| Middle East | 39.0 | 51.9 | 5 | $2.3 \%$ |
| Russia | 16.1 | 9.4 | 8 | $3.7 \%$ |
| Southeast Asia | 43.8 | 45.9 | 10 | $4.6 \%$ |
| Western Europe | 20.1 | 28.0 | 59 | $26.9 \%$ |
| Other: | 4.9 | 15.0 | 28 | $12.8 \%$ |

## Topic 3: Marketing Spending

Relative to the prior 12 months, note your company's percentage change in spending during the next 12 months in each area.

|  | Mean | SD | $95 \% \mathrm{CI}$ | Median | Minimum | Maximum | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Overall marketing spending | 6.7 | 19.4 | $3.6-9.9$ | 3 | -30 | 107 | 143 |
| Digital marketing spending | 8.2 | 11.9 | $6.0-10.4$ | 5 | -10 | 43.6 | 115 |
| Traditional advertising spending | -0.1 | 14.4 | $-2.7-2.5$ | 0 | -40 | 40.5 | 116 |
| Brand building | 4.9 | 7.5 | $3.4-6.3$ | 2 | -10 | 25.2 | 105 |
| Customer relationship management | 5.1 | 7.8 | $3.6-6.7$ | 2 | 0 | 30.9 | 100 |
| New product introductions | 7.8 | 11.3 | $5.7-9.9$ | 5 | -5 | 43.1 | 110 |
| New service introductions | 4.0 | 6.8 | $2.7-5.4$ | 2 | -17 | 25.8 | 98 |
| Marketing (non-sales) hires | 5.5 | 13.9 | $2.9-8.1$ | 0 | -34 | 46.9 | 107 |
| Integrating what we know about marketing | 2.7 | 4.4 | $1.8-3.6$ | 0 | -8.1 | 14.2 | 88 |
| Developing knowledge about how to do marketing | 3.1 | 6.8 | $1.6-4.5$ | 0 | -23 | 27.7 | 82 |
| Marketing training | 2.4 | 6.3 | $1.2-3.7$ | 0 | -28 | 32.4 | 94 |
| Marketing research and intelligence | 4.9 | 13.0 | $2.3-7.4$ | 0 | -50 | 68.5 | 103 |
| Marketing consulting services | 1.8 | 6.9 | $0.4-3.2$ | 0 | -19 | 23.1 | 95 |

## Topic 3: Marketing Spending

## What percentage of your firm's overall budget does marketing currently account for?

$\underline{\text { Percent of budget }}$
Minimum $=0$
Maximum $=39$

Mean $=10.9$
Median $=7$
Standard Deviation $($ Unbiased Estimate $)=10.4$

95 Percent Confidence Interval around the mean $=9.5-12.3$

Quartiles
$1=3$
$2=7$
$3=15$

Valid Cases $=205$
Missing Cases $=203$
Response Percent $=50.2 \%$

## Topic 3: Marketing Spending

## Marketing expenses account for what percent of your firm's revenues?

Percent of revenues
Minimum $=0$
Maximum $=47$

Mean $=9.3$
Median $=5$
Standard Deviation $($ Unbiased Estimate $)=12.6$
95 Percent Confidence Interval around the mean $=7.6-11.0$

Quartiles

$$
\begin{aligned}
& 1=1.4 \\
& 2=5 \\
& 3=10
\end{aligned}
$$

Valid Cases $=212$
Missing Cases $=196$
Response Percent $=52.0 \%$

## Topic 3: Marketing Spending

What percent of your marketing budget is currently devoted to training and development?

$$
\begin{aligned}
& \text { Minimum }=-5 \\
& \text { Maximum }=25 \\
& \text { Mean }=3.4 \\
& \text { Median }=2 \\
& \text { Standard Deviation (Unbiased Estimate) }=4.7 \\
& 95 \text { Percent Confidence Interval around the mean }=2.8-4.0
\end{aligned}
$$

Quartiles

$$
\begin{aligned}
& 1=0 \\
& 2=2 \\
& 3=5
\end{aligned}
$$

Valid Cases $=216$
Missing Cases $=192$
Response Percent $=52.9 \%$

## Topic 3: Marketing Spending

Which best describes how your company shows the short-term impact of marketing spend on your business?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| 1=We prove the impact quantitatively | 82 | $35.7 \%$ | $\pm 3.9 \%$ |
| 2=We have a good qualitative sense of the impact, but not a |  |  |  |
| quantitative impact | 115 | $50.0 \%$ | $\pm 4.4 \%$ |
| 3=We haven't been able to show the impact yet | 33 | $14.3 \%$ | $\pm 2.7 \%$ |
| Total | 230 | $100.0 \%$ |  |

Mean $=1.8$
$\mathrm{SD}=0.7$

Missing Cases $=178$
Response Percent $=56.4$ \%

## Topic 3: Marketing Spending

Which best describes how your company shows the long-term impact of marketing spend on your business?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| 1=We prove the impact quantitatively | 66 | $28.6 \%$ | $\pm 3.6 \%$ |
| $2=$ We have a good qualitative sense of the impact, but not a |  |  |  |
| quantitative impact | 119 | $51.5 \%$ | $\pm 4.4 \%$ |
| $3=W e$ haven't been able to show the impact yet | 46 | $19.9 \%$ | $\pm 3.1 \%$ |
| Total | 231 | $100.0 \%$ |  |

Mean $=1.9$
$\mathrm{SD}=0.7$

Missing Cases $=177$
Response Percent $=56.6 \%$

## Topic 4: Financial and Marketing Performance

## Rate your firm's performance during the last 12 months

( $\mathrm{N}=408$ )

| Mean SD | $\begin{aligned} & \text { an \& } \\ & \text { D } \end{aligned}$ | -10\% | -7\% | -5\% | -3\% | -1\% | 0 | +1\% | +3\% | +5\% | +7\% | +10\% | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2.2 | 2 | 1 | 4 | 14 | 9 | 43 | 53 | 39 | 31 | 7 | 21 | 224 |
| Market share | 3.7 | 0.9\% | 0.4\% | 1.8\% | 6.3\% | 4.0\% | 19.2\% | 23.7\% | 17.4\% | 13.8\% | 3.1\% | 9.4\% | 100.0\% |
| Sales revenue | 3.9 | 13 | 5 | 9 | 6 | 5 | 20 | 20 | 27 | 39 | 26 | 70 | 240 |
|  | 5.6 | 5.4\% | 2.1\% | 3.8\% | 2.5\% | 2.1\% | 8.3\% | 8.3\% | 11.3\% | 16.3\% | 10.8\% | 29.2\% | 100.0\% |
| Marketing ROI | 3.4 | 5 | 2 | 3 | 6 | 10 | 41 | 13 | 29 | 36 | 9 | 43 | 197 |
|  | 4.7 | 2.5\% | 1.0\% | 1.5\% | 3.0\% | 5.1\% | 20.8\% | 6.6\% | 14.7\% | 18.3\% | 4.6\% | 21.8\% | 100.0\% |
| Profits | 3.0 | 16 | 0 | 7 | 6 | 13 | 31 | 25 | 35 | 32 | 16 | 52 | 233 |
|  | 5.4 | 6.9\% | 0.0\% | 3.0\% | 2.6\% | 5.6\% | 13.3\% | 10.7\% | 15.0\% | 13.7\% | 6.9\% | 22.3\% | 100.0\% |
| Customer acquisition | 3.6 | 2 | 1 | 5 | 9 | 9 | 26 | 39 | 46 | 30 | 11 | 50 | 228 |
|  | 4.3 | 0.9\% | 0.4\% | 2.2\% | 3.9\% | 3.9\% | 11.4\% | 17.1\% | 20.2\% | 13.2\% | 4.8\% | 21.9\% | 100.0\% |
| Customer retention | 1.9 | 3 | 0 | 16 | 16 | 9 | 59 | 21 | 31 | 27 | 4 | 30 | 216 |
|  | 4.4 | 1.4\% | 0.0\% | 7.4\% | 7.4\% | 4.2\% | 27.3\% | 9.7\% | 14.4\% | 12.5\% | 1.9\% | 13.9\% | 100.0\% |
| Brand value | 3.5 | 0 | 0 | 3 | 5 | 6 | 43 | 30 | 32 | 33 | 8 | 39 | 199 |
|  | 4.0 | 0.0\% | 0.0\% | 1.5\% | 2.5\% | 3.0\% | 21.6\% | 15.1\% | 16.1\% | 16.6\% | 4.0\% | 19.6\% | 100.0\% |

## Topic 4: Financial and Marketing Performance

What is your firm's goal for the next 12 months?
( $\mathrm{N}=408$ )

|  | $\begin{gathered} \text { Mean \& } \\ \text { SD } \\ \hline \end{gathered}$ | -10\% | -7\% | -5\% | -3\% | -1\% | 0 | +1\% | +3\% | +5\% | +7\% | +10\% | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Market share | 4.2 | 0 | 1 | 1 | 1 | 0 | 16 | 41 | 53 | 52 | 14 | 37 | 216 |
|  | 3.4 | 0.0\% | 0.5\% | 0.5\% | 0.5\% | 0.0\% | 7.4\% | 19.0\% | 24.5\% | 24.1\% | 6.5\% | 17.1\% | 100.0\% |
| Sales Revenue | 6.8 | 2 | 0 | 2 | 1 | 1 | 9 | 5 | 27 | 51 | 24 | 110 | 232 |
|  | 3.8 | 0.9\% | 0.0\% | 0.9\% | 0.4\% | 0.4\% | 3.9\% | 2.2\% | 11.6\% | 22.0\% | 10.3\% | 47.4\% | 100.0\% |
| Marketing ROI | 5.3 | 1 | 1 | 0 | 0 | 1 | 16 | 16 | 31 | 54 | 15 | 55 | 190 |
|  | 3.7 | 0.5\% | 0.5\% | 0.0\% | 0.0\% | 0.5\% | 8.4\% | 8.4\% | 16.3\% | 28.4\% | 7.9\% | 28.9\% | 100.0\% |
|  | 5.9 | 1 | 0 | 3 | 3 | 2 | 11 | 8 | 37 | 60 | 17 | 82 | 224 |
| Profits | 3.8 | 0.4\% | 0.0\% | 1.3\% | 1.3\% | 0.9\% | 4.9\% | 3.6\% | 16.5\% | 26.8\% | 7.6\% | 36.6\% | 100.0\% |
| Customer acquisition | 6.1 | 0 | 0 | 1 | 1 | 1 | 7 | 22 | 38 | 46 | 19 | 84 | 219 |
|  | 3.6 | 0.0\% | 0.0\% | 0.5\% | 0.5\% | 0.5\% | 3.2\% | 10.0\% | 17.4\% | 21.0\% | 8.7\% | 38.4\% | 100.0\% |
| Customer retention | 4.3 | 1 | 0 | 1 | 4 | 8 | 30 | 22 | 38 | 44 | 10 | 51 | 209 |
|  | 4.0 | 0.5\% | 0.0\% | 0.5\% | 1.9\% | 3.8\% | 14.4\% | 10.5\% | 18.2\% | 21.1\% | 4.8\% | 24.4\% | 100.0\% |
|  | 5.4 | 0 | 0 | 0 | 0 | 0 | 19 | 19 | 40 | 36 | 17 | 60 | 191 |
| Brand value | 3.6 | 0.0\% | 0.0\% | 0.0\% | 0.0\% | 0.0\% | 9.9\% | 9.9\% | 20.9\% | 18.8\% | 8.9\% | 31.4\% | 100.0\% |

## Topic 4: Financial and Marketing Performance

Overall, how would you rate your company's marketing excellence?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| 7=Excellent - one of the best in the world | 31 | $11.1 \%$ | $\pm 2.6 \%$ |
| 6=A leader but not one of the best | 43 | $15.4 \%$ | $\pm 3.0 \%$ |
| 5=Strong | 96 | $34.4 \%$ | $\pm 4.1 \%$ |
| 4=Good | 45 | $16.1 \%$ | $\pm 3.1 \%$ |
| 3=Fair | 41 | $14.7 \%$ | $\pm 2.9 \%$ |
| 2=Weak | 20 | $7.2 \%$ | $\pm 2.1 \%$ |
| 1=Very weak | 3 | $1.1 \%$ | $\pm 0.8 \%$ |
| Total | 279 | $100.0 \%$ |  |

Mean $=4.7$
$\mathrm{SD}=1.4$
Missing Cases $=129$
Response Percent $=68.4$ \%

## Topic 5: Social Media

## What percent of your marketing budget...

|  | Mean | SD | $95 \%$ CI | Median | Total |
| :--- | ---: | ---: | ---: | ---: | ---: |
| ..do you currently spend on social media? | 7.4 | 7.8 | $6.4-8.3$ | 5 | 262 |
| ...will you spend in the next 12 months? | 10.1 | 9.5 | $8.9-11.2$ | 7 | 262 |
| ...will you spend in five years? | 18.1 | 14.6 | $16.3-19.9$ | 15 | 260 |

## Topic 5: Social Media

## In-house vs. outsourcing of social media activities?

|  | Mean | SD | $95 \% \mathrm{CI}$ | Median | Minimum | Maximum | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| How many of people does your firm employ in-house <br> to do social media? | 4.1 | 11.7 | $2.7-5.5$ | 1 | 0 | 85.6 | 259 |
| What percentage of these social media employees are <br> within marketing? | 59.8 | 46.4 | $54.1-65.6$ | 100 | 0 | 100 | 251 |
| How many of people does your firm employ from <br> other companies to perform social media activities? | 2.1 | 4.2 | $1.6-2.6$ | 0 | 0 | 18.6 | 250 |

## Topic 5: Social Media

How effectively is social media linked to your firm's marketing strategy?

|  | Number | Percent | Cumulative |
| :--- | ---: | ---: | ---: |
| $7=$ Very Effectively | 18 | $6.8 \%$ | $6.8 \%$ |
| $6=$ | 30 | $11.4 \%$ | $18.2 \%$ |
| $5=$ | 58 | $22.0 \%$ | $40.2 \%$ |
| $4=$ | 45 | $57.2 \%$ |  |
| $3=$ | 37 | $17.0 \%$ | $71.2 \%$ |
| $2=$ | 37 | $14.0 \%$ | $85.2 \%$ |
| 1=Not At All Effectively | 39 | $14.0 \%$ | $14.8 \%$ |
| Total | 264 | $100.0 \%$ | $100.0 \%$ |

Mean $=3.8$
$\mathrm{SD}=1.8$

Missing Cases $=144$
Response Percent $=64.7 \%$

## Topic 5: Social Media

Companies interact with customers across a range of purchasing and communication channels. How effectively does your company integrate customer information across purchasing, communication and social media channels?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| $1=$ Not At All Effectively | 33 | $12.7 \%$ | $\pm 2.7 \%$ |
| $2=$ | 49 | $18.8 \%$ | $\pm 3.2 \%$ |
| $3=$ | 41 | $15.8 \%$ | $\pm 2.9 \%$ |
| $4=$ | 65 | $25.0 \%$ | $\pm 3.6 \%$ |
| $5=$ | 41 | $15.8 \%$ | $\pm 2.9 \%$ |
| $6=$ | 21 | $8.1 \%$ | $\pm 2.2 \%$ |
| 7=Very Effectively | 10 | $3.8 \%$ | $\pm 1.5 \%$ |
| Total | 260 | $100.0 \%$ |  |

Mean $=3.5$
$\mathrm{SD}=1.6$
Missing Cases $=148$
Response Percent $=63.7$ \%

## Topic 5: Social Media

## Which best describes how you show the impact of social media on your business?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| 1=We have proven the impact quantitatively | 42 | $15.9 \%$ | $\pm 3.0 \%$ |
| $2=$ We have a good qualitative sense of the impact, but not a |  |  |  |
| quantitative impact | 92 | $34.8 \%$ | $\pm 4.1 \%$ |
| $3=W e$ haven't been able to show the impact yet | 130 | $49.2 \%$ | $\pm 4.5 \%$ |
| Total | 264 | $100.0 \%$ |  |

Mean $=2.3$
$\mathrm{SD}=0.7$

Missing Cases $=144$
Response Percent $=64.7 \%$

## Topic 6: Marketing Jobs

Compared to the number of marketing hires last year, by what percentage will your firm's marketing hires change in the next year?

```
Minimum =-33
Maximum = 46
Mean = 4.7
Median = 0
Standard Deviation (Unbiased Estimate) = 12.7
95 Percent Confidence Interval around the mean \(=3.0-6.4\)
```

Quartiles

$$
\begin{aligned}
& 1=0 \\
& 2=0 \\
& 3=5
\end{aligned}
$$

Valid Cases $=221$
Missing Cases $=187$
Response Percent $=54.2 \%$

## Topic 6: Marketing Jobs

By what percentage will your firm's outsourcing of marketing activities change in the next year?

```
Minimum \(=-18\)
Maximum \(=25\)
Mean \(=3.1\)
Median = 0
Standard Deviation \((\) Unbiased Estimate \()=8.1\)
95 Percent Confidence Interval around the mean \(=2.0-4.1\)
```

Quartiles

$$
\begin{aligned}
& 1=0 \\
& 2=0 \\
& 3=5
\end{aligned}
$$

Valid Cases $=221$
Missing Cases $=187$
Response Percent $=54.2 \%$

## Topic 7: Marketing Organization

## Number of employees

|  | Mean | SD | $95 \%$ CI | Median | Minimum | Maximum | Total |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| How many employees does your firm have? | 8844 | 23195 | $5819-11868$ | 245 | 0 | 103463 | 226 |
| How many marketing (non-sales) employees are in <br> your firm? | 526 | 3720 | $29-1022$ | 10 | 0 | 37281 | 216 |

## Topic 7: Marketing Organization

Companies are generally organized by product/service groups or by customer groups. Which organizational structure is most common in your company?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| Product/service groups | 170 | $73.3 \%$ | $\pm 4.8 \%$ |
| Customer groups | 62 | $26.7 \%$ | $\pm 3.5 \%$ |
| Total | 232 | $100.0 \%$ |  |

Missing Cases $=176$
Response Percent $=56.9$ \%

## Topic 8: Marketing Leadership

## What is marketing primarily responsible for in your firm?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| Advertising | 187 | $79.9 \%$ | $\pm 5.2 \%$ |
| Brand | 185 | $79.1 \%$ | $\pm 5.3 \%$ |
| Promotion | 175 | $74.8 \%$ | $\pm 5.6 \%$ |
| Social media | 174 | $74.4 \%$ | $\pm 5.6 \%$ |
| Positioning | 162 | $69.2 \%$ | $\pm 6.0 \%$ |
| Marketing analytics | 160 | $68.4 \%$ | $\pm 6.0 \%$ |
| Marketing research | 148 | $63.2 \%$ | $\pm 6.2 \%$ |
| Public relations | 140 | $59.8 \%$ | $\pm 6.3 \%$ |
| Lead generation | 130 | $55.6 \%$ | $\pm 6.4 \%$ |
| Competitive intelligence | 123 | $52.6 \%$ | $\pm 6.5 \%$ |
| Market entry strategies | 112 | $47.9 \%$ | $\pm 6.5 \%$ |
| New products | 109 | $46.6 \%$ | $\pm 6.4 \%$ |
| Customer relationship management | 78 | $33.3 \%$ | $\pm 6.1 \%$ |
| Market selection | 78 | $33.3 \%$ | $\pm 6.1 \%$ |
| Pricing | 77 | $32.9 \%$ | $\pm 6.1 \%$ |
| Innovation | 69 | $29.5 \%$ | $\pm 5.9 \%$ |
| Sales | 69 | $29.5 \%$ | $\pm 5.9 \%$ |
| Customer service | 44 | $18.8 \%$ | $\pm 5.0 \%$ |
| Distribution | 22 | $9.4 \%$ | $\pm 3.8 \%$ |
| Stock market performance | 3 | $1.3 \%$ | $\pm 1.5 \%$ |
| Total | 2245 |  |  |

Number of Cases $=234$
Number of Responses $=2245$
Average Number Of Responses Per Case $=9.6$
Number Of Cases With At Least One Response $=234$
Response Percent $=100.0$ \%

## Topic 8: Marketing Leadership

## Number of reports

|  | Median | Mean | SD | Minimum | Maximum | Range | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| How many direct reports do you have? | 4 | 7.1 | 13.4 | 0 | 107 | 107 | 218 |
| How many indirect reports (dotted-line) reports do you <br> have? | 4.5 | 15.6 | 31.9 | 0 | 169 | 169 | 196 |

## Topic 8: Marketing Leadership

How many years have you been with this firm in your current role? In any role?

|  | Median | Mean | SD | Minimum | Maximum | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| In your current role? | 3 | 4.6 | 3.6 | 0 | 13 | 226 |
| In any role? | 7 | 9.4 | 7.7 | 0 | 26 | 215 |

## Topic 8: Marketing Leadership

Do you feel pressure from your CEO or Board to prove the value of marketing?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| Yes | 151 | $64.0 \%$ | $\pm 4.7 \%$ |
| No | 85 | $36.0 \%$ | $\pm 4.0 \%$ |
| Total | 236 | $100.0 \%$ |  |

Missing Cases $=172$
Response Percent = 57.8 \%

## Topic 8: Marketing Leadership

Is this pressure increasing, decreasing, or about the same?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| $+1=$ Increasing pressure | 95 | $63.3 \%$ | $\pm 7.8 \%$ |
| $0=$ About the same amount of pressure | 49 | $32.7 \%$ | $\pm 7.6 \%$ |
| $-1=$ Decreasing pressure | 6 | $4.0 \%$ | $\pm 3.2 \%$ |
| Total | $100.0 \%$ |  |  |
| Mean $=0.6$ |  |  |  |
| SD $=0.6$ |  |  |  |
|  |  |  |  |
| Missing Cases $=1$ |  |  |  |
| Response Percent $=99.3 \%$ |  |  |  |

## Topic 9: Marketing Analytics

## What percent of your marketing budget...

|  | Mean | SD | $95 \%$ CI | Median | Minimum | Maximum | Total |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| ..do you currently spend on marketing analytics? | 7.1 | 7.8 | $6.1-8.1$ | 5 | 0 | 27 | 241 |
| ...will you spend in the next three years? | 12.2 | 11.4 | $10.8-13.7$ | 10 | 0 | 43 | 237 |

## Topic 9: Marketing Analytics

In what percent of projects does your company use available or requested marketing analytics before a decision is made?

$$
\begin{aligned}
& \text { Minimum }=0 \\
& \text { Maximum }=95 \\
& \text { Mean }=32.5 \\
& \text { Median }=25 \\
& \text { Standard Deviation (Unbiased Estimate) }=31.2 \\
& 95 \text { Percent Confidence Interval around the mean }=28.5-36.5 \\
& 99 \text { Percent Confidence Interval around the mean }=27.3-37.7
\end{aligned}
$$

Quartiles
$1=3$
$2=25$
$3=50$

Valid Cases $=238$
Missing Cases $=170$
Response Percent $=58.3 \%$

## Topic 9: Marketing Analytics

To what degree has the use of marketing analytics contributed to your company's performance?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| $1=$ Not At All | 39 | $16.2 \%$ | $\pm 2.9 \%$ |
| $2=$ | 39 | $16.2 \%$ | $\pm 2.9 \%$ |
| $3=$ | 42 | $17.4 \%$ | $\pm 3.0 \%$ |
| $4=$ | 31 | $12.9 \%$ | $\pm 2.6 \%$ |
| $5=$ | 39 | $16.2 \%$ | $\pm 2.9 \%$ |
| $6=$ | 33 | $13.7 \%$ | $\pm 2.7 \%$ |
| $7=$ Very Highly | 18 | $7.5 \%$ | $\pm 2.0 \%$ |
| Total | 241 | $100.0 \%$ |  |

Mean $=3.7$
$\mathrm{SD}=1.9$
Missing Cases $=167$
Response Percent $=59.1$ \%

## Topic 9: Marketing Analytics

To what extent does your company have the right talent to fully leverage marketing analytics?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| $1=$ Does not have the right talent | 22 | $9.0 \%$ | $\pm 2.2 \%$ |
| $2=$ | 60 | $24.5 \%$ | $\pm 3.5 \%$ |
| $3=$ | 45 | $18.4 \%$ | $\pm 3.1 \%$ |
| $4=$ | 44 | $18.0 \%$ | $\pm 3.0 \%$ |
| $5=$ | 39 | $15.9 \%$ | $\pm 2.9 \%$ |
| $6=$ | 20 | $8.2 \%$ | $\pm 2.1 \%$ |
| $7=$ Has the right talent | 15 | $6.1 \%$ | $\pm 1.8 \%$ |
| Total | 245 | $100.0 \%$ |  |

Mean $=3.6$
$\mathrm{SD}=1.7$
Missing Cases $=163$
Response Percent $=60.0$ \%

## Topic 9: Marketing Analytics

Have you added analytics talent to your marketing organization in the last year?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| Yes | 93 | $38.3 \%$ | $\pm 4.1 \%$ |
| No | 150 | $61.7 \%$ | $\pm 4.7 \%$ |
| Total | 243 | $100.0 \%$ |  |

Missing Cases $=165$
Response Percent $=59.6$ \%

## Topic 9: Marketing Analytics

How challenging was it to find the right talent?

|  | Number | Percent | $95 \% \mathrm{CI}$ |
| :--- | ---: | ---: | ---: |
| $1=$ Not Challenging | 2 | $2.1 \%$ | $\pm 0.7 \%$ |
| $2=$ | 7 | $7.4 \%$ | $\pm 1.3 \%$ |
| $3=$ | 7 | $7.4 \%$ | $\pm 1.3 \%$ |
| $4=$ | 23 | $24.2 \%$ | $\pm 2.3 \%$ |
| $5=$ | 24 | $25.3 \%$ | $\pm 2.3 \%$ |
| $6=$ | 17 | $17.9 \%$ | $\pm 2.0 \%$ |
| $7=$ Extremely Challenging | 15 | $15.8 \%$ | $\pm 1.9 \%$ |
| Total | 95 | $100.0 \%$ |  |

Mean $=4.8$
$\mathrm{SD}=1.5$
Missing Cases $=313$
Response Percent $=23.3 \%$

## Topic 9: Marketing Analytics

How do you measure the ROI of your company's marketing efforts (select all that apply):

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| Managers' judgments of customer response | 111 | $27.2 \%$ | $\pm 4.3 \%$ |
| Customer surveys | 91 | $22.3 \%$ | $\pm 4.1 \%$ |
| Econometric modeling of marketing activities on customer outcomes | 72 | $17.6 \%$ | $\pm 3.7 \%$ |
| Experiments | 64 | $15.7 \%$ | $\pm 3.6 \%$ |
| We don't measure marketing ROI | 60 | $14.7 \%$ | $\pm 3.5 \%$ |
| Other | 28 | $6.9 \%$ | $\pm 2.5 \%$ |
| Total | 426 |  |  |

Number of Cases $=408$
Number of Responses $=426$
Average Number Of Responses Per Case $=1.0$
Number Of Cases With At Least One Response $=245$
Response Percent $=60.0$ \%

## Topic 9: Marketing Analytics

What percent of your marketing budget do you spend measuring your ROI on marketing?

$$
\begin{aligned}
& \text { Minimum }=0 \\
& \text { Maximum }=21 \\
& \text { Mean }=3.5 \\
& \text { Median }=1 \\
& \text { Standard Deviation (Unbiased Estimate) }=5.1 \\
& 95 \text { Percent Confidence Interval around the mean }=2.8-4.2
\end{aligned}
$$

Quartiles

$$
\begin{aligned}
& 1=0 \\
& 2=1 \\
& 3=5
\end{aligned}
$$

Valid Cases $=222$
Missing Cases $=186$
Response Percent $=54.4 \%$

## Topic 10: The CMO Survey Award for Marketing Excellence

Which company across all industries sets the standard for excellence in marketing? - IndustrySpecific Winners

## Amazon (Online retail)

Geico (Consumer services)
Google (Online advertising)
IBM (Technology solutions/Consulting)
P\&G (Consumer packaged goods: Nonfood)
The Coca-Cola Company (Consumer packaged goods: Food)

Topic 10: The CMO Survey Award for Marketing Excellence
Which company in your industry sets the standard for excellence in marketing? - Overall Winner

Apple, Inc.

## Appendix: Firm-level Descriptive Information

## In what sector(s) do you compete? (check all that apply)

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| B2B - Services | 228 | $55.9 \%$ | $\pm 4.8 \%$ |
| B2B - Product | 185 | $45.3 \%$ | $\pm 4.9 \%$ |
| B2C - Product | 119 | $29.2 \%$ | $\pm 4.4 \%$ |
| B2C - Services | 106 | $26.0 \%$ | $\pm 4.3 \%$ |

Total
638
Number of Cases $=408$
Number of Responses $=638$
Average Number Of Responses Per Case $=1.6$
Number Of Cases With At Least One Response $=390$
Response Percent $=95.6$ \%

## Appendix: Firm-level Descriptive Information

Which is your primary economic sector?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| B2B - Product | 114 | $32.9 \%$ | $\pm 4.4 \%$ |
| B2B - Services | 110 | $31.8 \%$ | $\pm 4.3 \%$ |
| B2C - Product | 68 | $19.7 \%$ | $\pm 3.6 \%$ |
| B2C - Services | 54 | $15.6 \%$ | $\pm 3.3 \%$ |
| Total | 346 | $100.0 \%$ |  |

Missing Cases $=62$
Response Percent $=84.8$ \%

## Appendix: Firm-level Descriptive Information

What is your firm's ownership structure?

|  | Number | Percent | $95 \%$ CI |
| :--- | ---: | ---: | ---: |
| Public/NYSE/AMEX | 53 | $25.9 \%$ | $\pm 3.3 \%$ |
| Public/NASDAQ | 22 | $10.7 \%$ | $\pm 2.2 \%$ |
| Private | 123 | $60.0 \%$ | $\pm 4.5 \%$ |
| Nonprofit | 7 | $3.4 \%$ | $\pm 1.3 \%$ |
| Total | 205 | $100.0 \%$ |  |

Missing Cases $=203$
Response Percent $=50.2$ \%

## Appendix: Firm-level Descriptive Information

What was your firm's sales revenue in last 12 months?

|  | Number | Percent | Cumulative |
| :---: | :---: | :---: | :---: |
| Less than \$25 million | 71 | 35.3 \% | 35.3 \% |
| \$26-99 million | 30 | 14.9 \% | 50.2 \% |
| \$100-499 million | 31 | 15.4 \% | 65.7 \% |
| \$500-999 million | 9 | $4.5 \%$ | 70.1 \% |
| \$1-2.5 billion | 15 | 7.5 \% | 77.6 \% |
| \$2.6-5 billion | 14 | 7.0 \% | 84.6 \% |
| \$5.1-9.9 billion | 13 | $6.5 \%$ | 91.0 \% |
| \$10-49 billion | 14 | 7.0 \% | 98.0 \% |
| \$50-100 billion | 1 | $0.5 \%$ | 98.5 \% |
| More than \$100+ billion | 3 | $1.5 \%$ | 100.0 \% |
| Total | 201 | 100.0 \% | 100.0 \% |

Missing Cases $=207$
Response Percent $=49.3 \%$

## Appendix: Firm-level Descriptive Information

## Which industry sector best describes your firm?

|  | Number | Percent | 95\% CI |
| :---: | :---: | :---: | :---: |
| Professional Services/Consulting | 43 | 20.6 \% | $\pm 3.0 \%$ |
| Technology [Software/Biotech] | 40 | 19.1 \% | $\pm 2.9 \%$ |
| Manufacturing | 27 | 12.9 \% | $\pm 2.4 \%$ |
| Banking/Finance/Insurance | 18 | 8.6 \% | $\pm 2.0 \%$ |
| Health Care/Pharmaceutical | 18 | 8.6 \% | $\pm 2.0$ \% |
| Retail/Wholesale | 15 | 7.2 \% | $\pm 1.8 \%$ |
| Consumer Packaged Goods | 13 | 6.2 \% | $\pm 1.7 \%$ |
| Communications/Media | 12 | 5.7 \% | $\pm 1.7 \%$ |
| Transportation | 9 | 4.3 \% | $\pm 1.4 \%$ |
| Consumer Services | 6 | 2.9 \% | $\pm 1.2 \%$ |
| Energy | 4 | 1.9 \% | $\pm 1.0 \%$ |
| Mining/Construction | 4 | 1.9 \% | $\pm 1.0 \%$ |
| Total | 209 | 100.0 \% |  |

Missing Cases $=199$
Response Percent $=51.2 \%$

