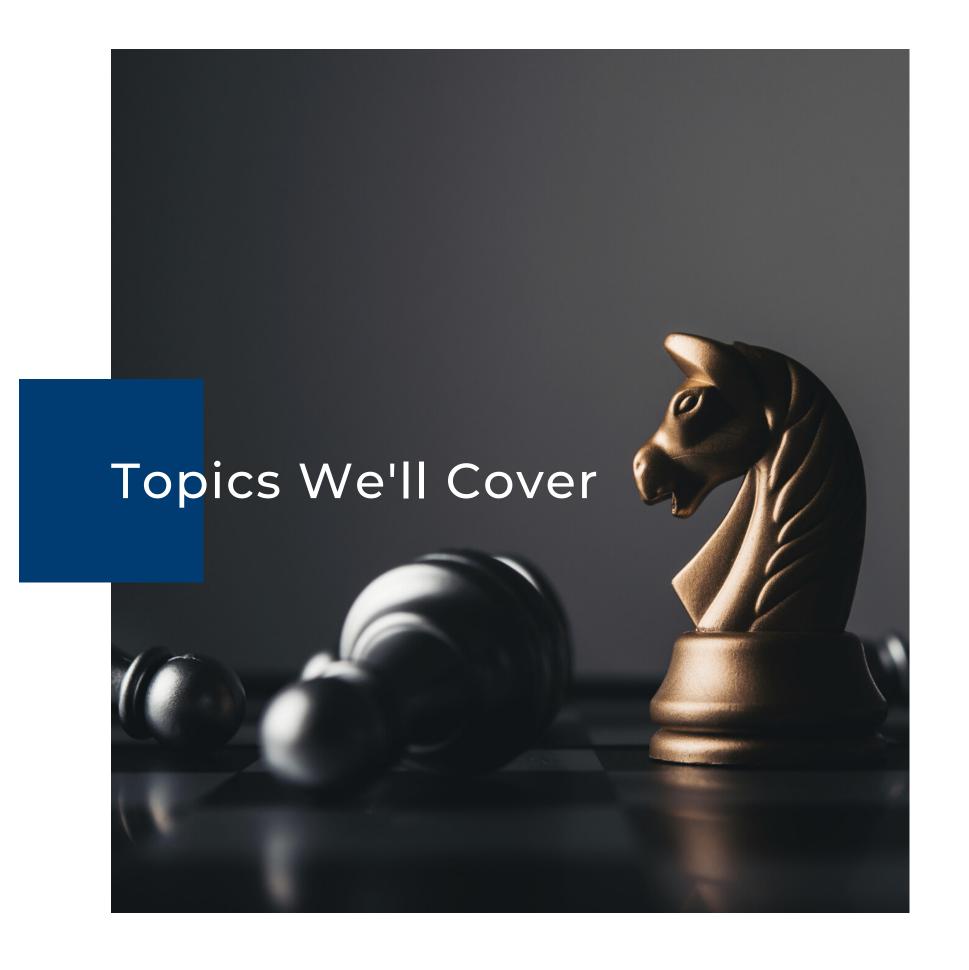


Economic & Labor Market Update: A Shift in Momentum

April 2024



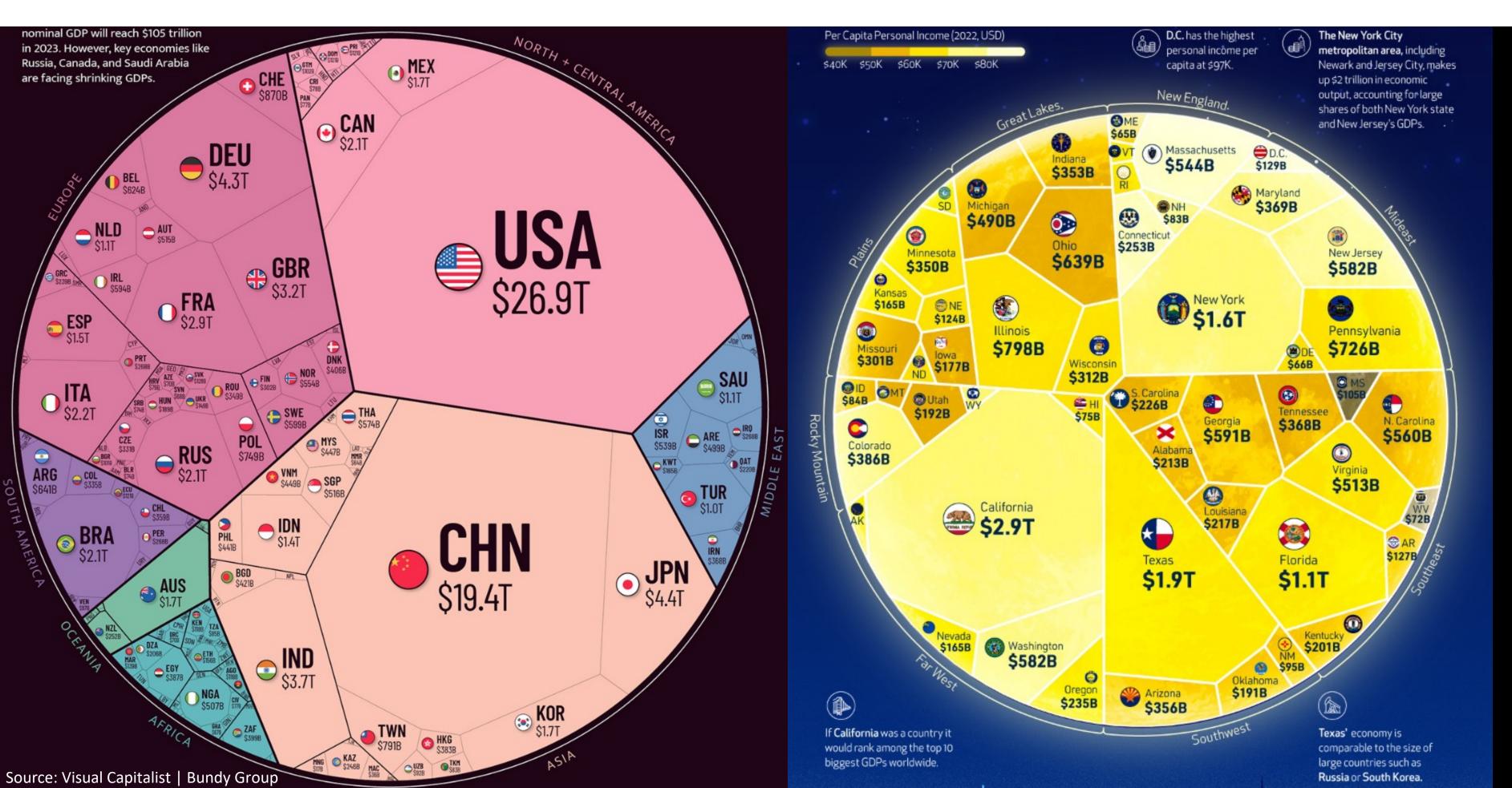
Presented by Alex Chausovsky



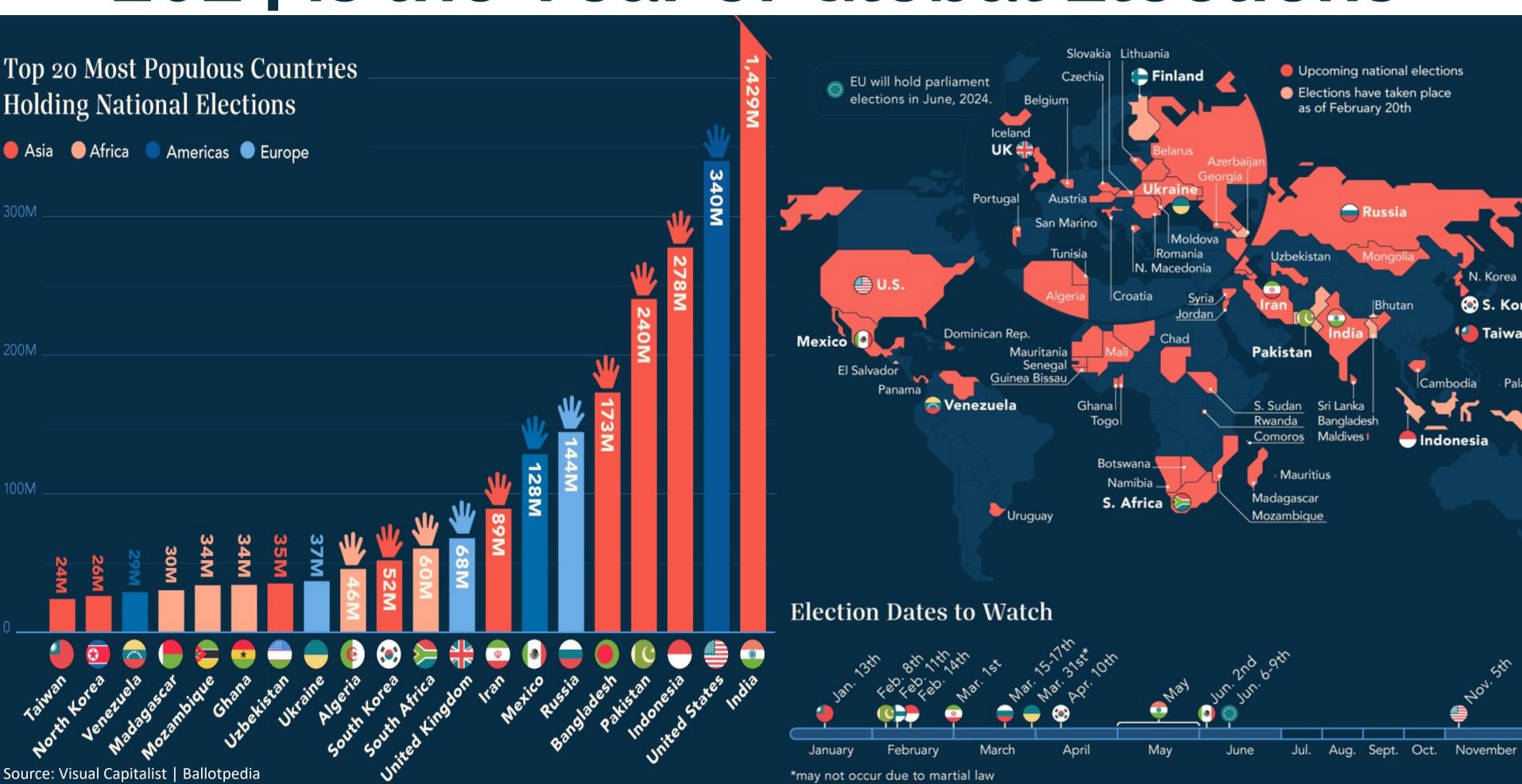
Our Talk Today

- Macroeconomic Update
- Decision Making Tool
- Actionable Takeaways

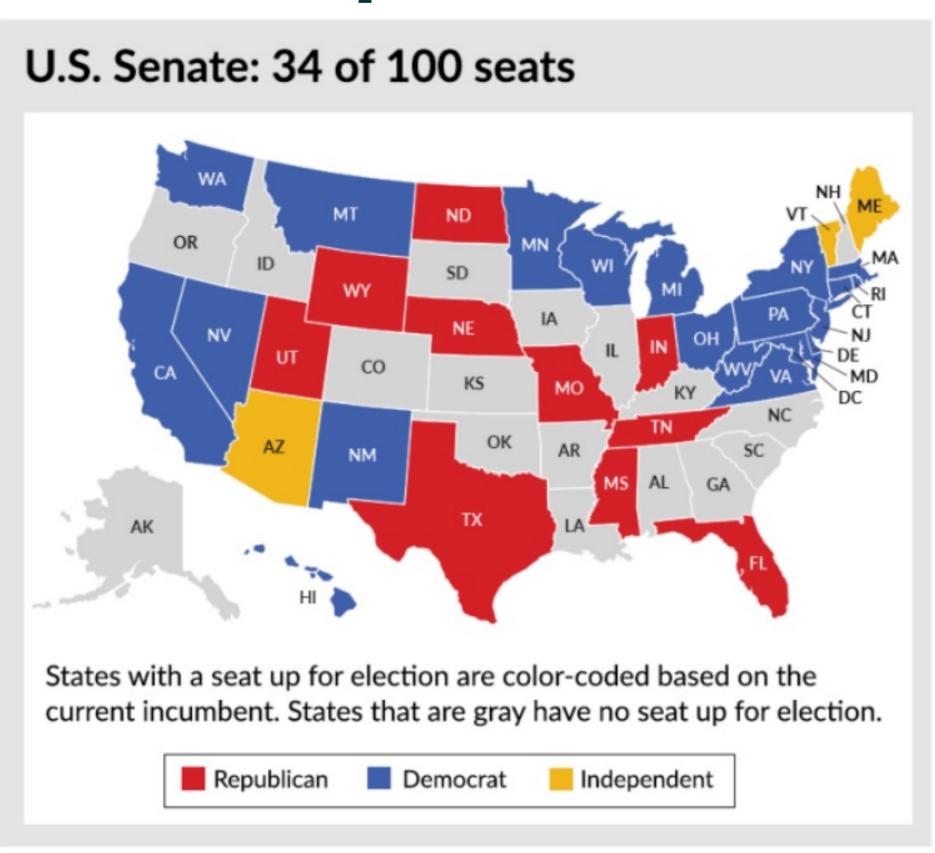
The Global and US Economies



2024 is the Year of Global Elections



Congressional & Gubernatorial Seats Up For Election in 2024



U.S. House of Representatives: All 435 seats

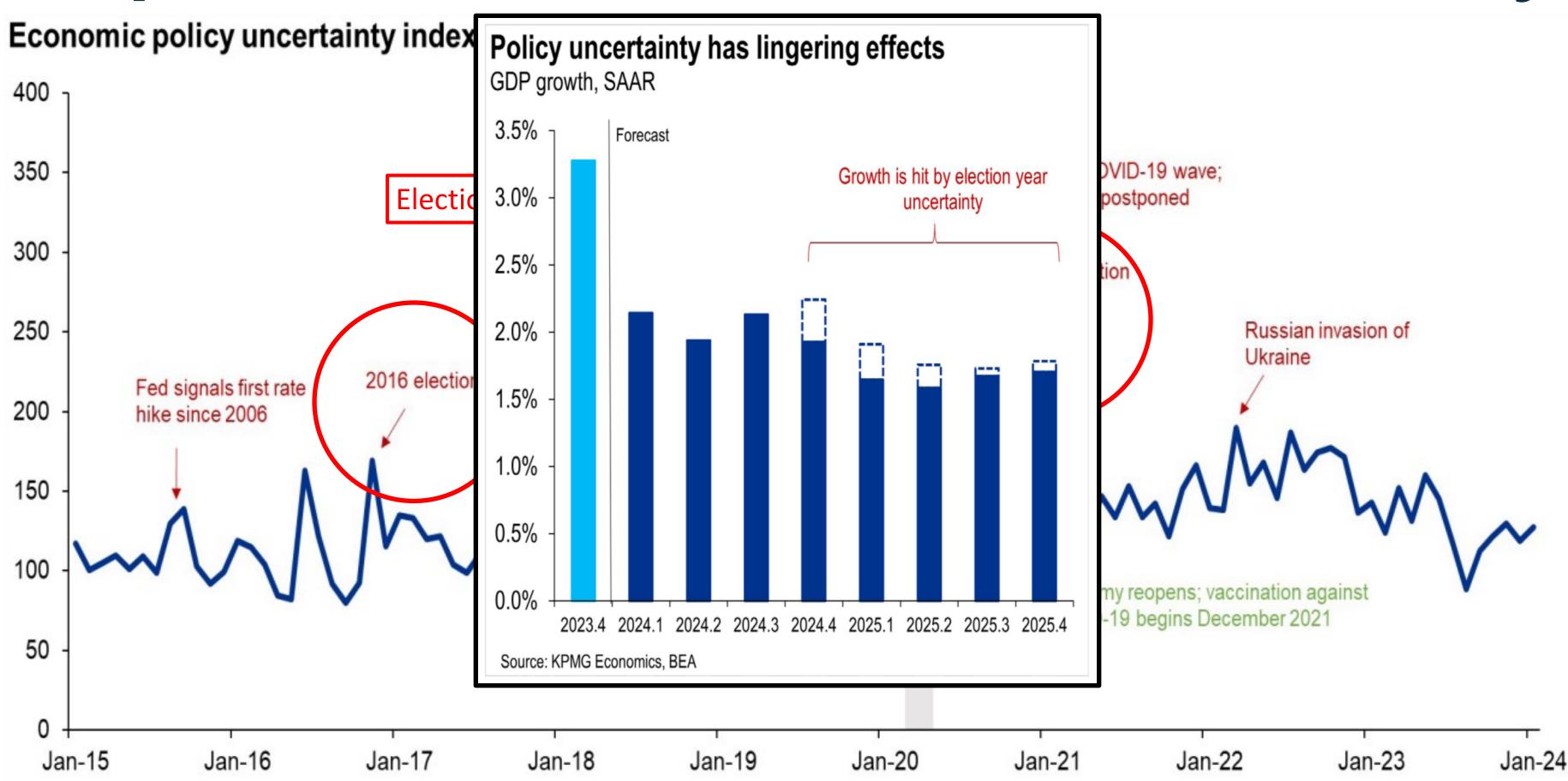
Governors: 11 of 50 states

- Delaware
- Indiana
- Missouri
- Montana
- New Hampshire
- North Carolina
- North Dakota
- Utah
- Vermont
- Washington
- West Virginia

The US Economy is Bigger than Politics



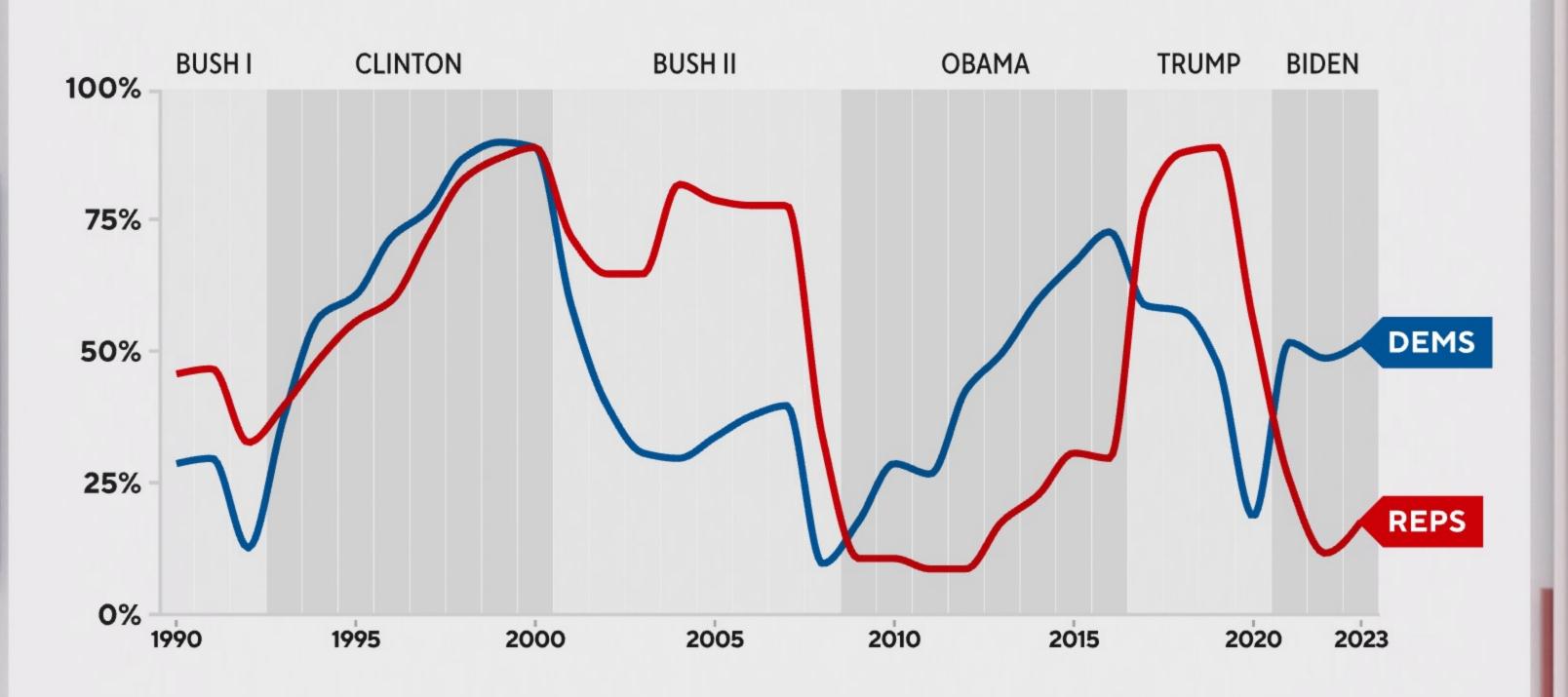
Impact of the Election on the Economy



Source: KPMG | PolicyUncertainty.com | BEA | Bundy Group

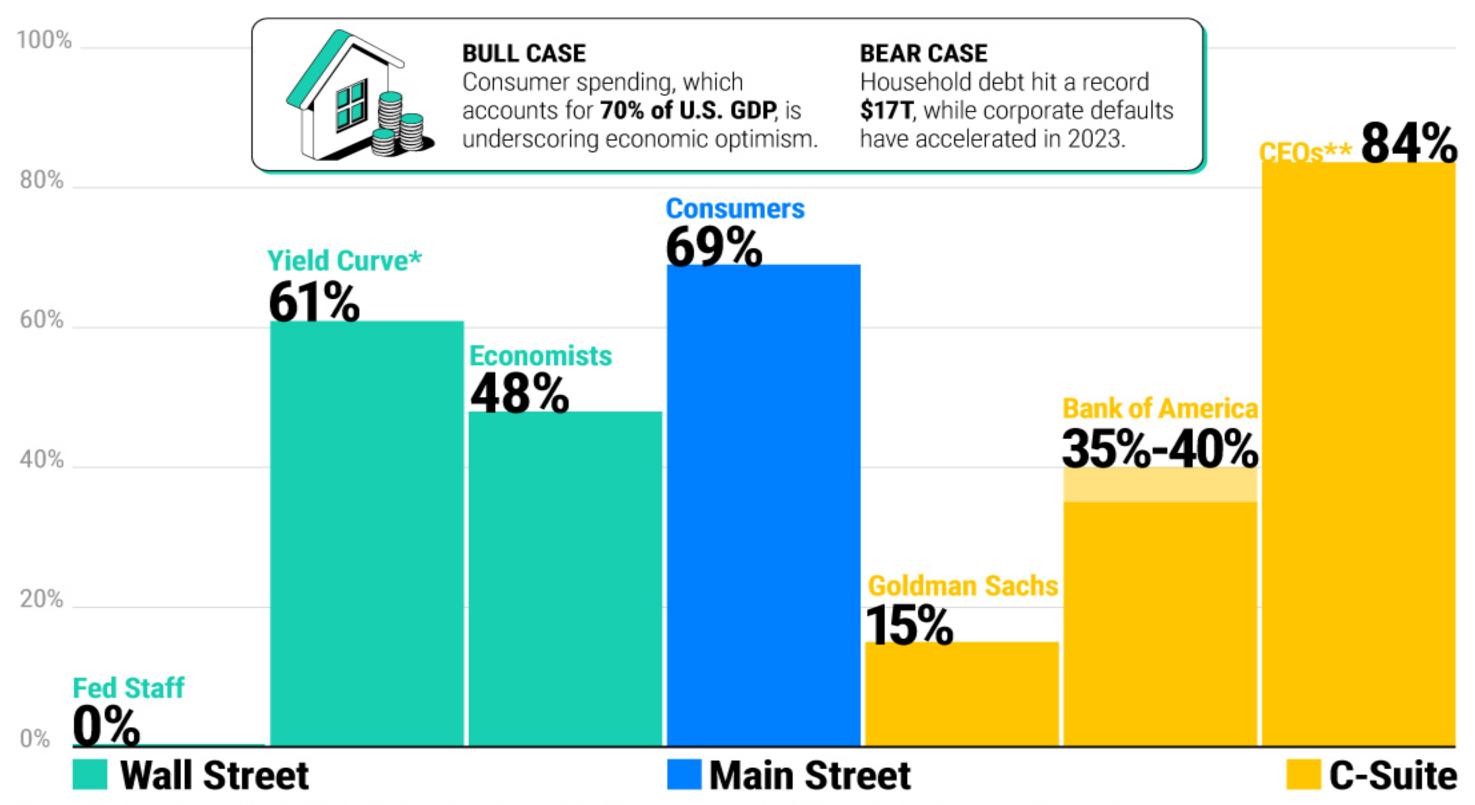
THE PARTISAN GAP ON ECONOMY RATINGS

PERCENT SAYING GOOD



2024 Projections from Various Sources

ESTIMATED U.S. RECESSION PROBABILITY IN THE NEXT 12 MONTHS

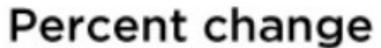


Source: Federal Reserve Bank of New York, Wolters Kluwer, The Conference Board, Goldman Sachs Investment Research, Bank of America. Data based on surveys and projections conducted August-September.

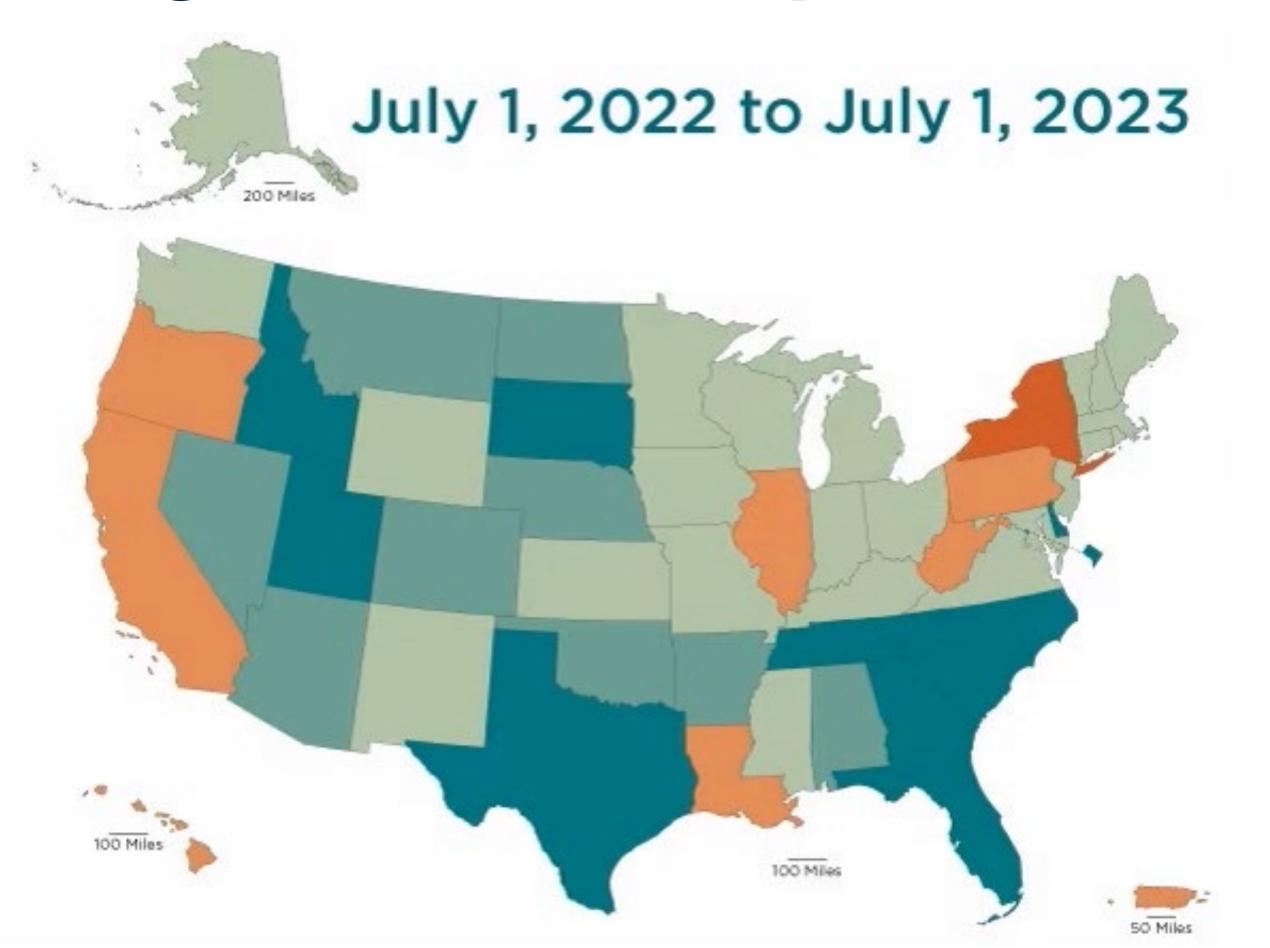
Source: Visual Capitalist **Conference Board Q3 CEO survey probability of a recession over the next 12-18 months.

^{*}Based on a New York Fed model estimating recession probabilities using 10-year minus 3-month Treasury yield spreads, based on data from 1959-2009.

Percent Change in State Population

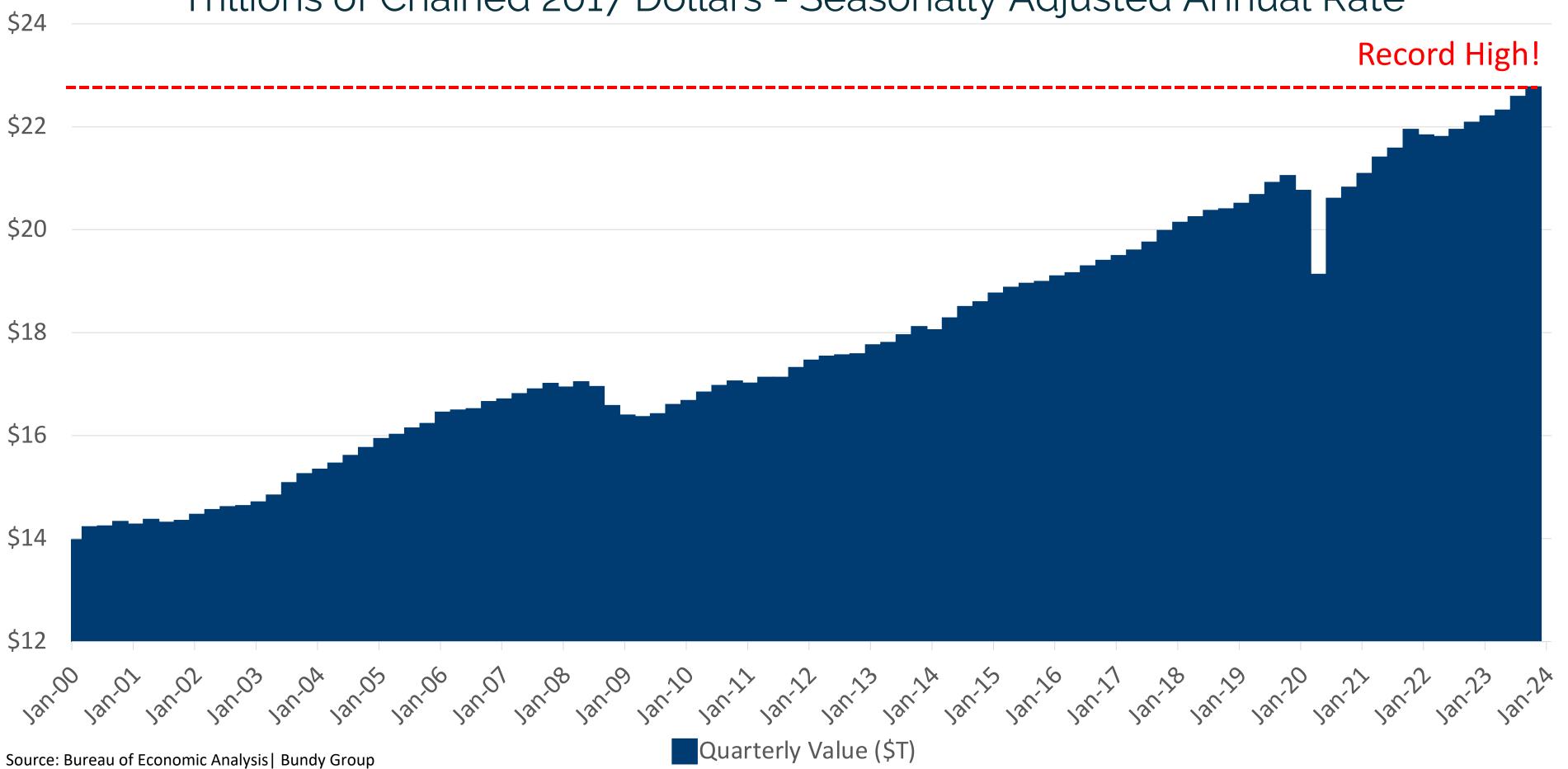






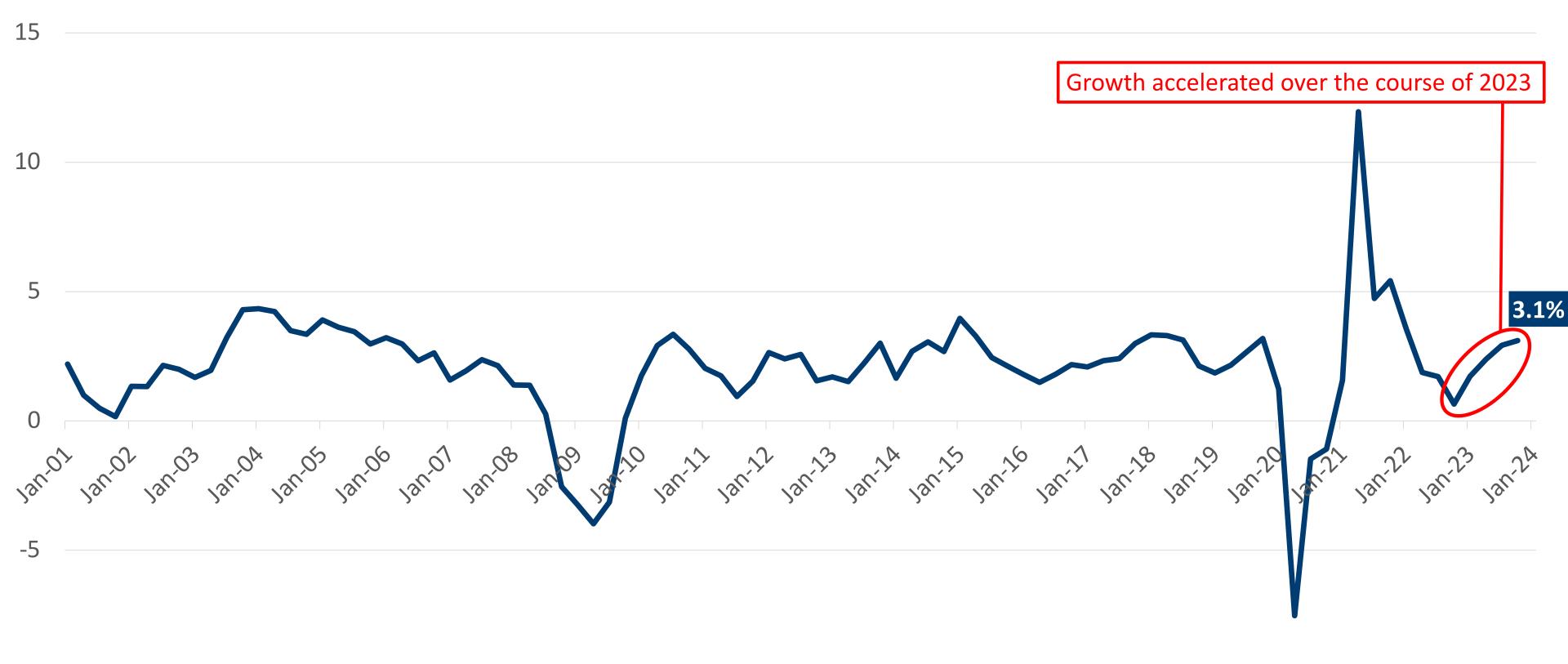
US Real (Inflation Adjusted) GDP

Trillions of Chained 2017 Dollars - Seasonally Adjusted Annual Rate



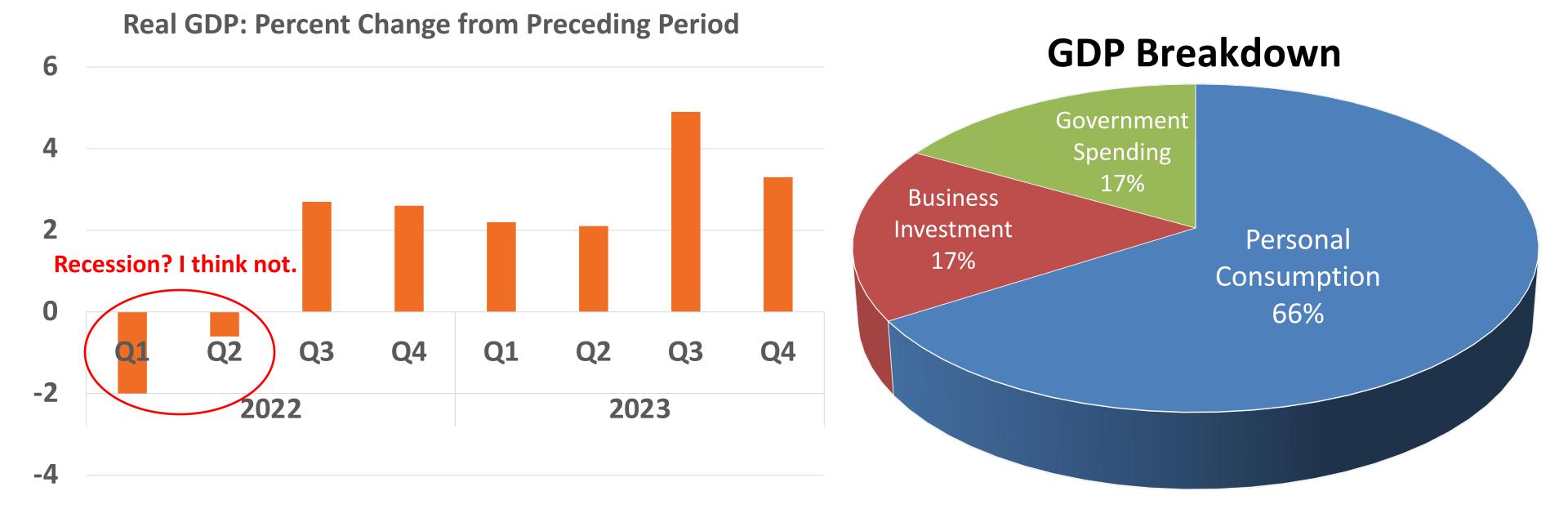
US Real (Inflation Adjusted) GDP

Quarter-over-Quarter (4Q23 vs 4Q22) Growth

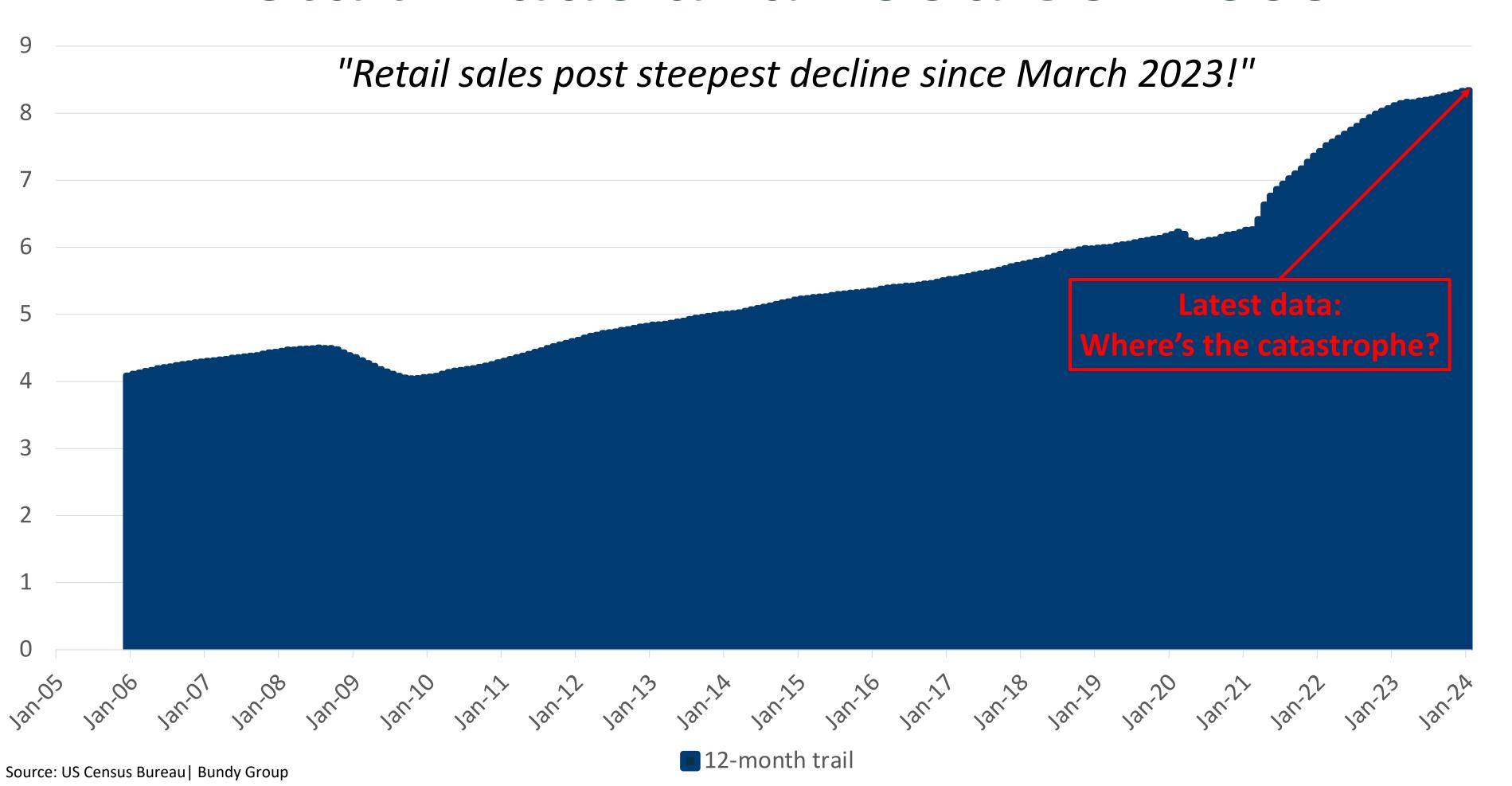


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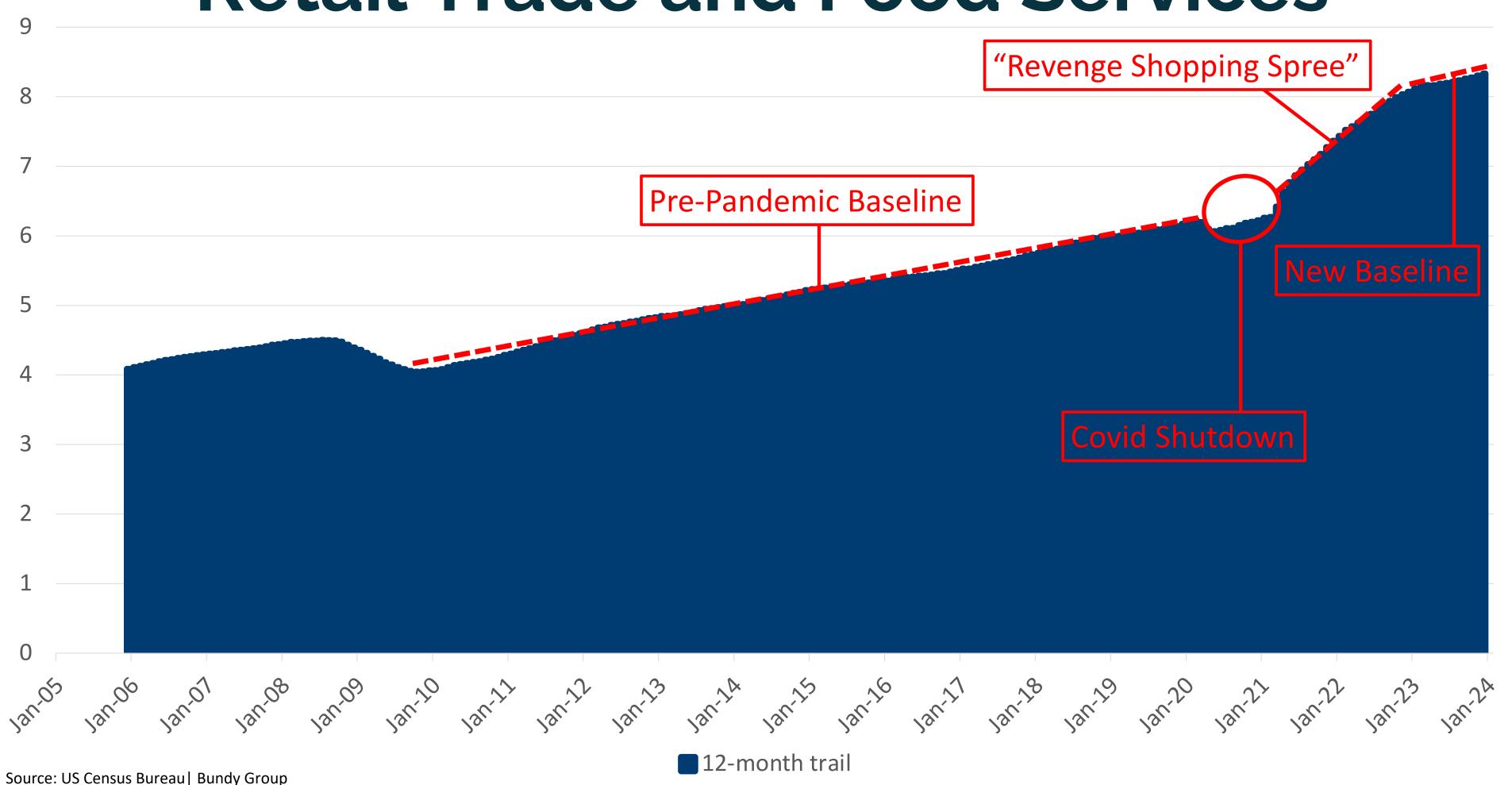
Breaking Down the US Economy



Retail Trade and Food Services



Retail Trade and Food Services

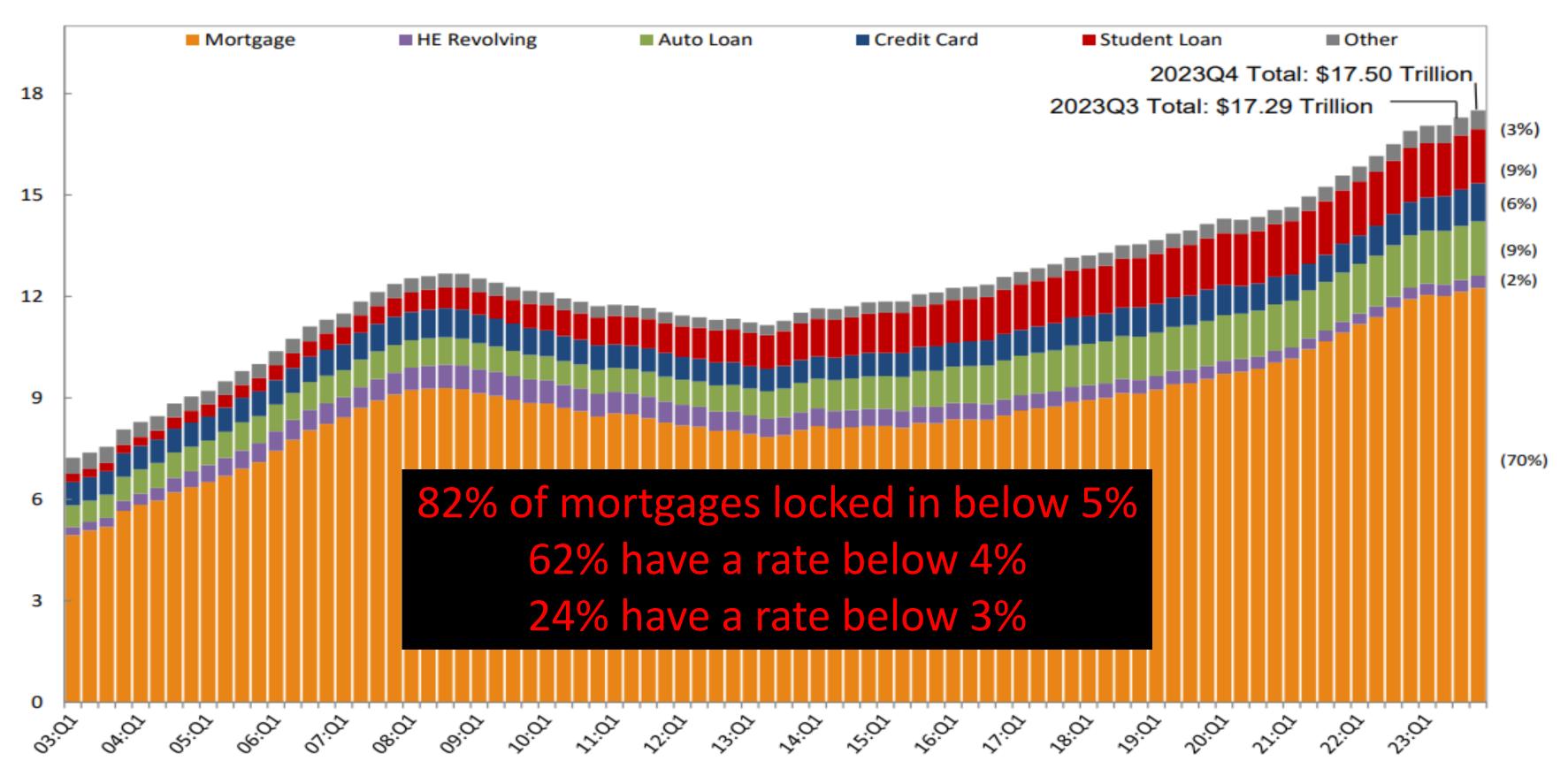


Retail Activity Trend is Positive



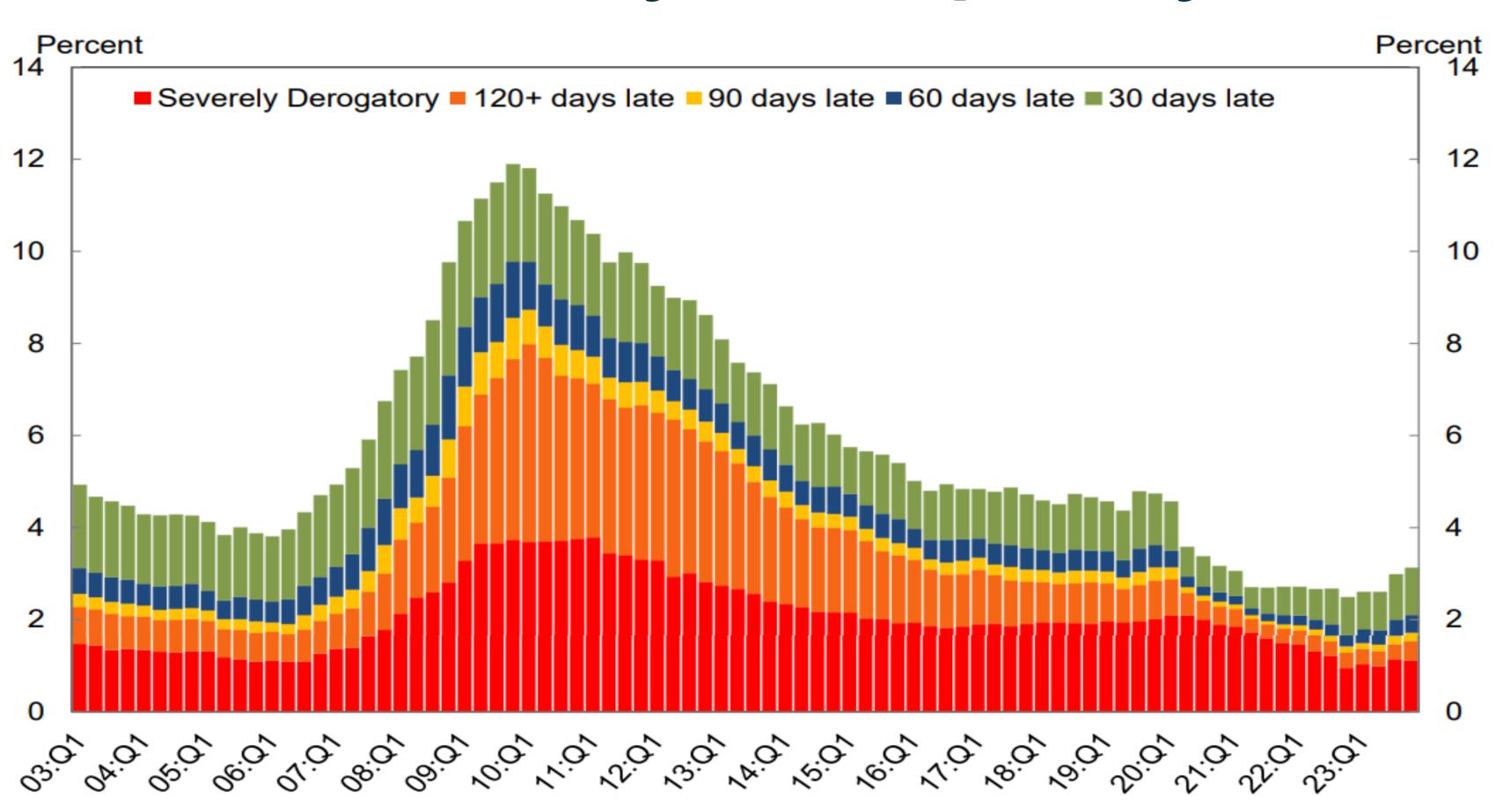
Distribution of American Consumer Debt

Trillions of Dollars



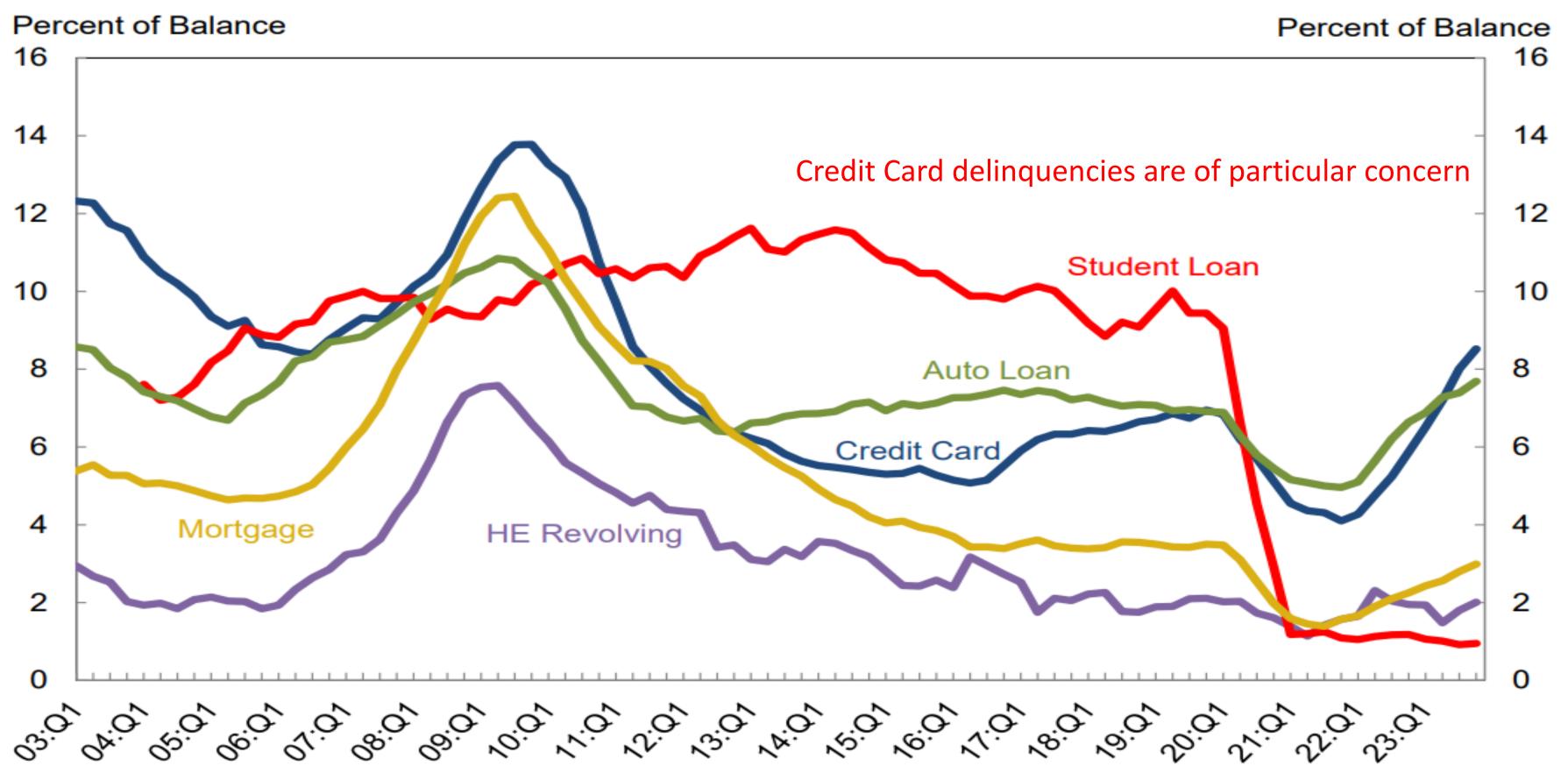
Source: New York Fed Consumer Credit Panel/Equifax

Total Balance by Delinquency Status



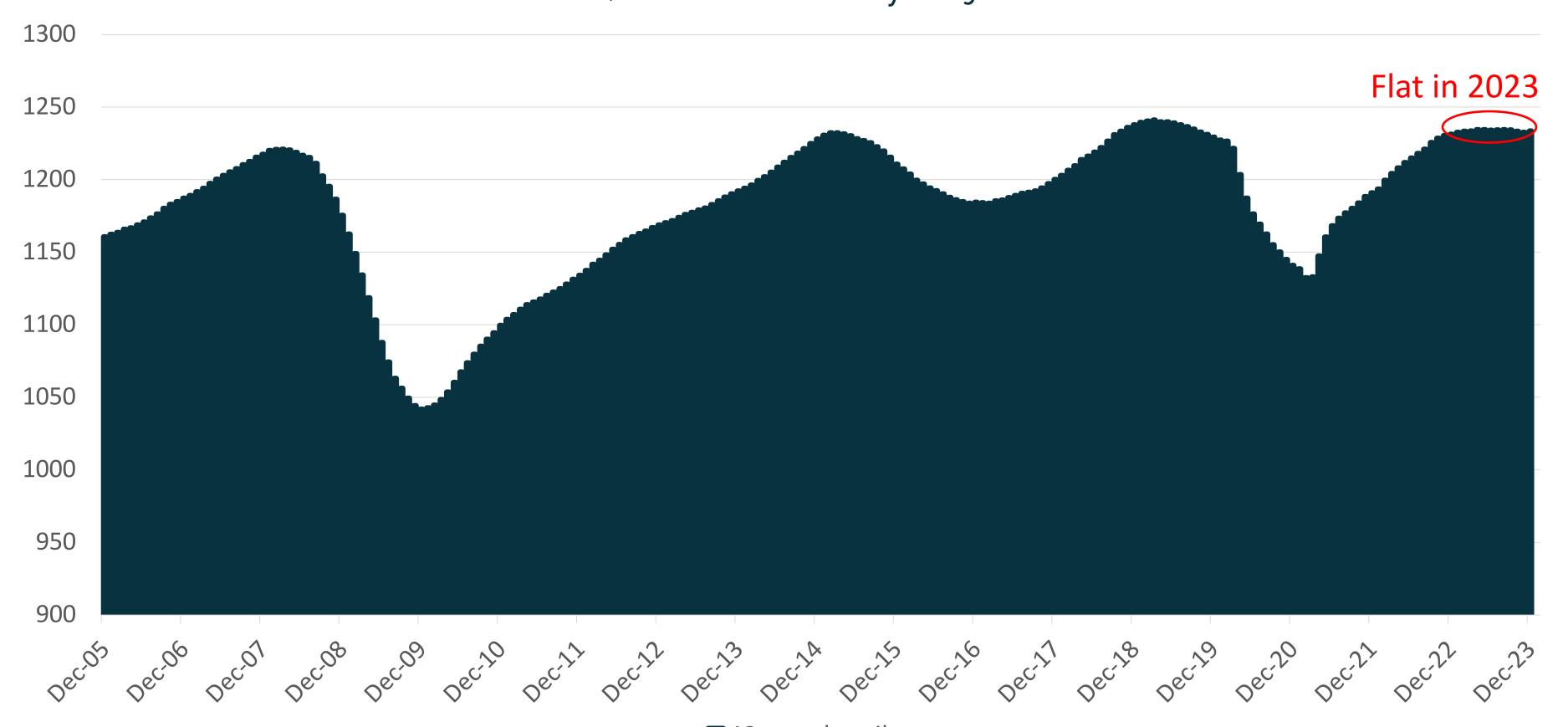
Source: New York Fed Consumer Credit Panel/Equifax

Transition into Delinquency by Loan Type

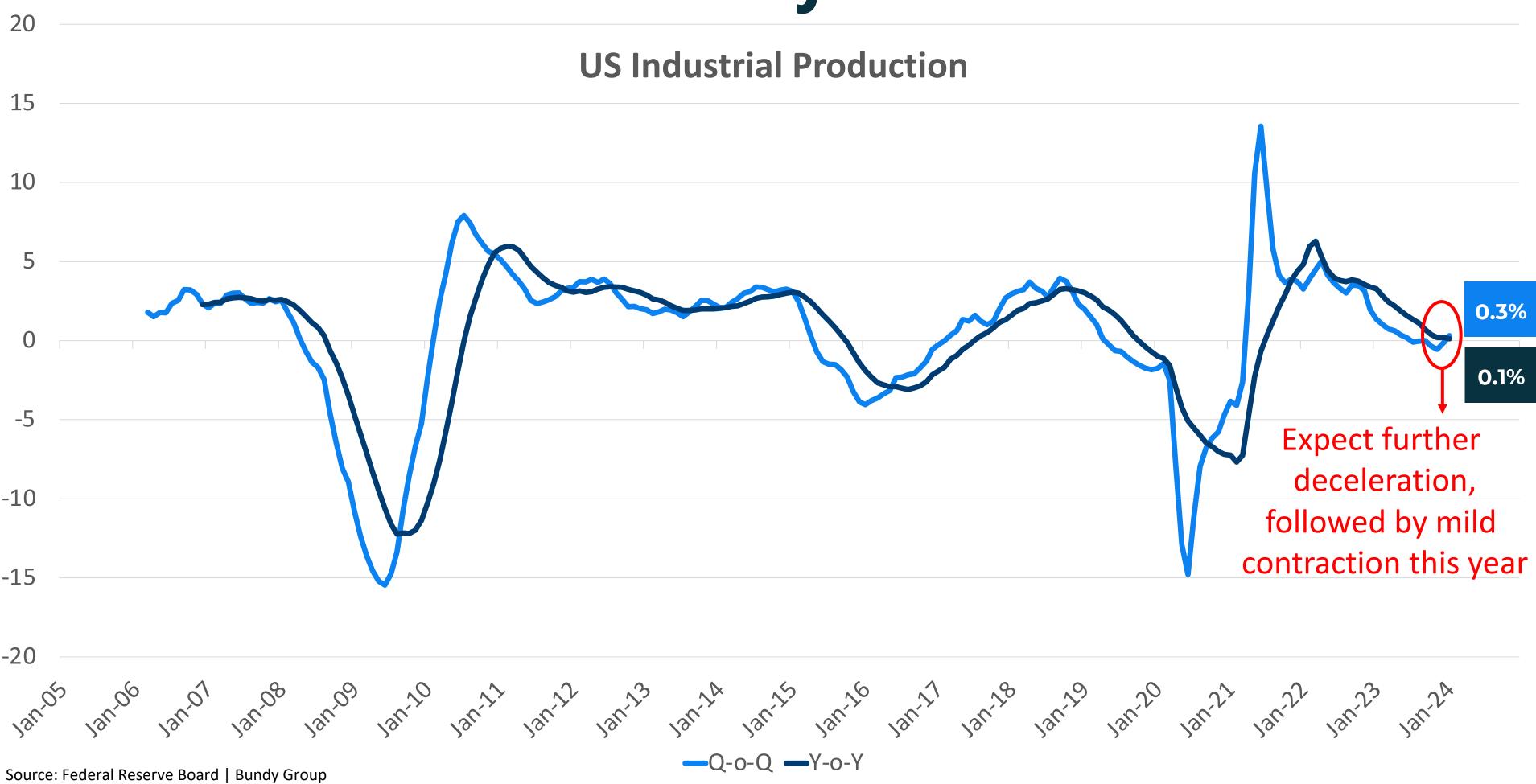


US Industrial Production

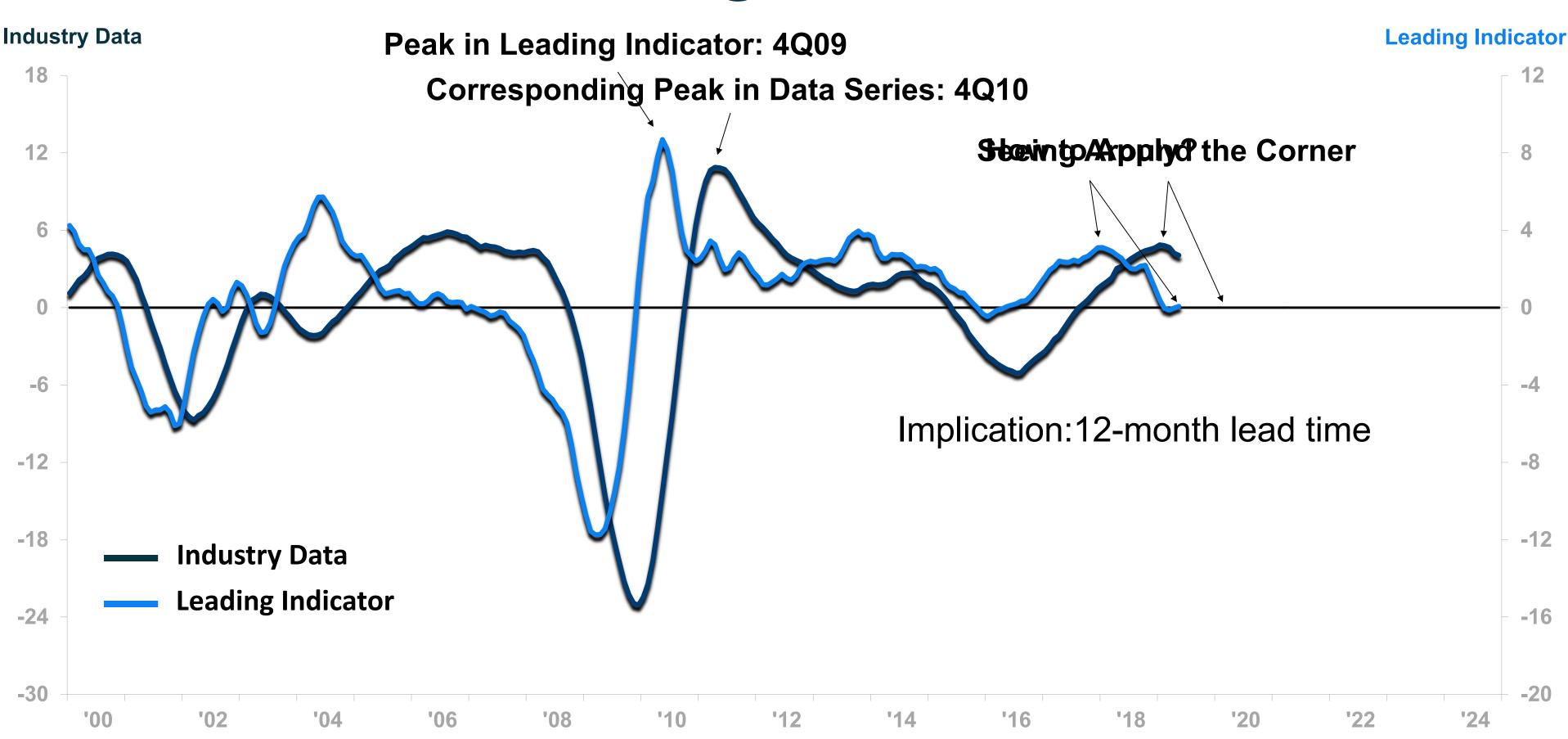
Index, Not Seasonally Adjusted



Industrial Economy Under Pressure

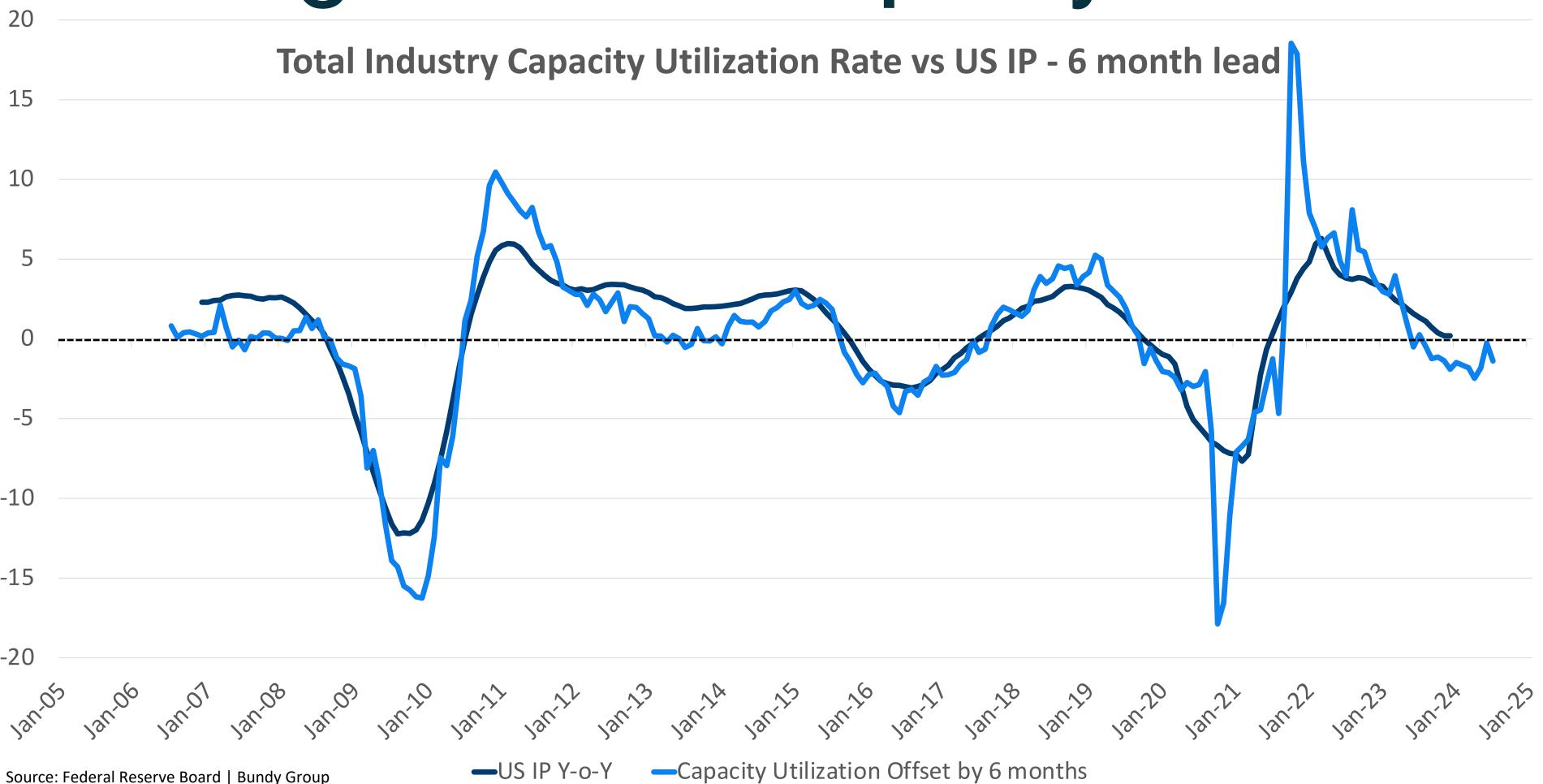


How Do Leading Indicators Work?

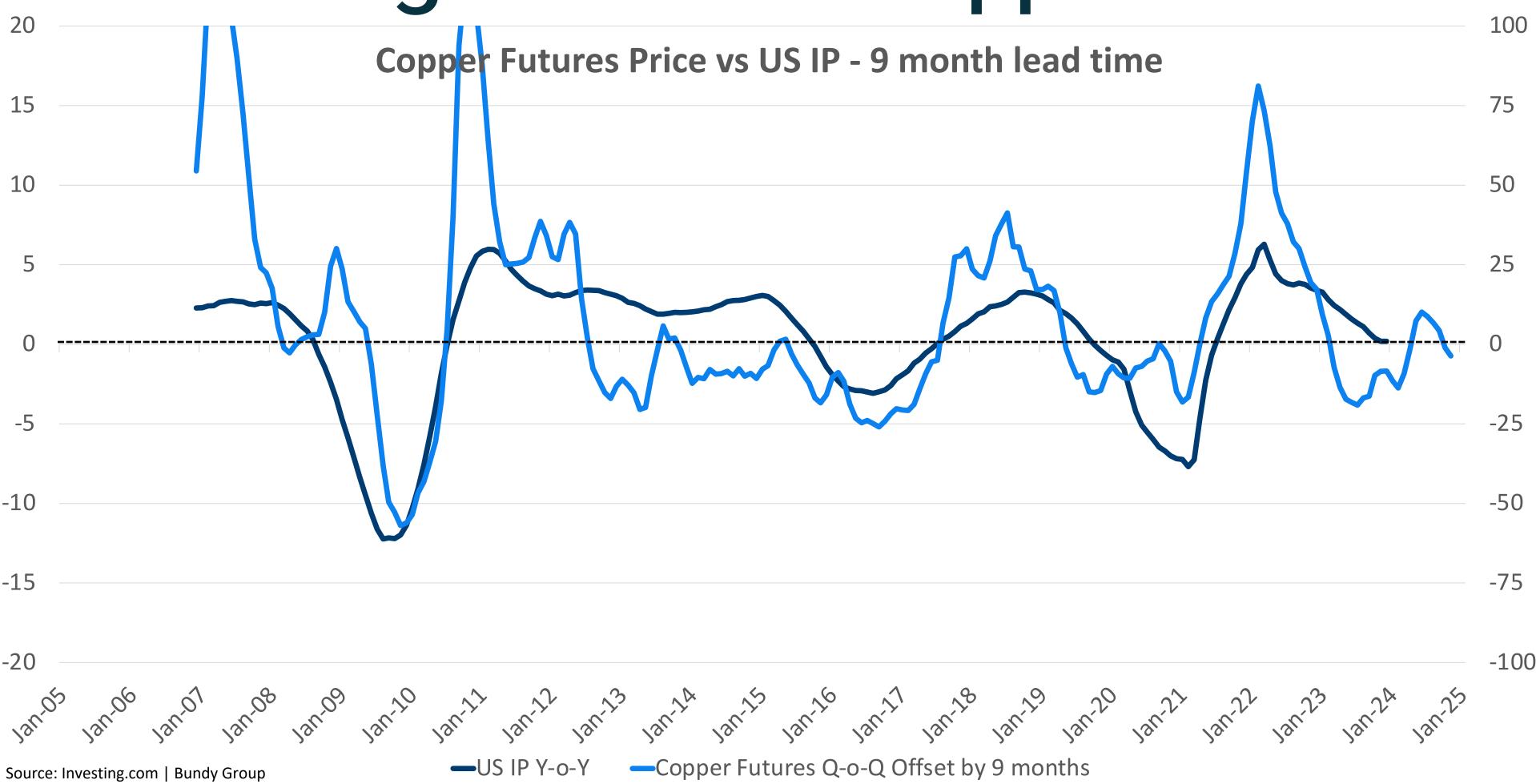


Source: Bundy Group

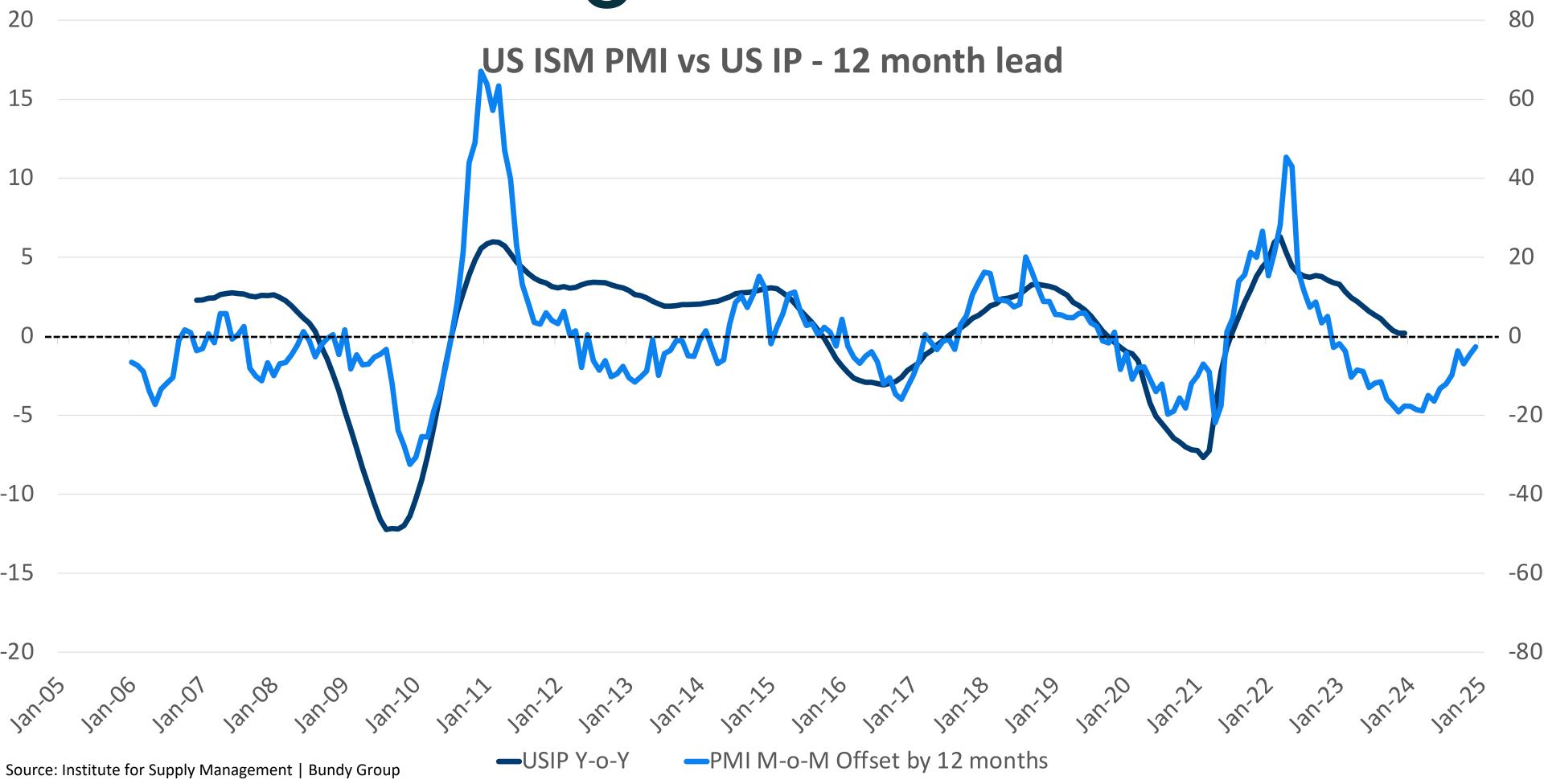
Leading Indicators: Capacity Utilization



Leading Indicators: Copper Prices



Leading Indicators: PMI



Key Opportunities and Future Growth Drivers



EV / BATTERY

- Climate change and sustainability goals driving growth
- Demand driven transition from ICE to EV leading to \$116B in capacity expansions announced in last 6 months
- \$24B in US Government incentives in 2023, fueling \$100B in private investment



SEMICONDUCTOR

- Geopolitical uncertainty driving onshoring
- Secular drivers: EV, 5G, AI / ML and Data Centers
- \$52B in US Government incentives supporting an unprecedented \$305B wave of CAPEX in US to support the growth and realignment of supply chains



FOOD & BEVERAGE

- Changing consumer preferences for a wider variety of options driving growth in flexible manufacturing
- Accelerating investments and growth particularly in Snack, Protein and Agribusiness
- Projected CAGR of 6% over next 5 years



LIFE SCIENCES

- Pivot to personalized medicine with growth projected at 40% CAGR for next 3 years
- Customers driving move to more open and modular control platforms
- Over \$50B in greenfield investments announced in the last 12 months



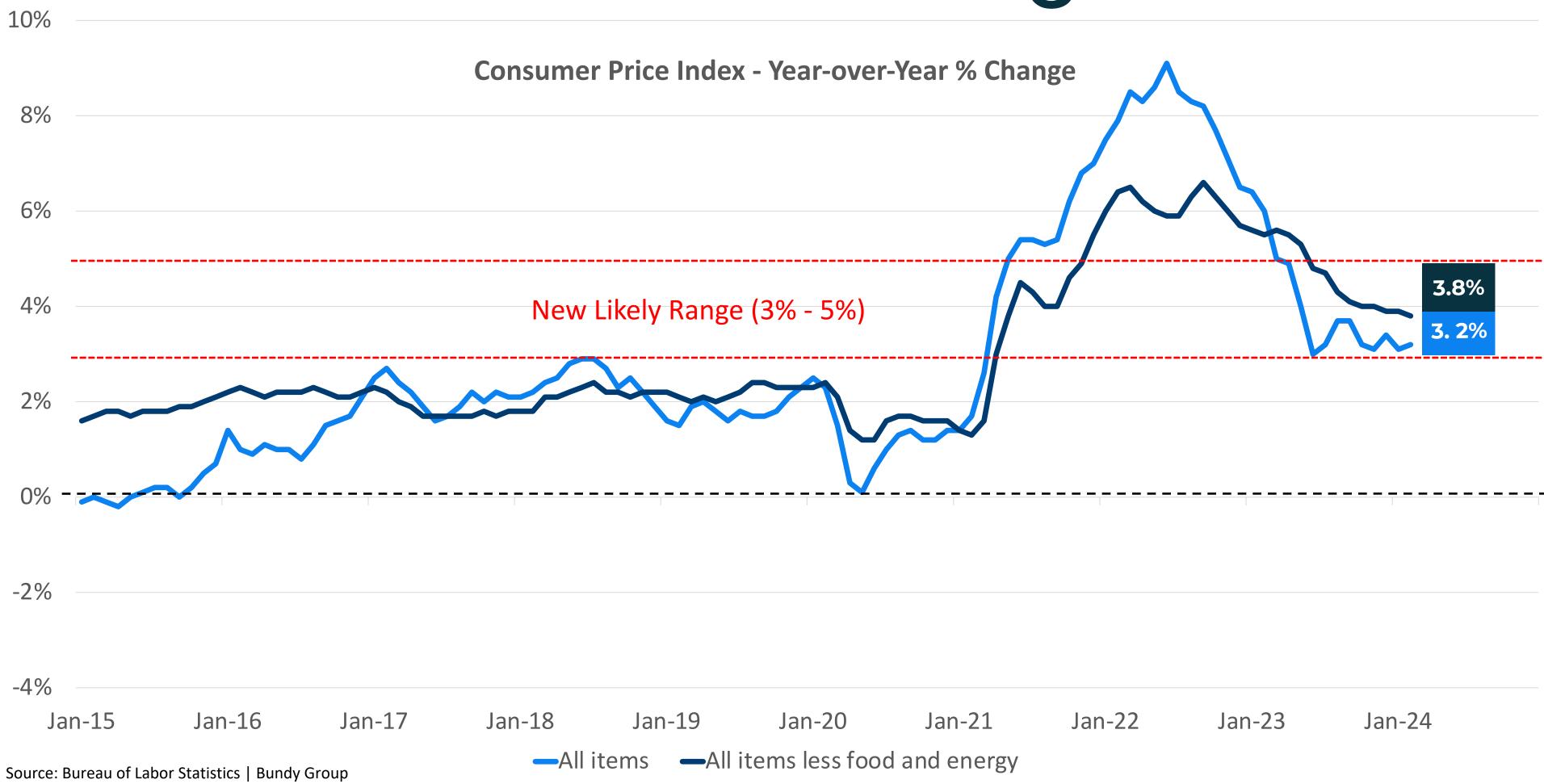
ENERGY TRANSITION

- Energy security, climate change and sustainability goals driving growth
- Green Hydrogen, storage, carbon capture and energy efficiency is a \$42B market growing at 17% CAGR to 2032
- \$500B in climate action spend in IRA driving private investment

Significant investments across multiple sectors creating extraordinary growth opportunities

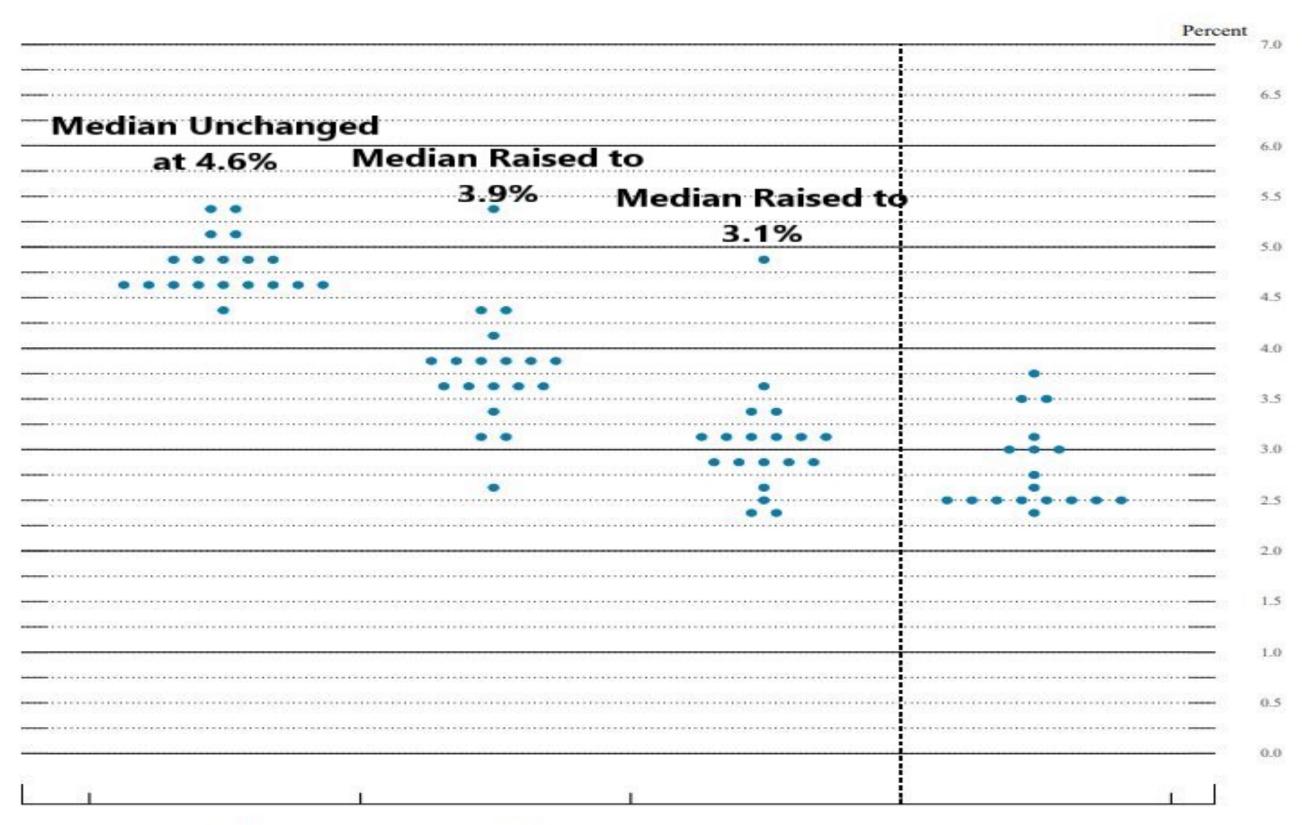
Source: Rockwell Automation | Bundy Group

Consumer Prices - New (Higher) Normal



FED's Interest Rate Policy Implications

Figure 2. FOMC participants' assessments of appropriate monetary policy: Midpoint of target range or target level for the federal funds rate



National Labor Market Performance



Labor Market Remains Tight



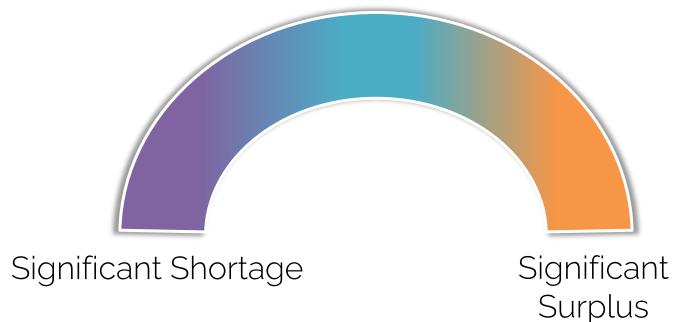
National Unemployment Rate March 2024

Healthcare 1.0% **Practitioners** 2.3% Management Architecture 4.3% & Engineering Tech 4.3% Business 2.0% & Financial

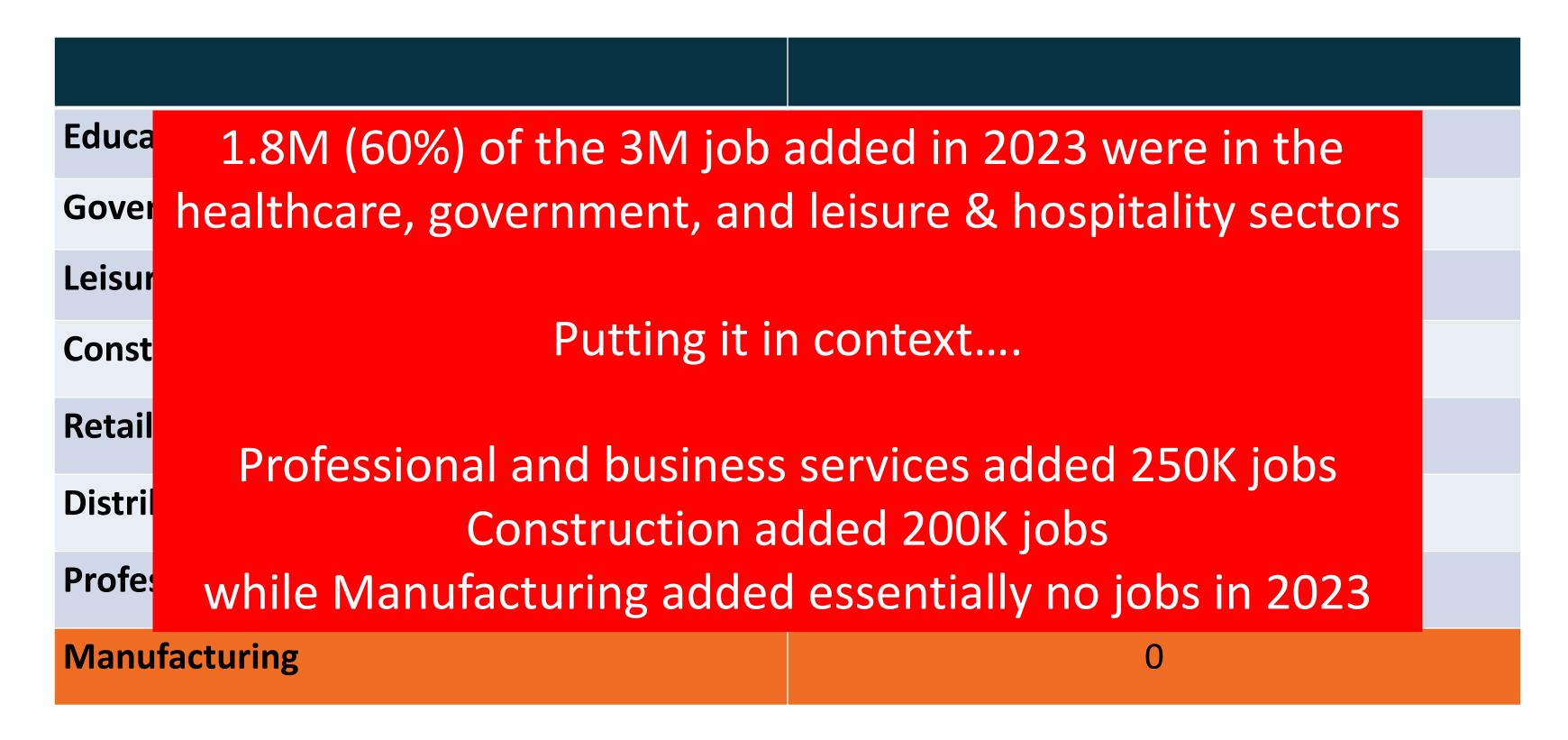
Legal

1.9%

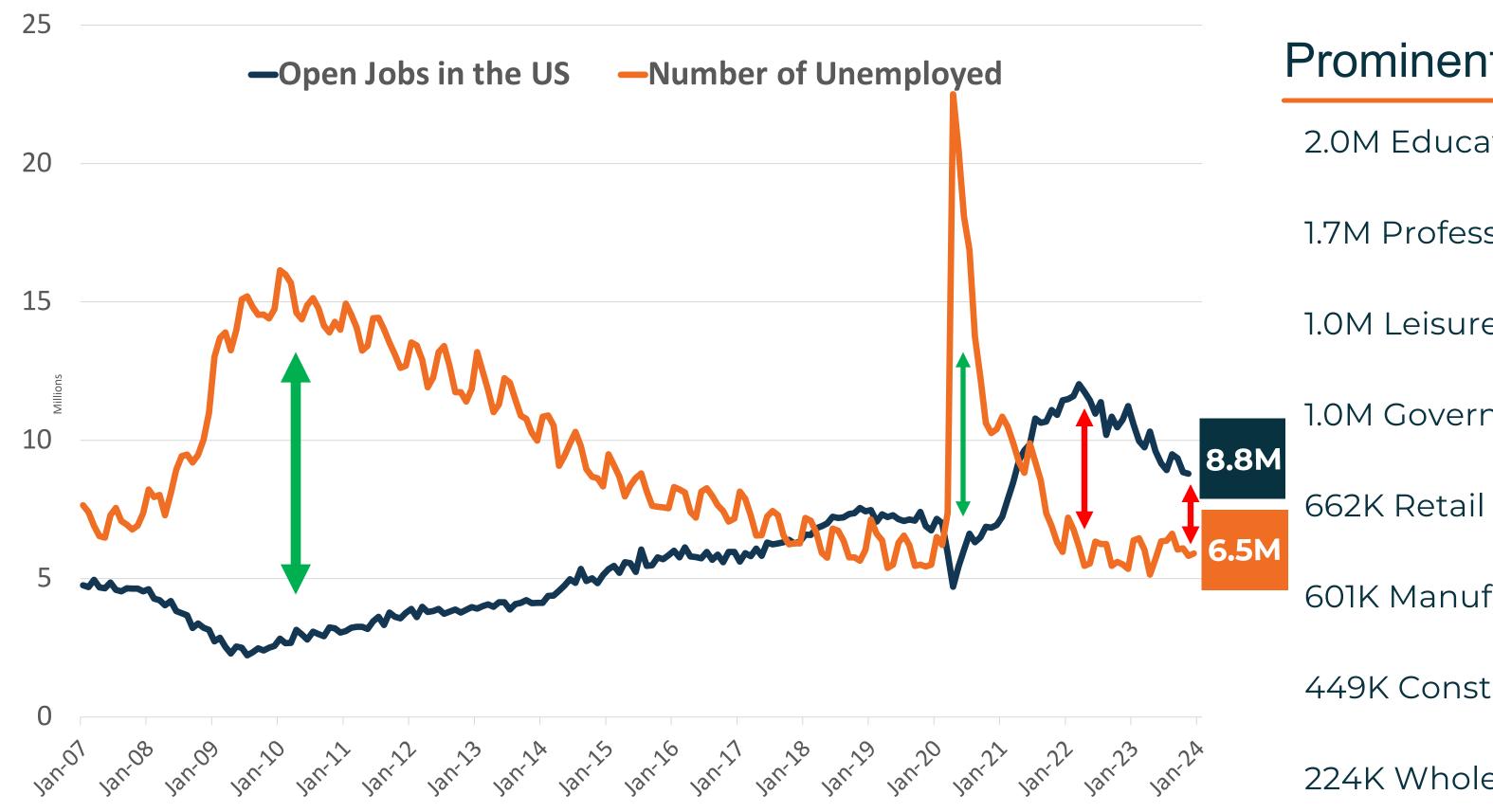




Jobs Added by Sector - March 2024



The Labor Gap has Shrunk



Prominent Sectors

2.0M Education & Healthcare

1.7M Professional & Business

1.0M Leisure & Hospitality

1.0M Government

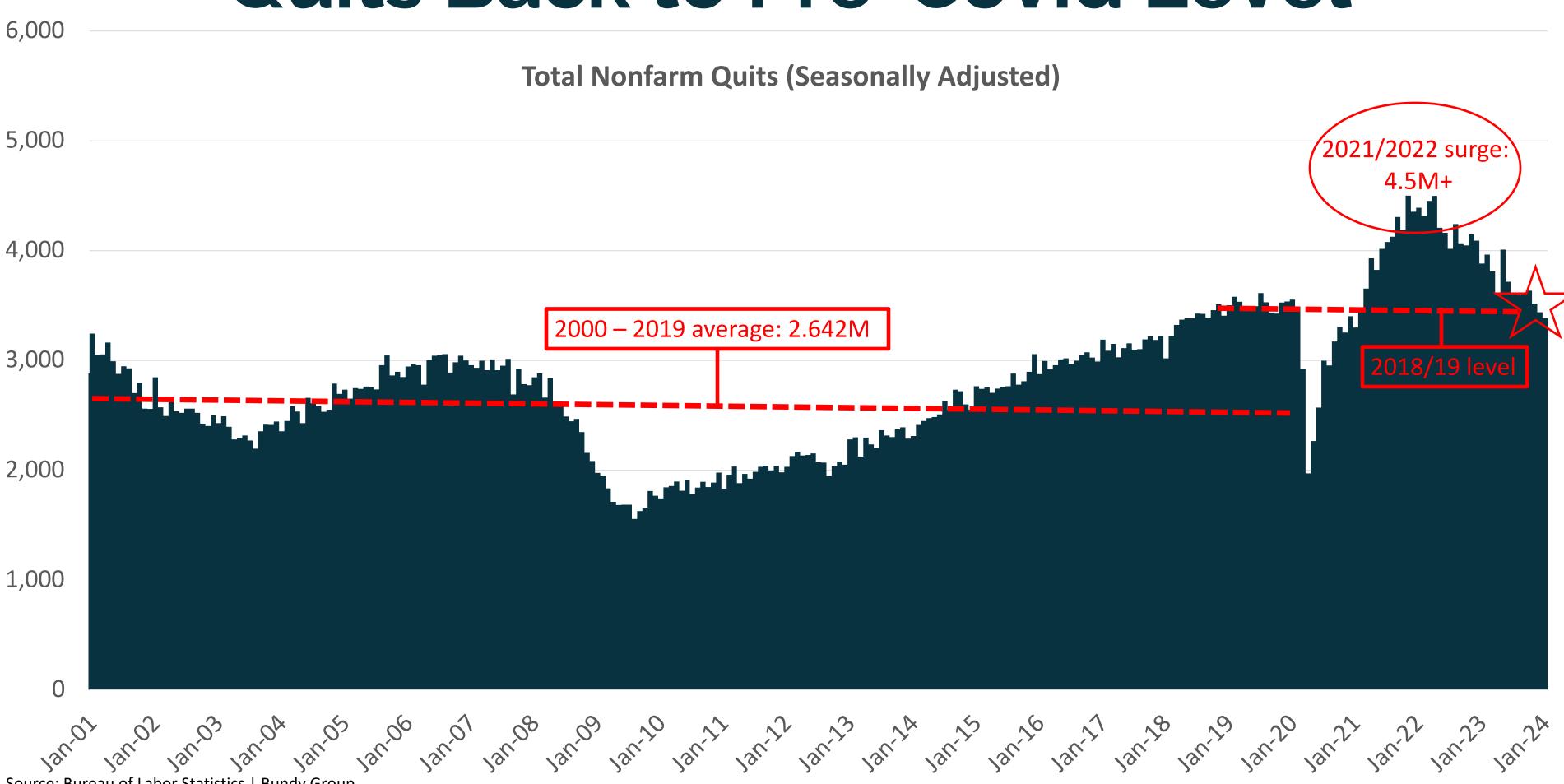
662K Retail Trade

601K Manufacturing

449K Construction

224K Wholesale Trade

Quits Back to Pre-Covid Level



Implications of today's high interest rates:

- Cash is king, financing costs to remain prohibitive
- Customer retention/acquisition rates could drop due to lower demand
- Difficulty with decisions about R&D spending, hiring plans, inventory management

Operational initiatives to consider:

- Growth by Market Share Gains
- Identify and remove unnecessary steps to increase efficiency and throughput
- Protect margins by
 - Reducing waste and energy use
 - Renegotiating transportation contracts
- Focus on employee retention

Navigating the Current Macro Landscape



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April 2024



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