

Weekly Mosaic – Softer Employment Data

Week of September 8th, 2025

4.3%

Unemployment
Rate

The official unemployment rate for August came in right in line with consensus estimates, hitting its highest level since late 2021, breaking out of the tight range of 4.0% - 4.2% that it had remained in for the last year.

22K

Nonfarm Payrolls,
Seasonally
Adjusted

The establishment employment report was softer than the +75K anticipated, confirming the softness previewed by the ADP employment report, which also came in below expectations.

48.7

ISM Manufacturing

Manufacturing activity, as measured by ISM, improved in August from a previous reading of 48.0, but remained in contraction. Encouragingly, there was an improvement in the New Orders component to 51.4, moving back into expansion.

Top of Mind

Treasury yields fell throughout last week as various employment data came out weaker than anticipated, with the bellwether 10-year Treasury yield ending the week below 4.10%.

The official unemployment rate ticked up to 4.3% in August. While not an alarming figure from an economic standpoint, it broke out of its range of 4.0% - 4.2% that it had been in for the last year, hitting its highest mark since late 2021.

August Nonfarm Payrolls indicated that +22K jobs were added in August, missing expectations of +75K and confirming the labor market softness previewed by the ADP report last Thursday, which came in -26K below an expected +80K.

Markets took this softness in the labor markets as evidence that the Federal Reserve will cut the policy rate at its meeting next week.

Provided that risk assets remain priced for perfection, with equity valuations high and credit spreads near historically tight levels, if economic data releases—such as inflation readings on Wednesday and Thursday—necessitate markets to adjust to fewer interest rate cuts than currently expected, it could likely lead to increased volatility in both equities and fixed income.

Index Returns

As of 9/5/2025(%)	1-Week	QTD	YTD	1-Year	3-Year
S&P 500 TR	0.37	4.71	11.20	19.36	19.99
Russell Mid Cap TR	0.32	4.73	9.80	15.80	14.13
Russell 2000 TR	1.07	10.17	8.20	13.69	11.36
MSCI EAFE NR	0.25	3.06	23.10	17.00	17.92
MSCI EM NR	1.42	4.72	20.71	21.04	12.33
Bloomberg US Agg Bond TR	0.93	1.86	5.96	2.91	3.41
Bloomberg Intermediate Corporate Bond TR	0.62	1.93	6.46	5.57	5.75
Bloomberg High Yield Corporate TR	0.32	2.03	6.69	8.35	9.48
Bloomberg Commodities TR	-0.27	1.19	6.78	12.46	-0.20

Price Levels

	9/5/2025	1 Mo	3 Mo	6 Mo	1-Year
US Dollar Index	97.77	98.18	99.19	103.84	101.11
10 Year Treasury Yield	4.09	4.22	4.50	4.32	3.73
West Texas Crude (WTI) \$/bbl	63.46	65.38	65.30	67.29	70.09



Current Positioning

Cautiously optimistic while intentionally avoiding some of the most expensive areas of the equity and credit markets.

	Min		Neutral		Max	
EQUITIES						Guarding against elevated levels of complacency and stretched valuations.
U.S. Equity						Relative advantages remain attractive; however, valuations have become less attractive. Our longstanding overweight to US equities relative to international equities remains.
Large						The balance sheet strength of many large cap companies remains attractive. However, their valuations are among the richest relative to other segments of US and international equities.
Mid						Absolute and relative valuations combined with a higher percentage of domestically driven supply chains and sales, combine to position mid-cap stocks attractive.
Small						Valuations continue to remain attractive against large caps and stand to benefit from less onerous regulations. Within small caps, we are focused on quality companies able to navigate an elevated interest rate environment.
Value						Overweight Energy and Financials while avoiding the cheapest valued companies, leading us away from deep value sectors and industries.
Growth						Driven by an underweight to Consumer Discretionary and Communication Services, neutral weight Technology.
International						International equity valuations are attractive and central banks around the world have largely shifted toward easing monetary policy.
Developed Markets						Overweight Japanese and Eurozone equities relative to benchmark.
Emerging Markets						Attractive valuations, global monetary easing, and stimulative measures in China, position emerging Asian equities to potentially benefit from multiple tailwinds.

FIXED INCOME						We believe opportunities within fixed income markets are attractive over the mid- to long-term time periods while recognizing volatility could persist over the short-term.
Duration						Slightly underweight duration as uncertainty around growth and inflation persist.
Treasury						Neutral US Treasuries, favor the securitized sector.
Corporate						Prefer short-term and intermediate-term investment grade corporate credit relative to long-term. High-quality bias remains with little value offered in the form of spreads across the high yield universe.
MBS/Securitized						Attractive relative yield, adequate spreads, and strong implied credit quality position the asset class attractively, specifically residential mortgages.

ALTERNATIVES						
Commodities						A persistent lack of a durable geopolitical risk premium, lower global trade, and slower global economic growth combine for a challenging environment for commodities moving forward.

CASH						Excess cash position is being driven by our active underweight to international equities.
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Mosaic by Madison Investments

Mosaic by Madison Investments represents Madison's global multi-asset product suite spanning the risk spectrum with a series of distinct portfolios across ETF/Mutual Fund and ETF mandates. Madison's Multi-Asset Solutions team has deep experience monitoring worldwide macroeconomic trends and their associated investment implications. Risk management and a commitment to consistency are key components of our philosophy and process. We believe that efficient asset allocation and downside volatility mitigation should lead to increased long-term client investment success.

Multi-Asset Solutions Team



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The S&P 500® Index is a large-cap market index which measures the performance of a representative sample of 500 leading companies in leading industries in the U.S.

The Russell Midcap® Index measures the performance of the mid-cap segment of the U.S. equity universe.

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The MSCI Emerging Markets Index captures large and mid cap representation across 24 Emerging Markets (EM) countries. With 1,138 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each

The Bloomberg U.S. Aggregate Bond Index is a broad-based flagship benchmark that measures the investment grade, U.S. dollar-denominated, fixed-rate taxable bond market. The index includes Treasuries, government-related and corporate securities, mortgage backed securities, asset-backed securities and corporate securities, with maturities greater than one year.

The Bloomberg Commodity Total Return Index (BCOM) is composed of futures contracts and reflects the returns on a fully collateralized investment in the BCOM. This combines the returns of the BCOM with the returns on cash collateral invested in 13 week (3 Month) U.S. Treasury Bills.

The Bloomberg US Corporate High Yield Bond Index measures the USD-denominated, high yield, fixed-rate corporate bond market. Securities are classified as high yield if the middle

rating of Moody's, Fitch and S&P is Ba1/BB+/BB+ or below. Bonds from issuers with an emerging markets country of risk, based on Barclays EM country definition, are excluded.

The Bloomberg US Intermediate Corporate Bond Index measures performance of United States dollar-denominated investment grade, fixed-rate, taxable corporate bond securities with maturities greater than or equal to one year, but less than ten years, that are issued by U.S and non-U.S. industrial, utility and financial issuers.

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All investing involves risks including the possible loss of principal. There can be no assurance the asset allocation portfolios will achieve their investment objectives. The portfolios may invest in equities which are subject to market volatility. In addition to the general risk of investing, the portfolio is subject to additional risks including investing in bond and debt securities, which includes credit risk, prepayment risk and interest rate risk. When interest rates rise, bond prices generally fall. Securities rated below investment grade are more sensitive to economic, political and adverse development changes.

Equity risk is the risk that securities held by the fund will fluctuate in value due to general market or economic conditions, perceptions regarding the industries in which the issuers of securities held by the fund participate, and the particular circumstances and performance of particular companies whose securities the fund holds. In addition, while broad market measures of common stocks have historically generated higher average returns than fixed income securities, common stocks have also experienced significantly more volatility in those returns.

Commodity values can be very volatile. They can be impacted by world or local events, government regulations and economic conditions. Investments in commodities can lose value.

Each portfolio is subject to the risks and expenses of the underlying funds in direct proportion to the allocation of assets among the underlying funds.

Upon request, Madison may furnish to the client or institution a list of all security recommendations made within the past year.

The ISM Manufacturing Index is an indicator of the level of economic activity in the manufacturing sector in the United States. A number above 50 indicates an expansion of U.S. manufacturing, while a number below 50 indicates a contraction.

The federal funds rate is the target interest rate range set by the Federal Open Market Committee (FOMC) for banks to lend or borrow excess reserves overnight. It influences monetary and financial conditions, short-term interest rates, and the stock market.

Yield Curve is a line that plots yields (interest rates) of bonds having equal credit quality but differing maturity dates. The slope of the yield curve gives an idea of future interest rate changes and economic activity. There are three main types of yield curve shapes: normal (upward-sloping curve), inverted (downward-sloping curve), and flat.

Bond Spread is the difference between yields on differing debt instruments of varying maturities, credit ratings, and risk, calculated by deducting the yield of one instrument from another.

