2015 Marquette County

Economic Data Booklet



LAKE SUPERIOR COMMUNITY PARTNERSHIP Business Development Department

July 2016

The Lake Superior Community Partnership is the Marquette County region's leading resource for economic development, providing a wide variety of affordable and effective development services. The LSCP helps our partners make the connections that matter – between businesses, organizations, leaders and legislators, and provides a powerful legislative voice for programs and policies that strengthen our regional economy.

This data booklet was created with the help of Economic Modeling Specialist's Incorporated (EMSI) Developer tool. Developer compiles data from over 90 different federal, state and private data sources to create a clear image of the economic situation within Marquette County. This report uses historical trends to look into the past economic activity, and then uses those trends and published formulas to make predictions about the future.

This report will be developed annually as new data is released from ESMI. By using this report, businesses and community members in Marquette County can track the county's economic path to prosperity and better position ourselves for economic success in the future.

If there are any questions about this report, or if you would like to obtain additional copies please call the LSCP at 906-226-6591 or email lscp@marquette.org.

This booklet compiles relevant economic information from data sources, both current and historic. Providing much of the necessary information for our partners, as well as current and potential residents to stay informed on Marquette County's current economic environment.

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Payroll Employment

Marquette County Statistical Area

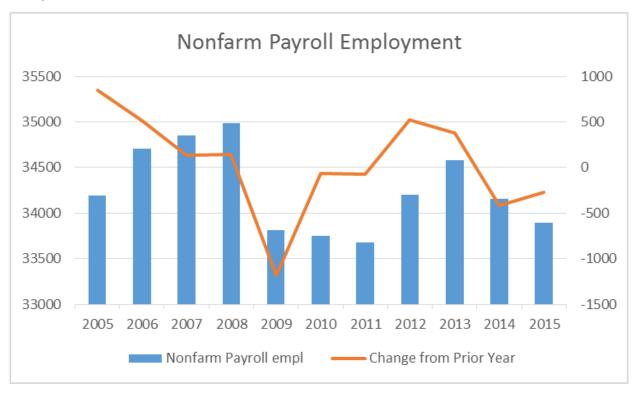
Nonfarm Payroll Employment			
Year	Nonfarm Payroll Employment	Change from Prior Year	
2005	34,195	845	
2006	34,712	517	
2007	34,849	137	
2008	34,991	142	
2009	33,811	-1,180	
2010	33,748	-63	
2011	33,675	-73	
2012	34,202	527	
2013	34,577	375	
2014	34,160	-417*	
2015	33,891	-269	

- The county has shown steady growth in job numbers from 2005 to 2008 in nonfarm payroll employment. Prior to the late 2000's recession, job growth peaked in 2005 with another rebound reflected in 2012.
- The late 2000's recession did not affect Marquette County as drastically as other parts of the state and nation. The recovery started in late 2011 with an increase of 600 jobs over the course of the following year compared to the prior year.
- Marquette County returned to pre-recession employment levels in 2013 with a growth of 829 jobs since 2010. Employment over the 10 year period of 2005-13 peaked in 2013 with a decline* over the last two years with a total of 33,891 jobs.

^{*}The U.S. Department of Labor Statistics implemented a number of methodological changes in the production of state and county employment and unemployment estimates. As such, some counties reflected larger than normal revisions to prior year estimates.

Payroll Employment

Marquette County readjusted job market showed a loss of 269 jobs between 2014 and 2015, a change of less than one percent.



Unemployment Rate

Marquette County Unemployed Civilian Labor Force Averages

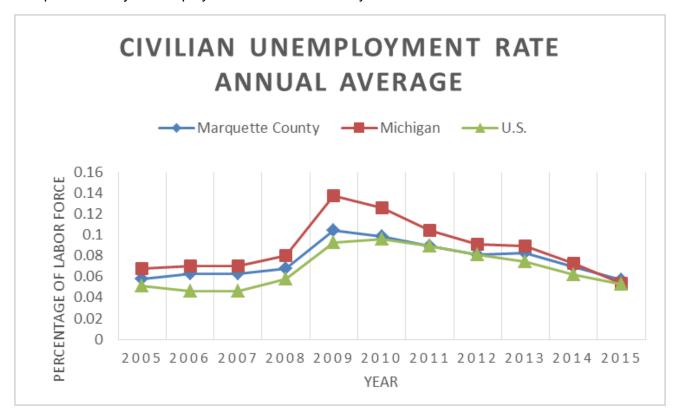
Annual Percent Averages – Civilian Labor Force Unemployed				
Year	Marquette County	Michigan	U.S.	
2005	5.8%	6.8%	5.1%	
2006	6.3%	7.0%	4.6%	
2007	6.3%	7.0%	4.6%	
2008	6.8%	8.0%	5.8%	
2009	10.4%	13.7%	9.3%	
2010	9.8%	12.6%	9.6%	
2011	8.9%	10.4%	8.9%	
2012	8.1%	9.1%	8.1%	
2013	8.3%	8.9%	7.4%	
2014	6.9%	7.3%	6.2%	
2015	5.7%	5.4%	5.3%	

Source: Michigan Department of Technology, Management and Budget based primarily on the Local Area Unemployment Statistics (LAUS) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA).

- Marquette County's average unemployment rate was 5.7% in 2015 and has receded by almost three percentage points since 2012 and over one percentage point during the year.
- Marquette County's unemployment rate historically held below the Michigan rate over the past decade and tracked above the U.S. rate over that same time period.
- In 2015, Marquette County slightly exceeded the Michigan and U.S. rate by less than a half of percentage point.
- During the Great Recession, Marquette County's unemployment rate topped out at 10.4%. This peak was reached in 2009, near the end of the recession. This suggests that Marquette County was slightly buffered from the effects of the recession, but not completely isolated.

Unemployment Rate

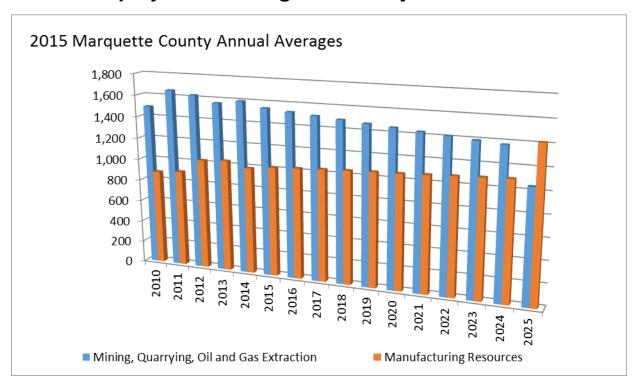
Marquette County's unemployment rate is consistently below that of the state.



Source: Michigan Department of Technology, Management and Budget based primarily on the Local Area Unemployment Statistics (LAUS) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA).

- Marquette's unemployment rate has historically held below Michigan's rate. Despite the
 apparent delayed impact of the Great Recession specifically to Marquette County,
 dramatic job losses occurred during the latter half and after the recession of the U.S.
 economy. As of 2010 Marquette's unemployment rate has been declining however the
 permanent idling of Empire Mine is anticipated to increase the rate in 2017.
- Marquette's annual average unemployment rate peaked in 2009 at 10.4%, well below the 13.7% experienced by Michigan during its peak in 2009. Marquette's average unemployment rate for 2015 was 5.7%. Estimates show job growth quickly outpacing the expected population increase in Marquette County.
- In the past 10 years, Marquette County unemployment rate kept pace with both Michigan and the U.S. rates.
- Between 2014 and 2018, job growth is estimated to increase by 2%, during this same period Marquette County is only expected to see a 1% increase in population.

Manufacturing and Resource Extraction Annual Employment Averages and Projections



- Annual resource extraction jobs average 1,264 with a peak in employment occurring in 2012 at 2,651.
- Annual manufacturing jobs average 1,052, with an expected 1% annual growth yearly through 2024.
- A 6.2% national growth is projected to occur over the next ten years.
- Over the 15 year period Marquette County is expected to see a shift with a decrease of 449 jobs in the Mining, Quarrying, Oil and Gas Extraction which includes Empire Mine and an increase of 541 in Manufacturing Resource jobs.

^{**}Information lags from WARN notices by 1-2 quarters

Employment Change by Industry

Marquette County Job Growth by Industry 2005-2015				
Description	2005 Jobs	2015 Jobs	Change	% Change
Crop and Animal Production	174	184	10	6%
Mining, Quarrying, and Oil and Gas Extraction	1,479	1,425	(54)	(4%)
Utilities	260	165	(95)	(37%)
Construction	1,664	1,354	(310)	(19%)
Manufacturing	844	1,002	158	19%
Wholesale Trade	581	521	(60)	(10%)
Retail Trade	4,038	3,750	(288)	(7%)
Transportation and Warehousing	544	705	161	30%
Information	921	586	(335)	(36%)
Finance and Insurance	822	857	35	4%
Real Estate and Rental and Leasing	399	366	(33)	(8%)
Professional, Scientific, and Technical Services	1,072	984	(88)	(8%)
Management of Companies and Enterprises	31	101	70	226%
Administrative and Support and Waste Management and Remediation Services	596	641	45	8%
Educational Services (Private)	193	169	(24)	(12%)
Health Care and Social Assistance	5,569	5,361	(208)	(4%)
Arts, Entertainment, and Recreation	289	388	99	34%
Accommodation and Food Services	3,201	3,249	48	1%
Other Services (except Public Administration)	1,442	1,449	7	0%
Government	6,382	5,690	(692)	(11%)
Unclassified Industry	0	38	38	Insf. Data
Total	30,503	28,986	(1,517)	(5%)

Source: EMSI data based primarily on the Michigan Department of Labor and Economic Growth, Bureau of LBOR Market Information and Strategic Initiatives.

- Manufacturing and transportation and warehousing benefit from the expanding local consumer spending through the additional spending, population growth, and increased overall employment.
- Retail Trade and Information jobs, such as book stores, newspaper publishers and radio stations, continue to decline as online shopping and streaming is becoming popular with consumers.
- With the demand for iron ore dropping due to the iron ore dumping, Mining, Quarrying, and Oil and Gas Extraction shows a drop of 4%. Mining typically drives employment trends in this sector. The losses over the past year are consistent with change in the industry

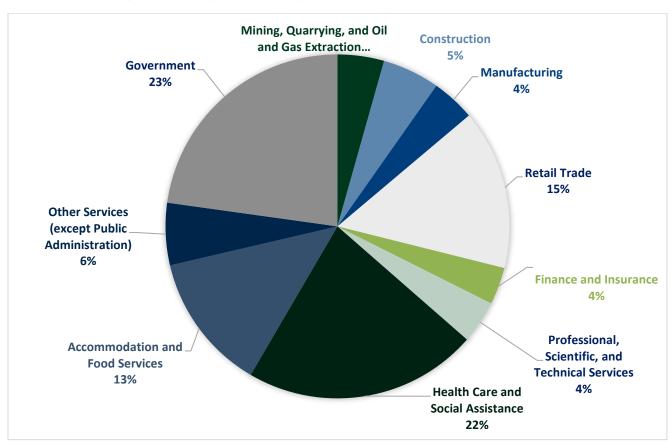
2015 Employment by Industry

Employment by Industry - 2015				
Description	2015 Jobs	Percentage		
Crop and Animal Production	188	0.65%		
Mining, Quarrying, and Oil and Gas Extraction	1,092	3.79%		
Utilities	153	0.53%		
Construction	1,345	4.67%		
Manufacturing	1,023	3.55%		
Wholesale Trade	525	1.82%		
Retail Trade	3,758	13.04%		
Transportation and Warehousing	713	2.47%		
Information	555	1.93%		
Finance and Insurance	873	3.03%		
Real Estate and Rental and Leasing	362	1.26%		
Professional, Scientific, and Technical Services	1,009	3.50%		
Management of Companies and Enterprises	107	0.37%		
Administrative and Support and Waste Management and Remediation Services	680	2.36%		
Educational Services (Private)	162	0.56%		
Health Care and Social Assistance	5,494	19.07%		
Arts, Entertainment, and Recreation	353	1.23%		
Accommodation and Food Services	3,231	11.21%		
Other Services (except Public Administration)	1,461	5.07%		
Government	5,694	19.76%		
Unclassified Industry	35	0.12%		
Total	28,812	100.00%		

Source: EMSI data based primarily on the Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives.

- Compared to 2014 data, Manufacturing added 121 jobs, Transportation and Warehousing has added 217 jobs, Management of Companies and Enterprises added 51 jobs, and Accommodation and Food Services added 34 jobs.
- Recreation and management employment sectors continue to grow as demand for these services are increasing due to additional dollars being injected into the local economy, and the overall growth of employment requires additional supervisory expertise.

2015 Employment by Industry



Source: EMSI data based primarily on the Michigan Department of Labor and Economic Growth, Bureau of LBOR Market Information and Strategic Initiatives. Please note anything with less than 3% was not included on the above graph.

- Government and Health Care and Social Assistance are the two leading industries, holding the most jobs for 2015, just as last year.
- Government consits of the US Postal Service, Federal Government, Military, Schools (non-private), Hospoitals (non-private), Colleges, Unitiversities, etc.
- The total amount of jobs for 2015 was 28,812.

2014 Gross Regional Product (GRP) by Industry

The GRP measures the final market value of all goods and services produced in a region.

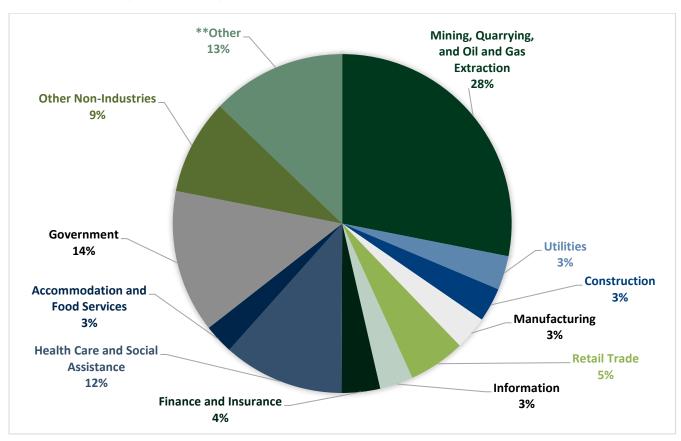
GRP by Industry 2014 (\$1000s)						
Industry	Industry GRP (2014)					
Mining, Quarrying, and Oil and Gas Extraction	\$823,344	28%				
Utilities	\$95,193	3%				
Construction	\$95,139	3%				
Manufacturing	\$94,030	3%				
Retail Trade	\$158,350	5%				
Information	\$93,382	3%				
Finance and Insurance	\$107,470	4%				
Health Care and Social Assistance	\$338,385	12%				
Accommodation and Food Services	\$83,023	3%				
Government	\$399,919	14%				
Other Non-Industries	\$266,152	9%				
**Other	\$375,879	13%				
Total	\$2,930,267	100%				

^{**} Denotes industries with GRP less than \$75,000,000 and is comprised of Crop and Animal Production, Wholesale Trade, Transportation and Warehousing, Real Estate and Rental and Leasing, Professional, Scientific, and Technical Services, Management of Companies and Enterprises, Administrative and Support and Waste Management and Remediation Services, Educational Services, Arts, Entertainment, and Recreation, and Other Services (except Public Administration)

Source: EMSI data based primarily on data from the Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives.

*GRP information lags by one year. 2014 is the most up to date information available.

2014 GRP by Industry



Source: EMSI data based primarily on data from the Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives.

*GRP information lags by one year. 2014 is the most up to date information available.

- Natural resource extraction led the GRP for Marquette County in 2012, 2013 and 2014.
 The primary GRP contributer to this sector is iron ore mining, and when paired with other extraction activities totalled to \$823,344,157 in GRP for 2014.
- Total GRP for Marguette County was \$2,930,266,850 in 2014.

^{**} Denotes industries with GRP less than \$75,000,000 and is comprised of Crop and Animal Production, Wholesale Trade, Transportation and Warehousing, Real Estate and Rental and Leasing, Professional, Scientific, and Technical Services, Management of Companies and Enterprises, Administrative and Support and Waste Management and Remediation Services, Educational Services, Arts, Entertainment and Recreation, and Other Services (except Public Administration)

2014 Regional Exports

2014 Regional Exports			
Industry	Exports (2014)		
Crop and Animal Production	\$34,081,440.59		
Mining, Quarrying, and Oil and Gas Extraction	\$1,226,083,804.25		
Utilities	\$119,917,517.45		
Construction	\$71,760,331.08		
Manufacturing	\$233,339,575.96		
Wholesale Trade	\$79,093,177.29		
Retail Trade	\$133,758,962.21		
Transportation and Warehousing	\$97,384,081.33		
Information	\$101,964,666.35		
Finance and Insurance	\$96,114,337.94		
Real Estate and Rental and Leasing	\$58,340,203.19		
Professional, Scientific, and Technical Services	\$53,066,565.99		
Management of Companies and Enterprises	\$11,055,933.31		
Administrative and Support and Waste Management and Remediation Services	\$15,464,623.01		
Educational Services (Private)	\$2,536,534.03		
Health Care and Social Assistance	\$389,288,661.76		
Arts, Entertainment, and Recreation	\$8,912,414.31		
Accommodation and Food Services	\$71,918,402.54		
Other Services (except Public Administration)	\$35,790,338.97		
Government	\$1,072,425,902.31		

Exports are money received in the region through foreign and external domestic sources.

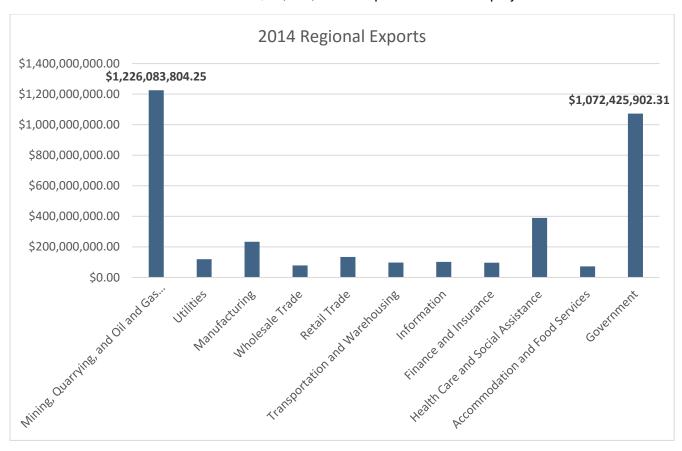
Source: EMSI's model, incorporating data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives

*Regional Exports information lags by one year. 2014 is the most up to date information available.

- The top three regional exports for Marquette County for 2013 and 2014 were Government, Mining, Quarrying, and Oil and Gas Extraction, and Health Care and Social Assistance.
- The largest Government exports were from State and Federal (civilian), excluding education and hospitals, exports totalling \$711,792,816. This consists occupations in legal, education, training, and library, healthcare practitioners and technical, food preperation and serving related, sales, farming, fishing, and forestry, construction and extraction, etc.
- Iron Ore Mining and Copper Ore and Nickel Ore Mining brought in the most money for exports within Mining, Quarrying, and Oil and Gas Extraction with a total of \$1,219,164,225.

2014 Regional Exports

** Industries with less than \$75,000,000 in exports were not displayed.



Exports are money received in the region through foreign and external domestic sources.

Source: EMSI's model, incorporating data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives

^{*}Regional Exports information lags by one year. 2014 is the most up to date information available.

2014 Annual Totals in Trade

Annual Totals in Trade 2014 (\$1000's)				
Industry	Imports (2014)	Exports (2014)	Total	
Crop and Animal Production	\$25,113	\$34,081	\$59,195	
Mining, Quarrying, and Oil and Gas Extraction	\$82,069	\$1,226,083	\$1,308,153	
Utilities	\$56,936	\$119,917	\$176,854	
Construction	\$133,127	\$71,760	\$204,887	
Manufacturing	\$822,112	\$233,339	\$1,055,452	
Wholesale Trade	\$197,701	\$79,093	\$276,794	
Retail Trade	\$108,931	\$133,758	\$242,690	
Transportation and Warehousing	\$95,828	\$97,384	\$193,212	
Information	\$112,377	\$101,964	\$214,341	
Finance and Insurance	\$233,116	\$96,114	\$329,230	
Real Estate and Rental and Leasing	\$124,055	\$58,340	\$182,395	
Professional, Scientific, and Technical Services	\$185,792	\$53,066	\$238,859	
Management of Companies and Enterprises	\$78,701	\$11,055	\$89,757	
Administrative and Support and Waste Management and Remediation Services	\$74,718	\$15,464	\$90,182	
Educational Services (Private)	\$46,628	\$2,536	\$49,165	
Health Care and Social Assistance	\$133,695	\$389,288	\$522,984	
Arts, Entertainment, and Recreation	\$33,400	\$8,912	\$42,312	
Accommodation and Food Services	\$42,906	\$71,918	\$114,825	
Other Services (except Public Administration)	\$43,289	\$35,790	\$79,079	
Government	\$926,016	\$1,072,425	\$1,998,442	

Source: EMSI's model, incorporating data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives

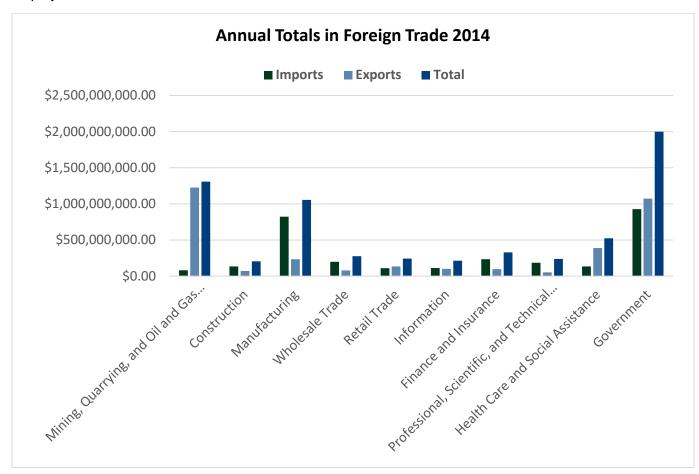
Totals in trade equals the activity of imports + exports in Marquette County.

- The annual trade in each respective industry excludes wholesale and is reflected independently. For example, with exports it includes: wholesale trade agents/brokers (beverage suppliers), specialized freight, insurance agencies and brokerages, and recycable material merchant wholesalers.
- Other services (except public administration) for export include: passenger air transport, construction and mining (except oil well), machinery and equipment merchant wholesale.
 For imports it includes, portfolio management (investment serices) and residential buildings and dwellings (rental properties).

^{*}Regional Exports and Imports information lags by one year. 2014 is the most up to date information available.

2014 Annual Totals in Trade

** Industries with less than \$200,000,000 in combined import and export totals were not displayed.



Source: EMSI's model, incorporating data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives

Totals in trade equals the activity of imports + exports in Marquette County.

^{*}Regional Exports and Imports information lags by one year. 2014 is the most up to date information available.

Population Forecast

Population Forecast 2003-2025

Year	Marquette County	Upper Peninsula	Michigan
2003	65,037	315,353	10,041,163
2004	65,611	316,029	10,055,331
2005	65,771	315,136	10,051,160
2006	65,984	314,021	10,036,109
2007	66,111	313,742	10,001,328
2008	66,521	312,881	9,946,922
2009	66,750	311,601	9,901,612
2010	67,093	311,230	9,876,509
2011	67,436	311,333	9,875,756
2012	67,780	310,850	9,884,795
2013	67,653	309,726	9,898,206
2014	67,664	307,964	9,909,886
2015	67,883	307,503	9,908,087
2016	68,004	306,719	9,912,238
2017	68,113	305,993	9,916,028
2018	68,212	305,322	9,919,492
2019	68,295	304,700	9,922,656
2020	68,370	304,135	9,925,534
2021	68,428	303,696	9,927,813
2022	68,473	303,358	9,929,599
2023	68,501	303,088	9,930,982
2024	68,516	302,875	9,932,019
2025	68,521	302,712	9,932,756

Source: The demographic data in this report is compiled from several sources using a specialized process. Sources include annual population estimates and population projections from the US Census Bureau, birth and mortality rates from the US Health Department, and projected regional job growth. This report also uses state data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives [Compiled source: QCEW Employees, Non-QCEW Employees, Self-Employed & Extended Proprietors - EMSI 2016.2 Class of Worker]

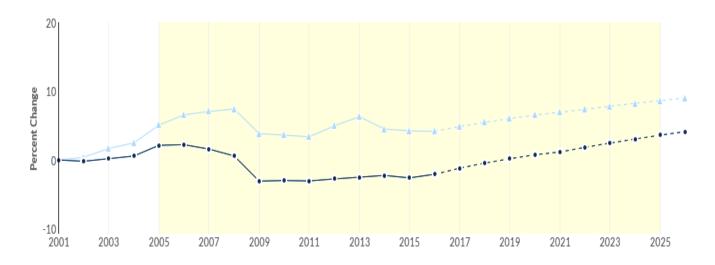
- Contrary to the entire Upper Peninsula, Marquette County's population has been rising through the 2000's and is projected to keep increasing through 2025.
- Over the next 10 year span of 2015-2025, Marquette County's population is expected to increase by 638 people, less than 1%. Over that same period of time, the population of the U.P. is projected to drop by 4,791 people.
- Despite a period of rapid growth in the early 2000s, Michigan's population declined sharply as a result of the Great Recession starting in 2008. Michigan's population is projected to steadily grow throughout the next 10 years.

Employment Forecast

Year	Marquette County Employment	U.P. Employment
2005	34,383	156,623
2006	34,896	156,850
2007	35,041	155,800
2008	35,178	154,397
2009	33,997	148,744
2010	33,936	148,897
2011	33,855	148,897
2012	34,389	149,321
2013	34,792	149,876
2014	34,385	150,548
2015	34,575	151,645
2016	34,938	153,310
2017	35,256	154,747
2018	35,545	156,026
2019	35,811	157,186
2020	36,034	158,140
2021	36,281	159,587
2022	36,519	160,952
2023	36,748	162,252
2024	36,970	163,488
2025	35,532	158,892

- While the region's population is expected to decline, the number of people employed in the U.P. is projected to rise through the year 2024. This increased number of jobs is also observed in Marquette County, which will rise close to 37,000 by 2024.
- Both Marquette County and the Upper Peninsula, Michigan were negatively affected by the events of the Great Recession in 2008, but employment has since recovered and should reach pre-recession levels by 2017.
- U.P. employment is forecasted to grow by almost one half one percent during the ten year period of 2015 to 2025, increasing approximately .1% annually.
- Employment is anticipated to decline by 4% and 2% respectively for Marquette County and the Upper Peninsula. This would be reflective of the decline in population with 1.8% and 1.4%, respectively, noted on page 17.

Employment Forecast



Source: EMSI data based primarily on the Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA).

	Region	2005 Jobs	2025 Jobs	Change	% Change
•	Upper Peninsula, Michigan	156,637	158,892	2,255	1.4%
A	Marquette County, MI	34,366	35,532	1,166	3.4%

 Marquette County will capture almost 50% of all jobs expected to be created in the Upper Peninsula.

Employment Changes vs. Other Comparable Counties

Employment (Employment Ch	ange 2015-2025		
County	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Marquette County	-81	0%	1,437	4%
Shiawassee County				
(Owosso)	235	1%	2,027	9%
Grand Traverse County				
(Traverse)	1,099	2%	6,762	10%
Isabella County				
(Mt. Pleasant)	282	1%	4,601	12%
Wood County WI				
(Marshfield)	90	0%	-789	-2%

- Employment changes across all jobs in the region, including farm related occupations comparable to like sized rural communities located in Northern Lower Michigan and Northeastern Wisconsin with population and employment demographics.
- Marquette County change in jobs detail reveals the largest decline in medical, mining, and government jobs, including education.
- Wood County anticipates a continued decline in the healthcare industry with a recorded loss of 1,057 jobs over the next ten years.

Employment Change Summary vs. Other Comparable Counties

Employment Changes Summary 2015-2025

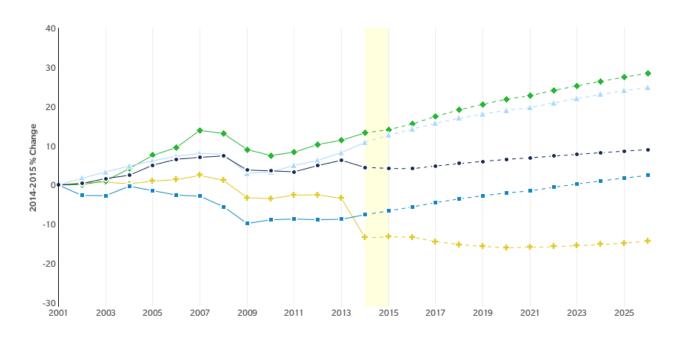


Chart Symbol	Region	2014 Jobs	2015 Jobs	Change	% Change	Median Hourly Earnings
•	Marquette County, MI	34,176	34,095	-81	0%	\$17.62
	Shiawassee County, MI	22,390	22,625	235	1%	\$15.93
A	Grand Traverse County, MI	66,270	67,369	1,099	2%	\$18.12
•	Isabella County, MI	38,916	39,198	282	1%	\$16.56
+	Wood County, WI	43,739	43,829	90	0%	\$18.06

Employment Change Summary vs. Other Comparable Counties

Employment Changes Summary 2015-2025



2015 Marquette County Housing Information

Bedrooms	Total Listed	Number Sold	% Sold	Avg List Price Sold	Avg Sale Price Sold	Avg List Price Unsold
All	1,376	767	55.74%	\$161,423	\$153,637	\$191,655
0-2	342	168	49.12%	\$112,207	\$104,920	\$125,691
3	666	390	58.56%	\$161,100	\$153,916	\$195,002
4	283	180	63.60%	\$193,691	\$184,533	\$240,962
5 or more	85	29	34.12%	\$250,610	\$240,348	\$283,936

Source: MLS, an independently owned an operated Real Estate Advertising Service Company for Real Estate firms, Mortgage firms, insurance companies and other real estate related entities.

2014 Marquette County Housing Information

Bedrooms	Total Listed	Number Sold	% Sold	Avg List Price Sold	Avg Sale Price Sold	Avg List Price Unsold
All	1,219	657	53.90%	\$148,130	\$140,927	\$207,061
0-2	323	151	46.75%	\$115,550	\$107,499	\$146.185
3	562	330	58.72%	\$140,044	\$133,880	\$213,383
4	265	138	52.08%	\$169,115	\$162,113	\$248,393
5 or more	69	38	55.07%	\$271,613	\$258,018	\$382,661

Source: MLS, an independently owned an operated Real Estate Advertising Service Company for Real Estate firms, Mortgage firms, insurance companies and other real estate related entities.

- Compared to last year's 2015 housing information shows Marquette County's housing market is continuing to increase. Overall 110 more homes sold. The total number of houses listed in 2014 was 1,219 which increased to 1,376 in 2015.
- Multiple List Service (MLS) data shows prices of homes sold increased in Marquette County from 2014. The average list price for homes sold increased from \$148,130 in 2014 to \$161,423. The average sale price sold increased from \$140,927 in 2014 to \$153,637.
- The average list price unsold for all decreased in 2015 to \$191,655 from \$207,061 in 2014.
- Compared to last year's data where homes which had been on the market for several
 years affected the averages, the prices have leveled out. Overall, the housing market in
 Marquette County is steady.