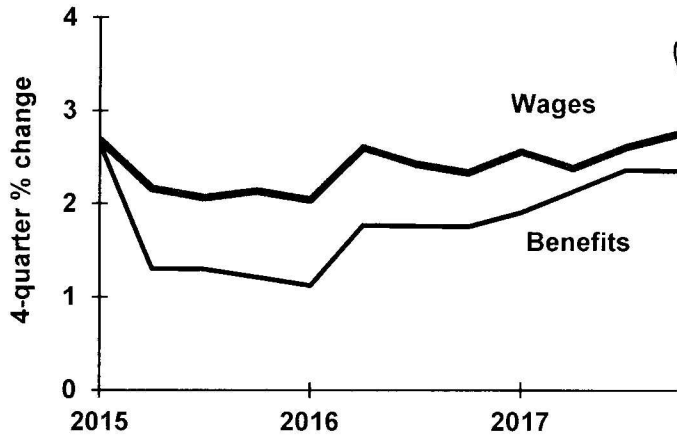
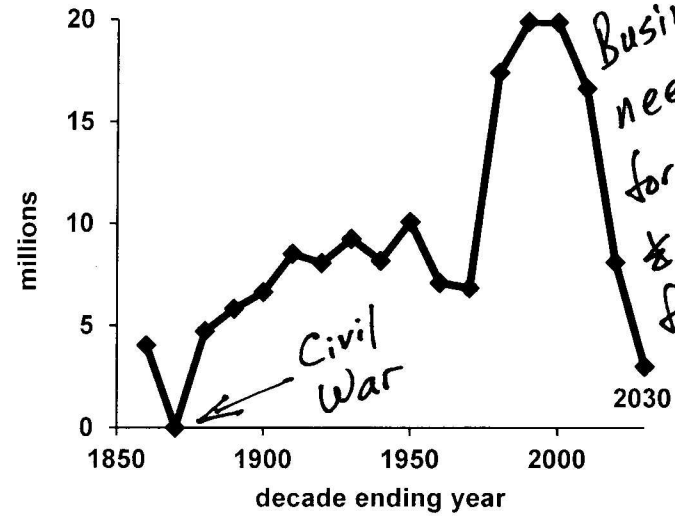


Employment Cost Inflation



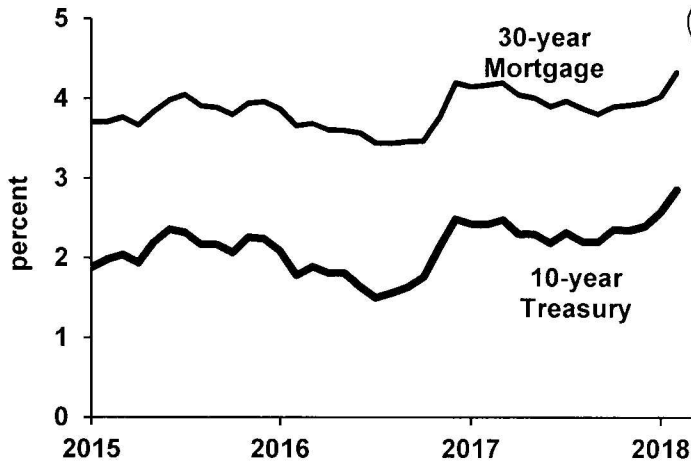
Not much increase yet.

Population Change, Ages 25-64



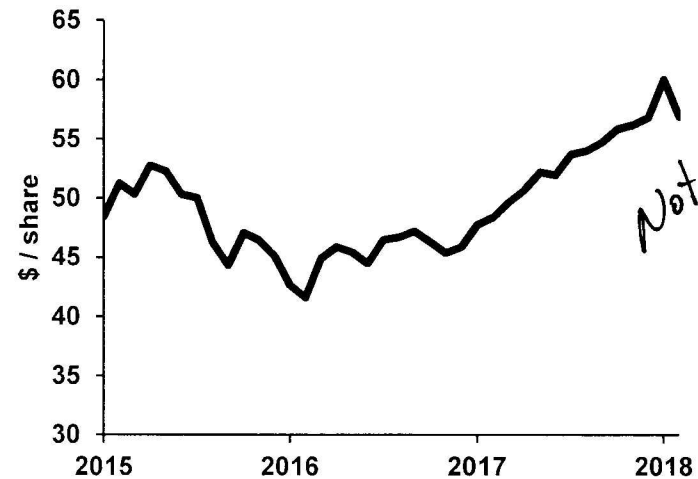
Businesses need a plan for retention & recruiting for years to come

Long-term Interest Rates



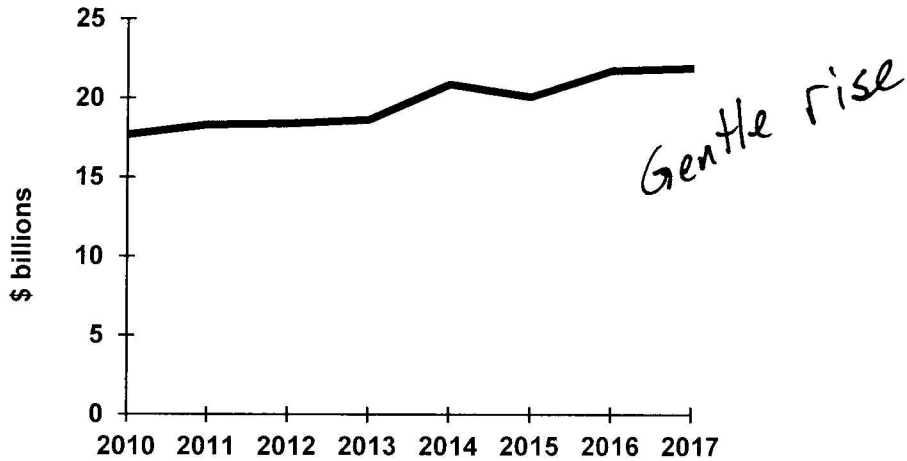
Rising on global growth & inflation fears.

World Stocks Outside US
Vanguard VXUS

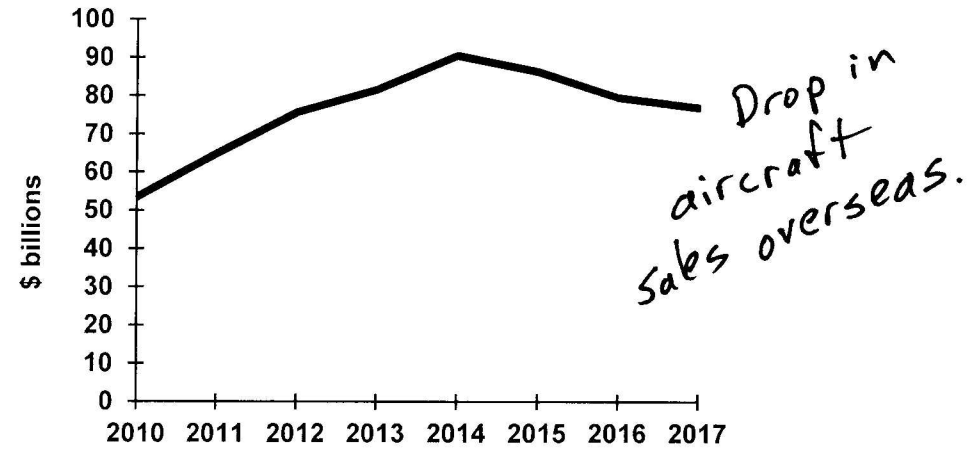


Not just U.S.

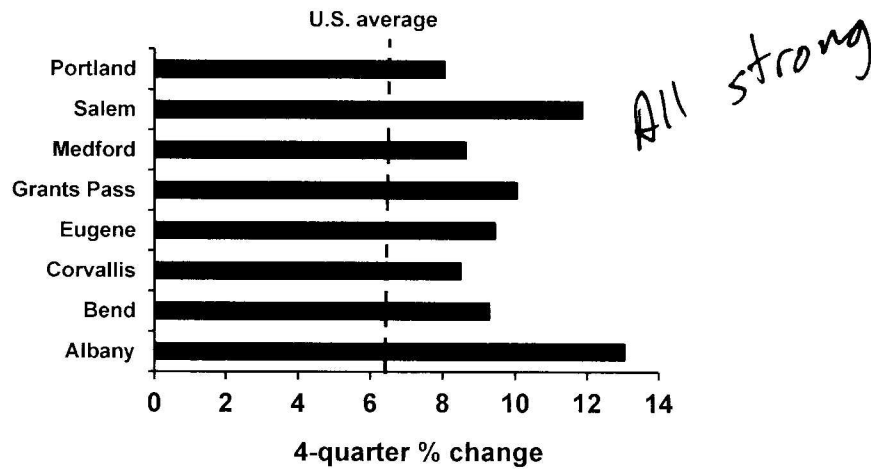
Oregon Exports



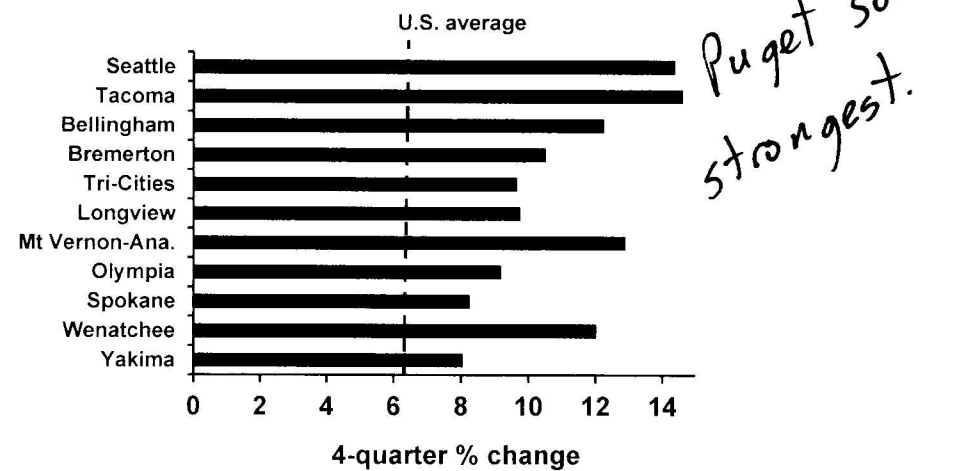
Washington Exports



OR Home Price Appreciation



WA Home Price Appreciation



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You need
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