



**Wednesday, November 7, 2018**

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### **Investor Spotlight**

#### **NextEra Energy - Point Beach**



NextEra Energy Resources is a clean energy leader and one of the largest competitive energy suppliers in North America. A subsidiary of Juno Beach, Fla.-based NextEra Energy, Inc., NextEra Energy Resources is the largest generator in North America of renewable energy from the wind and sun. It operates clean nuclear power generation facilities in New Hampshire, Iowa and Wisconsin as part of the NextEra Energy nuclear fleet, which is the third largest in the U.S.

The company has invested - and will continue to invest - in a clean-energy tomorrow for future generations. Its expertise is in wholesale and retail electricity and project development and construction, as well as in offering customers the energy products and services they need.

Learn more about NextEra Energy by [clicking here](#)

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### **Sudden Hike in Wages Is Biggest in a Decade**

***Talk with Progress Lakeshore on how we can assist your organization through our Workforce Tools!***

With unemployment at its lowest rate in five decades, attracting and retaining workers becomes a top operational priority. Faced with historically low unemployment that has worsened the long-entrenched shortage of skilled workers, companies are ramping up



employee compensation to a degree not seen in a decade, new data indicates.

On Wednesday the Bureau of Labor Statistics revealed that wages and salaries rose 3.1% for the 12-month period ending in September. It was the largest 12-month increase since 2008. At the same time, the official unemployment rate has sunk to 3.7%, the lowest since 1969. Wages and salaries in the transportation and warehousing sector shot up 4.3% over the 12 months, the most in 16 years.

However, employers paid for the compensation increase by holding benefits in check. Their benefits costs rose 2.6% over the 12-month period, including a barely-there 0.4% in this year's third quarter. Since benefits account for 30% of total labor costs, employers' total labor-cost increase for the 12 months was only 2.8%, despite the 3.1% wage and salary growth.

Read the full article from CFO.com by [clicking here](#)

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### **Job Growth is Part of a Strong Economic Outlook for 2019**

There's more to the U.S. jobs report issued Friday than a simple recitation of the unemployment rate and a snapshot of the labor market.



The report seems to indicate a shift to moderate economic growth from what had been slow, but steady growth for the better part of a decade, economists and market-watchers say.

That faster pace of growth is sustainable and has some room to run, they say.

"Like the stock market, the economy is driven by psychology," said Bruce Bittles, chief investment strategist at Milwaukee-based investment firm Robert W. Baird & Co. "When the labor market is strong, consumers are very confident and that leads to more expansion.

"If you look at the leading economic indicators, the last report showed that the economy is continuing to expand, and we think that will be the case well into 2019," Bittles said.

The government said Friday that U.S. employers added a robust 250,000 jobs in October. The unemployment rate stayed at a five-decade low of 3.7 percent.

Healthy economic growth is spurring employers to hire at a rapid pace that shows no sign of flagging. With the supply of unemployed dwindling, companies appear to be finally putting up generous enough pay raises to attract and retain employees.

Average hourly wages rose 3.1 percent in October from a year earlier, the fastest annual gain since 2009.

The economy has now added jobs for 97 straight months, a record. That steady hiring has helped reduce the unemployment rate for Latinos to 4.4 percent, a record low. Teenage unemployment dropped last month to 11.9 percent, also the lowest on records. And the proportion of Americans without a high school degree who are working has reached the highest point on records dating from 1992.

"It doesn't get any better than this," said Sun Wong Sohn, chief economist at SS Economics. "Evidently, the word has spread that there are good jobs to be had at decent wages."

Small companies are driving the job market.

"Small business confidence is the highest on record and that's where all the hiring gets done," Bittles said. "A company's not going to hire new employees unless it is confident about the economy, and certainly the (jobs) report would indicate that is exactly the case. They are hiring and they are raising wages."

Becky Frankiewicz, president of Milwaukee-based staffing firm ManpowerGroup North America, said companies are trying a variety of strategies to fill jobs. Many retailers are removing the label "seasonal" from their job postings and looking for permanent workers instead. Others are dropping their requirements for a college degree. "We absolutely see employers getting more and more creative about ways to get people in," Frankiewicz said.

View the full article in Journal Sentinel by [clicking here](#)

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### **Free Small Business Counseling Available**



UNIVERSITY of WISCONSIN-GREEN BAY

Small Business Development Center  
Connecting learning to life

Once a month, a counselor with the Green Bay SBDC (Small Business Development Center) meets with entrepreneurs and existing business owners at Progress Lakeshore. These are free sessions that are designed to help answer any questions or concerns that you may have, and move your business onto the next stage.

*To schedule an appointment with a SBDC counselor, contact our office at 920.482.0540. The next session is held on November 29th.*

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### **November 8: Small Business Success Virtual Conference**



This online event offers nine educational webinars, one-on-one mentoring sessions, exhibitor booths, networking chat rooms and a resource center. Hear from industry experts including Google, OnDeck, ComplyRight, Nav and more. Experience the best parts of an in-person conference, without the hassle of traveling.

## **It's a buyer's market for job seekers; here are a few key points employers want**

With help wanted signs omnipresent and an unemployment rate of less than 3 percent in Wisconsin, people looking for jobs have lots of options.



A number of employers at the recent Northeast Wisconsin Career Expo in Green Bay said it's tough to find good people to fill available positions. They offered some tried-and-true (and some seemingly basic) attributes they look for in candidates beyond hard skills and what's on the resume.

The manufacturing and engineering company Parker Hannifin Corp. is seeking people with mechanical aptitude. But there are also the intangibles.

*"Just an all-around good attitude and professionalism when it comes to showing up on time and working safely," said Michael Chadwick, human resources manager of the Parker Hannifin Corp, facility in Manitowoc. "Working safely is paramount to us. If they're able as a candidate to explain where safety falls on their values, that's huge to us."*

Read the full article in the Herald Times Reporter by [clicking here](#)

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## **United One announces inaugural Saver's Sweepstakes™ winners**

The inaugural Saver's Sweepstakes™ drawing produced four winning members at UnitedOne Credit Union.



Bao L. was one of 16 individuals to win \$100 in the Saver's Sweepstakes statewide drawing. Meanwhile, Kathryn V., Ava S. and Denise L. each won \$25 in the drawing held only for UnitedOne members.

UnitedOne is one of 14 credit unions in the state that launched Saver's Sweepstakes savings accounts in September, resulting in 1,409 members opening accounts and saving a combined \$180,797.67.

Saver's Sweepstakes is a new program offered by The Wisconsin Credit Union League that encourage consumers to save by giving them chances to win prize money each month through prize-linked savings accounts. The inaugural drawing on International Credit Union Day included a \$5,000 winner.

Unlike buying a lottery ticket, all of the money a member deposits into a Saver's Sweepstakes account remains theirs. The funds for monthly, quarterly and annual prizes come from the pool of participating credit unions. The statewide prizes range from \$100 to \$5,000.

In addition to statewide prizes, UnitedOne is offering members-only prize drawings each month to those individuals who open and save with a Saver's Sweepstakes account.

Saver's Sweepstakes account holders earn an entry into the monthly drawing when they increase their savings balance by \$25 (up to six entries per month).

For more information about Saver's Sweepstakes, visit [www.UnitedOne.org](http://www.UnitedOne.org).

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