Perspectives
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Michael F. Odar, CFA®
President
Chief Executive Officer

Two Heads Are Better Than One

From my early days on the research team as a wealth management advisor, to now leading the team at Greenleaf Trust, I have experienced many times the value that diversity of background and thought have added to the work we do on behalf of our clients and how we collaborate with teammates. It's the main reason we serve clients with three-person client-centric teams supported by the larger team. I believe in the proverb that "two heads are better than one."

I had the chance over the past Labor Day weekend to contextually discuss this belief with dear long-time clients from Florida who were at our house for dinner. We had just dropped off our youngest son for his freshman year at Montana State University, and they were asking what he wanted to study. As required by most universities, before entry he had picked a major. But I could tell there were still questions in his mind about how this choice would apply to his future. My oldest son, recently graduated from Michigan State University, was also wondering how to apply his area of study. My advice to both was to pursue studies or work that interests you the most and makes you happy. If you can, that's where you will be your best. I used my experiences with building teams at Greenleaf Trust and feedback from the team itself to back up this insightful fatherly advice.

Yes, Greenleaf Trust is a bank. We are not a bank, though, populated only by finance majors who cut their professional teeth in the financial services industry. Instead, we are a talent-based company that has built a team with a diversity of educations, backgrounds, experiences, and thoughts. A team of people who have pursued their interests and found alignment working together and serving others.

Not surprisingly, most of our team were finance or accounting majors in college. Our team's range of studies in college also includes biomedical sciences, psychology, mathematics, Spanish, English, political science, funeral services, and elementary education. The vast majority of our team have bachelor's degrees, with many also having earned master's degrees, but not all master's in business administration (MBA). With our largest team location in Kalamazoo, Michigan, we do

Two Heads Are Better Than One, continued

"Our team's range of studies in college also includes biomedical sciences, psychology, mathematics, Spanish, English, political science, funeral services, and elementary education."

have a sizable population that attended Western Michigan University. Over thirty other universities are represented by our team as well.

After formal schooling, our team gained a wide breadth of knowledge from past work experiences before coming to Greenleaf Trust. In addition to those with former banking and financial services experience, some of the more represented backgrounds include accounting, marketing, education, real estate, retail, sales, food service and law.

When I ask teammates about other parts of their backgrounds that they believe add to the value of the work they do on behalf of our clients and alongside their teammates there is obvious alignment. They mention lessons and skills learned in communication, empathy, listening, organization, quality, working with diverse teams, and collectively finding the love of serving others.

Did most of our team set out to become bankers? I hope not. That would be weird. Did they ultimately find a passion and place to put their heads together with others and share their talents, experiences and thoughts to help others? I think they did.

Economic Commentary

Nicholas A. Juhle, CFA®
Chief Investment Officer

After two big steps forward in the first half of the year, the third quarter was arguably a half step back for the markets. The S&P 500 advanced more than 7% in the first quarter and more than 8% in the second quarter before retreating 3.4% in the three months ended September 30. Core bonds also backtracked in the third quarter as interest rates continued to rise. Still, it's hard to feel too bad about a year-to-date return of more than 12% for domestic stocks and a neutral outcome for bonds. It's even harder to feel bad about the last twelve months which included more than a 19% total return for the S&P 500 and a 1% return for bonds.

Throughout most of 2023, the outlook for real US GDP growth has continued to improve. Economists' forecasts for GDP growth rose steadily throughout the third quarter, but a confluence of potential headwinds may complicate the picture heading into the fourth quarter. Entering Q3, the median economist forecasted 0% growth for Q3 and a 0.5% decline for Q4. Today, economists believe the economy likely expanded by 3.0% in Q3 and are forecasting 0.5% growth in Q4 (all figures are presented as quarter-over-quarter seasonally adjusted annualized growth rates). Over the last several months, the economic "valley" has gotten shallower and pushed further into the future.

> "Throughout most of 2023, the outlook for real US GDP growth has continued to improve."

Looking to the fourth quarter, three different events are converging in a way that could threaten continued growth. These events are:

1. The scheduled resumption of student loan repayments.
2. A historic autoworkers strike.
3. A potential federal government shutdown.

This trifecta has the potential to hamper fourth quarter growth by a little, or a lot, depending on the extent of the combined fallout.

The potential impact of resuming student loan repayments is perhaps the easiest risk to quantify. Average monthly student loan payments are estimated at $200-$350 per month per borrower, which equates to total additional collections of $5B-$6B per month, or $60B-$70B per year. If we assume that every dollar used to repay student loans would have otherwise been spent (not saved, not invested) then we might expect to see a 0.4%-0.5% reduction in annual personal consumption expenditures. This reduction which would have a direct impact on the 68% of the US economy driven by consumer spending.

The United Auto Workers' (UAW) strike against the Big Three automakers is likely to have ripple effects across the economy, but it is much harder to gauge the severity of the impact. In large part, the answer will depend on how big the strike gets and how long it lasts. First order impacts to the economy include reduced spending by striking workers

Economic Commentary, continued

who aren't receiving paychecks. As of this writing only about 25,000 of the 150,000 UAW members are actively on strike, leaving significant room for expansion and even spillover effects into the industry's broader network of suppliers. Concurrently, renewed supply chain disruptions for the Big Three would likely have an inflationary effect on new and used vehicle prices.

Lastly, the economic impact of a potential government shutdown will depend mostly on how long it lasts if it happens at all. With only hours remaining before a shutdown that would have begun on October 1, House Republicans and Democrats struck a surprise deal to fund the government for another 45 days – avoiding a shutdown, at least for now. While not a permanent solution, the deal buys more time for the House and Senate to complete further funding legislation. It is important to distinguish a government shutdown from the debt ceiling standoff that was resolved in May. The potential impacts from government shutdowns are much milder than the potential impacts from the federal government failing to make timely payments on its debt and other obligations. To assess the potential impact of a shutdown, keep in mind that government spending represents about 17% of the US economy and about 25% of the federal government is affected by the shutdown. In addition to the direct impact on government spending, there can also be secondary effects in the form of delayed private investments (18% of economy) amid policy uncertainty, and lower consumer spending due to lower consumer confidence and weaker spending from affected government employees. All in, the White House's Council of Economic Advisers estimates that a federal government shutdown can reduce economic growth by about 0.13% per week. The longest shutdown in history lasted 34 days from late 2018 to early 2019 while most have been resolved within a week.

"The United Auto Workers' (UAW) strike against the Big Three automakers is likely to have ripple effects across the economy..."

Our analysis suggests that, collectively, these three events could negatively impact fourth quarter growth by anywhere from 0.25% to 1.5%. Current forecasts call for quarter over quarter deceleration of about 2.5%, but it is not clear how much of the anticipated slowdown is attributable to these or other factors. Fortunately, the labor market remains strong, the consumer remains on reasonably solid footing, and inflation is well off of peak levels.

The most recent jobs report showcased accelerating job gains and moderating wage growth. The US labor market added 187K jobs in August, up from +157K (revised down from 187K originally reported) in July and +105K (revised down from +209K originally reported) in June. US employment has grown by an average of 235K per month in 2023, moderating from an average of 400K per month in 2022. In essence, we have transitioned from an extremely outsized level of monthly job gains to a more normal and hopefully sustainable level. Wage growth decelerated with average hourly earnings up 4.3% over the last year (down from 4.4% in July) and 0.2% month-over-month (down from +0.4% in July).

The most recent retail sales report came in better than expected on a month-over-month basis as higher gasoline prices offset lower spending in discretionary categories. In real terms, retail spending increased 0.3% compared to July, but was down 1.2% year-over-year. While the report was still indicative of a relatively healthy consumer, it also highlighted the implications of higher prices at the pump for discretionary budgets.

Turning to inflation, August inflation data, reported in September, showed overall annualized price increases accelerated to 3.7% (from 3.2% in July), but remain much improved from the June 2022 peak of 9.1%. At +7.3% year-over-year, shelter costs decelerated from +7.7% in July and a peak of 8.2% in March 2023. We continue to keep a close eye on shelter costs, which represent nearly one third of the consumer price index (CPI) and tend to impact the index with a lag. Recently, home prices have stalled or even declined, but the CPI calculation is incorporating the period of sharply rising home prices from 2022. Over time, the current period of stable prices will work its way into the shelter component of the consumer price index, which should help to reduce measured inflation moving forward.

Considering all the points discussed earlier, the monetary policy-making environment continues to be exceptionally tenuous. In their efforts to facilitate a soft landing, Fed officials must continue to pursue a 2% inflation target, possibly keeping interest rates high for an extended period, while considering external factors like student loan resumption, the UAW strike and the government shutdown. In September, policymakers maintained the current Federal Funds Rate at 5.25%-5.50%, as expected, but signaled one more increase coming in 2023 and moved median rate forecasts 0.50% higher for 2024 and 2025. The "higher for longer" message was not well-received by the markets. As it stands, the market is split 50/50 on whether another hike is coming in 2023 and pricing for cuts in 2024 down to 4.50-4.75% - below the median Fed forecast of 5.00-5.25%.

We will continue to monitor headline events and economic health heading into the fourth quarter and look forward to sharing our perspective as the narrative evolves. As always, we encourage investors to lean on discipline and the benefit of a long time horizon during periods of uncertainty. On behalf of the entire team, thank you for allowing us to serve on your behalf.

"House Republicans and Democrats struck a surprise deal to fund the government for another 45 days – avoiding a shutdown, at least for now."

Regina Jaeger, CTFA
Vice President
Senior Trust Relationship Officer

The Greatest Gift

As trust officers, we spend a significant amount of time guiding and counseling our clients about the pros and cons of various estate planning strategies that will meet their goals and objectives. Most of the time, those strategies develop and change over time as people, families, and wealth changes. One of the most rewarding things for us is to see the results of our guidance over the lifetime of a client and through multiple generations. One of the most important tasks we frequently do with our clients is to review their estate planning documents in the context of changes in tax law, fiduciary law, assets, goals and objectives, and family changes. We discuss their financial power of attorney, their health care power of attorney, their will, their trust, and any other estate planning documents that they have executed or should be considered. In that same vein, we also talk about what has remained the same. These conversations and reviews are one of the most valuable services that we provide to the families we serve in our spectrum of our continuity of client care.

"One of the most important tasks we frequently do with our clients is to review their estate planning documents..."

Over the past five years, I have read many articles about the unfortunate circumstances surrounding the estate plan (or lack thereof) of the Queen of Soul, Aretha Franklin. I cannot help but wonder (and be a bit saddened) how someone with a reported 80-million-dollar estate could die without a complete set of estate planning documents that were drafted by a competent estate planning attorney and without the conversations described here. There are many lessons to be learned in the story that has developed since the death of Ms. Franklin. Perhaps the biggest of them is how important it is to have conversations with the right people to ensure your wishes are well documented, understood, and able to be followed.

In summary, Aretha passed away in 2018 and until recently, her family has publicly fought the battle of settlement of her estate in the probate court system. Her assets were structured in such a way that her entire estate had to go through the probate process to transfer to her heirs. The first step of that process is to validate the will. The problem with Ms. Franklin's will was that there were two of them. One dated 2010 and the other 2014. Both were holographic (handwritten) wills with the former stored securely in her locked safe, and the latter in a notebook found haphazardly tucked under couch cushions. As you can likely guess, the wills did not distribute her estate in the same manner, and thus the court battle began among her four children to validate the will that benefited one the most.

While some states do not recognize a holographic will, Michigan does. Also, in Michigan a will must be witnessed to be valid. In Ms. Franklin's case each of the wills varied in their execution, each valid to a certain degree, which left the courts to decide which would preside over her estate. Ultimately and recently, the court ruled that her 2014 will was valid and her probate estate would be administered and distributed according to the terms of the will that was slipped under couch cushions.

By all accounts, Ms. Franklin was a very private person, but how is it then that she could leave her estate in such disarray and in a manner that has made her life so public? Where was her trusted advisor(s) to guide and counsel her on how to best achieve her goals? Had Ms. Franklin had someone who was comfortable enough to have these conversations with her, it is likely that the settlement of her estate, which became a public spectacle, would have been avoided and she would have achieved the privacy and efficient transfer of assets that she desired.

Privacy is to be respected, but one must also acknowledge the consequences of too much privacy. Having open and honest conversations with your team at Greenleaf Trust and your estate planning attorney about family dynamics and your estate goals will allow for the best planning for you and your family. We should not overlook discussing whether or not circumstances are such that certain aspects of your estate should be shared with loved ones. These conversations will provide the foundation for giving one of the greatest gifts you can give to yourself and your loved ones: The gift of clarity.

"Privacy is to be respected, but one must also acknowledge the consequences of too much privacy.... We should not overlook discussing whether or not circumstances are such that certain aspects of your estate should be shared with loved ones."

Christina E. Sharp, QKA®
Senior Relationship Specialist

Plan Sponsors Should Focus on Plan Governance and Plan Outcomes

As a plan sponsor and fiduciary, it is important to periodically review and evaluate your retirement plan, with the key focus of the review on two main areas: plan governance and plan outcomes. Offering a high-quality qualified retirement plan, especially in a tight labor market, helps attract and retain talent. Ignoring fiduciary responsibilities may lead to penalties from the Internal Revenue Service (IRS) or Department of Labor (DOL), employee lawsuits, and/or losing the tax qualification of the plan. And failure to act or improper action can result in fiduciary breach lawsuits and harsher treatment on a plan audit. The Employee Retirement Income Security Act (ERISA) requires fiduciaries to act prudently, but it does not require specific results. Thus, the good news is that a solid governance process helps protect fiduciaries from liability. However, the protection could be lost if processes are not followed, errors are not corrected and documentation is not kept.

"Plan governance is the administrative oversight that assists in ensuring management of an effective and compliant employee benefit plan."

Plan governance is the administrative oversight that assists in ensuring management of an effective and compliant employee benefit plan. It provides the structure, authority and processes for implementing and operating benefit plans. Good plan governance is a combination of many elements. The governance structure should have clearly defined roles and responsibilities for the administration of the retirement plan and management of the plan investments. The individuals assigned to these roles need to understand what they are accountable for to be effective in their roles. Operationally, internal controls should be established to ensure plan processes are complete and accurate. In addition, strategies need to be in place to mitigate risk such as establishing standards for frequency of plan reviews of administration and investments as well as protection of access to participant data.

To begin, a plan sponsor should review and understand the plan and related documents to ensure awareness of how the plan is designed to operate and to ensure proper procedures and responsibilities are established for plan administration. At times, a company may look to hire a third-party administrator of recordkeeping to assist with the plan administration and to provide expertise. Along with assigning roles, there should be clear designation of authorized signers, such as a primary signer for all plan document records and documentation of who is authorized to approve participant forms and hardship distributions.

Further as a fiduciary, the employer's duty to act prudently is evidenced by having processes in place for making fiduciary decisions in relation to mutual funds offered in the plan and the documentation of those decisions. A fiduciary must act solely in the interest of the participants and beneficiaries, so if there is not a person familiar and skilled with carrying out the duty of investment selection within the company, then it would be best to hire an 3(38) investment manager to perform this function. The plan menu of investments should be diverse, yet not overwhelming with too many investment options. The selection of the qualified default investment alternative (QDIA) is important as many participants are not actively engaged and default to this investment. An investment line-up that contains both passively- and actively-managed funds provides further diversification and optionality for participants. Other common investment options within a well-constructed plan include model portfolios, target date solutions, and a cash option.

A retirement plan governance committee should be established to ensure meetings are held to review the overall retirement plan from a fiduciary and compliance perspective. These reviews typically cover topics such as a high-level financial summary, investment review, employee participation and education offerings, fee review, regulatory changes, and employer level system access along with report delivery. The meeting agenda and potentially any written meeting notes are frequently requested by plan auditors as documentation of plan governance. Plan sponsors should also establish a process to routinely monitor administrative duties at regular intervals and document that review. Documentation demonstrates a culture of compliance. If an error is noted, the plan sponsor should work promptly to correct the error and make the necessary adjustments to avoid similar errors in the future.

> "Good plan governance leads to good plan outcomes, which is evidenced through successfully passing an independent auditor review…"

Good plan governance leads to good plan outcomes, which is evidenced through successfully passing an independent auditor review and a low occurrence of administrative errors needing correction. Further, a good measure of a successful retirement plan is increased employee participation and deferral rates through continual offering of participant education and participant help center support. Providing a menu design of "best in class" mutual funds with reasonable costs/fees provides an investment line-up with the goal of greater performance returns relative to their peer investments, which in turn grows the participant retirement saving accounts.

Although an employer may never completely absolve themselves of fiduciary responsibilities, Greenleaf Trust partners with clients to assist with plan administration and fulfilling their fiduciary responsibilities with the mutual focus of good plan outcomes.

Michal Mikrut, CFP®
Wealth Management Advisor

Unlocking Financial Clarity: Monte Carlo Analysis and Its Role in Decision Making

Financial decisions are an integral part of our lives, shaping our present and future. Among these choices, few are as critical as those related to saving, spending and investing. How we allocate our resources in early adult life can significantly impact our financial security in later years, including the assets we leave behind at death. To navigate this complex terrain and make informed choices, Monte Carlo analysis can be a powerful tool. In this article, we'll explore how Monte Carlo analysis can illuminate the long-term consequences of early-life purchases and aid in making complex financial decisions.

"In the world of finance, Monte Carlo simulations involve creating a thousand possible future scenarios to assess the likelihood of different outcomes."

Understanding Monte Carlo Analysis

Before diving into its application, let's grasp the essence of Monte Carlo analysis. Named after the Monte Carlo Casino in Monaco, this method employs randomness to solve complex problems. In the world of finance, Monte Carlo simulations involve creating a thousand possible future scenarios to assess the likelihood of different outcomes. It allows us to consider numerous variables and uncertainties simultaneously, making it a valuable tool for predicting financial outcomes over time.

How Monte Carlo Analysis Works

Monte Carlo analysis relies on a combination of historical data and probabilistic modeling to generate a wide range of possible future scenarios. Here's a simplified overview of how it works:

1. **INPUT PARAMETERS:** You provide input parameters, such as your current financial situation, income, expenses, and goals. This data forms the basis for the simulation.
2. **PROBABILISTIC MODELING:** The simulation then incorporates historical data and probabilistic models for various factors like market returns, inflation, and interest rates. These models introduce randomness into the analysis, accounting for the uncertainties inherent in financial markets.
3. **SCENARIO GENERATION:** The Monte Carlo method runs a thousand simulations, each representing a possible future scenario. These scenarios consider different combinations of factors and how they might evolve over time.

4. **OUTCOME ASSESSMENT:** After running the simulations, the analysis provides a range of possible outcomes for your financial situation. This includes scenarios where your assets grow significantly, scenarios with moderate growth, and scenarios where unexpected challenges arise.
5. **DECISION MAKING:** Armed with this array of potential outcomes, you can make informed financial decisions. Monte Carlo analysis helps you assess the probability of achieving specific goals, such as retiring comfortably, sending your children to college, or leaving a substantial legacy.

How Monte Carlo Analysis Guides Complex Financial Decisions

1. **RISK ASSESSMENT:** One of the primary benefits of Monte Carlo analysis is its ability to assess risk. By examining a wide range of potential outcomes, it helps you understand the likelihood of success or failure for various financial decisions. This risk assessment is especially valuable when making complex choices involving substantial investments or commitments.
2. **OPTIMAL ALLOCATION:** Monte Carlo analysis can assist in determining the optimal allocation of resources. Whether you're deciding between paying off debt, investing in the stock market, or saving for retirement, the simulations can show you the potential impact of each choice on your long-term financial well-being.
3. **GOAL PLANNING:** Planning for major life events, such as retirement or funding your children's education, can be daunting. Monte Carlo simulations provide a clear picture of whether your current financial trajectory aligns with your goals. If not, you can adjust your strategy accordingly to increase your chances of success.
4. **LEGACY PLANNING:** For many individuals, leaving a financial legacy for their heirs is a priority. Monte Carlo analysis can help you understand how different financial decisions impact the assets you'll be able to pass on to your loved ones, ensuring your wealth continues to benefit future generations.

> "One of the primary benefits of Monte Carlo analysis is its ability to assess risk."

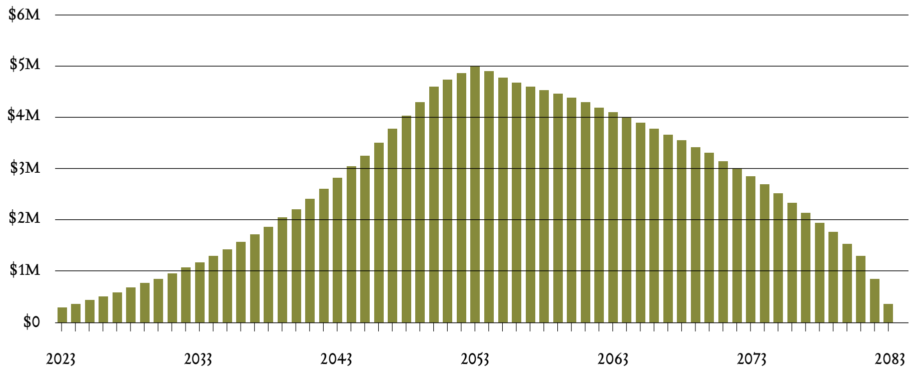
The Impact of Early-Life Purchases

Early adulthood is often marked by significant financial milestones, such as purchasing a home, starting a family, or investing in higher education. These decisions can have far-reaching consequences on your financial health throughout your life. To understand the full extent of their impact, Monte Carlo analysis can be instrumental.

In the following scenario, we will explore the decisions and potential consequences of starting a family. John and Jane Doe are married in their

Monte Carlo Analysis and Its Role in Decision Making, continued

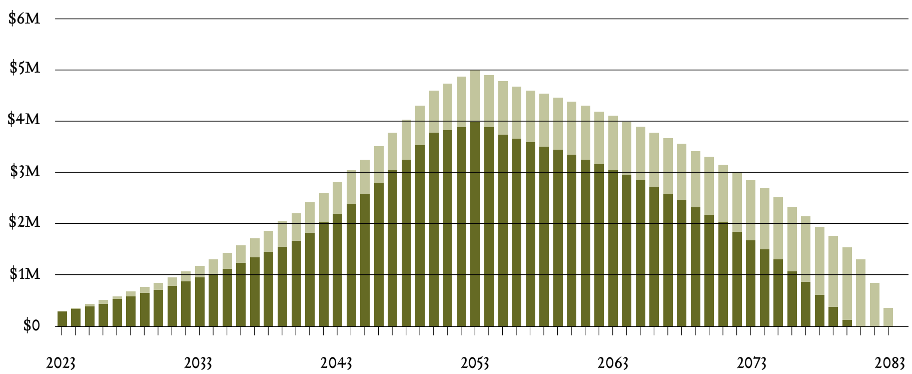
mid-thirties with about $250,000 in liquid assets saved. Jane has received a big promotion and their combined income now totals approximately $225,000 annually with retirement planned at age 65. John and Jane currently rent their home, paying $2,000 per month. Living expenses total $90,000 in addition to liabilities and rent. Income and expenses are indexed for inflation.



ASSETS LAST UNTIL	FUNDING GAINED	VALUE GAINED
Age 94	0 Years	$0

"Starting a family is a life-changing decision with substantial financial implications."

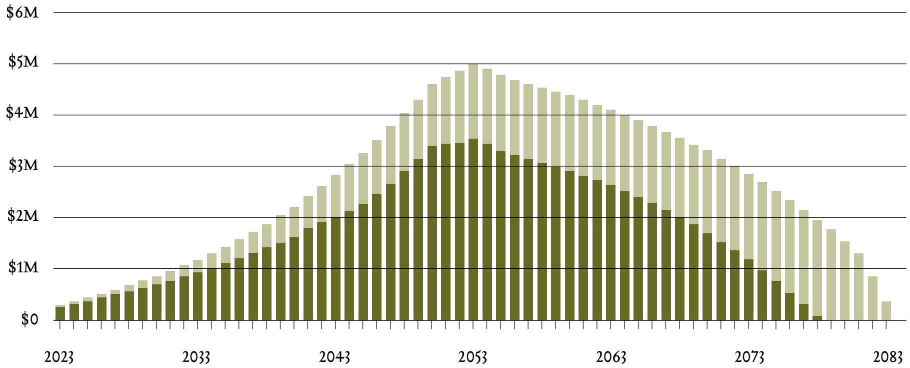
1. **FAMILY PLANNING:** Starting a family is a life-changing decision with substantial financial implications. Monte Carlo analysis can model the impact of raising children on your financial stability, helping you plan for childcare costs, education, and the potential need for life insurance. The impact of 18 years of childcare expenses to the tune of $15,000 per year is depicted below.



ASSETS LAST UNTIL	FUNDING GAINED	VALUE GAINED
Age 91	↓ 3 Years	↓ $1,430,015

2. **EDUCATION:** Funding higher education can be a gateway to higher earning potential for your children, but it also incurs significant costs, including tuition, living expenses, and student loans. Monte Carlo simulations can help you assess the impact of higher education

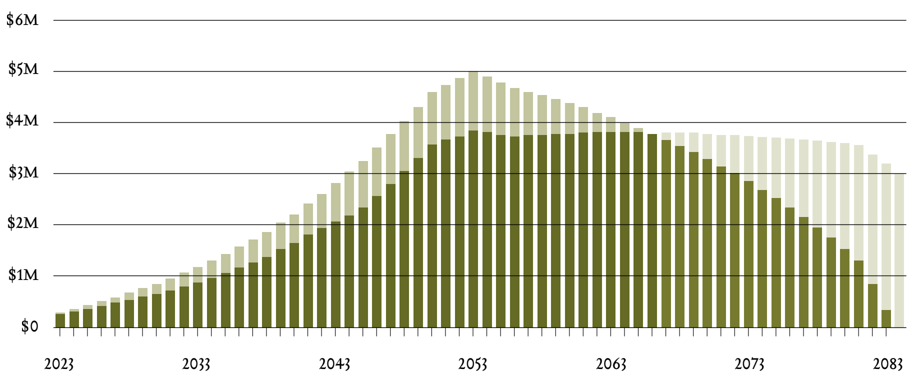
costs on your own retirement and help build an appropriate strategy considering 529 contributions, education trusts, direct payments and potentially loan repayment terms. Shown below is the impact of four years of college expenses at $25,000 per year in addition to the initial childcare expense. Education expenses start in 2042.



ASSETS LAST UNTIL	FUNDING GAINED	VALUE GAINED
Age 89	↓ 5 Years	↓ $1,891,657

3. **HOMEOWNERSHIP:** Buying a house is a hallmark of adulthood for many. However, it comes with substantial upfront costs, ongoing expenses, and long-term mortgage commitments. Monte Carlo analysis can project how various housing decisions might affect your future wealth. By considering factors like interest rates, property values, and unexpected repairs, you can make informed choices about when and where to invest in real estate. Notice the impact of a $450,000 home purchase in 2024, with a $50,000 down payment and 7% interest rate over 30 years, versus continuing to rent throughout their life. Previous changes are included.

> "Monte Carlo simulations can help you assess the impact of [childrens'] higher education costs on your own retirement..."

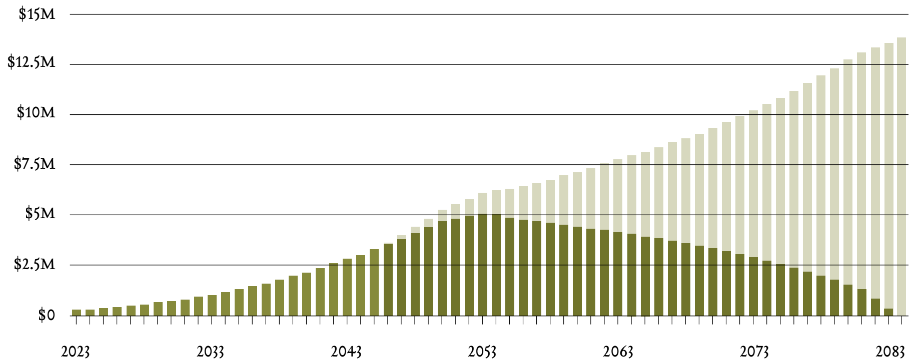


ASSETS LAST UNTIL	FUNDING GAINED	VALUE GAINED
Age 95	↑ 1 Years	↑ $2,856,814

Monte Carlo Analysis and Its Role in Decision Making, continued

"Monte Carlo analysis serves as a powerful tool to shed light on the potential outcomes of various choices, enabling individuals to make informed decisions that align with their goals and values."

4. **INVESTMENT CHOICES:** Deciding how to allocate your savings and investments in your early years is crucial. Monte Carlo simulations can analyze different investment strategies, risk tolerance levels, and expected returns to determine the optimal path to achieving your financial goals. John and Jane are conservatively invested in a "30% Equity/70% Fixed Income" portfolio despite their long investment time horizon. After a discussion with their client centric team, the Does have decided to reallocate to a "70% Equity/30% Fixed Income" portfolio. Previous changes are included.



ASSETS LAST UNTIL	FUNDING GAINED	VALUE GAINED
Age 95	↑ 1 Years	↑ $13,039,658

Conclusion

In the ever-changing landscape of personal finance, understanding the long-term consequences of early-life purchases and complex financial decisions is paramount. Monte Carlo analysis serves as a powerful tool to shed light on the potential outcomes of various choices, enabling individuals to make informed decisions that align with their goals and values. By leveraging this sophisticated method, you can navigate the intricate web of financial choices with confidence, securing your financial future and leaving a lasting legacy for generations to come. What scenario can we analyze for you?

Excellence in HR Award

Kimberly G. Dudley, CHRS
Senior Human Resources Specialist

Excellence in HR Award

The team at Greenleaf Trust is thrilled to announce and celebrate a remarkable achievement within our ranks: Kim Dudley has earned a coveted spot on Crain's Detroit's prestigious Excellence in HR list. This recognition underscores Kim's outstanding contributions to the field of Human Resources and her commitment to helping others.

Crain's Detroit curated this year's list of Excellence in HR Award winners with the help of a distinguished panel of experienced HR professionals, alongside former Excellence in HR Award winners. Kim Dudley's inclusion on this impressive list of HR leaders reflects not only her personal achievements but also the values and commitment to excellence that define Greenleaf Trust as an organization. Her success exemplifies our ongoing dedication to fostering a workplace where talent thrives, and we couldn't be prouder to have her as a part of our team. Congratulations, Kim!

Stock Market Pulse

Index	9/30/2023	Total Return Since 12/31/2022
S&P 1500	974.20	12.23%
Dow Jones Industrials	33,507.50	2.73%
NASDAQ	13,219.32	27.11%
S&P 500	4,288.05	13.06%
S&P 400	2,502.12	4.24%
S&P 600	1,151.26	0.76%
NYSE Composite	15,398.21	3.40%
Dow Jones Utilities	816.55	-13.19%
Barclays Aggregate Bond	2,024.02	-1.21%

P/E Multiples	9/30/2023
S&P 1500	20.4x
Dow Jones Industrials	20.1x
NASDAQ	37.0x
S&P 500	21.0x
S&P 400	15.8x
S&P 600	15.4x

Key Rates

Fed Funds Rate	5.25% to 5.50%
T Bill 90 Days	5.36%
T Bond 30 Yr	4.70%
Prime Rate	8.50%

Current Valuations

Index	Aggregate	P/E	Div. Yield
S&P 1500	974.20	20.4x	1.64%
S&P 500	4,288.05	21.0x	1.61%
Dow Jones Industrials	33,507.50	20.1x	2.16%
Dow Jones Utilities	816.55	17.4x	4.24%

Spread Between 30 Year Government Yields and Market Dividend Yields: 3.06%

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