FORTUNE

Canada may have just created the first efficient building retrofit market. The U.S. should take note

Fortune · (Christinne Muschi - Bloomberg - Getty Images)

Ben Evans

July 12, 2023 • 5 min read

Following the commitments of governments, corporations, and institutions, billions in funding have been allocated to build a net-zero carbon economy by 2050. In the U.S., the Inflation Reduction Act (IRA) alone includes an estimated $369 billion in energy and climate provisions. These commitments represent an enormous challenge and opportunity to target critical barriers to meaningful greenhouse gas emissions reductions, which means we must not overlook our existing buildings.

While many sectors of the U.S. economy are reducing emissions, the buildings sector is a major exception, largely due to aging existing buildings. Homes and buildings account for 40% of U.S.

energy consumption and at least 30% of U.S. greenhouse gas emissions–more than any other sector of the economy.

Of the country's roughly 6 million commercial buildings, 75% are more than 20 years old. Given that these buildings will be in use for decades to come, they must be retrofitted to achieve the world's climate commitments. The International Energy Agency estimates that we need to retrofit 20% of global building space by 2030 to meet emissions targets, or 2.5% of building space annually.

Smart policy and program design can offer a path to realizing both commercial and residential retrofits at a rapid pace.

Earlier this year, the U.S. Environmental Protection Agency (EPA) announced the initial program design of its $27 billion Greenhouse Gas Reduction Fund, a key climate financing initiative in the IRA. Over $19 billion of the fund will flow to nonprofit grantees, which will then allocate the funds to community financing institutions, such as green banks, community development finance institutions, and credit unions to invest in projects that lower pollution and energy costs.

The EPA rightly identified building efficiency improvements as one of three priority areas for funding. And as the agency moves closer to putting money on the street, it would be smart to look closely at a program implemented by our neighbors to the North that has successfully streamlined and accelerated similar investments in retrofit projects.

In 2020, Canadian Prime Minister Justin Trudeau announced a $2 billion investment in large-scale building retrofits as part of a national growth plan that would be funded by the Canada Infrastructure Bank. Since the announcement, the bank quickly ramped up a Building Retrofits Initiative to execute these investments. As of March 2023, the initiative has made $900 million in building efficiency investment commitments.

The bank's unique approach provides a model for how public funds in the U.S. can be deployed into retrofit projects at the pace and scale required to move the needle on climate targets. By tying interest rates directly to carbon emissions reductions, the bank's program incentivizes investment in projects with the greatest potential for climate impact, pushing funding to projects that deliver strong results.

The model used by the bank also brings standardization to predicting and documenting the potential energy savings associated with retrofit investments, overcoming complexity and bureaucracy that have historically been major barriers to investing in building efficiency at scale.

Today, it is typical for investors to utilize their own idiosyncratic approaches to predict and document project energy savings. This market fragmentation makes assessing project returns costly and evaluating project risks difficult. These challenges are compounded when operating an initiative responsible for deploying $2 billion.

To overcome these challenges, the Canadian retrofits initiative turned to Investor Ready Energy Efficiency (IREE) certification. Originally developed by the Environmental Defense Fund and now administered by Green Business Certification Inc. (GBCI), IREE provides third-party verification that the estimated savings associated with a proposed retrofit project have been determined and documented following industry best practices.

IREE certification enables the Canada Infrastructure Bank to partner with firms across the country that can develop and bundle retrofit projects at scale. It also makes underwriting the performance of these otherwise unique investment opportunities easier. The result is more potential projects sourced and evaluated at a lower cost. By uniting all its partners under a common framework, the Canada Infrastructure Bank is moving the retrofit market a step closer to the standardization that is common in other more efficient markets, such as those for mortgages, car loans, and solar power purchase agreements.

As the EPA and its grantees determine how to allocate the Greenhouse Gas Reduction Fund, the Canada Infrastructure Bank offers a path forward for developing a more efficient retrofit market. By following the Canadian model, we can help ensure that each public dollar spent results not only in direct emissions reductions but also helps overcome a key barrier to increased private sector investment in building efficiency, putting us on a path to realizing our climate goals, lowering our energy bills, and improving our indoor environments.

Ben Evans is the federal legislative director of the U.S. Green Building Council.

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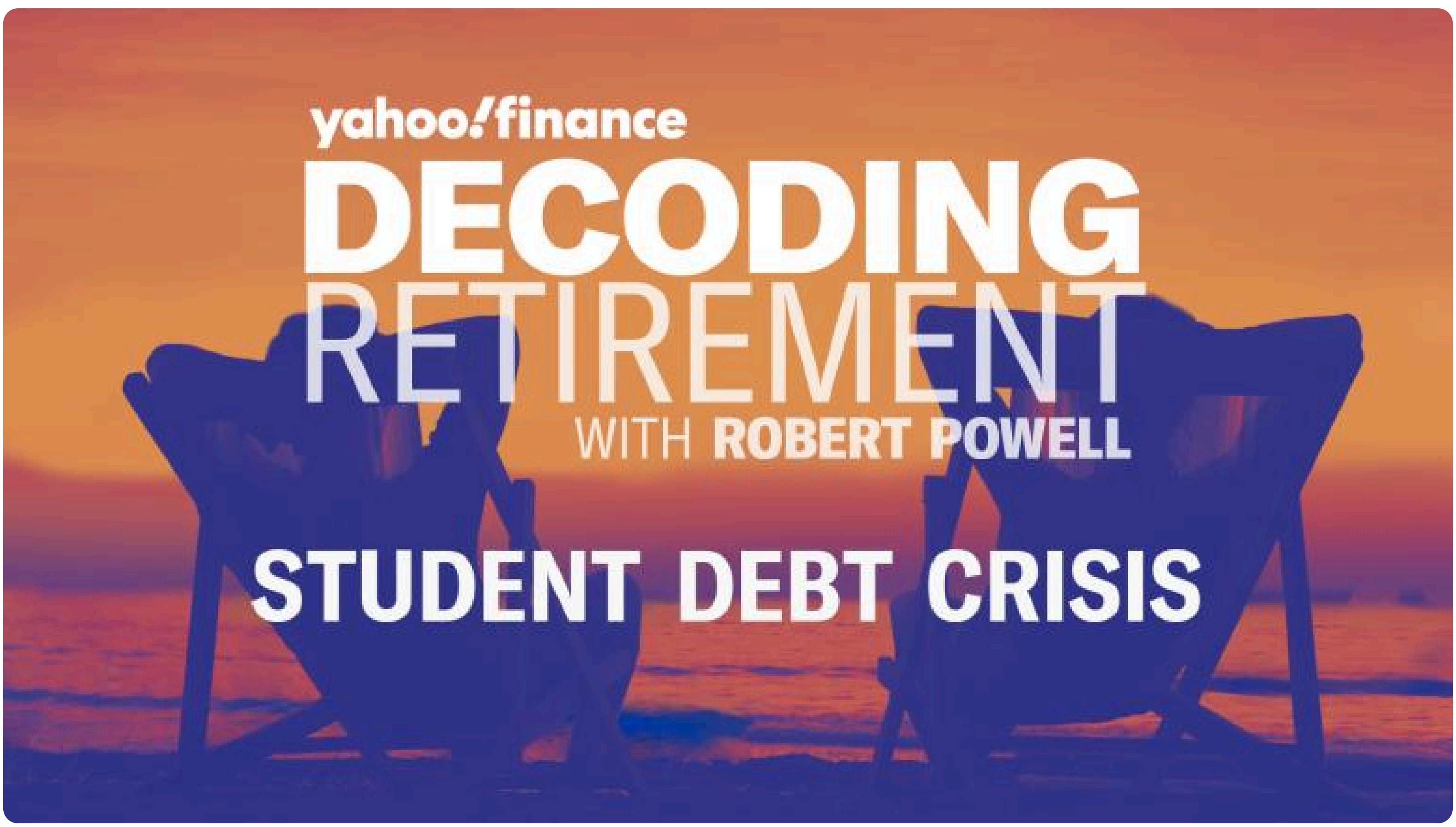
Bosses are firing Gen Z grads just months after hiring them—here's what they say needs to change



Orianna Rosa Royle
Updated Thu, September 26, 2024 at 1:51 PM PDT • 3 min read

After complaining that Gen Z grads are difficult to work with for the best part of two years, bosses are no longer all talk, no action—now they're rapidly firing young workers who aren't up to scratch just months after hiring them.

According to a new report, six in 10 employers say they have already sacked some of the Gen Z workers they hired fresh out of college earlier this year.

Intelligent.com, a platform dedicated to helping young professionals navigate the future of work, surveyed nearly 1,000 U.S. leaders. It found that the class of 2024's shortcomings will impact future grads.

After experiencing a raft of problems with young new hires, one in six bosses say they're hesitant to hire college grads again.

Meanwhile, one in seven bosses have admitted that they may avoid hiring them altogether next year.

Three-quarters of the companies surveyed said some or all of their recent graduate hires were unsatisfactory in some way.

Gen Z grads "unprepared and unprofessional"

So, where is it going wrong for fresh-faced graduates?

Employers' gripe with young people today is their lack of motivation or initiative—50% of the leaders surveyed cited that as the reason why things didn't work out with their new hire.

Bosses also pointed to Gen Z being unprofessional, unorganized and having poor communication skills as their top reasons for having to sack grads.

Leaders say they have struggled with the latest generation's tangible challenges, including being late to work and meetings often, not wearing office-appropriate clothing, and using language appropriate for the workspace.

Now, more than half of hiring managers have come to the conclusion that college grads are unprepared for the world of work. Meanwhile, over 20% say they can't handle the workload.

In reality, colleges know that their students are wholly unprepared for the workforce—and some have started stepping up to fill the gap.

For example, Michigan State University is teaching students how to handle a networking conversation, including how to look for signs that the other party is starting to get bored and that it's time to move on.

Meanwhile, a high school in London is trialing a 12-hour school day to prepare pupils for adult life.

Want to be more hirable? Attitude is everything

When asked what would make college grads more hirable, bosses responded: A positive attitude and more initiative.

Intelligent's chief education and career development advisor, Huy Nguyen, advises Gen Z grads

7 Levels Of Wealth: What Stage Are You At In 2024 According To Grant Sabatier?

AJ Fabino
Thu, September 26, 2024 at 10:15 AM PDT • 4 min read

In a world where financial anxieties loom, many Americans wonder just how financially secure they are.

For those wondering, Grant Sabatier, a voice in the FIRE (Financial Independence, Retire Early) movement, offers a perspective with his seven-level framework of wealth. The road map, written in his book "Financial Freedom," is a gauge that might resonate with those seeking to understand their financial journey.

Sabatier's first level, "Clarity," is about taking stock. For some, it might mean confronting the reality of living paycheck to paycheck, which plagues 78% of working Americans, according to a 2023 Payroll.org survey cited by Forbes.

Sabatier's system breaks down as follows, according to Acorns:

2. Self-sufficiency: Covering basic expenses without external support. While it may still mean living paycheck to paycheck, it's an important step.

3. Breathing Room: The end of the paycheck-to-paycheck cycle. This level allows for discretionary spending and marks the beginning of financial comfort. "Just because you make a lot of money doesn't mean you're saving that money," Sabatier said. "Most people in [the U.S.] live through debt."

4. Stability: A solid financial foundation. “At this level, you’re not worried if you lose your job or have to move to a different city,” Sabatier explained. Stability typically involves saving six months of living expenses.

5. Flexibility: The ability to take calculated risks. With at least two years of living expenses saved, individuals can consider major life changes without financial fear. "You could take a year off from your job if you wanted to," he said.

6. Financial Independence: At this stage, investment income covers living expenses, making work optional. "You either have a large pile of money in an investment portfolio generating

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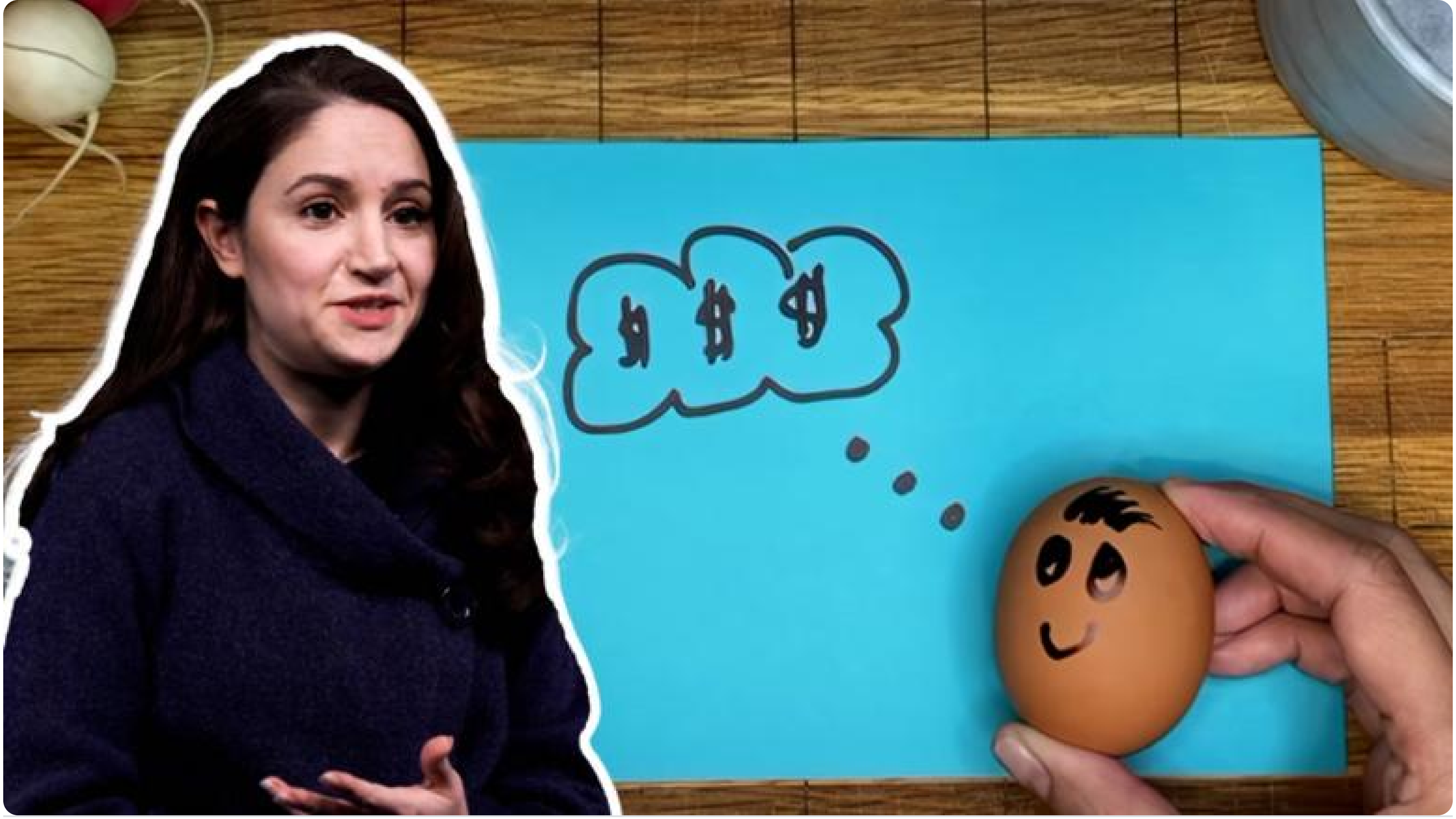

Laila Maidan

Wed, September 25, 2024 at 5:49 PM PDT • 5 min read

Some wealthier millennials and Gen Zers are over-saving for retirement.Getty Images

- Nearly half of Americans retiring at 65 risk running out of money, Morningstar finds.
- Single women face a 55% chance of depleting funds, higher than single men and couples.
- Experts advise better tax planning and diversified investments to mitigate retirement risks.

If you're aiming to retire at the standard age of 65, buckle up because you're going to want to hear this one.

According to a simulated model that factors in things like changes in health, nursing home costs, and demographics, about 45% of Americans who leave the workforce at 65 are likely to run out of money during retirement.

The model, run by Morningstar's Center for Retirement and Policy Studies, showed that the risk is higher for single women, who had a 55% chance of running out of money versus 40% for single men and 41% for couples.

The group most susceptible to ending up in this situation are those who didn't save toward a retirement plan, according to Spencer Look, the center's associate director. Still, retirement advisors say even those who think they're prepared aren't.

It's a big problem, says JoePat Roop, the president of Belmont Capital Advisors, who has been helping clients set up income streams for their retirement years. What might surprise many is that one of the biggest mistakes people make isn't so much about how much they save but how they plan around what they save.

To be more specific, Roop says what catches retirees off guard is **taxes and the lack of planning around them**. Many assume they will be in a lower tax bracket once they stop receiving a paycheck. But from his experience, retirees often remain in the same tax bracket or could even end up in a higher one.

"It's wrong in so many ways," Roop said. After retiring, most people's spending habits either remain the same or go up. When you have more leisure time on your hands, more money goes toward entertainment and travel, especially in the first few years of retirement. The outcome is a higher withdrawal rate, which can push you into a higher tax bracket, he noted.

People spend their careers investing in a 401(k) or an IRA because they allow contributions before taxes. It sounds like a great perk when you can cut your taxes and defer them. The downside is that withdrawals will be taxed.

His solution is to add a Roth IRA, an after-tax account that allows gains to grow tax-free. This way, during a year when you need to withdraw a higher amount, you can resort to that account instead, he noted.

Another big mistake people make is **moving money around in an inefficient way** that leads them to incur more taxes than they should or lose on future returns. This can include choosing

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Theron Mohamed
Thu, September 26, 2024 at 10:39 AM PDT • 3 min read

Bob Duggan is the CEO of Summit Therapeutics.Summit Therapeutics

- A surfer who never graduated from college has made billions in the biotech industry.
- Summit Therapeutics CEO Bob Duggan is worth about $16 billion after a 1,100% stock gain in 12 months.
- Duggan, 80, ranks 129th on the global rich list and is the 23rd biggest wealth gainer this year.

A surfer without a college degree has gone from baking cookies to building robots, minting billions in biotech, and ranking among the world's richest people.

Bob Duggan, 80, is the co-CEO and chairman of Summit Therapeutics, a cancer drug developer. He has tripled his net worth to $15.9 billion this year, making him the 23rd biggest wealth gainer of 2024 and the 129th richest person on the planet, per the Bloomberg Billionaires Index as of Thursday.

His net worth has soared thanks to his more than 550 million shares of Summit, a roughly 75% stake. The company's stock price has surged by over 1,100% in the past 12 months, lifting its market value to over $16 billion.

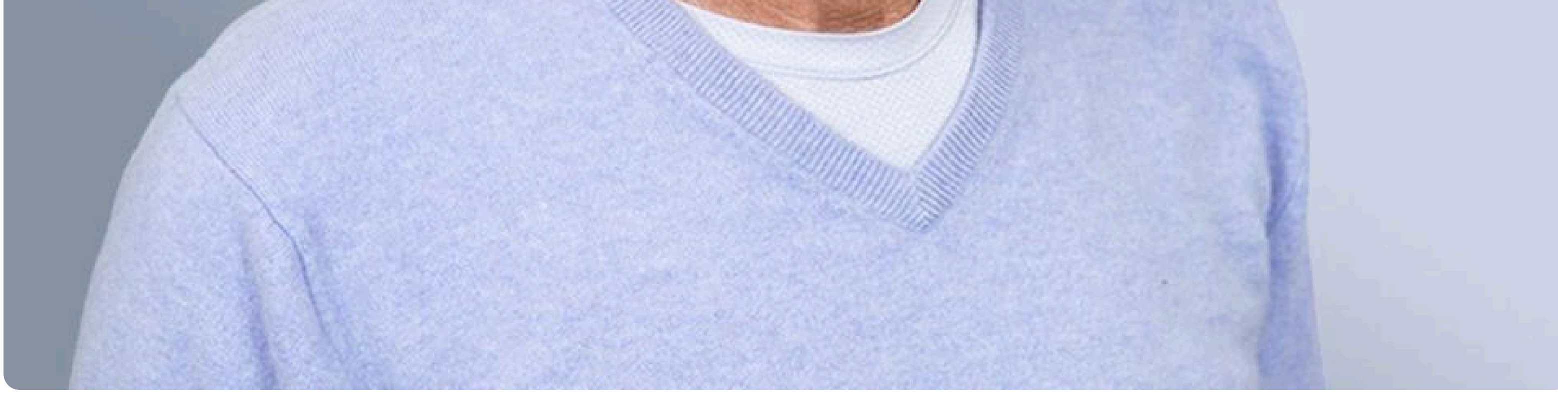
Summit stock jumped from about $12 on September 6 to a record high of $32 on September 13, but has retreated to around $23 since then. It spiked after the company released late-stage trial data showing one of its drugs, Ivonescimab, performed better than Merck's blockbuster Keytruda medication in some lung cancer patients.

Duggan stands out in the biotech industry, where most bosses rely on their advanced degrees to navigate complex, jargon-heavy medical research.

He spent six years taking classes at UC Santa Barbara in the 1960s, but never intended to get a degree as he was focused on finding ways to make money, he recently told The Wall Street Journal. Those included investing in Ethernet companies.

Duggan opened a bakery called Cookie Muncher's Paradise in 1976 with the help of his then-brother-in-law. They converted it into a luxury sandwich chain, grew it to 16 locations, and then sold it for about $6 million in 1987, according to Bloomberg.

"People laugh that I was in the cookie business. But you know what? It was the bestselling chocolate-chip cookie ever," he told WSJ. "You know why? Because we engineered it. We engineered it specifically so that it would be soft, so that when you pulled it away, it was like a pizza."



Duggan went from opening a bakery to making billions in biotech.Summit Therapeutics.

Duggan became the CEO and chairman of Computer Motion, a robotic surgery company, in 1990. Intuitive Surgical acquired it for $67 million in stock in 2003, allowing Duggan to cash out his stake for over $150 million eventually.

Spurred on by his son's death from brain cancer, Duggan started building a stake in Pharmacyclics, a maker of cancer drugs, in 2004. Pharmaceutical titan AbbVie bought the

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Erik Larson
Updated Thu, September 26, 2024 at 12:25 PM PDT • 6 min read

In This Article:

Donald_Trump

(Bloomberg) — Donald Trump's lawyers are on a mission to wipe out his biggest financial liability — a nearly half-billion dollar civil fraud verdict in New York that's soaring by more than $100,000 every day.

Lawyers for the Republican presidential nominee asked an appeals court Thursday to toss out a $454 million penalty levied against Trump for exaggerating his wealth in banking documents to get better terms on loans. They argue the claims were filed too late by New York authorities and that “clear disclaimers” on Trump’s documents advised banks to do their own assessments of his wealth.

“The disclaimers say what everybody already knows you do in this industry — you do your own due diligence,” Trump attorney John Sauer told a panel of five appellate judges, several of whom appeared open to his arguments.

The fight, just six weeks before Election Day, is playing out as Trump’s wealth has fluctuated wildly amid the rise and fall of his social media startup. His majority stake in Trump Media & Technology Group Corp (DJT) added billions to his net worth earlier this year and created a potential source of cash to pay the fraud penalty. But that windfall has shrunk as the stock has collapsed.

NasdaqGM - Nasdaq Real Time Price • USD

Trump Media & Technology Group Corp. (DJT) Follow View Quote Details

13.98 **-0.15 (-1.06%)**
At close: 4:00 PM EDT

13.88 **-0.10 (-0.72%)**
After hours: 6:55 PM EDT

1D 5D 1M 3M 6M YTD 1Y 5Y All

A decision by the Manhattan appellate court isn’t expected before the Nov. 5 election and could take several months. If Trump loses, he can take the case to New York’s highest court and, if necessary, to the US Supreme Court— though doing so could drag out a final decision until 2026.

The appeal is a financial gamble. The verdict, in a suit brought by New York’s attorney general, has accumulated about $23 million in interest costs during Trump’s challenge, bringing the total he owes to roughly $477 million. Further time-consuming appeals could add to that sum.

“We are confident that a fair hearing on the merits of this case will result in a total dismissal of the unconstitutional, unlawful judgment,” Trump campaign spokesman Steven Cheung said in a statement.

The verdict was the biggest liability listed on Trump's financial disclosure form filed Aug. 13 with the US Office of Government Ethics. It far exceeds his other big debts, including a $160 million

The Motley Fool

I've More Than Quintupled My Stake in This Historically Cheap Legal Monopoly That Just Conducted a Reverse Stock Split

Sean Williams, The Motley Fool
Thu, September 26, 2024 at 1:51 AM PDT • 7 min read

In This Article:

SIRI

Although nothing has been more popular with the investing community than artificial intelligence (AI) in 2024, the euphoria surrounding stock splits can, arguably, give AI a run for its money.

A stock split is a tool publicly traded companies have at their disposal that gives them the option of adjusting their share price and outstanding share count by the same factor. Keep in mind that stock splits are purely surface scratching and have no impact on a company's market cap or its operating performance.

Most investors tend to gravitate to companies announcing forward stock splits. A forward split is designed to reduce a company's share price to make it more nominally affordable for retail investors and/or employees who lack access to fractional-share purchasing with their broker. This type of split is almost always announced by businesses that are out-executing and out-innovating their competition.

Image source: Getty Images.

On the other hand, investors typically avoid companies completing reverse stock splits. A reverse split aims to increase a publicly traded company's share price, with the goal often to ensure continued listing on a major stock exchange. The lion's share of companies conducting reverse splits are doing so from a position of operating weakness.

In 2024, a little over a dozen industry-leading businesses have announced or completed a stock split. Only one of these premier businesses completed a reverse split -- and it's the stock I've more than quintupled my stake in since mid-April.

Meet Wall Street's most-anticipated reverse stock split of 2024

Though reverse stock splits happen all the time, none was more anticipated on Wall Street in 2024 than the recent split from satellite-radio operator **Sirius XM Holdings** (NASDAQ: SIRI).

In mid-December, Sirius XM announced it would be merging with Liberty Media's Sirius XM tracking stock, Liberty Sirius XM Group, to eliminate the confusion and share price variance caused by having multiple classes of common shares. Prior to their combination, which went into effect following the close of trading on Sept. 9, Liberty Sirius XM Group shares were vastly outperforming Sirius XM's shares over the trailing year.

But in addition to this merger, Sirius XM announced and completed a 1-for-10 reverse stock split (also after the close of trading on Sept. 9), which reduced its outstanding share count from close to 3.4 billion to a little north of 339 million.

Unlike the countless businesses that conduct reverse splits each year to maintain minimum

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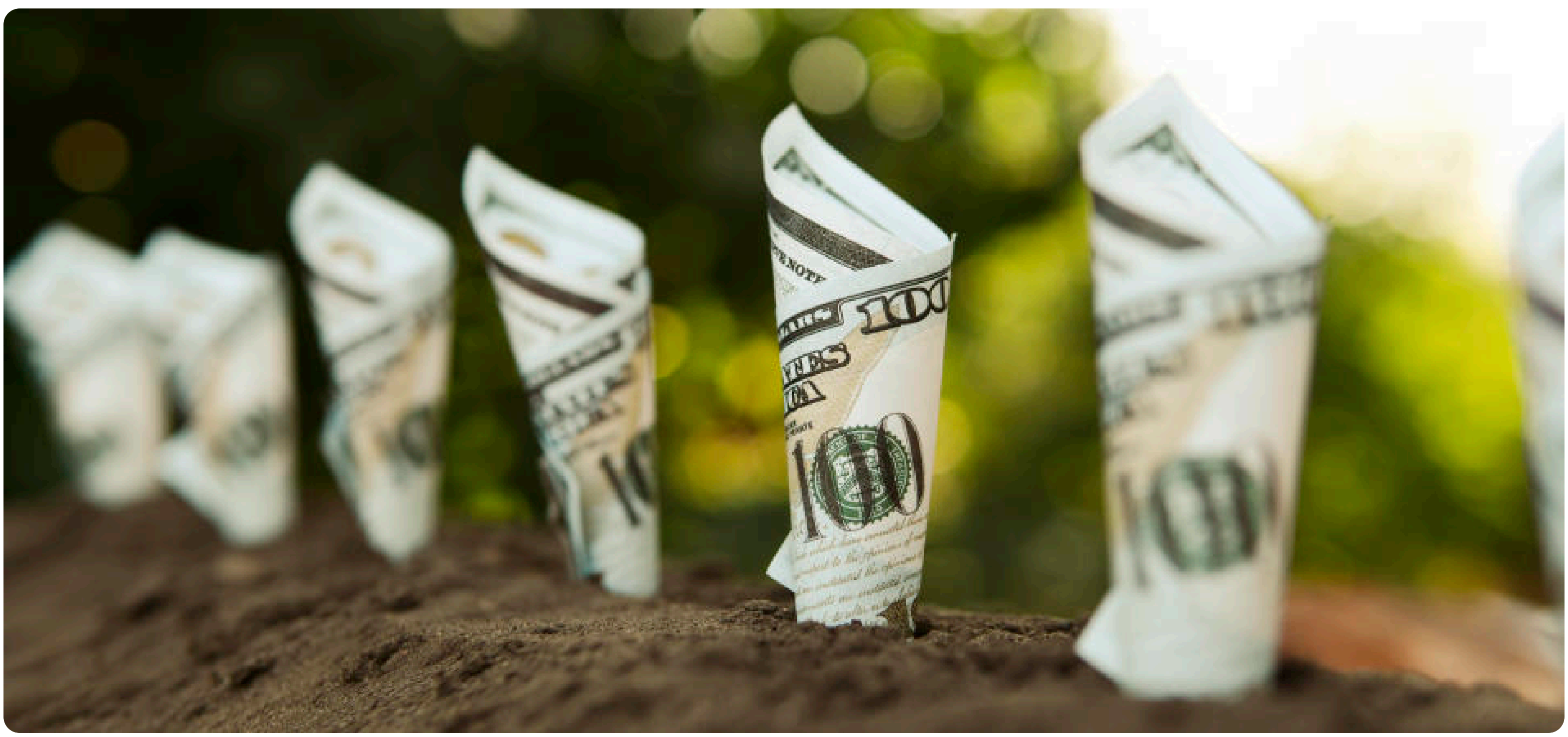

Reuben Gregg Brewer, The Motley Fool
Thu, September 26, 2024 at 8:23 AM PDT • 5 min read

In This Article:

O MDT BKH

How should you invest if you've just received a quick windfall? Say $10,000 or even $100,000. The stock market is near all-time highs, so an aggressive investment stance will likely expose you to a lot of downside risk. A better option would be to lock in some above-average yields backed by reliable dividend payers. To that end, you'll want to look at **Black Hills** (NYSE: BKH), **Realty Income** (NYSE: O), and **Medtronic** (NYSE: MDT) today. Here's why.

1. Black Hills is small but mighty

As far as utilities go, Black Hills is a small fry with a market cap of around $4.2 billion. But its dividend yield of 4.2% is well above the utility sector's average of 2.9%, using **Utilities Select Sector SPDR ETF** as a proxy. In this regard, Black Hills looks quite affordable.

But there's one more dividend stat that's important to consider. That figure is 54, which is the number of years that Black Hills has increased its dividend. That makes it a highly elite Dividend King. It is one of the few utilities that has achieved this feat. So you get an above-average yield and an above-average dividend track record.

The business, meanwhile, is also on very solid ground. Black Hills serves 1.3 million customers in parts of Arkansas, Colorado, Iowa, Kansas, Montana, Nebraska, South Dakota, and Wyoming. Population growth in the regions it serves is expanding nearly three times faster than population growth for the United States as a whole. Black Hills may not be an exciting dividend stock to own, but slow and steady can be very rewarding when the markets get volatile.

2. Realty Income's nickname says it all

Realty Income has trademarked the nickname "The Monthly Dividend Company." While that speaks to its monthly pay dividend, it is also a statement about its commitment to paying a reliable dividend. The streak of annual dividend increases is currently up to 29 years. Realty Income's yield is an attractive 5.1%, which is well above the 3.7% of the average real estate investment trust (REIT), using **Vanguard Real Estate Index ETF** as a proxy.

Meanwhile, Realty Income is one of the largest net lease REITs. (A net lease requires tenants to pay for most property-level operating costs.) It has an investment-grade rated balance sheet. And it has a diversified portfolio, with exposure to retail and industrial assets in both North America and Europe.

Given the REIT's large size, it owns over 15,400 properties, so it simply can't grow rapidly -- slow

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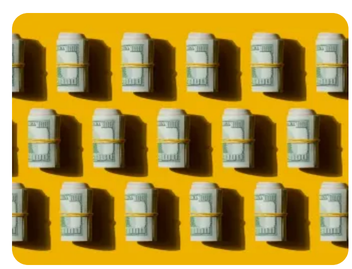

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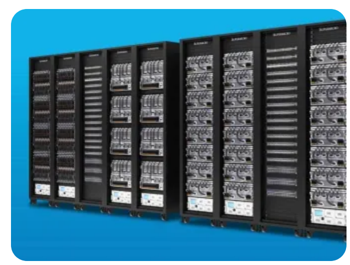

If You Invested $1,000 In Bitcoin When Jamie Dimon Said He Would Fire Employees 'In A Second' For Holding BTC, Here's How Much You'd Have Today

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Super Micro Computer stock dropped Thursday on a media report that the US Department of Justice is investigating the company for potential accounting violations.

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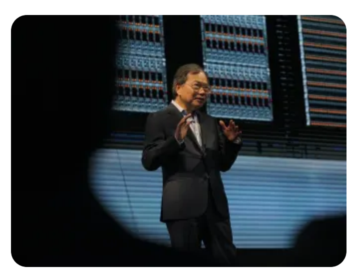

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