

**Tuscarora Area
CHAMBER OF COMMERCE**

Mercersburg, Montgomery, Peters, St. Thomas, Warren

chamber news

www.mercersburg.org
www.tuscaroraareachamberofcommerce.org



Civil War 150th Comes to Mercersburg

Residents of Mercersburg and Franklin County as well as those interested in Civil War history are invited to join the Mercersburg Civil War 150 Committee in recreating the Civil War history of General J.E.B. Stuart's Raid of 1862. A planning meeting is being held at 7:00 PM at the Mercersburg Borough Hall on April 11.

Mercersburg's September 29th Townfest, the annual festival brought to the community by the Tuscarora Area Chamber of Commerce, will take on a Civil War theme as it commemorates Civil War 150 with J.E.B. Stuart's Raid: Epilogue to Antietam. The event will feature a living history portrayal of J.E.B. Stuart's placement of cannons on the square, occupation of Mercersburg, and gathering of hostages. An encampment, walking tours, book signings, a Civil War band and guest speakers will highlight the Civil War commemoration at Townfest 2012.

Committees are in the early stages of forming. A Public Relations & Publications Committee, Memorabilia /Collector's Committee, and a Walking Tour Committee are being formed.

J.E.B. Stuart's Raid: Epilogue to Antietam will begin on Friday, September 28, in Clear Spring, MD with a reception and the dedication of a historical marker.

In addition to the living history festivities planned to be featured at Townfest, the final weekend in September will also provide a unique opportunity for bicyclists, motorcyclists, vintage car drivers and specialty vehicle enthusiasts. They'll be given the chance to ride along the route that General Stuart traveled 150 years ago.

The ride will begin at McCoy's Ferry Ford in Clear Spring on Saturday morning and head to Mercersburg to relive the raid by Stuart and his cavalry. Later that evening, participants will make their way to Chambersburg for a reception at Wilson College and talks by noted Civil War historians, Ted Alexander and Robert Trout.



The journey will conclude on Sunday, September 30, with a trip to Pen Mar Park, where riders and visitors can see across the valley that Stuart's Raid passed through while enjoying a period waltz in the dance pavilion.

Anyone interested in sharing their ideas or volunteering to assist with the preparation of this monumental weekend of festivities is asked to make their voice heard at the meeting on April 11.

Contact the Tuscarora Area Chamber for more information, 328-5827.

**WELCOME
NEW MEMBERS**

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& FREY, LLP**

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Greencastle, PA 17225

717-597-0200

Fax 717-597-2542

dsslaw@pa.net

<http://dsslaw.lawoffice.com/>

Attorneys

FOOTHILL FLEA MARKET

Les & Brenda Suders
6520 Charlestown Rd.
Mercersburg, PA 17236

717-658-2480 - Brenda

foothillfleamarket@gmail.com

<http://foothillfleamarket.com/>

Indoor Flea Market

GINA HALL - REPORTER

Associate Member

KEYSTONE CLASSIC CARRIAGES

Kenneth Egolf

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Mercersburg, PA 17236

717-658-9451

ken@keystoneclassiccarriage.com

www.keystoneclassiccarriage.com

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Saturday September 29th, 2012
9am-4pm Downtown Mercersburg

BOARD OF DIRECTORS

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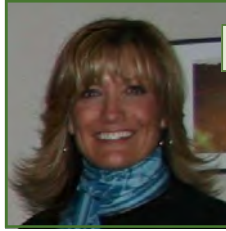
Susquehanna Bank

Staff

Executive Director

Mary-Anne Gordon

The Chamber News is a monthly newsletter of the Tuscarora Area Chamber of Commerce. Submit your information by the 23rd of each month for inclusion. The Chamber reserves the right to edit content of submissions for space limitations. Ideas, opinions and statements expressed in articles by contributors are not necessarily those of the Chamber.



Mary-Anne Gordon - Executive Director

Business Person of The Year 2012

ABOUT THE AWARD: The highest commendation the Tuscarora Area Chamber of Commerce presents each year is the "Business Person of the Year Award". This award is given to a person who unselfishly committed to the local business community.

AWARD CRITERIA:

- Nominee shall be a current Tuscarora Area Chamber member business owner or employee in good standing.
- Nominee's business must be located within Tuscarora Area Chamber of Commerce's service area of Peters, Warren, Montgomery, St. Thomas Townships and the Borough of Mercersburg.
- The individual exemplifies exceptional leadership both inside and outside their place of business and has a strong presence in community activities.

Please join the Tuscarora Area Chamber of Commerce Board of Directors at our Annual Banquet April 26, 2012 and congratulate our 2012 Business Person of the Year, **Donnie L. Martin**.

Donnie founded D.L. Martin in 1962. He purchased a 3,000 sq. ft. machine shop in Mercersburg, PA and hired his first 2 employees. This year D.L. Martin Co. celebrates its 50th anniversary. Donnie's entrepreneurial spirit, and the company's relentless pursuit to be the best have made D.L. Martin Co. our largest private employer and a leader in their industry, with more than 150,000 sq. ft. of manufacturing space and 150+ employees.

Information about the dinner is available on page 4 and 5 of this newsletter.



Respectfully,

Mary-Anne

VALUES YOU TRUST.

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MANAGER'S CORNER: *PLAN WELL - YOU WANT THEM TO ACCEPT IT NOT APPLAUD IT*

I recently experienced the same thing I tell my clients, and honestly, it was a bit deflating. Yet, it was the right feeling. It meant success. It meant the board's efforts in developing its strategic plan, debating objectives, defining strategies, and nit-picking select words had been worth the effort. The new board member with whom I reviewed the plan, simply said, "Thanks for that overview. It makes sense to me. It seems pretty straightforward, but it covers a lot of ground, which it needs to. How can I help?" That was it. He didn't applaud. He didn't say, "Wow Liz. This is amazing! It's the most concise, focused, yet results-oriented strategic plan I've ever seen!" He wasn't awed or tantalized by the plan. He didn't appear ready to start an organization-wide campaign to "get everyone on board" by creating new banners and giving out buttons. He simply wanted to start moving it forward. And because of that, the plan is already working.

Effective strategic planning (or for that matter any project planning) is only effective when it creates a clear roadmap for the team responsible for making it happen. When it creates excitement, shock and awe, but confusion, chaos, conflicts, and frustration are soon to follow. And this is why many of my clients have painful memories of prior strategic planning initiatives. They were well intentioned. They felt good and right during the process. But they yielded a document of little value, that caused more headaches than value because no one remembers what they meant as the various pieces of the plan were created. Their plans sound nice, but require subsequent meetings to discuss what was meant instead of actually working the plan.

Because of this all-too-common focus on creating lofty plans intended to inspire instead of clarify, I tell my clients: If we've developed your strategic plan well, the rest of the team will understand it and accept it when it's shared with them. However, be prepared: they won't be amazed or barely able to contain their applause, because it won't be awe-inspiring: it'll be clear but challenging. In fact, some of them may say, "It took you how many meetings to come up with just these few sheets of paper?" And, that's the type of reaction we want. We don't want them to be amazed, in shock, awed, or paralyzed by fear. We want them to hear it or read it, and "get it." Because if they "get it," they have a pretty clear picture of what we're asking them to help work towards. When they "get it," they aren't paralyzed by confusion. They can help make it happen.

And that's the purpose of a well-developed plan. Even though the planning teams wouldn't mind just a bit of applause....



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**Tuscarora Area Chamber of Commerce
Business Person of the Year Banquet**
Thursday, April 26, 2012 Whitetail Ski Resort



TACC is proud to present
2012 key speaker
PA Secretary of Revenue Dan Meuser

Sponsored By



Cocktail Reception 5pm
Silent Auction 5-6:30pm
Plated Dinner 6:30pm
Meeting 7:30-9pm

\$40 per member
\$50 nonmembers

Speakers and Presentations include; Dinner Sponsor Franklin County Visitors Bureau, the Business Person of the Year Award Winner, and PA Secretary of Revenue Dan Meuser

Tuscarora Area Chamber of Commerce * PO Box 161 * Mercersburg, PA 17236 * info@tchamber.org * 328-5827 * www.tchamber.org

TACC Annual Banquet RSVP The favor of a reply is requested by: April 18, 2012

Company/Name _____

Centerpiece Sponsor Yes or No (\$200 includes 2 tickets)

of Guests _____ x \$40 per member = _____

of Guests _____ x \$50 per non-member = _____

of Top Round w/demi glaze _____ or # of Grilled Chicken w/spinach and sundried tomato _____

Cocktail Reception includes - Stationed: Lump Crab Meat dip w/ crackers and baguettes and Served: Beef Crustini with Caper Mayonnaise and Assorted Mini Quiches and Complimentary Beverages. Meal includes - Garden Salad with Ranch and Raspberry Vinaigrette Dressings, Roasted Seasonal Vegetables, Red Mashed Potatoes and a Choice of Desserts.

Seating will be assigned on a first reserved by payment basis only. Tickets will be mailed 1 week prior. Please fill out the back of this form.

TUSCARORA AREA CHAMBER OF COMMERCE
**ANNUAL BUSINESS PERSON
 OF THE YEAR
 AWARD BANQUET**

Whitetail Lodge
 13805 Blairs Valley Rd., Mercersburg
 Thursday April 26, 2012 Cocktail Reception 5:00pm
 Plated Dinner and Meeting 6:30pm

Centerpiece Sponsor

\$200

20 available

2 tickets to the event, 1 sponsored centerpiece (not to exceed \$40 including tax, must be ordered from approved florists, names will be provided), special mention in all publicity prior to the event, at the dinner and all publicity following the event and on our web site.

Sponsorship Commitment

Centerpiece Sponsor \$200.00

Method of Payment

Bill Me Payment Enclosed

Name _____

Address _____

Phone _____

Signature _____

Return to -
 Tuscarora Area Chamber of Commerce
 PO Box 161
 Mercersburg, PA 17236
 E-mail: mgordon@tachamber.org Phone: 717-328-5827

Tuscarora Area CHAMBER OF COMMERCE

19 North Main Street • Mercersburg, PA 17236

717-328-5827

info@mercersburg.org

info@tuscaroraareachamberofcommerce.org

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UPCOMING CHAMBER EVENTS

April 14, 2012

Ribbon Cutting Celebration for FootHill Flea Market

8am Sharp

6520 Charlestown Road

Mercersburg, PA 17236

Register here - [http://www.tachamber.org/
chamber/event/136](http://www.tachamber.org/chamber/event/136) or 328-5827

April 18, 2012

Networking Luncheon at TWEP

Noon-1pm

Charles T. Brightbill Environmental Center

4881 Fort Loudon Rd/behind JB High School

Mercersburg, PA 17236

<http://www.twep.org/>

\$10 per person paid at the door only

Register here - [http://www.tachamber.org/
chamber/event/124](http://www.tachamber.org/chamber/event/124) or 328-5827

UPCOMING COMMUNITY EVENTS

April 7, 2012

End of Starvation Dinner

Conococheague Institute

4-8pm 35.00 per person

717-328-3467

Flyer in the back of this newsletter

April 21, 2012

The Mercersburg Historical Society's Annual Dinner

Fellowship Hall

First United Methodist Church

North Fayette Street, Mercersburg

5:30-9pm \$20.00 per person

Betty Jane Lee -328-2897

Joan McCulloh - 328-2248

Jay Quinn 328-3102 after 7:00 PM

Flyer in the back of this newsletter



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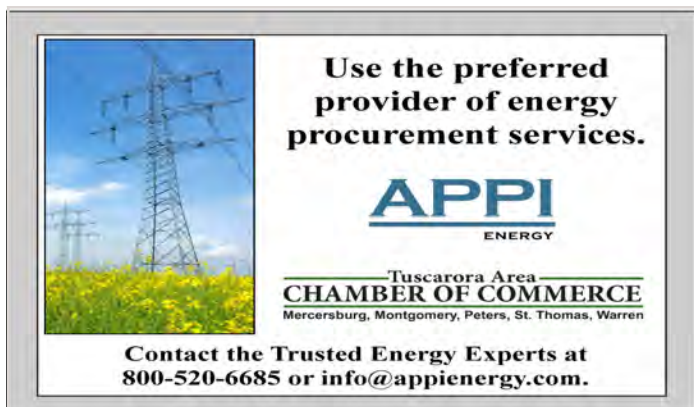


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MERCERSBURG OFFICE 5900 Ft. Loudon Road Mercersburg, PA 17236 717-328-5217	CHAMBERSBURG OFFICE 67 North Main Street Chambersburg, PA 17201 717-263-9215
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Whitetail Resort

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far from ordinary*

*Let us make your next
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accommodate any budget*

Delectable food and beverage options

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reunions, showers, corporate parties
and much more!*

Join us for a Tour and Tasting!

Sunday, April 22, 1-4 pm

\$5 in advance and \$8 at the door

*See for yourself what amenities we
have to offer while also visiting with
our preferred event vendors*

Food tastings

Door prizes with a Grand Prize

Tour of our facilities

and more!

Call to make reservations today!

*Contact Nicole Row at
717-328-9400 ext. 3566 or
myevent@skiwhitetail.com
for more information*



QuickBooks® Made Easy

Is your business making these critical mistakes?

You must learn these 25 new solutions!

- 7 Mistakes that most non-professional bookkeepers make with QuickBooks®
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- 3 Important ways to set up new clients and customers
- 3 Easy shortcuts that will save you dozens of hours every week using QuickBooks®
- 4 Critical ways to cut accounting expense by covering the daily task of data entry
- 5 Ways to reduce Payroll headaches and cost

Stop hurting your cash flow and put an end to your bookkeeping nightmares with this fast-paced and informative Training Course.

Class Dates:

Thursday, April 19, 2012 ~ 9:00 A.M. to 1:00 P.M.

Thursday, May 17, 2012 ~ 9:00 A.M. to 1:00 P.M.



Location: 720 Norland Avenue, Chambersburg, PA 17201
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**CALL (717) 267-2100 or
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MAIL this registration to Schultheiss & Associates**

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Class date _____/_____/_____

Name _____

Company Name _____

Address _____

City _____ ST _____ ZIP _____

Phone _____

Fax _____

Email _____

Additional Registrants:

1) _____

2) _____

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Circle one: Visa Mastercard

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Other business and professional workshops offered by Penn State Continuing Education in spring 2012:

Project Management

A comprehensive series will be facilitated at Mont Alto Campus:

Level I

March 21 and 22, 2012

Level II

April 3 and 4, 2012

Level III

April 17 and 18, 2012

Supply Chain Workshop Series

Five half-day workshops will be facilitated at FCADC offices, Chambersburg:

Inventory Management - April 12

Physical Inventory - April 19

Material Planning - April 26

Distribution Management - May 3

Cycle Counting - May 10

Please contact us for more information:

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Take one class, one track, or mix and match to achieve your unique goals.

Workshops will be facilitated at the Grove Family Library,

101 Ragged Edge Road South, Chambersburg.

\$169 per person/ per workshop. Lunch is included with your registration - see form attached.

Business and Professional Skills Series

Communication Effectiveness - March 13, 2012 (8:00 a.m.-12:00 p.m.)

Sales Effectiveness - March 13, 2012 (12:30-4:30 p.m.)

Time Management Effectiveness - March 20, 2012 (8:00 a.m.-12:00 p.m.)

Customer Service Excellence - March 20, 2012 (12:30-4:30 p.m.)

Dealing with Conflict - March 27, 2012 (8:00 a.m.-12:00 p.m.)

Emotional Intelligence - March 27, 2012 (12:30-4:30) p.m.

Leadership Series

Change Management - April 10, 2012 (8:00 a.m.-12:00 p.m.)

Teambuilding - April 10, 2012 (12:30-4:30 p.m.)

Leadership - April 17, 2012 (8:00 a.m.-12:00 p.m.)

Coaching - April 17, 2012 (12:30-4:30 p.m.)

Contact us to discuss how we might bring these vital programs to your business.

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Penn State is committed to affirmative action, equal opportunity, and the diversity of its workforce. U.Ed. MAO 12-16.

Business and Professional skills

Registration Information

FIRST NAME _____ LAST NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____

COMPANY/ORGANIZATION _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____

How to register

1. **Mail to:** Penn State Mont Alto Continuing Education, 1 Campus Drive, Mont Alto, PA 17237
2. **Email to:** ceclassinfo@ma.psu.edu
3. **By Phone:** Please note that payment can be made over the phone – please call the Penn State Mont Alto Continuing Education office at (717) 749-4116 and we'll take care of the rest!

CHECK ENCLOSED () **Checks payable to: Penn State Mont Alto CE**

CREDIT CARD: MC / VISA (please circle one)

Card # _____ Exp. _____ CVV _____

TOTAL PAID \$ _____ (\$169.00 per person/per workshop*)

*Please contact us about available discount for more than 4 classes.

Please check all classes you would like to register for: (note: lunch is included in the price)

All classes will be facilitated at the Grove Family Library, 101 Ragged Edge Road, Chambersburg

Tuesday, March 13, 2012	Communication Effectiveness 8:00 a.m.-12:00 p.m. \$169 per/person	Sales Effectiveness 12:30-4:30 p.m. \$169 per/person
Tuesday, March 20, 2012	Time Management Effectiveness 8:00 a.m.-12:00 p.m. \$169 per/person	Customer Service Excellence 12:30-4:30 p.m. \$169 per/person
Tuesday, March 27, 2012	Dealing with Conflict 8:00 a.m.-12:00 p.m. \$169 per/person	Emotional Intelligence 12:30-4:30 p.m. \$169 per/person
Tuesday, April 10, 2012	Change Management 8:00 a.m.-12:00 p.m. \$169 per/person	Team Building 12:30-4:30 p.m. \$169 per/person
Tuesday, April 17, 2012	Leadership Skills 8:00 a.m.-12:00 p.m. \$169 per/person	Coaching for Performance 12:30-4:30 p.m. \$169 per/person

For enquiries or to register, please call Penn State Continuing Education at (717) 749-4116

The Woman's Club of Mercersburg
Inner Beauty of Greencastle and Brighton Accessories

Present a

Spring Luncheon and Fashion Show

Saturday , May 19, 2012
at 11:45 A.M.

John Allison Public House, Greencastle, Pa.

\$25.00 per person

Doors open at 11:45 for hors d'oeuvres and punch along with the opportunity to view Brighton jewelry/accessories with a Brighton representative.

A spring luncheon will be served at 12:30 P.M., followed by a fashion show, hosted by Joanne Eyer, owner of Inner Beauty boutique of Greencastle. Inner Beauty boutique will remain open after the fashion show for further browsing.

Door Prizes

Contact Henrietta Tyson
for tickets
717 - 328- 3143

**The Mercersburg Historical Society
Annual Dinner Meeting & Program**

Saturday, April 21, 2012

**Fellowship Hall
First United Methodist Church
North Fayette Street, Mercersburg**

Reception – 5:30 PM

Dinner – 6:30 PM

Cost per person - \$20.00

Program

Presentation of the James Buchanan Service Award

Guest Speaker – Dr. Gabor Boritt

**The Robert Fuher Professor of Civil War Studies and
Director of the Civil War Studies at Gettysburg College
Dr. Boritt is author, co-author or editor of many books about
Abraham Lincoln and the Civil War. His most recent book is
*The Gettysburg Gospel: the Lincoln Speech Nobody Knows***

**Please return the reservation form by April 15
or call**

Betty Jane Lee -328-2897

Joan McCulloh – 328-2248

Jay Quinn 328-3102 after 7:00 PM

Dinner Reservation

Name: _____

Number of reservations _____ x \$20.00 = _____

**Send to: Mercersburg Historical Society
P O Box 115,
Mercersburg PA 17236**

The year is 1753 the settlers of the Conococheague Settlement have endured a harsh winter of isolation and near starvation. Now that the winter snows have gone, word has spread of a celebrationan "End of Starvation Feast"!!

Please join us as we recreate this joyous occasion

Conococheague Institute announces

an

"End of Starvation Feast"

on

Saturday, April 7, 2012

being from

4 to 8 p.m. with dinner served at 5 p.m.

in

The Welsh Barrens Visitor Center

*Menu: Parsnip, Potato and Turnip Soup
Sauerbraten Red Cabbage
Smoked Pork Sauerkraut Homemade Spaetzli
Warm Fruit Chutney Bread & Butter
Apple Tart Pound Cake Pudding*

*Prepared and served by
Marcel's Catering Service*

*Reserve you ticket or table A.S.A.P.
Seating is limited*

\$35.00 per person

717-328-3467

**Thursday
April 12, 2012**

Job Fair


9am-3pm at

CHAMBERSBURGMALL

Sponsored by:

Senator Rich Alloway



- **Local companies are hiring!** 
- **Jobseekers should have resumes available and be prepared to complete applications on site**
- **Various workshops will be offered throughout the day on topics such as resume preparation and interview skills**
- **Veterans - learn more about services and benefits you may qualify for; attend seminars with a Veterans Employment Representative**
- **Local colleges and universities will be represented**
- **Human services agencies will provide information and referrals**

**For more information, contact Senator Alloway's Office
717-264-6100 www.senatoralloway.com**



Photo courtesy Ron Harris

Running an effective group isn't easy — boards of directors, committees, advisory councils and other groups often struggle to stay focused and on task, and sometimes simply to get along.

Effective Groups helps you understand why groups behave the way they do, and provides tools and techniques for improving your group's effectiveness. The programs are short and lively. You'll learn and practice new skills, so your group can get more done — and have more fun doing it.

Directions to
Franklin County Ag Heritage Center
185 Franklin Farm Lane,
Chambersburg, PA 21702

- Take I-81 to exit 16
- Turn East onto Rt. 30 towards Gettysburg
- Turn left onto Franklin Farm Lane (the 2nd traffic light after I-81)
- Turn left into parking lot before bridge
- The Ag Heritage Center is across the foot-bridge

Questions? More information?

To find out more about this series or Penn State Extension's Building Strong Communities programs, contact Judy Chambers, Penn State Extension at (717) 334-6271 x.313, chambers@psu.edu or visit <http://extension.psu.edu/ecd>

An **OUTREACH** program of the College of Agricultural Sciences

Penn State College of Agricultural Sciences research and extension programs are funded in part by Pennsylvania counties, the Commonwealth of Pennsylvania, and the U. S. Department of Agriculture.

Visit Penn State Extension on the web: extension.psu.edu

Where trade names appear, no discrimination is intended, and no endorsement by Penn State Cooperative Extension is implied.

Penn State encourages persons with disabilities to participate in its programs and activities. If you anticipate needing any type of accommodation or have questions about the physical access provided, please contact [Name and phone number] in advance of your participation or visit.

This publication is available in alternative media on request.

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Penn State **Extension**

Effective Groups

Building Community Capacity

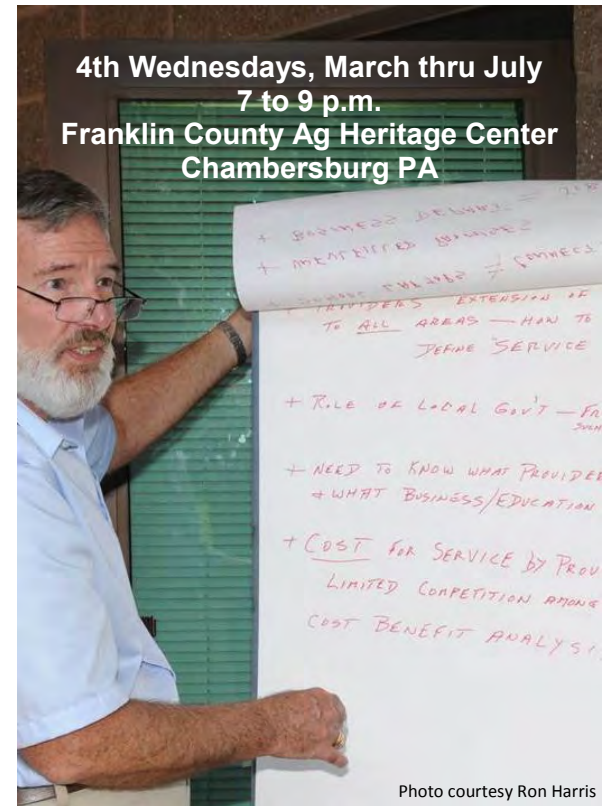


Photo courtesy Ron Harris

PENN STATE



Cooperative Extension
 College of Agricultural Sciences

Effective Meetings

Wednesday March 28 7-9 p.m.

Some meetings seem to wander and no decisions ever get made. Put your meetings back on track:

- prepare for the meeting
- use an agenda effectively
- define roles and expectations for members and committees



Productive Groups

Wednesday April 25 7-9 p.m.

When meetings are productive, everyone feels good about the time and energy spent. Learn how to be a great group coach:

- different types of groups
- basic needs of group members
- build and maintain effective groups
- use activities to promote group process



Managing Conflict

Wednesday May 23 7-9 p.m.

Conflict is a part of life, but too much of it is a drain on critical resources like time, money and people. Understand how to manage it:

- recognize common causes of conflict
- identify the stages of the conflict cycle
- learn techniques for managing or resolving group conflict situations



Group Decisions

Wednesday June 27 7-9 p.m.

Talk, talk, talk. What can I do to help my group make a decision? Help your group get its work done:

- effective use of parliamentary procedure
- when and how to use consensus
- framing the issue and evaluating options

Facilitation

Wednesday July 25 7-9 p.m.

Why are people so difficult? Fill your toolbox with tips to manage tough situations:

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- getting good ideas on the table
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PENNSYLVANIA FAST FACTS

MARCH 2012 EDITION

Each of the following sections is a quick snapshot of Pennsylvania's many different labor market and economic data sets

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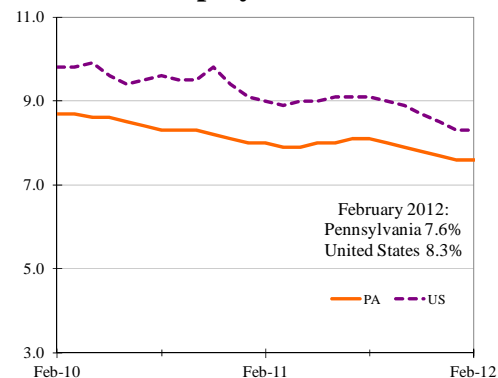
For additional information, please contact:
Center for Workforce Information & Analysis (CWIA)
 Call: 1-877-493-3282; Fax: 1-717-772-2168
 E-mail: workforceinfo@pa.gov
www.paworkstats.state.pa.us



Release Date: 03-30-2012
Next Release Date: 04-27-2012

LABOR FORCE STATISTICS

Unemployment Rate



Unemployment Rate (All data are seasonally adjusted)

- Pennsylvania's unemployment rate was 7.6% in February 2012
- Pennsylvania was ranked 26th (lowest rate) in the U.S.
- O-T-M change was 0.0 percentage points
- O-T-Y change was -0.4 percentage points
- Pennsylvania's unemployment rate has been at or below the U.S. rate for 64 consecutive months
- Change since December 2007, the official start of the recession, was +3.0 percentage points
- PA's rate is forecast to be at 7.6% in 2nd quarter 2012 (see page 27 for additional Global Insight forecasts)
- February unemployment rates for DC 9.9%, NJ 9.0%, NY 8.5%, OH 7.6%, WV 7.2%, DE 7.0%, MD 6.5% (see page 20 for additional information)

O-T-M: Over-the-Month
O-T-Y: Over-the-Year

Unemployment

- Pennsylvania's unemployment for February was 483,000
- O-T-M change was -3,000, O-T-Y change was -27,000
- Change since December 2007 was +191,000 (+65.4%)

Employment

- Pennsylvania's employment for February was 5,906,000
- O-T-M change was +10,000, O-T-Y change was +12,000
- Change since December 2007 was -182,000 (-3.0%)

Labor Force

- Pennsylvania's labor force for February was 6,389,000
- O-T-M change was +6,000, O-T-Y change was -15,000
- Change since December 2007 was +9,000 (+0.1%)

UNEMPLOYMENT DEMOGRAPHICS

PA Unemployment Rate by Demographic Group

Group	2011	2011	2010	2009
	Q4	Q3	Q4	Q4
Total	7.1%	8.7%	7.7%	8.0%
White	6.3%	7.9%	6.9%	7.3%
Black	13.0%	14.4%	14.7%	13.3%
Male	7.2%	8.7%	8.0%	9.1%
Female	7.0%	8.8%	7.3%	6.7%
16-19	14.4%	18.5%	15.5%	24.8%
20-24	11.1%	17.6%	14.3%	11.5%
25-54	6.3%	6.9%	6.5%	7.0%
55+	6.2%	7.3%	6.7%	6.1%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- The unemployment rates for all demographic groups, were lower than a year ago (4th quarter), 2011 versus 2010.
- Blacks, males, and younger workers had the highest rates.

PA Unemployment Rate by Educational Group

Group	2011	2011	2010	2009
	Q4	Q3	Q4	Q4
Less than a HS diploma	12.9%	14.7%	12.9%	13.0%
HS graduates, no college	7.9%	9.1%	8.7%	8.6%
Some college, no degree	7.1%	9.5%	8.2%	10.4%
Associate degree	5.4%	6.9%	6.4%	5.4%
Bachelor's degree or higher	4.3%	4.8%	4.5%	3.9%

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- In the 4th quarter 2011, the unemployment rate generally decreased with each increasing level of education.

Select PA Labor Force Characteristics

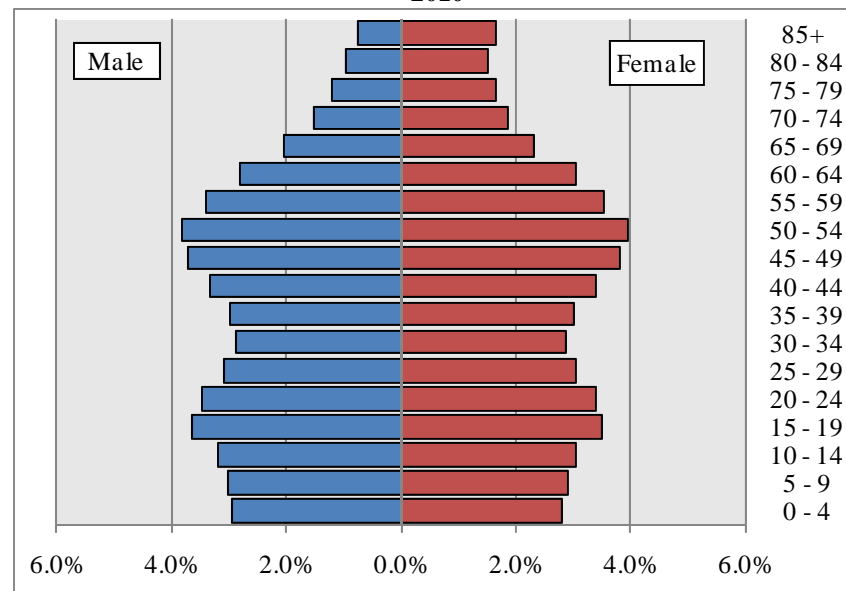
Quarter	Discouraged Workers	Part Time for Econ. Reasons	Average Duration of Unemployment (Weeks)	Labor Force Participation Rate	Employment to Population Ratio	Underemployment Rate	Long-Term Unemployed (>26 Weeks)
2011 Q4	23,200	279,600	29.5	62.8%	58.4%	12.9%	147,700
2011 Q3	35,700	283,700	34.0	63.8%	58.2%	14.7%	214,200
2010 Q4	56,200	304,700	34.9	62.9%	58.1%	14.0%	216,400
2009 Q4	22,800	277,000	26.6	63.0%	58.0%	13.4%	176,400

Source: U.S. Bureau of Labor Statistics, Current Population Survey (CPS)

- From 4th quarter 2010 to 4th quarter 2011, the percent of long-term unemployed, or those who have been unemployed for more than six months, decreased from 45% to 33%.
- Pennsylvania's 4th quarter 2011 underemployment rate (which can be used to gauge the true nature of unemployment) was 12.9%.

POPULATION DEMOGRAPHICS

Population Pyramid of Pennsylvania Percent of Total Population 2010



Source: U.S. Census Bureau; Pennsylvania State Data Center

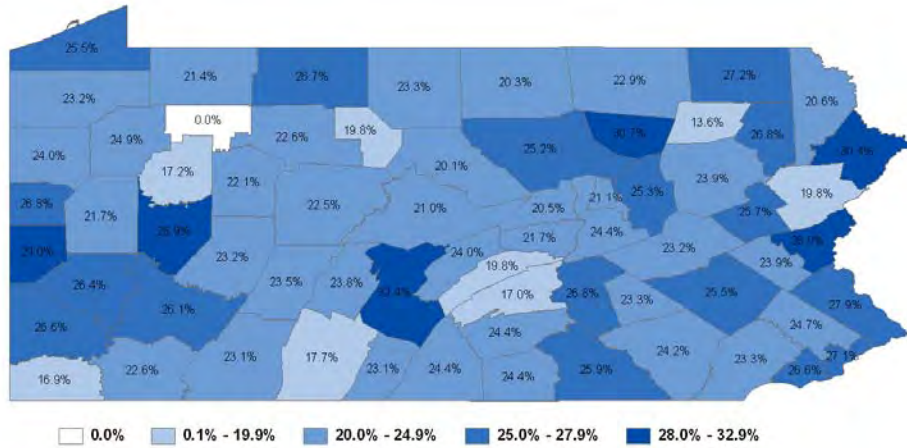
Age	Population	% of Population	% Change 2000-2010
Total Population	12,702,379	100.0%	3.4%
Age 19 and Under	3,179,390	25.0%	-2.8%
Age 20-64	7,563,682	59.5%	6.7%
Age 65 and Older	1,959,307	15.4%	2.1%

Source: U.S. Census Bureau; Pennsylvania State Data Center

- According to the 2010 Census, Pennsylvania is growing slowly and becoming older and more diverse.
- Pennsylvania's population is among the oldest in the United States.
- A total of 1,959,307 people age 65 and older called Pennsylvania home in 2010. The commonwealth ranked fourth among states in the percentage of elderly population (15.4%).
- Pennsylvania's working-age population increased 6.7% to 7,563,682, from 2000 to 2010.
- The number of Pennsylvanians aged 19 and under declined 2.8% in 2010. Pennsylvanians 19 and under represent one-quarter of all state residents.
- The total population increased 3.4% to 12,702,379 in Pennsylvania since the last decennial census.

WORKFORCE INDICATORS

2011 Q2 Percent of Manufacturing Workers 55 and Older by County



Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program

2011 Q2 Top Manufacturing Groups Employing Workers 55 and Older

NAICS	Industry Group	Workers 55+	Total Employment	% Workers 55+
	All industry groups	1,194,450	5,426,530	22.0%
3151	Apparel Knitting Mills	159	375	42.4%
3131	Fiber, Yarn, and Thread Mills	135	320	42.2%
3132	Fabric Mills	895	2,502	35.8%
3152	Cut and Sew Apparel Manufacturing	1,636	4,580	35.7%
3141	Textile Furnishings Mills	319	944	33.8%
3159	Apparel Accessories and Other Apparel	173	515	33.6%
3112	Grain and Oilseed Milling	392	1,189	33.0%
3311	Iron and Steel Mills and Ferroalloy	4,370	13,334	32.8%
3361	Motor Vehicle Manufacturing	347	1,059	32.8%
3169	Other Leather and Allied Product Manufacturing	73	233	31.3%
3122	Tobacco Manufacturing	267	860	31.0%
3325	Hardware Manufacturing	230	742	31.0%
3312	Steel Product from Purchased Steel	2,158	7,052	30.6%
3365	Railroad Rolling Stock Manufacturing	1,879	6,191	30.4%
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	168	562	29.9%
3339	Other General Purpose Machinery	3,276	10,980	29.8%
3133	Textile and Fabric Finishing and Fabric Coating Mills	308	1,036	29.7%
3272	Glass and Glass Product Manufacturing	1,884	6,389	29.5%
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment	1,437	4,878	29.5%
3221	Pulp, Paper, and Paperboard Mills	1,179	4,004	29.4%

Source: U.S. Census Bureau; Local Employment Dynamics (LED) Program

Note: NAICS is the North American Industry Classification System

WORKFORCE INDICATORS

The following is an example of the occupations commonly found in an aging industry identified using Local Employment Dynamics (LED) data.

Occupations Commonly Found In: Purchased Steel Product Manufacturing (NAICS: 3312)

Establishments primarily engaged in manufacturing iron and steel tube and pipe, drawing steel wire, and rolling or drawing shapes from purchased iron or steel.

Occupational Code	Occupational Title	Percent of Industry 2008	Estimated 2018 Percent
51-4021	Extruding & Drawing Machine Setters/Oprs/Tndrs, Metal & Plastic	8.5%	8.6%
51-4031	Cutting, Punching & Press Machine Setters/Oprs/Tndrs, Metal & Plastic	7.8%	7.1%
51-4023	Rolling Machine Setters/Oprs/Tndrs, Metal & Plastic	7.2%	7.3%
51-9198	Helpers, Production Workers	5.9%	6.0%
51-4121	Welders, Cutters, Solderers & Brazers	5.6%	6.0%
51-1011	Supervisors - Production & Operating Workers	4.2%	4.3%
51-4081	Multiple Machine Tool Setters/Oprs/Tndrs, Metal & Plastic	4.1%	4.5%
49-9041	Industrial Machinery Mechanics	3.3%	3.9%
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	2.9%	2.8%
43-5071	Shipping, Receiving, & Traffic Clerks	2.7%	2.7%
53-7051	Industrial Truck & Tractor Operators	2.4%	2.2%
41-4012	Sales Representatives	2.3%	2.4%
53-7062	Laborers & Freight, Stock & Material Movers, Hand	2.3%	2.1%
49-9042	Maintenance & Repair Workers, General	2.1%	2.2%
53-7063	Machine Feeders & Offbearers	1.8%	1.7%
51-4034	Lathe & Turning Machine Tool Setters/Oprs/Tndrs, Metal & Plastic	1.7%	1.6%
53-7021	Crane & Tower Operators	1.6%	1.6%
51-4191	Heat Treating Equipment Setters/Oprs/Tndrs, Metal & Plastic	1.6%	1.6%
53-7064	Packers & Packagers, Hand	1.6%	1.3%
51-4022	Forging Machine Setters/Oprs/Tndrs, Metal & Plastic	1.5%	1.2%
11-3051	Industrial Production Managers	1.3%	1.3%
43-5061	Production, Planning, & Expediting Clerks	1.3%	1.3%
51-4033	Grinding, Lapping, Polishing & Buffing Machine Tool Setters/Oprs/Tndrs, Metal & Plastic	1.2%	1.2%
51-2092	Team Assemblers	1.0%	1.0%
43-9061	Office Clerks, General	1.0%	1.0%
11-1011	Chief Executives	1.0%	0.9%
11-1021	General & Operations Managers	0.9%	0.8%
51-4041	Machinists	0.8%	0.9%
51-9121	Coating, Painting & Spraying Machine Setters/Oprs/Tndrs	0.8%	0.8%
43-5081	Stock Clerks & Order Fillers	0.8%	0.6%

Source: 2008-18 Long-Term Occupational Employment Projections

UNEMPLOYMENT COMPENSATION

Key Facts

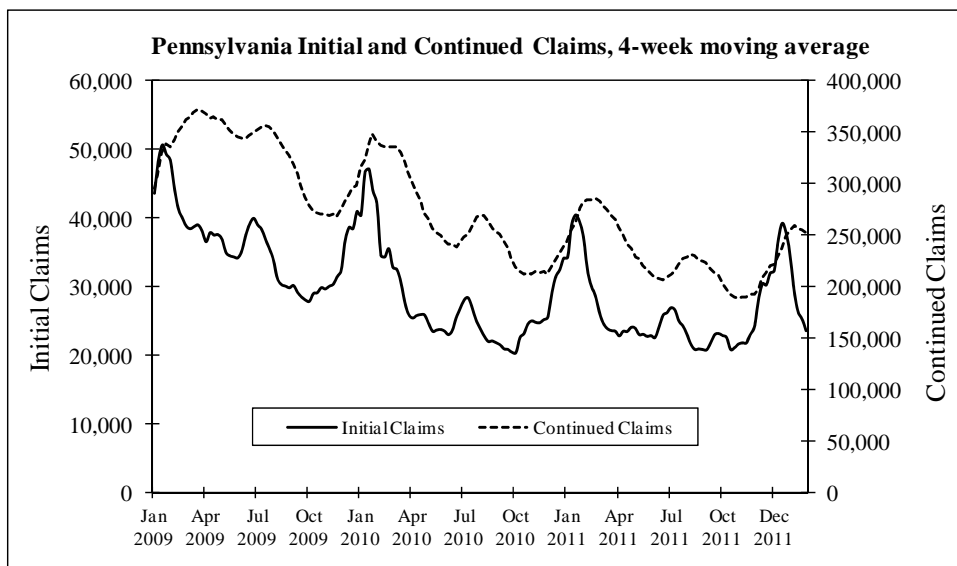
Unemployment Compensation Federal Loan Balance

- As of March 31, 2011: \$3,599,267,337
- As of March 23, 2012: \$3,678,271,560

Available Weeks of Benefits

- As of February 19, 2012, a max of 86 weeks of UC are available in PA.
- Nationally, a maximum of 99 weeks of benefits are available.

Claims



All claims data are not seasonally adjusted.

O-T-Y: Over-the-Year

Regular Compensation

- Initial claims for February were 107,900, O-T-Y change was -10,900 (-9%)
- Continued claims for February were 1,023,800, O-T-Y change was -110,600 (-10%)

Emergency Compensation (EUC)

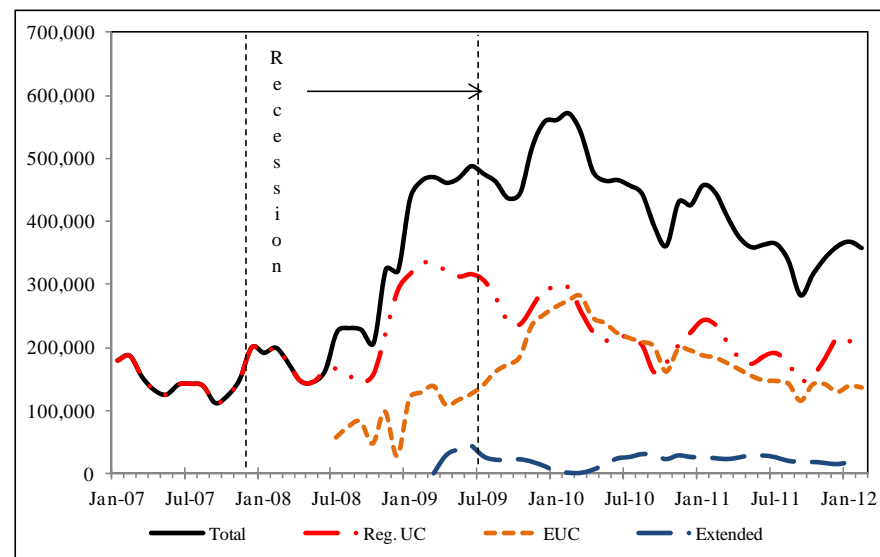
- Initial claims for February were 22,200, O-T-Y change was -2,800 (-11%)
- Continued claims for February were 605,400, O-T-Y change was -167,600 (-22%)

Extended Benefits (EB)

- Initial claims for February were 11,600, O-T-Y change was -4,100 (-26%)
- Continued claims for February were 103,600, O-T-Y change was -36,700 (-26%)

UNEMPLOYMENT COMPENSATION

Individual Payments



Individual Payments by Week Ending Date

Program	Feb 25, 2012	Jan 28, 2012	Aug 27, 2011
Total	358,360	368,475	352,477
Regular UC	204,719	210,879	183,233
Emergency UC	137,381	140,072	147,198
Extended Benefits	16,260	17,524	22,046

Source: PA Unemployment Compensation System

Note: This count reflects the total number of distinct individuals who received UC benefits including federal extension of benefits as of January 28, 2012.

- The number of individuals who had exhausted regular state UC benefits (26 weeks) and were receiving some form of emergency or extended benefits was 153,641 for the week ending February 25, 2012.
- For the same week, the total number of individuals who received UC benefits (358,360) was lower than the previous month (368,475) but higher than six months ago (352,477).
- The total number of individuals who received emergency UC benefits (137,381) was lower than both the previous month (140,072) and six months ago (147,198).

UNEMPLOYMENT COMPENSATION

UC Exhaustees by Pre-UC Supersector January 1, 2010 to February 29, 2012

Pre-UC Supersector	Exhaustees	% of Total
Total	196,000	100%
Natural Resources & Mining	1,100	0.6%
Construction	18,350	9.4%
Manufacturing	30,200	15.4%
Trade, Transportation & Utilities	42,420	21.6%
Information	3,460	1.8%
Financial Activities	9,960	5.1%
Professional & Business Services	40,800	20.8%
Education & Health Services	22,840	11.7%
Leisure & Hospitality	15,820	8.1%
Other Services	5,550	2.8%
Government	1,910	1.0%
Unclassified Industry	3,590	1.8%

Source: PA Unemployment Compensation System

Note: This count reflects the total number of persons during the month who have exhausted all available state and federal UC benefits under current law. Numbers may not add to total due to rounding, and the total is rounded to the nearest thousand.

Pre-UC Supersector represents the aggregated industry sector of the primary employer of the exhaustee prior to collecting unemployment benefits.

- From January 1, 2010, through February 29, 2012, the number of individuals who exhausted all available state and federal UC benefits was 196,000.
- In February 2012 alone, total exhaustions were 5,000. (See next page)
- The supersector with the highest number of exhaustees was Trade, Transportation & Utilities with 42,420, or 21.6% of all exhaustees.
- The next highest number of UC Exhaustees was from the Professional & Business Services supersector with 40,800, or 20.8%.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Jan 2012	Actual	Projected			Total
		Feb 2012	Mar 2012	Apr 2012	May 2012	
Pennsylvania	191,000	5,000	5,000	5,000	5,000	211,000
---	---	---	---	---	---	---
Adams County	1,580	50	40	40	40	1,750
Allegheny County	14,870	360	390	390	390	16,400
Armstrong County	2,280	60	60	60	60	2,520
Beaver County	4,280	100	110	110	110	4,710
Bedford County	840	30	20	20	20	930
Berks County	6,600	230	170	170	170	7,340
Blair County	1,750	40	50	50	50	1,940
Bradford County	1,460	20	40	40	40	1,600
Bucks County	6,730	110	180	180	180	7,380
Butler County	1,960	40	50	50	50	2,150
Cambria County	2,820	70	70	70	70	3,100
Cameron County	200	<10	10	10	10	230
Carbon County	1,150	50	30	30	30	1,290
Centre County	830	30	20	20	20	920
Chester County	4,720	70	120	120	120	5,150
Clarion County	480	40	10	10	10	550
Clearfield County	1,340	30	40	40	40	1,490
Clinton County	460	10	10	10	10	500
Columbia County	780	30	20	20	20	870
Crawford County	1,210	20	30	30	30	1,320
Cumberland County	2,240	50	60	60	60	2,470
Dauphin County	4,020	120	110	110	110	4,470
Delaware County	7,520	170	200	200	200	8,290
Elk County	580	30	20	20	20	670
Erie County	5,020	140	130	130	130	5,550
Fayette County	2,460	50	60	60	60	2,690
Forest County	70	<10	<10	<10	<10	70
Franklin County	1,720	50	50	50	50	1,920
Fulton County	260	10	10	10	10	300
Greene County	360	10	10	10	10	400
Huntingdon County	740	40	20	20	20	840
Indiana County	1,080	40	30	30	30	1,210
Jefferson County	660	40	20	20	20	760

Source: PA Unemployment Compensation System

Note: This count reflects the total number of persons during the month who have exhausted all available state and federal UC benefits under current law. Numbers may not add to total due to rounding. Pennsylvania's totals are rounded to the nearest thousand.

UNEMPLOYMENT COMPENSATION

Estimates of UC Exhaustees by County

Area	Jan 2010 - Jan 2012	Actual	Projected			Total
		Feb 2012	Mar 2012	Apr 2012	May 2012	
Juniata County	260	<10	10	10	10	290
Lackawanna County	3,550	100	90	90	90	3,920
Lancaster County	5,760	150	150	150	150	6,360
Lawrence County	1,320	20	30	30	30	1,430
Lebanon County	1,390	50	40	40	40	1,560
Lehigh County	5,880	180	150	150	150	6,510
Luzerne County	6,010	200	160	160	160	6,690
Lycoming County	1,680	50	40	40	40	1,850
McKean County	630	30	20	20	20	720
Mercer County	1,460	40	40	40	40	1,620
Mifflin County	730	10	20	20	20	800
Monroe County	2,360	70	60	60	60	2,610
Montgomery County	9,670	240	250	250	250	10,660
Montour County	130	<10	<10	<10	<10	130
Northampton County	3,690	80	100	100	100	4,070
Northumberland County	1,670	60	40	40	40	1,850
Perry County	590	10	20	20	20	660
Philadelphia County	35,890	880	940	940	940	39,590
Pike County	400	10	10	10	10	440
Potter County	190	10	0	0	0	200
Schuylkill County	2,940	80	80	80	80	3,260
Snyder County	460	10	10	10	10	500
Somerset County	1,280	40	30	30	30	1,410
Sullivan County	50	<10	<10	<10	<10	50
Susquehanna County	330	10	10	10	10	370
Tioga County	250	10	10	10	10	290
Union County	330	<10	10	10	10	360
Venango County	780	20	20	20	20	860
Warren County	480	20	10	10	10	530
Washington County	2,240	50	60	60	60	2,470
Wayne County	420	20	10	10	10	470
Westmoreland County	5,220	110	140	140	140	5,750
Wyoming County	300	20	10	10	10	350
York County	5,690	180	150	150	150	6,320
Other	3,900	100	100	100	100	4,300

Source: PA Unemployment Compensation System

Note: This count reflects the total number of persons during the month who have exhausted all available state and federal UC benefits under current law. Numbers may not add to total due to rounding. Pennsylvania's totals are rounded to the nearest thousand.

JOBS

PA Total Nonfarm Jobs February 2012 (Seasonally Adjusted)



Source: Current Employment Statistics

O-T-M: Over-the-Month
O-T-Y: Over-the-Year

PA Job Facts

- Pennsylvania's total nonfarm jobs were at 5,717,600 in February
- O-T-M change for February was +16,700 (+0.3%)
- O-T-Y change for February was +40,000 (+0.7%), the 22nd consecutive O-T-Y increase
- Change since December 2007, the start of the recession, was -95,000 (-1.6%)
- Global Insight forecasts PA nonfarm jobs to recover to pre-recession levels (4th quarter 2007) in the 2nd quarter 2013 at 5,817,520 (see page 27 for additional Global Insight forecasts).

U.S. Job Facts

- U.S. Nonfarm jobs were at 132.7 million in February
- O-T-M change for February was +227,000 (+0.2%)
- O-T-Y change for February was +2,021,000 (+1.5%)
- Change since December 2007 was -5,285,000 (-3.8%)

PA Jobs Detail

- PA total nonfarm jobs were up 16,700 in February, the largest increase since May 2010. Excluding March-May 2010 (when job growth was higher, but fueled by temporary job spikes associated with the decennial census), this month's gain was the largest since July 2005.
- At 5,717,600 jobs, PA's jobs count was at its highest level since December 2008.
- Most of the February job growth was concentrated among service-providing industries, up 17,300.

JOBS BY INDUSTRY

Pennsylvania Nonagricultural Wage & Salary Employment

Seasonally Adjusted

Industry Sector	February 2012	Change from January 2012	Change from December 2007	
			volume	percent
Total Nonfarm Jobs	5,717,600	16,700	-95,000	-1.6%
Goods-Producing Industries	834,900	-600	-101,500	-10.8%
Mining & Logging	37,700	600	16,400	77.0%
Construction	229,100	-1,300	-30,700	-11.8%
Manufacturing	568,100	100	-87,200	-13.3%
Durable Goods	349,800	1,300	-55,300	-13.7%
Nondurable Goods	218,300	-1,200	-31,900	-12.7%
Service-Providing Industries	4,882,700	17,300	6,500	0.1%
Trade, Transp. & Utilities	1,098,700	2,200	-35,800	-3.2%
Wholesale Trade	230,100	1,100	-10,100	-4.2%
Retail Trade	628,500	-300	-27,300	-4.2%
Transp., Warehousing & Utilities	240,100	1,400	1,600	0.7%
Information	89,700	800	-18,600	-17.2%
Financial Activities	310,200	-500	-21,700	-6.5%
Finance & Insurance	248,800	-1,300	-16,400	-6.2%
Real Estate & Rental & Leasing	61,400	800	-5,300	-7.9%
Professional & Business Services	715,000	7,000	3,100	0.4%
Professional & Technical Services	311,700	5,400	-2,400	-0.8%
Management of Companies	125,600	200	14,700	13.3%
Admin & Waste Services	277,700	1,400	-9,200	-3.2%
Education & Health Services	1,163,900	8,500	79,200	7.3%
Educational Services	243,500	200	21,700	9.8%
Health Care & Social Assistance	920,400	8,300	57,500	6.7%
Leisure & Hospitality	515,500	-100	12,200	2.4%
Arts, Entertainment & Recreation	95,100	-100	9,400	11.0%
Accommodation & Food Services	420,400	0	2,800	0.7%
Other Services	254,500	-2,900	-400	-0.2%
Government	735,200	2,300	-11,500	-1.5%
Federal Government	101,300	100	-2,400	-2.3%
State Government	156,400	900	-4,400	-2.7%
Local Government	477,500	1,300	-4,700	-1.0%

Source: Current Employment Statistics

INDUSTRY HIGHLIGHTS

Industries with Growing Companies in 2nd Quarter 2011

Industry	Growing Companies	Industry	Growing Companies
Manufacturing	412	Wholesale Trade	176
Health Care & Social Assistance	290	Retail	139
Prof., Scientific, & Technical Services	244	Administrative & Waste Services	126

Growing Companies Detail

- Growing Companies are companies that began the period with at least 10 employees and increased their employment for four consecutive quarters and by at least 10%.
- Total number of growing companies in 2nd quarter 2011 was 2,050
- In **Manufacturing** – Machine Shops, Turned Product, and Screw, Nut, and Bolt Manufacturing; Architectural and Structural Manufacturing; Semiconductor and Other Electronic Component Manufacturing; Metalworking Machinery Manufacturing
- In **Health Care & Social Assistance** – Individual and Family Services; Offices of Physicians; Child Day Care Services; Home Health Care Services
- In **Professional, Scientific, & Technical Services** – Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services
- In **Wholesale Trade** – Wholesale Electronic Markets and Agents and Brokers; Machinery, Equipment, and Supplies Merchant Wholesalers

Industries with Declining Companies in 2nd Quarter 2011

Industry	Declining Companies	Industry	Declining Companies
Manufacturing	157	Health Care & Social Assistance	101
Accommodation & Food Services	109	Construction	89
Prof., Scientific, & Technical Services	103	Retail Trade	88

Declining Companies Detail

- Declining Companies are companies that began the period with at least 20 employees and lost employment for four consecutive quarters and by at least 10%.
- Total number of declining companies in 2nd quarter 2011 was 1,006
- In **Manufacturing** – Pharmaceutical and Medicine Manufacturing; Other Wood Product Manufacturing; Printing and Related Support Activities; Plastics Product Manufacturing; Architectural and Structural Metals Manufacturing; Other Fabricated Metal Product Manufacturing; Medical Equipment and Supplies Manufacturing
- In **Accommodation & Food Services** – Restaurant and Other Eating Places; Traveler Accommodation; Special Food Services; Drinking Places (Alcoholic Beverages)

PA EMPLOYER ACTIVITIES

(Based on published media reports)

Reported^{1/} Openings or Expansions by Industry

Industry	Jan to Feb 2012		Mar 2011 to Feb 2012	
	Events	Employment Gain	Events	Employment Gain
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	1	90
Utilities	0	0	0	0
Construction	0	0	0	0
Manufacturing	0	0	6	600
Wholesale Trade	0	0	1	71
Retail Trade	14	840	59	4,675
Transportation and Warehousing	1	300	6	550
Information	0	0	3	3,285
Financial Activities	1	31	2	62
Professional and Business Services	0	0	8	975
Education and Health Services	2	270	4	695
Leisure and Hospitality	6	475	35	2,805
Other Services	1	75	1	75
Public Administration	0	0	0	0
Total	25	1,991	126	13,883

^{1/} Compilation of events and employment gain may be unconfirmed and incomplete.

Reported^{1/} Closings or Layoffs^{2/} by Industry

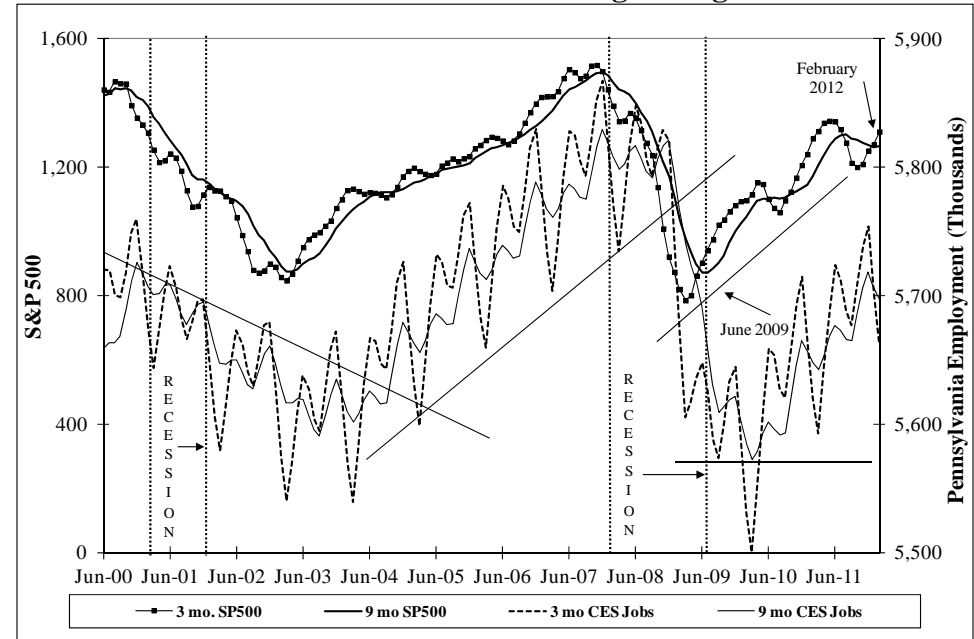
Industry	Jan to Feb 2012		Mar 2011 to Feb 2012	
	Events	Employment Loss	Events	Employment Loss
Agriculture, Forestry, Fishing & Hunting	0	0	0	0
Mining	0	0	1	-46
Utilities	0	0	0	0
Construction	0	0	1	-80
Manufacturing	10	-1,396	50	-5,047
Wholesale Trade	0	0	5	-301
Retail Trade	4	-152	36	-2,091
Transportation and Warehousing	1	-58	13	-1,767
Information	1	0	7	-3,360
Financial Activities	4	-65	12	-1,072
Professional and Business Services	1	-123	16	-1,805
Education and Health Services	2	-333	29	-5,256
Leisure and Hospitality	13	-520	26	-1,093
Other Services	0	0	1	-190
Public Administration	1	-91	2	-127
Total	37	-2,738	199	-22,235

^{1/} Compilation of events and employment loss may be unconfirmed and incomplete.

^{2/} Includes temporary layoffs.

ECONOMIC INDICATORS

S&P 500 vs. Pennsylvania CES Employment, 2000 - 2012, 3-month vs. 9-month moving averages



S&P 500 Index

- The Standard & Poor's 500 index closed at 1,366 in February, down 183 points from a record high of 1,549 in October 2007.
- The O-T-M change was +53 points (+4.1%)
- The O-T-Y change was +38 points (+2.9%)

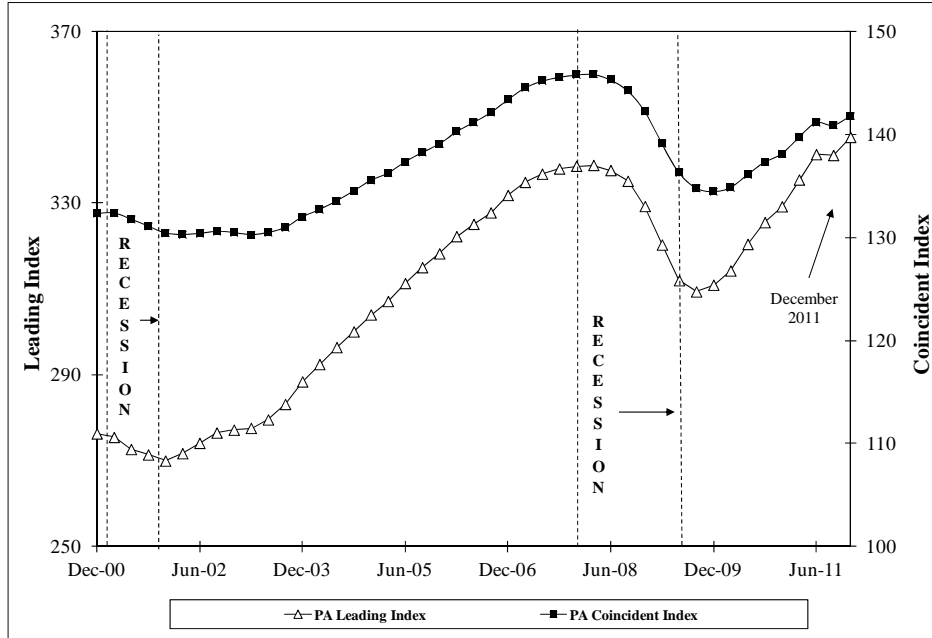
O-T-M: Over-the-Month
O-T-Y: Over-the-Year

The S&P 500 index is an excellent leading indicator of the direction of the economy and thus employment. When the three-month simple moving average (SMA) crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

- In June 2009, the three-month SMA crossed the nine-month SMA upwards, signaling the start of a possible economic recovery. ***In September 2010, the National Bureau of Economic Research declared that the recession beginning in December 2007 ended in June 2009.***
- The three-month SMA was above the nine-month SMA for 25 out of 33 months since June 2009. It dropped below in August 2011 due to uncertainty in the national economy, but it rose above again in January 2012. Employment appears to have bottomed in March 2010, and CES employment looks to be following an upwards trajectory, although the three-month SMA dropped below the nine-month SMA for the first time since April 2011.

ECONOMIC INDICATORS

Pennsylvania Leading and Coincident Indexes, Quarterly Average



Leading Index

Pennsylvania's leading index reflects where the economy is headed. The index is constructed from the state's current coincident index, housing permits, initial unemployment claims, and vendor delivery time.

- In December 2011, the quarterly average of the index stood at 345.3, higher than the previous quarter's reading of 341.1. September 2011 was the only quarter since September 2009 to have a quarterly average that was lower than the previous quarter's.
- A change in trend of this index signals a turn in the economy, though it is too early to tell if September's downward movement is an indication of a lasting trend.

Coincident Index

Pennsylvania's coincident index is a measure of current economic activity. The index is constructed from employment, hours worked in manufacturing, the unemployment rate and wage disbursements.

- In December 2011, the quarterly average of the index was 141.8, higher than the previous quarter's reading of 140.9. Like the leading index, a change in trend of this index signals a turn in the economy.

MASS LAYOFF STATISTICS

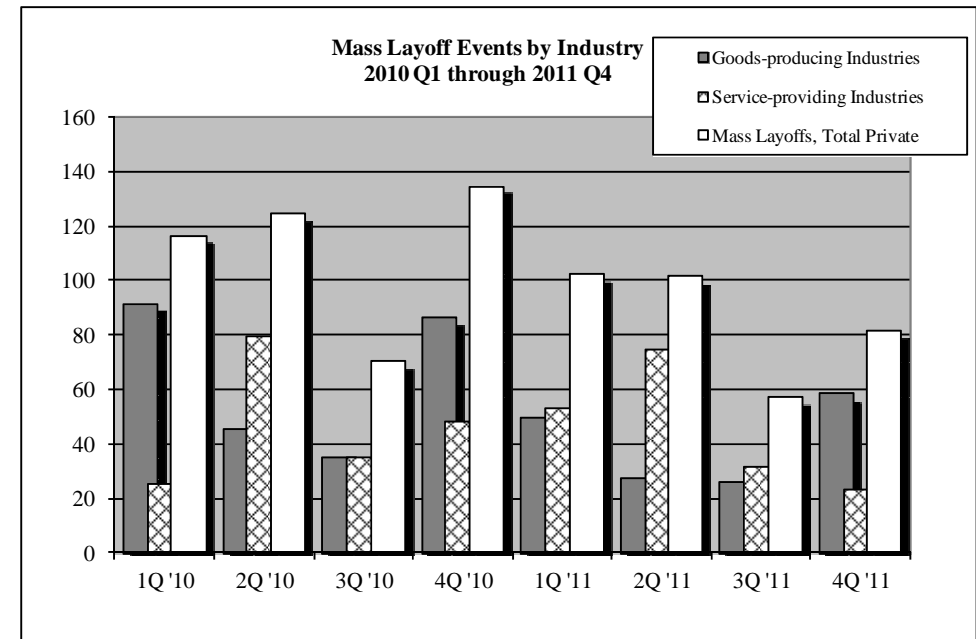
Statewide Mass Layoff Events by Industry 2011 Q4 and 2010 Q4

Industry Supersector	Total Estab.	2011 Q4		2010 Q4	
		Estab. with Layoffs	Total Separations	Estab. with Layoffs	Total Separations
Total, Private	272,666	81	8,824	134	12,795
Goods-producing Industries	44,504	58	6,187	86	7,639
Construction	27,925	40	4,037	62	5,516
Manufacturing	13,709	18	2,150	21	1,861
Service-providing Industries	228,162	23	2,637	48	5,156
Trade, Transportation & Utilities	55,515	3	250	6	865
Professional & Business Svcs.	118,065	13	1,536	32	3,363
Leisure & Hospitality	25,995	7	851	10	928

Total Establishments (Estab.) - Number of establishments within the industry supersector

Establishments with Layoffs - Number of establishments with a layoff event involving 50 or more employees and lasting longer than 30 days

Total Separations - Number of employees affected by layoff events



NEW HIRES

Pennsylvania New Hires, 2010 to 2011, 4th Quarter

Industry Sector	2011 Q4	2010 Q4	Change from 2010 Q4	
			Volume	Percent
Total New Hires	462,700	463,000	-300	0%
Goods-producing Industries	48,000	48,900	-900	-2%
Ag, Forestry, Fishing, Hunt.	1,600	1,500	100	7%
Mining	2,600	2,300	300	13%
Construction	20,100	21,300	-1,200	-6%
Manufacturing	23,700	23,800	-100	0%
Service-providing Industries	377,900	386,700	-8,800	-2%
Trade, Transp. & Utilities	89,000	101,100	-12,100	-12%
Wholesale Trade	11,000	11,100	-100	-1%
Retail Trade	66,900	61,600	5,300	9%
Transp., Warehouse & Utilities	11,100	28,400	-17,300	-61%
Information	5,900	6,000	-100	-2%
Financial Activities	11,400	11,000	400	4%
Finance & Insurance	8,200	7,900	300	4%
Real Estate & Rental & Leasing	3,200	3,100	100	3%
Professional & Business Svcs.	125,600	111,500	14,100	13%
Professional & Technical Svcs.	17,300	17,900	-600	-3%
Management of Companies	2,400	4,300	-1,900	-44%
Admin & Waste Services	105,900	89,300	16,600	19%
Education & Health Services	77,100	84,200	-7,100	-8%
Educational Services	25,900	31,300	-5,400	-17%
Health Care & Social Assistance	51,200	52,900	-1,700	-3%
Leisure & Hospitality	57,700	60,900	-3,200	-5%
Arts, Entertainment & Recreation	13,100	14,000	-900	-6%
Accommodation & Food Svcs.	44,600	46,900	-2,300	-5%
Other Services	9,100	9,700	-600	-6%
Government	2,100	2,300	-200	-9%
Unclassified Industry	36,800	27,400	9,400	34%

- **Top Industries that have new hires above year ago levels** – Employment Services; Clothing Stores; Sporting Goods, Hobby, and Musical Instrument Stores; Health and Personal Care Stores; Warehousing and Storage; Residential Mental Retardation, Mental Health and Substance Abuse Facilities; General Medical and Surgical Hospitals; Nursing Care Facilities; Outpatient Care Centers; Insurance Carriers; Architectural, Engineering, and Related Services
- **Top Industries that have new hires below year ago levels** – Full-Service Restaurants; Limited-Service Eating Places; Couriers and Express Delivery Services; Support Activities for Water Transportation; Colleges, Universities, and Professional Schools

Note: In every economy there is job creation and job destruction every month and the result is employment change. New hires are linked to job creation, however, an increase in new hires does not directly equate to an increase in the total employment count. The new hires count is simply an indication of hiring activity in an industry. Separations, in the form of layoffs, firings, or quits, are linked to job destruction and account for the other half of the employment change equation. The balance of hires and separations result in the employment change.

STATE UNEMPLOYMENT

RATES

Current Unemployment Rates for States and Historical Highs/Lows

Seasonally Adjusted

State	Feb 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
ND	3.1	Feb-83	6.8	Jul-01	2.6
NE	4.0	Feb-83	6.7	Feb-98	2.2
SD	4.3	Feb-83	6.0	Mar-00	2.5
VT	4.9	Jan-76	8.8	Apr-00	2.4
NH	5.2	Sep-92	7.6	May-87	2.1
IA	5.3	Mar-83	8.6	Oct-99	2.5
WY	5.4	Jan-87	9.1	Apr-79	2.3
MN	5.7	Dec-82	9.1	Mar-99	2.5
UT	5.7	Mar-83	10.0	Mar-07	2.4
VA	5.7	Jan-83	7.8	Dec-00	2.2
OK	6.0	Jun-83	9.2	Dec-00	2.8
KS	6.1	Aug-09	7.6	Apr-79	3.0
MT	6.2	Mar-83	8.8	Dec-06	3.1
HI	6.4	Jan-76	9.9	Dec-06	2.3
MD	6.5	Nov-82	8.4	Feb-08	3.3
MA	6.9	Jan-76	11.1	Oct-00	2.6
WI	6.9	Jan-83	11.5	Feb-00	3.0
DE	7.0	Dec-76	9.3	Feb-89	2.8
LA	7.0	Nov-86	12.8	Jul-06	3.6
AK	7.1	Jun-86	11.5	Apr-07	5.9
ME	7.1	Jan-77	9.0	Jan-01	3.1
TX	7.1	Nov-86	9.3	Jan-01	4.2
NM	7.2	Mar-83	10.0	Jun-07	3.4
WV	7.2	Mar-83	18.1	Apr-08	3.9
MO	7.4	Feb-83	10.6	Jan-00	2.8
AL	7.6	Dec-82	14.3	Apr-07	3.2

State	Feb 2012	Historical High		Historical Low	
	Rate (%)	Date	Rate	Date	Rate
AR	7.6	Jul-83	10.1	Nov-00	4.0
OH	7.6	Jan-83	13.9	Jan-01	3.8
PA	7.6	Mar-83	12.9	Mar-00	4.0
CO	7.8	Nov-10	9.0	Jan-01	2.6
CT	7.8	Dec-10	9.4	Oct-00	2.1
ID	8.0	Feb-83	9.6	Mar-07	2.7
TN	8.0	Jan-83	12.8	May-00	3.9
WA	8.2	Nov-82	12.2	May-07	4.4
IN	8.4	Jan-83	12.7	Apr-99	2.6
NY	8.5	Nov-76	10.3	Apr-88	4.0
AZ	8.7	Jan-83	11.6	Jul-07	3.5
KY	8.7	Jan-83	12.0	Jun-00	4.1
MI	8.8	Dec-82	16.8	Mar-00	3.3
OR	8.8	Jan-83	12.1	Feb-95	4.7
NJ	9.0	Dec-76	10.7	Jul-00	3.6
GA	9.1	Jan-10	10.5	Dec-00	3.3
IL	9.1	Feb-83	12.9	Feb-99	4.2
SC	9.1	Dec-09	12.0	Mar-98	3.2
FL	9.4	Feb-10	11.4	Aug-06	3.3
MS	9.5	Apr-83	13.5	Apr-01	4.9
DC	9.9	Feb-83	11.6	May-89	4.8
NC	9.9	Feb-10	11.4	Mar-99	3.1
CA	10.9	Oct-10	12.4	Jan-01	4.7
RI	11.0	Jan-10	11.9	Jul-88	2.9
NV	12.3	Oct-10	14.0	Apr-00	3.8

Note: Data series begins in January 1976.

BUSINESS EMPLOYMENT DYNAMICS

Business Employment Dynamics (BED) presents a new way of looking at the dynamics of the commonwealth's overall labor market and shows the constant churning of jobs. Exploring the labor market from this perspective points out that there are consistently significant job gains and job losses every month. BED data compiled by the U.S. Bureau of Labor Statistics allows the tracking of employment changes at the establishment level, which in turn allows:

- *The computation of gross jobs gained at opening and expanding establishments*
- *The gross jobs lost at closing and contracting establishments for the state.*

During the 2nd quarter 2011, Pennsylvania:

- **Gained 276,634 jobs** through establishments either opening or expanding
- **Lost 249,470 jobs** through establishments either contracting or closing
- Pennsylvania posted a net job gain of **27,164**

During the same period, in Pennsylvania:

- **76,181 establishments added jobs** through either expansions or openings
- **74,617 establishments lost jobs** through either contractions or closings

Private Sector Gross Job Gains and Losses

Seasonally Adjusted

State	Gross Job Gains ^{1/}	Gross Job Losses ^{1/}	Net Job Change	Establishments with Job Gains	Establishments with Job Losses
PA	276,634	249,470	27,164	76,181	74,617
DE	22,247	23,686	-1,439	5,524	5,599
MD	130,489	124,892	5,597	34,455	35,371
NJ	220,220	191,595	28,625	55,350	53,226
NY	464,287	407,215	57,072	122,220	114,816
OH	255,425	224,156	31,269	64,193	60,906
WV	35,737	33,306	2,431	10,284	10,757

^{1/}Gross job gains and losses are a measure of job flow. They account for changes in the number of positions at existing, new, and closing businesses, not the actual movement of workers. For example, if a worker were hired to fill an existing position at a firm, this hire would not be reflected in the gross job gains number. If a firm expands and hires a worker for a new position, this would have a positive impact on gross job gains. This differs from New Hires data. The New Hires count would increase in both instances. The New Hires count increases anytime that a firm hires a worker.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Industry Sector

Industry Sector	February 2012	February 2011	Volume Change	Percent Change
Total Ads by Industry Sector	192,188	162,306	29,882	18.4%
Goods-producing Industries	9,708	7,408	2,300	31.0%
Ag, Forestry, Fishing, Hunt.	93	51	42	82.4%
Mining	256	254	2	0.8%
Construction	1518	1004	514	51.2%
Manufacturing	7,841	6,099	1,742	28.6%
Service-providing Industries	82,771	70,860	11,911	16.8%
Trade, Transp. & Utilities	20,701	16,386	4,315	26.3%
Wholesale Trade	5,226	4,423	803	18.2%
Retail Trade	11,784	9,020	2,764	30.6%
Transp., Warehouse & Utilities	3,691	2,943	748	25.4%
Information	2,442	2,723	-281	-10.3%
Financial Activities	7,388	6,849	539	7.9%
Finance & Insurance	5,579	5,158	421	8.2%
Real Estate & Rental & Leasing	1,809	1,691	118	7.0%
Professional & Business Svcs.	27,703	23,993	3,710	15.5%
Professional & Technical Svcs.	11,430	9,464	1,966	20.8%
Management of Companies	34	53	-19	-35.8%
Admin & Waste Services	16,239	14,476	1,763	12.2%
Education & Health Services	18,586	16,173	2,413	14.9%
Educational Services	3,374	2,964	410	13.8%
Health Care & Social Assistance	15,212	13,209	2,003	15.2%
Leisure & Hospitality	2,902	2,413	489	20.3%
Arts, Entertainment & Recreation	418	354	64	18.1%
Accommodation & Food Svcs.	2,484	2,059	425	20.6%
Other Services	2,200	1,682	518	30.8%
Government	849	641	208	32.4%
Unclassified or unavailable	99,709	84,038	15,671	18.6%

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Help Wanted Online Active Ads by Occupational Group

Occupational Group	February 2012	February 2011	Volume Change	Percent Change
Total	192,532	163,000	29,532	18.1%
Sales and Related	24,847	22,003	2,844	12.9%
Healthcare Practitioners and Technical	24,461	22,740	1,721	7.6%
Computer and Mathematical	20,201	17,426	2,775	15.9%
Office and Administrative Support	20,152	17,415	2,737	15.7%
Management	17,306	15,319	1,987	13.0%
Transportation and Material Moving	11,232	8,944	2,288	25.6%
Business and Financial Operations	10,270	8,462	1,808	21.4%
Architecture and Engineering	7,875	5,897	1,978	33.5%
Healthcare Support	7,812	7,651	161	2.1%
Production	7,683	5,134	2,549	49.6%
Installation, Maintenance, and Repair	6,985	5,360	1,625	30.3%
Food Preparation and Serving Related	6,674	5,043	1,631	32.3%
Arts, Design, Entertainment, Sports, and Media	4,215	3,314	901	27.2%
Education, Training, and Library	3,622	3,070	552	18.0%
Personal Care and Service	3,609	2,800	809	28.9%
Community and Social Services	3,413	2,859	554	19.4%
Building & Grounds Cleaning & Maintenance	3,404	2,613	791	30.3%
Construction and Extraction	3,200	2,248	952	42.3%
Life, Physical, and Social Science	2,956	2,534	422	16.7%
Protective Service	1,441	1,086	355	32.7%
Legal	900	921	-21	-2.3%
Farming, Fishing, and Forestry	256	101	155	153.5%
Military Specific	18	60	-42	-70.0%
Miscellaneous	0	0	0	N/A

Note: Help Wanted Online Ads by industry and occupation are compiled differently and totals will not equal each other.

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Industries Help Wanted Online Active Ads

Industry	February 2012
Employment Placement Agencies	5,476
Temporary Help Services	5,467
General Medical and Surgical Hospitals	3,504
Home Health Care Services	1,974
Colleges, Universities, and Professional Schools	1,896
Computer Systems Design Services	1,887
Office Supplies and Stationery Stores	1,839
Commercial Banking	1,767
All Other Miscellaneous Ambulatory Health Care Services	1,691
Nursing Care Facilities	1,646
Offices of Physicians (except Mental Health Specialists)	1,568
Engineering Services	1,523
Home Centers	1,460
Custom Computer Programming Services	1,453
General Freight Trucking, Long-Distance, Truckload	1,420
All Other Professional, Scientific, and Technical Services	1,410
All Other Business Support Services	1,391
Department Stores (except Discount Department Stores)	1,362
Insurance Agencies and Brokerages	1,106
Office Administrative Services	923
Other Individual and Family Services	894
Administrative Management & General Mgmt. Consulting Services	888
Offices of Certified Public Accountants	835
Other Management Consulting Services	777
General Line Grocery Merchant Wholesalers	768

HELP WANTED ONLINE ADS

Pennsylvania Top 25 Occupations Help Wanted Online Active Ads

Occupation	February 2012
Registered Nurses*	7,261
Truck Drivers, Heavy and Tractor-Trailer*	5,855
Retail Salespersons	5,775
First-Line Supervisors/Managers of Retail Sales Workers	4,788
Customer Service Representatives*	4,393
Computer Systems Analysts*	4,069
Physical Therapists*	3,569
Web Developers	3,158
Occupational Therapists*	3,139
Computer Support Specialists*	2,647
Executive Secretaries and Administrative Assistants*	2,626
Industrial Engineers*	2,556
Sale Reps, Wholesale & Mfg. (except Sci & Tech)*	2,493
Medical and Health Services Managers	2,356
Accountants*	2,310
Supervisors/Managers of Food Prep. & Serving Workers	2,264
Supervisors/Managers of Production & Operating Workers*	2,241
Speech-Language Pathologists	2,050
Supervisors/Managers of Office and Admin. Support Workers*	2,041
Marketing Managers	1,942
Computer Software Engineers, Applications*	1,920
Sales Managers	1,877
Sales Representatives, Services, All Other	1,868
Occupational Therapist Assistants*	1,836
Network and Computer Systems Administrators*	1,637

*2011 High Priority Occupation (HPO) for PA

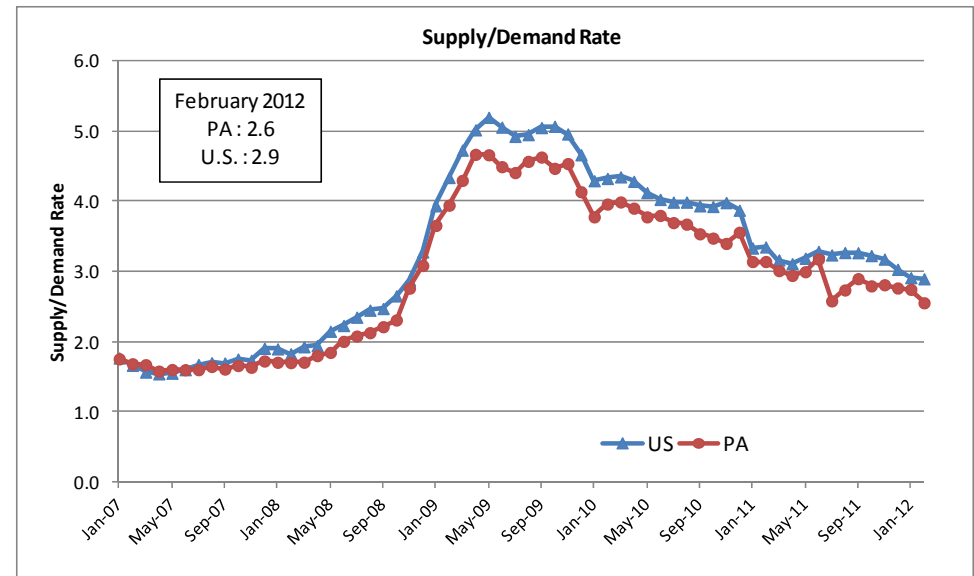
HELP WANTED ONLINE ADS

Pennsylvania Top 25 Employers Help Wanted Online Active Ads

Employer	Feb 2012
Staples	1,789
Lowe's	1,080
Reflectx Services	1,044
Allegis Group	1,030
BAYADA Home Health Care	852
IBM	837
PNC	718
Genesis HealthCare	673
Deloitte	669
Aerotek	639
WellSpan Health	598
Community Health Systems	591
StaffUS Healthcare, LLC.	556

Employer	Feb 2012
Geisinger Health System	493
Judge Group, Inc.	490
Capital Healthcare Solutions, Inc.	487
Medical Staffing Source of America	469
CrossMark	454
JCPenney	437
Macy's	433
Comcast	423
Dick's Sporting Goods	418
Adecco	403
ePeople Healthcare	402
Home Depot	396

Help Wanted Online Ads Supply Demand Rate (Low ratio is desired)



Supply: Number of Unemployed
Demand: Number of Ads

Supply Demand Rate:
Number of Unemployed / Number of Ads

SHORT-TERM FORECASTS

(GLOBAL INSIGHT)

Unemployment Rate Short-Term Forecast

	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2
PA	7.6%	7.6%	7.6%	7.6%	7.5%
U.S.	8.3%	8.2%	8.1%	8.1%	8.0%

- Global Insight forecasts that Pennsylvania's unemployment rate will not drop to its prerecession, 4th quarter 2007 level (4.5%) in the next 30 years.
- The U.S. unemployment rate is not forecasted by Global Insight to drop to its prerecession level (5.0% in December 2007) in the next 10 years.

Pennsylvania Nonfarm Jobs Short Term Forecast

Seasonally Adjusted, In Thousands

	2012 Q2	2012 Q3	2012 Q4	2013 Q1	2013 Q2
PA	5,740	5,759	5,781	5,799	5,818
U.S.	133,059	133,479	134,116	134,614	135,088

NEWS OF THE MONTH

New Data Sets in the Workforce Investment Area Fast Facts Reports

The Center for Workforce Information & Analysis Workforce Investment Area (WIA) Fast Facts reports now include two informative new data sets.

Unemployment Compensation Initial Claims Demographics

This new data set provides a breakdown by sex, age, and race/ethnicity for individuals filing initial claims for unemployment compensation.

Workforce Investment Act Common Measures

This new data set compares the negotiated and actual levels of the common performance measures, as defined by the Employment and Training Administration, for Pennsylvania and each WIA.

The WIA Fast Facts reports can be found at:

<http://www.paworkstats.state.pa.us/gsipub/index.asp?docid=777>

DEFINITIONS

LABOR FORCE STATISTICS - Source: Pennsylvania Local Area Unemployment Statistics (LAUS)

The labor force and unemployment data are based on the same concepts and definitions as those used for the official national estimates obtained from the Current Population Survey (CPS). The Local Area Unemployment Statistics (LAUS) program measures employment and unemployment on a place-of-residence basis and produces estimates using equations based on regression techniques. This method utilizes data from several sources, including the CPS, the Current Employment Statistics (CES), and state unemployment insurance (UI) programs. The LAUS program does not produce estimates for any demographic groups.

Unemployment Rate: The number of unemployed as a percentage of the labor force.

Unemployment: All persons aged 16 years and older who had no employment during the reference week (contains the 12th day of the month), were available for work (except for temporary illness), and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to jobs from which they had been laid off need not to have been looking for work to be classified as unemployed.

Employment: All persons who, during the week which includes the 12th day of the month, (a) did any work as paid employees, worked in their own businesses or professions or on their own farm, or worked 15 hours or more as unpaid workers in enterprises operated by members of their families, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if the person holds more than one job. Included are the self-employed, unpaid family workers, agricultural workers, and private household workers, who are excluded by the CES survey.

Labor Force: All persons either working or looking for work or classified as employed or unemployed.

UNEMPLOYMENT DEMOGRAPHICS - Source: U.S. Bureau of Labor Statistics, CPS

The Current Population Survey (CPS) is a monthly survey of households conducted by the United States Census Bureau for the Bureau of Labor Statistics. It provides a comprehensive body of data on the labor force, employment, unemployment and persons not in the labor force by geographic area. The CPS is a count of people. CPS data are not seasonally adjusted.

Demographics: Characteristics of a population

Discouraged Workers: Persons not in the labor force who want and are available for a job and who have looked for work sometime in the past 12 months, but who are not currently looking because they believe there are no jobs available or there are none for which they would qualify. Discouraged workers are not included in the unemployment count.

Duration of Unemployment: The length of time in weeks (through the current reference week) that persons classified as unemployed had been looking for work.

Labor Force Participation Rate: The labor force as a percent of the civilian non-institutional population.

Employment to Population Ratio: The proportion of the civilian non-institutional population aged 16 years and over that is employed.

Part Time for Economic Reasons: Persons who would like to work full time but were working part time (1 to 34 hours) because of an economic reason, such as their hours were cut back or they were unable to find full-time jobs.

Long-term Unemployed: Persons who have been unemployed for greater than 26 weeks.

Underemployment Rate: The number of unemployed plus those people working part time who would like full time jobs plus those who have dropped out of the labor market entirely and still want a job, as a percent of the labor force plus those who have dropped out of the labor market entirely and still want a job.

DEFINITIONS

POPULATION DEMOGRAPHICS - Source: U.S. Census Bureau; Pennsylvania State Data Center

WORKFORCE INDICATORS – Source: U.S. Census Bureau, Local Employment Dynamics

The Quarterly Workforce Indicators (QWI) are a set of economic indicators that can be queried by different levels of geography as well as by industry, gender, and age of workers. The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state Quarterly Census of Employment and Wages (QCEW) data.

UNEMPLOYMENT COMPENSATION - Source: Pennsylvania Department of Labor & Industry

Unemployment Compensation (UC): The Federal-State Unemployment Compensation (UC)

Program provides unemployment benefits to eligible workers who are unemployed through no fault of their own and meet other eligibility requirements of State law. UC payments (benefits) are intended to provide temporary financial assistance to unemployed workers who meet the requirements of State law.

Regular UC: Provides up to 26 weeks of benefits for **eligible** unemployed workers based on their earnings prior to becoming unemployed.

Emergency Unemployment Compensation (EUC): A temporary, federally-funded extension of unemployment benefits for eligible individuals who have exhausted their Regular UC benefits and are still unemployed.

Extended Benefits (EB): A temporary, extension of unemployment benefits available to eligible individuals who have exhausted their Regular UC benefits and any temporary emergency unemployment benefits currently available.

Initial Claims: The count of notices of unemployment requesting a determination of eligibility and entitlement for UC benefits. A person can file multiple claims.

Continued Claims: The number of weeks that claimants are requesting payment of unemployment benefits. These claims include “waiting weeks” which do not receive payment and claims that are subsequently denied benefits.

Individual Payments: The distinct count of individuals who received unemployment compensation benefits.

Exhaustees: The count of individuals who have drawn the maximum amount of benefits to which he or she is entitled.

JOBS - Source: Pennsylvania Department of Labor & Industry, Current Employment Statistics (CES)

Each month the CES program surveys about 140,000 national businesses and government agencies in order to provide detailed industry data on employment, hours, and earnings of workers on non-farm payrolls. This is a collaborative effort between BLS and the states. CES produces a count of jobs, not of people.

Nonfarm Jobs: The total number of persons on establishment payrolls employed full or part time who received pay for any part of the pay period that includes the 12th day of the month.

Temporary and intermittent employees are included, as are any employees who are on paid sick leave, on paid holiday, or who work during only part of the specified pay period. Persons on the payroll of more than one establishment are counted in each establishment. Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and domestic workers. Persons on layoff, strike, or leave without pay for the entire period, or who have not yet reported for work are not counted as employed. Government employment covers only civilian employees.

Seasonal Adjustment: Removes the change in employment that is due to normal seasonal hiring or layoffs (holidays, weather, etc.), thus leaving an over-the-month change that reflects only employment changes due to trend and irregular movements.

DEFINITIONS

INDUSTRY HIGHLIGHTS - Source: Center for Workforce Information & Analysis Strategic Early Notice Econometric Model; Quarterly Census of Employment and Wages

The Strategic Early Notice Econometric Model identifies companies and industries of probable importance. There are two types of companies: growing and declining. Growing companies and industries are experiencing significant employment growth. Declining companies and industries are experiencing significant employment decline. The model does not presuppose a cause for a company's decline or growth. Companies are selected based on an algorithmic model.

Growing Company: A company whose employment count has grown each quarter over the past year. Only those companies having at least 10 employees at the beginning of the measurement period and having employment growth of at least 10 percent are identified.

Declining Company: A company whose employment count has declined each quarter over the past year. Only those companies having at least 20 employees at the beginning of the measurement period and having an employment decline of at least 10 percent are identified.

PA EMPLOYER ACTIVITIES - Source: Based on media reports

Compilation of events and employment gain or loss may be unconfirmed and incomplete.

ECONOMIC INDICATORS - Source: Standard & Poor's S&P500 Index, Current Employment Statistics, Federal Reserve Bank of Pennsylvania

S&P 500 Index: A composite index of the common stock prices of 500 large publicly held companies traded in the United States. The S&P 500 index is an excellent leading indicator as to the direction of the economy and thus employment. Plotting the index's three-month simple moving average (SMA) versus the nine-month SMA shows interesting results. When the three-month SMA crosses the nine-month SMA, a prediction can be made as to the direction of the economy and employment.

PA CES Employment: Pennsylvania total nonfarm jobs.

PA Leading Index: A forecast of economic activity. The purpose of the index is to reflect where the economy is headed. The leading index is constructed from the state's current economic activity index, housing permits, initial unemployment claims, the index of vendor delivery time from the Philadelphia Federal Reserve Bank's *Business Outlook Survey*, and the spread between the yields on 10-year Treasury bonds and the fed funds rate. A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

PA Coincident Index: A measure of current economic activity. Individual economic indicators often produce conflicting signals on the health of the economy. For example, one indicator can be showing a gain while another reflects a loss. The purpose of the coincident index is to suppress these conflicting signals by combining a set of key measures to reflect the overall economic trend. The index is constructed from three monthly data series (payroll employment, average hours worked in manufacturing, and the unemployment rate) and one quarterly series (wage and salary disbursements). A change in direction of the index may signal a change in the direction of the economy. Source data is revised significantly from month to month.

