



CIO Strategy Bulletin

July 13, 2024

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Labor Market Slowing, Corporate Profits Growing

Key Takeaways

- Since last year, a key feature of our constructive outlook for financial markets is our belief that US corporate profits and labor markets would diverge – with profits rising and job growth slowing. This does not occur regularly. Why would we think now is different? It is because the trend is merely reversing the unusual post-pandemic recovery pattern of weakening profits/strong labor seen in 2022/2023.
- In the latest quarter, US private employment gains slowed to 146K per month, the weakest pace since the recovery began. The unemployment rate has risen from 3.4% to 4.1%, approaching history's largest increase outside of recession periods.
- We don't believe current conditions are consistent with an employment bust, but rather a "whimper." Labor-intensive services collapsed in 2020. After a torrid rebound, US job creation is now "narrowing" in the words of Fed Chair Powell. With it, the Fed is likely to swerve toward easing this year to protect the recovery.

Potential Portfolio Implications

- "Narrow" is the right description for corporate profits up until the latest quarter. The "Magnificent 7" large cap tech firms posted a 51% EPS gain in the year through 1Q while the remainder of the S&P 500 posted a 1% drop. But estimates for 2Q show this changing even with the usual downward bias in estimates just before reporting time. EPS gains are possible in 9 of 11 sectors in 2Q 2024 with reporting to begin in coming weeks.
- The healthcare sector in particular is worth watching after the largest EPS drop for the sector on record in 2023. EPS have skyrocketed for just 2 global pharma companies responsible for GLP-1 weight control medications. EPS plunged elsewhere in the sector. Healthcare share price performance has been similarly narrow.
- Estimates for 2024 suggest a broader healthcare recovery. 2Q results may help determine if this is near at hand or further off in the future.

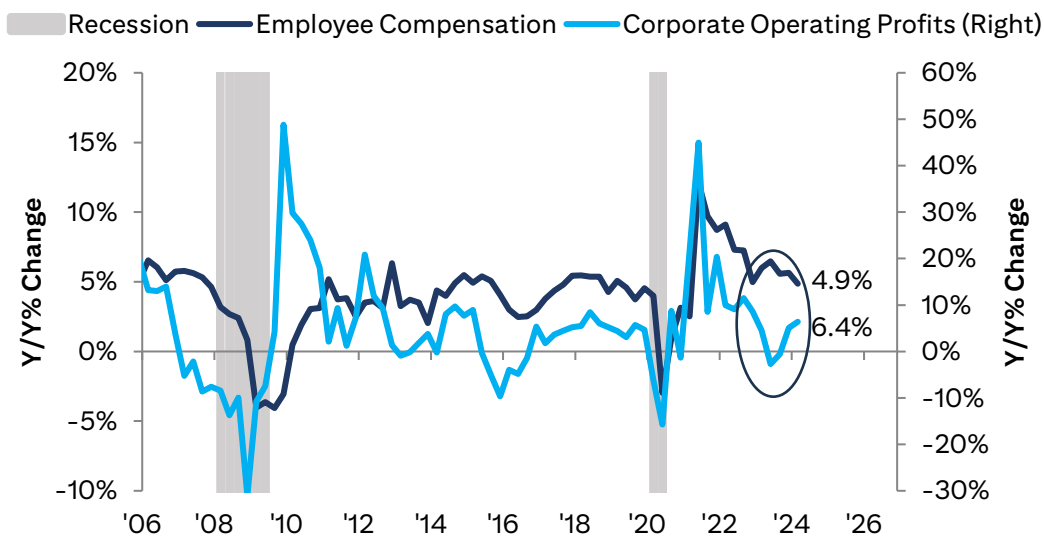
Slowing wages yet rising profits

Employee compensation in the US slowed to a roughly 5% growth pace in the first quarter. This counts both the newly employed and the wages, salaries and benefits of those already employed in total. Preliminary data for the second quarter suggest a similar pace, decelerating through quarter end.

Meanwhile, we expect US companies to report a gain in EPS of greater than 10% in the second quarter, or double the rate of national employee compensation in coming weeks.

As the two scales on **FIGURE 1** show, it is not uncommon for corporate profits – the “small” difference between sales and business costs – to rise and fall much more sharply than worker compensation. As a “residual,” profits earned by companies and their shareholders are far more volatile than sales or costs. What is uncommon is for profit growth across the economy to accelerate while compensation decelerates – that is outside of the beginning periods of a new economic recovery.

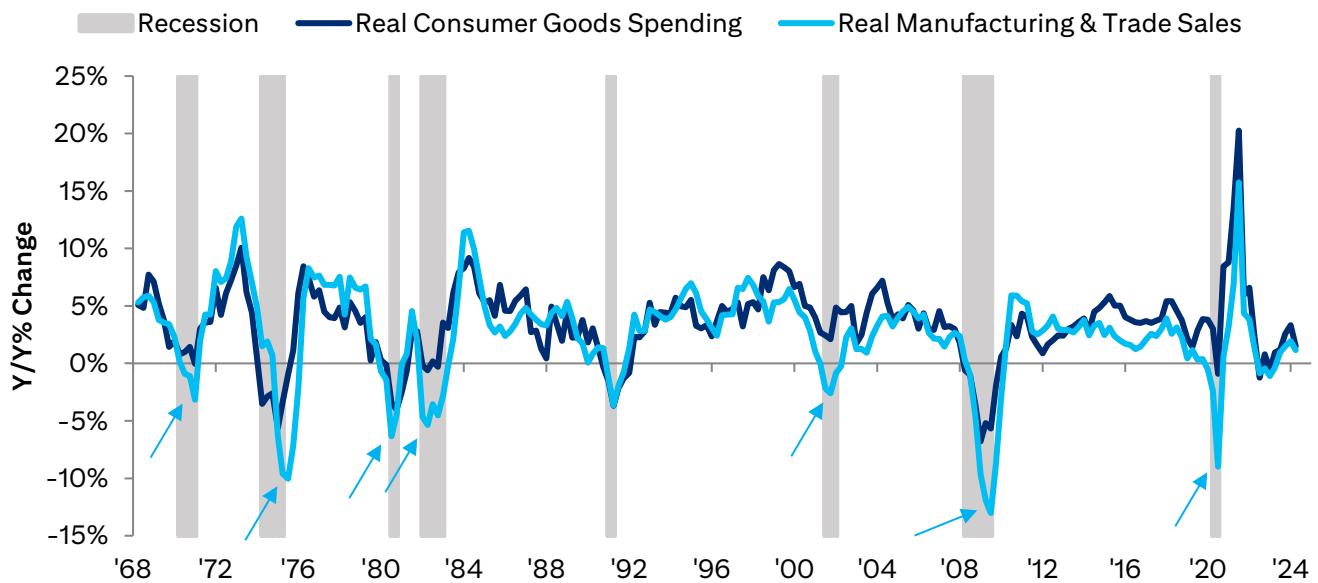
FIGURE 1: US corporate operating profits and employee compensation through 1Q 2024



Source: Haver Analytics as of July 9, 2024. The circled area indicates the still rising employee compensation and the simultaneous rebound in corporate profits. Past performance is no guarantee of future results. Real results may vary.

If **FIGURE 1** leaves you underwhelmed, we’d repeat a point we made in our [Wealth Outlook 2024](#): there is nothing “V-shaped” about the economy’s performance four years after the pandemic collapse and rebound. Still, many industries suffered from expectations of a second recession in 2023 that didn’t occur. Their caution may have helped generate a “muddle through” performance as excesses in orders and inventories were avoided (see **FIGURE 2**). Recessions are preceded by excessive optimism. Recessions end with excessive caution. *We have neither now.*

FIGURE 2: Real consumer goods spending vs real business sales y/y% both slowly growing



Source: Haver Analytics as of July 9, 2024. Blue arrows indicate periods when real business sales fell beyond real consumer spending.

Labor-intensive industries cooling down

So why would the US labor market slow? The pandemic caused large and unusual swings in not just the overall economy, but the composition of economic activity. Consumer goods and housing boomed within 2020 despite social restrictions. A recovery in services activity – such as hospitality and leisure – was put off largely until 2022.

It is not uncommon for a restaurant to have more workers than a large warehouse or largely-automated factory. Between 2020 and 2022, the swing in US services employment – from collapse to boom – was the largest as a share of total employment since World War II. As **FIGURE 3** shows, these industries – most heavy in head count – are slowing. While preliminary data are unreliable, government employment gains were more than a third of all job gains in June. A pattern of sharp downward revisions to earlier months suggests that reported job gains may in fact be overstated.

With the US unemployment rate rising more than a half a point in the past year, wage growth decelerating and the Fed's policy rate above the rate of unemployment (see **FIGURE 4**), we believe that only "committee inertia" will keep the Fed on hold when its policymaking committee meets late this month. By September, we would expect some likely action to move US monetary policy away from the Fed's self-described "restrictive" stance. If so, the Fed will be doing this while corporate profits are growing.

FIGURE 3: Share of US services jobs in total employment change over 12 months (%)

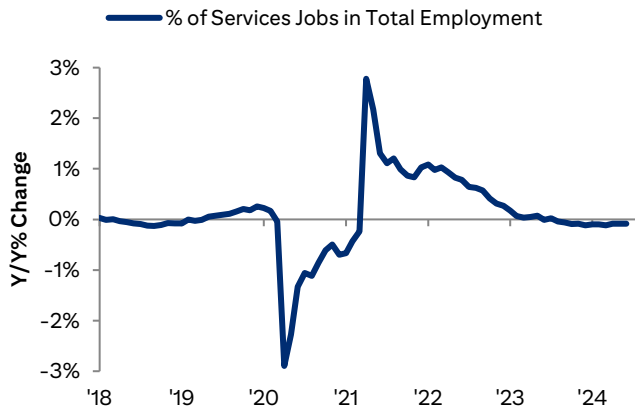
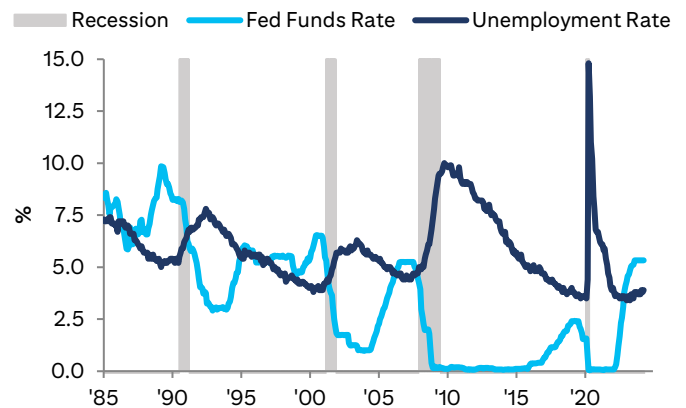


FIGURE 4: Fed policy rate above unemployment rate



Source: Haver Analytics as of July 9, 2024.

2Q EPS Preview: are corporate profit gains widening while labor market gains narrow?

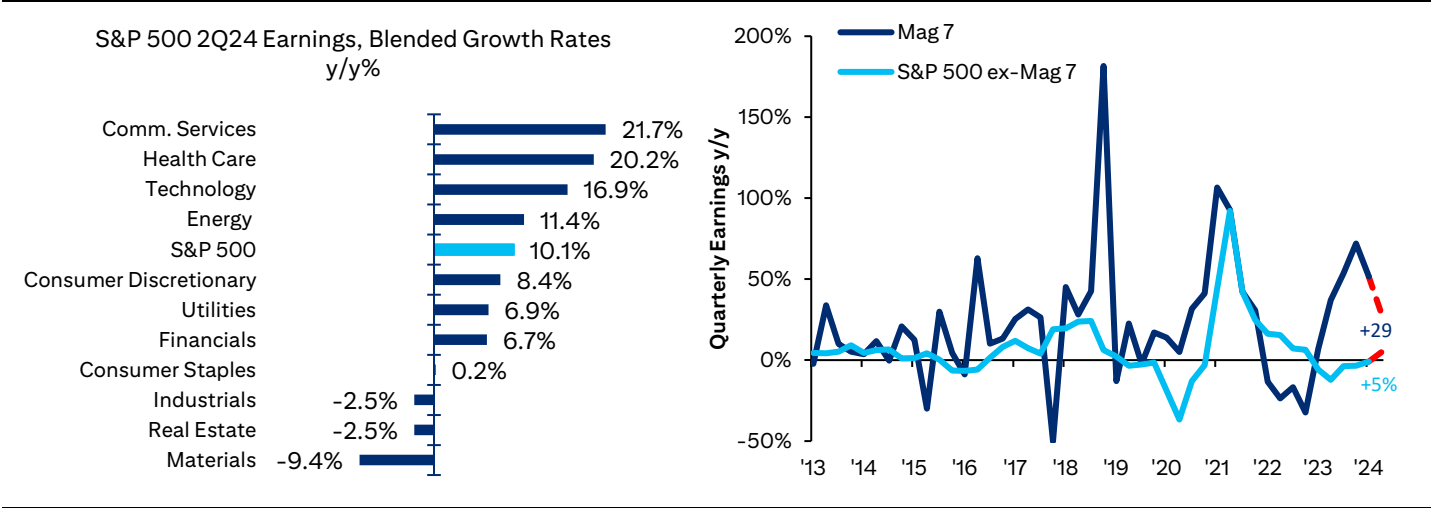
We will be following 2Q EPS reports with interest to assess if cyclical industries – beset with caution in 2023 – are showing signs of recovery (see **FIGURE 5**). EPS estimates show a broadening even when accounting for the routine downward bias in estimates just before reporting time. How bad is the bias? EPS for the overall S&P 500 have been above consensus in 97% of all quarters since 2009.

As noted last week, the three largest US tech firms are nearing \$10 trillion in aggregate value, or roughly the size of all publicly-traded firms in either Europe or Asia. One can't argue convincingly that this is for spurious reasons. The handful of tech firms have reached a record high share of total world profits. More importantly, with their track record and optimism over Artificial Intelligence, they are viewed by investors as reaching ever-higher profits in the future.

While noting the bias for these and other firms to report *upward* surprises in EPS growth as analysts routinely (seemingly purposely) estimate low, one should also see that large cap tech-related profit growth is moderating while other firms are rebounding from declines in 2023 (see **FIGURE 6**).

FIGURE 5: S&P 500 consensus estimates by sector: 2Q Y/Y%

FIGURE 6: Magnificent 7 EPS vs remaining S&P 493 Y/Y%



Source: I/B/E/S and Bloomberg as of July 9, 2024. The Magnificent 7 stocks include Amazon.com (AMZN), Apple (AAPL), Google parent Alphabet (GOOGL), Meta Platforms (META), Microsoft (MSFT), Nvidia (NVDA) and Tesla (TSLA). All forecasts are expressions of opinion and are subject to change without notice and are not intended to be a guarantee of future events. Indices are unmanaged. An investor cannot invest directly in an index. They are shown for illustrative purposes only and do not represent the performance of any specific investment. Index returns do not include any expenses, fees, or sales charges, which would lower performance. Past performance is no guarantee of future results. Real results may vary.

Tech: a high bar

With a tech-led tape driving overall returns year-to-date, a lot is riding on continued “beats and raises” from high profile AI leaders when they report in late July and throughout August. The largest reasonable concern one might have for large cap tech is excessive investment to deliver AI services that might not succeed commercially. The very best tech solution – often the “first mover” – tends to become industry dominant. The Magnificent 7 up until now have tended to have “wide moats” – with limited direct competition. Their AI products might compete more directly in coming years.

We doubt coming reports will generate much clarity on AI’s broad applications across industries. However, the investment spending is immediate. This benefits the Magnificent 7’s suppliers first, powerfully benefiting certain tech hardware shares this year. While we remain constructive on the buildout of AI infrastructure over the next several years, we’ve raised the question of how much of that growth is already embedded in today’s prices (see **FIGURE 7** and our [CIO Bulletin](#) on concentrated portfolios.)

FIGURE 7: S&P 500 IT price-to-sales



Source: Bloomberg as of July 9, 2024. Indices are unmanaged. An investor cannot invest directly in an index. They are shown for illustrative purposes only and do not represent the performance of any specific investment. Index returns do not include any expenses, fees or sales charges, which would lower performance. Past performance is no guarantee of future results. Real results may vary.

Tech valuations, while undoubtedly rich, are not wholly unjustified. Earnings growth has well outpaced other sectors in recent years, demanding a higher multiple to today's profits. Tech gross margins have also steadily improved over the past 3 decades as capital-light US tech firms outsource costly manufacturing while retaining high-margin software revenues. While we can't rule out the possibility that tech runs further like it did into the late 90s, we see other opportunities to capture durable earnings growth at more reasonable prices.

Health Care earnings at an inflection point?

Health care stocks have been stuck in the mud since early 2023. With the exception of leading weight loss drugmakers and a handful of high-quality device makers, the sector has underperformed amidst a series of challenges from COVID overhangs, dried up funding for new drug research, and concerns around US drug price regulation.

Wall Street analysts expect that drugmaker and medical devices profits grew in Q2 relative to a year ago, potentially ending an unprecedented streak of 6 straight quarters of earnings declines. Under the hood, one-off charges have exacerbated headline growth declines over the past year (see **FIGURE 8**). But even after excluding these two outliers, investors are looking for clear signs of positive growth for the sector.

After Q1 earnings, muted guidance across the health care landscape limited the scope for more meaningful upward revisions. We believe this narrative could finally shift if consensus expectations for 20% Q2 EPS growth materializes. Among drugmakers, inventory overhangs and one-off charges will make comps much more favorable in the year ahead. In the medical devices space, procedure volumes remain robust and new product launches continue apace. The outlook for life sciences tools is closely tied to spending on drug research, which should continue to see new spending dollars as financial conditions ease and amid intense focus on weight loss, diabetes, Alzheimer's, and cancer treatments.

Meanwhile, valuations across growthier – and therefore more interest rate sensitive – segments like medical devices have remained subdued as Fed cuts got pushed out to late 2024 (see **FIGURE 9**). Anticipated dealmaking has also been pushed out, likely limiting multiple upside for mid cap health care names until larger players can begin to deploy their \$300bn cash piles.

FIGURE 8: Health care earnings are recovering if you exclude two outliers

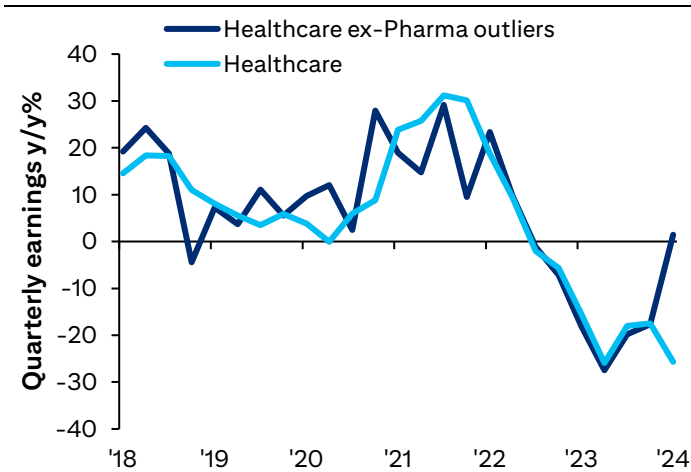
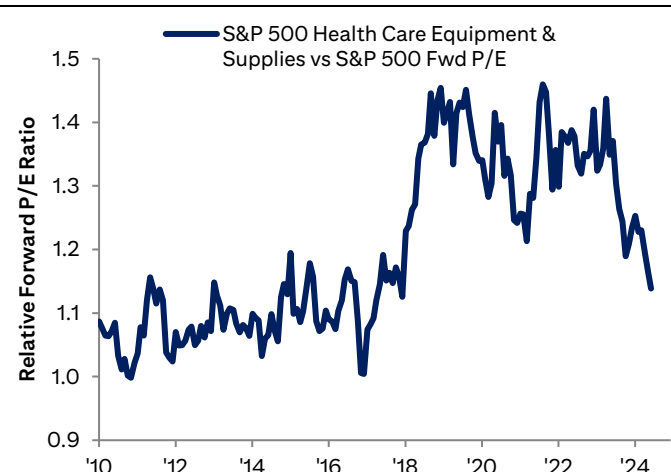


FIGURE 9: Health care equipment stocks have shed their recent premium vs the market



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When buying cyclicality, we prefer production over consumption

As we highlighted above, consumer spending and manufacturing are experiencing neither a boom nor a crash. Share price performance for both industrials and retailer equities reflect this muted environment, with performance significantly lagging mega-cap tech again this year. As we consider broadening candidates at the sector level, we view manufacturing restraint over the past year and a half as a potential positive for the Industrials sector assuming production picks up in the coming months (see **FIGURE 10**).

Industrials, a highly diverse sector, tick a lot of thematic boxes as well. Within the sector we can identify firms directly engaged in providing electrical equipment and materials to power data centers running AI processes, defense shares, and companies tied to the energy transition.

Our outlook for retailers, with key bellwethers reporting the week of August 12, is more of a mixed bag. While the Consumer Discretionary sector is dominated by two Magnificent 7 leaders, the average discretionary retailer has lagged in recent months amid concerns that inflation is pinching savings for middle- and lower-income individuals. US luxury and apparel shares have plummeted 30% YTD amid concerns about a buyers' strike among the affluent. Staples retailers, meanwhile, have exhibited much lower volatility and along with healthcare may be a defensive way to play the market after a strong first half rally ahead of typically choppy summer trading (see **FIGURE 11**).

FIGURE 10: Industrials have underperformed as ISMs remain below 50

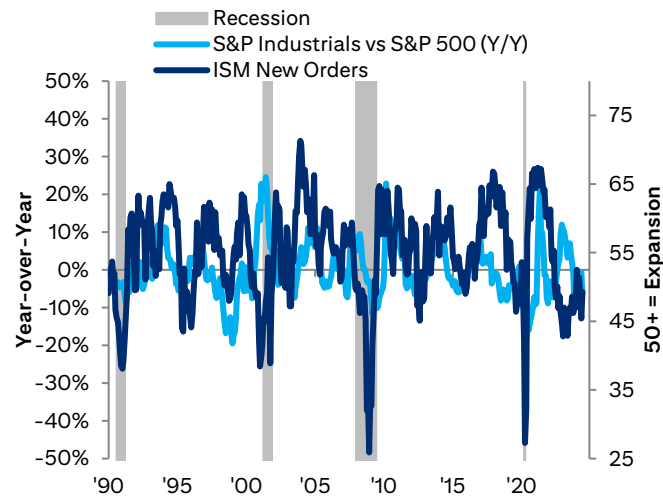
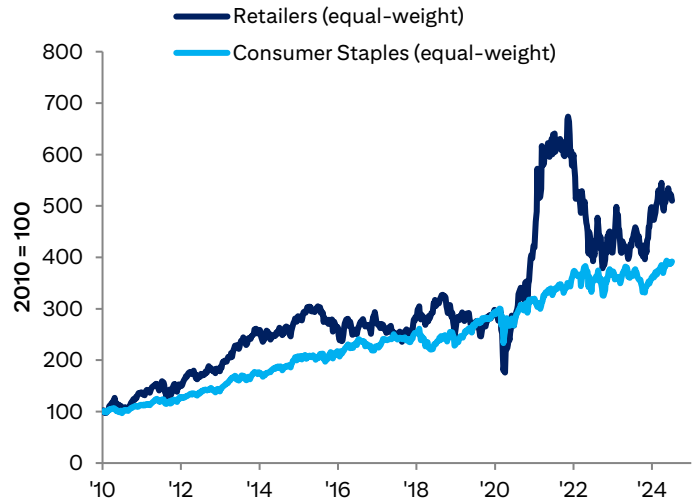


FIGURE 11: Staples may offer a better risk/reward as discretionary spending slows



Source: Bloomberg as of July 9, 2024. Left: ISM stands for Institute for Supply Management surveys. Right: the S&P 500 is being used as proxy. Indices are unmanaged. An investor cannot invest directly in an index. They are shown for illustrative purposes only and do not represent the performance of any specific investment. Index returns do not include any expenses, fees or sales charges, which would lower performance. Past performance is no guarantee of future results. Real results may vary.

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Medium grade	Baa	BBB	BBB
Not Investment Grade			
Lower medium grade (somewhat speculative)	Ba	BB	BB
Low grade (speculative)	B	B	B
Poor quality (may default)	Caa	CCC	CCC
Most speculative	Ca	CC	CC
No interest being paid or bankruptcy petition filed	C	D	C
In default	C	D	D

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