

Investing in Small Business Builds a Stronger Workforce

We asked 204 of our portfolio companies about their community and economic impact.



14,389
jobs supported



99%
of employees receive health benefits



91%
of companies offer jobs accessible to those without a college degree



99%
of employees have access to wealth creation programs, such as a 401(k)



89%
of employees have access to training



11%
of companies report that wages allowed new employees to replace one or more public assistance programs

5,440 Jobs Created

8,949 Jobs Retained

1,449 Next 12 Months Projected Hires

STRONG WAGES & PROGRESSION

\$71,497

Average Portfolio Full-Time Wage
\$61,984 Average National Full-Time Wage*

\$96,132

Average Portfolio Full-Time Wage + Benefits**

↑ 81% Wage Progression

↑ 51% Wage + Benefits Progression

\$39,431

Average Portfolio Entry-Level Wage

\$64,185

Average Portfolio Entry-Level Wage + Benefits**

*U.S. Department of Labor, Bureau of Labor Statistics, Q4 2024

**Quantification of the benefits offered by surveyed portfolio companies using Dec. 2024 BLS Employer Cost of Employee Compensation data by census division. BLS collects employer cost of benefits across five categories: Paid Leave, Supplemental Pay, Insurance, Retirement and Savings, and Legally Required Benefits.

Six-month survey results as of 12/31/2024. 181 companies responded; 90% response rate.

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**Advantage
Capital** Growth Ready.

Investing in Small Business Builds a Stronger Workforce

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A closer look at **Industrial** companies like yours:

126 **9**
Jobs Created Companies

89%

89%

100%

89%

Impact Metrics



Jobs accessible to those without a college degree



Employees receiving health benefits



Employees with access to wealth creation programs, like a 401(k)



Employees receiving training

Across our surveyed companies:

5,440 **181**
Jobs Created Companies

91%

99%

99%

89%

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A closer look at **Technology** companies like yours:

1,409 **16**
Jobs Created Companies

75%

94%

94%

88%

Impact Metrics



Jobs accessible to those without a college degree



Employees receiving health benefits



Employees with access to wealth creation programs, like a 401(k)



Employees receiving training

Across our surveyed companies:

5,440 **181**
Jobs Created Companies

91%

99%

99%

89%

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A closer look at **Manufacturing** companies like yours:

1,181 **86**
Jobs Created Companies

95%

97%

92%

79%

Impact Metrics



Jobs accessible to those without a college degree



Employees receiving health benefits



Employees with access to wealth creation programs, like a 401(k)



Employees receiving training

Across our surveyed companies:

5,440 **181**
Jobs Created Companies

91%

99%

99%

89%

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A closer look at **Services** companies like yours:

2,490 **63**
Jobs Created Companies

87%

94%

94%

86%

Impact Metrics



Jobs accessible to those without a college degree



Employees receiving health benefits



Employees with access to wealth creation programs, like a 401(k)



Employees receiving training

Across our surveyed companies:

5,440 **181**
Jobs Created Companies

91%

99%

99%

89%

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A closer look at **Food** companies like yours:

235 **7**
Jobs Created Companies

100%

86%

100%

43%

Impact Metrics



Jobs accessible to those without a college degree



Employees receiving health benefits



Employees with access to wealth creation programs, like a 401(k)



Employees receiving training

Across our surveyed companies:

5,440 **181**
Jobs Created Companies

91%

99%

99%

89%

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