

# The Impact of Inflation

*How it's Affecting Your Business and Employees*

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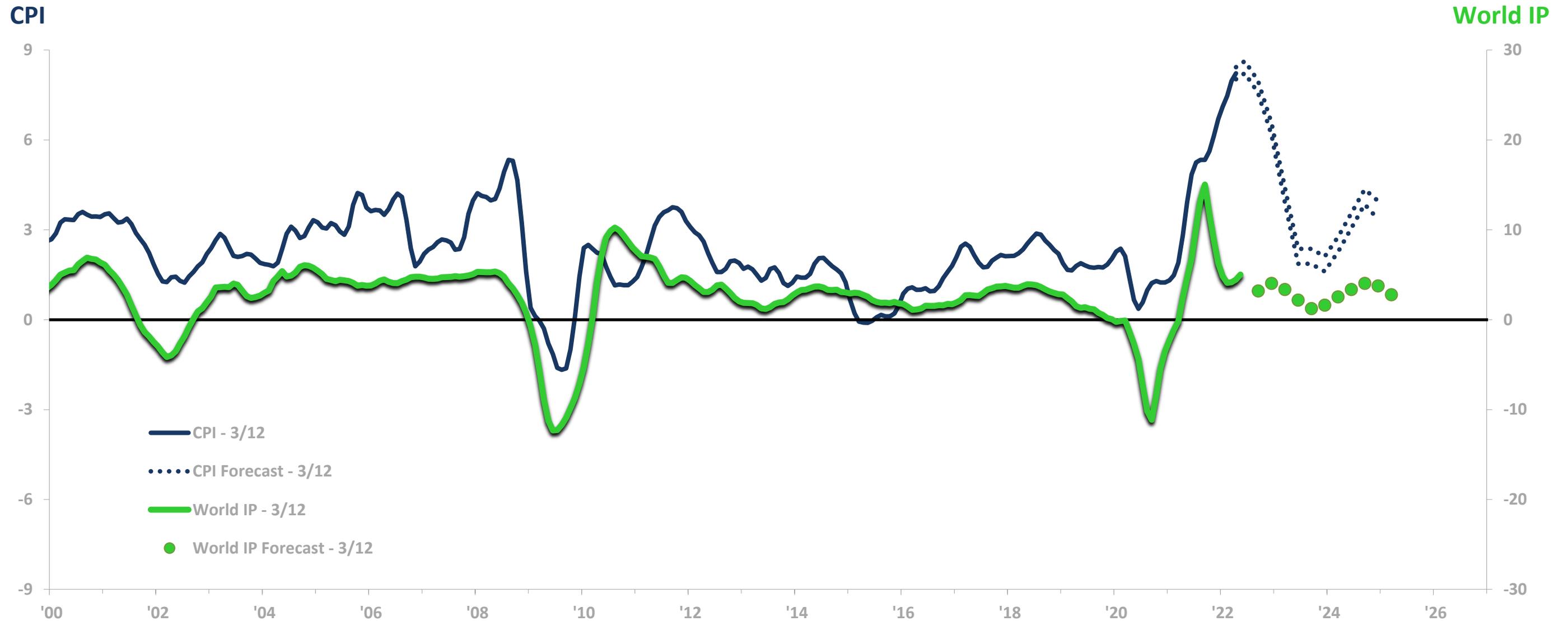
# Inflation

# Lower Inflation Ahead Indicated Pre-Invasion

Sources: BLS, CPB Netherlands Bureau For Economic Policy Analysis

## US Consumer Price Index to World Industrial Production Index

3/12 Rates-of-Change





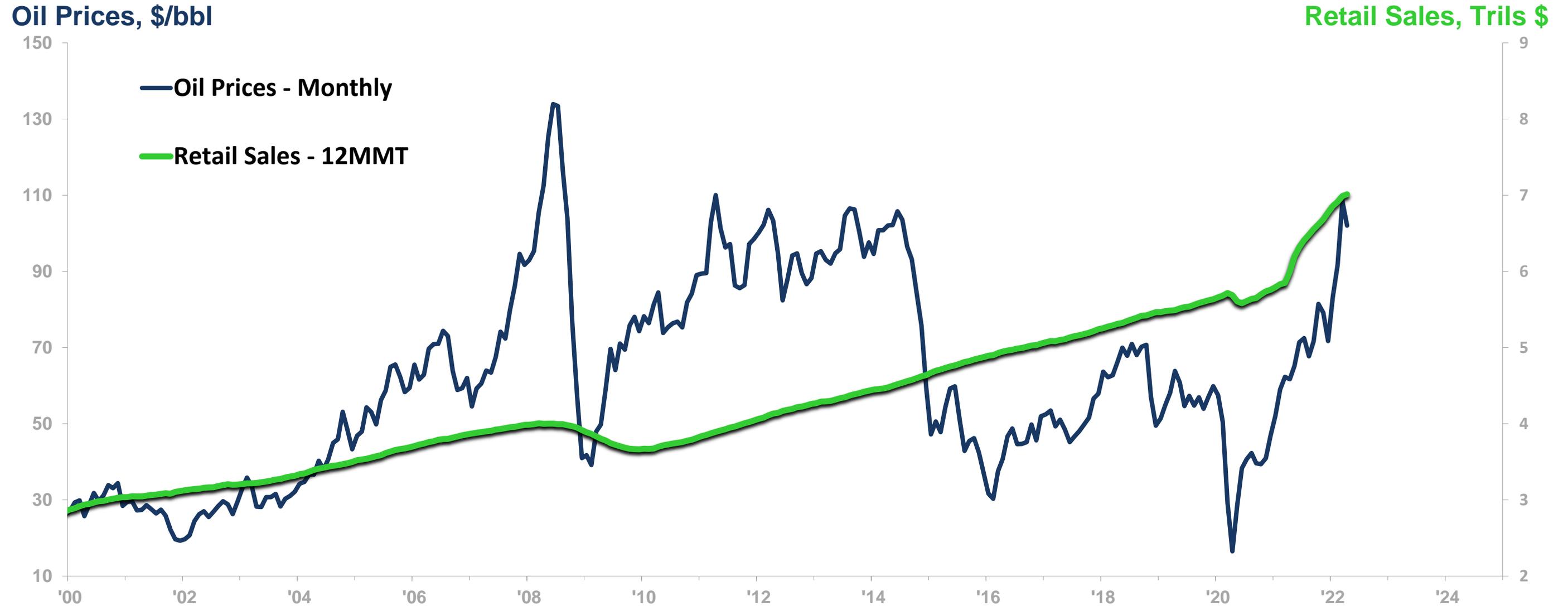
# **How Your Employees are Feeling Inflation**

# Retail Sales Can Climb Despite Higher Oil Prices

Sources: EIA, US BureauCensus

## US Crude Oil Spot Prices to US Retail Sales (excluding gas stations)

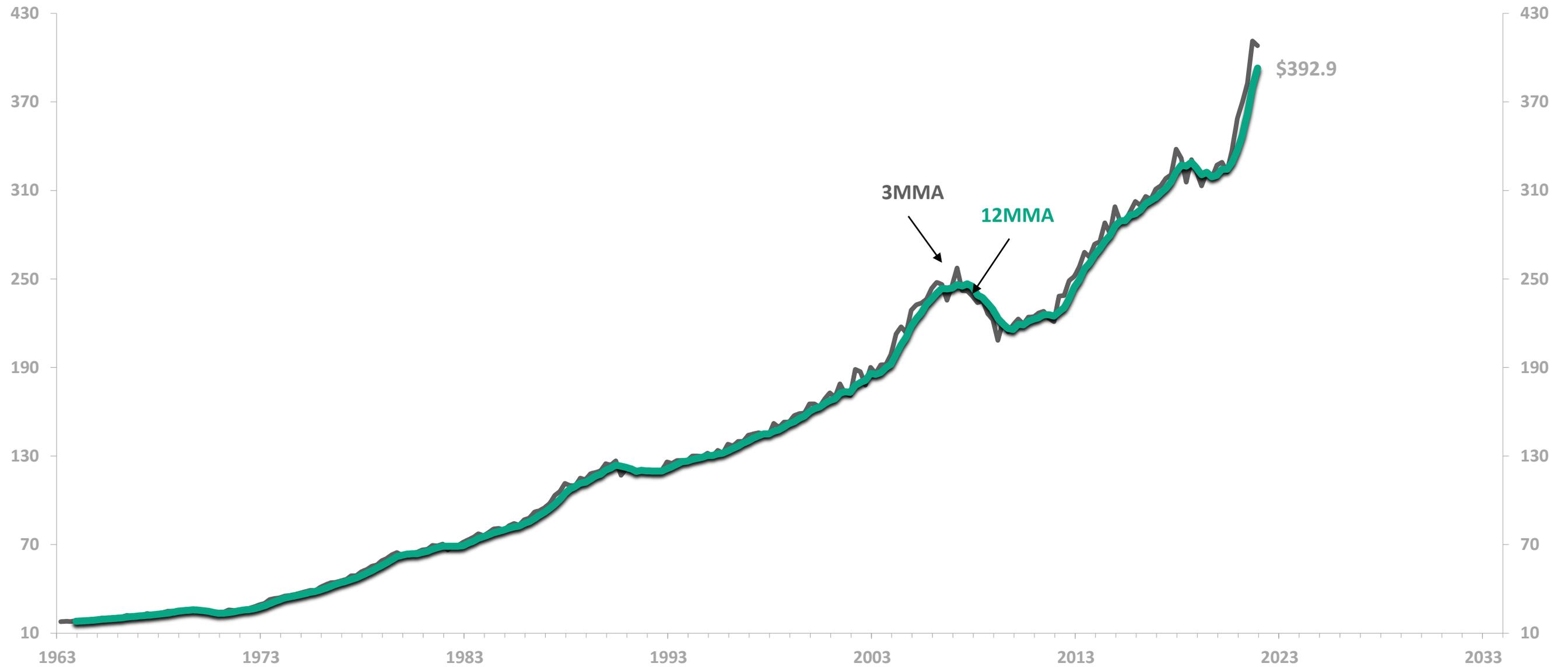
Data Trends



# More Rise Ahead; Expect a Different Pace

Source: US Census Bureau

**US Median New Home Sales Price**  
Thousands of Dollars

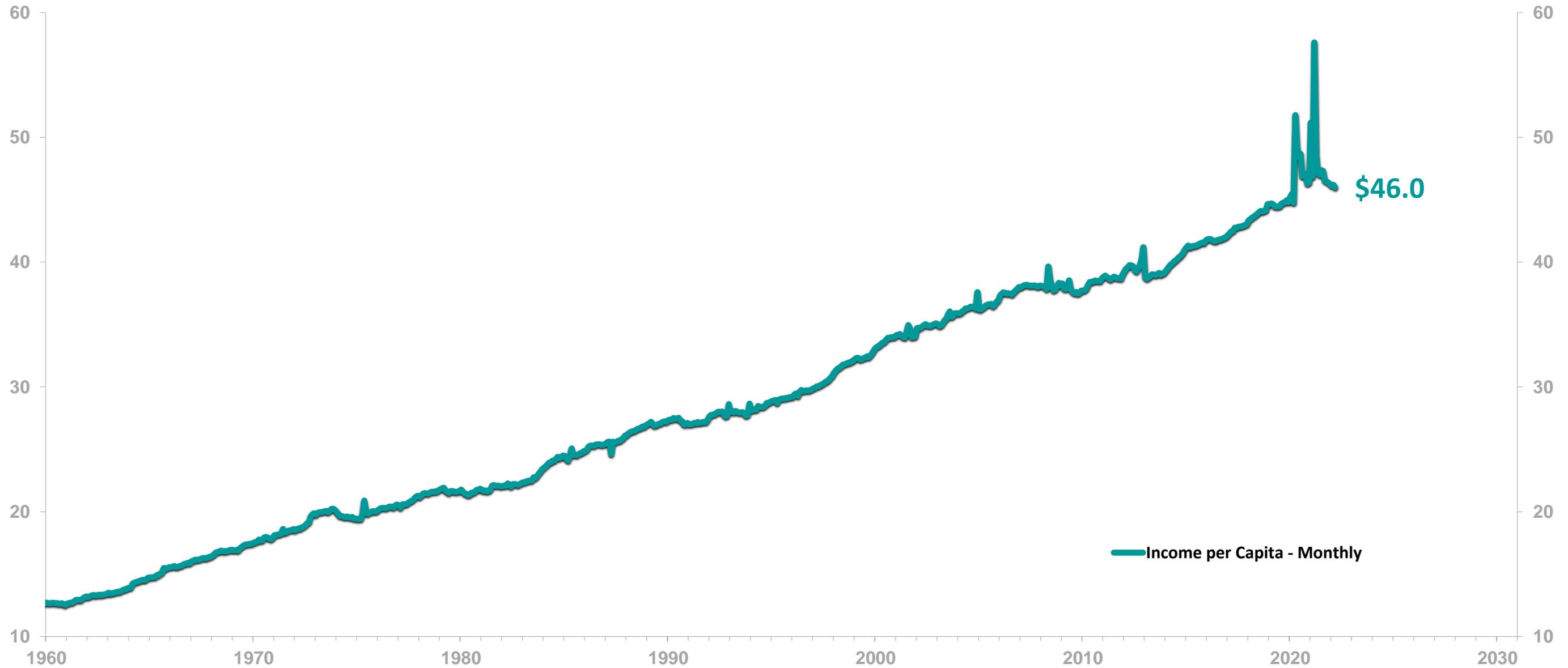


# Income Trend Is Normalizing

Source: BEA

## US Real Disposable Income Per Capita

Raw Data: Thousands of Chained 2012 Dollars

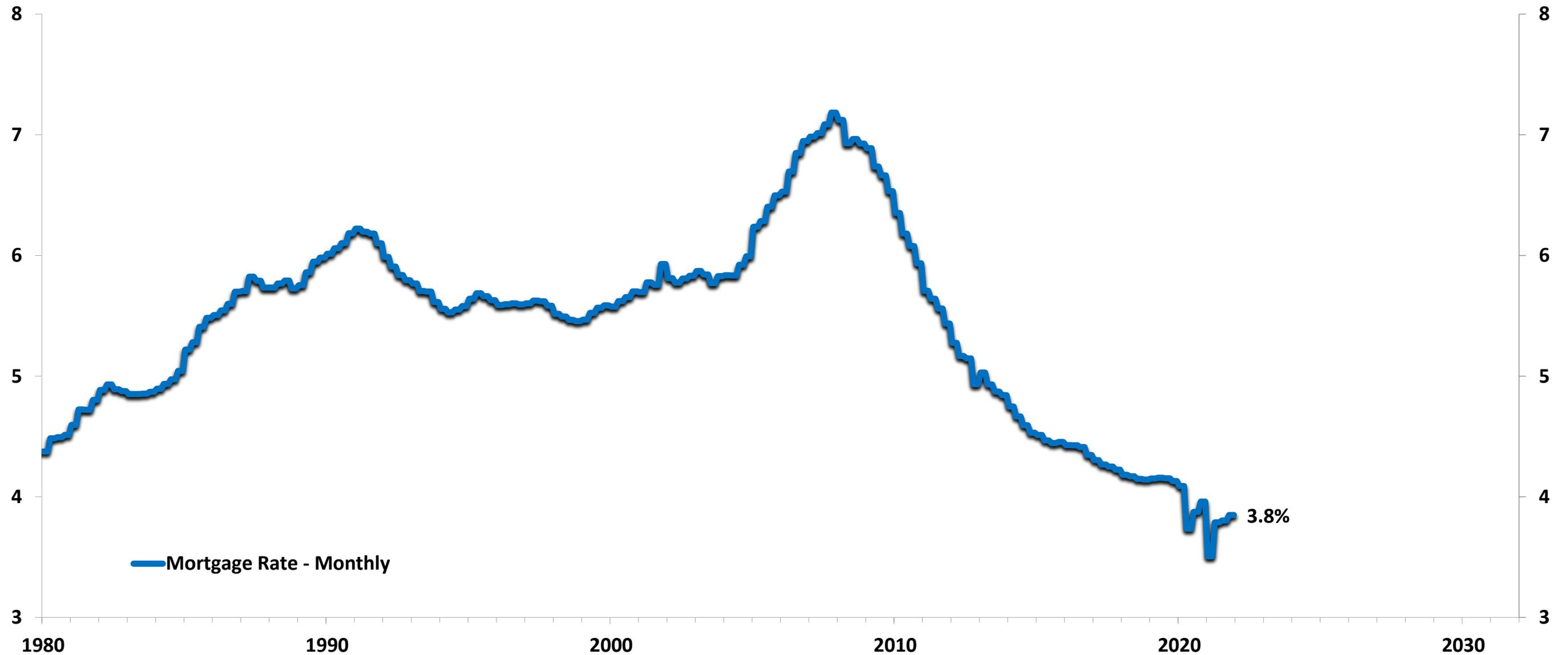


# No Problem Making the Mortgage Payments...

Source: FRB

## US Mortgage Debt Service Payments as a Percent of Disposable Personal Income

Raw Data, Percent

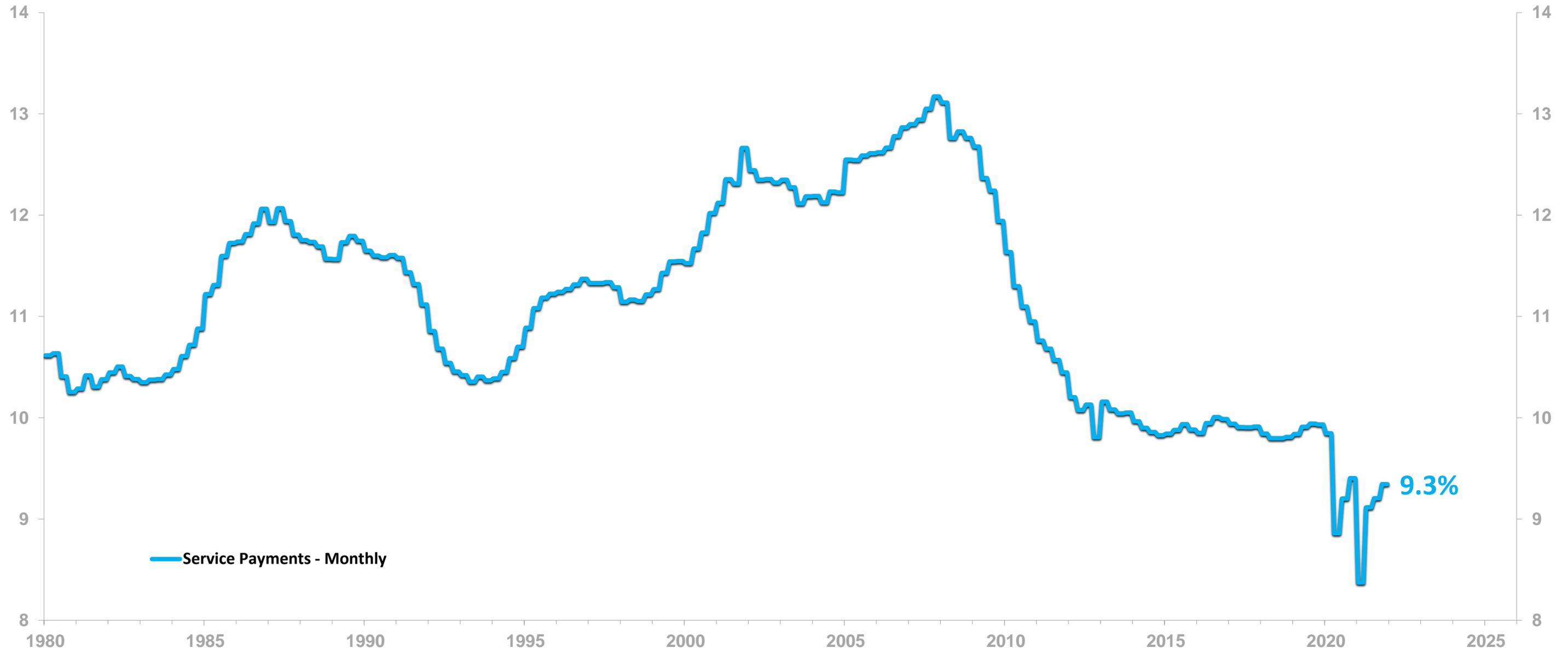


# The Consumer Is In A Sound Financial Position

Source: FRB

## US Household Debt Service Payments as a Percent of Disposable Personal Income

Raw Data: Percent





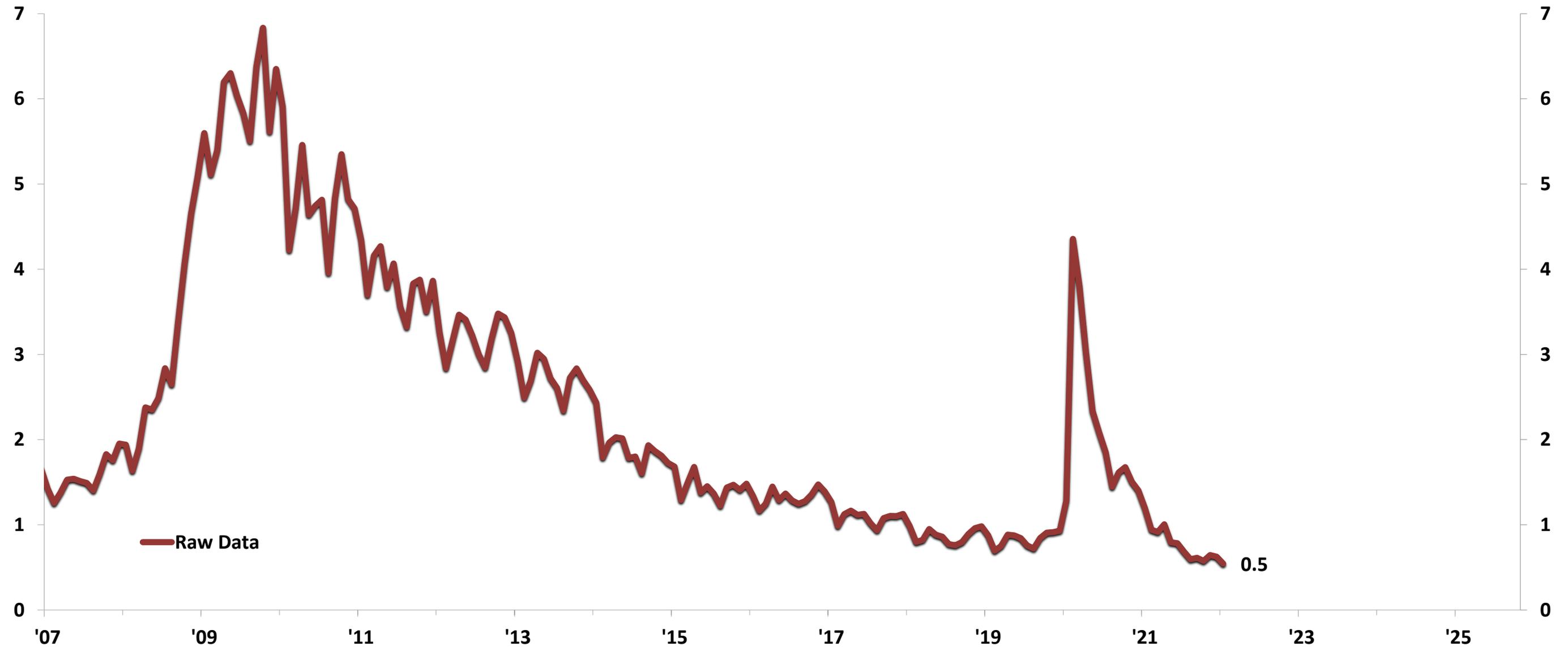
**People**

# Employees Market

Source: BLS

## US Number of Unemployed Persons per Job Opening

Raw Data, Number of Persons



# People Summary

- Employees have the power
- Culture and retention are key
- Not all states offer the same growth opportunities

## Next Steps

How positive is your corporate culture?

Opportunities for skills growth and advancement are critical

# Take Aways

It's about the  
employee experience!

Create a community  
that is irresistible to  
applicants!

Be as generous as  
possible with  
compensation ~ your  
employees are  
struggling

**Questions?**

# Thank You!

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