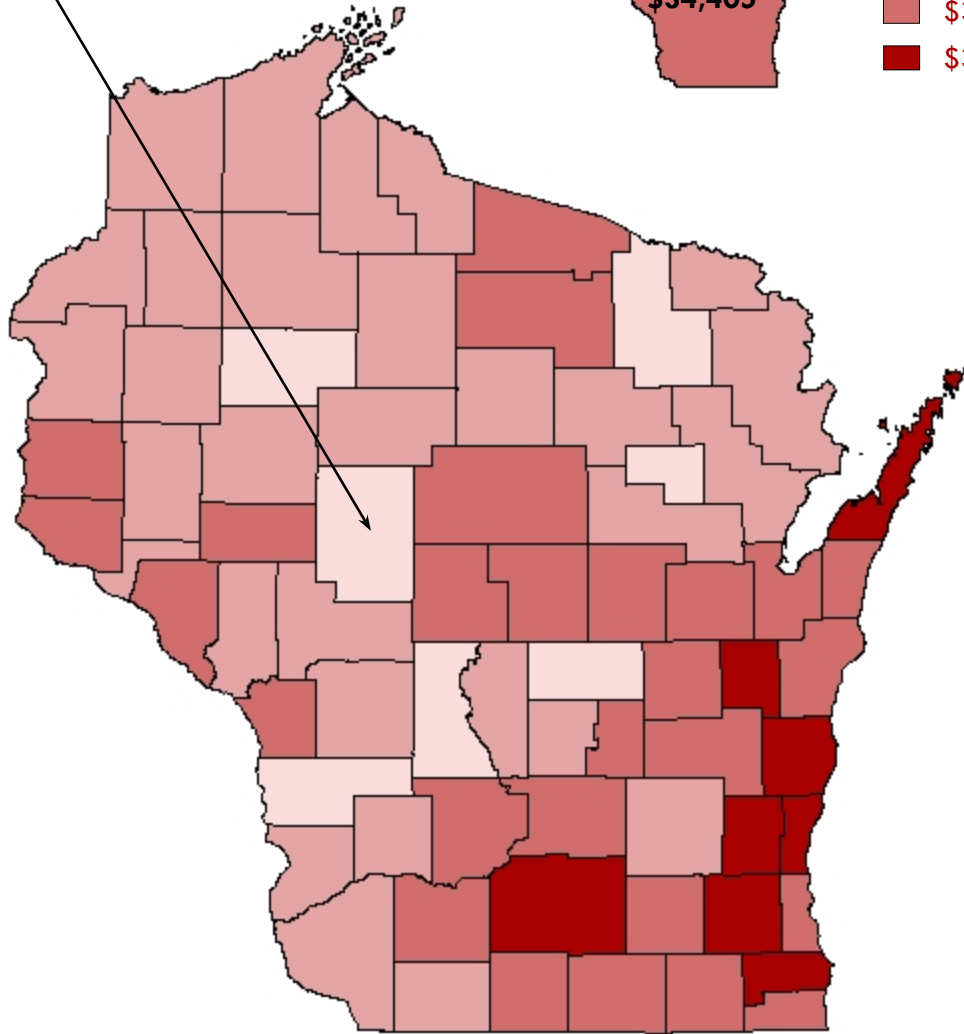


Clark County Workforce Profile

Per Capita Personal Income in 2006

Clark County
\$24,376



2008

Office of Economic Advisors

Wisconsin Department of Workforce Development
OEA-10602-P

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Population

Clark County grew by 922 residents from 2000 to 2007, for a total population of 34,479, according to the finalized estimates from Wisconsin's Department of Administration. The county's growth rate of 2.7 percent ranked it 57th amongst the state's 72 counties, one of the slowest growing counties in the state.

Thirty-five of the 46 municipalities in the county added population while ten had fewer residents and one experienced no change. Of the 13 incorporated places (7 cities and 5 villages) eight lost population. The City of Neillsville sustained the greatest reduction in population since 2000 with the loss of 79 residents while the greatest increase occurred in the contiguous Town of Pine Valley with the addition of 131 residents. The areas adding the most residents are dispersed throughout the county, but are generally within commuting distance of the cities located in the county and in neighboring counties.

Clark County is only one of six counties in the state to have more out-migration than in-migration. Since 2000 population changes from net migration include a loss of 507 residents while the county added 1,429 residents from natural change (3,663 births vs. 2,234 deaths). Population change from births out-numbering deaths is likely to continue since the county's birthrate is increasing and ranked 2nd highest in the state in 2007.

Despite this population growth, the county still faces workforce issues. The baby boomers, commonly defined

Clark County's Ten Most Populous Municipalities

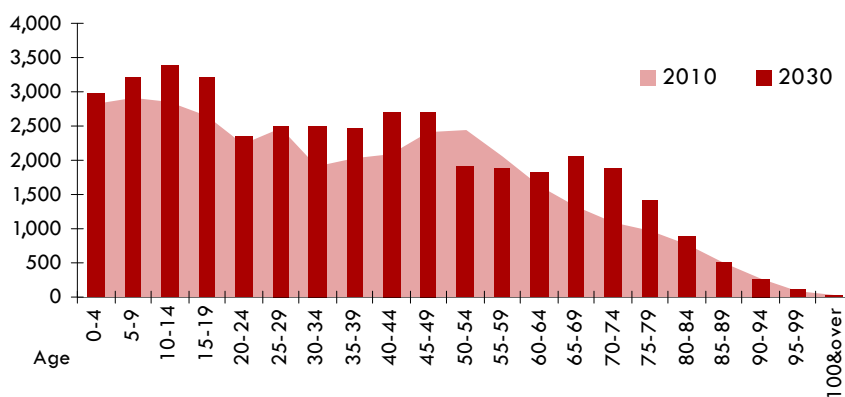
| | April 2000 Census | Jan.1, 2007 Estimate | Numeric Change | Percent Change |
|----------------------|----------------------|-------------------------|-------------------|-------------------|
| United States | 281,421,906 | 300,888,812 | 19,466,906 | 6.9% |
| Wisconsin | 5,363,715 | 5,647,000 | 283,285 | 5.3% |
| Clark County | 33,557 | 34,479 | 922 | 2.7% |
| Neillsville, City | 2,731 | 2,652 | -79 | -2.9% |
| Thorp, City | 1,536 | 1,546 | 10 | 0.7% |
| Abbotsford, City* | 1,412 | 1,389 | -23 | -1.6% |
| Fremont, Town | 1,190 | 1,304 | 114 | 9.6% |
| Loyal, City | 1,308 | 1,278 | -30 | -2.3% |
| Pine Valley, Town | 1,121 | 1,252 | 131 | 11.7% |
| Colby, City* | 1,156 | 1,233 | 77 | 6.7% |
| Greenwood, City | 1,079 | 1,065 | -14 | -1.3% |
| Grant, Town | 920 | 972 | 52 | 5.7% |
| Mayville, Town | 919 | 946 | 27 | 2.9% |

* Clark County portion only

Source: WI Dept. of Administration, Demographic Services, Population Est., July 2008

as those born from 1946 and 1964, is the largest generation the country has ever seen and they will be exiting the workforce in the coming years. In 2010, the average Clark County resident will be about 36.2 years old. Adding new residents from natural change is moderating the average-age climb Clark County, and the average will still be among the lowest of the state's 72 counties in 2010. By 2030, the average is expected to jump to 37.1 years. The baby boomers are such a large population component that their aging literally causes the county's average age to rise by about a year between 2010 and 2030, though this is a much smaller change than

Population by Age Cohorts in Clark County



In 2010, the average Clark County resident will be 36.2 years old.

In 2020, the average Clark County resident will be 36.3 years old.

In 2030, the average Clark County resident will be 37.1 years old.

Source: WI Dept. of Administration, Demographic Services, & WI DWD, OEA

most counties. The graph on the left not only demonstrates the 'weight' of this older population in Clark County, but also reflects the loss of young people who leave the area seeking more enticing opportunities or more excitement away from their "home town". Without attractive job prospects, young people move in pursuit of more education and better jobs.

The county faces a future that includes meeting the needs of an elderly population and a shortage of workers to replace those retiring. While it is now true that many baby boomers don't plan to fully retire, most will move into other positions. Studies show that only 5 percent of workers remain full-time in their pre-retirement positions, instead they pursue other interests and opportunities. Additionally, health care demands increase as the population ages.

Population & Labor Force

| Population Projections for Clark County | | | | | | |
|---|------------|-------|-------|--------|---------------------------------|---------------------|
| Age Group: | 0-15 | 16-34 | 35-54 | 55+ | Labor-Force- Aged Population | Total Population |
| Years | Population | | | | | |
| 2010 | 9,113 | 8,740 | 8,959 | 8,735 | 26,434 | 35,547 |
| 2020 | 9,924 | 9,333 | 8,725 | 10,249 | 28,307 | 38,231 |
| 2030 | 10,197 | 9,926 | 9,825 | 10,885 | 30,636 | 40,833 |
| Distribution of Labor-Force-Aged Population | | | | | | |
| 2010 | | 33.1% | 33.9% | 33.0% | 100.0% | |
| 2020 | | 33.0% | 30.8% | 36.2% | 100.0% | |
| 2030 | | 32.4% | 32.1% | 35.5% | 100.0% | |

Source: WI Dept. of Administration, Demographic Services

The table above illustrates the changes in Clark's population in the coming years. The labor force aged population (those 16 years old or older) is projected to continue growing, to 30,636 in 2030. But it isn't the total size of this group that raises issues, it is the demographic change within the group as we move through the next couple of decades. In 2010, the largest age cohort in the labor force aged population will be those aged 35 to 54, making up about 34 percent. By 2030, those 55 and older will make up almost 36 percent of Clark's labor force aged population. While this is still a much more balanced workforce age-wise than many counties around the state, the higher percentage of 55 and older workers is still worrying.

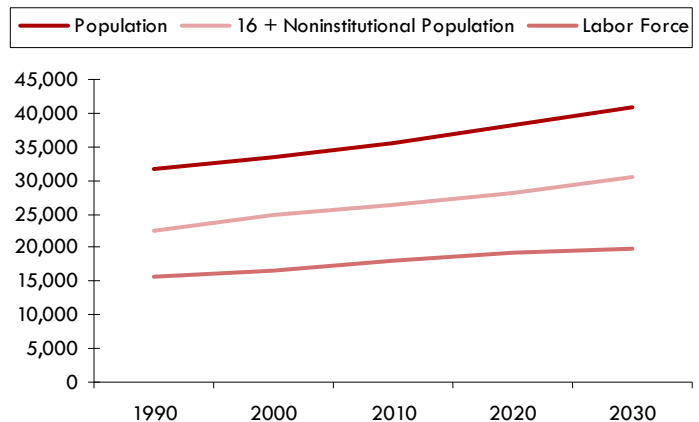
So what does this mean? We know that beginning at age 55, the rate at which people participate in the labor force begins to drop drastically. And if more and more of the labor force aged group is reaching 55 and over, then we can expect an increasing number of departures from the labor force, seriously impeding workforce growth. In fact, the 16 plus aged population is projected to grow by about 4,202 residents from 2010 to 2030, but the labor force is only expected to gain about 1,830 participants. Though it may not seem like it from the age demographics, losing these older workers from the labor force could cause definite problems. Given that the county has a negative net migration (more people leaving than moving in), depending on the next generations to fill those openings seems dicey.

As shown on the graph below, the labor force total is always below the total for the population from which it draws (the 16+ non-institutional population) simply because not everyone who could participate in the labor force chooses to do so. Beginning in 2010, the lines representing the labor force and the source population begin trending further away from each other. Despite

continued population growth, labor force growth slows to almost a flat trendline around 2020, to the degree that entrants into the workforce may not be numerous enough to fill the number of replacement openings left by retirees. Competition for workers to fill job openings will be fierce in this tighter labor market, and holding onto talent will become ever more critical. Clark County may well have to focus its efforts on drawing young

people from other counties to bolster its workforce, something which the net migration numbers show may prove difficult.

Clark County Historic and Projected Population and Labor Force



Source: WI DWD, OEA

| Labor Force Projections for Clark County | | | | |
|--|-------------|-------|-------|----------------------|
| Age Group: | 16-34 | 35-54 | 55+ | Total Labor Force |
| Years | Labor Force | | | |
| 2010 | 6,932 | 7,686 | 3,493 | 18,112 |
| 2020 | 7,232 | 7,536 | 4,373 | 19,141 |
| 2030 | 7,765 | 8,460 | 3,717 | 19,942 |
| Distribution of Labor Force | | | | |
| 2010 | 38.3% | 42.4% | 19.3% | 100.0% |
| 2020 | 37.8% | 39.4% | 22.8% | 100.0% |
| 2030 | 38.9% | 42.4% | 18.6% | 100.0% |

Source: WI DWD, OEA

Labor Force

Clark County is one of the younger counties in Wisconsin. It had a median age of 37.2 in 2007 according to U.S. Census Bureau estimates. As we will see, this has major implications for the available workforce in the area.

A county's labor force is an estimate of the resident workers available for employment. Since this is a "place of residence" measure, it only includes workers living in the county, regardless of whether they work within the county or not. The county labor force does not include commuters from outside the county.

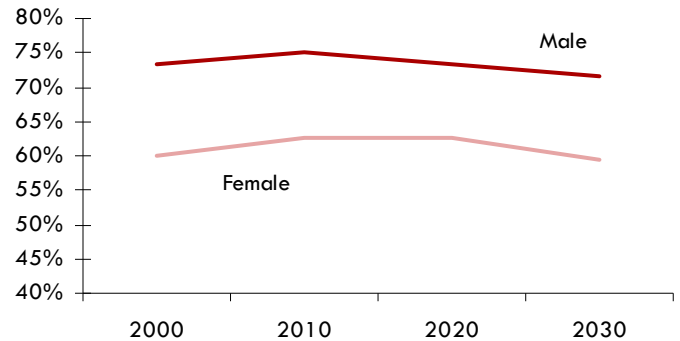
Basically, the labor force is the portion of the total population 16 years and older that is either working (classified as the "employed") or actively looking for work (the "unemployed"). A common misconception is that everyone not employed is considered unemployed. That is not the case. Those of workforce age who are not looking for work are not considered part of the labor force.

Another useful indicator is the labor force participation rate (LFPR) — the percentage of an area's 16 years and older, non-institutional population that is in the labor force. It gives us important information about an area's workforce, chiefly about the area's untapped potential workforce (given the right conditions to motivate non-entrants to join the labor force). Wisconsin is a state known for its high LFPR (possibly showing that with lower wages families need the dual incomes provided by two wage earners, though some also believe this rate is raised by the famous Wisconsin work ethic). In Clark's case, the LFPR was an estimated at about 72.7 percent in 2007, above the statewide average, and probably reflecting a need for dual incomes, given the low wages paid in the area.

As early as 2010, the LFPR starts trending dramatically downward for males, and by 2020 the female LFPR has followed suit. This means that even though the number of residents over 16 years old is expected to increase, a smaller and smaller percentage will be available for employment.

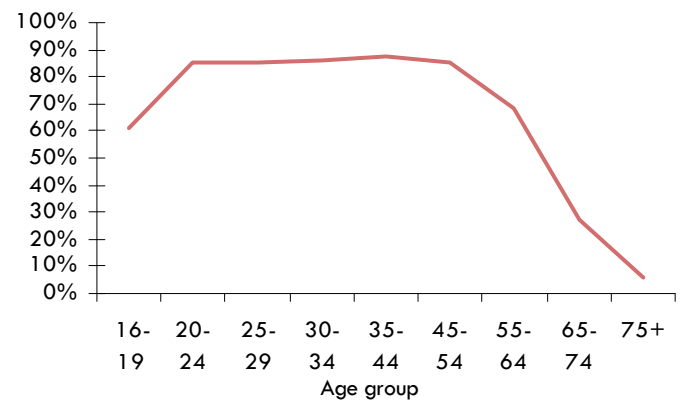
We can see why on the second graph above. Labor force participation rates begin to drop sharply around

Labor Force Participation Rates by Sex: 2000-2030



Source: WI DWD, OEA

Labor Force Participation Rates by Age in 2000



Source: Census 2000, SF-3

age 55. Reasons for this could range from the younger retirement ages in fields like construction and protective services, to an increased incidence of career ending illness or injury beginning at age 55. Regardless of causes, this trend will have a huge impact on an area's workforce.

The unemployment rate, which is the unemployed as a percentage of the total labor force, averaged 5.5 percent annually in 2007, up slightly over 2006, but still below preceding years. Clark County's unemployment rate is very seasonal, falling from February or March through June, as construction and tourism employers add jobs. There is a slight spike in June as schools recess for summer and the job market absorbs the students. Unemployment rates then fall to an October low. Afterwards the rate climbs to a typical seasonal peak in February or March, resuming the yearly cycle again.

Clark County Civilian Labor Force Data

| | 2003 | 2004 | 2005 | 2006 | 2007 |
|-------------------|--------|--------|--------|--------|--------|
| Labor Force | 18,342 | 17,636 | 17,681 | 17,863 | 18,631 |
| Employed | 17,223 | 16,638 | 16,689 | 16,896 | 17,606 |
| Unemployed | 1,119 | 998 | 992 | 967 | 1,025 |
| Unemployment Rate | 6.1% | 5.7% | 5.6% | 5.4% | 5.5% |

Source: WI DWD, Bur. of Workforce Training, Local Area Unemployment Statistics, 2008

Jobs & Wages

Clark County's average wage in 2007 was about 76 percent of the average wage in Wisconsin, though wages did grow faster than the statewide average from 2002 to 2007. Clark County's largest industry by far, both by employment and even more so by total payroll, is manufacturing. The average wage in manufacturing in Clark County, \$36,267, is about

77 percent of the state industry wage. The impact of this large sector on the local average wage likely accounts for much of the disparity between Clark County and the state.

While occupations in rural counties often pay less than their urban counterparts for a variety of reasons, such as adjustments for a lower cost of living, this isn't the main reason for differences at the broader industry level. It generally has to do with the occupation mix in the area. For example, Clark's largest production sub-sector is food

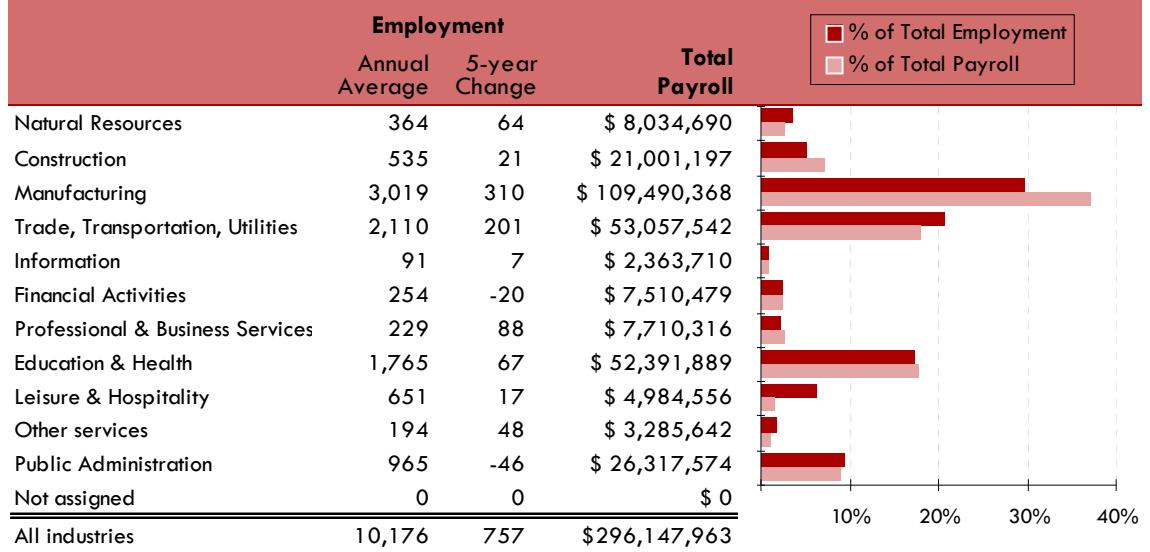
manufacturing, a sub-sector that tends to have a lower average wage than other types of manufacturing. This is related to the mix of occupations within the food manufacturing industry. The industry simply has fewer high-paying occupations, like engineers, than other types of manufacturing.

Most industries in Clark County pay significantly less than the statewide average, for the various reasons discussed above. In fact, leisure and hospitality pays only about half the statewide average.

Clark County gained 757 net jobs from 2002 to 2007, with gains in the two largest employing sectors of manufacturing, and trade, transportation and utilities. Only two sectors lost jobs during the 5-year time period, public administration and financial activities.

The wage growth rate did exceed the statewide average, as did wage increase rates in most industry sectors.

2007 Employment and Wage Distribution by Industry in Clark County



Source: WI DWD, Bureau of Workforce Training, Quarterly Census Employment and Wages, June 2008

Average Annual Wage by Industry Division in 2007

| | Average Annual Wage | | Clark County as a Share of Wisconsin | Clark County 5-year % Change | Wisconsin 5-year % Change |
|-----------------------------------|---------------------|-----------|--------------------------------------|------------------------------|---------------------------|
| | Clark County | Wisconsin | | | |
| All industries | \$29,103 | \$38,070 | 76.4% | 20.1% | 17.4% |
| Natural Resources | \$22,073 | \$29,235 | 75.5% | 20.0% | 14.7% |
| Construction | \$39,255 | \$47,489 | 82.7% | 27.5% | 19.8% |
| Manufacturing | \$36,267 | \$47,106 | 77.0% | 20.2% | 16.1% |
| Trade, Transportation & Utilities | \$25,146 | \$32,762 | 76.8% | 16.1% | 15.3% |
| Information | \$25,975 | \$48,483 | 53.6% | 12.6% | 24.7% |
| Financial Activities | \$29,569 | \$50,749 | 58.3% | 37.8% | 25.8% |
| Professional & Business Services | \$33,670 | \$44,328 | 76.0% | 41.1% | 22.0% |
| Education & Health | \$29,684 | \$39,606 | 74.9% | 19.8% | 17.3% |
| Leisure & Hospitality | \$7,657 | \$13,589 | 56.3% | 9.0% | 14.8% |
| Other Services | \$16,936 | \$22,073 | 76.7% | 10.8% | 13.2% |
| Public Administration | \$27,272 | \$39,879 | 68.4% | 15.6% | 18.1% |

Source: WI DWD, Workforce Training, QCEW, June 2008

Jobs & Wages

| Prominent Industries in Clark County | | | | | | | |
|--|--------------------|-----------------------|-----------|---------------|-----------|-----------------------|-----------|
| Industry Sub-sectors (3-digit NAICS) | Average Employment | | | Average Wages | | | |
| | 2007 Avg. | 5-year Percent Change | | 2007 Average | | 5-year Percent Change | |
| | Clark County | Clark County | Wisconsin | Clark County | Wisconsin | Clark County | Wisconsin |
| Food manufacturing | 896 | 2.8% | -6.7% | \$ 36,851 | \$ 38,239 | 24.3% | 13.2% |
| Executive, legislative, & gen government | 892 | -5.5% | -4.7% | \$ 26,982 | \$ 36,340 | 16.0% | 16.4% |
| Educational services | 818 | -4.6% | 2.0% | \$ 32,835 | \$ 39,753 | 11.1% | 15.0% |
| Machinery manufacturing | 786 | 23.4% | -4.5% | \$ 40,398 | \$ 53,720 | 22.5% | 19.1% |
| Food services & drinking places | 521 | 1.8% | 9.1% | \$ 7,427 | \$ 10,859 | 5.8% | 14.5% |
| Hospitals | * | not avail. | 12.6% | * | \$ 43,750 | not avail. | 24.1% |
| Wood product manufacturing | 392 | -4.2% | -6.8% | \$ 31,436 | \$ 31,799 | 10.1% | 12.3% |
| Truck transportation | 327 | 48.6% | 7.1% | \$ 34,182 | \$ 41,316 | 17.0% | 14.6% |
| Animal production | 326 | 22.6% | 32.3% | \$ 21,947 | \$ 24,416 | 22.5% | 16.3% |
| Food & beverage stores | 268 | -7.6% | -4.9% | \$ 9,958 | \$ 17,166 | -8.8% | 9.7% |

Note: * data suppressed for confidentiality and not available for calculations

Source: WI DWD, Bureau of Workforce Training, QCEW, OEA special request, June 2008

As mentioned on the previous page, manufacturing is the largest industry in Clark County. Its importance is easy to spot, with three of the county's largest sub-sectors in manufacturing.

Food manufacturing is top of the heap, with 896 of the manufacturing jobs in the county. Grassland Dairy Products and Abbyland Pork Pack are two of the largest employers in the county. The number of jobs in food manufacturing is still above 2002 levels, though it is showing a declining trend since 2005, echoing a statewide trend as employers stream-line processes.

Machinery manufacturing employed an average of 786 workers in Clark County in 2007, and employment in this sub-sector is up about 23 percent since 2002, defying a statewide trend to the contrary. Marathon Electric

Manufacturing, building motors and generators, is one of the ten largest employers in the county.

Employment in wood product manufacturing is down from 2002, a trend seen statewide. Trouble in the housing market nationally, resulting in fewer housing starts, has slackened demand for this sub-sector's products.

The educational services sub-sector continues to be a major employer in Clark County, as it is in many rural counties. Two of the top ten employers in the county are in this sub-sector. Its employment levels are down slightly since 2002.

The healthcare industry also has a significant presence in Clark County. Two of the largest employers in the county are hospitals. Though information on this sub-sector is suppressed to protect business confidentiality, something

that happens often in small, rural counties, it would not be surprising to see the hospitals in Clark echoing the statewide trend of overall growth. An aging population is bolstering demand for healthcare services, boosting employment.

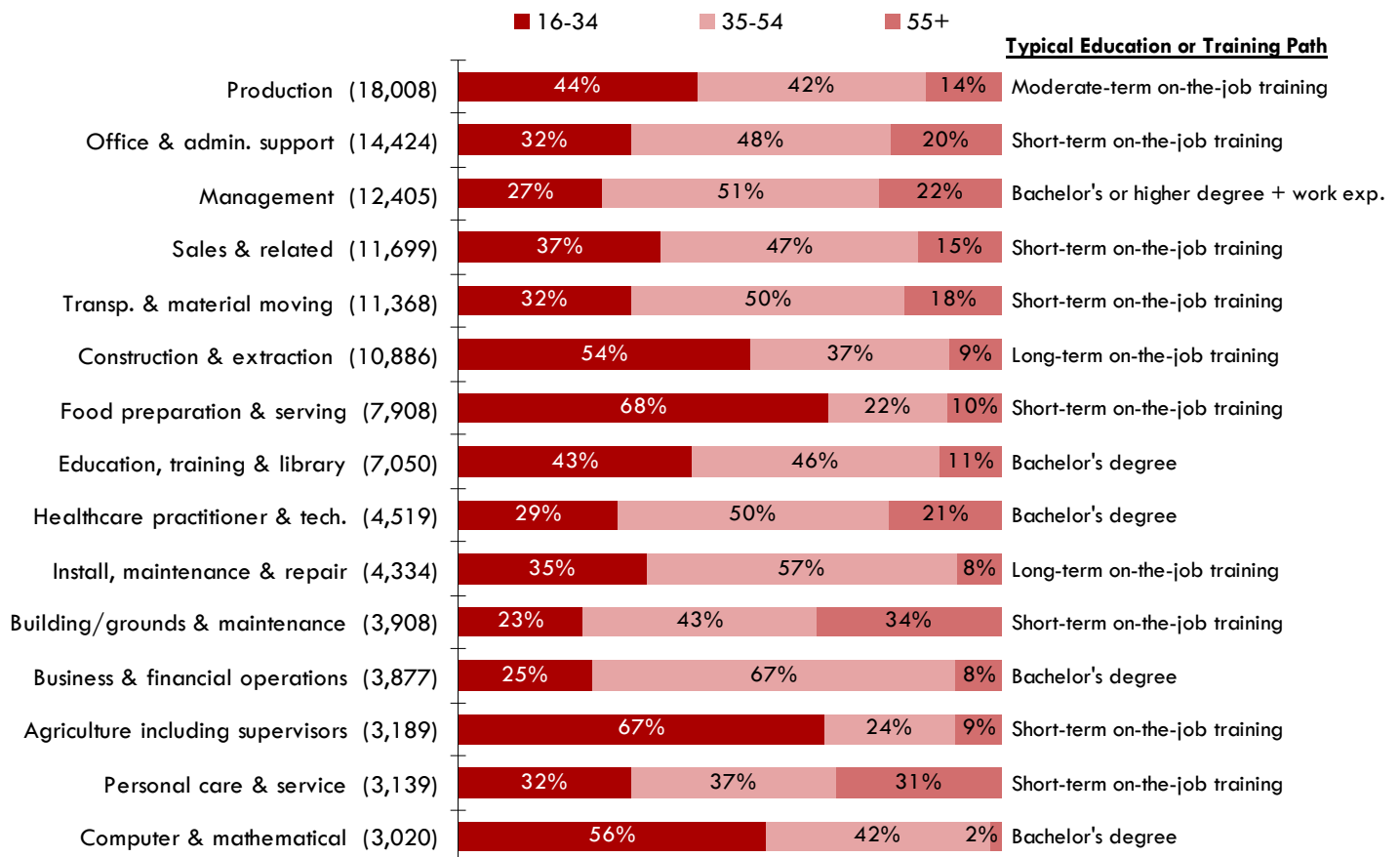
| Prominent Public and Private Sector Employers in Clark County | | |
|---|--|----------------------------------|
| Establishment | Service or Product | Number of Employees (March 2007) |
| Fleet Guard Inc | Miscellaneous general purpose machinery mfg. | 500-999 employees |
| County of Clark | Executive & legislative offices, combined | 500-999 employees |
| Memorial Hospital Inc | General medical & surgical hospitals | 250-499 employees |
| Grassland Dairy Products Inc | Creamery butter manufacturing | 100-249 employees |
| Abbyland Pork Pack Inc | Animal, except poultry, slaughtering | 100-249 employees |
| Colby Public School | Elementary & secondary schools | 100-249 employees |
| School District of Neillsville | Elementary & secondary schools | 100-249 employees |
| Marathon Electric Mfg Corp | Motor & generator manufacturing | 100-249 employees |
| Our Lady of Victory Hospital Inc | General medical & surgical hospitals | 100-249 employees |
| Weather Shield Mfg Inc | All other plastics product manufacturing | 100-249 employees |

Source: WI DWD, Bureau of Workforce Training, QCEW, OEA special request, April 2008

Occupations & Typical Education or Training

Age Distribution of Workers in Selected Occupational Groups

Data includes residents of Barron, Clark, Dunn, Polk, and St. Croix counties.



Note: Occupation groups are in descending order based on the number of workers in each.

Source: 2006 U.S. Census, PUMS 5% file, & WI DWD, OEA

Analyzing employment at the industry level on previous pages only tells part of Clark County's employment story. Taking an in-depth look at the occupational breakdown in the county can reveal things that aren't readily apparent at the industry level.

The table above holds a wealth of information on the top occupation groups in the Clark County area. The occupation employment and age data are from the American Community Survey by the U.S. Census Bureau. Unfortunately, data at this depth are not available at the county level for Clark. For the purposes of this data, Clark belongs to a group that also includes Barron, Dunn, Polk, and St. Croix Counties.

There are some readily apparent trends that most counties share. For example, employment in food preparation and serving occupations is high. It's also an

occupational group dominated by younger workers. It's not surprising to see an occupational group like this, with many part-time and seasonal jobs, low wages, and low training requirements employing a high proportion of young workers. This kind of work is popular with students, both high school and post secondary, because of the large number of frequent job openings and low training requirements. Other occupation groups have a higher proportion of young employees because of the physical nature of the work, like construction or agriculture. Another group, computer and mathematical occupations, has a younger workforce despite the typical education being a bachelor's degree, creating something of a barrier to entry. This is not surprising given that the computer didn't really start becoming ubiquitous until the 1980s. And continued growth in this field keeps the young graduates

Occupations & Typical Education or Training

flowing in, lowering the average age.

Other occupational groups find themselves with an older average age than most. Occupational groups like building maintenance or personal service seem to attract an older workforce. Over 30 percent of the workers in these groups are over the age of 55. This may reflect a trend seen from retirees that return to work, working in occupations they enjoy rather than continuing the career they've had most of their work-life. Jobs like maintaining lawns or buildings, or working in the recreation industry may have an appeal on this level.

Other occupations with a low level of young workers and high proportions of both the 35 to 55, and 55-plus age groups include management and healthcare.

Management occupations naturally tend to have an older age breakout, simply because these occupations are the kind in which you typically have to work your way up. This is reflected in the typical education path — bachelor's degree or higher plus work experience — the highest on the table. It explains the high wages paid in this group. But these high barriers to entry, coupled with 22 percent of this group being over the age of 55, means that there could be significant problems filling the

positions vacated by the upcoming boomer retirees. Businesses that have succession planning in place for these higher level occupations will no doubt have a competitive advantage over those that don't in the coming years.

Healthcare occupations also have a low proportion of younger workers. High education and work experience requirements for doctors and nurses play a major role here. With more and more new openings due to demand from aging baby boomers, and a high number of upcoming retirements, healthcare (already a field with a high number of job openings) will need a tremendous number of new workers of all skill sets in the near future.

In the area including Clark County, production occupations are the largest occupation group, with over 18,000 workers. This is not surprising given that Wisconsin in general, and the Clark County area in particular, have a large number of manufacturers. Clark has significant county employment in a diverse array of production positions including food, machinery, and wood products manufacturing. About 86 percent of production workers in the area including Clark County are under 55 years of age, leaving some buffer for instituting succession plans.

Income

Clark County's total personal income (TPI) has grown by about 15 percent in the five-year period from 2001 to 2006, significantly slower than state and nationwide growth.

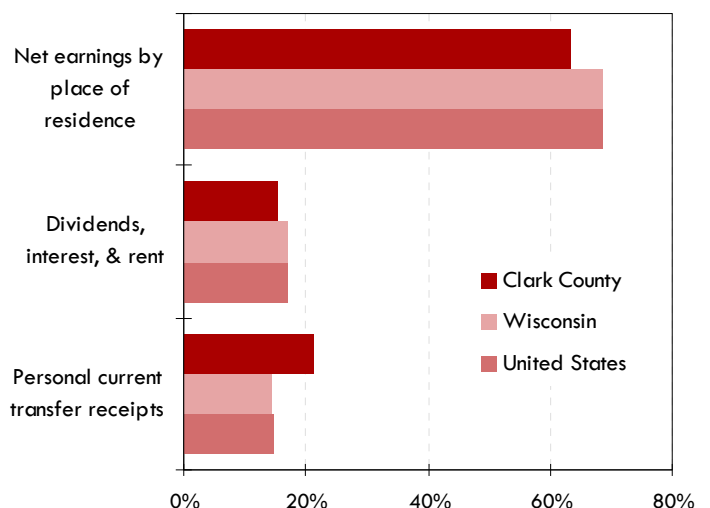
Total personal income includes income from three main sources: net earnings; dividends, interest and rent; and transfer receipts. Net earnings make up the vast majority of income, with the remaining percentage divided between the other two components. However, despite this common pattern, the exact distribution can tell us a lot about an area.

In Clark County, about 64 percent of TPI is from net earnings, lower than the state and national levels (68.5 percent for the state, and 68.4 percent for the nation). Net earnings includes wages earned from employers, as well as earnings of self-employed workers and proprietors, and adjustments for wages earned by residents who work outside the county. The fact that this accounts for a lower proportion of total income in Clark County probably explains its relatively slower TPI growth rate, since income from this component tends to be much higher than the other sources.

The adjustment for residency is an interesting piece of net

earnings to analyze, as it can tell us a lot about a county's commuting situation. Personal income is a place of residence measure. To make sure that incomes are

Components of 2006 Total Personal Income



Source: US Dept. of Commerce, Bur. of Economic Analysis, 2008

Income

attributed to the county where workers live regardless of where they work, the residency adjustment is used. As shown on the graph below, the adjustment is basically the earnings from Clark County residents working in other counties (inflow), minus the earnings of residents of other counties working in Clark (outflow). In 2006, the net adjustment was about \$109 million. It indicates that Clark is a net exporter of labor, with commuters bringing higher wages made across the border in nearby Marshfield back to Clark. This adjustment was up close to \$20 million from 2001 to 2006, showing an acceleration of this trend. This adjustment alone accounts for almost 13 percent of net earnings in the county.

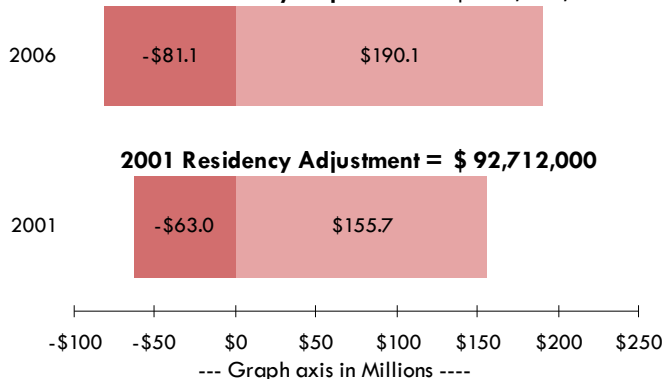
The second major component of TPI is dividends, interest and rent. While this label is fairly self-explanatory, it's important to note that it includes income from both retirement savings programs like 401(k)s and IRAs, as well as defined pensions. It accounts for roughly 15 percent of TPI in Clark County, lower than both the statewide and national levels.

The third component of TPI is income from transfer receipts. Transfer receipts refer to benefits like Social Security, unemployment insurance, Medicaid, Medicare,

Clark County Commuting Impact

- Earnings of workers living in another county (outflow)
- Earnings of residents working in other counties (inflow)

2006 Residency Adjustment = \$ 109,013,000

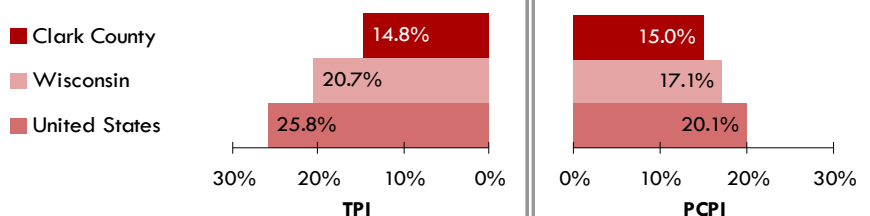


Source: US Dept. of Commerce, Bureau of Economic Analysis, April 2007

Personal Income in Clark County

| | Total Personal Income (TPI) (in thousands) | | Per Capita Personal Income (PCPI) | |
|----------------------|---|------------------|-----------------------------------|----------|
| | 2001 | 2006 | 2001 | 2006 |
| Clark | \$712,331 | \$818,049 | \$21,188 | \$24,376 |
| Wisconsin | \$158,888,404 | \$191,725,759 | \$29,377 | \$34,405 |
| United States | \$8,716,992,000 | \$10,968,393,000 | \$30,574 | \$36,714 |

5-Year Change



Source: US Dept. of Commerce, Bureau of Economic Analysis, April 2007

and welfare. Over 21 percent of TPI in Clark County is from transfer receipts, much higher than the state and national averages of 14 and 15 percent, respectively. A high share of income made up of transfer receipts tends to indicate an older population. Though given what we've seen about Clark County's overall younger population, this more likely indicates a higher percent of the population in need of social assistance.

Total personal income divided by the total population produces per capita personal income (PCPI). This is a very useful indicator for comparing geographic areas. While counties with a high population will, not surprisingly, also have a high level of total personal income, turning it into a per capita measure gives us an estimate of income per resident. Clark's per capita personal income of \$24,376 ranks quite low, with a lower PCPI found in only 5 Wisconsin counties. It is far below both state and national averages.

The lower industry wages seen on page 4 play a major role in Clark's low PCPI, especially since net earnings are such a high proportion of total personal income, but the high share of transfer receipts also pushes Clark below the state average. A resident relying on transfer receipts generally earns less than someone who is employed.

Per capita personal income growth of 15 percent over the five-year timeframe from 2001 to 2006 lagged increases in both the state and nation, again likely linked to the high proportion of income from transfer receipts. Income from government aid sources tends to increase much slower than wage income.