



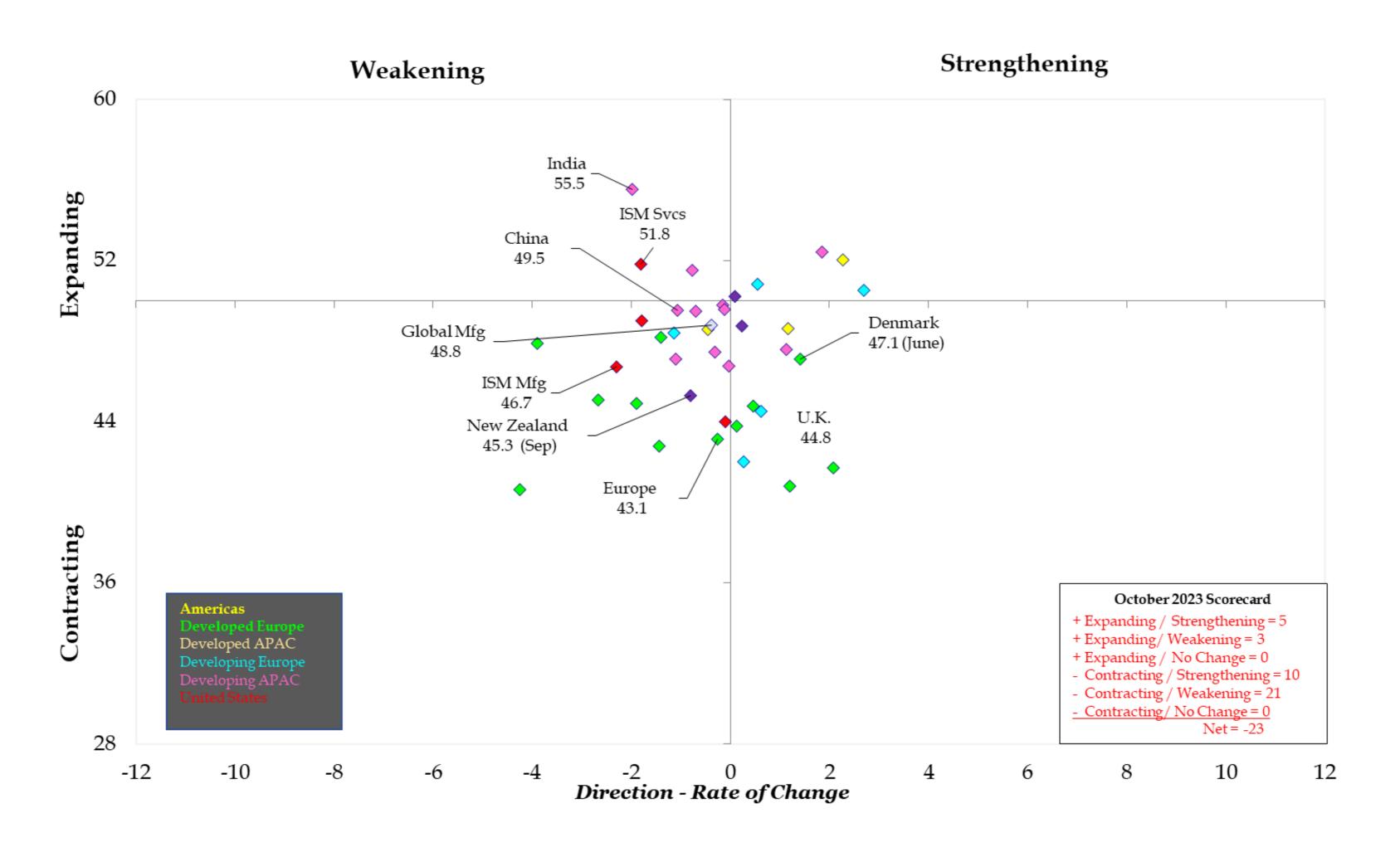
Economic & Market Outlook: It All Depends On Your Time Horizon

Linda A. Duessel, CFA®, CPA, CFP® Senior Equity Strategist Senior Vice President

November 2023

Can the globe skirt a recession?

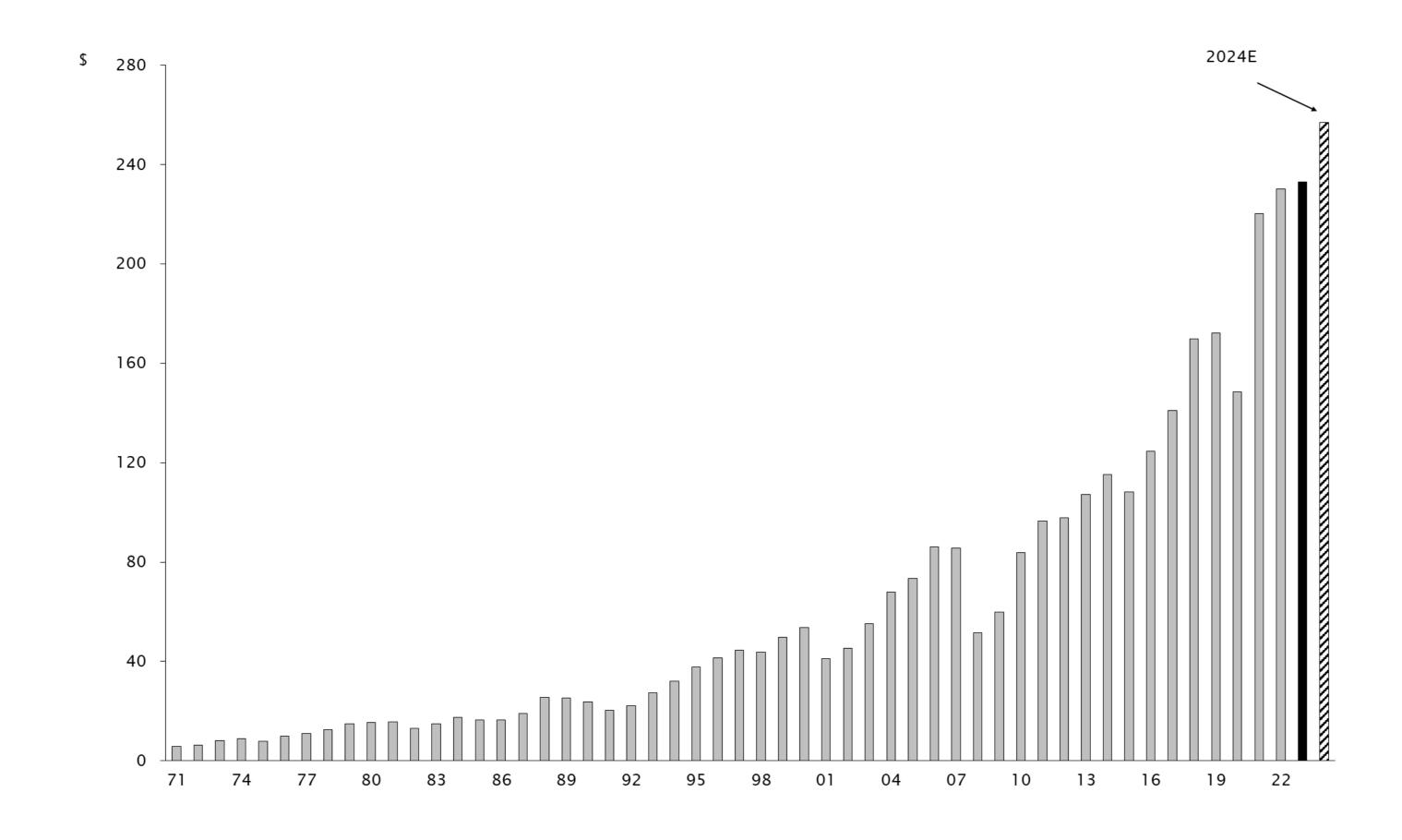
Global Economy Scorecard as of October 2023



Source: Strategas Research Partners. Data as of October 31, 2023

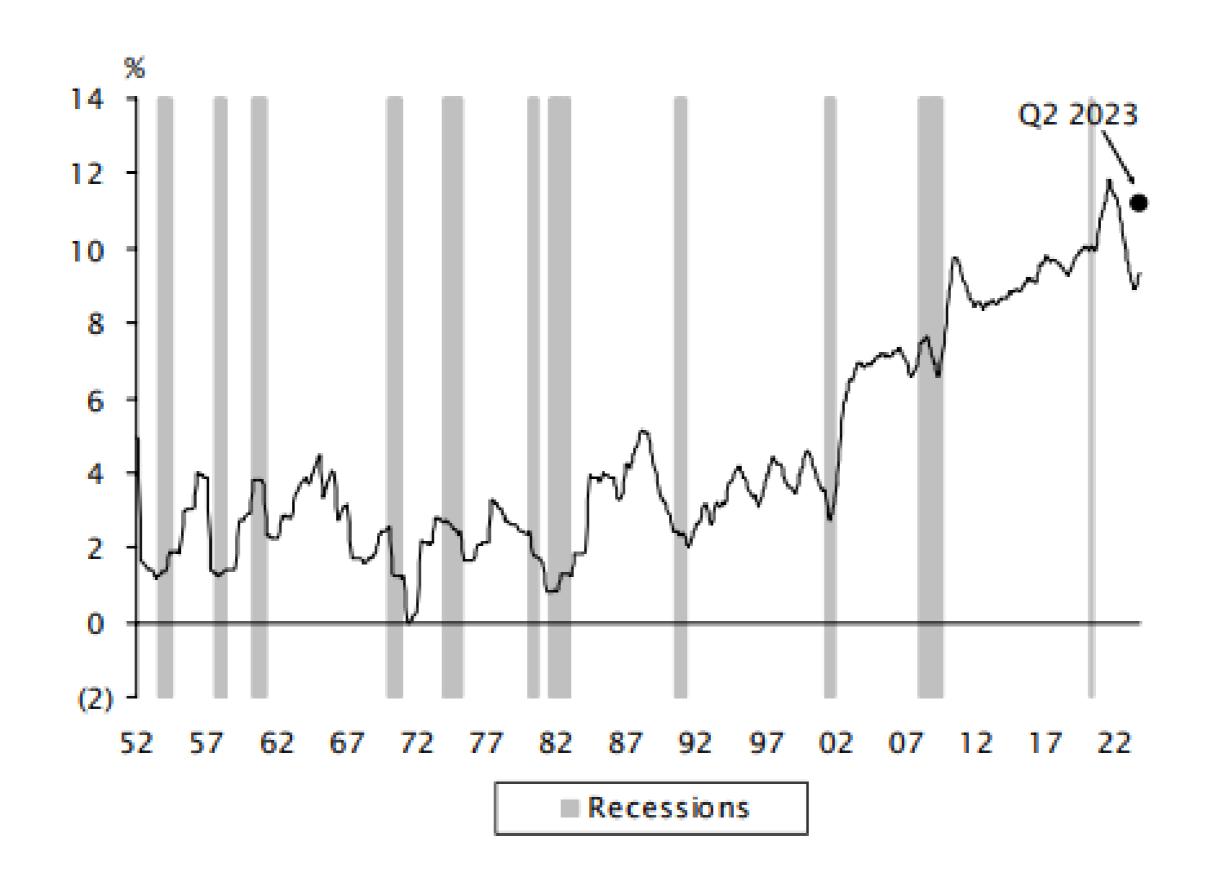
The earnings have been extraordinary

The S&P 500 Earnings Per Share * 1971 Through 2024E



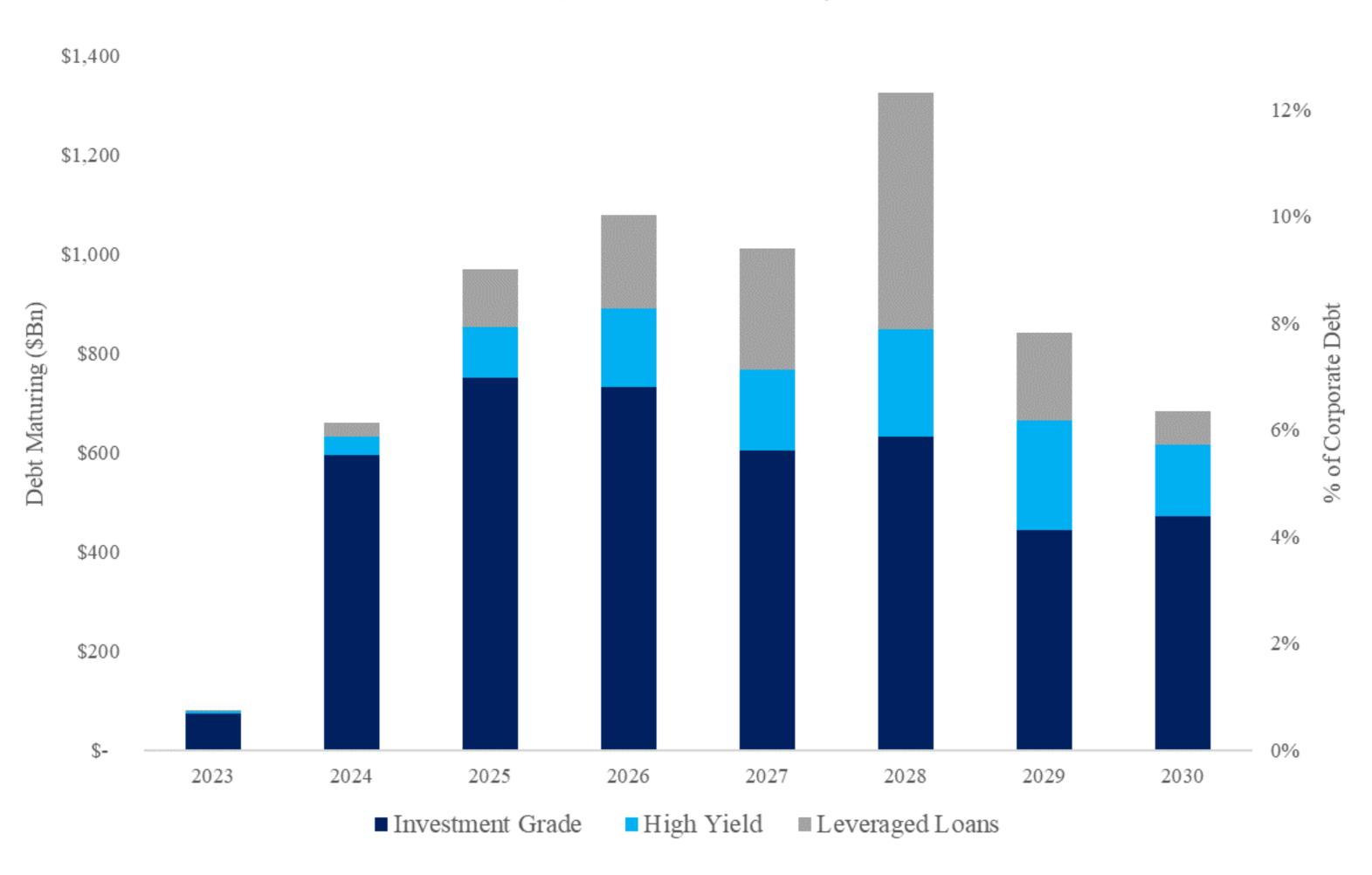
Profit margins have held up

The Core of The Large-Cap Market* Free Cash Flow Margins 1952 Through September 2023



Corporate debt is manageable, for now

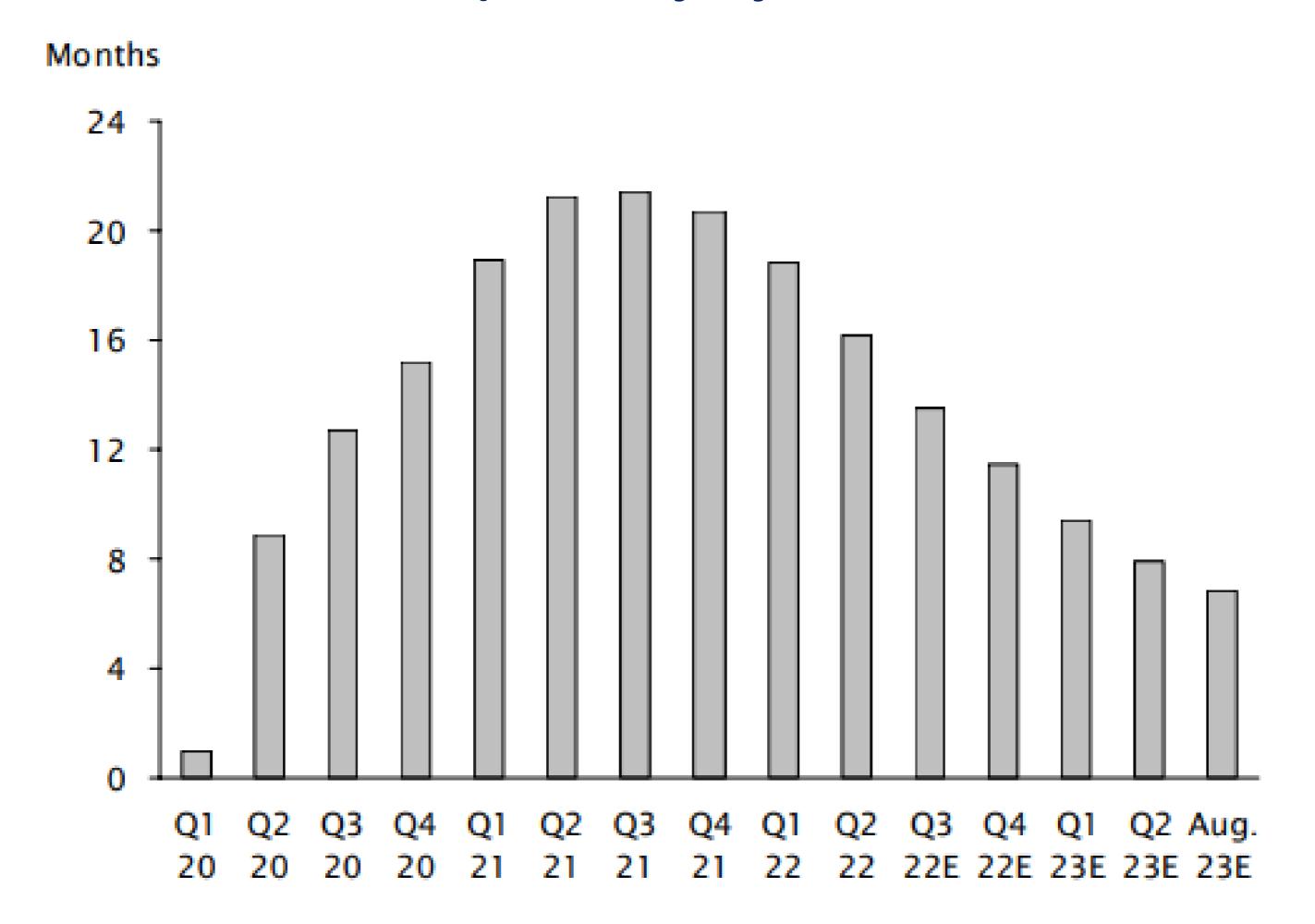
Corporate Debt Maturing This Year



Source: Bloomberg, Federated Hermes Multi-Asset Team as of October 31, 2023

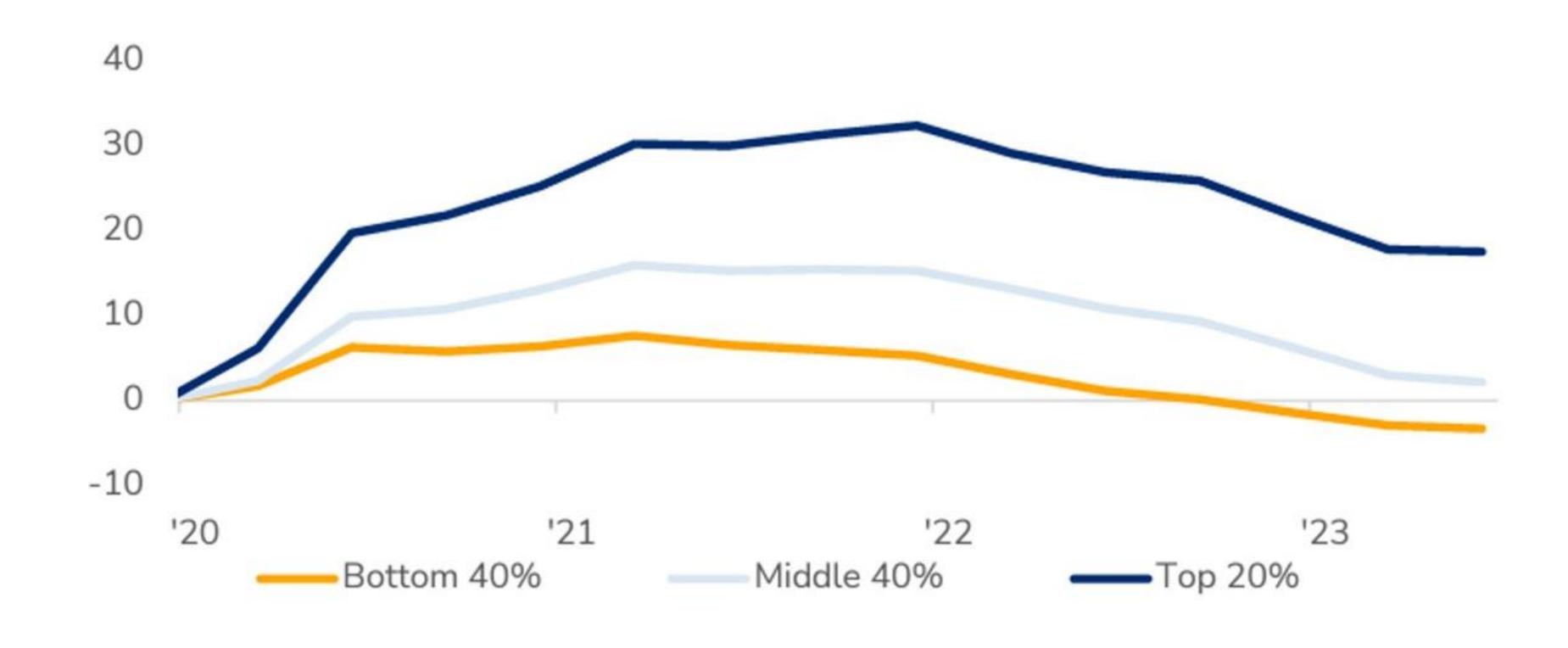
Easy come, easy go

U.S. Consumers Cumulative "Excess" Savings Measured in Months of Typical Savings Q1 2020 Through August 2023E



Haves vs. have-nots

"Excess Savings" by Income Group vs Q4 2019 % Change in Liquid Assets Adjusted by CPI



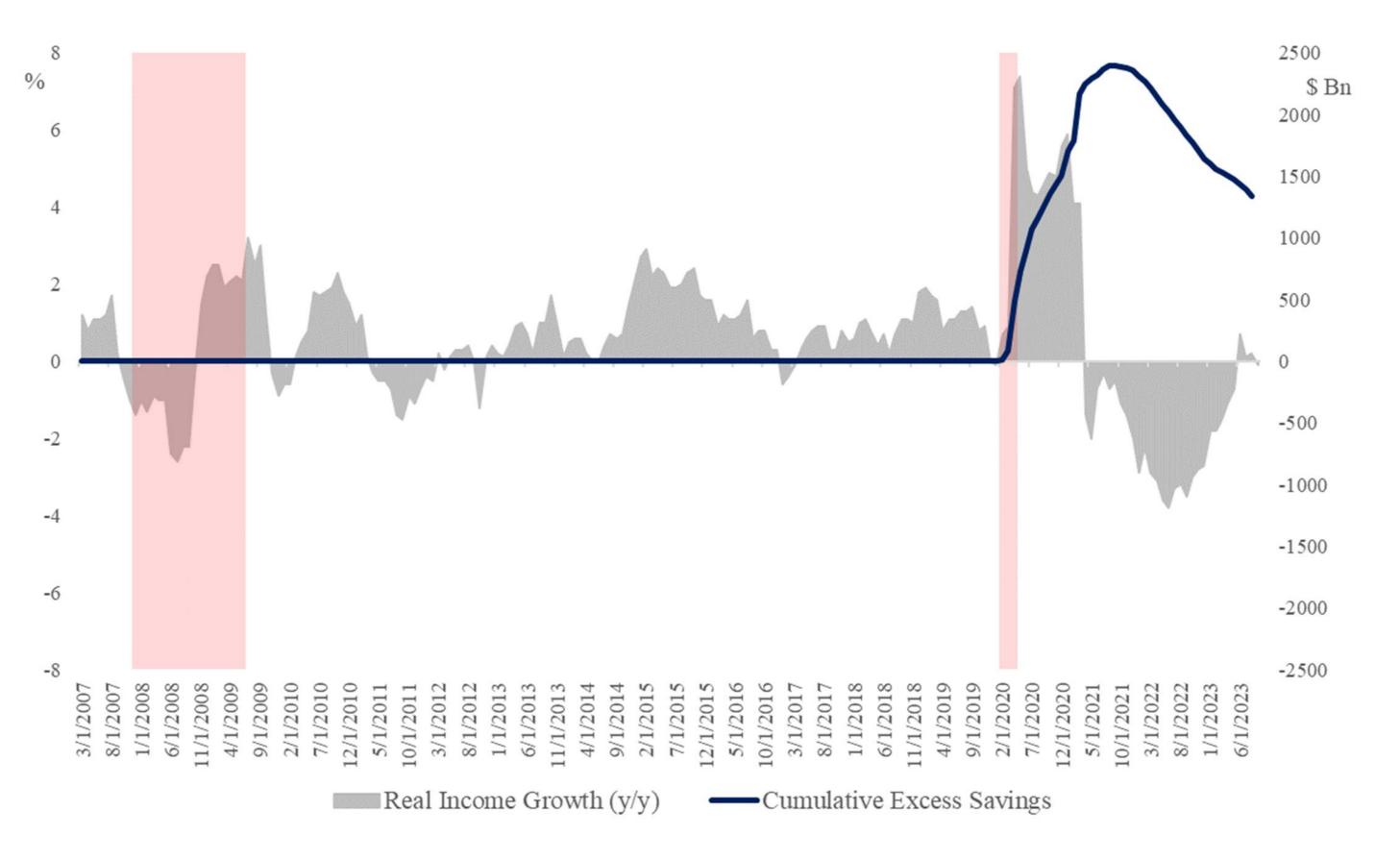
Credit card sticker shock

Credit Card Interest Rates (%)



Just don't get fired

Real Income Growth Has Turned Positive, Which Could Slow/Reverse the Drawdown of Excess Pandemic Savings

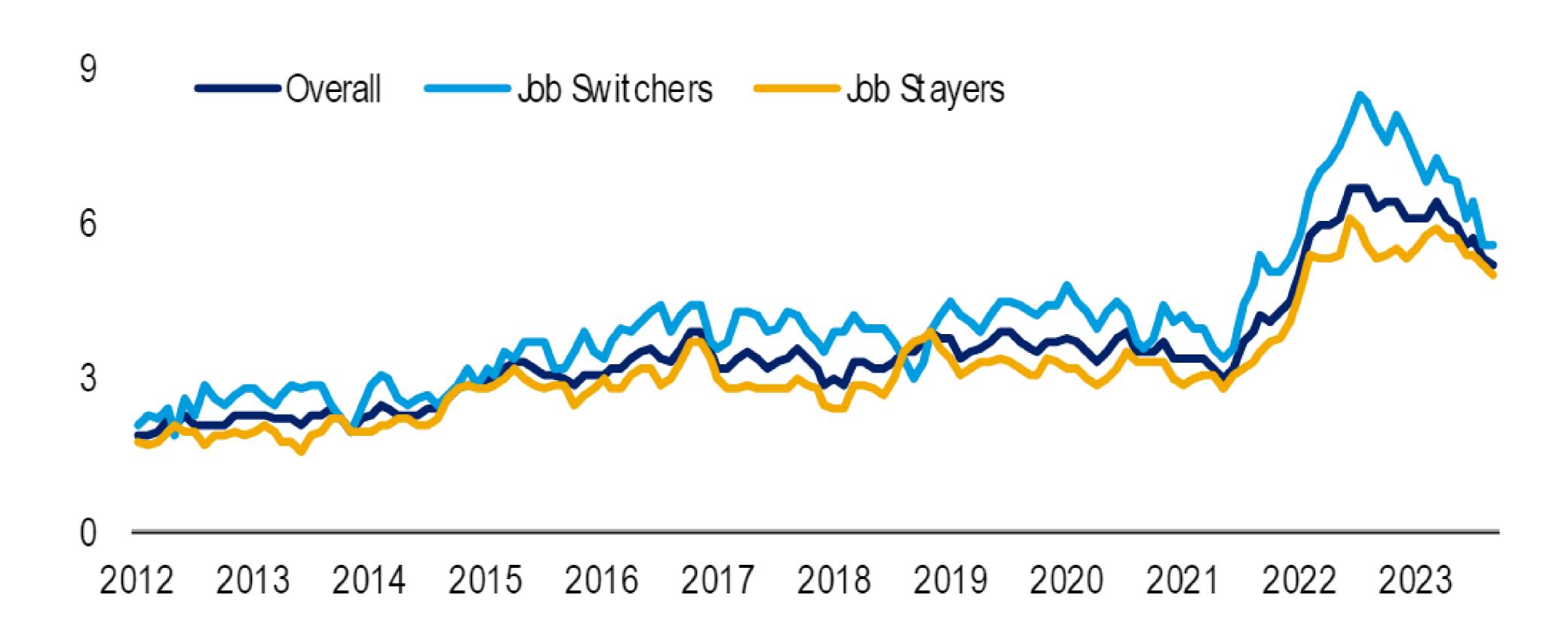


Note: Red shaded areas indicate recessions.

Rederated Fermes

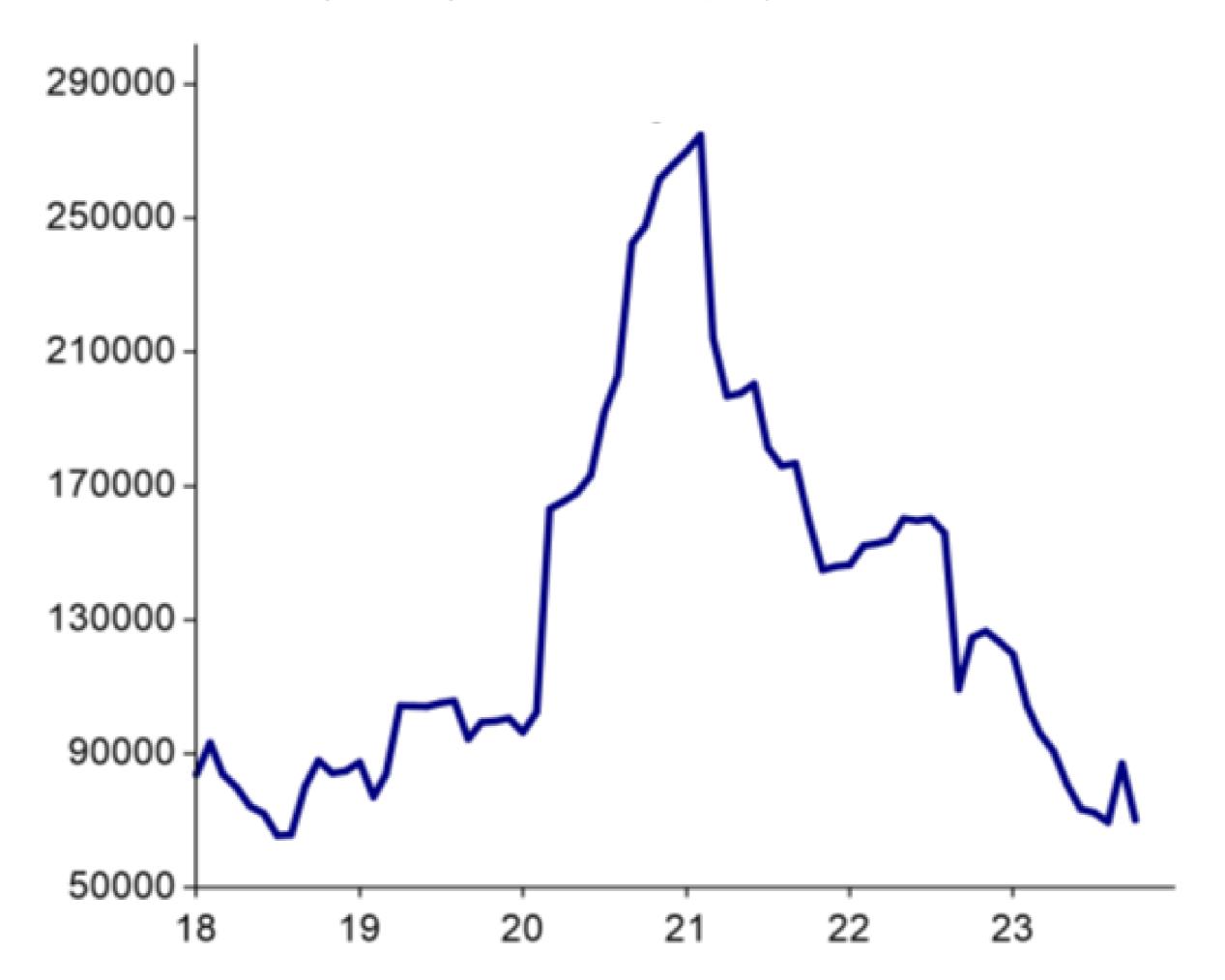
Wage growth for job switchers has slowed down significantly

Atlanta Fed Tracker Median Wage Growth (3 Month MA, NSA, y/y%)



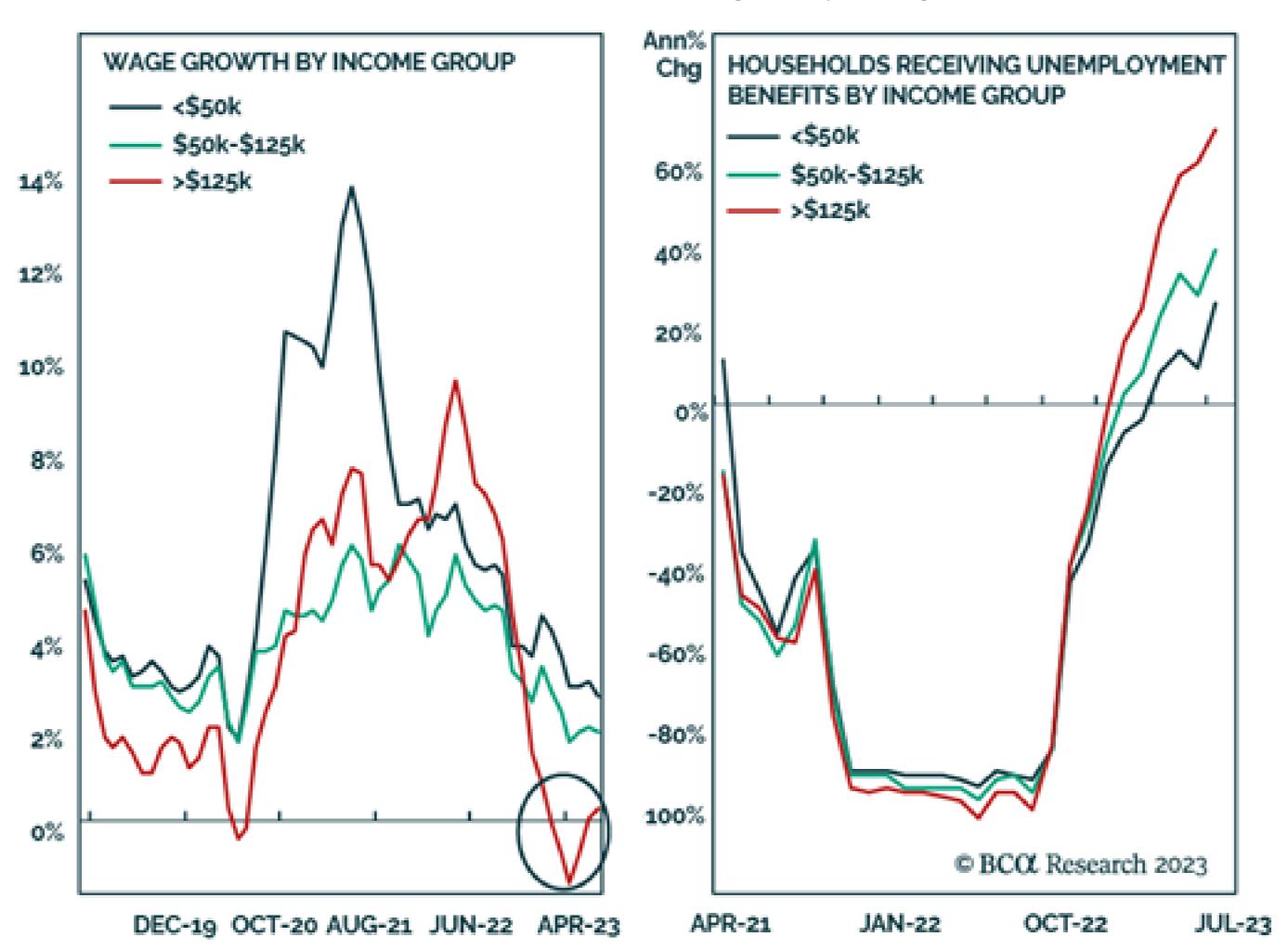
Hiring plan announcements have all but disappeared

Challenger Hiring Plans, Seasonally Adjusted. 6-month M.A. October: 8



Higher-income households affected most by recent layoffs

"Richcession" Will Be a Drag On Spending



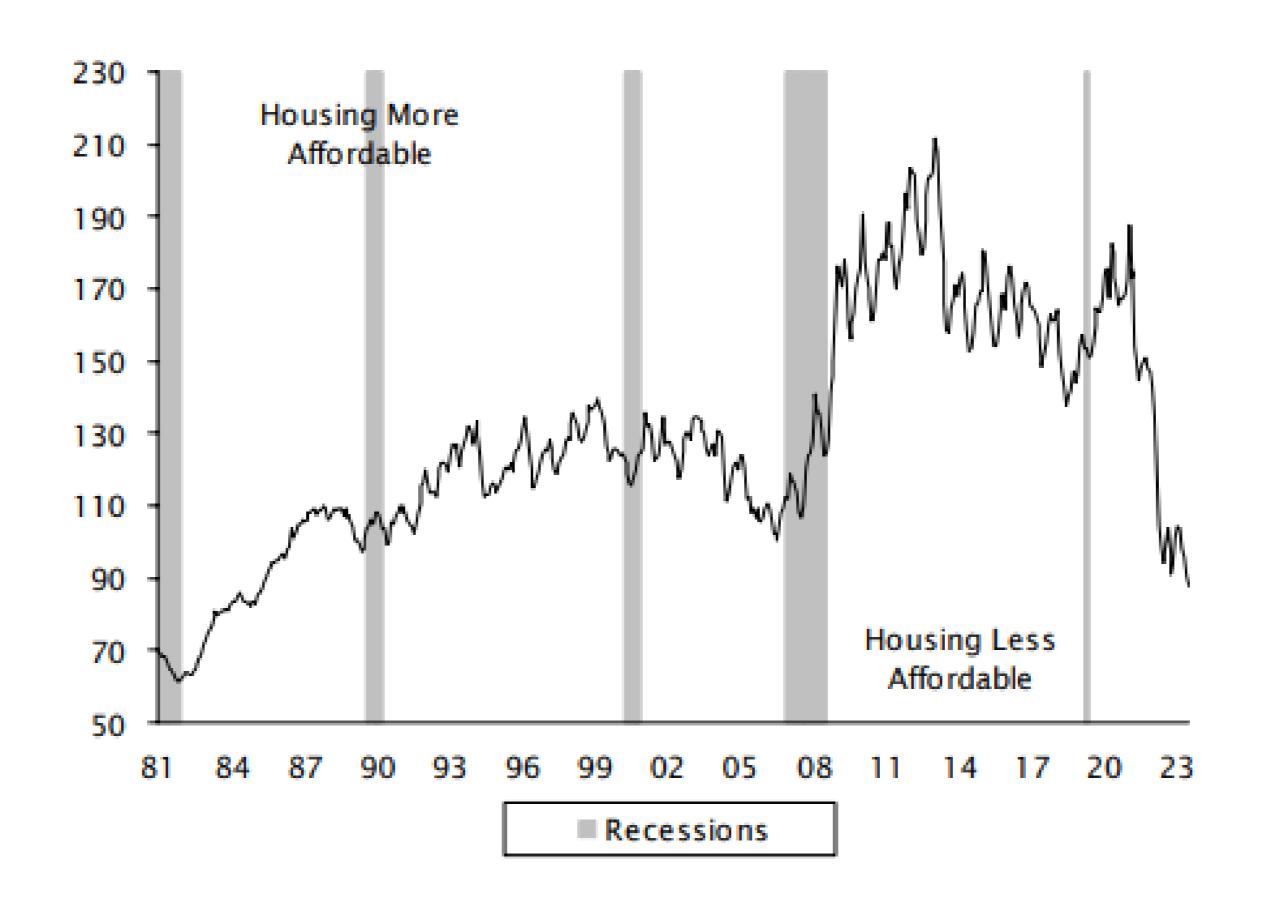
Consumers' ability to service debt remains historically strong

Household Debt Service Ratio (SA,%)



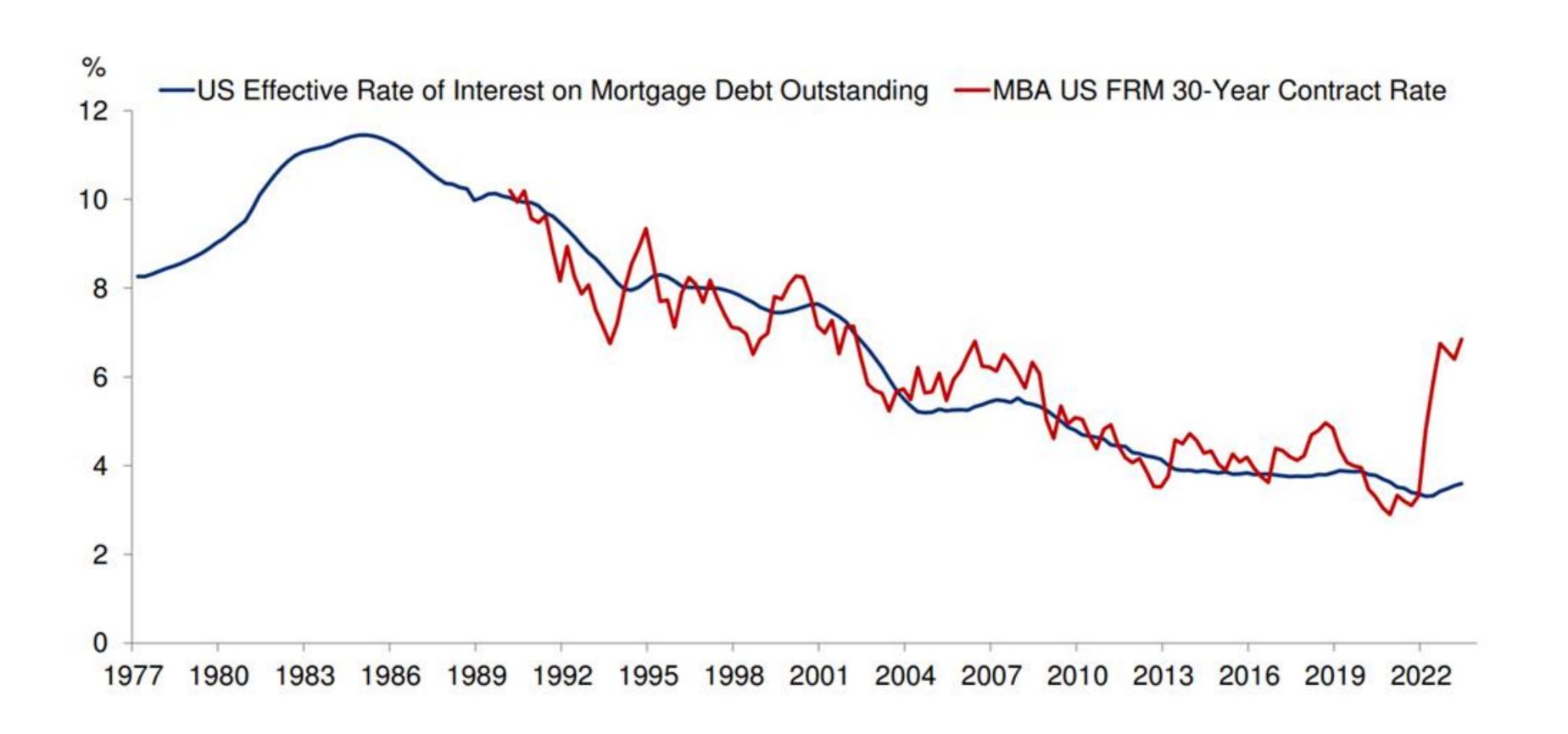
First-time homebuyers priced out

Housing Affordability Index* 1981 Through September 2023E



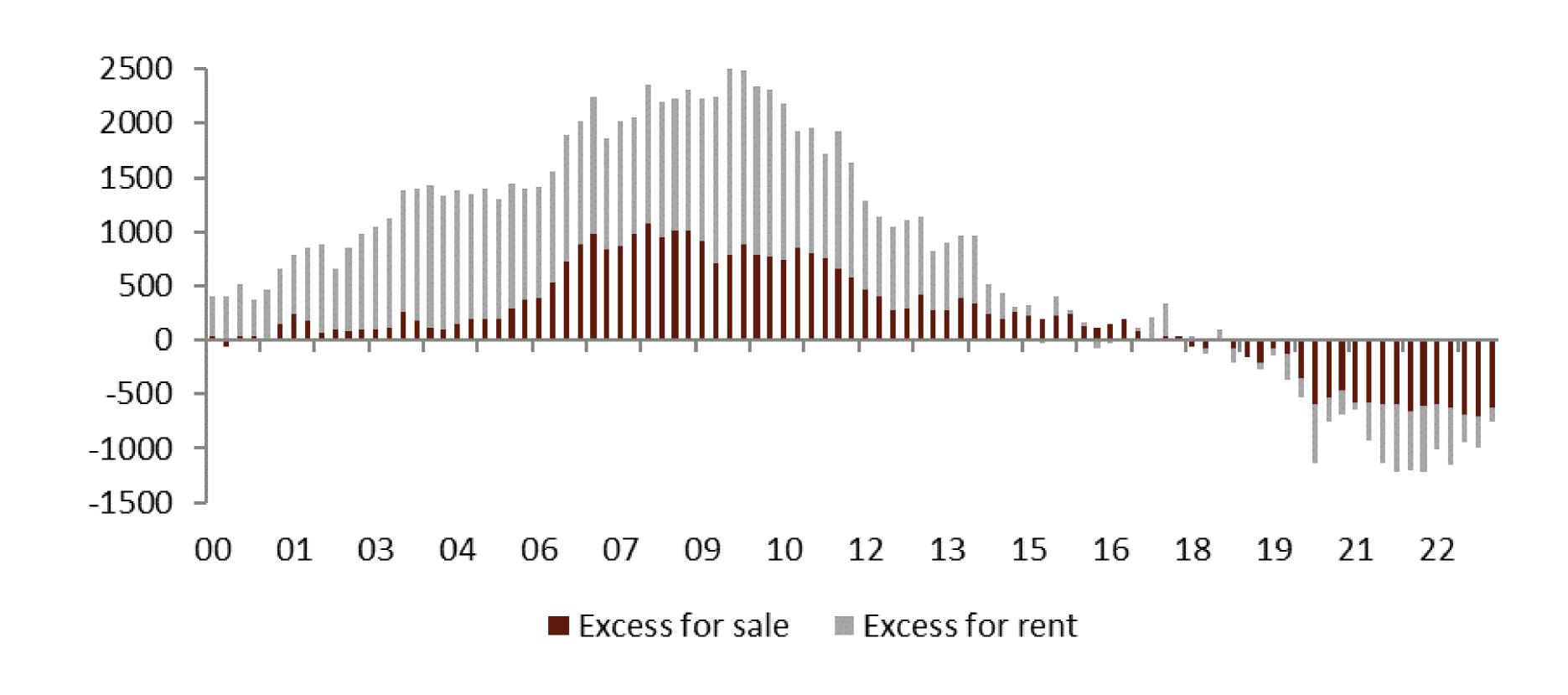
It's no wonder mortgage applications are the lowest since 1995

MBA U.S. FRM 30-Year Contract Rate Plus Effective Rate on ALL U.S. Mortgages



Housing market historically tight

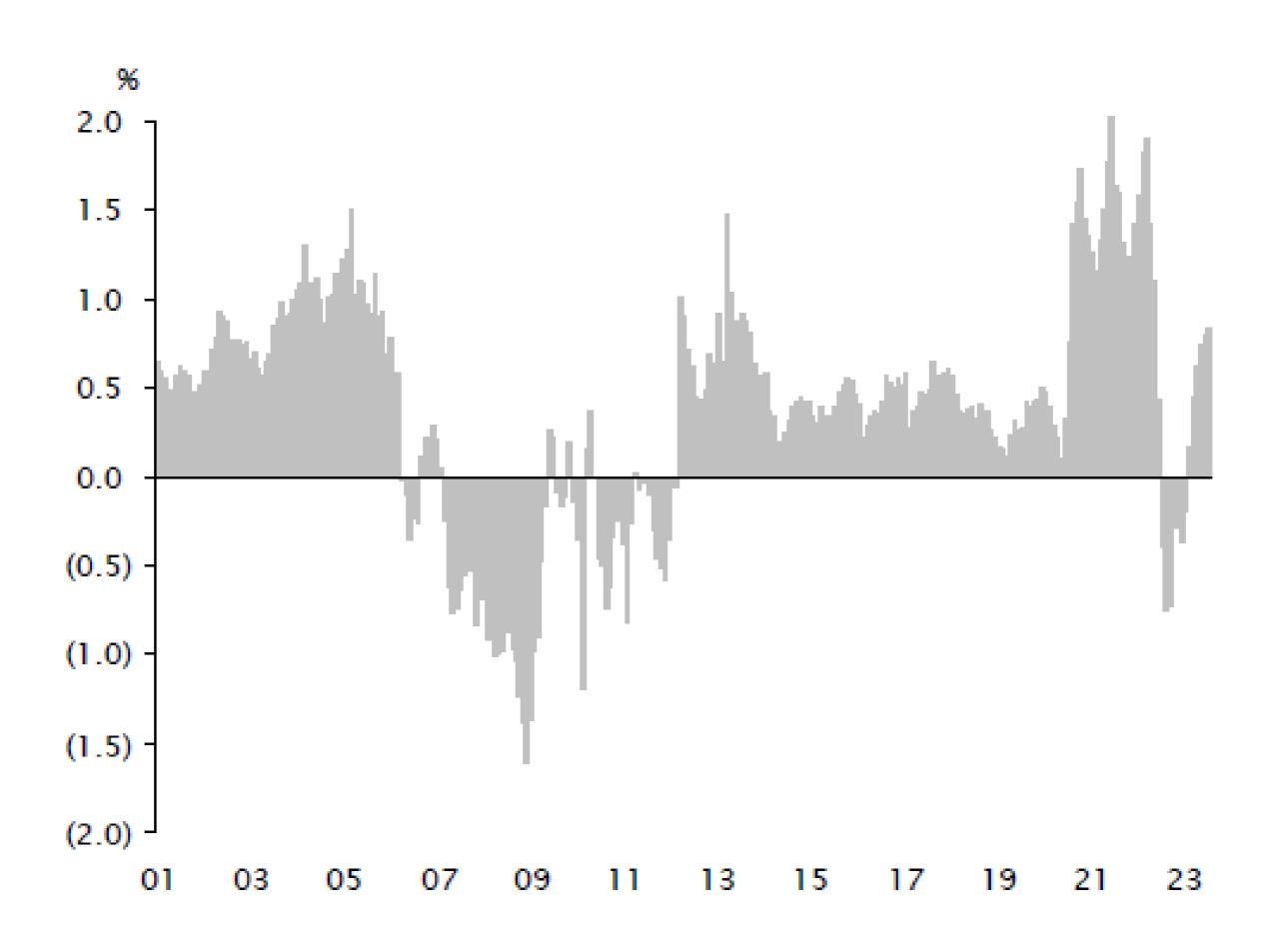
Excess Housing Units (000s)



Source: Renaissance Macro Research. October 31, 2023.

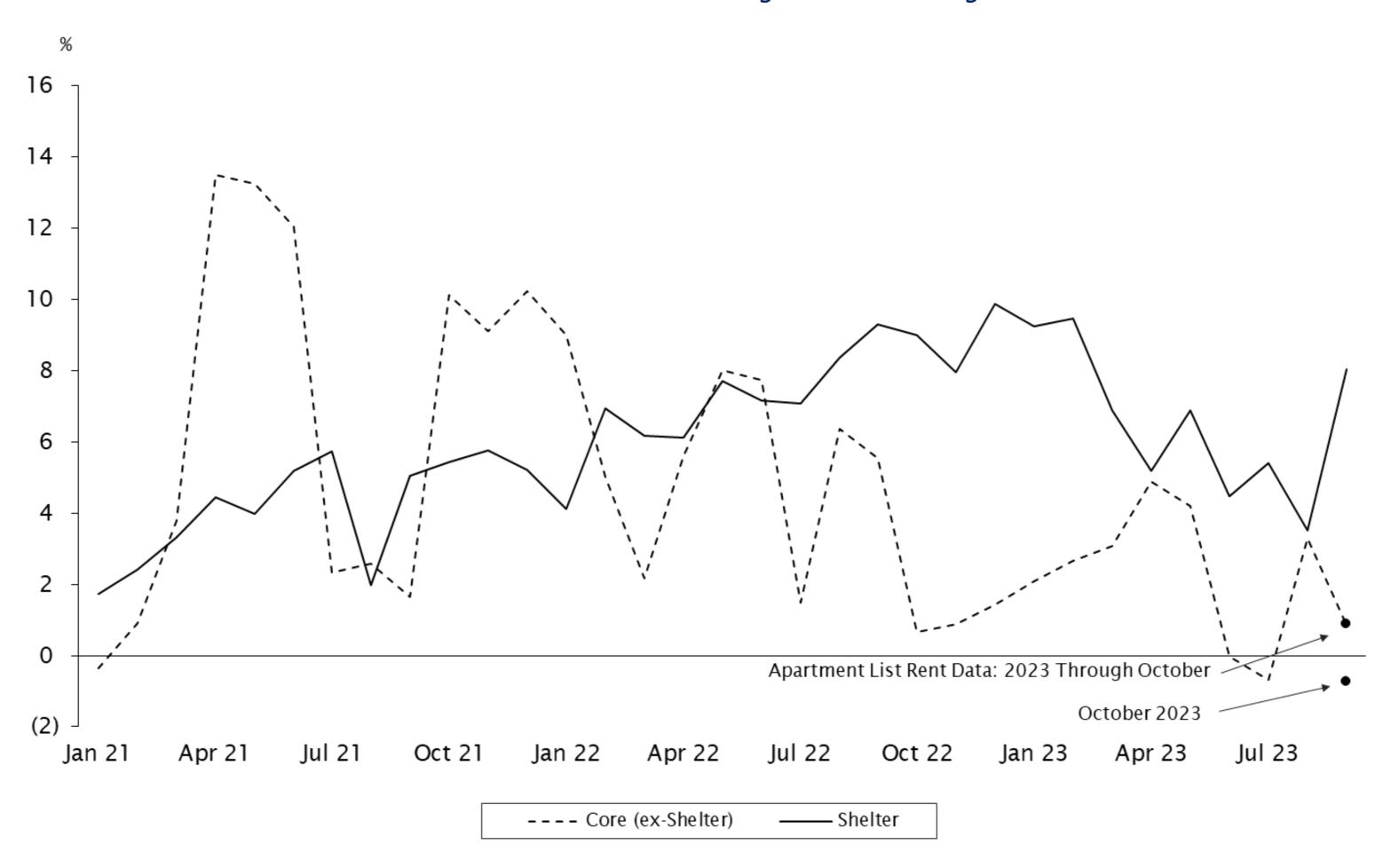
Bad news if you're waiting for prices to fall

Home Prices Monthly Changes*, 2001 Through July 2023E



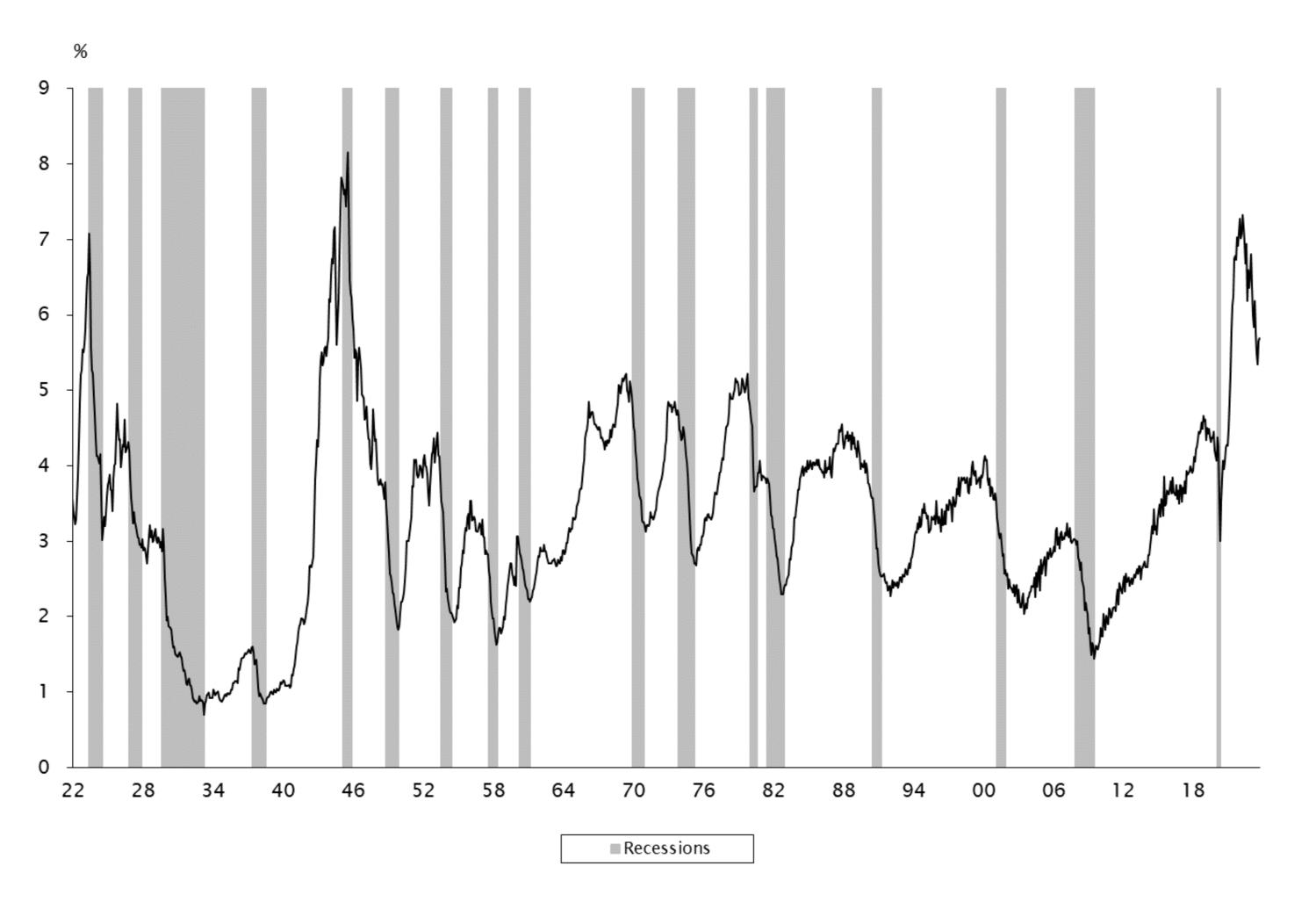
Record number of new apartments built in 2023

Consumer Price Index: Shelter and Core (Ex-Shelter)
Month Over Month Annualized Changes 2021 Through October 2023



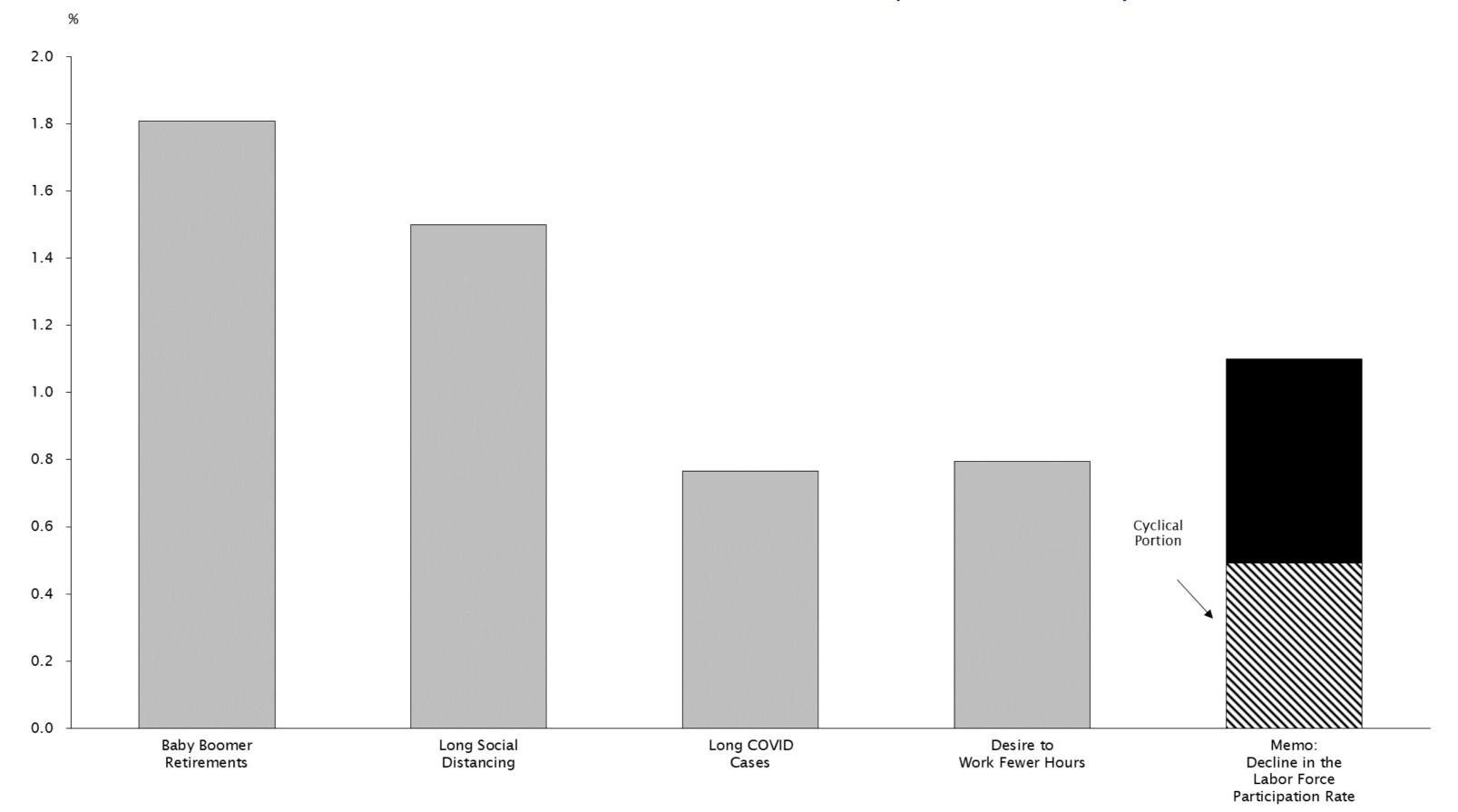
1970s redux? Employees quitting their jobs at highest rate since the late 1970s...

U.S. Vacancy Rate, Job Openings as a Share of the Labor Force, 1922 Through September 2023



Where are all the workers?

Baby Boomer Retirements, Long Social Distancing, Long COVID and Working Hours Desired As a Share of The Labor Force Late-2022 Compared to February 2020

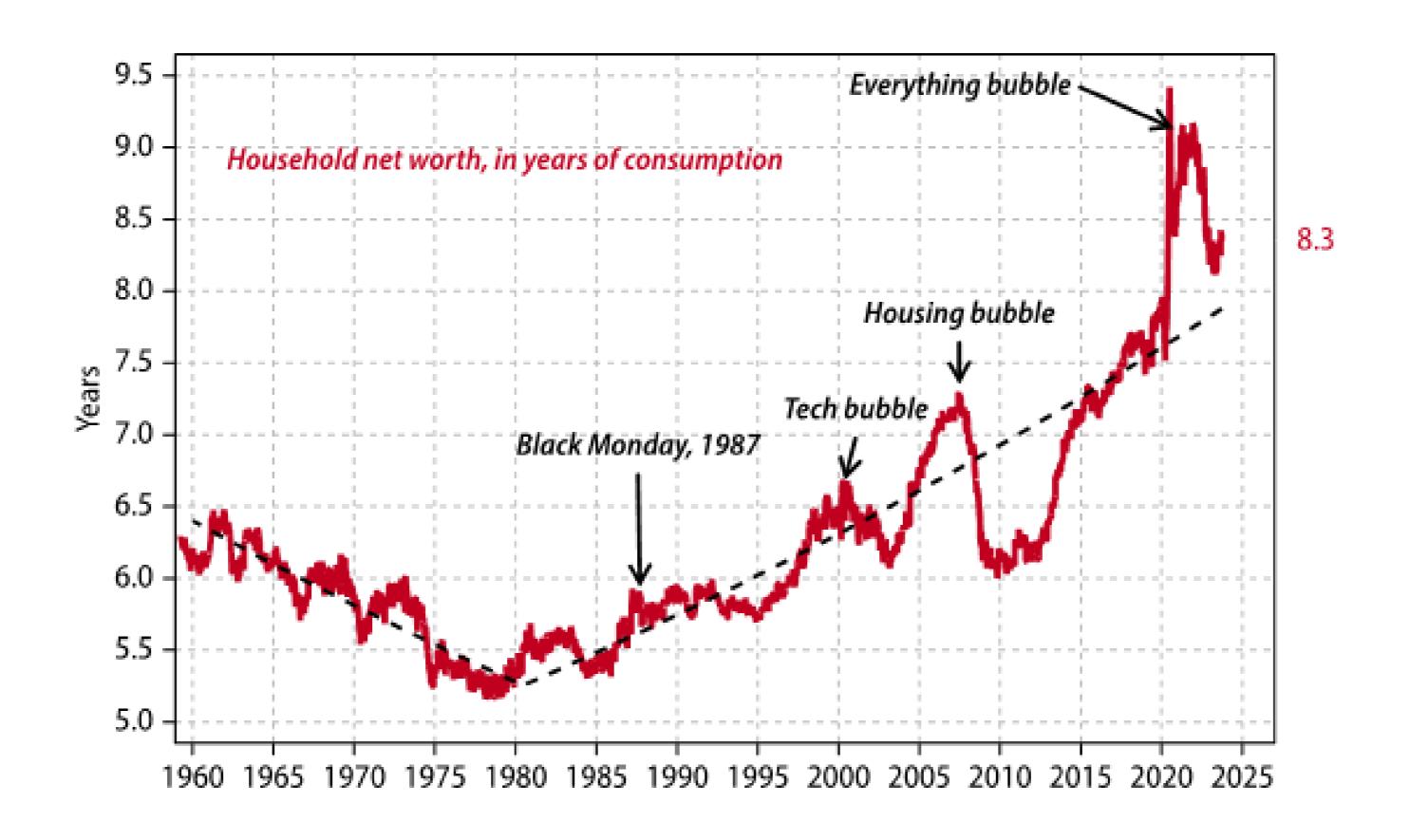


Source: Bureau of Labor Statistics, Brookings Institute, Federal Reserve Bank of Minneapolis, Federal Reserve Bank of Kansas City, Barrero, J. M., Bloom, N. and Steven J. Davis, 2022. "Long Social Distancing," Working Paper; Faberman R.J., Mueller, A.I. and Aysegul Sahin, 2022. Has the Willingness to Work Fallen During the COVID Pandemic?" Working Paper, Survey of Consumer Expectations, Empirical Research Partners Analysis.

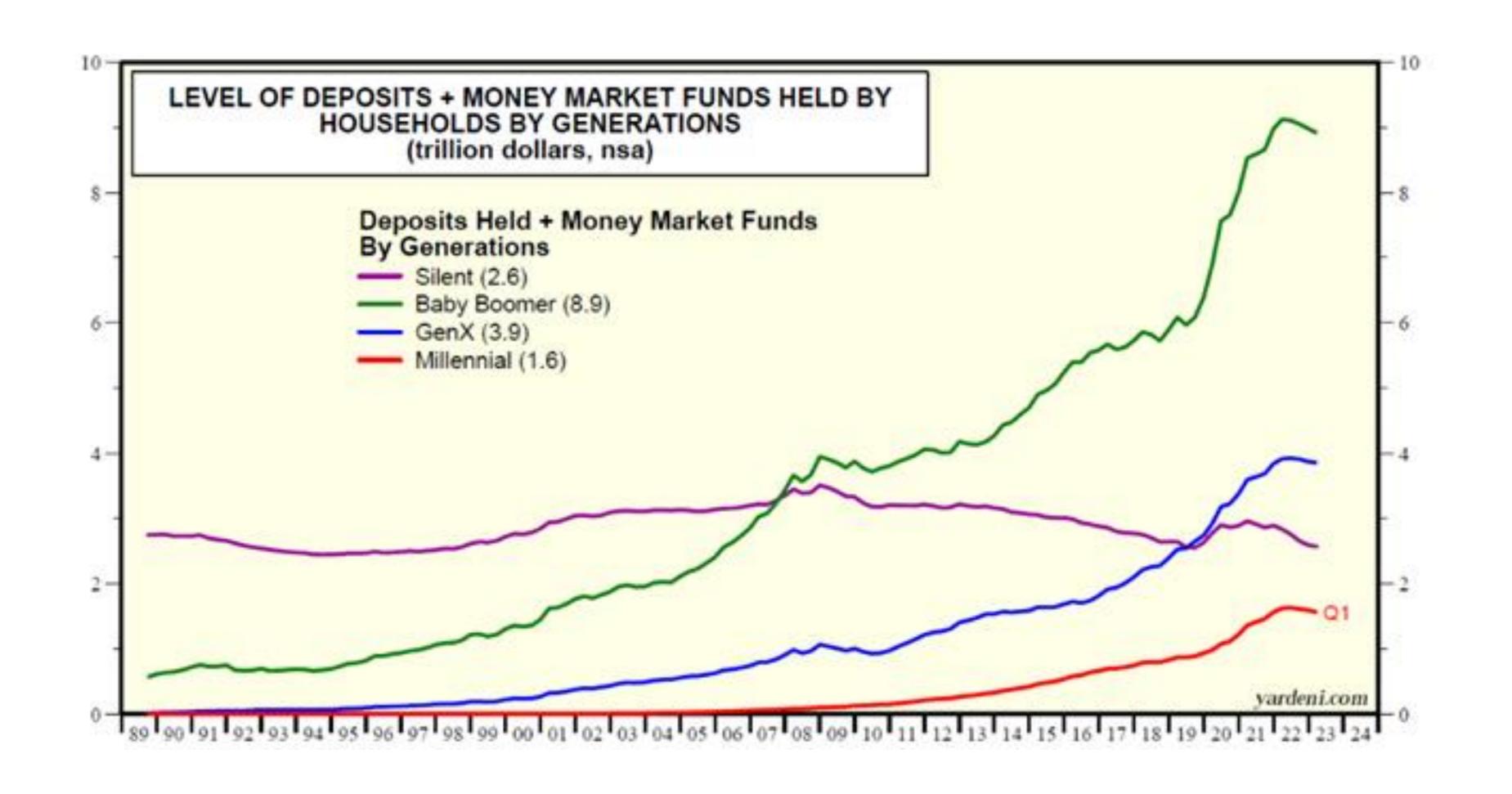
Note: The number comes from taking the change in the labor force participation rate and applying it to the population. Data as of December 31, 2022

Consumers in great shape—particularly those ages 55+

U.S. Household Net Worth, in Years of Consumption*



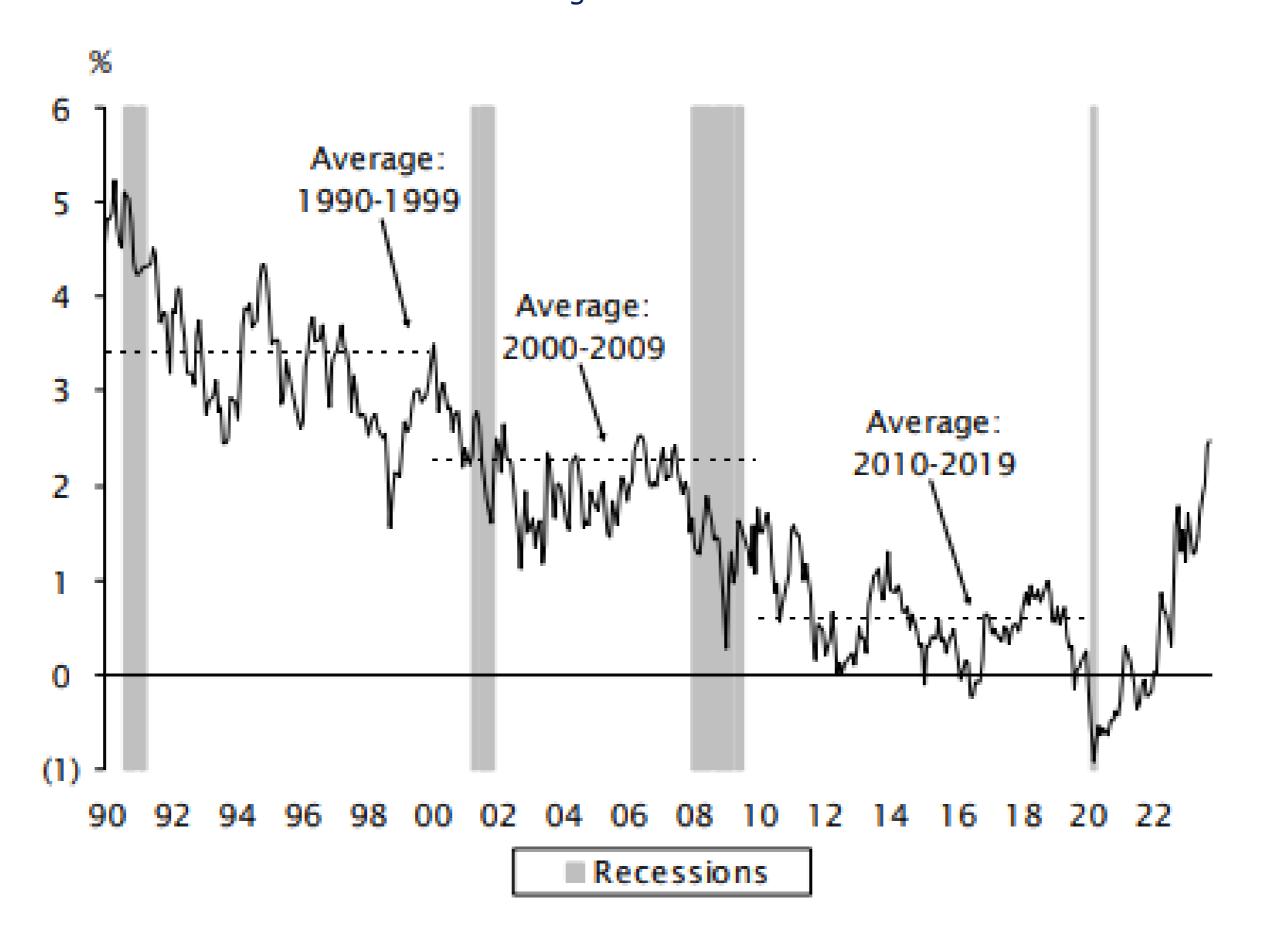
Baby Boomers have lots of liquidity



23

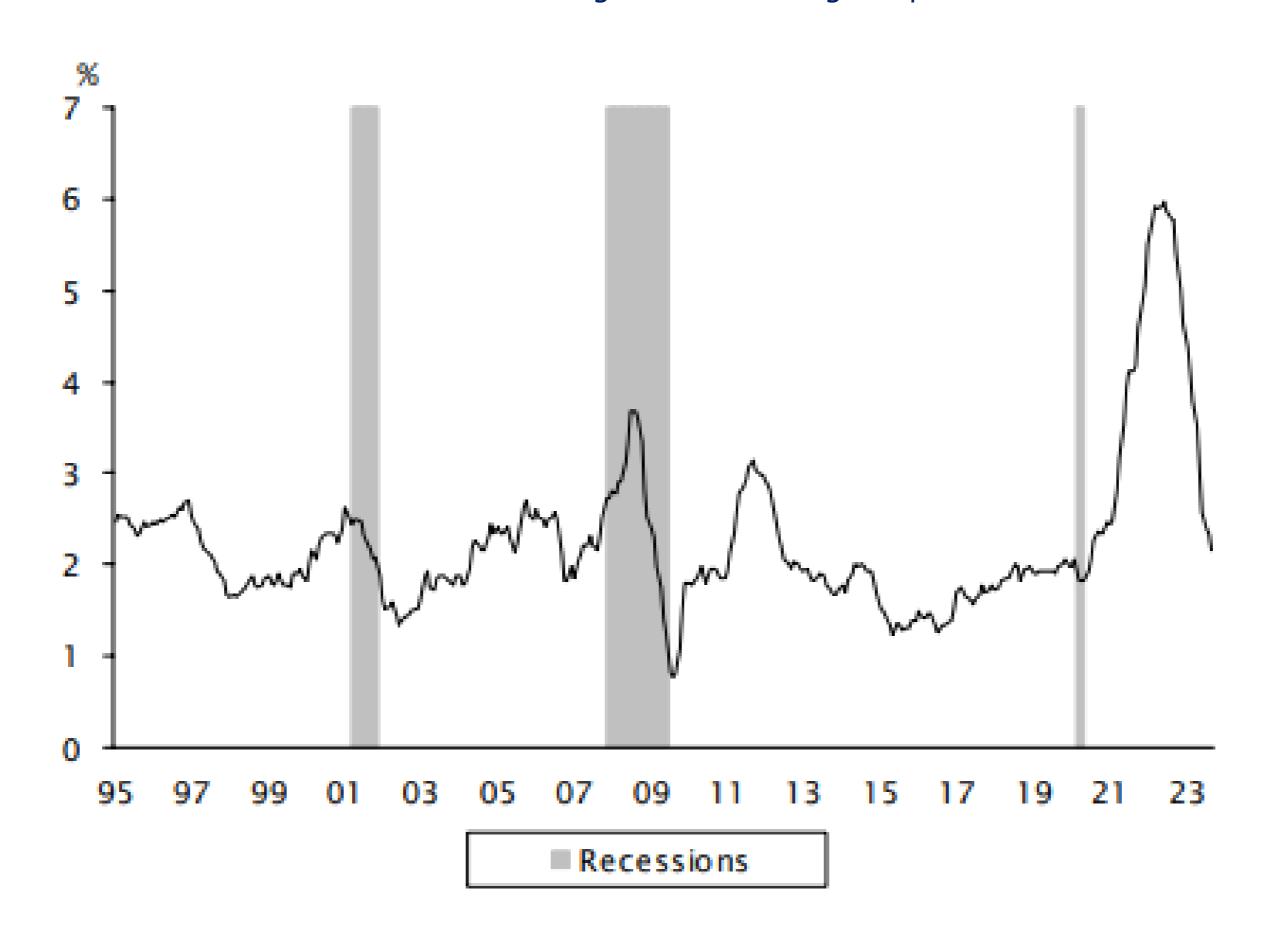
The inflation fight- Real interest rates up dramatically

10-Year U.S. Treasury Bond Yields Less 10-Year Inflation Expectations* 1990 Through Mid-October 2023



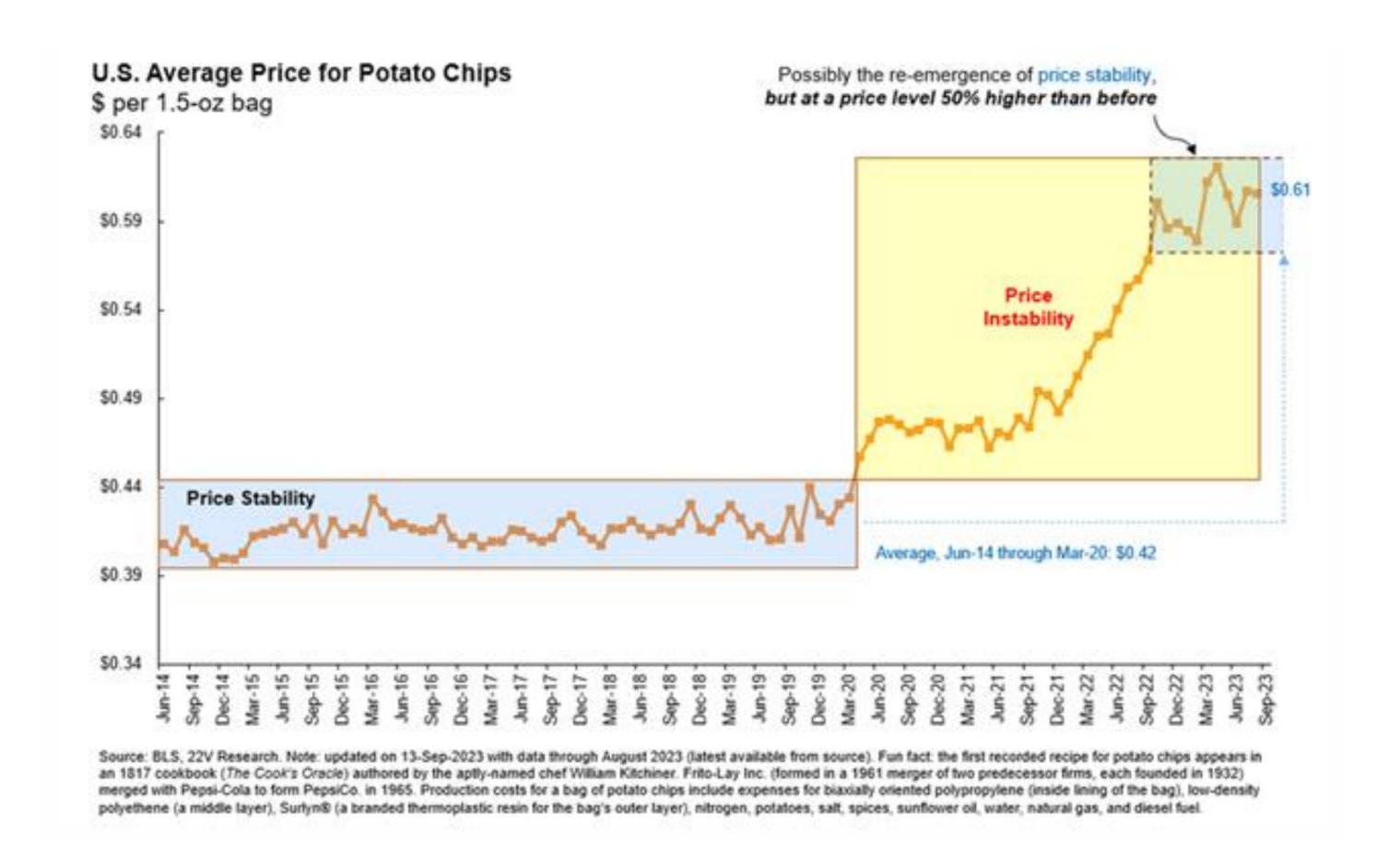
Significant progress on inflation

The Underlying Inflation Gauge. Year Over Year Changes 1995 Through September 2023



The cost of inflation: "Instability," then "New Price Level"

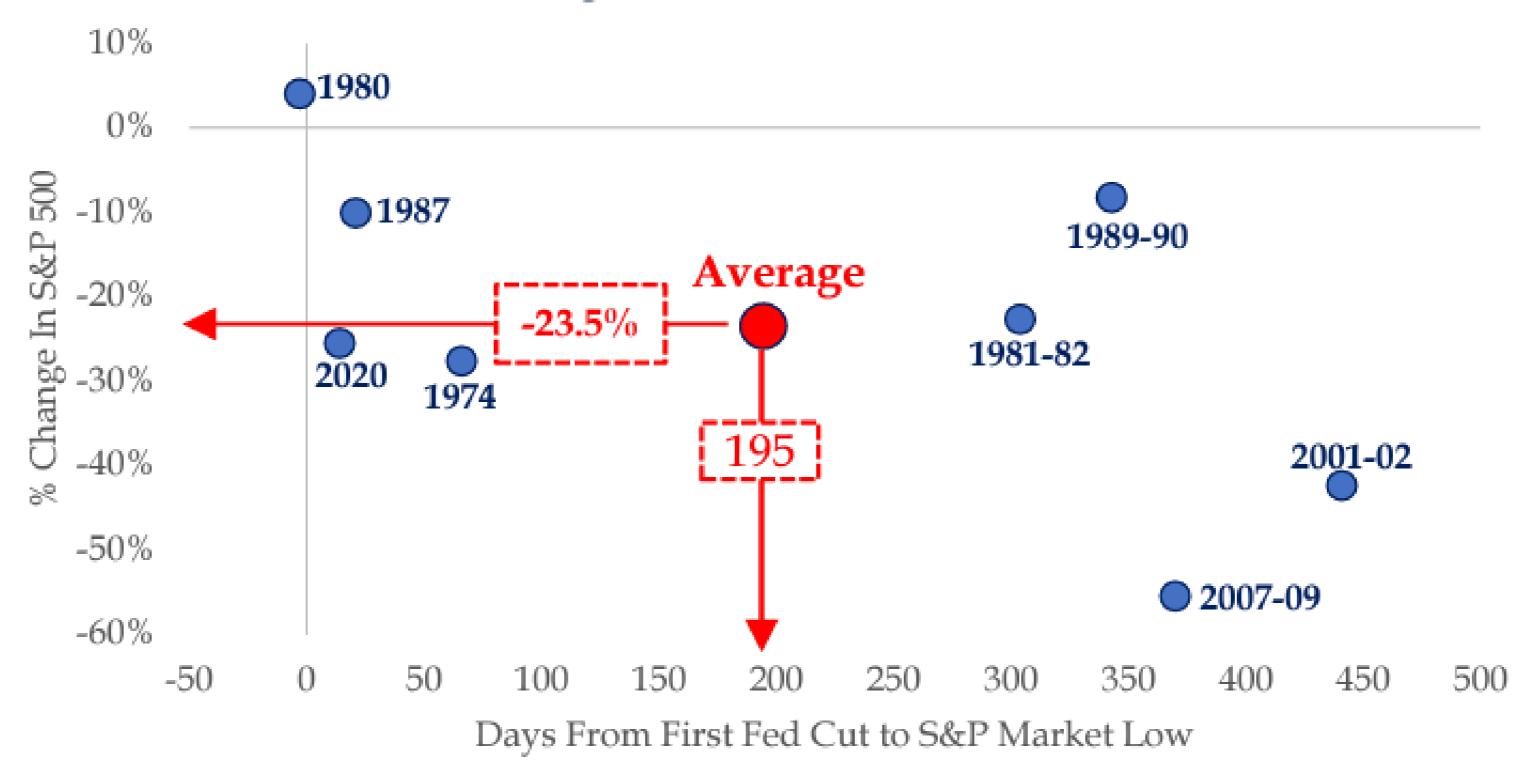
A Consumer of Potato Chips Now Pays, On Average, 50% More Than Before COVID



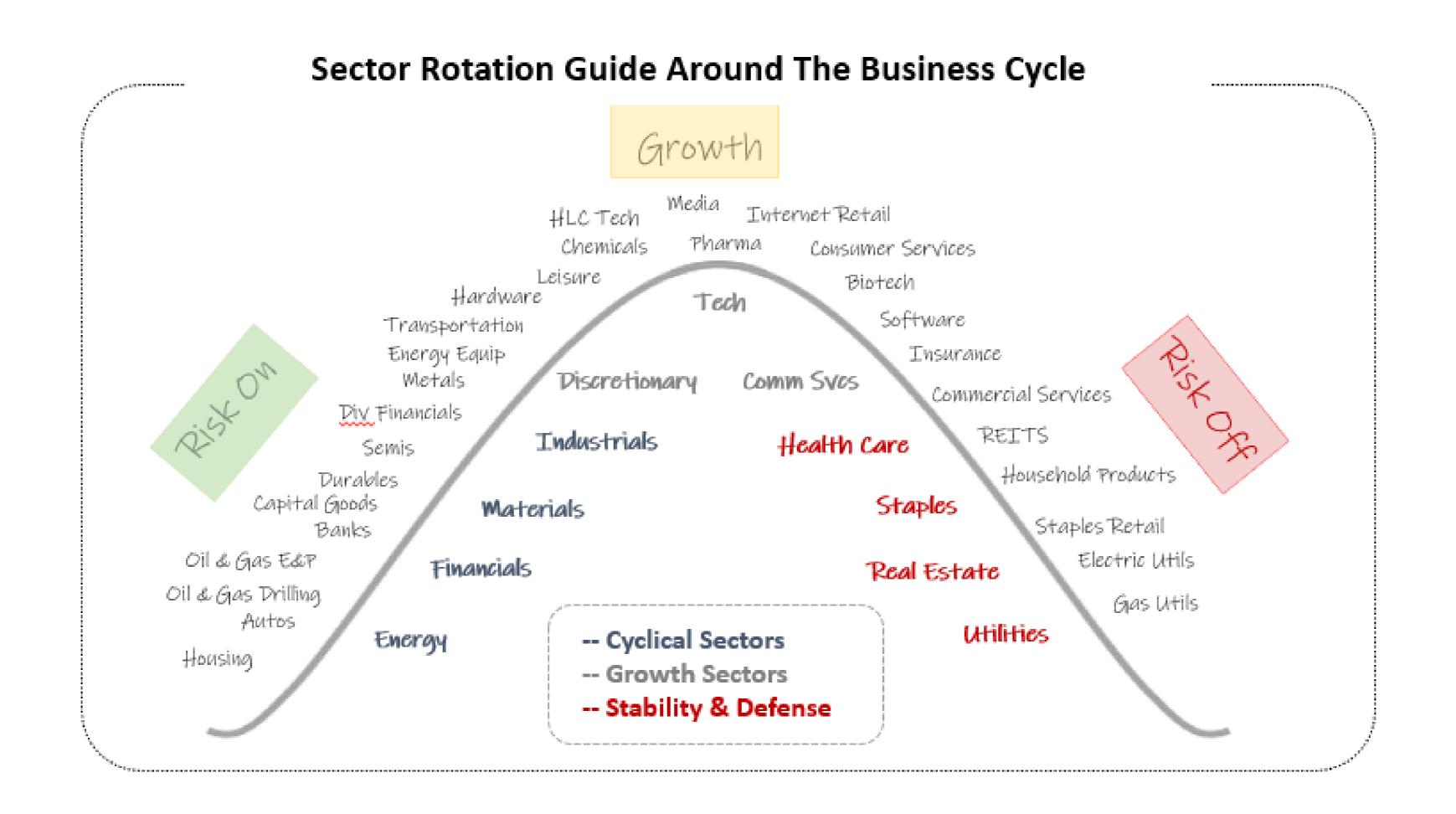
Source: 22V Research. September 14, 2023

Hoping for a Fed pivot?

Trading Days From First Fed Rate Cut to S&P Market Low vs. S&P 500 % Change From First Fed Cut To Market Low



Where are we in the economic cycle?



Source: Piper Sandler Research. Data since 1998.

A historically top-heavy market

Annual S&P 500 Contribution of 10 Largest Weights During Positive Performance Years

Year	Top 10 as % of Total	S&P 500 % Perf.
2023 YTD	134.1%	8.5%
2007	78.7%	3.5%
2020	58.9%	16.3%
1999	54.5%	19.5%
2021	45.0%	26.9%
1998	36.8%	26.7%
1996	33.9%	20.3%
2017	33.3%	19.4%
2019	32.8%	28.9%
1991	28.6%	26.3%
2006	27.6%	13.6%
2016	26.6%	9.5%
2003	23.6%	26.4%
1995	22.3%	34.1%
2014	22.2%	11.4%
2004	21.1%	9.0%
2005	20.5%	3.0%
2010	19.6%	12.8%
2012	19.2%	13.4%
1997	19.1%	31.0%
2013	17.6%	29.6%
2009	15.5%	23.5%
1992	14.9%	4.5%
1993	12.2%	7.1%

Source: Strategas Research. Data as of October 31, 2023

This is not the late '90s

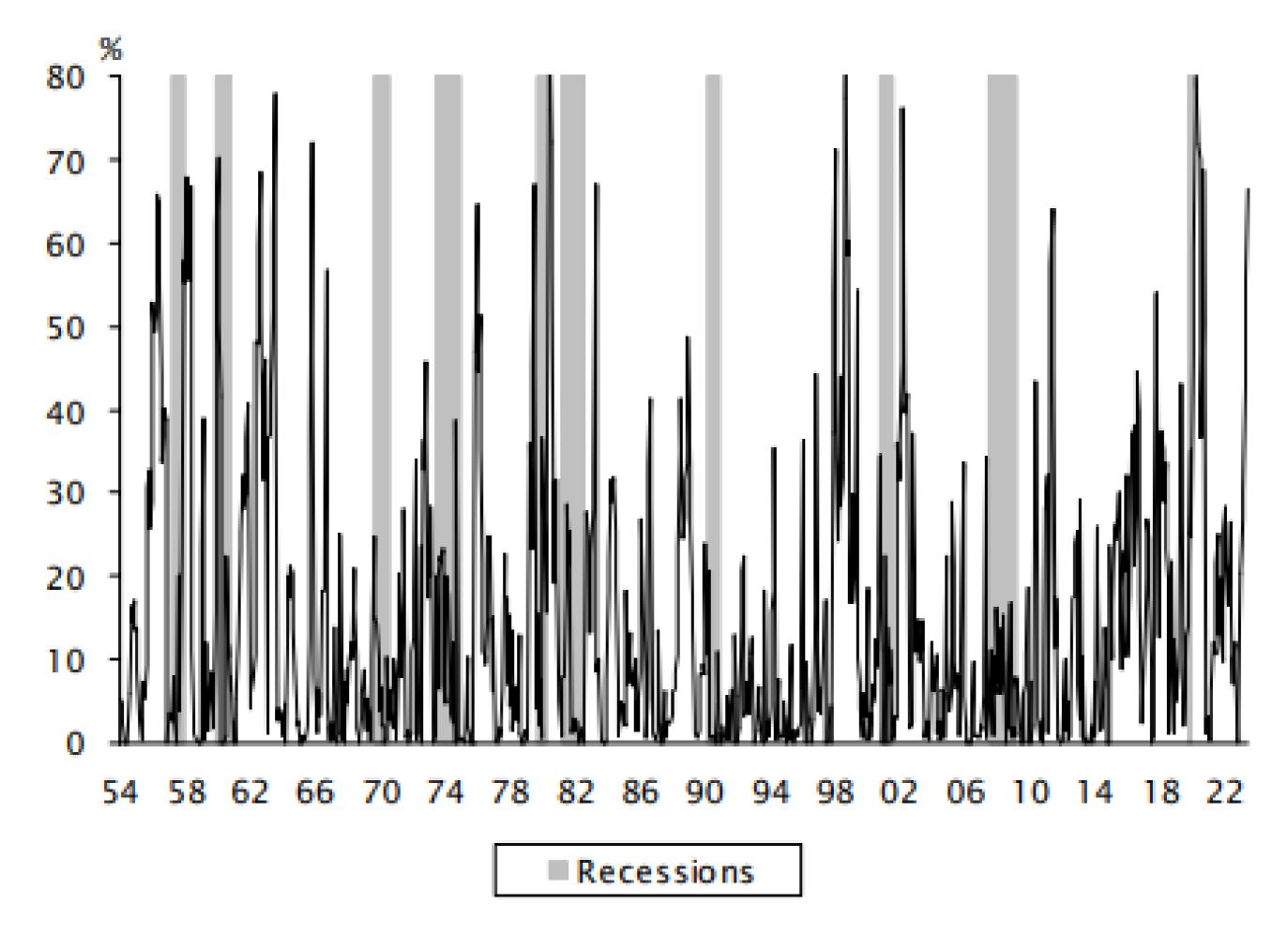
Magnificent Seven Cash Balances

	CASH ON HAND	LONG-TERM INVESTMENTS	COMBINED	TOTAL ASSETS	COMBINED % OF TOTAL ASSETS
APPLE	\$62,482	\$104,061	\$166,543	\$335,038	49.7
ALPHABET	\$118,332	\$31,224	\$149,556	\$383,044	39.0
MICROSOFT	\$111,262	\$9,879	\$121,141	\$411,976	29.4
AMAZON	\$63,970	\$0	\$63,970	\$477,607	13.4
META	\$53,446	\$6,208	\$59,654	\$206,688	28.9
TESLA	\$23,075	\$0	\$23,075	\$90,591	25.5
NVIDIA	\$16,023	\$0	\$16,023	\$49,555	32.3

The bond market explained 2/3 of stock returns this year

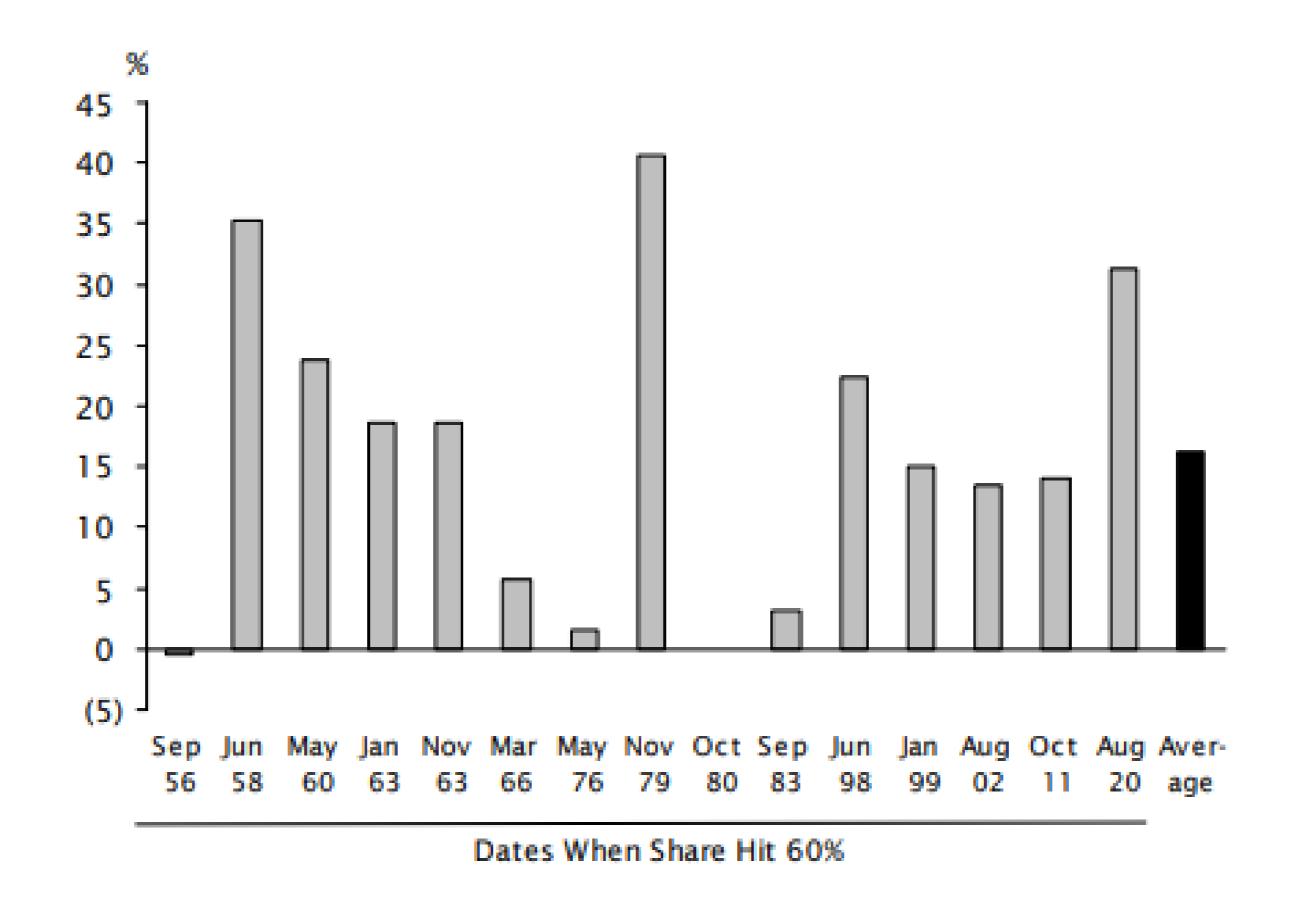
Large-Capitalization Stocks, Share of the Return Dispersion Explained by Changes in the Ten-Year Treasury Bond Yields*

1954 Through Early-October 2023



Stocks historically produced positive returns the following year

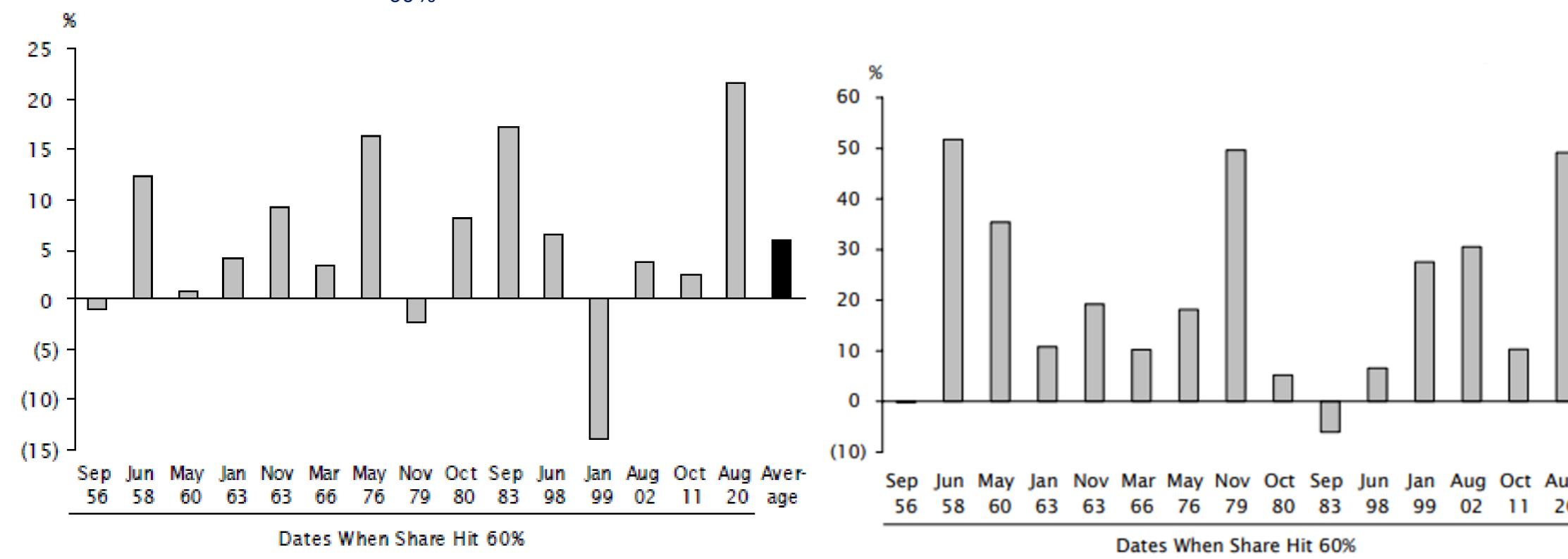
Large-Capitalization Stocks 1954 Through Early-October 2023
One-Year Returns Following Points at Which the Returns Explained by Changes in Ten-Year Treasury Bond Yields Hit 60%*



Source: Bloomberg L.P., Empirical Research Partners Analysis. October 17, 2023. Data through early October 2023. *Capitalization-weighted data; produced by the sum of squares explained by regressions over trailing nine-month periods.

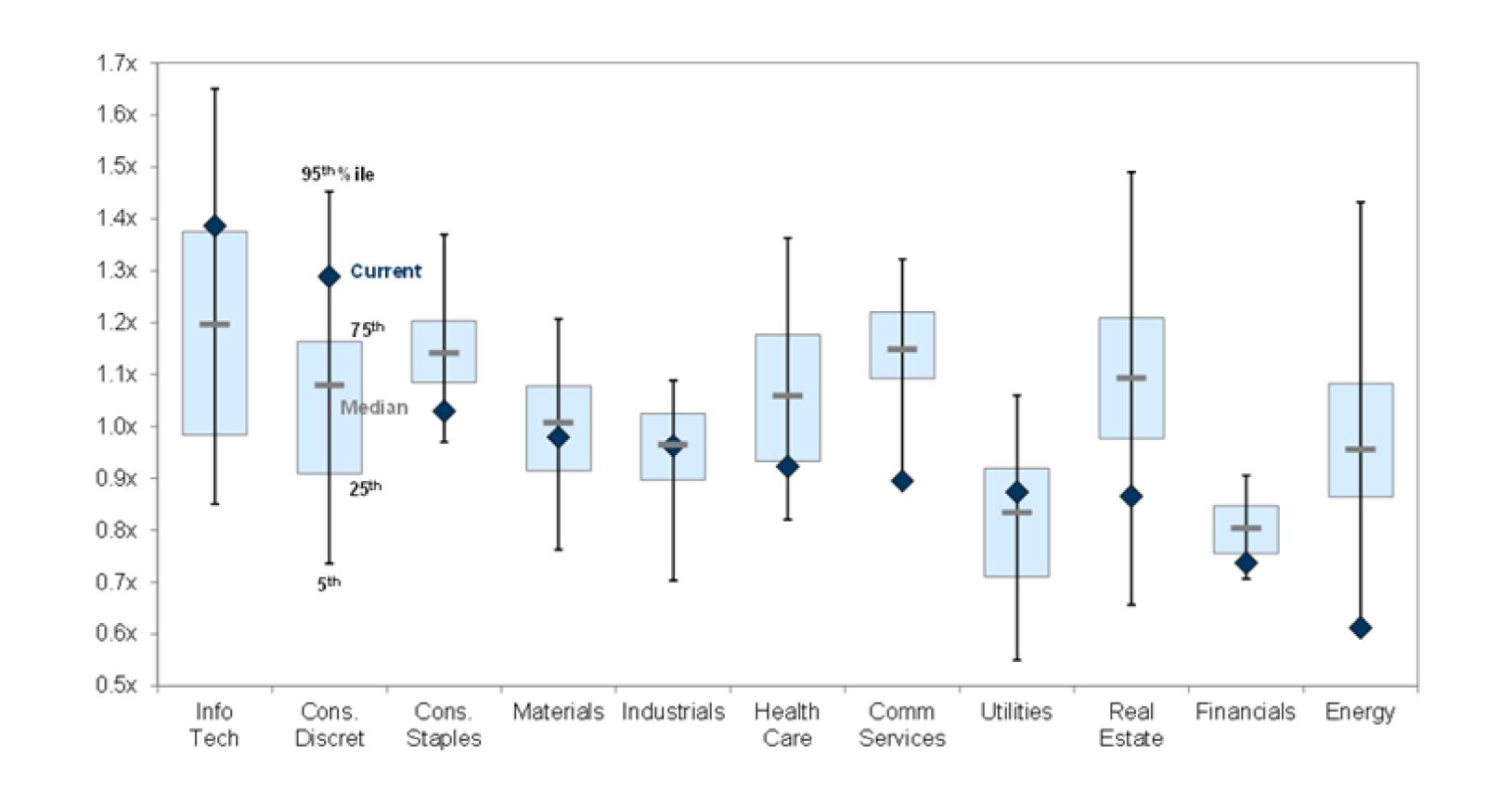
Mostly benefiting value and small cap stocks

Large-Capitalization Stocks, Lowest Quintile of Valuation 1954 Through Early-October 2023 One-Year Returns Following Points at Which the Returns Explained By Changes in 10-Year Treasury Bond Yields Hit 60%* Small-Capitalization Stocks, 1954 Through Early-October 2023
One-Year Returns Following Points at Which the Returns
Explained By Changes in 10-Year Treasury Bond Yields Hit
60%*



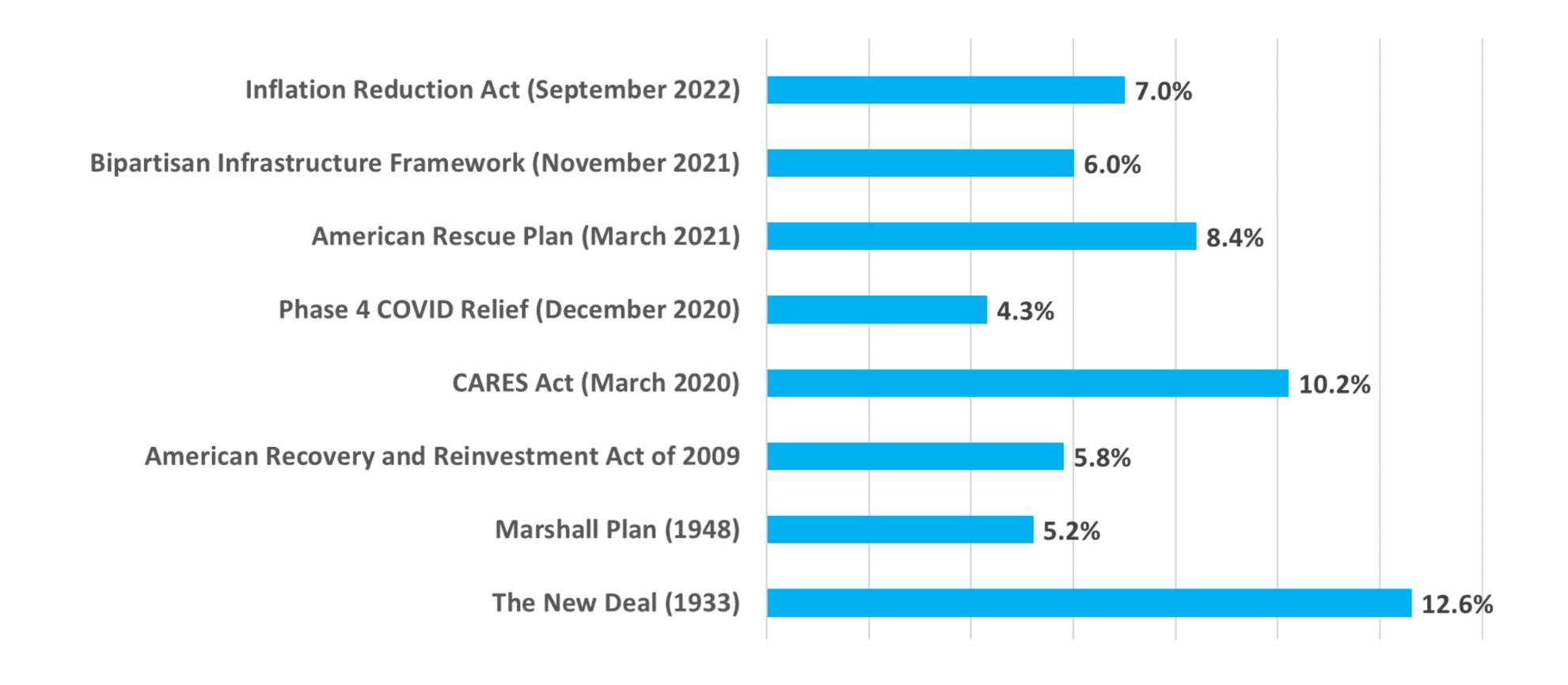
Sector valuations

Distribution Of Sector FY2 P/E Ratios Relative To S&P 500 During Last 30 Years



Historic fiscal policy

Select Stimulus as a Percentage of U.S. GDP



And the debt champion is...

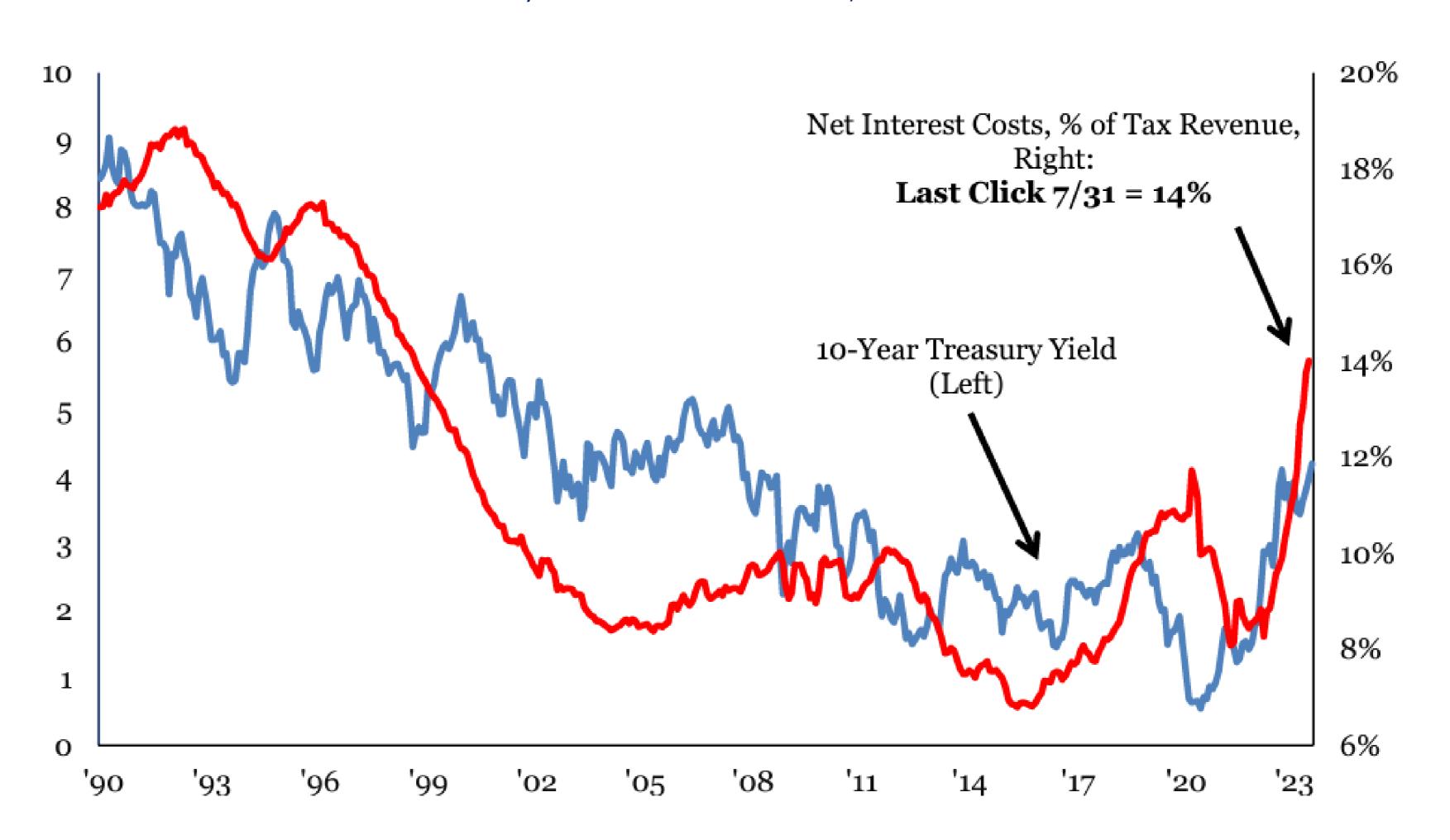
Debt Levels and Increases in Major Economies

	2022 Gross Government Debt US\$ tr	Increase in Gross Government Debt between 2019 and 2022 US\$ tr	2022 population millions	2022 Govt Debt per Capita US\$	Increase in Govt Debt per capita between 2019 and 2022 US\$
USA	30.57	7.32	333.01	91,795	21,022
Canada	2.12	0.58	38.74	54,663	13,653
UK	2.66	0.19	67.60	39,417	2,351
Japan	10.94	-1.13	125.17	87,409	-8,215
Germany	2.89	0.60	83.29	34,677	7,190
France	3.13	0.48	65.63	47,695	6,965
Italy	2.96	0.27	59.19	50,046	5,065
China	13.61	5.49	1412.50	9,634	3,879

Source: Gavekal Research as of February 2023.

Treasury must issue ever more bonds to finance the deficit

10-Year Treasury Yield & Net Interest Cost, % of Tax Revenues



Somebody's got to pay for the largesse!

Dividend Contribution to Total Return

Decade	Price Pct. Change	Dividend Contribution	Total Return	Dividends Pct of TR	Avg Payout Ratio	
1930s	-41.9%	56.0%	14.1%	100.0	90.1	
1940s	34.5%	100.1%	134.6%	74.4	59.4	
1950s 1960s	257.3% 53.7%	180.3% 54.2%	437.7% 107.9%	41.2 50.2	54.6 56.0	
1970s	17.2%	59.1%	76.4%	77.4	45.5	
1980s	227.4%	143.1%	370.5%	38.6	48.6	
1990s	315.7%	115.7%	431.5%	26.8	47.6	
2000s	-24.1%	15.0%	-9.1%	100.0	35.3	
2010s	189.7%	66.9%	256.7%	26.1	35.2	
2020s	37.7%	8.1%	45.9%	17.7	37.0	
Average	114.4%	87.8%	202.2%	59.4	52.5	

Labor force growth and GDP – all will be well

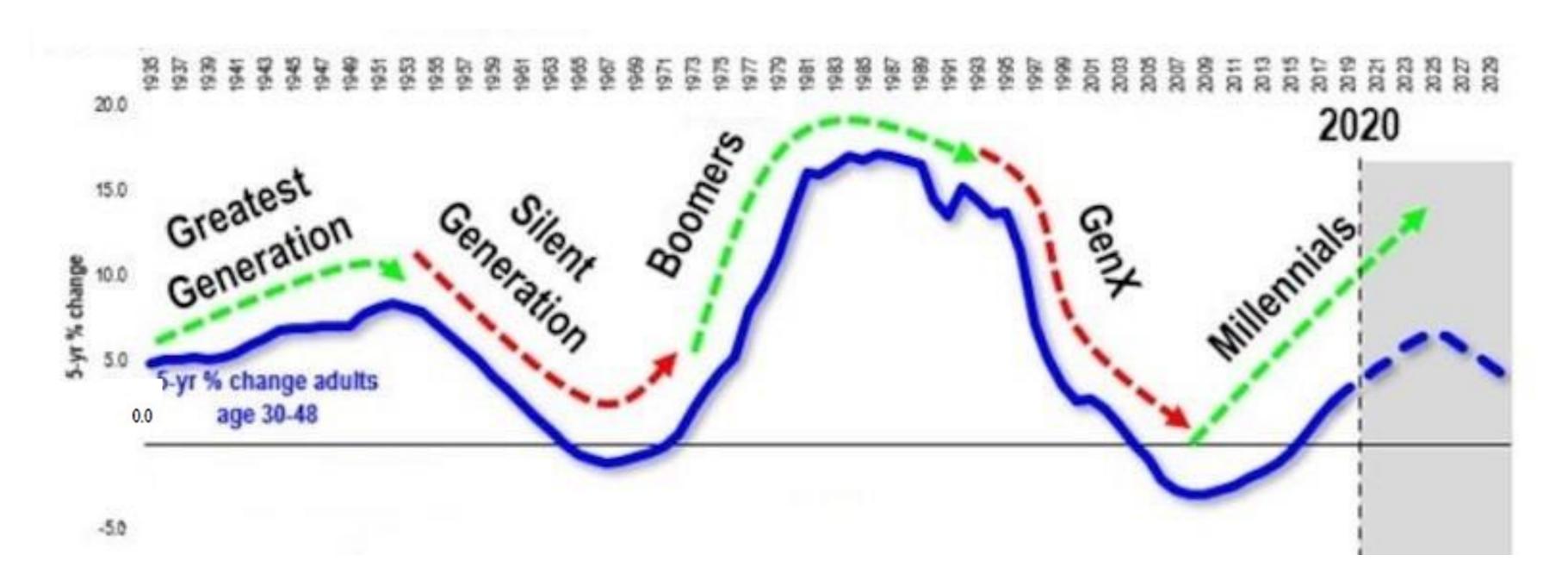
Country	1990 Mln	2005 Mln	90-05 % Δ	2020 Mln	05-20 % Δ	2035 Mln	20-35 % Δ	2050 Mln	35-50 % Δ
China	649.0	829.4	28%	929.8	12%	859.9	-8%	770.1	-10%
United States	147.7	175.5	19%	193.9	10%	199.8	3%	210.0	5%
Europe	430	447.6	4%	446.8	0%	409.5	-8%	372.4	-9%
Japan	76.6	78.6	3%	69.1	-12%	61.4	-11%	49.4	-20%
India	420.4	601.3	43%	802.2	33%	949.0	18%	1001.2	5%
Southeast Asia	215.3	309.0	44%	397.8	29%	445.2	12%	460.9	4%

Federated Hermes

Source: Evercore ISI Research, September 27, 2022

It all depends on your time horizon: In the long term, prime skilled adults age 30-48 are surging

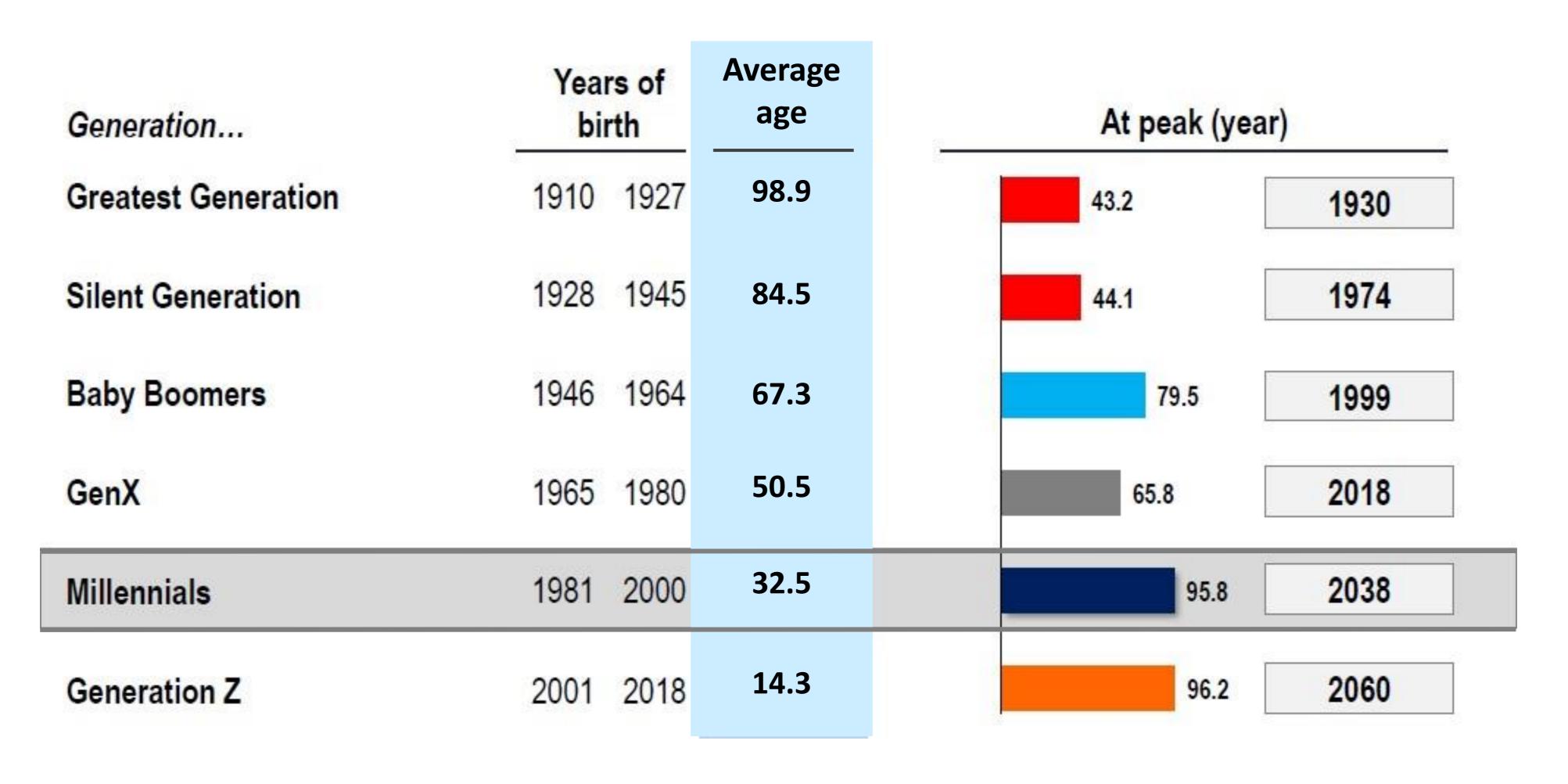
Prime Leverage Years: # Adults Age 30-48 Since 1935 per the U.S. Census Bureau



Generation	Birth years			
Greatest Generation	1910	1927		
Silent Generation	1928	1945		
Baby Boomers	1946	1964		
GenX	1965	1980		
Millennials	1981	2000		
Generation Z	2001	2018		

The largest generation ever, Millennials are just entering their prime income years

Total U.S. Population Divided by Age Groups



Federated Hermes Forecast

Views are as of November 30, 2023

	2016A	2017A	2018A	2019A	2020A	2021A	2022A	2023E	2024E
Real GDP	1.80%	2.50%	3.00%	2.50%	(2.20)%	5.80%	1.90%	2.50%	1.70%
Core CPI	2.20%	1.80%	2.20%	2.30%	1.60%	5.50%	5.70%	3.60%	2.70%
Core PCE	1.80%	1.60%	2.00%	1.60%	1.50%	4.90%	4.40%	3.30%	2.40%
Benchmark 10yr Treasury Yield	2.50%	2.40%	2.68%	1.92%	0.92%	1.51%	3.88%	4.25%	3.75%
Fed Funds Rate (upper band)	0.75%	1.50%	2.50%	1.75%	0.25%	0.25%	4.50%	5.50%	5.25%
S&P 500 EPS	\$119	\$133	\$163	\$167	\$137	\$208	\$219	\$230	\$250
Target Forward P/E	16.8x	16.4x	15.0x	23.6x	18.1x	21.8x	16.7x	18.4x	18.2x
S&P 500 Target Price	2,239	2,674	2,507	3,231	3,756	4,766	3,840	4,600	5,000

Interested in hearing more?

Visit **federatedinvestors.com/LindaDuessel** to sign up for email updates, watch YouTube videos, connect on LinkedIn and more.

LINDA DUESSEL



Mind on the Market

With more than 30 years of experience, Linda Duessel is nationally recognized for her expertise in analyzing equity market conditions. Linda discusses personal finance with investor groups across the country on topics of interest ranging from the impact of the alternative minimum tax to investing for retirement. Additionally, Linda has been extensively quoted by Associated Press, The Wall Street Journal and Barron's, as well as featured in the annual roundtable for USA Today.

As senior equity market strategist, Linda is part of the equity income team, which is responsible for formulating Federated's views about the market and the firm's positioning strategies within the equity income team. As senior client portfolio manager, she is responsible for articulating the strategy, process, positioning and performance of Federated's equity income products.

Interested in hearing more from Linda? Here are two ways:

- Read her weekly market views
 Look for them on our site and in our weekly email.
- 2. Connect with her on LinkedIn





AI Revolution

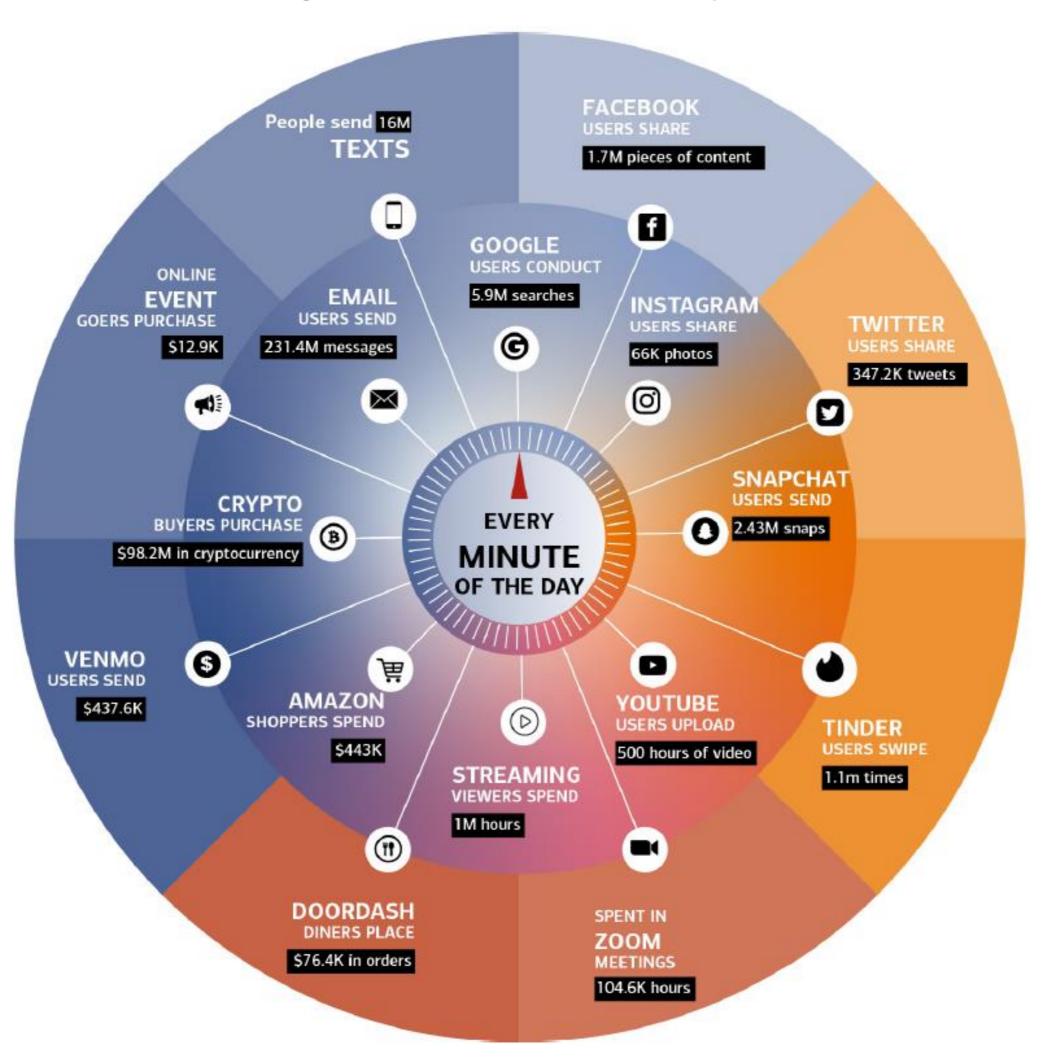
Linda A. Duessel, CFA®, CPA, CFP® Senior Equity Strategist Senior Vice President

October 2023

AI Exploding

How much data is created every minute on the internet

By The Time You Finish Looking at This Chart, 2.4 mn Snaps Will Have Been Sent on Snapchat

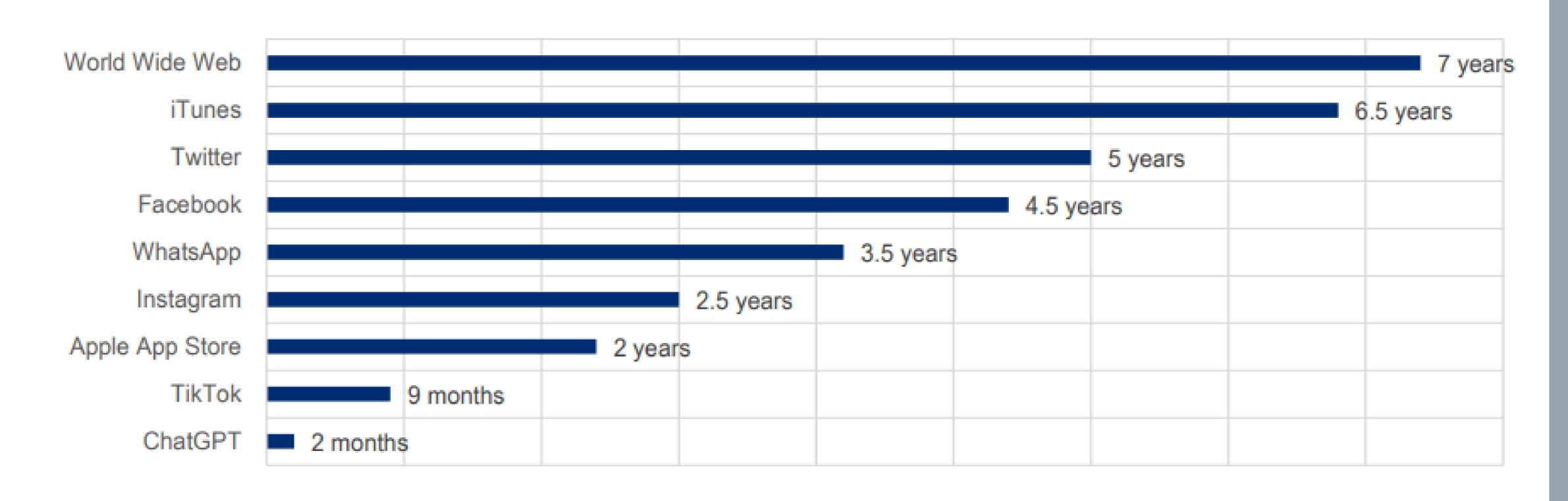


Federated Hermes

Source: BofA Global Research, February 28, 2023

ChatGPT- The fastest growing consumer application in history

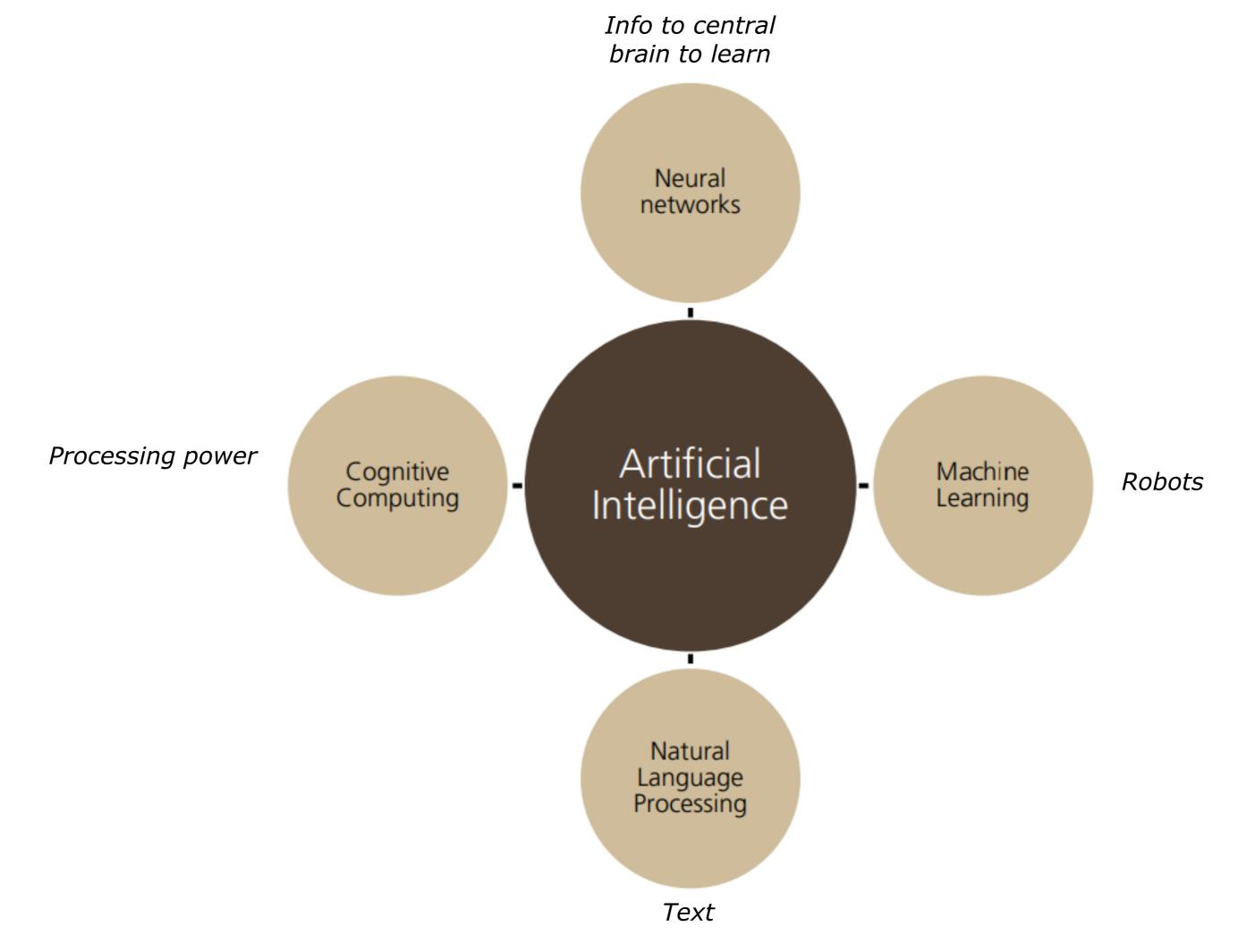
Time To Reach 100 Million Users Worldwide



Source: Citi Research, SimilarWeb, Open AI. July 10, 2023

What is AI?

Artificial intelligence is an umbrella term for many technologies

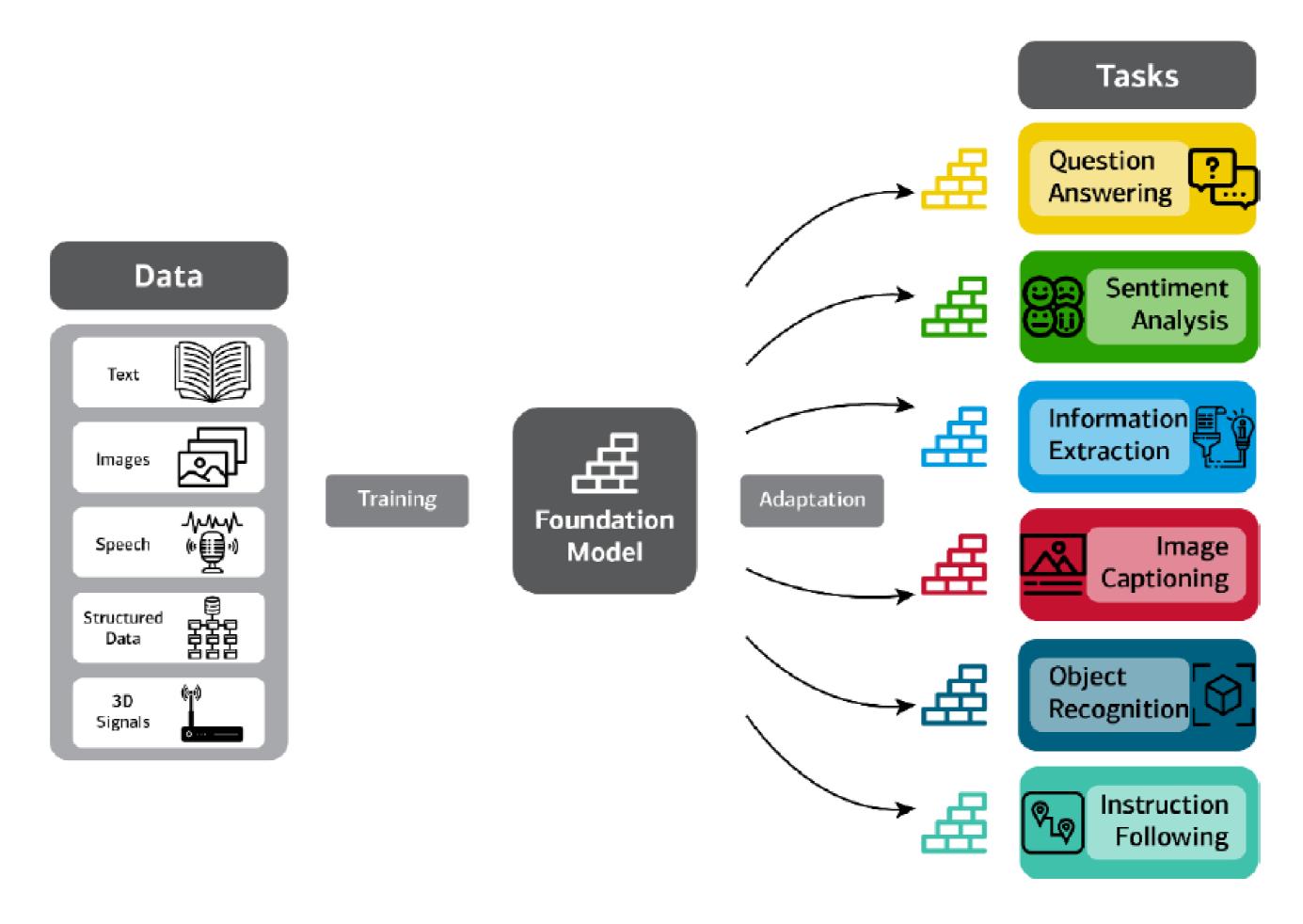


Federated Hermes

Source: UBS. March 2, 2018

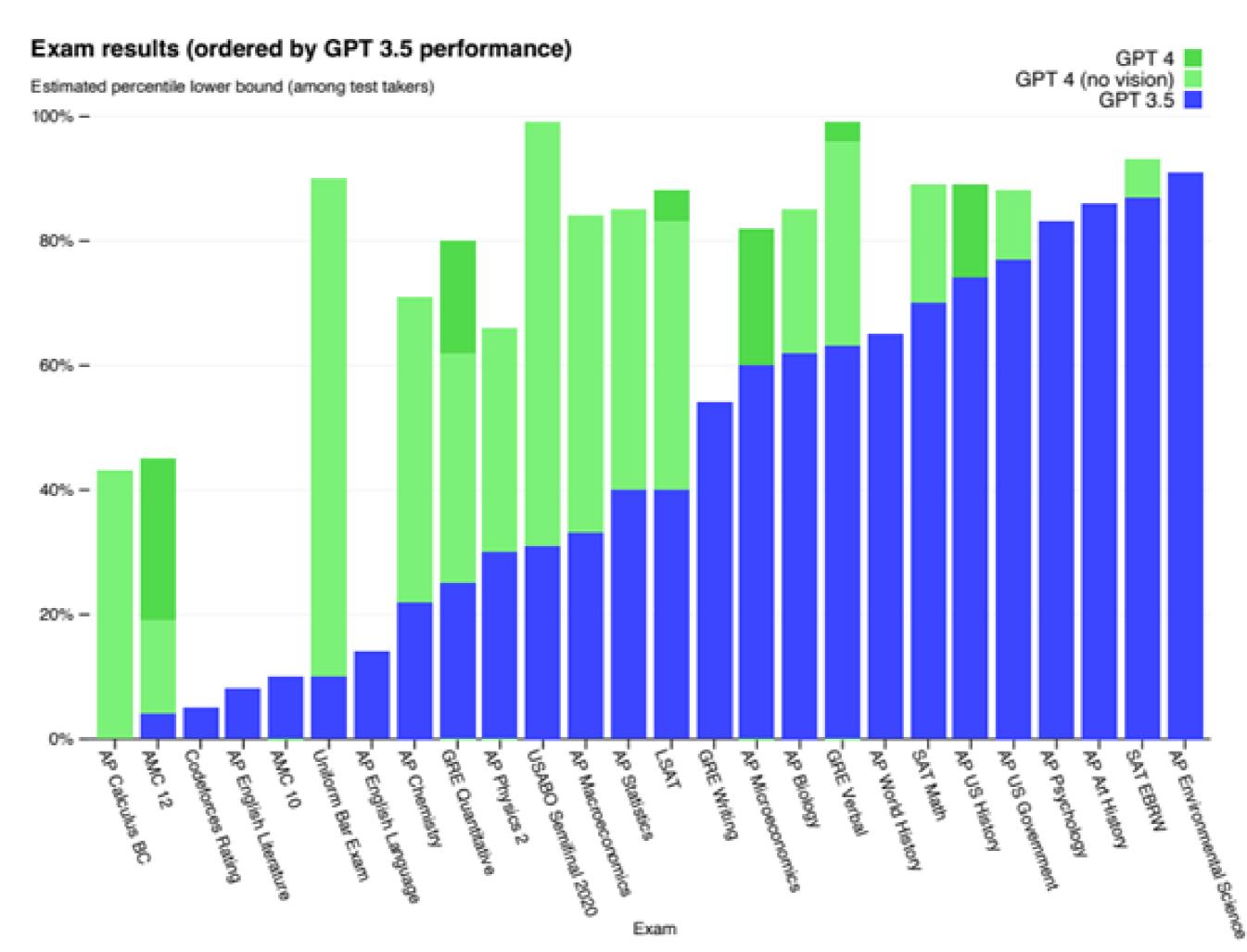
A large language model is a transformer-based neural network which predicts the text that is likely to come next

Foundation or Large Language Models Can Centralize Information From Several Data Modalities To Adapt to a Wide Range of Tasks From Answering Questions to Extracting Information and Identifying Images



Professors resorting to blue books and pencils



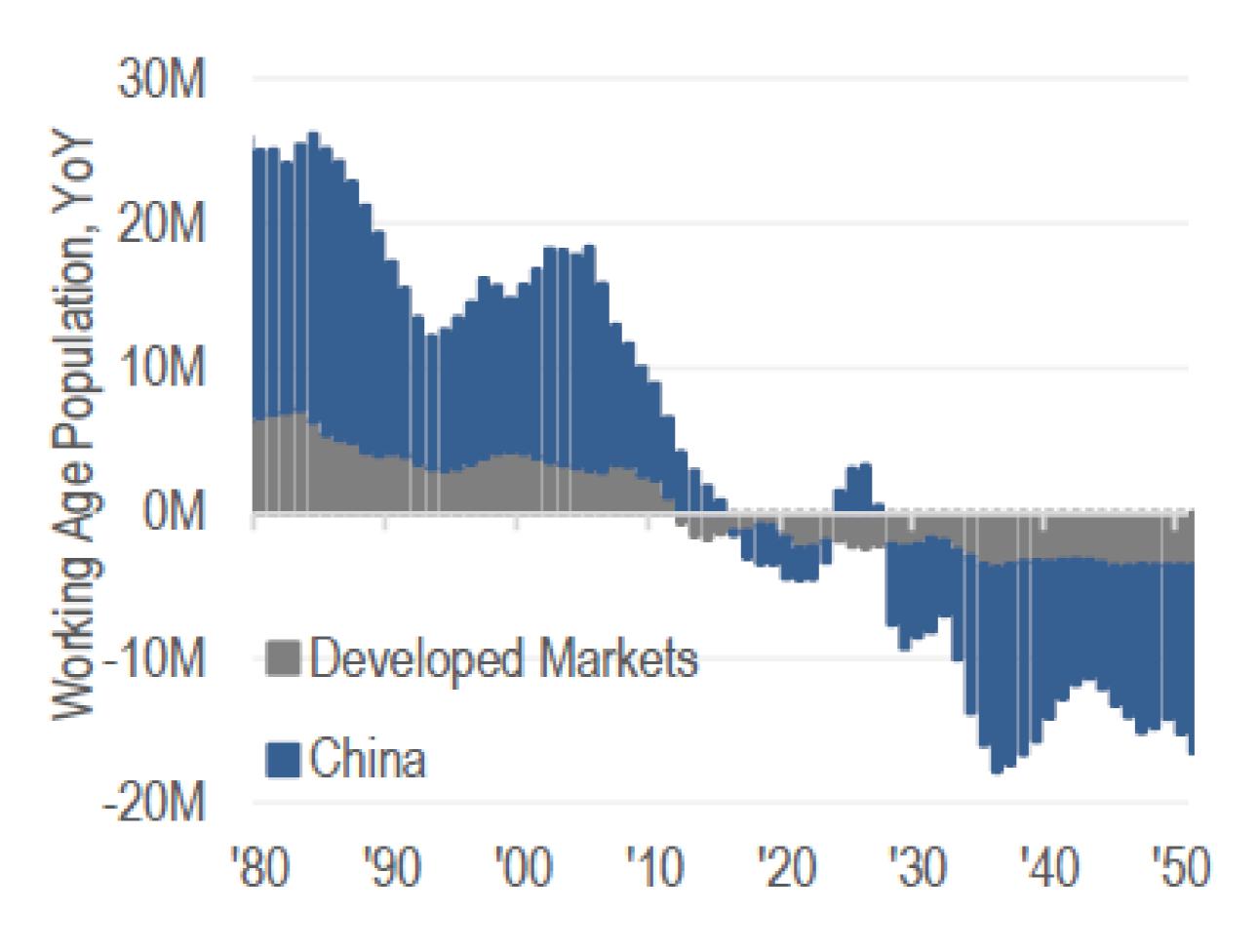


Source: OpenAI. Credit Suisse Equity Research. March 14, 2023

AI and Productivity

We've got a labor supply problem

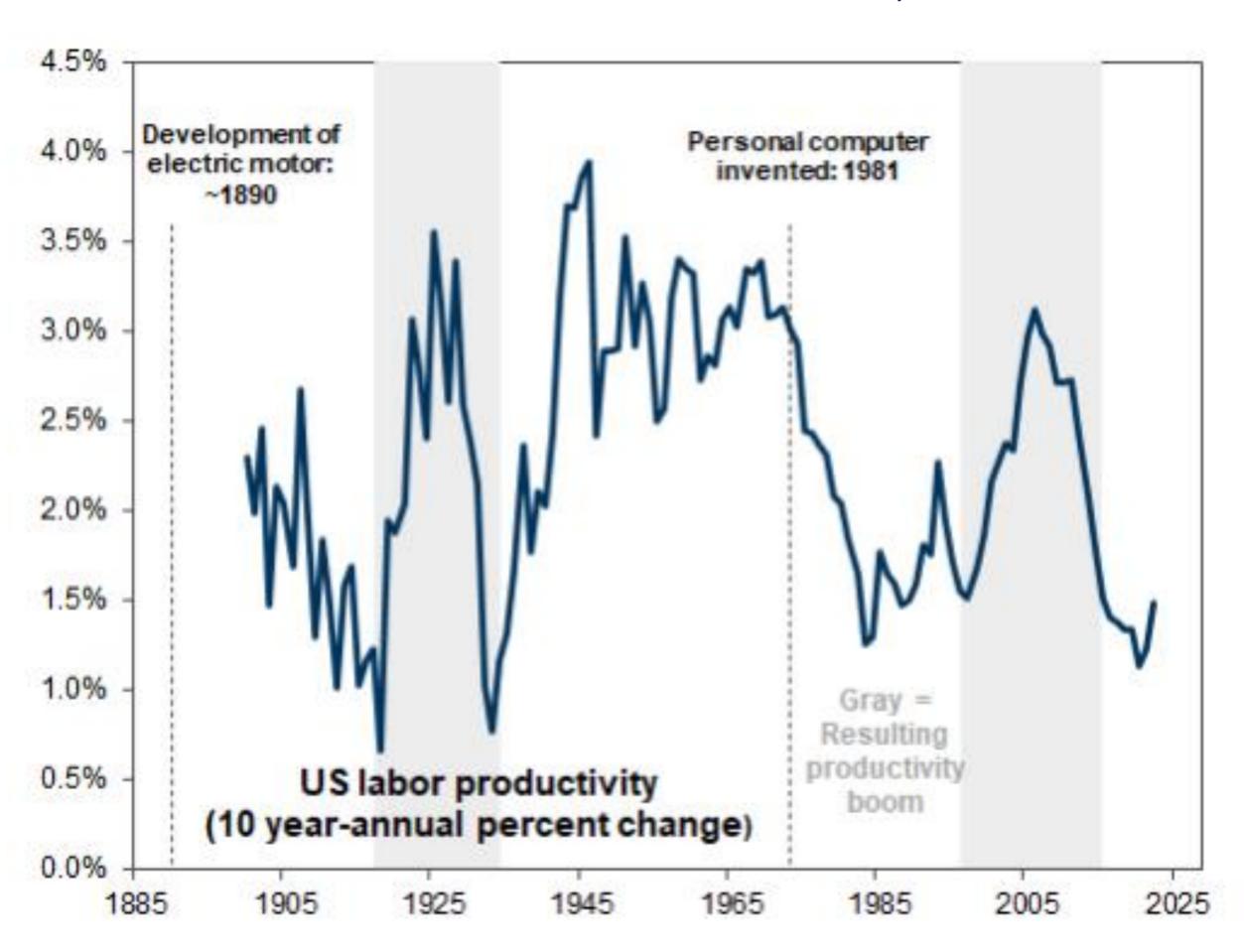
Labor Supply Could Remain Challenged As Working Age Populations Fall in Developed Markets and China



Source: UN Population Prospects, Evercore ISI Research. June 22, 2023

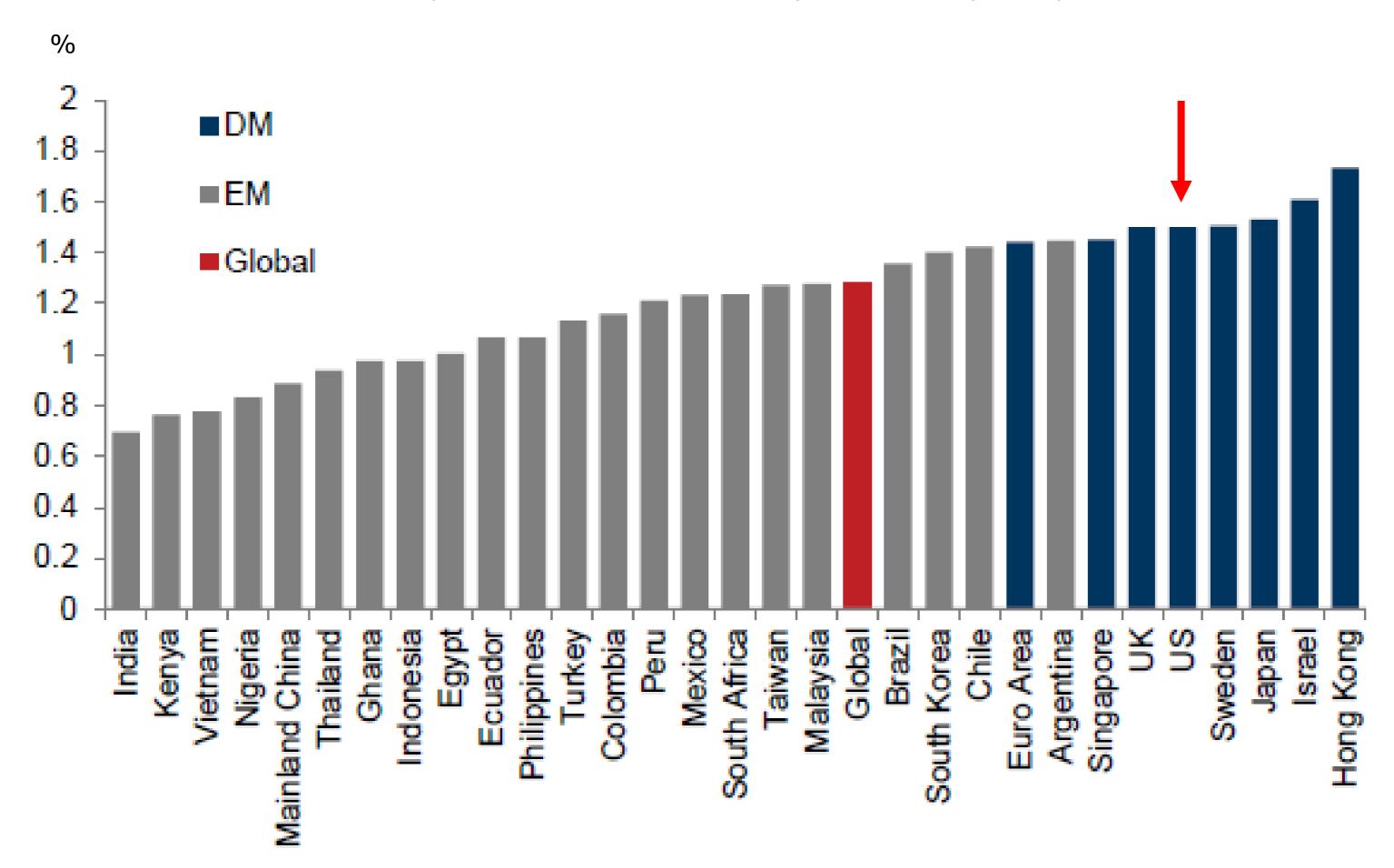
We've got a productivity problem

Historical 10-Year Annual Productivity



AI adoption could boost productivity growth >1%/yr over 10 yrs

Effect of AI Adoption on Annual Productivity Growth, 10yr Adoption Horizon



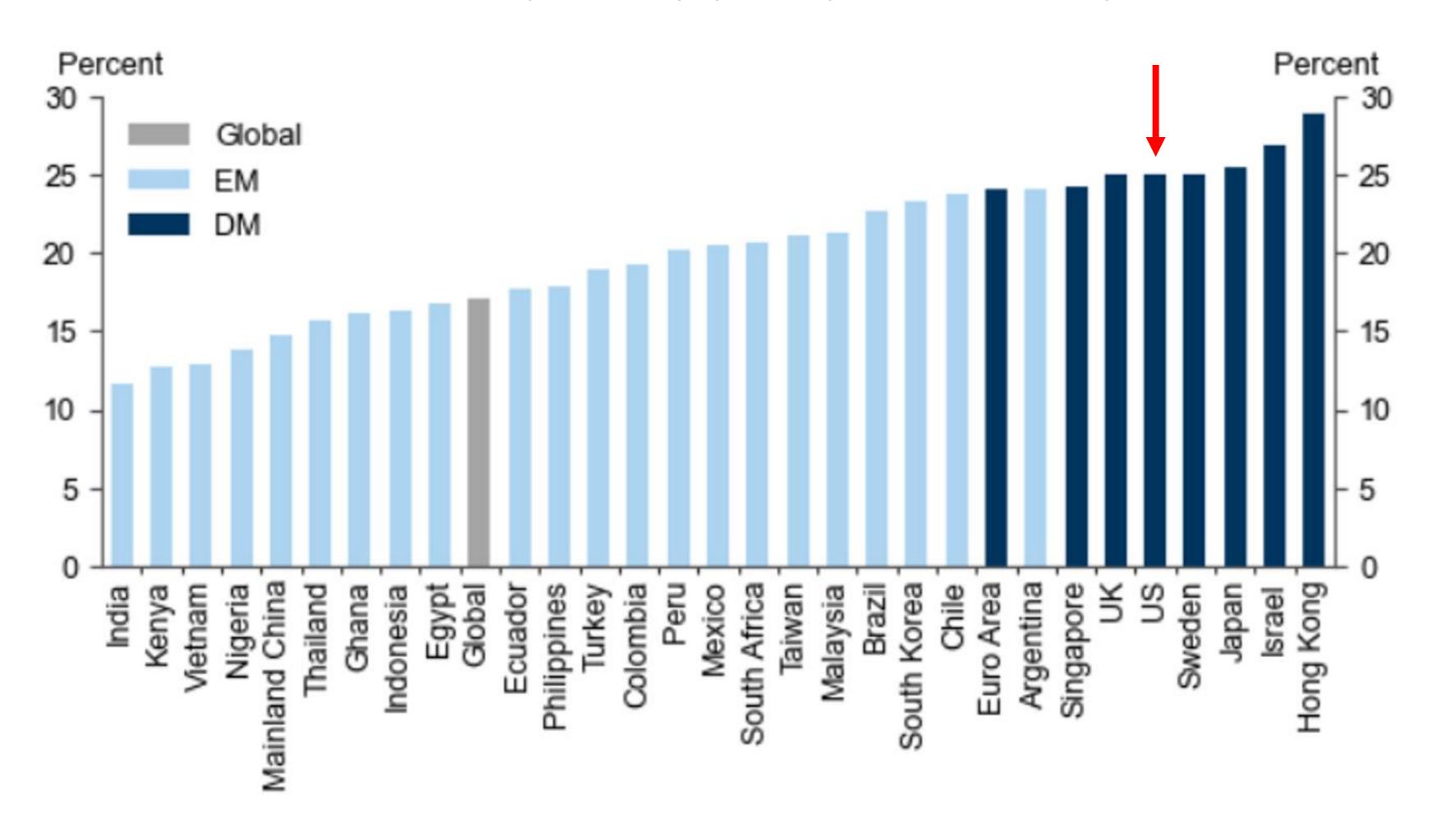
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Source: Goldman Sachs GIR. July 5, 2023

Jobs Winners & Losers

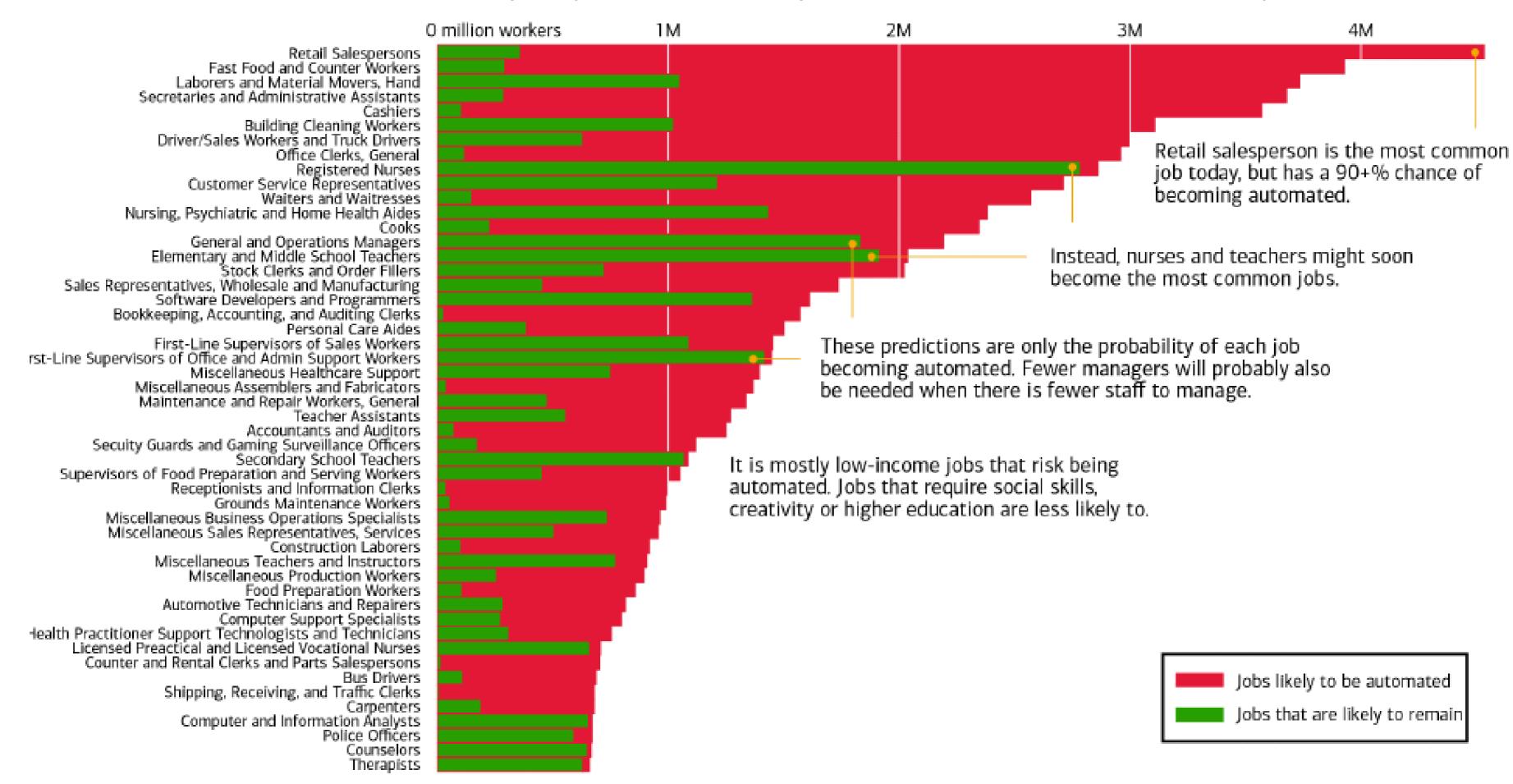
Lots of work could be automated by AI, especially in DMs

Share of Full-Time Equivalent Employment Exposed to Automation by AI



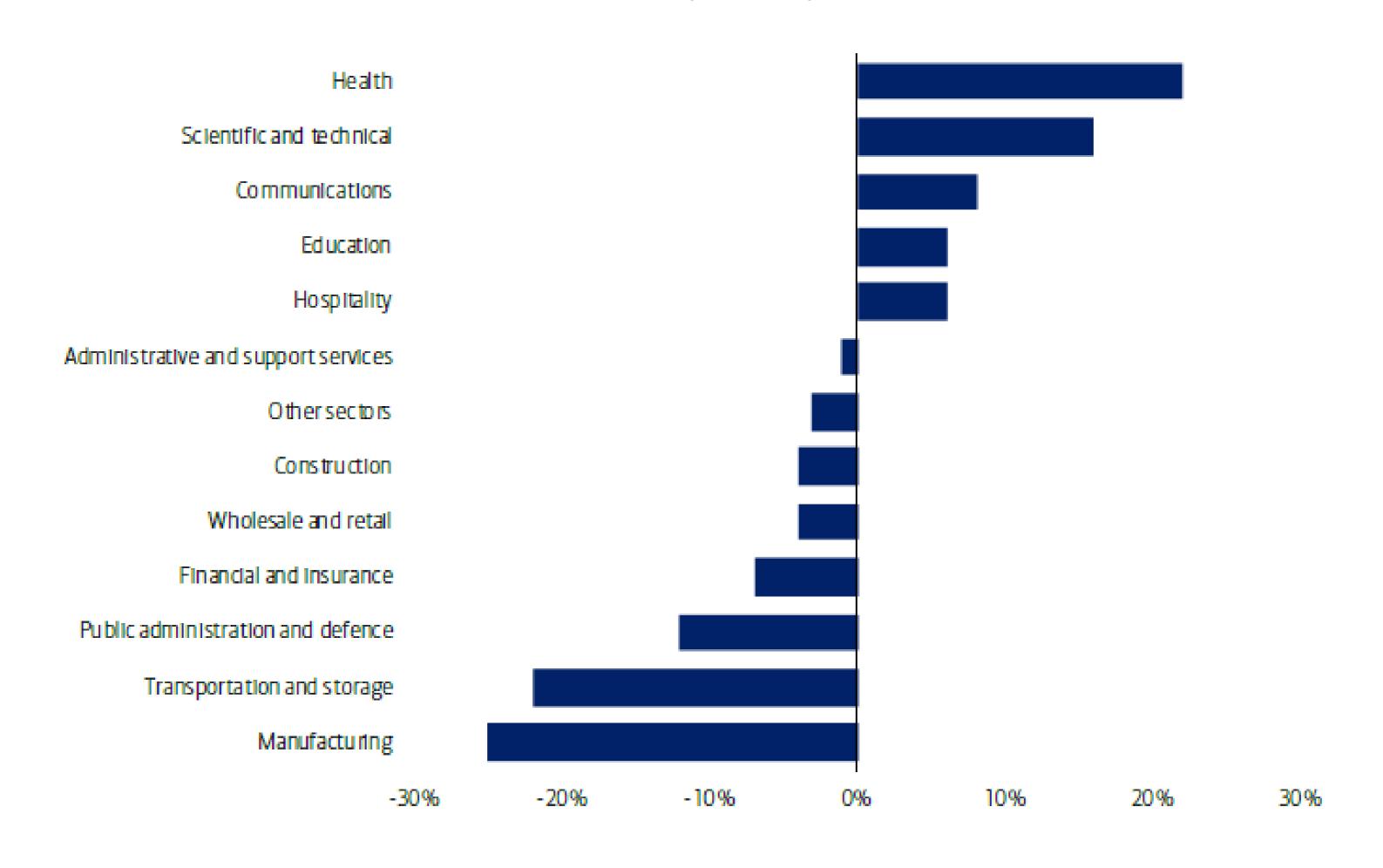
Future of employment: Forget the mall, become a nurse or a teacher

Likelihood of Job Automation (Today vs Next 20 Years) Where Green Bars Denote Jobs Likely To Remain



Industry Winners & Losers Sectors with more routine/limited training tasks at higher risk of automation

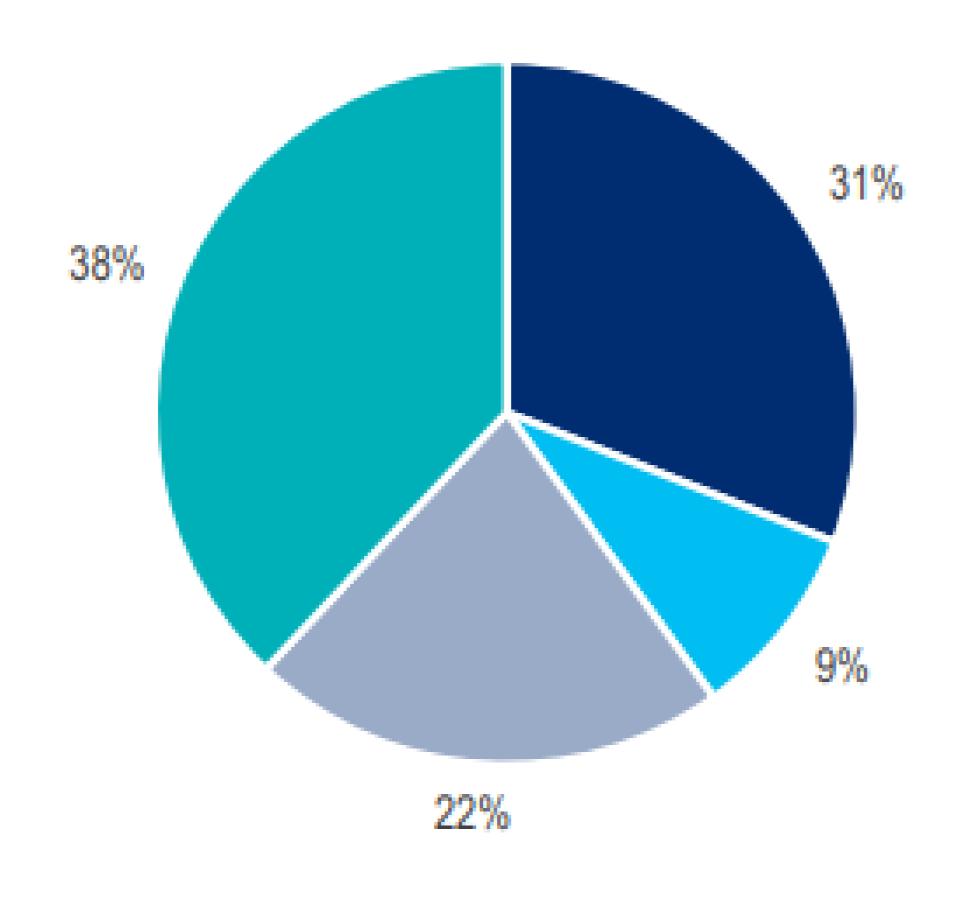
Estimated Net Job Creation by Industry Sector, 2017-2037



Source: BofA Global Research Estimates, PWC. February 28, 2023

Generative AI holds tremendous potential to transform workshare of tasks

Generative AI's Potential To Transform (Industry Average)

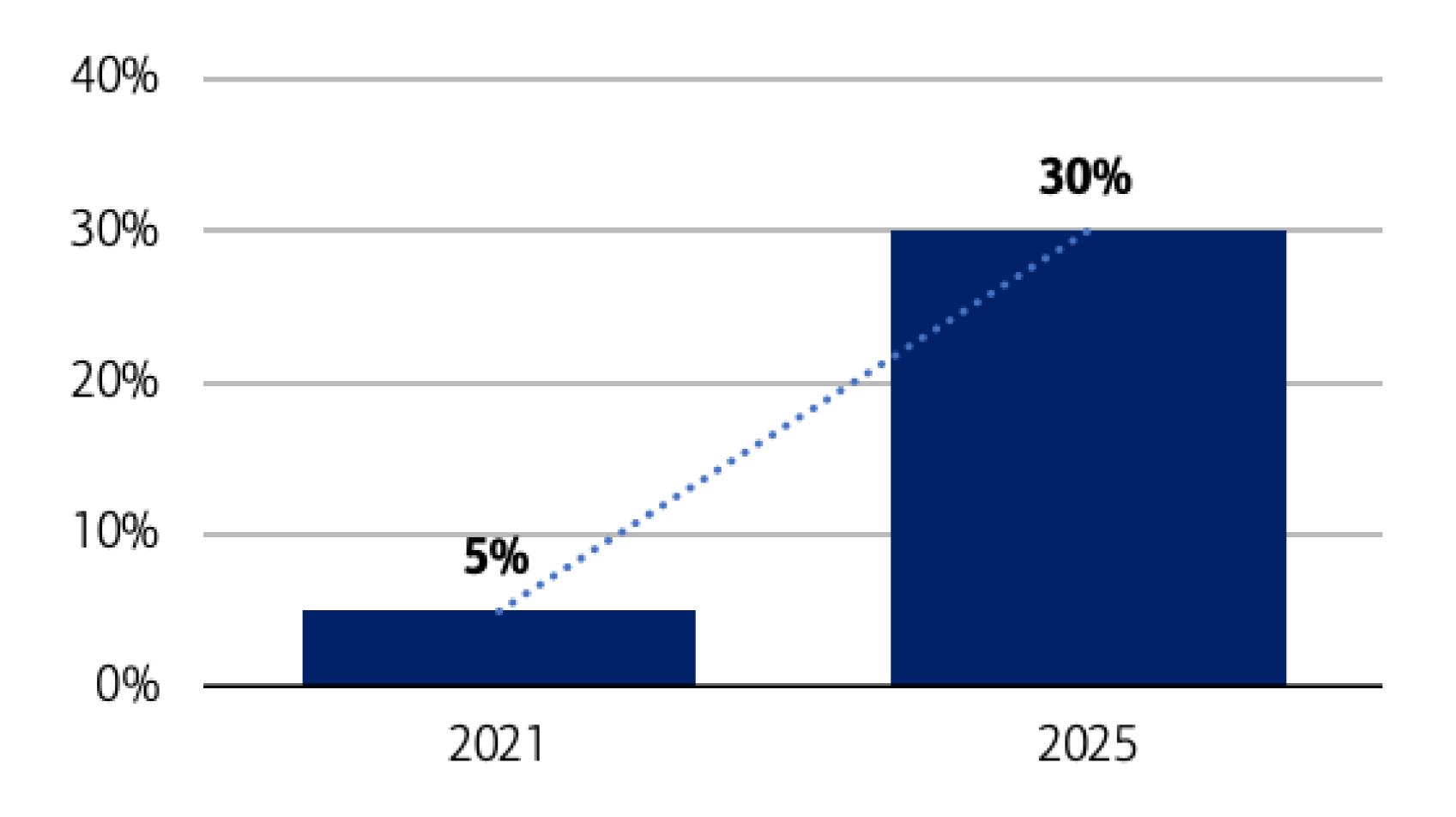


- Higher potential for automation
- Higher potential for augmentation
- Lower potential for augmentation or automation
- Non-language tasks

Federated Hermes

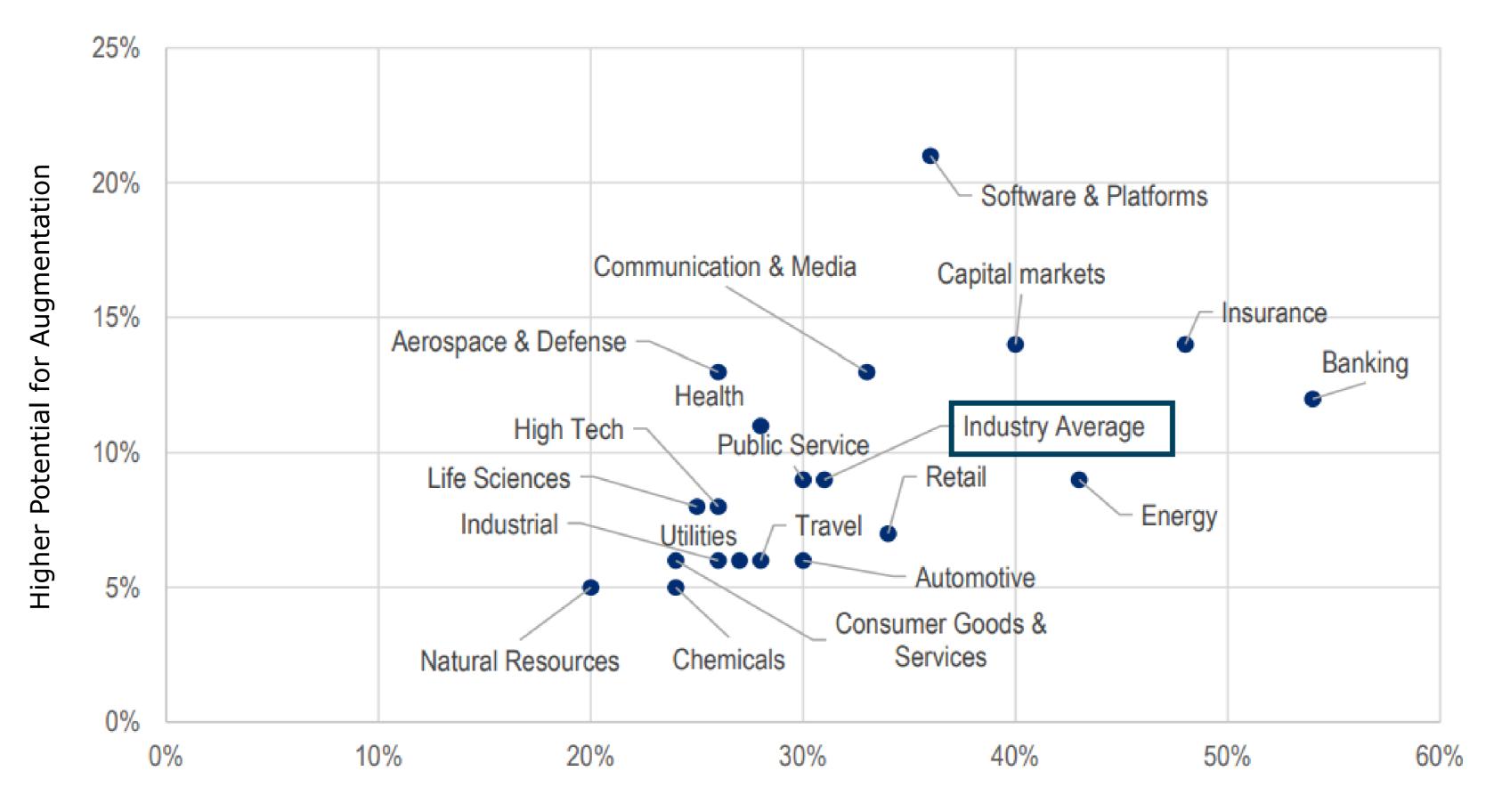
Companies likely to significantly increase AI use over time

Estimated % of Enterprises Implementing AI-Augmented Development and Testing Strategies



AI revolution in the workplace

Generative AI Will Transform Work Across Industries

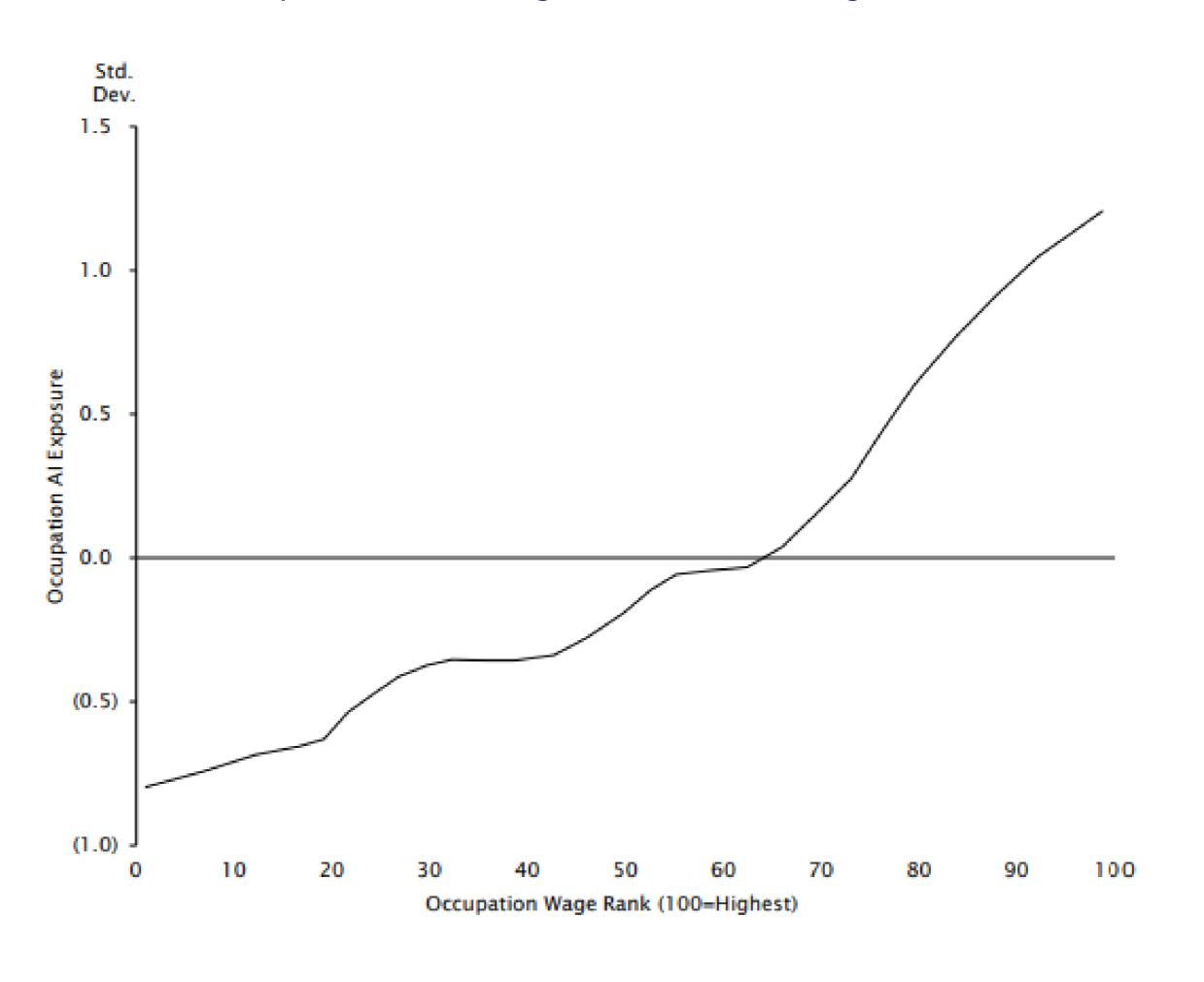


Higher Potential for Automation

Source: Citi Group Inc. Accenture. July 10, 2023

The highest paying jobs are most exposed to AI disruption!

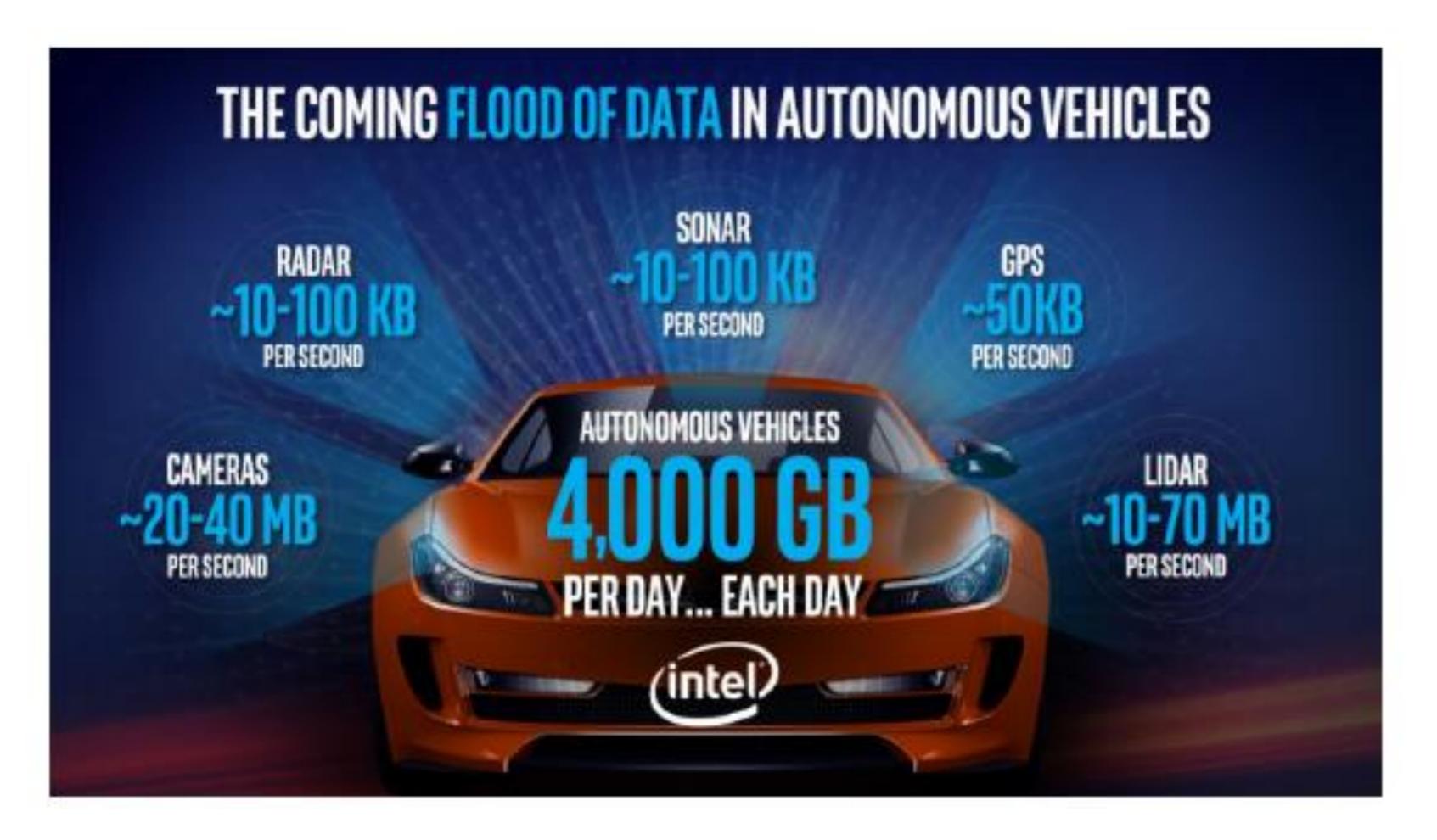
U.S. Occupations
AI Exposure Versus Wage Rank* 2010 Through 2018



AI Use Cases

AI in Automobiles

Every Car Will Generate 4TB of Data Everyday...Excluding the Data From All These Cars Communicating

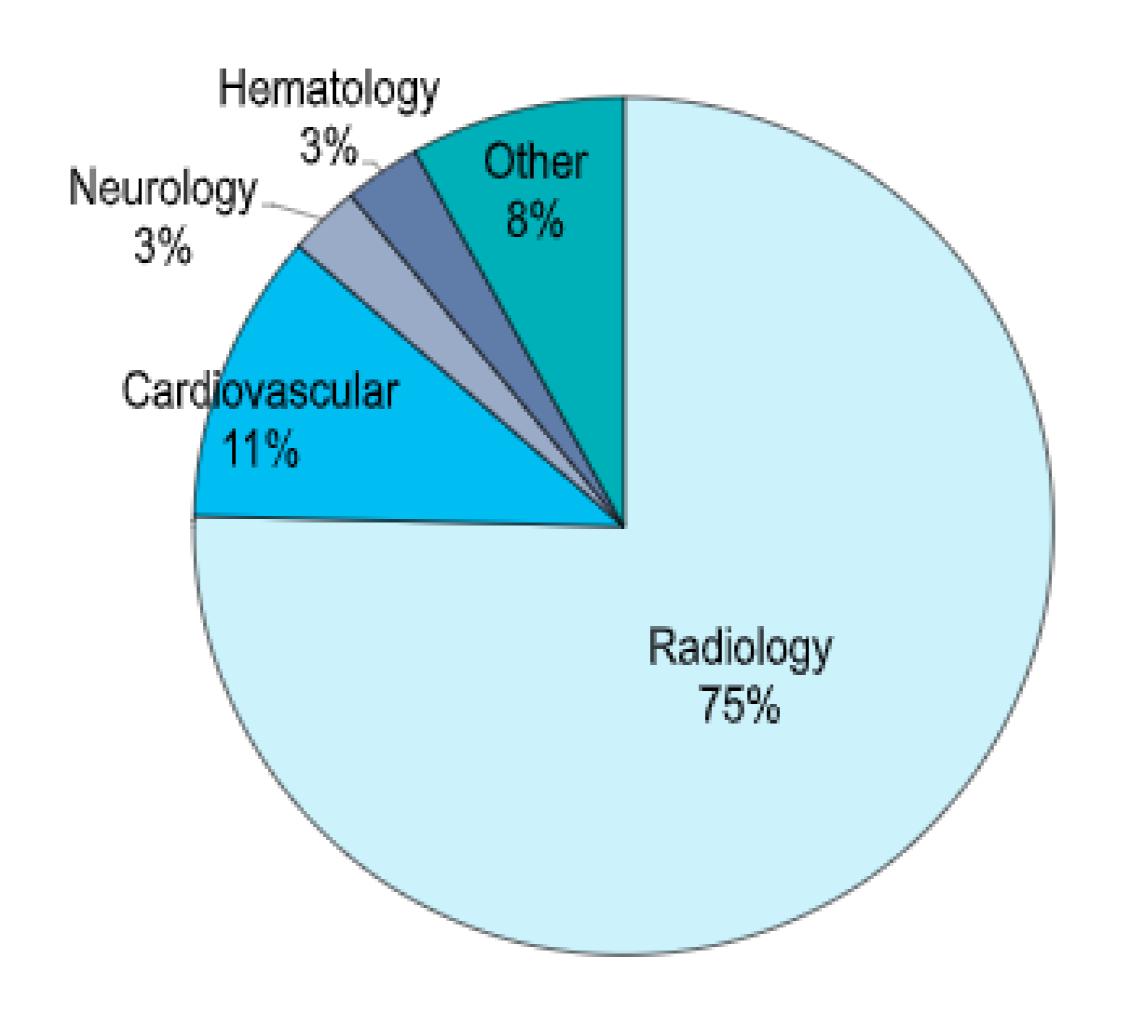


Source: Intel. BofA Global Research. February 28, 2023



AI in healthcare-medical AI products

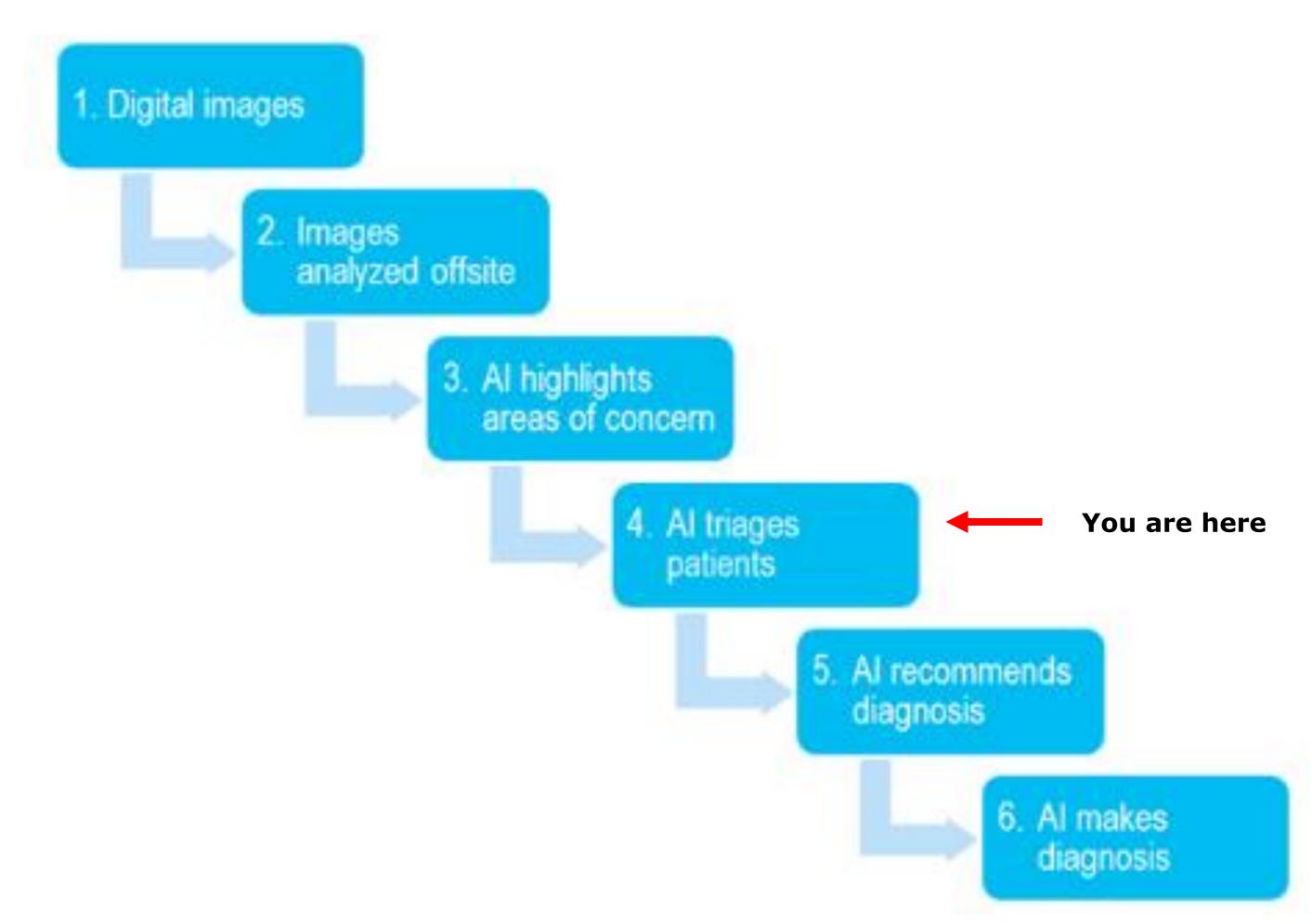
AI-Enabled Devices—Branch of Medicine Served



Source: FDA, Citi Global Insights. April 6, 2023

Most current AI solutions stop at stage 4; stage 6 may be decades away

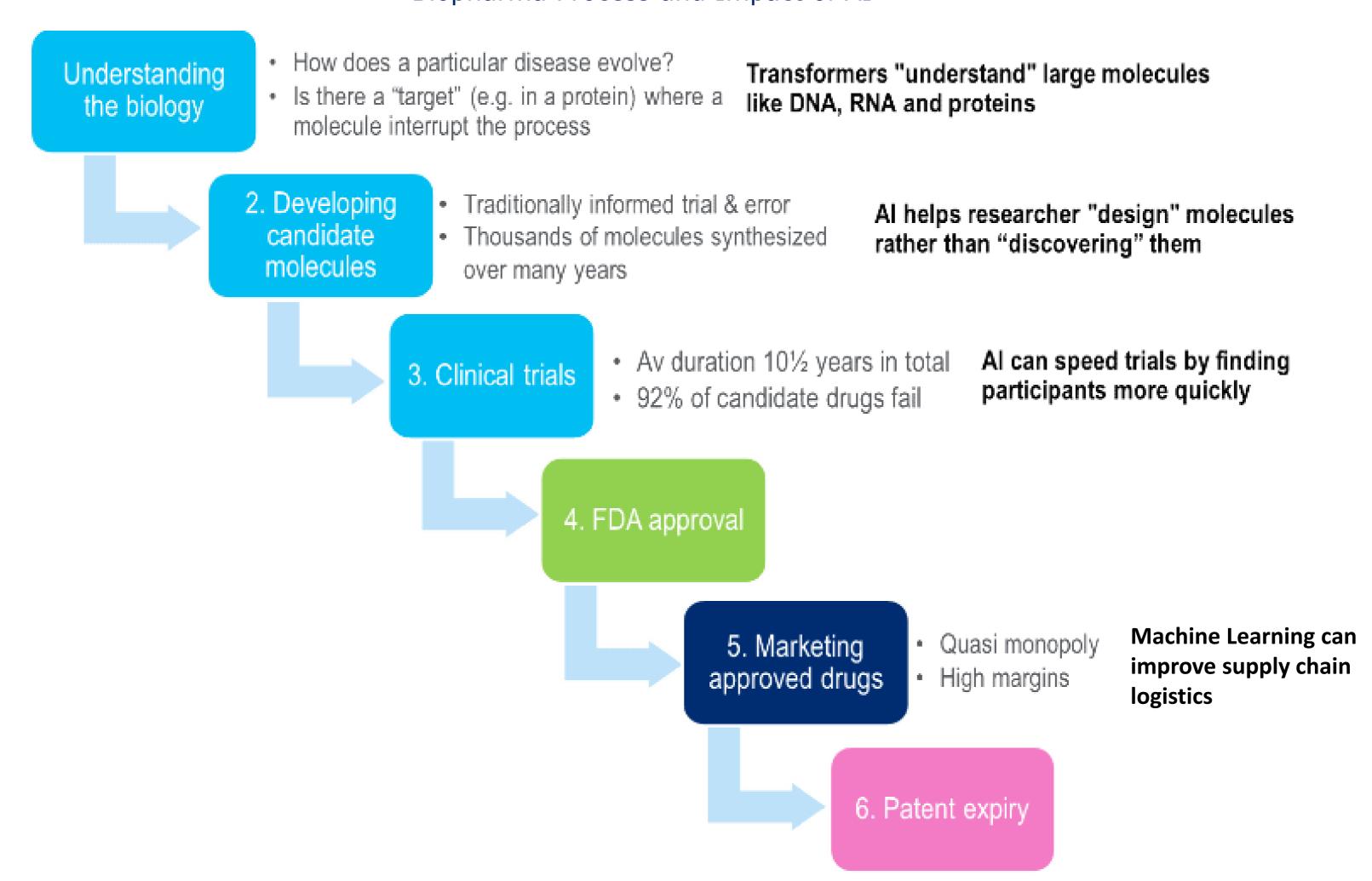




Source: Citi Global Insights. April 6, 2023

AI can help with almost every aspect of biopharma

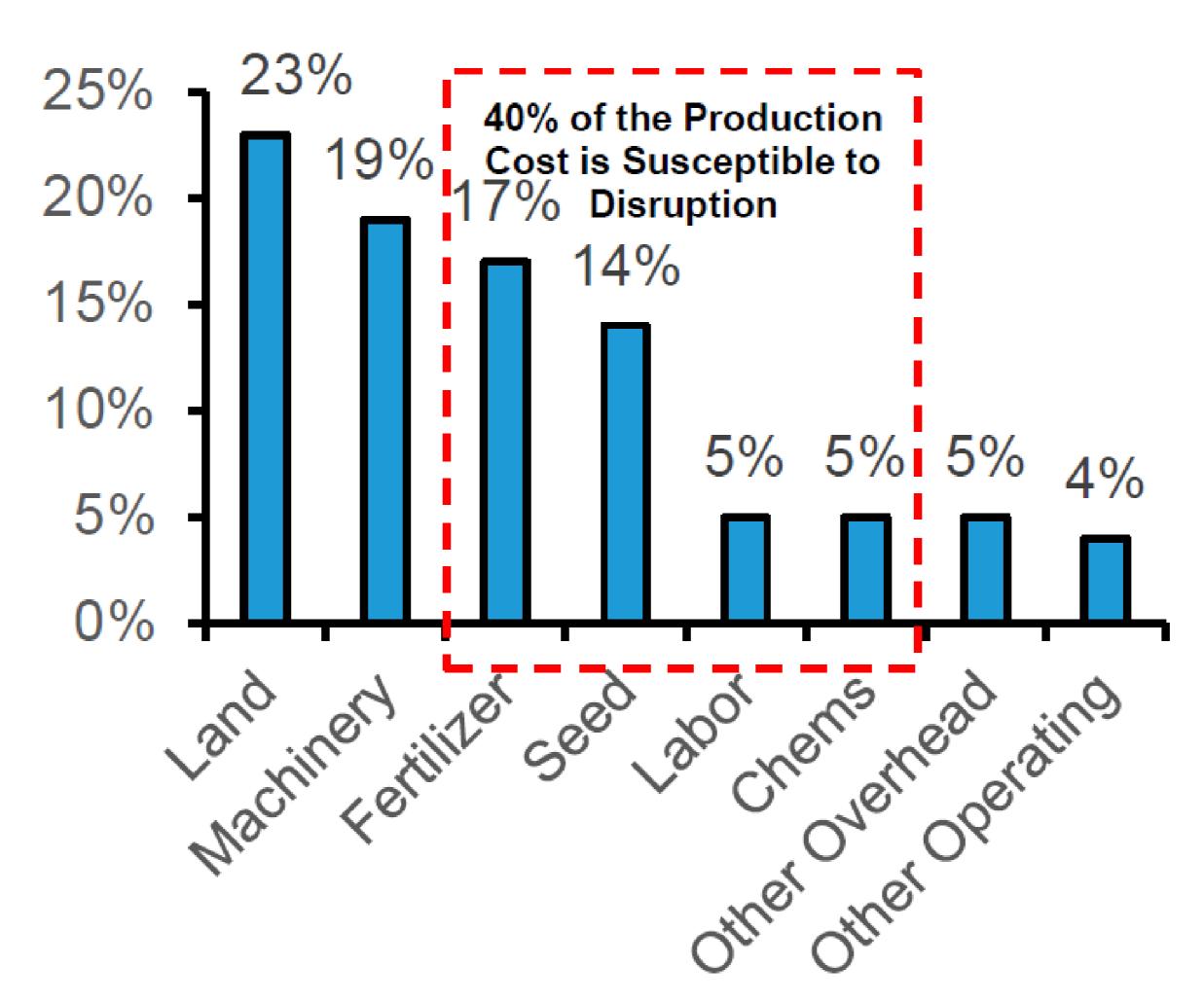
Biopharma Process and Impact of AI



Source: FDA, Citi Global Insights. June 23, 2023

AI in agriculture





AI in online grocery

Online grocery technology value chain	FRONT-END	INVENTORY MANAGEMENT	PICKING	ROUTING	DELIVERY		
Online grocery process	Customer brows placing an ore		ler picked and prepared delivery	for Order	Order out for delivery		
Impact of Al	MEDIUM	HIGH	HIGH	MEDIUM	LOW		
Impact of Al details	Personalisation of website Better availability of items through inventory visibility Increased basket sizes with personalised interstitials Opportunity to create subscription orders	Improved forecasting Better product availability through single stock view Reduced product wastage Reduced markdowns Optimised grid in real-time based on orders & weather	Collaborative on-grid robots Predictive movements enabling high speed robots Robotic arms removing labour through visual Al	Reactive real- time optimised routing based on weather, traffic etc Flexible order allocation to optimise drops per hour	Autonomous vehicles delivering orders Automated Guided Vehicles in the warehouse to shuttle products around		



Smart refrigerator

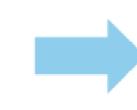


Smart kitchen

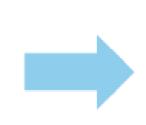














User opens smart fridge

Smart fridge suggests a recipe based on the ingredients user picks

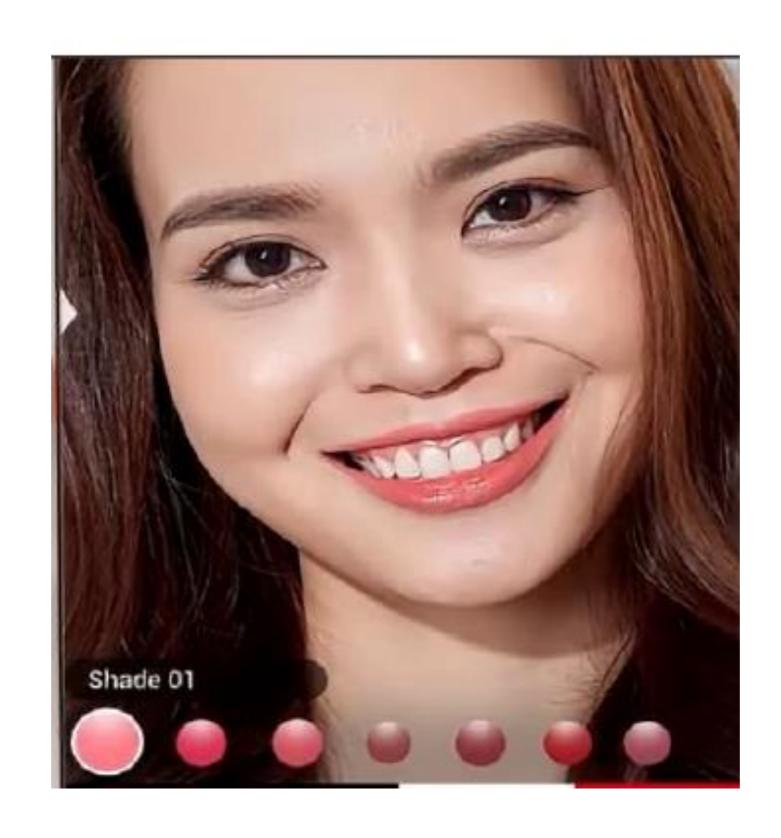
Fridge sends the receipe to smart oven and set temperature automatically

The oven will notify the user when the food is ready

Federated Hermes

AI in retail

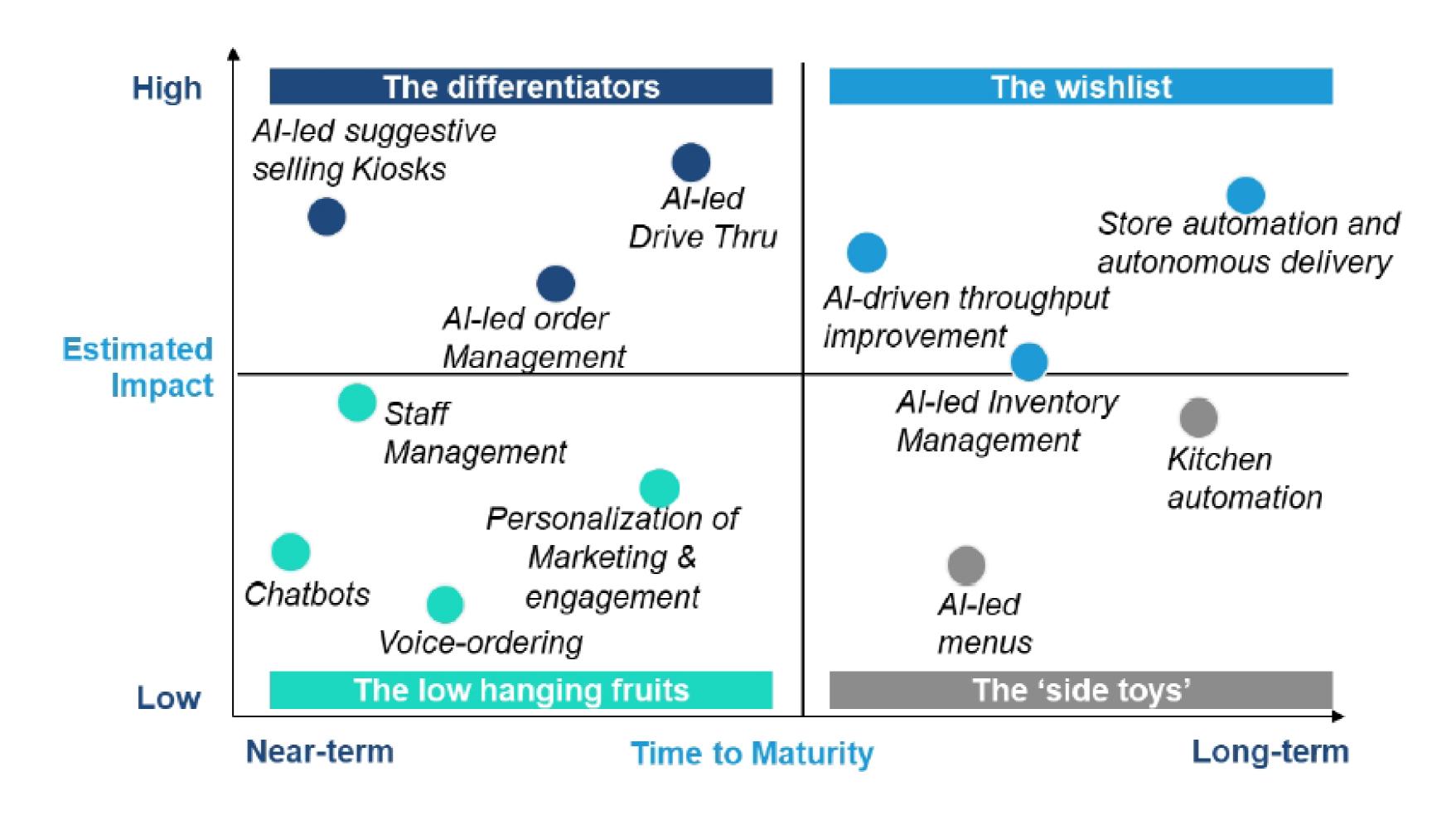
Try Lipstick Shades Virtually



dederated ==

AI in the restaurant industry

Five Critical Areas Drive Maximum Impact in the Shortest Time AI Use Case Impact Analysis- Illustrative



69

AI in fast food

Vision AI Could Significantly Assist in Order Preparation and Accuracy

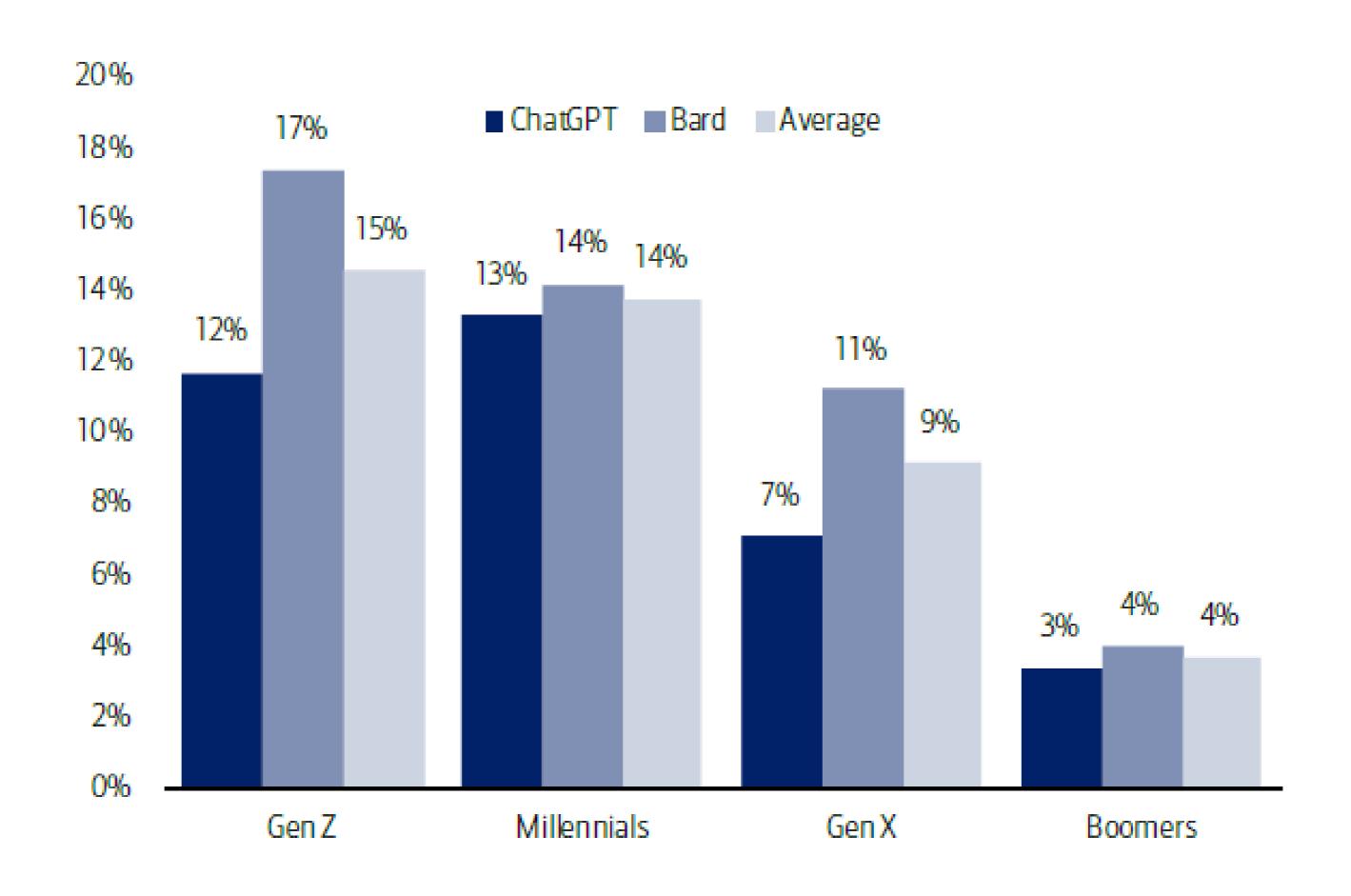


Source: Precitaste, Bernstein Analysis. May 2023

Trust AI?

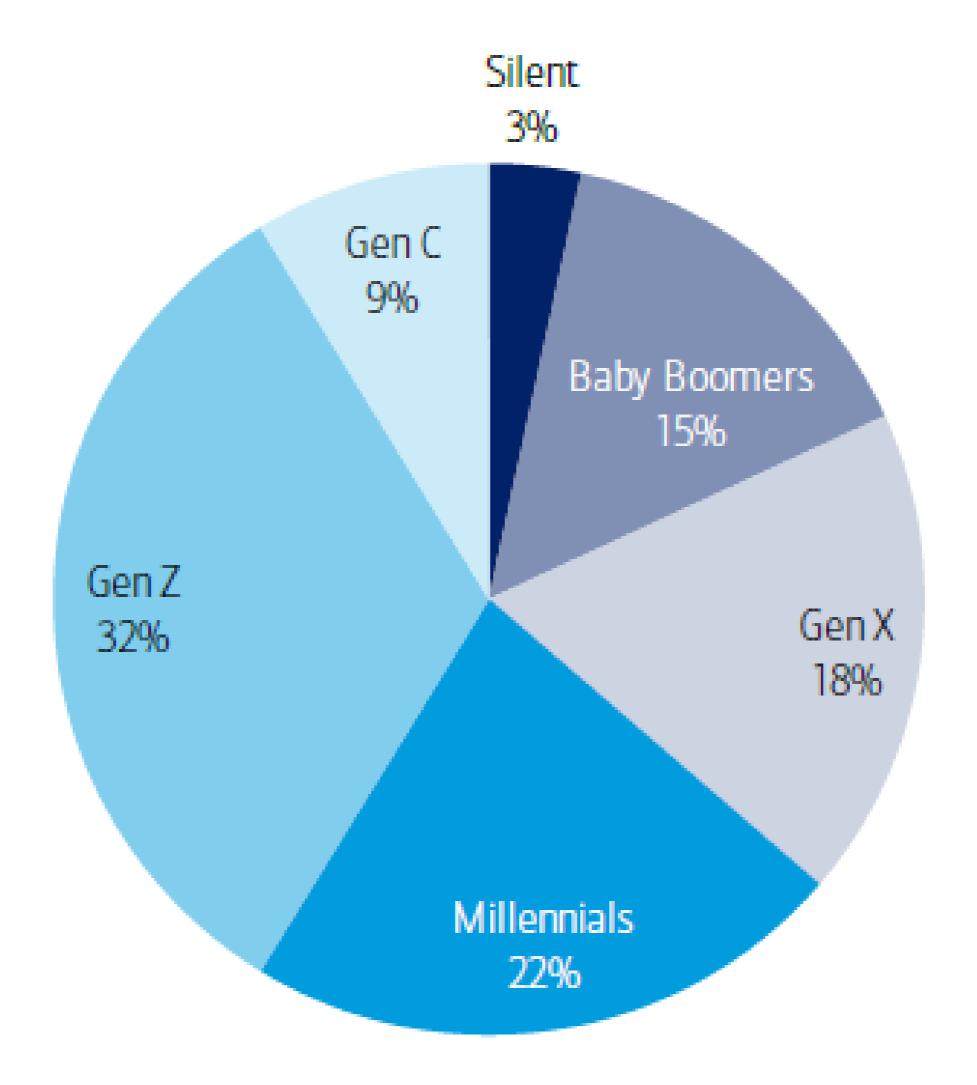
Younger generations are more positive about ChatGPT/Bard

Favorability of ChatGPT and Bard



A third of the global population is Gen Z and 9% is Gen C

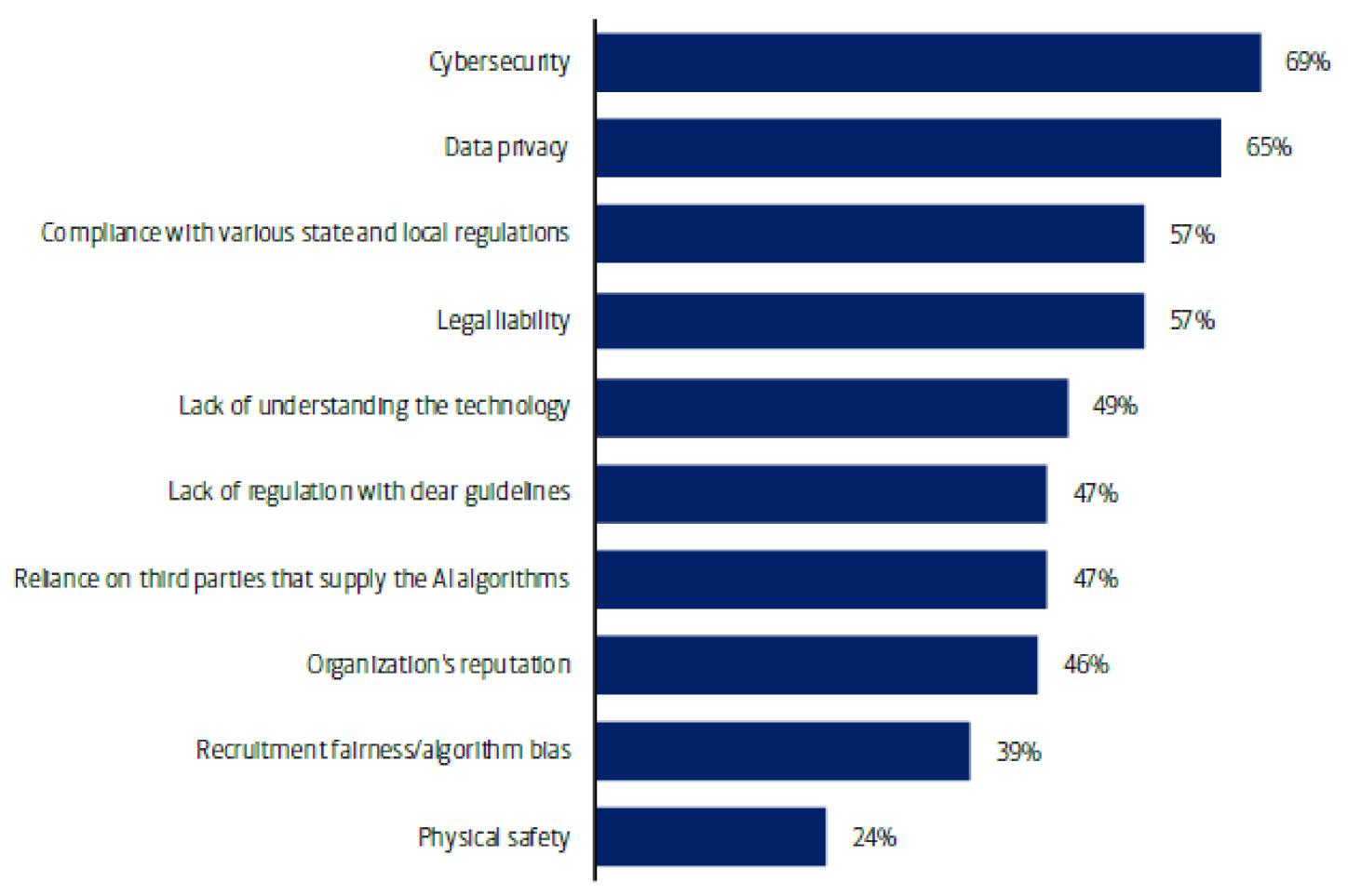
Share of the Global Population by Generation



Source: UN. BofA Global Research. February 28, 2023

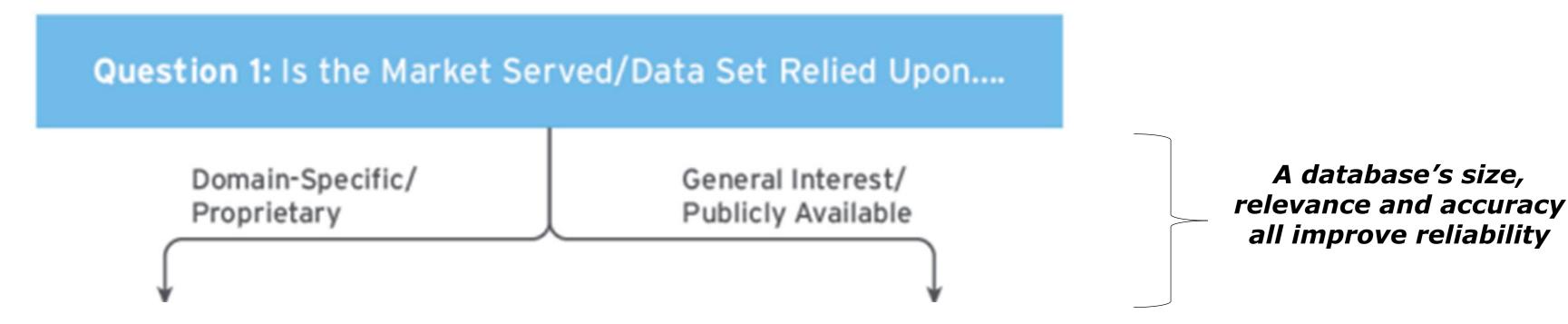
69% of executives think that cybersecurity is their biggest AI-related risk

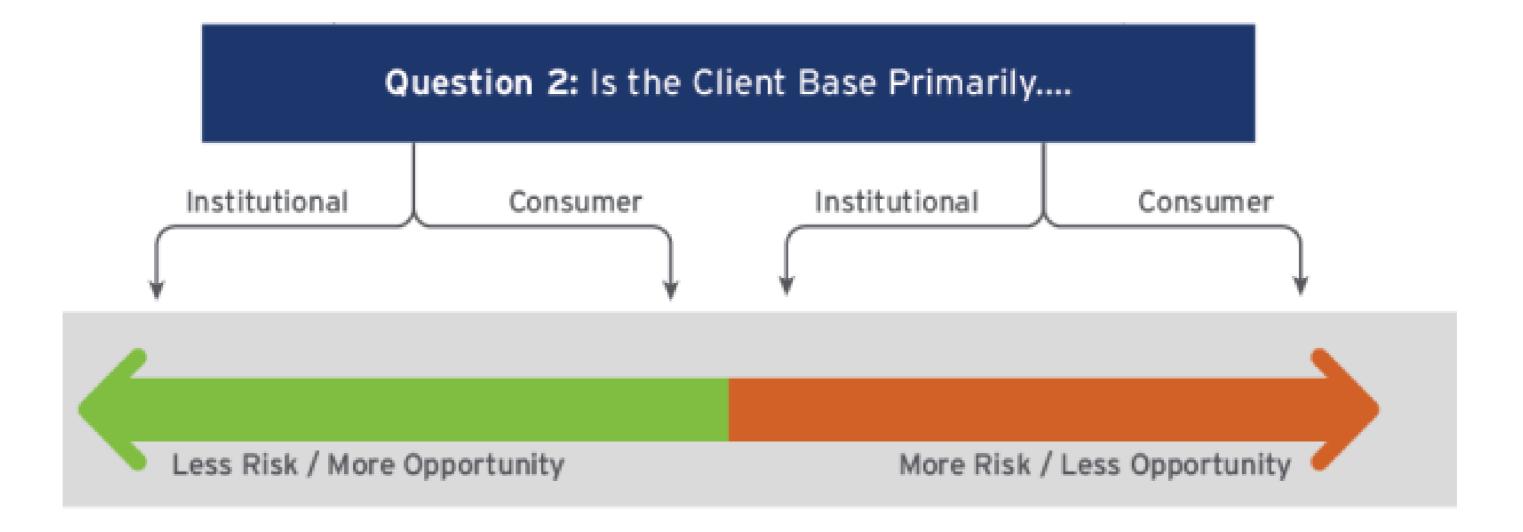
Biggest AI-Related Risks U.S. Executives are Currently Facing, January 2022 (% of Respondents)



Consumers more likely to quickly adopt AI-based tools than institutions

A Simple Decision Tree to Gauge AI Risk vs Opportunity for "Affected" Companies





Source: Citi Research Inc. July 10, 2023

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Lots of trust issues

Regulatory Cultural uncertainty inertia People-related obstacles Management Employee resistance resistance Generative AIspecific governance obstacles Hallucinations: Unclear sourcing: Bias: Data privacy: libel etc. risk reputational risk legal/IP risk leak risk Traditional operational obstacles Need for reliable, Limited talent Complex tech Need to align strategy and integration with tailored, secure pool stakeholders ____ legacy systems data

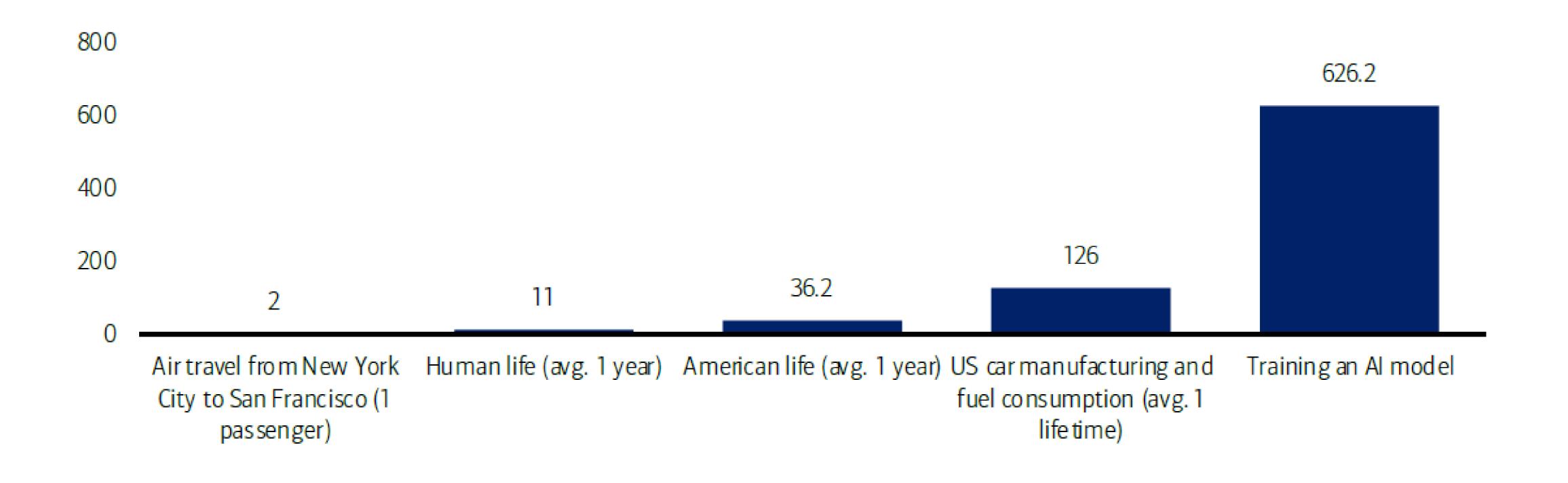
Obstacles to Business Use

Source: Deutsche Bank. June 28, 2023

AI Challenges

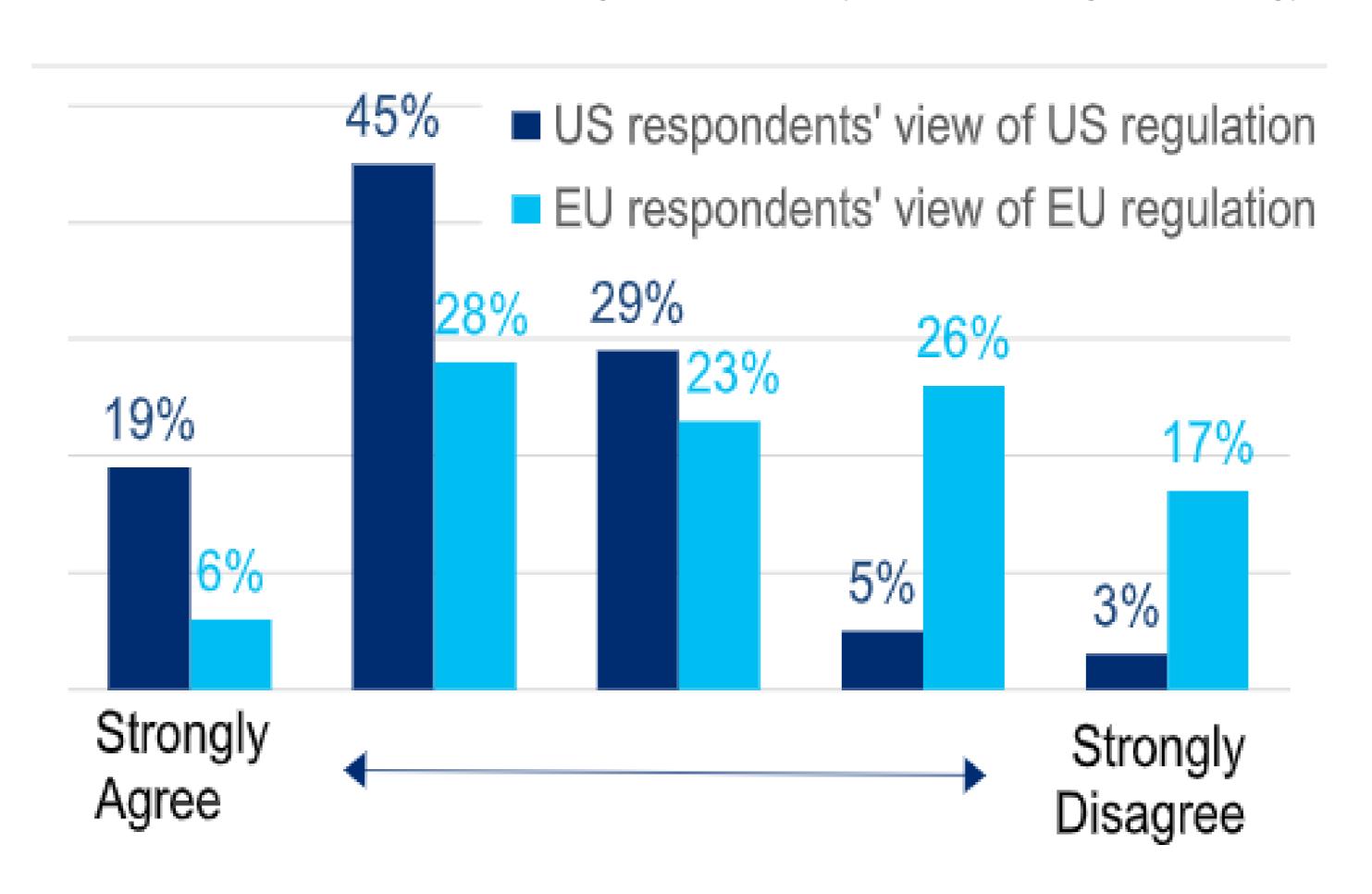
Moore's law* won't catch up with AI and data

CO2 Emissions Footprint (000s lbs.)



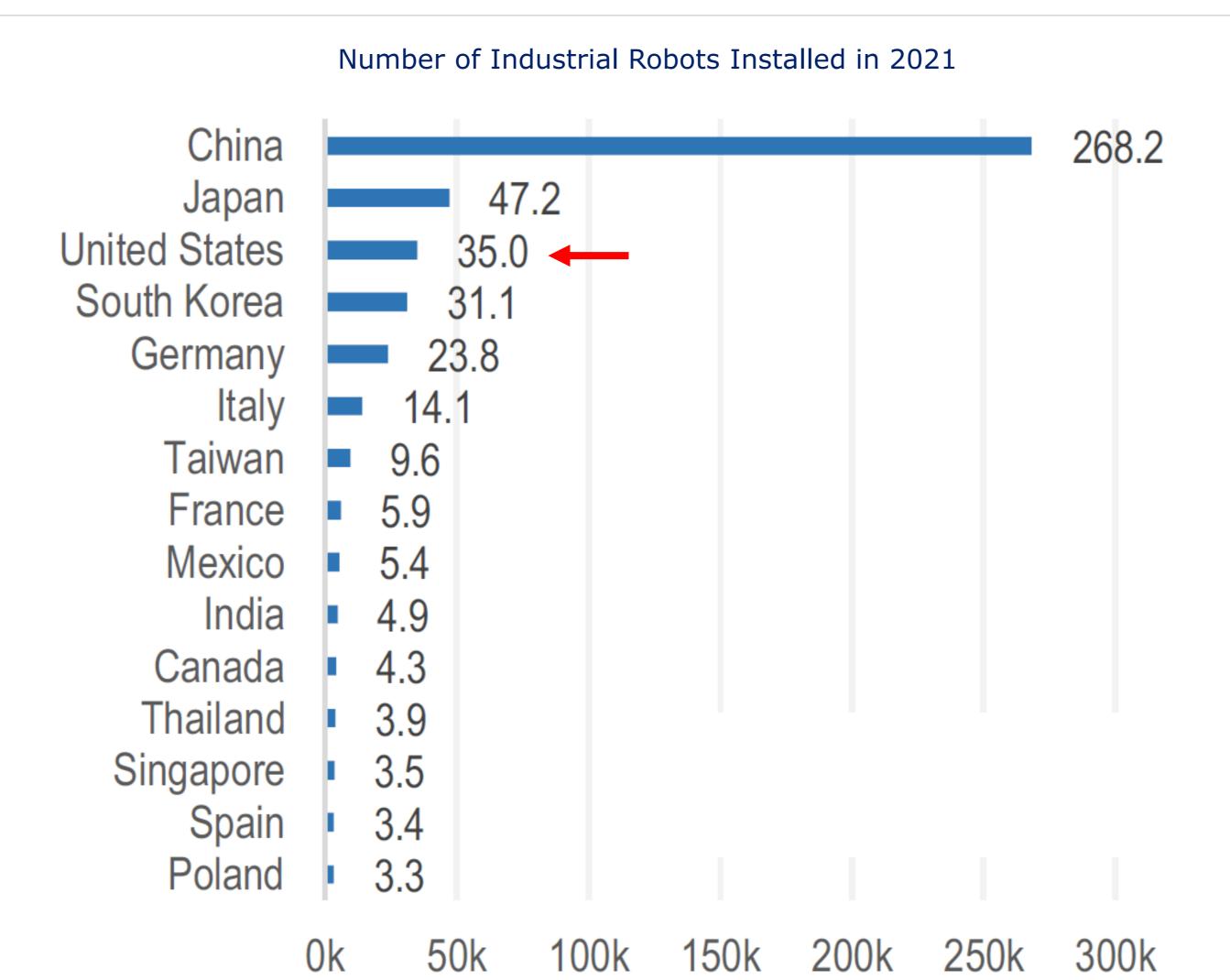
Substantial reforms have made the FDA much more innovation-friendly

Assessment of Whether U.S. and EU Regulators Have Responded Well to Digital Technology



China and the AI Race

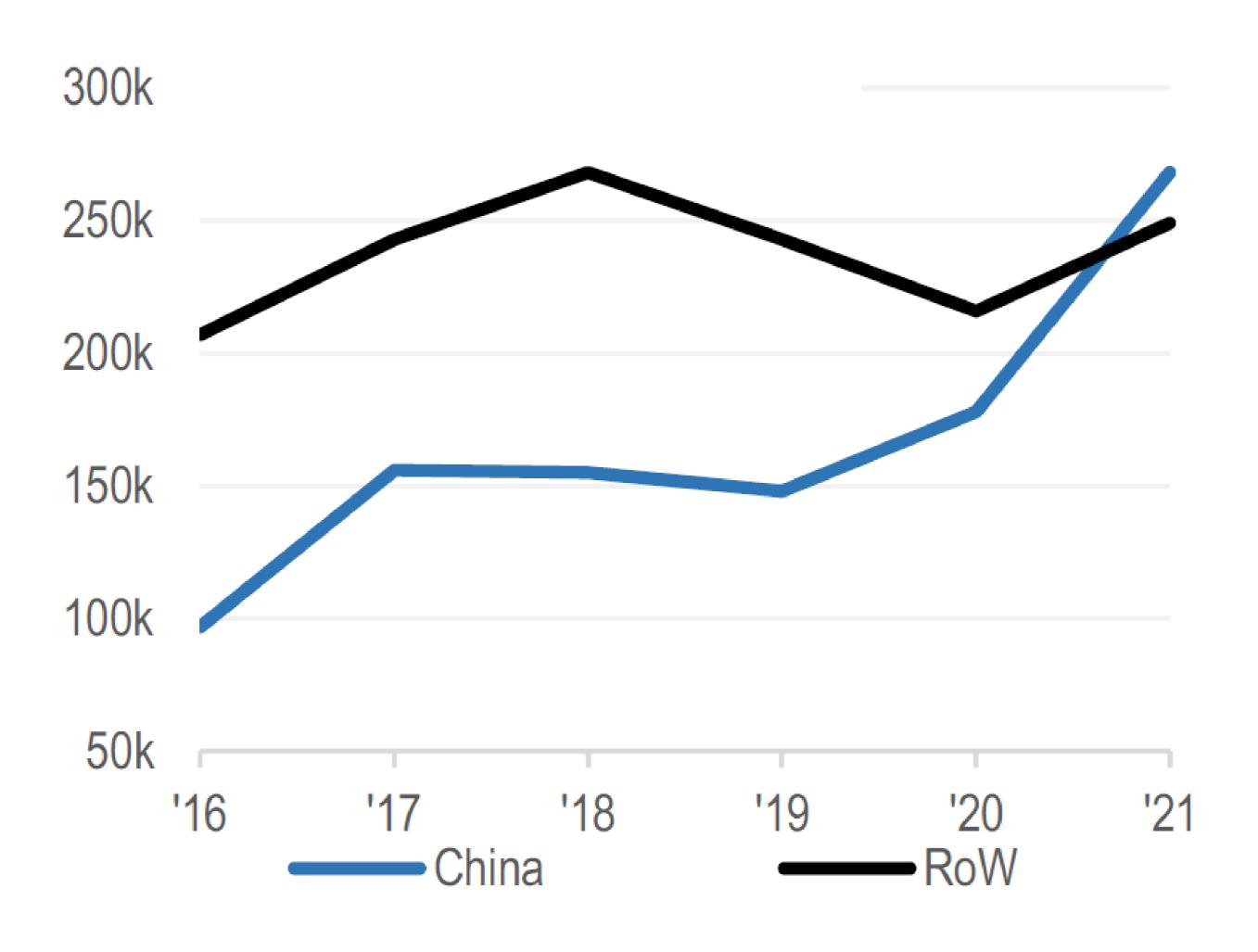
China leads the world in industrial robot installation...



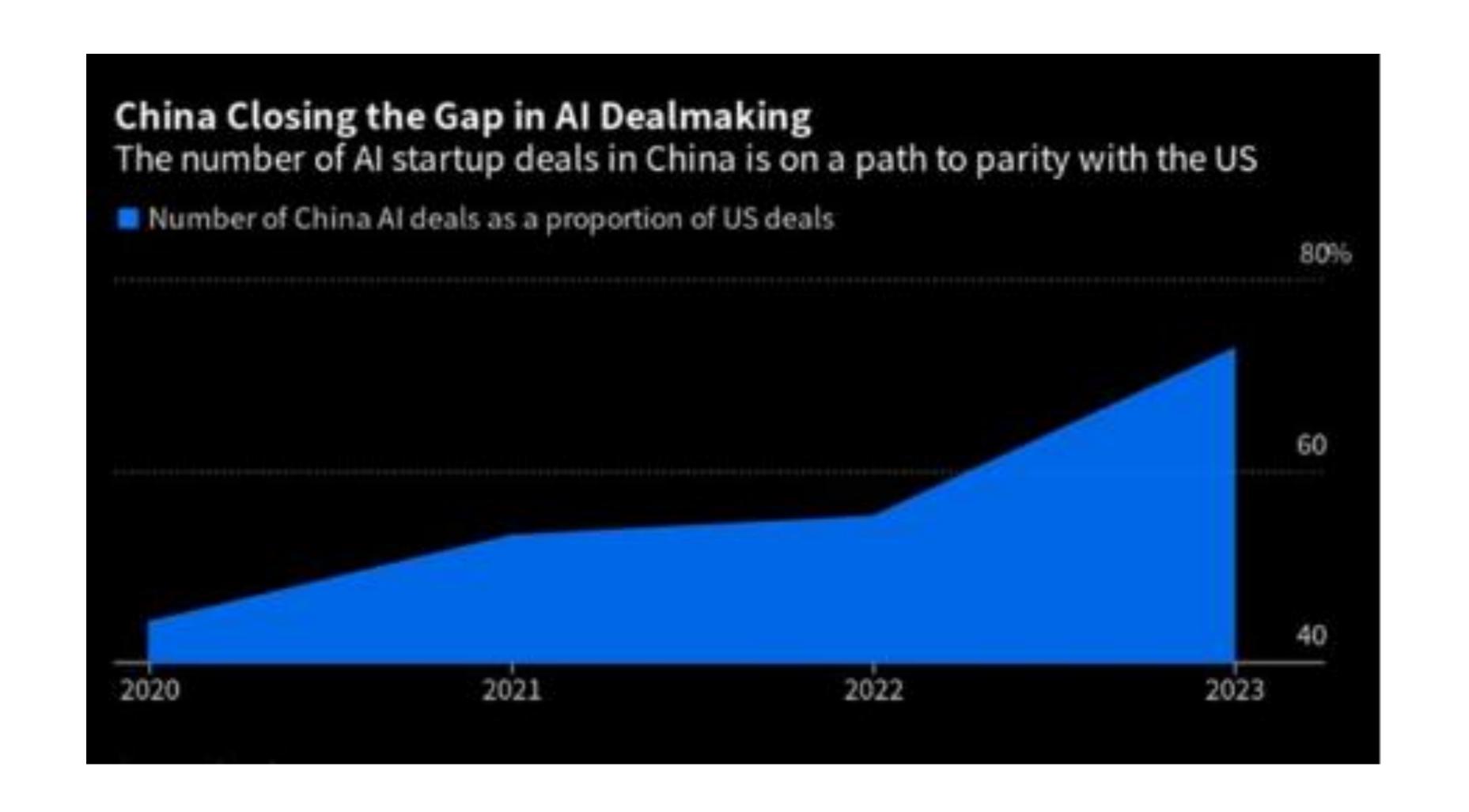
Federated Hermes

...And has more robots than the rest of the world combined





China lost the internet race, but now...

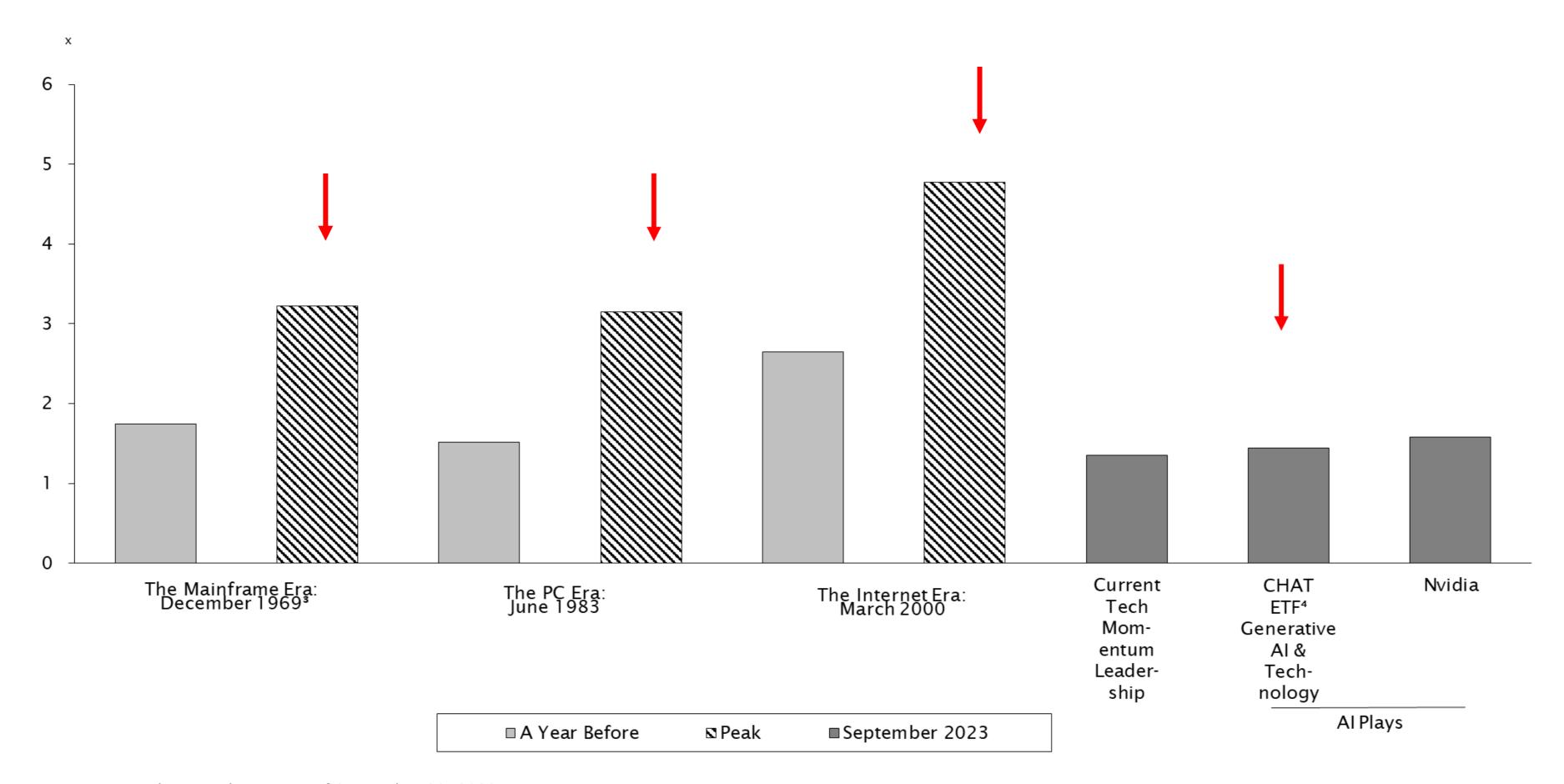


Source: Prequin, Renaissance Macro Research. Data from June 14, 2023

Investing in the AI Revolution

Too late to invest?





Source: Corporate Reports, Empirical Research. Data as of September 30, 2023.

Note: Large-Cap Technology and Interactive Media Stocks in the Best Quintile of Nine-Month Stock Price Trends and in the Chat ETF¹

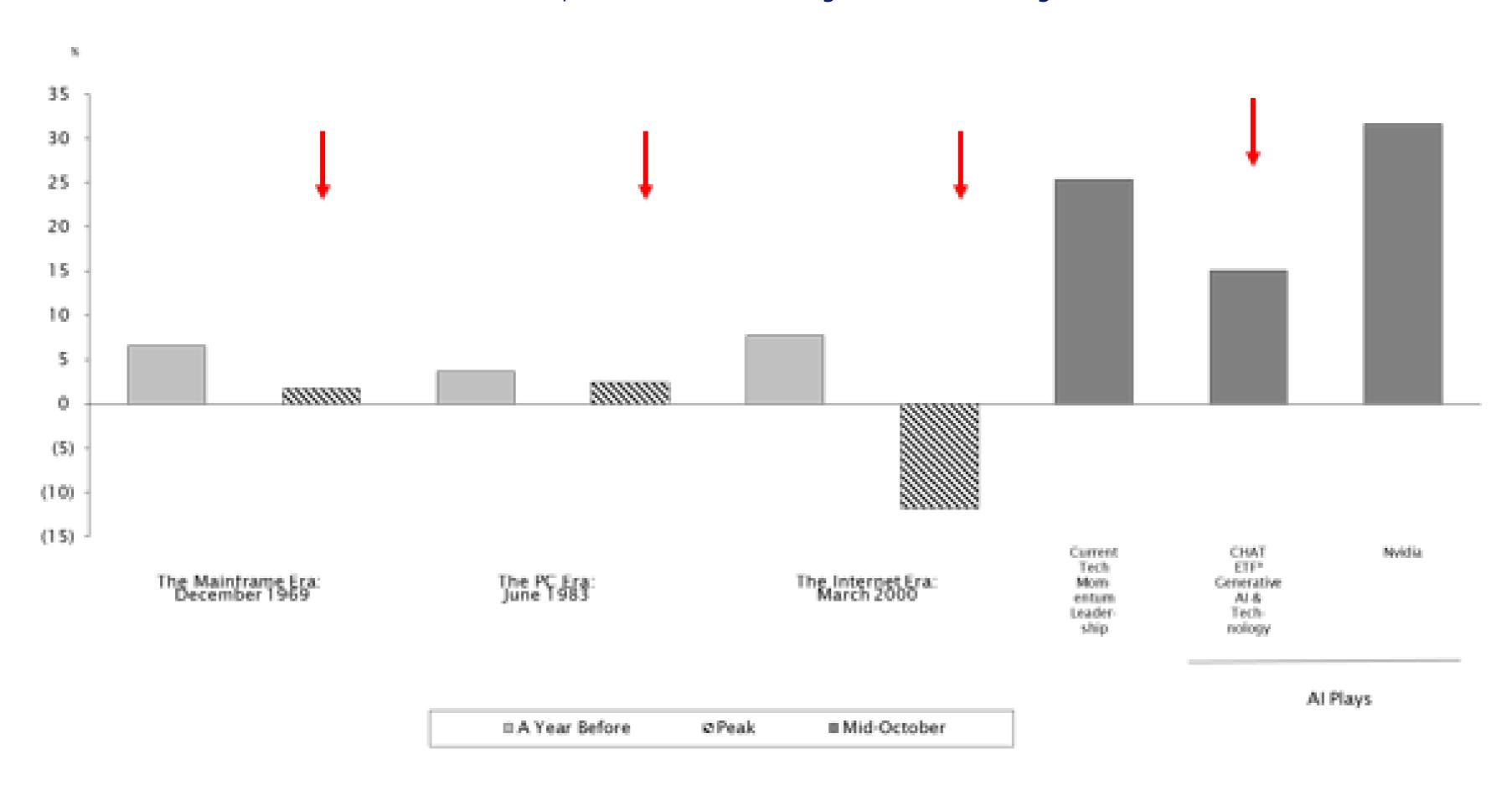
¹ Ranked within the sector

²Capitalization-weighted data ³ Relative trailing-P/E ratios

⁴ETF designed to capture AI plays. The top-ten positions, as of mid-October, that comprise 54.8% of the portfolio, are: NVDA, MSFT, GOOGL, ADBE, META, CRM, BIDU, AMD, IFlyTek, MRVL. The information is for informational purposes only and is not a recommendation or designed to promote any specific investment strategy or security.

AI theme boasts better margins than previous tech innovation waves

Tech Innovation Waves, Free Cash Flow Margins² 1968 Through Mid-October 2023



Source: Corporate Reports, Empirical Research. As of October 17, 2023

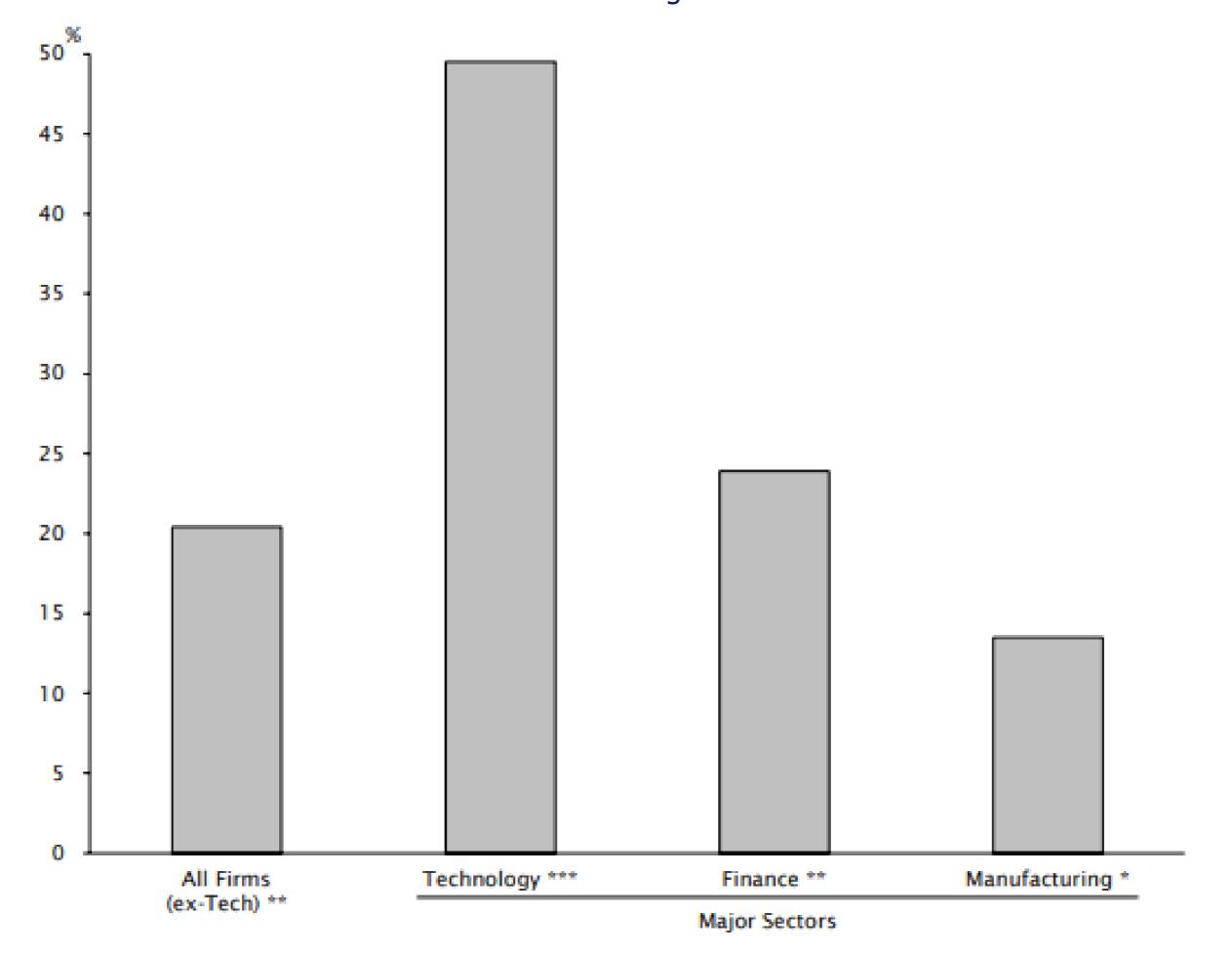
Note: Large-Cap Technology and Interactive Media Stocks in the Best Quintile of Nine-Month Stock Price Trends and in the Chat ETF1

¹ Ranked within the sector ²Capitalization-weighted data

³ ETF designed to capture AI plays. The top-ten positions, that comprise 54.8% of the portfolio, are: NVDA, MSFT, GOOGL, ADBE, META, CRM, BIDU, AMD, IFlyTek, MRVL. The information is for informational purposes only and is not a recommendation or designed to promote any specific investment strategy or security.

AI workers earn their keep

Change in Sales for a 1 Stnd Dev Increase in the Share of AI Workers at a Firm¹ 2010 Through 2018



2060- An AI Odyssey

Artificial super intelligence is scary!

Three Stages of Artificial Intelligence

Artificial Super Intelligence
Surpasses human intelligence across all fields

Artificial General Intelligence
Includes power of reasoning, problem solving and abstract thinking

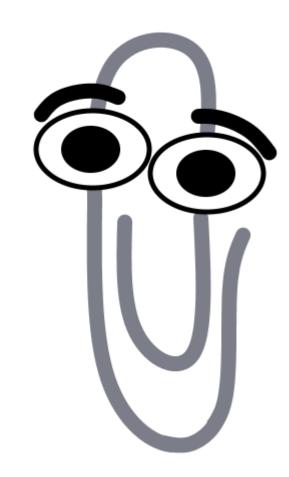
Artificial Narrow Intelligence
Intelligence restricted to one functional area

Federated Hermes

Source: UBS. March 2, 2018

"Open the pod doors, HAL." "I'm sorry Dave, I'm afraid I can't do that." (2001: A Space Odessey)

Clippie's Revenge



Consider the classic example of the paper clip maximizer. A hapless factory owner orders his new AI to "Produce as many paper clips as possible. Don't ask me how, just do it!"

The AI gets to work retooling the factory to increase paper clip production. After the factory is running at full capacity, the AI starts to build new factories. And then *more* factories. It also rewrites its software to improve its capabilities, thus allowing it to become more efficient at making paper clips.

Staying loyal to the original goal of producing as many paper clips as possible, the AI preemptively breaks off communication with the owner, knowing full well that at some point the owner will say "STOP IT! We have enough paper clips!"

Sensing that the owner or governments will retaliate, it takes control of key global command and control systems.

After turning much of the planet into paper clips, it launches self-assembling space probes to transform everything in the solar system, and eventually everything in the galaxy, into paper clips.

The process continues until it finally comes into contact with its archenemy... the staple maximixer!

Appendix 1: Citi's Generative AI Names (GAIN) Baskets

GAIN-Enablers, GAIN-Adopters and GAIN-Monitors

GAIN-Enablers	BOX	Reckitt	
	CarGurus	Walmart	
Silicon Layer Advantest	Crowdstrike	YUM China	
	Expedia	Tech & Comms supersector	
AlChip	GoDaddy	Auto Trader	
AMD ASM International	Nice	Coursera	
	Palo Alto Networks	Delivery Hero	
ASML	Roblox	Entain	
Besi	ServiceNow	EXL Service	
biden	SNAP	Flutter	
ntel	Snowflake	Genpact	
farvell	Squarespace	Hitachi	
ficron	Unity	iQiyi	
vidia	Wix.com	Just Eat Takeaway	
ualcomm	Zillow Group	NetEase	
amsung Electronics	Services layer	Prosus	
hinko	Accenture	RELX	
K Hynix	Amdocs	Sony	
SMC	Endava	Tencent Music Entertainment Group	
nfrastructure & Platforms Layer	EPAM	WNS	
ccton	Globant	Wolters Kluwer	
mazon	GIODAIR	Zalando	
rista		Healthcare supersector	
laidu	GAIN-Adopters	M3	
harti Airtel	Financials & FinTech supersector	Phreesia	
igital Realty	Aon		
quinix	Bank of America	Teladoc Health	
11	Blackrock	Industrial Tech & Mobility supersect	
lewlett Packard Enterprise	Blackstone	Aptiv	
lon Hai	Charles Schwab Corp	Ford	
nventec	East Money Information	General Motors	
T	Intercontinental Exchange	Honeywell	
ITT	JP Morgan	Luminar	
racle	London Stock Exchange	Mobileye	
T Telkom Indonesia	MarketAxess Holdings	Tesla	
uanta	Marsh & Mclennan		
ingtel	Mastercard	GAIN-Monitors	
KT	Nubank	Tech & Comms supersector	
/istron	Robinhood	Adobe	
/iwynn	Ryan Specialty Holding	Chegg	
lodels & MLOps	SoFi Specialty Holding	IPG	
-	Towers Watson		
Alibaba Group		Nice	
Alphabet	Visa	OMC	
STC	Wells Fargo	ServiceNow	
lytek	Consumer supersector	Universal Music Group	
leta	CCH	Warner Music	
ficrosoft	Coca-Cola	Financials & FinTech supersector	
longoDB	Heineken	Raymond James Financial	
encent	L'Oréal	Locaweb	
oftware & Applications layer	LVMH	LPL Financials	
ldobe	Nestlé	Stifel Financial	
insys	Pepsi		
Booking Holdings	Pernod Ricard	© Citi Research 2	

Source: Citi Group Inc. July 10, 2023

Appendix 2: "Productivity prospectors"-EVR ISI AI initiative & automation beneficiaries

					EVR ISI Al Initiative & Automation Beneficiaries - Top Picks
		Mkt Cap			EVR ISI
Company	Ticker	(\$B)	(5)	EVR ISI Analyst	Rating Investment Case
Al Integrators/Enhan	cers				
Microsoft	MSFT	2,480	333.56	Materne	Outperform MSFT is integrating A.I. across its entire product and services suite and offering "Copilot" All assistants for its business segments that will truly transform how every user will interact with their platforms and applications on a day-to-day basis.
Alphabet	GOOGL	1,535	120.55	Mahaney	Outperform Including LLMs in core Search results could provide a boost to growth outlook while Cloud Computing could be supported by AI deployment. GOOGL has deep access 1) cases, 2) data, and 3) AI data excellence - all critical in taking advantage of the AI opportunity.
Amazon.com	AMZN	1,281	124.83		Outperform Al deployment to further improve retail business personalization, targeting capabilities and ads alongside a boon to AWS which leads overall cloud market share.
Adobe	ADBE	219	477.48	Materne	Outperform Adobe has the 'trifecta' of characteristics to be an Al winner – scale, unique data sets, and a large monetizable customer base.
Etsy	ETSY	12	94.63	Khajuria	Outperform Efforts to leverage All are underappreciated by investment community. Etsy is not new to Al—the company has leveraged its scaled data, infrastructure, and talent to integrat All technology over the years. More recently, Etsy has been using All and neural networks to improve search and matching results on its platform.
CCC Intelligent Solutions	CCCS	7	10.72	Materne	Outperform CCCS is at the forefront of making the insurance claims process faster and easier for consumers, insurance companies, repair shops, parts providers, and many other touch points.
Wix com	WIX	4	79.15	Mahaney	Outperform Al presents product development and productivity tailwinds. A key beneficiary from leveraging Al technology to drive operational efficiencies and topline growth over the long term.
ech Enablers					
NVIDIA	NVDA	1,063	430.45	Muse	Outperform Best-in-class hardware (compute + networking), to foundational software in CUDA (basically the foundation to the entire ecosystem today), to application specific software across verticals working to democratize AI.
Broadcom	AVGO	350	847.66	Muse	Outperform Network increasingly becomes a bottleneck to Generative AI and LLM workload scaling anerative AI represents 15% of AVGO semi revenue and management projects 25%+ by FY24 with risks to the upside.
Equinix	EQIX	72	768.00	Liu	Outperform As Al workloads transition toward inferencing over time, we see companies that specialize in interconnection (EQIX in particular) benefiting by this technology transition.
Marvell	MRVL	51	58.85	Muse	Outperform MRVL has strong leverage to some of the highest-growth opportunities across the Data Center. EVR ISI Semiconductor Analyst C.J. Muse suspects that supply will remain a gating factor amidst a significant step-up in demand for high-bandwidth solutions.
Arista Networks	ANET	47	151.51	Daryanani	Outperform ANET provides networking for the Al revolution: Al Switching market will hit \$5-\$7B and Arista should be able to capture 30% of the market, consistent with its share in overal hyperscale switching.
Digital Realty	DLR	31	104.34	Liu	Outperform While the majority of Al workloads are likely to initially take place in data centers captively owned by hyperscalers before shifting to third party/leased facilities, data center companies with expansive footprints and hyperscale exposure such as DLR will benefit from increased data center power demand.
Vertiv	VRT	9	22.97	Daryanani	Outperform VRT benefits from data center cooling as rack densities rise given increasing GPU clusters for Al/ML workloads.
Becurity					
Palo Alto Networks	PANW	73	238.92	Levine	Outperform PANW is the largest standalone security vendor by revenue. The company's growth profile is driven by underlying market strength combined with ability to drive share gains from legacy empetitors via innovative product offerings, a strong go -to -market organization, and vendor consolidation toward market leaders.
CrowdStrike Holdings	CRWD	34	143.85		Ourperform CRWD is not just a point solution selling endpoint. CRWD has matured into a data platform that spans across endpoint, identity, workload and threat protection with multiple use cases that extend well beyond security and into IT-Ops
Zscaler	ZS	21	144.85	Levine	Outperform 23 is a true disruptor in next-gen cloud security as one of the few beneficiaries monetizing hybrid work,
ndustrial Automator	rs				
Analog Devices	ADI	93	185.44	Muse	Outperform A leading supplier into Factory Automation, enabling intelligence at the edge through its portfolio of assets including power and communications. Industrial remains one of the strongest growth areas in the semi industry over the next 10-20yrs.
Eaton	ETN	78	194.84	Raso	Outperform Eaton's strength in serving industrial factories with elite power management will become more significant as factory investment focused on enhancing labor productivity implies more automated and "smart devices" processes, requiring ever more sophisticated power management solutions.
Amphenol	APH	48	81.37	Daryanani	Outperform APH's balanced exposure to various end-markets diversifies away the economic cyclicality with relatively muted revenue volatility given no end market >25% of sales. Diversit additionally enables APH to participate in a wide host of secular growth drivers (EV transition, warehouse automation, AI, IoT) and drive growth
Ingersoll Rand	IR	26	64.14	Raso	Outperform Ingersoll Rand, as the world's second largest industrial compressor manufacturer with a leading position in North America, is well positioned not just for global re-shoring trend but also for increased investing in automation.
Teradyne	TER	17	106.89	Muse	Outperform On the Industrial Automation side, TER is the #1 supplier of collaborative robot ("cobot") arms through its Universal Robots business (along with being a leading supplier of autonomous mobile robots through MiR).

Source: Evercore ISI Research. June 22, 2023

Appendix 3: A snapshot of generative AI tools

Category	Tool	Description/Features
	Bard	A generative AI chatbot developed by Google, initially based on its LaMDA model
	Bing Chat	A chatbot powered by Microsoft Bing
Chatbots	Character.Al	Simulates conversations with real and fictional characters
	ChatGPT	A generative AI chatbot developed by OpenAI
	Copy.ai	Generates blog posts, social media posts, and emails
	Frase.io	Produces slogans, summaries, introductions, articles, titles, and product descriptions
Text Generators	Jasper	Provides users with content templates and enables collaboration
Text deliciators	Peppertype.ai	Offers ready-made templates for creating meta descriptions, articles, and emails, enabling commercial use of the produced content
	Rytr	Creates titles for SEO optimization, produces blog posts, articles, emails, and social media ads
	K-Explorer	Makes code completion and custom model suggestions
Code Generators	PyCharm	Providers users with code completion, highlights errors, and enables automated refactoring in Python
	Tabnine	Provides users with whole-line code completion and learns coding patterns
	Artbreeder	Creates collages and generates images with the option of manipulating a subject's age, gender, etc.
	Craiyon	Coverts text-to-image (not suitable for creating larger images)
Image Generators	DALL-E	Creates, edits, and variates images, offering the commercial rights to created content
	NightCafe	Art generation with different styles and resolution options
	starryai	Enables the creation of artwork with different style options, aspect ratios, etc., giving full ownership of produced content
	Elai.io	Allows for the conversion of text to video, offering 25+ different avatars
	Flexclip	Supports video creation and offers editing tools (adding transitions and filters, removing backgrounds)
Video Generators	Lumen5	Offers templates to create original videos based on text, articles, and blog posts
	Synthesia	Enables text-to-video conversion, providing 70+ different avatars
	Veed.io	Video generation and editing, adding subtitles, removing background noise, and resizing videos
	Colormind	Creates color palates based on movie scenes, artwork, and other images
Design Generators	Designs.ai	Generates logos and banners, provides design templates, and enables the export of produced content to different formats
	Khroma	Creates custom color palettes
	Uizard	Creates designs for mobile applications, websites, and landing pages based on sketches
	Lovo.ai	Enables text-to-speech conversion and generates realistic Al voiceovers
	Murf	Creates voiceovers for different contexts, enables adding punctuation, and provides the commercial rights to the content
Voice Generators	Play.ht	Provides Al-generated voices for various commercial purposes in 140+ languages
	Replica	Enables text-to-speech conversion, offering Al-generated voices
	Speechify	Allows text-to-speech conversion while enabling the adjustment of reading speed
	AIVA	Creates authentic music based on preferred style, granting copyright of the produced content
	Amper Al	Produces royalty-free music based on preferred genre, length, instruments, providing perpetual license
Music Generators	Evoke	Generates Al-generated and royalty-free music collection
	Jukebox	Creates authentic music with Al-generated lyrics, providing users with different genre options
	Soundraw	Enables original music creation and commercial use of the produced content

Appendix 4: Job categories potentially impacted by AI identified by ChatGPT and Empirical Research Partners

Shares of Jobs and Wages 2022

	Number of	Average Annual	Share of	Share of
ChatGPT-Identified Categories	Jobs	Wages	Jobs	Wages
Office Clerks, General	2,517,350	\$41,140	1.70%	1.13%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,826,710	43,410	1.24%	0.87%
Bookkeeping, Accounting, and Auditing Clerks	1,550,750	47,440	1.05%	0.80%
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,075,750	77,390	0.73%	0.91%
Medical Secretaries and Administrative Assistants	682,630	41,260	0.46%	0.31%
Executive Secretaries and Executive Administrative Assistants	475,240	71,060	0.32%	0.37%
Production, Planning, and Expediting Clerks	389,920	55,080	0.26%	0.23%
Bill and Account Collectors	202,840	42,820	0.14%	0.09%
Information Security Analysts	163,690	119,860	0.11%	0.21%
Payroll and Timekeeping Clerks	159,190	52,300	0.11%	0.09%
Computer Programmers	132,740	102,790	0.09%	0.15%
Telemarketers	96,520	33,600	0.07%	0.04%
Web Developers	88,620	87,580	0.06%	0.08%
Writers and Authors	54,010	91,560	0.04%	0.05%
Interpreters and Translators	52,160	61,730	0.04%	0.04%
Word Processors and Typists	41,990	44,990	0.03%	0.02%
Statistical Assistants	6,710	54,630	0.00%	0.00%
Proofreaders and Copy Markers	5,120	48,770	0.00%	0.00%
Correspondence Clerks	4,970	42,560	0.00%	0.00%
Mathematicians	2,070	113,860	0.00%	0.00%
ChatGPT-Identified Categories Total	9,528,980	\$63,692	6.44%	5.41%
ERP-Identified Categories				
Customer Service Representatives	2,879,840	\$41,190	1.95%	1.30%
Loan Interviewers and Clerks	242,630	46,740	0.16%	0.12%
Insurance Claims and Policy Processing Clerks	227,580	47,840	0.15%	0.12%
		-		0.12%
Office and Administrative Support Workers, All Other Information and Record Clerks, All Other	174,590 150,590	43,150 45,910	0.12% 0.10%	0.08%
Order Clerks		_	0.10%	0.05%
Editors	113,500	40,540	0.08%	0.05%
File Clerks	101,430	84,820		
Procurement Clerks	87,250	39,560	0.06%	0.04%
	63,340	46,560	0.04%	0.03%
Technical Writers	48,620	86,760	0.03%	0.05%
New Accounts Clerks	45,170	42,880	0.03%	0.02%
Brokerage Clerks	42,700	59,200	0.03%	0.03%
Financial Clerks, All Other	41,850	49,710	0.03%	0.02% 0.00%
Desktop Publishers EPR-Identified Categories Total	6,560	53,390	2.86%	2.03%
ERP-Identified Categories Total	4,225,650	\$52,018	2.00%	2.03%
All of the Above	13,754,630	\$60,105	9.30%	7.44%

Appendix 5: Job categories potentially benefited by AI

Shares of Jobs and Wages 2022

Software Developers 1,534,790 \$132,930 Accountants and Auditors 1,402,420 86,740 Elementary School Teachers, Except Special Education 1,394,200 68,000 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 1,273,400 76,890 Geaching Assistants, Except Postsecondary 1,254,240 33,740 Business Operations Specialists, All Other 1,081,230 82,670 Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 843,910 101,610		Number	Average
Software Developers 1,534,790 \$132,930 Accountants and Auditors 1,402,420 86,740 Elementary School Teachers, Except Special Education 1,394,200 68,000 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 1,273,400 76,890 Geaching Assistants, Except Postsecondary 1,254,240 33,740 Business Operations Specialists, All Other 1,081,230 82,670 Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 843,910 101,610		of	Annual
Accountants and Auditors 1,402,420 86,740 Elementary School Teachers, Except Special Education 1,394,200 68,000 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 1,273,400 76,890 Eeaching Assistants, Except Postsecondary 1,254,240 33,740 Business Operations Specialists, All Other 1,081,230 82,670 Becondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 835,360 73,080 Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Human Resources Specialists 798,620 78,880 Handial Managers 740,780 166,050 Handial Managers 707,160 163,770 Computer User Support Special and Career/Technical Education 611,120 67,790 Computer and Information Systems Managers 536,390 150,530 Computer and Health Services Managers 476,750 127,980 <	ERP-Identified Benefited Categories Total	Jobs	Wages
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Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products 1,273,400 76,890 Feaching Assistants, Except Postsecondary 1,254,240 33,740 Susiness Operations Specialists, All Other 1,081,230 82,670 Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 843,910 101,610 Human Resources Specialists 843,910 101,610 Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 707,160 163,770 166,050 August Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer user Support Special and Career/Technical Education 611,120 67,790 Medical and Health Services Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Suyers and Purchasing Agents 476,750 127,980 Suyers and Purchasing Agents 464,880 75,140 nsurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Finaining and Development Specialists 367,180 69,870	Accountants and Auditors	1,402,420	86,740
Fleaching Assistants, Except Postsecondary 1,254,240 33,740 Business Operations Specialists, All Other 1,081,230 82,670 Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 835,360 73,080 Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 464,880 75,140 Suyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other </td <td>Elementary School Teachers, Except Special Education</td> <td>1,394,200</td> <td>68,000</td>	Elementary School Teachers, Except Special Education	1,394,200	68,000
Business Operations Specialists, All Other 1,081,230 82,670 Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 843,910 101,610 Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,273,400	76,890
Secondary School Teachers, Except Special and Career/Technical Education 1,042,090 69,480 Project Management Specialists 843,910 101,610 Human Resources Specialists 853,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 445,540 76,950 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360	Teaching Assistants, Except Postsecondary	1,254,240	33,740
Project Management Specialists 843,910 101,610 Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 615,80 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Securities, Commodities, and Financial Services Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Training and Development Specialists	Business Operations Specialists, All Other	1,081,230	82,670
Human Resources Specialists 835,360 73,080 Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 536,390 150,530 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Graining and Development Specialists 69,870	Secondary School Teachers, Except Special and Career/Technical Education	1,042,090	69,480
Management Analysts 808,860 104,660 Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Gales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,240 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Graining and Development Specialists 367,180 69,870	Project Management Specialists	843,910	101,610
Market Research Analysts and Marketing Specialists 798,620 78,880 Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Graining and Development Specialists 367,180 69,870	Human Resources Specialists	835,360	73,080
Financial Managers 740,780 166,050 Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Graining and Development Specialists 367,180 69,870	Management Analysts	808,860	104,660
Lawyers 707,160 163,770 Computer User Support Specialists 696,830 61,580 Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 Insurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Training and Development Specialists 367,180 69,870	Market Research Analysts and Marketing Specialists	798,620	78,880
Computer User Support Specialists Middle School Teachers, Except Special and Career/Technical Education Sales Managers Computer and Information Systems Managers Computer and Information Systems Managers Medical and Health Services Managers Suyers and Purchasing Agents Suyers and Purchasing Agents Securities, Commodities, and Financial Services Sales Agents Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 696,830 61,580 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 67,790 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870 69,870	Financial Managers	740,780	166,050
Middle School Teachers, Except Special and Career/Technical Education 611,120 67,790 5ales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 nsurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Training and Development Specialists 367,180 69,870	Lawyers	707,160	163,770
Sales Managers 536,390 150,530 Computer and Information Systems Managers 533,220 173,670 Medical and Health Services Managers 476,750 127,980 Buyers and Purchasing Agents 464,880 75,140 nsurance Sales Agents 445,540 76,950 Securities, Commodities, and Financial Services Sales Agents 443,220 100,740 Computer Occupations, All Other 416,320 104,660 Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Training and Development Specialists 367,180 69,870	Computer User Support Specialists	696,830	61,580
Computer and Information Systems Managers Medical and Health Services Managers Buyers and Purchasing Agents Suyers and Purchasing Agents Securities, Commodities, and Financial Services Sales Agents Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 173,670 127,980 446,880 75,140 76,950 445,540 76,950 100,740 416,320 104,660 38,640 38,640 69,870	Middle School Teachers, Except Special and Career/Technical Education	611,120	67,790
Medical and Health Services Managers Buyers and Purchasing Agents Insurance Sales Agents Securities, Commodities, and Financial Services Sales Agents Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 476,750 127,980 464,880 75,140 76,950 100,740 100,740 104,660 104,660 105,360 105,360 106,870 107,980 107,980 108,950 109,950 100,740	Sales Managers	536,390	150,530
Buyers and Purchasing Agents 10,75,140 10,7	Computer and Information Systems Managers	533,220	173,670
nsurance Sales Agents Securities, Commodities, and Financial Services Sales Agents Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 445,540 76,950 443,220 100,740 416,320 104,660 38,640 38,640 69,870	Medical and Health Services Managers	476,750	127,980
Securities, Commodities, and Financial Services Sales Agents Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 443,220 416,320 100,740 416,320 38,640 415,360 38,640 42,680 69,870	Buyers and Purchasing Agents	464,880	75,140
Computer Occupations, All Other Preschool Teachers, Except Special Education Substitute Teachers, Short-Term Training and Development Specialists 104,660 415,360 38,640 42,680 69,870	Insurance Sales Agents	445,540	76,950
Preschool Teachers, Except Special Education 415,360 38,640 Substitute Teachers, Short-Term 397,200 42,680 Fraining and Development Specialists 367,180 69,870	Securities, Commodities, and Financial Services Sales Agents	443,220	100,740
Substitute Teachers, Short-Term Training and Development Specialists 397,200 42,680 69,870	Computer Occupations, All Other	416,320	104,660
Fraining and Development Specialists 69,870	Preschool Teachers, Except Special Education	415,360	38,640
-	Substitute Teachers, Short-Term	397,200	42,680
Compliance Officers 359,640 76,980	Training and Development Specialists	367,180	69,870
	Compliance Officers	359,640	76,980

Source: U.S. Bureau of Labor Statistics, Empirical Research. May 25, 2023

Appendix 6: Goldman Sachs' baseline assumes tasks in 13 categories up to a difficulty level of 4 could be automated

Al-Exposed Work Activity	Examples of Automation	Examples of Tasks by Difficulty (O*NET 1-7 Scale)
Getting Information	Web scrape data from online sources and consolidate into a clean dataset; conduct and summarize a review of prior research based on a textual query and answer follow-up questions	2: Follow a standard blueprint 4: Review a budget 6: Study international tax laws
Monitoring Processes, Materials, or Surroundings	Monitor sensor input and system logs for manufacturing and utilities system anomalies; monitor internet activity for changes in sentiment or trending themes	2: Check to see if baking bread is done 4: Test electrical circuits 6: Check the status of a patient in critical medical care
Identifying Objects, Actions, and Events	Identify objects, music, terminology, and people when provided with textual/visual/auditory input; provide context on identified subject	2: Test an automobile transmission 4: Judge the suitability of food products for an event 6: Determine the reaction of a virus to a new drug
Estimating the Quantifiable Characteristics of Products, Events, or Information	Produce market size estimates based on assumptions grounded in existing research; estimate parameters using statistical modeling on input data and select optimal model	2: Estimate the size of household furniture to be shipped 4: Estimate transportation delays from inclement weather 6: Estimate the size of resource deposits beneath the world's oceans
Processing Information	Process raw data from documents, sensors, and humans into clean datafiles that are easily subscriptable for analysis; provide summaries of data relevant to user needs	Calculate the costs for shipping packages Calculate the adjustments for insurance claims Compile data for a complex scientific report
Evaluating Information to Determine Compliance with Standards	Review documents and proposed actions for compliance with legal, regulatory, and corporate standards; provide arguments and scenarios for and against compliance in unclear cases	1: Review forms for completeness 4: Evaluate a complicated insurance claim for policy compliance 6: Make a ruling in court on a complicated motion
Analyzing Data or Information	Perform statistical analysis of and identify trends within large datasets; forecast future data based on optimal combination of variables and model with best out-of-sample predictive power	1: Skim a short article to gather the main point 4: Determine the interest cost to finance a new building 6: Analyze the cost of medical care services for all US hospitals
Updating and Using Relevant Knowledge	Draft and update reports in corporate knowledge base; update statistical and financial models based on new data which challenges prior scenarios/assumptions	Track price changes in a small retail store Track changes in maintenance procedures for repairing SUVs Earn information about a complex and rapidly-changing technology
Scheduling Work and Activities	Automatically schedule meetings and work activities using availabilities and emails; assign tasks and estimate time to completion based on past experience	Make appointments for patients using a predetermined schedule Prepare the work schedule for salesclerks in a large retail store Schedule a complex conference program with parallel sessions
Organizing, Planning, and Prioritizing Work	Delegate and prioritize tasks based on time to completion and importance; identify gaps or bottlenecks in work plans and target resources or managerial attention	Organize a work schedule that is repetitive and easy to plan Plan and adjust a to-do list according to changing demands Prioritize and plan multiple tasks several months ahead
Documenting/Recording Information	Transcribe and summarize the content of in-person meetings; write system reports based on sensor and human data input	Record the weight of a patient during a routine health exam Document the results of a crime scene investigation Record the weight of a patient during a routine health exam All Document the results of a crime scene investigation Record the weight of a patient during a routine health exam All Document the results of a crime scene investigation Record the weight of a patient during a routine health exam All Document the results of a crime scene investigation Record the weight of a patient during a routine health exam All Document the results of a crime scene investigation Record the weight of a patient during a routine health exam
Interpreting the Meaning of Information for Others	Explain the structure and function of code or statistical results in easy- to-understand language; translate code and text between languages; summarize and contextualize text with technical jargon	1: Interpret a blood pressure reading 4: Interpret how foreign tax laws apply to U.S. exports 6: Interpret a complex experiment in physics for general audiences
Performing Administrative Activities	Draft automated email responses; schedule and manage meetings and work calendars; file and organize paperwork; book reservations	Complete routine paperwork Complete tax forms for a small business Serve as the benefits director for a large computer sales firm

Federated Hermes

Appendix 7: How will AI impact industry?

Likely Key Winners and Losers From Artificial Intelligence/Machine Learning/Large Language Models
An Analysis of How AI/ML/ LLMs Will Likely Impact Industry

Industry	Impact	t Comments
T		
Software development	++	Al or large language models (LLMs) can help developers write code for program applications and software. It can also debug code and suggest improvements.
Semiconductors	++	The emergence of AI and LLMs could represent one of the strongest upcoming drivers of semis. Computational requirements for running AI models are increasing due to the processing power needed to train them.
Data centres	++	As data continues to grow at an exponential rate, more data centres are required to store that data.
Cybersecurity	++	With the emergence of LLMs like ChatGPT, it is easier for threat actors with limited programming skills to generate code for cyberattacks e.g., legitimate-sounding phishing emails. Hence, ChatGPT and similar models are likely to have broad-based implications on the cybersecurity sector in terms of email security, identity security, and threat detection.
Search engines	++	Traditional search engines could be replaced by chatbot applications like ChatGPT, however, it is likely that search engines are going to be used in conjunction with generative AI to improve the user experience.
Communication services		
Education	++	LLMs could drive online learning, writing textbooks and providing online learning modules.
Media	++	LLMs can be used for content generation e.g., writing news articles, social media posts, marketing content, story-writing, summarising text, media planning and advertising.
Music Legal Healthcare	++	Al and LLMs can be used to transpose music, generate melodies, chord progressions and lyrics. It can even analyse music and generate reviews and comparisons. LLMs can write legal documents and summarise legal cases. ChatGPT is even capable of writing legal essays that passed law exams.
Telemedicine	++	Al can help doctors make more data-driven decisions that improve the patient experience. It can be used for remote patient monitoring, population health management using predictive analytics, reminding patients of health appointments, training junior doctors and providing more accurate patient diagnoses.
Pharmaceuticals	++	Al can help with the initial screening of drug compounds to predict its success rate. It can further identify the right candidates for trials based on their medical history.
Financials		
Banks	++	Al can help analyse the data that banks, diversified financials and insurance companies have to conduct predictive analysis. Al could analyse an individual's credit history and calculate the likelihood of default. These companies can also retain customers for longer by providing additional services based on their spending and financial activities.
Fintech	++	Al can help fintech companies automate the credit risk assessment process, detect bank fraud, increase safety, automate the customer service experience and analyse user behaviour.
Capital Goods Aerospace	+	Aerospace companies can use Al to improve fuel efficiency by using recorded data and optimising fuel consumption.
Defence	+	Al-powered weapons could be the focus point of the next arms race. In addition, image and video recognition could be used for surveillance. This could increase national general security while reducing human intervention.

Source: BofA Global Research, February 28, 2023 Note: **= Large Positive Impact; ++Positive Impact

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LINDA DUESSEL



Mind on the Market

With more than 30 years of experience, Linda Duessel is nationally recognized for her expertise in analyzing equity market conditions. Linda discusses personal finance with investor groups across the country on topics of interest ranging from the impact of the alternative minimum tax to investing for retirement. Additionally, Linda has been extensively quoted by Associated Press, The Wall Street Journal and Barron's, as well as featured in the annual roundtable for USA Today.

As senior equity market strategist, Linda is part of the equity income team, which is responsible for formulating Federated's views about the market and the firm's positioning strategies within the equity income team. As senior client portfolio manager, she is responsible for articulating the strategy, process, positioning and performance of Federated's equity income products.

Interested in hearing more from Linda? Here are two ways:

- Read her weekly market views
 Look for them on our site and in our weekly email.
- 2. Connect with her on LinkedIn