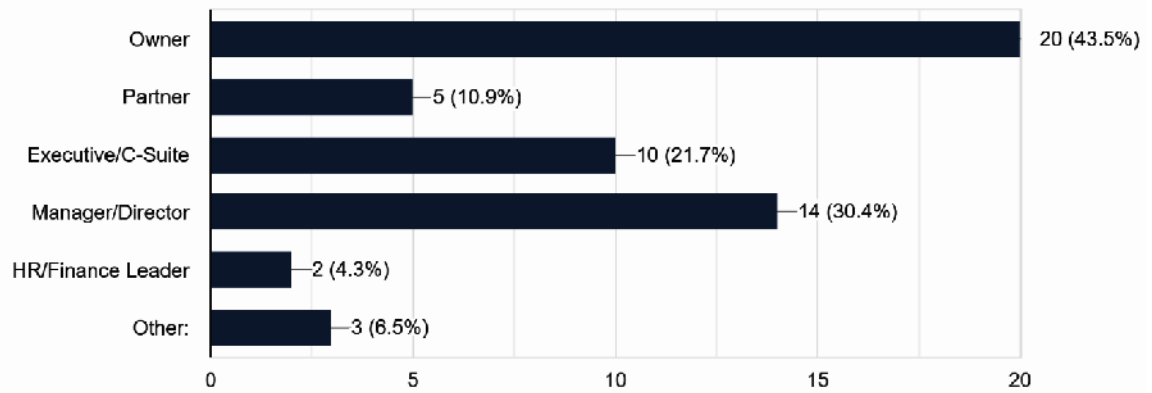


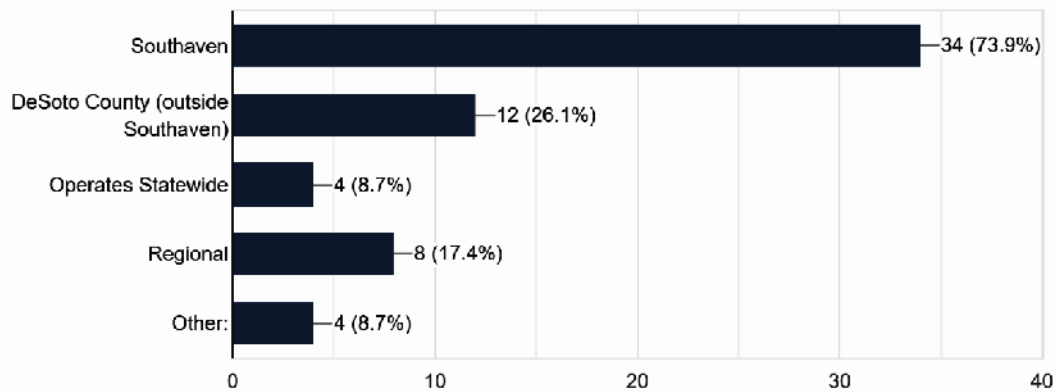
Section : Business Profile 1. Your role (check all that apply)

46 responses



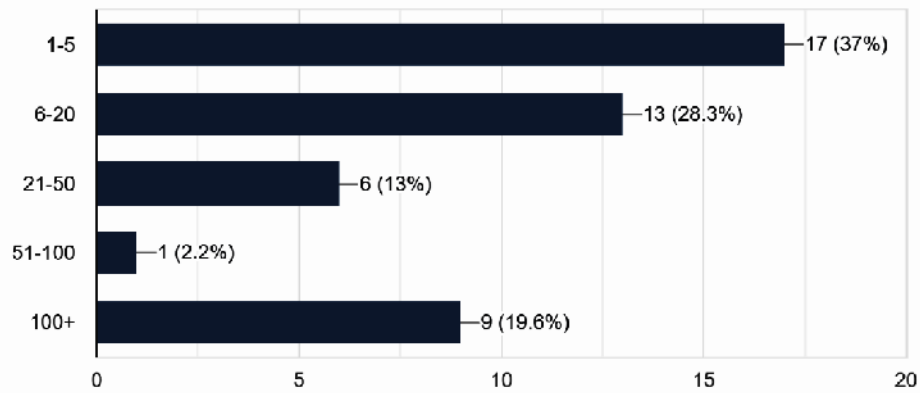
Section : Business Profile 2. Business location:

46 responses



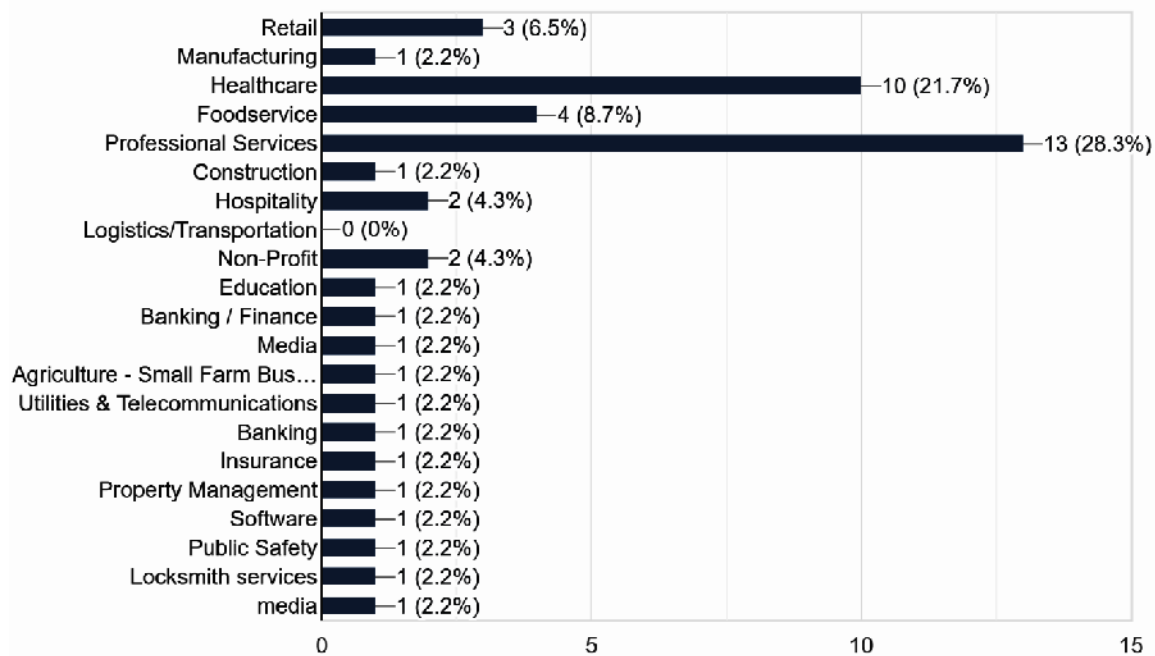
Section : Business Profile 3. Number of employees:

46 responses



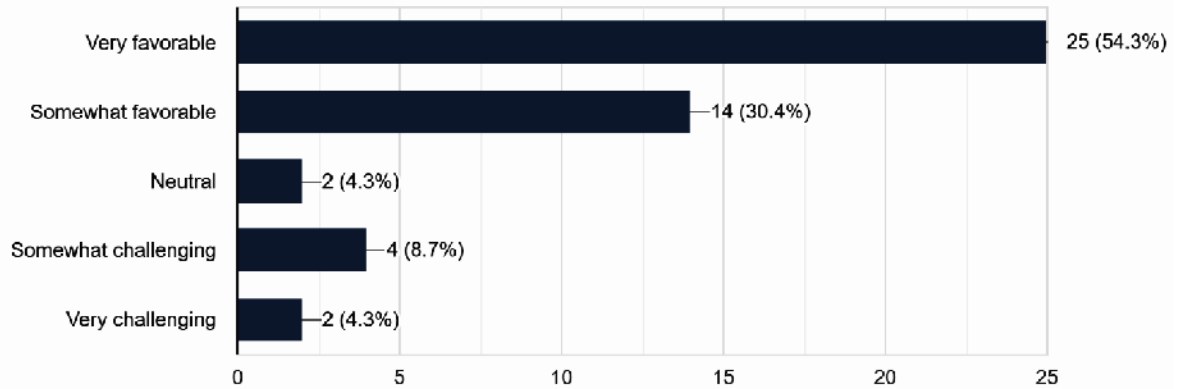
Section : Business Profile 4. Industry:

46 responses



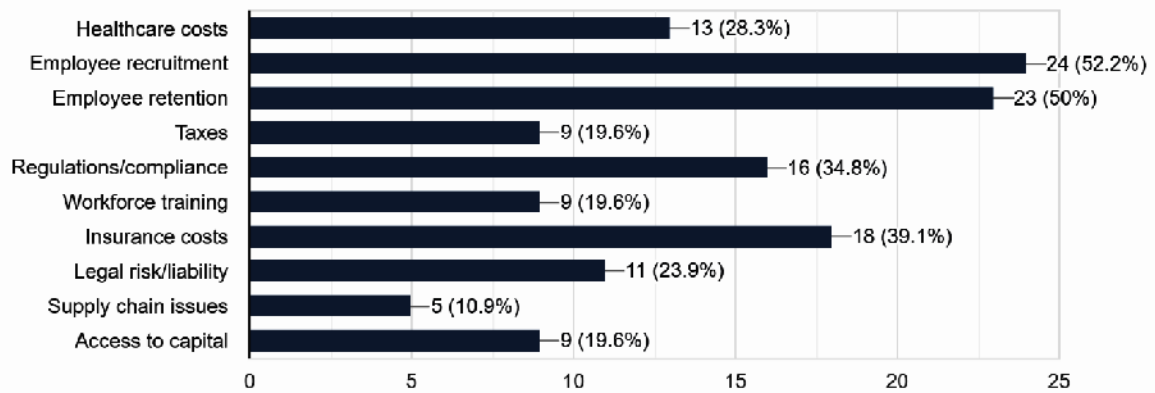
Section 2: Overall Business Climate 5. How would you rate the current business climate in Mississippi?

46 responses



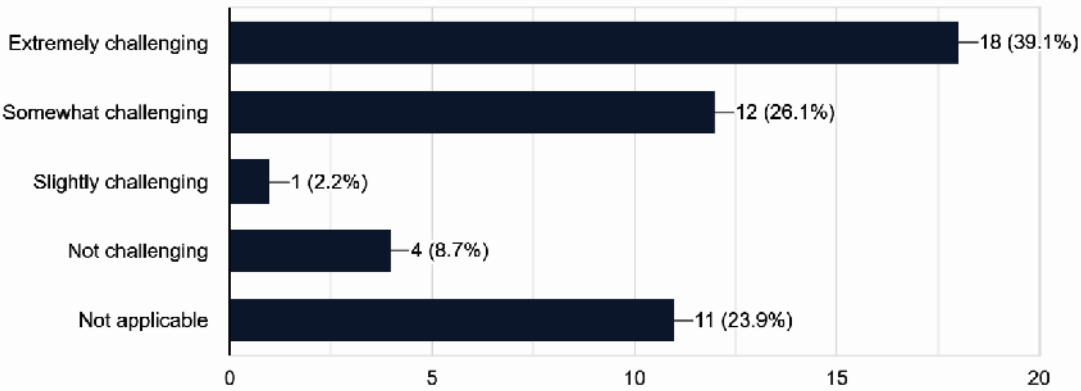
Section 2: Overall Business Climate 6. Which factors most impact your ability to operate effectively? (Select up to 5)

46 responses



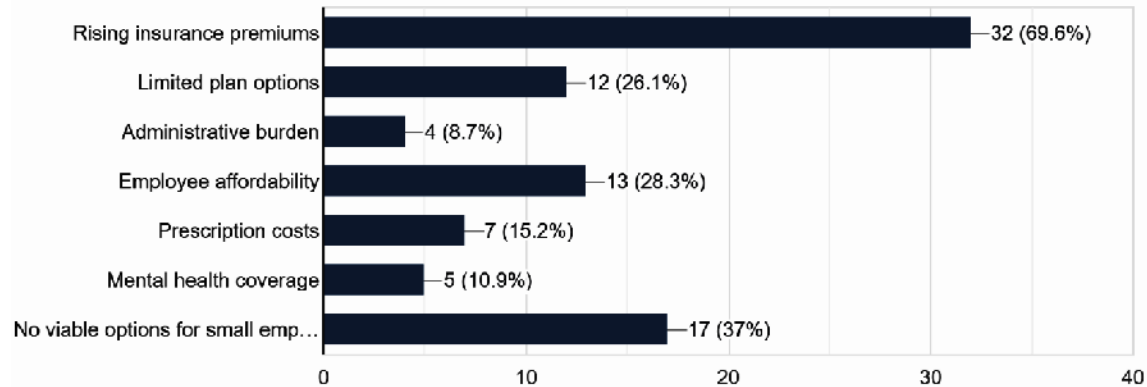
Section 3: Healthcare & Benefits 7. How challenging is it to provide affordable healthcare benefits?

46 responses



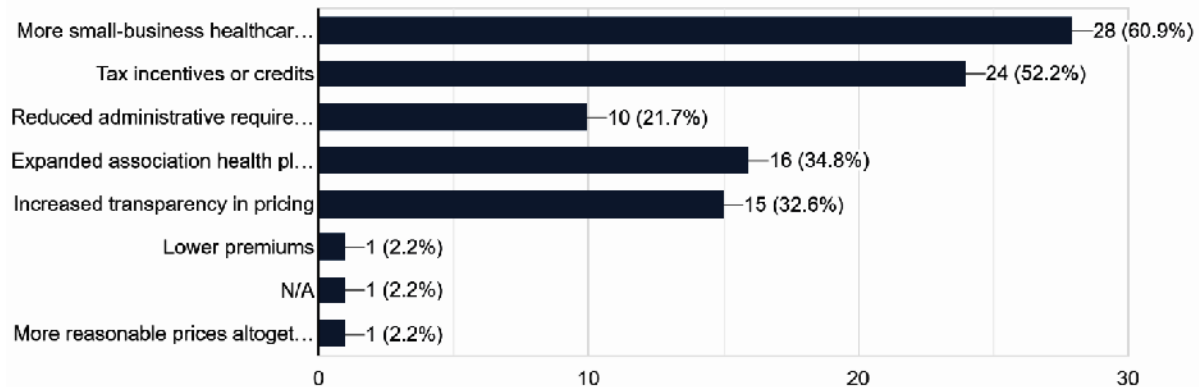
Section 3: Healthcare & Benefits 8. Which healthcare related issues affect your business most?
(Select all that apply)

46 responses



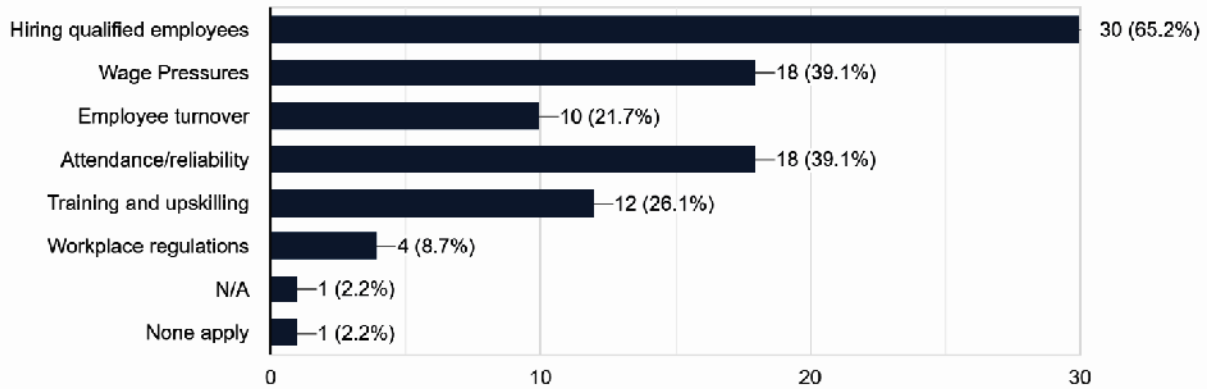
Section 3: Healthcare & Benefits 9. What policy changes would most help businesses with healthcare?

46 responses



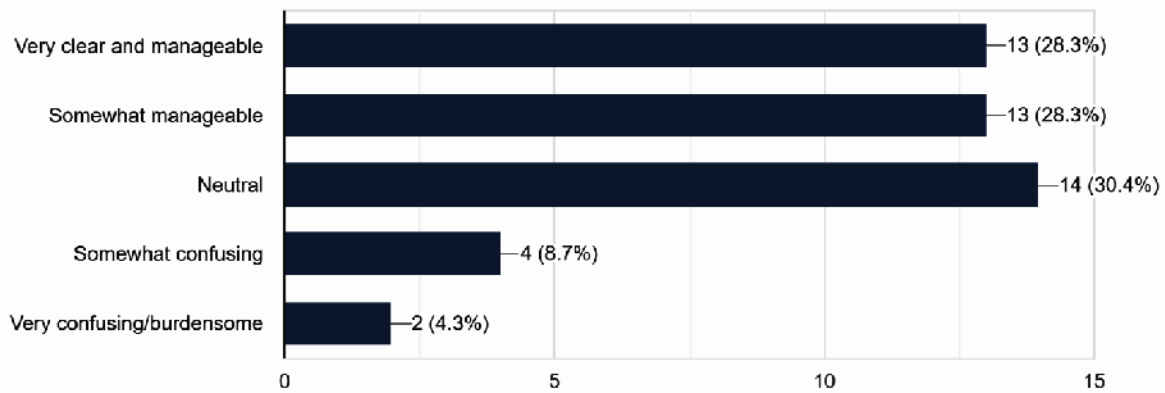
Section 4: Employment & Workforce Laws 10. What workforce challenges most impact your business? (Select all that apply)

46 responses



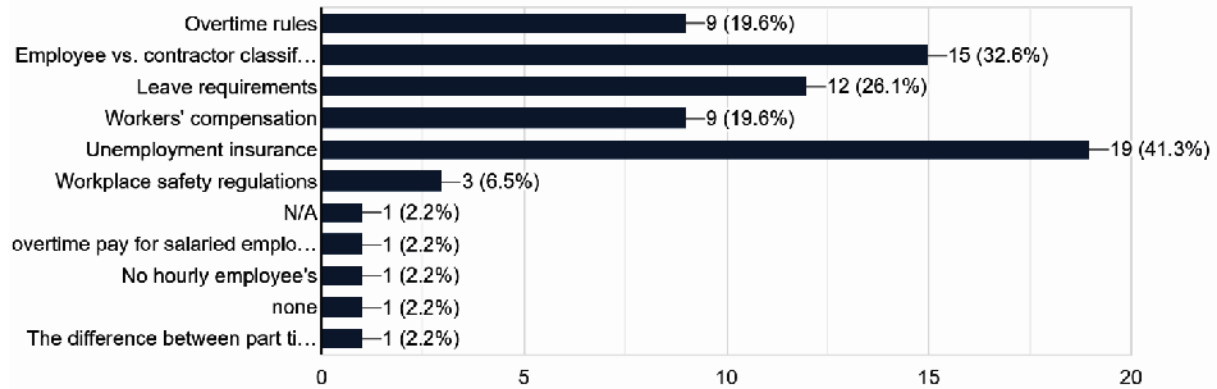
Section 4: Employment & Workforce Laws 11. How clear and manageable are current employment laws and regulations?

46 responses



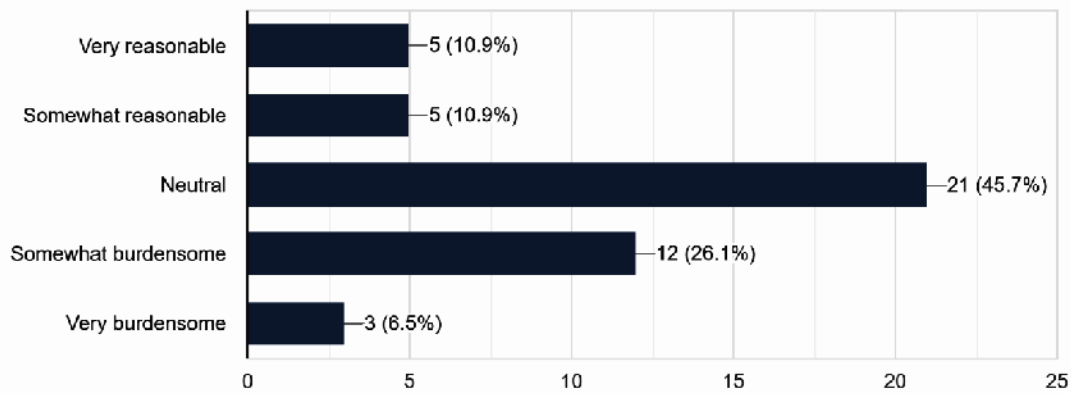
Section 4: Employment & Workforce Laws 12. Which employment-related policies need review or reform? (Select all that apply)

46 responses



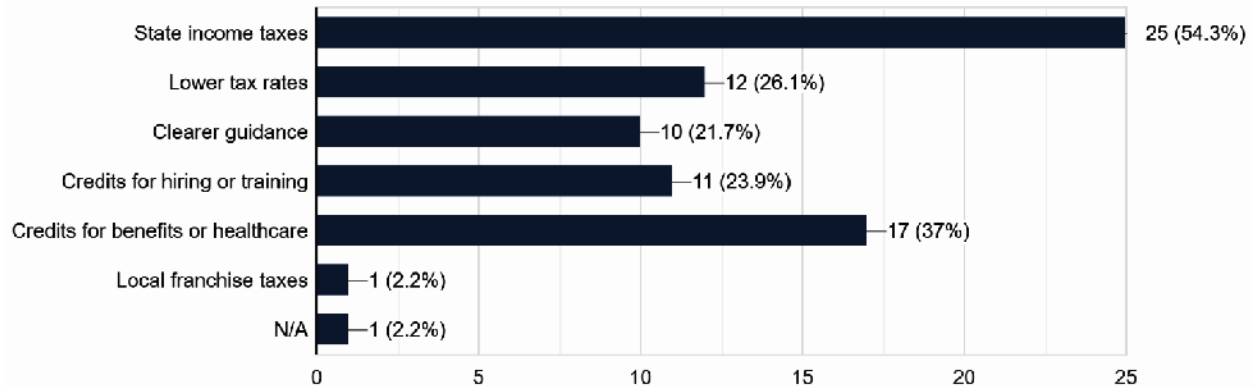
Section 5: Taxes & Financial Compliance 13. How would you rate the overall tax burden on your business?

46 responses



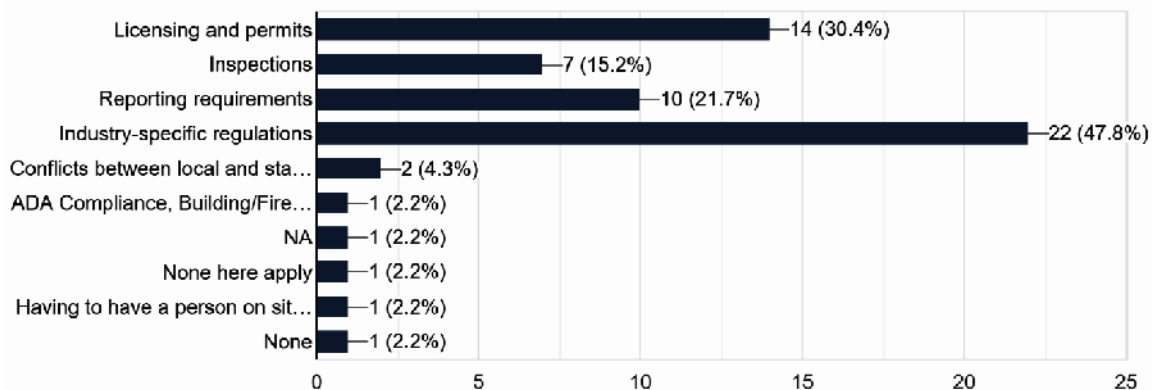
Section 5: Taxes & Financial Compliance 14. Which tax-related issues are most challenging? (Select all that apply)

46 responses



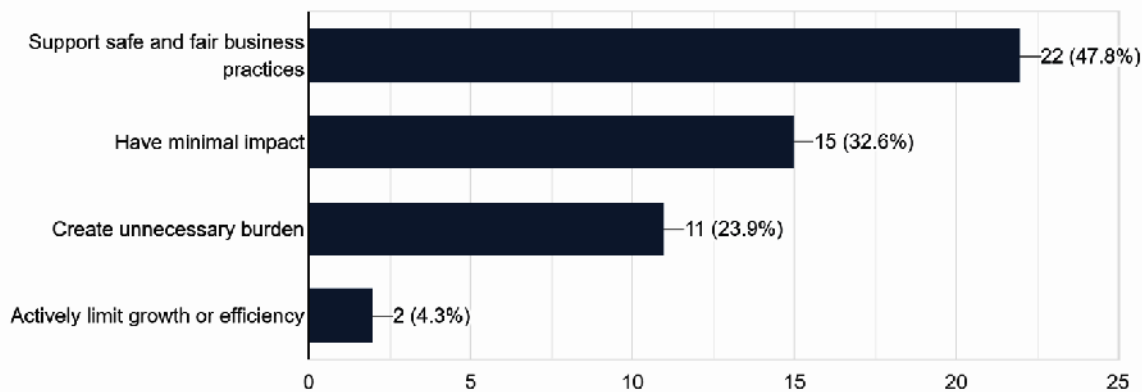
Section 6: Operations & Regulations 16. Which regulations most impact your daily operations?

46 responses



Section 6: Operations & Regulations 17. Do current regulations generally:

46 responses



Section 6: Operations & Regulations

18. If you could change one regulation or law today, what would it be and why?

46 responses

N/A

n/a

NA

Eliminate small business taxes

If I could change one regulation today, it would be the administrative and documentation burden placed on small healthcare practices, particularly around insurance credentialing and prior authorizations. These processes are often time-consuming, inconsistent across payers, and require significant staff resources that small, independent practices don't have in excess. Reducing redundancy and standardizing requirements would allow providers to spend more time focused on patient care rather than paperwork, improve access to care for patients, and help small practices remain financially viable in an increasingly consolidated healthcare environment. Streamlining these regulations would support better outcomes for both providers and patients without compromising quality or compliance.

na

legalizing marijuana was a mistake. people won't work at good companies because they would rather use drugs. we have a zero tolerance due to our industry and safety or employees

#of employees at business to get proper benefits

Regulation for agricultural zoned residential property creates a barrier for our small farm business and strongly limits profitable results. In an agriculture zone, to be profitable freedom to operate open to the public for on-site sales direct from the farm-garden within selected days' timeframe requires advertising/signage/other vendors. Specifically, once product is removed from a farm-garden or greenhouse to transport to another location "shelf-life" is irreversible, for fresh flowers, herbs & berries. One example, our farm, has underground irrigation, (18) 75' garden beds, 12'x28' greenhouse and an approved separate commercial structure for making fresh basil pesto. We qualify for certification and permit from MSDH to produce the fresh basil pesto. Our greenhouse/nursery allows us to begin from seed everything we grow. We are certified with MS Department of Agriculture and Commerce Bureau of Plant Industry whereby; we are inspected annually. To offer other homemade fresh herb products to sell onsite is in our business plan, however, we believe and anticipate regulations will prohibit the marketing and advertising that effort would require. We are limited in that as Co-Owners we perform all work required for the farm; for 4 years annual profits have been under \$1000.

I am not the owner of company I work for but on the National level rules just changed was not thought out well.

Some type of training that clearly defines the correct way to comply with the states regulations.

it would be federal in nature

Unknown

Buyer agency requirements on the front end.

Updating rigid zoning to allow mixed-use tenants by right would let shopping centers adapt quickly, reduce vacancies, and support local economic growth. We could quickly add service, medical, fitness, and light entertainment uses without rezoning to supplement the retail.

Make sure that the cost of healthcare is never more than out of pocket.

Training for those with special needs to be able to adequately get into the workforce.

None

Access to healthcare

State Income Tax: Employee Recruitment/Retention

For State Government entities, to use MS based companies for services.

Cut out restrictions

state income taxes

Number of inspections required

Further reduce or fully eliminate the state grocery sales tax

Eliminate State Taxes

Having to have a person on site at all times who has a food protection certificate is extremely difficult and constrictive for a small business, especially if owners plan to expand or have any life outside the business. Most employees are part timers and often leave for insurance benefits, further education, full time jobs, and other reasons. The tests are expensive and time consuming when you have 8 hours of video study and 2 hours for the test. Adequate training and supervision should suffice. It is very costly and frustrating for business owners. Someone should definitely be responsible for making sure the business is operating correctly, but the stipulation to be on site is horrible for small business owners.

annual filing with SOS

Being able to purchase insurance across state lines, forcing insurance companies to be competitive

Affordable Care Act

The tax burden. It would be helpful if there were at least ways to lessen the burden with deductions of some sort.

Retirement benefits

Waive out of state tuition fees

Reduction of Scope of Appointment in 48 hour cooldown period

None I can think of

HIPAA. It means well but has become an over burdensome tax on healthcare businesses.

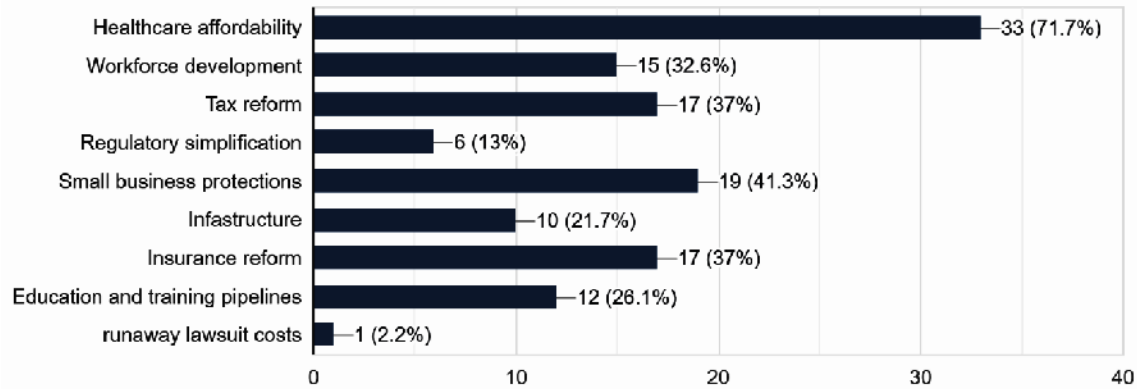
tax on business fixtures and inventory that has already been taxed

Workforce training

Better

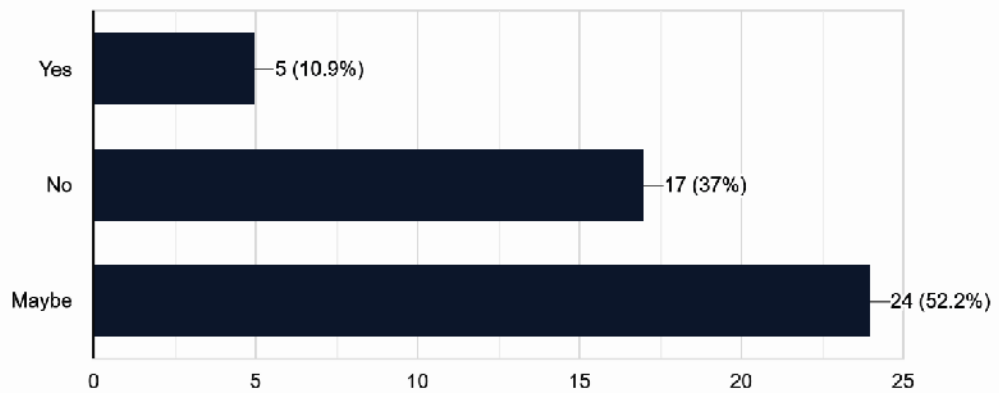
Section 7: Legislative Priorities 19. What should be the TOP priorities for Mississippi legislators to address for businesses? (Select up to 3)

46 responses



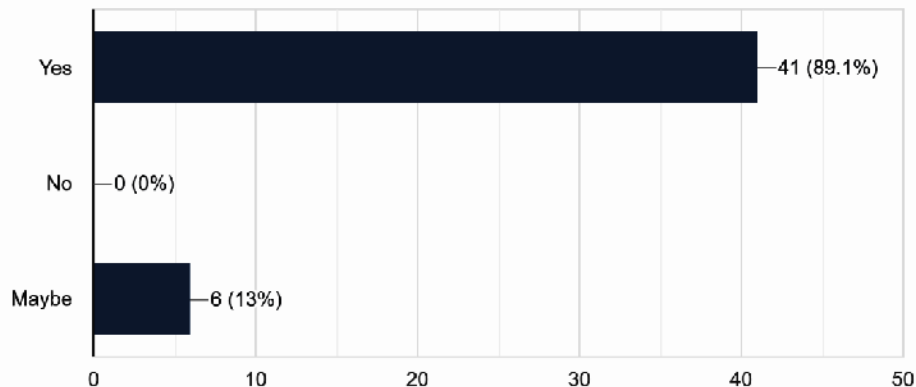
Section 7: Legislative Priorities 20. Do you feel business owners are adequately represented in state-level policy decisions?

46 responses



Section 7: Legislative Priorities 21. Would you support ongoing dialogue between business leaders and legislators?

46 responses



Section 8: Final Thoughts

22. What do legislators most need to understand about running a business in Southaven today?

46 responses

N/A

n/a

NA

Day to day rising operations cost

Legislators need to understand that running a small business in Southaven today requires balancing rising operating costs, workforce challenges, and regulatory demands while still remaining affordable and accessible to the community. Rent, utilities, insurance, supplies, and labor costs have increased significantly, yet small businesses don't have the pricing power or administrative support that large corporations do. Local businesses are deeply invested in the community. We hire locally, serve families across generations, and reinvest profits back into Southaven. Thoughtful, predictable regulations, streamlined permitting and licensing, and support for workforce development would allow small businesses to grow sustainably and continue contributing to the local economy without sacrificing service quality or community connection.

We cant compete with o

Section 8: Final Thoughts 23. Would you be willing to participate in future discussions or forums with policymakers?

46 responses

