The Small Business Dilemma:

How Rising Health Care Costs are Tough on Small Business



Larry McNeely July 2009





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By Larry McNeely Federal Health Care Advocate

With the assistance of Zachary Stayman and Ryan Bardoni

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Executive Summary

When it comes to health care, American small business owners are getting a raw deal. While the current insurance marketplace offers some options to larger employers, it too often leaves small business owners on the outside looking in. They face unpredictable changes in costs, and far too often they are forced to choose between covering employees and the very survival of their businesses.

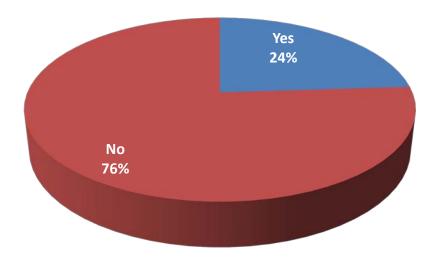
One crucial test of any health reform proposal is whether it offers a better deal to American small businesses. But the key Washington lobbies who claim to represent small businesses have been historically aligned with the political interests most opposed to reform. To more accurately reflect the diversity of views of small businesses on health care, the U.S. Public Interest Research Group has let small business owners to speak for themselves.

Three hundred and forty-three small business owners and managers across the country made their views heard through a survey which investigated the impact of health care costs on their businesses.

Survey Results:

Our efforts revealed that small businesses who do not currently offer coverage would overwhelmingly like to, but are stymied by high costs, complications and red tape. We discovered that those entrepreneurs who do make the sacrifices necessary to provide health care consider it less a moral obligation than a smart business strategy to increase employee productivity and attract and retain talented employees. Finally, we discovered that only a fraction of small business owners surveyed believed that their voices were being heard in the current health care debate.

Are the Interests of Small Businesses Being Recognized in the Health Care Debate?



- 78% of small businesses who do not offer coverage would like to do so.
- 80% of those owners who would like to offer coverage cite cost as a barrier
- 17% of those owners who would like to offer coverage say that they do not offer coverage because it is too complicated
- 55% of small businesses offering coverage do so to attract and retain good employees
- 27% of small businesses offering coverage do so to increase worker productivity
- Only 24% of owners surveyed felt that their interests were represented in the current health reform debate

In Their Own Words

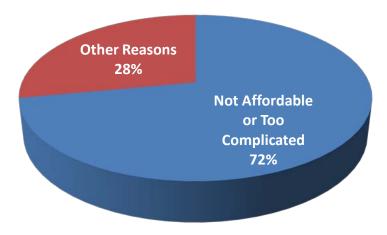
The cost of health insurance for small groups has risen so much over the past few years that it is becoming too much of a hardship to maintain health coverage for our employees.

-Sign shop-Miami, FL

Benefits of Health Reform:

Successful reform could yield serious benefits for small businesses and the country as a whole. Recent analysis by MIT Professor Jonathan Gruber, commissioned by the Small Business Majority, found that health reform would save up to 128,000 small business jobs that would otherwise be lost due to high health care costs. Achieving these benefits will require ensuring that health reform legislation has a mix of policies that work for small businesses, including health insurance exchanges, ending discrimination in issuance, renewal, and pricing of coverage plans based on health history, small business tax credits, and most importantly, a comprehensive push to reduce the growth in overall health care spending.

Reasons for not Offering Coverage



Introduction

Health care is a necessity for a every American, [but] the cost has increased by 100% or more over the last five years. [Small businesses] are too small to be attractive to insurance companies and they have taken full advantage. I have no political interest in protecting the supposed rights of insurance executives to continue their annual Hawaiian junkets at my expense.

-Computer networking - Chicago, IL

When it comes to health care, America's small business owners are getting a raw deal. While the current insurance marketplace offers some options to larger employers, the high cost of health care too often leaves small business owners on the outside looking in. They face unpredictable Too changes in costs. often these entrepreneurs are forced to choose between covering employees and the future of their businesses.

It is no surprise that traditional Washington lobbies like the Chamber of Commerce, which claim to speak for small business are opposed to the comprehensive health reform under consideration in Congress.¹ But like many Washington lobbies claiming to represent small businesses, the Chamber has historically been aligned with the political interests opposed to reform. Research

suggests that the small business sector has interests and opinions that are far less monolithic than those advanced by these Washington lobbies and special interests. According to recent polls, small businesses find the costs of the health care status quo far less preferable than the prospect of reform.²

As policy-makers consider options for health reform, they must understand the impact that both the current situation and proposed health reform will have on small businesses and seek out the full range of views in this dynamic sector of the American economy. Intended as an aid to this process, this report summarizes existing research, quantifying the impact of rising costs on small businesses, and details the recent survey and story collection activities conducted by U.S. PIRG.

This spring, from May 28th through June 22nd) U.S. PIRG researchers circulated surveys to small business owners (and collected 309 surveys, through face-to-face interviews and via the internet. In most cases, U.S. PIRG researchers spoke with owners in their place of business. Small business owners filled out surveys and were also asked whether they wished to share a story about the health care challenges facing their business.

Small Businesses and Health Care Costs: Existing Research

Rising Health Care Costs: The Root Problem

I think it inexplicable how much the rate of yearly increases in health coverage has outpaced the average rate of inflation. I cannot think of any other product which I purchase be it housing, transportation, food or clothing which has had a comparable increase in price. - Clothing store-Bethesda, MD

At the heart of the health care problem for small businesses lies the same challenge facing every citizen, family, and community in the country. Health care costs are currently growing faster than the overall economy. Researchers at the Center for Medicaid Services have found that health care spending is growing three times faster than wages.³ This has led to a crisis of affordability in all sectors of society, as businesses of all sizes are cutting back on what coverage they offer employees. State, federal governments and struggling with massive short- and longterm fiscal imbalances, due in large part to obligations. health care Individual consumers are foregoing necessary medical care due to the cost. As health costs rise year after year, this affordability crisis is afflicting more and more of America. But among small businesses, their employees, and the communities that depend on them, the crisis is felt particularly acutely.

Impact on Small Business Owners

The cost of health insurance for small groups has risen so much over the past few years that it is becoming too much of a hardship to maintain health coverage for our employees.

-Sign shop-Miami, FL

Small businesses face a disadvantage in today's health insurance market, which forces them to pay more while getting less coverage. Today's insurance market rules confine them to the small group and individual insurance markets, while larger pools of employees at bigger companies can access more stable and better regulated large group insurance markets. Additionally, their smaller size compared to larger employers denies them the leverage needed to negotiate price deals on the comprehensiveness of their insurance plans. In short, insurance companies have the market power to tell small businesses to "take it or leave it." Furthermore, because of the small size of the pool of employees, just one employee with a serious illness, injury or disability can send an entire small business' rates through the roof. This lack of predictability and stability makes covering employees a difficult proposition for many small business owners.

Overall, the smallest businesses and their employees pay an average of 18% more than larger businesses pay for the same policy.⁴ To make matters worse, these high costs aren't stable. Rather than moving towards parity, health insurance premiums for small firms have increased by 113% since 1999.⁵

The costs for small businesses of continued premium increases will be tremendous. A recent report by Small Business Majority found that small businesses can expect to pay nearly \$2.4 trillion dollars over the next ten years in health care costs for their workers ⁶

Impact on Small Business Employees

These high costs have taken a toll on small business employees' health coverage. rising and unpredictable costs weigh down small businesses' balance sheets, providing coverage becomes more difficult and places owners in a painful quandary. They can stop offering insurance and face difficulty in competing for top talent, or they can cover their employees, and hope their business' growth outraces the rising cost of benefits. Over time, as more and more small business owners face this tough choice, fewer and fewer small business employees receive coverage. Today, 26 million of America's 46 million uninsured are small business owners, employees, and their dependents.⁷

Impact on Jobs and the Economy

I've had to take a second job to help cover expenses in this faltering economy. Our insurance is almost as costly as our business' rent. I should be working on expanding and improving my business, hiring more staff, etc. Having to work another job and trying to cover health care costs prevents this opportunity for growth.

-Trading Company, Tallahassee, FL

Small businesses are the backbone of communities across America, and when these businesses have to cut jobs, the economic health of their communities takes a turn for the worse. One study estimates that 79% of all new jobs created in this

country are created by small businesses, with 80% of those jobs created by the smallest businesses – those with under twenty employees. In urban centers, small businesses are the greatest source of new employment, comprising more than 99% of establishments and 80% of new jobs. 9

But high health care costs are eating into profits, and threatening the future of America's small businesses. In 2009 small businesses are estimated to lose \$700 million in profits due to rising health care costs. By 2018, these losses are expected to reach \$11.9 billion. Small businesses cannot be successful if these costs continue to choke off their profits.

The consequences of this phenomena are not limited to the businesses themselves. The high cost of health care will also dampen economic consumption by depressing the wages of small business employees. If current trends continue, annual wages in 2009 for all small business employees are expected to fall by \$12 billion. By 2018 those wages will fall by \$172 billion. Over the ten year period from 2009-2018, small business wages will be reduced by \$834 billion due to high healthcare costs. 12

Without reform, the small business sector, America's job creation engine, will stall and the consequences will be serious. Without reform, small businesses will have to cut 178,000 jobs by 2018. Unemployment will continue to grow, and the overall health of our economy will get worse, unless the health care system is reformed.

Discussion of Survey Results

High Cost and Unpredictability of Costs Discourage Coverage-

When you speak to business owners who do not offer coverage, a pattern emerges. Of those not currently offering health insurance to their employees, 78% desire to offer coverage. But of those who desire to do so, 80% state that affordability of that coverage prevents them from doing so. Another barrier often cited in the survey was the predictability of costs. Furthermore, 70% of those who do offer insurance complained that their costs varied somewhat or a lot, regardless of the size of the small business.

My costs have risen an average of 11% each year for the past five years. It has become more difficult to afford health care each year.

-Counseling Service-Winston-Salem, NC

Small Businesses Coverage Decisions are Driven by Business Needs, not Altruism

The decision not to offer coverage is rarely miserly behavior from a greedy employer, but often born of necessity – indeed, when the only employee was the owner only 27% offered coverage, meaning that many self-employed entrepreneurs go uninsured.

For the most part, those who chose coverage indicated that their choice to do so wasn't altruistic – it was motivated by good business sense. 55% cited attracting and retaining good employees as a primary reason for offering coverage, while 27% of owners were motivated to cover their employees because of "increased employee productivity."

Our employees are the life blood of our business and it's important for them to have access to health care at an affordable cost. Every year, that becomes more difficult with the ever increasing cost of health insurance.

-Bagel Shop, Concord NH

The Smallest Businesses Have the Hardest Time Affording Health Care

Of the small businesses surveyed, only 29% offered coverage to their employees. But, in general, the smaller the business, the less likely it offers insurance to its employees. For example, of the businesses with twenty-five or more employees surveyed, 73% offered insurance. Only 25% of businesses with five or fewer employees can afford insurance. This finding is consistent with findings of broader studies performed by the Kaiser Family Foundation. 14

But that doesn't mean these businesses are blind to the business disadvantages of that choice.

In fact, for many small businesses, particularly in their early months and years, the only employee is the owner. In this case, the squeeze of rising costs gets even tighter:

Our four long term employees are seeking to leave our cafe because the lack of health coverage-some of them have reported to work in spite of chronic, uncared-for illnesses for months.
-Cafe, Washington, DC

Health care premiums are rising, year after year. It's becoming increasingly difficult to afford the premiums for my family as well as all the doctor fees and deductible fees we have to pay. Every year we have to increase the deductible levels just so we can afford the premiums.... It's a vicious circle. It will get to a point where we won't be able to afford health care at all.

-Jeweler-Arlington, VA

Insurance Company Red Tape adds to Frustrations with Health Care

Small business owners' frustration with costs is exacerbated by the difficult-to-navigate insurance market. 17% of the businesses that do not offer insurance attributed their decision, at least in part, to the complications and red tape that go with purchasing insurance.

When I wanted to insure my employees, they gave us so many options, I was like, you got to be kidding me. Besides that, it was expensive...they gave us so many options, you get this, you don't get covered for this....

Health care is absolutely crazy! There's no question about it. I don't have a story about refused coverage or something but, if people need to go, they should be able to go without all the complication and expensive bills.

-Carpet Cleaners- Miami area, FL

Small Business Owners Feel That Their Voice Is Not Heard

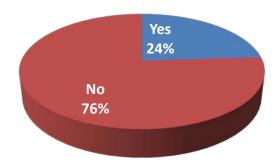
Disturbingly, only 24% of those surveyed felt that their interests as small business owners are being addressed in the current debate in Washington. This reinforces the importance of surveys and stories like those contained in this report. And perhaps more importantly, it suggests that researchers and policy-makers would benefit from further dialogue with and investigation of views within this pivotal constituency.

Benefits of Health Reform for the Small Business Sector:

Given the importance of rising costs and affordability revealed in our survey, one key test of health reform is whether it offers a better health care deal for American small businesses. If not, the rising cost of health care will cause the engine of innovation and job creation that is American small business to stall.

Fortunately, successful reform could yield substantial benefits for small businesses and the country as a whole. As noted earlier in the report, recent analysis from MIT Professor Jonathan Gruber predicted that staying on today's path of cost increases could lead to the loss of 178,000 jobs and \$844 billion in wages in the small business sector alone. But Professor Gruber also found that health reform like those under consideration today could reduce the job losses attributable to higher health costs by 72%. 15 That means 128,000 American jobs saved by strong health reform. Through health care reform we can also help alleviate reductions in wages, and the consequent reduction in demand, due to high costs. by 36%.16 much as as

Are the Interests of Small Businesses Being Recognized in the Health Care Debate?



Key Recommendations

To achieve these benefits, the details of health reform matter. Policy-makers must enact reform with the needs of small businesses in mind. The following are U.S. PIRG's recommendations for making health care work for America's small businesses.

State or National Insurance Pools to Enhance Bargaining Power

Small businesses deserve access to the same deals available to bigger employee pools. The proposals to create an exchange with a state or national buying pool open to all small businesses are examples of just such an approach.

Reform of Insurance Rating Practices to Increase Cost Predictability

Whether within an exchange or across the board, a ban on issuing, renewal, or pricing of insurance policies based on medical histories of enrollees will increase cost predictability for small business owners. It would prevent one sick employee from

exploding a small business' health care costs.

Tax Credits for Small Businesses Who Offer Coverage

Investing in tax credits to small business owners could bridge the gap of affordability for many small employers.

Bring Down System Costs

The four recommendations above will be of some help to small businesses dealing with a today's already costly system. But they will prove ultimately unsustainable, unless our nation reduces the rate of growth in overall health care spending. To that end, U.S. PIRG has called for a range of reforms to make health care more affordable, by squeezing wasteful spending out of our health care system, ensuring that more Americans get the basic preventive and primary care needed to avoid expensive ER visits or hospital stays, shifting incentives to reward more effective medical care, and increasing choice and competition in the

health insurance market through offering a public insurance option that would compete

on a level playing field with private plans.

Conclusion

The stories and surveys produced by U.S. PIRG's researchers describe high costs, unpredictable price increases, and hassles with insurance companies. Without reform, the studies in this report project that there will be no end in sight for these experiences. On the other hand, research also suggests

that lowering health care costs can pay real dividends, not just for small businesses and entrepreneurs, but for the entire economy. It remains for policy makers to choose the future they want for American's small businesses, and for our country as a whole.

¹ US Chamber of Commerce, Press Release, June 24, 2009, downloaded from http://www.uschamber.com/press/releases/2009/june/090624_healthcare.htm.

² Main Street Alliance, Taking the Pulse of Main Street: Small Businesses, Health Insurance, and Priorities for Reform, January 15, 2009.

³ Keehan, S. et al. "Health Spending Projections Through 2017, Health Affairs Web Exclusive W146: 21 February

⁴ Commonwealth Fund, Benefits and Premiums in Job-based Health Insurance, May 9, 2006.

⁵ Kaiser Family Foundation & Health Research and Educational Trust, Annual Employer Health Benefits Survey, 1999-2007.

⁶ Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

⁷ Health Benefit Research Institute and the Kaiser Family Foundation, 2008 Annual Survey of Health Benefits, September 2008.

⁸ Small Business Majority, "Key Facts," downloaded from http://www.smallbusinessmajority.com/keyfacts.php.

⁹ U.S. Small Business Administration, State of the Inner City Economies: Small Businesses in the Inner City, 2005.

Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.
 Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

¹² Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

¹³ Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

¹⁴ Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

¹⁵ Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

¹⁶ Small Business Majority, *The Economic Impact of Health Reform*, June 11, 2009.

Name: Derek S. Kennedy

Business Name: Mustard Seed Recycling Co, Inc.

Location: Bethesda, MD

I co-own a small clothing store in Bethesda, MD. We started the business in 1991. In the eighteen years since we started we have seen our health insurance coaverage premiums more than double. We now pay CareFirst \$1152/ month for three employees which comes out to \$384 per person. We have the most basic level of coverage. Our monthly fees don't even cover dental and most vision expenses.

I find it inexplicable how much the rate of yearly increases in health coverage has outpaced the average rate of inflation.

I cannot think of any other product which I purchase, be it housing, transportation, food, or clothing, which has had a comparable increase in price.

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	Q1: How many employed?	26-50	11-25	6-10	CO 6-10	_	_	CT 2-5	-	DC 26-50	20+	20+	26-50	2-5	2-5	2-5	2-5	6-10	26-50	~	2-5	_	2-5		
	State Q1: How many employed?	26-50	11-25	6-10	CO 6-10	_	_	CT 2-5	-	DC 26-50	20+	20+	26-50	2-5	2-5	FL 2-5	FL 2-5	FL 6-10	26-50	FL 1	FL 2-5	<u>F</u>	FL 2-5	긥	占
	Q1: How many employed?	CO 26-50	CO 11-25	CO 6-10	CO 6-10	00 1	00	CT 2-5	CT 1	DC 26-50	20+	20+	26-50	2-5	2-5	FL 2-5	FL 2-5	FL 6-10	FL 26-50	FL 1	FL 2-5	<u>F</u>	FL 2-5	긥	占
	State Q1: How many employed?	CO 26-50	CO 11-25	CO 6-10	CO 6-10	00 1	00	CT 2-5	CT 1	DC 26-50	20+	20+	26-50	2-5	2-5	FL 2-5	FL 2-5	FL 6-10	FL 26-50	FL 1	FL 2-5	<u>F</u>	FL 2-5	긥	占
	State Q1: How many employed?	26-50	11-25	6-10	CO 6-10	00 1	00	2-5	-	26-50	20+	DC 50+	DC 26-50	2-5	DC 2-5	2-5	2-5	6-10	26-50	~	2-5	<u>F</u>	FL 2-5		占
	City State City	Denver CO 26-50	Ft. Collins CO 11-25	Ft. Collins CO 6-10	Grand Junction CO 6-10	Denver CO 1	Denver CO 1	NEW LONDON CT 2-5	Simsbury CT 1	Washington DC 26-50	DC 50+	DC DC 50+	DC DC 26-50	DC 2-5	DC DC 2-5	Tallahassee FL 2-5	Tallahassee FL 2-5	Tallahassee FL 6-10	Palmetto FL 26-50	Tallahassee FL 1	Tallahassee FL 2-5	Tallahassee FL 1	Tallahassee FL 2-5	Tallahassee	Tallahassee
	City State City	Denver CO 26-50	Ft. Collins CO 11-25	Ft. Collins CO 6-10	Grand Junction CO 6-10	Denver CO 1	Denver CO 1	NEW LONDON CT 2-5	Simsbury CT 1	Washington DC 26-50	DC 50+	DC DC 50+	DC DC 26-50	DC 2-5	DC DC 2-5	Tallahassee FL 2-5	Tallahassee FL 2-5	Tallahassee FL 6-10	Palmetto FL 26-50	Tallahassee FL 1	Tallahassee FL 2-5	Tallahassee FL 1	Tallahassee FL 2-5	Tallahassee	Tallahassee
	State Q1: How many employed?	CO 26-50	CO 11-25	CO 6-10	CO 6-10	00 1	00	CT 2-5	CT 1	DC 26-50	20+	DC 50+	DC 26-50	2-5	DC 2-5	FL 2-5	FL 2-5	FL 6-10	FL 26-50	FL 1	FL 2-5	<u>F</u>	Tallahassee FL 2-5	긥	占

	HOS NON USIM DO																									
	Q11: Do You Wish You could prov to Your employees	Yes	Yes							Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes					No	Yes	
	Other.	>	>								>	>		>	>	>								~	>	
Q.10: Why do you choose not to offer coverage?	Expensive Not Reed Not Reed Not Resp.	×	×							× ×			×			×		×	×							
o -	Expe	×								×	×	×	×	×	×	×		×							×	
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	Payer : 49			2	Yes	2	2	Yes												2	ž	Yes	Yes			
o vear are	Q8: How predictable from year t Your health care costs;			Roughly the same	Roughly the same	Roughly the same	Vary a lot	Vary a lot												Rougly the same	Rougly the same	Vary a lot	Vary a lot			
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r the m	Q7: H _{ave} your costs gone up ove _{Gaer?}																									
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	ي.√β			Yes	Yes	Yes	Yes	Yes												Yes	Yes	Yes	Yes			
0	Other				•	•		•												-	-	-	-			
choos age?				×	×	×		×																		
Mhy do you choo offer coverage?	product						×																			
Q6: Why do you choose to offer coverage?	Resp.					×														×	×	×				
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d	Q5: Do you provide health care:																									
	Q5: Do you proved	8	8 N		Yes	Yes	Yes	Yes	Yes	8	8	8	8	8	8 N	8	٥ N	8	8	Yes	Yes	Yes	Yes	8	8	
	Q4: Would health care difficultie people from starting a simall bu	Don't know	Yes	Yes	_o N	Don't know	Yes	Yes	Yes	_o N	Yes	<u>8</u>	Yes	Yes	§	8 2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
خ ددog _{ujze} d ا	Jedab aleo III	>														>		>								
-901	C3: Are small business interessing steats of the safe.		N _o	Yes	No	No	No	No	No	Yes	No	No	No	o N	°Z	Don't know	°Z	Don't know	Yes	Yes	No	No	No	Yes	No	
	ca Apont HC2																									
	Q2: Co _{ncerned About} HC?	_	_	ŵ	Ñ	ŵ	ŵ	ŵ	က္	Ś	Ñ	Ñ	õ	õ	Ñ	တ္သ	ູດ	_	Ñ	ű	က္	တ္	က္	တွ	ŵ	
		å	ž	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Š	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Q1: How many employed?	0	0		11-25	0	11-25	0	0	10	10	10	10	10			10	10		0		10	0		10	
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	A _{I/O}	Tallahassee	Tallahassee	Tallahassee	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Miami	Atlanta	Watkinsville	Atlanta	Lawrenceville	Lawrenceville	Suwanee	
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	Q11: D _O you wish you could prov																	Don't know			Don't know					
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Vear age	Q8: How predictable from year to Your health care costs?						Vary somewhat								Vary somewhat		Vary somewhat									
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the past	A>: H _{ave} Your _{Costs} Bone up over																									
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	Q5: Do you provide health care?	0	0	0	0	0	Yes	Yes	Yes	Yes	8 N	9 8	Yes	Yes	Yes	8 N	Yes	0	0	0	0	0	0	0	0	
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Jn9viq.	Q4: Would health care difficulties people from starting a small bus		»				»														M					
	People from stare difficults		Don't know				Don't know														Don't know					
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l p _{əzinə} d	C3: Are small business interests r the health care debate																									
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	Q2: Concerned About HC?	ຜູ	õ	õ	õ	Don't know	Š	Š	Š	Š	Ś	Š	Ś	õ	Š	Ś	Ś	_	Š	õ	_	õ	ຜູ	_	õ	
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	State	ВA	ВA	ВA	ВA	ВA	⊴	╛	=	⊒	⊒	⊒	ΜĀ	ΜA	ΑĀ	ΜĀ	ΜĀ	ΜĀ	ΜA	ΜA	M	\mathbf{A}	Ψ	\mathbf{A}	Mar	
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	_{ərn} eN ₂₂ ənizu8	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	Business	

	Q11: Do You Wish You could provide to Your employees?																							Don't know			
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ALC: Willy do you ciroos not to offer coverage?	·dsa		×		×																						
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	Q9: Have You changed insurers in th Year?							_	_	_	_												_				
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976 ⁷⁶⁹	Q8: How predictable from year to y Your health care costs?								Roughly the same	Roughly the same	Vary somewhat	Vary somewhat	Roughly the same														
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42.6q 9A	Q7: H _{ave} Your costs Bone up over _t Year?																						>				
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	Q5: Do you provide health care?	C	C	C	C	C	C	Yes	Yes	Yes	Yes	Yes	C	C	C	C	C	C	C	_		0	c	C	0	0	
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i b ^{əzingo}	ED: Are small business interess to started the started for the health care debates.			>				>		>		>													>	>	
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	Concerned About the							Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Yes	Χes	Yes	Yes	Yes	å	
	Q2: Concerned About HC?	Yes	Yes	Yes	Yes	Yes	Yes	≻	_																		
		Yes	Yes	Yes	Yes		Yes					0	2				2										
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	Q1: Ном тапу етріоуед?	2-5 Y	2-5	~	2-5	6-10	2-5	11-25	11-25	6-10	6-10	- 26-50	- 11-25	7 2-5	7 2-5	_	11-25	7 2-5	7 2-5	- 2-5			- 2-5	_	- 2-5	- 2-5	
		>		MI 1 Yes								MT 26-50	MT 11-25	MT 2-5	MT 2-5	MT 1	MT 11-25	MT 2-5	MT 2-5	MT 2-5			MT 2-5	MT 1	MT 2-5	MT 2-5	
	Q1: Ном тапу етріоуед?	2-5 Y	2-5	~	2-5	6-10	2-5	11-25	11-25	6-10	6-10					MT 1								L TM			
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	State Q1: How many employed?	MI 2-5 Y	MI 2-5	M L	MI 2-5	MN 6-10	MN 2-5	MT 11-25	MT 11-25	MT 6-10	MT 6-10	MT	MT	MT	MT		MT	MT	MT	TM	I W	ΕW	MT		MT	ΗM	
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	City State City	Ann Arbor MI 2-5 Y	Ann Arbor MI 2-5	Ann Arbor MI 1	Ann Arbor MI 2-5	Taylors Falls MN 6-10	Taylors Falls MN 2-5	Missoula MT 11-25	Missoula MT 11-25	Missoula MT 6-10	Missoula MT 6-10	Missoula	Misosula	Missoula	Missoula	Missoula	Missoula	Misosula	Missoula	Missoula	Missoula	Missoula	Missoula	Missoula	Missoula	Missoula	
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	Q11: Do You Wish You could prop to Your employees																									
	QII: Do You were	Yes		Yes	Yes	Yes	Yes		Yes				Yes	2	Yes	Yes	Yes	2	Yes	Yes	2	2		Yes	Yes	
	Other			>	>	>	>		>				>	_	>	>	>		>		_			>	>	
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C	Q5: Do you provide health care:	_	_	_	_	_	_	Š	Š	Š	õ	δi	_	_	_	_	_	_	_	_	_	_	δi	_	_	
	Q5: Do	Š	Š	Š	Š	Š	Š	Yes	Yes	Yes	Yes	Yes	Š	Š	Š	Š	Š	Š	Š	Š	Š	Š	Yes	Š	Š	
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	Q4: N/S	Yes	Dor	Do	Dor	2	Yes	2	Yes	Yes	2	Yes	Dor	2	Yes	Yes	2	Yes	Yes	Dor	Dor	Dor	Yes	2	Yes	
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reco _{en} .	the health care	Don't know	Don't know	Don't know	Don't know		now			Don't know		Don't know									Don't know	Don't know	Don't know	MOL		
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	Q2: Concerned About HC?																			t knc						
		Yes	9	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Don't know	Yes	٥ N	Yes	Yes	Yes	
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	Q1: How many employed?	ιċ	rὸ	rὸ	ιÒ	rÒ	rὸ	20+	rὸ	11-25	6-10	2-5		6-10	ιĊ		6-10	11-25	2-5	ιÒ	ιĊ		26-50	2-5	26-50	
		2-5	2-2	2-5	2-5	2-5	2-5	2(2-5	-	9	-5	_	9	2-2	_	9	-	-5	2-5	2-5	_	26	-5	26	
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	City								Winston-Salem		≡	۸.	≡	<u>.s</u>			≡	Blowing Rock	≡		_					
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		2	2	2	2	2	2	В	>	O	O	آ	O	>	S	ᅩ	O	В	O	O		В	ഗ	O	O	
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	Q11: Do You Wish you could provide heald to your employees?						Don't know																		Don't know	
	011:00				Yes	8	Don				Yes	9	Yes		Yes			Yes	Yes			Yes			Don'	
e co	Other				×	×																				
CIO. willy do you choose	L. Xpensive Complicated Don't need Not Resp.										×															
CTO. WIL	F.'				×		×				×	×													×	
1	Q9: H _{ave} you changed insurers in the p _{ass}																									
	Q9: Have you cho	g	g	Yes	8			Š	Š	Š			8 N	8	8 N	8	8 N	Yes	Š	Yes	Š	Yes	Š	g		
	Q8: How predictable from year to year arg	Roughly the same	Vary a lot	Vary somewhat	Vary a lot			Vary somewhat	Vary somewhat	Vary somewhat			Don't know	Roughly the same	Vary a lot	Vary a lot	Vary a lot	Vary a lot	Vary a lot	Vary a lot	Vary a lot	Vary a lot	Vary somewhat	Vary somewhat		
1	Q7: H _{ave} your ^{costs} gone up o _{ve} r the _{pas}																									
	TOON DAVEN : TO	Yes	Yes	Yes	Yes			Yes	Yes	Yes			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
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	Q5: Do you provide health care?	Yes	Yes	Yes	9 N	9 N	N _o	Yes	Yes	Yes	٩ ۷	٩ ۷	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	9 N	
	to.					_			·	•								·	•				·			
	people from starting a difficulties prvent seople from starting a sinall business?						wor			Mon											MON					
	Q4: W.	Yes	Yes	Yes	Yes	Yes	don't know	8	Yes	Don't know	8	Yes	Yes	8	8	Yes	Yes	Yes	Yes	Yes	Don't know	8	Yes	Yes	Yes	
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	the health and the sects the section of the section			kno		knov	knov			knov			knov	knov			knov	knov								
	Q3: Are small business interests recognise the health care debates estedebates	2	8	Don't know	Yes	Don't know	don't know	Yes	8 N	Don't know	8 N	8 N	Don't know	Don't know	N _o	8 N	Don't know	Don't know		8 N	8 N	8 N	8	8 N	Yes	
	ćOH Inour																									
	Q2: C _{oncerned About} H _{C?}	Yes	Yes	Yes	Yes	S N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	8 2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Q1: How many employed?	11-25	11-25	26 - 50	2-5	6-10	2-5	11-25	2-5	11-25	2-5	2-5	6-10	_	2-5	2-5	6-10	6-10	2-5	11-25	_	_	2-5	6-10	2-5	
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	Q11: Do You wish you could provid to Your employees;											Don't know														
	QII: Do you wish yo	Yes	Š	Yes	Ş	Ś	Š	0	Yes	S	S	on't k	S		Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes			
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Q10: Why do you choose not to offer coverage?	'dsau			×					×	×	×															
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	Q9: ^{Have} you changed insurers in t Vear?											8		8	Yes							8	Yes	8	8	
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Pear are	Q8: How predictable from year to y Your health care costs?													Roughly the same								Roughly the same	Roughly the same	Roughly the same	Roughly the same	
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-4,	Q7: H _{ave} Your _{Costs} gone up _{Over I}																						WOL			
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oose to	Other																						×	×		
Nhy do you choo offer coverage?	Product														×									×		
hy do . iffer co	.Aesp.													×	×										×	
Q6: Why do you choose to offer coverage?	Attract														×							×				
	Q5: Do you provide health care?	8 N	8 N	8 N	8	8 N	٩ N	9 N	9 N	8 N	8	8 N	8	Yes	Yes	8 N	9 N	٥ ک	8 N	8 N	٩ N	Yes	Yes	Yes	Yes	
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li p _{əziuan}	ED: Are small business interessing the strong size regions of the health case debates for the strong						>		>			>	>											>	>	
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	ed About HC?											\on														
	Q2: Concerned About HC?	Yes	Yes	Yes	Yes	Yes	Yes	0	Yes	Yes	Yes	Don't know	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	0	Yes	
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	Q1: How many employed?	2-5			ž	ž	ž	ž	ž	ž	ž	ž	ž	ž	≥	ž	ž	ž	ž	ž	ž	OR	OR	N R	A _R	
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	₉ 1618	ž	Ż			Business Plainview	Business Suffern	Business Tuxedo	Business Yonkers	Business Jericho	Business Bronxville	Business Plainview	Business Syosset	Business New York	Business New York	Business New York	Business Chester	Business Suffern	Business Chester	Business Chester	Business Syosset	Business Portland	Business Portland	Business Portland	Business Portland	

9 6	Q11: Do You Wish You could provide to Your employees?										now															
	OII: Do you wish year					0	Yes	Yes	Yes	Yes	Don't know	Yes	Yes	Yes	Yes	Yes				0	0					
	Other					8		۶	۶		Δ	χ				۶				8	8					
Q.T.U.: Why do you choose not to offer coverage?	'dsay						×			×			×	×	×											
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ot to o	Expensive Complicated Controlled Employees					×	×	×	×		×	×								×						
בים ב	Expo						×	×	×	×	×															
тэги әү	Q9: Have You changed insurers in the Year?																									
	. озивы пом _{Эмен} :60	Yes	2	2	2							2					2	Yes	Yes			2	2	2	Yes	,
		>	_	_	_							2						>	>			2	_	2	>	,
	Q8: How predictable from year to y Your health care costs ?	Vary a lot	Vary somewhat	Vary somewhat	Vary somewhat							Vary somewhat					Roughly the same	Vary a lot	Vary somewhat			don't know	Vary a lot	Vary somewhat	Vary somewhat	
1sed əy.	Neglj - cl.																									
,	Q7: H _{ave} Your costs gone up over _{t.} الاجماعة											Don't know										now				
	QV: Have you	Yes	Yes	Yes	Yes							on't l					2	Yes	Yes			don't know	Yes	Yes	Yes	
	Other	>	>	>	>												2	>	>			ס	>	>	>	
rage?	Produc _t																									
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	Q5: Do you provide health care?	Yes	Yes	Yes	Yes	8 N	8 N	9 N	٩ N	٩ N	8 N	8 N	8 N	٥ گ	٥ N		Yes	Yes	Yes	9 N	٩ N	Yes	Yes	Yes	Yes	;
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^{+υ} Θνι(04: Would health Care difficulties g g eople from starting a sanall busin		Don't know								Don't know			Don't know		Don't know			Don't know							
	At Would health	Yes	on't k	Yes	8	9 2	Yes	Yes	Yes	9	on't k	Yes	Yes	on't k	Yes	on't k	8 8	0	on't k	8	2	Yes	Yes	Yes	Yes	
D2-	ć∂lego	>	Δ	>	Z	Z	>	>	>	Z	Δ	>	>		>		Z	Š	Δ	Z	Z	>	>	>	>	
pasing02	Q3: Are small business inferests rec the health ^{care} debate?				MOM		Mon	MOM	Mon	Mon	now				now			Mon				Mon				
	sanisud liems 97A:cx	_	S	0	Don't know	Yes	Don't know	Don't know	Don't know	Don't know	Don't know	0	_	_	Don't know	_	_	Don't know	0	_	0	Don't know	0	Yes	Yes	
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	Q2: Concerned About HC?										Don't know															
	QZ: Concer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	on't	Yes	Yes	Yes	Yes	Yes	8	Yes	Yes	9	Yes	Yes	Yes	Yes	Yes	
	, _{euploked} s								_	_		_			_	_		_	_	_	_		_	_		
	Q1: How many employed?	20+	2-5	2-5	2-5	2-5	11-25	11-25	_	2-5	2-5	_	2-5	_	_	_	6-10	2-2	20+	2-2	2-5	26-50	2-5	2-5		
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теву	Q11: Do You Wish You could provide to Your employees?					Don't know										don't know										
	QII: Do You ME-1		Yes	Yes	Yes)on't		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	lon't	Yes	Yes	Yes				Yes	No	Yes	
	Other		_	_	_	×		_	_	_	_	_	×	_	_	0	_	_	_				>	2	>	
not to offer coverage?	Not Resp.										×													Ų.		
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ased 9	09: Have You changed insurers in th As ni sisurers in th				×			×	×	×	×	×	×	×	×	×							×	×	×	
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	Q8: How predictable from year to ye Your health care costs	Vary somewhat	Vary Somewhat				Roughly the same								Vary somewhat					Don't know	Roughly the same	Vary somewhat				
ased 9	Q7: H _{ave} your _{Costs} Bone up _{Over th} الاعماد																				_					
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	QV: Have Yo	Yes	Yes				Yes								Yes				Yes	Yes	Don't know	Yes				
e	Other		×														×					×				
offer coverage?	Product	×	×				×								×								×			
do: wily do you diloose to offer coverage?	Resp.	×	×				×								×						×					
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	Q5: Do you provide health care?	Yes	Yes	Yes	9 N	٩	٩	9 N	9 N	٩ N	٩ ۷	9 N	9 N	9 N	٩ N	٩ N	٩ N	٩	Don't know	Yes	Yes	Yes	٩ N	٩ N	٩ N	
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tuθ√	Q4: ^{Would} health care difficulties pr people from starting a small busing	S	S	S	S	S	S	S	S	S		Don't know	S			S	S		S	Don't know	Don't know		S	S	S	
	Q4: INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	8	۵	Yes	Š	Š	Yes	Yes	8	Yes	۵	۵	Š	Yes	Yes	Yes	
p _{eziu} go	ogal care debates dates debates			<u> </u>							>	>	>	>	>	×		>		ě	>	>				
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	Q3: Are small business interests recc the health care debate?	Yes	2	Don't know	Yes	Yes	Yes	8	8	8	Don't know	Don't know	Don't know	Don't know	Don't know	Don't know	Yes	Don't know	8	Don't know	Don't know	Don't know	Yes	8	2	
	¿OH Inonu															MOU										
	Q2: Concerned About HC?	S	S	S	S	S	Ø	S	S	S	S	S	S	S	S	Don't know	S	S	S	S	S	S	S	S	S	
		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	۵	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Q1: How many employed?	11-25	6-10	11-25	6-10	3-5	26-50	2-5	2-5	2-5	2-5	11-25	2-5	11-25	2-5	2-5	2-5	6-10	11-25	2-5	26-50	6-10	11-25	6-10	2-5	
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	Q11: Do You Wish You could prov								
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ose e?	Other					×			
Q10: Why do you choose not to offer coverage?	Not Resp.								
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	Q9: Have You changed insurers in Year?							g	
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Q6: Why do you choose to offer coverage?	Other					×			
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C	Q5: Do you provide health care?	0	0	0	0	0	0	Sé	_
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	حد: Would health care difficultie people from starting a prolling a limited	Sé	0	Sé	Sé	on't know	Sé	Sé	y.
	Q4: N/S	Yes	8 8	Yes	Yes	Don't know	Yes	Yes	Yes
	Q4: N/S							Yes	Yes
	Q4: N/S							Yes	Yes
	Q4: N/S								
	C3: Are small business interests the following the same the health care debates the same are debates.	Don't know Yes	Don't know No	Don't know	Don't know Yes	Don't know Don't know	Don't know	No Yes	
	C3: Are small business interests the following the same the health care debates the same are debates.			Don't know			Don't know		
	C3: Are small business interests the following the same the health care debates the same are debates.	Don't know	Don't know	Don't know	Don't know	Don't know	Don't know	o Z	Š
	Q2: Concerned About HC? Q3: Are small business interests the health care debate the health care debate.								S.
	Q2: Concerned About HC? Q3: Are small business interests the health care debate the health care debate.	Yes Don't know	Yes Don't know	Don't know	Yes Don't know	No Don't know	Don't know Don't know	No	No Yes
	C3: Are small business interests the following the same the health care debates the same are debates.	Don't know	Don't know	Don't know	Don't know	Don't know	Don't know	o Z	S.
	Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate the health care debate	11-25 Yes Don't know	2-5 Yes Don't know	1 Don't know Don't know	2-5 Yes Don't know	11-25 No Don't know	2-5 Don't know Don't know	No	Sey
	Q2: Concerned About HC? Q3: Are small business interests the health care debate the health care debate.	Yes Don't know	Yes Don't know	Don't know	Yes Don't know	No Don't know	Don't know Don't know	No	Sey
	Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate the health care debate	11-25 Yes Don't know	2-5 Yes Don't know	1 Don't know Don't know	2-5 Yes Don't know	11-25 No Don't know	2-5 Don't know Don't know	No	Sey
	State Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate	11-25 Yes Don't know	2-5 Yes Don't know	1 Don't know Don't know	2-5 Yes Don't know	11-25 No Don't know	2-5 Don't know Don't know	No	Sey
	Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate the health care debate	WI 11-25 Yes Don't know	WI 2-5 Yes Don't know	WI 1 Don't know Don't know	WI 2-5 Yes Don't know	WI 11-25 No Don't know	WI 2-5 Don't know Don't know	No	Sey
	State Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate	WI 11-25 Yes Don't know	WI 2-5 Yes Don't know	WI 1 Don't know Don't know	WI 2-5 Yes Don't know	WI 11-25 No Don't know	WI 2-5 Don't know Don't know	No	Sey
	State Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate	11-25 Yes Don't know	2-5 Yes Don't know	1 Don't know Don't know	2-5 Yes Don't know	11-25 No Don't know	2-5 Don't know Don't know	No	Sey
	City City City City	Madison WI 11-25 Yes Don't know	Madison WI 2-5 Yes Don't know	Madison WI 1 Don't know Don't know	Madison WI 2-5 Yes Don't know	Madison WI 11-25 No Don't know	Madison WI 2-5 Don't know Don't know	2-5 No No	N Yes NO
	State Q1: How many employed; Q2: Concerned About HC; the small business interests the health care debate	WI 11-25 Yes Don't know	WI 2-5 Yes Don't know	WI 1 Don't know Don't know	WI 2-5 Yes Don't know	WI 11-25 No Don't know	WI 2-5 Don't know Don't know	No	SO X