Economy Overview



Lincoln County, WI

North Central Wisconsin Regional Planning Commission



210 McClellan Street, Suite 210 Wausau, Wisconsin 54403



Contents

| Conomy Overview | . 1 |
|-----------------------------|-----|
| Historic & Projected Trends | .4 |
| Population Characteristics | . 8 |
| ndustry Characteristics | 10 |
| Business Characteristics | 17 |
| Vorkforce Characteristics | 19 |
| ducational Pipeline | 26 |



Economy Overview

27,754

Population (2017)

Population **decreased by 728** over the last 5 years and is projected to **decrease by 487** over the next 5 years. 12,201

Jobs (2017)

Jobs grew by 825 over the last 5 years and are projected to grow by 318 over the next 5 years.

\$52.2K

Median Household Income (2016)

Median household income is \$3.1K below the national median household income of \$55.3K.



short of the national growth rate of 7.9% by 0.6%. As the number of jobs increased, the labor force participation rate increased from 63.5% to 66.2% between 2012 and 2017.

Concerning educational attainment, **11.1% of Lincoln County, WI residents possess a Bachelor's Degree** (7.3% below the national average), and **10.5% hold an Associate's Degree** (2.6% above the national average).

The top three industries in 2017 are Local Government, Excluding Education and Hospitals, Insurance Carriers, and Restaurants and Other Eating Places.





Economy Overview - Cont.

| | Population (2017) | Labor Force (2017) | Jobs (2017) | Cost of Living | GRP | Imports | Exports |
|---------------|----------------------|-----------------------|-------------|-------------------|-----------|-----------|-----------|
| Region | 27,754 | 15,635 | 12,201 | 99.4 | \$1.29B | \$2.02B | \$1.87B |
| NCWRPC | 438,289 | 232,666 | 226,355 | 99.5 | \$21.40B | \$27.24B | \$26.66B |
| Wisconsin | 5,795,388 | 3,150,288 | 3,126,730 | 100.5 | \$313.60B | \$280.38B | \$310.05B |
| United States | 325,401,909 | 159,887,109 | 160,157,543 | 100.0 | \$19.09T | \$O | \$8.52T |



Economy Overview - Cont.

2017 Labor Force Breakdown



Educational Attainment

Concerning educational attainment, **11.1% of Lincoln County, WI residents possess a Bachelor's Degree** (7.3% below the national average), and **10.5% hold an Associate's Degree** (2.6% above the national average).

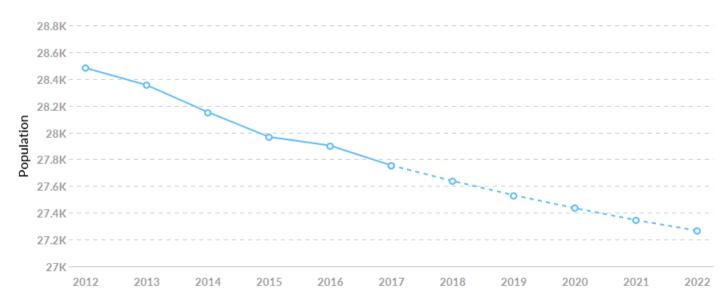
| | % of Population | Population |
|--|-----------------|------------|
| Less Than 9th Grade | 3.4% | 701 |
| 9th Grade to 12th Grade | 7.8% | 1,608 |
| High School Diploma | 40.9% | 8,452 |
| Some College | 21.6% | 4,457 |
| Associate's Degree | 10.5% | 2,167 |
| Bachelor's Degree | 11.1% | 2,297 |
| • Graduate Degree and Higher | 4.8% | 992 |

.IPEmsi Economy Overview

Historic & Projected Trends

Population Trends

As of 2017 the region's population **declined by 2.6%** since 2012, falling by 728. Population is expected to **decrease by 1.8%** between 2017 and 2022, losing 487.



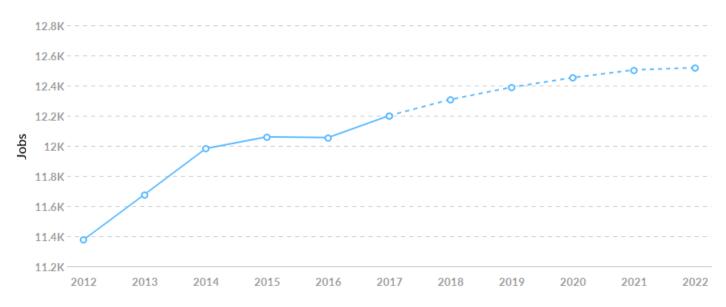
| Timeframe | Population |
|-----------|------------|
| 2012 | 28,482 |
| 2013 | 28,354 |
| 2014 | 28,152 |
| 2015 | 27,967 |
| 2016 | 27,902 |
| 2017 | 27,754 |
| 2018 | 27,638 |
| 2019 | 27,532 |
| 2020 | 27,435 |
| 2021 | 27,346 |
| 2022 | 27,266 |

.I Emsi Economy Overview

Historic & Projected Trends - Cont.

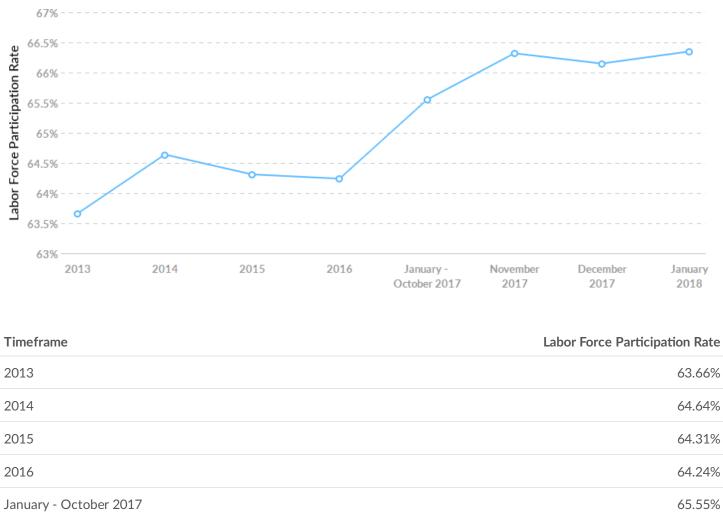
Job Trends

From 2012 to 2017, jobs **increased by 7.3%** in Lincoln County, WI from 11,376 to **12,201**. This change **fell short of the national growth rate of 7.9% by 0.6%**.



| Timeframe | Jobs |
|-----------|--------|
| 2012 | 11,376 |
| 2013 | 11,678 |
| 2014 | 11,982 |
| 2015 | 12,060 |
| 2016 | 12,055 |
| 2017 | 12,201 |
| 2018 | 12,308 |
| 2019 | 12,389 |
| 2020 | 12,453 |
| 2021 | 12,504 |
| 2022 | 12,519 |

Historic & Projected Trends - Cont.



Labor Force Participation Rate Trends

| 20 | 015 |
|----|----------------------|
| 20 | 016 |
| Ja | nuary - October 2017 |
| No | ovember 2017 |
| De | ecember 2017 |
| Ja | nuary 2018 |
| | |

66.32%

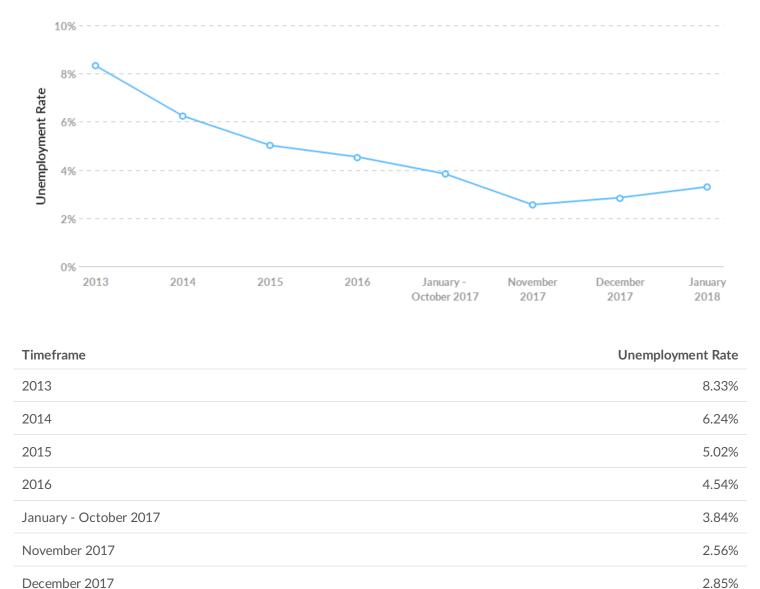
66.15%

66.35%

Historic & Projected Trends - Cont.

Unemployment Rate Trends

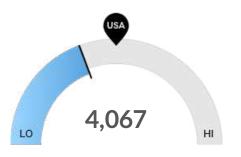
Lincoln County, WI had a January 2018 unemployment rate of 3.30%, decreasing from 8.33% 5 years before.



January 2018

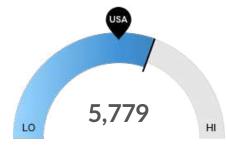
3.30%

Population Characteristics



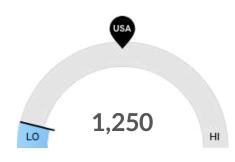
Millennials

Lincoln County, WI has 4,067 millennials (ages 20-34). The national average for an area this size is 5,790.



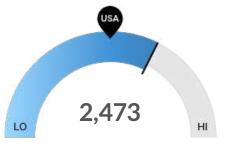
Retiring Soon

Retirement risk is high in Lincoln County, WI. The national average for an area this size is 4,252 people 65 or older, while there are 5,779 here.



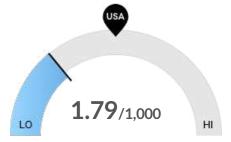
Racial Diversity

Racial diversity is low in Lincoln County, WI. The national average for an area this size is 10,807 racially diverse people, while there are 1,250 here.



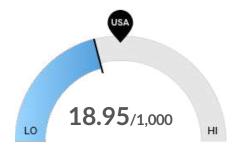
Veterans

Lincoln County, WI has 2,473 veterans. The national average for an area this size is 1,641.



Violent Crime

Lincoln County, WI has 1.79 violent crimes per 1,000 people. The national rate is 3.75 per 1,000 people.



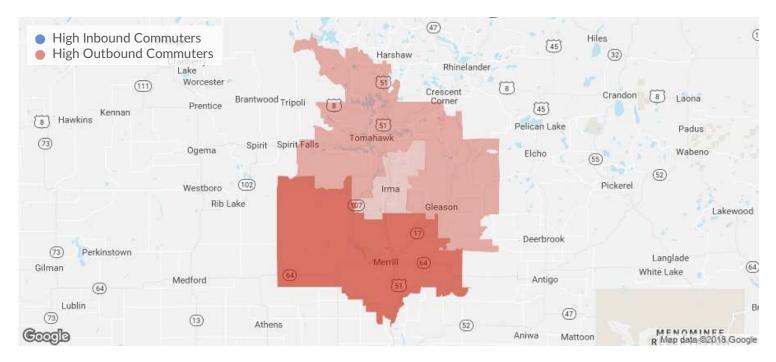
Property Crime

Lincoln County, WI has 18.95 property crimes per 1,000 people. The national rate is 24.22 per 1,000 people.

Population Characteristics - Cont.

Place of Work vs Place of Residence

Understanding where talent in Lincoln County, WI currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works

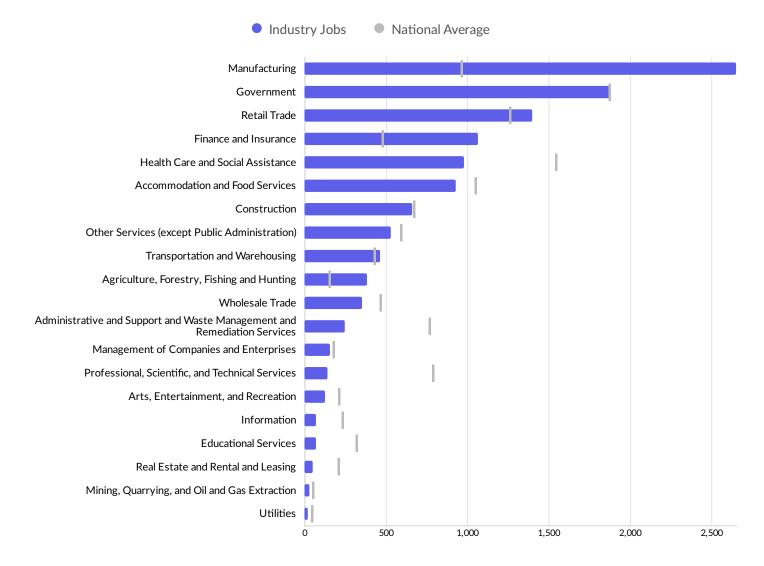
| ZIP | Name | 2017 Employment | ZIP | Name | 2017 Workers |
|-------|-------------------------|--------------------|-------|-------------------------|-----------------|
| 54452 | Merrill, WI (in Lincoln | 7,647 | 54452 | Merrill, WI (in Lincoln | 10,890 |
| 54487 | Tomahawk, WI (in Linc | 4,045 | 54487 | Tomahawk, WI (in Linc | 5,587 |
| 54435 | Gleason, WI (in Lincoln | 359 | 54435 | Gleason, WI (in Lincoln | 1,269 |
| 54442 | Irma, WI (in Lincoln co | 144 | 54442 | Irma, WI (in Lincoln co | 633 |
| 54532 | Heafford Junction, WI | <10 | 54532 | Heafford Junction, WI | <10 |

Where Talent Lives

.I Emsi Economy Overview

Industry Characteristics

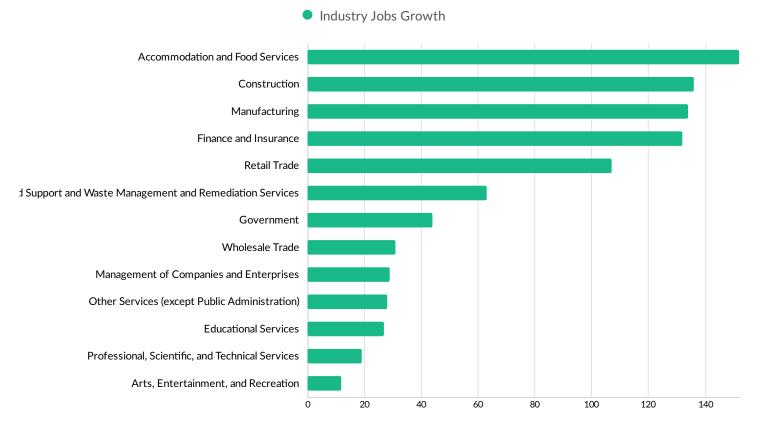
Largest Industries



.I Emsi Economy Overview

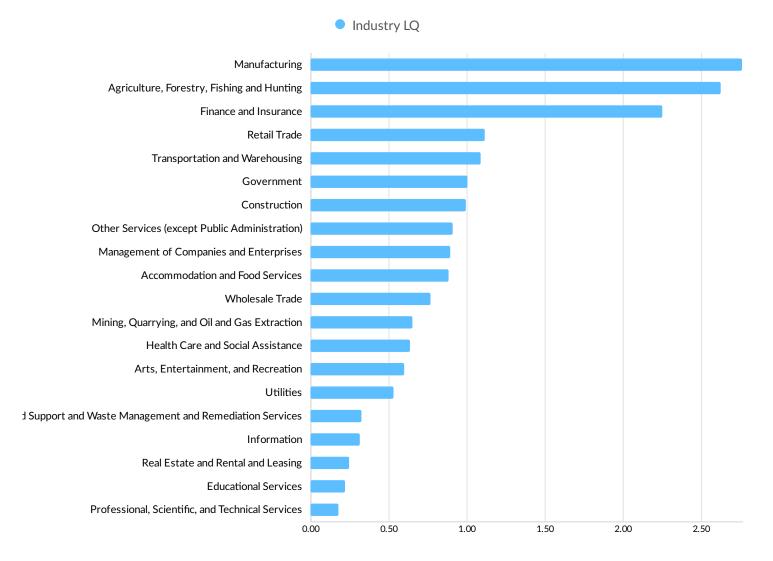
Industry Characteristics - Cont.

Top Growing Industries



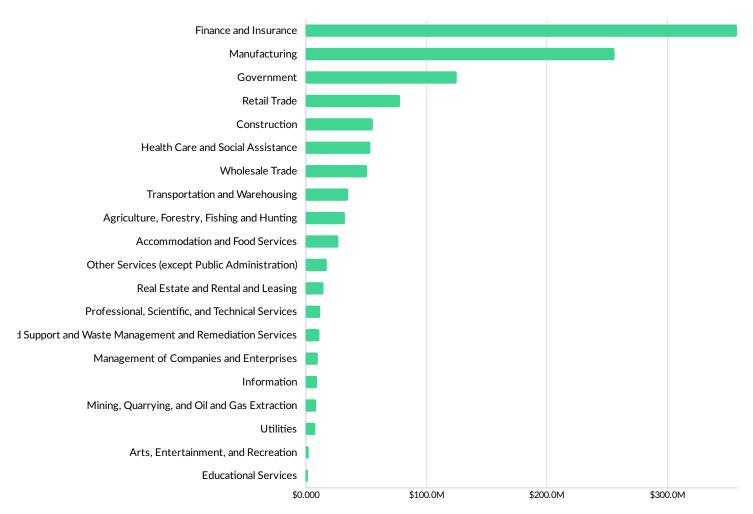


Top Industry LQ





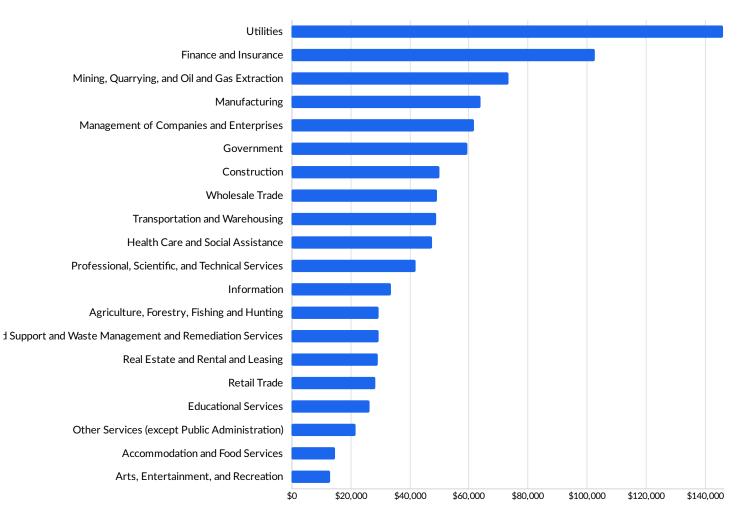
Top Industry GRP



2017 Gross Regional Product



Top Industry Earnings



2017 Earnings Per Worker

| Industry | 2012 Jobs | 2017 Jobs | Change in Jobs | % Change in Jobs | 2017 LQ | 2017 Earnings Per Worker | 2017 GRP |
|--|--------------|--------------|----------------|------------------------|------------|-----------------------------|-----------|
| Manufacturing | 2,517 | 2,651 | 134 | +5% | 2.76 | \$63,925 | \$256.48M |
| Government | 1,828 | 1,872 | 44 | +2% | 1.00 | \$59,528 | \$125.19M |
| Retail Trade | 1,291 | 1,398 | 107 | +8% | 1.11 | \$28,461 | \$78.51M |
| Finance and Insurance | 933 | 1,065 | 132 | +14% | 2.25 | \$102,710 | \$357.99M |
| Health Care and Social Assistance | 1,000 | 980 | -20 | -2% | 0.64 | \$47,633 | \$53.81M |
| Accommodation and Food Services | 775 | 927 | 152 | +20% | 0.89 | \$14,670 | \$27.16M |
| Construction | 527 | 663 | 136 | +26% | 0.99 | \$50,062 | \$55.72M |
| Other Services (except Public Administration) | 504 | 532 | 28 | +6% | 0.91 | \$21,830 | \$17.40M |
| Transportation and Warehousing | 463 | 462 | -1 | 0% | 1.09 | \$49,125 | \$35.36M |
| Agriculture, Forestry, Fishing and Hunting | 429 | 385 | -44 | -10% | 2.63 | \$29,635 | \$32.68M |
| Wholesale Trade | 321 | 352 | 31 | +10% | 0.77 | \$49,290 | \$51.34M |
| Administrative and Support and Waste Management and Remediation Services | 185 | 248 | 63 | +34% | 0.33 | \$29,381 | \$11.69M |
| Management of Companies and Enterprises | 125 | 154 | 29 | +23% | 0.89 | \$61,908 | \$10.51M |
| Professional, Scientific, and Technical Services | 122 | 141 | 19 | +16% | 0.18 | \$41,917 | \$12.44M |
| Arts, Entertainment, and Recreation | 113 | 125 | 12 | +11% | 0.60 | \$13,058 | \$2.81M |



| Industry | 2012 Jobs | 2017 Jobs | Change in Jobs | % Change in Jobs | 2017 LQ | 2017 Earnings Per Worker | 2017 GRP |
|--|--------------|--------------|----------------|---------------------|------------|-----------------------------|----------|
| Information | 77 | 71 | -6 | -8% | 0.31 | \$33,600 | \$9.77M |
| Educational Services | 42 | 69 | 27 | +64% | 0.22 | \$26,319 | \$2.10M |
| Real Estate and Rental and Leasing | 55 | 50 | -5 | -9% | 0.25 | \$29,167 | \$15.00M |
| Mining, Quarrying, and Oil and Gas Extraction | 34 | 31 | -3 | -9% | 0.65 | \$73,589 | \$8.82M |
| Utilities | 34 | 23 | -11 | -32% | 0.53 | \$146,200 | \$7.97M |

.IP Emsi Economy Overview

Business Characteristics

408 Companies Employ Your Workers

Online profiles for your workers mention 408 companies as employers, with the top 10 appearing below. In the last 12 months, 429 companies in Lincoln County, WI posted job postings, with the top 10 appearing below.

| Top Companies | Profiles | Top Companies Posting | Unique Postings |
|-----------------------------|----------|-------------------------------|-----------------|
| Church Mutual Insurance Com | 12 | Pizza Hut, Inc. | 439 |
| Harley-Davidson, Inc. | 7 | Comphealth Associates, Inc | 311 |
| Marshfield Clinic | 5 | Ascension Health | 288 |
| Wal-Mart Stores, Inc. | 5 | Church Mutual Insurance Com | 271 |
| Eastbay, Inc. | 4 | Kwik Trip, Inc. | 199 |
| Lincoln Wood Products, Inc. | 4 | Roehl Transport, Inc. | 195 |
| Merrill Distributing, Inc. | 4 | C.R. England, Inc. | 158 |
| State of Wisconsin | 4 | Platinum Supplemental Insuran | 151 |
| The Interflex Group Inc | 4 | Weatherby Health Care | 150 |
| Greenheck Fan Corporation | 3 | Marten Transport, Ltd. | 141 |

.IP Emsi Economy Overview

Business Characteristics - Cont.

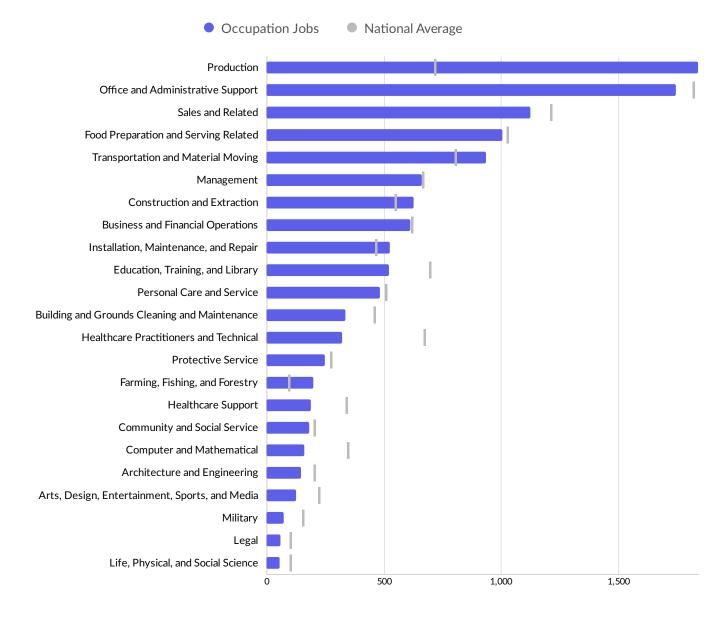
Business Size

| | Percentage | Business Count |
|--|------------|-----------------------|
| • 1 to 4 employees | 51.8% | 582 |
| 5 to 9 employees | 21.7% | 244 |
| • 10 to 19 employees | 12.5% | 140 |
| 20 to 49 employees | 8.5% | 96 |
| • 50 to 99 employees | 3.6% | 40 |
| • 100 to 249 employees | 1.1% | 12 |
| 250 to 499 employees | 0.6% | 7 |
| • 500+ employees | 0.2% | 2 |
| | | |

*Business Data by DatabaseUSA.com is third-party data provided by Emsi to its customers as a convenience, and Emsi does not endorse or warrant its accuracy or consistency with other published Emsi data. In most cases, the Business Count will not match total companies with profiles on the summary tab.

Workforce Characteristics

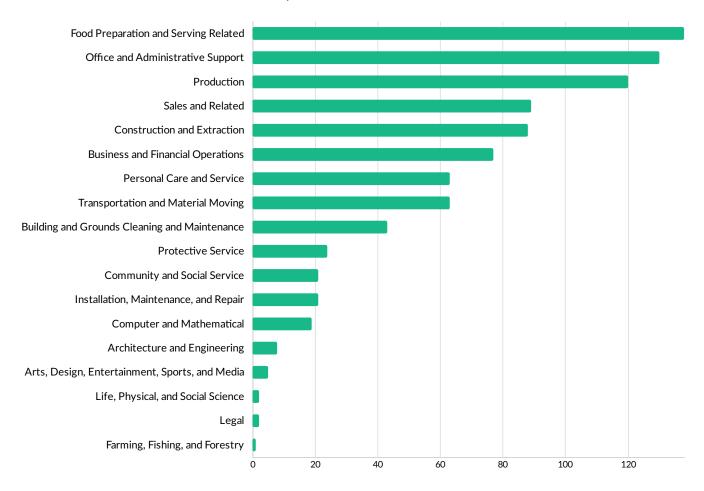
Largest Occupations



.I Emsi Economy Overview

Workforce Characteristics - Cont.

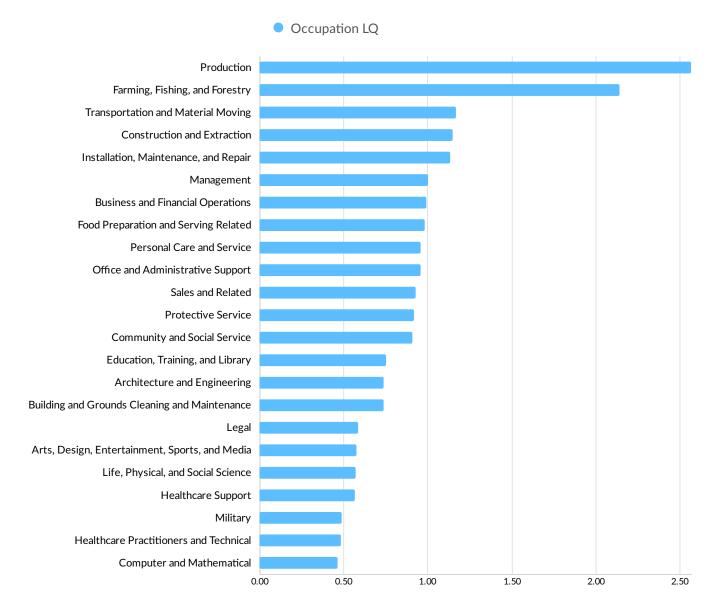
Top Growing Occupations



Occupation Jobs Growth

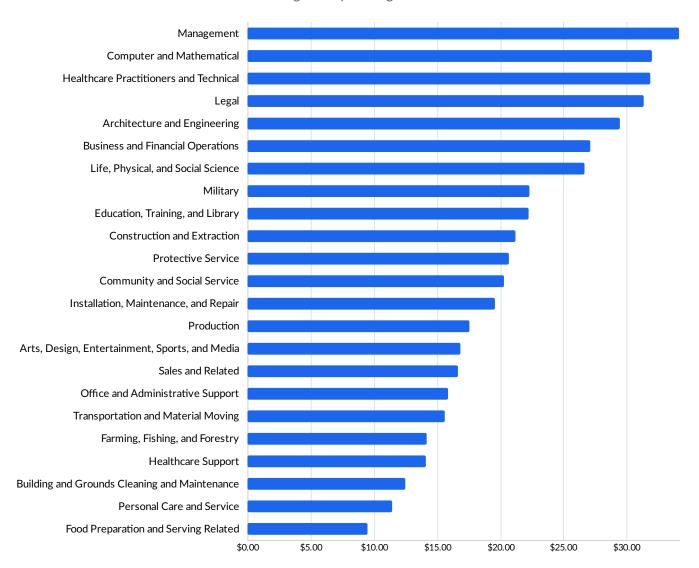
Workforce Characteristics - Cont.

Top Occupation LQ



Workforce Characteristics - Cont.

Top Occupation Earnings

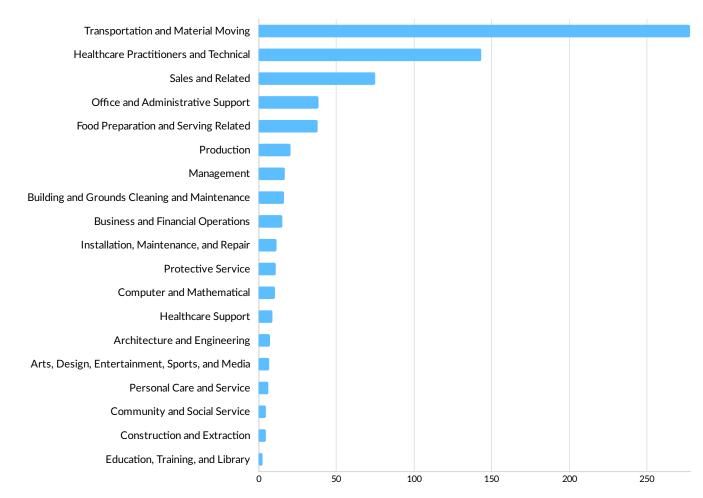


• 2016 Avg. Hourly Earnings

.I Emsi Economy Overview

Workforce Characteristics - Cont.

Top Posted Occupations



Unique Average Monthly Postings

Workforce Characteristics - Cont.

| Occupation | 2012 Jobs | 2017 Jobs | Change in Jobs | % Change in Jobs | 2017 LQ | 2016 Avg. Hourly Earnings | Mar 2017 - Feb 2018 Unique Average Monthly Postings |
|---|--------------|--------------|----------------|------------------------|------------|---------------------------------|---|
| Production | 1,722 | 1,842 | 120 | +7% | 2.57 | \$17.58 | 21 |
| Office and Administrative Support | 1,616 | 1,746 | 130 | +8% | 0.96 | \$15.87 | 38 |
| Sales and Related | 1,037 | 1,126 | 89 | +9% | 0.93 | \$16.65 | 75 |
| Food Preparation and Serving Related | 868 | 1,006 | 138 | +16% | 0.98 | \$9.47 | 38 |
| Transportation and Material Moving | 874 | 937 | 63 | +7% | 1.17 | \$15.63 | 278 |
| Management | 672 | 664 | -8 | -1% | 1.00 | \$34.15 | 17 |
| Construction and Extraction | 541 | 629 | 88 | +16% | 1.15 | \$21.22 | 5 |
| Business and Financial Operations | 536 | 613 | 77 | +14% | 0.99 | \$27.14 | 16 |
| Installation, Maintenance, and Repair | 504 | 525 | 21 | +4% | 1.14 | \$19.57 | 12 |
| Education, Training, and Library | 521 | 521 | 0 | 0% | 0.75 | \$22.26 | 3 |
| Personal Care and Service | 423 | 486 | 63 | +15% | 0.96 | \$11.44 | 7 |
| Building and Grounds Cleaning and Maintenance | 295 | 338 | 43 | +15% | 0.74 | \$12.48 | 17 |
| Healthcare Practitioners and Technical | 376 | 324 | -52 | -14% | 0.48 | \$31.85 | 144 |
| Protective Service | 226 | 250 | 24 | +11% | 0.92 | \$20.69 | 11 |
| Farming, Fishing, and Forestry | 198 | 199 | 1 | +1% | 2.14 | \$14.20 | 0 |

.II Emsi Economy Overview

Workforce Characteristics - Cont.

| Occupation | 2012 Jobs | 2017 Jobs | Change in Jobs | % Change in Jobs | 2017 LQ | 2016 Avg. Hourly Earnings | Mar 2017 - Feb 2018 Unique Average Monthly Postings |
|--|--------------|--------------|----------------|------------------------|------------|---------------------------------|---|
| Healthcare Support | 210 | 191 | -19 | -9% | 0.57 | \$14.11 | 9 |
| Community and Social Service | 161 | 182 | 21 | +13% | 0.91 | \$20.26 | 5 |
| Computer and Mathematical | 142 | 161 | 19 | +13% | 0.47 | \$31.99 | 11 |
| Architecture and Engineering | 140 | 148 | 8 | +6% | 0.74 | \$29.44 | 8 |
| Arts, Design, Entertainment, Sports, and Media | 121 | 126 | 5 | +4% | 0.57 | \$16.87 | 7 |
| Military | 82 | 74 | -8 | -10% | 0.49 | \$22.30 | 0 |
| Legal | 57 | 59 | 2 | +4% | 0.59 | \$31.33 | 0 |
| Life, Physical, and Social Science | 53 | 55 | 2 | +4% | 0.57 | \$26.63 | 1 |



Educational Pipeline

Over the last 5 years, no schools in Lincoln County, WI produced graduates.